AGENDA

Regular Meeting of the OSU/A&M Board of Regents

June 13, 2025 – 10:00 a.m.

Oklahoma State University-Oklahoma City
Conference North, 3rd Floor Student Center
900 N. Portland Ave.
Oklahoma City, Oklahoma

Notice of this meeting was filed with the Secretary of State on November 7, 2024. Detailed information for all agenda items is provided in the attached documentation.

I. BOARD OF REGENTS' BUSINESS

A. Approval of Order of Business

B. Consideration and possible approval of the April 25, 2025, Regular Board Meeting Minutes (due to their large volume, draft minutes for this meeting are available for viewing on the Board website at the following url: https://regents.okstate.edu/site-files/docs/meetings/2025/draft_2025-04-25_regbdmtgminutes.pdf)

C. Announcement of next Regular Board Meeting to be held on September 12, 2025, in the Multipurpose Room, 142 School of Physical Therapy, Langston University, Langston, Oklahoma.

D. Adoption of Memorial Resolution for Wesley "Wes" Watkins

E. Recognition of new Regent, Mr. Tracy Poole

F. Recognition of Board Chair Jimmy Harrel

II. OKLAHOMA PANHANDLE STATE UNIVERSITY

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

1. Remarks by President Julie Dinger
2. Panhandle Magazine

B. Resolutions

1. Request adoption of Memorial Resolution for Kirstan Neukam

C. Policy and Operational Procedures

None

D. Personnel Actions in compliance with Board Policies 3.01, 3.02, and 3.03

1. Request approval of two new appointments:
   a. Assistant Professor of Agricultural Communications
   b. Assistant Professor of Nursing

2. Personnel items not requiring Board action are provided for informational purposes only

E. Instructional Programs

1. Request approval of a new program:
   a. B.S. STEM Studies and related options
2. Request approval for program modifications for:
   a. B.B.A. Accounting -- Accounting Information Systems
   b. B.B.A. Business Administration -- Hospitality and Tourism Option
   c. B.B.A. Business Administration -- Sports and Recreation Management
   d. B.S. Health and Physical Education -- Academic Option
   e. B.S. Health and Physical Education -- Teaching Option

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

1. Request approval of Oklahoma Panhandle State University's proposed FY 2026 Budgets, including E&G Rates Parts I and II, Auxiliary, Tuition and Fees, Room and Board Rates, and Salary Recommendations
2. Request approval to accept a grant award of $80,000 from the Oklahoma Rural Water Association supporting water well and lift station upgrades, and to expend grant funds according to grant guidelines

G. Other Business and Financial Matters

None

H. Contractual Agreements (other than construction and renovation)

None

I. New Construction or Renovation of Facilities

1. Request approval to obtain restoration services, solicit bids, and process purchase orders for high wind damage that occurred in March 2025 at an estimated cost of $150,000

J. Purchase Requests in compliance with Board Policy 2.07

1. Request approval for purchase orders over $100,000 for FY 2026

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 Summaries for April and May 2025

III. NORTHEASTERN OKLAHOMA A&M COLLEGE

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

1. Remarks by President Kyle Stafford
2. NEO Update

B. Resolutions

None

C. Policy and Operational Procedures

1. Request approval of new Bursar Payment Policy, *N2-1212 BURSAR August 2025*

D. Personnel Actions in compliance with Board Policies 3.01, 3.02, and 3.03
1. Request approval of personnel actions
2. Personnel 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.)
1. Request approval of Northeastern Oklahoma A&M College's proposed FY 2026 Budgets, including E&G Parts I and II, Auxiliary, Tuition and Fees, Room and Board Rates and Salary Recommendations

G. Other Business and Financial Matters
1. Request approval to expend grant funds, including payment of administrative allowance at year-end, according to grant guidelines
2. Request approval to continue to use grant consulting services
3. Request approval to grant utilities easement to City of Miami, Oklahoma
4. Request approval to sell approximately 1.7995 acres of property to Fullerton Farms

H. Contractual Agreements (other than construction and renovation)
1. Request approval for FY 2026 clinical facilities for Health Science Programs

I. New Construction or Renovation of Facilities

None

J. Purchase Requests in compliance with Board Policy 2.07
1. Request ratification of interim approval to use emergency repair services for storm damages received at Northeastern Oklahoma A&M College campus
2. Request approval for yearly purchase orders over $100,000
3. Request approval to solicit competitive bids or use state contracted suppliers to purchase equipment or services for various projects on campus

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 Summaries for April and May 2025
2. Organizational Chart for 2025-2026

IV. CONNORS STATE COLLEGE

A. General Information/Reports Requiring No Action by the Board
1. Remarks by President Ron Ramming
    a. Connection

B. Resolutions

None

C. Policy and Operational Procedures

1. Request approval of revisions to the CSC Faculty and Staff Handbooks

D. Personnel Actions in compliance with Board Policies 3.01, 3.02, and 3.03
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 Summer 2025 semester

F. Budgetary Actions (adoption of a new budget or revision of a budget, etc.)
1. Request approval of Connors State College's proposed FY 2026 Budgets, including E&G Parts I and II, Auxiliary, Tuition and Fees, Room and Board Rates and Salary Recommendations

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 in compliance with Board Policy 2.07
1. Request approval of FY 2026 purchase orders over $100,000

K. Student Services/Activities
None

L. New Business Unforeseen at Time Agenda was Posted

M. Other Informational Matters Not Requiring Action of the Board
1. Out-of-State Travel Summaries for April and May 2025
2. Organizational Chart

V. LANGSTON UNIVERSITY

A. General Information/Reports Requiring No Action by the Board
1. Remarks by President Ruth Ray Jackson
a. Overview of 'E Roar Digital Publication
2. Citations of Emeritus Status for:
a. Dr. Alex O. Lewis
b. Dr. John Coleman
c. Dr. Emily Patterson Harris

B. Resolutions
1. Request adoption of Memorial Resolution for Ms. Merrilan Bruner

C. Policy and Operational Procedures
1. Request approval to adopt a new Canine Officer Policy for the Langston University Police Department

D. Personnel Actions in compliance with Board Policies 3.01, 3.02, and 3.03
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.)

1. Request approval of Langston University's proposed FY 2026 Budgets, including E&G Parts I and II, Auxiliary, Tuition and Fees, Room and Board Rates and Salary Recommendations

G. Other Business and Financial Matters

1. Request approval of peace officer actions

H. Contractual Agreements (other than construction and renovation)

1. Request approval to renew its sponsorship of the Deborah Brown Community School effective July 1, 2025, through June 30, 2030

I. New Construction or Renovation of Facilities

1. Request ratification of interim approval to engage an emergency on-call provider for mitigation of vacant units within the Cimarron Gardens Apartments in order to proceed with HVAC conversion

J. Purchase Requests in compliance with Board Policy 2.07

1. Request approval of annual purchase orders for FY 2026
2. Request approval to solicit competitive bids or use state contracted suppliers to award contracts to purchase equipment and services for various projects using remaining OCAMP funding allocated in FY 2025
3. Request approval to solicit competitive bids or use state contracted suppliers to award contracts to purchase equipment and services for various projects using remaining OCAMP funding allocated in FY 2026

K. Student Services/Activities

None

L. New Business Unforeseen at Time Agenda was Posted

M. Other Informational Matters Not Requiring Action of the Board

None

VI. OKLAHOMA STATE UNIVERSITY

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

1. Remarks by President Jim Hess

B. Resolutions

1. Request adoption of Memorial Resolutions for Kenneth Joyce Kiser, Frank George Steindl, and Marvin “Palmer” Terrell

C. Policy and Operational Procedures

1. Request approval of a posthumous degree (OSU-OKC)
2. Request approval of OSU Policy and Procedures 2-0113, *Faculty Sick Leave*
3. Request approval of modifications to the faculty handbook (OSU-OKC)
4. Request approval of academic school realignment (OSUIT)

D. Personnel Actions in compliance with Board Policies 3.01, 3.02, and 3.03

1. Request approval of personnel actions including:

a. 33 new appointments
b. 312 reappointments, changes in salary, changes in title or rate, and personnel leaves
c. 33 personnel items not requiring action by the Board are provided for informational purposes only

2. Request approval of the job description and announcement for Dean of the College of Education and Human Sciences

E. Instructional Programs

1. Request approval of 73 curricular changes including new degrees and certificates, program modifications, program suspensions, and program deletions

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

1. Request approval of proposed FY 2026 Budgets for Oklahoma State University and its constituent budget agencies, including E&G Parts I and II, Auxiliary, Tuition and Fees, Room and Board Rates, and Salary Recommendations

G. Other Business and Financial Matters

1. Request approval of peace officer action (OSUIT)
2. Request approval of actions required to refund master lease program bonds for savings
3. Request approval for the College of Engineering, Architecture, and Technology to dispose of equipment through transfer to the University of South Florida
4. Request approval to transfer funds for the acquisition of the Stillwater Young Men's Christian Association in Stillwater, Oklahoma
5. Request approval to transfer funds for the Scott Parker Wentz Cafeteria remodel for the Nursing Program in Stillwater, Oklahoma
6. Request approval to enter into ingress/egress agreements with Board of Commissioners for Payne County for property Located in Stillwater, Oklahoma
7. Request approval to execute a deed, Certificate of Acceptance, and Seller/Owner Affidavit to effectuate the donation of 5.8927 acres of real property to the United States Department of Veterans Affairs (OSU-CHS)
8. Request approval to execute a utility easement with Vicinity Energy for the Oklahoma Psychiatric Care Center in Tulsa, Oklahoma (OSU-CHS)
9. Request approval of transfer funds for the emergency repairs on four residence halls on the OSU Institute for Technology Campus in Okmulgee, Oklahoma (OSUIT)
10. Request approval to enter into a Memorandum of Understanding with Tulsa County to allow OSU-Tulsa and Tulsa County to develop a long-term ground lease for the site of a new Tulsa County OSU Cooperative Extension Office in Tulsa, Oklahoma (OSU-TUL)

H. Contractual Agreements (other than construction and renovation)

1. Request approval to execute a contract for development services with the Oklahoma State University Foundation (OSU-System)
2. Request approval to execute a contract for management services with the Oklahoma State University Alumni Association
3. Request approval to execute a memorandum of understanding with the Oklahoma State University Alumni Association

4. Request approval to enter into a contract with the City of Stillwater to fund an Airline Services Agreement
5. Request approval of changes to Oklahoma State University and OSU/A&M Retirement Plans
6. Request ratification of interim board approval to increase the amount approved to contract with Pokes Marketing, LLC for the acquisition of name, image, and likeness rights of OSU student athletes

I. New Construction or Renovation of Facilities

None

J. Purchase Requests in compliance with Board Policy 2.07

1. Request approval of sole source & special request purchasing items (OSU-System)
2. Request approval of revolving & appropriated funds purchasing items (OSU-System)
3. Request approval of auxiliary enterprises funds purchasing items (OSU-System)
4. Request approval of plant funds purchasing items (OSU-System)

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 registered to comment.

VIII. COMMITTEE REPORTS

A. Academic Affairs, Policy and Personnel Committee

No Report. All recommendations made by this Committee were presented during the business of Connors State College, Langston University, Northeastern Oklahoma A&M College, Oklahoma Panhandle State University, and Oklahoma State University

B. Audit, Risk Management and Compliance Review Committee

1. Recommendation regarding the Office of Internal Audit's proposed FY 2026 Audit Plan

C. Facilities Committee

No Report. All recommendations made by this Committee were presented during the business of Langston University, Northeastern Oklahoma A&M College, Oklahoma Panhandle State University, and Oklahoma State University

D. Finance Committee

1. Recommendation regarding the proposed FY 2026 budgets for the operations and functions of the Board Offices

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 in compliance with Board Policies 3.01, 3.02, and 3.03

1. Personnel item provided for informational purposes only

E. Purchase Requests in compliance with Board Policy 2.07

1. Request authorization for OSU to refresh and perform necessary repairs and maintenance, including furniture, rugs, and linens, at the University House in an amount up to $125,000

F. Other Business Matters Requiring Action of the Board

1. Appointment to the Foundation Board for the McKnight Center for the Performing Arts at Oklahoma State University
2. Election of Board Officers for FY 2026

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

ORDER OF BUSINESS

OSU/A&M Board of Regents
Regular Board Meeting

June 13, 2025

OSU-Oklahoma City
Conference North, 3rd Floor Student Center
900 N. Portland Avenue
Oklahoma City, Oklahoma

A Secretary of State notice for this meeting was filed on November 7, 2024.

BOARD BUSINESS:

1. Order of Business
2. Minutes of the April 25, 2025, Regular Board Meeting
3. Announcement of next regular meeting:
   September 12, 2025 -- Langston University
   Multipurpose Room, 142 School of Physical Therapy
   Langston, Oklahoma
4. Adoption of Memorial Resolution for Mr. Wes Watkins
5. Recognition of new Regent Tracy Poole
6. Recognition of Board Chair Jimmy Harrel

BUSINESS WITH COLLEGES AND UNIVERSITIES:

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

PUBLIC COMMENTS

None registered to comment

COMMITTEE REPORTS:

1. Academic Affairs, Policy and Personnel Committee
2. Audit, Risk Management and Compliance Review Committee
3. Facilities Committee
4. Finance Committee

OTHER BOARD BUSINESS:

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

Memorial Resolution *honoring*

WESLEY "WES" WADE WATKINS

WHEREAS, it has been called to the attention of the Board of Regents for the Oklahoma Agricultural and Mechanical Colleges that former U.S. Congressman, dedicated supporter of Oklahoma State University, and loving spouse of former Regent Lou Watkins, Mr. Wes Watkins, was claimed by death on March 26, 2025, at the age of 86; and,

WHEREAS, Mr. Watkins was born in DeQueen, Arkansas on December 15, 1938, and graduated from Bennington High School in 1956 in Bennington, Oklahoma; and,

WHEREAS, he attended Oklahoma State University where he graduated in 1960 and 1961 with a bachelor's and master's degree in Agricultural Education and served as president of multiple organizations including the State FFA, the OSU student body, Student Senate, and Agriculture Student Council; and,

WHEREAS, he served as a member of the Oklahoma State Senate in 1974 – 1976 and was then elected to the U.S. Congress in 1977, and served on numerous committees during his congressional career; and,

WHEREAS, he worked as a home builder and land developer in central and southern Oklahoma before entering politics, and founded World Export Services, Inc., in 1991 before returning to Congress in 1996; and,

WHEREAS, he stepped away from political office in 2003 to establish the Matthew 25:40 Mission, Inc., a non-profit organization dedicated to community service and economic development; and

WHEREAS, he was a devoted family man to his wife of 61 years, Lou, and their three children, and was a loving and active grandfather; and,

WHEREAS, in his passing, the Board of Regents for the Oklahoma Agricultural and Mechanical Colleges and the Oklahoma institutions it governs, have suffered the loss of a true friend, public servant, and devoted citizen.

NOW, THEREFORE, BE IT RESOLVED that the Board takes this method to express respect to his memory and to extend to his family its deep sympathy in the loss sustained.

BE IT FURTHER RESOLVED that this resolution be sent to the family of Mr. Watkins and a copy made a part of the official minutes of the Board as a lasting tribute to his extraordinary service and commitment to higher education in Oklahoma.

Adopted by the Board of Regents this 13th day of June, 2025.

Jimmy Harrel, Chair
Board of Regents for the Oklahoma
Agricultural and Mechanical Colleges

Jason Ramsey, CEO
Board of Regents for the Oklahoma
Agricultural and Mechanical Colleges

OKLAHOMA PANHANDLE STATE UNIVERSITY
Goodwell, Oklahoma
Agenda for the Regular Meeting of the Board of Regents for OSU and the A&M Colleges
June 13, 2025

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. Julie Dinger
2. Panhandle Magazine

B - RESOLUTIONS

1. Request adoption of a Memorial Resolution for Kirstan Neukam.
   (Reference Document B-1)

C - POLICY AND OPERATIONAL PROCEDURES

None

D - PERSONNEL ACTIONS in compliance with Board Policies 3.01, 3.02, and 3.03

1. Board approval is requested for two new appointments:
   (Reference Document D-1)
   a. Assistant Professor of Agricultural Communications
   b. Assistant Professor of Nursing
2. Items not requiring Board action are provided for informational purposes only.
   (Reference Document D-2)

E - INSTRUCTIONAL PROGRAMS

1. Board Approval is requested for the following New Program:
   (Reference Document E-1)
   a. B.S. STEM Studies and proposed options
2. Board approval is requested for the following Program Modifications:
   (Reference Document E-2)
   a. B.B.A. Accounting – Accounting Information Systems
   b. B.B.A. Business Administration – Hospitality and Tourism Option
   c. B.B.A. Business Administration – Sports and Recreation Management

d. B.S. Health and Physical Education – Academic Option
e. B.S. Health and Physical Education – Teaching Option

F - BUDGETARY ACTIONS

1. Board approval is requested to approve Oklahoma Panhandle State University's proposed FY26 Budgets, including E&G Rates Parts I and II, Auxiliary, Tuition and Fees, Room and Board Rates, and Personnel Salaries. (Reference Document F-1)
2. Board approval is requested to accept a grant award of $80,000 from the Oklahoma Rural Water Association supporting water well and lift station upgrades, and to expend grant funds according to grant guidelines. *(Reference Document F-2)*

G - OTHER BUSINESS AND FINANCIAL MATTERS

None

H - CONTRACTUAL AGREEMENTS (other than construction and renovation)

None

I - NEW CONSTRUCTION OR RENOVATION OF FACILITIES

1. Board approval is requested to obtain restoration services, solicit bids, and process purchase orders for high wind damage that occurred in March 2025 for an estimated amount of $150,000. *(Reference Document I-1)*

J - PURCHASE REQUESTS

1. Board approval is requested for purchase orders over $100,000 for FY 2026. *(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. 2025 Out of State Travel *(Reference Document M-1)*

JUNE 2025

Panhandle

OFFICIAL PUBLICATION OF OKLAHOMA PANHANDLE STATE UNIVERSITY

OPSU.edu

CELEBRATING STUDENT SUCCESS AT OPSU

OKLAHOMA
PANHANDLE STATE
UNIVERSITY

P.O. Box 430
Goodwell, OK 73939
Tel: 580-349-2611
Toll Free: 1-800-664-OPSU
Fax: 580-349-2302

@WEAREPANHANDLE

ADMINISTRATION
Dr. Julie Dinger — University President
Dr. Charla Lewis— Vice President of Academic Affairs
Dr. Ryan Blanton — Vice President of Advancement
Liz McMurphy — Vice President of Fiscal Affairs
Victor Esparza — Athletic Director
Laura Hutchinson — Dean of Student Affairs

PANHANDLE MAGAZINE
Lauren McBee — Interim Director of Campus Communications
Tatum Hall — Sports Information Director
Stacy Pearce — Creative Services

PHOTOGRAPHERS
Natasha Eidson — Lauren McBee — Maddie Flanagan
Kendal Smartt — Judith Harris — Claire Scheopner

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OPSU CELEBRATES CLASS OF 2025

WITH COMMENCEMENT CEREMONY

On May 9, 2025, Oklahoma Panhandle State University proudly celebrated the achievements of over 300 graduates during its annual commencement ceremony in Goodwell, Oklahoma. Family, friends, faculty, staff, and community members gathered to honor the hard work and dedication of students who have reached a major academic milestone. This achievement not only reflects their past efforts but also points toward a promising future.

Among this year's graduating class, 78 students received honors distinctions, underscoring the high academic standards and commitment to excellence upheld at OPSU.

The ceremony featured Mr. Murry Gloude, an OPSU Hall of Fame inductee and proud alumnus, as the 2025 commencement speaker. His inspiring address emphasized perseverance, adaptability, and the importance of lifelong learning as graduates prepare to enter the workforce.

Reflecting on the event, OPSU President Dr. Julie Dinger shared her pride in the graduating class. "Commencement is always one of the most meaningful moments of the year. It represents not just academic success but the transformation that happens when

students commit to learning and growing. Our graduates are entering the workforce with the knowledge, experience, and determination to make a difference, and we couldn't be prouder."

From day one, OPSU students are encouraged to think critically, work collaboratively, and apply what they learn in real-world settings. Whether through internships, service learning, or leadership roles on campus, graduates leave OPSU with more than a diploma. They leave career-ready.

The ceremony marked the joyful conclusion of years of academic effort and personal growth. Graduates crossed the stage with pride, knowing they had gained the skills and confidence to make a meaningful impact in their chosen fields.

As they go on to join industries, start businesses, serve communities, or pursue advanced degrees, the Class of 2025 carries with it the spirit of the Panhandle: resilient, hardworking, and ready to make a lasting impact.

Graduates can view and download photos from the commencement ceremony by scanning the QR code.

We Are
Panhandle

SHELBIE ROSE 5X COACH OF THE YEAR

THE DOC GARDNER MEMORIAL RODEO HONORED IN THE CENTRAL PLAINS REGION

Oklahoma Panhandle State University proudly celebrates another monumental achievement for its rodeo program. Shelbie Rose, head coach of the OPSU women's rodeo team, has been named the Central Plains Region Coach of the Year for the fifth consecutive year. Her unwavering dedication, leadership, and commitment to the success of her student-athletes continue to set a high standard at Panhandle State and throughout the region.

Coach Rose's passion for the sport and her athletes has become a hallmark of the program's identity, and her influence shapes the next generation of rodeo stars.

Adding to the celebration, the OPSU Doc Gardner Memorial Rodeo has once again been named the 2025 Central Plains Region "Rodeo of the Year," a prestigious honor recognizing excellence in organization, competition quality, and overall experience. The Doc Gardner Memorial has evolved into one of the premier events in the region thanks to the hard work and vision of the OPSU Rodeo Team, coaching staff, and numerous supporters.

Each year, $1,000 is added to every event at the Doc Gardner Memorial Rodeo, raising the stakes and enhancing the experience for all competitors. In addition to the main rodeo performances, the event features four timed event jackpots: Team Roping, Steer Wrestling, Breakaway Roping, and Tie-Down Roping. Each of these jackpots has an additional $1,000 in added money, giving athletes even more opportunities to compete and showcase their talents.

The Team Roping Jackpot started the festivities on Wednesday night before the main rodeo began. Following an exciting short round on Saturday, the Steer Wrestling Jackpot provided another thrilling contest. Finally, on Sunday, Breakaway Roping and Tie-Down Roping jackpots were hosted at the home of rodeo legend Robert Etbauer, offering a memorable conclusion to an outstanding weekend of competition.

The continued success of the Doc Gardner Memorial Rodeo is a testament to the spirit and tradition of rodeo excellence at Oklahoma Panhandle State University. The future of OPSU Rodeo remains bright.

"Coach Shelbie Rose represents the very best of collegiate athletics, driven, principled, and powerful in her leadership," said Dr. Julie Dinger, President of Oklahoma Panhandle State University. "Her continued recognition is a reflection of the high standards she sets, not just in the arena, but across every aspect of our program. We are equally proud of the Doc Gardner Memorial Rodeo being named Rodeo of the Year once again, an honor that speaks to the unmatched quality, organization, and tradition that define OPSU Rodeo. Together, these accomplishments underscore a legacy built on excellence, grit, and a deep commitment to our students and the rodeo community."

We congratulate Coach Rose and the entire OPSU Rodeo family on these well-earned accomplishments.

STACY NORDQUIST

NAMED DEAN OF THE COLLEGE OF ARTS AND EDUCATION

Oklahoma Panhandle State University is proud to announce the appointment of Stacy Nordquist as the Dean of the College of Arts and Education. A longtime member of the OPSU family, Nordquist brings decades of experience in education and a deep connection to the Panhandle region to his new role.

Nordquist earned his Bachelor of Science in Health, Physical Education, and Recreation from OPSU in 1994 before going on to complete a Master of Science in Administrative Leadership and Supervision in Education from the University of Wisconsin-Milwaukee. Although he grew up in Minnesota, his path to Goodwell was shaped by a former coach and mentor who invited him to join the Aggie women's basketball staff in the early 1990s. What began as a one-year opportunity soon became a lifelong commitment to education and community in the Panhandle.

Before stepping into his new role as Dean, Nordquist served as department chair for Health and Physical Education, where he led efforts to reinstate the Health and Physical Education Teaching Degree. His leadership and commitment to OPSU extended to numerous university committees, including the Faculty Senate and multiple accreditation teams. Through every challenge, Nordquist embraced opportunities to grow, learn, and support student success.

"When I came back to OPSU in 2016, it was my first time fully on the academic side of the university," Nordquist shared. "Each year came with new responsibilities and learning curves, and every step helped me prepare for this next chapter."

Nordquist's commitment to student development has always been central to his work. His early experiences as a coach and mentor helped shape his belief in the power of education to change lives. "I had a great educational experience growing up, and I wanted the students I taught and coached to have that same opportunity," he said.

Dr. Charla Lewis, Vice President of Academic Affairs, praised Nordquist's dedication and leadership. "Stacy brings a unique combination of institutional knowledge, heart for students, and strategic vision to the role of dean," Dr. Lewis said. "He is a dedicated leader who steps up when called, and I am confident he will continue to make a lasting impact on our university."

President Dr. Julie Dinger praised Nordquist's appointment, noting, "Stacy Nordquist embodies the very best of OPSU, deep institutional knowledge, unwavering dedication to students, and a genuine passion for educational excellence. His appointment as Dean is a testament to his outstanding leadership and commitment to our mission. I look forward to seeing how his vision and collaborative spirit will continue to elevate the College of Arts and Education, benefiting both our students and the entire region."

Though not a Panhandle Native, Nordquist has embraced the Panhandle as home. "I've visited many of the schools, gyms, and ballfields across the Panhandle. I've played in tournaments, refereed games, and lost more than a few golf balls at Sunset Hills," he added. "Since my first trip to the Panhandle in the summer of 1993, everyone has accepted me and made me feel like I am home. This place has a lot of great memories."

As he steps into his new role as dean, Nordquist is focused on hitting the ground running. "We are building futures for our graduates," he said. "My colleagues are all top-notch, and I'm learning all I can from them as we prepare for a strong fall semester."

His leadership is instrumental in OPSU's continued investment in academic excellence, student support, and career readiness. The College of Arts and Education is well-positioned to grow its impact and continue its mission of serving students in the Panhandle and beyond.

OPSU CELEBRATES GRAND REOPENING

OF RENOVATED STUDENT UNION

"This project is a relfelction of where we are as a university. We're building spaces that match the quality of our programs and the ambition of our students."— Dr. Ryan Blanton, V.P. of Advancement

Oklahoma Panhandle State University celebrated the grand reopening of its newly renovated Student Union with a ribbon-cutting ceremony on April 25, 2025. The event brought together OPSU faculty and staff, the Oklahoma A&M Board of Regents, and the Guymon Ambassadors in recognition of this major milestone for the campus.

The Student Union, originally built in 1964, received its first full renovation in over 60 years. Construction began shortly after May 2024 commencement and was completed in time to welcome students back for the new academic year. The project brought updated dining options, refreshed lounge areas, improved infrastructure, and expanded office and meeting spaces.

Dr. Ryan Blanton, Vice President of Advancement, highlighted the broader impact of the renovation.

"This project is a reflection of where we're headed as a university. We're building spaces that match the quality of our programs and the ambition of our students."

Elizabeth McMurphy, Vice President of Fiscal Affairs, noted the importance of financial stewardship in the process.

"We worked hard to make sure this renovation was a smart investment for OPSU. Every part of the project was guided by how we could best support students, now and in the future."

The renovation was made possible through support from the Nash Foundation and the Panhandle State Association of Alumni and Friends Century Club 2024 campaign. Their contributions helped ensure that the heart of campus is ready to serve a new generation of Aggies.

The renovated Student Union now stands as a vibrant, welcoming space that brings students together and strengthens the Panhandle experience.

CREATING A CAMPUS THAT FEELS LIKE HOME:

RECOGNIZING THE HARD WORK OF OUR GROUNDS AND MAINTENANCE CREWS

At Oklahoma Panhandle State University, student success is about more than what happens in the classroom. It starts with creating an environment where students feel welcome, supported, and proud of where they learn. The environment is made possible in large part by the year-round work of our Grounds and Maintenance crews.

Our Grounds and Maintenance crews are on campus every day, even as summer begins and the rhythm of university life shifts. Over the summer, they work across every area of OPSU, maintaining buildings, improving infrastructure, updating classrooms, maintaining landscaping, deep cleaning residence halls, and preparing every part of campus for the return of our students and faculty members.

"A well-maintained campus creates an environment where students can focus, thrive, and succeed," said University President Dr. Julie Dinger. "But the impact of our Grounds and Maintenance teams extends far beyond the classroom. Their tireless work touches every corner of campus life, supporting not just our students, but also our faculty, staff, alumni, and the broader community. They are the behind-the-scenes heroes whose dedication ensures that OPSU is not only functional and beautiful, but a place that truly feels like home for everyone connected to our university."

From the moment a student or visitor steps on campus, the impact of these teams is clear. Clean and well-kept facilities and outdoor spaces make a difference in how students feel about their university. A beautiful, functional campus communicates that OPSU is a place worth investing in.

"Our students deserve a campus that reflects the value of their education and the strength of our community, said Liz McMurphy Vice President of Fiscal Affairs. "The work our Grounds and Maintenance teams do contribute directly to that experience. Their attention to detail helps create a place that students can take pride in."

We are proud of our Grounds and Maintenance crews for the work they do and the pride, consistency, and deep care for the OPSU community they do it with. They are a vital part of student success, and their work is one of the large reasons OPSU continues thrive. .

HARRISON FUNDERBURK

NAMED 2025 J.R.P. SEWELL AWARD RECIPIENT

Oklahoma Panhandle State University is proud to announce Harrison Funderburk as the 2025 recipient of the prestigious J.R.P. Sewell Achievement Award. This honor, rooted in a tradition of excellence since 1949, is presented each year to a graduating senior who exemplifies the highest standards of scholarship, leadership, and citizenship.

A Math Education major from Chickasha, Oklahoma, Harrison has made a lasting impact at OPSU through his commitment to academics, athletics, and service. A dedicated member of the university's Shooting Sports Team, he has balanced his time between the classroom and competition, all while cultivating meaningful connections across campus.

Harrison's journey to the Panhandle was shaped by mentors who inspired him to pursue a future in education. In turn, he's spent his time at OPSU preparing to be that same kind of mentor for future generations. His commitment to giving back is further evidenced by his participation in the Panhandle Promise Scholarship program, which supports students who pledge to teach in the region after graduation.

Dr. Charla Lewis, Vice President of Academic Affairs at OPSU, said, "Harrison represents the very best of what we hope to see in our graduates: intelligence, drive, and deep commitment to serving others. His dedication to academic excellence and his desire to give back to the Panhandle community make him a perfect recipient of the J.R.P. Sewell Award. We are incredibly proud of all he's accomplished and look forward to seeing the lasting impact he'll have as an educator and coach."

In Fall 2025, Harrison will continue his teaching and coaching career at Hooker High School, where he plans to bring the same passion and integrity that defined his time at OPSU into his new role in the classroom and on the field.

New Head Football Coach at Hooker High School, Tanner McBee, said, "We're thrilled to have Harrison officially join our coaching staff. During his student teaching, he demonstrated a deep understanding of the game and the ability to connect with the players. His dedication and leadership make him a valuable addition to our team, and I have no doubt he'll continue to develop our student athletes on and off the field."

The J.R.P. Sewell Award, named in honor of a visionary leader instrumental in the university's founding, celebrates students like Harrison, those who embody the spirit of leadership and service that define Panhandle excellence. As part of the award, Harrison received an elegant watch to commemorate his achievements and symbolize the lasting legacy of the Sewell tradition.

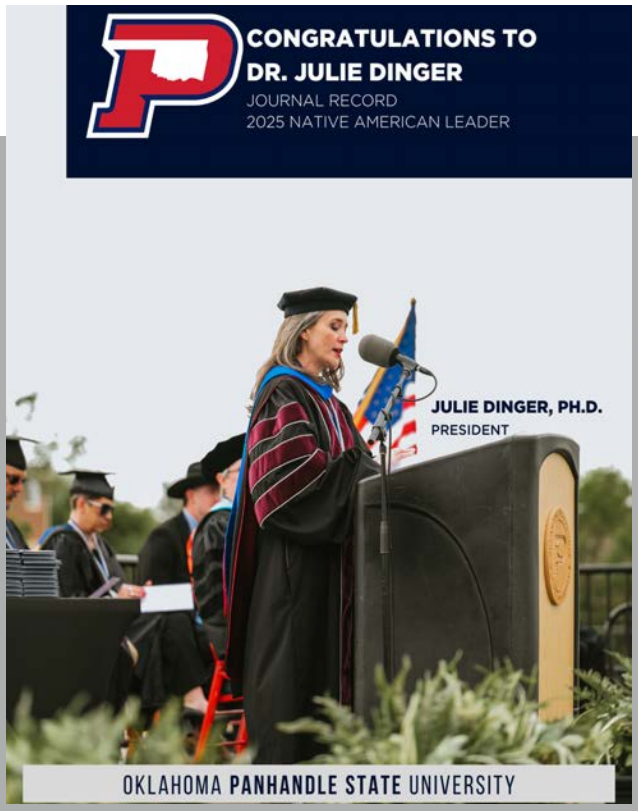
For over 70 years, the J.R.P. Sewell Award has recognized students who leave a mark on the university and the community. Harrison joins a distinguished list of recipients who have carried the values of integrity, service, and leadership into their lives beyond OPSU.

Please join us in congratulating Harrison Funderburk on this well-deserved honor. His story is a reminder of the power of education, mentorship, and community, and the bright future that lies ahead for Panhandle graduates.

DR. JULIE DINGER NAMED

TO THE JOURNAL RECORD'S 2025 NATIVE AMERICAN POWER LIST FOR THE SECOND YEAR IN A ROW

"It's about leaving the door open behind me and ensuring it's wider and more welcoming for those who come next."— Dr. Julie Dinger, University President



Oklahoma Panhandle State University is proud to celebrate a major honor for its president, Dr. Julie Dinger, who has been named to The Journal Record's 2025 Native American Leaders Power List for the second consecutive year. This recognition highlights leaders across the state who are shaping a stronger future for their communities and leading with purpose.

As she enters her fourth year leading OPSU, Dr. Dinger continues to focus on expanding opportunities for first-generation college students and rural families. Her leadership is grounded in a deep belief that higher education should be a doorway, one that's open, welcoming, and built to serve.

"It's about leaving the door open behind me and ensuring it's wider and more welcoming for those who come next," Dinger said.

Under her leadership, OPSU has launched new programs designed to support high school students earning college credit, strengthened student services, and continued to grow as a campus where personal attention and real-world outcomes go hand in hand. Fall and summer enrollment numbers have climbed, and the university proudly stands as Oklahoma's first and only public Hispanic-Serving Institution.

Dr. Dinger is one of a growing number of Native leaders working to build long-lasting systems of strength. She names expanded access to technology, improved rural healthcare, and strong representation in policy-making as key priorities for Native communities in 2025.

For her, lasting change comes from showing up, listening, and following through.

"Improvement starts with listening with humility, engaging with consistency, and committing to honor tribal sovereignty in action, not just words," she said. Her words, like her leadership, carry both clarity and conviction.

"I'm deeply proud to be part of a movement that's focused on real progress," she said. "Our future is not just bright, it's sovereign, resilient, and rising."

As OPSU looks to the future, Dr. Dinger's recognition is more than a personal milestone. It's a reflection of what's possible when leaders are guided by service, community, and a vision for something greater.

SUMMER MOMENTUM

OPSU SEES REMARKABLE ENROLLMENT GROWTH

OKLAHOMA PANHANDLE STATE UNIVERSITY IS CELEBRATING a major achievement this summer with a 17.83 percent increase in summer enrollment based on full-time equivalent (FTE) credit hours. This impressive growth is the result of intentional outreach, high-quality academic programs, and a strong commitment to putting students first.

The university's Nursing program is seeing especially strong gains. Summer nursing enrollment has climbed by 41.8 percent as more students respond to the demand for skilled healthcare professionals. With flexible courses and dedicated faculty, OPSU is helping future nurses build the foundation they need to serve their communities.

OPSU is also seeing more high school students step into college-level work. Concurrent enrollment for summer has increased by 21 percent, and early numbers for the fall show an outstanding 85 percent rise. This growth is being driven in part by new lower costs that make earning college credit more accessible than ever for area high school students. Juniors can now take up to nine credit hours, and seniors can earn up to eighteen credit hours, all for just $21 per credit hour. It's a powerful demonstration of OPSU's commitment to helping students get ahead while staying close to home, with excellent instruction from dedicated faculty.

The momentum is continuing into the fall. Nursing enrollment for the upcoming semester is already up 40 percent, showing that students recognize the strength and value of OPSU's health sciences programs.

President Julie Dinger sees this growth as a powerful indicator of the university's direction. "These numbers reflect more than just enrollment," she said. "They show that students and families believe in what we're building here. They trust OPSU to help them reach their goals, and we take that responsibility seriously."

The surge in enrollment is more than a milestone. It is a reminder that meaningful education, built on access and excellence, continues to thrive in the Oklahoma Panhandle.

OPSU HONORS ACADEMIC EXCELLENCE AND CAREER

READINESS AT SPRING RECOGNITION EVENTS

Oklahoma Panhandle State University recently celebrated the exceptional achievements of its students through three signature recognition events: the Chi Alpha Sigma National Honor Society Induction Ceremony, the annual Aggie Awards, and the College of Agriculture, Science, and Nursing (COASN) Awards Banquet. Together, these events reflected the university's commitment to cultivating academic excellence, leadership, and real-world readiness among its diverse student body.

The celebration began with the Chi Alpha Sigma Induction Ceremony, which honored student-athletes who demonstrated outstanding academic achievement while competing at the collegiate level. With a record-breaking number of inductees, the ceremony underscored the academic discipline, time management, and perseverance required to balance athletics with a demanding course load. Inductees earned a cumulative GPA of 3.4 or higher, well above the national average for college students, making it clear that OPSU student-athletes are high performers on and off the field.

Next, the university hosted its annual Aggie Awards, a new campus-wide tradition recognizing excellence in academics, athletics, leadership, and service. Students were honored for achievements that extended beyond the classroom, like mentoring peers, leading campus organizations, engaging in community service, and making a meaningful impact across campus. The event highlighted how OPSU students are not only committed to their studies but are also developing the skills and values that will shape them into capable professionals and leaders.

The season of celebration concluded with the COASN Awards Banquet, where students in agriculture, science, and nursing were recognized for academic distinction, club involvement, and servant leadership. Faculty honored students who exemplified intellectual curiosity, initiative, and a commitment to bettering their communities—qualities that prepare them for success in research, healthcare, industry, and beyond. The banquet also recognized student teams whose work has gained national attention and continues to attract top-tier talent to OPSU.

"These events reflect our university's mission in action," said Dr. Charla Lewis, Vice President for Academic Affairs. "We're celebrating more than grades. We're celebrating growth, leadership, and career readiness. Our students are earning accolades, because they're committed to doing the hard work it takes to succeed both now and in the future."

As OPSU continues to expand its academic offerings and student support services, these recognitions stand as a powerful reminder that Aggies are preparing to thrive wherever their paths may lead, fueled by a foundation of excellence, service, and purpose.

TRANSITION IN LEADERSHIP:

MAKENZE ANDERSON PASSES THE BATON TO ABBY RICE AS STAFF ASSOCIATION PRESIDENT

Oklahoma Panhandle State University's Staff Association is welcoming new leadership as MaKenze Anderson completes her term as president and Abby Rice takes on the role. The Staff Association has long been an important part of campus life, serving as a collective voice for staff and helping to foster communication between staff, faculty, and administration.

During her year as president, Anderson focused on strengthening connections across campus and ensuring staff perspectives were heard by university leadership. The association plays a vital role in sharing ideas and recommendations about policies and procedures that contribute to a positive environment for students, faculty, staff, and administrators.

Reflecting on her time as president, Anderson said, "It's been an honor to serve as Staff Association President. I'm proud of the progress we've made in supporting staff voices and building connections throughout OPSU. Helping staff have a clear voice with administration is key to making our university a better place for everyone."

Abby Rice, who was recently elected by her peers to serve as the new president, brings energy and commitment to the position. She is eager to continue the work of the Staff Association in representing and advocating for staff members.

"I'm excited to serve and represent the staff at OPSU," Rice said. "Our staff play such a vital role in keeping the university running every day. I'm committed to open communication and making sure they feel seen, heard, and valued as we continue building a stronger campus community."

Dr. Julie Dinger, OPSU President, praised both leaders, saying, "MaKenze has provided strong and thoughtful leadership for our Staff Association during a pivotal year. I'm confident Abby will continue to build on this foundation, ensuring our staff remain engaged and heard. Our university thrives because of the dedication of our staff, and I'm grateful for the important role the Staff Association plays in shaping a positive campus culture."

The Staff Association continues to be a key player in fostering collaboration between staff, faculty, and administration. By communicating staff ideas and concerns to university leadership, the association helps shape policies and practices that support a thriving campus environment.

As the association moves forward with new leadership, OPSU looks forward to another year of positive collaboration and advocacy on behalf of its staff.

DR. LACRETA BOWEN

NAMED OPSU STAFF EMPLOYEE OF THE SEMESTER

Dr. LaCreta Bowen, OPSU's athletic trainer, was recently voted the university's Staff Employee of the Semester by the Staff Association. The recognition highlights her commitment to the student-athletes, her colleagues, and the OPSU community.

Widely respected for the care and consistency she brings to her work, Dr. Bowen's role as an athletic trainer for the university often places her at the center of student-athlete health and well-being. Whether she's managing injury recovery, preparing athletes to compete, or offering steady support through the ups and downs that can come with college athletics, Dr. Bowen approaches every task with empathy and a clear dedication to the success of others.

Her work is driven by more than just her daily to-do list.

"What I enjoy most is building meaningful relationships while making a real difference," Dr. Bowen said. "Every day brings a new challenge, and I take pride in being someone student-athletes can trust, not just for physical care, but also for encouragement and guidance."

Her impact is clear to those who work with her.

Athletic Director Victor Esparza shared," Dr. Bowen is one of the most dependable people on our team. She cares about our athletes, brings a high level of expertise, and is always willing to go the extra mile. OPSU is better because of her."

Dr. Bowen also finds fulfillment in her role as an educator. One standout moment from this past semester came while teaching her Care and Prevention of Athletic Injuries course. A student who had struggled early on had a breakthrough. They connected not only with the technical material but also with the deeper purpose behind athletic training. "That moment wasn't just about academics," Dr. Bowen said. "It was about watching the student gain confidence and passion for helping others. It reminded me that teaching isn't just about lectures, it's about planting the seeds that will shape the next generation of Coaches and Healthcare Professionals."

For Dr. Bowen, being named Employee of the Semester is a meaningful honor.

"It signifies that the work I do, whether behind the scenes or in direct support of the university community, is appreciated and valued," she said. "It reinforces that making a difference, no matter how big or small, matters."

She credits the people around her for keeping her motivated, saying: "At the end of the day, knowing that my actions contribute to a stronger, more unified team keeps me going."

"Dr. Bowen exemplifies what it means to serve with heart and purpose," said OPSU President Dr. Julie Dinger. "Her unwavering commitment to our students and campus community uplifts everyone around her. We are proud to honor her as Employee of the Semester, a recognition that reflects the deep respect and admiration she's earned from all of us at OPSU."

Dr. Bowen's recognition as Employee of the Semester reflects her tireless dedication to OPSU and the impact she continues to make every day.

OPSU'S NATIONAL CHAMPION NACTA

TEAM RECOGNIZED AT OKLAHOMA STATE CAPITOL

In a moment of pride for the Panhandle and the entire state, Oklahoma Panhandle State University's National Champion NACTA Team was recognized at the Oklahoma State Capitol on Monday, April 28, 2025. This honor follows the team's historic win at the North American Colleges and Teachers of Agriculture (NACTA) Judging Conference earlier this month, where they became the first university in Oklahoma history to earn the national championship title.

In recognition of this groundbreaking achievement, members of the OPSU NACTA Team were formally introduced on the floors of both the Oklahoma House of Representatives and Senate. Lawmakers applauded the team's hard work, academic excellence, and commitment to advancing agricultural education.

OPSU President Dr. Julie Dinger, who joined the students for the recognition, shared her pride in the team's accomplishment.

"It's a tremendous honor to be recognized at the state level," said Dr. Dinger. "Our students made history, not only for our university but for the entire state. This national title reflects their dedication, teamwork, and the strength of OPSU's academic programs. This achievement would not be possible without the support of our elected officials. I'm grateful to our state leaders for their investment in OPSU. Every dollar spent at our university is helping shape some of the most workforce-ready graduates in a generation."

This recognition marks more than just a win—it reflects OPSU's leadership in agricultural education and its dedication to student success. The team's national title marks a milestone for agricultural education in Oklahoma and highlights the university's growing impact on a national stage.

FROM THE CLASSROOM TO THE COMMUNITY:

DR. REBEKAH WAGENBACH LEADS OPSU'S CHARGE IN INNOVATION AND ENGAGEMENT

Dr. Rebekah Wagenbach has been named Oklahoma Panhandle State University's Academic Innovation and Community Engagement Coordinator, a new role focused on strengthening the university's academic offerings and building deeper connections with the region OPSU serves.

"This role is about using OPSU's resources effectively, so our students and communities get the very best of us," said Dr.Wagenbach. "It means identifying what we do well and building on that, and just as importantly, identifying where we can improve and turning those challenges into opportunities."

In this position, Dr. Wagenbach will lead efforts to update and enhance academic programs through a lens of innovation. Her goals include evaluating online course offerings, integrating emerging technologies like AI into the classroom experience, and creating new interdisciplinary programs that reflect student interests and workforce needs. She's also exploring the development of stackable micro-credentials, which are short-term, skill-based programs that allow learners to earn college credit and pursue certificates or degrees over time.

"Academic innovation at OPSU means finding solutions to the problems higher education is facing today," she said. "It's about keeping our curriculum responsive and relevant, while always putting student success at the center."

Dr. Wagenbach understands the heart of this university," said Dr. Charla Lewis, Vice President of Academic Affairs. "She's not afraid to ask hard questions or tackle complicated challenges, and she always brings the conversation back to what is best for our students and community. Her approach is thoughtful, practical, and rooted in real experience, making her exactly what OPSU needs in this moment of growth."

Equally important is the community engagement component of this new role. With OPSU's regional community including Oklahoma, Texas, Colorado, Kansas, and New Mexico, Dr. Wagenbach sees relationship-building as essential to the university's future.

"OPSU's reach is broad, and that's something we should learn into," Dr. Wagenbach said. "We want to provide consistent, high-quality opportunities that reflect and support the rural way of life in this region. That means showing up, listening, and being a true partner."

Dr. Wagenbach's approach includes representing the university at community events, organizing service opportunities for students, and holding regular conversations with regional leaders to assess how OPSU can best meet local needs.

"Dr. Wagenbach brings persistence and energy to the work of innovation, said OPSU President Dr. Julie Dinger. "With her variety of experiences both at OPSU and elsewhere, she understands our context and has shown a commitment to strengthening both academic programs and community connections. This role requires someone who can think strategically and follow through, and I'm confident she'll help move our institution forward in ways that matter."

In her own words, Dr. Wagenbach hopes to be a resource for students, faculty, and community members alike. "I want to help turn great ideas into reality," she said. "This role is about finding ways to support progress, both inside the classroom and in our community.

KAMRON NEAL

EARNS SECOND ALL-AMERICAN OUTDOOR HONOR WITH RUNNER-UP FINISH AT NAIA NATIONALS

At the 2025 NAIA Outdoor Track and Field National Championships, Kamron Neal earned All-American honors with a second-place finish in the 200-meter dash. Neal crossed the line in 20.77 seconds with a +2.7 m/s wind, scoring eight points for the Aggies and solidifying his place among the top sprinters in the nation.

"It's a great day to be an Aggie!" said head coach Cyrus Hall. "You can never complain when your guy gets on the podium, especially so close to the top. I know Kamron wanted the win, but only eight guys get to stand on that podium at the end of the year. The NAIA is so tough right now, and it is only getting tougher. He probably doesn't realize it yet, but he'll look back on this and be proud. I know I'm proud of him."

Hall added that Neal's success is helping build momentum for the OPSU program.

"It's fun for me to walk around a national meet and hear people talking about Panhandle State," Hall said. "We're trying to build this program, and Kamron has helped lay the foundation for future success."

With the season now complete, the Aggies are eyeing next year's return trip—with plans to bring a larger squad.

"It was a great year," Hall said. "We're looking forward to the challenge of trying to get some athletes back here next year—hopefully a few more bodies, including some of our ladies. But I think right now, most of us are just looking forward to a little rest and relaxation."

OPSU HOSTS FIRST

CONTINUING PROFESSIONAL EDUCATION WELDING WORKSHOP FOR AGRICULTURAL EDUCATORS

The College of Business and Technology at Oklahoma Panhandle State University proudly hosted its inaugural Continuing Professional Education (CPE) Workshop in Welding, offering agricultural educators from across the region a valuable opportunity to enhance their technical expertise and teaching practices.

The hands-on workshop focused on foundational and advanced techniques in Arc Welding, MIG Welding, and Oxy/Acetylene Welding. Designed specifically for agricultural teachers, the training emphasized skill development and effective instructional strategies to help educators bring these essential skills into their classrooms with confidence.

The session was led by Mr. Jeffrey Cramer, Instructor of Industrial Technology at OPSU, whose practical experience and dedication to workforce education ensured a productive and engaging environment for all participants.

Vickie Pasque, Dean of the College of Business and Technology, highlighted the importance of professional learning opportunities like this one. “At OPSU, we are committed to supporting both current educators and future industry leaders. This workshop exemplifies how we can extend our expertise beyond campus and help equip teachers with the skills and strategies needed to enhance their classrooms.”

Dr. Charla Lewis, OPSU Vice President of Academic Affairs, echoed the significance of the initiative. “By investing in our region’s educators, we’re investing in the future of rural education and workforce readiness. Workshops like this one reinforce our university’s role as a partner in lifelong learning and community development.”

This CPE initiative marks a meaningful step in OPSU’s ongoing mission to support regional educators and strengthen career-readiness pathways across the Oklahoma Panhandle. Plans are already underway for future workshops, building on the success of this first session.

VICKI PASQUE

NAMED DEAN OF COLLEGE OF BUSINESS AND TECHNOLOGY

Oklahoma Panhandle State University is proud to announce Vicki Pasque as the new Dean of the College of Business and Technology. With more than 20 years of service to OPSU, Pasque brings valuable experience, an understanding of the university's mission, and a clear vision for the future of the college.

Pasque has spent the past two decades in OPSU's Computer Information Systems department and recently served as interim dean of the college. In that time, she has played a vital role in shaping programs, mentoring students, and supporting faculty development. Now, she steps into this leadership role with a plan focused on growth, community connection, and student success.

"In the short term, I'm focused on strengthening our academic programs, enhancing student outcomes, and deepening our community relationships, including building strong connections with local schools and businesses," Pasque said.

A key initiative in this effort is the upcoming Panhandle Tech Program, opening technical courses for concurrent enrollment to qualifying high school students in the region.

Longer-term, Pasque hopes to shape the College of Business and Technology into a valuable community resource. "We want to offer more than just degrees. We want to prepare students for meaningful careers and contribute to the growth and vitality of the Panhandle," she said. "This region has a legacy of grit, determination, and people helping one another. That's the spirit we want to reflect in everything we do."

Pasque is also working to expand the college's academic offerings. Two new business concentrations, Hospitality and Tourism, and Sports and Recreation Management, are in development to serve growing student interest and regional industry needs. She also plans to grow partnerships with local school districts and businesses to create more opportunities for internships, dual credit, and real-world learning.

To Pasque, student success is about more than graduation rates. "It means helping students build the confidence, curiosity, and critical thinking skills they'll need long after they leave OPSU," she said. "It's about preparing them for a lifetime of learning, growth, and contribution to their communities."

Pasque is also focused on supporting the faculty who serve as the foundation of the college. She is committed to promoting faculty development and increasing engagement with industry leaders through guest lectures, advisory boards, and collaborative projects that bring value to both students and educators.

Dr. Charla Lewis, Vice President of Academic Affairs, shared her thoughts on Pasque's appointment. "Vicki brings a thoughtful, mission-driven approach to leadership. She understands what makes the Panhandle and OPSU so unique. Her ability to listen, collaborate, and keep students at the center of every decision makes her exactly the kind of leader the College of Business and Technology needs."

"Vicki Pasque brings years of institutional knowledge and a deep understanding of the Panhandle to her new role as dean," said OPSU President Dr. Julie Dinger. "I appreciate her commitment to our students and her willingness to step into leadership at a time of growth and change for the College of Business and Technology. I look forward to seeing how she continues to advance the college's mission in service to our region."

Pasque said her time at OPSU has prepared her well for this new role. "I've been fortunate to work alongside dedicated educators and staff who truly care about our students," she said. "This is a place that values service, resilience, and community. I'm honored to help lead the next chapter of our college."

With Pasque in place as dean, the College of Business and Technology is poised to continue growing its impact on campus and across the Oklahoma Panhandle.

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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 Kirstan A. Neukam, Oklahoma Panhandle State University Emeritus Staff, was claimed by death on April 6, 2025.

WHEREAS, Kristan A. Neukam, by their loyalty, attention to duty, and faithful performance rendered service as Director of Institutional Research and Assessment to Oklahoma Panhandle State University from 2005 to 2011, and as a citizen worthy of commemoration and respect; and

WHEREAS, their friends and Oklahoma Panhandle State University have suffered irreparable loss in their 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 6 years of exemplary service rendered by Kristan A. Neukam to Oklahoma Panhandle State University, the State of Oklahoma and its citizens, to express respect to their 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 Kristan A. Neukam.

Adopted by the Board the 13th day of June, 2025.

_____ _____

Dr. Julie Dinger, President Mr. Jimmy Harrel, Chair

New Appointment

Name	Title	Type	Effective Date	Salary	Contract Term
Allison Collins	Assistant Professor of Nursing	New Appointment	05/12/2025	$49,000.00	12 months
Rileigh Brown	Assistant Professor of Agricultural Communications	New Appointment	09/01/2025	$45,000.00	9 months

Change in Appointment – For Information Only

Name	Title	Type	Effective Date	Salary	Contract Term
Lauren McBee	Interim Director of Communication	Promotion	04/11/2025	$53,720.00	12 months
Stacy Nordquist	Dean and Assistant Professor of Arts and Education, Director of Teacher Education, Department Chair HPE	Promotion	06/01/2025	$74,514.97	12 months
Vicki Pasque	Dean and Assistant Professor, College of Business and Technology	Promotion	06/01/2025	$64,164.04	12 months
Rebekah Wagenbach	Assistant Professor of History and Political Science, Department Chair of Behavioral and Social Science, and Academic Innovation and Community Engagement Coordinator	Change in Appointment	07/01/2025	$57,000.00	9 months
Jarrett Kaufman	Associate Professor of English	Promotion	07/01/2025	$54,455.11	9 months
Julia Bird	Assistant Professor of Business Administration	Promotion	07/01/2025	$47,454.00	9 months
Mistina Merwin	Student Health Service Nurse and Head Cheerleading Coach	Change in Appointment	07/01/2025	$36,720.00	12 months
Robert Etbauer	Rodeo Livestock Manager	Change in Appointment	07/01/2025	$40,000.00	12 months
Shelbie Rose	Head Men's and Women' s Rodeo Coach	Promotion	07/01/2025	$62,000.00	12 months
Martin Fulmer	Assistant Professor of English	Change in Appointment	09/01/2025	$50,000.00	9 months

Retirement or Separation – For Information Only

Name	Title	Type	Effective Date
Stan Pollard	Associate Professor and Department Chair of Art	Separation	05/09/2025
Rebecca Pellam	Assistant Professor of Education	Separation	05/09/2025
Yunhee Kim	Assistant Professor of Music	Separation	05/09/2025
Kimberly Conyers	Director and Assistant Professor of Teacher Education, Department Chair of Education	Separation	05/09/2025
Gary Girod	Assistant Professor of History	Separation	06/01/2025
M'Lynn Wells	Head Shooting Sports Coach	Separation	06/12/2025
Ian Allison	Sports Information Director	Separation	06/12/2025
Tracy Curtis	Assistant Professor of Business Administration	Separation	08/01/2025

OKLAHOMA PANHANDLE STATE UNIVERSITY
OFFICE OF ACADEMIC AFFAIRS
P.O. Box 430 • Goodwell, OK 73939 • 580.349.1400

Bachelor of Science in STEM Studies – New Program Addition
Executive Summary

Institution: Oklahoma Panhandle State University
Review Date: June 13, 2025

Summary of Changes:

- New Degree Program: Proposes the addition of a Bachelor of Science in STEM Studies within the College of Agriculture, Science, and Nursing. The program is designed with a flexible structure and includes a shared 28-credit major core and eight distinct options:
  - General STEM Studies
  - Cybersecurity
  - Data Analytics
  - Ecology and Wildlife
  - Lab Applications
  - Mathematics Academic
  - Mathematics Teaching
  - Precision Agriculture
  - Pre-Engineering
  - Secondary Science
  - Technology Engineering in Schools
- Curricular Design: Each student completes a shared STEM core that includes coursework in chemistry, physics, computer information systems, industrial technology, and mathematics. A one-hour STEM Industry Experience course is included to ensure workforce alignment. Students then choose one of the interdisciplinary options tailored to specific industry or teaching fields.
- Delivery and Resources: All coursework will be delivered using existing faculty and resources. No new hires or facilities are required at launch.

Rationale:
This innovative program directly supports the Oklahoma State Regents for Higher Education's *Blueprint 2030: Innovating and Elevating Oklahoma Higher Education for Tomorrow's Workforce*, as well as OPSU's own *Panhandle Path Forward* initiative. Specifically, the program aligns with statewide goals to:

- Produce workforce-ready graduates in high-demand STEM fields.
- Address regional and statewide employment needs across multiple industries.
- Provide flexible and modular education for traditional students, adult learners, and transfer students.
- Increase student engagement through internship and research opportunities.
- Expand access to higher education pathways for rural and underserved populations.

A key driver of the program's development was strong employer feedback received during the February 2025 STEM Advisory Board meeting, where regional leaders in education, energy, banking, and precision agriculture expressed overwhelming support for a multidisciplinary STEM degree.

These stakeholders emphasized the value of graduates with diverse, applied skill sets across multiple STEM disciplines.

Labor Market Demand:
According to the U.S. Bureau of Labor Statistics, STEM occupations are projected to grow 10.4% from 2023 to 2033—significantly faster than the national average of 4%. Regionally, the Oklahoma Panhandle, Southwest Kansas, and Texas Panhandle show similar or stronger trends in agriculture, renewable energy, healthcare, and technology. The STEM Studies degree is positioned to meet these demands by providing adaptable, employer-responsive academic training.

Cost and Sustainability:

- Year 1 Cost: No additional cost. All courses already exist or are currently being developed.
- Faculty: Taught by existing OPSU faculty across multiple departments.
- Sustainability: Future resource needs will be monitored based on enrollment trends and evolving workforce demands. Program may qualify for grant support.

Outcome:
This new program fills a curricular gap by offering a flexible, interdisciplinary STEM “meta-major.” It is expected to:

- Boost OPSU enrollment and retention, particularly among transfer and adult students.
- Address low-productivity issues in traditional science and technology majors by consolidating them into an adaptable, modern degree.
- Increase degree completion rates and improve alignment with Oklahoma’s economic development goals.

OKLAHOMA PANHANDLE STATE UNIVERSITY

COLLEGE OF AGRICULTURE, SCIENCE, AND NURSING

Bachelor of Science – STEM Studies: New Program Addition with Options

Proposed Degree Plan with Options

STEM Studies (BS) **120 Semester Hours**
General STEM Studies Option

General Education **40**
MATH 1513 Pre-calculus Algebra
BIOL 1304 Principles of Biology I
PHYS 2014 General Physics I and Lab

Major Core **28**
CHEM 1135 General Chemistry I
CIS 1113 Intro to CIS
CIS 1213 Hardware/Software Troubleshooting
OR CIS 2223 Business Computer Applications
CIS 3623 Emerging Technologies
INDT 2113 Intro to Computer Aided Drafting
INDT 3303 Programmable Logic Controllers
OR INDT 3663 Hydraulics and Pneumatics
MATH 1613 Plane Trigonometry
MATH 1824 Calculus I
STEM 3001 STEM Industry Experience

Option **27**
All 27 semester hours must receive advisor and department chair approval in accordance with the General STEM Studies Approval Process. Courses shall be reflective of current trends in STEM fields and/or address job market demands.

Free Electives **25**
A minor in an area of the student's choice or guided electives as agreed to by the advisor focusing on the student's career goals to bring upper-level hours to 40 credit hours and total to 120 semester hours for graduation. These hours may be applicable toward a minor in any field that offers a minor or toward a double major.

All options share more than 50% of a common core

STEM Studies (BS) **120 Semester Hours**
Cybersecurity Option

General Education **40**
MATH 1513 Pre-calculus Algebra
BIOL 1304 Principles of Biology I
PHYS 2014 General Physics I and Lab

Major Core **28**
CHEM 1135 General Chemistry I
CIS 1113 Intro to CIS
CIS 1213 Hardware/Software Troubleshooting
OR CIS 2223 Business Computer Applications
CIS 3623 Emerging Technologies
INDT 2113 Intro to Computer Aided Drafting
INDT 3303 Programmable Logic Controllers
OR INDT 3663 Hydraulics and Pneumatics
MATH 1613 Plane Trigonometry
MATH 1824 Calculus I
STEM 3001 STEM Industry Experience

Option **27**
CIS 2323 Networking Fundamentals
CIS 2723 Intro to Operating Systems
CIS 2823 Applied Networking
CIS 3533 Digital Forensic Investigation
CIS 3893 Network Security
CIS 4000 Problems: Computer Information Systems (3 credit hours)
CIS 4073 Solutions for the Enterprise
CIS 4093 Securing the Enterprise
CIS 4213 Applied Networking II

Free Electives **25**
A minor in an area of the student's choice or guided electives as agreed to by the advisor focusing on the student's career goals to bring upper-level hours to 40 credit hours and total to 120 semester hours for graduation. These hours may be applicable toward a minor in any field that offers a minor or toward a double major. **Suggested electives: CIS 2513 and CIS 3123.**

PROPOSED

OKLAHOMA PANHANDLE STATE UNIVERSITY

COLLEGE OF AGRICULTURE, SCIENCE, AND NURSING

Bachelor of Science – STEM Studies: New Program Addition with Options

STEM Studies (BS) **120 Semester Hours**
Data Analytics Option

General Education **40**
MATH 1513 Pre-calculus Algebra
BIOL 1304 Principles of Biology I
PHYS 2014 General Physics I and Lab

Major Core **28**
CHEM 1135 General Chemistry I
CIS 1113 Intro to CIS
CIS 1213 Hardware/Software Troubleshooting
OR CIS 2223 Business Computer Applications
CIS 3623 Emerging Technologies
INDT 2113 Intro to Computer Aided Drafting
INDT 3303 Programmable Logic Controllers
OR INDT 3663 Hydraulics and Pneumatics
MATH 1613 Plane Trigonometry
MATH 1824 Calculus I
STEM 3001 STEM Industry Experience

Option **27**
ACCT 2103 Financial Accounting
ACCT 2203 Managerial Accounting
CIS 2123 Programming I
CIS 2513 Database Concepts and Design
CIS 3013 Information Systems for Business
CIS 4333 Advanced Database
CIS 4623 Data Analytics
MATH 3013 Statistical Methods
Directed Elective – 3 hours from ACCT, CIS, or MATH; must be advisor-approved

Free Electives **25**
A minor in an area of the student's choice or guided electives as agreed to by the advisor focusing on the student's career goals to bring upper-level hours to 40 credit hours and total to 120 semester hours for graduation. These hours may be applicable toward a minor in any field that offers a minor or toward a double major.

STEM Studies (BS) **120 Semester Hours**
Ecology and Wildlife Option

General Education **40**
MATH 1513 Pre-calculus Algebra
BIOL 1304 Principles of Biology I
PHYS 2014 General Physics I and Lab

Major Core **28**
CHEM 1135 General Chemistry I
CIS 1113 Intro to CIS
CIS 1213 Hardware/Software Troubleshooting
OR CIS 2223 Business Computer Applications
CIS 3623 Emerging Technologies
INDT 2113 Intro to Computer Aided Drafting
INDT 3303 Programmable Logic Controllers
OR INDT 3663 Hydraulics and Pneumatics
MATH 1613 Plane Trigonometry
MATH 1824 Calculus I
STEM 3001 STEM Industry Experience

Option **26**
BIOL 1504 Biology II
BIOL 3104 Ornithology
BIOL 3204 Herpetology
BIOL 3704 Ecology
WILD 1014 Intro to Natural History
WILD 3013 Applied Ecology & Conservation
WILD 4503 Wildlife Ecology & Management

Free Electives **26**
A minor in an area of the student's choice or guided electives as agreed to by the advisor focusing on the student's career goals to bring upper level hours to 40 credit hours and total to 120 semester hours for graduation. These hours may be applicable toward a minor in any field that offers a minor or toward a double major.

PROPOSED

OKLAHOMA PANHANDLE STATE UNIVERSITY

COLLEGE OF AGRICULTURE, SCIENCE, AND NURSING

Bachelor of Science – STEM Studies: New Program Addition with Options

STEM Studies (BS) **120 Semester Hours**
Lab Applications Option

General Education **40**
MATH 1513 Pre-calculus Algebra
BIOL 1304 Principles of Biology I
PHYS 2014 General Physics I and Lab
Major Core **28**
CHEM 1135 General Chemistry I
CIS 1113 Intro to CIS
CIS 1213 Hardware/Software Troubleshooting
OR CIS 2223 Business Computer Applications
CIS 3623 Emerging Technologies
INDT 2113 Intro to Computer Aided Drafting
INDT 3303 Programmable Logic Controllers
OR INDT 3663 Hydraulics and Pneumatics
MATH 1613 Plane Trigonometry
MATH 1824 Calculus I
STEM 3001 STEM Industry Experience
Option **27**
BIOL 1504 Biology II
BIOL 2124 Microbiology
BIOL 3133 Intro to Biotech
BIOL 4102 Lab Management
BIOL 4014 Cellular & Molecular Biology
CHEM 2235 General Chemistry II
CHEM 3025 Quantitative Analysis
Free Electives **25**
A minor in an area of the student's choice or guided electives as agreed to by the advisor focusing on the student's career goals to bring upper-level hours to 40 credit hours and total to 120 semester hours for graduation. These hours may be applicable toward a minor in any field that offers a minor or toward a double major.

STEM Studies (BS) **120 Semester Hours**
Mathematics Academic Option

General Education **40**
MATH 1513 Pre-calculus Algebra
BIOL 1304 Principles of Biology I
PHYS 2014 General Physics I and Lab
Major Core **28**
CHEM 1135 General Chemistry I
CIS 1113 Intro to CIS
CIS 1213 Hardware/Software Troubleshooting
OR CIS 2223 Business Computer Applications
CIS 3623 Emerging Technologies
INDT 2113 Intro to Computer Aided Drafting
INDT 3303 Programmable Logic Controllers
OR INDT 3663 Hydraulics and Pneumatics
MATH 1613 Plane Trigonometry
MATH 1824 Calculus I
STEM 3001 STEM Industry Experience
Option **27**
MATH 2424 Calculus II
MATH 2434 Calculus III
MATH 3333 Linear Algebra
MATH 3513 Foundations of Math
MATH 4323 Modern Algebra
MATH 3013 Statistical Methods **OR** MATH 4763 Probability & Statistics
PHYS 2114 General Physics II
Upper-Level Math Elective (3 hrs.)
Free Electives **25**
A minor in an area of the student's choice or guided electives as agreed to by the advisor focusing on the student's career goals to bring upper-level hours to 40 credit hours and total to 120 semester hours for graduation. These hours may be applicable toward a minor in any field that offers a minor or toward a double major.

PROPOSED

OKLAHOMA PANHANDLE STATE UNIVERSITY

COLLEGE OF AGRICULTURE, SCIENCE, AND NURSING

Bachelor of Science – STEM Studies: New Program Addition with Options

STEM Studies (BS) **120 Semester Hours**
Mathematics Teaching Option

General Education **40**
MATH 1513 Pre-calculus Algebra
BIOL 1304 Principles of Biology I
PHYS 2014 General Physics I and Lab
Major Core **27**
CHEM 1135 General Chemistry I
CIS 1113 Intro to CIS
CIS 1213 Hardware/Software Troubleshooting
OR CIS 2223 Business Computer Applications
CIS 3623 Emerging Technologies
INDT 2113 Intro to Computer Aided Drafting
INDT 3303 Programmable Logic Controllers
OR INDT 3663 Hydraulics and Pneumatics
MATH 1613 Plane Trigonometry
MATH 1824 Calculus I
Option **17**
MATH 2424 Calculus II
MATH 2434 Calculus III
MATH 3333 Linear Algebra
OR MATH 3443 Discrete Mathematics
MATH 3713 College Geometry
MATH 3013 Statistical Methods
OR MATH 4763 Probability & Statistics
Professional Education **36**
EDUC 2233 - Diversity in Education
EDUC 2113-Introduction to Education
EDUC 2213-Human Dev.: Child/Adolescent Psychology
*EDUC 3223-Educ of the Except. Child
*EDUC 4313-Educational Psychology
*EDUC 4333-Educational Technology
*EDUC 4343 Methods & Materials in Secondary Teaching
*EDUC 4533-Secondary Classroom Management/ Assessment
**EDUC 4720-Stu. Teaching in Secondary Schools (12)

STEM Studies (BS) **120 Semester Hours**
Precision Agriculture Option

General Education **40**
MATH 1513 Pre-calculus Algebra
BIOL 1304 Principles of Biology I
PHYS 2014 General Physics I and Lab
Major Core **28**
CHEM 1135 General Chemistry I
CIS 1113 Intro to CIS
CIS 1213 Hardware/Software Troubleshooting
OR CIS 2223 Business Computer Applications
CIS 3623 Emerging Technologies
INDT 2113 Intro to Computer Aided Drafting
INDT 3303 Programmable Logic Controllers
OR INDT 3663 Hydraulics and Pneumatics
MATH 1613 Plane Trigonometry
MATH 1824 Calculus I
STEM 3001 STEM Industry Experience
Option **22**
AG 1011 Intro to Ag Industry
AG 1022 Math Applications in Ag
ANSI 1124 Intro to Animal Science
AGRN 1213 Fundamentals of Plant Science
AG 2343 Agricultural Economics
AG 3203 Agricultural Internship
INDT 1103 Applied Electricity Principles
INDT 3303 Programmable Logic Controllers
OR INDT 3663 Hydraulics and Pneumatics
Free Electives **30**
A minor in an area of the student's choice or guided electives as agreed to by the advisor focusing on the student's career goals to bring upper-level hours to 40 credit hours and a total to 120 semester hours for graduation. These hours may be applicable toward a minor in any field that offers a minor or toward a double major.

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OKLAHOMA PANHANDLE STATE UNIVERSITY

COLLEGE OF AGRICULTURE, SCIENCE, AND NURSING

Bachelor of Science – STEM Studies: New Program Addition with Options

STEM Studies (BS) **120 Semester Hours**
Pre-Engineering Option

General Education **40**
MATH 1513 Pre-calculus Algebra
BIOL 1304 Principles of Biology I
PHYS 2014 General Physics I and Lab

Major Core **28**
CHEM 1135 General Chemistry I
CIS 1113 Intro to CIS
CIS 1213 Hardware/Software Troubleshooting
OR CIS 2223 Business Computer Applications
CIS 3623 Emerging Technologies
INDT 2113 Intro to Computer Aided Drafting
INDT 3303 Programmable Logic Controllers
OR INDT 3663 Hydraulics and Pneumatics
MATH 1613 Plane Trigonometry
MATH 1824 Calculus I
STEM 3001 STEM Industry Experience

Option **27**
MATH 2424 Calculus II
MATH 2434 Calculus III
MATH 4413 Ordinary Differential Equations
PHYS 2114 Physics II
Choose 12 hours from:
INDT 1103 Applied Electricity Principles
INDT 3303 Programmable Logic Controllers
OR INDT 3663 Hydraulics and Pneumatics
INDT 2203 DC/AC Circuits
INDT 3123 Advanced CAD
INDT 3643 Power Mechanics I
INDT 3653 Power Mechanics II
PHYS 2212 Physics I Calculus Supplement
PHYS 2312 Physics II Calculus Supplement
MATH 3013 Statistical Methods
MATH 3333 Linear Algebra
MATH 4000 Problems in Math

Free Electives **25**
A minor in an area of the student's choice or guided electives as agreed to by the advisor focusing on the student's career goals to bring upper-level hours to 40 credit hours and total to 120 semester hours for graduation. These hours may be applicable toward a minor in any field that offers a minor or toward a double major.

STEM Studies (BS) **120 Semester Hours**
Secondary Science Option

General Education **40**
MATH 1513 Pre-calculus Algebra
BIOL 1304 Principles of Biology I
PHYS 2014 General Physics I and Lab

Major Core **28**
CHEM 1135 General Chemistry I
CIS 1113 Intro to CIS
CIS 1213 Hardware/Software Troubleshooting
OR CIS 2223 Business Computer Applications
CIS 3623 Emerging Technologies
INDT 2113 Intro to Computer Aided Drafting
INDT 3303 Programmable Logic Controllers
OR INDT 3663 Hydraulics and Pneumatics
MATH 1613 Plane Trigonometry
MATH 1824 Calculus I
STEM 3001 STEM Industry Experience

Option **28**
BIOL 1504 Biology II
BIOL 2104 Human Anatomy
OR BIOL 3024 Genetics
BIOL 4102 Lab Management
CHEM 3315 Organic Chemistry I
CHEM 3325 Organic Chemistry II
EASC 1014 Earth Science
PHYS 2114 General Physics II

Free Electives **24**
A minor in an area of the student's choice or guided electives as agreed to by the advisor focusing on the student's career goals to bring upper-level hours to 40 credit hours and total to 120 semester hours for graduation. These hours may be applicable toward a minor in any field that offers a minor or toward a double major. **For the Secondary Science Option, an Education minor is suggested.**

PROPOSED

OKLAHOMA PANHANDLE STATE UNIVERSITY

COLLEGE OF AGRICULTURE, SCIENCE, AND NURSING

Bachelor of Science – STEM Studies: New Program Addition with Options

STEM Studies (BS) **120 Semester Hours**
Technology Engineering in Schools Option

General Education **40**
MATH 1513 Pre-calculus Algebra
BIOL 1304 Principles of Biology I
PHYS 2014 General Physics I and Lab

Major Core **28**
CHEM 1135 General Chemistry I
CIS 1113 Intro to CIS
CIS 1213 Hardware/Software Troubleshooting
OR CIS 2223 Business Computer Applications
CIS 3623 Emerging Technologies
INDT 2113 Intro to Computer Aided Drafting
INDT 3303 Programmable Logic Controllers
OR INDT 3663 Hydraulics and Pneumatics
MATH 1613 Plane Trigonometry
MATH 1824 Calculus I
STEM 3001 STEM Industry Experience

Option **27**
CIS 2113 HTML and Web Page Design
CIS 2513 Database Concepts and Design
CIS 2623 2D Graphics Application
CIS 3123 Interactive Web Design
CIS 3393 Video Editing
Choose 12 hours from the following
CIS 2303 Lighting and Composition
CIS 2633 Audio for Video
CIS 3413 Video Post-Production
CIS 3433 Vector Based Graphics Applications
CIS 4013 From Sci-Fi to Reality
CIS 4103 UI/UX
CIS 4123 Advanced Web Design
CIS 4413 Web Animation

Free Electives **25**
A minor in an area of the student's choice or guided electives as agreed to by the advisor focusing on the student's career goals to bring upper-level hours to 40 credit hours and total to 120 semester hours for graduation. These hours may be applicable toward a minor in any field that offers a minor or toward a double major. **For the Technology Engineering in Schools Option, an Education minor is suggested.**

PROPOSED

OKLAHOMA PANHANDLE STATE UNIVERSITY
OFFICE OF ACADEMIC AFFAIRS
P.O. Box 430 • Goodwell, OK 73939 • 580.349.1400

Program Modifications
Executive Summary

Institution: Oklahoma Panhandle State University
Review Date: June 13, 2025

These modifications reflect OPSU's commitment to continuous improvement, addressing student needs, optimizing course scheduling, and aligning with curricular updates from the Departments of Business Administration, Health and Physical Education, Accounting, Mathematics, Computer Information Systems, Biology, and Agriculture. The proposed changes are strategic, student-centered, and maintain academic rigor while improving accessibility and completion pathways.

Bachelor of Business Administration – Accounting: Accounting Information Systems Option – Option Suspension

Summary of Changes:

- Suspension: Suspends the AIS option within the BBA Accounting degree.
- Curricular Impact: Option has had no declared majors in recent years and faces faculty constraints for specialized AIS courses.

Rationale: Courses required for this option are no longer sustainable due to staffing limitations and low demand.

Outcome: Streamlines the Accounting program and allows reallocation of instructional resources.

Bachelor of Business Administration in Business Administration: Hospitality and Tourism – Program Modification

Summary of Changes:

- Launch & Modernization: Activates an option previously approved in 2017 but never implemented. Updates the plan with 7 new courses and removal of 5 outdated ones.
- Curriculum Enhancements: Adds courses in event management, tourism destination marketing, hotel operations, supply chain management, and revenue management.
- Delivery Mode: Designed for online implementation, aligning with market and student demand.

Rationale: Reflects the economic growth in Oklahoma's tourism sector and demand for hospitality professionals. The updated curriculum supports regional workforce development and provides an attractive online option for students.

Outcome: Positions OPSU as a competitive provider in hospitality and tourism education; no impact on current students; estimated cost limited to adjunct coverage.

Bachelor of Business Administration: Business Administration: Sports and Recreation Management – Option Addition

Summary of Changes:

- New Option: Adds a Sports and Recreation Management option to the existing BBA in Business Administration.
- Curriculum Design: Combines core business courses with HPE electives in areas like legal liability in sport, sports information management, and athletic administration.

Rationale: Addresses increasing student interest and labor market demand for business professionals in the sports and recreation industry. Integrates business and HPE curriculum already offered at OPSU.

Outcome: No additional cost anticipated. Expected to increase enrollment in both BBA and HPE courses.

Bachelor of Science in Health and Physical Education – Academic Option – Program Modification

Summary of Changes:

- General Education Flexibility: Expands math requirements to allow multiple course options, including Quantitative Reasoning, College Algebra, and Modeling & Basic Statistics.
- Elective Revisions: Removes outdated electives and adds new ones, including HPE 3042, 4000, 4813, 4832, and 4942.
- Catalog Clarification: Updates elective listings to match actual course offerings and scheduling availability.

Rationale: Reflects the needs of transfer students who often bring College Algebra or Statistics credit. Changes enhance advising clarity and reduce scheduling conflicts.

Outcome: Maintains a 120-hour program, improves catalog accuracy, and supports timely degree completion with no negative impact on current students.

Bachelor of Science in Health and Physical Education – Teaching Option – Program Modification

Summary of Changes:

- Math Requirement Update: Adds College Algebra and Modeling & Basic Statistics as options, reducing reliance on Quantitative Reasoning.
- Course Removal: Drops EDUC 2001 (no longer offered by the Department of Education); content absorbed into EDUC 2113.
- Elective Revisions: Removes HPE 2042 and 4822; adds HPE 3042, 4000, 4813, 4832, and 4942.

Rationale: Provides greater flexibility for students, especially transfers, and reflects updates in curriculum and course availability. Adjusts to structural changes in the teacher preparation sequence.

Outcome: Improves program efficiency and responsiveness without altering total credit hours or student outcomes.

OKLAHOMA PANHANDLE STATE UNIVERSITY

COLLEGE OF BUSINESS AND TECHNOLOGY

Bachelor of Business Administration – Accounting – Accounting Information Systems - Option Suspension

Current Degree Plan

Accounting (BBA) 120 Semester Hours
Accounting Information Systems Option (AIS)

General Education **40**
COMM 1113-Speech Communications
ECON 2113-Principles of Macroeconomics
MATH 1513-Pre-Calculus Algebra OR
MATH 1523-Modeling and Basic Statistics
Major
Business Core **30**
ACCT 2103-Financial Accounting
ACCT 2203-Managerial Accounting
BADM 2103-Professional Skills in the Workplace
BADM 3123-Legal Environment of Business
BADM 3173-Business Communications
BADM 4603-Business Ethics
CIS 2113-HTML and Web Page Design
FIN 3773-Business Finance I
MGMT 3813-Principles of Management
MKTG 3913-Principles of Marketing
Accounting Core **30**
AIS 3013-Introduction to AIS
ACCT 3203-Elementary Cost Accounting
ACCT 3303-Intermediate Accounting
ACCT 3403-Advanced Intermediate Accounting
ACCT 4013-Income Tax Procedure I
ACCT 4303-Public Sector Accounting
ACCT 4503-Auditing
BADM 3323-The Law of Business Organizations
CIS 2223-Business Computer Applications
ECON 2123-Microeconomics
Accounting Electives **15**
Choose nine hours from:
AIS 2513-Database Use and Data Analysis
AIS 3103-Computer Applications for Accounting Majors
AIS 3803-Accounting Information Technology
AIS 4113-Accounting E-Commerce
AIS 4223-Structured Systems Analysis
Choose six hours from any upper division ACCT or AIS course.
College of Business Electives **5**
Minor
Upon completion of the Accounting major with an AIS option, the student will have sufficient courses for a minor in Business Administration.

PROPOSED

OKLAHOMA PANHANDLE STATE UNIVERSITY

COLLEGE OF BUSINESS AND TECHNOLOGY

Bachelor of Business Administration – Business Administration: Hospitality and Tourism Option

Program Modification – Proposed Requirements for Students – Academic Year 2025/2026

Current Degree Plan

Business Administration (BBA) 120 Semester Hours
Hospitality and Tourism Option

General Education Requirements 40
Business Core 36
Acct 2103-Financial Accounting
Acct 2203-Managerial Accounting
Econ 2123-Microeconomics
Badm 3123-Business Law I
Badm 3173-Business Communications
Badm 3613-Statistics
Badm 4603-Business Ethics
Cis 2013-Information Systems for Business
Cis 2223-Micro Applications
Fin 3773-Business Finance I
Mgmt 3813-Principles of Management
Mktg 3913-Principles of Marketing
Co-requisite Requirements
(may be used for General Educ. requirements)
Comm 1113 Speech Communications
Econ 2113-Principles of Macroeconomics
Math 1513-College Algebra **OR**
Math 1523-Modeling and Basic Statistics
Hospitality and Tourism Option 12
*Hosp 1103-Intro. to Tourism & Hospitality Mgmt.
*Hosp 1503-Conv., Mtg. & Event Planning
*Hosp 2103-Restaurant Management
*Hosp 2503-Lodging Management
Business Capstone 3
*Hosp 2900-Field Experience
School of Business Electives 9
Minor or guided electives 20
A minor in an area of the student's choice or guided electives as agreed to by the advisor focusing on the student's career goals to bring upper-level hours to 40 credit hours and total to 120 semester hours for graduation. These hours may be applicable toward a minor in any field that offers a minor or to a double major.

Proposed Degree Plan

Business Administration (BBA) 120 Semester Hours
Hospitality and Tourism Option

General Education Requirements 40
General Education Co-requisite Requirements
~~(may be used for General Educ. requirements)~~
~~Comm 1113 Speech Communications~~
Econ 2113-Principles of Macroeconomics
Math 1523 **or 1525**-Modeling and Basic Statistics
OR Math 1513 Pre-Calculus Algebra
Business Core 30 ~~36~~
Acct 2103-Financial Accounting
Acct 2203-Managerial Accounting
~~Econ 2123-Microeconomics~~
Badm 2023-Professional Skills in the Workplace
Badm 3123-**~~Business Law I~~ Legal Environment of Business**
Badm 3173-Business Communications
~~Badm 3613-Statistics~~
Badm 4603-Business Ethics
Cis **~~2013~~3013**-Information Systems for Business
~~Cis 2223-Micro Applications~~
Fin 3773-Business Finance I
Mgmt 3813-Principles of Management
Mktg 3913-Principles of Marketing
Required Courses 15
Badm 1013 – Introduction to Business
Hosp 2103-Intro to Hospitality & Tourism
Badm 1213- Introduction to Technology
Cis 2223-Business Computer Applications
Econ 2123-Principles of Microeconomics
Hospitality and Tourism Option 15 ~~12~~
~~*Hosp 1103-Intro. to Tourism & Hospitality Mgmt.~~
~~*Hosp 1503-Conv., Mtg. & Event Planning~~
~~*Hosp 2103-Restaurant Management~~
~~*Hosp 2503-Lodging Management~~
Hosp 3903-Event, Conf. & Festival Mgmt
Hosp 3993-Tourism Dest. Mktg & Mgmt
Mgmt 4973-Supply Chain Management/Purchasing
Hosp 4503- Hotel Operations Management
Hosp 4833-Hotel Revenue Management
Business Capstone 3
~~*Hosp 2900-Field Experience~~
Mgmt 4893-Small Business Management
OR Mgmt 4983-Strategic Management Bus. Policy
College ~~School~~ of Business Electives 6 ~~9~~
Minor or guided electives 11 ~~20~~
A minor in an area of the student's choice or guided electives as agreed to by the advisor focusing on the student's career goals to bring upper-level hours to 40 credit hours and total to 120 semester hours for graduation. These hours may be applicable toward a minor in any field that offers a minor or to a double major.

New Courses are highlighted

PROPOSED

OKLAHOMA PANHANDLE STATE UNIVERSITY

COLLEGE OF BUSINESS AND TECHNOLOGY

Bachelor of Business Administration - Business Administration – Sports & Recreation Management Option
Option Addition - Proposed Requirements for Students – Academic Year 2025/2026

Parent Degree		Proposed Option	
Business Administration (BBA) **General Business Option**	**120 Semester Hours**	**Business Administration (BBA)** **Sports & Recreation Management Option**	**120 Semester Hours**
General Education	**40**	**General Education**	**40**
General Education Co-Requisite Requirements		**General Education Co-requisite Requirements**	
ECON 2113-Principles of Macroeconomics		ECON 2113 - Principles of Macroeconomics	
MATH 1523 or 1525-Modeling and Basic Statistics OR MATH 1513 Pre-Calculus Algebra		MATH 1523 or 1525 - Modeling and Basic Statistics OR MATH 1513 Pre-Calculus Algebra	
Business Core	**30**	**Business Core**	**30**
ACCT 2103-Financial Accounting		ACCT 2103-Financial Accounting	
ACCT 2203-Managerial Accounting		ACCT 2203-Managerial Accounting	
BADM 2023-Professional Skills in the Workplace		BADM 2023-Professional Skills in the Workplace	
BADM 3123-Legal Environment of Business		BADM 3123-Legal Environment of Business	
BADM 3173-Business Communications		BADM 3173-Business Communications	
BADM 4603-Business Ethics		BADM 4603-Business Ethics	
CIS 3013-Information Systems for Business		CIS 3013-Information Systems for Business	
FIN 3773-Business Finance I		FIN 3773-Business Finance I	
MGMT 3813-Principles of Management		MGMT 3813-Principles of Management	
MKTG 3913-Principles of Marketing		MKTG 3913-Principles of Marketing	
Required Courses	**15**	**Required Courses**	**15**
BADM 1013-Intro to Business		BADM 1013-Introduction to Business	
BADM 2013-Personal Finance		BADM 2013-Personal Finance	
BADM 1213-Introduction to Technology		BADM 1213-Introduction to Technology	
CIS 2223-Business Computer Applications		CIS 2223-Business Computer Applications	
ECON 2123-Principles of Microeconomics		ECON 2123-Principles of Microeconomics	
General Business Concentration	**12**	**Sports & Recreation Management Concentration**	**14**
FIN 3783-Business Finance II OR ACCT 3203-Elementary Cost Accounting		HPE 4133 Org/Admin of Athletics	
MKTG 4313-Marketing Research		HPE 4313 HPE Internship	
BADM 3323-The Law of Business Organizations		HPE 4832 Legal Liability in Sports/Rec	
MGMT 4013-Organizational Behavior		HPE 4103 Sports Information Management	
		MGMT 4873-Human Resources Management	
Business Capstone	**3**	**Business Capstone**	**3**
MGMT 4893-Small Business Management OR MGMT 4983-Strategic Management & Bus. Policy		MGMT 4893-Small Business Management OR MGMT 4983-Strategic Management & Bus. Policy	
College of Business Electives	**9**	**MGMT or HPE Electives**	**9**
Free or guided electives	**11**	**Free or guided electives**	**9**
A minor in an area of the student's choice or guided electives as agreed to by the advisor focusing on the student's career goals to bring upper-level hours to 40 credit hours and total to 120 semester hours for graduation. These hours may be applicable toward a minor in any field that offers a minor or to a double major.		A minor in an area of the student's choice or guided electives as agreed to by the advisor focusing on the student's career goals to bring upper-level hours to 40 credit hours and total to 120 semester hours for graduation. These hours may be applicable toward a minor in any field that offers a minor or to a double major.	

Indicates a common core with the parent degree.

PROPOSED

OKLAHOMA PANHANDLE STATE UNIVERSITY

COLLEGE OF ARTS AND EDUCATION

Bachelor of Science – Health and Physical Education: Academic Option

Program Modification - Proposed Requirements for Students – Academic Year 2025/2026

Current Degree Plan

Health and Physical Education (BS) 120 Semester Hours
Academic Option (non-teaching)

General Education **40**
Mathematics
MATH 1473-Quantitative Reasoning
Social Science
PSYC 2123-Psychology of Personal Adjustment
HPE Coursework **47**
BIOL 2205-Human Physiology
HPE 1001-Lifetime Wellness
HPE 2003-Introduction to Management and Instruction in Physical Activities
HPE 2102-First Aid
HPE 2122-Care and Prevention of Athletic Injury
HPE 2212-School & Comm. Health Programs
HPE 2222-Personal Health and Drug
HPE 2253-Foundations of Physical Education
HPE 3162-Evaluations of Physical Activities
HPE 3172-Adaptive and Therapeutic PE
HPE 3263-Kinesiology
HPE 3693-Physiology of Exercise
HPE 4012-Skills and Techniques Team Act.
HPE 4022-Skills & Techniques Indiv. & Dual Activ.
HPE 4123-Org. & Admin. of Physical Education
HPE Electives - choose 10 hours from:
HPE 1101, 2201, 3101, 4101-Intercollegiate Activities (maximum of eight credit hours)
BIOL 1123-Nutrition
HPE 2012-Fundamentals and Coaching of Football
HPE 2022-Fundamentals and Coaching of Basketball
HPE 2032-Fund. & Coaching of Baseball & Softball
HPE 2042-Officiating
HPE 2052-Fund. & Coaching of Track & Field
HPE 2062-Fundamentals and Coaching of Volleyball
HPE 2072-Fundamentals and Coaching of Soccer
HPE 2113-Camping and Outdoor Skills
HPE 3072-Fund. & Coaching Strength & Conditioning
HPE 3273-Internship I
HPE 4103-Sports Information Management
HPE 4273-Internship II
HPE 4311-Health and Physical Education Internship
HPE 4312-Health and Physical Education Internship
HPE 4313-Health and Physical Education Internship
HPE 4822-Exercise and Fitness Prescription
Electives to have degree equal 120 hours

Selection of a minor is strongly encouraged.

No grade in the HPE core or electives below a "C" will be counted toward the HPE major (any option) or minor.

Proposed Degree Plan

Health and Physical Education (BS) 120 Semester Hours
Academic Option (non-teaching)

General Education **40**
Mathematics
MATH 1473 **or 1475**-Quantitative Reasoning, **MATH 1513 or 1515- Pre-calculus Algebra, or MATH 1523 or 1525 Modeling and Basic Statistics**
Social Science
PSYC 2123-Psychology of Personal Adjustment
HPE Coursework **47**
Biol 2205-Human Physiology
HPE 1001-Lifetime Wellness
HPE 2003-Introduction to Management and Instruction in Physical Activities
HPE 2102-First Aid
HPE 2122-Care and Prevention of Athletic Injury
HPE 2212-School & Comm. Health Programs
HPE 2222-Personal Health and Drug
HPE 2253-Foundations of Physical Education
HPE 3162-Evaluations of Physical Activities
HPE 3172-Adaptive and Therapeutic PE
HPE 3263-Kinesiology
HPE 3693-Physiology of Exercise
HPE 4012-Skills and Techniques Team Act.
HPE 4022-Skills & Techniques Indiv. & Dual Activ.
HPE 4123-Org. & Admin. of Physical Education
HPE Electives - choose 10 hours from:
HPE 1101, 2201, 3101, 4101-Intercollegiate Activities (maximum of eight credit hours)
BIOL 1123-Nutrition
HPE 2012-Fundamentals and Coaching of Football
HPE 2022-Fundamentals and Coaching of Basketball
HPE 2032-Fund. & Coaching of Baseball & Softball
HPE 2052-Fund. & Coaching of Track & Field
HPE 2062-Fundamentals and Coaching of Volleyball
HPE 2072-Fundamentals and Coaching of Soccer
HPE 3042-Officiating
HPE 3072-Fund. & Coaching Strength & Conditioning
HPE 3273-Internship I
HPE 4000-Problems in Health/Physical Education
HPE 4103-Sports Information Management
HPE 4273-Internship II
HPE 4311-Health and Physical Education Internship
HPE 4312-Health and Physical Education Internship
HPE 4313-Health and Physical Education Internship
HPE 4813-Exercise and Fitness Prescription
HPE 4832-Legal Liability in Sports/Rec
HPE 4942-Readings in Health and Sports Science
Electives to have degree equal 120 hours

Selection of a minor is strongly encouraged.

No grade in the HPE core or electives below a "C" will be counted toward the HPE major (any option) or minor.

PROPOSED

OKLAHOMA PANHANDLE STATE UNIVERSITY

COLLEGE OF ARTS AND EDUCATION

Bachelor of Science – Health and Physical Education: Teaching Option

Program Modification – Proposed Requirements for Students – Academic Year 2025/2026

Current Degree Plan

Health and Physical Education (BS) 120 Semester Hours
Teaching Option

General Education **40**

Mathematics
MATH 1523-Modeling and Basic Statistics

Social Science
PSYC 2123-Psychology of Personal Adjustment

Co-Requisites and Pre-Professional Courses **9**
EDUC 2113-Introduction to Education
EDUC 2213-Human Development/Child and Adolescent Psychology
EDUC 2233-Diversity in Education

HPE Core **41**
BIOL 2205-Human Physiology (also counts as a General Education Liberal Arts Elective)
HPE 1001-Lifetime Wellness
HPE 2003-Introduction to Management and Instruction in Physical Activities
HPE 2102-First Aid
HPE 2122-Care and Prevention of Athletic Injury
HPE 2212-School and Community Health Programs
HPE 2222-Personal Health and Drug
HPE 2253-Foundations of Physical Education
HPE 3162-Evaluations of Physical Activities
HPE 3172-Adaptive and Therapeutic PE
HPE 3263-Kinesiology
HPE 3693-Physiology of Exercise
HPE 4012-Skills and Techniques Team Act.
HPE 4022-Skills and Techniques Individual and Dual Activities
HPE 4123-Organization and Admin. of Physical Education

HPE Electives - Select 5 hours from:
BIOL 1123-Nutrition
HPE 2012-Fundamentals and Coaching of Football
HPE 2022-Fundamentals and Coaching of Basketball
HPE 2032-Fundamentals and Coaching of Baseball and Softball
HPE 2042-Officiating
HPE 2052-Fundamentals and Coaching of Track and Field
HPE 2062-Fundamentals and Coaching of Volleyball
HPE 2072-Fundamentals and Coaching of Soccer
HPE 3072-Fundamentals and Coaching of Strength and Conditioning
HPE 4103-Sports Information Management
HPE 4822-Exercise and Fitness Prescription

Professional Education **25 hours**
EDUC 2001-Education Seminar
*EDUC 3223-Education of the Except. Child
*EDUC 4313-Educational Psychology
*EDUC 4333-Educational Technology
*EDUC 4533-Secondary Classroom Management and Assessment OR
EDUC 4433-Elementary Classroom Management and Assessment
**EDUC 4750-Student Teaching in Elementary/ Secondary Schools (12)

***Restricted Classes - Must be Admitted to Teacher Education prior to enrolling.**

****Restricted Classes - Must be admitted to the Professional Semester prior to enrolling.**

No grade below "C" will be counted toward the HPE major (any option) or minor.

All courses in the HPE Core and Professional Education must be passed with a grade of "C" or above.

PROPOSED

OKLAHOMA PANHANDLE STATE UNIVERSITY

COLLEGE OF ARTS AND EDUCATION

Bachelor of Science – Health and Physical Education: Teaching Option

Program Modification – Proposed Requirements for Students – Academic Year 2025/2026

Proposed Degree Plan

Health and Physical Education (BS) 120 Semester Hours
Teaching Option

General Education 40

Mathematics
MATH 1523-Modeling and Basic Statistics, **MATH 1473-Quantitative Reasoning, MATH 1513 Precalculus Algebra**

Social Science
PSYC 2123-Psychology of Personal Adjustment

Co-Requisites and Pre-Professional Courses 9
EDUC 2113-Introduction to Education
EDUC 2213-Human Development/Child and Adolescent Psychology
EDUC 2233-Diversity in Education

HPE Core 41
BIOL 2205-Human Physiology (also counts a General Education Liberal Arts Elective)
HPE 1001-Lifetime Wellness
HPE 2003-Introduction to Management and Instruction in Physical Activities
HPE 2102-First Aid
HPE 2122-Care and Prevention of Athletic Injury
HPE 2212-School and Community Health Programs
HPE 2222-Personal Health and Drug
HPE 2253-Foundations of Physical Education
HPE 3162-Evaluations of Physical Activities
HPE 3172-Adaptive and Therapeutic PE
HPE 3263-Kinesiology
HPE 3693-Physiology of Exercise
HPE 4012-Skills and Techniques Team Act.
HPE 4022-Skills and Techniques Individual and Dual Activities
HPE 4123-Organization and Admin. of Physical Education

HPE Electives - Select 5 hours from:
BIOL 1123-Nutrition
HPE 2012-Fundamentals and Coaching of Football
HPE 2022-Fundamentals and Coaching of Basketball
HPE 2032-Fundamentals and Coaching of Baseball and Softball
HPE 2052-Fundamentals and Coaching of Track and Field
HPE 2062-Fundamentals and Coaching of Volleyball
HPE 2072-Fundamentals and Coaching of Soccer
HPE 3042-Officiating
HPE 3072-Fundamentals and Coaching of Strength and Conditioning
HPE 4000-Problems in Health/Physical Education
HPE 4103-Sports Information Management
HPE 4813-Exercise and Fitness Prescription
HPE 4832-Legal Liability in Sports/Rec
HPE 4942-Readings in Health and Sports Science

Professional Education 25 hours
~~**EDUC 2001-Education Seminar**~~
*EDUC 3223-Education of the Except. Child
*EDUC 4313-Educational Psychology
*EDUC 4333-Educational Technology
*EDUC 4533-Secondary Classroom Management and Assessment OR
EDUC 4433-Elementary Classroom Management and Assessment
**EDUC 4750-Student Teaching in Elementary/Secondary Schools (12)

***Restricted Classes - Must be Admitted to Teacher Education prior to enrolling.**

****Restricted Classes - Must be admitted to the Professional Semester prior to enrolling.**

No grade below "C" will be counted toward the HPE major (any option) or minor.

All courses in the HPE Core and Professional Education must be passed with a grade of "C" or above.

PROPOSED

Oklahoma Panhandle State University

Budget Assumptions

Enrollment	Budgeted FY26	Actual FY25	Actual FY24
Full Time Equivalent for full year (30 hrs.)	1085	895	915

Narrative: *We are decreasing budgeted enrollment credit hours by 5.8%.*

Tuition & Fees			
Tuition	$ 8,099,223	$ 7,104,769	$ 7,285,199
Mandatory Fees	$ 2,366,366	$ 1,817,506	$ 1,854,208
In State - Tuition Waivers	$ (625,000)	$ (629,336)	$ (581,814)
Out of State - Tuition Waivers	$ (2,390,000)	$ (2,433,057)	$ (2,712,028)
Total	$ 7,450,589	$ 5,859,881	$ 5,845,565

Narrative: We are not requesting any changes in tuition and fees.

State Appropriations			
General Appropriations	$7,031,097	$6,921,664	$ 6,874,004
Restricted for Capital	$4,937,735	$5,173,312	$ 1,526,672
State Match	$$	$$	$ -
Other	$$	$$	$ -

Narrative: *Received deferred maintenance funding in FY25 and will receive deferred maintenance funds in FY26.*

Housing			
Occupancy	775	677	712
Revenue	$1,685,017	$1,472,189	$ 861,947

Narrative: *We are increasing the individual room rate 2-4% or $50 per semester to offset increased maintenance costs. We anticipate the requirement for freshman to live on campus will positively affect occupancy.*

Board			
Meal plan participation	474	442	528
Revenue	$812,401	$758,080	$ 849,631

Narrative: *We are increasing the meal plans at the same rate our food service provider is increasing the annual contract. This is a 6% increase or $216 per year for the average student.*

Other Notable Budget Assumptions

Narrative:

OKLAHOMA PANHANDLE STATE UNIVERSITY
OFFICE OF THE VICE PRESIDENT OF ADVANCEMENT
P.O. Box 430 • Goodwell, OK 73939 • 580.349.1550

Executive Summary: Acceptance of Rural Infrastructure Grant (RIG) – Application #14774
Oklahoma Panhandle State University – SCADA System Infrastructure Project

Overview
Oklahoma Panhandle State University has been awarded a Rural Infrastructure Grant (RIG) from the Oklahoma Rural Water Association (ORWA) and the Oklahoma Department of Environmental Quality (DEQ) under application #14774. This grant approval supports the University's commitment to strengthening rural water infrastructure through the installation of a Supervisory Control and Data Acquisition (SCADA) system and backup generator capability.

Project Description
The funded project involves the installation of two Bluestar-brand natural gas backup generators (60KW and 130KW), associated radio controls, and Automatic Transfer Switches (ATSs) to provide critical redundancy for the University's water wells and control systems. This initiative aligns with statewide priorities for rural infrastructure resilience and operational continuity in critical utilities.

Grant and Financial Structure

- **Total Project Cost**: $100,000.00
- **RIG Funds Awarded**: $80,000.00
- **Required Matching Funds**: $20,000.00 (20% minimum match, to be provided by the University)
- **Reimbursement Model**: All RIG funds are disbursed post-payment upon submission of qualifying invoices and satisfactory inspection by ORWA.

Strategic Impact
This infrastructure enhancement not only increases water system reliability for the campus and surrounding community but also positions Panhandle State University as a model for rural sustainability investment. It ensures the continuity of essential services in the face of outages or emergencies, supporting both operational resilience and public trust.

OKLAHOMA DEPARTMENT OF ENVIRONMENTAL QUALITY
OKLAHOMA RURAL WATER ASSOCIATION

RIG RECIPIENT: Panhandle State University OK2007002

RIG AGREEMENT
between Panhandle State University OK2007002
and the Oklahoma Rural Water Association

I, Jimmy Harrel, duly authorized Chairman of the Panhandle State University OK2007002 (hereinafter "Applicant"), do hereby accept and acknowledge said grant according to the terms of this Rural Infrastructure Grant (hereinafter "RIG") Agreement. Receipt of the subject grant funds shall be acknowledged by separate receipt instrument at the time the same shall be received by an authorized representative of Applicant.

In accepting said grant, applicant duly acknowledges and agrees that in all regards and respects, Applicant must and shall comply with the requirements of all applicable federal and state statutory provisions and all terms of this RIG Grant Agreement. Without limiting the generality of the foregoing, the applicant agrees as follows:

1. Description of approved project. This grant has been approved by the RIG Committee for the Applicant's project which shall be as described in the approved RIG Application as well as other related construction and appurtenances (the "Project"), as provided in the Approved RIG Application attached hereto as "Application #14774" and incorporated by reference herein. Authorized Project costs include project construction labor pursuant to contract (except force account labor), construction materials, soil testing, engineering, and inspections.

2. Determination of amount of grant. The amount of this grant shall not exceed $80,000.

3. Submission of invoices and proof of project completion. Applicant shall maintain proper books, records, and supporting documentation (such as invoices, billing statements, and canceled checks for approved Project Costs) showing to the satisfaction of the Oklahoma Rural Water Association (ORWA) the amounts and purposes of all expenditures expected to be reimbursed by the RIG, and shall forward the same to ORWA for inspection and examination by the RIG Committee. As a prerequisite to receiving grant money from the ORWA, Applicant shall submit to ORWA copies of invoices for Project Costs. Additionally, Applicant shall submit to on-premises inspection by ORWA of invoiced projects. For projects which are inaccessible for inspection upon completion (i.e. infrastructure buried below ground), Applicant shall provide to ORWA digital photographs showing work progress of completed projects before they are buried. ***Any disbursement for Project Costs made without adequate supporting documentation and inspection shall be deemed to be an unauthorized expenditure for which Applicant may not be reimbursed.*** The Applicant shall direct any and all questions regarding whether an expenditure is authorized to the ORWA prior to making the expenditure. Upon review and approval of such documentation of paid Project Costs, ORWA will request funds from DEQ and upon receipt of such funds, ORWA will release the grant money to Applicant.

4. Twenty percent match requirement. The Applicant is required to match at least 20% of the final invoiced Project costs and is responsible for paying all Project costs in excess of the award amount listed in paragraph 2 above.

In consideration of the applicant's agreement to these terms and conditions, applicant has entered into and signed this RIG Agreement this _____ day of _____, 20___.

Panhandle State University OK2007002, Texas County, Oklahoma

By: _____
Chairman Jimmy Harrel

ATTEST:

By: _____

Title: _____

(BOARD SEAL)

APPLICATION #14774

RIG GRANT APPLICATION AND SUPPORTING DOCUMENTS AS APPROVED BY RIG COMMITTEE

Northwest Line Construction
PO Box 922
Hooker Ok 73945
Phone: (580)652-2443/Fax: (580)652-3386

To: OPSU Job# 1653

ATTN: Robbie Johnson DATE: April 29, 2024

Bid Proposal

To install two backup generators for the water wells and radio controls for the water system:

Both generators will be a Bluestar brand 60KW and 130KW, Natural Gas, Level one enclosure, 480-volt three phase, cement pad, block heater and battery charger included, ASCO 200 amp ATS's (automatic transfer switch)

PRICES GOODS FOR 30 DAYS

We here by send the above specifications, for a total sum of:
One hundred thousand dollars …..……. ($)100,000

(+Sales Tax and Freight Where Applicable)

PAYMENT TO BE MADE AS FOLLOWS: net 10.

All material is guaranteed to be as specified. All work to be completed in a workmanship like manner according to standard practices. Any alteration or deviation from above specifications involving extra costs will be executed only upon written orders and will become an extra charge over and above the estimate. All agreements contingent upon strikes, accidents, or delays beyond our control. Owner to carry fire, tornado, and other necessary insurance. Our workers are fully covered by Workmen's Compensation insurance.

Note: This proposal may be withdrawn by us if not accepted within thirty (30) days.

Authorized Signature: ***Date: April 29, 2024***

Acceptance of Proposal: ***The above prices, specifications, and conditions are satisfactory and are hereby accepted. You are authorized to do the work as specified. Payment will be made as outlined above.***

Authorized Signature: _____ ***Date:*** _____

OKLAHOMA PANHANDLE STATE UNIVERSITY

Fiscal Affairs

High Winds Damages 3/19/2025	
Location	**Damage**
Faculty Row	Roof damage
Anchor D Stadium	Fence damage
Weight Room	Roof damage
Anchor D Stadium	No Man's Land sign damaged
Various campus locations	Tree damage
Farm Well House	Separated from Foundation
Farm Round Top Barn	Building completely collapsed
Hefley Hall	Roof damage
Green House	Window damage
Hamilton Hall	Window damage
Faculty Row	Fence damage
Physical Plant	Fence damage
Married Student Housing & Annexes	Roof damage
Fleet Vans	Window damage
Doug Wirtz Building	Window damage

Board approval is requested to solicit bids and provide restoration of high winds damage across campus that occurred in March 2025. This is a long-term project, encompassing over 10 structures and is expected to take 6-12 months to complete all required work. The expected repair costs are estimated to be $150,000. The final out-of-pocket cost to Oklahoma Panhandle State University for this project is anticipated to be a $50,000 deductible after reimbursement from the insurance carrier.

Part J ---Purchase Requests over $100,000

We request approval of the following purchase orders over $100,000 for FY2026

Contract	Explanation	FY 26
Akademos	Virtual Bookstore	$400,000
Capital Education	Online Program Management	$550,000
Concrete (Bid)	New Construction and Renovations of Facilities (Concrete)	$200,000
EAB	Enrollment Management	$600,000
Enterprise	Vehicle Fleet Lease	$150,000
Flooring (Bid)	New Construction and Renovations of Facilities (Flooring)	$200,000
Great Western Dining	Food Service	$900,000
Guymon Glass	New Construction and Renovations of Facilities (Glass)	$300,000
Harrison Energy Partners	HVAC Service Agreement	$1,000,000
ImageNet	Campus Printing Solution	$100,000
Livestock Feed (Bid)	OPSU Bull Test & Farm annual feed allotment	$120,000
McMichael's Plumbing	Plumbing Service Agreement	$250,000
Midwest Sporting Goods	Athletic clothing and supplies for all sports	$150,000
Northwest Line & Stateline Electric	New Construction and Renovations of Facilities (Electrician)	$200,000
OK Regents for Higher Ed.	Bond payments	$1,000,000
OMES	Employee Tort Liability, Property Insurance, Vehicle Liability, Workman's Comp	$360,000
OSU Bursar's Office	Prorated Share of Operational costs for Board of Regents, Legal Counsel, Purchasing Director, and Internal Audits, Chargebacks for Touchnet, OK Corral, and Purchasing, Bank Reconciliation, Ethics Point, OPREC Shared Agreement, and Payroll Shared Services	$220,000
Board Approved On- Call's	On Call Consultants: OCCM, Civil, MEP, Structural, Architects, Landscape Architects, Interior Designers	$300,000
OSU Information Technology	ERP (Banner), EES (Microsoft), campus licenses and training, IT Shared Services	$260,000
Panhandle Telephone Coop	Phone service, cable, and wifi	$100,000
Risk Strategies (Bid)	Athletic Insurance	$170,000
Town of Goodwell	Campus Police, Fire, EMS, Trash Services, Engineering Services, Ambulance Services	$100,000
Tri County Electric	Electricity for University	$1,100,000
Utilities Staffing Research	Contract Employment Agency	$650,000
Village (Bid)	Bus Charter Service for Student Activity Travel	$600,000
West Texas Gas	Natural Gas for University	$450,000
Wright Express	Vehicle Fleet Fuel	$100,000
	TOTAL	$10,530,000

OKLAHOMA PANHANDLE STATE UNIVERSITY
INSTITUTION

SUMMARY OF OUT-OF-STATE TRAVEL AS OF April 2025
MONTH

FUND SOURCE	FY25 TRAVEL THIS MONTH NUMBER OF TRIPS	FY25 TRAVEL THIS MONTH AMOUNT EXPENDED	FY24 CORRESPONDING MONTH NUMBER OF TRIPS	FY24 CORRESPONDING MONTH AMOUNT EXPENDED	FY25 TRAVEL THIS YEAR NUMBER OF TRIPS	FY25 TRAVEL THIS YEAR AMOUNT EXPENDED	FY24 CORRESPONDING YEAR NUMBER OF TRIPS	FY24 CORRESPONDING YEAR AMOUNT EXPENDED
REVOLVING								
ST APPRO	18	$ 4,606.55	16	$ 5,431.95	60	$ 13,514.09	75	$ 29,019.01
FEDERAL			0	$ -	11	$ 1,183.23	8	$ 2,264.79
PRIVATE								
AUXILIARY	5	$ 912.33	4	$ 1,777.25	18	$ 6,986.05	22	$ 13,537.44
OTHER								
TOTAL	23	$ 5,518.88	20	$ 7,209.20	89	$ 21,683.37	105	$ 44,821.24

OKLAHOMA PANHANDLE STATE UNIVERSITY
INSTITUTION

SUMMARY OF OUT-OF-STATE TRAVEL AS OF May 2025
MONTH

FUND SOURCE	FY25 TRAVEL THIS MONTH NUMBER OF TRIPS	FY25 TRAVEL THIS MONTH AMOUNT EXPENDED	FY24 CORRESPONDING MONTH NUMBER OF TRIPS	FY24 CORRESPONDING MONTH AMOUNT EXPENDED	FY25 TRAVEL THIS YEAR NUMBER OF TRIPS	FY25 TRAVEL THIS YEAR AMOUNT EXPENDED	FY24 CORRESPONDING YEAR NUMBER OF TRIPS	FY24 CORRESPONDING YEAR AMOUNT EXPENDED
REVOLVING								
ST APPRO	8	$ 2,608.93	8	$ 2,335.64	68	$ 16,123.02	75	$ 23,695.27
FEDERAL			0	$ -	11	$ 1,183.23	5	$ 2,010.83
PRIVATE								
AUXILIARY	4	$ 1,011.28	3	$ 1,169.69	22	$ 7,997.33	25	$ 13,360.10
OTHER								
TOTAL	12	$ 3,620.21	11	$ 3,505.33	101	$ 25,303.58	105	$ 39,066.20

NORTHEASTERN OKLAHOMA A&M COLLEGE

Miami, Oklahoma

Agenda for the Regular Meeting of the Board of Regents for OSU and the A&M Colleges
June 13, 2025

Dear Board Members:

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

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

1. Remarks by President Kyle Stafford
2. NEO Update *(Reference Document A-2)*

B – RESOLUTIONS – None

C - POLICY AND OPERATIONAL PROCEDURES –

1. Request approval of new Bursar Payment Policy N2-1212 BURSAR August 2025. The purpose of this policy is to outline various payment options to assist students in meeting their financial obligations to Northeastern Oklahoma A&M College. Policy has been reviewed and approved by Board of Regents' Office of Legal Counsel *(Reference Document C-1).*

D - PERSONNEL ACTIONS in compliance with Board Policies 3.01, 3.02, and 3.03-

1. Request approval of personnel actions, new appointments, reappointments changes in salary, change in title and or personnel leaves *(Reference Document D-1).*
2. Items not requiring Board action are provided for informational purposes only *(Reference Document D-2).*

E - INSTRUCTIONAL PROGRAMS- None

F - BUDGETARY ACTIONS –

1. Request approval of Northeastern Oklahoma A&M College's proposed Fiscal Year 2026 Budget, including E&G Parts I and II, Auxiliary, Tuition and Fees, Room and Board Rates and Salary Recommendations *(Reference Document F-1).*

G - OTHER BUSINESS AND FINANCIAL MATTERS

1. Request approval to expend grant funds, including payment of administrative allowance at year-end, according to grant guidelines *(Reference Document G-1).*
2. Request approval to continue to use grant consulting services *(Reference Document G-2)*.
3. Request approval to grant utilities easement to City of Miami, Oklahoma. Easement documents are pending review by the Board of Regents' Office of Legal Counsel *(Reference Document G-3)*.
4. Request approval to sell approximately 1.7995 acres of Board-owned land to Fullerton Farms and to authorize the Northeastern Oklahoma A&M College President, or his designee, to execute all necessary documents to effectuate the sale. The Board of Regents' Office of Legal Counsel will review all and approve all the documents necessary to complete the transaction (Reference Document G-4).

H - CONTRACTUAL AGREEMENTS (other than construction and renovation)

1. Request approval for Fiscal Year 2026 clinical facilities for Health Science Programs *(Reference Document H-1).*

I - NEW CONSTRUCTION OR RENOVATION OF FACILITIES – None

J - PURCHASE REQUESTS –

1. Ratification of interim board approval to use emergency repair services for storm damages received at Northeastern Oklahoma A&M College campus *(Reference Document J-1)*.
2. Request approval for yearly purchase orders over $100,000. All purchases will comply with the Board of Regents for Oklahoma Agricultural and Mechanical Colleges Policies and Procedures, as well as state statutes (*Reference Document J-2).*
3. Request board approval to solicit competitive bids or contracts approved through the Office of Central Procurement to purchase equipment or services for various projects on campus. The funds for these expenditures will come from legally available funds. *(Reference Document J-3)*.

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 summary for April and May 2025 *(Reference Document M-1).*
2. Organizational Chart 2025-2026 *(Reference Document M-2).*

NORTHEASTERN OKLAHOMA A&M COLLEGE

UPDATE

MAGAZINE

JUNE 2025 ISSUE

COMMENCEMENT

NEO graduates more than 400 students during 24-25 school year

NJCAA-E CHAMPS

Esports Valorant team wins third consecutive national title

HALL OF FAMER

Softball alum Rylee Bayless named to NJCAA Hall of Fame

CHECK OUT THE NEO EVENT CALENDAR FOR MORE!

NEO.EDU/EVENTS

A LOOK *AHEAD...*

OEMFCA 8-MAN ALL-STAR FOOTBALL GAME | **JUNE 21**

FAST-TRACK NURSING PINNING | **JULY 17**

FALL SEMESTER BEGINS | **AUGUST 18**

SAVE THE DATES

HOMECOMING | **OCTOBER 25**

GOLDEN GALA | **NOVEMBER 6**

NEO MARKETING & COMMUNICATIONS
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NEO CELEBRATES 104TH ANNUAL COMMENCEMENT CEREMONY

Northeastern Oklahoma A&M College (NEO) proudly held its 104th Annual Commencement Ceremony on Thursday, May 8, at Red Robertson Field, honoring the achievements of the Class of 2025.

The ceremony featured special remarks from Chancellor Sean Burrage, CEO of the Oklahoma State System of Higher Education, and Jason Ramsey, CEO of the Oklahoma State University A&M Board of Regents. Both shared words of encouragement, resilience, and pride in the accomplishments of Oklahoma's higher education students.

Before conferring degrees, NEO recognized students from each academic division for their excellence and commitment to success.

More than 400 students graduated from NEO during the 2024–25 academic year, with 230 graduates walking across the stage to receive their diplomas in front of family, friends, faculty, and the campus community.

"Commencement is the most inspiring day of the year at Northeastern Oklahoma A&M College," said NEO President Dr. Kyle J. Stafford. "It is a celebration of perseverance, purpose, and potential. Our graduates leave here prepared to make a difference and ready to take the next step – whether entering the workforce or continuing their education at a university. We are proud of them, and we know their dreams are just beginning.

NEO congratulates all of our 2025 graduates and wishes them continued success in their future endeavors. ***"Once a Norseman, Always a Norseman."***

NEO HONORS 51ST NURSING CLASS WITH TRADITIONAL PINNING CEREMONY

Northeastern Oklahoma A&M College (NEO) celebrated the accomplishments of its 51st Associate Degree Nursing (ADN) class with the annual Nursing Pinning Ceremony on Thursday, May 8, in the Fine Arts Auditorium. The ceremony, held just hours before the college-wide commencement, honored 39 nursing graduates who have completed one of the most rigorous academic programs at NEO.

A time-honored tradition in the nursing profession, the pinning ceremony signifies the transition from student to nurse. Each graduate received their NEO nursing pin, placed on their scrubs by a chosen family member or loved one, highlighting the vital role that support systems play throughout the demanding program.

Following the pinning, several special awards and gifts were presented to recognize outstanding achievement, leadership, and dedication among the graduates.

Later that evening, the graduates participated in NEO's 2025 Commencement Ceremony at Red Robertson Field, where they received their diplomas alongside peers from across all academic disciplines.

"The Nursing Faculty and Staff are proud of the foundation that has been set for the 51st Nursing Class from NEO A&M College," said Director of Nursing Kathleen Norman. "We are excited for them as they transition from the classroom to nursing practice. The students are entering the profession as nursing graduates but will become advocates and leaders to help shape the future of nursing."

NEO congratulates the 2025 nursing graduates and welcomes them into the proud tradition of Norse nurses.

NEO STUDENT SUPPORT SERVICES HOSTS ANNUAL HONORS BANQUET CELEBRATING GRADUATES AND ACADEMIC EXCELLENCE

Northeastern Oklahoma A&M College's (NEO) Student Support Services (SSS) hosted its annual Honors Banquet on Wednesday, April 23, to celebrate the achievements of its graduating students and recognize outstanding contributions to student success.

This year, 40 graduating SSS students were honored for their hard work and dedication throughout their academic journey at NEO. The evening was filled with pride and reflection as students, faculty, staff, and guests gathered to commemorate the accomplishments of these future NEO alumni.

One of the highest recognitions of the evening, the Norse Pride Award, was presented to Jiro Cardenas-Bedford and Sakyrah Hill, both sophomores who have demonstrated exceptional leadership, perseverance, and academic achievement during their time in the program.

In addition to student honors, the event also recognized distinguished guests for their support of SSS students: Faculty of the Year: Dr. Jim Hight, English Instructor (Adjunct); Staff of the Year: Bobbie Pennington, Director of the Success Center and Honors Co-Coordinator; Administrator of the Year: Ryan Orcutt, Executive Director of Development.

These individuals were celebrated for their unwavering commitment to student development and academic excellence at NEO.

NEO is proud of all the graduates who have been part of the Student Support Services program and wishes them the best as they move forward to new opportunities and continued success.

Congratulations, Norsemen!

NEO HONORS PROGRAM CELEBRATES OUTSTANDING STUDENTS AT ANNUAL RECOGNITION CEREMONY

On Tuesday, April 23, Northeastern Oklahoma A&M College (NEO) proudly celebrated the achievements of its Honors Program students during the annual Honors Program Recognition Ceremony. The event, held on campus, recognized 15 outstanding graduates for their academic accomplishments and contributions to the NEO Honors Program.

NEO President Dr. Kyle J. Stafford, Vice President for Academic Affairs Dr. Dustin Grover, and Honors Program Coordinator Bobbie Pennington presented the students with their official Honors cords, which they will wear during NEO's Spring Commencement ceremony scheduled for May 8, 2025.

The following students were honored for their successful completion of the Honors Program: Corissa Bandel, Jason Calhoon, Justin Calhoon, Madilynn Campbell, Jiro Bedford Cardenas, Tyeson Gravenhof, Lillian Kichler, Brighton Lane, Peter Littlefield, Maggie Passmore, Arianna Rodriguez, Kylee Rollman, Jacey Smith, Jacob Szukelewicz, and Morgan Wright.

In addition to receiving cords, several students earned special awards for their exceptional efforts within the program:

Lillian Kichler received the Outstanding Service Award, while Jason Calhoon, Justin Calhoon, and Jacey Smith were honored with the Outstanding Research Award for their collaborative Honors Symposium Project. Corissa Bandel was recognized as the Outstanding Graduate.

"Our Honors Recognition Ceremony allows us to celebrate our Honors Scholars who have completed all of their requirements at NEO to graduate with Honors," said Bobbie Pennington. "It has been an absolute pleasure working with these students and helping them on their collegiate journeys."

Congratulations to all of the 2024 Honors Program graduates! Your achievements reflect the strength of your character, curiosity, and commitment to learning. NEO is proud to celebrate your success.

NEO'S PHI THETA KAPPA HONOR SOCIETY INDUCTS 32 NEW MEMBERS AT 99TH SPRING CEREMONY

Northeastern Oklahoma A&M College (NEO) celebrated academic excellence on Tuesday, April 22, as the Phi Theta Kappa (PTK) Honor Society hosted its 99th Spring Induction Ceremony.

Thirty-two new members were officially inducted into the prestigious international honor society, recognizing their outstanding academic achievements and leadership potential.

The ceremony also marked the conclusion of the 2024 PTK officer team's term. This dedicated group of student leaders helped guide the organization through a successful year of service, scholarship, and campus involvement. The outgoing officers are: Farren Wright – President (Agriculture), Lauren Bailey – Vice President of Leadership (Agriculture), Madilynn Campbell – Vice President of Service (Pre-Veterinary Science), Sakyrah Hill – Vice President of Service (Criminal Justice), Seth Lowery – SBG Representative (Physical Therapy Assistant).

"I am so proud of our PTK members this year for all of their hard work, leadership, and dedication to the NEO campus, our community, and their fellow students," said Phi Theta Kappa Advisor LaShawna Powers. "I look forward to another great year with our new members."

NEO congratulates the new inductees on joining one of the most distinguished academic honor societies and thanks the outgoing officers for their leadership and service. Your commitment to excellence continues to elevate the NEO community.

NEO SCHOOL OF BUSINESS AND TECHNOLOGY HOSTS 2025 AWARDS LUNCHEON

Northeastern Oklahoma A&M College's (NEO) School of Business and Technology hosted its annual Business and Technology Awards Luncheon on Monday, April 28, celebrating the accomplishments of outstanding students and recognizing the next generation of business and technology professionals.

Calvin Becker, Department Chair for Business and Technology, led the ceremony and presented awards to many graduating students in recognition of their achievements both in and out of the classroom.

The following students received Outstanding Student Awards: Ashley Wooden – Business Administration, Pedro Ocampo – Business Administration Technology, Brandon Miles – Computer Information Systems, and Daryn Merriman – Sports Management.

In addition to academic awards, leadership and competition honors were also highlighted. Future Business Leaders of America (FBLA) Officers were recognized: Daryn Merriman – President, Hiba Malkawi – Vice President, Eric McKibben – Treasurer, Jocelyn Beasley – Parliamentarian, and Jadeyn Ivey – Secretary.

Several students were also celebrated as FBLA Finalists: Jocelyn Beasley, Jadeyn Ivey, Eric McKibben, Daryn Merriman, and Ashley Wooden.

Additionally, recognition was given to the Entrepreneur's Cup Finalists: Jocelyn Beasley, Alan Bonner, Hiba Malkawi, and Daryn Merriman.

The event was a celebration of the students' hard work, leadership, and dedication to their fields of study.

NEO congratulates all the graduates and award winners and wishes them continued success in their future endeavors!

NEO HOSTS ADVISORY COUNCIL MEETING TO STRENGTHEN ACADEMIC PROGRAMS AND COMMUNITY PARTNERSHIPS

On Tuesday, April 15, Northeastern Oklahoma A&M College's (NEO) Academic Affairs division hosted its annual Advisory Council Meeting in the Calcagno Family Ballroom. The event brought together more than 80 faculty members, alumni, industry leaders, and community stakeholders for an evening of discussion and collaboration focused on the success of NEO students.

With over 25 academic programs represented, departments broke out into individual advisory councils to discuss program-specific needs and strategies. These advisory groups serve as an essential feedback loop, helping NEO stay current with industry trends, workforce demands, and curriculum standards of four-year institutions.

"Tonight is a valuable opportunity to gain insight from our NEO stakeholders to continue improving the learning experience of students," said Vice President for Academic Affairs Dr. Dustin Grover. "Our primary goal for this event is to ensure NEO is aligned with the evolving needs of industry, the workforce, and four-year institutions—so our students are fully prepared to succeed at the next level."

The Advisory Council Meeting plays a key role in building awareness, strengthening partnerships, and creating new opportunities for students and faculty alike. The insights gathered will be evaluated and used to guide meaningful updates to academic programming and student support strategies.

NEO ESPORTS VALORANT TEAM WINS NJCAA-E GRAND FINALS, FINISHES SEASON UNDEFEATED

Northeastern Oklahoma A&M College (NEO) is proud to announce that its Esports Valorant team has been crowned its third consecutive NJCAA-E National Championship in program history after defeating the College of DuPage 3-1 in the 2025 Grand Final. The team completed an undefeated 12-0 season, earning the #1 national ranking in the NJCAA-E regular season standings.

The victory marks a significant milestone for NEO's growing Esports program, as the Valorant team not only clinched the NJCAA-E title but also achieved national and international recognition—ranked #32 in the U.S. and #112 globally in collegiate Valorant standings.

The championship roster featured standout performances from: Andre Rubin, Caio Lucas, Fabio Saramello, Victor Serrat, Fabio Franklin.

"NEO Esports is proud of the work and dedication done by these students on reaching one more National Championship for NJCAA-E," said NEO Esports Head Coach Thales Vilar. "Working with a strong mindset and solid planning, we can help these students reach their academic and professional goals. We now collect 3 National championships, and the work is just beginning."

NEO's success in Esports reflects the college's commitment to providing innovative and competitive opportunities for students in digital and technological fields. The program continues to grow and attract high-level talent from around the globe.

NEO AGRICULTURE DEPARTMENT HOSTS 2024–25 AGGIE BANQUET

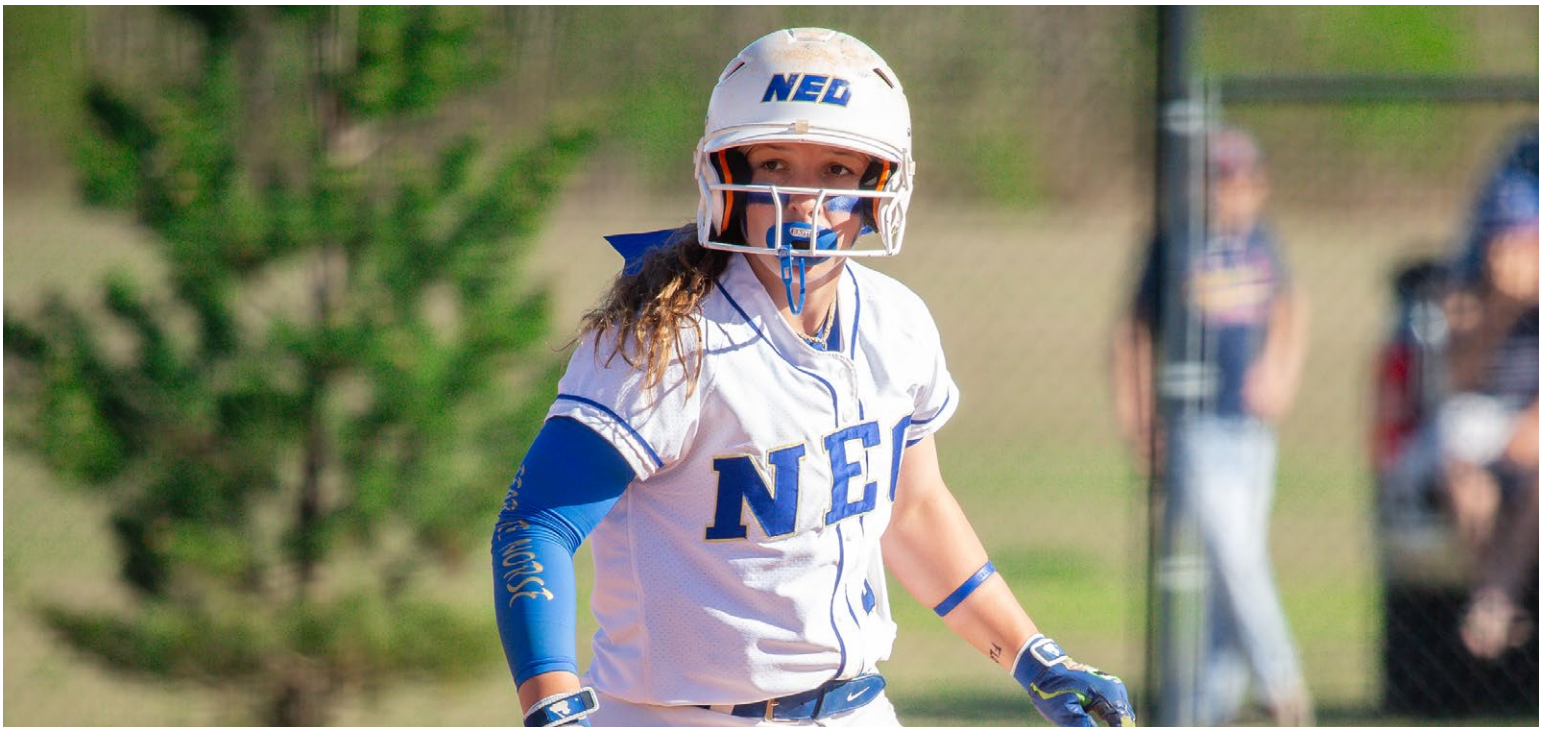
Northeastern Oklahoma A&M College (NEO) Agriculture Department hosted its annual Aggie Banquet on Tuesday, April 29, to celebrate the accomplishments of its students and teams.

The event opened with honoring the dedication, leadership, and excellence of students involved in the Aggie Society, Collegiate Farm Bureau, Pre-Vet Club, and Ag Ambassadors. Following recognition of club achievements and student involvement, the evening continued with coaches presenting individual and team awards for the NEO Rodeo Team, Livestock Judging Team, and Horse Judging Team. These awards highlighted the outstanding performance and commitment of NEO's agriculture students in competitive and academic arenas throughout the year.

The banquet concluded with a series of special recognitions, including this year's "Cream of the Crop" freshmen for their emerging leadership and contributions. The 2025–26 Ag Ambassadors were officially introduced, marking the next chapter of student leadership in the department. The ceremony closed by honoring the 2024–25 Graduates of Distinction for their excellence and impact during their time at NEO.

Congratulations to all graduates and award winners. We are proud of your achievements and wish you continued success in your future endeavors!

FORMER NEO SOFTBALL STAR RYLEE BAYLESS INDUCTED INTO NJCAA SOFTBALL HALL OF FAME



Northeastern Oklahoma A&M College (NEO) is proud to announce that former Lady Norse standout Rylee Bayless has been inducted into the NJCAA Softball Hall of Fame. One of the most accomplished athletes in NEO history, Bayless left a lasting legacy not only at NEO, but across NJCAA Division I softball.

A native of Winnetonka, Missouri, Bayless competed at NEO in 2015 and 2016, where she quickly established herself as a dominant force. As a freshman, she led the nation in hits (133), runs scored (97), and batting average (.576), propelling NEO to a 50-16 record and a runner-up finish at the NJCAA Division I National Tournament. She followed that incredible season with an even more dominant sophomore campaign, again leading the nation in multiple statistical categories including hits (118), runs (111), batting average (.621), walks (55), on-base percentage (.703), and slugging percentage (1.163). She set the NJCAA record for most career hits with 251 over two seasons.

Bayless's honors are extensive:

- Two-time NJCAA Region II Player of the Year
- Two-time NJCAA 1st Team All-American
- Two-time NJCAA Division I Dudley National Player of the Year
- Two-time NJCAA District B Marucci Elite Hitter Award winner
- Member of the NJCAA National Tournament All-Tournament Team (2015 & 2016)
- 2016 Betty Jo Graber NJCAA Female Athlete of the Year
- 2016 NJCAA National Tournament Most Valuable Offensive Player

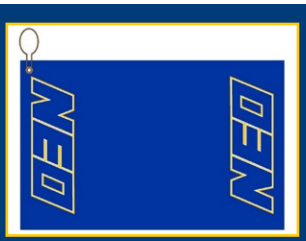
"What an honor and privilege it is to be inducted into the NJCAA Hall of Fame," said Bayless. "Words cannot describe how grateful I am for NEO softball and the great town of Miami, Oklahoma. Being surrounded by the teammates, coaches, trainers, and community I have, it leaves you no other option but to be successful. I am so incredibly thankful and in debt to everyone who played a part in my journey along the way. Neither the timid nor the weak shall inherit the Norse tradition. Row Norse Row."

Following her time at NEO, Bayless continued her softball career at Oklahoma State University, where she was a two-time All-Big 12 First Team selection and helped lead the Cowgirls to the 2019 NCAA Women's College World Series. Professionally, she has competed with Athletes Unlimited and for the Oklahoma City Spark, where she also served as the Director of Camps, mentoring the next generation of athletes. Bayless recently signed a professional contract overseas and is currently playing in the Netherlands for the Haarlem Sparks, continuing her elite softball career on an international stage.

"Rylee was a once-in-a-career type of player to bring into the program; she was a tenacious competitor with unlimited passion for the game," said former NEO Softball Head Coach Eric Iverson. "A tireless worker, and I mean tireless, who invested everything she had to make sure she could maximize her contribution to NEO Softball. I am thrilled and grateful that the NJCAA Softball Coaches Association will honor one of the greatest to play Junior College softball."

Bayless's induction into the NJCAA Hall of Fame reflects not just her remarkable statistics, but her leadership and legacy in the sport. NEO congratulates Rylee on this well-deserved honor and celebrates her continued contributions to softball at every level.

NEO SOFTBALL



NEO BOOKSTORE FEATURED ITEM

Hit the course in style! Get this NEO golf bag towel and show your Norse Spirit!

Available in-store and online.

GET THESE AND MANY OTHER NORSE PRIDE ITEMS AT

BOOKSTORE.NEO.EDU

WYANDOTTE NATION COMMITS $100,000 ANNUALLY TO NEO FOR THE NEXT FIVE YEARS

On Friday, May 2nd, Northeastern Oklahoma A&M College announced a transformative commitment from the Wyandotte Nation, which has pledged $100,000 annually for the next five years in support of NEO programs and initiatives. The partnership was celebrated on campus with a check presentation ceremony.

Over the years, the Wyandotte Nation has consistently demonstrated its commitment to education and student success at NEO. Notable contributions include generous support for the recently established Nursing Simulation Lab and the Player Development Facility—initiatives that will have a lasting impact on NEO students and programs.

"We are incredibly grateful to the Wyandotte Nation for their continued support," said Dr. Kyle Stafford, NEO President. "Their partnership strengthens our mission and directly enhances opportunities for NEO students."

The Wyandotte Nation's ongoing support reflects their strong commitment to building educational opportunities and improving the quality of life across the region. With this new five-year pledge, the Nation continues to be a vital community partner and advocate for higher education.

KILGORE FAMILY ESTABLISHES TWO ENDOWED SCHOLARSHIPS AT NEO A&M COLLEGE

NEO A&M College announces the establishment of two endowed scholarships made possible through the generosity of the Kilgore family. These lasting legacies will honor the lives and contributions of Jimmie and Betty Kilgore, proud NEO alumni whose story began on campus and whose impact will now benefit generations of students to come.

The Jimmie Kilgore Engineering Memorial Scholarship celebrates the life of Jimmie Kilgore, a 1965 Adair High School graduate who attended NEO before earning a mechanical engineering degree from Oklahoma State University. Jimmie enjoyed a 33-year career with Conoco Phillips Oil Company, which took him and his wife Betty across the globe, including assignments in England, Norway, Japan, Malaysia, and the Netherlands. His life and career were marked by his work ethic and spirit of adventure.

The Kilgore Family PTA Endowed Scholarship honors both Jimmie and Betty Kilgore, who each attended NEO and believed deeply in the power of education. This scholarship will specifically support students enrolled in NEO's Physical Therapist Assistant (PTA) program—a growing and vital healthcare field that reflects the Kilgore's commitment to helping others. The scholarship underscores the family's connection with NEO and their desire to support student success through practical, life-changing careers.

"These scholarships truly emulate the Norse tradition and a life well-lived. This is a couple who valued education, service, and opportunity," said Ryan Orcutt, Executive Director of Development at NEO. "We are incredibly grateful to the Kilgore family for entrusting us with their legacy."

Together, these two endowments ensure that the Kilgore's story will continue to empower students through an education at NEO.

MEMORIAL SCHOLARSHIP HONORS THE LEGACY OF NEO AG STUDENT, CHASE LANGSTON

NEO A&M College is honored to announce the Chase Langston Memorial Scholarship, created to celebrate the life, values, and enduring legacy of Chase M. Langston—a beloved NEO student.

Chase Langston, 19, of Parsons, Kansas, passed away on April 6, 2023, following a tragic accident in Miami, Oklahoma. At the time of his passing, Chase was a freshman at NEO, where he was studying Ranch Management, pursuing his lifelong passion for agriculture, livestock, and the cowboy way of life.

Born in Dodge City, Kansas, and raised in Parsons, Chase embodied a philosophy of "work hard, play hard, and love hard"—principles that defined every aspect of his life. He was known for his relentless work ethic, helping with construction, farm labor, and cattle work across the region. He was an active FFA member, a SkillsUSA participant, and an accomplished student in carpentry and ag sales at Labette County High School. His dedication continued at NEO, where he was a valued member of the campus and the NEO Agriculture Department.

"Chase lived with purpose and passion," said Dr. Mary Booth, NEO Agriculture Department Chair. "He represented the best of what our students strive to be—driven, kind, and full of heart. This scholarship will help future NEO students pursue their dreams in agriculture and honor Chase's incredible legacy for generations to come."

The Chase Langston Memorial Scholarship supports students enrolled in NEO's Agriculture or Ranch Management programs, providing financial assistance to those who reflect Chase's dedication to rural life and hard work.

This year, Drew Schibi, also from Parsons, Kansas, was named the first recipient of the Chase Langston Memorial Scholarship. He was awarded the scholarship alongside Chase's parents, Jason and Taffy Langston. Drew will be attending NEO this fall.

NEO ALUMNA JILL DOUTHIT NAMED SUPERINTENDENT OF MIAMI PUBLIC SCHOOLS

ALUMNI SPOTLIGHT

Northeastern Oklahoma A&M College (NEO) proudly celebrates alumna Jill Douthit as she steps into her new role as Superintendent of Miami Public Schools. A hometown native and former NEO student, Douthit is returning to lead the district where her journey in education began.

Before becoming an educational leader, Douthit walked the halls of NEO A&M College, earning her associate degree and laying the foundation for a lifelong commitment to learning and community service. Now, she brings that same dedication to her new position, aiming to unite the community and prioritize student success.

In a recent Alumni Spotlight interview with NEO, Douthit shared her goals, leadership style, and what it means to serve the community she calls home.

Community-Centered Leadership

"One of my top priorities is bringing the community back together and being a voice for the district," said Douthit. "We'll be focusing on district perception, teacher retention, academic progress, bond planning, and enhancing extracurricular programs."

Her strategy is rooted in collaboration. "I rely on our administrative team and seek feedback from both teachers and parents. It's about listening and then turning that feedback into real action," she said.

A Personal Touch

Known for her positivity and hands-on approach, Douthit plans to lead by example. "Whether it's visiting classrooms, attending school events, or being present in the day-to-day operations, I want people to know I'm in this with them."

Douthit's passion for the district is deeply personal. "There's always pressure when you care this much, but that passion also makes it incredibly meaningful," she said. "My father graduated from Miami High School, and leading here brings everything full circle."

The NEO Connection

Reflecting on her time at NEO, Douthit credits the college with helping shape her path. "The professors truly cared about me as a student, which surprised me after high school. That feeling of being supported is something I want to make sure every student in Miami Public Schools experiences."

She also cherishes the friendships and formative experiences from her time at NEO, including late-night study sessions and campus involvement that helped her grow.

Looking to the Future

Douthit's ultimate goal is to ensure that every student in Miami Public Schools feels proud of their education. "In 10 years, I hope students can look back and say they got the best education possible and were prepared for the future. I want to foster a culture where excellence and innovation are the norm."

As she takes the helm, Douthit brings with her a clear vision—one grounded in collaboration, community pride, and a commitment to student success. With deep roots in the region and a heart for education, she is ready to lead Miami Public Schools into a promising new era.

FROM THE WAREHOUSE TO THE HELM:
DAVID TYSON'S VIKING JOURNEY COMES FULL CIRCLE AT NEO

For David Tyson, success is more than just titles or milestones—it's about the journey, the grit, and the return. From his early days as a student at Northeastern Oklahoma A&M College (NEO) to leading a thriving business that now serves over 4,000 clients across five locations, Tyson's story is a full-circle testament to hard work, leadership, and hometown pride.

Tyson began his journey in Miami, Oklahoma, as a student at NEO, where he found both direction and inspiration. He credits his professors, campus culture, and friendships with laying the foundation for his personal and professional growth.

"NEO is where I started to understand what it meant to lead and be part of something bigger than yourself," said Tyson. "I had great professors who pushed me and taught me the value of persistence and humility."

After leaving Oklahoma to grow his career, Tyson embraced challenge and change. In Naples, Florida, he worked his way up through the ranks of Ferguson Enterprises—starting in the warehouse and eventually managing a branch. That experience cemented his belief in learning every part of the business to lead it well.

"You don't just jump into sales," he said. "You start in the warehouse. You earn the right to lead by knowing the whole picture."

In 2007, Tyson returned to his roots, purchasing Lakeland Office Systems in Miami—just days after a flood devastated the building. Six months later, the Great Recession struck. Despite these hurdles, Tyson led his business through the storm and built it into a regional powerhouse with offices in Miami, Joplin, MO, Springfield, MO, West Plains, MO, and Sikeston, MO.

Today, Tyson still lives by a hands-on philosophy, working side-by-side with his employees—unloading trucks, answering service calls, and mentoring team members who, like he once did, start from the ground up.

"We don't say, 'That's not my job,'" said Tyson. "Everybody's pulling on the same rope."

Tyson's deep ties to the Miami community are reflected in his commitment to local institutions. His company services more than 80 school districts and maintains longstanding partnerships with Miami Public Schools and NEO.

"There's a lot of pride in coming back and building something here," he said. "To now partner with the places that shaped me—that means everything."

Beyond business, Tyson is focused on legacy—raising his family in Miami and investing in the next generation. Though his journey included risks and setbacks—including a difficult housing investment during the 2008 crash—he remains proud of the road he's traveled.

"I'm proud I took those risks," he said. "Proud I moved across the country to grow. Proud I came back to build something here."

Like the Norse heroes of old, David Tyson set out from his hometown, weathered the trials, and returned—not defeated, but transformed. His story is one of growth, resilience, and enduring connection to the place where it all began.

PRESIDENTIAL PARTNER HIGHLIGHT

NEO A&M COLLEGE | UPDATE MAGAZINE

PRESIDENTIAL PARTNERS ARE CHANGE MAKERS

AT NORTHEASTERN OKLAHOMA A&M COLLEGE

Since its inception in 2009, the NEO Presidential Partners program has been instrumental in improving NEO in areas that are often underfunded. From cultural mainstays like Miss Indian NEO to student necessities like ACT prep courses, support from the Presidential Partners ensures that students have the resources they need to succeed.

To date, Presidential Partners have supported nearly half a million dollars in projects on campus. The heart of NEO is the student body, and our Presidential Partners support students in a variety of ways. One prime example is the Textbook Bank, which allows students to visit the library to use textbooks from the most common courses on campus free of charge.

Presidential Partners also support academic awards such as the Top Ten Freshmen. Each year, we have the opportunity to recognize the cream of the crop, highlighting the ten most outstanding students during their freshmen year. Additionally, Presidential Partners support student and academic clubs across campus to encourage students to get the most out of their college educational experience.

Many of our students excel not only in the classroom, but on the field, arena, mat, or court as well. Presidential Partners show our nationally competitive athletic teams their appreciation in many ways, including travel expenses and national tournament gear. A student-athlete truly feels the support of our alumni and the community when they receive shirts or jackets for their national title run.

To maintain an excellent student body, we must also support our faculty and staff. The Presidential Partners show their support each year through funding of the NEO Service Awards. These awards highlight new talented employees as well as those who have gone above and beyond their job description.

Join the dozens of Presidential Partners today as we strive to improve the campus experience for students, faculty and staff!

JOIN PRESIDENTIAL PARTNERS ONLINE

TO BECOME A PARTNER TODAY, VISIT **NEO.EDU/PARTNERS**
TO FILL OUT THE ONLINE APPLICATION AND/OR PAY BY CARD.

C – POLICY AND OPERATIONAL PROCTURES -

1. Request approval of new Bursar Payment Policy (N2-1212 BURSAR August 2025). The purpose of this policy is to outline various payment options to assist students in their financial obligations to Northeastern Oklahoma A&M College.

   Policy has been review an approved by Student Body Government, Executive Committee and Board of Regents' Office of Legal Counsel.

The Bursar Payment Policy establishes clear guidelines for students to meet their financial obligations each semester. All student accounts must be paid in full by the end of the 16-week add/drop period, or students may enroll in a deferred payment plan for a non-refundable $25 fee per semester. Failure to pay results in a monthly late fee of 1% (not to exceed $35) on unpaid balances. A missed deferred payment plan installments incur a late fee of 0.25% (not to exceed $25 per month). The policy also addresses procedures for handling financial aid, employer tuition assistance, veterans' benefits, and external scholarships, ensuring students are informed of their responsibilities and the consequences of unpaid balances.

To support compliance, the policy outlines acceptable payment methods, late fee waivers, and the process for managing delinquent accounts, including possible suspension, withdrawal, or withholding of diplomas. Students are responsible for ensuring all financial aid, employer payments, and external scholarships are properly reported and credited. The policy aims to balance flexibility for students with the college's need for fiscal responsibility. The fees for this policy were approved in the January 2025 Board meeting.

Northeastern Oklahoma A&M College Policy

BURSAR PAYMENT POLICY	N2-1212 BURSAR August 2025

PURPOSE

1.01 The purpose of this policy is to outline various payment options to assist students in meeting their financial obligations to Northeastern Oklahoma A&M College.

SCOPE

2.01 This policy applies to all students at Northeastern Oklahoma A&M College ("NEO").

POLICY

3.01 Accounts are to be paid in full by the end of the 16 week add/drop date each semester.

3.02 A 1% late fee (up to $35) will be charged monthly on unpaid balances until the end of the semester in which the charge was incurred.

A. Examples of situations that could result in an outstanding balance include, but are not limited to, the following: failure to establish and maintain a deferred payment plan, incomplete financial aid processing, unreported outside resources, or any balance greater than zero.

3.03 **Deferred Payment Plan**

If full payment is not possible at the start of the semester, students may enroll in a deferred payment plan. The cost to enroll in the deferred payment plan is $25 per semester. The fee is a non-refundable administrative fee charged by NEO for deferred payment plan service. The first installment payment and administrative fee will be due by the 15th of the month in which the deferred payment plan is established.

A. The number of payments depends on how early students enroll for the plan. The earlier students enroll, the smaller the payments and the longer students have to pay. The amount of each payment will depend on the amount of tuition and fees charged and financial aid award, if any.

1. Students may be eligible for the five-installment (per semester) plan. This plan allows students to make payments for each semester in up-to five

installments. Fall payment due dates: August 15 (if enrolled prior to July 31), September 15, October 15, November 15 and December 15. Spring payment due dates: January 15 (if enrolled prior to December 31), February 15, March 15, April 15, and May 15.

2. Full semester plan enrollment deadlines are as follows: Fall, September 15; Spring, February 15; Summer, June 15.

3. If students do not enroll in a deferred payment plan by the deadline dates, accounts will be subject to a 1% (not to exceed $35) per month late fee until paid in full.

B. The students' original deferred payment plan will automatically adjust if they have schedule changes such as adding or dropping a class, financial aid award changes, or if they add books to their deferred payment plan; these actions could increase or decrease their payments. They will be notified by the Bursar Office via email of any changes to their deferred payment plan.

C. Deferred payment plans submitted through NEO are valid for only one semester and must be requested each semester.

D. Missed deferred payment plan installments will result in an assessment of a late payment fee of .25% (not to exceed $25 per month) for each missed payment. Failure to pay will result in an enrollment hold for future classes/semesters.

3.04 **Enrollment**

A. For students who are not on a deferred payment plan, accounts must be paid down to $500 or less by the 16 week add/drop date each semester. Failure to pay the account down to $500 will result in an enrollment hold for future classes/semesters.

B. For students who are on a deferred payment plan, accounts must be in good standing. Failure to keep the account in good standing will result in an enrollment hold for future classes/semesters.

3.05 **Payments**

Applicable fees for using credit/debit card payments are collected by third-party payment processor for all payments. There are no service charges for using the Automatic Clearing House (ACH) method with a checking or savings account.

A. NEO imposes a non-refundable fee of $20.00 for each returned payment.

3.06 **Financial Aid**

If pending financial aid will not cover 100% of a student's account balance, then payment is due by the end of the 16 week add/drop date. Students whose financial aid does not pay 100% of their account balance may enroll in a deferred payment plan for the difference. The deferred payment plan will adjust automatically.

A. If financial aid is cancelled/reduced and no longer will cover 100% of the student's account balance, then payment is due by the due date listed on the monthly statement.

B. If financial aid covers 100% of the student's account balance, then any prior payments causing a credit will be refunded to the student.

3.07 **Employer tuition assistance**

Students who receive employer tuition assistance may have the costs of educational expenses paid by their employer through direct billing or through reimbursement. Students should check with their employers to determine which plan is appropriate for them. NEO is not responsible for agreements between students and their employers.

A. Direct billing: Students whose employer offers direct payment to NEO must ensure that NEO receives a letter from the employer that authorizes and describes the conditions of such an arrangement. The letter must be on file in the Bursar Office and Financial Aid Office no later than the beginning of the semester.

B. Reimbursement: Students attending under employer reimbursement are required to follow the standard payment policy and then receive reimbursement following guidelines established by his/her employer.

C. Under either form of tuition assistance, students are responsible for any portion of the educational fees not paid by their employers. Students whose employers have contingencies on payments (such as attaining a certain grade) are required to pay as if they did not have employer tuition assistance and be reimbursed after the employer makes payment in accordance with the employer's policy. NEO is not responsible for an employer's failure to pay.

D. If the student's employer pays tuition assistance benefits directly to eligible individuals, students are personally responsible for payment of their expenses and are required to follow NEO's standard payment policy.

3.08 **Veterans' educational assistance**

Individuals who are currently serving or have served in our nation's armed forces may be eligible for educational assistance from the Veterans Administration ("VA"). Eligible students must complete paperwork required to establish VA eligibility at the time of registration. If the VA pays benefits directly to eligible individuals, students are

personally responsible for payment of their expenses and are required to follow NEO's standard payment policy.

A. Veterans using Chapter 31 or 33 educational benefits shall not be prevented from enrolling; charged a late penalty fee; required to obtain additional funding or be denied access to school resources and classes if they are awaiting a delayed payment from the VA.

B. Veterans using Chapter 31 or 33 educational benefits who reduce their hours and received a payment are responsible to pay the difference to NEO and are required to follow NEO's standard payment policy.

3.09 **Other education tuition reimbursements and scholarships**

External reimbursements and scholarships must be reported to the Bursar Office and Financial Aid Office no later than the beginning of the semester for aid to be authorized as received. Unreported payments from external reimbursements and scholarships will not be considered when applying late fees to accounts. It is the responsibility of students to verify that both departments, the Business Office and Financial Aid Office, have received notice of all incoming account payments so not to be charged any late payment fees.

3.10 Any late fee charged to students' accounts may be waived or refunded based on the application of Financial Aid funds or external funding (i.e. third-party scholarships, employer assistance, etc.). Students must contact the Bursar Office to request the late fee to be waived or refunded.

PROCEDURE

4.01 Accounts are expected to be paid in full by the end of the add/drop date each semester or enrolled in a deferred payment plan.

4.02 Deferred payment plans can be set up by completing an application posted on the Bursar Office website.

4.03 The administrative fee and first installment are due by the 15th of the month in which the deferred payment plan was established.

4.04 Deferred payment plan participants are sent installment payment due notifications in separate emails and the statement email is to inform students of the total monthly billing statement amount for informational purposes.

4.05 Payments are due by the 15th of the month.

4.06 Late payment fees are assessed monthly. There will be no late fees on non-delinquent accounts.

4.07 To enroll in a future class/semester, students' account balances must be paid down to $500 or less, or the student must be enrolled in a deferred payment plan with their account in good standing.

4.08 Enrollment/academic holds placed on an account may be lifted as long as installment payments are current.

4.09 Charges and credits originate from on-campus departments. These departments are responsible for maintaining the detailed records of the transaction that appear on students' billing statements. If students have questions regarding an item on their statement, please contact the appropriate department directly.

4.10 If an account remains unpaid, NEO reserves the right to suspend or withdraw students from classes, deny future enrollments, and require students to move from student housing.

4.11 Accounts must be cleared before students can obtain a diploma.

4.12 Any charges incurred by NEO to collect on delinquent accounts will be assessed to and will be the responsibility of the account holder; to include reimbursing NEO the fees of any collection agency, which may be based on a percentage at a maximum of 33.3% of the debt, and all costs and expenses, including reasonable attorneys' fees, incurred in such collection efforts. This will be assessed to the student's account and included in the balance due.

4.13 Delinquent account information is disclosed to credit reporting agencies, which could endanger students' credit rating on a local or national level. Past due accounts may receive payment from the warrant intercept program (WIP) that captures state income tax refunds to pay outstanding NEO debt.

Approved:

Reference Document D-1

D - PERSONNEL ACTIONS in compliance with Board Policies 3.01, 3.02, and 3.03

1. Request approval of personnel actions, new appointments, reappointments changes in salary, change in title and or personnel leaves:

Name	Action	Effective Date	Salary/Rate Annually
Keeley Adams	Additional Duties- Director of Title III	6/1/2025	$49,811.82
Mattie Haynes	Salary Increase- Instructor - Agriculture and Head Livestock Judging Coach	8/1/2025	$47,544.48
Hannah McLochlin	Salary Increase- Instructor - Agriculture and Head Judging Livestock Coach	8/1/2025	$48,031.02
Warren Harkins	Salary Increase- Director of Physical Plant	7/1/2025	$62,000.00
Ryan Orcutt	Salary Increase- Executive Director of Development Foundation	7/1/2025	$77,000.00
Joy Bauer	Salary Increase- Director of Title III - Serving and Supporting the New Majority	7/1/2025	$86,375.38

Reference Document D-2

D - PERSONNEL ACTIONS in compliance with Board Policies 3.01, 3.02, and 3.03

2. Items not requiring Board action are provided for informational purposes only:

Name	Action	Effective Date	Salary/Rate Annually
Jeremy Jackson	Separation- Head Men's Basketball Coach & Student Activities Coordinator	4/30/2025	$46,100.00
Darius Jiggetts	Separation- Assistant Football Coach	4/30/2025	$45,000.00
Blake Mills	Transfer-Interim Head Men's Basketball Coach & Student Activities Coordinator	5/1/2025	$40,000.00
Ivy Fink	Hire- Assistant Volleyball Coach	5/1/2025	$15,000.00
Emily Jordan	Separation- Student Support Services Tutor	5/5/2025	$7,800.00
Janice Rice	Separation- Professional Tutor	5/6/2025	$21,840.00
Raeven Whitebird	Separation- American Indian Center of Excellence Mentor	5/8/2025	$16,016.00
Jeffrey Acuna	Separation- Academic Tutor of Math and Science	5/8/2025	$34,944.00
Steven Clay	Separation- Gold Mentor	5/8/2025	$9,828.00
Katrina Ball	Hire- Academic Specialist	5/19/2025	$35,484.80
Dustin May	Separation- Assistant Wrestling Coach and Resident Director of Russell Hall	5/31/2025	$24,100.00
Corley Rogers	Separation- Instructor of Agriculture	5/31/2025	$45,529.22
Hollis Mitchell	Hire- Assistant Men's Basketball Coach and Resident Director of Vann Hall	6/1/2025	$24,100.00
Seth Seago	Hire- Assistant Wrestling Coach and Resident Director of Russell Hall	6/1/2025	$24,100.00
Hunter Kirkpatrick	Separation- Assistant Baseball Coach	7/1/2025	$15,000.00
Keith Herring	Separation- Assistant Baseball Coach	7/1/2025	$15,000.00
Gerald Bailey	Salary Increase- Maintenance Technician II	7/1/2025	$41,600.00
Donella James	Salary Increase -Administrative Assistant for Nursing, Allied Health and Physical	7/1/2025	$27,664.00
Mackenzie Stackle	Separation- Fine Arts Assistant	5/22/2025	$15,007.20
Anathan Gibson	Hire- Asst. Football Coach	6/9/2025	$45,000.00

Northeastern Oklahoma A&M

Budget Assumptions

Enrollment	Budgeted FY26	Actual FY25	Actual FY24
Full Time Equivalent for full year (30 hrs.)	1581	1550	1471

Narrative: 2% increase vs FY25 Budget

Tuition & Fees			
Tuition	$ 114.00	$ 109.00	$ 100.00
Mandatory Fees	$ 64.75	$ 64.75	$ 64.75
In State - Tuition Waivers	$ -	$ -	$ -
Out of State - Tuition Waivers	$ 205.00	$ 205.00	$ 205.00
Total	$ 383.75	$ 378.75	$ 369.75

Narrative: We propose a $5 per credit hour for tuition. This equals a 2.9% increase in the total tuition and mandatory fee costs. The increase in tuition is not expected to impact the majority of our student population since it adds a modest $75 per semester for someone taking 15 credit hours.

State Appropriations			
General Appropriations	$ 8,243,080	$ 8,239,009	$ 7,919,684
Restricted for Capital	$ 1,000,000	$ 1,000,000	$ 900,000
State Match	$ -	$ -	$ -
Other	$ 1,019,638	$ 463,432	$ -

Narrative: Appropriations are staying flat. The amount to help offset insurance costs $121K will be repeated and $125K for STEM has been allocated . Other revenue in FY26 includes $795K for ARPA money that has not been spent in FY25

Housing			
Occupancy	1256	1122	1108
Revenue	$ 2,182,539	$ 1,903,636	$ 1,856,878

Narrative: *We are increasing by a flat rate in tr of $50 for all base dorms and $50 for the Suites. With enrollment showing to be equal to or greater than FY25 we are not anticipating* a decrease in occupancy but will be pushing to fill the dorms more.

Board			
Meal plan participation	1252	1118	1094
Revenue	$ 2,534,326	$ 2,133,678	$ 2,310,821

Narrative: The food service contractor instituted an increase of 4.1% of all meal plans.

Other Notable Budget Assumptions

Narrative:

G - OTHER BUSINESS AND FINANCIAL MATTERS-

1. Request approval to expend grant funds, including payment of administrative allowance at year-end, according to grant guidelines.

Upward Bound Grant FY 2026-

We have received notification from the US Department of Education of the award for the TRIO Upward Bound program for Fiscal Year 2026. This award is the 3rd year of a 5 year grant for the period of September 1, 2022 through August 31, 2027. The announced allocation is $362,941. The grant offers services to participants who reside in an impoverished three-counties in Northeastern Oklahoma and who attended one of 15 target high schools. All grant services and activities are targeted on the motivation and skills necessary to succeed in education beyond high school. Board authorization is requested to expend grant funds, including payment of administrative allowances at year-end, according to grant guidelines.

Federal Awards for Campus-Based Student Financial Aid Programs FY 2026-

The federal government has advised us of our tentative awards for the Supplemental Education Opportunity Grant (SEOG) in the amount of $129,828 and the Federal Work Study (FWS) elements of the Student Financial Aid (SFA) program for $150,989 for Fiscal Year 2026. Although these awards are tentative and subject to revision, experience has been that revisions are rare and minimal. Board authorization is requested to expend funds, including payment of administrative allowance at year-end, according to the financial aid program guidelines.

Adult Education & Family Literacy Grant Allocation FY 2026-

We have received notification from the Oklahoma Department of Career and Technology Education of our allocation for the Adult Education & Family Literacy Grant for Craig, Delaware and Ottawa Counties. The allocation for Fiscal Year 2026 is $120,670. These funds are used for the operation of an on-campus Adult Literacy Center that provides GED and HiSET test preparation, testing for any Oklahoma and/or bordering state residents as well as ESL (English as a Second Language/English Immersion) classes. Board authorization is requested to expend funds, including payment of administrative allowances at year-end, according to grant guidelines.

Carl D. Perkins Grant Postsecondary Allocation FY 2026-

The Oklahoma Department of Vocational and Technical Education advised the award for the Carl D. Perkins Vocational & Technical Education Act of 1991 for Fiscal Year 2026 is $42,095. These funds are used to develop the academic, vocational, and technical skills of secondary students and postsecondary students that elect to enroll in vocational and technical education programs.

G - OTHER BUSINESS AND FINANCIAL MATTERS-

2. Request approval to continue to use grant consulting services from Ramona Munsell & Associates Consulting Inc (RMA) and Aegis Grant Consulting (Aegis) for the federal grants at Northeastern Oklahoma A&M College.

Federal Grant – Upward Bound, Title III grants, Student Support Services grants.

For over 13 years, NEO has successfully partnered with RMA, which has played a critical role in securing and supporting multiple federal grants, particularly those under the Native American-Serving Nontribal Institutions (NASNTI) program. Recently, RMA has restructured, resulting in the creation of two distinct firms: RMA and Aegis, each now specializing in different aspects of grant services. NEO has entered into updated agreements with Aegis for continued support of future proposals, while RMA continues to provide essential ongoing technical assistance for grants awarded in previous cycles (2–5 years ago).

These firms offer unique expertise critical to NEO's continued federal funding success:

Exclusive Experience: RMA and Aegis are the only consulting firms with a proven track record of writing and managing NASNTI proposals specific to two-year colleges in Oklahoma. The principal consultant alone has authored five successful NASNTI grants for similar institutions in the state.

Day-to-Day Availability: They are the only full-time firms available to provide daily technical assistance and support throughout the grant lifecycle, ensuring proper implementation and compliance.

Performance-Based Fees: Both firms operate on a contingency fee basis, meaning NEO incurs no cost unless a grant is successfully awarded. While individual agreements with each firm remain below the $100,000 threshold, the combined total exceeds this limit.

Ongoing Grant Management: RMA continues to manage existing grants awarded under prior cycles, while Aegis focuses on new proposal development moving forward. This dual support structure ensures continuity, consistency, and expertise across all active and prospective projects.

Given their unique qualifications and critical support role, continued engagement with both RMA and Aegis is essential to maintaining and expanding NEO's federal grant portfolio.

G - OTHER BUSINESS AND FINANCIAL MATTERS-

3. Request approval to grant utilities easements to City of Miami Oklahoma.

The easement would allow the City of Miami to construct and maintain a new water line on the east side of the Synar Farm on E Rockdale Road, along Highway 69A.

- The proposed easement is 30 feet wide and contains approximately 2.044 acres. The easement is in an area more generally described as:

A tract of land being a part of the Northeast Quarter of Section 20, Township 28N, Range 23E of the Indian Base and Meridian, Ottawa County, Oklahoma.

- The proposed easement is 30 feet wide and contains approximately 1.061 acres. The easement is in an area more generally described as:

A tract of land being a part of the Southeast Quarter of Section 20, Township 28N, Range 23E of the Indian Base and Meridian, Ottawa County, Oklahoma.

- The proposed easement is 30 feet wide and contains approximately 0.123 acres. The easement is in an area more generally described as:

A tract of land being a part of the Northeast Quarter of Section 20, Township 28N, Range 23E of the Indian Base and Meridian, Ottawa County, Oklahoma.

Easement documents are pending review by the Office of Legal Counsel.

G - OTHER BUSINESS AND FINANCIAL MATTERS-

4. Request approval to sell approximately 1.7995 acres of Board-owned land to Fullerton Farms and to authorize the Northeastern Oklahoma A&M College (NEO) President, or his designee, to execute all necessary documents to effectuate the sale.

The subject property is located outside the existing fenced boundary of the NEO Farm and lies within a Grand River Dam Authority (GRDA) utility easement for electrical transmission lines. Fullerton Farms has continuously maintained this land, which is not currently used for instructional or operational purposes by NEO.

In exchange for this parcel (and in lieu of monetary consideration), Fullerton Farms will:

- Install new fencing along the revised property boundary,
- Clear brush and remove the existing fence line,
- Dispose of debris located on the site, and
- Cover all costs associated with the land survey required for the new fencing.

This exchange will provide NEO with improved boundary security, reduce maintenance obligations, and formalize a long-standing arrangement at no cost to the college.

The Board of Regents' Office of Legal Counsel will review and approve all documents necessary to complete the transaction.

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

1. Request approval for Fiscal year 2026 clinical facilities for Health Science Programs.

Associate Degree Nursing:

- Access Family Care – Neosho, MO
- Comforting Hands Hospice- Grove, OK
- CSS Early Learning Center- Webb City, MO
- Freeman Health System- Joplin, MO
- Good Shepherd Hospice- Grove, OK
- Grand Head Start (Through Jay Public Schools)- Jay, OK
- Grand Mental Health- Nowata, OK
- Grove Christian Med Clinic, Inc.- Grove, OK
- Grove Public Schools- Grove, OK
- Integris Health Inc.- Miami, OK & Grove, OK
- Kansas Public Scholls- Kansas, OK
- Mercy Hospital- Joplin, MO
- Miami Public Schools- Miami, OK
- NEO Community Health Center- Tahlequah, OK
- Northeastern Tribal Health System- Miami, OK
- Oklahoma Forensic Center- Vinita, OK
- Oklahoma State Department of Health- Oklahoma City, OK
- Saint Francis Hospital- Vinita, OK
- Siloam Springs Schools- Siloam Springs, AR
- Solace House of Ozarks- Joplin, MO
- Tahlequah Hospital (NHS)- Tahlequah, OK
- Vinita Public Schools- Vinita, OK
- Willow Crest Hospital- Miami, OK

Medical Laboratory Technician Program:

- Baptist Health – Ft. Smith, AR
- Choctaw Nation - Oklahoma
- Cox Health Barton County-Lamar, MO
- Diagnostic Laboratories of Oklahoma/Quest- various locations
- Fredonia Regional Hospital – Fredonia, KS
- Freeman Health System – Joplin, MO, Neosho, MO
- Hillcrest- Pryor, OK
- IHS Claremore-Claremore, OK
- Lab Corp – Tulsa, OK
- Labette Health – Parsons, KS
- Mercy – Carthage, MO. Fort Smith, AR, Rogers, AR, Pittsburg, KS
- Neosho Regional Memorial Medical Center- Chanute, KS

- NHS- Sallisaw, OK, Tahlequah, OK
- Norman Regional Hospital – Norman, OK
- St. Francis – Vinita, OK
- Texas Health – Ft. Worth, TX
- Texas Health- Dallas, TX, Flower Mound TX
- Tribal Diagnostics- Oklahoma City, OK

Physical Therapist Assistant Program:

- Freeman Hospital Joplin, MO (Inpatient- Rehab)
- Freeman Sports & Rehab- Joplin/ Carthage/ Neosho, MO (Outpatient)
- Hillcrest Tulsa Kaiser Rehab- Tulsa, OK (Inpatient)
- Integris Hospital - Miami/ Grove, OK (Outpatient/ Inpatient/ Pediatrics/ Homehealth)
- Landmark Acute Care Hospital- Joplin (Acute-Inpatient)
- Mercy Joplin, MO (Outpatient/ Outpatient-Neuro/ Inpatient)
- Mercy Ortho 4 States- Galena, KS (Outpatient)
- NEO Orthopedics -Miami/ Vinita/ Grove, OK (Outpatient)
- NEO Orthopedics- Heartsworth & Eastwood- Vinita/ Commerce, OK (SNF)
- Northeastern Tribal Health Center- Miami, OK (Outpatient)
- Ozarks Community Hospital- Gravette, AR (Outpatient/ Inpatient)
- Phoenix Rehab- The Gardens- Sapulpa, OK- (SNF)
- Pinamonti Physical Therapy & Wellness Center- Pittsburg, KS (Outpatient)
- Rehab Pro- Village of Southern Hills- Tulsa OK (SNF)
- St. Francis Hospital- Vinita, MO (Outpatient)
- TMC- Galena Nursing Center- Galena, KS (SNF)

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 for approval to use emergency repair services for damages received during windstorm at NEO A&M College.
Emergency roofing repair company: A-1 Roofing - $100,000.
Emergency "On-Call" restoration company: BMS CAT - $200,000.

☐ (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 to remediate damages sustained during the recent windstorm at NEO A&M College.

3. State the actual cost or best estimated cost required to complete the action for which interim approval is requested. $ 300,000 estimated amount

4. Identify the fund or funds to be used in covering the cost stated above. legally available funds & insurance claim

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

_____ 4/29/25

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:

Jason Ramsey
2025-04-29 23:16 UTC

_____

Signature of the Chief Executive Officer or
his designated representative

_____

Date

J - PURCHASE REQUESTS –

2. Board authorization is requested for purchase orders over $100,000. All purchases will comply with the Board of Regents for the Oklahoma Agricultural and Mechanical College Policies and Procedures, as well as applicable state statutes. The funding for these expenditures will come from legally available funds.

Increase to FY 25 Yearly Purchase Orders

Orders	Supplier	Increase
Enrollment Services	Graduation Alliance	$110,000.00

Yearly Purchase orders FY 26		Yearly Amount	
Food Service	Sodexo	$3,000,000.00	*
Custiodial Service	AHI	$638,677.20	*
Enrollment Services	Graduation Alliance	$660,000.00	*
Shared Services (Pro Rated Board Cost, IT licenses, ERP)	Oklahoma State University	$500,000.00	
Insurance Coverage/Property/Fleet/Service	OMES-Risk Management Division	$405,000.00	
Fuel Card- State Contract	ComData	$100,000.00	
Pcard - State Contract	Bank of America	$350,000.00	

Sole Source - Type 2		Yearly Amount	
Nursing Program NCLEX Testing Academic Teaching Module Program & Supplies	Assessment Technologies, Inc LLC (ATI) Student Pass-though expense	$295,000.00	*

* Renewable annually based on mutual agreement

J - PURCHASE REQUESTS –

3. Request board approval to solicit competitive bids or contracts approved through the Office of Central Procurement to purchase equipment or services for various projects on campus. The funds for these expenditures will come from legally available funds.

- Library Administration Building - Roof replacement - Estimated Cost $700,000*
- Nursing Health Science Building – Classroom remodel - Estimated Cost - $300,000
- IT Server Equipment – Server replacements – Estimated Cost -$200,000*

All purchases will comply with the Board of Regents for the Oklahoma Agricultural and Mechanical College Policies and Procedures, as well as applicable state statutes.

Insurance claim pending

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

1. Out-of-state travel summary for April and May 2025.

Northeastern Oklahoma A&M College
Summary of Out-of-State Travel as of **Apr-25**

Column (1): Travel This Month
Column (2): Corresponding Month Last FY
Column (3): Amount Expended Current FY
Column (4): Amount Expended Prior FY

Fund Source	No. Trips (5)	Amount Expended-Curr	(7)	Amount Expended-Prev	No. Trips (26)	Amt. Exp Current FY	No. Trips (35)	Amt. Exp Previous FY
Revolving	0	$0.00	0	$0.00	0	$0.00	0	$0.00
State Approp. (290)	3	$2,187.55	3	$3,142.45	17	$5,663.86	0	$0.00
Federal (430)	0	$0.00	0	$0.00	5	$1,280.34	15	$6,985.93
Private	0	$0.00	0	$0.00	0	$0.00	0	$0.00
Auxiliary (701)	2	$1,191.98	4	$4,614.23	4	$2,530.29	0	$0.00
Other	0	$0.00	0	$0.00	0	$0.00	20	$11,373.84
Total	5	$3,379.53	7	$7,756.68	26	$9,474.49	35	$18,359.77

Northeastern Oklahoma A&M College
Summary of Out-of-State Travel as of **May-25**

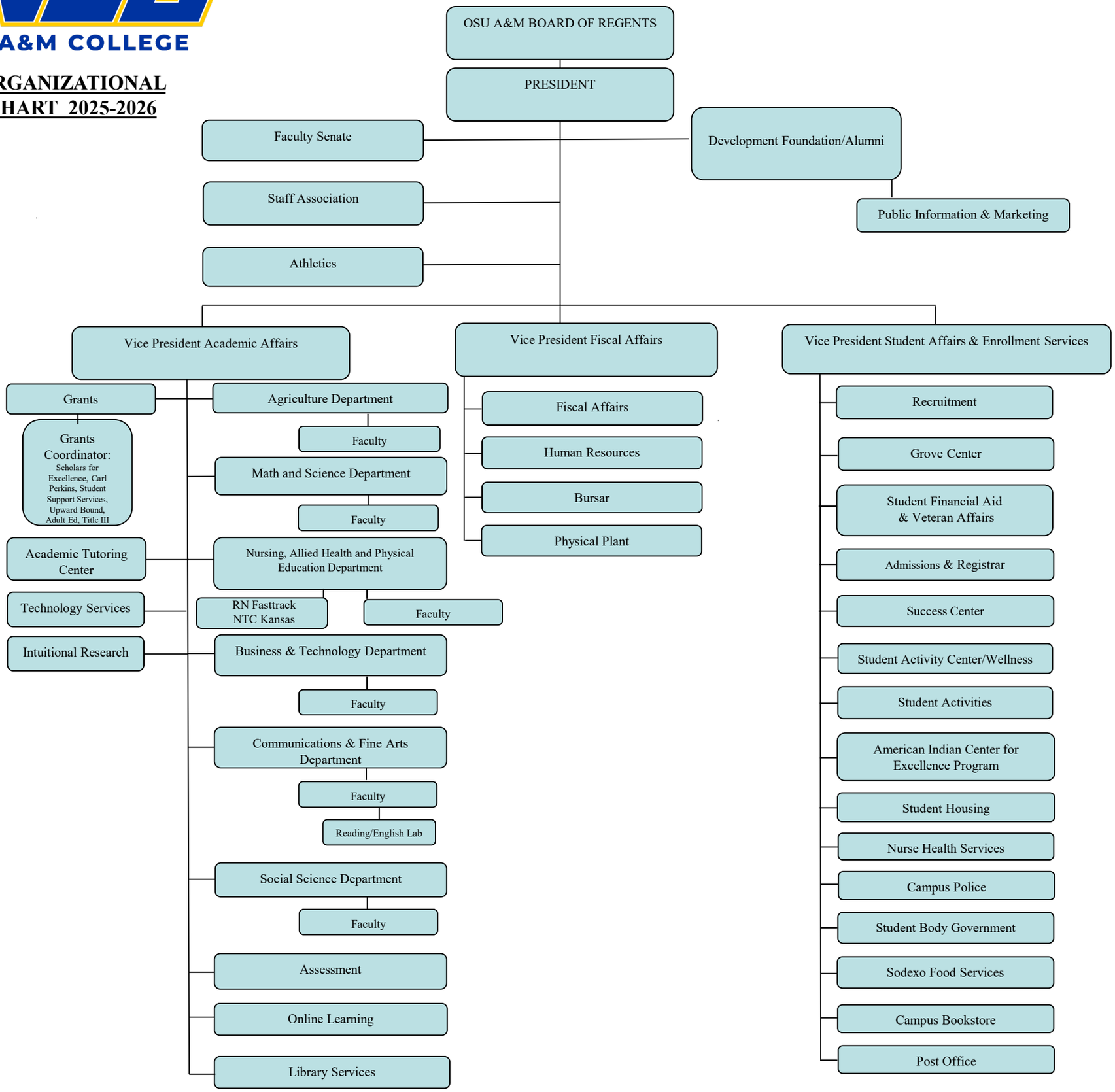
Column (1): Travel This Month
Column (2): Corresponding Month Last FY
Column (3): Amount Expended Current FY
Column (4): Amount Expended Prior FY

Fund Source	4	Amount Expended-Curr	(3)	Amount Expended-Prev	No. Trips (30)	Amt. Exp Current FY	No. Trips (38)	Amt. Exp Previous FY
Revolving	0	$0.00	0	$0.00	0	$0.00	0	$0.00
State Approp. (290)	2	$200.00	1	$244.74	19	$5,863.86	16	$7,230.67
Federal (430)	0	$0.00	0	$0.00	5	$1,280.34	0	$0.00
Private	0	$0.00	0	$0.00	0	$0.00	0	$0.00
Auxiliary (701)	2	$477.40	2	$856.56	6	$3,007.69	22	$12,230.40
Other	0	$0.00	0	$0.00	0	$0.00	0	$0.00
Total	4	$677.40	3	$1,101.30	30	$10,151.89	38	$19,461.07

Reference Document M-2

NEO A&M COLLEGE

ORGANIZATIONAL CHART 2025-2026



Connors State College

Warner, Oklahoma

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

June 13, 2025

Dear Board Members

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

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

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

B – RESOLUTIONS- None

C - POLICY AND OPERATIONAL PROCEDURES

1. Board approval is requested for the revised Connors State College Faculty and Staff Handbooks. These proposed changes have been approved by Legal Counsel. (Reference Document C-1)

D - PERSONNEL ACTIONS in compliance with Board Policies 3.01, 3.02, and 3.03

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

E - INSTRUCTIONAL PROGRAM

1. Board approval is requested for off-campus delivery of the attached courses for the Summer 2025 semester. (Reference Document E-1)

F - BUDGETARY ACTIONS

1. Board authorization is requested to approve Connors State College's proposed Fiscal Year 2026 Budget, including E&G Parts I and II, Auxiliary, Tuition and Fees, Room and Board Rates, and Salary Recommendations. (Reference Document F-1, provided under separate cover.)

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. Board approval is requested for FY 2025 purchase orders over $100,000. (Reference Document J-1)

K - STUDENT SERVICES/ACTIVITIES- None

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

M - OTHER INFORMATIONAL MATTERS NOT REQUIRING ACTION OF THE BOARD

1. Out-of-State Travel Reports for April and May 2025 (Reference Document M-1)
2. Organizational Chart (Reference Document M-2)

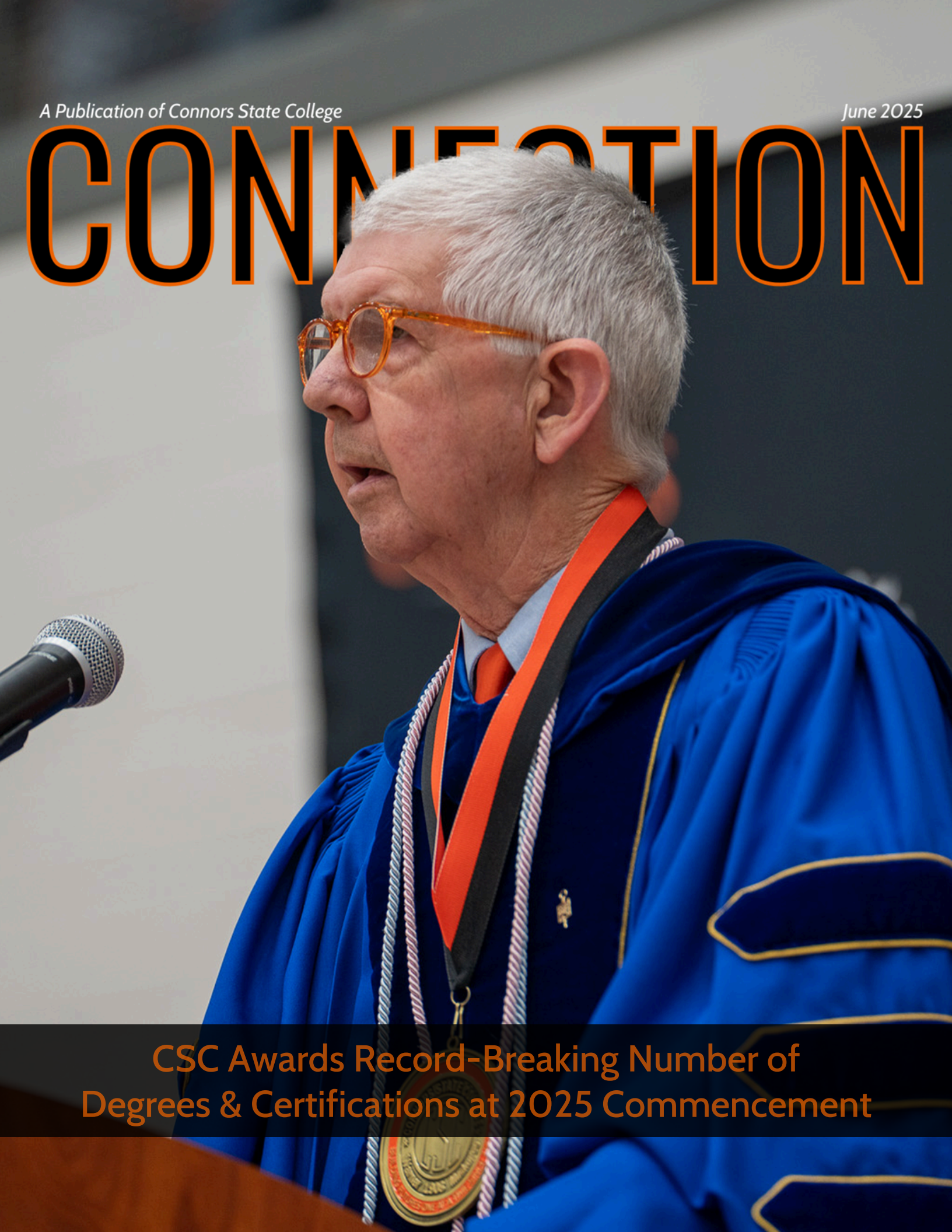
Respectfully submitted,

Dr. Ronald S. Ramming
President

A Publication of Connors State College

June 2025

CONNECTION



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CONNORS STATE COLLEGE

WARNER CAMPUS
700 COLLEGE ROAD
WARNER, OK 74469

THREE RIVERS PORT CAMPUS
2501 N 41st St. E
MUSKOGEE, OK 74403

ADMINISTRATION

PRESIDENT
Dr. Ronald S. Ramming

VICE PRESIDENT FOR ACADEMIC AFFAIRS
Dr. Chris McBeath

VICE PRESIDENT FOR FISCAL SERVICES
Mike Lewis

VICE PRESIDENT FOR STUDENT AFFAIRS
Jake Lawson

CONNECTION CONTRIBUTORS

Dr. Krystle Lane
Derotha Rivenbark
Matthew Harmon
Macey McCoy
Richard Benge
Tosha Stout
Trent Todd

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CSC Awards Record-Breaking Number of Degrees & Certifications at 2025 Commencement

by Matthew Harmon, CSC Communications & Marketing

Connors State College made history at its 2025 commencement ceremony, celebrating not just another graduating class, but a moment that showcases the college's expanding impact across Eastern Oklahoma. The numbers tell a remarkable story of growth, opportunity, and student success.

The graduation ceremony featured Former Oklahoma Supreme Court Chief Justice and current Oklahoma State Regents for Higher Education Regent Steven W. Taylor, who delivered the commencement address. Taylor, who served as Chief Justice from 2011 to 2017 and brings decades of legal and educational leadership experience to his current role as Regent, offered graduates insights on service, leadership, and the importance of education.

Most notably, CSC awarded more degrees and certificates in spring 2025 than in the entire previous year combined—a testament to the institution's rapidly growing influence in higher education.

"These numbers represent more than statistics—they represent a lot of hard work. From not only the students, but the faculty and staff that have invested into them," said Dr. Ron Ramming, CSC President. "When we see a 45% increase in degree production in just one year, we're witnessing the direct impact of our commitment to student success and educational accessibility."

The growth trajectory is nothing short of extraordinary. Degree and certificate production has surged over 45% from the 2023-24 academic year to 2024-25, with Associate of Science degrees leading the charge with a remarkable 70% increase. These aren't just numbers—they represent hundreds of students who found their path to success through CSC's programs.

Perhaps most impressive is the college's five-year growth story. Total degree and certificate production has increased by more than 144% over the past five years, positioning CSC among the top-performing institutions in Oklahoma for educational growth during this timeframe.

"This five-year trajectory reflects our strategic vision coming to fruition," Dr. Ramming noted. "We've invested deliberately in programs that meet student needs and regional workforce demands, and these graduation numbers prove that approach is working."

This expansion reflects strategic investments in programs, faculty, and student support services that have created new pathways for academic achievement.

The impact extends far beyond campus boundaries. More than 80% of CSC's degree and certificate programs are in fields deemed critical occupations by the state of Oklahoma, meaning graduates are entering the workforce with skills that directly address pressing economic needs.

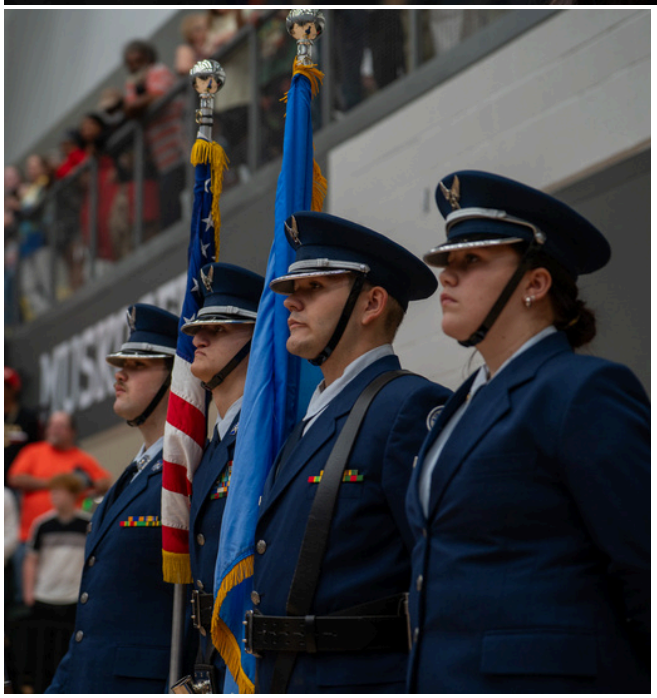
"We're not just educating students—we're strengthening the economic foundation of Eastern Oklahoma," Dr. Ramming emphasized. "When 80% of our graduates earn credentials in critical occupation fields, we're directly contributing to workforce development and regional prosperity."

From healthcare and technology to skilled trades and education, CSC graduates are filling essential roles that drive economic development throughout Northeast Oklahoma.

This record-breaking commencement

represents more than academic achievement—it demonstrates CSC's commitment to educational accessibility and student success. The college has become a vital pipeline for both immediate workforce entry and continued academic pursuits, providing students with credentials that open doors to career advancement and four-year university transfers.

As graduates walked across the stage to receive their degrees and certificates, they carried with them not just individual accomplishments, but the distinction of being part of the largest graduating class in Connors State College history. Their success reflects the college's evolving role as a cornerstone of higher education and economic development in Eastern Oklahoma.



CSC Partnership with Cross Telephone Recognized with Regional Business Partnership Excellence Award

by Matthew Harmon, CSC Communications & Marketing

Connors State College is proud to highlight its long-standing partnership with Cross Telephone Services, which has been recognized through the prestigious Regional Business Partnership Excellence Award (RBPEA). This honor includes a $1,000 grant that will further strengthen collaboration between the college and Cross Telephone through enhanced student internships, faculty externships, and educational resources.

The partnership between Connors State College and Cross Telephone Services exemplifies the power of community collaboration in advancing educational excellence and technological innovation. Cross Telephone has made significant contributions across the CSC campus, ranging from athletic facility improvements including softball field enhancements to scoreboards for baseball and basketball programs.

"We are thrilled to see our partnership with Cross Telephone Services receive this well-deserved recognition," said Dr. Ronald Ramming, President of Connors State College. "Their commitment to our students and campus community has been exceptional, particularly in their support of our nationally ranked E-Sports program through new streaming services and uniforms this year."
Cross Telephone's support has been instrumental in advancing Connors State College's four-time nationally ranked ESports team, providing cutting-edge streaming technology and professional uniforms that have elevated the program's profile. This technological partnership reinforces the importance of industry collaboration in education, providing CSC students with valuable insights into the telecommunications industry while enhancing access to digital learning tools.

"This partnership demonstrates how local

businesses and educational institutions can work together to create meaningful opportunities for students," added Dr. Ramming. "Cross Telephone's investment in our campus infrastructure and student programs has had a lasting impact on our ability to provide high-quality educational experiences."

The Regional Business Partnership Excellence Award recognizes outstanding collaborations between educational institutions and business partners that create mutual benefits and advance educational goals. The accompanying $1,000 grant will be used to expand internship opportunities, provide professional development for faculty, and enhance educational resources that directly benefit CSC students.

Connors State College extends its gratitude to Cross Telephone Services for their continued investment in the college's students and community. This partnership serves as a model for how business and education partnerships can drive innovation, support student success, and strengthen regional economic development.

Read more about the partnership here: https://tinyurl.com/4bjwey9n. For more information about Connors State College and its community partnerships, please visit connorsstate.edu.

Owen and Velma Taylor Endowment Receives Nearly $50,000 Boost from Family

by Matthew Harmon, CSC Communications & Marketing

Sometimes the best investments are the ones that grow across generations. Brenda Martin recently proved that point by contributing over $47,000 to the Owen and Velma Taylor Endowment at Connors State College—a donation that brings her family's story with the college full circle.

The endowment, named for Martin's parents, helps non-traditional students pursue their education by providing scholarships to those who maintain at least a 2.0 GPA, with preference given to Sequoyah County residents.

The Taylor family's connection to Connors State runs deep. Owen Taylor was a first-generation college graduate from CSC who faced financial challenges during his studies. When money got tight, the college president found creative solutions—including letting Taylor earn income by tending flower beds at administrative homes.

That support made all the difference. Owen not only graduated but went on to ensure his entire family valued education, including his wife Velma and their children, even during an era when higher education for women wasn't commonly encouraged.

Martin herself became part of the CSC tradition, serving as a cheerleader and staying actively involved in campus life during her time there.

Martin's substantial donation came from a strategic decision. She had been funding a local scholarship through a certificate of deposit but became frustrated with how that program awarded its funds. When the CD matured, she chose to redirect the entire amount to Connors State College instead.

:"The hard work of one man led to generations of her family line achieving higher education," Martin reflected, acknowledging both her father's determination and the college's crucial role in that success.

Martin has found a meaningful way to give back—ensuring that future students facing financial barriers can follow in her father's footsteps. The endowment represents more than just money; it's a testament to how one family's educational journey can create opportunities for countless others.

Connors State College Transitions to Summer Hours

by Macey McCoy, (Sophomore - Beggs, Oklahoma)

Summer has hit Connors State College and with students out, faculty and staff will once again transition into CSC's summer work schedule. The campus will operate on a four-day work week (Monday-Thursday). These changes have already gone into effect, beginning on May 19, 2025, and ending the week of August 1, 2025. Business hours are Monday through Thursday, 8:00 am to 5:00 pm during this time.

If you need a tour, to finish paperwork, help with financial aid, or have any other questions, please feel free to call us at (918) 463-2931, or stop by at any time during these operating hours.

Office of Recruitment to Host Summer SPUR Events

by Macey McCoy, (Sophomore - Beggs, Oklahoma)

Connors State College is once again hosting SPUR events this summer. SPUR is an event that gives students an opportunity to come meet faculty, staff, and advisors, as well as enroll for classes and tour campus before arriving for the fall semester.

The Muskogee and Warner campuses will each be hosting SPUR dates. he Muskogee campus will have their events on: June 10th (9:00 am-1:00 pm) and July 16th (4:00 pm-6:00 pm).

The Warner campus will have theirs on: June 3rd (9:00 am-1:00 pm), July 15th (9:00 am-1:00 pm), and August 5th (9:00 am-1:00 pm).

For more information, feel free to email cscrecruit@connorsstate.edu or follow along on Facebook at Connors State College Recruitment.

Connors State College Celebrates Record-Breaking Nurse Pinning

by Matthew Harmon, CSC Communications & Marketing

Connors State College proudly announces the pinning of its Nursing Program's largest-ever graduating class. With 75 graduates, this milestone achievement signifies the college's continued commitment to producing highly skilled healthcare professionals and addressing the nursing shortage in Northeast Oklahoma.

The Spring 2025 ceremony held special significance as it marked the final pinning ceremony for CSC's Director of Nursing & Allied Health Dr. Diana Mashburn, who retires after years of dedicated service to the program and its students.

Connors State College's Nursing Program has a long-standing reputation for excellence in nursing education. The comprehensive curriculum, under the guidance of experienced nursing faculty, equips graduates with a robust skill set, blending theoretical knowledge with extensive clinical experience. The program's emphasis on clinical education, critical thinking, and compassionate patient care ensures graduates are well-prepared for the challenges of the healthcare industry.

The Nurse Pinning ceremony, a long time tradition honoring the graduates, took place on May 9th at Rougher Village Arena in Muskogee, Oklahoma. This event marked the culmination of the graduates' nursing education journey, celebrating their dedication and achievement.

"Connors State College remains steadfast in its commitment to address the nursing shortage in Northeast Oklahoma," added Dr. Ronald Ramming, President of Connors State College. "By delivering a rigorous nursing curriculum, the college aims to meet the growing demand for qualified nurses and enhance healthcare outcomes in the region.

We also extend our deepest gratitude to Dr. Mashburn for her exceptional leadership and dedication to nursing education throughout her career."

Connors State College extends its heartfelt congratulations to the Spring 2025 Nursing Program graduates for their remarkable accomplishment. The college acknowledges the collective efforts of the nursing faculty, staff, and community partners who have contributed to the success of the program. Together, they have created an environment conducive to fostering competent and compassionate healthcare professionals.

For more information about Connors State College, please visit connorsstate.edu. To read more about the Nursing Program, visit connorsstate.edu/nursing/.

Connors State College's Early College Program Celebrates Inaugural Graduating Class

by Matthew Harmon, CSC Communications & Marketing

Thirteen students made history this year as the first graduates of Connors State College's groundbreaking early college program—a partnership with Muskogee High School that's already proving to be a game-changer for underserved students in the area.

The program allows high school students to graduate with both their diploma and an associate degree, completely free of charge. No tuition, no fees, no textbook costs—creating genuine opportunity for students who might otherwise find college financially out of reach.

"For students with financial challenges, this program is a game-changer, removing financial barriers and giving them the chance to earn a degree," explains Trent Todd, the program coordinator who has watched this inaugural class navigate their dual academic journey. "The goal is to provide underserved students in the Muskogee area the chance to pursue a college degree and create a better future for themselves and their families."

The impact extends far beyond the financial savings, though those numbers are substantial. Students are entering the workforce two years ahead of their peers, or transferring to four-year universities with half their degree already completed. It's a head start that can reshape entire career trajectories.

Currently partnered exclusively with Muskogee High School, the program represents a more intensive commitment than Connors State's regular concurrent enrollment offerings available to other area high schools. These students aren't just taking a college class or two—they're fully immersed in earning a complete associate degree alongside their high school requirements.

"It's incredibly exciting to see these students, who worked so hard and remained dedicated to their goals, complete the program and take the next step toward their future," Todd reflects. The dedication required is significant, but the payoff is transformational.

The partnership between Connors State College and Muskogee High School exemplifies how educational institutions can work together to create opportunities that might not otherwise exist. Research consistently shows that completing a college degree creates ripple effects that extend beyond individual students to their families and communities.

"Data shows that completing a degree can be life-changing not only for these students but also for their families," Todd notes. "I firmly believe this program exemplifies Connors State's mission of building futures one at a time."

As this inaugural cohort of 13 students moves forward—some into the workforce, others continuing their education—they carry with them not just degrees, but the distinction of being trailblazers. They've proven the concept works, paving the way for future students to follow in their footsteps.

The early college program at Connors State College isn't just offering education; it's offering hope, opportunity, and a concrete path forward for students who might otherwise find college financially out of reach. In a world where education costs continue to climb, programs like this stand as beacons of what's possible when institutions commit to removing barriers rather than creating them.

Student Spotlight: Daurys Manzanillo (‘25)

by Macey McCoy (Sophomore - Beggs, OK)

Daurys Manzanillo's path to Connors State College began with a life-changing opportunity. When Coach Perry Keith traveled to the Dominican Republic and offered Daurys and a few friends the chance to play baseball in the United States, the Santo Domingo native didn't hesitate.

"When Coach Keith came to the DR and offered a few friends and I the chance to play baseball for him, I was immediately interested," Daurys recalls. While leaving everything familiar behind was daunting, he recognized the incredible opportunity for both higher education and advancing his baseball career.

The transition to life in Warner wasn't without its challenges, but Daurys found his “home away from home” at CSC. Having a few friends from the Dominican Republic already on campus helped ease the adjustment, and the welcoming atmosphere at Connors State made the difference.

Beyond excelling on the baseball diamond, Daurys embraced campus life wholeheartedly. His favorite activities included attending basketball games and spending time with the friends he'd made here.

Daurys certainly made his mark during his time as a Cowboy. This season, he finished in the top 5 of several Region 2 hitting leaderboards and earned a spot on the first team Region 2 All-Region team—achievements that reflect his dedication and talent.

Daurys is ready for his next chapter at Oklahoma Wesleyan University, where he'll continue both his education and baseball career. As he prepares for this next step, Daurys remains grateful for the foundation CSC provided. "I cannot thank Coach Keith and CSC enough for the amazing opportunity I’ve had here.”

Alumni Spotlight: Bill Day ('65)

by Matthew Harmon, CSC Communications & Marketing

When Bill Day walked across the stage in 1965 with his A.A. in Arts from Connors State College, he was just beginning what would become an extraordinary half-century journey in education. What started as a degree in arts evolved into a passion for speech and drama with a music minor—setting the stage for a career that would touch countless lives across Oklahoma.

Bill's path took him from high school hallways to college campuses, spending five years at Sallisaw, ten at Muldrow, and wrapping up with 25 years at Carl Albert State College. Along the way, he built successful speech and drama programs at multiple high schools and earned Teacher of the Year honors at Carl Albert State College.

Even as he dedicated himself to his career, Bill never forgot where it all began. "I always found it hard to cheer against Connors while at CASC," he confessed, a testament to the lasting bond between alumni and their alma mater.

It was during those early teaching years at Sallisaw that Bill met Judy Simpson Day, and their shared passion for education became the foundation of both a successful marriage and a fulfilling life. Together, they built a family that includes two daughters and five grandchildren.

Bill's influence stretched beyond individual classrooms. He served as President of the Oklahoma Association of Communities, spent twelve years on the Board of Oklahoma Association of College Speech and Debate Teachers, eight years on the Roland City Council, and fifteen years leading the Roland Alumni Association.

Looking back on Bill Day's remarkable career, it's clear that his time at Connors State College planted seeds that grew into something extraordinary. You can watch Bill's full interview online. Look for the Connors Conversations series on the Connors State College Youtube channel.

Twelve Connors State Soccer Players Continue Playing Careers at 4-Year Universities

by Matthew Harmon, CSC Communications & Marketing

A dozen Connors State College soccer players are advancing their athletic and academic careers, having signed to continue playing at four-year institutions across the country. The group of transfers represents significant experience from the Cowboys and Cowgirls programs, combining for 214 starts across 282 total appearances during their time in Warner. Together, they contributed 35 goals and 18 assists to Connors State's soccer programs.

The players will compete at various levels, including NCAA Division I, NCAA Division III, and NAIA programs, showcasing the quality and versatility of talent developed at Connors State.

Miguel Gonzalez will take his talents to the NCAA Division I level at Central Connecticut State University in New Britain, Connecticut, while Giovanni Rech heads to North Central University in Minneapolis, Minnesota, to compete in NCAA Division III.

The majority of the group will continue their careers in NAIA programs. Alvaro Becerril signed with Webber International University in Babson Park, Florida, and Álvaro Pradillo will join Marian University in Indianapolis, Indiana.

Three players are staying closer to home, with Kayleigh Gondles, Mylie Arellano, and Toriana Holt all signing with Oklahoma Panhandle State University in Goodwell, Oklahoma.

Brandon Gomez will play at Bethany College in Lindsborg, Kansas, while David Manresa heads to Mid-America Christian University in Oklahoma City. Jelan Ward and Yaw Frimpong will both continue their careers at Oakland City University in Oakland City, Indiana, and Ransford Manu signed with John Brown University in Siloam Springs, Arkansas.

The transfers highlight the success of Connors State's soccer programs in developing players who can compete at the next level while preparing them academically for four-year institutions.

Fans can follow the continued success of Connors State Soccer on Facebook, X, and Instagram for updates on both teams throughout the upcoming seasons.

Connors State Cowgirls Softball Look to Bounce Back in 2025-2026

by Macey McCoy (Sophomore - Beggs, OK)

The Connors State Cowgirls Softball team rounded out their 2025 season, achieving a record of 27-24, and a 9-16 record in Region 2 play. Led by third-year head coach Bobby Foreman, the team showcased their potential and demonstrated noteworthy accomplishments throughout the season.

Despite encountering various challenges, the Cowgirls displayed resilience and a strong competitive spirit on the field. Coach Foreman's guidance and leadership played a pivotal role in fostering a cohesive playing style and instilling a sense of unity within the team.

Notably, Layne Sloan, Katelyn Fleming, Kambri Johnson, and Brooklyn Ellis all emerged as standout players this season. Sloan, Fleming, and Johnson were top 5 in many hitting categories in Region 2. Ellis ranked top 5 in pitching wins, along with ranking first in saves for Region 2. All their consistent performances and strong offensive/defensive capabilities greatly contributed to the team's success.

As the team reflects on their 2025 season, the Connors State Cowgirls Softball team is poised to achieve even greater success moving forward.

Baseball Ends 2025 Campaign as Region 2 Runner-up

by Macey McCoy (Sophomore - Beggs, OK)

2025 was another great season for the Connors State College Baseball team. The Cowboys went 42-20 this season, with a record of 12-12 in the conference standings. With the guidance of head coach Perry Keith, the Cowboys had a remarkable season on the road and at home, before it came to an end at the championship in the Regional 2 tournament.

Despite some challenges along the way, the team showed resilience and determination. With both things in mind, the Cowboys had many players ranking top 5 in the Region 2 leaderboard. Along with that, many players achieved the All-Region team and Gold Glove award. On the first team were Trevor Rowe, Wally Diaz, David Stanley, and Daurys Manzanillo.

On the second team were Brannon Westmoreland and Joseph Gutierrez. An honorable mention was made and that went to Kason Johnson. We had three Gold Glove awards, and those players were Maddox Edwards, Joseph Gutierrez, and Logan Hendrick.

The Cowboys played a great season but had a very exciting Regional Tournament. The team played 4 long days of baseball, and ended up playing in the Championship game on Sunday, May 11th. Despite being on Mother's Day, the Cowboys played their hardest, just coming up short with a score of 4-3 against Eastern Oklahoma State College.

Though their season ended earlier than hoped in the regional tournament, the Connors State Cowboys look forward to achieving more success in the future.

PHOTOS

Photos by Matthew Harmon, CSC Communications & Marketing

CONNORS STATE COLLEGE
700 COLLEGE ROAD
WARNER, OK 74469

President Ramming addresses the graduates & crowd at the 2025 Spring Commencement Ceremony.

Summary of Staff Handbook Changes:

1. Strategic Framework Updates

- Mission, Vision, and Core Values were updated to reflect the new strategic plan.

2. Employment & Hiring Practices

- Hiring Committees: New requirement for at least a three-person hiring committee for staff positions (not detailed in 2019).
- Emergency Hire Procedures: Explicitly defined in the 2025 version.

3. Performance & Discipline

- A comprehensive corrective action policy is added in 2025, detailing progressive discipline: informal discussions, first and second written warnings, job decision assignment, and grounds for dismissal.
- Performance Improvement Plans are now formally included.
- Clear criteria and examples for misconduct and disciplinary actions are outlined in detail.

4. Remote Work & Weather Policies

- The 2025 handbook introduces a Remote Work Policy, disallowing routine remote work but allowing exceptions with a formal request.
- Weather and emergency procedures are clarified, including “Virtual Campus” operations and leave expectations.

5. Benefits and Tuition Changes

- Employee Tuition Waiver updated, with clear eligibility for spouses and dependents.
- Tuition Reimbursement Policy added for graduate coursework.

6. New Policies Added

- Social Media Policy: Employees must act responsibly online; inappropriate posts may lead to discipline.
- Children on Campus: Children are no longer allowed in classrooms or work areas unless supervised.
- Job Titles and Salary Grade Adjustments: Authority explicitly delegated to the President or VPs.

Summary of Faculty Handbook Changes:

1. Strategic Framework Updates

- Mission, Vision, and Core Values were updated to reflect the new strategic plan.

2. Faculty Employment and Credentialing

- Faculty Credential Policy expanded to clarify:
    - Expectations for degrees, licenses, and tested experience.

3. Appointment & Reappointment

- Dismissal criteria now more closely aligned with new Corrective Action Policy.

4. Corrective Action and Dismissal (New Section)

- Newly added progressive corrective action structure:
    - Informal discussion
    - First and second written warnings
    - Performance improvement plans
    - Job decision assignment
    - Dismissal
- Misconduct examples are now explicitly listed and actionable.

5. Job Expectations & Faculty Duties

- Teaching Load Policy made more explicit:
    - Minimum 15 credit hours per semester.
    - Clear overload pay structure and process.
- Updated expectations for:
    - Syllabus submission
    - Assessment participation
    - Banner recordkeeping
    - Attendance tracking (No-Show and AW policies reinforced with potential disciplinary actions).

7. Leave and Benefits Clarified

- Clearer descriptions of tuition waiver vs. reimbursement policies by employee category and funding year.

8. Policy Updates and New Additions

- Added:
    - Children on Campus policy (no children allowed in work areas unless supervised).
    - Commencement participation expectations.
- Updated:
    - Grievance procedures to reflect current structure and faculty rights.
    - Updated Dress code policy

CONNORS STATE COLLEGE

Warner
Main Campus
700 College Road
Warner, OK 74469
Phone: 918.463.2931

Three Rivers
Port Campus
2501 N. 41st St. East
Muskogee, OK 74403
Phone: 918 .687 .6747

CONNORS
STATE COLLEGE
Building Futures One At A Time Since 1908

Faculty and Staff

HANDBOOK

(Revision Approved 1/2019)

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Connors State College ~~Faculty and~~ Staff Handbook

~~Preface~~

Founded in 1908, with campuses in Muskogee and Warner, Connors State College is governed by the Oklahoma A & M Board of Regents with the mission of building futures one at a time as we promote excellence in our community and the global society.

PREFACE

The Board of Regents for Oklahoma Agricultural & Mechanical Colleges appreciates faculty and staff input pertaining to the development of policies affecting faculty and staff status and encourages the institutional administration to provide adequate opportunity for input on such matters prior to presenting recommendations to the governing A&M Board of Regents.

In discharging its duties and responsibilities, occasions may arise where the collective judgment of the A&M Board of Regents requires the A&M Board of Regents to act independently in the development and implementation of policies and procedures. In approving the Faculty/Staff Handbook for Connors State College, neither the governing A&M Board of Regents nor CSC is waiving or restricting its lawful power, duty, or responsibility to act at any future time to establish policies, regulations, and procedures and to implement other decisions of the A&M Board of Regents. In such instances, affected personnel will be informed through the official public record where such actions were approved, and the institutional administration is encouraged to take appropriate steps to help ensure that affected personnel are informed.

~~*Organizational Information*~~

ORGANIZATIONAL INFORMATION

History of the College

Connors State College (CSC) was authorized by an act of the first Legislature in 1908 as Connors State School of Agriculture. The school was named for Mr. John P. Connors who was President of the State Board of Agriculture at that time. In 1927, the Oklahoma Legislature amended the act, which established district agricultural schools to make Connors a junior college. The name was also changed, at that time, to Connors State Agricultural College. During the 1967 Legislative Session, the name was again changed, this time to Connors State College of Agriculture and Applied Science. In 2000, the A&M Board of Regents shortened the name to Connors State College. *A more detailed account of the history of Connors may be found in the college catalog.*

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Mission Statement

Connors State College is committed to building futures one student at a ~~time~~lime as we ~~promote~~cultivate excellence in our community and the global society.

Vision

Connors State College ~~builds on~~integrates tradition and ~~fosters innovation~~adaptability to ~~ensure that we are~~ be the college of choice for ~~university transfer~~students seeking access to affordable education~~, degree completion, workforce, and community development.~~

~~*Core Values*~~

~~INTEGRITY~~

~~Connors State College cultivates an environment defined by the highest ethical standards characterized by honesty, respect, fairness, adherence to shared values, accountable stewardship, and the free exchange of ideas.~~

~~QUALITY~~

~~Connors State College sets high standards of individual excellence to ensure responsive and challenging learning opportunities~~ for ~~the communities we serve.~~

~~SERVICE~~

~~At Connors State College we elevate and value the wellbeing of others, providing a safe campus community and opportunities to serve the needs of our students, faculty, staff, alumni, community, state, and nation.~~

~~INCLUSIVITY~~

~~Acknowledging that diversity enriches our intellectual and professional community, Connors State College actively promotes diversity and inclusion, so that everyone feels recognized, welcomed, and respected in our college community.~~

~~EXCELLENCE~~

~~Connors State College encourages excellence by creating high expectations for achievement through building our legacy and providing rigorous and~~their lifelong learning ~~opportunities~~needs.

Core Values

Real Education

Our commitment to education means you'll get real learning experiences. What you see is what you get, and what you'll get is an authentic education that equips you with the skills to thrive in the jobs of the future.

Navigating the Future

Navigate your future with us, where we're committed to affordability, accessibility, and eliminating barriers to education. We offer you numerous pathways to reach your goals, whether you are at the beginning of your career or if you're looking to take the next step.

Our Community

At Connors, you're more than just a name on a roster; you're a valued member of our community. Our dedicated faculty and staff ensure that you receive personalized attention. From our president to our professors, we know you and we are invested in your journey.

Governance

Board of Regents for the Oklahoma Agricultural & Mechanical Colleges:

It is the policy of the Board of Regents for the Oklahoma Agricultural & Mechanical Colleges that the Laws of the United States and of the State of Oklahoma shall be upheld and obeyed in all of its actions. In so doing, the A&M Board of Regents is especially aware of Title VI of the Civil Rights Act and of Title IX of the Educational Amendment of 1974, and it continues not to discriminate against persons on the basis of race, color, religion, national origin, sex, qualified disability, age or status as a veteran. Such non-discrimination applies to all policies, practices, and procedures; including those pertaining to admission, institution governed by the A&M Board of Regents is directed to develop, establish, and observe procedures that implement the nondiscriminatory policy of the A&M Board of Regents. In all such instances, the A&M Board of Regents encourages the inclusion of minorities and women.

~~*Connors*~~CSC Development Foundation

The Connors Development Foundation, Inc. was established to aid and assist Connors State College by providing the resources necessary to meet the ever-increasing costs of supplying quality programs in higher education. The Foundation meets the requirements of a tax-exempt organization, so all gifts are tax exempt under Section 501(c) (3) of the Internal Revenue Code of 1984.

Affirmative Action Statement

General Statements

In compliance with the Executive Order 11246; Title II of the Education Amendments of 1976; Title VI of the Civil Rights Act of 1964, as amended by the Education Amendments of 1972; Section 504 of the Rehabilitation Act of 1973; and all other federal, state, school rules, laws, regulations and policies, Connors State College does not discriminate on the basis of sex, race, color, age, religion, national origin, status as a veteran or disability in the educational programs or activities which it operates.

It is the intent of the Connors State College administration, faculty, and staff to comply with both the letter and spirit of the law in making certain that discrimination does not exist in its policies, regulations, and operations. Grievance procedures for Title IX and Section 504 of the Rehabilitation Act and the Americans with Disabilities Act have been established for students, their parents, and employees who feel discrimination has been shown by Connors State College.

Complaints

Any complaint alleging illegal discrimination should be referred to:

Director of Human Resources/Affirmative Action Officer
Connors State College~~,~~
Gatlin Hall, ~~2nd Floor,~~ Room 231

- (918) 463-2931, Ext. 6206

Title VI, Title IX, and Section 504 complaints may be referred to:

- Human Resources Director who is the designated Affirmative Action Officer
- ADA Coordinator (918) 463-2931, Ext. ~~6365~~6245

They may also be filed with the Regional Office for Civil Rights. Address correspondence to:

Office for Civil Rights
U.S. Department of Education
One Petticoat Lane
1010 Walnut Street, 3rd floor, Suite 320
Kansas City, MO 64106
Telephone: 816-268-0550
FAX: 816-268-0599; TDD: 800-877-8339
~~Email: OCR.KansasCity@ed.gov~~
Email: OCR.KansasCity@ed.gov

Title VII and ADA complaints may also be filed with the regional Equal Employment Opportunity Commission. Address correspondence to:

Equal Employment ~~OpportunityCommission~~ Opportunity Commission
215 Dean A. McGee Avenue, Suite-524
Oklahoma City, Oklahoma 73102
Telephone: 800-669-4000
FAX: 405-231-4140
TTY: 800-669-6820
ASL Video Phone: 844-234-5122

Sexual Harassment Complaints~~:~~

Any complaint alleging sexual harassment should be referred to:

- Human Resources Director, 918.463.6206
- Vice President for Academic Affairs, 918.463.6328

~~*Employment Policies*~~

EMPLOYMENT POLICIES

Connors State College complies with the employment policies set forth in the Policy Manual for the Board of Regents for the Oklahoma Agricultural & Mechanical Colleges. The following procedures support the intent of the A&M Board of Regents' employment policies. At Connors, the levels of organizational structure are as follows:

~~At Connors, the levels of organizational structure are as follows:~~

Position	Function	Appointment Responsibility

President	Chief Executive Officer	Hired by and responsible to the A&M Board of Regents.
Vice-Presidents, Deans, and Directors	Major~~/~~ and mid-level administrative personnel	Hired by and responsible to the President with A&M Board of Regents approval.
Faculty	Instruction	Hired by and responsible to the President with A&M Board of Regents approval.
Administrative Assistant, Clerical, Maintenance, Secretarial, Custodial	Support Staff	Hired by and responsible to the President.
Adjunct Faculty	Instruction	Hired by and responsible to the Vice President ~~for~~of Academic Affairs.

General Procedures for Employment

The President has final responsibility for recommending employment, promotions, and terminations of all full-time faculty and staff to the A&M Board of Regents for final approval~~,~~ but may first choose to secure appropriate on campus counsel before making his/her final recommendations.

Equal Opportunity Employment decisions reflect the institution's policy of maintaining excellence in instruction, research, and extension. As a College, which recognizes the individual talents of people, Connors State College actively supports equal opportunity and affirmative action, complying fully and willingly with Executive Order 11246, Executive Order 11375, the Civil Rights Act of 1964, and all other appropriate Federal and State Legislation.

Advertisement~~—~~

The breadth of advertisement for positions depends on the position's level in the organizational structure. Advertisements are prepared according to the A&M Board of Regents' policies.

Advertisements for presidents are publicized nationally in publications ~~such as the Chronicle of Higher Education; in selected regional newspapers; in the two state newspapers, *The Daily Oklahoman*~~like HigherEdJobs.com and ~~*the Tulsa World;* and in local area newspapers~~other relevant publications.

Advertisements for ~~major and mid-level administrative~~all other personnel and ~~full-time~~ faculty are placed in ~~selected newspapers and/or~~relevant publications.

~~Advertisements for adjunct faculty, clerical, maintenance, technical and custodial staff may be placed in local area newspapers.~~

All open positions, with the exception of those on an in-house recruitment status only and emergency hire basis, will be posted on the CSC website for no less than 3 days.

Application~~—~~

The applicant must complete the official CSC Application for Employment. Official transcripts from all colleges and universities attended must be provided. Applicable licenses and certifications are also required. The applicant may also provide a resume at the time of application. Human Resources will collect all applications received and forward them to the supervisor.

Screening/Interview~~—~~

Employment for each position involves a thorough screening process. ~~An ad-hoc screening committee, composed of relevant personnel, reviews all applications and recommends the most qualified applicants. For full-time positions, the process also involves a personal interview.~~ The appropriate supervisor ~~is responsible for selecting the~~ will develop a minimum of a three-person hiring committee (larger committees may be developed depending on the position). The supervisor and committee members will determine which applicants (if any) to invite for an interview. The supervisor will send

recommendations to HR and HR will schedule interviews. The committee will recommend a candidate to the hiring supervisor. The ultimate hiring decision will be made by the supervisor. References are checked and an authorized background check may be included in the final assessment of candidates.

Contract of appointments may be made in writing to the appointee specifying position, salary, conditions and duration of the appointment. Official transcripts of all undergraduate and graduate work and/or required certifications for all professional staff and faculty must be filed with the Human Resources Director and the Vice President ~~for~~of Academic Affairs. Each employee is expected to keep his or her file updated as additional class work or certifications are acquired.

~~Full-time faculty members working overload will be compensated at the end of the semester in which the overload occurs unless pre-authorized by the Vice President for Academic Affairs.~~

~~***Employment File*** – Personnel files are confidential in nature, and are open only to the individual employee and the appropriate supervisors.~~

~~*Appointment/Reappointment/Non-reappointment Procedures (full-time faculty)*~~

~~Full-time faculty appointments are made for one academic year. Appointment to a faculty position is classified as "temporary" for the first three years of employment.~~

~~The "temporary" appointment (during the first three years) may be terminated upon expiration of the specific contract period without implication of reappointment. However, notice of intent to reappoint or not reappoint will be communicated in writing by May 30th of each academic year for faculty classified as "temporary."~~

~~Decisions to reappoint or not reappoint are based upon a combination of factors. Years of service, institutional need, institutional function, institutional/departmental budget, and non-professional conduct are factors that are considered.~~

The emergency hire process is designed to permit the hiring of individuals on an emergency temporary basis without the immediate completion of a competitive s~~earch. Th~~e individual selected must meet the minimum hiring qualifications of the position and final approval for the emergency hire will be given by the President to the Vice President of the department.

~~Dismissal or non reappointment of faculty who are not classified as "temporary" will be for reasonable cause. A confidential written statement prior to May 30th of the academic year will notify the faculty member if he/she will be dismissed or not reappointed. Termination for cause may be initiated by an administrator for reasons such as conduct seriously prejudicial to the college, an act of moral turpitude, neglect of duty, inefficiency or incompetence, repeated failure or refusal to follow administrative directions, a genuine lack of need for the service or necessity for financial retrenchment.~~

~~A faculty committee, at the option of the faculty member, may be called to consider the dismissal or non reappointment. A committee will be formed as set forth in the grievance procedure. It will hear information and make advisory recommendations to the Vice President for Academic Affairs and to the President.~~

Evaluation ~~– It is the intent of CSC to insure that~~

The continuation of all ~~employees are aware of~~ staff members in their ~~performance and progress as it relates to employment. Employees~~positions is at the will of the College. Staff members are evaluated informally on ~~a daily~~an ongoing basis, but the appropriate supervisor will also conduct a ~~formal evaluation~~performance review annually. The supervisor has the option to formally ~~evaluate an employee~~ review a staff member more than once a year, particularly in cases where performance is ~~viewed as~~ deficient ~~in nature.~~.

~~The evaluation will note strengths and weaknesses as identified by both the employee and supervisor. The supervisor will make commendations and suggestions for improvement. These commendations and/or suggestions will be conveyed to the employee both orally and in writing. The supervisor will make recommendations concerning retention to the President.~~

The goal of an employee appraisal is to enhance the employee's job performance and allow the employee to receive appropriate suggestions for improvement as needed. The supervisor will meet with the employee to discuss accomplishments, any needed improvements and to set performance goals for the next year. The supervisor and employee will both sign and date the review form. The performance review will be returned to the Human Resources Office and kept in the employee's personnel file.

Promotion

In the selection of a division chair, director or dean, a committee will be formed for consultation purposes. The committee will meet with the President prior to his/her recommendation to the A&M Board of Regents for such appointment.

The President may appoint a division chair, director, dean, or other mid-level administrators. Such appointments are on an "at-will" basis and are not made for any particular duration. Reappointment is determined by institutional need and/or performance.

When staff positions are open, all qualified applicants, including those who may already be employed in other positions within the college, may apply. Internal promotion is encouraged by the college where possible and when a qualified internal candidate has applied for a position, especially if such promotion supports the College's affirmative action efforts.

Procedures for Externally Funded Staff

Faculty or staffStaff positions created by federal grants or other external funds are appointed, evaluated, reappointed, or not reappointed through the same mechanism as other collegepersonnel.

college personnel. However, because of the nature and duration of the funds and programs, each contract automatically terminates at the conclusion of the year for the duration of the program. Notices of intent for continuance or, in some cases, discontinuance are based on performance and/or notification of funding awards.

Adjunct Faculty/Coaching Appointments

Professionals in the community and individuals with special skills, such as members of the coaching staffs of the College, may be granted appointments as adjunct instructors. Adjunct appointments are temporary appointments for specific periods of time and with no expectation of reappointment. Adjunct appointments do not count toward years of service as a continuing faculty member. No notice of non-renewal of an adjunct appointment is required, as the appointment ends by its own terms at the end of the appointment period. Such appointments do not require a search procedure as would usually be followed in filling a full-time faculty appointment.

Corrective Action and Dismissals

Purpose

Organizations have work rules designed to promote the proper and efficient operation of the organization. Organizations also require employees to meet prescribed standards for the quality and quantity of performance. The purpose of this policy is to set forth procedures by which supervisors communicate as early as possible with a staff person a problem or concern interfering with performance and the appropriate steps to provide a positive, fair and constructive means of correcting employee behavior/performance issues.

Scope

1. These policies and procedures are applicable to all continuous regular staff personnel of the College.
2. This procedure also does not apply to periodic/temporary employees or student employees.
3. Faculty are covered by separate procedures as indicated in the Faculty Handbook and other policies and procedures.

Responsibility

1. Each employee is expected to become knowledgeable with performance criteria for his or her particular position and with all rules, procedures, and standards of conduct established by Connors State College and the staff member's department. The employee who does not fulfill the responsibilities set out by such performance criteria, rules, procedures and standards of conduct may be subject to corrective action.
2. Employees of the College are at-will employees. "At-will" employment means that either the employee or the College may terminate the employment relationship at any time, for any reason, with or without cause or notice, so long as the reason is not prohibited by applicable federal or

state law. However, consistent with the College's values of excellence and integrity, supervisors should follow prescribed guidelines for corrective action or dismissals.

Work Performance and Misconduct Issues

1. Behaviors which may be subject to corrective action or dismissal may be a result of poor work performance or misconduct.
2. The term "work performance" may include all aspects of an employee's work.
3. Work performance is determined by the supervisor's evaluation of the quality and quantity of work performed by the employee. When, in the opinion of the supervisor, the work performance of an employee is below standard, the supervisor should take appropriate corrective action.
4. Work performance is normally evaluated by a performance review as described in this handbook.
5. When making the decision for taking corrective action, consideration should be given to the nature of the offense, the record of the employee, and the consequences recommended. A supervisor should initiate action as a dimension of performance improvement rather than a measure of punishment. It is a corrective process to help the employee overcome work-related shortcomings and strengthen his or her work performance.
6. Performance issues involving the quantity or quality of work may require additional training or practice in order to achieve the required standard. In this case, it may be appropriate to place the employee on a performance improvement plan for a specified length of time, usually up to three months. Performance improvement plans can be used in conjunction with other corrective action steps or in place of corrective action. The supervisor should consult with Human Resources prior to implementing a performance improvement plan.
    a. During the duration of the performance improvement plan, the supervisor works with the employee, providing feedback on a monthly or more frequent basis.
    b. If work performance has not improved to an acceptable standard by the end of the designated period, the employee will be dismissed from employment. In rare circumstances, the performance improvement period may be extended up to an additional three months.
    c. If work performance reverts to an unacceptable standard during the year following expiration of the performance improvement plan, the employee may be dismissed from employment immediately.
7. Even though the College's philosophy of discipline is a corrective, progressive one, there are some offenses serious enough to warrant immediate dismissal. This may require the supervisor to skip steps of corrective action. Such cases should be handled in consultation with University Human Resources.
8. Corrective action should be taken as soon as possible after a work rule violation or unacceptable behavior occurs.
9. The supervisor shall consult Human Resources prior to corrective action or dismissal.

Misconduct issues

1. All employees are expected to maintain standards of conduct suitable and acceptable to the work environment. Corrective action may be imposed for unacceptable conduct or work performance issues.
2. Each work rule violation is evaluated based on the severity of the infraction and the operational impact of the rule.
3. In cases where an employee fails to meet acceptable standards of conduct or work performance, a supervisor should initiate corrective action. The corrective action process includes the following:
    a. Informal Discussions – consists of an informal discussion between the supervisor and the staff member regarding a gap in current performance or behaviors and those expected by the university. This discussion is informal in nature and is intended to develop a clear understanding between the staff member and the supervisor regarding future performance or behavioral expectations. Supervisors are encouraged to maintain documentation of these discussions; however, the documentation is not formal and is used as a reminder to the supervisor of the topics discussed and agreements reached with the employee regarding potential developmental opportunities and training needs. Informal discussions may occur at any time. Staff members who have received an informal discussion are eligible for consideration for pay increases, transfers, promotions, and other employment privileges.
    b. First Step Corrective Action or Written Warning – consists of a formal discussion between the supervisor and the employee about a gap in current performance or behaviors and those expected by the College. This discussion includes the supervisor's expectations, timeline for correction of the concerns, and specific details on how the employee needs to improve. The underlying assumption is the employee has the desire to change. The supervisor shall document the formal discussion. In the event the job performance or behavior(s) does not improve, further corrective action may be supported. If a repeat incident of misconduct or work performance issue occurs within three months, further corrective action may be warranted, up to and including dismissal.
    c. Second Step Corrective Action or Written warning – consists of a formal discussion between the supervisor and the employee about continued failure to meet acceptable standards of conduct or work performance. The supervisor should consult with Human Resources before placing an employee on this step of corrective action The discussion is followed up with a written summary, including the seriousness of failure to meet acceptable standards of conduct or performance expectations. The employee shall receive a copy. The written corrective action should include the following:
        i. Desired performance;
        ii. Observed behavior;
        iii. Violated rule, policy, procedure, or performance issue;
        iv. Past work record, including training, coaching, feedback, mentoring or other formal corrective actions taken;
        v. A statement of the consequences in the absence of improvement;
        vi. Notice that discussion is a corrective action and that the employee has agreed to the desired performance; and

vii. The employee's signature signifying receipt of the written summary and the date received. If the employee declines to sign the document, the supervisor should indicate on the document that the employee received a copy of the corrective action.

If a repeat incident of misconduct or work performance issue occurs within six months, further correction action may be warranted, up to and including dismissal.

d. Job Decision Assignment – final formal discussion and written documentation requiring the employee to decide whether or not s/he wishes to continue employment with no further infractions or wishes to resign. To provide adequate time for this serious decision-making process, the employee may be placed on job decision assignment for up to one day. During that time the employee's work assignment is to give serious consideration to full compliance with performance standards or resignation. At the end of that time the employee is expected to provide a written commitment to the conduct and/or performance standards with detailed information on how they expect to maintain this commitment or to provide a written resignation notice. If the information contained in the employee's response meets the criteria of the supervisor, the employee will be expected to return to work in full compliance with conduct and/or performance standards. In the even the employee fails to provide a reasonable response or resign, they will be dismissed from employment. The supervisor must consult with Human Resources before placing an employee on job decision assignment. The formal documentation establishing administrative leave and requesting the employee's decision and the response from the employee are placed in the employee's personnel file. The job decision assignment will be considered inactive if no further incidents of misconduct or failure to meet performance standards occur within one year. If, however, misconduct or work performance issues occur within one year, employment will be terminated for cause immediately.

4. Unrelated incidents of misconduct or work performance will be handled separately, but in no case will more than two separate unrelated incidents of misconduct or work performance occur within any one time period. A third unrelated incident of misconduct or work performance will result in dismissal.
5. Employees engaged in any step within the corrective action process outlined above may be ineligible for transfers, promotions, pay increases, or other employment privileges. Notification of these restrictions ma be included in the written notice provided to the employee.
6. A serious violation of a rule, procedure or standard of conduct, including but not limited to, inappropriate use of computers, theft of College property, falsification of College documents, or conduct resulting in harm to another person, may result in immediate termination.
7. An employee who disagrees with a supervisor's formal or informal evaluation of their performance are encouraged to seek counsel from Human Resources, who may act as a neutral third party moderator for future discussions between the employee and the supervisor.
8. Misconduct that may result in corrective action (and/or termination) include (but are not limited to):

a. Tardiness or absenteeism without proper notification to the supervisor or unavailability for work; neglect of duties, loitering, loafing or wasting time during working hours including leaving the job during working hours without permission or sleeping during work hours; inefficiency or lack of application to work;
b. Failure to follow established safety rules and procedures; creating a condition hazardous to another person on the premises; creating or contributing to unhealthy or unsanitary conditions;
c. Disorderly or immoral conduct or horseplay on College property; fighting, encouraging a fight or threatening, attempting or causing injury to another person on College premises or on institutional time;
d. Harassment of other employees (including sexual harassment) or use of abusive language on the premises; failure to cooperate with supervisor or coworker, impairment of function of work unit, or disruptive conduct;
e. Refusal of an employee to follow instructions or to perform designated work that may be required of an employee as part of the employee's employment, refusal to adhere to established rules and regulations, insubordination or insolence;
f. Waste of materials and supplies; abuse or waste of tools, equipment, fixtures, property, supplies or goods of the institution; neglect of duty or failure to meet a reasonable and objective measure of efficiency and productivity; carelessness resulting in the damage to or destruction of tools, equipment supplies or other property belonging to the College or fellow employees or resulting in serious injury to fellow employees;
g. Violation of established departmental dress codes; use of tobacco in violation of College policy and state law;
h. Giving false information or falsification of College documents including timesheets, personnel records and application for employment;
i. Destroying or defacing institutional property or records or the property of a student or employee;
j. Gambling, participating in lotteries or any other unauthorized games of chance on the premises at any time; soliciting, collecting money or circulating petitions on the premises other than within the rules and regulations of the institution;
k. Bringing intoxicants or drugs onto the premises of the institution, using intoxicants or drugs, having intoxicants or drugs in one's possession, or being under the influence of intoxicants or drugs on the premises at any time;
l. Theft or unauthorized removal of property, dishonesty or unauthorized use of institutional property including records and confidential information;
m. Illegal transportation of firearms upon the premises (with the exception of law enforcement officers or other personnel authorized to do so);
n. Failure to comply with appropriate computer use policies; and
o. Violation of policies, rules, or procedures of the unit or Connors State College.

Dismissal

1. Any unauthorized absence for more than three consecutive workdays may be considered as a resignation from service and would not therefore be subject for corrective action. The supervisor

should consult with Human Resources for appropriate documentation and notification to the employee.

2. Under Oklahoma Statutes, any state employee who is found guilty of or pleads guilty or nolo contendere to a felony shall immediately forfeit employment and is not eligible for future employment with Connors State College if the felony record exists.
3. An employee dismissed for misconduct or work performance or who resigned in lieu of termination may be placed on a restricted hiring list and not be eligible for hire within CSC for at least one year.
4. Any person terminated from College employment shall have the right of appeal as outlined in Grievances and Appeals Policy.
5. The staff of Human Resources will serve in an advisory capacity in matters of corrective action and termination.
6. Connors State College reserves the right to change this Policy and Procedure or any portion thereof at any time.

Job Titles, Salary Grades, Duties, and Responsibilities Policy

Connors State College retains the right to make organizational and personnel adjustments as needed to meet the institution's operational and strategic goals. Accordingly, the President or the appropriate area Vice President shall have the authority to change the job titles, salary grades, duties, and responsibilities of any employee at any time, based on institutional needs, operational efficiency, or budgetary considerations.

Weather and Remote Work Policy-

Weather and Emergency Notifications

Connors State College prioritizes the safety of its students, faculty, staff, and visitors while maintaining campus operations whenever possible. In the event of inclement weather or emergencies, campus operations may transition to virtual status or temporary closure.

- **Campus Closure:** All operations are suspended except for essential services required for safety and security. Classes, meetings, and events are canceled. Administrative leave will be used for approved campus closure hours.
- **Classes Canceled, Campus Open:** Classes are canceled, but administrative offices remain open unless otherwise stated. Staff are expected to report to work.
- **Delayed Opening:** Campus operations are closed for a designated period, with reopening based on improving conditions.
- **Virtual Campus:** All physical campus offices are closed except for essential personnel, and other campus services are available online. Faculty will move scheduled classes online. Students should monitor their email and Canvas for instructor communication. Administrative services shift to virtual operations. **If offices are operating under virtual status but not fully closed during inclement weather, employees must use leave for any related absences.**

Communication: In the event of inclement weather, Connors State College will notify faculty, staff, and students in advance regarding the status of campus operations. Notifications will be sent via email and RAVE alerts. Additional updates will be provided through official college channels, including the Connors website and social media.

Remote Work Policy

Connors State College does not permit remote work under normal circumstances. All full-time employees must perform their duties in their assigned office, facility, or field location.

Exceptions: Remote work may be granted only in extenuating circumstances where office functions and services to students are not impeded. Examples include:

- Temporary illness preventing on-site attendance
- Temporary transportation issues (e.g., vehicle breakdown)
- Emergency childcare needs (e.g., last-minute babysitter cancellation)
- Approved accommodations under the Americans with Disabilities Act ("ADA"), as determined through Connors State's interactive process with Human Resources.

Approval Process:

- Employees must submit a Request to Work Remotely form or provide a written request specifying hours and reasons. Employees seeking remote work as an ADA accommodation must follow Connors State's accommodation request process through Human Resources.
- Supervisors will review and approve or deny requests. Approved forms or written requests should be sent to Human Resources for recordkeeping.

Accountability: Remote work is contingent on job performance. Abuse, falsification, or failure to meet responsibilities will result in corrective action, up to and including dismissal. **Remote work arrangements may be revoked at any time if they negatively impact job performance or office operations.**

Outside Employment

Full-time employment at CSC is considered to be one's primary employment. Employees may engage in outside employment provided the employment does not interfere with assigned duties and responsibilities or constitute a conflict of interest. Such outside employment must occur outside of the employee's regular work period.

Staff Development/Attendance at Professional Meetings

Employees are encouraged to continue their professional development by attending applicable meetings, workshops, etc. Proper authorization and arrangement need to be made prior to the meetings. (See section on authorization and travel arrangement procedures).

When the administration asks a staff member to represent the college at a meeting, the staff member will be reimbursed for travel and per diem expenses incurred according to approved Office of State Finance travel claim standards and procedures.

When classes are dismissed for professional meetings, all members of the faculty and pertinent staff are expected to attend. Permission to miss such meetings must be obtained from the appropriate vice president in advance of the meeting.

Professional Organizations/Community~~/~~ and Civil Involvement

All employees are encouraged to join professional organizations and to take leadership roles in their respective communities, disciplines, or areas of interest. All faculty and staff are encouraged to contribute to the Connors State Development Foundation. The amount of the contribution is at the discretion of the employee.

~~***Faculty Credential***~~Social Media Policy

~~*A. Introduction*~~

~~The Office of Academic Affairs is dedicated to ensuring that all members of its faculty uphold the recommendations established by The Higher Learning Commission (HLC) and Oklahoma State Regents for Higher Education (OSRHE). Connors State College's policy adheres to the HLC recommendations while abiding by the policy of the OSRHE.~~

~~*B. Requirements*~~

~~Faculty member credentials must be appropriate to assigned duties and disciplines, including level of instruction (AA, AS, AAS, Certificate, remedial, etc.).~~

~~1. Faculty must hold degrees, certifications, and licenses from institutions accredited by agencies recognized by the U.S. Department of Education such as the Higher Learning Commission or from institutions with comparable status, certification, or recognition in other countries.~~

~~2. Faculty members teaching general education core courses are expected to hold at least a master's degree with 18 graduate hours in the teaching field. (A limited number of faculty may hold~~

equivalent documented experience to meet educational qualifications.) See section, Evaluation of Credentials

3. Typically, faculty members teaching remedial/developmental education courses hold a master's degree but must hold a bachelor's degree in the teaching field.
4. Faculty members teaching in occupational skills areas (AAS) must hold at least a bachelor's degree or appropriate industry-related licensure/certification.

C. Full-Time and Part-Time Guidelines

The goal of Connors State College will be to maintain the same guidelines for both full-time and part-time faculty members.

D. Qualifications

Connors State College strives to maintain good practices in determining qualified faculty and as a policy will establish periodic reviews to ensure the minimum qualifications and expectations of all full-time and part-time faculty teaching in all disciplines. An "official" copy of academic transcripts bearing the seal of the college or university should be provided to the Human Resources Office. While the official certified transcript will be housed in the employee's official personnel file in the Human Resources Office, a copy will also be maintained in the Office of the Vice President of Academic Affairs.

Qualifications of instructors teaching courses leading to an associate degree require a master's degree in the discipline or related field with a minimum of 18 graduate credits in the subject area; candidates pursuing a Master's Degree may be considered with the understanding that the degree must be completed expeditiously. The failure of an individual faculty member to maintain satisfactory progress on his or her qualification plan will be considered adequate cause for the college to place the faculty member on probationary status or dismiss him or her from employment.

Full-time and part-time faculty who are working on completing their qualifications must submit updated transcripts at the beginning of each semester. The appropriate Division Chair is responsible for the evaluation of appropriate academic progress.

All references to degrees and semester hours in this and other College documents presume that credit comes from institutions that are fully accredited at the graduate level by one of the recognized regional associations or by another federally recognized specialized accrediting body. Degrees and courses from foreign institutions must come from institutions generally acknowledged to meet requirements equivalent to regional accreditation in the U.S.A.

Faculty with advanced degrees from foreign institutions must have their credentials evaluated and translated by a National Association of Credential Evaluation Services (NACES) approved organization prior to beginning work with CSC. Original documentation must be submitted prior to hire date.

E. Evaluation of Credentials

1. Associate of Arts and Associate of Science Degree Programs (Academic Transfer Intention) Required Qualifications:

Full-time and part-time faculty members are expected to hold a degree at least one level above that of the program in which they are teaching. For courses taught as part of an AA or AS degree, having the expectation of transfer to universities the generally accepted minimum faculty credential consists of a Master's degree with a major in the teaching field (or a very closely related subject) or a Master's degree in a related field along with at least 18 graduate hours in the specific teaching field (or a very closely related filed).

Alternative Qualifications:

a. When qualification is based on factors other than generally accepted graduate degree and hours credentialing, the faculty member must be able to make and document, and the Vice President for Academic Affairs must accept, a prima facie case that the alternate qualification would be persuasive to external peers. Examples might include high-level specialized training, advanced industry certification, professional licensing, publication in-field, workshops/seminars in field, recognition by in-field organizations, etc.

~~b. Degrees in Education:~~

~~As a general rule, degrees and course in education (EDUC or equivalent) are considered to be in a "related field" rather than in the major field. A Master's Degree in Education fields contributing to effective instruction (ie. Educational technology) will count toward 6 of the required 18+ hours in the field.~~

~~c. Exceptions:~~

~~Cases such as child development or physical education or business education in which education is the field.~~

~~Education courses that focus on a specific discipline may be considered in-field for the major if the course description/syllabus clearly documents that the principal focus of the course was on subject matter rather than pedagogy. Interdisciplinary Courses such as general humanities necessarily require faculty qualifications that reflect the multi-disciplinary foundations of the particular course and must be evaluated on a case-by-case basis.~~

~~Courses with a narrow focus such as art history or music appreciation are normally considered to be subject matter courses requiring subject expertise not broad interdisciplinary courses even if they carry the HUMN prefix. One the other hand, broader-based HUMN courses and other interdisciplinary course may be taught by interested, qualified, and prepared faculty members with a wide range of formal credentials.~~

~~d. Closely Related Fields:~~

~~The determination of how closely related subjects must be in order to qualify faculty is a subjective one. Generally accepted academic practice and the informed opinion of qualified expert peers should be brought to bear in the determination. Explanation of qualification based on closely related field should be included in the faculty member's file. Connors State College can utilize "Tested Experience" where appropriate. Connors State College will strive to utilize tested experience in addition to a strong and appropriate educational background. "Tested Experience" can be demonstrated through application of professional experiences along with professional certifications that correspond with the required minimum formal education. "Tested Experience" shall be figured at a rate corresponding to 1.5 hours of graduate credit per 1 year of professional work experience (as determined by CSC administration) (i.e.4 years of full-time job experience counts as 6 graduate credit hours).~~

As a public institution, Connors State College (CSC) values and protects the constitutional right of free speech. CSC encourages responsible use of social media while maintaining professionalism and protecting the institution's reputation. This policy applies to all employees.

General Guidelines:

- Personal Responsibility: Employees are responsible for their online activity. Posts that negatively impact job performance, colleagues, students, or CSC's reputation may result in corrective action, including dismissal.
- Respect & Professionalism: Be fair, courteous, and avoid content that is discriminatory, harassing, obscene, threatening, or defamatory. Work-related concerns should be resolved internally rather than on social media.
- Appropriate Content: Do not imply CSC endorsement of personal views. If discussing CSC-related topics, clearly state that opinions are personal and not official statements. Employees must not link personal blogs or social media accounts to CSC platforms without authorization.
- Workplace Use: Personal social media use should not interfere with work duties. Use of CSC equipment or email for non-work-related social media activities is prohibited unless authorized.
- Media & Public Statements: Employees should not speak on behalf of CSC or respond to media inquiries without prior approval.

For questions or further clarification, contact Human Resources.

Children on Campus

Because of reasons related to safety and potential problems with supervision, children will not be permitted on campus unless attended by a parent or guardian. No children are permitted in the classrooms, teaching areas, or work areas.

Employee Benefits

Benefits are contingent upon the availability of funds and are subject to change. The institution offers various benefits to full-time employees. Detailed information concerning all benefits is available in the Human Resources Department. A brief synopsis of the major benefits is listed below:

Health/Life Insurance

Group medical insurance, life insurance, long-term disability insurance, retirement, and major medical benefits are provided for all eligible (full-time) employees. For details, contact the Human Resources Department.

Disability Insurance

All full-time employees on active service under the age of 69-1/2 who are classified as faculty, administrative, or professional full-time staff are eligible for disability coverage. The waiting period is 180 calendar days after being certified as disabled.

Disability insurance guarantees employees 60% of the base pay (including payments from Social Security, Workers Compensation, State Teachers Retirement, or other group programs providing disability).

Retirement Program

All teachers entering the teaching profession in Oklahoma and certain other professionals, working one-half time or more, are required by State law to become members of the Teachers' Retirement System (TRS) of Oklahoma. Connors pays the entire Teachers' Retirement Employee contribution, and TRS 12 administration fees for all full-time employees as a part of the employee benefits package.

~~administration fees for *all* full-time employees as a part of the employee benefits package.~~

Complete information concerning the Teachers' Retirement System of Oklahoma can be obtained from the CSC Human Resources department or by contacting the Oklahoma Teachers' Retirement System in Oklahoma City (1-877-738-6365) or (~~www.ok.gov/trs).~~www.ok.gov/trs).

Connors participates in the Federal Social Security Program and Medicare for their employees. Individual contributions are deducted from the employee's salary and Connors provides the required employer's match.

Optional Benefits

Employees may also elect to pay for additional, optional benefits. Details of these benefits are available in Human Resources. Optional benefits include:

Dependent Medical Coverage
Dependent Life Coverage
Supplemental Cancer Insurance
Pre- and Post-Tax Annuities
Section 125 Flexible Benefit Plans
~~U.S. Savings Bonds~~
Employee Educational Savings Plan
Short-term Disability
Dental and Vision

Tuition Reduction

~~Employees may elect to enroll in courses at Connors. If the course benefits the institution~~ Policy (First and ~~the individual, one-half (1/2) the tuition rate is waived. The immediate supervisor must approve such a reduction in tuition. Classes that may impact the regular *work-day* should be approved by the supervisor, and the time must be made up within the current work week. This includes employees that are scheduled to work evenings.~~Second Year)

~~Employees who are 65 years of age or older may audit classes without charge. This option also applies to all Oklahoma residents. *Enrollment is contingent upon available space*.~~

~~*Tuition Waiver for Dependents of Employees*~~

~~Dependents (not spouses) of all full-time employees are eligible for a scholarship award of three hundred dollars ($300) per semester or six hundred ($600) per academic year. The awards are renewable contingent upon appropriate academic progress. Dependents of part-time employees who have at least one year of service at CSC are also eligible for this benefit.~~

Regular, current, full–time Connors employees are entitled to receive a 100% tuition–only waiver benefit. This benefit applies to tuition charges only; all fees must be paid by the student. The tuition-only waiver is for CSC tuition only. The tuition–only waiver is granted with the understanding that class and study hours will not conflict with regular work schedules. If it is necessary to take classes during regular working hours, the immediate supervisor must approve. During working hours, a maximum of one course or four hours may be taken. Courses taken during working hours should benefit both the College and the employee. Newly hired employees will be eligible for the full benefit for the semester provided they begin work no later than the end of the second week of classes during each semester. Employees hired after those dates will not be eligible until the following semester.

Employee's Spouse and Dependents are eligible for tuition reduction as well. Dependents may receive the 100% tuition–only waiver for any year in which an employee claimed them as dependents on federal income tax forms. Spouses and dependents must provide a copy of the employee's federal income tax form at the time of registration.

Condition of Benefit- All applicants who are eligible for this benefit must apply through the Financial Aid office for other appropriate scholarship or grant funds. All applicants will be required to follow the normal Financial Aid Office procedures. Tuition waivers from other programs will be utilized first and the employee waiver will then be applied. All federal, state, and other money designated specifically for tuition will be applied before the employee tuition waiver.

Employees, spouses, dependents and retirees must self-identify at the Registrar's Office. The Registrar's Office will verify employment or retirement with the Human Resources Office. This benefit applies to tuition charges only; all fees must be paid by the student

Tuition Reimbursement Policy – Staff- (Third and Fourth Year/Graduate)

Subject to availability of funds, CSC reimburses Regular Full-Time Employees who take nonequivalent courses for credit at a public or private institution of higher education other than CSC (Oklahoma State University preferred, if available) for tuition for up to twelve (12) credit hours per calendar year with a maximum of up to $1,000 per 3 credit hours course. This policy is not intended to limit the total number of credit hours an employee may take. However, credit hours taken in excess of the amounts specified in this policy shall not be reimbursed by CSC. Additional reimbursement may be available on a case by case basis and must be reviewed and approved by the President. Tuition reimbursement must be approved by Human Resources, Vice President of Fiscal Services, and the President prior to the start of coursework for staff.

The coursework must be within the discipline or subfield and must be directly related to the employee's job requirements.

To be reimbursed for a course, the Regular Full-Time Employee must earn a grade of C or higher for an undergraduate course and B or higher for a graduate course.

Reimbursement is for tuition and fees only. CSC does not reimburse the cost of books or other materials.

For reimbursement purposes, if a course is completed over the course of two fiscal years, the said course will be accounted toward the fiscal year in which the course was completed.

The final amount reimbursed to the employee will be calculated after crediting any scholarship, grant, or any other source of financial assistance which does not require any form of repayment.

CSC does not provide tuition reimbursement if the employee chooses to take freshman or sophomore level equivalency courses at an institution of higher education other than CSC. Requests for exceptions to this must be submitted in writing to the Office of Human Resources for approval by the Human Resources Director before the course commences.

CSC does not provide tuition reimbursement for courses taken by Spouses and Dependent Children.

Employees requesting tuition reimbursement must complete the tuition reimbursement authorization process, as specified by Human Resources. All tuition reimbursement requests must be submitted to the Office of Human Resources ten (10) business days prior to the beginning of the course, along with any documentation required to comply with this policy. The employee shall submit all required additional documentation (e.g. grades, invoice balances) within thirty (30) days following the end of the course. Human Resources shall direct Accounts Payable to issue reimbursement checks.

An employee must be employed for Connors State College for at least one year if reimbursed for twelve (12) credit hours or less and must be employed for two years if reimbursed for more than twelve (12) credit hours after receiving a tuition reimbursement, or they will be required to repay the amount of the funds received for tuition and fees. This repayment requirement will be enforced whether or not the degree/coursework is completed.

Admission to Sporting Events

Employees may attend all regular season, home sporting events free of charge. ~~Courtesy passes are issued at the beginning of the academic year. *Passes are also available upon request for part-time employees*. (Notify the President's [Office] Executive Assistant if you would like a card or need a replacement.)~~

Employee Leave

Annual~~*Vacation*~~ Leave ~~(Applies~~

Annual leave, also known as vacation leave, applies to 11~~/~~ and 12-~~Month Personnel Only)~~

month personnel only. Eligible employees shall receive annual leave as indicated in the chart below:

~~ANNUAL LEAVE~~

Years of Service	Hours Accrued Per Month	Hours Accrued Per Year	Maximum Hours Accumulation	Maximum Hours Paid on Separation
0 ~~-~~ 5	6.23	75 (10 ~~Days~~days)	150	75
5 ~~-~~ 10	9.38	112 (15 ~~Days~~days)	224	112
10 ~~-~~ 15	11.25	135 (18 ~~Days~~days)	270	135
15 +	13.13	158 (21 ~~Days~~days)	315	158
Executives (Full term of employment)	15.63	188 (25 ~~Days~~days)	375	188

Leave should be scheduled in a timely manner with the appropriate supervisor. The approval of annual leave is at the supervisor's discretion and may be denied if the result of the leave impacts the college's operations. Employee leave balances will not be allowed to exceed their maximum hours accumulation. Employees may not take compensated leave in advance of leave earned. ~~Contact payroll~~Any compensatory leave hours previously earned will be used BEFORE annual leave is used. Contact Human Resources for balances.

Sick Leave ~~(Applies~~

Sick leave applies to 9~~/~~, 10~~/~~, 11~~/~~, and 12 ~~Month Personnel Only)~~
-month personnel only. Eligible employees shall receive sick leave as indicated in the chart below:

~~SICK LEAVE~~

Years of Service	Hours Accrued Per Month	Hours Accrued Per Year	Maximum Hours Accumulation	Maximum Hours Paid on Separation
ALL	9.38	112 (15 ~~Days~~days)	~~N/A~~n/a	~~N/A~~n/a

Employees may not take sick leave in advance of sick leave earned. Contact ~~payroll~~Human Resources for balances.

Unused days may be accumulated and used for OTRS retirement purposes. There is no monetary compensation for unused accumulated sick leave.

Any employee who misses work because of illness or injury must be sure the appropriate office/supervisor is notified as soon as possible. Scheduled medical appointments and the like should be reported in advance.

The corresponding leave ~~sheets~~ must be ~~given to~~reported on the ~~supervisor upon return to work~~employee's electronic timesheet or~~, when possible, in advance.~~ leave report by the corresponding due date. Supervisors must ~~submit~~approve all leave ~~sheets to Payroll no later than (5) five days following the last working day of each month. Appropriate forms are provided for this purpose.~~through timesheet or leave report approvals by the corresponding due date. (See your supervisor or payroll department for ~~forms).~~timesheet or leave report training).

When an employee exhausts their sick leave and their annual leave, they may be eligible for leave without pay at the discretion of their supervisor.

Sick leave cannot be used as ~~vacation~~annual leave.

Employees on extended medical leave (longer than 3 days) are required to report this absence to the Human Resources Office as soon as possible.

Holiday Leave

The College observes certain holidays and administrative closed days as determined by the President. Employees on leave without pay the day before or after a holiday or administrative closed day will not receive pay for the holiday or administrative closed day.

Overtime Policy

Purpose and Scope

An integral part of the employment program of the College is a uniform policy related to the earning of and compensation for overtime. This section deals with policies and procedures developed to comply with the Fair Labor Standards Act work regulations for exempt and non-exempt employees. Payment of overtime is generally avoided, and compensatory time is provided in its stead for non- exempt employees. Exempt employees are not entitled to receive overtime or compensation for time worked outside of the regular work schedule.

College Policy and State Law

It is the policy of Connors State College to comply with the overtime provisions of the Fair Labor Standards Act (FLSA) and its regulations in accordance with the policy of the State of Oklahoma. This includes, but is not limited to, the earning of and payment for overtime, establishment of the official workweek, and record keeping.

The Connors State College Human Resources Director shall post, where appropriate, information about the Fair Labor Standards Act and a copy of this policy to inform covered employees.

The employment and work program of each department or division of the College should be managed so that the necessity for overtime work is reduced to a minimum. The employee's supervisor and the department's Vice President must approve overtime work in advance, except for emergency situations.

It is intended, however, that non-exempt employees should be expected to work a reasonable period of overtime. Notice to employees scheduled to work overtime will be given by the supervisor as early as possible.

Provisions of the Fair Labor Standards Act places a liability upon the employer for the payment of a premium or all hours that an employee not specifically exempt from overtime payment is either requested or permitted to work in excess of the statutory limitation. Therefore, under no circumstances may a non-exempt employee perform work of any nature for the College at his normally assigned work station, or anywhere else on the employer's premises, in excess of his normal work schedule, unless such overtime work has been specifically authorized in advance by the supervisor.

The official workweek of the College shall be from Sunday until the following Saturday.

Overtime shall be calculated on the basis of the official workweek a not on the official workday.

Definitions

EXEMPT- The position meets the FLSA tests for exemption from the overtime provisions of the Act, and compensation for time worked outside of the regular work schedule is not required. At Connors State College, generally exempt positions are faculty, graduate assistants, administrative /professional, certain farm and recreation workers, student professional, and temporary professional. Information concerning the exempt or non-exempt status of a specific job is available in the Human Resources Department.

NON-EXEMPT- The position does not meet the FLSA tests for exemption from the overtime provisions of the Act, and the employee must be compensated for overtime. At Connors State College, generally non-exempt positions are identified as classified (except for certain farm and recreation workers) and non-professional student or temporary appointments. Information concerning the exempt or non-exempt status of a specific job is available in the Human Resources Department. All non-exempt employees are required to complete a monthly time sheet.

OVERTIME – Hours worked in excess of 40 in a workweek. Compensation for overtime hours is 1- 1/2 times the employee's regular pay rate. This "base" rate (which is multiplied by 1-1/2 to get the "premium" rate per hour) may be affected by special situations such as standby pay.

WORKWEEK – A regular, recurring period of 37.5 consecutive hours from Sunday until the following Saturday.

PAY PERIOD – The period of time covered in a paycheck. For employees on the salary budget a pay period is one month.

FLEXTIME – A supervisor may need to allow an employee to on occasion arrive later or leave early in reference to the normal work schedule. However, this practice should only be as needed and the employee still must work 37.5 hours in the workweek. This is different from compensatory time in that it is not a substitute for overtime, instead a scheduling allowance for activities or needs.

Procedures

Overtime Payment

Non-exempt personnel shall receive compensation by check or warrant or by compensatory time at the rate of time and one-half their regular rate for all hours worked in excess of 40 hours in any workweek. Each workweek shall stand-alone and may not be averaged.

Payment for overtime by check or warrant should be made within the same pay period, if possible, or no later than the pay period following the one in which the overtime hours were worked.

Exception: Payment may be later if the hours have first been accumulated for compensatory time.

If compensation for overtime worked is paid in released time at the premium rate, such released time (compensatory time) will be given according to the following:

1. The maximum compensatory time which may be accrued by any affected employee shall be 240 hours within a fiscal year.
2. An employee whose current accrual is the maximum number of compensatory hours shall be paid overtime compensation by check for any additional overtime hours of work according to the procedure above.
3. The use or payment of accumulated compensatory time will be permitted within a reasonable period after the employee requests the time, when it will not be disruptive to department operations. Upon reasonable notice, a department head may request that an employee use a portion of the accrued compensatory time, at any time this is deemed advisable. Disputes should be referred to the Human Resources Department.
4. At termination of employment, payment for accrued FLSA compensatory time shall be calculated at the average regular employment, or the final regular rate received by the employee, whichever is higher.
5. When an affected employee transfers to a non-exempt position in another department, accumulated compensatory time may be transferred to the new department.
6. When a non-exempt employee changes to exempt status, every effort should be made to clear accumulated compensatory time by payment, taking the time off, or a combination of these. If the change involves moving to another department, a cooperative decision by the two department heads may be necessary.
7. Compensatory time earned by an employee is banked for use in lieu of annual leave taken. Unused compensatory time will be paid to the employee twice per year, in June and December.

A non-exempt employee may not "volunteer" to the College services of the same type they are employed to perform.

Recordkeeping

Records of time worked shall be made and preserved by the payroll office for each non- exempt employee. The records shall include full name, social security number, or college work identification number (CWID), birth date if under 19, occupation, workweek beginning day/time, rate(s) of pay, hours worked each workday for each workweek, total hours to be paid for straight time, approved leave, and overtime. These time records shall be kept available for inspection for three years.

The work for which non-exempt employees must be paid (at the rate of at least the current minimum wage) and which must be counted in computing liability for weekly overtime pay is described as: the time the employee is actually at work or required to be on duty.

Counted as working time, in addition to time actually worked, are rest periods lasting 15 minutes or less, lectures, meetings, and training programs when attendance is required by the supervisor, and travel time (time en-route) as set out below:

1. Travel time from job site to job site during a workday, after reporting for the day's work.
2. Travel time from home to work and return on a special on-day assignment in another city. Deduct the usual time from home to regular work site and return and meal time(s).

3. Travel time for out-of-town assignment of more than one day. The travel time that coincides with the employee's normal workday schedule is counted as time worked. This applies to any day of the week.

4. Travel time for out-of-town assignment of more than one day. The travel time that coincides with the employee's normal workday schedule is counted as time worked. This applies to any day of the week.

Not counted as working time are bona fide meal periods, vacation, sick leave, other leave, holidays not worked, and certain travel time not listed above.

Compassionate Leave ~~(Special Sick Leave/Deducted from Sick/Annual Leave)~~

An employee will be granted a maximum of three (3) days of leave upon the death of a ~~memberof~~

member of the immediate family or a relative who has occupied that role.

In some cases of death in the immediate family, the three- (3) days of leave may not be sufficient. In such cases, additional leave may be granted upon the request of the employee and the approval of the supervisor. These additional days may be deducted from accumulated sick or annual leave.

If the relative is not a member of the immediate family, leave may be granted upon the request of the employee and with the approval of the appropriate supervisor.

Compassionate leave may be deducted from the employee's accumulated sick leave, or annual leave at their discretion. Additional leave may be granted at the discretion of the immediate supervisor.

~~***Personal Circumstances Leave*** (Deducted from sick leave/annual.)~~

~~A total of two (2) days of emergency leave (per fiscal year) is granted for absences caused by inclement weather or emergency business matters. Emergency leave is deducted from the employee's accumulated sick leave. *Please notify the appropriate supervisor of the need for such leave as quickly as possible.*~~

Attendance and Punctuality

An employee is required to be in attendance and prepared to begin work at the assigned work location on the specified days and hours. Attendance and punctuality are objective measures for job performance evaluations. All Non-Exempt employees are expected to record time worked and absences on a timesheet. ~~All employees eligible for leave must complete a leave sheet and give to the supervisor upon return to work. Supervisors must submit all attendance documents to Payroll no later than (5) five days following the last working day of each month. Appropriate forms are provided for this purpose. (See your supervisor or payroll department for forms).~~

An employee demonstrating excessive absenteeism or excessive tardiness, for whatever reason, shall be given the opportunity to substantiate the cause. The immediate supervisor shall evaluate the circumstances and determine the need for correction or disciplinary action.

If an employee cannot report to work as scheduled, he/she shall notify the immediate supervisor within one (1) hour after the reporting time. In the event notification is not made, immediately upon return to work the employee shall show sufficient reasons for the lack of notification. Failure to give sufficient reasons to the immediate supervisor shall be cause for disciplinary action.

An employee who is absent from work for three or more days without authorization from the supervisor may be subject to disciplinary action, including termination. Termination in such a case shall be placed in the personnel record as an involuntary resignation.

Absenteeism or tardiness that is unexcused or excessive in the judgment of Connors State College is grounds for disciplinary action, up to and including dismissal.

Shared Leave Policy

~~Purpose~~

The purpose of this policy is to permit CSC employees to donate ~~paid~~sick leave to fellow CSC employees who are ~~suffering from or have a relative suffering from an extraordinary or severe illness, injury, impairment or physical or mental condition that has caused or is likely to cause the employee to take~~currently on approve Family and Medical Leave Act (FMLA) leave ~~without pay or terminate employment~~. Donations made under this policy are gifts. This policy does not create an entitlement or expectation of shared leave to eligible employees and is one of the employment-related benefits afforded to its employees.

~~1.~~ Definitions ~~as used in this policy~~

~~a)~~ "Employee" – regular full-time CSC employee with over ~~6~~12 months of continuous services at CSC. A regular full-time employee is one who is employed to work ~~40~~37.5 or more hours per week and maintains continuous regular employment status.

~~b)~~ "New Hire" –regular full-time CSC employee with less than ~~6~~12 months of continuous service at CSC.

~~c)~~ "Relative of employee"-an employee's spouse, parent, stepparent, child (in this context "child" includes legal wards and stepchildren), grandchild, mother-in-law, or father-in- law.

~~d) "Extraordinary" or "severe" – serious, extreme and/or life threatening as confirmedbya licensed physician.~~

~~e) "Shared Leave Pool" – a voluntary and anonymous donation of paid leave by employees to a fund balance.~~

~~2.~~ Eligibility

An employee of CSC will be considered eligible to receive ~~shared~~donated sick leave pursuant to the following conditions:

~~a)~~• The employee has abided by CSC policies and practices regarding the use of leave.

~~b)~~• The employee has exhausted or will exhaust all accrued leave prior to start ~~ofrequested~~of requested leave.

~~c) The employee or a relative of the employee is suffering from an extraordinary or severe illness, injury, impairment or physical or mental condition as confirmed by a licensed physician. The employee must submit a medical certificate from a licensed physician or health care practitioner verifying the need for the leave and expected duration of the extraordinary or severe medical condition.~~

• The employee is on approved FMLA leave.

~~d)~~• The employee's eligibility shall cease upon the employee's receipt of income, or active enrollment or participation in a College provided employee benefit (worker's compensation benefits, etc.) or any other form of compensated leave plan such as short- term disability or long-term disability.

~~e) The President or designee determines that the employee meets the applicable criteria.~~

~~f) "New Hire" is eligible for one-half of the benefits that "employee" are eligible for under this policy.~~

~~3.~~ Donation

An employee may donate ~~paid~~sick leave pursuant to the following conditions:

~~a)~~• Donors must complete the ~~Leave Sharing~~Request for and Donation of Sick Leave Form in full.

~~b)~~• The employee may donate any amount of ~~paid~~sick leave provided that the donation does not cause the ~~paid~~sick leave balance of the donating employee to fall below 160 hours; thereby leaving an unused amount in the donating employees account equivalent to one month's hours for personal emergency use.

~~c)~~• Only an active employee may donate. An employee who has issued a letter of resignation or retirement may not donate. Furthermore, an employee may not donate accrued ~~paid~~sick leave within six months of his or her date of resignation ~~orretirement.~~or retirement.

~~d)~~• An employee may not donate excess ~~paid~~sick leave that the donor would not be able to take otherwise under the College's paid leave policy.

~~e)~~• ~~Compensatory~~Annual leave or compensatory time may not be donated.

~~f)~~• All donated ~~paid~~sick leave must be given voluntarily in writing. No employee shall be coerced, threatened, intimidated or financially induced into donating.

~~g)~~• Any accrued paid leave that has not been used or shared at the time an ~~employeeleaves~~employee leaves employment shall be forfeited.

~~h)~~• Any donated shared leave that has not been used at the time that an employee leaves employment, or when the condition causing the need for such leave ends, shall be returned to the donor(s~~) as set forth in Section 6(g) to this policy. If, in such a case, the donor(s) no longer are employed by CSC, the leave amount(s) donated by such employee(s) shall be transferred to the College.~~).

~~4.~~ Limitation on Leave Sharing

~~a)~~• The recipient employee may only receive a maximum of ~~261~~45 days/360 hours of donated leave during total employment at Connors State College.

~~b)~~• Any donated leave may be used by the recipient only for the purposes specified in this policy.

~~c)~~ Share leave ends in the event of termination of the condition causing the need ~~forleave.~~

~~d)~~• for leave. The leave received will be designated as donated leave and will be maintained separately in the Human Resources Office from all other ~~leavebalances.~~leave balances.

~~e)~~• All forms of paid leave available for use by the recipient must be exhausted prior to using any donated leave.

~~f) Complete the Leave Sharing Request Form and submit a current medical statement from a licensed physician verifying the need for the leave and the expected duration of the condition.~~

~~g) Upon completing the Leave Sharing Request Form the employee will forward the form to his/her immediate supervisor.~~

~~h) Once the Leave Sharing Request Form has been completed and has been signed by the employee's supervisor it should be forwarded to the Human Resources Director.~~

~~i)~~• Recipients do not accrue leave time while on shared leave.

~~5.~~ Recipients

• Employee must currently be on approved FMLA leave.

~~a)~~• The employee (or his/her representative in the event the employee is incapacitated) must complete the ~~Leave Sharing Request Form and submit a current medical statement from a licensed physician verifying the need for the leave and the duration of the condition.~~Request for and Donation of Sick Leave Form and return it to the office of Human Resources.

~~b) Upon completing the Leave Sharing Request Form the employee will forward the form to his/her immediate supervisor.~~

~~c) Once the Leave Sharing Request Form has been completed and has been signed by the employee's supervisor it should be forwarded to the Human Resources Director.~~

~~d)~~• Recipients do not accrue leave time while on shared leave.

~~6.~~ Administration of the Policy

~~a)~~• Recipient of leave is conditioned upon the availability of donated ~~paid~~ leave.

~~b)~~ The employee receiving donated leave shall be paid his or her regular rate of pay; therefore, one hour of donated leave may cover more or less than one hour of the salary of the recipient. The dollar value of the donated leave shall be converted from the donor to the recipient and the actual amount of donated leave credited to the recipient shall be calculated at the salary rate then paid to the recipient. (Ex: If Employee A, being paid

• $10.00 per hour, donates 2 hours of leave to Employee B, who is paid $20.00 per hour, the donated leave is converted to the salary rate being paid to Employee B, resulting in Employee B actually receiving one (1) hour of donated leave.)

~~c)~~• No leave share request will be processed retroactively.

~~d)~~• Donation will be transferred each pay period in amounts not to exceed the recipient employee's regular monthly hours for that pay period.

~~e)~~• Donations are irrevocable.

~~f)~~• Efforts will be made to process donations anonymously.

~~g)~~• Donated leave not actually used by the recipient ~~during each occurrence of an extraordinary or severe medical condition~~ shall be returned to the donor. In the case of multiple leave donors, the donated leave remaining will be divided among the donors on a prorated basis based on the original donated value, returned at its original donor value, and reinstated to the leave balance of each donor.

~~h)~~• The employee receiving donated leave shall be paid his or her regular rate of pay.

Family and Medical Leave Act (FMLA)

~~PURPOSE~~

Purpose

The Family and Medical Leave Act of 1993 (FMLA) gives certain job protections to employees when balancing work responsibilities with the demands of personal illness or injury or in caring for family members.

This policy sets forth the essential provisions of FMLA. In the event that additional clarification is needed, the actual Act and regulations issued by the federal government implementing the Act shall prevail.

Depending on individual circumstances of the leave, faculty and staff may also be concurrently eligible for paid sick leave benefits under Sick Leave ~~(Faculty/Staff Handbook).~~.

~~SCOPE~~

Scope

This policy applies to all CSC campuses.

To be eligible for FMLA leave, an employee must have been employed by the College for twelve months, which need not be consecutive, and must have worked at least 1,250 hours within the previous 12 months as of the date leave commences.

~~POLICY AND PROCEDURES~~

Policy and Procedures

Qualifying Event

Under FMLA an eligible employee may request up to 12 weeks of unpaid leave for a qualified event:

- ~~a.~~ For the birth and care of a child or placement of a child with you for adoption or foster care. Such leave must be taken within 12 months immediately after birth or within 12 months after placement. Leave may begin prior to birth or placement;

- ~~b.~~ For care of a family member with a serious health condition. The employee must be needed to care for basic needs, psychological comfort, filling in for others, or making arrangements for the relative; or

~~c.~~ • Because an employee's own serious health condition makes the employee unable to do his or her job due to illness, injury, impairment, or physical or mental condition that involves inpatient care or continuing treatments.

Definition of Serious Health Condition

~~a.~~ • Under FMLA, a serious health condition is an illness, injury, impairment, or physical ~~ormental~~or mental condition that requires either in-patient care or continuing treatment by a health care provider.

~~b.~~ • Serious health condition would not include short-term conditions, which require brief treatment and recovery, such as common colds or flu, stomach viruses, non-migraine headaches, and routine pregnancy, or voluntary or cosmetic treatments not considered medically necessary. The above list is not exclusive.

FMLA Definitions of Family

a. Spouse means a husband or wife as defined or recognized under State law for the purpose ofmarriageof marriage.

b. Parent means a biological parent or an individual who stands or stood in the place of a parent toanto an employee when the employee was a child. This term does not include parents "in law."

c. Son or daughter means a biological, adopted, or foster child, a stepchild, a legal ward, or a child of a person standing in the place of a parent, who is under age 18, or incapable or self-care because of a mental or physical disability.

Employee Notice and Certifications

a. The employee must provide 30 days advance notice when the leave is "foreseeable." On rare occasions, advance notice might not be possible. These situations will be evaluated on a case-by-case basis.

b. Medical certification may be required prior to approval of leave indicating the employee is needed to provide care or unable to perform his/her job.

c. Continued doctor certification will be required if the situation warrants, but not more frequently than every 30 days unless the college has reason to believe the employee is able to return to work.

d. Forms for medical certification are available from the Human Resources office. This form is also acceptable for documentation of sick leave under the Sick Leave Policy (Faculty/Staff Handbook).

e. Leave will be denied if the employee fails to provide the required medical certification.

Maximum Leave Entitlement

a. Up to 12 weeks of absence from assigned duty may be requested within a 12-month period.

b. In the event both spouses are employed by Connors State College, maximum leave for each eligible spouse is 12 weeks.

Intermittent and Reduced Leave Schedule

a. In the event of employee or immediate family member illness only, an employee may request a reduced work schedule. Necessity for the leave must be such a medical need that can best be accommodated through an intermittent or reduced leave schedule. Employees needing intermittent FMLA leave or leave on a reduced schedule must attempt to schedule their leave so as not to disrupt CSC's operations.

~~b.~~ • Connors State College may transfer an employee to an alternative position with equivalent pay and benefits in order to accommodate the request when such a reassignment is available and expedient for the department in question.

~~c.~~ • Leave taken on an intermittent or reduced schedule will be calculated on a pro rata ~~orproportional~~or proportional basis comparing the employee's new schedule to his or her prior schedule.

Concurrent Use of Accrued Paid Leave

a. Family and Medical Leave is taken concurrently with, other CSC leave policies. Any paid leave remaining after exhaustion of Family and Medical Leave would be taken in accordance with applicable CSC leave policies.

b. An employee with accrued compensatory, annual, or sick leave will take all applicable leave prior to unpaid leave. Paid leave is granted only when the conditions in CSC Policy and Procedures for such leave are met.

Continuation of Benefits During Leave

a. An employee's coverage in a group health plan will continue under the same conditions that existed prior to the Family and Medical Leave. Employee medical will be paid by CSC if the employee is enrolled in medical coverage at the same time the leave is requested.

b. Employee life insurance and all optional benefits regularly paid by the employee will be paid by the employee while on leave.

c. Dependent coverage of existing benefits would continue to be paid by the employee as under normal circumstances. d. Employee contributions will be made by the employee through the Payroll Office on a timely basis.

~~d. Employee contributions will be made by the employee through the Payroll Office on a timely basis.~~

e. In the event an employee elects to cancel insurance coverage, such cancellation will be effective at the end of the month after written notice to CSC Payroll Department. No partial premiums will be calculated.

f. If an employee fails to return to work from unpaid leave, except where health conditions will not permit or death, the employee will be required to reimburse Connors State College for premiums paid on behalf of the employee during the Family and Medical Leave. The employee will be billed through the Business Office.

Restoration of Employment

a. Upon return from family medical leave, an employee will be restored to his/her original or equivalent position with equivalent pay, benefits, and other employment terms.

b. An employee may not be restored to an original or equivalent position if such position has been eliminated through a reduction in force program or if the original terms of appointment expired during the leave.

c. Key employees ranking in the top 10% of the highest paid employees at CSC may be excluded from the job guarantee provision if there are reasons justifying such an action.

- ~~d.~~ If the reason for leave is personal illness or injury of the employee, medical proof of fitness to return to work will typically be required indicating the employee is able to perform the essential functions of the job.
- ~~e.~~ Time on leave of absence without pay may not count toward credited service for Oklahoma Teachers Retirement (OTR) purposes. The rules of the Oklahoma Teachers Retirement System (OTRS) prevail.

Restoration of Benefits

- ~~a.~~ CSC paid benefits such as CSC paid health care and life insurance will be restored to the employee once returning from leave and will be equivalent to what the employee would have had without taking the leave. If the employee does not want the insurance during this leave, s/he should cancel the insurance and upon return to work should notify CSC Payroll Office of his/her desire to reinstate the benefits. If the insurance is reinstated the day the employee returns, proof of insurability will not be required, and no pre-existing condition clauses will apply.
- ~~b.~~ Benefits normally paid for by the employee such as dependent coverage, long-term disability, etc. would also be reinstated.
- ~~c.~~ Health and dependent care reimbursement accounts will be reinstated once the employee is back on pay status if s/he was enrolled at the time of his/her leave.

Notice to Employees

- ~~a.~~ Notice of the Family and Medical Leave Act is posted in designated buildings on campus. Departments are responsible for ensuring such notification exists.
- ~~b.~~ Copies of this policy and procedure should be made available to employees upon their request.
- ~~c.~~ When leave is requested, the supervisor is required to send the employee to Human Resources. Human Resources will respond in writing to the employee specifying the rules for eligibility, 12-month period used, medical certification requirement, required substitutions of leave, rules on payment of benefit premiums, liability of employee for repayment, medical certification requirements, for return to work, status as a key employee, and right to restoration of original or equivalent position. Forms suitable for this response are available from the Human Resources Office.

Recordkeeping

~~Recordkeeping~~

- ~~a.~~ Supervisors will maintain adequate up-to-date records for each faculty/staff member that accurately reflect the rate and the amount of leave taken, the dates when such leave is used, and the current untaken leave balance.
- ~~b.~~ Supervisors will generate appropriate forms on any leave taken under FMLA.
- ~~c.~~ Supervisors will report leave used on payroll time-sheet reports.
- ~~d.~~ Documentation for use of leave will be maintained by the department for three years.

Exhaustion of Family and Medical Leave

- ~~a.~~ Once an employee has exhausted the 12 work-week eligibility under this policy and other paid leave does not apply, the employee must return to work immediately ~~or pursue a personal leave of absence.~~.

~~b.~~ If no other leave is approved, the employee will be terminated.

~~*COBRA*~~

Consolidated Omnibus Benefits Reconciliation Act (COBRA)

~~a.~~• If an employee does not return to work after FMLA leave, CSC will offer COBRA ~~asrequired~~as required under the Consolidated Omnibus Benefits Reconciliation Act.

~~b.~~• The qualifying event that will trigger an offer of COBRA continuation of coverage occurs on the last day of the employee's FMLA leave. The last day of FMLA leave is the earlier of (1) the date the employee gives termination notice or (2) the last scheduled day of the FMLA leave.

~~c.~~• Length of the COBRA coverage is measured from the day of the qualifying event.

Military Leave and Pay

Federal law prohibits discrimination by employers against persons because of their service in the Armed Forces of the United States and in certain related uniformed services in order to encourage non- career service in the Armed Forces. Additionally, the Oklahoma Legislature has adopted laws which provide special benefits to state employees who serve in the Armed Forces. Connors State College, as a matter of public policy, is committed to supporting its employees who choose to engage in service in the Armed Forces and this policy is intended to outline the rights and obligations of the ~~University~~College and its employees regarding such service. Often, individual cases will have to be resolved through a review of the facts particular to a given instance of military service. When faced with unique or unclear ~~question~~questions regarding the application of ~~College~~the College's policy and state and/or federal law to a particular case, unit administrators should consult with the Director of Human Resources for assistance and direction.

~~Definitions:~~

Definitions

"Uniformed Services" or "Armed Forces" as used in this policy means the Armed Forces of the United States (the Army, Navy, Air Force, Marine Corps, Coast Guard, and Reserve units for each such branch); the Army National Guard and the Air National Guard when engaged in active duty for training, inactive duty training, or full-time National Guard duty; the commissioned corps of the Public Health Service; and any other category of persons designated by the President in time of war or national emergency.

"Service in the Uniformed Services" or "Military Service" means the performance of duty on a voluntary or involuntary basis in one of the Uniformed Services. It includes active duty, active duty for training, initial active duty for training, inactive duty training, full-time National Guard duty, and a period of time for which a person is absent from a position of employment with the University for the purpose of an examination to determine the fitness of the employee to perform any such duty.

"Notice of Service" means any written or verbal notification of an obligation or intention to perform service in the uniformed services provided to an employer by an employee who will perform such service or by the uniformed service in which such service is to be performed.

Scope of Policy

This policy applies to all College campuses and all other locations that have regular employees who serve in the Uniformed Services. It does not apply to students, independent contractors, or temporary employees.

Policies and Procedures:

Leave of Absence for Military Service

All regular employees are entitled leaves of absence from their employment at Connors State College in order to engage in military service as is authorized by federal law without loss of status or seniority. Such leave is permitted regardless of whether the leave is voluntary or involuntary in nature. In ordinary circumstances, the maximum amount of such leave, in the aggregate, will be five (5) years in duration. Exceptional circumstances may occur in which leave for more than five years in the aggregate may be required. Unit supervisors should consult with the Director of Human Resources in such cases.

Employees engaging in military service are required to give notice of such service in advance in writing or orally to their immediate unit supervisor, either in person or through an appropriate officer of the uniformed service in which the service will be performed, except in extraordinary circumstances. No advance notice is required if the giving of such notice is precluded by military necessity (as per regulations prescribed by the Secretary of Defense) or, under all of the relevant circumstances, the giving of such advance notice is impossible or unreasonable. In all instances, employees engaging in military service must submit copies of official written orders issued by the proper military authority to their unit supervisor.

Military Leave Pay/Use of Annual Leave

Employees engaging in military service, as set forth in this Policy shall be entitled to leave with pay during such period of service for the first thirty regularly scheduled workdays of such service during each federal fiscal year. The federal fiscal year begins on October 1.

A leave of absence without pay shall be granted for the remainder of military service in excess of the first twenty scheduled workdays each federal fiscal year.

Employees on military leave, on request, may choose to use up any accrued, unused annual leave that is available to them, but may not be required to do so.

In all cases, appropriate leave forms must be filed. It is the responsibility of the unit administrator to maintain accurate records of military leave. When an employee transfers from one administrative unit to another, the new unit administrator is responsible to obtain military leave records from the previous administrator.

Benefits While on Military Leave

During a military leave of absence, certain benefit rights are protected. Details regarding specific rights should be obtained from the Director of Human Resources.

Subject to terms, conditions, and limitations (including war exclusion clauses) of the applicable benefit plans in which the employee is otherwise eligible, Connors State College will continue to provide coverage as long as law requires.

Employees returning to work after a military leave of absence will be reinstated in benefit programs, where authorized by law. Employees returning to work who do not make timely application for credit of time through OTRS will be required to pay all applicable penalties and interest payments set by OTRS.

Leave Accrual, Seniority, and Holiday Pay While on Military Leave

Leave does not accrue during a leave of absence without pay.

The continuous employment date will be maintained during periods of military leave to ensure that leave accrual rates and other benefits based on seniority remain uninterrupted, so long as the employee returns to duty with Connors State College as required by law and this policy statement.

Upon returning from military service, employees are entitled to pay for holidays occurring during the leave of absence. It is the unit administrator's responsibility to process appropriate pay through the supplemental pay process.

Reemployment Rights

Upon completion of military service, employees who have been on military leave must notify their unit administrator of their intent to return to duty at Connors State College within the following time frames:

Fitness Examinations

Service Less Than 31 Days: If an employee is absent from work at Connors State College due to the employee's being examined for the purpose of determining the employee's fitness to perform military service, or if an employee engages in military service for less than 31 days, the employee ordinarily must report to work on the first full regularly scheduled work period on the first full calendar day following the completion of such an examination or service of less than 31 days, plus the expiration of eight hours after a period allowing for transportation from the place of military service to the employee's home.

Service of More Than 30 Days but Less Than 181 Days: If an employee engages in military service for more than 30 days but less than 181 days, the employee must submit a written application for reemployment with the unit administrator not later than 14 days after the completion of the period of military service.

Service of More Than 180 Days: If an employee engages in military service for more than 180 days, the employee must submit a written application for reemployment with the unit administrator not later than 90 days after the completion of the period of military service.

Hospitalization / Convalescence Due ~~To~~to Injury or Illness While In Military Service

In cases where the employee is hospitalized for or convalescing from an illness or injury incurred in or aggravated during the period of military service, the employee is not required to return to work until the end of the period that is necessary for the employee to recover from that illness or injury, such period ordinarily not to exceed two years.

Extraordinary Cases Beyond the Employee's Control

All of the requirements in the Section entitled Reemployment Rights pertaining to the time frames ordinarily expected of an employee in returning to work are extended if returning to work or submitting an application to return to work within the normal time periods is impossible or unreasonable through no fault of the employee. In such instances, the time periods referred to in this Section shall be extended to the next full calendar day when such a return to work or submission of an application to return to work becomes

reasonable.

In instances where an employee is convalescing from an injury or illness while in military service, and returning to work is impossible or unreasonable within the normal two-year time period, the two-year time period shall be extended by the minimum time to accommodate circumstances beyond the employee's control which make the reporting within the period impossible or unreasonable.

Employees who have been on military service and who fail to report back to work or submit a written application for reemployment are subject to the College's regular policies which allow an employee to be separated from employment if absent without excuse for three consecutive days, except in instances where returning to work is unreasonable or impossible due to no fault of the employee, as set forth in the Section entitled Extraordinary Cases Beyond the Employee's Control.

Employees who are honorably discharged from their period of military service will be reinstated to active employment with Connors State College, provided that they have fulfilled the requirements of this policy statement and all applicable federal laws. Reinstatement will be in positions of like seniority, status and pay, or the nearest approximation consistent with the circumstances in each case. However, reemployment is contingent upon the employees' continued qualification to perform the duties of the job, and no change in circumstances that would make employment unreasonable or impossible.

Special Rules Regarding Separation from Employment after Military Service

Employees who return to work after engaging in qualified military service lasting more than 30 days may not be separated from employment for any reason other than cause for certain periods of time after returning to work.

Employees who serve more than 30 days but less than 181 days of military service may not be separated from employment except for cause for a period of 180 days after returning to work.

Employees who serve more than 180 days of military service may not be separated from employment except for cause for a period of one year after returning to work.

~~*Connors State College Policy and Procedures – OVERTIME*~~

~~(In compliance with the Fair Labor Standards Act)~~

~~*PURPOSE AND SCOPE*~~

~~1.01 An integral part of the employment program of the College is a uniform policy related to the earning of and compensation for overtime.~~

~~1.02 This section deals with policies and procedures developed to comply with the Fair Labor Standards Act work regulations for exempt and non-exempt employees.~~

~~1.03 Payment of overtime is generally avoided and compensatory time is provided in its stead for non-exempt employees. Exempt employees are not entitled to receive overtime or compensation for time worked outside of the regular work schedule.~~

~~*COLLEGE POLICY AND STATE LAW*~~

~~2.01 It is the policy of Connors State College to comply with the overtime provisions of the Fair~~

Labor Standards Act (FLSA) and its regulations in accordance with the policy of the State of Oklahoma. This includes, but is not limited to, the earning of and payment for overtime, establishment of the official workweek, and record keeping.

2.02 The Connors State College Human Resources Director shall post, where appropriate,information about the Fair Labor Standards Act and a copy of this policy to inform coveredemployees.

2.03 The employment and work program of each department or division of the College should be managed so that the necessity for overtime work is reduced to a minimum, except for emergency situations.

2.04 It is intended, however, that non-exempt employees should be expected to work a reasonable period of overtime. Notice to employees scheduled to work overtime will be given by the supervisor as early as possible.

2.05 Provisions of the Fair Labor Standards Act places a liability upon the employer for the payment of a premium or all hours that an employee not specifically exempt from overtime payment is either requested or permitted to work in excess of the statutory limitation. Therefore, under no circumstances may a non-exempt employee perform work of any nature for the College at his normally assigned work station, or anywhere else on the employer's premises, in excess of his normal work schedule, unless such overtime work has been specifically authorized in advance by the supervisor.

2.06 The official workweek of the College shall be from 12:00 midnight Friday until 12:00 midnight the following Friday.

2.07 Overtime shall be calculated on the basis of the official workweek a not on the official workday.

DEFINITIONS

3.01 EXEMPT- The position meets the FLSA tests for exemption from the overtime provisions of the Act, and compensation for time worked outside of the regular work schedule is not required. At Connors State College, generally exempt positions are faculty, graduate assistants, administrative /professional, certain farm and recreation workers, student professional, and temporary professional.

3.02 NON-EXEMPT- The position does not meet the FLSA tests for exemption from the overtime provisions of the Act, and the employee must be compensated for overtime. At Connors State College, generally non-exempt positions are identified as classified (except for certain farm and recreation workers) and non-professional student or temporary appointments.

NOTE: Information concerning the exempt or non-exempt status of a specific job is available in the Human Resources Department. All non-exempt employees are required to complete a monthly time sheet.

3.03 OVERTIME – Hours worked in excess of 40 in a workweek. Compensation for overtime hours is 1- 1/2 times the employee's regular pay rate. This "base" rate (which is multiplied by 1-1/2 to get the "premium" rate per hour) may be affected by special situations such as standby pay.

3.04 WORKWEEK – A regular, recurring period of 37.5 consecutive hours from 12:00 midnight Friday until 12:00 midnight the following Friday.

3.05 PAY PERIOD – The period of time covered in a paycheck. For employees on the salary budget a pay period is one month.

NOTE: Flextime definition: a supervisor may need to allow an employee to on occasion arrive later or leave early in reference to the normal work schedule. However, this practice should only be as needed and the employee still must work 37.5 hours in the workweek. This is different from compensatory time in that it is not a substitute for overtime, instead a scheduling allowance for activities or needs.

PROCEDURES

4.01 OVERTIME PAYMENT

a. Non-exempt

(1) Non-exempt personnel shall receive compensation by check or warrant or by compensatory time at the rate of time and one-half their regular rate for all hours worked in excess of 40 hours in any workweek. Each workweek shall stand alone and may not be averaged.

Payment for overtime by check or warrant should be made within the same pay period, if possible, or no later than the pay period following the one in which the overtime hours were worked. **Exception**: Payment may be later if the hours have first been accumulated for compensatory time.

(2) If compensation for overtime worked is paid in released time at the premium rate, such released time (compensatory time) will be given according to the following:

(a) The maximum compensatory time which may be accrued by any affected

employee shall be 120 hours for those engaged in public safety, emergency response, or seasonal activity; the federal maximum of 480 shall not be exceeded by employees engaging in these activities; and 120 hours for all other non-exempt employees, for hours worked after April 15, 1986. The maximum is not an annual accumulation and is not a one-time accumulation. Once the maximum is accumulated, and then time is used or paid, the amount may build to the maximum again, perhaps several times in the duration of the employee's tenure.

(b) An employee whose current accrual is the maximum number of compensatory hours shall be paid overtime compensation by check for any additional overtime hours of work according to the procedure in (2)above.

(c) The use or payment of accumulated compensatory time will be permitted within a reasonable period after the employee requests the time, when it will not be disruptive to department operations. Upon reasonable notice, a department head may request that at an employee use a portion of the accrued compensatory time, at any time this is deemed advisable. Disputes should be referred to the Human Resources Department.

(d) At termination of employment, payment for accrued FLSA compensatory time shall be calculated at the average regular employment, or the final regular rate received by the employee, whichever is higher.

(e) When an affected employee transfers to a non-exempt position in another department, accumulated compensatory time may be transferred to the new department, taken as time off before the effective date of the transfer paid check, of a combination of these. The employee's wishes will be considered; however, the decision will also be based on the budgets and operational needs of the two departments involved. If the decision is to pay by check for part or all of the accumulated compensatory time, the rate shall be calculated as in (d) above and charged to the department where it was accumulated.

(f)1.When a non-exempt employee changes to exempt status, every effort should be made to clear accumulated compensatory time by payment, taking the time off, or a combination of these. If the change involves moving to another department, a cooperative decision by the two department heads may be necessary.

(3) When circumstances permit payment or usage of compensatory time accumulation, an agreement or understanding between the supervisor or designee and the employee shall be arrived. Such agreement will involve consideration of three factors: (1) the employee's preference, (2) operational needs of the department, and (3) fiscal strictures which might preclude payment for overtime by check.

(4) A non-exempt employee may not "volunteer" to the College services of the same type he is employed to perform.

4.02 RECORD KEEPING

a. Records of time worked shall be made and preserved by the payroll office for each non- exempt employee. The records shall include full name, social security number, or college work identification number (CWID), birth date if under 19, occupation, workweek beginning day/time, rate(s) of pay, hours worked each workday for each

workweek, total hours to be paid for straight time, approved leave, and overtime. These time records shall be kept available for inspection for three years.

b. The work for which non-exempt employees must be paid (at the rate of at least the current minimum wage) and which must be counted in computing liability for weekly overtime pay is described as: the time the employee is actually at work or required to be onduty.

c. Counted as working time, in addition to time actually worked, are rest periods lasting 15 minutes or less, lectures, meetings, and training programs when attendance is required by the supervisor, and travel time (time en route) as set out below:

(1) Travel time from job site to job site during a workday, after reporting for the day's

~~work.~~

~~(2)1. Travel time from home to work and return on a special one-day assignment in another city. Deduct the usual time from home to regular work site and return and meal time(s).~~

~~(3)1. Travel time for out-of-town assignment of more than one day. The travel time that coincides with the employee's normal workday schedule is counted as time worked. This applies to any day of the week.~~

~~(4) Travel time for work performed while traveling. The time is counted as hours worked whether or not it occurs within the employee's normal working hours.~~

~~d. Not counted as working time are bona fide meal periods, vacation, sick leave, other leave, holidays not worked, and certain travel time not listed in "c" above.~~

Job-Related Injury ~~or~~ /Illness

Any injury or illness occurring as a result of employment shall be reported immediately upon occurrence to the immediate supervisor. If the immediate supervisor is unavailable the employee shall follow the chain of command. In the event that the employee is unable to contact supervisors, the employee shall contact the Human Resources Director. The employee must fill out an Employee Accident/Injury Report. The written report is to be submitted by the supervisor to the Director of Human Resources. Forms are available in the Human Resources Office. Failure to immediately report an accident/injury could result in a denial of claim.

Code of Ethics

Employees of the College shall maintain the highest standard of ethical conduct in all transactions with students, administrators, colleagues and the public. Employees represent the College when carrying out the duties associated with their position, and as such are expected to act in a manner consistent with the educational philosophy and goals of the College. Each employee must have a signed loyalty oath on file.

Additionally, the Board of Regents for the Oklahoma Agricultural & Mechanical Colleges recognizes its obligation to students, faculty, staff and other stakeholders to maintain the highest ethical standards. To facilitate this, "Ethics Management" tools have been made available to provide you with a simple way to anonymously and confidentially report activities that may represent issues of concern, misconduct or violations of law or institutional policies and procedures.

Members of the institutional community are encouraged to continue to report concerns through regular lines of communication such as management, Human Resources or the Affirmative Action Department. The "Ethics Management" tool simply provides an additional means of reporting and enables individuals to report such issues anonymously.

Reported issues will be addressed promptly and discreetly. Facts will be made available only to those who need to know in order to address the issues reported. Connors College is committed to safeguarding the confidentiality of individuals who submit reports.

Under NO circumstances will retaliatory action ~~will~~ be taken against anyone for reporting or inquiring in good faith about potential breaches of institutional policies and procedures or for seeking guidance on how to address suspected misconduct. Visit the Connors State College website for more information.

Employee Conduct

~~*Guidelines for Appropriate Conduct*~~

As an integral employee of Connors State College, you are expected to accept certain

responsibilities, adhere to acceptable business principles in matters of personal conduct, and exhibit a high degree of personal integrity at all times. This not only involves sincere respect for the rights and feelings of others, but also demands that both in your business and in your personal life you refrain from any behavior that might be harmful to you, your co-workers, and/or Connors State College, or that might be viewed unfavorably by current or potential supporters/parents/students or by the public at large.

Whether you are on duty or off, your conduct reflects on Connors State College. You are, consequently, encouraged to observe the highest standards of professionalism at all times.

Types of behavior and conduct that Connors State College considers inappropriate include, but are not limited to, the following:

~~1.~~• Falsifying employment or other College records
~~2.~~• Violating Connors State College's nondiscrimination and/or sexual harassment policy

~~3.~~• Excessive absenteeism or tardiness
~~4.~~• Excessive, unnecessary, and/or unauthorized use of College supplies, particularly ~~forpersonal~~for personal purposes

~~5.~~• Reporting to work intoxicated or under the influence of non-prescribed drugs, and illegal manufacture, possession, use, sale, distribution or transportation of drugs

~~6.~~• Bringing or using alcoholic beverages on Connors State College property or ~~usingalcoholic~~using alcoholic beverages while engaged in College business on College premises.

~~7.~~• Fighting or using obscene, abusive, or threatening language or gestures
~~8.~~• Theft of property from co-workers, students, or the College

~~9.~~• Unauthorized possession of firearms on Connors State College's premises or while on College business

~~10.~~• Disregarding safety or security regulations
~~11.~~• Insubordination
~~12.~~• Failing to maintain the confidentiality of the College, students or student/employee information; or any other improper conduct which is seriously injurious to the best interests of the College or any of its components.

Should your performance, work habits, overall attitude, conduct, or demeanor become ~~unsatisfactoryin~~unsatisfactory in the judgment of Connors State College, based on violations on either of the above or of any other College policies, rules, or regulations, you will be subject to disciplinary action, up to and including dismissal.

Nepotism

Employee shall not influence, advocate, negotiate, or approve an employment and promotion of a relative. In view of the sensitive nature of the issue, it is the best policy to refrain from involvement in any type of personnel action pertaining to a relative.

Connors State College permits the employment of relatives of employees as long as such employment does not, in the opinion of the College, create actual or perceived conflicts of interest. For purposes of this policy, "relative" is defined as a spouse, child, parent, sibling, grandparent, grandchild, aunt,

uncle, first cousin, or corresponding in-law or "step" relation. The College will exercise sound judgment in the placement of related employees in accordance with the following guidelines:

- Individuals who are related by blood or marriage are permitted to work in the same College area, provided no direct reporting or supervisory/management relationship exists. That is, no employee is permitted to work within the "chain of command" of a relative such that the relative could influence one relative's work responsibilities, salary, or career progress.
- No relatives are permitted to work in the same department or in any other positions in which the College believes an inherent conflict of interest may exist.
- Employees who marry while employed are treated in accordance with these guidelines. That is, if, in the opinion of the College, a conflict or an apparent conflict arises as a result of the marriage, one of the employees will be transferred at the earliest practicable time.

~~This~~The policy applies to all categories of employment at Connors State College.

~~*Personal Appearance and Demeanor*~~

~~Discretion in style of dress and behavior is essential to the efficient operation of Connors State College. Employees are therefore, required to dress in appropriate attire and to behave in a professional manner. Employees should exercise good judgment in the choice of work clothes and remember to use conduct at all times in a way that best represents the College.~~

Connors State College Dress Code

Connors State College should have a consistent and professionally dressed workforce serving the needs of our students. As a step towards enhancing a professional work environment, a dress code has been developed for our institution. The dress code is reflective of business casual dress that will be mostly utilized within the office and classroom setting. We realize that some job duties may require a different level of dress than what is listed, but this dress code was written with everyone in mind to give guidance on what is appropriate for our environment.

Pants/Bottoms- Dress Slacks, dress capris/crop pants and chinos are appropriate as long as they are not made of denim or denim in color. Clingy fabric or tight fitting clothing is not considered appropriate.

Shirts/Tops/Blouses- Collared shirts, dress shirts, or blouses are considered appropriate. Tank tops or camisoles are only acceptable under a jacket or another approved top and should be worn if the top shirt needs additional coverage. Sleeveless dress tops and blouses must be at least three fingers in width and made of dressy material.

Dresses and Skirts- Business, business casual and casual dresses are appropriate if meet all of the other dress code standards. Dress and skirt lengths should be at a minimum length of three inches above the knee, when standing.

Shoes- All shoes must be neat, clean, and appropriate for a professional work environment. Business and business casual shoes and sandals are considered acceptable. Flip-flops (based on appearance) and athletic shoes are generally not appropriate for the workplace. However, on designated spirit/jeans days,

employees may wear clean, presentable athletic shoes with jeans, provided they maintain a polished and professional look.

Hats- Hats are not encouraged for employees working inside college buildings, as they are generally not considered part of professional indoor attire. However, if a hat is worn during work hours, it must be neat, clean, and preferably reflect Connors State College branding.

Miscellaneous- The last day of the workweek is considered spirit day. As such, jeans may be worn with a Connors shirt, or you may choose to wear approved business casual wear. Jeans are permitted provided they are clean, in good condition, and allow for freedom of movement appropriate to the employee's duties. Clothing should maintain a professional appearance. If you have an article of clothing or shoe that you question being appropriate, please visit with your supervisor, your area Vice-President, or Human Resources before wearing to work.

Jury Duty

Connors State College considers jury duty to be a civic responsibility. Whenever an employee is called upon to serve as a juror, it will be without loss of College pay. An employee who is selected and serves as a juror should present documentation of the summons to his/her supervisor for the period of absence during the jury duty. All payments received from the court for services rendered as a juror shall remain the property of the employee.

Employees Paid ~~*By*~~by Temporary Grants or Contracts

Employees paid by a grant or contract that expires during a period of military leave may have reemployment rights in certain circumstances. Reemployment rights are situational, depending upon the individual case facts, such as a history of grant or contract renewal. Contact Personnel Services/Human Resources for a specific determination in instances involving employees paid under a grant or contract.

Reservation to Alter Policy

Connors State College reserves the right to change this policy handbook or any portion thereof at any time without any prior notice.

Faculty Responsibilities

Instruction and facilitation of learning are the primary responsibilities of the faculty. Official duties of the faculty include, but are not limited to:

- Maintaining up-to-date records of all of their academic development, transcripts, etc. inthe Office of the Human Resources Director
- As soon as you receive a computer and are enabled for Email, notify CIS office and determine if you have been included in the All-CSC address. If you have not, please complete a CIS work order.
- Maintaining current syllabi
- Teaching in accordance with syllabi
- Submitting reports and grades in a timely manner
- Evaluating student learning, maintaining accurate academic records, and implementing appropriate assessment measures
- Serving as academic advisors and keeping records for all advisees
- Attending faculty meetings, division meetings, and required official activities
- Demonstrating evidence of professional growth
- Serving on assigned committees
- Serving as advisors for student organizations
- Being knowledgeable of and enforcing college regulations (refer to college publications)
- Conducting themselves at all times in a professional manner which promotes a positive image of themselves and the College
- Participating in the evaluation process

Teaching Load

A normal teaching load for full-time instructors is 15 credit hours per semester. Those asked to teach more than 30 hours in an academic year will receive overload pay, pending approval by the Office of the President.

Office Hours

Each instructor posts a schedule that indicates class times and locations, student consultation periods, and office hours. The schedule includes both day and evening class schedules with at least 10 hours per week designated for student consultation. If a faculty member needs to cancel an office hour, he/she should inform their Division Chair or the Vice President for Academic Affairs and post a note on the door for the students.

Class Records/Grade Books

A preliminary class list is provided for all instructors prior to the beginning of classes. At a later date, an official class roll is provided. The instructor is responsible for obtaining a grade book from the CSC Bookstore. The instructor's grade book is the primary document of record. Instructors are asked to maintain thorough, accurate records of each student's attendance and performance. These records should also indicate the method in which the final grade was calculated and assigned.

Confidentiality of students' records should be maintained. The grade book and final grade "sheets" are to be submitted electronically to the Registrar's Office at the end of the semester.

Commencement Ceremonies

The annual commencement exercise in May involves an academic processional and recessional. Full-time faculty and administration are required to participate in this ceremony. Please contact the Registrar's Office to obtain information concerning renting or purchasing your academic regalia.

Textbook Policy

The appropriate Division Chair and the Vice President for Academic Affairs must approve textbook changes. Contact the appropriate Division Chair for information on changes and deadlines.

Faculty Grievance Review Procedures

Application

All members of the College faculty who have a grievance as defined in this policy that cannot be resolved informally may request the formation of a Grievance Review Committee to examine the grievance and make recommendations to the Vice President for Academic Affairs or Persons holding a joint appointment (faculty and administrative staff combination) shall be entitled to use the procedures set forth in this policy only when the nature of the complaint pertains to faculty issues.

Definitions

A. Complaint: A "complaint" is a timely, verbal expression of dissatisfaction or concern with aspectsof employment that is outside of the control of the employee.

B. Grievance: A "grievance" is a timely, written complaint relating to reappointment, reassignment, working conditions, hostile work environment, retirement, and/or any other work related issue which has not been resolved to the satisfaction of the faculty member after informal discussion of the complaint through the appropriate administrative channels. This process does not cover terminations of faculty appointments for cause, due to financial exigency, or due to academic curtailment or discontinuance. The separate review processes set forth in the Faculty Handbook addressing those areas cover terminations.

Note: If the grievant believes that discrimination has occurred due to race, color, national origin, sex, age, or qualified disability or veteran's status, he/she must state that belief in the grievance.

Hearing Procedure

1. Informal Resolution Attempts

Faculty members with a complaint should first make every effort to resolve it through informal dialogue with appropriate colleagues and/or their immediate supervisor. Faculty members will be expected to have already thoroughly discussed their complaint with appropriate administrators prior to petitioning for grievance review.

2. Written Request for Response

Faculty members who believe that informal dialogue with colleagues and/or appropriate supervisors has not resulted in a timely and satisfactory resolution to a problem may request that a formal written response be made by the faculty member's immediate supervisor (or other administrator(s) if appropriate). This step of the process requires a written, dated memorandum to the person(s) from whom a response is desired, stating the concerns to be addressed, a resolution that would be acceptable, and a request for a written reply by a specific date. The time span for any written reply must allow the responding person(s) at least five (5) working days. The person(s) receiving such a request should make every attempt to respond within this five (5) day period.

3. Grievance Review

A. Where informal dialogue and written response methods of resolution are not successful, faculty members who believe that they have a qualified employment dispute may submit a written petition to the Human Resources Director (HRD) for examination of their grievance. The request for grievance adjudication should contain:

1. A clear, detailed statement of the grievance together with a statement describing all known specific supporting evidence;

2. A brief summary of the dates and results of previous dialogue and resolution steps taken by the faculty member;

3. A clear statement of specific remedial action or relief which is deemed acceptable as a fair resolution of the grievance;

4. A statement that illegal discrimination is or is not alleged;

5. Identification of the specific administrator(s) from which the faculty member requests a response.

B. Petitions to invoke the grievance review process must be submitted to the (HRD) within twenty (20) calendar days of the date when the faculty member received a written response as set forth above. Copies of such petition must be submitted at the same time to the Vice President for Academic Affairs and the person(s) whom the faculty member believes should respond to the petition. The Vice President may, at his/her discretion, authorize the filing of a petition outside of the five (5) daytime period.

Qualified faculty grievances will be reviewed through the use of the procedures set forth below:

A. Upon receipt of a valid petition asking for formal review of a faculty grievance, the (HRD) shall create a grievance review committee which will review the complaint and make advisory recommendations regarding the grievance to the President of the College. Every attempt will be made to select a committee within ten (10) working days after receipt of the petition.

B. The committee will be composed of five (5) faculty members selected through a random selection process utilizing all full-time members of the faculty as a pool from which committee members are to be drawn. At least three (3) members of each committee must be members of the continuing faculty of the College. The (HRD) shall oversee the random selection process. The faculty member and the appropriate administrative supervisor shall be afforded reasonable notice and opportunity to be present when the initial random selection process takes place.

C.A. The employee and the responding supervisor will each be allowed to challenge one selection for the committee without showing cause (peremptory challenge). Such challenge will be made at the time of the selection of the member.

D. In no instance may a member of the same academic area in which the faculty member is employed sit as a member of a review committee. If such a person is named in the random selection process, the name will be discarded and another selected.

E. Both the faculty member and the administrative supervisor shall have the right to challenge the participation of any member of the committee for cause. All such challenges must be made no later than two (2) working days after the committee members are selected. Any challenge for cause not expressed at the time of the initial committee selection shall be made in writing to the (HRD), with a copy given to the other party, with a brief factual explanation of the reasons for the challenge for cause. The (HRD) shall have the authority to dismiss challenged members of the committee if he/she finds that a conflict of interest would likely be present if the challenged committee member remains on the review committee. In such event, the random process will select another name. All parties will be notified of the new member as

soon as possible. Challenges for cause of substitute committee members must be made prior to the beginning of the hearing held to review the termination.

F. If any member of the review committee believes himself/herself to have a conflict of interest in the case, that member shall advise the (HRD) of the possible conflict and the (HRD) shall notify the parties. The (HRD) will select a replacement to serve on the committee whenever there appears to be a conflict of interest.

G. Prior to conducting any evidentiary hearings, the (HRD) shall coordinate the scheduling of a meeting of the members of the committee so that the committee members may select a Chair and discuss other procedural issues as may be appropriate. The (HRD) shall not attend such meeting. The members of the committee shall select from among themselves one person to serve as Chair for the committee. The Committee Chair will be responsible for scheduling hearing dates, communicating on behalf of the committee with the parties and for writing the ultimate recommendations of the committee.

H. Both parties shall have the right to be accompanied by an advisor at the hearing. Such advisor may be an attorney. However, advisors may not ask questions of witnesses nor address the committee members. In instances where the review is for cause (other than financial exigency or programmatic discontinuance) of a continuing faculty member who has been employed more than three years as an instructor, direct attorney input is allowed.

I. It is the grievant's responsibility to present evidence that supports his/her request. The grievant will go first in all phases of the hearing. Adherence to strict civil rules of evidence is not required in the hearing. The grievant to support his/her claim to relief must present clear and convincing evidence

J. Both parties shall be given the opportunity to present written evidence or testimony from witnesses relevant to the proposed grievance. The identity of persons intended to be called as witnesses will be given to the Chairperson of the committee and to the other party at least two (2) business days prior to the beginning of the hearing. When teaching competence is the issue, each party may introduce evidence and testimony from other members of the College faculty or instructors/scholars from other institutions. The College has no authority to issue subpoenas. Therefore, it is the obligation of the parties to be responsible for scheduling and ensuring that their respective witnesses appear as desired by them. The committee is not obligated to continue a hearing if a witness fails or refuses to appear as scheduled.

K. A confidential audio tape recording of the grievance review hearing shall be made and maintained as a part of the record of the hearing process. On request, and at the expense of the requesting party, a copy of such tape(s) shall be made for the requesting party, under supervision of the Committee Chair. Either party, upon reasonable advance notice to the Committee Chair, and at the sole expense of the requesting party, also may request a written transcript of the proceedings. The party requesting that the hearing be transcribed shall provide to the other party and to the committee at no cost to them copies of any such transcript.

L. The members of the committee shall keep all matters presented to them in the hearing in confidence and at the conclusion of the hearing shall make an advisory report with recommendations to the President of the College. The decision of the President is final. A copy of such report shall be transmitted to the parties and the (HRD). Faculty employees may seek redress from the A&M Board of Regents, but this type of review is extraordinary and is at the discretion of the A&M Board of Regents.

Grievances and Appeals Policy/Procedures for Staff

~~*Introduction*~~

This policy provides an avenue for the resolution of differences and misunderstandings between supervisors and staff regarding work-related issues. These policies and procedures statements are applicable to all employees of Connors State College. All employees who have a grievance as defined in this policy, that cannot be resolved informally, may request the formation of a Grievance Review Committee. The Grievance Review Committee will conduct an examination of the issues and make recommendations for review by the Affirmative Action Officer (HRD).

Definitions

~~A.~~ Complaint: A complaint is a timely, informal expression of dissatisfaction with particular aspects of employment outside of the employee's control.

~~B.~~ Grievance: A grievance is a timely, written complaint filed by an employee, with regard to good faith assertion of substantial administrative error relating to appointment, reappointment, disciplinary actions, dismissal, retirement, hostile work environment, or safety in working conditions. Excluded from the grievance definition are complaints concerning wages and salary judgments, performance-related dismissal during a formal probationary period of employment, and College statements concerning policies and rules.

Note: A grievant must state whether he or she believes that discrimination due to race, color, national origin, sex, age, or qualified disability or veteran's status is involved.

Hearing Procedures

1. Informal Resolution Attempts

All complaints will be reviewed in a timely manner to facilitate resolution at the lowest administrative level possible, beginning with the immediate supervisor. If the complaint cannot be resolved at this point, the employee must discuss the point(s) of dissatisfaction with the appropriate administrator at each level of the administrative jurisdiction through the HR.

2. Written Request for Response

If informal discussions between the employee(s) and the supervisor(s) do not resolve the issue, the employee has the option to request the formation of a Grievance Review Committee to consider the grievance and supporting evidence. The request must be submitted to the HR, in writing, within ten (10) workdays from the end of the informal discussion.

To expedite a timely review by the Grievance Review Committee, the request must include the following:

~~A.~~ • A clear and detailed statement of the grievance(s) along with a statement describing the specific supporting evidence,

~~B.~~ • The specific remedial action or relief sought with the reasons why such action is warranted,

C. • A brief summary of the results of the previous discussions of the issues involved,

~~D.~~ A statement that illegal discrimination is, or is not, alleged, and

~~E.~~ The signature of the grievant.

3. Grievance Review

Within fifteen (15) working days after receipt of a qualified written request for the formation of a Grievance Review Committee, the HR will initiate the selection of the Committee by random choice from computerized listings of the College full-time employees. Both the employee filing the grievance and the responder to the grievance will be notified of the time and place for the selection, and each will have the right to be present.

A. Five Committee members will be chosen. One member will be selected from the college staff. One member will be selected from the college faculty. The grievant will select one person, and the responder will select one. The remaining member and two alternates will be selected at random from the staff of the College. The alternates are expected to attend all hearings of the Grievance Review Committee but will not be involved in the recommendations of the Committee unless a serious illness, necessary absence, or extreme hardship of a staff Committee member occurs during the course of the grievance hearing. At least one staff member will be of the same sex as the employee. If the employee is a member of a racial minority, at least one staff member will be a member of a racial minority (it is not necessary that the member be of the same racial minority as the employee). No member of the Grievance Review Committee may be employed in the same departmental unit as the employee or supervised by the responding supervisor.

B. The employee and the responding supervisor will each be allowed to challenge one selection for the Grievance Review Committee without showing cause (peremptory challenge). Such challenge will be made at the time of the selection of the member.
~~B. Such challenge will be made at the time of the selection of the member.~~

C. Both parties will also have the right to challenge all other random members. Such challenges may be made either at the time of selection or at any time prior to the convening of the hearing conducted to review the employee's grievance. The HR will rule on the validity of all permissible challenges for cause, such as bias, prejudice, member of same unit as a party, etc.

D. All persons selected for membership on the Grievance Review Committee will be expected to serve except in cases of illness, necessary absence from the campus, prior service on a Grievance Review Committee in the current or immediately preceding calendar year, or other extreme hardship. The HR should decide whether a chosen person should be excused from service and may replace such a member by the same procedure used for the original selection.

E. In the event of serious illness, necessary absence, or extreme hardship of a Committee member during the course of a grievance hearing, HR may, at his or her option, or at the request of either the employee or the responding supervisor, select a replacement by using the same procedure that was used for the original selection. In the event that a Committee member is replaced during the course of the hearing, the successor will review the record of the proceedings to become familiar with the positions of the parties and with the evidence previously submitted to the Committee.

~~3. Grievance Review~~

The members of the Grievance Review Committee will select a Chair from their group. The HR will serve as a nonvoting advisor to the Committee, except when such official is a party to the grievance. In such an event, the college President will appoint an alternate to serve as the advisor.

~~A.~~ The Affirmative Action Officer will exercise reasonable discretion in attempting to schedule a hearing to be convened at the earliest convenient time and date that the affected parties can be in attendance. Such date will not exceed ten (10) workdays with a possible extension of five (5) workdays if necessary.

~~(5) workdays ifnecessary.~~

The Affirmative Action Officer will advise the Grievance Review Committee as to the nature of the charge and the Procedures for grievance review in order to promote fairness and equity for all persons involved.

The HR will remain neutral in the matter at all times, and may serve as a resource person on procedural questions upon request of the grievant, the responder, or both.

~~B.~~

The Affirmative Action Officer will be responsible for obtaining a hearing room, and will notify all appropriate Parties of the time, date, and place of all hearings. Attendance at the hearing will be limited to persons who have an official connection with the case as determined by tile Chair. The employee and the responding supervisor may choose to be accompanied at the hearings by an advisor, colleague, friend, or Office of Legal Counsel for A&M Board of Regents. Such person may not be someone who is contemplated to be a witness in the hearing. Others whose participation in the hearing is considered essential in order to assist the Committee in establishing the facts in the case will appear before the Committee only long enough to give statements and to answer questions from the grievant, responder or Committee members.

~~C.~~

~~D.~~ The Chair will set forth the rules of procedure for the hearing in general accordance with the guidelines below. The Chair may for good cause and with occurrence of a majority of the Committee, authorize minor deviations from the guidelines or format. In cases of deviation, the principal parties will be notified of the deviation.

The grievant will be heard first in all phases of the grievance hearing(s) and will be primarily responsible for the presentation of the evidence supporting the grievance.

Counsel or a representative may advise the principals but will not be permitted to participate directly in the proceedings, testify, or question witnesses except as noted below.

A reasonable time limit should be established for opening and closing statements, and will be announced prior to, or at the time of, the beginning of the hearing. Both Parties may make opening statements and present an overview of the evidence. Closing statements should review the evidence actually presented to the Committee, together with logical arguments for the parties' positions.

The length of hearing sessions may be established in advance, and every effort will be made to conduct them as expeditiously as possible, with fairness to both parties and attending witnesses.

The principal parties will provide the Chair with the name of potential witnesses at least 48 hours in advance of the first hearing session. These persons will be notified of the hearing session by the employee or by the responding supervisor, and the witnesses will be scheduled as close to the time of call as possible to avoid undue waiting. The College has no power to compel attendance by employees desired to be called as witnesses. Therefore, the principal parties are responsible for contacting and arranging for attendance of their own witnesses in all cases.

The parties will develop their positions through witnesses and documentation. Witnesses may be cross-examined. Rebuttal evidence is permitted. The Committee may call additional witnesses if they regard such evidence as probably relevant to the case. Either party may also request additional witnesses are permitted to appear before the Committee. The Committee has the discretion to permit such an appearance, if no undue prejudice to the other party would result.

All testimony pertaining to the grievance hearing will be held in confidence by all parties and should not be discussed with others unless there is a compelling official need.

Only evidence relevant to the grievance may be introduced. The Chair of the Committee will decide the question of relevance.

In cases of termination of employment of a staff member, the College recognizes the seriousness of such action and intends that if legal counsel is retained by the grievant; the utilization of counsel will include opportunity for counsel to participate directly in all appropriate portions of the hearing including the Presentation of the grievant's case to the Committee. Legal counsel may also represent the responder with the same opportunities for participation.

In order to have records of the proceedings, a confidential tape recording of the grievance hearing(s) will be made. Copies of such tape recording may be made accessible to members of the Grievance Review Committee, to the appropriate Vice President, to the President, and to the members of the A&M Board of Regents.

~~E.~~

~~F.~~ At the conclusion of all hearing sessions, after the final report of the Grievance Review Committee is submitted, the confidential tapes and all other relevant material will be sealed and preserved by the HR. These materials will be destroyed after five (5) years unless one or both parties submit a written reasonable request to the HR to preserve them for a longer period of time.

~~G.~~ At any point in the grievance proceedings prior to the time at which the Grievance Review Committee has issued its final report in the case; the employee may withdraw any portion or the entire grievance with the permission of the Grievance Review Committee. In all cases of withdrawal, the employee will not have the privilege of reopening the same grievance at any time in the future.

~~H.~~ At the conclusion of the final hearing session the Grievance Review Committee will establish a date, time and place to go into closed session for tile purpose of, deliberating the evidence, and Committee findings and recommendations in the case. Attendance at the closed sessions will be limited to Committee members unless a recalled witness is to be present, in which case both parties to the grievance will be notified and may attend.

~~1.~~ The Grievance Review Committee will issue a written report, which states its findings and advisory recommendations for resolving the case.

~~2.~~ The report of the Committee will include a summary of the testimony and evidence that was presented, and the evidence upon which the findings of fact were based will be specifically cited. The report of the Committee will contain:

~~3. The report of the Committee will contain:~~

- ~~a.~~ A statement of the purpose of the hearing.
- ~~b.~~ The issues considered.
- ~~c.~~ The findings of fact.
- ~~d.~~ Recommendation(s) for disposition of the grievance.

~~I.~~ The Grievance Review Committee will submit its report to the Affirmative Action Officer. The report will be forwarded to the appropriate Vice President. The Affirmative Action Officer will provide copies of the report to the employee, the responding supervisor, and to all members of the Grievance Review Committee. The Affirmative Action Officer will keep a copy in a permanent file.

4. Review and Final Decision

The appropriate Vice President will promptly review the report of the Grievance Review Committee. The report may be returned to the Grievance Review Committee for clarification purposes, if it is unclear or incomplete. The appropriate Vice President will then make a decision regarding the matter, normally within ten (10) workdays from receipt of the advisory recommendations of the Grievance Review Committee and will forward that decision to the President, both parties to the grievance, and to the Chair of the Grievance Review Committee.

Prior to its implementation, the President of the College will review the report from the Grievance Review Committee. Unless otherwise previously effective, the decision of the Vice President will be implemented and considered final and binding after the review concurrence of the President. Such review should normally be completed within ten (10) working days after receipt of the Vice President's decision.

The Vice President will communicate the final decision in the case to the Chair of the Grievance Review Committee, to the grievant, to the responder, and to the Affirmative Action Officer.

Anti-Harassment Policy

~~*ANTI - HARASSMENT POLICY*~~

Connors State College is committed to providing its staff and faculty the opportunity to pursue excellence in their academic and professional endeavors. This opportunity can exist only when each employee of our College is assured an atmosphere of mutual respect. The free and open exchange of ideas is fundamental to the College's purpose. It is not the College's intent in promulgating this policy to inhibit free speech or the free communication of ideas by academic members.

~~4.~~ Policy Against Discriminatory Harassment

~~1.~~ The College is committed to maintaining learning and working environments that are free from all forms of harassment and discrimination. Accordingly, harassment based on an individual's ~~gender, marital status, pregnancy,~~ race, religion, age, sex, color, ~~ethnicity,~~ national origin, ~~age~~marital status, disability, ~~religion, sexual orientation,~~ veteran status~~, or~~ of any other legally protected characteristic is prohibited. The College will not tolerate harassment, sexual harassment, or retaliation in the workplace or educational environment whether committed by faculty, staff, or by visitors to Connors State College while they are on campus. Each employee of Connors State College is responsible for fostering civility, for being familiar with this policy, and for refraining from conduct that violates this policy.

~~2.~~ For purposes of this policy, harassment is defined as:

~~a)~~• any type of behavior which is based on gender, marital status, pregnancy, race, color, ethnicity, national origin, age, disability, religion, sexual orientation, gender identity or expression, veteran status, that

~~b)~~• is so severe or pervasive that it interferes with an individual's work or academic performance or creates an intimidating, hostile or offensive working environment.

~~3.~~ Harassment when directed at an individual because of ~~his/her gender, marital status, pregnancy, race, color, ethnicity, national origin, age, disability, religion, sexual orientation, gender identity or expression, personal appearance, veteran status, or any other~~a legally protected characteristic may include, but is not limited to: unwanted physical contact; use of epithets, inappropriate jokes,

comments or innuendos; obscene or harassing telephone calls, e-mails, letters, notes or other forms of communication; and, any conduct that may create a hostile working or academic environment.

4. Sexual harassment, whether between people of different sexes or the same sex, is defined to include, but is not limited to, unwelcome sexual advances, requests for sexual favors, and other behavior of a sexual nature when:

- (a) submission to such conduct is made implicitly or explicitly a term or condition ofanof an individual's employment or participation in an education program;
- (b) submission to or rejection of such conduct by an individual is used as the basis forpersonnelfor personnel decisions or for academic evaluation or advancement; or

- (c) such conduct has the purpose or effect of unreasonably interfering with an individual's work or academic performance or creates an intimidating, hostile or offensive working or educational environment.

Sexual harassment may include, but is not limited to: unwelcome sexual advances; demands/threats for sexual favors or actions; posting, distributing, or displaying sexual pictures or objects; suggestive gestures, or sounds; unwelcome physical contact; sending/forwarding inappropriate e-mails of a sexual or offensive nature; inappropriate jokes, comments or innuendos of a sexual nature; obscene or harassing telephone calls, e-mails, letters, notes or other forms of communication; and any conduct of a sexual nature that may create a hostile working or educational environment. See Sexual Harassment Policy Section in this Handbook.

5. Retaliation against an individual who complains of discriminatory harassment under this policy is strictly prohibited.

B. Responsibilities under this Policy

The College is committed to enforcement of this policy. Individuals who are found to have violated this policy will be subject to disciplinary action, up to and including termination of his/her College affiliation.

- All individuals are expected to conduct themselves in a manner consistent with this Policy.

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2. Staff or faculty employees who believe that they have been subject to discriminatory harassment are encouraged to report, as soon as possible, their concerns to the Human Resources Director. The College provides an environment of confidentiality by which individuals can discuss concerns related to discriminatory harassment.

3. Individuals who witness what they believe may be discriminatory harassment of another are encouraged to report their concerns as soon as possible to the Human Resources Director, their supervisors, division chairperson, or the Vice-President of their department.

4. Complainants are assured that reports of harassment will be treated in a confidential manner, within the bounds of the College's legal obligation to respond appropriately to any and all allegations of harassment.

5. Supervisors, including faculty managers, who receive reports of harassment, should contact the Human Resources Director for assistance in investigating and resolving the issue.

6. Supervisors, including faculty managers, are required to implement corrective action where, after completing the investigation, it is determined corrective action is indicated. Intentionally making a false accusation of harassment is prohibited.

7.• The College administration is responsible for ensuring the consistent application ofthisof this policy.

C. Procedures for Discrimination Complaints Brought Within Connors State College

Inquiries regarding procedures on discrimination complaints may be directed to the Director of Human Resources, located in Gatlin Hall, Room 231, Warner Campus, 918-463-6206.

Sexual Harassment Policy

General Statements

A. This policy applies to employment and/or academic relationships among faculty, staff and students. The collegeCollege will take all reasonable steps necessary to prevent sexual harassment from occurring, which will include raising the subject, expressing strong disapproval, developing appropriate grievance procedures and sanctions, informing faculty, staff and students of their rights, and developing methods to sensitize all concerned about the issues

B. Connors State College explicitly condemns sexual harassment of students, staff, and faculty and will not tolerate such conduct on or off campus. Sexual harassment is prohibited in the workplace and in the recruitment, appointment, and advancement of employees. Sexual harassment of students is prohibited in and out of the classroom and in the evaluation of student academic or work performance. Connors State College reserves the authority to independently deal with sexual harassment issues whenever becoming aware of their existence, regardless of whether informal or formal complaints have been lodged by persons complaining of such issues. Sexual harassment is unlawful and may subject those who engage in it to College disciplinary sanctions as well as civil and criminal penalties.

Connors State College will take measures to periodically educate and train employees regarding conduct that could constitute a violation of this policy. All personnel, including management and supervisory officials, are expected to participate in such education and training and to be knowledgeable concerning the College policy. Retaliation against anyone who makes a complaint or participates in the complaint process will not be tolerated.

C.

D. Grievance procedures consistent with the principles of due process have been developed and implemented for faculty, students and staff; the latter includes administrative, professional employees, and classified staff. Complaints and grievances concerning sex discrimination will be reviewed under the appropriate grievance procedures for the accuser. Complaints and grievances concerning disciplinary actions will be reviewed under the appropriate disciplinary procedures for the person accused. Grievance procedures are available for students in the office of the Vice President for Academic Affairs. The grievance procedures for faculty and staff are included in the Faculty and StaffHandbook.Staff Handbook.

E. Connors State College will (1) respond to every complaint of sexual harassment reported, (2) take action to provide remedies when sexual harassment is discovered, (3) impose appropriate sanctions on offenders in a case-by-case manner, and (4) protect the privacy of all those involved in sexual harassment

complaints to the extent it is possible. The above actions will apply to the extent permitted by law or where personal safety is not an issue.

Sexual harassment is defined as follows: Unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature constitute sexual harassment when:

~~(1)~~• Submission to such conduct is made either explicitly or implicitly a term or condition of an individual's employment or academic standing,

~~(2)~~• Submission to or rejection of such conduct by an individual is used as the basis for employment decisions or academic decisions affecting such individual, or

• Such conduct has the purpose or effect of unreasonably interfering with an individual's work or academic performance or creating an intimidating, hostile, or offensive working/academic environment.

~~(3)~~

Harassment does not include verbal expressions or written material that is relevant and appropriately related to course subject matter or curriculum, and this policy shall not abridge academic freedom or the College's educational mission.

Sexual harassment also can involve relationships among equals such as when repeated advances, demeaning verbal behavior, or offensive physical contact interfere with an individual's ability to work and study productively. The creation or acceptance of hostile working environments will not be tolerated and employees at all levels are subject to potential disciplinary action if engaged in ~~suchactions~~such actions.

Members of the College community holding positions of authority involving the legitimate exercise of power over others have a particular responsibility to be sensitive to that power relationship. Supervisors, in their relationships with subordinates, and faculty, in their relationships with students, particularly need to be aware of potential conflicts of interest and the possible compromise of their evaluative capacity. Because there is an inherent power difference in these relationships, the potential exists for the less powerful persons to perceive a coercive element in suggestions regarding activities outside those appropriate to the professional relationship.

Regulations

~~A.~~ It shall be a violation of College policy for faculty, staff and/or students to engage in sexual harassment as described in the Definition section of this policy.

~~B.~~ It is a violation of College policy for anyone to seek gain, advancement, improved academic ~~standingor~~standing or consideration in return for sexual favors.

It is a violation of College policy for faculty, staff and/or students to initiate any action as a reprisal against a faculty or staff member or student for reporting sexual harassment.

~~C.~~

~~D.~~ Whenever there is a demonstrated instance of sexual harassment, or reprisal for reporting same, prompt and corrective action shall be taken. Failure to take appropriate actions is against College policy. Supervisors are charged with the responsibility of responding immediately and appropriately to correct any situations which create a hostile working or educational environment within an administrative unit under their supervision. Supervisors who are concerned about whether such a situation is developing or who desire assistance in appropriately responding to such a situation should seek assistance from the Director of Human Resources. Any supervisor who fails to appropriately respond to a hostile working or educational environment, or to seek assistance from the Director of Human Resources when a hostile working or educational environment situation develops which reasonably should have been perceived by the supervisor, may be subject to disciplinary action. Supervisors should also be aware that failure to adequately respond to allegations of sexual harassment may subject them to personal liability under relevant Civil Rights statutes.

Reporting Complaints

~~A.~~ All persons who believe that they have been subjected to prohibited sexual harassment are encouraged to report such conduct to designated College officials. It is not necessary that a person complaining of sexual harassment file a formal complaint in order for the College to evaluate the matter and/or attempt to

informally resolve the situation. Persons who believe that they have been subjected to prohibited sexual harassment may seek either informal or formal College evaluation and response to their concerns by going to any of the designated officials listed above. However, in order for disciplinary action to be taken against a College employee or student, it may be necessary for a formal complaint to be filed, and that process may require the person complaining about such behavior to cooperate with College officials on a formal basis.

~~B.~~ B. Any individual, whether an employee, a student, or a visitor to the College, who believes he/she may have experienced sexual harassment, or who believes that he/she has observed sexual harassment taking place, should report this information immediately to any of the following "designated officials":

~~1.~~ 1. The President

~~2.~~ 2. The Vice President for Academic Affairs

~~3.~~ 3. The Director of Human Resources

~~4.~~ 4. Any administrator with direct or chain of command supervisory responsibility over the unit in which the concern arise.

Office locations, addresses, and telephone numbers for the above officials are provided on page 6 of this handbook. Reports/complaints, whether informal or formal, received by them must, in turn, be reported to the Director of Human Resources. If an extraordinary conflict of interest would prevent use of the usual informal or formal review procedures, the person complaining of sexual harassment may request assistance directly from the Office of the President.

Unless otherwise provided herein, investigation of sexual harassment complaints shall be the responsibility of the Director of Human Resources or such other official as designated by the President in a given case. In instances where formal disciplinary action is deemed necessary, other College policies may call for additional levels of review before such action is taken.

Review Procedures

If an individual believes an incident of sexual harassment has occurred, he/she may wish to discuss the alleged behavior with a trusted friend or colleague on a confidential basis. The Director of Human Resources is also available for consultation. The individual may elect to pursue the matter on an informal basis or to file a formal complaint.

~~A.~~ Informal Resolution

Many times, issues of concern are due to lack of communication or awareness that certain conduct is offensive, if comfortable to do so a simple talk with the person engaging in the conduct in question can resolve the matter. Persons complaining of sexual harassment may therefore desire to attempt to resolve the problem informally by discussing the matter with the person who is allegedly engaging in prohibited conduct, or by talking with supervisory officials if it is felt that an advocate is necessary.

An individual who feels he/she has been sexually harassed may desire to resolve his/her complaint informally (i.e., without formal disciplinary action being taken against the accused individual and without the formal investigatory process). Informal complaints are not required to be made in writing. An example of an informal complaint is one where the complainant requests only that an appropriate College official counsel the accused individual to cease and desist the alleged conduct, and requests no other specific

action(s) be taken against the accused. Persons making informal complaints of sexual harassment agree and understand that no formal disciplinary action will be taken against the alleged offender based on an informal complaint. If the complainant chooses, he/she may at any time prior to resolution of the informal complaint amend the informal complaint to a formal complaint.

If informal discussion with a supervisory official is desired, the concerns ordinarily should be directed to the immediate supervisor of the employee accused of engaging in sexual harassment. However, if the person complaining of sexual harassment is uncomfortable discussing the matter with such immediate supervisor, if the person accused of engaging in prohibited conduct is the supervisor of the person lodging concerns, or if the supervisor has previously been made aware of the conduct at issue and is not believed to have adequately responded to the matter, the person complaining of sexual harassment may ask to discuss the matter with College officials at a higher supervisory level. Any College supervisory official overseeing the area where the accused employee works through the level of Vice President, or the Director of Human Resources, may be contacted for informal discussion regarding the matter of concern. Such officials will evaluate the matter and, if the concerns expressed are believed to have merit, will attempt to aid the person complaining of sexual harassment in informally resolving the matter to the extent possible. A written record will be made of the informal discussions and interactions and such record will be maintained in a confidential manner for future reference as might be necessary.

Note: The College will attempt to balance the wishes of a complainant who does not want to file a formal complaint with the College's responsibility to respond to serious allegations and take prompt, appropriate corrective action. A complainant who chooses not to proceed with a formal complaint may be asked to state that preference in writing.

~~B.~~ Formal Review Process

1. If a person complaining of sexual harassment does not believe that informal attempts to resolve issues of concern have been successful and therefore desires to lodge a formal complaint, or if informal resolution attempts are not believed to be possible, that person may file a formal complaint alleging sexual harassment and asking that appropriate steps be taken in response to the complaint by the College.

2. Any formal complaint must be filed with the Director of Human Resources listed above within 180 calendar days of the act(s) of alleged sexual harassment.

3. Formal complaints must be delivered by the complainant to the Director of Human Resources. The formal complaint must be filed as soon as possible after the alleged incident occurred or after attempts to resolve the situation informally have been unsuccessful. A formal complaint must be in writing, signed by the complainant, and must include the following information:

   ~~a.~~1. Details concerning the incidents or conduct giving rise to the complaint;
   ~~b.~~2. Dates and location of incidents;
   ~~c.~~3. Any witnesses to the alleged incidents or conduct;
   ~~d.~~4. Action requested to resolve the complaint and prevent future violations of the policy.

4. Upon receipt of a formal complaint alleging sexual harassment, the Director of Human Resources (or other appropriate administrators or review committees) is empowered to conduct an initial investigation of the charge, to interview the parties involved, to hear testimony pertaining to the matter, and to gather any pertinent evidence. During such initial investigation, the Director of

Human Resources is authorized to explore means by which the matter may still be informally resolved.

~~5.~~ All College employees are obligated to fully cooperate with such an investigation and refusal or willful neglect to do so may subject such employees to independent disciplinary action, including possible termination, based upon such refusal or willful neglect. The investigating official may request assistance or advice from the Office of Legal Counsel to the A&M Board of Regents. The complaining party and the accused will be interviewed. Other witnesses and other parties may be interviewed to clarify details. The accused will be given a copy of the complaint and will have an opportunity to respond. In arriving at a determination of the existence of sexual harassment, at any stage in the proceedings, the evidence as a whole, the totality of the circumstances, and the context in which the alleged incident(s) occurred, shall be

5. considered. The determination of the existence of sexual harassment will be made from the facts on a case- by-case basis.
6. At any stage in the investigation and review process, if it is reasonably believed that the immediate harm to either party is threatened by the continued performance of either party's regular duties or College responsibilities, the appropriate administrative official may suspend or reassign such duties or responsibilities pending the completion of the investigation and review process.

7. The initial investigation should ordinarily be completed within 30 calendar days of receipt of the complaint. However, unusual circumstances may compel that the initial investigation extend beyond the usual 30-day time frame.

8. Upon completion of the initial investigation, the Director of Human Resources is authorized to take the following actions:

   ~~a.~~ Agreed Resolution

   Resolve the matter to the satisfaction of the College and both the person complaining of sexual harassment and the employee accused of sexual harassment. If such a resolution is reached through the efforts of the Director of Human Resources or other administrator, a written statement shall be prepared which shall indicate the agreement reached by the parties and shall be signed and dated by each party and by the administrator. A copy of such written statement shall be attached to the initial investigation report. At that time the investigation and the record thereof shall be closed.

   ~~b.~~ Formal Recommendation

   Find that the parties are unable to resolve the matter informally and make a written recommendation to appropriate administrative officials regarding whether acts of sexual harassment have occurred. Such report will be limited to factual recommendations regarding the existence of prohibited conduct and will not include recommendations regarding actions to take in response to the report. Upon receipt of a formal written recommendation from the Director of Human Resources, the administrative official overseeing the administrative unit in question shall review the recommendation and make a final decision regarding what administrative action to take in response to the recommendation, if any.

   In such instances, the person who has brought the complaint shall be notified of such decision and that such decision can be appealed for reconsideration to the administrative official of the College who has direct supervisory responsibility over the official making the decision not to pursue the matter further.

   Where administrative actions are to be directed in response to a written report, the administrative supervisor may consult with the Director of Human Resources or other appropriate administrative officials regarding such actions prior to implementation. The administrative official will, in turn, notify the complainant regarding the resolution of the complaint, what corrective action, if any, will be taken, and/or, in general, whether any discipline will be imposed.

~~C.~~ Appeal of Formal Complaint Resolution / Disciplinary Action

~~1.~~ Either the complainant or the person accused may file an appeal of any decision concerning the resolution of the complaint. An appeal by either party must be made in writing, delivered to the Director of Human Resources within five (5) business days of receipt of the notice of resolution/disciplinary decision.

~~2.~~ The written appeal must state in detail the reason(s) for the appeal and shall address one or more of the following:

- ~~A.~~ if the appeal alleges the findings of the investigator included relevant factual errors or omitted relevant facts, the appeal shall specify each and every alleged factual error, and/or details of each, and every relevant fact that was omitted from the investigation;

- ~~B.~~ if the appeal alleges substantive procedural errors, the person appealing shall identify each and every instance of said substantive procedural error;
- ~~C.~~ if the appeal alleges relevant and substantive issues or questions concerning interpretation of University policy, the person appealing shall state, in detail, the issues/questions supporting this allegation;
- ~~D.~~ if the appeal alleges new information or evidence, the person appealing shall specify the reasons why said information was not available or provided to the investigator during the investigation, including specific reasons why said information could not have been provided on a timely basis;

- ~~E.~~ if the appeal alleges either that the action(s) or inaction(s) of the supervisor in response to the findings of the investigator will not prevent future violation(s) of this policy, the person appealing shall specify, in detail, the reasons and basis for this belief/allegation.

~~3.~~ No disciplinary or other action based on the complaint shall be taken against the alleged offender during the appeal process, although temporary, interim measures may remain in place. As indicated herein, the College in its discretion, may at any point in the complaint process elect to place the alleged offender on administrative leave, with pay, or implement a temporary reassignment.

~~4.~~ The Director of Human Resources will convene a three-person hearing panel. The Director will preside as a non-voting facilitator. The panel will review all previous findings and the disciplinary action recommended, if any. In addition, the panel will interview the complaining party and the accused. After reviewing the written summary, considering the interviews, and deliberating, the committee will communicate its findings and, if appropriate, recommendations for disciplinary and/or corrective action to be taken. The Director of Human Resources will meet with the President of the College and outline the panel's findings. The President or his designee will meet with the complaining party, the accused and appropriate department supervisors or directors to communicate his decision based upon the panel's findings.

~~D.~~ Withdrawal of Complaint

The person complaining of sexual harassment may withdraw the complaint at any point during the investigation or prior to the completion of any formal hearing on the matter. Once a complaint is withdrawn, it may not be refiled and will not be further considered except where the conduct constitutes part of a continuing pattern of similar conduct.

~~*POLICY ON WORKPLACE VIOLENCE*~~

Policy on Workplace Violence

Purpose and Goal

It is Connors State College's policy to promote a safe environment for its students and employees. The College is committed to working with its employees and students to maintain an environment free from violence, threats of violence, harassment, intimidation, and other disruptive behavior. While this kind of conduct is not pervasive at the College, no institution is immune. Disruptive behavior at one time or another will affect every institution.

Violence, threats, harassment, intimidation, and other disruptive behavior at the College will not be tolerated. All reports of incidents will be taken seriously and dealt with accordingly. Such behavior can include oral or written statements, gestures, or expressions that communicate a direct or indirect threat of physical harm. Individuals who commit such acts may be removed from the premises and may be subject to disciplinary action, criminal penalties, or both.

Scope

This policy applies to all situations involving violence, threats, harassment, intimidation and other disruptive behavior that may be engaged in by faculty, staff, or students (full-time or part-time, permanent or temporary) on Connors State College- Warner and Muskogee campuses.

Responsibility

The interpretation and administration of this policy is the responsibility of Connors State College's Human Resources Department. The Human Resources Department is assisted in the Policy on Workplace Violence interpretation and administration by an appointed body called the ~~Crisis Management~~Threat Assessment Team.

Duty to Warn

In furtherance of its Policy on Workplace Violence, Connors State College employees have a "duty to warn". A "duty to warn" refers to each employee's responsibility to notify their supervisor, the Security Office, or Human Resource's office of any workplace activity, situation, or incident that they observe or know of that involves (or appears to involve) problematic behavior. On Connors campuses in Warner or Muskogee, "problematic behavior" may involve fellow employees, students, parents and/or visitors to the campus. Examples of "problematic behavior" may include but are not limited to: verbally and physically aggressive behavior, threats or acts of violence, offensive acts, threatening or offensive comments or remarks; etc. Employee reports ~~made~~ pursuant to this policy will be held in confidence, to the maximum extent possible. Connors State College will not condone or support any form of retaliation against an employee for making a report in good faith under this policy.

In-Person Threats Against Individual(s) and/or Connors State College

The following guidelines are to be adhered to relative to Connors State College's Policy on Workplace Violence:

1. Confrontational threats while at work shall be dealt with by the supervisor and Human Resources office through a meeting with the individual(s) involved as soon as reasonably possible.
2. Depending on the seriousness of the threats, actions may include suspension (for gathering facts), written warning, or termination.
3. For employees suspended or terminated, the campus Security Office must be notified whereby an officer will retrieve the employee's ID card and building keys. The Security Office will also escort said person(s) off campus.

4. Use of the Security Office should be engaged at any time, as it appears appropriate and necessary.
5. Further follow-up through a crisis assessment may be invoked if warranted.

Other Threats Against Individual(s) and/or Connors State College

Threats against (an) individual(s) and/or Connors State College-regardless of how transmitted (written, verbally, electronically)- should be immediately reported to the Human Resources Department.

The Human Resources Department will as soon as reasonably possible, initiate a ~~crisis~~threat assessment conducted by members of ~~Crisis Management~~Threat Assessment Team along with the supervisor of the individual making the threat. The ~~Crisis Management~~Threat Assessment Team-as warranted-may approach other individuals-e.g., the party against whom the threat was made and/or their supervisor. The Human Resources Department will also collect information from the ~~employs~~employees or student to whom the threat was made.

Factors that will be included in a crisis assessment will center are:

1. The nature of the threat;
2. The need for immediate action;
3. The circumstances preceding the threat;
4. The assurance that the individual(s) will not be able to enter the campus (or building);
5. The nature of ongoing communications with the involved individual(s);
6. Notification of law enforcement authorities;
7. Possible legal action.

~~Muskogee Campuses~~

~~Hostile actions and in-person. Written or electronic threats~~Threats occurring at locations other than the main campus should follow the procedures outlined below~~.~~:

1. Hostile actions and threats require the Director on site to determine the appropriateness of contacting local law enforcement agencies. The Human Resources Department on the main campus should be notified immediately to help determine appropriate follow-up actions.
2. Written or electronically transmitted threats must be made known to the on-site Director immediately. Employees should contact the main campus Human Resources Department to determine the next steps to be taken in conjunction with the crisis management team's assessment.
3. The Director (on site and others as deemed necessary) should record details of the incident for analysis and review by Connors State College Security Office, Human Resources, and local law enforcement officials, if necessary.

Documentation

Whether on the main campus, or Muskogee Campuses—it is critical that any material relevant to an incident be maintained until Human Resources decides upon proper disposition. Additionally, in all circumstances, a complete and detailed log of events will be maintained by the Human Resources Department and reviewed on an on-going and/or as needed basis.

Communication with the News Media

The College President (or president's designee) will handle all communications with the press and other news media about a violent workplace incident. All other employees who receive inquiries from the press should direct them to the College and Community Relations Director.

Policy Statement

Serious threats or acts of intimidation (i.e., statements, or physical acts which put a reasonable person in fear of harm to him/herself or another), and acts of violence, with or without the presence of a weapon, will not be tolerated at Connors State College. Violations of this policy may result in disciplinary action, including possible suspension, termination, and/or the filing of criminal charges.

All employees, regardless of position with the College, shall immediately report acts of violence and/or serious threats (which a reasonable person would consider potentially dangerous) made against them or witnessed by them. Such reports may be made to the employee's immediate supervisor. When/if the immediate supervisor receives a report regarding treats or violent episodes he/she shall advise the Human Resources Department and the Security Office.

Employees should also feel free to report concerns about unusual or threatening behavior, even though such behavior is not perceived as a direct threat of an immediately dangerous situation when the employee, in good faith, is fearful ~~for~~of their continued safety or the safety of others. Reportable situations include those of co-workers, students, and visitors to the campus.

Reports made as authorized in this policy may be in oral or written form. If an oral form, said reports shall be followed by a written report as soon as it is reasonably possible.

The College will not tolerate retaliation against employees making good faith reports as provided for in this policy, even where the concerns prove ultimately to have been in error. The College will also not tolerate intentionally false reports made with the intent of wrongfully discrediting another.

Supervisors, etc., receiving reports of acts of violence, serious threats, or good faith concerns about unusual or threatening behavior shall take all appropriate steps to eliminate potentially dangerous occurrences—including but not limited to contacting the Security Office. He/she shall also forward a written report describing the threatening situation to the Human Resources Department. The Human Resources Department will in turn share copies of the report with the Crisis Management Team.

Nothing in this policy relieves a supervisor or manager from taking immediate action when the safety or security of employees is threatened, and time is critical. Such action may include notification of the Security Office, suspension, or the temporary physical separation of employees in the ~~work place~~workplace. Similarly, this policy does not replace routine management actions such as reprimands, or changes in work assignments. This policy is intended for those cases of continuing inappropriate actions or threats where normal management and personnel actions have been ineffective, and the possibility of violence is such that police and others need to be involved.

Procedures

The following procedures will be followed in the event of workplace serious threats or violence:

~~1.~~ The ~~Crisis Management~~Threat Assessment Team, Director of Human Resources, and other administrators selected by the College President, will review all reports generated relative to this policy.

~~2.~~ When reports are received, the ~~Crisis Management~~Threat Assessment Team and Human Resources will review, gather additional information as needed, and develop a plan of action. The action may include specific suggestions ~~to~~from the immediate supervisor, ~~recommendation~~recommendations for counseling, and/or legal action. Decisions and actions that directly affect an accused employee will be taken in compliance with existing laws and applicable policies of the College.

~~3.~~ Connors State College understands the sensitivity of the information provided and/or alleged in such reports as it pertains to an employee's ~~reputations~~reputation, rights to privacy, and confidentiality. Therefore, appropriate procedures will be followed to corroborate or dispel the accusations and limit the dissemination of reports too an "as need-to-know basis." Should a report prove to be false, or actions misinterpreted as threats of violence, the continued acceptance and effectiveness of the accused employee is essential. Legal guidance will be obtained as necessary.

~~effectiveness of the accused employee is essential.~~ ~~Legal guidance will be obtained as necessary.~~

Drug-Free Workplace Policy

~~*General Statements*~~

The 1988 Federal Drug-Free Workplace Act requires that entities seeking consideration for a grant from any federal agency or any entity seeking a contract for the procurement of any property or services valued at $25,000 or more from any federal agency, certify to the federal granting or contracting agency that it will provide a drug-free workplace. Supporting this anti-drug abuse legislation and recognizing that drug abuse in the workplace is a concern regardless of any connection to federal funds, Connors State College established a Drug-Free Workplace Policy.

~~*Specific Statements*~~

The unlawful manufacture, distribution, dispensation, possession, or use of a controlled substance is prohibited in the workplace.

Each department shall post the Drug-Free Workplace Policy Statement (available from the Human Resources Office) in a conspicuous location.

Each employee of Connors State College should have access to a copy of the policy statement. A copy of the policy statement must be signed by the employee to verify such a delivery. The signed statements are maintained in the permanent personnel files. New employees are to acknowledge the receipt of the policy statement when processing employment forms.

Each department chair or area supervisor should ensure that each employee has received the drug- free workplace policy. This policy will be explained in a departmental meeting at least once each fiscal year.

The Director of Human Resources will be responsible for an on-going educational program regarding the dangers of drug abuse. The program will be an expanded effort to ensure that all employees and students are aware of the dangers of substance abuse. The program will include activities such as the distributing of education pamphlets and other printed material, displaying posters in highly visible locations, publishing articles in the student paper, providing guest lectures, observing an annual “Substance Abuse Awareness Week,” and/or other related activities.

An employee convicted under a state or federal criminal drug statute for misconduct in the workplace shall notify the Human Resources Office within five (5) days of such conviction (as a condition of continued employment).

The Human Resources Office shall provide timely notification (within ten (10) days of knowledge) to appropriate federal granting or contracting agencies when a university employee engaged in the performance of federal grants or contracts is convicted under any state or federal criminal drug statute for misconduct in the workplace.

Penalties assessed for convictions of drug abuse in the workplace shall range from reprimand to termination, depending upon the circumstances of the individual situation. An individual may also be required to participate in an approved substance abuse rehabilitation program as a condition of continued employment.

Notification of Criminal Plea or Conviction Information

~~As a condition of employment, all Connors State College employees are expected to report to work fit for duty~~

~~and free of impairment due to the consumption of drugs (whether illegal or prescribed) or alcohol.~~

~~This does not prohibit employees from the lawful use and possession of prescribed medications. Employees must, however, consult with their physician(s) about the medication's effect on their fitness for duty and the ability to work safely and promptly disclose restrictions to their supervisor. Employees need not disclose underlying medical conditions to supervisors but should do so to the Health Insurance Portability and Accountability Act (HIPAA) official in Human Resources.~~

All employees must notify the Human Resources Office, in writing, of entering any plea of guilty or nolo contendre (no contest) to any criminal violation of any state or federal law, or of any conviction of state or federal criminal statutes, other than minor traffic violations, no later than five calendar days after the entry of such a plea of guilty, nolo contendre or conviction.

Lack of compliance with these requirements may subject the employee to disciplinary action, including immediate separation from employment.

Definitions

~~A.~~ "*Controlled Substance"* means any controlled substance set forth in Schedules I through IV of Section 202 of the federal Controlled Substances Act (21 U.S.C. Sec. 812, as amended). Such controlled substances include, but are not limited to cocaine, marijuana, opiates, amphetamines ~~andbarbiturates.~~and barbiturates.

~~B.~~ *"Conviction"* means a finding of guilt (including a plea of nolo contendre) or imposition of sentence, or both, by any judicial body charged with the responsibility to determine violations of federal or state criminal drug statutes.

~~C.~~ *"Criminal Drug Statute"* means any criminal drug statute involving manufacture, distribution, dispensation, use or possession of any controlled substance.

~~D.~~ *"Employee"* means any person receiving pay through the College payroll system.

Tobacco ~~*& Vapor*~~ Free Workplace Policy

College Policy and State Law

Tobacco use in any form is prohibited on all college campuses. In compliance with the executive order 2012-01, signed by Governor Mary Fallin, Connors State College and all properties owned, or contracted by the State of Oklahoma have been tobacco free since July 1, 2012. Effective January 1, 2014, executive order 2013-43 prohibits the use of electronic cigarettes, vaping devices or any other product packaged for smoking, or the simulation of smoking, throughout all indoor and outdoor areas of property owned by, or under the control of, Connors State College and the State of Oklahoma. This includes college-owned or leased buildings, all indoor areas such as classrooms, laboratories, offices, work areas, vestibules,

hallways, enclosed walkways, restrooms, elevators, residential facilities, and stairwells. This policy also includes any outdoor areas on campus including residential breezeways, rodeo arena, athletic fields, farm operations, south ranch, parking lots, ~~and~~ streets and college-owned vehicles.

Connors State College will not accept donations, gifts, money, or materials intended to promote the use of tobacco nor participate in any type of services that promote the use of tobacco.

Appropriate signage will be posted by the CSC Physical Plant as necessary to inform employees, students and visitors of policy provisions.

“Breathe Easy” signs will be placed on all campus buildings.

“Tobacco Free Campus” will be clearly posted at all main campus entrances.

It is prohibited to sell tobacco products or advertise the sale of tobacco products on University property.

Littering the campus with the remains of tobacco products or other disposable products is prohibited.

Organizers and attendees at events (meetings, conferences, lectures, cultural events and sporting events) using CSC facilities are required to abide by the policy. Organizers of such events are responsible for communicating the policy to attendees and for enforcing this policy.

Courtesy and consideration will be exercised when informing others unaware of and/or in disregard of this policy. No retaliation will occur to any person for doing so.

Compliance with this policy by all students, faculty and staff is expected based on CSC’s commitment to a healthy culture, free of tobacco, and should be a cooperative effort, encouraged by all students, faculty and staff.

A complaint against an offender~~,~~ who fails to respond to a request by another~~, as noted in Section 3.06,~~ may be referred to a Director, Department head, or VP. Appropriate disciplinary action will be taken for an offender against whom multiple complaints have been received.

1. Students- CSC students shall be directed to and handled by a designated authority. Violations occurring within college Housing shall be directed to and handled ~~bythe~~by the Housing Office.
2. Faculty- CSC faculty shall be directed to and handled by the department chair and/or Vice President for Academic Affairs.
3. Staff- CSC staff shall be directed to and handled by immediate supervisor, director, or designated authority.
4. Visitors- Visitors shall be directed to and handled by the College Police department. The visitor may be asked to leave university premises for failure to comply.
5. Fines- College Police/Security may issue a citation to violators. The fine range is $10 to $100.

~~*Technology Policies and Procedures*~~

TECHNOLOGY POLICIES AND PROCEDURES

Computer Usage

As an institution of higher learning, Connors State College encourages, supports, and protects freedom of expression and an open environment to pursue scholarly inquiry and to share information. Access to networked computer information in general and to the Internet, in particular, supports the academic community by providing a link to electronic information in a variety of formats and covering all academic disciplines. Consistent with our College policies, this policy is intended to respect the rights and obligations of academic freedom, while protecting the rights of others. The computing and network facilities of the College are limited and should be used wisely and carefully with consideration for the needs of others. As with any resource, it is possible to misuse computing resources and facilities and to abuse access to the Internet. The following statement address, in general terms, the College's philosophy about computing use.

This policy is applicable to all individuals using College owned or controlled computer and computer communication facilities or equipment, whether such persons are student, staff, faculty, or authorized third-party users of College computing information resources. It is applicable to all College information resources whether individually controlled or shared, stand alone or networked. It applies to all computer and computer communication facilities owned, leased, operated, or contracted by the College. This includes, but is not limited to, word processing equipment, personal computers, workstations, mainframes, minicomputers, and associated peripherals and software, and electronic mail accounts, regardless of whether used for administration, research, teaching, or other purposes. In addition, a user must be specifically authorized to use a particular computing or network resource by the campus unit responsible for operating the resource.

Individual units within the College may define "conditions of use" for information resources under their control. These statements must be consistent with this overall Policy but may provide additional detail, guidelines and/or restrictions. Such policies may not relax or subtract from this policy. Where such "conditions of use" exist, enforcement mechanisms defined therein shall apply. These individual units are

responsible for publicizing both the regulations they establish and their policies concerning the authorized and appropriate use of the equipment for which they are responsible. In such cases, the unit administrator shall provide the Executive Vice President with a copy of such supplementary policies prior to implementation thereof. Where use of external networks is involved, policies governing such use also are applicable and must be adhered to.

User Responsibilities and Expectations

Access to the information resource infrastructure both within and beyond the College Campus, sharing of information, and security of the intellectual products of the community all require that each and every user accept responsibility to protect the rights of the community. Access to the networks and to the IT resources at Connors State College is a privilege granted to College students, faculty, staff, and third parties that have been granted special permission to use such facilities. Access to College information resources must take into account the following factors: relevant laws and contractual obligations, the requestor's need to know, the information's sensitivity, and the risk of damage to or loss by the College.

Anyone who accesses, uses, destroys, alters, or damages College information resources, properties or facilities without authorization, may be guilty of violating state or federal law, infringing upon the privacy of others, injuring or misappropriating the work produced and records maintained by others, and/or threatening the integrity of information kept within these systems. Such conduct is unethical and unacceptable and will subject violators of this Policy to disciplinary action by the College, including possible termination from employment, expulsion as a student, and/or loss of computing systems privileges.

The College requires the members of its community act in accordance with these responsibilities, this Policy, the College's Student or Faculty Handbook, as appropriate, Connors State College Policies and Procedures, relevant laws and contractual obligations, and the highest standard of ethics. The policies as stated in this policy are intended to ensure that users of College information technology resources shall:

- Respect software copyrights and licenses,
- Respect the integrity of computer-based information resources,
- Refrain from seeking to gain unauthorized access,
- Respect the privacy of other computer users.

The College reserves the right to limit, restrict, or extend computing privileges and access to its information resources. Data owners – whether departments, units, faculty, students, or staff – may allow individuals other than College faculty, staff, and students access to information for which they are responsible, so long as such access does not violate any license or contractual agreement, College policy, or any federal, state, county or local law, or ordinance. However, users are personally responsible for all activities on their user ID or computer system and may be subjected to disciplinary action and/or loss of privileges for misuse of computers or computing systems under their control, even if not personally engaged in by the person controlling the computer or system.

Units and individuals may, with the permission of the appropriate College officials and in consonance with applicable College policies and guidelines, configure computing systems to provide information retrieval services to the public at large. However, in so doing, particular attention must be paid to College policies regarding authorized use (must be consistent with the mission of the College) ownership of intellectual works, responsible use of resources, use of ~~copyrighted information and materials, use of licensed software, and individual and unit responsibilities.~~

Authorized User Purposes

Use of College computers must comply with Federal and State law and College policies. College computing facilities and accounts are to be used for the College-related activities for which they are assigned. When users cease to be members of the academic community (such as by graduating or ceasing employment) or when persons are assigned to a new position and/or responsibilities within the College, the access authorization of such person will be reviewed and may be altered. Users whose relationships with

the College change may not use computers and computing resources, facilities, accounts, access codes, privileges, or information for which they are not authorized in their new relation to the College.

Users may use only their own computer accounts. The negligence or naiveté of another user in revealing an account name or password is not considered authorized use. Convenience of file or printer sharing is not sufficient reason for sharing a computer account. Users are personally responsible for all use of their computer account(s).

Appropriate use of computing and networking resources includes instruction, independent study, authorized research, independent research, communications, and official work of the offices, units, recognized student and campus organizations, and agencies of the College.

Computing facilities, services, and networks may not be used in connection with compensated outside work for the benefit or organizations unrelated to the College except in connection with scholarly pursuits (such as faculty publishing activities) in accordance with the College consulting policy or the policy governing Access by External Entities to University Technology Resources, or in a purely incidental way. State law generally prohibits the use of College computing and network facilities for personal gain or profit, and use of computing resources for unauthorized commercial purposes, unauthorized personal gain, or any illegal activities is prohibited.

Roles and Responsibilities

The IT Systems Department is responsible for implementing and enforcing adequate computer security policies throughout the organization.

The IT Systems Department requires all software installed on IT-supported computers be properly licensed and authorized.

Special User Notifications

The College makes available both internal and external computing facilities consisting of hardware and software. The College accepts no responsibility for any damage to or loss of data arising directly or indirectly from the use of these facilities or for any consequential loss or damage. The College makes no warranty, express or implied, regarding the computing services offered, or their fitness for any particular purpose.

Liability for any loss or damage shall be limited to a credit for fees and charges paid to the College for use of the computing facilities, which resulted in the loss or damage.

The College cannot protect individuals against the existence or receipt of material that may be offensive to them. As such, those who make use of electronic communications are warned that they may come across or be the recipients of materials they find offensive. Those who use e-mail and/or make information about themselves available on the Internet should be forewarned that the College cannot protect them from invasions of privacy and other possible dangers that could result from the individual's distribution of personal information.

An individual using College computing resources or facilities must do so in the knowledge that he/she is using College resources in support of his/her work. The College owns everything stored in its facilities

unless it has agreed otherwise. The College has the right of access to the contents of stored computing information at any time for any purpose for which it has a legitimate “need to know.” The College will make reasonable efforts to maintain the confidentiality of computing information storage contents and to safeguard the contents from loss, but is not liable for the inadvertent or unavoidable loss or disclosure of the contents.

Any individual using College computing resources and facilities must realize that all networked computer systems maintain audit trials logs or file logs within the network system. Such information as the user identification, date and time of the session, the software used, the files used, the computer time, and storage used, the user account, and other run-related information is normally available for diagnostic, accounting, and load analysis purposes. Under certain circumstances, this information is reviewed by system administrators, either at the request of an academic department, or in situations where it is necessary to determine what has occurred to cause a particular system problem at a particular time. For example, analysis of audit files may indicate why a particular data file is being erased, when it was erased, and what user identification has erased it.

IT Systems Department employees and system administrators do not routinely look at individual data files. However, the College reserves the right to view or scan any file or software stored on the computer or passing through the network, and will do so periodically to verify that software and hardware are working correctly, to look for particular kinds of data or software (such as computer viruses), or to audit the use of College resources. Violations of policy that come to the attention of College officials during these and other activities will be acted upon. User data on the mainframe will be periodically copied to backup tapes. The College cannot guarantee confidentiality of stored data. Users should be aware that use of one of the data networks, such as the Internet, and electronic mail and messages, will not necessarily remain confidential from third parties outside the College in transit or on the destination computer system, as those data networks are configured to permit fairly easy access to transmissions.

Conduct Expectations and Prohibited Actions

The well-being of all computer users depends on the availability and integrity of the system. Any defects discovered in the system accounting or system security is to be reported to the appropriate system administrators so that steps can be taken to investigate and solve the problem. The cooperation of all users is needed to ensure prompt action. The integrity of most systems may be maintained by password protection of accounts. A computer user who has been authorized to use such a protected account may be subject to criminal and civil liability, as well as College discipline, if the user discloses a password or otherwise makes the account available to others without the permission of the ~~systemadministrator.~~system administrator.

Restrictions on computer security and self-replicating code are to be interpreted in a manner that protects university and individual computing environments, but does not unduly restrict or limit legitimate academic pursuits.

The following examples of acts or omissions, though not covering every situation, specify some of the responsibilities that accompany computer use at Connors State College, and outline acts or omissions that are considered unethical and unacceptable, and may result in immediate revocation of privileges to use the College's computing resources and/or just cause for taking disciplinary action up to and including discharge, dismissal, expulsion, and/or legal action:

- Violating any software license agreement or copyright, including copying or redistributing copyrighted computer software, data, or reports without proper, recorded authorization. Software protected by copyright shall not be copied except as specifically stipulated by the owner of the copyright. Protected software is not to be copied into, from, or by any College facility or system, except by license. The number and distribution of copies must be handled in such a way

that the number of simultaneous users in a department does not exceed the number of original copies purchased by that department, unless otherwise stipulated in the purchase contract.

- Interfering with the intended use of the information resources or without authorization, destroying, altering, dismantling, disfiguring, preventing rightful access to or otherwise interfering with the integrity of computer-based information and/or ~~informationresources.~~information resources.

- Modifying or removing computer equipment, software, or peripherals without proper authorization is prohibited.
- Encroaching on others' use of the College's computers. This includes, but is not limited to: the sending of chain-letters or excessive messages, either locally or off-campus; printing excess copies of documents, files, data, or programs; running grossly inefficient programs when efficient alternatives are known to be available; unauthorized modification of system facilities, operating systems, or disk partitions; attempting to crash or tie up a College computer; damaging or vandalizing College computing facilities, equipment, software, or computer files.
- Developing or using programs which harass other computer users or which access private or restricted portions of the system and/or damage the software or hardware components of the system. Computer users shall use great care to ensure that they do not use programs or utilities that interfere with other computer users or which modify normally protected or restricted portions of the system or user accounts. Computer users shall not use network links for any use other than permitted in network guidelines (e.g., ONENET, Internet, NSFNet, and BITNET). The use of any unauthorized or destructive program may result in legal civil action for damages or other punitive action by any injured party, including the College, as well as criminal action.

- Using College computing resources for commercial purposes or non-College-related activities without written authorization from the College. In these cases, the College will require restitution payment of appropriate fees. This Policy applies equally to all College- owned or College-leased computers.
- Using College computing resources to generate or access obscene material as defined by Oklahoma or federal law and acceptable community standards or creating a hostile work and/or educational environment.

- Seeking to gain or gaining unauthorized access to information resources or enabling unauthorized access.

- Accessing computers, computer software, computer data or information, or networks without proper authorization, or intentionally allowing others to do so, regardless of whether the computer, software, data, information, or network in question is owned by the College. For example, abuse of the networks to ~~arecreators~~are creators to which the College belongs or the computers at other sites connected to those networks will be treated as an abuse of Connors State College computing privileges.

- Without authorization, invading the privacy of individuals or entities that ~~arecreators~~are creators, authors, users, or subjects of the information resources.
- Using College electronic communication facilities to send fraudulent, harassing, obscene, threatening, or other unlawful messages is prohibited. Users shall respect the purpose and charters of computer mailing lists (including local or network news groups and bulletin boards). It is the responsibility of any user of an electronic mailing list to determine the purpose of the list before sending messages to the list or receiving messages from the list. Persons subscribing to an electronic mailing list will be viewed as having solicited any material delivered by the list as long as that material is consistent with the purpose of the list. Persons sending to a mailing list any materials that are not consistent with the purpose of the mailing list will be viewed as having sent unsolicited material to the mailing list.

- Transmitting commercial or personal advertisements, solicitations, promotions, or programs intended to harass other computer users or access private or restricted computer or network resources. Some public bulletin boards may be designated for selling items, etc., and must be used appropriately, according to the stated purpose of the lists). Vendors may send product information and technical material to specific mailing lists, with the permission of the manager of the mailing list.
- Seeking to provide information on, obtain copies of, or modify data files, programs, or passwords belonging to other users without the permission of these other users; using programs or devices to intercept or decode passwords or similar access control information.
- Attempting to circumvent mechanisms intended to protect private information from unauthorized examination by others in order to gain unauthorized access to the system or to private information; configuring or running software so as to allow unauthorized use.

- Using College computers or computing systems in any manner, which violates Federal, state, or local laws, or College policies.

- Using College computing facilities or accounts for other than the College-related activities for which they were assigned and intended.

- Using computers or the College computing resources to engage in political campaigning or commercial advertisement.

The IT Systems Department systems administrator(s) has certain responsibilities to the College as a whole for the system(s) under his/her control, regardless of the policies of his/her department or groups, and the owner has the immediate responsibility to see that the system administrator carries these out. These responsibilities are:

- To take reasonable precautions against theft of, or damage to, the system components.
- To faithfully execute all hardware and software licensing agreements applicable to ~~thesystem.~~the system.
- To treat information about, and information stored by, the system's users as confidential (as conditioned in this policy) as conditioned in this policy and to take reasonable precautions to ensure the security of a system or network and the information contained therein.
- To promulgate information about specific policies and procedures that govern access to and use of the system and services provided to the users or explicitly not provided. This information should describe the data backup services, if any, offered to the users. A written document given to users or messages posted on the computer system itself shall be considered adequate notice.
- To cooperate with the system administrators of other computer systems or networks, whether within or without Connors State College, to find and correct problems caused on another system by the use of the system under his/her control.

The system administrator is authorized to take all reasonable steps and actions to implement and enforce the usage and service policies of the system and to provide for security of the system. The system administrator operating computers and networks may routinely monitor and log usage data, such as network session connection times and end-points, CPU and disk utilization for each user, security audit trails, network loading, etc. These units may review this data for evidence of violation of law or policy and

for other lawful purposes. System administrators may access computer user's files at any time for maintenance purposes. System administrators may access other files for the maintenance of networks and computer storage systems, such as to create backup copies of media. System administrators are required to report suspected unlawful or improper activities to the proper College authorities. Computer users, when requested, have an affirmative duty to cooperate with system administrators in investigations ~~ofsystem~~of system abuse. Users are encouraged to report suspected illegal activity or abuse, especially if related to any damage to or problems with their files.

~~abuse. Users are encouraged to report suspected illegal activity or abuse, especially if related to any damage to or problems with their files.~~

When system response, integrity, or security is threatened, a system administrator is authorized to access all files and information necessary to find and correct the problems or otherwise resolve the situation.

If an occasion arises when a College officer or supervisor believes that access stop an individual's data is required for the conduct of College business (unrelated to the need to investigate possible wrongdoing), the individual is not available, and a system administrator is required to access the individual's account, the following procedure shall be followed:

- The College official or supervisor shall secure permission to access the data fromthe Executive Vice President or designee of such officer.
- An appropriate form with the signature of the Executive Vice President shall be presented to the system administrator allowing the system administrator to proceed to access ~~thedata.~~the data.
- The individuals whose e-mail account has been accessed will be notified as soon as possible by copy of the above referenced form. Where necessary to ensure the integrity of an investigation into the use of College computing resources, such notice, with the approval of the Executive Vice President, may be delayed until such time as such investigation wouldno longer be compromised.

System administrators are required to report suspected unlawful or improper activities to the proper College authorities. Computer users, when requested, have an affirmative duty to cooperate with system administrators in investigations of system abuse. Users are encouraged to report suspected illegal activity or abuse, especially if related to any damage to or problems with their files.

If an occasion arises when a College officer or supervisor believes that a user is violating state or federal law, or College policy, and that access to an individual's data is required in order to conduct an internal investigation into such possibility, system administrators may monitor all the activities of and inspect the files of such specific user(s) on their computers and networks. In such cases, and a system administrator is required to access the individual's data, steps (1) and (2) set forth above in Section 2.05(d) shall be followed and the Office of Legal Counsel for A&M Board of Regents shall be contacted and informed of the matter.

~~*Electronic Mail*~~

ELECTRONIC MAIL

The policy statements below refer only to e-mail. It is recognized that the law governing electronic communication technologies and the material transmitted using these technologies is in an early stage of development and that the policy statements in this document will change in response to changes in law and further development of electronic communications technology.

This policy will apply to all College e-mail services. Members of the college community who are given access to CSC's e-mail system are expected to familiarize themselves with and abide by the policies in this document. Violations of this policy will result in loss of e-mail privileges at the College, disciplinary action, or legal action where applicable.

Appropriate ~~*Use*~~Usage

As with other College resources, e-mail is appropriately used for purposes that further the mission and goals of the College.

- Individuals may not use e-mail for entrepreneurial activities except in cases of College- sanctioned activities. Specifically prohibited is the selling of access to the Internet by any member of the College community.
- No one shall be added to an e-mail mailing list for other than official College business without his or her consent. Mailing lists may be used only for their intended purposes.
- College computing services should not be used to solicit goods and services to or from other members of the College community. For such purposes, Usenet news groups or bulletin boards may be made available by the IT Systems Department.

All materials sent by campus e-mail must be attributed to the individual, office, or organization sending the material. It is a violation of this policy to originate e-mail in such a manner as to create the impression to the recipient that it originated from another source or individual.

Issues Related to Privacy

It is the intent of the College to preserve the privacy of e-mail communications and maintain access to communications intended for an individual. Given that institutions or higher education place high value on open communication of ideas, the intention of the College is to maximize freedom of communication for purposes that further the mission and goals of the College.

All e-mail communications, unless subject to a specific privilege, are subject to production under the Oklahoma Open Records Act and, when relevant, to discovery in civil litigation. The College will observe and follow the requirements of all applicable state and federal statutes relating to privacy concerns in electronic mail.

*The term “electronic mail which has not been opened,” or “unopened e-mail” or similar references, applies only to electronic messages received by a user but which the user has not opened. Once the user opens a message it is no longer considered “unopened,” even if such message has not been moved or otherwise stored in another location.

Individual Expectations

E-mail messages shall be delivered to the intended addresses and not censored or interfered with in any way by the College.

Individually addressed e-mail communications may not be intercepted by any third party except as noted below. This does not prevent persons who have legitimately received electronic mail messages from forwarding such messages on to third parties.

Users of the College’s e-mail services are required at all times to observe all laws relating to copyright, trademark, and trade secrets protection.

College ~~*Expectation*~~Expectations/Requirements

Account holders may not use encrypting programs when engaging in e-mail communications except as specifically authorized in advance in writing by the IT Systems Department.

College officers and supervisors shall have the right to read any e-mail when the individual has given written permission for such access.

Under certain circumstances, an IT Systems Department Administrator may, in the course of his or her professional duties, access an individual's e-mail for legitimate management or maintenance purposes. An IT Systems Department Administrator shall designate in writing the identities of all such persons to the President.

If an occasion arises when a College officer or supervisor believes that access to an individual's e- mail account is required for the conduct of College business, and the individual is not available, and an IT administrator is required to access the individual's e-mail account, the following procedure shall be followed:

- The College official or supervisor shall secure permission to access the e-mail account from the Executive Vice President of this institution.
- An appropriate form with the signature of the Executive Vice President shall be presented to the IT Systems Department Administrator allowing him/her to proceed to access the e- mail account.
- The individual whose e-mail account has been accessed will be notified as soon as possible with a copy of the above referenced form.

Individuals shall make all e-mail files related to College business available to his or her supervisor prior to termination or resignation. At such time the individual's e-mail account will be terminated and all information not retained by the supervisor will be deleted from the College system.

Establishing College Electronic Mail Accounts

Persons who desire to have e-mail accounts established on their behalf shall make application to the IT Systems Department. When such services become available, requests from faculty, non-faculty staff, and students asking for the establishment of an e-mail account normally will be honored. However, such an account is a privilege extended by the College and may be withdrawn by the IT Systems Department at any time without prior notice. The establishment of an e-mail account does not grant or guarantee unlimited or unrestricted opportunities to use the e-mail account. Reasonable access to e-mail cannot be guaranteed at all times and in all circumstances.

While account holders may expect reasonable access to e-mail, there is no guarantee that access will be possible at all times and in all circumstances.

Violation of this Policy Statement may result in the loss of e-mail privileges at this College.

~~*Objectionable*~~Objectional Material, Violations, and Sanctions

The College cannot protect individuals against the existence or receipt of material that may offend them. Those who make use of electronic communications are warned that they may willingly or unwillingly come across, or be recipients of, material that they may find offensive. Members of the College community are expected to demonstrate good taste and sensitivity to others in their communications.

It is a violation of this policy to use e-mail to libel, harass, or threaten other individuals.

Users of campus communications are subject to all applicable local, state, and federal laws and regulations, and Connors State College policies and procedures.

Consequences of Misuse of Computing Privileges

Users, when requested, are expected to fully cooperate with system administrators in any investigations of system abuse. Failure to cooperate may be grounds for cancellation of access privileges or disciplinary action.

Abuse of computing privileges is subject to disciplinary action. If system administrators have strong evidence of misuse of computing resources, and if that evidence points to the computing activities or the computer files of an individual, they have the obligation to pursue any or all of the following steps to protect the user community:

1. Notify the user's instructor, department or division chair, or supervisor of ~~theinvestigation.~~the investigation.
2. Suspend or restrict the user's computing privileges during the investigation.
3. Inspect the user's files, drives, discs, diskettes, tapes, and/or other computer-accessible storage media. System administrators must be certain that the trail of evidence clearlyleads to the user's computing activities or computing files before inspecting the ~~user'sfiles.~~user's files.
4. Refer the matter for possible disciplinary action to the appropriate College department.

Individuals whose privileges to access College computing resources have been suspended may request that the President or his/her designee, review the suspension. The President, or designee, may reinstate privileges, alter any restrictions that have been imposed, or refuse to interfere with the administrative action taken to that time. There is no right to a hearing or appearance regarding such issues, and the decision made by the President or designee is final.

~~*Administrative Policies and Procedures*~~

ADMINISTRATIVE POLICIES AND PROCEDURES

Appointment of Administrators

Appointment of President

It is the responsibility of the governing A&M Board of Regents to appoint personnel to fill the position of President of any institution under the governance of the A&M Board of Regents. Prior to accepting applications, the A&M Board of Regents shall request from the faculty and administrators of the institutions a list of personal and professional attributes which they believe are essential qualifications of the new President. The A&M Board of Regents may at its discretion, request similar input from students and alumni of the institution and from certain other groups as the A&M Board of Regents may choose. The A&M Board of Regents may, at its own discretion, develop its own list of priorities concerning the

personal and professional qualifications. The minimum qualifications for the person to be selected as the new President shall be established by the A&M Board of Regents in consideration of the lists of priorities suggested by the faculty, administrators, alumni, or other groups, and the Board A&M Board ~~ofRegents.~~of Regents.

In addition to participating in establishing the qualifications to be required of the new President, the appropriate faculty representative(s) so designated by the faculty of the institution involved shall be consulted concerning other input to be made by the faculty of the institution in which the vacant position exists. For the purpose of this consultation, the Chairman of the A&M Board of Regents shall appoint a policy committee for appointment of personnel or a committee of his choosing to confer with the

appropriate faculty representative(s). This committee shall consist of not less than three (3) A&M Board of Regents members.

Following consultation with the faculty, the policy committee for appointment of personnel shall devise and recommend to the A&M Board of Regents specific procedures to be utilized in the nominating of candidates, screening of applicants, and in making the selection of the new President.

The responsibility for screening applications shall be assigned to a screening committee on which there shall be no less than three members of the A&M Board of Regents and representatives of other groups. The Chairman of the A&M Board of Regents shall appoint the chairperson of the Screening Committee. The A&M Board of Regents shall decide the number of the faculty, administrators, and other citizenry who shall be represented to serve on the committee. At the A&M Board of Regents' discretion, other citizens may be involved in the screening of applicants.

From the pool of applications, the screening committee shall submit a predetermined number of unranked applications to the A&M Board of Regents as a whole. Preliminary to the work of the screening committee, the Board A&M Board of Regents shall decide the number of applications to be submitted by the screening committee.

The A&M Board of Regents shall give first consideration to those names submitted by the screening committee. If the A&M Board of Regents cannot make a selection from the original names submitted, the screening committee should be requested to send additional names to the A&M Board of Regents.

In all instances where a vacancy exists in the Office of the President for any of the institutions under the Board A&M Board of Regents, the vacancy shall be made known by use of the news media to accomplish a wide circulation of the fact. Any person who wishes to apply for a vacant position of President will be given an opportunity to do so equal to that of any other applicant, subject to appropriately reasonable deadlines. Procedures utilized to screen and select will not discriminate on the basis of race, color, religion, national origin, sex, qualified disability, or status as a veteran.

The A&M Board of Regents may alter its format for the selection of a President at any time.

Appointment of Other Major Administrative Personnel

With regard to the appointment of other major administrative personnel, appropriate consultation shall be secured from the A&M Board of Regents. This will include presenting the A&M Board of Regents with a complete job description of the position to be filled with minimum required qualifications and salary range, all of which must have A&M Board of Regents approval prior to the acceptance of applications or initiating screening procedures of applicants.

Appropriate faculty and/or staff counsel shall precede any recommendation for appointment by the President. At the President's option, unless otherwise directed by the Board A&M Board of Regents, he/she may consult and/or involve students and other citizens in making recommendations to the A&M Board of Regents.

The President shall recommend all major personnel to the A&M Board of Regents for approval. In the event any recommendation does not receive approval by the A&M Board of Regents, the President of the institution may bring another recommendation before the A&M Board of Regents. Major administrative personnel shall be considered to be those holding, or to hold, the title of Vice President, or an equivalent administrator of a major administrative unit.

Retention or Reappointment of Administrators

The continuation of administrators in their positions at institutions under the operational control of the Board of Regents for the Oklahoma Agricultural & Mechanical Colleges is a result of demonstrated satisfactory performance. The concept of tenure in an administrative position is not applicable.

It is the policy of the A&M Board of Regents that each administrator's performance shall be continually evaluated. Administrators below the level of president shall be evaluated by the responsible administrative supervisor. The evaluation shall be made in accord with the evaluation procedures developed in the institution where the administrator is employed. All evaluation procedures in each institution shall be developed under the direction of the president and are subject to the approval of the A&M Board of Regents. In instances where the performance of an administrator is determined to be unsatisfactory, the administrative supervisor responsible for that administrator must carefully monitor the future performance by such an administrator. Continuing failure to improve by an administrator whose present or past performance is unsatisfactory may result in reassignment to other duties or termination of employment.

Only the governing A&M Board of Regents will evaluate the performance of presidents. Retention or reappointment of presidents is a result of demonstrated satisfactory performance in the following areas:

- Academic Leadership
- Administrative Leadership
- Financial Responsibility
- Personnel management
- Implementation of A&M Board of Regents and Institutional Policies
- Maintenance of Confidence and Respect of the Board A&M Board of Regents and the Relevant Constituencies and Publics of ~~theInstitution~~the Institution

Appointment of Personnel

The President shall have final responsibility for recommending appointments, promotions, and discontinuances, but he shall secure appropriate faculty and/or staff counsel before making recommendations. Insofar as possible, the responsible administrative officer shall arrange for principle candidates for initial appointments to visit the campus for personal interviews. Approved administrative practices shall include the following procedures:

The school's affirmative action policy shall be complied with at all times. The college shall pursue a non-discriminatory policy with respect to age, race, sex, religion, color, national origin, qualified disability, or status as a veteran.

In the selection of major administrative personnel defined by the Board A&M Board of Regents policy as including all Vice Presidents, Deans and Directors a committee will be formed for consultation purposes with the President prior to his or her recommendation to the Board A&M Board of Regents for appointment. The committee shall be composed of two major administrators, an administrator/instructor, and, at the President's option two faculty members, (where federal projects federally funded are involved, the Federal Programs Director would be included). This committee shall be used by the President to assist him or her in arriving at a recommendation.

In the selection of an individual to serve in a faculty ~~position~~[1]position, a screening and interviewing committee shall be formed/composed of the appropriate division chairperson, the appropriate dean or administrative head, the President and/or appropriate Vice President. Their choice shall be recommended

to the President and, after consideration, the President may recommend appointment to the A&M Board of Regents. Insofar as possible, the Division Chairperson shall appoint or select a faculty member of his division for committee participation.

Notification of appointments shall be made to the appointee specifying position, salary, conditions and duration of the appointment. Such appointments are recommended by the president and are subject to A&M Board of Regents approval.

[1] ~~A~~Note: A faculty position is defined as any position with teaching or research responsibilities requiring a Bachelor's degree or higher and not listed as major administrative personnel as defined by A&M Board of Regents policy.

Retention ~~or~~of Reappointment of Personnel (other administrators)

Retention or reappointment of other administrators to their respective positions shall be evaluated each year on a continual basis. The evaluation shall be by the major administrative officer for each area. The President, as specified in this policy, shall evaluate the major administrators. Evaluation criteria for all administrators shall be demonstrated satisfactory performance in their respective areas with regard to leadership, responsibility, management, and implementation of the A&M Board of Regents' and President's policies and objectives and support and loyalty to the administrative head of the college as this relates to the institution. Where an administrator's performance is unsatisfactory, the future performance must be carefully observed and continuing failure may result in reassignment, non-reappointment or dismissal. There is no property interest, e.g. continuing employment, applicable to administrative positions.

Promotions

Since the college has only one faculty rank, the question of promotion is a rare procedure and relates to positions of division chairpersons or administrative positions.

In the selection of Division Chairpersons, Directors, and Deans, a committee shall be appointed by the President to make recommendations to the President.

In the case of appointments by the President, of Division Chairpersons, Directors, and other minor administrative roles, such appointments are "at-will" and are reappointed or not reappointed on the basis of institutional need and/or performance.

~~Financial Exigency Policy~~

~~**Introduction**~~

FINANCIAL EXIGENCY POLICY

On May 18, 1979, the Board of Regents for the Oklahoma Agricultural & Mechanical Colleges unanimously adopted the following resolution:

"That the A&M Board of Regents direct each of the presidents under the jurisdiction of the A&M Board of Regents to develop and recommend to the A&M Board of Regents a policy for meeting any possible conditions of financial exigency. Included in this policy shall be provisions for securing appropriate input from representatives of academic and non-academic personnel.

Representatives of these personnel shall serve only in an advisory capacity to the President. Such policy statements after being approved by the A&M Board of Regents may be included in the respective institutional faculty and/or staff handbooks. Regardless of input or counsel received by the President from institutional personnel, it shall be the sole responsibility of the A & M Board of Regents to make the final decision regarding recommendations to the A&M Board of Regents concerning any financial exigency. The President and the governing A&M Board of Regents shall finally decide the specific actions required concerning any existing or anticipated financial exigency."

This policy statement was submitted pursuant to this directive from the A&M Board of Regents and establishes the procedures and guidelines for addressing a state of financial exigency at Connors State College. It will supersede other College policies and procedures, including all grievance procedures, if the President of the College declares a state of financial exigency.

Definitions

When used in this policy statement, unless the context clearly indicates otherwise, the following words and terms shall be construed as having the meanings described to them in this section:

A&M Board of Regents shall mean the Board of Regents for the Oklahoma Agricultural & Mechanical Colleges.

~~Continuing Faculty shall mean faculty with more than three years of service with the College and should not be construed as meaning tenured. (Coaching personnel are considered non-faculty even though they may teach some classes.)~~

Financial Exigency shall mean that state of financial crisis brought about by an Educational and General Part I budget allocation to the College, which would:

- Necessitate the elimination or reduction of existing instructional programs; or,

- Necessitate the termination of employment or reduction of compensation for permanently employed faculty or staff prior to the normal expiration of their contract or appointment; or,

- Seriously erode the quality of any existing program.

Financial Exigency Executive Committee shall be composed of the President, who shall serve as Chairman, the Vice President for Academic Affairs**,** the Vice President for Fiscal Services, and other designees as may be deemed appropriate at the time.

Financial Exigency Task Force shall be composed of the incumbents of the following described positions or their successors in interest as defined by the President~~:~~;

- Vice President for Fiscal Services
- Affirmative Action Officer
- President of Student ~~Senate~~Government Association
- One (1) elected representative of the Division Chairpersons
- Athletic Director
- Vice President for Academic Affairs (Ex-officio and non-voting)
- Director of the Muskogee Branch Campuses (Ex-officio and non-voting)

In addition, the President may appoint to the Task Force such other faculty, administrators, staff, or students to assure appropriate representation of all groups within the college community.

When exploring termination of an employee for financial exigency, a Termination Review Committee shall be appointed. Termination Review Committee shall be composed of a chairman and six members, three of whom shall be faculty members and three of whom shall be administrators or staff. The Vice President for Academic Affairs shall determine the faculty members of the committee by random selection from among the continuing faculty who are full-time employees for two of the positions, and from among other faculty who are full-time employees for the remaining faculty position. Any faculty member so chosen may decline to serve. A continuing faculty member whose termination, if proposed, shall be allowed to excuse one of the three faculty members of the committee without cause; if necessary, another faculty member shall be chosen to serve. Challenges for justifiable cause shall also be allowed. The President shall designate administrators to serve on the committee. When the committee is considering the appeal of a faculty member whose termination is proposed, the Vice President for Academic Affairs shall chair the proceedings; when the committee is considering the appeal of a staff member whose termination is proposed, the Vice President for Fiscal Services shall chair the proceedings. (All members shall be voting members.)

Procedures

Declaration

When, in his opinion, a state of financial exigency is impending, the President shall convene the Connors State College Executive Council and may convene such other entities or groups as he shall deem appropriate and advise any group so convened of the circumstances upon which the opinion is founded. Included within the statement of circumstances shall be an estimate of the scope and duration of budgetary shortfall or other condition which gives rise to the expected exigency and an explanation of all pre- exigency budgetary reductions affected. The President shall further consult with the Executive Secretary and any appropriate committee of the A&M Board of Regents with respect to the expected exigency. If, following these consultations, the President determines that a financial exigency exists or is imminent; he shall declare the College to be in a state of financial exigency.

Preliminary Action Plan

Following the declaration, the President shall convene the Financial Exigency Task Force (Task Force) and charge it with the responsibility of conducting appropriate studies and reviews to determine the nature and extent of the crisis and developing a Preliminary Action Plan to return the college to a stable financial

state. As a minimum, the plan shall contain a summary review of the academic and support programs of the college recommendations for reorientation, reorganization, realignment or reduction of academic and support programs; recommendations concerning reduction of personnel; the effect of the plan upon the performance of the college's mission and the effect of the plan upon the college's Affirmative Action Plan.

All Task Force Members shall seek input from personnel within their respective areas of representation.

Upon completion of its evaluation, the Task Force shall prepare and recommend its Preliminary Action Plan to the Financial Exigency Executive Committee (Executive Committee) which shall review the

plan, make such revision as it deems appropriate, and recommend the plan to the President. The Executive Committee shall provide the Task Force with copies of the revised plan recommended to the President.

Exigency Action Plan

The President shall review and consider the Preliminary Action Plan and any revision thereof submitted by the Executive Committee. Further, the President will seek such other and advice and counsel from faculty, students, and other interested parties, as he shall deem appropriate. Any advice and counsel shall be advisory only, and it shall remain the sole responsibility of the President to make final decisions regarding recommendations to the A&M Board of Regents concerning the financial exigency. Following such deliberation, the President shall prepare and submit to the A&M Board of Regents an Exigency Action Plan for alleviating the financial crisis at the college. The Exigency Action Plan will not identify specific faculty or staff for termination but will identify areas in which reductions are proposed.

Action by A&M Board of Regents

The A&M Board of Regents has ultimate responsibility for the financial integrity of the college. It will review the Action Plan submitted by the President and may consider such other factors as it deems appropriate in determining what actions should be taken to restore the college to a stable financial state. Any Action Plan adopted by the A&M Board of Regents will not identify specific faculty or staff for termination, but it will identify areas and units in which reductions are proposed.

Action Plan Implementation

Following adoption by the A&M Board of Regents, the President shall direct the Vice President to implement the provisions of the approved Action Plan. If the plan entails the reduction of programs, activities of services, or the termination of faculty or staff, then the following appropriate provisions of this policy shall apply.

Guidelines for Termination of Employment

In reviewing programs and activities for reorientation, reorganization, realignment, reduction, or termination, the mission of the college and the fulfillment of its obligations as a higher education institution shall remain paramount. As the Task Force and Executive Committee conduct their studies and develop their respective plans, they should consider centrality to the college's mission, productivity, support of productive programs, cost-benefit relationship, program achievement and income generating ability with respect to consolidation, reduction, or termination of college programs or activities. This may, in some cases, necessitate the retention of programs, services, and activities which are not strong, but which are central to the concept of the college and to the mission of Connors State College.

Guidelines for Program Review

Every termination must be based on an appropriate administrative judgment that the action will have an effect substantially less detrimental to the quality and effectiveness of the performance of the college's mission than any alternate budgetary reduction.

Program Deletions

If an academic/technical program at the college is discontinued, students in the program shall be notified and every effort shall be made to allow them to finish their academic work. If it is not possible for students to complete the program, the college will explore making special allowances for such students. Special allowances might include, without limitation, permitting students to complete programs by taking work in related departments, or in any other reasonable manner facilitating the academic needs of affected students. To accommodate affected students, action will be taken to obtain approval of the A&M Board of Regents for program adjustments if required.

Connors State College
Staff Handbook

Founded in 1908, with campuses in Muskogee and Warner, Connors State College is governed by the Oklahoma A & M Board of Regents with the mission of building futures one at a time as we promote excellence in our community and the global society.

WWW.CONNORSSTATE.EDU

MAIN CAMPUS 700 COLLEGE ROAD | WARNER OK 74469 | (918) 463-2931

THREE RIVERS PORT CAMPUS 2501 N 41ST ST E | MUSKOGEE OK 74403 | (918) 684-5471

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PREFACE

The Board of Regents for Oklahoma Agricultural & Mechanical Colleges appreciates faculty and staff input pertaining to the development of policies affecting faculty and staff status and encourages the institutional administration to provide adequate opportunity for input on such matters prior to presenting recommendations to the governing A&M Board of Regents.

In discharging its duties and responsibilities, occasions may arise where the collective judgment of the A&M Board of Regents requires the A&M Board of Regents to act independently in the development and implementation of policies and procedures. In approving the Faculty/Staff Handbook for Connors State College, neither the governing A&M Board of Regents nor CSC is waiving or restricting its lawful power, duty, or responsibility to act at any future time to establish policies, regulations, and procedures and to implement other decisions of the A&M Board of Regents. In such instances, affected personnel will be informed through the official public record where such actions were approved, and the institutional administration is encouraged to take appropriate steps to help ensure that affected personnel are informed.

ORGANIZATIONAL INFORMATION

History of the College

Connors State College (CSC) was authorized by an act of the first Legislature in 1908 as Connors State School of Agriculture. The school was named for Mr. John P. Connors who was President of the State Board of Agriculture at that time. In 1927, the Oklahoma Legislature amended the act, which established district agricultural schools to make Connors a junior college. The name was also changed, at that time, to Connors State Agricultural College. During the 1967 Legislative Session, the name was again changed, this time to Connors State College of Agriculture and Applied Science. In 2000, the A&M Board of Regents shortened the name to Connors State College. *A more detailed account of the history of Connors may be found in the college catalog.*

Mission Statement

Connors State College is committed to building futures one student at a lime as we cultivate excellence in our community and the global society.

Vision

Connors State College integrates tradition and adaptability to be the college of choice for students seeking access to affordable education for their lifelong learning needs.

Core Values

Real Education

Our commitment to education means you'll get real learning experiences. What you see is what you get, and what you'll get is an authentic education that equips you with the skills to thrive in the jobs of the future.

Navigating the Future

Navigate your future with us, where we're committed to affordability, accessibility, and eliminating barriers to education. We offer you numerous pathways to reach your goals, whether you are at the beginning of your career or if you're looking to take the next step.

Our Community

At Connors, you're more than just a name on a roster; you're a valued member of our community. Our dedicated faculty and staff ensure that you receive personalized attention. From our president to our professors, we know you and we are invested in your journey.

Governance

Board of Regents for the Oklahoma Agricultural & Mechanical Colleges:

It is the policy of the Board of Regents for the Oklahoma Agricultural & Mechanical Colleges that the Laws of the United States and of the State of Oklahoma shall be upheld and obeyed in all of its actions. In so doing, the A&M Board of Regents is especially aware of Title VI of the Civil Rights Act and of Title IX of the Educational Amendment of 1974, and it continues not to discriminate against persons on the basis of race, color, religion, national origin, sex, qualified disability, age or status as a veteran. Such non-discrimination applies to all policies, practices, and procedures; including those pertaining to admission, institution governed by the A&M Board of Regents is directed to develop, establish, and observe procedures that implement the nondiscriminatory policy of the A&M Board of Regents. In all such instances, the A&M Board of Regents encourages the inclusion of minorities and women.

CSC Development Foundation

The Connors Development Foundation, Inc. was established to aid and assist Connors State College by providing the resources necessary to meet the ever-increasing costs of supplying quality programs in higher education. The Foundation meets the requirements of a tax-exempt organization, so all gifts are tax exempt under Section 501(c) (3) of the Internal Revenue Code of 1984.

Affirmative Action Statement

General Statements

In compliance with the Executive Order 11246; Title II of the Education Amendments of 1976; Title VI of the Civil Rights Act of 1964, as amended by the Education Amendments of 1972; Section 504 of the Rehabilitation Act of 1973; and all other federal, state, school rules, laws, regulations and policies, Connors State College does not discriminate on the basis of sex, race, color, age, religion, national origin, status as a veteran or disability in the educational programs or activities which it operates.

It is the intent of the Connors State College administration, faculty, and staff to comply with both the letter and spirit of the law in making certain that discrimination does not exist in its policies, regulations, and operations. Grievance procedures for Title IX and Section 504 of the Rehabilitation Act and the Americans with Disabilities Act have been established for students, their parents, and employees who feel discrimination has been shown by Connors State College.

Complaints

Any complaint alleging illegal discrimination should be referred to:

Director of Human Resources/Affirmative Action Officer
Connors State College
Gatlin Hall, Room 231
(918) 463-2931, Ext. 6206

Title VI, Title IX, and Section 504 complaints may be referred to:

- Human Resources Director who is the designated Affirmative Action Officer
- ADA Coordinator (918) 463-2931, Ext. 6245

They may also be filed with the Regional Office for Civil Rights. Address correspondence to:

Office for Civil Rights
U.S. Department of Education
One Petticoat Lane
1010 Walnut Street, 3rd floor, Suite 320
Kansas City, MO 64106
Telephone: 816-268-0550
FAX: 816-268-0599; TDD: 800-877-8339
Email: OCR.KansasCity@ed.gov

Title VII and ADA complaints may also be filed with the regional Equal Employment Opportunity Commission. Address correspondence to:

Equal Employment Opportunity Commission
215 Dean A. McGee Avenue, Suite-524
Oklahoma City, Oklahoma 73102
Telephone: 800-669-4000
FAX: 405-231-4140
TTY: 800-669-6820
ASL Video Phone: 844-234-5122

Sexual Harassment Complaints

Any complaint alleging sexual harassment should be referred to:

- Human Resources Director, 918.463.6206
- Vice President for Academic Affairs, 918.463.6328

EMPLOYMENT POLICIES

Connors State College complies with the employment policies set forth in the Policy Manual for the Board of Regents for the Oklahoma Agricultural & Mechanical Colleges. The following procedures support the intent of the A&M Board of Regents' employment policies. At Connors, the levels of organizational structure are as follows:

Position	Function	Appointment Responsibility
President	Chief Executive Officer	Hired by and responsible to the A&M Board of Regents.
Vice-Presidents, Deans, and Directors	Major and mid-level administrative personnel	Hired by and responsible to the President with A&M Board of Regents approval.
Faculty	Instruction	Hired by and responsible to the President with A&M Board of Regents approval.
Administrative Assistant, Clerical, Maintenance, Secretarial, Custodial	Support Staff	Hired by and responsible to the President.
Adjunct Faculty	Instruction	Hired by and responsible to the Vice President of Academic Affairs.

General Procedures for Employment

The President has final responsibility for recommending employment, promotions, and terminations of all full-time faculty and staff to the A&M Board of Regents for final approval but may first choose to secure appropriate on campus counsel before making his/her final recommendations.

Equal Opportunity Employment decisions reflect the institution's policy of maintaining excellence in instruction, research, and extension. As a College, which recognizes the individual talents of people, Connors State College actively supports equal opportunity and affirmative action, complying fully and willingly with Executive Order 11246, Executive Order 11375, the Civil Rights Act of 1964, and all other appropriate Federal and State Legislation.

Advertisement

The breadth of advertisement for positions depends on the position's level in the organizational structure. Advertisements are prepared according to the A&M Board of Regents' policies.

Advertisements for presidents are publicized nationally in publications like HigherEdJobs.com and other relevant publications.

Advertisements for all other personnel and faculty are placed in relevant publications.

All open positions, with the exception of those on an in-house recruitment status only and emergency hire basis, will be posted on the CSC website for no less than 3 days.

Application

The applicant must complete the official CSC Application for Employment. Official transcripts from all colleges and universities attended must be provided. Applicable licenses and certifications are also required. The applicant may also provide a resume at the time of application. Human Resources will collect all applications received and forward them to the supervisor.

Screening/Interview

Employment for each position involves a thorough screening process. The appropriate supervisor will develop a minimum of a three-person hiring committee (larger committees may be developed depending

on the position). The supervisor and committee members will determine which applicants (if any) to invite for an interview. The supervisor will send recommendations to HR and HR will schedule interviews. The committee will recommend a candidate to the hiring supervisor. The ultimate hiring decision will be made by the supervisor. References are checked and an authorized background check may be included in the final assessment of candidates.

Contract of appointments may be made in writing to the appointee specifying position, salary, conditions and duration of the appointment. Official transcripts of all undergraduate and graduate work and/or required certifications for all professional staff and faculty must be filed with the Human Resources Director and the Vice President of Academic Affairs. Each employee is expected to keep his or her file updated as additional class work or certifications are acquired.

The emergency hire process is designed to permit the hiring of individuals on an emergency temporary basis without the immediate completion of a competitive search. The individual selected must meet the minimum hiring qualifications of the position and final approval for the emergency hire will be given by the President to the Vice President of the department.

Evaluation

The continuation of all staff members in their positions is at the will of the College. Staff members are evaluated informally on an ongoing basis, but the appropriate supervisor will also conduct a performance review annually. The supervisor has the option to formally review a staff member more than once a year, particularly in cases where performance is deficient.

The goal of an employee appraisal is to enhance the employee's job performance and allow the employee to receive appropriate suggestions for improvement as needed. The supervisor will meet with the employee to discuss accomplishments, any needed improvements and to set performance goals for the next year. The supervisor and employee will both sign and date the review form. The performance review will be returned to the Human Resources Office and kept in the employee's personnel file.

Promotion

In the selection of a director or dean, a committee will be formed for consultation purposes. The committee will meet with the President prior to his/her recommendation to the A&M Board of Regents for such appointment.

The President may appoint a director, dean, or other mid-level administrators. Such appointments are on an "at-will" basis and are not made for any particular duration. Reappointment is determined by institutional need and/or performance.

When staff positions are open, all qualified applicants, including those who may already be employed in other positions within the college, may apply. Internal promotion is encouraged by the college where possible and when a qualified internal candidate has applied for a position, especially if such promotion supports the College's affirmative action efforts.

Procedures for Externally Funded Staff

Staff positions created by federal grants or other external funds are appointed, evaluated, reappointed, or not reappointed through the same mechanism as other college personnel. However, because of the

nature and duration of the funds and programs, each contract automatically terminates at the conclusion of the year for the duration of the program. Notices of intent for continuance or, in some cases, discontinuance are based on performance and/or notification of funding awards.

Adjunct Faculty/Coaching Appointments

Professionals in the community and individuals with special skills, such as members of the coaching staffs of the College, may be granted appointments as adjunct instructors. Adjunct appointments are temporary appointments for specific periods of time and with no expectation of reappointment. Adjunct appointments do not count toward years of service as a continuing faculty member. No notice of non-renewal of an adjunct appointment is required, as the appointment ends by its own terms at the end of the appointment period. Such appointments do not require a search procedure as would usually be followed in filling a full-time faculty appointment.

Corrective Action and Dismissals

Purpose

Organizations have work rules designed to promote the proper and efficient operation of the organization. Organizations also require employees to meet prescribed standards for the quality and quantity of performance. The purpose of this policy is to set forth procedures by which supervisors communicate as early as possible with a staff person a problem or concern interfering with performance and the appropriate steps to provide a positive, fair and constructive means of correcting employee behavior/performance issues.

Scope

1. These policies and procedures are applicable to all continuous regular staff personnel of the College.
2. This procedure also does not apply to periodic/temporary employees or student employees.
3. Faculty are covered by separate procedures as indicated in the Faculty Handbook and other policies and procedures.

Responsibility

1. Each employee is expected to become knowledgeable with performance criteria for his or her particular position and with all rules, procedures, and standards of conduct established by Connors State College and the staff member's department. The employee who does not fulfill the responsibilities set out by such performance criteria, rules, procedures and standards of conduct may be subject to corrective action.
2. Employees of the College are at-will employees. "At-will" employment means that either the employee or the College may terminate the employment relationship at any time, for any reason, with or without cause or notice, so long as the reason is not prohibited by applicable federal or state law. However, consistent with the College's values of excellence and integrity, supervisors should follow prescribed guidelines for corrective action or dismissals.

Work Performance and Misconduct Issues

1. Behaviors which may be subject to corrective action or dismissal may be a result of poor work performance or misconduct.
2. The term “work performance” may include all aspects of an employee’s work.
3. Work performance is determined by the supervisor’s evaluation of the quality and quantity of work performed by the employee. When, in the opinion of the supervisor, the work performance of an employee is below standard, the supervisor should take appropriate corrective action.
4. Work performance is normally evaluated by a performance review as described in this handbook.
5. When making the decision for taking corrective action, consideration should be given to the nature of the offense, the record of the employee, and the consequences recommended. A supervisor should initiate action as a dimension of performance improvement rather than a measure of punishment. It is a corrective process to help the employee overcome work-related shortcomings and strengthen his or her work performance.
6. Performance issues involving the quantity or quality of work may require additional training or practice in order to achieve the required standard. In this case, it may be appropriate to place the employee on a performance improvement plan for a specified length of time, usually up to three months. Performance improvement plans can be used in conjunction with other corrective action steps or in place of corrective action. The supervisor should consult with Human Resources prior to implementing a performance improvement plan.
    a. During the duration of the performance improvement plan, the supervisor works with the employee, providing feedback on a monthly or more frequent basis.
    b. If work performance has not improved to an acceptable standard by the end of the designated period, the employee will be dismissed from employment. In rare circumstances, the performance improvement period may be extended up to an additional three months.
    c. If work performance reverts to an unacceptable standard during the year following expiration of the performance improvement plan, the employee may be dismissed from employment immediately.
7. Even though the College’s philosophy of discipline is a corrective, progressive one, there are some offenses serious enough to warrant immediate dismissal. This may require the supervisor to skip steps of corrective action. Such cases should be handled in consultation with University Human Resources.
8. Corrective action should be taken as soon as possible after a work rule violation or unacceptable behavior occurs.
9. The supervisor shall consult Human Resources prior to corrective action or dismissal.

Misconduct issues

1. All employees are expected to maintain standards of conduct suitable and acceptable to the work environment. Corrective action may be imposed for unacceptable conduct or work performance issues.

2. Each work rule violation is evaluated based on the severity of the infraction and the operational impact of the rule.
3. In cases where an employee fails to meet acceptable standards of conduct or work performance, a supervisor should initiate corrective action. The corrective action process includes the following:
    a. Informal Discussions – consists of an informal discussion between the supervisor and the staff member regarding a gap in current performance or behaviors and those expected by the university. This discussion is informal in nature and is intended to develop a clear understanding between the staff member and the supervisor regarding future performance or behavioral expectations. Supervisors are encouraged to maintain documentation of these discussions; however, the documentation is not formal and is used as a reminder to the supervisor of the topics discussed and agreements reached with the employee regarding potential developmental opportunities and training needs. Informal discussions may occur at any time. Staff members who have received an informal discussion are eligible for consideration for pay increases, transfers, promotions, and other employment privileges.
    b. First Step Corrective Action or Written Warning – consists of a formal discussion between the supervisor and the employee about a gap in current performance or behaviors and those expected by the College. This discussion includes the supervisor's expectations, timeline for correction of the concerns, and specific details on how the employee needs to improve. The underlying assumption is the employee has the desire to change. The supervisor shall document the formal discussion. In the event the job performance or behavior(s) does not improve, further corrective action may be supported. If a repeat incident of misconduct or work performance issue occurs within three months, further corrective action may be warranted, up to and including dismissal.
    c. Second Step Corrective Action or Written warning – consists of a formal discussion between the supervisor and the employee about continued failure to meet acceptable standards of conduct or work performance. The supervisor should consult with Human Resources before placing an employee on this step of corrective action The discussion is followed up with a written summary, including the seriousness of failure to meet acceptable standards of conduct or performance expectations. The employee shall receive a copy. The written corrective action should include the following:
        i. Desired performance;
        ii. Observed behavior;
        iii. Violated rule, policy, procedure, or performance issue;
        iv. Past work record, including training, coaching, feedback, mentoring or other formal corrective actions taken;
        v. A statement of the consequences in the absence of improvement;
        vi. Notice that discussion is a corrective action and that the employee has agreed to the desired performance; and
        vii. The employee's signature signifying receipt of the written summary and the date received. If the employee declines to sign the document, the supervisor should

indicate on the document that the employee received a copy of the corrective action.

If a repeat incident of misconduct or work performance issue occurs within six months, further correction action may be warranted, up to and including dismissal.

d. Job Decision Assignment – final formal discussion and written documentation requiring the employee to decide whether or not s/he wishes to continue employment with no further infractions or wishes to resign. To provide adequate time for this serious decision-making process, the employee may be placed on job decision assignment for up to one day. During that time the employee's work assignment is to give serious consideration to full compliance with performance standards or resignation. At the end of that time the employee is expected to provide a written commitment to the conduct and/or performance standards with detailed information on how they expect to maintain this commitment or to provide a written resignation notice. If the information contained in the employee's response meets the criteria of the supervisor, the employee will be expected to return to work in full compliance with conduct and/or performance standards. In the even the employee fails to provide a reasonable response or resign, they will be dismissed from employment. The supervisor must consult with Human Resources before placing an employee on job decision assignment. The formal documentation establishing administrative leave and requesting the employee's decision and the response from the employee are placed in the employee's personnel file. The job decision assignment will be considered inactive if no further incidents of misconduct or failure to meet performance standards occur within one year. If, however, misconduct or work performance issues occur within one year, employment will be terminated for cause immediately.

4. Unrelated incidents of misconduct or work performance will be handled separately, but in no case will more than two separate unrelated incidents of misconduct or work performance occur within any one time period. A third unrelated incident of misconduct or work performance will result in dismissal.
5. Employees engaged in any step within the corrective action process outlined above may be ineligible for transfers, promotions, pay increases, or other employment privileges. Notification of these restrictions ma be included in the written notice provided to the employee.
6. A serious violation of a rule, procedure or standard of conduct, including but not limited to, inappropriate use of computers, theft of College property, falsification of College documents, or conduct resulting in harm to another person, may result in immediate termination.
7. An employee who disagrees with a supervisor's formal or informal evaluation of their performance are encouraged to seek counsel from Human Resources, who may act as a neutral third party moderator for future discussions between the employee and the supervisor.
8. Misconduct that may result in corrective action (and/or termination) include (but are not limited to):

a. Tardiness or absenteeism without proper notification to the supervisor or unavailability for work; neglect of duties, loitering, loafing or wasting time during working hours including leaving the job during working hours without permission or sleeping during work hours; inefficiency or lack of application to work;
b. Failure to follow established safety rules and procedures; creating a condition hazardous to another person on the premises; creating or contributing to unhealthy or unsanitary conditions;
c. Disorderly or immoral conduct or horseplay on College property; fighting, encouraging a fight or threatening, attempting or causing injury to another person on College premises or on institutional time;
d. Harassment of other employees (including sexual harassment) or use of abusive language on the premises; failure to cooperate with supervisor or coworker, impairment of function of work unit, or disruptive conduct;
e. Refusal of an employee to follow instructions or to perform designated work that may be required of an employee as part of the employee's employment, refusal to adhere to established rules and regulations, insubordination or insolence;
f. Waste of materials and supplies; abuse or waste of tools, equipment, fixtures, property, supplies or goods of the institution; neglect of duty or failure to meet a reasonable and objective measure of efficiency and productivity; carelessness resulting in the damage to or destruction of tools, equipment supplies or other property belonging to the College or fellow employees or resulting in serious injury to fellow employees;
g. Violation of established departmental dress codes; use of tobacco in violation of College policy and state law;
h. Giving false information or falsification of College documents including timesheets, personnel records and application for employment;
i. Destroying or defacing institutional property or records or the property of a student or employee;
j. Gambling, participating in lotteries or any other unauthorized games of chance on the premises at any time; soliciting, collecting money or circulating petitions on the premises other than within the rules and regulations of the institution;
k. Bringing intoxicants or drugs onto the premises of the institution, using intoxicants or drugs, having intoxicants or drugs in one's possession, or being under the influence of intoxicants or drugs on the premises at any time;
l. Theft or unauthorized removal of property, dishonesty or unauthorized use of institutional property including records and confidential information;
m. Illegal transportation of firearms upon the premises (with the exception of law enforcement officers or other personnel authorized to do so);
n. Failure to comply with appropriate computer use policies; and
o. Violation of policies, rules, or procedures of the unit or Connors State College.

Dismissal

1. Any unauthorized absence for more than three consecutive workdays may be considered as a resignation from service and would not therefore be subject for corrective action. The supervisor should consult with Human Resources for appropriate documentation and notification to the employee.
2. Under Oklahoma Statutes, any state employee who is found guilty of or pleads guilty or nolo contendere to a felony shall immediately forfeit employment and is not eligible for future employment with Connors State College if the felony record exists.
3. An employee dismissed for misconduct or work performance or who resigned in lieu of termination may be placed on a restricted hiring list and not be eligible for hire within CSC for at least one year.
4. Any person terminated from College employment shall have the right of appeal as outlined in Grievances and Appeals Policy.
5. The staff of Human Resources will serve in an advisory capacity in matters of corrective action and termination.
6. Connors State College reserves the right to change this Policy and Procedure or any portion thereof at any time.

Job Titles, Salary Grades, Duties, and Responsibilities Policy

Connors State College retains the right to make organizational and personnel adjustments as needed to meet the institution's operational and strategic goals. Accordingly, the President or the appropriate area Vice President shall have the authority to change the job titles, salary grades, duties, and responsibilities of any employee at any time, based on institutional needs, operational efficiency, or budgetary considerations.

Weather and Remote Work Policy-

Weather and Emergency Notifications

Connors State College prioritizes the safety of its students, faculty, staff, and visitors while maintaining campus operations whenever possible. In the event of inclement weather or emergencies, campus operations may transition to virtual status or temporary closure.

- Campus Closure: All operations are suspended except for essential services required for safety and security. Classes, meetings, and events are canceled. Administrative leave will be used for approved campus closure hours.
- Classes Canceled, Campus Open: Classes are canceled, but administrative offices remain open unless otherwise stated. Staff are expected to report to work.
- Delayed Opening: Campus operations are closed for a designated period, with reopening based on improving conditions.
- Virtual Campus: All physical campus offices are closed except for essential personnel, and other campus services are available online. Faculty will move scheduled classes online. Students should

monitor their email and Canvas for instructor communication. Administrative services shift to virtual operations. If offices are operating under virtual status but not fully closed during inclement weather, employees must use leave for any related absences.

Communication: In the event of inclement weather, Connors State College will notify faculty, staff, and students in advance regarding the status of campus operations. Notifications will be sent via email and RAVE alerts. Additional updates will be provided through official college channels, including the Connors website and social media.

Remote Work Policy

Connors State College does not permit remote work under normal circumstances. All full-time employees must perform their duties in their assigned office, facility, or field location.

Exceptions: Remote work may be granted only in extenuating circumstances where office functions and services to students are not impeded. Examples include:

- Temporary illness preventing on-site attendance
- Temporary transportation issues (e.g., vehicle breakdown)
- Emergency childcare needs (e.g., last-minute babysitter cancellation)
- Approved accommodations under the Americans with Disabilities Act ("ADA"), as determined through Connors State's interactive process with Human Resources.

Approval Process:

- Employees must submit a Request to Work Remotely form or provide a written request specifying hours and reasons. Employees seeking remote work as an ADA accommodation must follow Connors State's accommodation request process through Human Resources.
- Supervisors will review and approve or deny requests. Approved forms or written requests should be sent to Human Resources for recordkeeping.

Accountability: Remote work is contingent on job performance. Abuse, falsification, or failure to meet responsibilities will result in corrective action, up to and including dismissal. Remote work arrangements may be revoked at any time if they negatively impact job performance or office operations.

Outside Employment

Full-time employment at CSC is considered to be one's primary employment. Employees may engage in outside employment provided the employment does not interfere with assigned duties and responsibilities or constitute a conflict of interest. Such outside employment must occur outside of the employee's regular work period.

Staff Development/Attendance at Professional Meetings

Employees are encouraged to continue their professional development by attending applicable meetings, workshops, etc. Proper authorization and arrangement need to be made prior to the meetings. (See section on authorization and travel arrangement procedures).

When the administration asks a staff member to represent the college at a meeting, the staff member will be reimbursed for travel and per diem expenses incurred according to approved Office of State Finance travel claim standards and procedures.

When classes are dismissed for professional meetings, all members of the faculty and pertinent staff are expected to attend. Permission to miss such meetings must be obtained from the appropriate vice president in advance of the meeting.

Professional Organizations/Community and Civil Involvement

All employees are encouraged to join professional organizations and to take leadership roles in their respective communities, disciplines, or areas of interest. All faculty and staff are encouraged to contribute to the Connors State Development Foundation. The amount of the contribution is at the discretion of the employee.

Social Media Policy

As a public institution, Connors State College (CSC) values and protects the constitutional right of free speech. CSC encourages responsible use of social media while maintaining professionalism and protecting the institution's reputation. This policy applies to all employees.

General Guidelines:

- Personal Responsibility: Employees are responsible for their online activity. Posts that negatively impact job performance, colleagues, students, or CSC's reputation may result in corrective action, including dismissal.
- Respect & Professionalism: Be fair, courteous, and avoid content that is discriminatory, harassing, obscene, threatening, or defamatory. Work-related concerns should be resolved internally rather than on social media.
- Appropriate Content: Do not imply CSC endorsement of personal views. If discussing CSC-related topics, clearly state that opinions are personal and not official statements. Employees must not link personal blogs or social media accounts to CSC platforms without authorization.
- Workplace Use: Personal social media use should not interfere with work duties. Use of CSC equipment or email for non-work-related social media activities is prohibited unless authorized.
- Media & Public Statements: Employees should not speak on behalf of CSC or respond to media inquiries without prior approval.

For questions or further clarification, contact Human Resources.

Children on Campus

Because of reasons related to safety and potential problems with supervision, children will not be permitted on campus unless attended by a parent or guardian. No children are permitted in the classrooms, teaching areas, or work areas.

Employee Benefits

Benefits are contingent upon the availability of funds and are subject to change. The institution offers various benefits to full-time employees. Detailed information concerning all benefits is available in the Human Resources Department. A brief synopsis of the major benefits is listed below:

Health/Life Insurance

Group medical insurance, life insurance, long-term disability insurance, retirement, and major medical benefits are provided for all eligible (full-time) employees. For details, contact the Human Resources Department.

Disability Insurance

All full-time employees on active service under the age of 69-1/2 who are classified as faculty, administrative, or professional full-time staff are eligible for disability coverage. The waiting period is 180 calendar days after being certified as disabled.

Disability insurance guarantees employees 60% of the base pay (including payments from Social Security, Workers Compensation, State Teachers Retirement, or other group programs providing disability).

Retirement Program

All teachers entering the teaching profession in Oklahoma and certain other professionals, working one-half time or more, are required by State law to become members of the Teachers' Retirement System (TRS) of Oklahoma. Connors pays the entire Teachers' Retirement Employee contribution, and TRS 12 administration fees for all full-time employees as a part of the employee benefits package.

Complete information concerning the Teachers' Retirement System of Oklahoma can be obtained from the CSC Human Resources department or by contacting the Oklahoma Teachers' Retirement System in Oklahoma City (1-877-738-6365) or (www.ok.gov/trs).

Connors participates in the Federal Social Security Program and Medicare for their employees. Individual contributions are deducted from the employee's salary and Connors provides the required employer's match.

Optional Benefits

Employees may also elect to pay for additional, optional benefits. Details of these benefits are available in Human Resources. Optional benefits include:

Dependent Medical Coverage
Dependent Life Coverage
Supplemental Cancer Insurance
Pre- and Post-Tax Annuities
Section 125 Flexible Benefit Plans
Employee Educational Savings Plan
Short-term Disability
Dental and Vision

Tuition Reduction Policy (First and Second Year)

Regular, current, full–time Connors employees are entitled to receive a 100% tuition–only waiver benefit. This benefit applies to tuition charges only; all fees must be paid by the student. The tuition-only waiver is for CSC tuition only. The tuition–only waiver is granted with the understanding that class and study hours will not conflict with regular work schedules. If it is necessary to take classes during regular working hours, the immediate supervisor must approve. During working hours, a maximum of one course or four hours may be taken. Courses taken during working hours should benefit both the College and the employee. Newly hired employees will be eligible for the full benefit for the semester provided they begin work no later than the end of the second week of classes during each semester. Employees hired after those dates will not be eligible until the following semester.

Employee's Spouse and Dependents are eligible for tuition reduction as well. Dependents may receive the 100% tuition–only waiver for any year in which an employee claimed them as dependents on federal income tax forms. Spouses and dependents must provide a copy of the employee's federal income tax form at the time of registration.

Condition of Benefit- All applicants who are eligible for this benefit must apply through the Financial Aid office for other appropriate scholarship or grant funds. All applicants will be required to follow the normal Financial Aid Office procedures. Tuition waivers from other programs will be utilized first and the employee waiver will then be applied. All federal, state, and other money designated specifically for tuition will be applied before the employee tuition waiver.

Employees, spouses, dependents and retirees must self-identify at the Registrar's Office. The Registrar's Office will verify employment or retirement with the Human Resources Office. This benefit applies to tuition charges only; all fees must be paid by the student

Tuition Reimbursement Policy – Staff- (Third and Fourth Year/Graduate)

Subject to availability of funds, CSC reimburses Regular Full-Time Employees who take nonequivalent courses for credit at a public or private institution of higher education other than CSC (Oklahoma State University preferred, if available) for tuition for up to twelve (12) credit hours per calendar year with a maximum of up to $1,000 per 3 credit hours course. This policy is not intended to limit the total number of credit hours an employee may take. However, credit hours taken in excess of the amounts specified in this policy shall not be reimbursed by CSC. Additional reimbursement may be available on a case by case basis and must be reviewed and approved by the President. Tuition reimbursement must be approved by Human Resources, Vice President of Fiscal Services, and the President prior to the start of coursework for staff.

The coursework must be within the discipline or subfield and must be directly related to the employee's job requirements.

To be reimbursed for a course, the Regular Full-Time Employee must earn a grade of C or higher for an undergraduate course and B or higher for a graduate course.

Reimbursement is for tuition and fees only. CSC does not reimburse the cost of books or other materials.

For reimbursement purposes, if a course is completed over the course of two fiscal years, the said course will be accounted toward the fiscal year in which the course was completed.

The final amount reimbursed to the employee will be calculated after crediting any scholarship, grant, or any other source of financial assistance which does not require any form of repayment.

CSC does not provide tuition reimbursement if the employee chooses to take freshman or sophomore level equivalency courses at an institution of higher education other than CSC. Requests for exceptions to this must be submitted in writing to the Office of Human Resources for approval by the Human Resources Director before the course commences.

CSC does not provide tuition reimbursement for courses taken by Spouses and Dependent Children.

Employees requesting tuition reimbursement must complete the tuition reimbursement authorization process, as specified by Human Resources. All tuition reimbursement requests must be submitted to the Office of Human Resources ten (10) business days prior to the beginning of the course, along with any documentation required to comply with this policy. The employee shall submit all required additional documentation (e.g. grades, invoice balances) within thirty (30) days following the end of the course. Human Resources shall direct Accounts Payable to issue reimbursement checks.

An employee must be employed for Connors State College for at least one year if reimbursed for twelve (12) credit hours or less and must be employed for two years if reimbursed for more than twelve (12) credit hours after receiving a tuition reimbursement, or they will be required to repay the amount of the funds received for tuition and fees. This repayment requirement will be enforced whether or not the degree/coursework is completed.

Admission to Sporting Events

Employees may attend all regular season, home sporting events free of charge.

Employee Leave

Annual Leave

Annual leave, also known as vacation leave, applies to 11 and 12-month personnel only. Eligible employees shall receive annual leave as indicated in the chart below:

Years of Service	Hours Accrued Per Month	Hours Accrued Per Year	Maximum Hours Accumulation	Maximum Hours Paid on Separation
0 – 5	6.23	75 (10 days)	150	75
5 – 10	9.38	112 (15 days)	224	112
10 – 15	11.25	135 (18 days)	270	135
15 +	13.13	158 (21 days)	315	158
Executives (Full term of employment)	15.63	188 (25 days)	375	188

Leave should be scheduled in a timely manner with the appropriate supervisor. The approval of annual leave is at the supervisor's discretion and may be denied if the result of the leave impacts the college's operations. Employee leave balances will not be allowed to exceed their maximum hours accumulation. Employees may not take compensated leave in advance of leave earned. Any compensatory leave hours previously earned will be used BEFORE annual leave is used. Contact Human Resources for balances.

Sick Leave

Sick leave applies to 9, 10, 11, and 12-month personnel only. Eligible employees shall receive sick leave as indicated in the chart below:

Years of Service	Hours Accrued Per Month	Hours Accrued Per Year	Maximum Hours Accumulation	Maximum Hours Paid on Separation
ALL	9.38	112 (15 days)	n/a	n/a

Employees may not take sick leave in advance of sick leave earned. Contact Human Resources for balances.

Unused days may be accumulated and used for OTRS retirement purposes. There is no monetary compensation for unused accumulated sick leave.

Any employee who misses work because of illness or injury must be sure the appropriate office/supervisor is notified as soon as possible. Scheduled medical appointments and the like should be reported in advance.

The corresponding leave must be reported on the employee's electronic timesheet or leave report by the corresponding due date. Supervisors must approve all leave through timesheet or leave report approvals by the corresponding due date. (See your supervisor or payroll department for timesheet or leave report training).

When an employee exhausts their sick leave and their annual leave, they may be eligible for leave without pay at the discretion of their supervisor.

Sick leave cannot be used as annual leave.

Employees on extended medical leave (longer than 3 days) are required to report this absence to the Human Resources Office as soon as possible.

Holiday Leave

The College observes certain holidays and administrative closed days as determined by the President. Employees on leave without pay the day before or after a holiday or administrative closed day will not receive pay for the holiday or administrative closed day.

Overtime Policy

Purpose and Scope

An integral part of the employment program of the College is a uniform policy related to the earning of and compensation for overtime. This section deals with policies and procedures developed to comply with the Fair Labor Standards Act work regulations for exempt and non-exempt employees. Payment of overtime is generally avoided, and compensatory time is provided in its stead for non- exempt employees. Exempt employees are not entitled to receive overtime or compensation for time worked outside of the regular work schedule.

College Policy and State Law

It is the policy of Connors State College to comply with the overtime provisions of the Fair Labor Standards Act (FLSA) and its regulations in accordance with the policy of the State of Oklahoma. This includes, but is not limited to, the earning of and payment for overtime, establishment of the official workweek, and record keeping.

The Connors State College Human Resources Director shall post, where appropriate, information about the Fair Labor Standards Act and a copy of this policy to inform covered employees.

The employment and work program of each department or division of the College should be managed so that the necessity for overtime work is reduced to a minimum. The employee's supervisor and the department's Vice President must approve overtime work in advance, except for emergency situations.

It is intended, however, that non-exempt employees should be expected to work a reasonable period of overtime. Notice to employees scheduled to work overtime will be given by the supervisor as early as possible.

Provisions of the Fair Labor Standards Act places a liability upon the employer for the payment of a premium or all hours that an employee not specifically exempt from overtime payment is either requested or permitted to work in excess of the statutory limitation. Therefore, under no circumstances may a non-exempt employee perform work of any nature for the College at his normally assigned work station, or anywhere else on the employer's premises, in excess of his normal work schedule, unless such overtime work has been specifically authorized in advance by the supervisor.

The official workweek of the College shall be from Sunday until the following Saturday.

Overtime shall be calculated on the basis of the official workweek a not on the official workday.

Definitions

EXEMPT- The position meets the FLSA tests for exemption from the overtime provisions of the Act, and compensation for time worked outside of the regular work schedule is not required. At Connors State College, generally exempt positions are faculty, graduate assistants, administrative /professional, certain farm and recreation workers, student professional, and temporary professional. Information concerning the exempt or non-exempt status of a specific job is available in the Human Resources Department.

NON-EXEMPT- The position does not meet the FLSA tests for exemption from the overtime provisions of the Act, and the employee must be compensated for overtime. At Connors State College, generally non-exempt positions are identified as classified (except for certain farm and recreation workers) and non-professional student or temporary appointments. Information concerning the exempt or non-exempt status of a specific job is available in the Human Resources Department. All non-exempt employees are required to complete a monthly time sheet.

OVERTIME – Hours worked in excess of 40 in a workweek. Compensation for overtime hours is 1- 1/2 times the employee's regular pay rate. This "base" rate (which is multiplied by 1-1/2 to get the "premium" rate per hour) may be affected by special situations such as standby pay.

WORKWEEK – A regular, recurring period of 37.5 consecutive hours from Sunday until the following Saturday.

PAY PERIOD – The period of time covered in a paycheck. For employees on the salary budget a pay period is one month.

FLEXTIME – A supervisor may need to allow an employee to on occasion arrive later or leave early in reference to the normal work schedule. However, this practice should only be as needed and the employee still must work 37.5 hours in the workweek. This is different from compensatory time in that it is not a substitute for overtime, instead a scheduling allowance for activities or needs.

Procedures

Overtime Payment

Non-exempt personnel shall receive compensation by check or warrant or by compensatory time at the rate of time and one-half their regular rate for all hours worked in excess of 40 hours in any workweek. Each workweek shall stand-alone and may not be averaged.

Payment for overtime by check or warrant should be made within the same pay period, if possible, or no later than the pay period following the one in which the overtime hours were worked.

Exception: Payment may be later if the hours have first been accumulated for compensatory time.

If compensation for overtime worked is paid in released time at the premium rate, such released time (compensatory time) will be given according to the following:

1. The maximum compensatory time which may be accrued by any affected employee shall be 240 hours within a fiscal year.
2. An employee whose current accrual is the maximum number of compensatory hours shall be paid overtime compensation by check for any additional overtime hours of work according to the procedure above.
3. The use or payment of accumulated compensatory time will be permitted within a reasonable period after the employee requests the time, when it will not be disruptive to department operations. Upon reasonable notice, a department head may request that an employee use a portion of the accrued compensatory time, at any time this is deemed advisable. Disputes should be referred to the Human Resources Department.
4. At termination of employment, payment for accrued FLSA compensatory time shall be calculated at the average regular employment, or the final regular rate received by the employee, whichever is higher.
5. When an affected employee transfers to a non-exempt position in another department, accumulated compensatory time may be transferred to the new department.
6. When a non-exempt employee changes to exempt status, every effort should be made to clear accumulated compensatory time by payment, taking the time off, or a combination of these. If the change involves moving to another department, a cooperative decision by the two department heads may be necessary.
7. Compensatory time earned by an employee is banked for use in lieu of annual leave taken. Unused compensatory time will be paid to the employee twice per year, in June and December.

A non-exempt employee may not “volunteer” to the College services of the same type they are employed to perform.

Recordkeeping

Records of time worked shall be made and preserved by the payroll office for each non- exempt employee. The records shall include full name, social security number, or college work identification number (CWID), birth date if under 19, occupation, workweek beginning day/time, rate(s) of pay, hours worked each workday for each workweek, total hours to be paid for straight time, approved leave, and overtime. These time records shall be kept available for inspection for three years.

The work for which non-exempt employees must be paid (at the rate of at least the current minimum wage) and which must be counted in computing liability for weekly overtime pay is described as: the time the employee is actually at work or required to be on duty.

Counted as working time, in addition to time actually worked, are rest periods lasting 15 minutes or less, lectures, meetings, and training programs when attendance is required by the supervisor, and travel time (time en-route) as set out below:

1. Travel time from job site to job site during a workday, after reporting for the day's work.
2. Travel time from home to work and return on a special on-day assignment in another city. Deduct the usual time from home to regular work site and return and meal time(s).
3. Travel time for out-of-town assignment of more than one day. The travel time that coincides with the employee's normal workday schedule is counted as time worked. This applies to any day of the week.
4. Travel time for out-of-town assignment of more than one day. The travel time that coincides with the employee's normal workday schedule is counted as time worked. This applies to any day of the week.

Not counted as working time are bona fide meal periods, vacation, sick leave, other leave, holidays not worked, and certain travel time not listed above.

Compassionate Leave

An employee will be granted a maximum of three (3) days of leave upon the death of a member of the immediate family or a relative who has occupied that role.

In some cases of death in the immediate family, the three- (3) days of leave may not be sufficient. In such cases, additional leave may be granted upon the request of the employee and the approval of the supervisor. These additional days may be deducted from accumulated sick or annual leave.

If the relative is not a member of the immediate family, leave may be granted upon the request of the employee and with the approval of the appropriate supervisor.

Compassionate leave may be deducted from the employee's accumulated sick leave, or annual leave at their discretion. Additional leave may be granted at the discretion of the immediate supervisor.

Attendance and Punctuality

An employee is required to be in attendance and prepared to begin work at the assigned work location on the specified days and hours. Attendance and punctuality are objective measures for job performance evaluations. All Non-Exempt employees are expected to record time worked and absences on a timesheet. An employee demonstrating excessive absenteeism or excessive tardiness, for whatever reason, shall be

given the opportunity to substantiate the cause. The immediate supervisor shall evaluate the circumstances and determine the need for correction or disciplinary action.

If an employee cannot report to work as scheduled, he/she shall notify the immediate supervisor within one (1) hour after the reporting time. In the event notification is not made, immediately upon return to work the employee shall show sufficient reasons for the lack of notification. Failure to give sufficient reasons to the immediate supervisor shall be cause for disciplinary action.

An employee who is absent from work for three or more days without authorization from the supervisor may be subject to disciplinary action, including termination. Termination in such a case shall be placed in the personnel record as an involuntary resignation.

Absenteeism or tardiness that is unexcused or excessive in the judgment of Connors State College is grounds for disciplinary action, up to and including dismissal.

Shared Leave Policy

The purpose of this policy is to permit CSC employees to donate sick leave to fellow CSC employees who are currently on approve Family and Medical Leave Act (FMLA) leave. Donations made under this policy are gifts. This policy does not create an entitlement or expectation of shared leave to eligible employees and is one of the employment-related benefits afforded to its employees.

Definitions

“Employee” – regular full-time CSC employee with over 12 months of continuous services at CSC. A regular full-time employee is one who is employed to work 37.5 or more hours per week and maintains continuous regular employment status.

“New Hire” –regular full-time CSC employee with less than 12 months of continuous service at CSC.

“Relative of employee”-an employee’s spouse, parent, stepparent, child (in this context “child” includes legal wards and stepchildren), grandchild, mother-in-law, or father-in- law.

Eligibility

An employee of CSC will be considered eligible to receive donated sick leave pursuant to the following conditions:

- The employee has abided by CSC policies and practices regarding the use of leave.
- The employee has exhausted or will exhaust all accrued leave prior to start of requested leave.
- The employee is on approved FMLA leave.
- The employee’s eligibility shall cease upon the employee’s receipt of income, or active enrollment or participation in a College provided employee benefit (worker’s compensation benefits, etc.) or any other form of compensated leave plan such as short- term disability or long-term disability.

Donation

An employee may donate sick leave pursuant to the following conditions:

- Donors must complete the Request for and Donation of Sick Leave Form in full.

- The employee may donate any amount of sick leave provided that the donation does not cause the sick leave balance of the donating employee to fall below 160 hours; thereby leaving an unused amount in the donating employees account equivalent to one month's hours for personal emergency use.
- Only an active employee may donate. An employee who has issued a letter of resignation or retirement may not donate. Furthermore, an employee may not donate accrued sick leave within six months of his or her date of resignation or retirement.
- An employee may not donate excess sick leave that the donor would not be able to take otherwise under the College's paid leave policy.
- Annual leave or compensatory time may not be donated.
- All donated sick leave must be given voluntarily in writing. No employee shall be coerced, threatened, intimidated or financially induced into donating.
- Any accrued paid leave that has not been used or shared at the time an employee leaves employment shall be forfeited.
- Any donated shared leave that has not been used at the time that an employee leaves employment, or when the condition causing the need for such leave ends, shall be returned to the donor(s).

Limitation on Leave Sharing

- The recipient employee may only receive a maximum of 45 days/360 hours of donated leave during total employment at Connors State College.
- Any donated leave may be used by the recipient only for the purposes specified in this policy.
- Share leave ends in the event of termination of the condition causing the need for leave. The leave received will be designated as donated leave and will be maintained separately in the Human Resources Office from all other leave balances.
- All forms of paid leave available for use by the recipient must be exhausted prior to using any donated leave.
- Recipients do not accrue leave time while on shared leave.

Recipients

- Employee must currently be on approved FMLA leave.
- The employee (or his/her representative in the event the employee is incapacitated) must complete the Request for and Donation of Sick Leave Form and return it to the office of Human Resources.
- Recipients do not accrue leave time while on shared leave.

Administration of the Policy

- Recipient of leave is conditioned upon the availability of donated leave.
- The employee receiving donated leave shall be paid his or her regular rate of pay; therefore, one hour of donated leave may cover more or less than one hour of the salary of the recipient. The dollar value of the donated leave shall be converted from the donor to the recipient and the actual amount of donated leave credited to the recipient shall be calculated at the salary rate then paid to the recipient. (Ex: If Employee A, being paid $10.00 per hour, donates 2 hours of

leave to Employee B, who is paid $20.00 per hour, the donated leave is converted to the salary rate being paid to Employee B, resulting in Employee B actually receiving one (1) hour of donated leave.)

- No leave share request will be processed retroactively.
- Donation will be transferred each pay period in amounts not to exceed the recipient employee's regular monthly hours for that pay period.
- Donations are irrevocable.
- Efforts will be made to process donations anonymously.
- Donated leave not actually used by the recipient shall be returned to the donor. In the case of multiple leave donors, the donated leave remaining will be divided among the donors on a prorated basis based on the original donated value, returned at its original donor value, and reinstated to the leave balance of each donor.
- The employee receiving donated leave shall be paid his or her regular rate of pay.

Family and Medical Leave Act (FMLA)

Purpose

The Family and Medical Leave Act of 1993 (FMLA) gives certain job protections to employees when balancing work responsibilities with the demands of personal illness or injury or in caring for family members.

This policy sets forth the essential provisions of FMLA. In the event that additional clarification is needed, the actual Act and regulations issued by the federal government implementing the Act shall prevail.

Depending on individual circumstances of the leave, faculty and staff may also be concurrently eligible for paid sick leave benefits under Sick Leave.

Scope

This policy applies to all CSC campuses. To be eligible for FMLA leave, an employee must have been employed by the College for twelve months, which need not be consecutive, and must have worked at least 1,250 hours within the previous 12 months as of the date leave commences.

Policy and Procedures

Qualifying Event

Under FMLA an eligible employee may request up to 12 weeks of unpaid leave for a qualified event:

- For the birth and care of a child or placement of a child with you for adoption or foster care. Such leave must be taken within 12 months immediately after birth or within 12 months after placement. Leave may begin prior to birth or placement;
- For care of a family member with a serious health condition. The employee must be needed to care for basic needs, psychological comfort, filling in for others, or making arrangements for the relative; or
- Because an employee's own serious health condition makes the employee unable to do his or her job due to illness, injury, impairment, or physical or mental condition that involves inpatient care or continuing treatments.

Definition of Serious Health Condition

- Under FMLA, a serious health condition is an illness, injury, impairment, or physical or mental condition that requires either in-patient care or continuing treatment by a health care provider.
- Serious health condition would not include short-term conditions, which require brief treatment and recovery, such as common colds or flu, stomach viruses, non-migraine headaches, and routine pregnancy, or voluntary or cosmetic treatments not considered medically necessary. The above list is not exclusive.

FMLA Definitions of Family

- Spouse means a husband or wife as defined or recognized under State law for the purpose of marriage.
- Parent means a biological parent or an individual who stands or stood in the place of a parent to an employee when the employee was a child. This term does not include parents "in law."
- Son or daughter means a biological, adopted, or foster child, a stepchild, a legal ward, or a child of a person standing in the place of a parent, who is under age 18, or incapable or self-care because of a mental or physical disability.

Employee Notice and Certifications

- The employee must provide 30 days advance notice when the leave is "foreseeable." On rare occasions, advance notice might not be possible. These situations will be evaluated on a case-by-case basis.
- Medical certification may be required prior to approval of leave indicating the employee is needed to provide care or unable to perform his/her job.
- Continued doctor certification will be required if the situation warrants, but not more frequently than every 30 days unless the college has reason to believe the employee is able to return to work.
- Forms for medical certification are available from the Human Resources office. This form is also acceptable for documentation of sick leave under the Sick Leave Policy.
- Leave will be denied if the employee fails to provide the required medical certification.

Maximum Leave Entitlement

- Up to 12 weeks of absence from assigned duty may be requested within a 12-month period.
- In the event both spouses are employed by Connors State College, maximum leave for each eligible spouse is 12 weeks.

Intermittent and Reduced Leave Schedule

- In the event of employee or immediate family member illness only, an employee may request a reduced work schedule. Necessity for the leave must be such a medical need that can best be accommodated through an intermittent or reduced leave schedule. Employees needing intermittent FMLA leave or leave on a reduced schedule must attempt to schedule their leave so as not to disrupt CSC's operations.
- Connors State College may transfer an employee to an alternative position with equivalent pay and benefits in order to accommodate the request when such a reassignment is available and expedient for the department in question.

- Leave taken on an intermittent or reduced schedule will be calculated on a pro rata or proportional basis comparing the employee's new schedule to his or her prior schedule.

Concurrent Use of Accrued Paid Leave

- Family and Medical Leave is taken concurrently with other CSC leave policies. Any paid leave remaining after exhaustion of Family and Medical Leave would be taken in accordance with applicable CSC leave policies.
- An employee with accrued compensatory, annual, or sick leave will take all applicable leave prior to unpaid leave. Paid leave is granted only when the conditions in CSC Policy and Procedures for such leave are met.

Continuation of Benefits During Leave

- An employee's coverage in a group health plan will continue under the same conditions that existed prior to the Family and Medical Leave. Employee medical will be paid by CSC if the employee is enrolled in medical coverage at the same time the leave is requested.
- Employee life insurance and all optional benefits regularly paid by the employee will be paid by the employee while on leave.
- Dependent coverage of existing benefits would continue to be paid by the employee as under normal circumstances. d. Employee contributions will be made by the employee through the Payroll Office on a timely basis.
- In the event an employee elects to cancel insurance coverage, such cancellation will be effective at the end of the month after written notice to CSC Payroll Department. No partial premiums will be calculated.
- If an employee fails to return to work from unpaid leave, except where health conditions will not permit or death, the employee will be required to reimburse Connors State College for premiums paid on behalf of the employee during the Family and Medical Leave. The employee will be billed through the Business Office.

Restoration of Employment

- Upon return from family medical leave, an employee will be restored to his/her original or equivalent position with equivalent pay, benefits, and other employment terms.
- An employee may not be restored to an original or equivalent position if such position has been eliminated through a reduction in force program or if the original terms of appointment expired during the leave.
- Key employees ranking in the top 10% of the highest paid employees at CSC may be excluded from the job guarantee provision if there are reasons justifying such an action.
- If the reason for leave is personal illness or injury of the employee, medical proof of fitness to return to work will typically be required indicating the employee is able to perform the essential functions of the job.
- Time on leave of absence without pay may not count toward credited service for Oklahoma Teachers Retirement (OTR) purposes. The rules of the Oklahoma Teachers Retirement System (OTRS) prevail.

Restoration of Benefits

- CSC paid benefits such as CSC paid health care and life insurance will be restored to the employee once returning from leave and will be equivalent to what the employee would have had without taking the leave. If the employee does not want the insurance during this leave, s/he should cancel the insurance and upon return to work should notify CSC Payroll Office of his/her desire to reinstate the benefits. If the insurance is reinstated the day the employee returns, proof of insurability will not be required, and no pre-existing condition clauses will apply.
- Benefits normally paid for by the employee such as dependent coverage, long-term disability, etc. would also be reinstated.
- Health and dependent care reimbursement accounts will be reinstated once the employee is back on pay status if s/he was enrolled at the time of his/her leave.

Notice to Employees

- Notice of the Family and Medical Leave Act is posted in designated buildings on campus. Departments are responsible for ensuring such notification exists.
- Copies of this policy and procedure should be made available to employees upon their request.
- When leave is requested, the supervisor is required to send the employee to Human Resources. Human Resources will respond in writing to the employee specifying the rules for eligibility, 12-month period used, medical certification requirement, required substitutions of leave, rules on payment of benefit premiums, liability of employee for repayment, medical certification requirements, for return to work, status as a key employee, and right to restoration of original or equivalent position. Forms suitable for this response are available from the Human Resources Office.

Recordkeeping

- Supervisors will maintain adequate up-to-date records for each faculty/staff member that accurately reflect the rate and the amount of leave taken, the dates when such leave is used, and the current untaken leave balance.
- Supervisors will generate appropriate forms on any leave taken under FMLA.
- Supervisors will report leave used on payroll time-sheet reports.
- Documentation for use of leave will be maintained by the department for three years.

Exhaustion of Family and Medical Leave

- Once an employee has exhausted the 12 work-week eligibility under this policy and other paid leave does not apply, the employee must return to work immediately.
- If no other leave is approved, the employee will be terminated.

Consolidated Omnibus Benefits Reconciliation Act (COBRA)

- If an employee does not return to work after FMLA leave, CSC will offer COBRA as required under the Consolidated Omnibus Benefits Reconciliation Act.
- The qualifying event that will trigger an offer of COBRA continuation of coverage occurs on the last day of the employee's FMLA leave. The last day of FMLA leave is the earlier of (1) the date the employee gives termination notice or (2) the last scheduled day of the FMLA leave.
- Length of the COBRA coverage is measured from the day of the qualifying event.

Military Leave and Pay

Federal law prohibits discrimination by employers against persons because of their service in the Armed Forces of the United States and in certain related uniformed services in order to encourage non- career service in the Armed Forces. Additionally, the Oklahoma Legislature has adopted laws which provide special benefits to state employees who serve in the Armed Forces. Connors State College, as a matter of public policy, is committed to supporting its employees who choose to engage in service in the Armed Forces and this policy is intended to outline the rights and obligations of the College and its employees regarding such service. Often, individual cases will have to be resolved through a review of the facts particular to a given instance of military service. When faced with unique or unclear questions regarding the application of the College's policy and state and/or federal law to a particular case, unit administrators should consult with the Director of Human Resources for assistance and direction.

Definitions

"Uniformed Services" or "Armed Forces" as used in this policy means the Armed Forces of the United States (the Army, Navy, Air Force, Marine Corps, Coast Guard, and Reserve units for each such branch); the Army National Guard and the Air National Guard when engaged in active duty for training, inactive duty training, or full-time National Guard duty; the commissioned corps of the Public Health Service; and any other category of persons designated by the President in time of war or national emergency.

"Service in the Uniformed Services" or "Military Service" means the performance of duty on a voluntary or involuntary basis in one of the Uniformed Services. It includes active duty, active duty for training, initial active duty for training, inactive duty training, full-time National Guard duty, and a period of time for which a person is absent from a position of employment with the University for the purpose of an examination to determine the fitness of the employee to perform any such duty.

"Notice of Service" means any written or verbal notification of an obligation or intention to perform service in the uniformed services provided to an employer by an employee who will perform such service or by the uniformed service in which such service is to be performed.

Scope of Policy

This policy applies to all College campuses and all other locations that have regular employees who serve in the Uniformed Services. It does not apply to students, independent contractors, or temporary employees.

Policies and Procedures

Leave of Absence for Military Service

All regular employees are entitled leaves of absence from their employment at Connors State College in order to engage in military service as is authorized by federal law without loss of status or seniority. Such leave is permitted regardless of whether the leave is voluntary or involuntary in nature. In ordinary circumstances, the maximum amount of such leave, in the aggregate, will be five (5) years in duration. Exceptional circumstances may occur in which leave for more than five years in the aggregate may be required. Unit supervisors should consult with the Director of Human Resources in such cases.

Employees engaging in military service are required to give notice of such service in advance in writing or orally to their immediate unit supervisor, either in person or through an appropriate officer of the

uniformed service in which the service will be performed, except in extraordinary circumstances. No advance notice is required if the giving of such notice is precluded by military necessity (as per regulations prescribed by the Secretary of Defense) or, under all of the relevant circumstances, the giving of such advance notice is impossible or unreasonable. In all instances, employees engaging in military service must submit copies of official written orders issued by the proper military authority to their unit supervisor.

Military Leave Pay/Use of Annual Leave

Employees engaging in military service, as set forth in this Policy shall be entitled to leave with pay during such period of service for the first thirty regularly scheduled workdays of such service during each federal fiscal year. The federal fiscal year begins on October 1.

A leave of absence without pay shall be granted for the remainder of military service in excess of the first twenty scheduled workdays each federal fiscal year.

Employees on military leave, on request, may choose to use up any accrued, unused annual leave that is available to them, but may not be required to do so.

In all cases, appropriate leave forms must be filed. It is the responsibility of the unit administrator to maintain accurate records of military leave. When an employee transfers from one administrative unit to another, the new unit administrator is responsible to obtain military leave records from the previous administrator.

Benefits While on Military Leave

During a military leave of absence, certain benefit rights are protected. Details regarding specific rights should be obtained from the Director of Human Resources.

Subject to terms, conditions, and limitations (including war exclusion clauses) of the applicable benefit plans in which the employee is otherwise eligible, Connors State College will continue to provide coverage as long as law requires.

Employees returning to work after a military leave of absence will be reinstated in benefit programs, where authorized by law. Employees returning to work who do not make timely application for credit of time through OTRS will be required to pay all applicable penalties and interest payments set by OTRS.

Leave Accrual, Seniority, and Holiday Pay While on Military Leave

Leave does not accrue during a leave of absence without pay.

The continuous employment date will be maintained during periods of military leave to ensure that leave accrual rates and other benefits based on seniority remain uninterrupted, so long as the employee returns to duty with Connors State College as required by law and this policy statement.

Upon returning from military service, employees are entitled to pay for holidays occurring during the leave of absence. It is the unit administrator’s responsibility to process appropriate pay through the supplemental pay process.

Reemployment Rights

Upon completion of military service, employees who have been on military leave must notify their unit administrator of their intent to return to duty at Connors State College within the following time frames:

Fitness Examinations

Service Less Than 31 Days: If an employee is absent from work at Connors State College due to the employee's being examined for the purpose of determining the employee's fitness to perform military service, or if an employee engages in military service for less than 31 days, the employee ordinarily must report to work on the first full regularly scheduled work period on the first full calendar day following the completion of such an examination or service of less than 31 days, plus the expiration of eight hours after a period allowing for transportation from the place of military service to the employee's home.

Service of More Than 30 Days but Less Than 181 Days: If an employee engages in military service for more than 30 days but less than 181 days, the employee must submit a written application for reemployment with the unit administrator not later than 14 days after the completion of the period of military service.

Service of More Than 180 Days: If an employee engages in military service for more than 180 days, the employee must submit a written application for reemployment with the unit administrator not later than 90 days after the completion of the period of military service.

Hospitalization / Convalescence Due to Injury or Illness While In Military Service

In cases where the employee is hospitalized for or convalescing from an illness or injury incurred in or aggravated during the period of military service, the employee is not required to return to work until the end of the period that is necessary for the employee to recover from that illness or injury, such period ordinarily not to exceed two years.

Extraordinary Cases Beyond the Employee's Control

All of the requirements in the Section entitled Reemployment Rights pertaining to the time frames ordinarily expected of an employee in returning to work are extended if returning to work or submitting an application to return to work within the normal time periods is impossible or unreasonable through no fault of the employee. In such instances, the time periods referred to in this Section shall be extended to the next full calendar day when such a return to work or submission of an application to return to work becomes reasonable. In instances where an employee is convalescing from an injury or illness while in military service, and returning to work is impossible or unreasonable within the normal two-year time period, the two-year time period shall be extended by the minimum time to accommodate circumstances beyond the employee's control which make the reporting within the period impossible or unreasonable.

Employees who have been on military service and who fail to report back to work or submit a written application for reemployment are subject to the College's regular policies which allow an employee to be separated from employment if absent without excuse for three consecutive days, except in instances where returning to work is unreasonable or impossible due to no fault of the employee, as set forth in the Section entitled Extraordinary Cases Beyond the Employee's Control.

Employees who are honorably discharged from their period of military service will be reinstated to active employment with Connors State College, provided that they have fulfilled the requirements of this policy statement and all applicable federal laws. Reinstatement will be in positions of like seniority, status and pay, or the nearest approximation consistent with the circumstances in each case. However, reemployment is contingent upon the employees' continued qualification to perform the duties of the job, and no change in circumstances that would make employment unreasonable or impossible.

Special Rules Regarding Separation from Employment after Military Service

Employees who return to work after engaging in qualified military service lasting more than 30 days may not be separated from employment for any reason other than cause for certain periods of time after returning to work.

Employees who serve more than 30 days but less than 181 days of military service may not be separated from employment except for cause for a period of 180 days after returning to work.

Employees who serve more than 180 days of military service may not be separated from employment except for cause for a period of one year after returning to work.

Job-Related Injury/Illness

Any injury or illness occurring as a result of employment shall be reported immediately upon occurrence to the immediate supervisor. If the immediate supervisor is unavailable the employee shall follow the chain of command. In the event that the employee is unable to contact supervisors, the employee shall contact the Human Resources Director. The employee must fill out an Employee Accident/Injury Report. The written report is to be submitted by the supervisor to the Director of Human Resources. Forms are available in the Human Resources Office. Failure to immediately report an accident/injury could result in a denial of claim.

Code of Ethics

Employees of the College shall maintain the highest standard of ethical conduct in all transactions with students, administrators, colleagues and the public. Employees represent the College when carrying out the duties associated with their position, and as such are expected to act in a manner consistent with the educational philosophy and goals of the College. Each employee must have a signed loyalty oath on file.

Additionally, the Board of Regents for the Oklahoma Agricultural & Mechanical Colleges recognizes its obligation to students, faculty, staff and other stakeholders to maintain the highest ethical standards. To facilitate this, “Ethics Management” tools have been made available to provide you with a simple way to anonymously and confidentially report activities that may represent issues of concern, misconduct or violations of law or institutional policies and procedures.

Members of the institutional community are encouraged to continue to report concerns through regular lines of communication such as management, Human Resources or the Affirmative Action Department. The “Ethics Management” tool simply provides an additional means of reporting and enables individuals to report such issues anonymously.

Reported issues will be addressed promptly and discreetly. Facts will be made available only to those who need to know in order to address the issues reported. Connors College is committed to safeguarding the confidentiality of individuals who submit reports.

Under NO circumstances will retaliatory action be taken against anyone for reporting or inquiring in good faith about potential breaches of institutional policies and procedures or for seeking guidance on how to address suspected misconduct. Visit the Connors State College website for more information.

Employee Conduct

As an integral employee of Connors State College, you are expected to accept certain responsibilities, adhere to acceptable business principles in matters of personal conduct, and exhibit a high degree of personal integrity at all times. This not only involves sincere respect for the rights and feelings of others, but also demands that both in your business and in your personal life you refrain from any behavior that might be harmful to you, your co-workers, and/or Connors State College, or that might be viewed unfavorably by current or potential supporters/parents/students or by the public at large. Whether you are on duty or off, your conduct reflects on Connors State College. You are, consequently, encouraged to observe the highest standards of professionalism at all times. Types of behavior and conduct that Connors State College considers inappropriate include, but are not limited to, the following:

- Falsifying employment or other College records
- Violating Connors State College's nondiscrimination and/or sexual harassment policy
- Excessive absenteeism or tardiness
- Excessive, unnecessary, and/or unauthorized use of College supplies, particularly for personal purposes
- Reporting to work intoxicated or under the influence of non-prescribed drugs, and illegal manufacture, possession, use, sale, distribution or transportation of drugs
- Bringing or using alcoholic beverages on Connors State College property or using alcoholic beverages while engaged in College business on College premises.
- Fighting or using obscene, abusive, or threatening language or gestures
- Theft of property from co-workers, students, or the College
- Unauthorized possession of firearms on Connors State College's premises or while on College business
- Disregarding safety or security regulations
- Insubordination
- Failing to maintain the confidentiality of the College, students or student/employee information; or any other improper conduct which is seriously injurious to the best interests of the College or any of its components.

Should your performance, work habits, overall attitude, conduct, or demeanor become unsatisfactory in the judgment of Connors State College, based on violations on either of the above or of any other College policies, rules, or regulations, you will be subject to disciplinary action, up to and including dismissal.

Nepotism

Employee shall not influence, advocate, negotiate, or approve an employment and promotion of a relative. In view of the sensitive nature of the issue, it is the best policy to refrain from involvement in any type of personnel action pertaining to a relative. Connors State College permits the employment of relatives of employees as long as such employment does not, in the opinion of the College, create actual or perceived conflicts of interest. For purposes of this policy, "relative" is defined as a spouse, child, parent, sibling, grandparent, grandchild, aunt, uncle, first cousin, or corresponding in-law or "step" relation. The College will exercise sound judgment in the placement of related employees in accordance with the following guidelines:

- Individuals who are related by blood or marriage are permitted to work in the same College area, provided no direct reporting or supervisory/management relationship exists. That is, no employee is permitted to work within the "chain of command" of a relative such that the relative could influence one relative's work responsibilities, salary, or career progress.
- No relatives are permitted to work in the same department or in any other positions in which the College believes an inherent conflict of interest may exist.
- Employees who marry while employed are treated in accordance with these guidelines. That is, if, in the opinion of the College, a conflict or an apparent conflict arises as a result of the marriage, one of the employees will be transferred at the earliest practicable time.

The policy applies to all categories of employment at Connors State College.

Connors State College Dress Code

Connors State College should have a consistent and professionally dressed workforce serving the needs of our students. As a step towards enhancing a professional work environment, a dress code has been developed for our institution. The dress code is reflective of business casual dress that will be mostly utilized within the office and classroom setting. We realize that some job duties may require a different level of dress than what is listed, but this dress code was written with everyone in mind to give guidance on what is appropriate for our environment.

Pants/Bottoms- Dress Slacks, dress capris/crop pants and chinos are appropriate as long as they are not made of denim or denim in color. Clingy fabric or tight fitting clothing is not considered appropriate.

Shirts/Tops/Blouses- Collared shirts, dress shirts, or blouses are considered appropriate. Tank tops or camisoles are only acceptable under a jacket or another approved top and should be worn if the top shirt needs additional coverage. Sleeveless dress tops and blouses must be at least three fingers in width and made of dressy material.

Dresses and Skirts- Business, business casual and casual dresses are appropriate if meet all of the other dress code standards. Dress and skirt lengths should be at a minimum length of three inches above the knee, when standing.

Shoes- All shoes must be neat, clean, and appropriate for a professional work environment. Business and business casual shoes and sandals are considered acceptable. Flip-flops (based on appearance) and athletic shoes are generally not appropriate for the workplace. However, on designated spirit/jeans days, employees may wear clean, presentable athletic shoes with jeans, provided they maintain a polished and professional look.

Hats- Hats are not encouraged for employees working inside college buildings, as they are generally not considered part of professional indoor attire. However, if a hat is worn during work hours, it must be neat, clean, and preferably reflect Connors State College branding.

Miscellaneous- The last day of the workweek is considered spirit day. As such, jeans may be worn with a Connors shirt, or you may choose to wear approved business casual wear. Jeans are permitted provided they are clean, in good condition, and allow for freedom of movement appropriate to the employee's duties. Clothing should maintain a professional appearance. If you have an article of clothing or shoe that

you question being appropriate, please visit with your supervisor, your area Vice-President, or Human Resources before wearing to work.

Jury Duty

Connors State College considers jury duty to be a civic responsibility. Whenever an employee is called upon to serve as a juror, it will be without loss of College pay. An employee who is selected and serves as a juror should present documentation of the summons to his/her supervisor for the period of absence during the jury duty. All payments received from the court for services rendered as a juror shall remain the property of the employee.

Employees Paid by Temporary Grants or Contracts

Employees paid by a grant or contract that expires during a period of military leave may have reemployment rights in certain circumstances. Reemployment rights are situational, depending upon the individual case facts, such as a history of grant or contract renewal. Contact Personnel Services/Human Resources for a specific determination in instances involving employees paid under a grant or contract.

Reservation to Alter Policy

Connors State College reserves the right to change this policy handbook or any portion thereof at any time without any prior notice.

Grievances and Appeals Policy/Procedures for Staff

This policy provides an avenue for the resolution of differences and misunderstandings between supervisors and staff regarding work-related issues. These policies and procedures statements are applicable to all employees of Connors State College. All employees who have a grievance as defined in this policy, that cannot be resolved informally, may request the formation of a Grievance Review Committee. The Grievance Review Committee will conduct an examination of the issues and make recommendations for review by the Affirmative Action Officer (HRD).

Definitions

Complaint: A complaint is a timely, informal expression of dissatisfaction with particular aspects of employment outside of the employee's control.

Grievance: A grievance is a timely, written complaint filed by an employee, with regard to good faith assertion of substantial administrative error relating to appointment, reappointment, disciplinary actions, dismissal, retirement, hostile work environment, or safety in working conditions. Excluded from the grievance definition are complaints concerning wages and salary judgments, performance-related dismissal during a formal probationary period of employment, and College statements concerning policies and rules.

Note: A grievant must state whether he or she believes that discrimination due to race, color, national origin, sex, age, or qualified disability or veteran's status is involved.

Hearing Procedures

1. Informal Resolution Attempts

All complaints will be reviewed in a timely manner to facilitate resolution at the lowest administrative level possible, beginning with the immediate supervisor. If the complaint cannot be resolved at this point, the

employee must discuss the point(s) of dissatisfaction with the appropriate administrator at each level of the administrative jurisdiction through the HR.

2. Written Request for Response

If informal discussions between the employee(s) and the supervisor(s) do not resolve the issue, the employee has the option to request the formation of a Grievance Review Committee to consider the grievance and supporting evidence. The request must be submitted to the HR, in writing, within ten (10) workdays from the end of the informal discussion.

To expedite a timely review by the Grievance Review Committee, the request must include the following:

- A clear and detailed statement of the grievance(s) along with a statement describing the specific supporting evidence,
- The specific remedial action or relief sought with the reasons why such action is warranted,
- A brief summary of the results of the previous discussions of the issues involved,
- A statement that illegal discrimination is, or is not, alleged, and
- The signature of the grievant.

3. Grievance Review

Within fifteen (15) working days after receipt of a qualified written request for the formation of a Grievance Review Committee, the HR will initiate the selection of the Committee by random choice from computerized listings of the College full-time employees. Both the employee filing the grievance and the responder to the grievance will be notified of the time and place for the selection, and each will have the right to be present.

A. Five Committee members will be chosen. One member will be selected from the college staff. One member will be selected from the college faculty. The grievant will select one person, and the responder will select one. The remaining member and two alternates will be selected at random from the staff of the College. The alternates are expected to attend all hearings of the Grievance Review Committee but will not be involved in the recommendations of the Committee unless a serious illness, necessary absence, or extreme hardship of a staff Committee member occurs during the course of the grievance hearing. At least one staff member will be of the same sex as the employee. If the employee is a member of a racial minority, at least one staff member will be a member of a racial minority (it is not necessary that the member be of the same racial minority as the employee). No member of the Grievance Review Committee may be employed in the same departmental unit as the employee or supervised by the responding supervisor.

B. The employee and the responding supervisor will each be allowed to challenge one selection for the Grievance Review Committee without showing cause (peremptory challenge). Such challenge will be made at the time of the selection of the member.

C. Both parties will also have the right to challenge all other random members. Such challenges may be made either at the time of selection or at any time prior to the convening of the hearing conducted to review the employee's grievance. The HR will rule on the validity of all permissible challenges for cause, such as bias, prejudice, member of same unit as a party, etc.

D. All persons selected for membership on the Grievance Review Committee will be expected to serve except in cases of illness, necessary absence from the campus, prior service on a Grievance Review Committee in the current or immediately preceding calendar year, or other extreme hardship. The HR should decide whether a chosen person should be excused from

service and may replace such a member by the same procedure used for the original selection.

E. In the event of serious illness, necessary absence, or extreme hardship of a Committee member during the course of a grievance hearing, HR may, at his or her option, or at the request of either the employee or the responding supervisor, select a replacement by using the same procedure that was used for the original selection. In the event that a Committee member is replaced during the course of the hearing, the successor will review the record of the proceedings to become familiar with the positions of the parties and with the evidence previously submitted to the Committee.

The members of the Grievance Review Committee will select a Chair from their group. The HR will serve as a nonvoting advisor to the Committee, except when such official is a party to the grievance. In such an event, the college President will appoint an alternate to serve as the advisor.

The Affirmative Action Officer will exercise reasonable discretion in attempting to schedule a hearing to be convened at the earliest convenient time and date that the affected parties can be in attendance. Such date will not exceed ten (10) workdays with a possible extension of five (5) workdays if necessary.
The Affirmative Action Officer will advise the Grievance Review Committee as to the nature of the charge and the Procedures for grievance review in order to promote fairness and equity for all persons involved.

The HR will remain neutral in the matter at all times, and may serve as a resource person on procedural questions upon request of the grievant, the responder, or both.

The Affirmative Action Officer will be responsible for obtaining a hearing room, and will notify all appropriate Parties of the time, date, and place of all hearings. Attendance at the hearing will be limited to persons who have an official connection with the case as determined by tile Chair. The employee and the responding supervisor may choose to be accompanied at the hearings by an advisor, colleague, friend, or Office of Legal Counsel for A&M Board of Regents. Such person may not be someone who is contemplated to be a witness in the hearing. Others whose participation in the hearing is considered essential in order to assist the Committee in establishing the facts in the case will appear before the Committee only long enough to give statements and to answer questions from the grievant, responder or Committee members.

The Chair will set forth the rules of procedure for the hearing in general accordance with the guidelines below. The Chair may for good cause and with occurrence of a majority of the Committee, authorize minor deviations from the guidelines or format. In cases of deviation, the principal parties will be notified of the deviation.

The grievant will be heard first in all phases of the grievance hearing(s) and will be primarily responsible for the presentation of the evidence supporting the grievance.
Counsel or a representative may advise the principals but will not be permitted to participate directly in the proceedings, testify, or question witnesses except as noted below.

A reasonable time limit should be established for opening and closing statements, and will be announced prior to, or at the time of, the beginning of the hearing. Both Parties may make opening statements and present an overview of the evidence. Closing statements should review the evidence actually presented to the Committee, together with logical arguments for the parties' positions.

The length of hearing sessions may be established in advance, and every effort will be made to conduct them as expeditiously as possible, with fairness to both parties and attending witnesses.

The principal parties will provide the Chair with the name of potential witnesses at least 48 hours in advance of the first hearing session. These persons will be notified of the hearing session by the employee or by the responding supervisor, and the witnesses will be scheduled as close to the time of call as possible to avoid undue waiting. The College has no power to compel attendance by employees desired to be called as witnesses. Therefore, the principal parties are responsible for contacting and arranging for attendance of their own witnesses in all cases.

The parties will develop their positions through witnesses and documentation. Witnesses may be cross-examined. Rebuttal evidence is permitted. The Committee may call additional witnesses if they regard such evidence as probably relevant to the case. Either party may also request additional witnesses are permitted to appear before the Committee. The Committee has the discretion to permit such an appearance, if no undue prejudice to the other party would result.

All testimony pertaining to the grievance hearing will be held in confidence by all parties and should not be discussed with others unless there is a compelling official need.

Only evidence relevant to the grievance may be introduced. The Chair of the Committee will decide the question of relevance.

In cases of termination of employment of a staff member, the College recognizes the seriousness of such action and intends that if legal counsel is retained by the grievant; the utilization of counsel will include opportunity for counsel to participate directly in all appropriate portions of the hearing including the Presentation of the grievant's case to the Committee. Legal counsel may also represent the responder with the same opportunities for participation.

In order to have records of the proceedings, a confidential tape recording of the grievance hearing(s) will be made. Copies of such tape recording may be made accessible to members of the Grievance Review Committee, to the appropriate Vice President, to the President, and to the members of the A&M Board of Regents.

At the conclusion of all hearing sessions, after the final report of the Grievance Review Committee is submitted, the confidential tapes and all other relevant material will be sealed and preserved by the HR. These materials will be destroyed after five (5) years unless one or both parties submit a written reasonable request to the HR to preserve them for a longer period of time.

At any point in the grievance proceedings prior to the time at which the Grievance Review Committee has issued its final report in the case; the employee may withdraw any portion or the entire grievance with the permission of the Grievance Review Committee. In all cases of withdrawal, the employee will not have the privilege of reopening the same grievance at any time in the future.

At the conclusion of the final hearing session the Grievance Review Committee will establish a date, time and place to go into closed session for tile purpose of, deliberating the evidence, and Committee findings

and recommendations in the case. Attendance at the closed sessions will be limited to Committee members unless a recalled witness is to be present, in which case both parties to the grievance will be notified and may attend.

The Grievance Review Committee will issue a written report, which states its findings and advisory recommendations for resolving the case. The report of the Committee will include a summary of the testimony and evidence that was presented, and the evidence upon which the findings of fact were based will be specifically cited. The report of the Committee will contain:

- A statement of the purpose of the hearing.
- The issues considered.
- The findings of fact.
- Recommendation(s) for disposition of the grievance.

The Grievance Review Committee will submit its report to the Affirmative Action Officer. The report will be forwarded to the appropriate Vice President. The Affirmative Action Officer will provide copies of the report to the employee, the responding supervisor, and to all members of the Grievance Review Committee. The Affirmative Action Officer will keep a copy in a permanent file.

4. Review and Final Decision

The appropriate Vice President will promptly review the report of the Grievance Review Committee. The report may be returned to the Grievance Review Committee for clarification purposes, if it is unclear or incomplete. The appropriate Vice President will then make a decision regarding the matter, normally within ten (10) workdays from receipt of the advisory recommendations of the Grievance Review Committee and will forward that decision to the President, both parties to the grievance, and to the Chair of the Grievance Review Committee.

Prior to its implementation, the President of the College will review the report from the Grievance Review Committee. Unless otherwise previously effective, the decision of the Vice President will be implemented and considered final and binding after the review concurrence of the President. Such review should normally be completed within ten (10) working days after receipt of the Vice President's decision.

The Vice President will communicate the final decision in the case to the Chair of the Grievance Review Committee, to the grievant, to the responder, and to the Affirmative Action Officer.

Anti-Harassment Policy

Connors State College is committed to providing its staff and faculty the opportunity to pursue excellence in their academic and professional endeavors. This opportunity can exist only when each employee of our College is assured an atmosphere of mutual respect. The free and open exchange of ideas is fundamental to the College's purpose. It is not the College's intent in promulgating this policy to inhibit free speech or the free communication of ideas by academic members.

Policy Against Discriminatory Harassment

The College is committed to maintaining learning and working environments that are free from all forms of harassment and discrimination. Accordingly, harassment based on an individual’s race, religion, age, sex, color, national origin, marital status, disability, veteran status of any other legally protected characteristic is prohibited. The College will not tolerate harassment, sexual harassment, or retaliation in the workplace or educational environment whether committed by faculty, staff, or by visitors to Connors

State College while they are on campus. Each employee of Connors State College is responsible for fostering civility, for being familiar with this policy, and for refraining from conduct that violates this policy.

For purposes of this policy, harassment is defined as:

- any type of behavior which is based on gender, marital status, pregnancy, race, color, ethnicity, national origin, age, disability, religion, sexual orientation, gender identity or expression, veteran status, that
- is so severe or pervasive that it interferes with an individual's work or academic performance or creates an intimidating, hostile or offensive working environment.

Harassment when directed at an individual because of a legally protected characteristic may include, but is not limited to: unwanted physical contact; use of epithets, inappropriate jokes, comments or innuendos; obscene or harassing telephone calls, e-mails, letters, notes or other forms of communication; and, any conduct that may create a hostile working or academic environment.

Sexual harassment, whether between people of different sexes or the same sex, is defined to include, but is not limited to, unwelcome sexual advances, requests for sexual favors, and other behavior of a sexual nature when:

- submission to such conduct is made implicitly or explicitly a term or condition of an individual's employment or participation in an education program;
- submission to or rejection of such conduct by an individual is used as the basis for personnel decisions or for academic evaluation or advancement; or
- such conduct has the purpose or effect of unreasonably interfering with an individual's work or academic performance or creates an intimidating, hostile or offensive working or educational environment.

Sexual harassment may include, but is not limited to: unwelcome sexual advances; demands/threats for sexual favors or actions; posting, distributing, or displaying sexual pictures or objects; suggestive gestures, or sounds; unwelcome physical contact; sending/forwarding inappropriate e-mails of a sexual or offensive nature; inappropriate jokes, comments or innuendos of a sexual nature; obscene or harassing telephone calls, e-mails, letters, notes or other forms of communication; and any conduct of a sexual nature that may create a hostile working or educational environment. See Sexual Harassment Policy Section in this Handbook.

Retaliation against an individual who complains of discriminatory harassment under this policy is strictly prohibited.

Responsibilities under this Policy

The College is committed to enforcement of this policy. Individuals who are found to have violated this policy will be subject to disciplinary action, up to and including termination of his/her College affiliation.

- All individuals are expected to conduct themselves in a manner consistent with this Policy.

- Staff or faculty employees who believe that they have been subject to discriminatory harassment are encouraged to report, as soon as possible, their concerns to the Human Resources Director. The College provides an environment of confidentiality by which individuals can discuss concerns related to discriminatory harassment.

- Individuals who witness what they believe may be discriminatory harassment of another are encouraged to report their concerns as soon as possible to the Human Resources Director, their supervisors, division chairperson, or the Vice-President of their department.

- Complainants are assured that reports of harassment will be treated in a confidential manner, within the bounds of the College's legal obligation to respond appropriately to any and all allegations of harassment.

- Supervisors, including faculty managers, who receive reports of harassment, should contact the Human Resources Director for assistance in investigating and resolving the issue.

- Supervisors, including faculty managers, are required to implement corrective action where, after completing the investigation, it is determined corrective action is indicated. Intentionally making a false accusation of harassment is prohibited.

- The College administration is responsible for ensuring the consistent application of this policy.

Procedures for Discrimination Complaints Brought Within Connors State College

Inquiries regarding procedures on discrimination complaints may be directed to the Director of Human Resources, located in Gatlin Hall, Room 231, Warner Campus, 918-463-6206.

Sexual Harassment Policy

This policy applies to employment and/or academic relationships among faculty, staff and students. The College will take all reasonable steps necessary to prevent sexual harassment from occurring, which will include raising the subject, expressing strong disapproval, developing appropriate grievance procedures and sanctions, informing faculty, staff and students of their rights, and developing methods to sensitize all concerned about the issues

Connors State College explicitly condemns sexual harassment of students, staff, and faculty and will not tolerate such conduct on or off campus. Sexual harassment is prohibited in the workplace and in the recruitment, appointment, and advancement of employees. Sexual harassment of students is prohibited in and out of the classroom and in the evaluation of student academic or work performance. Connors State College reserves the authority to independently deal with sexual harassment issues whenever becoming aware of their existence, regardless of whether informal or formal complaints have been lodged by persons complaining of such issues. Sexual harassment is unlawful and may subject those who engage in it to College disciplinary sanctions as well as civil and criminal penalties.

Connors State College will take measures to periodically educate and train employees regarding conduct that could constitute a violation of this policy. All personnel, including management and supervisory officials, are expected to participate in such education and training and to be knowledgeable concerning the College policy. Retaliation against anyone who makes a complaint or participates in the complaint process will not be tolerated.

Grievance procedures consistent with the principles of due process have been developed and implemented for faculty, students and staff; the latter includes administrative, professional employees, and classified staff. Complaints and grievances concerning sex discrimination will be reviewed under the appropriate grievance procedures for the accuser. Complaints and grievances concerning disciplinary actions will be reviewed under the appropriate disciplinary procedures for the person accused. Grievance procedures are available for students in the office of the Vice President for Academic Affairs. The grievance procedures for faculty and staff are included in the Faculty and Staff Handbook.

Connors State College will (1) respond to every complaint of sexual harassment reported, (2) take action to provide remedies when sexual harassment is discovered, (3) impose appropriate sanctions on offenders in a case-by-case manner, and (4) protect the privacy of all those involved in sexual harassment complaints to the extent it is possible. The above actions will apply to the extent permitted by law or where personal safety is not an issue.

Sexual harassment is defined as follows: Unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature constitute sexual harassment when:

- Submission to such conduct is made either explicitly or implicitly a term or condition of an individual's employment or academic standing,
- Submission to or rejection of such conduct by an individual is used as the basis for employment decisions or academic decisions affecting such individual, or
- Such conduct has the purpose or effect of unreasonably interfering with an individual's work or academic performance or creating an intimidating, hostile, or offensive working/academic environment.

Harassment does not include verbal expressions or written material that is relevant and appropriately related to course subject matter or curriculum, and this policy shall not abridge academic freedom or the College's educational mission.

Sexual harassment also can involve relationships among equals such as when repeated advances, demeaning verbal behavior, or offensive physical contact interfere with an individual's ability to work and study productively. The creation or acceptance of hostile working environments will not be tolerated and employees at all levels are subject to potential disciplinary action if engaged in such actions.

Members of the College community holding positions of authority involving the legitimate exercise of power over others have a particular responsibility to be sensitive to that power relationship. Supervisors, in their relationships with subordinates, and faculty, in their relationships with students, particularly need to be aware of potential conflicts of interest and the possible compromise of their evaluative capacity. Because there is an inherent power difference in these relationships, the potential exists for the less powerful persons to perceive a coercive element in suggestions regarding activities outside those appropriate to the professional relationship.

Regulations

It shall be a violation of College policy for faculty, staff and/or students to engage in sexual harassment as described in the Definition section of this policy.

It is a violation of College policy for anyone to seek gain, advancement, improved academic standing or consideration in return for sexual favors.

It is a violation of College policy for faculty, staff and/or students to initiate any action as a reprisal against a faculty or staff member or student for reporting sexual harassment.

Whenever there is a demonstrated instance of sexual harassment, or reprisal for reporting same, prompt and corrective action shall be taken. Failure to take appropriate actions is against College policy. Supervisors are charged with the responsibility of responding immediately and appropriately to correct any situations which create a hostile working or educational environment within an administrative unit under their supervision. Supervisors who are concerned about whether such a situation is developing or who desire assistance in appropriately responding to such a situation should seek assistance from the Director of Human Resources. Any supervisor who fails to appropriately respond to a hostile working or educational environment, or to seek assistance from the Director of Human Resources when a hostile working or educational environment situation develops which reasonably should have been perceived by the supervisor, may be subject to disciplinary action. Supervisors should also be aware that failure to adequately respond to allegations of sexual harassment may subject them to personal liability under relevant Civil Rights statutes.

Reporting Complaints

All persons who believe that they have been subjected to prohibited sexual harassment are encouraged to report such conduct to designated College officials. It is not necessary that a person complaining of sexual harassment file a formal complaint in order for the College to evaluate the matter and/or attempt to informally resolve the situation. Persons who believe that they have been subjected to prohibited sexual harassment may seek either informal or formal College evaluation and response to their concerns by going to any of the designated officials listed above. However, in order for disciplinary action to be taken against a College employee or student, it may be necessary for a formal complaint to be filed, and that process may require the person complaining about such behavior to cooperate with College officials on a formal basis.
B. Any individual, whether an employee, a student, or a visitor to the College, who believes he/she may have experienced sexual harassment, or who believes that he/she has observed sexual harassment taking place, should report this information immediately to any of the following “designated officials”:

1. The President
2. The Vice President for Academic Affairs
3. The Director of Human Resources
4. Any administrator with direct or chain of command supervisory responsibility over the unit in which the concern arise.

Office locations, addresses, and telephone numbers for the above officials are provided on page 6 of this handbook. Reports/complaints, whether informal or formal, received by them must, in turn, be reported to the Director of Human Resources. If an extraordinary conflict of interest would prevent use of the usual informal or formal review procedures, the person complaining of sexual harassment may request assistance directly from the Office of the President.

Unless otherwise provided herein, investigation of sexual harassment complaints shall be the responsibility of the Director of Human Resources or such other official as designated by the President in

a given case. In instances where formal disciplinary action is deemed necessary, other College policies may call for additional levels of review before such action is taken.

Review Procedures

If an individual believes an incident of sexual harassment has occurred, he/she may wish to discuss the alleged behavior with a trusted friend or colleague on a confidential basis. The Director of Human Resources is also available for consultation. The individual may elect to pursue the matter on an informal basis or to file a formal complaint.

Informal Resolution

Many times, issues of concern are due to lack of communication or awareness that certain conduct is offensive, if comfortable to do so a simple talk with the person engaging in the conduct in question can resolve the matter. Persons complaining of sexual harassment may therefore desire to attempt to resolve the problem informally by discussing the matter with the person who is allegedly engaging in prohibited conduct, or by talking with supervisory officials if it is felt that an advocate is necessary.

An individual who feels he/she has been sexually harassed may desire to resolve his/her complaint informally (i.e., without formal disciplinary action being taken against the accused individual and without the formal investigatory process). Informal complaints are not required to be made in writing. An example of an informal complaint is one where the complainant requests only that an appropriate College official counsel the accused individual to cease and desist the alleged conduct, and requests no other specific action(s) be taken against the accused. Persons making informal complaints of sexual harassment agree and understand that no formal disciplinary action will be taken against the alleged offender based on an informal complaint. If the complainant chooses, he/she may at any time prior to resolution of the informal complaint amend the informal complaint to a formal complaint.

If informal discussion with a supervisory official is desired, the concerns ordinarily should be directed to the immediate supervisor of the employee accused of engaging in sexual harassment. However, if the person complaining of sexual harassment is uncomfortable discussing the matter with such immediate supervisor, if the person accused of engaging in prohibited conduct is the supervisor of the person lodging concerns, or if the supervisor has previously been made aware of the conduct at issue and is not believed to have adequately responded to the matter, the person complaining of sexual harassment may ask to discuss the matter with College officials at a higher supervisory level. Any College supervisory official overseeing the area where the accused employee works through the level of Vice President, or the Director of Human Resources, may be contacted for informal discussion regarding the matter of concern. Such officials will evaluate the matter and, if the concerns expressed are believed to have merit, will attempt to aid the person complaining of sexual harassment in informally resolving the matter to the extent possible. A written record will be made of the informal discussions and interactions and such record will be maintained in a confidential manner for future reference as might be necessary.

Note: The College will attempt to balance the wishes of a complainant who does not want to file a formal complaint with the College's responsibility to respond to serious allegations and take prompt, appropriate corrective action. A complainant who chooses not to proceed with a formal complaint may be asked to state that preference in writing.

Formal Review Process

1. If a person complaining of sexual harassment does not believe that informal attempts to resolve issues of concern have been successful and therefore desires to lodge a formal complaint, or if informal resolution attempts are not believed to be possible, that person may file a formal complaint alleging sexual harassment and asking that appropriate steps be taken in response to the complaint by the College.
2. Any formal complaint must be filed with the Director of Human Resources listed above within 180 calendar days of the act(s) of alleged sexual harassment.
3. Formal complaints must be delivered by the complainant to the Director of Human Resources. The formal complaint must be filed as soon as possible after the alleged incident occurred or after attempts to resolve the situation informally have been unsuccessful. A formal complaint must be in writing, signed by the complainant, and must include the following information:
    1. Details concerning the incidents or conduct giving rise to the complaint;
    2. Dates and location of incidents;
    3. Any witnesses to the alleged incidents or conduct;
    4. Action requested to resolve the complaint and prevent future violations of the policy.
4. Upon receipt of a formal complaint alleging sexual harassment, the Director of Human Resources (or other appropriate administrators or review committees) is empowered to conduct an initial investigation of the charge, to interview the parties involved, to hear testimony pertaining to the matter, and to gather any pertinent evidence. During such initial investigation, the Director of Human Resources is authorized to explore means by which the matter may still be informally resolved.
5. All College employees are obligated to fully cooperate with such an investigation and refusal or willful neglect to do so may subject such employees to independent disciplinary action, including possible termination, based upon such refusal or willful neglect. The investigating official may request assistance or advice from the Office of Legal Counsel to the A&M Board of Regents. The complaining party and the accused will be interviewed. Other witnesses and other parties may be interviewed to clarify details. The accused will be given a copy of the complaint and will have an opportunity to respond. In arriving at a determination of the existence of sexual harassment, at any stage in the proceedings, the evidence as a whole, the totality of the circumstances, and the context in which the alleged incident(s) occurred, shall be considered. The determination of the existence of sexual harassment will be made from the facts on a case- by-case basis.
6. At any stage in the investigation and review process, if it is reasonably believed that the immediate harm to either party is threatened by the continued performance of either party's regular duties or College responsibilities, the appropriate administrative official may suspend or reassign such duties or responsibilities pending the completion of the investigation and review process.
7. The initial investigation should ordinarily be completed within 30 calendar days of receipt of the complaint. However, unusual circumstances may compel that the initial investigation extend beyond the usual 30-day time frame.
8. Upon completion of the initial investigation, the Director of Human Resources is authorized to take the following actions:
    - Agreed Resolution
      Resolve the matter to the satisfaction of the College and both the person complaining of sexual harassment and the employee accused of sexual harassment. If such a resolution is

reached through the efforts of the Director of Human Resources or other administrator, a written statement shall be prepared which shall indicate the agreement reached by the parties and shall be signed and dated by each party and by the administrator. A copy of such written statement shall be attached to the initial investigation report. At that time the investigation and the record thereof shall be closed.

- Formal Recommendation
  Find that the parties are unable to resolve the matter informally and make a written recommendation to appropriate administrative officials regarding whether acts of sexual harassment have occurred. Such report will be limited to factual recommendations regarding the existence of prohibited conduct and will not include recommendations regarding actions to take in response to the report. Upon receipt of a formal written recommendation from the Director of Human Resources, the administrative official overseeing the administrative unit in question shall review the recommendation and make a final decision regarding what administrative action to take in response to the recommendation, if any.

  In such instances, the person who has brought the complaint shall be notified of such decision and that such decision can be appealed for reconsideration to the administrative official of the College who has direct supervisory responsibility over the official making the decision not to pursue the matter further.

  Where administrative actions are to be directed in response to a written report, the administrative supervisor may consult with the Director of Human Resources or other appropriate administrative officials regarding such actions prior to implementation. The administrative official will, in turn, notify the complainant regarding the resolution of the complaint, what corrective action, if any, will be taken, and/or, in general, whether any discipline will be imposed.

Appeal of Formal Complaint Resolution / Disciplinary Action

Either the complainant or the person accused may file an appeal of any decision concerning the resolution of the complaint. An appeal by either party must be made in writing, delivered to the Director of Human Resources within five (5) business days of receipt of the notice of resolution/disciplinary decision.

The written appeal must state in detail the reason(s) for the appeal and shall address one or more of the following:

- if the appeal alleges the findings of the investigator included relevant factual errors or omitted relevant facts, the appeal shall specify each and every alleged factual error, and/or details of each, and every relevant fact that was omitted from the investigation;
- if the appeal alleges substantive procedural errors, the person appealing shall identify each and every instance of said substantive procedural error;
- if the appeal alleges relevant and substantive issues or questions concerning interpretation of University policy, the person appealing shall state, in detail, the issues/questions supporting this allegation;
- if the appeal alleges new information or evidence, the person appealing shall specify the reasons why said information was not available or provided to the investigator during the

investigation, including specific reasons why said information could not have been provided on a timely basis;

- if the appeal alleges either that the action(s) or inaction(s) of the supervisor in response to the findings of the investigator will not prevent future violation(s) of this policy, the person appealing shall specify, in detail, the reasons and basis for this belief/allegation.

No disciplinary or other action based on the complaint shall be taken against the alleged offender during the appeal process, although temporary, interim measures may remain in place. As indicated herein, the College in its discretion, may at any point in the complaint process elect to place the alleged offender on administrative leave, with pay, or implement a temporary reassignment.

The Director of Human Resources will convene a three-person hearing panel. The Director will preside as a non-voting facilitator. The panel will review all previous findings and the disciplinary action recommended, if any. In addition, the panel will interview the complaining party and the accused. After reviewing the written summary, considering the interviews, and deliberating, the committee will communicate its findings and, if appropriate, recommendations for disciplinary and/or corrective action to be taken. The Director of Human Resources will meet with the President of the College and outline the panel's findings. The President or his designee will meet with the complaining party, the accused and appropriate department supervisors or directors to communicate his decision based upon the panel's findings.

Withdrawal of Complaint

The person complaining of sexual harassment may withdraw the complaint at any point during the investigation or prior to the completion of any formal hearing on the matter. Once a complaint is withdrawn, it may not be refiled and will not be further considered except where the conduct constitutes part of a continuing pattern of similar conduct.

Policy on Workplace Violence

Purpose and Goal

It is Connors State College's policy to promote a safe environment for its students and employees. The College is committed to working with its employees and students to maintain an environment free from violence, threats of violence, harassment, intimidation, and other disruptive behavior. While this kind of conduct is not pervasive at the College, no institution is immune. Disruptive behavior at one time or another will affect every institution.

Violence, threats, harassment, intimidation, and other disruptive behavior at the College will not be tolerated. All reports of incidents will be taken seriously and dealt with accordingly. Such behavior can include oral or written statements, gestures, or expressions that communicate a direct or indirect threat of physical harm. Individuals who commit such acts may be removed from the premises and may be subject to disciplinary action, criminal penalties, or both.

Scope

This policy applies to all situations involving violence, threats, harassment, intimidation and other disruptive behavior that may be engaged in by faculty, staff, or students (full-time or part-time, permanent or temporary) on Connors State College- Warner and Muskogee campuses.

Responsibility

The interpretation and administration of this policy is the responsibility of Connors State College's Human Resources Department. The Human Resources Department is assisted in the Policy on Workplace Violence interpretation and administration by an appointed body called the Threat Assessment Team.

Duty to Warn

In furtherance of its Policy on Workplace Violence, Connors State College employees have a "duty to warn". A "duty to warn" refers to each employee's responsibility to notify their supervisor, the Security Office, or Human Resource's office of any workplace activity, situation, or incident that they observe or know of that involves (or appears to involve) problematic behavior. On Connors campuses in Warner or Muskogee, "problematic behavior" may involve fellow employees, students, parents and/or visitors to the campus. Examples of "problematic behavior" may include but are not limited to: verbally and physically aggressive behavior, threats or acts of violence, offensive acts, threatening or offensive comments or remarks; etc. Employee reports pursuant to this policy will be held in confidence, to the maximum extent possible. Connors State College will not condone or support any form of retaliation against an employee for making a report in good faith under this policy.

In-Person Threats Against Individual(s) and/or Connors State College

The following guidelines are to be adhered to relative to Connors State College's Policy on Workplace Violence:

- Confrontational threats while at work shall be dealt with by the supervisor and Human Resources office through a meeting with the individual(s) involved as soon as reasonably possible.
- Depending on the seriousness of the threats, actions may include suspension (for gathering facts), written warning, or termination.
- For employees suspended or terminated, the campus Security Office must be notified whereby an officer will retrieve the employee's ID card and building keys. The Security Office will also escort said person(s) off campus.
- Use of the Security Office should be engaged at any time, as it appears appropriate and necessary.
- Further follow-up through a crisis assessment may be invoked if warranted.

Other Threats Against Individual(s) and/or Connors State College

Threats against (an) individual(s) and/or Connors State College-regardless of how transmitted (written, verbally, electronically)- should be immediately reported to the Human Resources Department.

The Human Resources Department will as soon as reasonably possible, initiate a threat assessment conducted by members of Threat Assessment Team along with the supervisor of the individual making the threat. The Threat Assessment Team-as warranted-may approach other individuals-e.g., the party against whom the threat was made and/or their supervisor. The Human Resources Department will also collect information from the employees or student to whom the threat was made.

Factors that will be included in a crisis assessment will center are:

- The nature of the threat;
- The need for immediate action;
- The circumstances preceding the threat;
- The assurance that the individual(s) will not be able to enter the campus (or building);
- The nature of ongoing communications with the involved individual(s);
- Notification of law enforcement authorities;
- Possible legal action.

Threats occurring at locations other than the main campus should follow the procedures outlined below:

1. Hostile actions and threats require the Director on site to determine the appropriateness of contacting local law enforcement agencies. The Human Resources Department on the main campus should be notified immediately to help determine appropriate follow-up actions.
2. Written or electronically transmitted threats must be made known to the on-site Director immediately. Employees should contact the main campus Human Resources Department to determine the next steps to be taken in conjunction with the crisis management team's assessment.
3. The Director (on site and others as deemed necessary) should record details of the incident for analysis and review by Connors State College Security Office, Human Resources, and local law enforcement officials, if necessary.

Documentation

Whether on the main campus, or Muskogee Campuses—it is critical that any material relevant to an incident be maintained until Human Resources decides upon proper disposition. Additionally, in all circumstances, a complete and detailed log of events will be maintained by the Human Resources Department and reviewed on an on-going and/or as needed basis.

Communication with the News Media

The College President (or president's designee) will handle all communications with the press and other news media about a violent workplace incident. All other employees who receive inquiries from the press should direct them to the College and Community Relations Director.

Policy Statement

Serious threats or acts of intimidation (i.e., statements, or physical acts which put a reasonable person in fear of harm to him/herself or another), and acts of violence, with or without the presence of a weapon, will not be tolerated at Connors State College. Violations of this policy may result in disciplinary action, including possible suspension, termination, and/or the filing of criminal charges.

All employees, regardless of position with the College, shall immediately report acts of violence and/or serious threats (which a reasonable person would consider potentially dangerous) made against them or witnessed by them. Such reports may be made to the employee's immediate supervisor. When/if the immediate supervisor receives a report regarding treats or violent episodes he/she shall advise the Human Resources Department and the Security Office.

Employees should also feel free to report concerns about unusual or threatening behavior, even though such behavior is not perceived as a direct threat of an immediately dangerous situation when the employee, in good faith, is fearful of their continued safety or the safety of others. Reportable situations include those of co-workers, students, and visitors to the campus.

Reports made as authorized in this policy may be in oral or written form. If an oral form, said reports shall be followed by a written report as soon as it is reasonably possible.

The College will not tolerate retaliation against employees making good faith reports as provided for in this policy, even where the concerns prove ultimately to have been in error. The College will also not tolerate intentionally false reports made with the intent of wrongfully discrediting another.

Supervisors, etc., receiving reports of acts of violence, serious threats, or good faith concerns about unusual or threatening behavior shall take all appropriate steps to eliminate potentially dangerous occurrences—including but not limited to contacting the Security Office. He/she shall also forward a written report describing the threatening situation to the Human Resources Department. The Human Resources Department will in turn share copies of the report with the Crisis Management Team.

Nothing in this policy relieves a supervisor or manager from taking immediate action when the safety or security of employees is threatened, and time is critical. Such action may include notification of the Security Office, suspension, or the temporary physical separation of employees in the workplace. Similarly, this policy does not replace routine management actions such as reprimands, or changes in work assignments. This policy is intended for those cases of continuing inappropriate actions or threats where normal management and personnel actions have been ineffective, and the possibility of violence is such that police and others need to be involved.

Procedures

The following procedures will be followed in the event of workplace serious threats or violence:

The Threat Assessment Team, Director of Human Resources, and other administrators selected by the College President, will review all reports generated relative to this policy.
When reports are received, the Threat Assessment Team and Human Resources will review, gather additional information as needed, and develop a plan of action. The action may include specific suggestions from the immediate supervisor, recommendations for counseling, and/or legal action. Decisions and actions that directly affect an accused employee will be taken in compliance with existing laws and applicable policies of the College.
Connors State College understands the sensitivity of the information provided and/or alleged in such reports as it pertains to an employee's reputation, rights to privacy, and confidentiality. Therefore, appropriate procedures will be followed to corroborate or dispel the accusations and limit the dissemination of reports too an "as need-to-know basis." Should a report prove to be false, or actions misinterpreted as threats of violence, the continued acceptance and effectiveness of the accused employee is essential. Legal guidance will be obtained as necessary.

Drug-Free Workplace Policy

The 1988 Federal Drug-Free Workplace Act requires that entities seeking consideration for a grant from any federal agency or any entity seeking a contract for the procurement of any property or services valued

at $25,000 or more from any federal agency, certify to the federal granting or contracting agency that it will provide a drug-free workplace. Supporting this anti-drug abuse legislation and recognizing that drug abuse in the workplace is a concern regardless of any connection to federal funds, Connors State College established a Drug-Free Workplace Policy.

The unlawful manufacture, distribution, dispensation, possession, or use of a controlled substance is prohibited in the workplace.

Each department shall post the Drug-Free Workplace Policy Statement (available from the Human Resources Office) in a conspicuous location.

Each employee of Connors State College should have access to a copy of the policy statement. A copy of the policy statement must be signed by the employee to verify such a delivery. The signed statements are maintained in the permanent personnel files. New employees are to acknowledge the receipt of the policy statement when processing employment forms.

Each department chair or area supervisor should ensure that each employee has received the drug- free workplace policy. This policy will be explained in a departmental meeting at least once each fiscal year.

The Director of Human Resources will be responsible for an on-going educational program regarding the dangers of drug abuse. The program will be an expanded effort to ensure that all employees and students are aware of the dangers of substance abuse. The program will include activities such as the distributing of education pamphlets and other printed material, displaying posters in highly visible locations, publishing articles in the student paper, providing guest lectures, observing an annual “Substance Abuse Awareness Week,” and/or other related activities.

An employee convicted under a state or federal criminal drug statute for misconduct in the workplace shall notify the Human Resources Office within five (5) days of such conviction (as a condition of continued employment).

The Human Resources Office shall provide timely notification (within ten (10) days of knowledge) to appropriate federal granting or contracting agencies when a university employee engaged in the performance of federal grants or contracts is convicted under any state or federal criminal drug statute for misconduct in the workplace.

Penalties assessed for convictions of drug abuse in the workplace shall range from reprimand to termination, depending upon the circumstances of the individual situation. An individual may also be required to participate in an approved substance abuse rehabilitation program as a condition of continued employment.

Notification of Criminal Plea or Conviction Information

All employees must notify the Human Resources Office, in writing, of entering any plea of guilty or nolo contendre (no contest) to any criminal violation of any state or federal law, or of any conviction of state or federal criminal statutes, other than minor traffic violations, no later than five calendar days after the entry of such a plea of guilty, nolo contendre or conviction.

Lack of compliance with these requirements may subject the employee to disciplinary action, including immediate separation from employment.

Definitions

"*Controlled Substance"* means any controlled substance set forth in Schedules I through IV of Section 202 of the federal Controlled Substances Act (21 U.S.C. Sec. 812, as amended). Such controlled substances include, but are not limited to cocaine, marijuana, opiates, amphetamines and barbiturates.

"Conviction" means a finding of guilt (including a plea of nolo contendre) or imposition of sentence, or both, by any judicial body charged with the responsibility to determine violations of federal or state criminal drug statutes.

"Criminal Drug Statute" means any criminal drug statute involving manufacture, distribution, dispensation, use or possession of any controlled substance.

"Employee" means any person receiving pay through the College payroll system.

Tobacco-Free Workplace Policy

College Policy and State Law

Tobacco use in any form is prohibited on all college campuses. In compliance with the executive order 2012-01, signed by Governor Mary Fallin, Connors State College and all properties owned, or contracted by the State of Oklahoma have been tobacco free since July 1, 2012. Effective January 1, 2014, executive order 2013-43 prohibits the use of electronic cigarettes, vaping devices or any other product packaged for smoking, or the simulation of smoking, throughout all indoor and outdoor areas of property owned by, or under the control of, Connors State College and the State of Oklahoma. This includes college-owned or leased buildings, all indoor areas such as classrooms, laboratories, offices, work areas, vestibules, hallways, enclosed walkways, restrooms, elevators, residential facilities, and stairwells. This policy also includes any outdoor areas on campus including residential breezeways, rodeo arena, athletic fields, farm operations, south ranch, parking lots, streets and college-owned vehicles.

Connors State College will not accept donations, gifts, money, or materials intended to promote the use of tobacco nor participate in any type of services that promote the use of tobacco.

Appropriate signage will be posted by the CSC Physical Plant as necessary to inform employees, students and visitors of policy provisions.

"Breathe Easy" signs will be placed on all campus buildings.

"Tobacco Free Campus" will be clearly posted at all main campus entrances.

It is prohibited to sell tobacco products or advertise the sale of tobacco products on University property.

Littering the campus with the remains of tobacco products or other disposable products is prohibited.

Organizers and attendees at events (meetings, conferences, lectures, cultural events and sporting events) using CSC facilities are required to abide by the policy. Organizers of such events are responsible for communicating the policy to attendees and for enforcing this policy.

Courtesy and consideration will be exercised when informing others unaware of and/or in disregard of this policy. No retaliation will occur to any person for doing so.

Compliance with this policy by all students, faculty and staff is expected based on CSC's commitment to a healthy culture, free of tobacco, and should be a cooperative effort, encouraged by all students, faculty and staff.

A complaint against an offender who fails to respond to a request by another may be referred to a Director, Department head, or VP. Appropriate disciplinary action will be taken for an offender against whom multiple complaints have been received.

1. Students- CSC students shall be directed to and handled by a designated authority. Violations occurring within college Housing shall be directed to and handled by the Housing Office.
2. Faculty- CSC faculty shall be directed to and handled by the department chair and/or Vice President for Academic Affairs.
3. Staff- CSC staff shall be directed to and handled by immediate supervisor, director, or designated authority.
4. Visitors- Visitors shall be directed to and handled by the College Police department. The visitor may be asked to leave university premises for failure to comply.
5. Fines- College Police/Security may issue a citation to violators. The fine range is $10 to $100.

TECHNOLOGY POLICIES AND PROCEDURES

Computer Usage

As an institution of higher learning, Connors State College encourages, supports, and protects freedom of expression and an open environment to pursue scholarly inquiry and to share information. Access to networked computer information in general and to the Internet, in particular, supports the academic community by providing a link to electronic information in a variety of formats and covering all academic disciplines. Consistent with our College policies, this policy is intended to respect the rights and obligations of academic freedom, while protecting the rights of others. The computing and network facilities of the College are limited and should be used wisely and carefully with consideration for the needs of others. As with any resource, it is possible to misuse computing resources and facilities and to abuse access to the Internet. The following statement address, in general terms, the College's philosophy about computing use.

This policy is applicable to all individuals using College owned or controlled computer and computer communication facilities or equipment, whether such persons are student, staff, faculty, or authorized third-party users of College computing information resources. It is applicable to all College information resources whether individually controlled or shared, stand alone or networked. It applies to all computer and computer communication facilities owned, leased, operated, or contracted by the College. This includes, but is not limited to, word processing equipment, personal computers, workstations, mainframes, minicomputers, and associated peripherals and software, and electronic mail accounts, regardless of whether used for administration, research, teaching, or other purposes. In addition, a user must be specifically authorized to use a particular computing or network resource by the campus unit responsible for operating the resource.

Individual units within the College may define "conditions of use" for information resources under their control. These statements must be consistent with this overall Policy but may provide additional detail, guidelines and/or restrictions. Such policies may not relax or subtract from this policy. Where such

"conditions of use" exist, enforcement mechanisms defined therein shall apply. These individual units are responsible for publicizing both the regulations they establish and their policies concerning the authorized and appropriate use of the equipment for which they are responsible. In such cases, the unit administrator shall provide the Executive Vice President with a copy of such supplementary policies prior to implementation thereof. Where use of external networks is involved, policies governing such use also are applicable and must be adhered to.

User Responsibilities and Expectations

Access to the information resource infrastructure both within and beyond the College Campus, sharing of information, and security of the intellectual products of the community all require that each and every user accept responsibility to protect the rights of the community. Access to the networks and to the IT resources at Connors State College is a privilege granted to College students, faculty, staff, and third parties that have been granted special permission to use such facilities. Access to College information resources must take into account the following factors: relevant laws and contractual obligations, the requestor's need to know, the information's sensitivity, and the risk of damage to or loss by the College.

Anyone who accesses, uses, destroys, alters, or damages College information resources, properties or facilities without authorization, may be guilty of violating state or federal law, infringing upon the privacy of others, injuring or misappropriating the work produced and records maintained by others, and/or threatening the integrity of information kept within these systems. Such conduct is unethical and unacceptable and will subject violators of this Policy to disciplinary action by the College, including possible termination from employment, expulsion as a student, and/or loss of computing systems privileges.

The College requires the members of its community act in accordance with these responsibilities, this Policy, the College's Student or Faculty Handbook, as appropriate, Connors State College Policies and Procedures, relevant laws and contractual obligations, and the highest standard of ethics. The policies as stated in this policy are intended to ensure that users of College information technology resources shall:

- Respect software copyrights and licenses,
- Respect the integrity of computer-based information resources,
- Refrain from seeking to gain unauthorized access,
- Respect the privacy of other computer users.

The College reserves the right to limit, restrict, or extend computing privileges and access to its information resources. Data owners – whether departments, units, faculty, students, or staff – may allow individuals other than College faculty, staff, and students access to information for which they are responsible, so long as such access does not violate any license or contractual agreement, College policy, or any federal, state, county or local law, or ordinance. However, users are personally responsible for all activities on their user ID or computer system and may be subjected to disciplinary action and/or loss of privileges for misuse of computers or computing systems under their control, even if not personally engaged in by the person controlling the computer or system.

Units and individuals may, with the permission of the appropriate College officials and in consonance with applicable College policies and guidelines, configure computing systems to provide information retrieval services to the public at large. However, in so doing, particular attention must be paid to College policies

regarding authorized use (must be consistent with the mission of the College) ownership of intellectual works, responsible use of resources, use of

Authorized User Purposes

Use of College computers must comply with Federal and State law and College policies. College computing facilities and accounts are to be used for the College-related activities for which they are assigned. When users cease to be members of the academic community (such as by graduating or ceasing employment) or when persons are assigned to a new position and/or responsibilities within the College, the access authorization of such person will be reviewed and may be altered. Users whose relationships with the College change may not use computers and computing resources, facilities, accounts, access codes, privileges, or information for which they are not authorized in their new relation to the College.

Users may use only their own computer accounts. The negligence or naiveté of another user in revealing an account name or password is not considered authorized use. Convenience of file or printer sharing is not sufficient reason for sharing a computer account. Users are personally responsible for all use of their computer account(s).

Appropriate use of computing and networking resources includes instruction, independent study, authorized research, independent research, communications, and official work of the offices, units, recognized student and campus organizations, and agencies of the College.

Computing facilities, services, and networks may not be used in connection with compensated outside work for the benefit or organizations unrelated to the College except in connection with scholarly pursuits (such as faculty publishing activities) in accordance with the College consulting policy or the policy governing Access by External Entities to University Technology Resources, or in a purely incidental way. State law generally prohibits the use of College computing and network facilities for personal gain or profit, and use of computing resources for unauthorized commercial purposes, unauthorized personal gain, or any illegal activities is prohibited.

Roles and Responsibilities

The IT Systems Department is responsible for implementing and enforcing adequate computer security policies throughout the organization.

The IT Systems Department requires all software installed on IT-supported computers be properly licensed and authorized.

Special User Notifications

The College makes available both internal and external computing facilities consisting of hardware and software. The College accepts no responsibility for any damage to or loss of data arising directly or indirectly from the use of these facilities or for any consequential loss or damage. The College makes no warranty, express or implied, regarding the computing services offered, or their fitness for any particular purpose.

Liability for any loss or damage shall be limited to a credit for fees and charges paid to the College for use of the computing facilities, which resulted in the loss or damage.

The College cannot protect individuals against the existence or receipt of material that may be offensive to them. As such, those who make use of electronic communications are warned that they may come

across or be the recipients of materials they find offensive. Those who use e-mail and/or make information about themselves available on the Internet should be forewarned that the College cannot protect them from invasions of privacy and other possible dangers that could result from the individual's distribution of personal information.

An individual using College computing resources or facilities must do so in the knowledge that he/she is using College resources in support of his/her work. The College owns everything stored in its facilities unless it has agreed otherwise. The College has the right of access to the contents of stored computing information at any time for any purpose for which it has a legitimate "need to know." The College will make reasonable efforts to maintain the confidentiality of computing information storage contents and to safeguard the contents from loss, but is not liable for the inadvertent or unavoidable loss or disclosure of the contents.

Any individual using College computing resources and facilities must realize that all networked computer systems maintain audit trials logs or file logs within the network system. Such information as the user identification, date and time of the session, the software used, the files used, the computer time, and storage used, the user account, and other run-related information is normally available for diagnostic, accounting, and load analysis purposes. Under certain circumstances, this information is reviewed by system administrators, either at the request of an academic department, or in situations where it is necessary to determine what has occurred to cause a particular system problem at a particular time. For example, analysis of audit files may indicate why a particular data file is being erased, when it was erased, and what user identification has erased it.

IT Systems Department employees and system administrators do not routinely look at individual data files. However, the College reserves the right to view or scan any file or software stored on the computer or passing through the network, and will do so periodically to verify that software and hardware are working correctly, to look for particular kinds of data or software (such as computer viruses), or to audit the use of College resources. Violations of policy that come to the attention of College officials during these and other activities will be acted upon. User data on the mainframe will be periodically copied to backup tapes. The College cannot guarantee confidentiality of stored data. Users should be aware that use of one of the data networks, such as the Internet, and electronic mail and messages, will not necessarily remain confidential from third parties outside the College in transit or on the destination computer system, as those data networks are configured to permit fairly easy access to transmissions.

Conduct Expectations and Prohibited Actions

The well-being of all computer users depends on the availability and integrity of the system. Any defects discovered in the system accounting or system security is to be reported to the appropriate system administrators so that steps can be taken to investigate and solve the problem. The cooperation of all users is needed to ensure prompt action. The integrity of most systems may be maintained by password protection of accounts. A computer user who has been authorized to use such a protected account may be subject to criminal and civil liability, as well as College discipline, if the user discloses a password or otherwise makes the account available to others without the permission of the system administrator.

Restrictions on computer security and self-replicating code are to be interpreted in a manner that protects university and individual computing environments, but does not unduly restrict or limit legitimate academic pursuits.

The following examples of acts or omissions, though not covering every situation, specify some of the responsibilities that accompany computer use at Connors State College, and outline acts or omissions that are considered unethical and unacceptable, and may result in immediate revocation of privileges to use the College's computing resources and/or just cause for taking disciplinary action up to and including discharge, dismissal, expulsion, and/or legal action:

- Violating any software license agreement or copyright, including copying or redistributing copyrighted computer software, data, or reports without proper, recorded authorization. Software protected by copyright shall not be copied except as specifically stipulated by the owner of the copyright. Protected software is not to be copied into, from, or by any College facility or system, except by license. The number and distribution of copies must be handled in such a way that the number of simultaneous users in a department does not exceed the number of original copies purchased by that department, unless otherwise stipulated in the purchase contract.
- Interfering with the intended use of the information resources or without authorization, destroying, altering, dismantling, disfiguring, preventing rightful access to or otherwise interfering with the integrity of computer-based information and/or information resources.
- Modifying or removing computer equipment, software, or peripherals without proper authorization is prohibited.
- Encroaching on others' use of the College's computers. This includes, but is not limited to: the sending of chain-letters or excessive messages, either locally or off-campus; printing excess copies of documents, files, data, or programs; running grossly inefficient programs when efficient alternatives are known to be available; unauthorized modification of system facilities, operating systems, or disk partitions; attempting to crash or tie up a College computer; damaging or vandalizing College computing facilities, equipment, software, or computer files.
- Developing or using programs which harass other computer users or which access private or restricted portions of the system and/or damage the software or hardware components of the system. Computer users shall use great care to ensure that they do not use programs or utilities that interfere with other computer users or which modify normally protected or restricted portions of the system or user accounts. Computer users shall not use network links for any use other than permitted in network guidelines (e.g., ONENET, Internet, NSFNet, and BITNET). The use of any unauthorized or destructive program may result in legal civil action for damages or other punitive action by any injured party, including the College, as well as criminal action.
- Using College computing resources for commercial purposes or non-College-related activities without written authorization from the College. In these cases, the College will require restitution payment of appropriate fees. This Policy applies equally to all College- owned or College-leased computers.
- Using College computing resources to generate or access obscene material as defined by Oklahoma or federal law and acceptable community standards or creating a hostile work and/or educational environment.
- Seeking to gain or gaining unauthorized access to information resources or enabling unauthorized access.
- Accessing computers, computer software, computer data or information, or networks without proper authorization, or intentionally allowing others to do so, regardless of whether the computer, software, data, information, or network in question is owned by the College. For example, abuse of the networks to which the College belongs or the computers at other sites

connected to those networks will be treated as an abuse of Connors State College computing privileges.

- Without authorization, invading the privacy of individuals or entities that are creators, authors, users, or subjects of the information resources.
- Using College electronic communication facilities to send fraudulent, harassing, obscene, threatening, or other unlawful messages is prohibited. Users shall respect the purpose and charters of computer mailing lists (including local or network news groups and bulletin boards). It is the responsibility of any user of an electronic mailing list to determine the purpose of the list before sending messages to the list or receiving messages from the list. Persons subscribing to an electronic mailing list will be viewed as having solicited any material delivered by the list as long as that material is consistent with the purpose of the list. Persons sending to a mailing list any materials that are not consistent with the purpose of the mailing list will be viewed as having sent unsolicited material to the mailing list.
- Transmitting commercial or personal advertisements, solicitations, promotions, or programs intended to harass other computer users or access private or restricted computer or network resources. Some public bulletin boards may be designated for selling items, etc., and must be used appropriately, according to the stated purpose of the lists). Vendors may send product information and technical material to specific mailing lists, with the permission of the manager of the mailing list.
- Seeking to provide information on, obtain copies of, or modify data files, programs, or passwords belonging to other users without the permission of these other users; using programs or devices to intercept or decode passwords or similar access control information.
- Attempting to circumvent mechanisms intended to protect private information from unauthorized examination by others in order to gain unauthorized access to the system or to private information; configuring or running software so as to allow unauthorized use.
- Using College computers or computing systems in any manner, which violates Federal, state, or local laws, or College policies.
- Using College computing facilities or accounts for other than the College-related activities for which they were assigned and intended.
- Using computers or the College computing resources to engage in political campaigning or commercial advertisement.

The IT Systems Department systems administrator(s) has certain responsibilities to the College as a whole for the system(s) under his/her control, regardless of the policies of his/her department or groups, and the owner has the immediate responsibility to see that the system administrator carries these out. These responsibilities are:

- To take reasonable precautions against theft of, or damage to, the system components.
- To faithfully execute all hardware and software licensing agreements applicable to the system.
- To treat information about, and information stored by, the system's users as confidential (as conditioned in this policy) as conditioned in this policy and to take reasonable precautions to ensure the security of a system or network and the information contained therein.
- To promulgate information about specific policies and procedures that govern access to and use of the system and services provided to the users or explicitly not provided. This information

should describe the data backup services, if any, offered to the users. A written document given to users or messages posted on the computer system itself shall be considered adequate notice.

- To cooperate with the system administrators of other computer systems or networks, whether within or without Connors State College, to find and correct problems caused on another system by the use of the system under his/her control.

The system administrator is authorized to take all reasonable steps and actions to implement and enforce the usage and service policies of the system and to provide for security of the system. The system administrator operating computers and networks may routinely monitor and log usage data, such as network session connection times and end-points, CPU and disk utilization for each user, security audit trails, network loading, etc. These units may review this data for evidence of violation of law or policy and for other lawful purposes. System administrators may access computer user's files at any time for maintenance purposes. System administrators may access other files for the maintenance of networks and computer storage systems, such as to create backup copies of media. System administrators are required to report suspected unlawful or improper activities to the proper College authorities. Computer users, when requested, have an affirmative duty to cooperate with system administrators in investigations of system abuse. Users are encouraged to report suspected illegal activity or abuse, especially if related to any damage to or problems with their files.

When system response, integrity, or security is threatened, a system administrator is authorized to access all files and information necessary to find and correct the problems or otherwise resolve the situation.

If an occasion arises when a College officer or supervisor believes that access stop an individual's data is required for the conduct of College business (unrelated to the need to investigate possible wrongdoing), the individual is not available, and a system administrator is required to access the individual's account, the following procedure shall be followed:

- The College official or supervisor shall secure permission to access the data fromthe Executive Vice President or designee of such officer.
- An appropriate form with the signature of the Executive Vice President shall be presented to the system administrator allowing the system administrator to proceed to access the data.
- The individuals whose e-mail account has been accessed will be notified as soon as possible by copy of the above referenced form. Where necessary to ensure the integrity of an investigation into the use of College computing resources, such notice, with the approval of the Executive Vice President, may be delayed until such time as such investigation wouldno longer be compromised.

System administrators are required to report suspected unlawful or improper activities to the proper College authorities. Computer users, when requested, have an affirmative duty to cooperate with system administrators in investigations of system abuse. Users are encouraged to report suspected illegal activity or abuse, especially if related to any damage to or problems with their files.

If an occasion arises when a College officer or supervisor believes that a user is violating state or federal law, or College policy, and that access to an individual's data is required in order to conduct an internal investigation into such possibility, system administrators may monitor all the activities of and inspect the files of such specific user(s) on their computers and networks. In such cases, and a system administrator is required to access the individual's data, steps (1) and (2) set forth above in Section 2.05(d) shall be

followed and the Office of Legal Counsel for A&M Board of Regents shall be contacted and informed of the matter.

ELECTRONIC MAIL

The policy statements below refer only to e-mail. It is recognized that the law governing electronic communication technologies and the material transmitted using these technologies is in an early stage of development and that the policy statements in this document will change in response to changes in law and further development of electronic communications technology.

This policy will apply to all College e-mail services. Members of the college community who are given access to CSC's e-mail system are expected to familiarize themselves with and abide by the policies in this document. Violations of this policy will result in loss of e-mail privileges at the College, disciplinary action, or legal action where applicable.

Appropriate Usage

As with other College resources, e-mail is appropriately used for purposes that further the mission and goals of the College.

- Individuals may not use e-mail for entrepreneurial activities except in cases of College- sanctioned activities. Specifically prohibited is the selling of access to the Internet by any member of the College community.
- No one shall be added to an e-mail mailing list for other than official College business without his or her consent. Mailing lists may be used only for their intended purposes.
- College computing services should not be used to solicit goods and services to or from other members of the College community. For such purposes, Usenet news groups or bulletin boards may be made available by the IT Systems Department.

All materials sent by campus e-mail must be attributed to the individual, office, or organization sending the material. It is a violation of this policy to originate e-mail in such a manner as to create the impression to the recipient that it originated from another source or individual.

Issues Related to Privacy

It is the intent of the College to preserve the privacy of e-mail communications and maintain access to communications intended for an individual. Given that institutions or higher education place high value on open communication of ideas, the intention of the College is to maximize freedom of communication for purposes that further the mission and goals of the College.

All e-mail communications, unless subject to a specific privilege, are subject to production under the Oklahoma Open Records Act and, when relevant, to discovery in civil litigation. The College will observe and follow the requirements of all applicable state and federal statutes relating to privacy concerns in electronic mail.

*The term "electronic mail which has not been opened," or "unopened e-mail" or similar references, applies only to electronic messages received by a user but which the user has not opened. Once the user opens a message it is no longer considered "unopened," even if such message has not been moved or otherwise stored in another location.

Individual Expectations

E-mail messages shall be delivered to the intended addresses and not censored or interfered with in any way by the College.

Individually addressed e-mail communications may not be intercepted by any third party except as noted below. This does not prevent persons who have legitimately received electronic mail messages from forwarding such messages on to third parties.

Users of the College's e-mail services are required at all times to observe all laws relating to copyright, trademark, and trade secrets protection.

College Expectations/Requirements

Account holders may not use encrypting programs when engaging in e-mail communications except as specifically authorized in advance in writing by the IT Systems Department.

College officers and supervisors shall have the right to read any e-mail when the individual has given written permission for such access.

Under certain circumstances, an IT Systems Department Administrator may, in the course of his or her professional duties, access an individual's e-mail for legitimate management or maintenance purposes. An IT Systems Department Administrator shall designate in writing the identities of all such persons to the President.

If an occasion arises when a College officer or supervisor believes that access to an individual's e- mail account is required for the conduct of College business, and the individual is not available, and an IT administrator is required to access the individual's e-mail account, the following procedure shall be followed:

- The College official or supervisor shall secure permission to access the e-mail account from the Executive Vice President of this institution.
- An appropriate form with the signature of the Executive Vice President shall be presented to the IT Systems Department Administrator allowing him/her to proceed to access the e- mail account.
- The individual whose e-mail account has been accessed will be notified as soon as possible with a copy of the above referenced form.

Individuals shall make all e-mail files related to College business available to his or her supervisor prior to termination or resignation. At such time the individual's e-mail account will be terminated and all information not retained by the supervisor will be deleted from the College system.

Establishing College Electronic Mail Accounts

Persons who desire to have e-mail accounts established on their behalf shall make application to the IT Systems Department. When such services become available, requests from faculty, non-faculty staff, and students asking for the establishment of an e-mail account normally will be honored. However, such an account is a privilege extended by the College and may be withdrawn by the IT Systems Department at any time without prior notice. The establishment of an e-mail account does not grant or guarantee unlimited or unrestricted opportunities to use the e-mail account. Reasonable access to e-mail cannot be guaranteed at all times and in all circumstances.

While account holders may expect reasonable access to e-mail, there is no guarantee that access will be possible at all times and in all circumstances.

Violation of this Policy Statement may result in the loss of e-mail privileges at this College.

Objectional Material, Violations, and Sanctions

The College cannot protect individuals against the existence or receipt of material that may offend them. Those who make use of electronic communications are warned that they may willingly or unwillingly come across, or be recipients of, material that they may find offensive. Members of the College community are expected to demonstrate good taste and sensitivity to others in their communications.

It is a violation of this policy to use e-mail to libel, harass, or threaten other individuals.

Users of campus communications are subject to all applicable local, state, and federal laws and regulations, and Connors State College policies and procedures.

Consequences of Misuse of Computing Privileges

Users, when requested, are expected to fully cooperate with system administrators in any investigations of system abuse. Failure to cooperate may be grounds for cancellation of access privileges or disciplinary action.

Abuse of computing privileges is subject to disciplinary action. If system administrators have strong evidence of misuse of computing resources, and if that evidence points to the computing activities or the computer files of an individual, they have the obligation to pursue any or all of the following steps to protect the user community:

1. Notify the user's instructor, department or division chair, or supervisor of the investigation.
2. Suspend or restrict the user's computing privileges during the investigation.
3. Inspect the user's files, drives, discs, diskettes, tapes, and/or other computer-accessible storage media. System administrators must be certain that the trail of evidence clearlyleads to the user's computing activities or computing files before inspecting the user's files.
4. Refer the matter for possible disciplinary action to the appropriate College department.

Individuals whose privileges to access College computing resources have been suspended may request that the President or his/her designee, review the suspension. The President, or designee, may reinstate privileges, alter any restrictions that have been imposed, or refuse to interfere with the administrative action taken to that time. There is no right to a hearing or appearance regarding such issues, and the decision made by the President or designee is final.

ADMINISTRATIVE POLICIES AND PROCEDURES

Appointment of Administrators

Appointment of President

It is the responsibility of the governing A&M Board of Regents to appoint personnel to fill the position of President of any institution under the governance of the A&M Board of Regents. Prior to accepting applications, the A&M Board of Regents shall request from the faculty and administrators of the institutions a list of personal and professional attributes which they believe are essential qualifications of

the new President. The A&M Board of Regents may at its discretion, request similar input from students and alumni of the institution and from certain other groups as the A&M Board of Regents may choose. The A&M Board of Regents may, at its own discretion, develop its own list of priorities concerning the personal and professional qualifications. The minimum qualifications for the person to be selected as the new President shall be established by the A&M Board of Regents in consideration of the lists of priorities suggested by the faculty, administrators, alumni, or other groups, and the Board A&M Board of Regents.

In addition to participating in establishing the qualifications to be required of the new President, the appropriate faculty representative(s) so designated by the faculty of the institution involved shall be consulted concerning other input to be made by the faculty of the institution in which the vacant position exists. For the purpose of this consultation, the Chairman of the A&M Board of Regents shall appoint a policy committee for appointment of personnel or a committee of his choosing to confer with the appropriate faculty representative(s). This committee shall consist of not less than three (3) A&M Board of Regents members.

Following consultation with the faculty, the policy committee for appointment of personnel shall devise and recommend to the A&M Board of Regents specific procedures to be utilized in the nominating of candidates, screening of applicants, and in making the selection of the new President.

The responsibility for screening applications shall be assigned to a screening committee on which there shall be no less than three members of the A&M Board of Regents and representatives of other groups. The Chairman of the A&M Board of Regents shall appoint the chairperson of the Screening Committee. The A&M Board of Regents shall decide the number of the faculty, administrators, and other citizenry who shall be represented to serve on the committee. At the A&M Board of Regents' discretion, other citizens may be involved in the screening of applicants.

From the pool of applications, the screening committee shall submit a predetermined number of unranked applications to the A&M Board of Regents as a whole. Preliminary to the work of the screening committee, the Board A&M Board of Regents shall decide the number of applications to be submitted by the screening committee.

The A&M Board of Regents shall give first consideration to those names submitted by the screening committee. If the A&M Board of Regents cannot make a selection from the original names submitted, the screening committee should be requested to send additional names to the A&M Board of Regents.

In all instances where a vacancy exists in the Office of the President for any of the institutions under the Board A&M Board of Regents, the vacancy shall be made known by use of the news media to accomplish a wide circulation of the fact. Any person who wishes to apply for a vacant position of President will be given an opportunity to do so equal to that of any other applicant, subject to appropriately reasonable deadlines. Procedures utilized to screen and select will not discriminate on the basis of race, color, religion, national origin, sex, qualified disability, or status as a veteran.

The A&M Board of Regents may alter its format for the selection of a President at any time.

Appointment of Other Major Administrative Personnel

With regard to the appointment of other major administrative personnel, appropriate consultation shall be secured from the A&M Board of Regents. This will include presenting the A&M Board of Regents with a

complete job description of the position to be filled with minimum required qualifications and salary range, all of which must have A&M Board of Regents approval prior to the acceptance of applications or initiating screening procedures of applicants.

Appropriate faculty and/or staff counsel shall precede any recommendation for appointment by the President. At the President's option, unless otherwise directed by the Board A&M Board of Regents, he/she may consult and/or involve students and other citizens in making recommendations to the A&M Board of Regents.

The President shall recommend all major personnel to the A&M Board of Regents for approval. In the event any recommendation does not receive approval by the A&M Board of Regents, the President of the institution may bring another recommendation before the A&M Board of Regents. Major administrative personnel shall be considered to be those holding, or to hold, the title of Vice President, or an equivalent administrator of a major administrative unit.

Retention or Reappointment of Administrators

The continuation of administrators in their positions at institutions under the operational control of the Board of Regents for the Oklahoma Agricultural & Mechanical Colleges is a result of demonstrated satisfactory performance. The concept of tenure in an administrative position is not applicable.

It is the policy of the A&M Board of Regents that each administrator's performance shall be continually evaluated. Administrators below the level of president shall be evaluated by the responsible administrative supervisor. The evaluation shall be made in accord with the evaluation procedures developed in the institution where the administrator is employed. All evaluation procedures in each institution shall be developed under the direction of the president and are subject to the approval of the A&M Board of Regents. In instances where the performance of an administrator is determined to be unsatisfactory, the administrative supervisor responsible for that administrator must carefully monitor the future performance by such an administrator. Continuing failure to improve by an administrator whose present or past performance is unsatisfactory may result in reassignment to other duties or termination of employment.

Only the governing A&M Board of Regents will evaluate the performance of presidents. Retention or reappointment of presidents is a result of demonstrated satisfactory performance in the following areas:

- Academic Leadership
- Administrative Leadership
- Financial Responsibility
- Personnel management
- Implementation of A&M Board of Regents and Institutional Policies
- Maintenance of Confidence and Respect of the Board A&M Board of Regents and the Relevant Constituencies and Publics of the Institution

Appointment of Personnel

The President shall have final responsibility for recommending appointments, promotions, and discontinuances, but he shall secure appropriate faculty and/or staff counsel before making recommendations. Insofar as possible, the responsible administrative officer shall arrange for principle

candidates for initial appointments to visit the campus for personal interviews. Approved administrative practices shall include the following procedures:

The school's affirmative action policy shall be complied with at all times. The college shall pursue a non-discriminatory policy with respect to age, race, sex, religion, color, national origin, qualified disability, or status as a veteran.

In the selection of major administrative personnel defined by the Board A&M Board of Regents policy as including all Vice Presidents, Deans and Directors a committee will be formed for consultation purposes with the President prior to his or her recommendation to the Board A&M Board of Regents for appointment. The committee shall be composed of two major administrators, an administrator/instructor, and, at the President's option two faculty members, (where federal projects federally funded are involved, the Federal Programs Director would be included). This committee shall be used by the President to assist him or her in arriving at a recommendation.

In the selection of an individual to serve in a faculty position, a screening and interviewing committee shall be formed/composed of the appropriate division chairperson, the appropriate dean or administrative head, the President and/or appropriate Vice President. Their choice shall be recommended to the President and, after consideration, the President may recommend appointment to the A&M Board of Regents. Insofar as possible, the Division Chairperson shall appoint or select a faculty member of his division for committee participation.

Notification of appointments shall be made to the appointee specifying position, salary, conditions and duration of the appointment. Such appointments are recommended by the president and are subject to A&M Board of Regents approval.

Note: A faculty position is defined as any position with teaching or research responsibilities requiring a Bachelor's degree or higher and not listed as major administrative personnel as defined by A&M Board of Regents policy.

Retention of Reappointment of Personnel (other administrators)

Retention or reappointment of other administrators to their respective positions shall be evaluated each year on a continual basis. The evaluation shall be by the major administrative officer for each area. The President, as specified in this policy, shall evaluate the major administrators. Evaluation criteria for all administrators shall be demonstrated satisfactory performance in their respective areas with regard to leadership, responsibility, management, and implementation of the A&M Board of Regents' and President's policies and objectives and support and loyalty to the administrative head of the college as this relates to the institution. Where an administrator's performance is unsatisfactory, the future performance must be carefully observed and continuing failure may result in reassignment, non-reappointment or dismissal. There is no property interest, e.g. continuing employment, applicable to administrative positions.

Promotions

Since the college has only one faculty rank, the question of promotion is a rare procedure and relates to positions of division chairpersons or administrative positions.

In the selection of Division Chairpersons, Directors, and Deans, a committee shall be appointed by the President to make recommendations to the President.

In the case of appointments by the President, of Division Chairpersons, Directors, and other minor administrative roles, such appointments are “at-will” and are reappointed or not reappointed on the basis of institutional need and/or performance.

FINANCIAL EXIGENCY POLICY

On May 18, 1979, the Board of Regents for the Oklahoma Agricultural & Mechanical Colleges unanimously adopted the following resolution:

“That the A&M Board of Regents direct each of the presidents under the jurisdiction of the A&M Board of Regents to develop and recommend to the A&M Board of Regents a policy for meeting any possible conditions of financial exigency. Included in this policy shall be provisions for securing appropriate input from representatives of academic and non-academic personnel.

Representatives of these personnel shall serve only in an advisory capacity to the President. Such policy statements after being approved by the A&M Board of Regents may be included in the respective institutional faculty and/or staff handbooks. Regardless of input or counsel received by the President from institutional personnel, it shall be the sole responsibility of the A & M Board of Regents to make the final decision regarding recommendations to the A&M Board of Regents concerning any financial exigency. The President and the governing A&M Board of Regents shall finally decide the specific actions required concerning any existing or anticipated financial exigency.”

This policy statement was submitted pursuant to this directive from the A&M Board of Regents and establishes the procedures and guidelines for addressing a state of financial exigency at Connors State College. It will supersede other College policies and procedures, including all grievance procedures, if the President of the College declares a state of financial exigency.

Definitions

When used in this policy statement, unless the context clearly indicates otherwise, the following words and terms shall be construed as having the meanings described to them in this section:

A&M Board of Regents shall mean the Board of Regents for the Oklahoma Agricultural & Mechanical Colleges.

Financial Exigency shall mean that state of financial crisis brought about by an Educational and General Part I budget allocation to the College, which would:

- Necessitate the elimination or reduction of existing instructional programs; or,
- Necessitate the termination of employment or reduction of compensation for permanently employed faculty or staff prior to the normal expiration of their contract or appointment; or,
- Seriously erode the quality of any existing program.

Financial Exigency Executive Committee shall be composed of the President, who shall serve as Chairman, the Vice President for Academic Affairs**,** the Vice President for Fiscal Services, and other designees as may be deemed appropriate at the time.

Financial Exigency Task Force shall be composed of the incumbents of the following described positions or their successors in interest as defined by the President;

- Vice President for Fiscal Services
- Affirmative Action Officer
- President of Student Government Association
- One (1) elected representative of the Division Chairpersons
- Athletic Director
- Vice President for Academic Affairs (Ex-officio and non-voting)
- Director of the Muskogee Branch Campuses (Ex-officio and non-voting)

In addition, the President may appoint to the Task Force such other faculty, administrators, staff, or students to assure appropriate representation of all groups within the college community.

When exploring termination of an employee for financial exigency, a Termination Review Committee shall be appointed. Termination Review Committee shall be composed of a chairman and six members, three of whom shall be faculty members and three of whom shall be administrators or staff. The Vice President for Academic Affairs shall determine the faculty members of the committee by random selection from among the continuing faculty who are full-time employees for two of the positions, and from among other faculty who are full-time employees for the remaining faculty position. Any faculty member so chosen may decline to serve. A continuing faculty member whose termination, if proposed, shall be allowed to excuse one of the three faculty members of the committee without cause; if necessary, another faculty member shall be chosen to serve. Challenges for justifiable cause shall also be allowed. The President shall designate administrators to serve on the committee. When the committee is considering the appeal of a faculty member whose termination is proposed, the Vice President for Academic Affairs shall chair the proceedings; when the committee is considering the appeal of a staff member whose termination is proposed, the Vice President for Fiscal Services shall chair the proceedings. (All members shall be voting members.)

Procedures

Declaration

When, in his opinion, a state of financial exigency is impending, the President shall convene the Connors State College Executive Council and may convene such other entities or groups as he shall deem appropriate and advise any group so convened of the circumstances upon which the opinion is founded. Included within the statement of circumstances shall be an estimate of the scope and duration of budgetary shortfall or other condition which gives rise to the expected exigency and an explanation of all pre- exigency budgetary reductions affected. The President shall further consult with the Executive Secretary and any appropriate committee of the A&M Board of Regents with respect to the expected exigency. If, following these consultations, the President determines that a financial exigency exists or is imminent; he shall declare the College to be in a state of financial exigency.

Preliminary Action Plan

Following the declaration, the President shall convene the Financial Exigency Task Force (Task Force) and charge it with the responsibility of conducting appropriate studies and reviews to determine the nature

and extent of the crisis and developing a Preliminary Action Plan to return the college to a stable financial state. As a minimum, the plan shall contain a summary review of the academic and support programs of the college recommendations for reorientation, reorganization, realignment or reduction of academic and support programs; recommendations concerning reduction of personnel; the effect of the plan upon the performance of the college's mission and the effect of the plan upon the college's Affirmative Action Plan.

All Task Force Members shall seek input from personnel within their respective areas of representation.

Upon completion of its evaluation, the Task Force shall prepare and recommend its Preliminary Action Plan to the Financial Exigency Executive Committee (Executive Committee) which shall review the plan, make such revision as it deems appropriate, and recommend the plan to the President. The Executive Committee shall provide the Task Force with copies of the revised plan recommended to the President.

Exigency Action Plan

The President shall review and consider the Preliminary Action Plan and any revision thereof submitted by the Executive Committee. Further, the President will seek such other and advice and counsel from faculty, students, and other interested parties, as he shall deem appropriate. Any advice and counsel shall be advisory only, and it shall remain the sole responsibility of the President to make final decisions regarding recommendations to the A&M Board of Regents concerning the financial exigency. Following such deliberation, the President shall prepare and submit to the A&M Board of Regents an Exigency Action Plan for alleviating the financial crisis at the college. The Exigency Action Plan will not identify specific faculty or staff for termination but will identify areas in which reductions are proposed.

Action by A&M Board of Regents

The A&M Board of Regents has ultimate responsibility for the financial integrity of the college. It will review the Action Plan submitted by the President and may consider such other factors as it deems appropriate in determining what actions should be taken to restore the college to a stable financial state. Any Action Plan adopted by the A&M Board of Regents will not identify specific faculty or staff for termination, but it will identify areas and units in which reductions are proposed.

Action Plan Implementation

Following adoption by the A&M Board of Regents, the President shall direct the Vice President to implement the provisions of the approved Action Plan. If the plan entails the reduction of programs, activities of services, or the termination of faculty or staff, then the following appropriate provisions of this policy shall apply.

Guidelines for Termination of Employment

In reviewing programs and activities for reorientation, reorganization, realignment, reduction, or termination, the mission of the college and the fulfillment of its obligations as a higher education institution shall remain paramount. As the Task Force and Executive Committee conduct their studies and develop their respective plans, they should consider centrality to the college's mission, productivity, support of productive programs, cost-benefit relationship, program achievement and income generating ability with respect to consolidation, reduction, or termination of college programs or activities. This may, in some cases, necessitate the retention of programs, services, and activities which are not strong, but which are central to the concept of the college and to the mission of Connors State College.

Guidelines for Program Review

Every termination must be based on an appropriate administrative judgment that the action will have an effect substantially less detrimental to the quality and effectiveness of the performance of the college's mission than any alternate budgetary reduction.

Program Deletions

If an academic/technical program at the college is discontinued, students in the program shall be notified and every effort shall be made to allow them to finish their academic work. If it is not possible for students to complete the program, the college will explore making special allowances for such students. Special allowances might include, without limitation, permitting students to complete programs by taking work in related departments, or in any other reasonable manner facilitating the academic needs of affected students. To accommodate affected students, action will be taken to obtain approval of the A&M Board of Regents for program adjustments if required.

Connors State College

Faculty Handbook

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~~Preface~~

Founded in 1908, with campuses in Muskogee and Warner, Connors State College is governed by the Oklahoma A & M Board of Regents with the mission of building futures one at a time as we promote excellence in our community and the global society.

WWW.CONNORSSTATE.EDU

MAIN CAMPUS 700 COLLEGE ROAD | WARNER OK 74469 | (918) 463-2931

THREE RIVERS PORT CAMPUS 2501 N 41ST ST E | MUSKOGEE OK 74403 | (918) 684-5471

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PREFACE

The Board of Regents for Oklahoma Agricultural & Mechanical Colleges appreciates faculty input pertaining to the development of policies affecting faculty status and encourages the institutional administration to provide adequate opportunity for input on such matters prior to presenting recommendations to the governing A&M Board of Regents.

In discharging its duties and responsibilities, occasions may arise where the collective judgment of the A&M Board of Regents requires the A&M Board of Regents to act independently in the development and implementation of policies and procedures. In approving the Faculty/Staff Handbook for Connors State College, neither the governing A&M Board of Regents nor CSC is waiving or restricting its lawful power, duty, or responsibility to act at any future time to establish policies, regulations, and procedures and to implement other decisions of the A&M Board of Regents. In such instances, affected personnel will be informed through the official public record where such actions were approved, and the institutional administration is encouraged to take appropriate steps to help ensure that affected personnel are informed.

~~Organizational Information~~

ORGANIZATIONAL INFORMATION

History of the College

Connors State College (CSC) was authorized by an act of the first Legislature in 1908 as Connors State School of Agriculture. The school was named for Mr. John P. Connors who was President of the State Board of Agriculture at that time. In 1927, the Oklahoma Legislature amended the act, which established district agricultural schools to make Connors a junior college. The name was also changed, at that time, to Connors State Agricultural College. During the 1967 Legislative Session, the name was again changed, this time to Connors State College of Agriculture and Applied Science. In 2000, the A&M Board of Regents shortened the name to Connors State College.

A more detailed account of the history of Connors may be found in the college catalog.

Mission Statement

Connors State College is committed to building futures one student at a ~~time~~lime as we ~~promote~~cultivate excellence in our community and the global society.

Vision

Connors State College ~~builds on~~integrates tradition and ~~fosters innovation~~adaptability to ~~ensure that we are~~ be the college of choice for ~~university transfer~~students seeking access to affordable education~~, degree completion, workforce, and community development.~~

~~Core Values~~

~~*Integrity*~~

~~Connors State College cultivates an environment defined by the highest ethical standards characterized by honesty, respect, fairness, adherence to shared values, accountable stewardship, and the free exchange of ideas.~~

~~*Quality*~~

~~Connors State College sets high standards of individual excellence to ensure responsive and challenging learning opportunities~~ for ~~the communities we serve.~~

~~*Service*~~

~~At Connors State College we elevate and value the wellbeing of others, providing a safe campus community and opportunities to serve the needs of our students, faculty, staff, alumni, community, state, and nation.~~

~~*Inclusivity*~~

~~Acknowledging that diversity enriches our intellectual and professional community, Connors State College actively promotes diversity and inclusion, so that everyone feels recognized, welcomed, and respected in our college community.~~

~~*Excellence*~~

~~Connors State College encourages excellence by creating high expectations for achievement through building our legacy and providing rigorous and~~their lifelong learning ~~opportunities~~needs.

Core Values

Real Education

Our commitment to education means you'll get real learning experiences. What you see is what you get, and what you'll get is an authentic education that equips you with the skills to thrive in the jobs of the future.

Navigating the Future

Navigate your future with us, where we're committed to affordability, accessibility, and eliminating barriers to education. We offer you numerous pathways to reach your goals, whether you are at the beginning of your career or if you're looking to take the next step.

Our Community

At Connors, you're more than just a name on a roster; you're a valued member of our community. Our dedicated faculty and staff ensure that you receive personalized attention. From our president to our professors, we know you and we are invested in your journey.

Governance

Board of Regents for the Oklahoma Agricultural & Mechanical Colleges:

It is the policy of the Board of Regents for the Oklahoma Agricultural & Mechanical Colleges that the Laws of the United States and of the State of Oklahoma shall be upheld and obeyed in all of its actions. In so

doing, the A&M Board of Regents is especially aware of Title VI of the Civil Rights Act and of Title IX of the Educational Amendment of 1974, and it continues not to discriminate against persons on the basis of race, color, religion, national origin, sex, qualified disability, age or status as a veteran. Such non-discrimination applies to all policies, practices, and procedures; including those pertaining to admission, institution governed by the A&M Board of Regents is directed to develop, establish, and observe procedures that implement the nondiscriminatory policy of the A&M Board of Regents. In all such instances, the A&M Board of Regents encourages the inclusion of minorities and women.

~~Connors~~CSC Development Foundation

The Connors Development Foundation, Inc. was established to aid and assist Connors State College by providing the resources necessary to meet the ever-increasing costs of supplying quality programs in higher education. The Foundation meets the requirements of a tax- exempt organization so all gifts are tax exempt under Section 501(c) (3) of the Internal Revenue Code of 1984.

Affirmative Action Statement

General Statements

In compliance with the Executive Order 11246; Title II of the Education Amendments of 1976; Title VI of the Civil Rights Act of 1964, as amended by the Education Amendments of 1972; Section 504 of the Rehabilitation Act of 1973; and all other federal, state, school rules, laws, regulations and policies, Connors State College does not discriminate on the basis of sex, race, color, age, religion, national origin, status as a veteran or disability in the educational programs or activities which it operates.

It is the intent of the Connors State College administration, faculty, and staff to comply with both the letter and spirit of the law in making certain that discrimination does not exist in its policies, regulations, and operations. Grievance procedures for Title IX and Section 504 of the Rehabilitation Act and the Americans with Disabilities Act have been established for students, their parents, and employees who feel discrimination has been shown by Connors State College.

Complaints

Any complaint alleging illegal discrimination should be referred to:

Director of Human Resources/Affirmative Action Officer
Connors State College~~,~~
Gatlin Hall, ~~2nd Floor,~~ Room 231
(918) 463-2931, Ext. 6206

Title VI, Title IX, and Section 504 complaints may be referred to:

- Human Resources Director who is the designated Affirmative Action Officer
- ADA Coordinator (918) 463-2931, Ext. ~~6215~~6245

They may also be filed with the Regional Office for Civil Rights. Address correspondence to:

Office for Civil Rights
U.S. Department of Education
One Petticoat Lane
1010 Walnut Street, 3rd floor, Suite 320
Kansas City, MO 64106
Telephone: 816-268-0550
FAX: 816-268-0599; TDD: 800-877-8339

~~Email: OCR.KansasCity@ed.gov~~
Email: OCR.KansasCity@ed.gov

Title VII and ADA complaints may also be filed with the regional Equal Employment Opportunity Commission. Address correspondence to:

Equal Employment Opportunity Commission
215 Dean A. McGee Avenue, Suite-524
Oklahoma City, Oklahoma, 73102 Telephone:
800-669-4000

FAX: 405-231-4140

TTY: 800-669-6820

ASL Video Phone: 844-234-5122

Sexual Harassment Complaints:

Any complaint alleging sexual harassment should be referred to:

- Human Resources Director, 918.463.6206
- Vice President for Academic Affairs, 918.463.6328

~~Employment Policies~~

EMPLOYMENT POLICIES

Connors State College complies with the employment policies set forth in the *Policy Manual for the Board of Regents for the Oklahoma Agricultural & Mechanical Colleges*. The following procedures support the intent of the A&M Board of Regents' employment policies. At Connors, the levels of organizational structure are as follows:

~~At Connors, the levels of organizational structure are as follows:~~

Position	Function	Appointment Responsibility
President	**Chief Executive Officer**	**Hired by and responsible to the A&M Board of Regents.**
Vice-Presidents, Deans, and Directors	Major~~/~~ and mid-level administrative personnel	Hired by and responsible to the President with A&M Board of Regents approval.
Faculty	Instruction	Hired by and responsible to the President with A&M Board of Regents approval.
Administrative Assistant, Clerical, Maintenance, Secretarial, Custodial	Support Staff	Hired by and responsible to the President.
Adjunct Faculty	Instruction	Hired by and responsible to the Vice President ~~for~~of Academic Affairs.

General Procedures for Employment

The President has final responsibility for recommending employment, promotions, and terminations of all full-time faculty and staff to the A&M Board of Regents for final approval but may first choose to secure appropriate on campus counsel before making his/her final recommendations.
Equal Opportunity Employment decisions reflect the institution's policy of maintaining excellence instruction, research, and extension. As a college which recognizes the individual talents of people, Connors State College actively supports equal opportunity and affirmative action, complying fully and willingly with Executive Order 11246, Executive Order 11375, the Civil Rights Act of 1964, and all other appropriate Federal and State Legislation.

Advertisement – The breadth of advertisement for positions depends on the position's level in the organizational structure. Advertisements are prepared according to the A&M Board of Regents' policies.

Advertisements for presidents are publicized nationally in publications such as the Chronicle of Higher Education; in selected regional newspapers; in the two state newspapers, *The Daily Oklahoman* and *the Tulsa World;* and in local area newspapers.

Advertisements for major and mid-level administrative personnel and full-time faculty are placed in selected newspapers and/or publications.

Advertisements for adjunct faculty, clerical, maintenance, technical and custodial staff may be placed in local area newspapers.

Application – The applicant must complete the official CSC Application for Employment. Official transcripts from all colleges attended must be provided. Applicable licenses and certifications are also required. The applicant may also provide a resume at the time of application.

Screening/Interview – Employment for each position involves a thorough screening process. An ad-hoc screening committee, composed of relevant personnel, reviews all applications and recommends the most qualified applicants. For full-time positions, the process also involves a personal interview. The appropriate supervisor is responsible for selecting the committee members. References are checked and an authorized background check may be included in the final assessment of candidates.

Contract of appointments may be made in writing to the appointee specifying position, salary, conditions and duration of the appointment. Official transcripts of all undergraduate and graduate work and/or required certifications for all professional staff and faculty must be filed with the Human Resources Director and the Vice President for Academic Affairs. Each employee is expected to keep his or her file updated as additional class work or certifications are acquired.

Employment File - Personnel files are confidential in nature and are open only to the individual employee and the appropriate supervisors.

Faculty Selection Processes

When a vacancy occurs in a faculty position and a determination is made to refill the position, the following procedures will be used to fill that position. All qualified faculty candidates are interviewed.

Advertising

An Open Position Request form is to be completed by the Division Chair and signed by the Vice President for Academic Affairs and the Vice President for Fiscal Affairs. The Vice President for Academic Affairs will notify the Division Chair of approval to initiate the search process. The Human Resources Office will normally advertise the position internally and externally on behalf of the academic department.

Interview

Committee members selected by the Division Chair and approved by the VPAA will review the applications, resumes, and credentials of the candidates. Candidates will be invited to interview by the Human Resources Office. Committee members will participate in the interview process.

The Committee will evaluate all candidates with the desired qualifications and submit a recommendation to the Division Chair. All appointments will be recommended to the VPAA and must be approved by the President and the Board of Regents for OSU and the A&M Colleges.

Division Chair/Promotion Selection Procedures

When a vacancy occurs in a division chair position and a determination is made to refill the position, the following procedures will be used to fill that position.

Advertising

An Open Position Request form is to be completed and signed by the VPAA and the Vice President for Fiscal Affairs. The Human Resources Office will normally advertise the position internally and/or externally on behalf of Academic Affairs.

Interview

Committee members selected by the VPAA will review the applications, resumes, and credentials of the candidates. Candidates will be invited to interview by the Human Resources Office. Committee members will participate in the interview process.

The Committee will evaluate all candidates with the desired qualifications and submit a recommendation to the VPAA.

Adjunct Faculty Selection

In the selection of adjunct faculty, the Division Chair meets with the candidate and reviews documentation of the candidate's qualifications. The Division Chair may include a faculty member or faculty members who teach in the discipline in the interview process, as deemed appropriate. All qualified adjunct candidates are interviewed. The Division Chair makes a recommendation for hire to the Vice President for Academic Affairs. The Vice President reviews the faculty credentials and approves the hiring of the candidate.

Adjunct appointments are temporary appointments for specific periods of time and with no expectation of reappointment. Adjunct appointments do not count toward years of service as a continuing faculty member. No notice of non-renewal of an adjunct appointment is required, as the appointment ends by its own terms at the end of the appointment period. Such appointments do not require a search procedure as would usually be followed in filling a full--time faculty appointment.

Orientation of New Faculty Members

The primary responsibility for the induction of a new faculty member lies with the Division Chair. The Division Chair explains procedures for obtaining copies of textbooks, teaching supplies, equipment, secretarial help, duplicating facilities and syllabi. The Chair discusses academic policies and general College policies. The Chair also ensures that the new faculty member receives an orientation to electronic tools for enrollment, advising, and teaching.

~~Appointment/Reappointment/Non-reappointment Procedures (Full-time Faculty)~~

APPOINTMENT/REAPPOINTMENT/NON-REAPPOINTMENT PROCEDURES (FULL-TIME FACULTY)

Full-time faculty appointments are made for one academic year. Appointment to a faculty position is classified as “temporary” for the first three years of employment.

The “temporary” appointment (during the first three years) may be terminated upon expiration for the specific contract period without implication of reappointment. However, notice of intent to reappoint or not reappoint will be communicated in writing by *May 30th* of each academic year for faculty classified as “temporary.”

Decisions to reappoint or not reappoint are based upon a combination of factors. Years of service, institutional need, institutional function, institutional departmental budget, and non- professional conduct are factors that are considered.

Dismissal or non-reappointment of faculty who are not classified as "temporary" will be for reasonable cause. A confidential written statement prior to *May 30th* of the academic year will notify the faculty member of dismissal or non-reappointment. ~~Termination~~Dismissal for cause may be initiated by an administrator for reasons ~~such as~~ consistent with the corrective action policy set forth herein, including but not limited to conduct seriously prejudicial to the ~~college, an act of moral turpitude~~College, neglect of duty, inefficiency or incompetence, repeated failure or refusal to follow administrative directions, a genuine lack of need for the service or necessity for financial retrenchment.

A faculty committee, at the option of the faculty member, may be called to consider the dismissal or non-reappointment. A committee will be formed as set forth in the grievance procedure. The committee will hear information and make advisory recommendations to the Vice President for Academic Affairs and to the President.

~~Faculty Credential Policy~~

~~A. Introduction~~

FACULTY CREDENTIAL POLICY

The Office of Academic Affairs is dedicated to ensuring that all members of its faculty uphold the recommendations established by The Higher Learning Commission (HLC) and Oklahoma State Regents for Higher Education (OSRHE). Connors State College's policy adheres to the HLC recommendations while abiding by the policy of the OSRHE.

~~B.~~ Requirements

Faculty member credentials must be appropriate to assigned duties and disciplines, including level of instruction (AA, AS, AAS, Certificate, remedial, etc.).

~~1.~~ Faculty must hold degrees, certifications, and licenses from institutions accredited by agencies recognized by the U.S. Department of Education such as the Higher Learning Commission or from institutions with comparable status, certification, or recognition in other countries.

~~2.~~ Faculty members teaching general education core courses are expected to hold at least a master's degree with 18 graduate hours in the teaching field. (A limited number of faculty may hold equivalent documented experience to meet educational qualifications.) See section, Evaluation of Credentials

~~3.~~ Typically, faculty members teaching remedial/developmental education courses hold a master's degree but must hold a bachelor's degree in the teaching field.

~~4.~~ Faculty members teaching in occupational skills areas (AAS) must hold at least a bachelor's degree or appropriate industry-related licensure/certification.

~~C.~~ Full-Time and Part-Time Guidelines

The goal of Connors State College will be to maintain the same qualification guidelines for both full-time and part-time faculty members.

~~D.~~ Qualifications

Connors State College strives to maintain good practices in determining qualified faculty and as a policy will establish periodic reviews to ensure the minimum qualifications and expectations of all full-time and part-

time faculty teaching in all disciplines. An "official" copy of academic transcripts bearing the seal of the college or university should be provided to the Human Resources Office. While the official certified transcript will be housed in the employee's official personnel file in the Human Resources Office, a copy will also be maintained in the Office of the Vice President of Academic Affairs.

Qualifications of instructors teaching courses leading to an associate degree require a master's degree in the discipline or related field with a minimum of 18 graduate credits in the subject area; candidates pursuing a master's degree may be considered with the understanding that the degree must be completed expeditiously. The failure of an individual faculty member to

maintain satisfactory progress on his or her qualification plan will be considered adequate cause for the college to place the faculty member on probationary status or dismiss him or her from employment.

Full-time and part-time faculty who are working on completing their qualifications must submit updated transcripts at the beginning of each semester. The appropriate Division Chair is responsible for the evaluation of appropriate academic progress.

All references to degrees and semester hours in this and other College documents presume that credit comes from institutions that are fully accredited at the graduate level by one of the recognized regional associations or by another federally recognized specialized accrediting body. Degrees and courses from foreign institutions must come from institutions generally acknowledged to meet requirements equivalent to regional accreditation in the U.S.A.

Faculty with advanced degrees from foreign institutions must have their credentials evaluated and translated by a National Association of Credential Evaluation Services (NACES)-approved organization prior to beginning work with CSC. Original documentation must be submitted prior to hire date.

~~E.~~ Evaluation of Credentials

Associate of Arts and Associate of Science Degree Programs (Academic Transfer Intention) Required Qualifications:

Full-time and part-time faculty members are expected to hold a degree at least one level above that of the program in which they are teaching. For courses taught as part of an AA or AS degree, having the expectation of transfer to universities the generally accepted minimum faculty credential consists of a master's degree with a major in the teaching field (or a very closely related subject) or a master's degree in a related field along with at least 18 graduate hours in the specific teaching field (or a very closely related filed).

Alternative Qualifications

~~a.~~ When qualification is based on factors other than generally accepted graduate degree and hours credentialing, the faculty member must be able to make and document, and the Vice President for Academic Affairs must accept, a prima facie case that the alternate qualification would be persuasive to external peers. Examples might include high-level specialized training, advanced industry certification, professional licensing, publication in-field, workshops/seminars in field, recognition by in-field organizations, etc.

~~b.~~ Degrees in Education

As a general rule, degrees and course in education (EDUC or equivalent) are considered to be in a "related field" rather than in the major field. A Master's Degree in Education fields contributing to effective instruction (i.e. Education technology) will count toward 6 of the required 18+ hours in the field.

~~e.~~ Exceptions~~:~~

Cases such as child development or physical education or business education in which education is the field.

Education courses that focus on a specific discipline may be considered in-field for the major if the course description/syllabus clearly documents that the principal focus of the course was on subject matter rather than pedagogy. Interdisciplinary Courses such as general humanities

necessarily require faculty qualifications that reflect the multi-disciplinary foundations of the particular course and must be evaluated on a case-by- case basis.

Courses with a narrow focus such as art history or music appreciation are normally considered to be subject matter course requiring subject expertise not broad interdisciplinary course even if they carry the HUMN prefix. On the other hand, broader-based HUMN courses and other interdisciplinary course may be taught by interested, qualified, and prepared faculty members with a wide range of formal credentials.

~~d.~~ Closely Related Fields

The determination of how closely related subjects must be in order to qualify faculty is a subjective one. Generally accepted academic practice and the informed opinion of qualified expert peers should be brought to bear in the determination. Explanation of qualification based on closely related field should be included in the faculty member's file. Connors

State College can utilize "Tested Experience" where appropriate. Connors Sate College will strive to utilize tested experience in addition to a strong and appropriate educational background. "Tested Experience' can be demonstrated through application of professional experiences along with professional certifications that correspond with the required minimum formal education. "Tested Experience" shall be figured at a rate corresponding to 1.5 hours of graduate credit per 1 year of professional work experience (as determined by CSC administration) (i.e., 4 years of full-time job experience counts as 6 graduate credit hours).

Contract~~/~~ and Transcripts

Contract of appointments may be made in writing to the appointee specifying position, salary, conditions, and duration of the appointment. Official transcripts of all undergraduate and graduate work and/or required certifications for all professional staff and faculty must be filed with the Human Resources Director and the Vice President for Academic Affairs. Each employee is expected to keep his or her file updated as additional class work or certifications are acquired. It is the responsibility of each employee to promptly notify the Human Resources Office in writing of any changes in personal data. Name changes, personal mailing addresses, telephone numbers, changes affecting number and names of dependents on CSC insurance policies, individual to be contacted in the event of an emergency, educational accomplishments, and other status reports should be kept current at all times.

Faculty holding less than the degree required for the discipline, as stated in the faculty qualifications, may not be considered eligible for continuing employment. Faculty who do not have the required degree or qualifications are employed with the understanding that the degree must be completed expeditiously. The failure of an individual faculty member to maintain

satisfactory progress on his or her qualification plan will be considered adequate cause for the college to place the faculty member on probationary status or dismiss him or her from employment.

Continuing employment ordinarily will be retained through satisfactory annual evaluations. In cases of perceived performance deficiencies, faculty members will be afforded the opportunity to improve their performance through a structured plan of improvement before any action to terminate an appointment is made. Such plans of improvement, at the minimum, shall include a clearly stated written summary of areas of needed improvement, periodic meetings with appropriate supervisors to review the faculty member's progress, and an established time frame for the improvement review period.

~~Evaluation~~

EVALUATION

It is the intent of CSC to ensure that all employees are aware of their performance and progress as it relates to employment. Employees are evaluated informally on a daily basis. Feedback from both students and other instructors is an essential part of faculty professional development. Therefore, faculty, both full-time and adjunct, will be evaluated every year, so that each instructor may receive constructive feedback about how to improve his or her performance on the job. The supervisor has the option to formally evaluate an employee more than once a year, particularly in cases where performance is viewed as deficient in nature. Evaluations consist of four components: classroom observation, student feedback, supervisor evaluation, and self-evaluation.

The evaluation will note strengths and weaknesses as identified by both the employee and supervisor. The supervisor will make commendations and suggestions for improvement. These commendations and/or suggestions will be conveyed to the employee both orally and in writing. The supervisor will make recommendations concerning retention to the VPAA.

Corrective Action and Dismissals

Purpose

Organizations have work rules designed to promote the proper and efficient operation of the organization. Organizations also require employees to meet prescribed standards for the quality and quantity of performance. The purpose of this policy is to set forth procedures by which supervisors communicate as early as possible with a staff person a problem or concern interfering with performance and the appropriate steps to provide a positive, fair and constructive means of correcting employee behavior/performance issues.

Scope

1. These policies and procedures are applicable to all continuous regular staff personnel of the College.
2. This procedure also does not apply to periodic/temporary employees or student employees.
3. Faculty are covered by separate procedures as indicated in the Faculty Handbook and other policies and procedures.

Responsibility

1. Each employee is expected to become knowledgeable with performance criteria for his or her particular position and with all rules, procedures, and standards of conduct established by Connors State College and the staff member's department. The employee who does not fulfill the responsibilities set out by such performance criteria, rules, procedures and standards of conduct may be subject to corrective action.
2. Employees of the College are at-will employees. "At-will" employment means that either the employee or the College may terminate the employment relationship at any time, for any reason, with or without cause or notice, so long as the reason is not prohibited by applicable federal or state law. However, consistent with the College's values of excellence and integrity, supervisors should follow prescribed guidelines for corrective action or dismissals.

Work Performance and Misconduct Issues

1. Behaviors which may be subject to corrective action or dismissal may be a result of poor work performance or misconduct.
2. The term "work performance" may include all aspects of an employee's work.
3. Work performance is determined by the supervisor's evaluation of the quality and quantity of work performed by the employee. When, in the opinion of the supervisor, the work performance of an employee is below standard, the supervisor should take appropriate corrective action.
4. Work performance is normally evaluated by a performance review as described in this handbook.
5. When making the decision for taking corrective action, consideration should be given to the nature of the offense, the record of the employee, and the consequences recommended. A supervisor should initiate action as a dimension of performance improvement rather than a measure of punishment. It is a corrective process to help the employee overcome work-related shortcomings and strengthen his or her work performance.
6. Performance issues involving the quantity or quality of work may require additional training or practice in order to achieve the required standard. In this case, it may be appropriate to place the employee on a performance improvement plan for a specified length of time, usually up to three months. Performance improvement plans can be used in conjunction with other corrective action steps or in place of corrective action. The supervisor should consult with Human Resources prior to implementing a performance improvement plan.
    a. During the duration of the performance improvement plan, the supervisor works with the employee, providing feedback on a monthly or more frequent basis.
    b. If work performance has not improved to an acceptable standard by the end of the designated period, the employee will be dismissed from employment. In rare circumstances, the performance improvement period may be extended up to an additional three months.
    c. If work performance reverts to an unacceptable standard during the year following expiration of the performance improvement plan, the employee may be dismissed from employment immediately.
7. Even though the College's philosophy of discipline is a corrective, progressive one, there are some offenses serious enough to warrant immediate dismissal. This may require the supervisor to skip steps of corrective action. Such cases should be handled in consultation with University Human Resources.

8. Corrective action should be taken as soon as possible after a work rule violation or unacceptable behavior occurs.
9. The supervisor shall consult Human Resources prior to corrective action or dismissal.

Misconduct issues

1. All employees are expected to maintain standards of conduct suitable and acceptable to the work environment. Corrective action may be imposed for unacceptable conduct or work performance issues.
2. Each work rule violation is evaluated based on the severity of the infraction and the operational impact of the rule.
3. In cases where an employee fails to meet acceptable standards of conduct or work performance, a supervisor should initiate corrective action. The corrective action process includes the following:
    a. Informal Discussions – consists of an informal discussion between the supervisor and the staff member regarding a gap in current performance or behaviors and those expected by the university. This discussion is informal in nature and is intended to develop a clear understanding between the staff member and the supervisor regarding future performance or behavioral expectations. Supervisors are encouraged to maintain documentation of these discussions; however, the documentation is not formal and is used as a reminder to the supervisor of the topics discussed and agreements reached with the employee regarding potential developmental opportunities and training needs. Informal discussions may occur at any time. Staff members who have received an informal discussion are eligible for consideration for pay increases, transfers, promotions, and other employment privileges.
    b. First Step Corrective Action or Written Warning – consists of a formal discussion between the supervisor and the employee about a gap in current performance or behaviors and those expected by the College. This discussion includes the supervisor's expectations, timeline for correction of the concerns, and specific details on how the employee needs to improve. The underlying assumption is the employee has the desire to change. The supervisor shall document the formal discussion. In the event the job performance or behavior(s) does not improve, further corrective action may be supported. If a repeat incident of misconduct or work performance issue occurs within three months, further corrective action may be warranted, up to and including dismissal.
    c. Second Step Corrective Action or Written warning – consists of a formal discussion between the supervisor and the employee about continued failure to meet acceptable standards of conduct or work performance. The supervisor should consult with Human Resources before placing an employee on this step of corrective action The discussion is followed up with a written summary, including the seriousness of failure to meet acceptable standards of conduct or performance expectations. The employee shall receive a copy. The written corrective action should include the following:
        i. Desired performance;
        ii. Observed behavior;
        iii. Violated rule, policy, procedure, or performance issue;
        iv. Past work record, including training, coaching, feedback, mentoring or other formal corrective actions taken;
        v. A statement of the consequences in the absence of improvement;

vi. Notice that discussion is a corrective action and that the employee has agreed to the desired performance; and

vii. The employee's signature signifying receipt of the written summary and the date received. If the employee declines to sign the document, the supervisor should indicate on the document that the employee received a copy of the corrective action.

If a repeat incident of misconduct or work performance issue occurs within six months, further correction action may be warranted, up to and including dismissal.

d. Job Decision Assignment – final formal discussion and written documentation requiring the employee to decide whether or not s/he wishes to continue employment with no further infractions or wishes to resign. To provide adequate time for this serious decision-making process, the employee may be placed on job decision assignment for up to one day. During that time the employee's work assignment is to give serious consideration to full compliance with performance standards or resignation. At the end of that time the employee is expected to provide a written commitment to the conduct and/or performance standards with detailed information on how they expect to maintain this commitment or to provide a written resignation notice. If the information contained in the employee's response meets the criteria of the supervisor, the employee will be expected to return to work in full compliance with conduct and/or performance standards. In the even the employee fails to provide a reasonable response or resign, they will be dismissed from employment. The supervisor must consult with Human Resources before placing an employee on job decision assignment. The formal documentation establishing administrative leave and requesting the employee's decision and the response from the employee are placed in the employee's personnel file. The job decision assignment will be considered inactive if no further incidents of misconduct or failure to meet performance standards occur within one year. If, however, misconduct or work performance issues occur within one year, employment will be terminated for cause immediately.

4. Unrelated incidents of misconduct or work performance will be handled separately, but in no case will more than two separate unrelated incidents of misconduct or work performance occur within any one time period. A third unrelated incident of misconduct or work performance will result in dismissal.
5. Employees engaged in any step within the corrective action process outlined above may be ineligible for transfers, promotions, pay increases, or other employment privileges. Notification of these restrictions ma be included in the written notice provided to the employee.
6. A serious violation of a rule, procedure or standard of conduct, including but not limited to, inappropriate use of computers, theft of College property, falsification of College documents, or conduct resulting in harm to another person, may result in immediate termination.
7. An employee who disagrees with a supervisor's formal or informal evaluation of their performance are encouraged to seek counsel from Human Resources, who may act as a neutral third party moderator for future discussions between the employee and the supervisor.
8. Misconduct that may result in corrective action (and/or termination) include (but are not limited to):

a. Tardiness or absenteeism without proper notification to the supervisor or unavailability for work; neglect of duties, loitering, loafing or wasting time during working hours including leaving the job during working hours without permission or sleeping during work hours; inefficiency or lack of application to work;
b. Failure to follow established safety rules and procedures; creating a condition hazardous to another person on the premises; creating or contributing to unhealthy or unsanitary conditions;
c. Disorderly or immoral conduct or horseplay on College property; fighting, encouraging a fight or threatening, attempting or causing injury to another person on College premises or on institutional time;
d. Harassment of other employees (including sexual harassment) or use of abusive language on the premises; failure to cooperate with supervisor or coworker, impairment of function of work unit, or disruptive conduct;
e. Refusal of an employee to follow instructions or to perform designated work that may be required of an employee as part of the employee's employment, refusal to adhere to established rules and regulations, insubordination or insolence;
f. Waste of materials and supplies; abuse or waste of tools, equipment, fixtures, property, supplies or goods of the institution; neglect of duty or failure to meet a reasonable and objective measure of efficiency and productivity; carelessness resulting in the damage to or destruction of tools, equipment supplies or other property belonging to the College or fellow employees or resulting in serious injury to fellow employees;
g. Violation of established departmental dress codes; use of tobacco in violation of College policy and state law;
h. Giving false information or falsification of College documents including timesheets, personnel records and application for employment;
i. Destroying or defacing institutional property or records or the property of a student or employee;
j. Gambling, participating in lotteries or any other unauthorized games of chance on the premises at any time; soliciting, collecting money or circulating petitions on the premises other than within the rules and regulations of the institution;
k. Bringing intoxicants or drugs onto the premises of the institution, using intoxicants or drugs, having intoxicants or drugs in one's possession, or being under the influence of intoxicants or drugs on the premises at any time;
l. Theft or unauthorized removal of property, dishonesty or unauthorized use of institutional property including records and confidential information;
m. Illegal transportation of firearms upon the premises (with the exception of law enforcement officers or other personnel authorized to do so);
n. Failure to comply with appropriate computer use policies; and
o. Violation of policies, rules, or procedures of the unit or Connors State College.

Dismissal

1. Any unauthorized absence for more than three consecutive workdays may be considered as a resignation from service and would not therefore be subject for corrective action. The supervisor should consult with Human Resources for appropriate documentation and notification to the employee.

2. Under Oklahoma Statutes, any state employee who is found guilty of or pleads guilty or nolo contendere to a felony shall immediately forfeit employment and is not eligible for future employment with Connors State College if the felony record exists.
3. An employee dismissed for misconduct or work performance or who resigned in lieu of termination may be placed on a restricted hiring list and not be eligible for hire within CSC for at least one year.
4. Any person terminated from College employment shall have the right of appeal as outlined in Grievances and Appeals Policy.
5. The staff of Human Resources will serve in an advisory capacity in matters of corrective action and termination.
6. Connors State College reserves the right to change this Policy and Procedure or any portion thereof at any time.

Job Titles, Salary Grades, Duties, and Responsibilities Policy

Connors State College retains the right to make organizational and personnel adjustments as needed to meet the institution's operational and strategic goals. Accordingly, the President or the appropriate area Vice President shall have the authority to change the job titles, salary grades, duties, and responsibilities of any employee at any time, based on institutional needs, operational efficiency, or budgetary considerations.

Weather and Remote Work Policy-

Weather and Emergency Notifications

Connors State College prioritizes the safety of its students, faculty, staff, and visitors while maintaining campus operations whenever possible. In the event of inclement weather or emergencies, campus operations may transition to virtual status or temporary closure.

- **Campus Closure:** All operations are suspended except for essential services required for safety and security. Classes, meetings, and events are canceled. Administrative leave will be used for approved campus closure hours.
- **Classes Canceled, Campus Open:** Classes are canceled, but administrative offices remain open unless otherwise stated. Staff are expected to report to work.
- **Delayed Opening:** Campus operations are closed for a designated period, with reopening based on improving conditions.
- **Virtual Campus:** All physical campus offices are closed except for essential personnel, and other campus services are available online. Faculty will move scheduled classes online. Students should monitor their email and Canvas for instructor communication. Administrative services shift to virtual operations. **If offices are operating under virtual status but not fully closed during inclement weather, employees must use leave for any related absences.**

Communication: In the event of inclement weather, Connors State College will notify faculty, staff, and students in advance regarding the status of campus operations. Notifications will be sent via email, RAVE alerts. Additional updates will be provided through official college channels, including the Connors website and social media.

Remote Work Policy

Connors State College does not permit remote work under normal circumstances. All full-time employees must perform their duties in their assigned office, facility, or field location.

Exceptions: Remote work may be granted only in extenuating circumstances where office functions and services to students are not impeded. Examples include:

- Temporary illness preventing on-site attendance
- Temporary transportation issues (e.g., vehicle breakdown)
- Emergency childcare needs (e.g., last-minute babysitter cancellation)
- Approved accommodations under the Americans with Disabilities Act ("ADA"), as determined through Connors State's interactive process with Human Resources

Approval Process:

- Employees must submit a Request to Work Remotely form or provide a written request specifying hours and reasons. Employees seeking remote work as an ADA accommodation must follow Connors State's accommodation request process through Human Resources.
- Supervisors will review and approve or deny requests. Approved forms or written requests should be sent to HR for recordkeeping.

Accountability: Remote work is contingent on job performance. Abuse, falsification, or failure to meet responsibilities will result in corrective action, up to and including dismissal. **Remote work arrangements may be revoked at any time if they negatively impact job performance or office operations.**

Full-time Faculty Work Responsibilities

Instruction and facilitation of learning are the primary responsibilities of the faculty. Official duties of the faculty include, but are not limited to:

- Read and be familiar with the College Catalog, and the Faculty and Student Handbooks. These documents are available on the CSC website.
- Maintain up-to-date records of all academic development, transcripts, etc. in the Office of the Human Resources Director
- Maintain current syllabi utilizing the approved Course Syllabus Template.
    - Distribute the course syllabus during the first class meeting and acquaint students with course and college requirements.
    - Teach in accordance with syllabi
- Submit reports and grades in a timely manner
- Evaluate student learning, maintain accurate academic records, and implement appropriate assessment measures
- Attend faculty meetings, division meetings, and required official activities
- Demonstrate evidence of professional growth
- Serve on assigned committees
- Serve as advisors for student organizations
- Be knowledgeable of and enforce college regulations (refer to college publications)
- Conduct themselves at all times in a professional manner which promotes a positive image of themselves and the College
- Participate in the evaluation process

Teaching Load

A normal teaching load for full-time instructors is 15 credit hours per semester save for Nursing faculty which are required to teach one theory course and one clinical for a total of 10 credit hours per semester. Those asked to teach more than 30 hours in an academic year will receive overload pay, pending approval by the Office of the Vice President for Academic Affairs.

The instructional load of a full-time instructor cannot be measured solely by the number of course hours assigned. Instructional faculty members should teach 14-16 credit hours per week, which may include prorated hours with the total number of contact hours not to exceed 24. In addition to teaching 30 credit hours, full-time faculty members are expected to recruit, advise, counsel, and tutor. Connors will assign 15 credit hours minimum each semester to a full-time faculty. Deviations to this schedule must be approved by Academic Affairs and HR.

The typical faculty contract runs for the academic year beginning approximately one week before fall semester classes begin and ending approximately three working days after the last day of spring semester finals. The academic year contract is informally called a "nine-month" contract because it normally covers approximately the nine months from mid-august to mid-May. Faculty contracts may be for shorter or longer periods of time as appropriate to the duties of the faculty member and the needs of the college.

Overload Assignment Procedure for Full-time faculty

Upon recommendation of the Division Chair assignments will be made to individuals qualified to teach the overload sections(s) according to the following criteria.

1. Faculty from the division with the overload requirement.
2. All overload must be reviewed and approved by Academic Affairs and HR.
3. Teaching loads for full-time faculty that would be over the full-time contract must be recommended by the appropriate Division Chair and approved by the Vice President for Academic Affairs.

A full-time faculty member is eligible for extra compensation for teaching an overload course, provided that the faculty has an approved full-time assignment, that the overload course does not interfere with the faculty's regular duties, and that all college, state, and federal regulations are observed.

Full-time faculty members working overload will be compensated at the end of the semester in which the overload occurs unless pre-authorized by the Vice President for Academic Affairs. Any other requests regarding overload and time of payment must be discussed with Academic Affairs and HR and will be reviewed on a case-by-case basis.

Adjunct Faculty Appointment and Contract

Adjunct faculty members are those employed part-time on an as-needed, semester-by-semester basis. Employment for one semester carries no expectation whatsoever of continued employment in future semesters. Continuation of employment is on an as-needed basis depending on enrollment, the quality of the individual's performance, and other factors. It is the responsibility of the Division Chair to evaluate the performance of part-time adjunct faculty members.

Part-time adjunct faculty members are compensated on a per-semester-hour basis.

Connors exempt employees may adjunct teach during off hours with compensation as arranged among the employee, the employee's supervisor, the appropriate Division Chair, and the Vice President for Academic Affairs.

Consideration of utilization of a non-exempt employee for adjunct teaching requires approval by the Vice President for Academic Affairs and the Director of Human Resources. All adjunct loads must be reviewed by Academic Affairs and HR to ensure adherence of ACA rules.

Summer Session and/or Intersession Employment

Appointments to the teaching faculty for the summer session and/or intersession courses are separate agreements from those of the regular academic calendar year and cover only the period of the scheduled session.

Academic Freedom

The concept of academic freedom can be generally described as follows: (1) all faculty members are entitled to full freedom in research and in the publication of the results, subject to the adequate performance of their other academic duties and relevant legal requirements, but research funded by agencies external to the College should be based upon an understanding with the authorities of the institution; and (2) all faculty members are entitled to full freedom in the classroom in discussing the subject of the course, but they should be careful not to introduce into their teaching either controversial matter that has no relation to the subject or actions that violate the rights of students. The concept of academic freedom does not preclude upholding objective academic standards in terms of curriculum.

Instructional works created by a faculty member are owned by the institution if the faculty member was entitled to receive additional compensation for creating those works and there was no agreement in place between the institution and the faculty member explicitly giving those rights to the faculty member. CSC may retain all ownership to those materials. CSC may give the faculty members who create those instructional materials a non-exclusive, royalty-free license to use those course materials.

Faculty are not allowed to sell course content to places like Chegg, Course Hero, etc.

Electronic Systems/Software Access

Connors reviews users and access to electronic systems/software access for security and efficiency. Access may be adjusted as needed for personnel, position updates, etc.

Class ~~Cap~~Capacity

Class ~~caps~~capacity limits are typically at 30 for an online class and at room capacity for an in-person class. Class caps may be subject to change due to enrollment, personnel, etc. Final determinations on class caps and class cancellations are determined by Academic Affairs; class cancellations occur the week prior to the start of enrollment; all decisions are made based on enrollment demand and student needs, etc.

Office Hours

Each instructor posts a schedule that indicates class times and locations, student consultation periods, and office hours. The schedule includes both day and evening class schedules with at least 10 hours per week designated for student consultation. If a faculty member needs to cancel an office hour, he/she should inform their Division Chair or the Vice President for Academic Affairs and post a note on the door for the students.

Class Records/Grade Records

Class rosters are found in Banner. The instructor is responsible for an electronic record of grades which will be the primary document of record. Instructors are to maintain a thorough, accurate record of each student's attendance and performance.

Confidentiality of students' records should be maintained. The grades are to be submitted electronically to the Registrar's Office at the end of each semester.

No-Show and Administrative Withdrawal Submissions

In accordance with our HLC Quality Initiative, Connors State works to diligently to ensure our students persist to graduation. Each semester faculty report No Show students to the office of Academic Affairs during the first two weeks of a 16 week course and the first week of an 8 week course. During the 4th week of a 16 week course or the 2nd week of an 8 week course, faculty administratively withdraw a student from a class for nonattendance or for failure to submit academic work after the drop/add period until the published final date to withdraw from a single class, typically the end of the 12th week in a 16th week semester.

AWs will be used for students who do not attend class or submit work in class for a substantial, consecutive, number of class time defined as equivalent to 2 weeks of class time.

Not submitting these reports as indicated by the institution may result in disciplinary actions. Any questions concerning No Show and Administrative Withdrawal reports must be directed to Academic Affairs office.

Midterm and Final Grades

Midterm grades are to be submitted on or before the due date and time in Banner Self Service usually the Tuesday of the seventh, 7th, week of the semester for 16 week classes and on the Tuesday of the 4th week of classes for 8 week classes.

Final grades are to be submitted on or before the due date and time in Banner Self Service usually the Tuesday following the end of each semester.

Timely submission of grades is imperative. Late submission of final grades or midterm grades may result in disciplinary actions.

Assessment

Connors State College is accredited by the Higher Learning Commission (HLC). Assessment is a requirement for continued accreditation; therefore, all faculty (full-time and adjunct) are required to participate in our assessment practices.

Connors State Campuses

Connors State College includes the Warner campus, Muskogee campus, Eddie Warrior Correctional Center, Jess Dunn Correctional Center, high school campuses, and online. Any employee (full-time faculty, and adjunct faculty) may be asked to work at any location associated with Connors.

Classroom Assignments

Classrooms are assigned as courses are built in Banner. Faculty classroom requests will be submitted to the appropriate Division Chair. The Division Chair will submit requests to Academic Affairs. Any classroom change requests must be completed and approved by Academic Affairs before Priority Enrollment begins in October and March.

Textbook Policy

The appropriate Division Chair and the Vice President of Academic Affairs must approve textbook changes. Contact the appropriate Division Chair for information on changes and deadlines.

Externally Funded Faculty

Faculty or staff positions created by federal grants or other external funds are appointed, evaluated, reappointed, or not reappointed through the same mechanism as other college personnel.

However, because of the nature and duration of the funds and programs, each contract automatically terminates at the conclusion of the year for the duration of the program. Notice of intent for continuance or in some cases discontinuance is based on performance and/or notification of funding awards.

Outside Employment

Full-time employment at CSC is considered to be one's primary employment. Employees may engage in outside employment provided the employment does not interfere with assigned duties and responsibilities or constitute a conflict of interest.

Attendance at Professional Meetings

Employees are encouraged to continue their professional development by attending applicable meetings, workshops, etc. Proper authorization and arrangement need to be made prior to the meetings. (See section on authorization and travel arrangement procedures).

When the administration asks a faculty member to represent the college at a meeting, the faculty member will be reimbursed for travel and per diem expenses incurred according to approved Office of State Finance travel claim standards and procedures.

When classes are dismissed for professional meetings, all members of the faculty are expected to attend. Permission to miss such meetings must be obtained from the VPAA in advance of the meeting.

Professional Organizations/Community/Civic Involvement

All employees are encouraged to join professional organizations and to take leadership roles in their respective communities, disciplines, or areas of interest. All faculty and staff are encouraged to contribute to the Connors State Development Foundation. The amount of the contribution is at the discretion of the employee.

Commencement Ceremonies

The annual commencement exercise in May involves an academic processional and recessional. Full-time faculty and administration are required to participate in this ceremony. Adjunct faculty are welcome to participate. Faculty must wear proper academic attire consistent with the highest degree earned. Please

contact the bookstore manager to obtain information concerning renting or purchasing your academic regalia.

~~Children on Campus~~

Social Media Policy

As a public institution, Connors State College (CSC) values and protects the constitutional right of free speech. CSC encourages responsible use of social media while maintaining professionalism and protecting the institution's reputation. This policy applies to all employees.

General Guidelines:

- **Personal Responsibility:** Employees are responsible for their online activity. Posts that negatively impact job performance, colleagues, students, or CSC's reputation may result in corrective action, including dismissal.
- **Respect & Professionalism:** Be fair, courteous, and avoid content that is discriminatory, harassing, obscene, threatening, or defamatory. Work-related concerns should be resolved internally rather than on social media.
- **Appropriate Content:** Do not imply CSC endorsement of personal views. If discussing CSC-related topics, clearly state that opinions are personal and not official statements. Employees must not link personal blogs or social media accounts to CSC platforms without authorization.
- **Workplace Use:** Personal social media use should not interfere with work duties. Use of CSC equipment or email for non-work-related social media activities is prohibited unless authorized.
- **Media & Public Statements:** Employees should not speak on behalf of CSC or respond to media inquiries without prior approval.

For questions or further clarification, contact Human Resources.

CHILDREN ON CAMPUS

Because of reasons related to safety and potential problems in supervision, children will not be permitted on campus unless they are attended by a parent or guardian. No children are permitted in the classrooms, teaching areas, or work areas.

~~Employee Benefits~~

EMPLOYEE BENEFITS

Benefits are contingent upon the availability of funds and are subject to change. The institution offers various benefits to full-time employees. Detailed information concerning all benefits is available in the Human Resources Department. A brief synopsis of the major benefits is listed below:

Health/Life Insurance

Group medical insurance, life insurance, long-term disability insurance, retirement, and major medical benefits are provided for all eligible (full-time) employees. For details, contact the Human Resources Department.

Disability Insurance

All full-time employees on active service under the age of 69-1/2 who are classified as faculty, administrative, or professional full-time staff are eligible for disability coverage. The waiting period is 180 calendar days after being certified as disabled.

Disability insurance guarantees employees 60% of the base pay (including payments from Social Security, Workers Compensation, State Teachers Retirement, or other group programs providing disability).

Retirement Program

All teachers entering the teaching profession in Oklahoma and certain other professionals, working one-half time or more, are required by State law to become members of the

Teachers' Retirement System (TRS) of Oklahoma. Connors pays the entire Teachers' Retirement Employee contribution, and TRS administration fees for *all* full-time employees as a part of the employee benefits package.

Complete information concerning the Teachers' Retirement System of Oklahoma can be obtained from the CSC Human Resources department or by contacting the Oklahoma

Teachers' Retirement System in Oklahoma City (1-877-738-6365) or (www.ok.gov/trs). Connors participates in the Federal Social Security Program and Medicare for their employees.

Individual contributions are deducted from the employee's salary and Connors provides the required employer's match.

Optional Benefits

Employees may also elect to pay for additional, optional benefits. Details of these benefits are available in Human Resources.

- Dependent Medical Coverage ~~Dependent Life Coverage Supplemental Cancer Insurance Pre- and Post-Tax Annuities~~
- Dependent Life Coverage
- Supplemental Cancer Insurance

Pre- and Post-Tax Annuities

-
- Section 125 Flexible Benefit Plans
- U.S. Savings Bonds
- Employee Educational Savings Plan
- Short-term Disability
- Dental ~~and~~
- Vision

Tuition Reduction Policy (First and Second Year)

~~Employees may elect to enroll in courses at Connors. If the course benefits the institution and the individual, one-half (1/2) the tuition rate is waived. The immediate supervisor must approve such a reduction in tuition. Classes that may impact the regular *workday* should be approved by the supervisor, and the time must be made up within the current work week. This includes employees that are scheduled to work evenings.~~

~~Employees who are 65 years of age or older may audit classes without charge. This option also applies to all Oklahoma residents. *Enrollment is contingent upon available space.*~~

~~*Tuition Waiver for Dependents of Employees*~~

~~Dependents (not spouses) of all full-time employees are eligible for a scholarship award of three hundred dollars ($300) per semester or six hundred ($600) per academic year. The awards are renewable contingent upon appropriate academic progress. Dependents of part-time employees who have at least one year of service at CSC are also eligible for this benefit.~~

Regular, current, full–time Connors employees are entitled to receive a 100% tuition–only waiver benefit. This benefit applies to tuition charges only; all fees must be paid by the student. The tuition-only waiver is for CSC tuition only. The tuition–only waiver is granted with the understanding that class and study hours will not conflict with regular work schedules. If it is necessary to take classes during regular working hours, the immediate supervisor must approve. During working hours, a maximum of one course or four hours may be taken. Courses taken during working hours should benefit both the College and the employee. Newly hired employees will be eligible for the full benefit for the semester provided they begin work no later than the end of the second week of classes during each semester. Employees hired after those dates will not be eligible until the following semester.

Employee's Spouse and Dependents are eligible for tuition reduction as well. Dependents may receive the 100% tuition–only waiver for any year in which an employee claimed them as dependents on federal income tax forms. Spouses and dependents must provide a copy of the employee's federal income tax form at the time of registration.

Condition of Benefit

All applicants who are eligible for this benefit must apply through the Financial Aid office for other appropriate scholarship or grant funds. All applicants will be required to follow the normal Financial Aid Office procedures. Tuition waivers from other programs will be utilized first and the employee waiver will then be applied. All federal, state, and other money designated specifically for tuition will be applied before the employee tuition waiver.

Employees, spouses, dependents and retirees must self-identify at the Registrar's Office. The Registrar's Office will verify employment or retirement with the Human Resources Office. This benefit applies to tuition charges only; all fees must be paid by the student

Tuition Reimbursement Policy – Faculty- (Third and Fourth Year/Graduate)

Subject to availability of funds, CSC reimburses Regular Full-Time Employees who take nonequivalent courses for credit at a public or private institution of higher education other than CSC (Oklahoma State University preferred, if available) for tuition for up to twelve (12) credit hours per calendar year with a maximum of up to $1,000 per 3 credit hours course. This policy is not intended to limit the total number of credit hours an employee may take. However, credit hours taken in excess of the amounts specified in this policy shall not be reimbursed by CSC. Additional reimbursement may be available on a case by case basis and must be reviewed and approved by the President. Tuition reimbursement must be approved by the Division Chair, Vice President for Academic Affairs, and the President prior to the start of coursework for faculty.

The coursework must be within the discipline or subfield and must be directly related to the employee's job requirements.

To be reimbursed for a course, the Regular Full-Time Employee must earn a grade of C or higher for an undergraduate course and B or higher for a graduate course.

Reimbursement is for tuition only. CSC does not reimburse the cost of fees, books, or other materials.

For reimbursement purposes, if a course is completed over the course of two fiscal years, the said course will be accounted toward the fiscal year in which the course was completed.

The final amount reimbursed to the employee will be calculated after crediting any scholarship, grant, or any other source of financial assistance which does not require any form of repayment.

CSC does not provide tuition reimbursement if the employee chooses to take freshman or sophomore level equivalency courses at an institution of higher education other than CSC. Requests for exceptions to this must be submitted in writing to the Office of Human Resources or Office of Academic Affairs for approval by the Human Resources Director or Vice President of Academic Affairs before the course commences.

CSC does not provide tuition reimbursement for courses taken by Spouses and Dependent Children.

Employees requesting tuition reimbursement must complete the tuition reimbursement authorization process, as specified by Human Resources. All tuition reimbursement requests must be submitted to the Office of Human Resources ten (10) business days prior to the beginning of the course, along with any documentation required to comply with this policy. The employee shall submit all required additional documentation (e.g. grades, invoice balances) within thirty (30) days following the end of the course. Human Resources shall direct Accounts Payable to issue reimbursement checks.

An employee must be employed for Connors State College for at least one year if reimbursed for twelve (12) credit hours or less and must be employed for two years if reimbursed for more than twelve (12) credit hours after receiving a tuition reimbursement, or they will be required to repay the amount of the funds received for tuition and fees. This repayment requirement will be enforced whether or not the degree/coursework is completed.

Admission to Sporting Events

Employees may attend all regular season, home sporting events free of charge. ~~Courtesy passes are issued at the beginning of the academic year. *Passes are also available upon request for part-time employees*. (Notify the President's [Office] Executive Assistant if you would like a card or need a replacement.)~~

~~Employee Leave~~

EMPLOYEE LEAVE

Sick Leave (Applies to 9/10/11/12 -Month Personnel Only)

Eligible employees shall receive sick leave as indicated in the chart below: ~~Sick Leave~~

Years of Service	Hours Accrued Per Month	Hours Accrued Per Year	Maximum Hours Accumulation	Maximum Hours Paid on Separation
ALL	9.38	112 (15 ~~Days~~days)	~~N/A~~n/a	~~N/A~~n/a

Employees may not take sick leave in advance of sick leave earned. Contact payroll for balances.

Unused days may be accumulated and used for OTRS retirement purposes. There is no monetary compensation for unused accumulated sick leave.

Any employee who misses work because of illness or injury must be sure the appropriate office/supervisor is notified as soon as possible. Scheduled medical appointments and the like should be reported in advance.

When an employee exhausts their sick leave and their annual leave, they may be eligible for leave without pay at the discretion of their supervisor.

Sick leave cannot be used as vacation leave.

Compassionate Leave (Special Sick Leave/Deducted from Sick/Annual Leave)

An employee will be granted a maximum of three (3) days of leave upon the death of a member of the immediate family or a relative who has occupied that role.

In some cases of death in the immediate family, the three- (3) days of leave may not be sufficient. In such cases, additional leave may be granted upon the request of the employee and the approval of the supervisor. These additional days may be deducted from accumulated sick or annual leave.

If the relative is not a member of the immediate family, leave may be granted upon the request of the employee and with the approval of the appropriate supervisor.

Compassionate leave may be deducted from the employee's accumulated sick leave, or annual leave at their discretion. Additional leave may be granted at the discretion of the immediate supervisor.

~~**Personal Circumstances Leave** (Deducted from sick leave/annual.)~~

~~A total of two (2) days of emergency leave (per fiscal year) is granted for absences caused by inclement weather or emergency business matters. Emergency leave is deducted from the employee's accumulated sick leave. *Please notify the appropriate supervisor of the need for such leave as quickly as possible.*~~

Holiday Leave

The College observes certain holidays and administrative closed days as determined by the President. Employees on leave without pay the day before or after a holiday or administrative closed day will not receive pay for the holiday or administrative closed day.

Shared Leave Policy

~~Purpose~~

The purpose of this policy is to permit CSC employees to donate ~~paid~~sick leave to fellow CSC employees who are ~~suffering from or have a relative suffering from an extraordinary or severe illness, injury, impairment or physical or mental condition that has caused or is likely to cause the employee to take leave without pay or terminate employment~~currently on approved Family and Medical Leave Act (FMLA) leave. Donations made under this policy are gifts. This policy does not create an entitlement or

expectation of shared leave to eligible employees and is one of the employment-related benefits afforded to its employees.

~~1.~~ Definitions ~~as used in this policy~~

~~a.~~ "Employee" – regular full-time CSC employee with over ~~6~~12 months of continuous services at CSC. A regular full-time employee is one who is employed to ~~work 40~~work 37.5 or more hours per week and ~~maintain~~maintains continuous regular employment status.

~~b.~~ "New Hire" – ~~-~~regular full-time CSC employee with less than ~~6~~12 months of continuous service at CSC.

~~c.~~ "Relative of employee~~" –~~ "an employee's spouse, parent, stepparent, child (in this context "child" includes legal wards and stepchildren), grandchild, mother-in-law, or father-in-law.

~~d. "Extraordinary" or "severe" – serious, extreme and/or life threatening as confirmed by a licensed physician.~~

~~2.~~ Eligibility

An employee of CSC will be considered eligible to receive ~~shared~~donated sick leave pursuant to the following conditions:

~~a.~~• The employee has abided by CSC policies and practices regarding the use of leave.

~~b.~~• The employee has exhausted or will exhaust all accrued leave prior to start of requested leave.

~~c. The employee or a relative of the employee is suffering from an extraordinary or severe illness, injury, impairment, or physical or mental condition as confirmed by a licensed physician. The employee must submit a medical certificate from a licensed physician or health care practitioner verifying the need for the leave and expected duration of the extraordinary or severe medical condition.~~

• The employee is on approved FMLA leave.

~~d.~~• The employee's eligibility shall cease upon the employee's receipt of income, or active enrollment or participation in a ~~college~~College provided employee benefit (worker's compensation benefits, etc.) or any other form of compensated leave plan such as short-term disability or long-term disability.

~~e. The President or designee determines that the employee meets the applicable criteria.~~

~~f. "New Hire" is eligible for one-half of the benefits that "employee" is eligible for under this policy.~~

~~3.~~ Donation

An employee may donate ~~paid~~sick leave pursuant to the following conditions:

~~a.~~• Donors must complete the ~~Leave Sharing~~Request for and Donation of Sick Leave Form in full.

~~b.~~ The employee may donate any amount of ~~paid~~sick leave provided that the donation does not cause the ~~paid~~sick leave balance of the donating employee to fall below 160 hours; ~~hereby~~thereby leaving an unused amount in the donating

• employees account equivalent to one month's hours for personal emergency use.

~~c.~~• Only an active employee may donate. An employee who has issued a letter of resignation or retirement may not donate. Furthermore, an employee may not donate accrued ~~paid~~sick leave ~~with~~within six months of ~~the~~his or her date of resignation or retirement.

~~d.~~• An employee may not donate excess ~~paid~~sick leave that the donor would not be able to take otherwise under the ~~college's~~College's paid leave policy.

~~e.~~• ~~Compensatory~~Annual leave or compensatory time may not be donated.

~~f.~~• All donated ~~paid~~sick leave must be given voluntarily in writing. No employee shall be coerced, threatened, intimidated~~,~~ or financially induced into donating.

~~g.~~• Any accrued paid leave that has not been used or shared at the time an employee leaves employment shall be forfeited.

~~h.~~ • Any donated shared leave that has not been used at the time that an employee leaves employment, or when the condition causing the need for such leave ends, shall be returned to the donor(s).

~~ends, shall be returned to the donor(s) as set forth in Section 6(g) to this policy. If, in such case, the donor(s) no longer are employed by CSC, the leave amount(s) donated by such employee(s) shall be transferred to the college.~~

~~4.~~ Limitation on Leave Sharing

~~a.~~• The recipient employee may only receive a maximum of ~~261~~45 days/360 hours of donated leave during total employment at Connors State College.

~~b.~~• Any donated leave may be used by the recipient only for the purposes specified in this policy.

~~c.~~ Share leave ends in the event of termination of the condition causing the need for leave.

~~d.~~• The leave received will be designated as donated leave and will be maintained separately in the Human Resources ~~office~~Office from all other leave balances.

~~e.~~• All ~~form~~forms of paid leave available for use by the recipient must be exhausted prior to using any donated leave.

~~f. Complete the Leave Sharing Request Form and submit a current medical statement from a licensed physician verifying the need for the leave and the expected duration of the condition.~~

~~g. Upon completing the Leave Sharing Request Form the employee will forward the form to the employee's immediate supervisor.~~

~~h. Once the Lave Sharing Request Form has been completed and has been signed by the employee's supervisor it should be forwarded to the Human Resources Director.~~

~~i.~~• Recipients do not accrue leave time while on shared leave.

~~5.~~ Recipients

• Employee must currently be on approved FMLA leave.

~~a.~~ The employee (or ~~the employee's~~his/her representative in the event ~~of~~ the employee is incapacitated) must complete the ~~Leave Sharing~~ Request for and Donation of Sick Leave Form and ~~submit a current medical statement from a licensed physician verifying the need for the leave and the duration of the condition.~~

~~b. Upon completing the Leave Sharing Request Form the employee will forward the form~~ return it to the ~~employee's immediate supervisor.~~

~~c.~~• ~~Once the Leave Sharing Request Form has been completed and has been signed by the employee's supervisor it should be forwarded to the~~ office of Human Resources ~~Director.~~

~~d.~~• Recipients do not accrue leave time while on shared leave.

~~6.~~ Administration of the Policy

~~a.~~• Recipient of leave is conditioned upon the availability of donated ~~paid~~ leave.

~~b.~~• The employee receiving donated leave shall be paid his or her regular rate of pay; therefore, one hour of donated leave may cover more or less than one hour of the salary of the recipient. The dollar value of the donated leave shall be converted from the donor to the recipient and the actual amount of donated leave credited to the recipient shall be calculated at the salary rate then paid to the recipient. (Ex: If Employee A, being paid $10.00 per hour, donates 2 hours of leave to Employee B, who is paid $20.00 per hour, the donated leave is converted to the salary rate being paid to Employee B, resulting in Employee B actually receiving one (1) hour of donated leave.)

~~c.~~ • No leave share request will be processed retroactively.

~~d.~~ • Donation will be transferred each ~~pa~~pay period in amounts not to exceed the recipient employee's regular monthly hours for that pay period.

~~e.~~• Donations are irrevocable.

~~f.~~• Efforts will be made to process donations anonymously.

~~g.~~• Donated leave not actually used by the recipient ~~during each occurrence of an extraordinary or severe medical condition~~ shall be returned to the donor. In the case of multiple leave donors, the donated leave remaining will be ~~divide~~divided among the donors on a prorated basis based on the original donated value, returned at its original donor value, and reinstated to the leave balance of each donor.

~~h.~~• The employee receiving donated leave shall be paid ~~the employee's~~his or her regular rate of pay.

~~Attendance and Punctuality~~

ATTENDANCE AND PUNCTUALITY

An employee is required to be in attendance and prepared to begin work at the assigned work location on the specified days and hours. Attendance and punctuality are objective measures for job performance evaluations. All Non-Exempt employees are expected to record time worked and absences on a timesheet. All employees eligible for leave must complete a leave sheet and give to the supervisor upon return to work. Supervisors must submit all attendance documents to Payroll no later than (5) five days following the last working day of each month. Appropriate forms are provided for this purpose. (See your supervisor or payroll department for forms).

An employee demonstrating excessive absenteeism or excessive tardiness, for whatever reason, shall be given the opportunity to substantiate the cause. The immediate supervisor shall evaluate the circumstances and determine the need for correction or disciplinary action.

If an employee cannot report to work as scheduled, notification shall be submitted to the immediate supervisor within one (1) hour after the reporting time. In the event notification is not made, immediately upon return to work the employee shall show sufficient reasons for the lack of notification. Failure to give sufficient reasons to the immediate supervisor shall be cause for disciplinary action.

An employee who is absent from work for three or more days without authorization from the supervisor may be subject to disciplinary action, including termination. Termination in such a case shall be placed in the personnel record as an involuntary resignation.

Absenteeism or tardiness that is unexcused or excessive in the judgment of Connors State College is grounds for disciplinary action, up to and including dismissal.

~~Family and Medical Leave Act~~

FAMILY AND MEDICAL LEAVE ACT

Purpose

The Family and Medical Leave Act of 1993 (FMLA) gives certain job protections to employees when balancing work responsibilities with the demands of personal illness or injury or in caring for family members.

This policy sets forth the essential provisions of FMLA. In the event that additional clarification is needed, the actual Act and regulations issued by the federal government implementing the Act shall prevail.

Depending on individual circumstances of the leave, faculty and staff may also be concurrently eligible for paid sick leave benefits under Sick Leave (Faculty/Staff ~~Handbook~~Handbooks).

Scope

This policy applies to all CSC campuses.

To be eligible for FMLA leave, an employee must have been employed by the College for twelve months, which need not be consecutive, and must have worked at least 1,250 hours within the previous 12 months as of the date leave commences.

Policy and Procedures Qualifying Event

Under FMLA an eligible employee may request up to 12 weeks of unpaid leave for a qualified event.

~~a.~~a) For the birth and care of a child or placement of a child with you for adoption or foster care. Such leave must be taken within 12 months immediately after birth or within 12 months after placement. Leave may begin prior to birth or placement.

~~b.~~b) For care of a family member with a serious health condition. The employee must be needed to care for basic needs, psychological comfort, filling in for others, or making arrangements for the relative; or

~~c.~~c) Because an employee's own serious health condition makes the employee unable to do the employee's job due to illness, injury, impairment, or physical or mental condition that involves inpatient care or continuing treatments.

Definition of Serious Health Condition

~~a.~~a) Under FMLA, a serious health condition is an illness, injury, impairment, or physical or mental condition that requires either in-patient care or continuing treatment by a health care provider.

~~b.~~b) Serious health condition would not include short-term conditions, which require brief treatment and recovery, such as common colds or flue, stomach viruses, non-migraine headaches, and routine pregnancy, or voluntary or cosmetic treatments not considered medically necessary. The above list is not exclusive.

FMLA Definitions of Family

~~a.~~a) Spouse means a husband or wife as defined or recognized under state law for purpose of marriage.

~~b.~~b) Parent means a biological parent or an individual who stands or stood in the place of a parent to an employee when the employee was a child. This term does not include parents "in-law."

~~c.~~c) Son or daughter means a biological, adopted or foster child, a stepchild, a legal ward, or a child of a person standing in the place of a parent, who is under age 18, or incapable or self- care because of a mental or physical disability.

Employee Notice and Certifications

~~a.~~a) The employee must provide 30 days advance notice when the leave is “foreseeable.” On rare occasions, advance notice might not be possible. These situations will be evaluated on a case-by-case basis.

~~b.~~b) Medical certification may be required prior to approval of leave indicating the employee is needed to provide care or unable to perform the employee's job.
~~c.~~c) Continued doctor certification will be required if the situation warrants, but not more frequently than every 30 days unless the college has reason to believe the employee is able to return to work.
~~d.~~d) Forms for medical certification are available from the Human Resources office. This form is also acceptable for documentation of sick leave under Sick Leave Policy (Faculty Handbook).
~~e.~~e) Leave will be denied if the employee fails to provide the required medical certification.

Maximum Leave Entitlement

~~a.~~a) Up to 12 weeks of absence from assigned duty may be requested within a 12-month period.
~~b.~~b) In the event both spouses are employed by Connors State College, maximum leave for each eligible spouse is 12 weeks.

Intermittent and Reduced Leave Schedule

~~a.~~a) In the event of employee or immediate family member illness only, an employee may request a reduced work schedule. Necessity for the leave must be such a medical need that can best be accommodated through an intermittent or reduced leave schedule. Employees needing intermittent FMLA leave or leave on a reduced schedule must attempt to schedule their leave so as not to disrupt CSC's operation.
~~b.~~b) Connors State College may transfer an employee to an alternative position with equivalent pay and benefits in order to accommodate the request when such a reassignment is available and expedient for the department in question.
~~c.~~c) Leave taken on an intermittent or reduces schedule will be calculated on a prorate or proportional basis comparing the employee's new schedule to the prior schedule.

Concurrent Use of Accrued Paid Leave

~~a.~~a) Family and Medical Leave is taken concurrently with other CSC leave policies. Any paid leave remaining after exhaustion of Family and Medical Leave would be taken in accordance with applicable CSC leave policies.
~~b.~~b) An employee with accrued compensatory, annual, or sick leave will take all applicable leave prior to unpaid leave. Paid leave is granted only when conditions in CSC Policy and Procedures for such leave are met.

Continuation of Benefits During Leave

~~a.~~a) An employee's coverage in a group health plan will continue under the same conditions that existed prior to the Family and Medical Leave. Employee medical will be paid by CSC if the employee is enrolled in medical coverage at the same time the leave is requested.
~~b.~~b) Employee life insurance and all optional benefits regularly paid by the employee will be paid by the employee while on leave.
~~c.~~c) Dependent coverage of existing benefits would continue to be paid by the employee as under normal circumstances.
~~d.~~d) Employee contributions will be made by the employee through the Payroll Office on a timely basis.

~~e.~~e) In the event an employee elects to cancel insurance coverage, such cancellation will be effective the end of the month after written notice to CSC Payroll Department. No partial premiums will be calculated.

~~f.~~f) If an employee fails to return to work from unpaid leave, except where health conditions will not permit or death, the employee will be required to reimburse Connors State College for premiums paid on behalf of the employee during the Family and Medical Leave. The employee will be billed through the Business Office.

Restoration of Employment

~~a.~~a) Upon return from family medical leave, an employee will be restored to the employee's original or equivalent position with equivalent pay, benefits, and other employment terms.

~~b.~~b) An employee may not be restored to an original or equivalent position if such position has been eliminated through a reduction in force program or if the original terms of appointment expired during the leave.

~~c.~~c) Key employees ranking in the top 10% of the highest paid employees at CSC may be excluded from the job guarantee provision if there are reasons justifying such an action.

~~d.~~d) If the reason for leave is personal illness or injury of the employee, medical proof of fitness to return to work will typically be required indicating the employee is able to perform the essential functions of the job.

~~e.~~e) Time on leave of absence without pay may not count toward credited service for Oklahoma Teachers Retirement (OTR) purposes. The rules of the Oklahoma Teachers Retirement System (OTRS) prevail.

Restoration of Benefits

~~a.~~a) CSC paid benefits such as CSC paid health care and life insurance will be restored to the employee once returning from leave and will be equivalent to what the employee would have had without taking the leave. If the employee does not want the insurance during this leave, the employee should cancel the insurance and upon return to work should notify CSC Payroll Office of the employee's desire to reinstate the benefits. If the insurance is reinstated the day the employee returns, proof of insurability will not be required, and no pre-existing condition clauses will apply.

~~b.~~b) Benefits normally paid for by the employee such as dependent coverage, long-term disability, etc. would also be reinstated.

~~c.~~c) Health and dependent care reimbursement account will be reinstated once the employee is back on pay status if the employee was enrolled at the time of leave.

Notice to Employees

~~a.~~a) Notice of the Family and Medical Leave Act is posted in designated buildings on campus. Departments are responsible for ensuring such notification exists.

~~b.~~b) Copies of this policy and procedure should be made available to employees upon their request.

~~c.~~c) When leave is requested, the supervisor is required to send the employee to Human Resources. Human Resources will respond in writing to the employee specifying the rules for eligibility, 12-month period used, medical certification requirement, required substitutions of leave, rules on payment of benefit premiums, liability of employee for repayment, medical certification requirements, for return to work, status as a key employee, and right to restoration of original or equivalent position. Forms suitable for this response are available from the Human Resources Office.

Recordkeeping

~~a.~~a) Supervisors will maintain adequate up-to-date records for each faculty/staff member that accurately reflect the rate and the amount of leave taken, the dates when such leave is used, and the current untaken leave balance.

~~b.~~b) Supervisors will generate appropriate forms on any leave taken under FMLA.
~~c.~~c) Supervisors will report leave used on payroll time-sheet reports.
~~d.~~d) Documentation for use of leave will be maintained by the department for three years.

Exhaustion of Family and Medical Leave

~~a.~~a) Once an employee has exhausted the 12 work-week eligibility under this policy and other paid leave does not apply, the employee must return to work immediately or pursue a personal leave of absence.

~~b.~~b) If no other leave is approved, the employee will be terminated.

COBRA

~~a.~~a) If an employee does not return to work after FMLA leave, CSC will offer COBRA as required under the Consolidated Omnibus Benefits Reconciliation Act.

~~b.~~b) The qualifying event that will trigger an offer of COBRA continuation of coverage occurs on the last day of the employee's FMLA leave. The last day of FMLA leave is the earlier of (1) the date the employee gives termination notice or (2) the last scheduled day of the FMLA leave.

~~c.~~c) Length of the COBRA coverage is measured from the day of the qualifying event.

~~Military Leave and Pay~~

MILITARY LEAVE AND PAY

Federal law prohibits discrimination by employers against persons because of their service in the Armed Forces of the United States and in certain elated uniformed services in order to encourage non-career service in the Armed Forces. Additionally, the Oklahoma Legislature has adopted laws which provide special benefits to state employees who serve in the Armed Forces. Connors State College, as a matter of public policy, is committed to supporting its employees who choose to engage in service in the Armed Forces and this policy is intended to outline the rights and obligations of the college and its employees regarding such service. Often, individual cases will have to be resolved through a review of the facts particular to a given instance of military service. When faced with unique or unclear question regarding the application of the college policy and state and/or federal law to a particular case, unit administrators should consult with the Direct of Human Resources for assistance and direction.

Definitions

"Uniformed Services" or "Armed Forces" as used in this policy means the Armed Forces of the United States (the Army, Navy, Air Force, Marine Corps, Coast Guard, and Reserve units for each such branch); the Army National Guard and the Air National Guard when engaged in active duty for training, inactive duty training, or full-time National Guard duty; the commissioned corps of the Public Health Service; and any other category of persons designated by the President in time of war or national emergency.

"Service in the Uniformed Services" or "Military Service" means the performance of duty on a voluntary or involuntary basis in one of the Uniformed Services. It includes active duty, active duty for training, initial active duty for training, inactive duty training, full-time National Guard duty, and a period of time for which a person is absent from a position of employment with the college for the purpose of an examination to determine the fitness of the employee to perform any such duty.

"Notice of Service" means any written or verbal notification of an obligation or intention to perform service in the uniformed services provided to an employer by an employee who will perform such service or by the uniformed service in which such service is to be performed.

Scope of Policy

This policy applies to all college campuses and all other locations that have regular employees who serve in the Uniformed Services. It does not apply to students, independent contractors, or temporary employees.

Policies and Procedures

Leave of Absence for Military Service

All regular employees are entitled leaves of absence from their employment at Connors State College in order to engage in military service as is authorized by federal law without loss of status or seniority. Such leave is permitted regardless of whether the leave is voluntary or involuntary in nature. In ordinary circumstances, the maximum amount of such leave, in the aggregate, will be five (5) years in duration. Exceptional circumstances may occur in which leave for more than five years in the aggregate may be required. Unit supervisors should consult with the Director of Human Resources in such cases.

Employees engaging in military service are required to give notice of such service in advance in writing or orally to their immediate unit supervisor, either in person or through an appropriate officer of the uniformed service in which the service will be performed, except in extraordinary circumstances. No advance notice is required if the giving of such notice is precluded by military necessity (as per regulations prescribed by the Secretary of Defense) or, under all of the relevant circumstances, the giving of such advance notice is impossible or unreasonable. In all instances, employees engaging in military service must submit copies of official written orders issued by the proper military authority to their unit supervisor.

Military Leave Pay/Use of Annual Leave

Employees engaging in military service, as set forth in this Policy shall be entitled to leave with pay during such period of service for the first thirty regularly scheduled workdays of such service during each federal fiscal year. The federal fiscal year begins on October 1.

A leave of absence without pay shall be granted for the remainder of military service in excess of the first twenty scheduled workdays each federal fiscal year.

Employees on military leave, on request, may choose to use up any accrued, unused annual leave that is available to them, but may not be required to do so.

In all cases, appropriate leave forms must be filed. It is the responsibility of the unit administrator to maintain accurate records of military leave. When an employee transfers from one administrative unit to another the new unit administrator.

Benefits While on Military Leave

During a military leave of absence, certain benefit rights are protected. Details regarding specific right should be obtained from the Director of Human Resources.

Subject to terms, conditions, and limitations (including war exclusion clauses) of the applicable benefit plans in which the employee is otherwise eligible, Connors State College will continue to provide coverage as long as law requires.

Employees returning to work after a military leave of absence will be reinstated in benefit programs, where authorized by law. Employees returning to work who do not make timely application for credit of time through OTRS will be required to pay all applicable penalties and interest payments set by OTRS.

Leave Accrual, Seniority, and Holiday Pay While on Military Leave

Leave does not accrue during a leave of absence without pay.

The continuous employment date will be maintained during periods of military leave to ensure that leave accrual rates and other benefits based on seniority remain uninterrupted, so long as the employee returns to duty with Connors State College as required by law and this policy statement.

Upon returning from military service, employees are entitled to pay for holidays occurring during the leave of absence. It is the unit administrator's responsibility to process appropriate pay through the supplemental process.

Reemployment Rights

Upon completion of military service, employees who have been on military leave must notify their unit administrator of their intent to return to duty at Connors State College within the following time frames:

Fitness Examinations:

Service Less Than 31 Days: If an employee is absent from work at Connors State College due to the employee's begin examined for the purpose of determining the employee's fitness to perform military service, or if an employee engages in military service for less than 31 days, the employee ordinarily must report to work on the first full regularly scheduled work period on the first full calendar day following the completion of such an examination or service of less than 31 days, plus the expiration of eight hours after a period allowing for

transportation from the place of military service to the employee's home.

Service of More Than 30 Days but Less than 181 Days: If an employee engages in military service for more than 30 days but less than 181 days, the employee must submit a written application for reemployment with the unit administrator not later than 14 days after the completion of the period of military service.

Service of More Than 180 Days: If an employee engages in military service for more than 180 days, the employee must submit a written application for reemployment with the unit administrator not later than 90 days after the completion of the period of military service.

Hospitalization/Convalescence Due to Injury or Illness While in Military Service

In cases where the employee is hospitalized for or convalescing from an illness or injury incurred in or aggravated during the period of military service, the employee is not required to return to work until the end of the period that is necessary for the employee to recover from that illness or injury, such period ordinarily not to exceed two years.

Extraordinary Cases Beyond the Employee's Control

All of the requirements in the Section entitled Reemployment Rights pertaining to the time frames ordinarily expected of an employee in returning to work are extended if returning to work or submitting

an application to return to work within the normal time periods is impossible or unreasonable through no fault of the employee. In such instances, the time periods referred to in this Section shall be extended to the next full calendar day when such a return to work or submission of an application to return to work becomes reasonable.

In instances where an employee is convalescing from an injury or illness while in military service and returning to work is impossible or unreasonable within the normal two-year time period, the two-year time period shall be extended by the minimum time to accommodate

circumstances beyond the employee's control which make the reporting within the period impossible or unreasonable.

Employees who have been on military service and who fail to report back to work or submit a written application for reemployment are subject to the college's regular policies which allow an employee to be separated from employment if absent without excuse for three consecutive days, except in instances where returning to work is unreasonable or impossible due to no fault of the employee, as set forth in the Section entitled *Extraordinary Cases* Beyond the Employee's Control.

~~*Beyond the Employee's Control.*~~

Employees who are honorably discharged from their period of military service will be reinstated to active employment with Connors State College, provided that they have fulfilled the requirements of this policy statement and all applicable federal laws.

Reinstatement will be in positions of like seniority, status and pay, or the nearest approximation consistent with the circumstances in each case. However, reemployment is contingent upon the employee's continued qualification to perform the duties of the job, and no change in circumstances that would make employment unreasonable or impossible.

Special Rules Regarding Separation from Employment after Military Service

Employees who return to work after engaging in qualified military service lasting more than 30 days may not be separated from employment for any reason other than cause for certain periods of time after returning to work.

Employees who serve more than 30 days, but less than 181 days, of military service may not be separated from employment except for cause for a period of 180 days after returning to work.

Employees who serve more than 180 days of military service may not be separated from employment except for cause for a period of one year after returning to work.

~~Job-Related Injury or Illness~~

JOB-RELATED INJURY OR ILLNESS

Any injury or illness occurring as a result of employment shall be reported immediately upon occurrence to the immediate supervisor. If the immediate supervisor is unavailable the employee shall follow the chain of command. In the event the employee is unable to contact supervisors, the employee shall contact the Human Resources Director. The employee must fill out an Employee Accident/Injury Report. The written report is to be submitted by the supervisor to the Director of Human Resources. Forms are available in the Human Resources Office. Failure to immediately report an accident/injury could result in a denial of claim.

~~Code of Ethics~~

CODE OF ETHICS

Employees of the college shall maintain the highest standard of ethical conduct in all transactions with students, administrators, colleagues, and the public. Employees represent the college when carrying out the duties associated with their position, and as such are expected to act in a manner consistent with the educational philosophy and goals of the college. Each employee must have a signed loyalty oath on file.

Additionally, the Board of Regents for the Oklahoma Agricultural & Mechanical Colleges recognizes its obligation to students, faculty, staff, and other stakeholders to maintain the

highest ethical standards. To facilitate this, "Ethics Management" tools have been made available to provide you with a simple way to anonymously and confidentially report activities that may represent issues of concern, misconduct, or violations of law or institutional policies and procedures.

Members of the institutional community are encouraged to continue to report concerns through regular lines of communication such as management, Human Resources, or the Affirmative action Department. The "Ethics Management" tool simply provides an additional means of reporting and enable individuals to report such issues anonymously.

Reported issues will be addressed promptly and discreetly. Facts will be made available only to those who need to know in order to address the issues reported. Connors State College is committed to safeguarding the confidentiality of individuals who submit reports.

Under NO circumstances will retaliatory action be taken against anyone for reporting or inquiring in good faith about potential breaches of institutional policies and procedures or for seeking guidance on how to address suspected misconduct. Visit the Connors State College website for more information.

~~Employee Conduct~~

JURY DUTY

Connors State College considers jury duty to be a civic responsibility. Whenever an employee is called upon to serve as a juror, it will be without loss of college pay. An employee who is selected and serves as a juror should present documentation of the summons to the employee's supervisor for the period of absence during the jury duty. All payments received from the court for services rendered as a juror shall remain the property of the employee.

EMPLOYEE CONDUCT

Guidelines for Appropriate Conduct

As an integral employee of Connors State College, you are expected to accept certain responsibilities, adhere to acceptable business principles in matters of personal conduct, and exhibit a high degree of personal integrity at all times. This not only involves sincere respect for the rights and feelings of others, but also demands that both in your business and in your personal life you refrain from any behavior that might be harmful to you, your co-workers, and/or Connors State College, or that might be viewed unfavorably by current or potential supporters/parents/students or by the public at large.

Whether you are on duty or off, your conduct reflects on Connors State College. You are, consequently, encouraged to observe the highest standards of professionalism at all times.

Types of behavior and conduct that Connors State College considers inappropriate include, but are not limited to, the following:

1. Falsifying employment or other college records
2. Violating Connors State College's nondiscrimination and/or sexual harassment policy

3. Excessive absenteeism or tardiness
4. Excessive, unnecessary, and/or unauthorized use of college supplies, particularly for personal purposes
5. Reporting to work intoxicated or under the influence of non-prescribed drugs, and illegal manufacture, possession, use, sale, distribution, or transportation of drugs
6. Bringing or using alcoholic beverages on Connors State College property or using alcoholic beverages while engaged in college business on college premises
7. Fighting or using obscene, abusive, or threatening language or gestures
8. Theft of property form co-workers, students, or the college
9. Unauthorized possession of firearms on Connors State College's premises or while on college business
10. Disregarding safety or security regulations
11. Insubordination
12. Failing to maintain the confidentiality of the college, students, or student/employee

13. information or any other improper conduct which is seriously injurious to the best interests of the college or any of its components.

Should your performance, work habits, overall attitude, conduct, or demeanor become unsatisfactory in the judgment of Connors State College, based on violations on either of the above or of any other college policies, rules, or regulations, you will be subject to disciplinary action, up to and including dismissal.

Nepotism

Employee shall not influence, advocate, negotiate, or approve an employment and promotion of a relative. In view of the sensitive nature of the issue, it is the best policy to refrain from involvement in any type of personnel action pertaining to a relative.

Connors State College permits the employment of relatives of employees as long as such employment does not, in the opinion of the college, create actual or perceived conflicts of interest. For purposes of this policy, "relative" is defined as a spouse, child, parent, sibling, grandparent, grandchild, aunt, uncle, first cousin, or corresponding in-law or "step" relation. The college will exercise sound judgment in the placement of related employees in accordance with the following guidelines:

~~1.~~a) Individuals who are related by blood or marriage are permitted to work in the same college area, provided no direct reporting or supervisory/management relationship exists. That is, no employee is permitted to work within the "chain of command" of a relative such that the relative could influence one relative's work responsibilities, salary, or career progress.

~~2.~~b) No relatives are permitted to work in the same department or in any other positions in which the college believes an inherent conflict of interest may exist.

~~3.~~c) Employees who marry while employed are treated in accordance with these guidelines. That is, if, in the opinion of the college, a conflict or an apparent conflict arises as a result of the marriage, one of the employees will be transferred at the earliest practicable time.

This policy applies to all categories of employment at Connors State College.

~~Personal Appearance and Demeanor~~

~~Discretion in style of dress and behavior is essential to the efficient operation of~~ Connors State College~~. Employees are therefore, required to dress in appropriate attire and to behave in~~ Dress Code

Connors State College should have a consistent and professionally dressed workforce serving the needs of our students. As a step towards enhancing a professional ~~manner. Employees should exercise good judgment in the choice of~~ work ~~clothes and remember to use conduct at all times in a way~~environment, a dress code has been developed for our institution. The dress code is reflective of business casual dress that ~~best represents~~will be mostly utilized within the office and classroom setting. We realize that some job duties may require a different level of dress than what is listed, but this dress code was written with everyone in mind to give guidance on what is appropriate for our environment.

Pants/Bottoms- Dress Slacks, dress capris/crop pants and chinos are appropriate as long as they are not made of denim or denim in color. Clingy fabric or tight fitting clothing is not considered appropriate.

Shirts/Tops/Blouses- Collared shirts, dress shirts, or blouses are considered appropriate. Tank tops or camisoles are only acceptable under a jacket or another approved top and should be worn if the top shirt needs additional coverage. Sleeveless dress tops and blouses must be at least three fingers in width and made of dressy material.

Dresses and Skirts- Business, business casual and casual dresses are appropriate if meet all of the other dress code standards. Dress and skirt lengths should be at a minimum length of three inches above the knee, when standing.

Shoes- All shoes must be neat, clean, and appropriate for a professional work environment. Business and business casual shoes and sandals are considered acceptable. Flip-flops (based on appearance) and athletic shoes are generally not appropriate for the workplace. However, on designated spirit/jeans days, employees may wear clean, presentable athletic shoes with jeans, provided they maintain a polished and professional look.

Hats- Hats are not encouraged for employees working inside college buildings, as they are generally not considered part of professional indoor attire. However, if a hat is worn during work hours, it must be neat, clean, and preferably reflect Connors State College branding.

~~Jury Duty~~

~~Connors State College considers jury duty to be a civic responsibility. Whenever an employee is called upon to serve as a juror, it will be without loss of college pay. An employee who is selected and serves as a juror should present documentation of the summons to the employee's supervisor for the period of absence during the jury duty. All payments received from the court for services rendered as a juror shall remain the property of the employee.~~

~~Faculty Grievance Review Procedures~~

Miscellaneous- The last day of the workweek is considered spirit day. As such, jeans may be worn with a Connors shirt, or you may choose to wear approved business casual wear. Jeans are permitted provided they are clean, in good condition, and allow for freedom of movement appropriate to the employee's duties. Clothing should maintain a professional appearance. If you have an article of clothing or shoe that you question being appropriate, please visit with your supervisor, your area Vice-President, or Human Resources before wearing to work.

FACULTY GRIEVANCE REVIEW PROCEDURES

All members of the college faculty who have a grievance as defined in this policy that cannot be resolved informally may request the formation of a Grievance Review Committee to examine the grievance and make recommendations to the Vice President for Academic

Affairs or persons holding a joint appointment (faculty and administrative staff combinations) shall be entitled to use the procedures set forth in this policy only when the nature of the complaint pertains to faculty issues.

Definitions

~~A.~~ Complaint: A "complaint" is a timely, verbal expression of dissatisfaction or concern with aspects of employment that is outside of the control of the employee.

~~B.~~ Grievance: A "grievance" is a timely, written complaint relating to reappointment, reassignment, working conditions, hostile work environment, retirement, and/or any other work-related issue which has not been resolved to the satisfaction of the faculty member after informal discussion of the complaint through the appropriate administrative channels. This process does not cover terminations of faculty appointments for cause, due to financial exigency, or due to academic curtailment or discontinuance. The separate review processes set forth in the Faculty Handbook addressing those areas cover terminations.

Note: If the grievant believes that discrimination has occurred due to race, color, national origin, sex, age, or qualified disability or veteran's status, the faculty must state that belief in the grievance.

Hearing Procedure

1. Informal Resolution Attempts
    a. Faculty members with a complaint should first make every effort to resolve it through informal dialogue with appropriate colleagues and/or their immediate supervisor. Faculty members will be expected to have already thoroughly discussed their complaint with appropriate administrators prior to petitioning for grievance review.
2. Written Request for Response

    Faculty members who believe that informal dialogue with colleagues and/or appropriate supervisors has not resulted in a timely and satisfactory resolution to a

    a. problem may request that a formal written response be made by the faculty member's immediate supervisor (or other administrator(s) if appropriate). This step of the process requires a written, dated memorandum to the person(s) from whom a response is desired, stating the concerns to be addressed, a resolution that would be acceptable, and a request for a written reply by a specific date. The time span for any written reply must allow the responding person(s) at least five (5) working days. The person(s) receiving such a request should make every attempt to respond within this five (5) day period.
3. Grievance Review
    ~~A.~~a. Where informal dialogue and written response methods of resolution are not successful, faculty members who believe that they have a qualified employment dispute may submit a written petition to the Human Resources Director (HRD) for examination of their grievance. The request for grievance adjudication should contain:
    ~~1.~~b. A clear, detailed statement of the grievance together with a statement describing all known specific supporting evidence;
    ~~2.~~c. A brief summary of the dates and results of previous dialogue and resolution steps taken by the faculty member;
    ~~3.~~d. A clear statement of specific remedial action or relief which is deemed acceptable as a fair resolution of the grievance;

~~4.~~e. A statement that illegal discrimination is or is not alleged;

~~5.~~f. Identification of the specific administrator(s) from which the faculty member requests a response.

~~B.~~ Petitions to invoke the grievance review process must be submitted to the HRD within

g. twenty (20) calendar days of the date when the faculty member received a written response as set forth above. Copies of such petition must be submitted at the same time to the Vice President for Academic Affairs and the person(s) whom the faculty member believes should respond to the petition. The Vice President may authorize the filing of a petition outside of the five (5) daytime period.

Qualified faculty grievances will be reviewed using the procedures set forth below:

~~A.~~1. Upon receipt of a valid petition asking for formal review of a faculty grievance, the HRD shall create a grievance review committee which will review the complaint and make advisory recommendations regarding the grievance to the President of the college. Every attempt will be made to select a committee within ten (10) working days after receipt of the petition.

~~B.~~2. The committee will be composed of five (5) faculty members selected through a random selection process utilizing all full-time members of the faculty as a pool from which committee members are to be drawn. At least three (3) members of the committee must be members of the continuing faculty of the college. The HRD shall oversee the random selection process. The faculty member and the appropriate administrative supervisor shall be afforded reasonable notice and opportunity to be present when the initial random selection process takes place.

~~C.~~3. The employee and the responding supervisor will each be allowed to challenge one selection for the committee without showing cause (peremptory challenge). Such challenge will be made at the time of the selection of the member.

~~D.~~4. In no instance may a member of the same academic area in which the faculty member is employed sit as a member of a review committee. If such a person is named in the random selection process, the name will be discarded and another selected.

~~E.~~5. Both the faculty member and the administrative supervisor shall have the right to challenge the participation of any member of the committee for cause. All such challenges must be made no later than two (2) working days after the committee members are selected. Any challenge for cause not expressed at the time of the initial committee selection shall be made in writing to the HRD, with a copy given to the other party, with a brief factual explanation of the reasons for the challenge for cause. The HRD shall have the authority to dismiss challenged members of the committee if the member finds that a conflict of interest would likely be present if the challenged committee member remains on the review committee. In such event, the random process will select another name. All parties will be notified of the new member as soon as possible. Challenges for cause of substitute committee members must be made prior to the beginning of the hearing held to review the termination.

~~F.~~6. If any member of the review committee believes a conflict of interest in the case applies, that member shall advise the HRD of the possible conflict and the HRD shall notify the parties. The HRD will select a replacement to serve on the committee whenever there appears to be a conflict of interest.

~~G.~~7. Prior to conducting any evidentiary hearings, the HRD shall coordinate the scheduling of a meeting of the members of the committee so that the committee members may select a Chair and discuss other procedural issues as may be appropriate. The HRD shall not attend such meeting. The members of the committee shall select form among themselves one person to serve as Chair for the Committee. The Committee Chair will be responsible for scheduling hearing dates, communicating on behalf of the committee with the parties and for writing the ultimate recommendations of the committee.

~~H.~~8. Both parties shall have the right to be accompanied by an advisor at the hearing. Such advisor may be an attorney. However, advisors may not ask questions of witnesses nor address the committee members. In instances where the review is for cause (other than financial

exigency or programmatic discontinuance) of a continuing faculty member who has been employed more than three years as an instructor, direct attorney input is allowed.

~~I.~~ It is the grievant's responsibility to present evidence that supports the grievant's request. The

9. grievant will go first in all phases of the hearing. Adherence to strict civil rules of evidence is not required in the hearing. The grievant must present clear and convincing evidence of the claim.

~~J.~~ Both parties shall be given the opportunity to present written evidence or testimony from witnesses relevant to the proposed grievance. The identity of persons intended to be called as witnesses will be given to the Chairperson of the committee and to the other party at least two

10. (2) business days prior to the beginning of the hearing. When teaching competence is the issues, each party may introduce evidence and testimony from other members of the college faculty or instructors/scholars from other institutions. The college has no authority to issue subpoenas. Therefore, it is the obligation of the parties to be responsible for scheduling and ensuring that their respective witnesses appear as desired by them. The committee is not obligated to continue a hearing if a witness fails or refuses to appear as scheduled.

~~K.~~11. A confidential audio tape recording of the grievance review hearing shall be made and maintained as a part of the record of the hearing process. On request, and at the expense of the requesting party, a copy of such tape(s) shall be made for the requesting party, under supervision of the Committee Chair. Either party, upon reasonable advance notice to the Committee Chair, ant at the sole expense of the requesting party, also may request a written transcript of the proceedings. The party requesting that the hearing be transcribed shall provide to the other party and to the committee at no cost to them copies of any such transcript.

~~L.~~12. The members of the committee shall keep all matters presented to them in the hearing in confidence and at the conclusion of the hearing shall make an advisory report with recommendations to the President of the college. The decision of the President is final. A copy of such report shall be transmitted to the parties and the HRD. Faculty employees may seek redress from the A&M Board of Regents, but this type of review is extraordinary and is at the discretion of the A&M Bord of Regents.

~~Anti-Harassment Policy~~

ANTI-HARASSMENT POLICY

Connors State College is committed to providing its staff and faculty the opportunity to pursue excellence in their academic and professional endeavors. This opportunity can exist only when each employee of our college is assured an atmosphere of mutual respect. The free and open exchange of ideas is fundamental to the college's purpose. It is not the

college's intent in promulgating this policy to inhibit free speech or the free communication of ideas by academic members.

~~A.~~ Policy Against Discriminatory Harassment

~~1.~~ The college is committed to maintaining learning and working environments that are free from all forms of harassment and discrimination. Accordingly, harassment based on an individual's ~~gender, marital status, pregnancy,~~ race, religion, age, sex, color, ~~ethnicity,~~ national origin, ~~age~~marital status, disability, ~~religion, sexual orientation,~~ veteran status~~, or~~ of any other legally protected characteristic is prohibited. The college will not tolerate harassment, sexual harassment, or retaliation in the workplace or educational environment whether committed by faculty, staff, or by visitors to Connors State College while

they are on campus. Each employee of Connors State College is responsible for fostering civility, for being familiar with this policy, and for refraining from conduct that violates this policy.

~~2.~~ For purposes of this policy, harassment is defined as:

~~a.~~a) Any type of behavior which is based on gender, marital status, pregnancy, race, color, ethnicity, national origin, age, disability, religion, sexual orientation, gender identity or expression, veteran status, that

~~b.~~b) Is so severe or pervasive that it interferes with an individual's work or academic performance or creates an intimidating, hostile, or offensive working environment.

~~3.~~ Harassment when directed at an individual because of ~~gender, marital status, pregnancy, race, color, ethnicity, national origin, age, disability, religion, sexual orientation, gender identity or expression, personal appearance, veteran status, or any other~~a legally protected characteristic may include, but is not limited to unwanted physical contact, use of epithets, inappropriate jokes, comments, or innuendos, obscene or harassing telephone calls, e-mails, letters, notes, or other forms of communication, and any conduct that may create a hostile working or academic environment.

~~4.~~ Sexual harassment, whether between people of different sexes or the same sex, is defined to include, but is not limited to unwelcome sexual advances, requests for sexual favors, and other behavior of a sexual naturae when:

~~a.~~a) Submission to such conduct is made implicitly or explicitly a term or condition of an individual's employment or participation in an education program

~~b.~~b) Submission to or rejection of such conduct by an individual is used as the basis for personnel decisions or for academic evaluation or advancement, or

~~c.~~c) Such conduct has the purpose or effect of unreasonably interfering with an

d) individual's work or academic performance or creates an intimidating, hostile or offensive working or educational environment.

~~5.~~ Sexual harassment may include but is not limited to unwelcome sexual advances, demands/threats for sexual favors or actions, posting, distributing, or displaying sexual pictures or objects, suggestive gestures or sounds, unwelcome physical contact, sending/forwarding inappropriate e-mails of a sexual or offensive nature, inappropriate jokes, comments or innuendos of a sexual nature, obscene or harassing telephone calls, e- mails, letters, notes or other forms of communication, and any conduct of a sexual nature that may create a hostile working or educational environment. See Sexual Harassment Policy Section in this handbook.

~~6.~~ Retaliation against an individual who complains of discriminatory harassment under this policy is strictly prohibited.

~~B.~~ Responsibilities Under This Policy

The college is committed to enforcement of this policy. Individuals who are found to have violated this policy will be subject to disciplinary action, up to and including termination of the individual's college affiliation.

~~1.~~ All individuals are expected to conduct themselves in a manner consistent with this Policy.

~~2.~~ Staff or faculty employees who believe that they have been subject to discriminatory harassment are encouraged to report, as soon as possible, their concerns to the Human Resources Director. The college provides an environment of confidentiality by which individuals can discuss concerns related to discriminatory harassment.

~~3.~~ Individuals who witness what they believe may be discriminatory harassment of another are encouraged to report their concerns as soon as possible to the Human Resources Director, their supervisors, division chairperson, or the Vice President of their department.

~~4.~~ Complainants are assured that reports of harassment will be treated in a confidential manner, within the bounds of the college's legal obligation to respond appropriately to any and all allegations of harassment.

~~5.~~ Supervisors, including faculty managers, who receive reports of harassment, should contact the Human Resources Director for assistance in investigating and resolving the issue.

~~6.~~ Supervisors, including faculty managers, are required to implement corrective action where, after completing the investigation, it is determined corrective action is indicated. Intentionally making a false accusation of harassment is prohibited.

~~7.~~ The college administration is responsible for ensuring the consistent application of this policy.

~~C.~~ Procedures for Discrimination complaints may be directed to the Human Resources Director, located in Gatlin Hall, Room 231, Warner Campus, 918-463-6206.

~~Sexual Harassment Policy~~

SEXUAL HARASSMENT POLICY

General Statements

~~A.~~ This policy applies to employment and/or academic relationships among faculty, staff, and students. The college will take all reasonable steps necessary to prevent sexual harassment from occurring, which will include raising the subject, expressing strong disapproval, developing appropriate grievance procedures and sanctions, informing faculty, staff, and students of their rights, and developing methods to sensitize all concerned about the issues.

~~B.~~ Connors State College explicitly condemns sexual harassment of students, staff, and faculty and will not tolerate such conduct on or off campus. Sexual harassment is prohibited in the workplace and in the recruitment, appointment, and advancement of employees. Sexual harassment of students is prohibited in and out of the classroom and in the evaluation of student academic or work performance. Connors State College reserves the authority to independently deal with sexual harassment issues whenever becoming aware of their existence, regardless of whether informal or formal complaints have been lodged b reasons complaining of such issues. Sexual harassment is unlawful and may subject those who engage in it to college disciplinary sanctions as well as civil and criminal penalties.

~~C.~~ Connors State College will take measure to periodically educate and train employees regarding conduct that could constitute a violation of this policy. All personnel, including management and supervisory officials, are expected to participate in such education and training and to be knowledgeable concerning the college policy. Retaliation against anyone who makes a complaint or participates int eh complaint process will not be tolerated.

~~D.~~ Grievance procedures consistent with the principles of due process have been developed and implemented for faculty, students, and staff; the latter includes administrative, professional employees, and classified staff. Complaints and grievances concerning sex discrimination will be reviewed under the appropriate grievance procedures for the accuser. Complaints and grievances concerning disciplinary actions will be reviewed under the appropriate disciplinary procedures for the person accused. Grievance procedures are available for students in the office of the Vice President for Academic Affairs. The grievance procedures for faculty and staff are included in the Faculty Handbook and Staff Handbook.

~~E.~~ Connors State College will (1) respond to every complaint of sexual harassment reported, (2) take action to provide remedies when sexual harassment is discovered, (3) impose appropriate sanctions on offenders in a case-by-case manner, and (4) protect the privacy of all those involved in sexual harassment complaints to the extent it is possible. The above action will apply to the extent permitted by law or where personal safety is not an issue.

Sexual harassment is defined as follows: unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature constitute sexual harassment when:

~~1.~~ a) Submission to such conduct is made either explicitly or implicitly a term or condition of an individual's employment or academic standing,

~~2.~~ b) Submission to or rejection of such conduct by an individual is used as the basis for employment decisions or academic decisions affecting such individual, or

~~3.~~ c) Such conduct has the purpose or effect of unreasonably interfering with an individual's work or academic performance or creating an intimidating, hostile, or offensive working/academic environment.

Harassment does not include verbal expressions or written material that is relevant and appropriately related to course subject matter or curriculum, and this policy shall not abridge academic freedom or the college's education mission.

Sexual harassment also can involve relationships among equals such as when repeated advances, demeaning verbal behavior, or offensive physical contact interfere with an individual's ability to work and study productively. The creation or acceptance of hostile working environments will not be tolerated and employees at all levels are subject to potential disciplinary action if engaged in such actions.

Members of the college community holding positions of authority involving the legitimate exercise of power over others have a particular responsibility to be sensitive to that power relationship. Supervisors, in their relationships with subordinates, and faculty, in their relationships with students, particularly need to be aware of potential conflicts of interest and the possible compromise of their evaluative capacity. Because there is an inherent power difference in these relationships, the potential exists for the less powerful persons to perceive a coercive element in suggestions regarding activities outside those appropriate to the professional relationship.

Regulations

~~A.~~a) It shall be a violation of college policy for faculty, staff, and/or students to engage in sexual harassment as described in the Definition section of this policy.

~~B.~~b) It is a violation of college policy for anyone to seek gain, advancement, improved academic standing or consideration in return for sexual favors.

~~C.~~c) It is a violation of college policy for faculty, staff, and/or students to initiate any action as a reprisal against a faculty or staff member or student for reporting sexual harassment.

~~D.~~d) Whenever there is a demonstrated instance of sexual harassment, or reprisal for reporting same, prompt and corrective action shall be taken. Failure to take appropriate actions is against college policy. Supervisors are charged with the responsibility of responding immediately and appropriately to correct any situations which create a hostile working or educational environment within an administrative unit under their supervision. Supervisors who are concerned about whether such a situation is developing or who desire assistance in appropriately responding to such a situation should seek assistance from the Human Resources Director. Any supervisor who fails to appropriately respond to a hostile working or education environment, or to seek assistance from the Human Resources Director when a hostile working or educational environment situation develops which reasonably should have been perceived by the supervisor, may be subject to disciplinary action. Supervisors should also be aware that failure to adequately respond to allegations of sexual harassment may subject them to personal liability under relevant Civil Rights statutes.

Reporting Complaints

~~A.~~ All persons who believe that they have been subjected to prohibited sexual harassment are encouraged to report such conduct to designated college officials. It is not necessary that a person complaining of sexual harassment file a formal complaint in order for the college to evaluate the matter and/or attempt to informally resolve the situation. Persons who believe that they have been subjected to prohibited sexual harassment may seek either informal or formal college evaluation and response to their concerns by going to any of the designated officials listed above. However, in order for disciplinary action to be taken against a college employee or student, it may be necessary for a formal complaint to be filed, and that process may require the person complaining about such behavior to cooperate with college officials on a formal basis.

~~B.~~ Any individual, whether an employee, a student, or a visitor to the college, who believes to have experienced sexual harassment, or who believes to have observed sexual harassment taking place, should report this information immediately to any of the following “designated officials”:

1. The President
2. The Vice President for Academic Affairs
3. The Human Resources Director
4. Any administrator with direct or chain of command supervisory responsibility over the unit in which the concern arises.

Office locations, addresses, and telephone numbers for the above officials are provided on page 6 of this handbook. Reports/complaints, whether informal or formal, received by them must, in turn, be reported to the Human Resources Director. If an extraordinary conflict of interest would prevent use of the usual informal or formal review procedures, the person complaining of sexual harassment may request assistance directly from the Office of the President.

Unless otherwise provided herein, investigation of sexual harassment complaints shall be the responsibility of the Human Resources Director or such other official as designated by the President in a given case. In instances where formal disciplinary action is deemed necessary, other college policies may call for additional levels of review before such action is taken.

Review Procedures

If an individual believes an incident of sexual harassment has occurred, the individual may wish to discuss the alleged behavior with a trusted friend or colleague on a confidential basis. The Human Resources Director is also available for consultation. The individual may elect to pursue the matter on an informal basis or to file a formal complaint.

~~A.~~ Informal Resolution

Many times, issues of concern are due to lack of communication or awareness that certain conduct is offensive, if comfortable to do so a simple talk with the person engaging in the conduct in question can resolve the matter. Persons complaining of sexual harassment may therefore desire to attempt to resolve the problem informally by discussing the matter with the person who is allegedly engaging in prohibited conduct or by talking with the supervisory officials if it is felt that an advocate is necessary.

An individual who feels sexually harassed may desire to resolve the complaint informally (i.e., without formal disciplinary action being taken against the accused individual and without the formal investigatory process). Informal complaints are not required to be made in writing. An example of an informal complaint is one where the complainant requests only that an appropriate college official counsel the accused individual to cease and desist the alleged conduct, and requests no other specific actions(s) be taken against the accused.

Persons making informal complaints of sexual harassment agree and understand that no formal disciplinary action will be taken against the alleged offender based on an informal complaint amend the informal complaint to a formal complaint.

If the informal discussion with a supervisory official is desired, the concerns ordinarily should be directed to the immediate supervisor of the employee accused of engaging in sexual harassment. However, if the person complaining of sexual harassment is uncomfortable discussing the matter with such immediate supervisor, if the person accused of engaging in prohibited conduct is the supervisor of the person lodging concerns, or if the supervisor has previously been made aware of the conduct at issue and is not believed to have adequately

responded to the matter, the person complaining of sexual harassment may ask to discuss the matter with college officials at a higher supervisory level. Any college supervisory official overseeing the area where the accused employee works through the level of Vice President, Human Resources Director, may be contacted for informal discussion

regarding the matter of concern. Such officials will evaluate the matter and, if the concerns expressed are believed to have merit, will attempt to aid the person complaining of sexual harassment in informally resolving the matter to the extent possible. A written record will be made of the informal discussions and interactions, and such record will be maintained in a confidential manner for future reference as might be necessary.

Note: The college will attempt to balance the wishes of a complainant who does not want to file a formal complaint with the college's responsibility to respond to serious allegations and take prompt, appropriate corrective action. A complainant who chooses not to proceed with a formal complaint may be asked to state that preference in writing.

~~B.~~ Formal Review Process

~~1.~~ If a person complaining of sexual harassment does not believe that informal attempts to resolve issues of concern have been successful and therefore desires to lodge a formal complaint, or if informal resolution attempts are not believed to be possible, that person may file a formal complaint alleging sexual harassment and asking that appropriate steps be taken in response to the complaint by the college.

~~2.~~ Any formal complaint must be filed with the Human Resources Director listed above within 180 calendar days of the act(s) of alleged sexual harassment.

~~3.~~ Formal complaints must be delivered by the complainant to the Human Resources Director. The formal complaint must be filed as soon as possible after the alleged incident occurred or after attempts to resolve the situation informally have been unsuccessful. A formal complaint must be in writing, signed by the complainant, and must include the following information:

~~a.~~1. Details concerning the incidents or conduct giving rise to the complaint,
~~b.~~2. Dates and location of incidents,
~~c.~~3. Any witnesses to the alleged incidents or conduct,
~~d.~~4. Action requested to resolve the complaint and prevent future violations of the policy.

~~4.~~ Upon receipt of a formal complaint alleging sexual harassment, the Human Resources Director (or other appropriate administrators or review committees) is empowered to conduct an initial investigation of the charge, to interview the parties involved, to hear testimony pertaining to the matter, and to gather any pertinent evidence. During such initial investigation, the Human Resources Director is authorized to explore means by which the matter may still be informally resolved.

~~5.~~ All college employees are obligated to fully cooperate with such an investigation and refusal or willful neglect to do so may subject such employees to independent disciplinary action, including possible termination, based upon such refusal or willful neglect. The investigating official may request assistance or advice from the Office of Legal Counsel to the A&M Board of Regents. The complaining party and the accused will be interviewed. Other witnesses and other parties may be interviewed to clarify details. The accused will be given a copy of the complaint and will have an opportunity to respond. In arriving at a determination of the existence of sexual harassment, at any stage in the proceedings, the evidence as a whole, the totality of the circumstances, and the context in which the alleged incident(s) occurred, shall be considered. The determination of the existence of sexual harassment will be made from the facts on a case-by-case basis.

~~6.~~ At any stage in the investigation and review process, if it is reasonably believed that the immediate harm to either party is threatened by the continued performance of either party's regular duties or college responsibilities, the appropriate administrative official may suspend or reassign such duties or responsibilities pending the completion of the investigation and review process.

~~7.~~ The initial investigation should ordinarily be completed within 30 calendar days of receipt of the complaint. However, unusual circumstances may compel that the initial

investigation extend beyond the usual 30-day time frame.

~~8.~~ Upon completion of the initial investigation, the Human Resources Director is authorized to take the following actions:

~~a.~~ *Agreed Resolution*

Resolve the matter to the satisfaction of the college and both the person complaining of sexual harassment and the employee accused of sexual harassment. If such a resolution is reached through the efforts of the Human Resources Director or other administrator, a written statement shall be prepared which shall indicate the agreement reached by the parties and shall be signed and dated by each party and by the administrator. A copy of such written statement shall be attached to the initial investigation report. At that time the investigation and the record thereof shall be closed.

~~b.~~ *Formal Recommendations*

Find that the parties are unable to resolve the matter informally and make a written recommendation to appropriate administrative officials regarding whether acts of sexual harassment have occurred. Such report will be limited to factual recommendations regarding the existence of prohibited conduct and will not include recommendations regarding actions to take in response to the report. Upon receipt of a formal written recommendation from the Human Resources Director, the administrative official overseeing the administrative unit in question shall review the recommendation and make a final decision regarding what administrative action to take in response to the recommendation, if any.

In such instances, the person who has brought the complaint shall be notified of such decision and that such decision can be appealed for reconsideration to the administrative official of the college who has direct supervisory responsibility over the official making the decision not to pursue the matter further.

Where administrative actions are to be directed in response to a written report, the administrative supervisor may consult with the Human Resources Director or other appropriate administrative officials regarding such actions prior to implementation. The administrative official will, in turn, notify the complainant regarding the resolution of the complaint, what corrective actions, if any, will be taken, and/or, in general, whether any discipline will be imposed.

~~C.~~ Appeal of Formal Complaint Resolution/Disciplinary Action

~~1.~~ Either the complainant or the person accused may file an appeal of any decision concerning the resolution of the complaint. An appeal by either party must be made in writing, delivered to the Human Resources Director with five (5) business days of receipt of the notice of resolution/disciplinary decision.

~~2.~~ The written appeal must state in detail the reason(s) for the appeal and shall address one or more of the following:

- ~~a.~~ If the appeal alleges the findings of the investigator included relevant factual errors or omitted relevant facts, the appeal shall specify each and every alleged factual error, and/or details of each, and every relevant fact that was omitted from the investigation;
- ~~b.~~ If the appeal alleges substantive procedural errors, the person appealing shall identify each and every instance of said substantive procedural error;
- ~~c.~~ If the appeal alleges relevant and substantive issues or questions concerning

- interpretation of college policy, the person appealing shall state, in detail, the issues/questions supporting this allegation;
- ~~d.~~ If the appeal alleges new information or evidence, the person appealing shall specify the reasons why said information could not have been provided on a timely basis;
- ~~e.~~ If the appeal alleges either that the actions(s) of this policy, the person appealing shall specify, in detail, the reasons and basis for this belief/allegation.

~~3.~~ No disciplinary or other action based on the complaint shall be taken against the alleged offender during the appeal process, although temporary, interim measures may remain in place. As indicated herein, the college in its discretion, may at any point in the complaint process elect to place the alleged offender on administrative leave, with pay, or implement a temporary reassignment.

~~4.~~ The Human Resources Director will convene a three-person hearing panel. The Director will preside as a non-voting facilitator. The panel will review all previous findings and the disciplinary action recommended, if any. In addition, the panel will interview the complaining party and the accused. After reviewing the written summary, considering the interviews, and deliberating, the committee will communicate its findings and, if appropriate, recommendations for disciplinary and/or corrective action to be taken. The Human Resources Director will meet with the President of the college and outline the panel's findings. The President or his designee will meet with the complaining party, the accused and appropriate department supervisors or directors to communicate his decision based upon the panel's findings.

~~D.~~ Withdrawal of Complaint

The person complaining of sexual harassment may withdraw the complaint at any point during the investigation or prior to the completion of any formal hearing on the matter. Once a complaint is withdrawn, it may not be refiled and will not be further considered except where the conduct constitutes part of a continuing pattern of similar conduct.

~~Policy on Workplace Violence~~

POLICY ON WORKPLACE VIOLENCE

Purpose and Goal

It is Connors State College's policy to promote a safe environment for its students and employees. The college is committed to working with its employees and students to maintain an environment free from violence, threats of violence, harassment, intimidation, and other disruptive behavior. While this kind of conduct is not pervasive at the college, no institution is immune. Disruptive behavior at one time or another will affect every institution.

Violence, threats, harassment, intimidation, and other disruptive behavior at the college will not be tolerated. All reports of incidents will be taken seriously and dealt with accordingly. Such behavior can include oral or written statements, gestures, or expressions that communicate a direct or indirect threat of physical harm. Individuals who commit such acts may be removed from the premises and may be subject to disciplinary action, criminal penalties, or both.

Scope

This policy applies to all situations involving violence, threats, harassment, intimidation, and other disruptive behavior that may be engaged in by faculty, staff, or students (full-time or part-time, permanent or temporary) on Connors State College – Warner and Muskogee campuses.

Responsibility

The interpretation and administration of this policy is the responsibility of Connors State College's Human Resources Department. The Human Resources Department is assisted in the Policy on Workplace Violence interpretation and administration by an appointed body called the Crisis Management Team.

Duty to Warn

In furtherance of its Policy on Workplace Violence, Connors State College employees have a "duty to warn". A "duty to warn" refers to each employee's responsibility to notify their supervisor, the Security Office, or Human Resources' office of any workplace activity, situation, or incident that they observe or know of that involves (or appears to involve)

problematic behavior. On Connors campuses in Warner or Muskogee, "problematic behavior" may include but are not limited to verbally and physically aggressive behavior, threats or acts of violence, offensive acts, threatening or offensive comments or remarks, etc. Employee report made pursuant to this policy will be held in confidence, to the maximum extent possible. Connors State College will not condone or support any form of retaliation against an employee for making a report in good faith under this policy.

In-Person Threat Against Individual(s) and/or Connors State College

The following guidelines are to be adhered to relative to Connors State College's Policy on Workplace Violence:

1. Confrontational threats while at work shall be dealt with by the supervisor and Human Resource office through a meeting with the individual(s) involved as soon as reasonably possible.
2. Depending on the seriousness of the threats, actions may include suspension (for gathering facts), written warning, or termination.
3. For employees suspended or terminated, the campus Security Office must be notified whereby an officer will retrieve the employee's ID card and building keys. The Security Office will also escort said person(s) off campus.
4. Use of the Security Office should be engaged at any time, as it appears appropriate and necessary.
5. Further follow-up through a crisis assessment may be invoked if warranted.

Other Threats Against Individual(s) and/or Connors State College

Threats against (an) individual(s) and/or Connors State College—regardless of how transmitted (written, verbally, electronically)—should be immediately reported to the Human Resources Department.

The Human Resources Department will, as soon as reasonably possible, initiate a crisis assessment conducted by members of Crisis Management Team along with the supervisor of the individual making the threat. The Crisis Management Team, as warranted, may approach other individuals, e.g., the party against whom the threat was made and/or their supervisor.

The Human Resources Department will also collect information from the employee(s) or student(s) to whom the threat was made.

Factors that will be included in a crisis assessment are:

1. The nature of the threat,

2. The need for immediate action,
3. The circumstances preceding the threat
4. The assurance that the individual(s) will not be able to enter the campus or building,
5. The nature of ongoing communications with the involved individual(s)
6. Notification of law enforcement authorities

7. Possible legal action.

Muskogee Campus

Hostile actions and in-person. Written or electronic threats occurring at locations other than the main campus should follow the procedures outlined below.

1. Hostile actions and threats require the Director on site to determine the appropriateness of contacting local law enforcement agencies. The Human Resources Department on the main campus should be notified immediately to help determine appropriate follow-up actions.
2. Written or electronically transmitted threats must be made known to the on-site Director immediately. Employees should contact the main campus Human Resources Department to determine the next steps to be taken in conjunction with the crisis management team's assessment.
3. The Director (on site and others as deemed necessary) should record details of the incident for analysis and review by Connors State College Security Office, Human Resources, and local law enforcement officials, if necessary.

Documentation

Whether on the main campus, or Muskogee Campus—it is critical that any material relevant to an incident be maintained until Human Resources decides upon proper disposition.

Additionally, in all circumstance, a complete and detailed log of events will be maintained by the Human Resources Department and reviewed on an on-going and/or as needed basis.

Communication with the News Media

The college President (or President's designee) will handle all communications with the press and other news media about a violent workplace incident. All other employees who receive inquiries from the press should direct them to the College and community Relations Director.

Policy Statement

Serious threats or acts of intimidation (i.e., statements, or physical acts which put a reasonable person in fear of harm to him/herself or another), and acts of violence, with or without the presence of a weapon, will not be tolerated at Connors State College. Violations of this policy may result in disciplinary action, including possible suspension, termination, and/or the filing of criminal charges.

All employees, regardless of position with the College, shall immediately report acts of violence and/or serious threats (which a reasonable person would consider potentially dangerous) made against them or witnessed by them. Such reports may be made to the employee's immediate supervisor.

When/if the immediate supervisor receives a report regarding treats or violent episodes the supervisor shall advise the Human Resources Department and the Security Office.

Employees should also feel free to report concerns about unusual or threatening behavior, even though such behavior is not perceived as a direct threat of an immediately dangerous situation when the employee, in good faith, is fearful for their continued safety or the safety of others. Reportable situations include those of co-workers, students, and visitors to the campus.

Reports made as authorized in this policy may be in oral or written form. If an oral form, said reports shall be followed by a written report as soon as it is reasonably possible.

The College will not tolerate retaliation against employees making good faith reports as provided for in this policy, even where the concerns prove ultimately to have been in error. The College will also not tolerate intentionally false reports made with the intent of wrongfully discrediting another.

Supervisors, etc., receiving reports of acts of violence, serious threats, or good faith concerns about unusual or threatening behavior shall take all appropriate steps to eliminate potentially dangerous occurrences—including but not limited to contacting the Security Office. The Supervisor shall also forward a written report describing the threatening situation to the Human Resources Department. The Human Resources Department will in turn share copies of the report with the Crisis Management Team.

Nothing in this policy relieves a supervisor or manager from taking immediate action when the safety or security of employees is threatened and time is critical. Such action may include notification of the Security Office, suspension, or the temporary physical separation of employees in the workplace.

Similarly, this policy does not replace routine management actions such as reprimands, or changes in work assignments. This policy is intended for those cases of continuing inappropriate actions or threats where normal management and personnel actions have been ineffective, and the possibility of violence is such that police and others need to be involved.

Procedures

The following procedures will be followed in the event of workplace serious threats or violence:

1. The Crisis Management Team, Human Resources Director, and other administrators selected by the college President, will review all reports generated relative to this policy.
2. When reports are received, the Crisis Management Team and Human Resources will review, gather additional information as needed, and develop a plan of action. The action may include specific suggestions to the immediate supervisor, recommendation for counseling, and/or legal action. Decisions and actions that directly affect an accused employee will be taken in compliance with existing laws and applicable policies of the college.
3. Connors State College understand the sensitivity of the information provided and/or alleged in such reports as it pertains to employee's reputations, rights to privacy, and confidentiality. Therefore, appropriate procedures will be followed to corroborate or dispel the accusations and limit the dissemination of reports too an "as need-to-know basis." Should a report prove to be false, or actions misinterpreted as threats of violence, the continued acceptance and effectiveness of the accused employee is essential. Legal guidance will be obtained as necessary.

~~Drug-Free Workplace Policy~~

DRUG-FREE WORKPLACE POLICY

General Statements

The 1988 Federal Drug-Free Workplace Act requires that entities seeking consideration for a grant from any federal agency or any entity seeking a contract for the procurement of any property or services valued at $25,000 or more from any federal agency, certify to the federal granting or contracting agency that it will provide a drug-free workplace. Supporting this anti-drug abuse legislation and recognizing that drug abuse in the workplace is a concern regardless of any connection to federal funds, Connors State College established a Drug-Free Workplace Policy.

Specific Statements

The unlawful manufacture, distribution, dispensation, possession, or use of a controlled substance is prohibited in the workplace.

Each department shall post the Drug-Free Workplace Policy Statement (available from the Human Resources Office) in a conspicuous location.

Each employee of Connors State College should have access to a copy of the policy statement. A copy of the policy statement must be signed by the employee to verify such delivery. The signed statements are maintained in the permanent personnel files. New employees are to acknowledge the receipt of the policy statement when processing employment forms.

Each department chair or area supervisor should ensure that each employee has received the drug- free workplace policy. This policy will be explained in a departmental meeting at least once each fiscal year.

The Director of Human Resources will be responsible for an on-going educational program regarding the dangers of drug abuse. The program will be an expanded effort to ensure that all employees and students are aware of the dangers of substance abuse. The program will include activities such as the distributing of education pamphlets and other printed material, displaying posters in highly visible locations, publishing articles in the student paper, providing guest lectures, observing an annual "Substance Abuse Awareness Week," and/or other related activities.

An employee convicted under a state or federal criminal drug statute for misconduct in the workplace shall notify the Human Resources Office within five (5) days of such conviction (as a condition of continued employment).

The Human Resources Office shall provide timely notification (within ten (10) days of knowledge) to appropriate federal granting or contracting agencies when a university employee engaged in the performance of federal grants or contracts is convicted under any state or federal criminal drug statute for misconduct in the workplace.

Penalties assessed for convictions of drug abuse in the workplace shall range from reprimand to termination, depending upon the circumstances of the individual situation. An individual may also be required to participate in an approved substance abuse rehabilitation program as a condition of continued employment.

Notification of Criminal Plea or Conviction Information

As a condition of employment, all Connors State College employees are expected to report to work fit for duty and free of impairment due to the consumption of drugs (whether illegal or prescribed) or alcohol.

This does not prohibit employees from the lawful use and possession of prescribed medications. Employees must, however, consult with their physician(s) about the medication's effect on their fitness for duty and the ability to work safely and promptly disclose restrictions to their supervisor. Employees need not disclose underlying medical conditions to supervisors but should do so to the Health Insurance Portability and Accountability Act (HIPAA) official in Human resources.

All employees must notify the Human Resources Office, in writing, of entering any plea of guilty or nolo contender (no contest) to any criminal violation of any state or federal law, or of any conviction of state or federal criminal statues, other than minor traffic violations, no later than five calendar days after the entry of such a plea of guilty, nolo contender or conviction.

Lack of compliance with these requirements may subject the employee to disciplinary action, including immediate separation from employment.

Definitions

~~A.~~ "Controlled Substance" means any controlled substance set forth I Schedules I through IV of Section 202 of the federal Controlled Substance Act (21 U.S.C. Sec. 812, as amended). Such controlled substances include, but are not limited to cocaine, marijuana, opiates, amphetamines, and barbiturates.

~~B.~~ "Conviction" means a finding of guilt (including a plea of nolo contender) or imposition of sentence, or both, by any judicial body charged with the responsibility to determine violations of federal or state criminal drug statutes.

~~C.~~ "Criminal Drug Statute" means any criminal drug statute involving manufacture, distribution, dispensation, use or possession of any controlled substance.

~~D.~~ "Employee" means any person receiving pay through the college payroll system.

~~Tobacco & Vapor Free Workplace Policy~~

TOBACCO & VAPOR FREE WORKPLACE POLICY

College Policy and State Law

Tobacco use in any form is prohibited on all college campuses. In compliance with the executive order 2012-01, signed by Governor Mary Fallin, Connors State College and all properties owned, or contracted by the State of Oklahoma have been tobacco free since July 1, 2012. Effective January 1, 2014, executive order 2013-43 prohibits the use of electronic cigarettes, vaping devices or any other product packaged for smoking, or the simulation of smoking, throughout all indoor and outdoor areas of property owned by, or under the control of, Connors State College and the State of Oklahoma. This includes college- owned or leased buildings, all indoor areas such as classrooms, laboratories, offices, work areas, vestibules, hallways, enclosed walkways, restrooms, elevators, residential facilities, and stairwells. This policy also includes any outdoor areas on campus including residential breezeways, rodeo arena, athletic fields, farm operations, south ranch, parking lots, and streets and college-owned vehicles.

Connors State College will not accept donations, gifts, money, or materials intended to promote the use of tobacco nor participate in any type of services that promote the use of tobacco.

Appropriate signage will be posted by the CSC Physical Plant as necessary to inform employees, students and visitors of policy provisions.

"Breathe Easy" signs will be placed on all campus buildings.

"Tobacco Free Campus" will be clearly posted at all main campus entrances.

It is prohibited to sell tobacco products or advertise the sale of tobacco products on college property.

Littering the campus with the remains of tobacco products or other disposable products is prohibited.

Organizers and attendees at events (meetings, conferences, lectures, cultural events, and sporting events) using CSC facilities are required to abide by the policy. Organizers of such events are responsible for communicating the policy to attendees and for enforcing this policy.

Courtesy and consideration will be exercised when informing others unaware of and/or in disregard of this policy. No retaliation will occur to any person for doing so.

Compliance with this policy by all students, faculty and staff is expected based on CSC's commitment to a healthy culture, free of tobacco, and should be a cooperative effort, encouraged by all students, faculty, and staff.

A complaint against an offender, who fails to respond to a request by another, as noted in Section 3.06, may be referred to a Director, Department Head, or VP. Appropriate disciplinary action will be taken for an offender against whom multiple complaints have been received.

~~1.~~ Students – CSC students shall be directed to and handled by a designated authority. Violations occurring within college Housing shall be directed to and handled by the Housing Office.

~~2.~~ Faculty – CSC faculty shall be directed to and handled by the department chair and/or Vice President for Academic Affairs.

~~3.~~ Staff – CSC staff shall be directed to and handled by immediate supervisor, director, or designated authority.

~~4.~~ Visitors – Visitors shall be directed to and handled by the College Police Department. The visitor may be asked to leave college premises for failure to comply.

~~5.~~ Fines – College Police/Security may issue a citation to violators. The fine range is $10 to $100.

~~$100.~~

~~Technology Policies and Procedures~~

TECHNOLOGY POLICIES AND PROCEDURES

Computer Usage

As an institution of higher learning, Connors State College encourages, supports, and protects freedom of expression and an open environment to pursue scholarly inquiry and to share information. Access to networked computer information in general and to the Internet, in particular, supports the academic community by providing a link to electronic information in a variety of formats and covering all academic disciplines. Consistent with our College policies, this policy is intended to respect the rights and obligations of academic freedom, while protecting the rights of others. The computing and network facilities of the College are limited and should be used wisely and carefully with consideration for the needs of others. As with any resource, it is possible to misuse computing resources and facilities and to abuse access to the Internet. The following statement address, in general terms, the college's philosophy about computing use.

This policy is applicable to all individuals using College owned or controlled computer and computer communication facilities or equipment, whether such persons are student, staff, faculty, or authorized third-party users of college computing information resources. It is applicable to all College information resources whether individually controlled or shared, stand alone or networked. It applies to all computer and computer communication facilities owned, leased, operated, or contracted by the College. This includes, but is not limited to, word processing equipment, personal computers, workstations, mainframes, minicomputers, and associated peripherals and software, and electronic mail accounts, regardless of whether used for administration, research, teaching, or other purposes. In addition, a user must be specifically authorized to use a particular computing or network resource by the campus unit responsible for operating the resource.

Individual units within the College may define "conditions of use" for information resources under their control. These statements must be consistent with this overall Policy but may provide additional detail, guidelines and/or restrictions. Such policies may not relax or subtract from this policy. Where such "conditions of use" exist, enforcement mechanisms defined therein shall apply. These individual units are responsible for publicizing both the regulations they establish and their policies concerning the authorized and appropriate use of the equipment for which they are responsible. In such cases, the unit administrator shall provide the Executive Vice President with a copy of such supplementary policies prior to implementation thereof. Where use of external networks is involved, policies governing such use also are applicable and must be adhered to.

User Responsibility and Expectations

Access to the information resource infrastructure both within and beyond the College Campus, sharing of information, and security of the intellectual products of the community all require that each and every user accept responsibility to protect the rights of the community. Access to the networks and to the IT resources at Connors State College is a *privilege* granted to college students, faculty, staff, and third parties that have been granted special permission to use such facilities. Access to College information resources

must take into account the following factors: relevant laws and contractual obligations, the requestor's need to know, the information's sensitivity, and the risk of damage to or loss by the College.

Anyone who accesses, uses, destroys, alters, or damages College information resources, properties, or facilities without authorization, may be guilty of violating state or federal law, infringing upon the privacy of others, injuring or misappropriating the work produced and records maintained by others, and/or threatening the integrity of information kept within these systems. Such conduct is unethical and unacceptable and will subject violators of this Policy to disciplinary action by the College, including possible termination from employment, expulsion as a student, and/or loss of computing systems privileges.

~~privileges.~~

The College requires the members of its community act in accordance with these responsibilities, this Policy, the College's Student or Faculty Handbook, as appropriate, Connors State College Policies and Procedures, relevant laws and contractual obligations, and the highest standard of ethics. The policies as stated in this policy are intended to ensure that users of college information technology resources shall:

- Respect software copyrights and licenses,
- Respect the integrity of computer-based information resources,
- Refrain from seeking to gain unauthorized access,
- Respect the privacy of other computer users.

The college reserves the right to limit, restrict, or extend computing privileges and access to its information resources. Data owners – whether departments, units, faculty, students, or staff – may allow individuals other than college faculty, staff, and students access to information for which they are responsible, so long as such access does not violate any license or contractual agreement, college policy, or any federal, state, county or local law, or ordinance. However, users are personally responsible for all activities on their user ID or computer system and may be subjected to disciplinary action and/or loss of privileges for misuse of computers or computing systems under their control, even if not personally engaged in by the person controlling the computer or system.

Units and individuals may, with the permission of the appropriate college officials and in consonance with applicable college policies and guidelines, configure computing systems to provide information retrieval services to the public at large. However, in so doing, particular attention must be paid to college policies regarding authorized use (must be consistent with the mission of the college) ownership of intellectual works, responsible use of resources, use of copyrighted information and materials, use of licensed software, and individual and unit responsibilities.

Authorized User Purposes

Use of college computers must comply with Federal and State law and college policies. College computing facilities and accounts are to be used for the college-related activities for which they are assigned. When users cease to be members of the academic community (such as by graduating or ceasing employment) or when persons are assigned to a new position and/or responsibilities within the college, the access authorization of such person will be reviewed and may be altered Users whose relationships with the college change may not use computers and computing resources, facilities, accounts, access codes, privileges, or information for which they are not authorized in their new relation to the college.

Users may use only their own computer accounts. The negligence or naiveté of another user in revealing an account name or password is not considered authorized use. Convenience of file or printer sharing is not sufficient reason for sharing a computer account. Users are personally responsible for all use of their computer account(s).

Appropriate use of computing and networking resources includes instruction, independent study, authorized research, independent research, communications, and official work of the offices, units, recognized student and campus organizations, and agencies of the College.

Computing facilities, services, and networks may not be used in connection with compensated outside work for the benefit or organizations unrelated to the college except in connection with scholarly pursuits (such as faculty publishing activities) in accordance with the College consulting policy or the policy governing Access by External Entities to University Technology Resources, or in a purely incidental way. State law generally prohibits the use of college computing and network facilities for personal gain or profit, and use of computing resources for unauthorized commercial purposes, unauthorized personal gain, or any illegal activities is prohibited.

Roles and Responsibilities

The IT Systems Department is responsible for implementing and enforcing adequate computer security policies throughout the organization.

The IT Systems Department requires all software installed on IT-supported computers be properly licensed and authorized.

Special User Notifications

The College makes available both internal and external computing facilities consisting of hardware and software. The College accepts no responsibility for any damage to or loss of data arising directly or indirectly from the use of these facilities or for any consequential loss or damage. The College makes no warranty, express or implied, regarding the computing services offered, or their fitness for any particular purpose.

Liability for any loss or damage shall be limited to a credit for fees and charges paid to the College for use of the computing facilities, which resulted in the loss or damage.

The College cannot protect individuals against the existence or receipt of material that may be offensive to them. As such, those who make use of electronic communications are warned that they may come across or be the recipients of materials they find offensive. Those who use e-mail and/or make information about themselves available on the Internet should be forewarned that the College cannot protect them from invasions of privacy and other possible dangers that could result from the individual's distribution of personal information.

An individual using College computing resources or facilities must do so in the knowledge that he/she is using College resources in support of his/her work. The College owns everything stored in its facilities unless it has agreed otherwise. The College has the right of access to the contents of stored computing information at any time for any purpose for which it has a legitimate "need to know." The College will make reasonable efforts to maintain the confidentiality of computing information storage contents and to safeguard the contents from loss but is not liable for the inadvertent or unavoidable loss or disclosure of the contents.

Any individual using College computing resources and facilities must realize that all networked computer systems maintain audit trials logs or file logs within the network system. Such information as the user identification, date and time of the session, the software used, the files used, the computer time, and storage used, the user account, and other run- related information is normally available for diagnostic, accounting, and load analysis purposes. Under certain circumstances, this information is reviewed by system administrators, either at the request of an academic department, or in situations where it is necessary to determine what has occurred to cause a particular system problem at a particular time. For

example, analysis of audit files may indicate why a particular data file is being erased, when it was erased, and what user identification has erased it.

IT Systems Department employees and system administrators do not routinely look at individual data files. However, the College reserves the right to view or scan any file or software stored on the computer or passing through the network and will do so periodically to verify that software and hardware are working correctly, to look for particular kinds of data or software (such as computer viruses), or to audit the use of college resources. Violations of policy that come to the attention of college officials during these and other activities will be acted upon. User data on the mainframe will be periodically copied to backup tapes. The college cannot guarantee confidentiality of stored data. Users should be aware that use of one of the data networks, such as the Internet, and electronic mail and messages, will not necessarily remain confidential from third parties outside the College in transit or on the destination computer system, as those data networks are configured to permit fairly easy access to transmissions.

Conduct Expectations and Prohibited Actions

The well-being of all computer users depends on the availability and integrity of the system. Any defects discovered in the system accounting or system security is to be reported to the appropriate system administrators so that steps can be taken to investigate and solve the problem. The cooperation of all users is needed to ensure prompt action. The integrity of most systems may be maintained by password protection of accounts. A computer user who has been authorized to use such a protected account may be subject to criminal and civil liability, as well as college discipline, if the user discloses a password or otherwise makes the account available to others without the permission of the system administrator.

Restrictions on computer security and self-replicating code are to be interpreted in a manner that protects university and individual computing environments but does not unduly restrict or limit legitimate academic pursuits.

The following examples of acts or omissions, though not covering every situation, specify some of the responsibilities that accompany computer use at Connors State College, and outline acts or omissions that are considered unethical and unacceptable, and may result in immediate revocation of privileges to use the college's computing resources and/or just cause for taking disciplinary action up to and including discharge, dismissal, expulsion, and/or legal action:

- Violating any software license agreement or copyright, including copying or redistributing copyrighted computer software, data, or reports without proper, recorded authorization. Software protected by copyright shall not be copied except as specifically stipulated by the owner of the copyright. Protected software is not to be copied into, from, or by any college facility or system, except by license. The number and distribution of copies must be handled in such a way that the number of simultaneous users in a department does not exceed the number of original copies purchased by that department, unless otherwise stipulated in the purchase contract.
- Interfering with the intended use of the information resources or without authorization, destroying, altering, dismantling, disfiguring, preventing rightful access to or otherwise interfering with the integrity of computer-based information and/or information resources.
- Modifying or removing computer equipment, software, or peripherals without proper authorization is prohibited.
- Encroaching on others' use of the college's computers. This includes, but is not limited to:

- the sending of chain-letters or excessive messages, either locally or off-campus; printing excess copies of documents, files, data, or programs; running grossly inefficient programs when efficient alternatives are known to be available; unauthorized modification of system facilities, operating systems, or disk partitions; attempting to crash or tie up a College computer; damaging or vandalizing College computing facilities, equipment, software, or computer files.
- Developing or using programs which harass other computer users or which access private or restricted portions of the system and/or damage the software or hardware components of the system. Computer users shall use great care to ensure that they do not use programs or utilities that interfere with other computer users or which modify normally protected or restricted portions of the system or user accounts. Computer users shall not use network links for any use other than permitted in network guidelines (e.g., ONENET, Internet, NSFNet, and BITNET). The use of any unauthorized or destructive program may result in legal civil action for damages or other punitive action by any injured party, including the College, as well as criminal action.
- Using College computing resources for commercial purposes or non-College-related activities without written authorization from the College. In these cases, the College will require restitution payment of appropriate fees. This Policy applies equally to all College- owned or College-leased computers.
- Using College computing resources to generate or access obscene material as defined by Oklahoma or federal law and acceptable community standards or creating a hostile work and/or educational environment.
- Seeking to gain or gaining unauthorized access to information resources or enabling unauthorized access.
- Accessing computers, computer software, computer data or information, or networks without proper authorization, or intentionally allowing others to do so, regardless of whether the computer, software, data, information, or network in question is owned by the College. For example, abuse of the networks to which the College belongs or the computers at other sites connected to those networks will be treated as an abuse of Connors State College computing privileges.
- Without authorization, invading the privacy of individuals or entities that are creators, authors, users, or subjects of the information resources.
- Using College electronic communication facilities to send fraudulent, harassing, obscene, threatening, or other unlawful messages is prohibited. Users shall respect the purpose and charters of computer mailing lists (including local or network news groups and bulletin boards). It is the responsibility of any user of an electronic mailing list to determine the purpose of the list before sending messages to the list or receiving messages from the list. Persons subscribing to an electronic mailing list will be viewed as having solicited any material delivered by the list as long as that material is consistent with the purpose of the list. Persons sending to a mailing list any materials that are not consistent with the purpose of the mailing list will be viewed as having sent unsolicited material to the mailing list.
- Transmitting commercial or personal advertisements, solicitations, promotions, or programs intended to harass other computer users or access private or restricted computer or network resources. Some public bulletin boards may be designated for selling items, etc., and must be used appropriately, according to the stated purpose of the lists). Vendors may send product information and technical material to specific mailing lists, with the permission of the manager of the mailing list.
- Seeking to provide information on, obtain copies of, or modify data files, programs, or passwords belonging to other users without the permission of these other users; using programs or devices to intercept or decode passwords or similar access control information.

- Attempting to circumvent mechanisms intended to protect private information from unauthorized examination by others in order to gain unauthorized access to the system or to private information; configuring or running software so as to allow unauthorized use.

- Using College computers or computing systems in any manner, which violates Federal, state, or local laws, or College policies.
- Using College computing facilities or accounts for other than the College-related activities for which they were assigned and intended.
- Using computers or the College computing resources to engage in political campaigning or commercial advertisement.

The IT Systems Department systems administrator(s) has certain responsibilities to the College as a whole for the system(s) under his/her control, regardless of the policies of his/her department or groups, and the owner has the immediate responsibility to see that the system administrator carries these out. These responsibilities are:

- To take reasonable precautions against theft of, or damage to, the systemcomponents.
- To faithfully execute all hardware and software licensing agreements applicable to the system.
- To treat information about, and information stored by, the system's users as confidential (as conditioned in this policy) as conditioned in this policy and to take reasonable precautions to ensure the security of a system or network and the information contained therein.
- To promulgate information about specific policies and procedures that govern access to and use of the system and services provided to the users or explicitly not provided. This information should describe the data backup services, if any, offered to the users. A written document given to users or messages posted on the computer system itself shall be considered adequate notice.
- To cooperate with the system administrators of other computer systems or networks, whether within or without Connors State College, to find and correct problems caused on another system by the use of the system under his/her control.

The system administrator is authorized to take all reasonable steps and actions to implement and enforce the usage and service policies of the system and to provide for security of the system. The system administrator operating computers and networks may routinely monitor and log usage data, such as network session connection times and endpoints, CPU and disk utilization for each user, security audit trails, network loading, etc. These units may review this data for evidence of violation of law or policy and for other lawful purposes. System administrators may access computer user's files at any time for maintenance purposes. System administrators may access other files for the maintenance of networks and computer storage systems, such as to create backup copies of media. System administrators are required to report suspected unlawful or improper activities to the proper College authorities. Computer users, when requested, have an affirmative duty to cooperate with system administrators in investigations of system abuse. Users are encouraged to report suspected illegal activity or abuse, especially if related to any damage to or problems with their files.

When system response, integrity, or security is threatened, a system administrator is authorized to access all files and information necessary to find and correct the problems or otherwise resolve the situation.

If an occasion arises when a college officer or supervisor believes that access stop an individual's data is required for the conduct of college business (unrelated to the need to investigate possible wrongdoing), the individual is not available, and a system administrator is required to access the individual's account, the following procedure shall be followed:

1. The college official or supervisor shall secure permission to access the data from the Executive Vice President or designee of such officer.
2. An appropriate form with the signature of the Executive Vice President shall be presented to the system administrator allowing the system administrator to proceed to access the data.

3. The individuals whose e-mail account has been accessed will be notified as soon as possible by copy of the above referenced form. Where necessary to ensure the integrity of an investigation into the use of college computing resources, such notice, with the approval of

4. the Executive Vice President, may be delayed until such time as such investigation would no longer be compromised.

System administrators are required to report suspected unlawful or improper activities to the proper college authorities. Computer users, when requested, have an affirmative duty to cooperate with system administrators in investigations of system abuse. Users are encouraged to report suspected illegal activity or abuse, especially if related to any damage to or problems with their files.

If an occasion arises when a college officer or supervisor believes that a user is violating state or federal law, or college policy, and that access to an individual's data is required in order to conduct an internal investigation into such possibility, system administrators may monitor all the activities of and inspect the files of such specific user(s) on their computers and networks. In such cases, and a system administrator is required to access the individual's data, steps (1) and (2) set forth above in Section 2.05(d) shall be followed and the Office of Legal Counsel for A&M Board of Regents shall be contacted and informed of the matter.

Electronic Mail

The policy statements below refer only to e-mail. It is recognized that the law governing electronic communication technologies and the material transmitted using these technologies is in an early stage of development and that the policy statements in this document will change in response to changes in law and further development of electronic communications technology.

This policy will apply to all college e-mail services. Members of the college community who are given access to CSC's e-mail system are expected to familiarize themselves with and abide by the policies in this document. Violations of this policy will result in loss of e-mail privileges at the college, disciplinary action, or legal action where applicable.

Appropriate Use

As with other college resources, e-mail is appropriately used for purposes that further the mission and goals of the college.

- Individuals may not use e-mail for entrepreneurial activities except in cases of college-sanctioned activities. Specifically prohibited is the selling of access to the Internet byany member of the College community.
- No one shall be added to an e-mail mailing list for other than official College business without his or her consent. Mailing lists may be used only for their intended purposes.
- College computing services should not be used to solicit goods and services to or from other members of the College community. For such purposes, Usenet news groups or bulletin boards may be made available by the IT Systems Department.

All materials sent by campus e-mail must be attributed to the individual, office, or organization sending the material. It is a violation of this policy to originate e-mail in such a manner as to create the impression to the recipient that it originated from another source or individual.

Issues Related to Privacy

It is the intent of the College to preserve the privacy of e-mail communications and maintain access to communications intended for an individual. Given that institutions or higher education place high value on

open communication of ideas, the intention of the College is to maximize freedom of communication for purposes that further the mission and goals of the College.

All e-mail communications, unless subject to a specific privilege, are subject to production under the Oklahoma Open Records Act and, when relevant, to discovery in civil litigation. The College will

observe and follow the requirements of all applicable state and federal statutes relating to privacy concerns in electronic mail.

*The term “electronic mail which has not been opened,” or “unopened e-mail” or similar references, applies only to electronic messages received by a user but which the user has not opened. Once the user opens a message it is no longer considered “unopened,” even if such message has not been moved or otherwise stored in another location.

Individual Expectations

E-mail messages shall be delivered to the intended addresses and not censored or interfered with in any way by the College.

Individually addressed e-mail communications may not be intercepted by any third party except as noted below. This does not prevent persons who have legitimately received electronic mail messages from forwarding such messages on to third parties.

Users of the College’s e-mail services are required at all times to observe all laws relating to copyright, trademark, and trade secrets protection.

College Expectations/Requirements

Account holders may not use encrypting programs when engaging in e-mail communications except as specifically authorized in advance in writing by the IT Systems Department.

College officers and supervisors shall have the right to read any e-mail when the individual has given written permission for such access.

Under certain circumstances, an IT Systems Department Administrator may, in the course of his or her professional duties, access an individual’s e-mail for legitimate management or maintenance purposes. An IT Systems Department Administrator shall designate in writing the identities of all such persons to the President.

If an occasion arises when a College officer or supervisor believes that access to an individual’s e- mail account is required for the conduct of college business, and the individual is not available, and an IT administrator is required to access the individual’s e-mail account, the following procedure shall be followed:

- The College official or supervisor shall secure permission to access the e-mail account from the Executive Vice President of this institution.
- An appropriate form with the signature of the Executive Vice President shall be presented to the IT Systems Department Administrator allowing him/her to proceed to access the e- mail account.
- The individual whose e-mail account has been accessed will be notified as soon as possible with a copy of the above referenced form.

Individuals shall make all e-mail files related to college business available to his or her supervisor prior to termination or resignation. At such time the individual’s e-mail account will be terminated and all information not retained by the supervisor will be deleted from the College system.

Establishing College Electronic Mail Accounts

Persons who desire to have e-mail accounts established on their behalf shall make application to the IT Systems Department. When such services become available, requests from faculty, non-faculty staff, and students asking for the establishment of an e-mail account normally will be honored. However, such an account is a privilege extended by the college and may be withdrawn by the IT Systems

Department at any time without prior notice. The establishment of an e-mail account does not grant or guarantee unlimited or unrestricted opportunities to use the e-mail account. Reasonable access to e- mail cannot be guaranteed at all times and in all circumstances.

While account holders may expect reasonable access to e-mail, there is no guarantee that access will be possible at all times and in all circumstances.

Violation of this Policy Statement may result in the loss of e-mail privileges at this college.

Objectionable Material, Violations and Sanctions

The College cannot protect individuals against the existence or receipt of material that may offend them. Those who make use of electronic communications are warned that they may willingly or unwillingly come across, or be recipients of, material that they may find offensive. Members of the College community are expected to demonstrate good taste and sensitivity to others in their communications.

It is a violation of this policy to use e-mail to libel, harass, or threaten other individuals.

Users of campus communications are subject to all applicable local, state, and federal laws and regulations, and Connors State College policies and procedures.

Consequences of Misuse of Computing Privileges

Users, when requested, are expected to fully cooperate with system administrators in any investigations of system abuse. Failure to cooperate may be grounds for cancellation of access privileges or disciplinary action.

Abuse of computing privileges is subject to disciplinary action. If system administrators have strong evidence of misuse of computing resources, and if that evidence points to the computing activities or the computer files of an individual, they have the obligation to pursue any or all of the following steps to protect the user community:

1. Notify the user's instructor, department or division chair, or supervisor of the investigation.
2. Suspend or restrict the user's computing privileges during the investigation.
3. Inspect the user's files, drives, discs, diskettes, tapes, and/or other computer- accessible storage media. System administrators must be certain that the trail of evidence clearly leads to the user's computing activities or computing files before inspecting the user's files.
4. Refer the matter for possible disciplinary action to the appropriate College department.

Individuals whose privileges to access College computing resources have been suspended may request that the President or his/her designee, review the suspension. The President, or designee, may reinstate privileges, alter any restrictions that have been imposed, or refuse to interfere with the administrative action taken to that time. There is no right to a hearing or appearance regarding such issues, and the decision made by the President or designee is final.

~~Administrative Policies and Procedures~~

ADMINISTRATIVE POLICIES AND PROCEDURES

Appointment of Administrators

Appointment of President

It is the responsibility of the governing A&M Board of Regents to appoint personnel to fill the

position of President of any institution under the governance of the A&M Board of Regents. Prior to accepting applications, the A&M Board of Regents shall request from the faculty and administrators of the institutions a list of personal and professional attributes which they believe are essential qualifications of the new President. The A&M Board of Regents may at its discretion, request similar input from students and alumni of the institution and from certain other groups as the A&M Board of Regents may choose. The A&M Board of Regents may, at its own discretion, develop its own list of priorities concerning the personal and professional qualifications. The minimum qualifications for the person to be selected as the new President shall be established by the A&M Board of Regents in consideration of the lists of priorities suggested by the faculty, administrators, alumni, or other groups, and the Board of A&M Regents.

In addition to participating in establishing the qualifications to be required of the new President, the appropriate faculty representative(s) so designated by the faculty of the institution involved shall be consulted concerning other input to be made by the faculty of the institution in which the vacant position exists. For the purpose of this consultation, the Chairman of the A&M Board of Regents shall appoint a policy committee for appointment of personnel or a committee of the Chairman's choosing to confer with the appropriate faculty representative(s). This committee shall consist of not less than three (3) A&M Board of Regent members.

Following consultation with the faculty, the policy committee for appointment of personnel shall devise and recommend to the A&M Board of Regents specific procedures to be utilized in the nominating of candidates, screening of applicants, and in making the selection of the new President.

The responsibility for screening applications shall be assigned to a screening committee on which there shall be no less than three members of the A&M Board of Regents and representatives of other groups. The Chairman of the A&M Board of Regents shall appoint the chairperson of the Screening Committee. The A&M Board of Regents shall decide the number of the faculty, administrators, and other citizenry who shall be represented to serve on the committee. At the A&M Board of Regents' discretion, other citizens may be involved in the screening of applicants.

From the pool of applications, the screening committee shall submit a predetermined number of unranked applications to the A&M Board of Regents as a whole. Preliminary to the work of the screening committee, the Board A&M Board of Regents shall decide the number of applications to be submitted by the screening committee.

The A&M Board of Regents shall give first consideration to those names submitted by the screening committee. If the A&M Board of Regents cannot make a selection from the original names submitted, the screening committee should be requested to send additional names to the A&M Board of Regents.

In all instances where a vacancy exists in the Office of the President for any of the institutions under the Board A&M Board of Regents, the vacancy shall be made known by use of the news media to accomplish a wide circulation of the fact. Any person who wishes to apply for a vacant position of President will be given an opportunity to do so equal to that of any other applicant, subject to appropriately reasonable deadlines. Procedures utilized to screen and select will not discriminate on the basis of race, color, religion, national origin, sex, qualified disability, or status as a veteran.

The A&M Board of Regents may alter its format for the selection of a President at any time.

Appointment of Other Major Administrative Personnel

With regard to the appointment of other major administrative personnel, appropriate consultation shall be secured from the A&M Board of Regents. This will include presenting the A&M Board of Regents with a complete job description of the position to be filled with minimum required qualifications and salary range, all of which must have A&M Board of

Regents approval prior to the acceptance of applications or initiating screening procedures of applicants.

The President shall recommend all major personnel to the A&M Board of Regents for approval. In the event any recommendation does not receive approval by the A&M Board of Regents, the President of the institution may bring another recommendation before the A&M Board of Regents. Major administrative personnel shall be considered to be those holding, or to hold, the title of Vice President, or an equivalent administrator of a major administrative unit.

Retention or Reappointment of Administrators

The continuation of administrators in their positions at institutions under the operational control of the Board of Regents for the Oklahoma Agricultural & Mechanical Colleges is a result of demonstrated satisfactory performance. The concept of tenure in an administrative position is not applicable.

It is the policy of the A&M Board of Regents that each administrator's performance shall be continually evaluated. Administrators below the level of president shall be evaluated by the responsible administrative supervisor. The evaluation shall be made in accord with the evaluation procedures developed in the institution where the administrator is employed. All evaluation procedures in each institution shall be developed under the direction of the president and are subject to the approval of the A&M Board of Regents. In instances where the performance of an administrator is determined to be unsatisfactory, the administrative supervisor responsible for that administrator must carefully monitor the future performance by such an administrator. Continuing failure to improve by an administrator whose present or past performance is unsatisfactory may result in reassignment to other duties or termination of employment.

Only the governing A&M Board of Regents will evaluate the performance of presidents. Retention or reappointment of presidents is a result of demonstrated satisfactory performance in the following areas:

- Academic Leadership
- Administrative Leadership
- Financial Responsibility
- Personnel Management
- Implementation of A&M Board of Regents and Institutional Policies
- Maintenance of Confidence and Respect of the Board, A&M Board of Regents, and the Relevant Constituencies and Publics of the Institution.

Appointment of Personnel

The President shall have final responsibility for recommending appointments, promotions, and discontinuances, but he shall secure appropriate faculty and/or staff counsel before making recommendations. Insofar as possible, the responsible administrative officer shall arrange for principle candidates for initial appointments to visit the campus for personal interviews.

Approved administrative practices shall include the following procedures:

The school's affirmative action policy shall be complied with at all times. The college shall pursue a non-discriminatory policy with respect to age, race, sex, religion, color, national origin, qualified disability, or status as a veteran.

In the selection of major administrative personnel defined by the Board A&M Board of Regents policy as including all Vice Presidents, Deans and Directors a committee will be formed for consultation purposes with the President prior to his or her recommendation to the Board A&M Board of Regents for appointment. The committee shall be composed of two major administrators, an administrator/instructor, and, at the President's option two faculty members, (where federal projects federally funded are involved, the Federal Programs Director would be included). This committee shall be used by the President to assist him or her in arriving at a recommendation.

In the selection of an individual to serve in a faculty position[1], a screening and interviewing committee shall be formed/composed of the appropriate division chairperson, the appropriate dean or administrative head, the President and/or appropriate Vice President. Their choice shall be recommended

to the President and, after consideration, the President may recommend appointment to the A&M Board of Regents. Insofar as possible, the Division Chairperson shall appoint or select a faculty member of his division for committee participation.

Notification of appointments shall be made to the appointee specifying position, salary, conditions and duration of the appointment. Such appointments are recommended by the president and are subject to A&M Board of Regents approval.

[1]A faculty position is defined as any position with teaching or research responsibilities requiring a Bachelor's degree or higher and not listed as major administrative personnel as defined by A&M Board of Regents policy.

Retention or Reappointment of Personnel (other administrators)

Retention or reappointment of other administrators to their respective positions shall be evaluated each year on a continual basis. The evaluation shall be by the major administrative officer for each area. The President, as specified in this policy, shall evaluate the major administrators. Evaluation criteria for all administrators shall be demonstrated satisfactory performance in their respective areas with regard to leadership, responsibility, management, and implementation of the A&M Board of

Regents' and President's policies and objectives and support and loyalty to the administrative head of the college as this relates to the institution. Where an administrator's performance is unsatisfactory, the future performance must be carefully observed, and continuing failure may result in reassignment, non-reappointment or dismissal. There is no property interest, e.g., continuing employment, applicable to administrative positions.

Promotions

Since the college has only one faculty rank, the question of promotion is a rare procedure and relates to positions of division chairpersons or administrative positions.

In the selection of Division Chairpersons, Directors, and Deans, a committee shall be appointed by the President to make recommendations to the President.

In the case of appointments by the President, of Division Chairpersons, Directors, and other minor administrative roles, such appointments are "at-will" and are reappointed or not reappointed on the basis of institutional need and/or performance.

~~Financial Exigency Policy~~

FINANCIAL EXIGENCY POLICY

Introduction

On May 18, 1979, the Board of Regents for the Oklahoma Agricultural & Mechanical Colleges unanimously adopted the following resolution:

"That the A&M Board of Regents direct each of the presidents under the jurisdiction of the A&M Board of Regents to develop and recommend to the A&M Board of Regents a policy for meeting any possible

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conditions of financial exigency. Included in this policy shall be provisions for securing appropriate input from representatives of academic and non-academic personnel.

Representatives of these personnel shall serve only in an advisory capacity to the President. Such policy statements after being approved by the A&M Board of Regents may be included in the respective institutional faculty and/or staff handbooks. Regardless of input or counsel received by the President from institutional personnel, it shall be the sole responsibility of the A & M Board of Regents to make the final decision regarding recommendations to the A&M Board of Regents concerning any financial exigency. The President and the governing A&M Board of Regents shall finally decide the specific actions required concerning any existing or anticipated financial exigency."

This policy statement was submitted pursuant to this directive from the A&M Board of Regents and establishes the procedures and guidelines for addressing a state of financial exigency at Connors State College. It will supersede other College policies and procedures, including all grievance procedures, if the President of the College declares a state of financial exigency.

Definitions

When used in this policy statement, unless the context clearly indicates otherwise, the following words and terms shall be construed as having the meanings described to them in this section:

A&M Board of Regents shall mean the Board of Regents for the Oklahoma Agricultural & Mechanical Colleges.

Continuing Faculty shall mean faculty with more than three years of service with the College and should not be construed as meaning tenured. (Coaching personnel are considered non-faculty even though they may teach some classes.)

Financial Exigency shall mean that state of financial crisis brought about by an Educational and General Part I budget allocation to the College, which would:

- Necessitate the elimination or reduction of existing instructional programs; or,
- Necessitate the termination of employment or reduction of compensation for permanently employed faculty or staff prior to the normal expiration of their contract or appointment; or,
- Seriously erode the quality of any existing program.

Financial Exigency Executive Committee shall be composed of the President, who shall serve as Chairman, the Vice President for Academic Affairs, the Vice President for Fiscal Services, and other designees as may be deemed appropriate at the time.

Financial Exigency Task Force shall be composed of the incumbents of the following described positions or their successors in interest as defined by the President:

- Vice President for Fiscal Services
- Affirmative Action Officer
- President of Student Senate
- One (1) elected representative of the Division Chairpersons
- Athletic Director
- Vice President for Academic Affairs (Ex-officio and non-voting)
- Director of Muskogee Branch Campus (Ex-officio and non-voting)

In addition, the President may appoint to the Task Force such other faculty, administrators, and staff, or students to assure appropriate representation of all groups within the college community.

Termination Review Committee shall be composed of a chairman and six members, three of whom shall be faculty members and three of whom shall be administrators or staff. The Vice President for Academic Affairs shall determine the faculty members of the committee by random selection from

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among the continuing faculty who are full-time employees for two of the positions, and from among other faculty who are full-time employees for the remaining faculty position. Any faculty member so chosen may decline to serve. A continuing faculty member whose termination, if proposed, shall be allowed to excuse one of the three faculty members of the committee without cause; if necessary, another faculty member shall be chosen to serve. Challenges for justifiable cause shall also be allowed. The President shall designate administrators to serve on the committee. When the committee is considering the appeal of a faculty member whose termination is proposed, the Vice President for

Academic Affairs shall chair the proceedings; when the committee is considering the appeal of a staff member whose termination is proposed, the Vice President for Fiscal Services shall chair the proceedings. (All members shall be voting members.)

Procedures

Declaration

When, in his opinion, a state of financial exigency is impending, the President shall convene the Connors State College Executive Council and may convene such other entities or groups as he shall deem appropriate and advise any group so convened of the circumstances upon which the opinion is founded. Included within the statement of circumstances shall be an estimate of the scope and duration of budgetary shortfall or other condition which gives rise to the expected exigency and an explanation of all pre- exigency budgetary reductions affected. The President shall further consult with the Executive Secretary and any appropriate committee of the A&M Board of Regents with respect to the expected exigency. If, following these consultations, the President determines that a financial exigency exists or is imminent; he shall declare the College to be in a state of financial exigency.

Preliminary Action Plan

Following the declaration, the President shall convene the Financial Exigency Task Force (Task Force) and charge it with the responsibility of conducting appropriate studies and reviews to determine the nature and extent of the crisis and developing a Preliminary Action Plan to return the college to a stable financial state. As a minimum, the plan shall contain a summary review of the academic and support programs of the college recommendations for reorientation, reorganization, realignment or reduction of academic and support programs; recommendations concerning reduction of personnel; the effect of the plan upon the performance of the college's mission and the effect of the plan upon the college's Affirmative Action Plan.

All Task Force Members shall seek input from personnel within their respective areas of representation.

Upon completion of its evaluation, the Task Force shall prepare and recommend its Preliminary Action Plan to the Financial Exigency Committee (Executive Committee) which shall review the plan, make such revision as it deems appropriate, and recommend the plan to the President. The Executive Committee shall provide the Task Force with copies of the revised plan recommended to the President.

Exigency Action Plan

The President shall review and consider the Preliminary Action Plan and any revision thereof submitted by the Executive Committee. Further, the President will seek such other and advice and counsel from faculty, students, and other interested parties, as he shall deem appropriate. Any advice and counsel shall be advisory only, and it shall remain the sole responsibility of the President to make final decisions regarding recommendations to the A&M Board of Regents concerning the financial exigency. Following such deliberation, the President shall prepare and submit to the A&M Board of Regents an Exigency Action Plan for alleviating the financial crisis at the college. The Exigency Action Plan will not identify specific faculty or staff for termination but will identify areas in which reductions are proposed.

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Action by A&M Board of Regents

The A&M Board of Regents has ultimate responsibility for the financial integrity of the college. It will review the Action Plan submitted by the President and may consider such other factors as it deems appropriate in determining what actions should be taken to restore the college to a stable

financial state. Any Action Plan adopted by the A&M Board of Regents will not identify specific faculty or staff for termination, but it will identify areas and units in which reductions are proposed.

Action Plan Implementation

Following adoption by the A&M Board of Regents, the President shall direct the Vice President to implement the provisions of the approved Action Plan. If the plan entails the reduction of programs, activities of services, or the termination of faculty or staff, then the following appropriate provisions of this policy shall apply.

Guidelines for Termination of Employment

In reviewing programs and activities for reorientation, reorganization, realignment, reduction, or termination, the mission of the college and the fulfillment of its obligations as a higher education institution shall remain paramount. As the Task Force and Executive Committee conduct their studies and develop their respective plans, they should consider centrality to the college's mission, productivity, support of productive programs, cost-benefit relationship, program achievement and income generating ability with respect to consolidation, reduction, or termination of college programs or activities. This may, in some cases, necessitate the retention of programs, services, and activities which are not strong, but which are central to the concept of the college and to the mission of Connors State College.

~~Guidelines for Program Review~~

~~Every termination must be based on an appropriate administrative judgment that the action will have an effect substantially less detrimental to the quality and effectiveness of the performance of the~~

~~college's~~Guidelines for Program Review

Every termination must be based on an appropriate administrative judgment that the action will have an effect substantially less detrimental to the quality and effectiveness of the performance of the College's mission than any alternate budgetary reduction.

Program Deletions

If an academic/technical program at the college is discontinued, students in the program shall be notified and every effort shall be made to allow them to finish their academic work. If it is not possible for students to complete the program, the college will explore making special allowances for such students. Special allowances might include, without limitation, permitting students to complete programs by taking work in related departments, or in any other reasonable manner facilitating the academic needs of affected students. To accommodate affected students, action will be taken to obtain approval of the A&M Board of Regents for program adjustments if required.

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Connors State College
Faculty Handbook

Founded in 1908, with campuses in Muskogee and Warner, Connors State College is governed by the Oklahoma A & M Board of Regents with the mission of building futures one at a time as we promote excellence in our community and the global society.

WWW.CONNORSSTATE.EDU

MAIN CAMPUS 700 COLLEGE ROAD | WARNER OK 74469 | (918) 463-2931

THREE RIVERS PORT CAMPUS 2501 N 41ST ST E | MUSKOGEE OK 74403 | (918) 684-5471

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PREFACE

The Board of Regents for Oklahoma Agricultural & Mechanical Colleges appreciates faculty input pertaining to the development of policies affecting faculty status and encourages the institutional administration to provide adequate opportunity for input on such matters prior to presenting recommendations to the governing A&M Board of Regents.

In discharging its duties and responsibilities, occasions may arise where the collective judgment of the A&M Board of Regents requires the A&M Board of Regents to act independently in the development and implementation of policies and procedures. In approving the Faculty/Staff Handbook for Connors State College, neither the governing A&M Board of Regents nor CSC is waiving or restricting its lawful power, duty, or responsibility to act at any future time to establish policies, regulations, and procedures and to implement other decisions of the A&M Board of Regents. In such instances, affected personnel will be informed through the official public record where such actions were approved, and the institutional administration is encouraged to take appropriate steps to help ensure that affected personnel are informed.

ORGANIZATIONAL INFORMATION

History of the College

Connors State College (CSC) was authorized by an act of the first Legislature in 1908 as Connors State School of Agriculture. The school was named for Mr. John P. Connors who was President of the State Board of Agriculture at that time. In 1927, the Oklahoma Legislature amended the act, which established district agricultural schools to make Connors a junior college. The name was also changed, at that time, to Connors State Agricultural College. During the 1967 Legislative Session, the name was again changed, this time to Connors State College of Agriculture and Applied Science. In 2000, the A&M Board of Regents shortened the name to Connors State College. *A more detailed account of the history of Connors may be found in the college catalog.*

Mission Statement

Connors State College is committed to building futures one student at a lime as we cultivate excellence in our community and the global society.

Vision

Connors State College integrates tradition and adaptability to be the college of choice for students seeking access to affordable education for their lifelong learning needs.

Core Values

Real Education

Our commitment to education means you'll get real learning experiences. What you see is what you get, and what you'll get is an authentic education that equips you with the skills to thrive in the jobs of the future.

Navigating the Future

Navigate your future with us, where we're committed to affordability, accessibility, and eliminating barriers to education. We offer you numerous pathways to reach your goals, whether you are at the beginning of your career or if you're looking to take the next step.

Our Community

At Connors, you're more than just a name on a roster; you're a valued member of our community. Our dedicated faculty and staff ensure that you receive personalized attention. From our president to our professors, we know you and we are invested in your journey.

Governance

Board of Regents for the Oklahoma Agricultural & Mechanical Colleges:

It is the policy of the Board of Regents for the Oklahoma Agricultural & Mechanical Colleges that the Laws of the United States and of the State of Oklahoma shall be upheld and obeyed in all of its actions. In so doing, the A&M Board of Regents is especially aware of Title VI of the Civil Rights Act and of Title IX of the Educational Amendment of 1974, and it continues not to discriminate against persons on the basis of race, color, religion, national origin, sex, qualified disability, age or status as a veteran. Such non-discrimination applies to all policies, practices, and procedures; including those pertaining to admission, institution governed by the A&M Board of Regents is directed to develop, establish, and observe procedures that implement the nondiscriminatory policy of the A&M Board of Regents. In all such instances, the A&M Board of Regents encourages the inclusion of minorities and women.

CSC Development Foundation

The Connors Development Foundation, Inc. was established to aid and assist Connors State College by providing the resources necessary to meet the ever-increasing costs of supplying quality programs in higher education. The Foundation meets the requirements of a tax- exempt organization so all gifts are tax exempt under Section 501(c) (3) of the Internal Revenue Code of 1984.

Affirmative Action Statement

General Statements

In compliance with the Executive Order 11246; Title II of the Education Amendments of 1976; Title VI of the Civil Rights Act of 1964, as amended by the Education Amendments of 1972; Section 504 of the Rehabilitation Act of 1973; and all other federal, state, school rules, laws, regulations and policies, Connors State College does not discriminate on the basis of sex, race, color, age, religion, national origin, status as a veteran or disability in the educational programs or activities which it operates.

It is the intent of the Connors State College administration, faculty, and staff to comply with both the letter and spirit of the law in making certain that discrimination does not exist in its policies, regulations, and operations. Grievance procedures for Title IX and Section 504 of the Rehabilitation Act and the Americans with Disabilities Act have been established for students, their parents, and employees who feel discrimination has been shown by Connors State College.

Complaints

Any complaint alleging illegal discrimination should be referred to:

Director of Human Resources/Affirmative Action Officer
Connors State College
Gatlin Hall, Room 231
(918) 463-2931, Ext. 6206

Title VI, Title IX, and Section 504 complaints may be referred to:

- Human Resources Director who is the designated Affirmative Action Officer
- ADA Coordinator (918) 463-2931, Ext. 6245

They may also be filed with the Regional Office for Civil Rights. Address correspondence to:

Office for Civil Rights
U.S. Department of Education
One Petticoat Lane
1010 Walnut Street, 3rd floor, Suite 320
Kansas City, MO 64106
Telephone: 816-268-0550
FAX: 816-268-0599; TDD: 800-877-8339
Email: OCR.KansasCity@ed.gov

Title VII and ADA complaints may also be filed with the regional Equal Employment Opportunity Commission. Address correspondence to:

Equal Employment Opportunity Commission
215 Dean A. McGee Avenue, Suite-524
Oklahoma City, Oklahoma, 73102 Telephone:
800-669-4000
FAX: 405-231-4140
TTY: 800-669-6820
ASL Video Phone: 844-234-5122

Sexual Harassment Complaints

Any complaint alleging sexual harassment should be referred to:

- Human Resources Director, 918.463.6206
- Vice President for Academic Affairs, 918.463.6328

EMPLOYMENT POLICIES

Connors State College complies with the employment policies set forth in the *Policy Manual for the Board of Regents for the Oklahoma Agricultural & Mechanical Colleges*. The following procedures support the

intent of the A&M Board of Regents' employment policies. At Connors, the levels of organizational structure are as follows:

Position	Function	Appointment Responsibility
President	Chief Executive Officer	Hired by and responsible to the A&M Board of Regents.
Vice-Presidents, Deans, and Directors	Major and mid-level administrative personnel	Hired by and responsible to the President with A&M Board of Regents approval.
Faculty	Instruction	Hired by and responsible to the President with A&M Board of Regents approval.
Administrative Assistant, Clerical, Maintenance, Secretarial, Custodial	Support Staff	Hired by and responsible to the President.
Adjunct Faculty	Instruction	Hired by and responsible to the Vice President of Academic Affairs.

General Procedures for Employment

The President has final responsibility for recommending employment, promotions, and terminations of all full-time faculty and staff to the A&M Board of Regents for final approval but may first choose to secure appropriate on campus counsel before making his/her final recommendations.
Equal Opportunity Employment decisions reflect the institution's policy of maintaining excellence instruction, research, and extension. As a college which recognizes the individual talents of people, Connors State College actively supports equal opportunity and affirmative action, complying fully and willingly with Executive Order 11246, Executive Order 11375, the Civil Rights Act of 1964, and all other appropriate Federal and State Legislation.

Advertisement – The breadth of advertisement for positions depends on the position's level in the organizational structure. Advertisements are prepared according to the A&M Board of Regents' policies.

Advertisements for presidents are publicized nationally in publications such as the Chronicle of Higher Education; in selected regional newspapers; in the two state newspapers, *The Daily Oklahoman* and *the Tulsa World;* and in local area newspapers.

Advertisements for major and mid-level administrative personnel and full-time faculty are placed in selected newspapers and/or publications.

Advertisements for adjunct faculty, clerical, maintenance, technical and custodial staff may be placed in local area newspapers.

Application – The applicant must complete the official CSC Application for Employment. Official transcripts from all colleges attended must be provided. Applicable licenses and certifications are also required. The applicant may also provide a resume at the time of application.

Screening/Interview – Employment for each position involves a thorough screening process. An ad-hoc screening committee, composed of relevant personnel, reviews all applications and recommends the most qualified applicants. For full-time positions, the process also involves a personal interview. The appropriate supervisor is responsible for selecting the committee members. References are checked and an authorized background check may be included in the final assessment of candidates.

Contract of appointments may be made in writing to the appointee specifying position, salary, conditions and duration of the appointment. Official transcripts of all undergraduate and graduate work and/or required certifications for all professional staff and faculty must be filed with the Human Resources Director and the Vice President for Academic Affairs. Each employee is expected to keep his or her file updated as additional class work or certifications are acquired.

Employment File - Personnel files are confidential in nature and are open only to the individual employee and the appropriate supervisors.

Faculty Selection Processes

When a vacancy occurs in a faculty position and a determination is made to refill the position, the following procedures will be used to fill that position. All qualified faculty candidates are interviewed.

Advertising

An Open Position Request form is to be completed by the Division Chair and signed by the Vice President for Academic Affairs and the Vice President for Fiscal Affairs. The Vice President for Academic Affairs will notify the Division Chair of approval to initiate the search process. The Human Resources Office will normally advertise the position internally and externally on behalf of the academic department.

Interview

Committee members selected by the Division Chair and approved by the VPAA will review the applications, resumes, and credentials of the candidates. Candidates will be invited to interview by the Human Resources Office. Committee members will participate in the interview process.

The Committee will evaluate all candidates with the desired qualifications and submit a recommendation to the Division Chair. All appointments will be recommended to the VPAA and must be approved by the President and the Board of Regents for OSU and the A&M Colleges.

Division Chair/Promotion Selection Procedures

When a vacancy occurs in a division chair position and a determination is made to refill the position, the following procedures will be used to fill that position.

Advertising

An Open Position Request form is to be completed and signed by the VPAA and the Vice President for Fiscal Affairs. The Human Resources Office will normally advertise the position internally and/or externally on behalf of Academic Affairs.

Interview

Committee members selected by the VPAA will review the applications, resumes, and credentials of the candidates. Candidates will be invited to interview by the Human Resources Office. Committee members will participate in the interview process.

The Committee will evaluate all candidates with the desired qualifications and submit a recommendation to the VPAA.

Adjunct Faculty Selection

In the selection of adjunct faculty, the Division Chair meets with the candidate and reviews documentation of the candidate's qualifications. The Division Chair may include a faculty member or faculty members who teach in the discipline in the interview process, as deemed appropriate. All qualified adjunct candidates are interviewed. The Division Chair makes a recommendation for hire to the Vice President for Academic Affairs. The Vice President reviews the faculty credentials and approves the hiring of the candidate.

Adjunct appointments are temporary appointments for specific periods of time and with no expectation of reappointment. Adjunct appointments do not count toward years of service as a continuing faculty member. No notice of non-renewal of an adjunct appointment is required, as the appointment ends by its own terms at the end of the appointment period. Such appointments do not require a search procedure as would usually be followed in filling a full-time faculty appointment.

Orientation of New Faculty Members

The primary responsibility for the induction of a new faculty member lies with the Division Chair. The Division Chair explains procedures for obtaining copies of textbooks, teaching supplies, equipment, secretarial help, duplicating facilities and syllabi. The Chair discusses academic policies and general College policies. The Chair also ensures that the new faculty member receives an orientation to electronic tools for enrollment, advising, and teaching.

APPOINTMENT/REAPPOINTMENT/NON-REAPPOINTMENT PROCEDURES (FULL-TIME FACULTY)

Full-time faculty appointments are made for one academic year. Appointment to a faculty position is classified as "temporary" for the first three years of employment.

The "temporary" appointment (during the first three years) may be terminated upon expiration for the specific contract period without implication of reappointment. However, notice of intent to reappoint or not reappoint will be communicated in writing by *May 30th* of each academic year for faculty classified as "temporary."

Decisions to reappoint or not reappoint are based upon a combination of factors. Years of service, institutional need, institutional function, institutional departmental budget, and non- professional conduct are factors that are considered.

Dismissal or non-reappointment of faculty who are not classified as "temporary" will be for reasonable cause. A confidential written statement prior to *May 30th* of the academic year will notify the faculty member of dismissal or non-reappointment. Dismissal for cause may be initiated by an administrator for reasons consistent with the corrective action policy set forth herein, including but not limited to conduct seriously prejudicial to the College, neglect of duty, inefficiency or incompetence, repeated failure or refusal to follow administrative directions, a genuine lack of need for the service or necessity for financial retrenchment.

A faculty committee, at the option of the faculty member, may be called to consider the dismissal or non-reappointment. A committee will be formed as set forth in the grievance procedure. The committee will hear information and make advisory recommendations to the Vice President for Academic Affairs and to the President.

FACULTY CREDENTIAL POLICY

The Office of Academic Affairs is dedicated to ensuring that all members of its faculty uphold the recommendations established by The Higher Learning Commission (HLC) and Oklahoma State Regents for Higher Education (OSRHE). Connors State College's policy adheres to the HLC recommendations while abiding by the policy of the OSRHE.

Requirements

Faculty member credentials must be appropriate to assigned duties and disciplines, including level of instruction (AA, AS, AAS, Certificate, remedial, etc.).

Faculty must hold degrees, certifications, and licenses from institutions accredited by agencies recognized by the U.S. Department of Education such as the Higher Learning Commission or from institutions with comparable status, certification, or recognition in other countries.

Faculty members teaching general education core courses are expected to hold at least a master's degree with 18 graduate hours in the teaching field. (A limited number of faculty may hold equivalent documented experience to meet educational qualifications.) See section, Evaluation of Credentials

Typically, faculty members teaching remedial/developmental education courses hold a master's degree but must hold a bachelor's degree in the teaching field.

Faculty members teaching in occupational skills areas (AAS) must hold at least a bachelor's degree or appropriate industry-related licensure/certification.

Full-Time and Part-Time Guidelines

The goal of Connors State College will be to maintain the same qualification guidelines for both full-time and part-time faculty members.

Qualifications

Connors State College strives to maintain good practices in determining qualified faculty and as a policy will establish periodic reviews to ensure the minimum qualifications and expectations of all full-time and part-time faculty teaching in all disciplines. An "official" copy of academic transcripts bearing the seal of the

college or university should be provided to the Human Resources Office. While the official certified transcript will be housed in the employee's official personnel file in the Human Resources Office, a copy will also be maintained in the Office of the Vice President of Academic Affairs.

Qualifications of instructors teaching courses leading to an associate degree require a master's degree in the discipline or related field with a minimum of 18 graduate credits in the subject area; candidates pursuing a master's degree may be considered with the understanding that the degree must be completed expeditiously. The failure of an individual faculty member to maintain satisfactory progress on his or her qualification plan will be considered adequate cause for the college to place the faculty member on probationary status or dismiss him or her from employment.

Full-time and part-time faculty who are working on completing their qualifications must submit updated transcripts at the beginning of each semester. The appropriate Division Chair is responsible for the evaluation of appropriate academic progress.

All references to degrees and semester hours in this and other College documents presume that credit comes from institutions that are fully accredited at the graduate level by one of the recognized regional associations or by another federally recognized specialized accrediting body. Degrees and courses from foreign institutions must come from institutions generally acknowledged to meet requirements equivalent to regional accreditation in the U.S.A.

Faculty with advanced degrees from foreign institutions must have their credentials evaluated and translated by a National Association of Credential Evaluation Services (NACES)-approved organization prior to beginning work with CSC. Original documentation must be submitted prior to hire date.

Evaluation of Credentials

Associate of Arts and Associate of Science Degree Programs (Academic Transfer Intention) Required Qualifications:

Full-time and part-time faculty members are expected to hold a degree at least one level above that of the program in which they are teaching. For courses taught as part of an AA or AS degree, having the expectation of transfer to universities the generally accepted minimum faculty credential consists of a master's degree with a major in the teaching field (or a very closely related subject) or a master's degree in a related field along with at least 18 graduate hours in the specific teaching field (or a very closely related filed).

Alternative Qualifications

When qualification is based on factors other than generally accepted graduate degree and hours credentialing, the faculty member must be able to make and document, and the Vice President for Academic Affairs must accept, a prima facie case that the alternate qualification would be persuasive to external peers. Examples might include high-level specialized training, advanced industry certification, professional licensing, publication in-field, workshops/seminars in field, recognition by in-field organizations, etc.

Degrees in Education

As a general rule, degrees and course in education (EDUC or equivalent) are considered to be in a "related field" rather than in the major field. A Master's Degree in Education fields contributing to effective instruction (i.e. Education technology) will count toward 6 of the required 18+ hours in the field.

Exceptions

Cases such as child development or physical education or business education in which education is the field.

Education courses that focus on a specific discipline may be considered in-field for the major if the course description/syllabus clearly documents that the principal focus of the course was on subject matter rather than pedagogy. Interdisciplinary Courses such as general humanities

necessarily require faculty qualifications that reflect the multi-disciplinary foundations of the particular course and must be evaluated on a case-by- case basis.

Courses with a narrow focus such as art history or music appreciation are normally considered to be subject matter course requiring subject expertise not broad interdisciplinary course even if they carry the HUMN prefix. On the other hand, broader-based HUMN courses and other interdisciplinary course may be taught by interested, qualified, and prepared faculty members with a wide range of formal credentials.

Closely Related Fields

The determination of how closely related subjects must be in order to qualify faculty is a subjective one. Generally accepted academic practice and the informed opinion of qualified expert peers should be brought to bear in the determination. Explanation of qualification based on closely related field should be included in the faculty member's file. Connors

State College can utilize "Tested Experience" where appropriate. Connors Sate College will strive to utilize tested experience in addition to a strong and appropriate educational background. "Tested Experience' can be demonstrated through application of professional experiences along with professional certifications that correspond with the required minimum formal education. "Tested Experience" shall be figured at a rate corresponding to 1.5 hours of graduate credit per 1 year of professional work experience (as determined by CSC administration) (i.e., 4 years of full-time job experience counts as 6 graduate credit hours).

Contract and Transcripts

Contract of appointments may be made in writing to the appointee specifying position, salary, conditions, and duration of the appointment. Official transcripts of all undergraduate and graduate work and/or required certifications for all professional staff and faculty must be filed with the Human Resources Director and the Vice President for Academic Affairs. Each employee is expected to keep his or her file updated as additional class work or certifications are acquired. It is the responsibility of each employee to promptly notify the Human Resources Office in writing of any changes in personal data. Name changes, personal mailing addresses, telephone numbers, changes affecting number and names of dependents on CSC insurance policies, individual to be contacted in the event of an emergency, educational accomplishments, and other status reports should be kept current at all times.

Faculty holding less than the degree required for the discipline, as stated in the faculty qualifications, may not be considered eligible for continuing employment. Faculty who do not have the required degree or qualifications are employed with the understanding that the degree must be completed expeditiously. The failure of an individual faculty member to maintain satisfactory progress on his or her qualification plan will be considered adequate cause for the college to place the faculty member on probationary status or dismiss him or her from employment.

Continuing employment ordinarily will be retained through satisfactory annual evaluations. In cases of perceived performance deficiencies, faculty members will be afforded the opportunity to improve their performance through a structured plan of improvement before any action to terminate an appointment is made. Such plans of improvement, at the minimum, shall include a clearly stated written summary of areas of needed improvement, periodic meetings with appropriate supervisors to review the faculty member's progress, and an established time frame for the improvement review period.

EVALUATION

It is the intent of CSC to ensure that all employees are aware of their performance and progress as it relates to employment. Employees are evaluated informally on a daily basis. Feedback from both students and other instructors is an essential part of faculty professional development. Therefore, faculty, both full-time and adjunct, will be evaluated every year, so that each instructor may receive constructive feedback about how to improve his or her performance on the job. The supervisor has the option to formally evaluate an employee more than once a year, particularly in cases where performance is viewed as deficient in nature. Evaluations consist of four components: classroom observation, student feedback, supervisor evaluation, and self-evaluation.

The evaluation will note strengths and weaknesses as identified by both the employee and supervisor. The supervisor will make commendations and suggestions for improvement. These commendations and/or suggestions will be conveyed to the employee both orally and in writing. The supervisor will make recommendations concerning retention to the VPAA.

Corrective Action and Dismissals

Purpose

Organizations have work rules designed to promote the proper and efficient operation of the organization. Organizations also require employees to meet prescribed standards for the quality and quantity of performance. The purpose of this policy is to set forth procedures by which supervisors communicate as early as possible with a staff person a problem or concern interfering with performance and the appropriate steps to provide a positive, fair and constructive means of correcting employee behavior/performance issues.

Scope

1. These policies and procedures are applicable to all continuous regular staff personnel of the College.
2. This procedure also does not apply to periodic/temporary employees or student employees.

3. Faculty are covered by separate procedures as indicated in the Faculty Handbook and other policies and procedures.

Responsibility

1. Each employee is expected to become knowledgeable with performance criteria for his or her particular position and with all rules, procedures, and standards of conduct established by Connors State College and the staff member's department. The employee who does not fulfill the responsibilities set out by such performance criteria, rules, procedures and standards of conduct may be subject to corrective action.
2. Employees of the College are at-will employees. "At-will" employment means that either the employee or the College may terminate the employment relationship at any time, for any reason, with or without cause or notice, so long as the reason is not prohibited by applicable federal or state law. However, consistent with the College's values of excellence and integrity, supervisors should follow prescribed guidelines for corrective action or dismissals.

Work Performance and Misconduct Issues

1. Behaviors which may be subject to corrective action or dismissal may be a result of poor work performance or misconduct.
2. The term "work performance" may include all aspects of an employee's work.
3. Work performance is determined by the supervisor's evaluation of the quality and quantity of work performed by the employee. When, in the opinion of the supervisor, the work performance of an employee is below standard, the supervisor should take appropriate corrective action.
4. Work performance is normally evaluated by a performance review as described in this handbook.
5. When making the decision for taking corrective action, consideration should be given to the nature of the offense, the record of the employee, and the consequences recommended. A supervisor should initiate action as a dimension of performance improvement rather than a measure of punishment. It is a corrective process to help the employee overcome work-related shortcomings and strengthen his or her work performance.
6. Performance issues involving the quantity or quality of work may require additional training or practice in order to achieve the required standard. In this case, it may be appropriate to place the employee on a performance improvement plan for a specified length of time, usually up to three months. Performance improvement plans can be used in conjunction with other corrective action steps or in place of corrective action. The supervisor should consult with Human Resources prior to implementing a performance improvement plan.
    a. During the duration of the performance improvement plan, the supervisor works with the employee, providing feedback on a monthly or more frequent basis.
    b. If work performance has not improved to an acceptable standard by the end of the designated period, the employee will be dismissed from employment. In rare circumstances, the performance improvement period may be extended up to an additional three months.

c. If work performance reverts to an unacceptable standard during the year following expiration of the performance improvement plan, the employee may be dismissed from employment immediately.

7. Even though the College's philosophy of discipline is a corrective, progressive one, there are some offenses serious enough to warrant immediate dismissal. This may require the supervisor to skip steps of corrective action. Such cases should be handled in consultation with University Human Resources.
8. Corrective action should be taken as soon as possible after a work rule violation or unacceptable behavior occurs.
9. The supervisor shall consult Human Resources prior to corrective action or dismissal.

Misconduct issues

1. All employees are expected to maintain standards of conduct suitable and acceptable to the work environment. Corrective action may be imposed for unacceptable conduct or work performance issues.
2. Each work rule violation is evaluated based on the severity of the infraction and the operational impact of the rule.
3. In cases where an employee fails to meet acceptable standards of conduct or work performance, a supervisor should initiate corrective action. The corrective action process includes the following:
    a. Informal Discussions – consists of an informal discussion between the supervisor and the staff member regarding a gap in current performance or behaviors and those expected by the university. This discussion is informal in nature and is intended to develop a clear understanding between the staff member and the supervisor regarding future performance or behavioral expectations. Supervisors are encouraged to maintain documentation of these discussions; however, the documentation is not formal and is used as a reminder to the supervisor of the topics discussed and agreements reached with the employee regarding potential developmental opportunities and training needs. Informal discussions may occur at any time. Staff members who have received an informal discussion are eligible for consideration for pay increases, transfers, promotions, and other employment privileges.
    b. First Step Corrective Action or Written Warning – consists of a formal discussion between the supervisor and the employee about a gap in current performance or behaviors and those expected by the College. This discussion includes the supervisor's expectations, timeline for correction of the concerns, and specific details on how the employee needs to improve. The underlying assumption is the employee has the desire to change. The supervisor shall document the formal discussion. In the event the job performance or behavior(s) does not improve, further corrective action may be supported. If a repeat incident of misconduct or work performance issue occurs within three months, further corrective action may be warranted, up to and including dismissal.
    c. Second Step Corrective Action or Written warning – consists of a formal discussion between the supervisor and the employee about continued failure to meet acceptable

standards of conduct or work performance. The supervisor should consult with Human Resources before placing an employee on this step of corrective action The discussion is followed up with a written summary, including the seriousness of failure to meet acceptable standards of conduct or performance expectations. The employee shall receive a copy. The written corrective action should include the following:

i. Desired performance;
ii. Observed behavior;
iii. Violated rule, policy, procedure, or performance issue;
iv. Past work record, including training, coaching, feedback, mentoring or other formal corrective actions taken;
v. A statement of the consequences in the absence of improvement;
vi. Notice that discussion is a corrective action and that the employee has agreed to the desired performance; and
vii. The employee's signature signifying receipt of the written summary and the date received. If the employee declines to sign the document, the supervisor should indicate on the document that the employee received a copy of the corrective action.

If a repeat incident of misconduct or work performance issue occurs within six months, further correction action may be warranted, up to and including dismissal.

d. Job Decision Assignment – final formal discussion and written documentation requiring the employee to decide whether or not s/he wishes to continue employment with no further infractions or wishes to resign. To provide adequate time for this serious decision-making process, the employee may be placed on job decision assignment for up to one day. During that time the employee's work assignment is to give serious consideration to full compliance with performance standards or resignation. At the end of that time the employee is expected to provide a written commitment to the conduct and/or performance standards with detailed information on how they expect to maintain this commitment or to provide a written resignation notice. If the information contained in the employee's response meets the criteria of the supervisor, the employee will be expected to return to work in full compliance with conduct and/or performance standards. In the even the employee fails to provide a reasonable response or resign, they will be dismissed from employment. The supervisor must consult with Human Resources before placing an employee on job decision assignment. The formal documentation establishing administrative leave and requesting the employee's decision and the response from the employee are placed in the employee's personnel file. The job decision assignment will be considered inactive if no further incidents of misconduct or failure to meet performance standards occur within one year. If, however, misconduct or work performance issues occur within one year, employment will be terminated for cause immediately.

4. Unrelated incidents of misconduct or work performance will be handled separately, but in no case will more than two separate unrelated incidents of misconduct or work performance occur within any one time period. A third unrelated incident of misconduct or work performance will result in dismissal.
5. Employees engaged in any step within the corrective action process outlined above may be ineligible for transfers, promotions, pay increases, or other employment privileges. Notification of these restrictions ma be included in the written notice provided to the employee.
6. A serious violation of a rule, procedure or standard of conduct, including but not limited to, inappropriate use of computers, theft of College property, falsification of College documents, or conduct resulting in harm to another person, may result in immediate termination.
7. An employee who disagrees with a supervisor's formal or informal evaluation of their performance are encouraged to seek counsel from Human Resources, who may act as a neutral third party moderator for future discussions between the employee and the supervisor.
8. Misconduct that may result in corrective action (and/or termination) include (but are not limited to):
    a. Tardiness or absenteeism without proper notification to the supervisor or unavailability for work; neglect of duties, loitering, loafing or wasting time during working hours including leaving the job during working hours without permission or sleeping during work hours; inefficiency or lack of application to work;
    b. Failure to follow established safety rules and procedures; creating a condition hazardous to another person on the premises; creating or contributing to unhealthy or unsanitary conditions;
    c. Disorderly or immoral conduct or horseplay on College property; fighting, encouraging a fight or threatening, attempting or causing injury to another person on College premises or on institutional time;
    d. Harassment of other employees (including sexual harassment) or use of abusive language on the premises; failure to cooperate with supervisor or coworker, impairment of function of work unit, or disruptive conduct;
    e. Refusal of an employee to follow instructions or to perform designated work that may be required of an employee as part of the employee's employment, refusal to adhere to established rules and regulations, insubordination or insolence;
    f. Waste of materials and supplies; abuse or waste of tools, equipment, fixtures, property, supplies or goods of the institution; neglect of duty or failure to meet a reasonable and objective measure of efficiency and productivity; carelessness resulting in the damage to or destruction of tools, equipment supplies or other property belonging to the College or fellow employees or resulting in serious injury to fellow employees;
    g. Violation of established departmental dress codes; use of tobacco in violation of College policy and state law;
    h. Giving false information or falsification of College documents including timesheets, personnel records and application for employment;
    i. Destroying or defacing institutional property or records or the property of a student or employee;

j. Gambling, participating in lotteries or any other unauthorized games of chance on the premises at any time; soliciting, collecting money or circulating petitions on the premises other than within the rules and regulations of the institution;
k. Bringing intoxicants or drugs onto the premises of the institution, using intoxicants or drugs, having intoxicants or drugs in one's possession, or being under the influence of intoxicants or drugs on the premises at any time;
l. Theft or unauthorized removal of property, dishonesty or unauthorized use of institutional property including records and confidential information;
m. Illegal transportation of firearms upon the premises (with the exception of law enforcement officers or other personnel authorized to do so);
n. Failure to comply with appropriate computer use policies; and
o. Violation of policies, rules, or procedures of the unit or Connors State College.

Dismissal

1. Any unauthorized absence for more than three consecutive workdays may be considered as a resignation from service and would not therefore be subject for corrective action. The supervisor should consult with Human Resources for appropriate documentation and notification to the employee.
2. Under Oklahoma Statutes, any state employee who is found guilty of or pleads guilty or nolo contendere to a felony shall immediately forfeit employment and is not eligible for future employment with Connors State College if the felony record exists.
3. An employee dismissed for misconduct or work performance or who resigned in lieu of termination may be placed on a restricted hiring list and not be eligible for hire within CSC for at least one year.
4. Any person terminated from College employment shall have the right of appeal as outlined in Grievances and Appeals Policy.
5. The staff of Human Resources will serve in an advisory capacity in matters of corrective action and termination.
6. Connors State College reserves the right to change this Policy and Procedure or any portion thereof at any time.

Job Titles, Salary Grades, Duties, and Responsibilities Policy

Connors State College retains the right to make organizational and personnel adjustments as needed to meet the institution’s operational and strategic goals. Accordingly, the President or the appropriate area Vice President shall have the authority to change the job titles, salary grades, duties, and responsibilities of any employee at any time, based on institutional needs, operational efficiency, or budgetary considerations.

Weather and Remote Work Policy-

Weather and Emergency Notifications

Connors State College prioritizes the safety of its students, faculty, staff, and visitors while maintaining campus operations whenever possible. In the event of inclement weather or emergencies, campus operations may transition to virtual status or temporary closure.

- Campus Closure: All operations are suspended except for essential services required for safety and security. Classes, meetings, and events are canceled. Administrative leave will be used for approved campus closure hours.
- Classes Canceled, Campus Open: Classes are canceled, but administrative offices remain open unless otherwise stated. Staff are expected to report to work.
- Delayed Opening: Campus operations are closed for a designated period, with reopening based on improving conditions.
- Virtual Campus: All physical campus offices are closed except for essential personnel, and other campus services are available online. Faculty will move scheduled classes online. Students should monitor their email and Canvas for instructor communication. Administrative services shift to virtual operations. If offices are operating under virtual status but not fully closed during inclement weather, employees must use leave for any related absences.

Communication: In the event of inclement weather, Connors State College will notify faculty, staff, and students in advance regarding the status of campus operations. Notifications will be sent via email, RAVE alerts. Additional updates will be provided through official college channels, including the Connors website and social media.

Remote Work Policy

Connors State College does not permit remote work under normal circumstances. All full-time employees must perform their duties in their assigned office, facility, or field location.

Exceptions: Remote work may be granted only in extenuating circumstances where office functions and services to students are not impeded. Examples include:

- Temporary illness preventing on-site attendance
- Temporary transportation issues (e.g., vehicle breakdown)
- Emergency childcare needs (e.g., last-minute babysitter cancellation)
- Approved accommodations under the Americans with Disabilities Act (“ADA”), as determined through Connors State’s interactive process with Human Resources

Approval Process:

- Employees must submit a Request to Work Remotely form or provide a written request specifying hours and reasons. Employees seeking remote work as an ADA accommodation must follow Connors State’s accommodation request process through Human Resources.

- Supervisors will review and approve or deny requests. Approved forms or written requests should be sent to HR for recordkeeping.

Accountability: Remote work is contingent on job performance. Abuse, falsification, or failure to meet responsibilities will result in corrective action, up to and including dismissal. Remote work arrangements may be revoked at any time if they negatively impact job performance or office operations.

Full-time Faculty Work Responsibilities

Instruction and facilitation of learning are the primary responsibilities of the faculty. Official duties of the faculty include, but are not limited to:

- Read and be familiar with the College Catalog, and the Faculty and Student Handbooks. These documents are available on the CSC website.
- Maintain up-to-date records of all academic development, transcripts, etc. in the Office of the Human Resources Director
- Maintain current syllabi utilizing the approved Course Syllabus Template.
    - Distribute the course syllabus during the first class meeting and acquaint students with course and college requirements.
    - Teach in accordance with syllabi
- Submit reports and grades in a timely manner
- Evaluate student learning, maintain accurate academic records, and implement appropriate assessment measures
- Attend faculty meetings, division meetings, and required official activities
- Demonstrate evidence of professional growth
- Serve on assigned committees
- Serve as advisors for student organizations
- Be knowledgeable of and enforce college regulations (refer to college publications)
- Conduct themselves at all times in a professional manner which promotes a positive image of themselves and the College
- Participate in the evaluation process

Teaching Load

A normal teaching load for full-time instructors is 15 credit hours per semester save for Nursing faculty which are required to teach one theory course and one clinical for a total of 10 credit hours per semester. Those asked to teach more than 30 hours in an academic year will receive overload pay, pending approval by the Office of the Vice President for Academic Affairs.

The instructional load of a full-time instructor cannot be measured solely by the number of course hours assigned. Instructional faculty members should teach 14-16 credit hours per week, which may include prorated hours with the total number of contact hours not to exceed 24. In addition to teaching 30 credit hours, full-time faculty members are expected to recruit, advise, counsel, and tutor. Connors will assign 15 credit hours minimum each semester to a full-time faculty. Deviations to this schedule must be approved by Academic Affairs and HR.

The typical faculty contract runs for the academic year beginning approximately one week before fall semester classes begin and ending approximately three working days after the last day of spring semester finals. The academic year contract is informally called a "nine-month" contract because it normally covers approximately the nine months from mid-august to mid-May. Faculty contracts may be for shorter or longer periods of time as appropriate to the duties of the faculty member and the needs of the college.

Overload Assignment Procedure for Full-time faculty

Upon recommendation of the Division Chair assignments will be made to individuals qualified to teach the overload sections(s) according to the following criteria.

1. Faculty from the division with the overload requirement.
2. All overload must be reviewed and approved by Academic Affairs and HR.
3. Teaching loads for full-time faculty that would be over the full-time contract must be recommended by the appropriate Division Chair and approved by the Vice President for Academic Affairs.

A full-time faculty member is eligible for extra compensation for teaching an overload course, provided that the faculty has an approved full-time assignment, that the overload course does not interfere with the faculty's regular duties, and that all college, state, and federal regulations are observed.

Full-time faculty members working overload will be compensated at the end of the semester in which the overload occurs unless pre-authorized by the Vice President for Academic Affairs. Any other requests regarding overload and time of payment must be discussed with Academic Affairs and HR and will be reviewed on a case-by-case basis.

Adjunct Faculty Appointment and Contract

Adjunct faculty members are those employed part-time on an as-needed, semester-by-semester basis. Employment for one semester carries no expectation whatsoever of continued employment in future semesters. Continuation of employment is on an as-needed basis depending on enrollment, the quality of the individual's performance, and other factors. It is the responsibility of the Division Chair to evaluate the performance of part-time adjunct faculty members.

Part-time adjunct faculty members are compensated on a per-semester-hour basis.

Connors exempt employees may adjunct teach during off hours with compensation as arranged among the employee, the employee's supervisor, the appropriate Division Chair, and the Vice President for Academic Affairs.

Consideration of utilization of a non-exempt employee for adjunct teaching requires approval by the Vice President for Academic Affairs and the Director of Human Resources. All adjunct loads must be reviewed by Academic Affairs and HR to ensure adherence of ACA rules.

Summer Session and/or Intersession Employment

Appointments to the teaching faculty for the summer session and/or intersession courses are separate agreements from those of the regular academic calendar year and cover only the period of the scheduled session.

Academic Freedom

The concept of academic freedom can be generally described as follows: (1) all faculty members are entitled to full freedom in research and in the publication of the results, subject to the adequate performance of their other academic duties and relevant legal requirements, but research funded by agencies external to the College should be based upon an understanding with the authorities of the institution; and (2) all faculty members are entitled to full freedom in the classroom in discussing the subject of the course, but they should be careful not to introduce into their teaching either controversial matter that has no relation to the subject or actions that violate the rights of students. The concept of academic freedom does not preclude upholding objective academic standards in terms of curriculum.

Instructional works created by a faculty member are owned by the institution if the faculty member was entitled to receive additional compensation for creating those works and there was no agreement in place between the institution and the faculty member explicitly giving those rights to the faculty member. CSC may retain all ownership to those materials. CSC may give the faculty members who create those instructional materials a non-exclusive, royalty-free license to use those course materials.

Faculty are not allowed to sell course content to places like Chegg, Course Hero, etc.

Electronic Systems/Software Access

Connors reviews users and access to electronic systems/software access for security and efficiency. Access may be adjusted as needed for personnel, position updates, etc.

Class Capacity

Class capacity limits are typically at 30 for an online class and at room capacity for an in-person class. Class caps may be subject to change due to enrollment, personnel, etc. Final determinations on class caps and class cancellations are determined by Academic Affairs; class cancellations occur the week prior to the start of enrollment; all decisions are made based on enrollment demand and student needs, etc.

Office Hours

Each instructor posts a schedule that indicates class times and locations, student consultation periods, and office hours. The schedule includes both day and evening class schedules with at least 10 hours per week designated for student consultation. If a faculty member needs to cancel an office hour, he/she should inform their Division Chair or the Vice President for Academic Affairs and post a note on the door for the students.

Class Records/Grade Records

Class rosters are found in Banner. The instructor is responsible for an electronic record of grades which will be the primary document of record. Instructors are to maintain a thorough, accurate record of each student's attendance and performance. Confidentiality of students' records should be maintained. The grades are to be submitted electronically to the Registrar's Office at the end of each semester.

No-Show and Administrative Withdrawal Submissions

In accordance with our HLC Quality Initiative, Connors State works to diligently to ensure our students persist to graduation. Each semester faculty report No Show students to the office of Academic Affairs during the first two weeks of a 16 week course and the first week of an 8 week course. During the 4th week of a 16 week course or the 2nd week of an 8 week course, faculty administratively withdraw a student from a class for nonattendance or for failure to submit academic work after the drop/add period until the published final date to withdraw from a single class, typically the end of the 12th week in a 16th week semester.

AWs will be used for students who do not attend class or submit work in class for a substantial, consecutive, number of class time defined as equivalent to 2 weeks of class time.

Not submitting these reports as indicated by the institution may result in disciplinary actions. Any questions concerning No Show and Administrative Withdrawal reports must be directed to Academic Affairs office.

Midterm and Final Grades

Midterm grades are to be submitted on or before the due date and time in Banner Self Service usually the Tuesday of the seventh, 7th, week of the semester for 16 week classes and on the Tuesday of the 4th week of classes for 8 week classes.

Final grades are to be submitted on or before the due date and time in Banner Self Service usually the Tuesday following the end of each semester.

Timely submission of grades is imperative. Late submission of final grades or midterm grades may result in disciplinary actions.

Assessment

Connors State College is accredited by the Higher Learning Commission (HLC). Assessment is a requirement for continued accreditation; therefore, all faculty (full-time and adjunct) are required to participate in our assessment practices.

Connors State Campuses

Connors State College includes the Warner campus, Muskogee campus, Eddie Warrior Correctional Center, Jess Dunn Correctional Center, high school campuses, and online. Any employee (full-time faculty, and adjunct faculty) may be asked to work at any location associated with Connors.

Classroom Assignments

Classrooms are assigned as courses are built in Banner. Faculty classroom requests will be submitted to the appropriate Division Chair. The Division Chair will submit requests to Academic Affairs. Any classroom change requests must be completed and approved by Academic Affairs before Priority Enrollment begins in October and March.

Textbook Policy

The appropriate Division Chair and the Vice President of Academic Affairs must approve textbook changes. Contact the appropriate Division Chair for information on changes and deadlines.

Externally Funded Faculty

Faculty or staff positions created by federal grants or other external funds are appointed, evaluated, reappointed, or not reappointed through the same mechanism as other college personnel.

However, because of the nature and duration of the funds and programs, each contract automatically terminates at the conclusion of the year for the duration of the program. Notice of intent for continuance or in some cases discontinuance is based on performance and/or notification of funding awards.

Outside Employment

Full-time employment at CSC is considered to be one's primary employment. Employees may engage in outside employment provided the employment does not interfere with assigned duties and responsibilities or constitute a conflict of interest.

Attendance at Professional Meetings

Employees are encouraged to continue their professional development by attending applicable meetings, workshops, etc. Proper authorization and arrangement need to be made prior to the meetings. (See section on authorization and travel arrangement procedures).

When the administration asks a faculty member to represent the college at a meeting, the faculty member will be reimbursed for travel and per diem expenses incurred according to approved Office of State Finance travel claim standards and procedures.

When classes are dismissed for professional meetings, all members of the faculty are expected to attend. Permission to miss such meetings must be obtained from the VPAA in advance of the meeting.

Professional Organizations/Community/Civic Involvement

All employees are encouraged to join professional organizations and to take leadership roles in their respective communities, disciplines, or areas of interest. All faculty and staff are encouraged to contribute to the Connors State Development Foundation. The amount of the contribution is at the discretion of the employee.

Commencement Ceremonies

The annual commencement exercise in May involves an academic processional and recessional. Full-time faculty and administration are required to participate in this ceremony. Adjunct faculty are welcome to participate. Faculty must wear proper academic attire consistent with the highest degree earned. Please contact the bookstore manager to obtain information concerning renting or purchasing your academic regalia.

Social Media Policy

As a public institution, Connors State College (CSC) values and protects the constitutional right of free speech. CSC encourages responsible use of social media while maintaining professionalism and protecting the institution's reputation. This policy applies to all employees.

General Guidelines:

- Personal Responsibility: Employees are responsible for their online activity. Posts that negatively impact job performance, colleagues, students, or CSC's reputation may result in corrective action, including dismissal.
- Respect & Professionalism: Be fair, courteous, and avoid content that is discriminatory, harassing, obscene, threatening, or defamatory. Work-related concerns should be resolved internally rather than on social media.
- Appropriate Content: Do not imply CSC endorsement of personal views. If discussing CSC-related topics, clearly state that opinions are personal and not official statements. Employees must not link personal blogs or social media accounts to CSC platforms without authorization.
- Workplace Use: Personal social media use should not interfere with work duties. Use of CSC equipment or email for non-work-related social media activities is prohibited unless authorized.
- Media & Public Statements: Employees should not speak on behalf of CSC or respond to media inquiries without prior approval.

For questions or further clarification, contact Human Resources.

CHILDREN ON CAMPUS

Because of reasons related to safety and potential problems in supervision, children will not be permitted on campus unless they are attended by a parent or guardian. No children are permitted in the classrooms, teaching areas, or work areas.

EMPLOYEE BENEFITS

Benefits are contingent upon the availability of funds and are subject to change. The institution offers various benefits to full-time employees. Detailed information concerning all benefits is available in the Human Resources Department. A brief synopsis of the major benefits is listed below:

Health/Life Insurance

Group medical insurance, life insurance, long-term disability insurance, retirement, and major medical benefits are provided for all eligible (full-time) employees. For details, contact the Human Resources Department.

Disability Insurance

All full-time employees on active service under the age of 69-1/2 who are classified as faculty, administrative, or professional full-time staff are eligible for disability coverage. The waiting period is 180 calendar days after being certified as disabled.

Disability insurance guarantees employees 60% of the base pay (including payments from Social Security, Workers Compensation, State Teachers Retirement, or other group programs providing disability).

Retirement Program

All teachers entering the teaching profession in Oklahoma and certain other professionals, working one-half time or more, are required by State law to become members of the

Teachers' Retirement System (TRS) of Oklahoma. Connors pays the entire Teachers' Retirement Employee contribution, and TRS administration fees for *all* full-time employees as a part of the employee benefits package.

Complete information concerning the Teachers' Retirement System of Oklahoma can be obtained from the CSC Human Resources department or by contacting the Oklahoma Teachers' Retirement System in Oklahoma City (1-877-738-6365) or (www.ok.gov/trs). Connors participates in the Federal Social Security Program and Medicare for their employees.

Individual contributions are deducted from the employee's salary and Connors provides the required employer's match.

Optional Benefits

Employees may also elect to pay for additional, optional benefits. Details of these benefits are available in Human Resources.

- Dependent Medical Coverage
- Dependent Life Coverage
- Supplemental Cancer Insurance
- Pre- and Post-Tax Annuities
- Section 125 Flexible Benefit Plans
- U.S. Savings Bonds
- Employee Educational Savings Plan
- Short-term Disability
- Dental
- Vision

Tuition Reduction Policy (First and Second Year)

Regular, current, full–time Connors employees are entitled to receive a 100% tuition–only waiver benefit. This benefit applies to tuition charges only; all fees must be paid by the student. The tuition-only waiver is for CSC tuition only. The tuition–only waiver is granted with the understanding that class and study hours will not conflict with regular work schedules. If it is necessary to take classes during regular working hours, the immediate supervisor must approve. During working hours, a maximum of one course or four hours

may be taken. Courses taken during working hours should benefit both the College and the employee. Newly hired employees will be eligible for the full benefit for the semester provided they begin work no later than the end of the second week of classes during each semester. Employees hired after those dates will not be eligible until the following semester.

Employee's Spouse and Dependents are eligible for tuition reduction as well. Dependents may receive the 100% tuition–only waiver for any year in which an employee claimed them as dependents on federal income tax forms. Spouses and dependents must provide a copy of the employee's federal income tax form at the time of registration.

Condition of Benefit

All applicants who are eligible for this benefit must apply through the Financial Aid office for other appropriate scholarship or grant funds. All applicants will be required to follow the normal Financial Aid Office procedures. Tuition waivers from other programs will be utilized first and the employee waiver will then be applied. All federal, state, and other money designated specifically for tuition will be applied before the employee tuition waiver.

Employees, spouses, dependents and retirees must self-identify at the Registrar's Office. The Registrar's Office will verify employment or retirement with the Human Resources Office. This benefit applies to tuition charges only; all fees must be paid by the student

Tuition Reimbursement Policy – Faculty- (Third and Fourth Year/Graduate)

Subject to availability of funds, CSC reimburses Regular Full-Time Employees who take nonequivalent courses for credit at a public or private institution of higher education other than CSC (Oklahoma State University preferred, if available) for tuition for up to twelve (12) credit hours per calendar year with a maximum of up to $1,000 per 3 credit hours course. This policy is not intended to limit the total number of credit hours an employee may take. However, credit hours taken in excess of the amounts specified in this policy shall not be reimbursed by CSC. Additional reimbursement may be available on a case by case basis and must be reviewed and approved by the President. Tuition reimbursement must be approved by the Division Chair, Vice President for Academic Affairs, and the President prior to the start of coursework for faculty.

The coursework must be within the discipline or subfield and must be directly related to the employee's job requirements.

To be reimbursed for a course, the Regular Full-Time Employee must earn a grade of C or higher for an undergraduate course and B or higher for a graduate course.

Reimbursement is for tuition only. CSC does not reimburse the cost of fees, books, or other materials.

For reimbursement purposes, if a course is completed over the course of two fiscal years, the said course will be accounted toward the fiscal year in which the course was completed.

The final amount reimbursed to the employee will be calculated after crediting any scholarship, grant, or any other source of financial assistance which does not require any form of repayment.

CSC does not provide tuition reimbursement if the employee chooses to take freshman or sophomore level equivalency courses at an institution of higher education other than CSC. Requests for exceptions to this must be submitted in writing to the Office of Human Resources or Office of Academic Affairs for approval by the Human Resources Director or Vice President of Academic Affairs before the course commences.

CSC does not provide tuition reimbursement for courses taken by Spouses and Dependent Children.

Employees requesting tuition reimbursement must complete the tuition reimbursement authorization process, as specified by Human Resources. All tuition reimbursement requests must be submitted to the Office of Human Resources ten (10) business days prior to the beginning of the course, along with any documentation required to comply with this policy. The employee shall submit all required additional documentation (e.g. grades, invoice balances) within thirty (30) days following the end of the course. Human Resources shall direct Accounts Payable to issue reimbursement checks.

An employee must be employed for Connors State College for at least one year if reimbursed for twelve (12) credit hours or less and must be employed for two years if reimbursed for more than twelve (12) credit hours after receiving a tuition reimbursement, or they will be required to repay the amount of the funds received for tuition and fees. This repayment requirement will be enforced whether or not the degree/coursework is completed.

Admission to Sporting Events

Employees may attend all regular season, home sporting events free of charge.

EMPLOYEE LEAVE

Sick Leave (Applies to 9/10/11/12 -Month Personnel Only)

Eligible employees shall receive sick leave as indicated in the chart below:

Years of Service	Hours Accrued Per Month	Hours Accrued Per Year	Maximum Hours Accumulation	Maximum Hours Paid on Separation
ALL	9.38	112 (15 days)	n/a	n/a

Employees may not take sick leave in advance of sick leave earned. Contact payroll for balances.

Unused days may be accumulated and used for OTRS retirement purposes. There is no monetary compensation for unused accumulated sick leave.

Any employee who misses work because of illness or injury must be sure the appropriate office/supervisor is notified as soon as possible. Scheduled medical appointments and the like should be reported in advance.

When an employee exhausts their sick leave and their annual leave, they may be eligible for leave without pay at the discretion of their supervisor.

Sick leave cannot be used as vacation leave.

Compassionate Leave (Special Sick Leave/Deducted from Sick/Annual Leave)

An employee will be granted a maximum of three (3) days of leave upon the death of a member of the immediate family or a relative who has occupied that role.

In some cases of death in the immediate family, the three- (3) days of leave may not be sufficient. In such cases, additional leave may be granted upon the request of the employee and the approval of the supervisor. These additional days may be deducted from accumulated sick or annual leave.

If the relative is not a member of the immediate family, leave may be granted upon the request of the employee and with the approval of the appropriate supervisor.

Compassionate leave may be deducted from the employee's accumulated sick leave, or annual leave at their discretion. Additional leave may be granted at the discretion of the immediate supervisor.

Holiday Leave

The College observes certain holidays and administrative closed days as determined by the President. Employees on leave without pay the day before or after a holiday or administrative closed day will not receive pay for the holiday or administrative closed day.

Shared Leave Policy

The purpose of this policy is to permit CSC employees to donate sick leave to fellow CSC employees who are currently on approved Family and Medical Leave Act (FMLA) leave. Donations made under this policy are gifts. This policy does not create an entitlement or expectation of shared leave to eligible employees and is one of the employment-related benefits afforded to its employees.

Definitions

"Employee" – regular full-time CSC employee with over 12 months of continuous services at CSC. A regular full-time employee is one who is employed to work 37.5 or more hours per week and maintains continuous regular employment status.

"New Hire" –regular full-time CSC employee with less than 12 months of continuous service at CSC.

"Relative of employee"-an employee's spouse, parent, stepparent, child (in this context "child" includes legal wards and stepchildren), grandchild, mother-in-law, or father-in- law.

Eligibility

An employee of CSC will be considered eligible to receive donated sick leave pursuant to the following conditions:

- The employee has abided by CSC policies and practices regarding the use of leave.
- The employee has exhausted or will exhaust all accrued leave prior to start of requested leave.
- The employee is on approved FMLA leave.
- The employee's eligibility shall cease upon the employee's receipt of income, or active enrollment or participation in a College provided employee benefit (worker's compensation benefits, etc.) or any other form of compensated leave plan such as short- term disability or long-term disability.

Donation

An employee may donate sick leave pursuant to the following conditions:

- Donors must complete the Request for and Donation of Sick Leave Form in full.
- The employee may donate any amount of sick leave provided that the donation does not cause the sick leave balance of the donating employee to fall below 160 hours; thereby leaving an unused amount in the donating employees account equivalent to one month's hours for personal emergency use.
- Only an active employee may donate. An employee who has issued a letter of resignation or retirement may not donate. Furthermore, an employee may not donate accrued sick leave within six months of his or her date of resignation or retirement.
- An employee may not donate excess sick leave that the donor would not be able to take otherwise under the College's paid leave policy.
- Annual leave or compensatory time may not be donated.
- All donated sick leave must be given voluntarily in writing. No employee shall be coerced, threatened, intimidated or financially induced into donating.
- Any accrued paid leave that has not been used or shared at the time an employee leaves employment shall be forfeited.
- Any donated shared leave that has not been used at the time that an employee leaves employment, or when the condition causing the need for such leave ends, shall be returned to the donor(s).

Limitation on Leave Sharing

- The recipient employee may only receive a maximum of 45 days/360 hours of donated leave during total employment at Connors State College.
- Any donated leave may be used by the recipient only for the purposes specified in this policy.
- Share leave ends in the event of termination of the condition causing the need for leave. The leave received will be designated as donated leave and will be maintained separately in the Human Resources Office from all other leave balances.
- All forms of paid leave available for use by the recipient must be exhausted prior to using any donated leave.
- Recipients do not accrue leave time while on shared leave.

Recipients

- Employee must currently be on approved FMLA leave.
- The employee (or his/her representative in the event the employee is incapacitated) must complete the Request for and Donation of Sick Leave Form and return it to the office of Human Resources
- Recipients do not accrue leave time while on shared leave.

Administration of the Policy

- Recipient of leave is conditioned upon the availability of donated leave.

- The employee receiving donated leave shall be paid his or her regular rate of pay; therefore, one hour of donated leave may cover more or less than one hour of the salary of the recipient. The dollar value of the donated leave shall be converted from the donor to the recipient and the actual amount of donated leave credited to the recipient shall be calculated at the salary rate then paid to the recipient. (Ex: If Employee A, being paid $10.00 per hour, donates 2 hours of leave to Employee B, who is paid $20.00 per hour, the donated leave is converted to the salary rate being paid to Employee B, resulting in Employee B actually receiving one (1) hour of donated leave.)
- No leave share request will be processed retroactively.
- Donation will be transferred each pay period in amounts not to exceed the recipient employee's regular monthly hours for that pay period.
- Donations are irrevocable.
- Efforts will be made to process donations anonymously.
- Donated leave not actually used by the recipient shall be returned to the donor. In the case of multiple leave donors, the donated leave remaining will be divided among the donors on a prorated basis based on the original donated value, returned at its original donor value, and reinstated to the leave balance of each donor.
- The employee receiving donated leave shall be paid his or her regular rate of pay.

ATTENDANCE AND PUNCTUALITY

An employee is required to be in attendance and prepared to begin work at the assigned work location on the specified days and hours. Attendance and punctuality are objective measures for job performance evaluations. All Non-Exempt employees are expected to record time worked and absences on a timesheet. All employees eligible for leave must complete a leave sheet and give to the supervisor upon return to work. Supervisors must submit all attendance documents to Payroll no later than (5) five days following the last working day of each month. Appropriate forms are provided for this purpose. (See your supervisor or payroll department for forms).

An employee demonstrating excessive absenteeism or excessive tardiness, for whatever reason, shall be given the opportunity to substantiate the cause. The immediate supervisor shall evaluate the circumstances and determine the need for correction or disciplinary action.

If an employee cannot report to work as scheduled, notification shall be submitted to the immediate supervisor within one (1) hour after the reporting time. In the event notification is not made, immediately upon return to work the employee shall show sufficient reasons for the lack of notification. Failure to give sufficient reasons to the immediate supervisor shall be cause for disciplinary action.

An employee who is absent from work for three or more days without authorization from the supervisor may be subject to disciplinary action, including termination. Termination in such a case shall be placed in the personnel record as an involuntary resignation.

Absenteeism or tardiness that is unexcused or excessive in the judgment of Connors State College is grounds for disciplinary action, up to and including dismissal.

FAMILY AND MEDICAL LEAVE ACT

Purpose

The Family and Medical Leave Act of 1993 (FMLA) gives certain job protections to employees when balancing work responsibilities with the demands of personal illness or injury or in caring for family members.

This policy sets forth the essential provisions of FMLA. In the event that additional clarification is needed, the actual Act and regulations issued by the federal government implementing the Act shall prevail.

Depending on individual circumstances of the leave, faculty and staff may also be concurrently eligible for paid sick leave benefits under Sick Leave (Faculty/Staff Handbooks).

Scope

This policy applies to all CSC campuses.

To be eligible for FMLA leave, an employee must have been employed by the College for twelve months, which need not be consecutive, and must have worked at least 1,250 hours within the previous 12 months as of the date leave commences.

Policy and Procedures Qualifying Event

Under FMLA an eligible employee may request up to 12 weeks of unpaid leave for a qualified event.

a) For the birth and care of a child or placement of a child with you for adoption or foster care. Such leave must be taken within 12 months immediately after birth or within 12 months after placement. Leave may begin prior to birth or placement.
b) For care of a family member with a serious health condition. The employee must be needed to care for basic needs, psychological comfort, filling in for others, or making arrangements for the relative; or
c) Because an employee's own serious health condition makes the employee unable to do the employee's job due to illness, injury, impairment, or physical or mental condition that involves inpatient care or continuing treatments.

Definition of Serious Health Condition

a) Under FMLA, a serious health condition is an illness, injury, impairment, or physical or mental condition that requires either in-patient care or continuing treatment by a health care provider.
b) Serious health condition would not include short-term conditions, which require brief treatment and recovery, such as common colds or flue, stomach viruses, non-migraine headaches, and routine pregnancy, or voluntary or cosmetic treatments not considered medically necessary. The above list is not exclusive.

FMLA Definitions of Family

a) Spouse means a husband or wife as defined or recognized under state law for purpose of marriage.

b) Parent means a biological parent or an individual who stands or stood in the place of a parent to an employee when the employee was a child. This term does not include parents "in-law."
c) Son or daughter means a biological, adopted or foster child, a stepchild, a legal ward, or a child of a person standing in the place of a parent, who is under age 18, or incapable or self- care because of a mental or physical disability.

Employee Notice and Certifications

a) The employee must provide 30 days advance notice when the leave is "foreseeable." On rare occasions, advance notice might not be possible. These situations will be evaluated on a case-by-case basis.
b) Medical certification may be required prior to approval of leave indicating the employee is needed to provide care or unable to perform the employee's job.
c) Continued doctor certification will be required if the situation warrants, but not more frequently than every 30 days unless the college has reason to believe the employee is able to return to work.
d) Forms for medical certification are available from the Human Resources office. This form is also acceptable for documentation of sick leave under Sick Leave Policy (Faculty Handbook).
e) Leave will be denied if the employee fails to provide the required medical certification.

Maximum Leave Entitlement

a) Up to 12 weeks of absence from assigned duty may be requested within a 12-month period.
b) In the event both spouses are employed by Connors State College, maximum leave for each eligible spouse is 12 weeks.

Intermittent and Reduced Leave Schedule

a) In the event of employee or immediate family member illness only, an employee may request a reduced work schedule. Necessity for the leave must be such a medical need that can best be accommodated through an intermittent or reduced leave schedule. Employees needing intermittent FMLA leave or leave on a reduced schedule must attempt to schedule their leave so as not to disrupt CSC's operation.
b) Connors State College may transfer an employee to an alternative position with equivalent pay and benefits in order to accommodate the request when such a reassignment is available and expedient for the department in question.
c) Leave taken on an intermittent or reduces schedule will be calculated on a prorate or proportional basis comparing the employee's new schedule to the prior schedule.

Concurrent Use of Accrued Paid Leave

a) Family and Medical Leave is taken concurrently with other CSC leave policies. Any paid leave remaining after exhaustion of Family and Medical Leave would be taken in accordance with applicable CSC leave policies.
b) An employee with accrued compensatory, annual, or sick leave will take all applicable leave prior to unpaid leave. Paid leave is granted only when conditions in CSC Policy and Procedures for such leave are met.

Continuation of Benefits During Leave

a) An employee's coverage in a group health plan will continue under the same conditions that existed prior to the Family and Medical Leave. Employee medical will be paid by CSC if the employee is enrolled in medical coverage at the same time the leave is requested.
b) Employee life insurance and all optional benefits regularly paid by the employee will be paid by the employee while on leave.
c) Dependent coverage of existing benefits would continue to be paid by the employee as under normal circumstances.
d) Employee contributions will be made by the employee through the Payroll Office on a timely basis.
e) In the event an employee elects to cancel insurance coverage, such cancellation will be effective the end of the month after written notice to CSC Payroll Department. No partial premiums will be calculated.
f) If an employee fails to return to work from unpaid leave, except where health conditions will not permit or death, the employee will be required to reimburse Connors State College for premiums paid on behalf of the employee during the Family and Medical Leave. The employee will be billed through the Business Office.

Restoration of Employment

a) Upon return from family medical leave, an employee will be restored to the employee's original or equivalent position with equivalent pay, benefits, and other employment terms.
b) An employee may not be restored to an original or equivalent position if such position has been eliminated through a reduction in force program or if the original terms of appointment expired during the leave.
c) Key employees ranking in the top 10% of the highest paid employees at CSC may be excluded from the job guarantee provision if there are reasons justifying such an action.
d) If the reason for leave is personal illness or injury of the employee, medical proof of fitness to return to work will typically be required indicating the employee is able to perform the essential functions of the job.
e) Time on leave of absence without pay may not count toward credited service for Oklahoma Teachers Retirement (OTR) purposes. The rules of the Oklahoma Teachers Retirement System (OTRS) prevail.

Restoration of Benefits

a) CSC paid benefits such as CSC paid health care and life insurance will be restored to the employee once returning from leave and will be equivalent to what the employee would have had without taking the leave. If the employee does not want the insurance during this leave, the employee should cancel the insurance and upon return to work should notify CSC Payroll Office of the employee's desire to reinstate the benefits. If the insurance is reinstated the day the employee returns, proof of insurability will not be required, and no pre-existing condition clauses will apply.
b) Benefits normally paid for by the employee such as dependent coverage, long-term disability, etc. would also be reinstated.
c) Health and dependent care reimbursement account will be reinstated once the employee is back on pay status if the employee was enrolled at the time of leave.

Notice to Employees

a) Notice of the Family and Medical Leave Act is posted in designated buildings on campus. Departments are responsible for ensuring such notification exists.
b) Copies of this policy and procedure should be made available to employees upon their request.
c) When leave is requested, the supervisor is required to send the employee to Human Resources. Human Resources will respond in writing to the employee specifying the rules for eligibility, 12-month period used, medical certification requirement, required substitutions of leave, rules on payment of benefit premiums, liability of employee for repayment, medical certification requirements, for return to work, status as a key employee, and right to restoration of original or equivalent position. Forms suitable for this response are available from the Human Resources Office.

Recordkeeping

a) Supervisors will maintain adequate up-to-date records for each faculty/staff member that accurately reflect the rate and the amount of leave taken, the dates when such leave is used, and the current untaken leave balance.
b) Supervisors will generate appropriate forms on any leave taken under FMLA.
c) Supervisors will report leave used on payroll time-sheet reports.
d) Documentation for use of leave will be maintained by the department for three years.

Exhaustion of Family and Medical Leave

a) Once an employee has exhausted the 12 work-week eligibility under this policy and other paid leave does not apply, the employee must return to work immediately or pursue a personal leave of absence.
b) If no other leave is approved, the employee will be terminated.

COBRA

a) If an employee does not return to work after FMLA leave, CSC will offer COBRA as required under the Consolidated Omnibus Benefits Reconciliation Act.
b) The qualifying event that will trigger an offer of COBRA continuation of coverage occurs on the last day of the employee's FMLA leave. The last day of FMLA leave is the earlier of (1) the date the employee gives termination notice or (2) the last scheduled day of the FMLA leave.
c) Length of the COBRA coverage is measured from the day of the qualifying event.

MILITARY LEAVE AND PAY

Federal law prohibits discrimination by employers against persons because of their service in the Armed Forces of the United States and in certain elated uniformed services in order to encourage non-career service in the Armed Forces. Additionally, the Oklahoma Legislature has adopted laws which provide special benefits to state employees who serve in the Armed Forces. Connors State College, as a matter of public policy, is committed to supporting its employees who choose to engage in service in the Armed Forces and this policy is intended to outline the rights and obligations of the college and its employees regarding such service. Often, individual cases will have to be resolved through a review of the facts

particular to a given instance of military service. When faced with unique or unclear question regarding the application of the college policy and state and/or federal law to a particular case, unit administrators should consult with the Direct of Human Resources for assistance and direction.

Definitions

"Uniformed Services" or "Armed Forces" as used in this policy means the Armed Forces of the United States (the Army, Navy, Air Force, Marine Corps, Coast Guard, and Reserve units for each such branch); the Army National Guard and the Air National Guard when engaged in active duty for training, inactive duty training, or full-time National Guard duty; the commissioned corps of the Public Health Service; and any other category of persons designated by the President in time of war or national emergency.

"Service in the Uniformed Services" or "Military Service" means the performance of duty on a voluntary or involuntary basis in one of the Uniformed Services. It includes active duty, active duty for training, initial active duty for training, inactive duty training, full-time National Guard duty, and a period of time for which a person is absent from a position of employment with the college for the purpose of an examination to determine the fitness of the employee to perform any such duty.

"Notice of Service" means any written or verbal notification of an obligation or intention to perform service in the uniformed services provided to an employer by an employee who will perform such service or by the uniformed service in which such service is to be performed.

Scope of Policy

This policy applies to all college campuses and all other locations that have regular employees who serve in the Uniformed Services. It does not apply to students, independent contractors, or temporary employees.

Policies and Procedures

Leave of Absence for Military Service

All regular employees are entitled leaves of absence from their employment at Connors State College in order to engage in military service as is authorized by federal law without loss of status or seniority. Such leave is permitted regardless of whether the leave is voluntary or involuntary in nature. In ordinary circumstances, the maximum amount of such leave, in the aggregate, will be five (5) years in duration. Exceptional circumstances may occur in which leave for more than five years in the aggregate may be required. Unit supervisors should consult with the Director of Human Resources in such cases.

Employees engaging in military service are required to give notice of such service in advance in writing or orally to their immediate unit supervisor, either in person or through an appropriate officer of the uniformed service in which the service will be performed, except in extraordinary circumstances. No advance notice is required if the giving of such notice is precluded by military necessity (as per regulations prescribed by the Secretary of Defense) or, under all of the relevant circumstances, the giving of such advance notice is impossible or unreasonable. In all instances, employees engaging in military service must submit copies of official written orders issued by the proper military authority to their unit supervisor.

Military Leave Pay/Use of Annual Leave

Employees engaging in military service, as set forth in this Policy shall be entitled to leave with pay during such period of service for the first thirty regularly scheduled workdays of such service during each federal fiscal year. The federal fiscal year begins on October 1.

A leave of absence without pay shall be granted for the remainder of military service in excess of the first twenty scheduled workdays each federal fiscal year.

Employees on military leave, on request, may choose to use up any accrued, unused annual leave that is available to them, but may not be required to do so.

In all cases, appropriate leave forms must be filed. It is the responsibility of the unit administrator to maintain accurate records of military leave. When an employee transfers from one administrative unit to another the new unit administrator.

Benefits While on Military Leave

During a military leave of absence, certain benefit rights are protected. Details regarding specific right should be obtained from the Director of Human Resources.

Subject to terms, conditions, and limitations (including war exclusion clauses) of the applicable benefit plans in which the employee is otherwise eligible, Connors State College will continue to provide coverage as long as law requires.

Employees returning to work after a military leave of absence will be reinstated in benefit programs, where authorized by law. Employees returning to work who do not make timely application for credit of time through OTRS will be required to pay all applicable penalties and interest payments set by OTRS.

Leave Accrual, Seniority, and Holiday Pay While on Military Leave

Leave does not accrue during a leave of absence without pay.

The continuous employment date will be maintained during periods of military leave to ensure that leave accrual rates and other benefits based on seniority remain uninterrupted, so long as the employee returns to duty with Connors State College as required by law and this policy statement.

Upon returning from military service, employees are entitled to pay for holidays occurring during the leave of absence. It is the unit administrator's responsibility to process appropriate pay through the supplemental process.

Reemployment Rights

Upon completion of military service, employees who have been on military leave must notify their unit administrator of their intent to return to duty at Connors State College within the following time frames:

Fitness Examinations:

Service Less Than 31 Days: If an employee is absent from work at Connors State College due to the employee's begin examined for the purpose of determining the employee's fitness to perform military

service, or if an employee engages in military service for less than 31 days, the employee ordinarily must report to work on the first full regularly scheduled work period on the first full calendar day following the completion of such an examination or service of less than 31 days, plus the expiration of eight hours after a period allowing for

transportation from the place of military service to the employee's home.

Service of More Than 30 Days but Less than 181 Days: If an employee engages in military service for more than 30 days but less than 181 days, the employee must submit a written application for reemployment with the unit administrator not later than 14 days after the completion of the period of military service.

Service of More Than 180 Days: If an employee engages in military service for more than 180 days, the employee must submit a written application for reemployment with the unit administrator not later than 90 days after the completion of the period of military service.

Hospitalization/Convalescence Due to Injury or Illness While in Military Service

In cases where the employee is hospitalized for or convalescing from an illness or injury incurred in or aggravated during the period of military service, the employee is not required to return to work until the end of the period that is necessary for the employee to recover from that illness or injury, such period ordinarily not to exceed two years.

Extraordinary Cases Beyond the Employee's Control

All of the requirements in the Section entitled Reemployment Rights pertaining to the time frames ordinarily expected of an employee in returning to work are extended if returning to work or submitting an application to return to work within the normal time periods is impossible or unreasonable through no fault of the employee. In such instances, the time periods referred to in this Section shall be extended to the next full calendar day when such a return to work or submission of an application to return to work becomes reasonable.

In instances where an employee is convalescing from an injury or illness while in military service and returning to work is impossible or unreasonable within the normal two-year time period, the two-year time period shall be extended by the minimum time to accommodate circumstances beyond the employee's control which make the reporting within the period impossible or unreasonable.

Employees who have been on military service and who fail to report back to work or submit a written application for reemployment are subject to the college's regular policies which allow an employee to be separated from employment if absent without excuse for three consecutive days, except in instances where returning to work is unreasonable or impossible due to no fault of the employee, as set forth in the Section entitled *Extraordinary Cases* Beyond the Employee's Control.

Employees who are honorably discharged from their period of military service will be reinstated to active employment with Connors State College, provided that they have fulfilled the requirements of this policy statement and all applicable federal laws.

Reinstatement will be in positions of like seniority, status and pay, or the nearest approximation consistent with the circumstances in each case. However, reemployment is contingent upon the employee's

continued qualification to perform the duties of the job, and no change in circumstances that would make employment unreasonable or impossible.

Special Rules Regarding Separation from Employment after Military Service

Employees who return to work after engaging in qualified military service lasting more than 30 days may not be separated from employment for any reason other than cause for certain periods of time after returning to work.

Employees who serve more than 30 days, but less than 181 days, of military service may not be separated from employment except for cause for a period of 180 days after returning to work.

Employees who serve more than 180 days of military service may not be separated from employment except for cause for a period of one year after returning to work.

JOB-RELATED INJURY OR ILLNESS

Any injury or illness occurring as a result of employment shall be reported immediately upon occurrence to the immediate supervisor. If the immediate supervisor is unavailable the employee shall follow the chain of command. In the event the employee is unable to contact supervisors, the employee shall contact the Human Resources Director. The employee must fill out an Employee Accident/Injury Report. The written report is to be submitted by the supervisor to the Director of Human Resources. Forms are available in the Human Resources Office. Failure to immediately report an accident/injury could result in a denial of claim.

CODE OF ETHICS

Employees of the college shall maintain the highest standard of ethical conduct in all transactions with students, administrators, colleagues, and the public. Employees represent the college when carrying out the duties associated with their position, and as such are expected to act in a manner consistent with the educational philosophy and goals of the college. Each employee must have a signed loyalty oath on file.

Additionally, the Board of Regents for the Oklahoma Agricultural & Mechanical Colleges recognizes its obligation to students, faculty, staff, and other stakeholders to maintain the highest ethical standards. To facilitate this, “Ethics Management” tools have been made available to provide you with a simple way to anonymously and confidentially report activities that may represent issues of concern, misconduct, or violations of law or institutional policies and procedures.

Members of the institutional community are encouraged to continue to report concerns through regular lines of communication such as management, Human Resources, or the Affirmative action Department. The “Ethics Management” tool simply provides an additional means of reporting and enable individuals to report such issues anonymously.

Reported issues will be addressed promptly and discreetly. Facts will be made available only to those who need to know in order to address the issues reported. Connors State College is committed to safeguarding the confidentiality of individuals who submit reports.

Under NO circumstances will retaliatory action be taken against anyone for reporting or inquiring in good faith about potential breaches of institutional policies and procedures or for seeking guidance on how to address suspected misconduct. Visit the Connors State College website for more information.

JURY DUTY

Connors State College considers jury duty to be a civic responsibility. Whenever an employee is called upon to serve as a juror, it will be without loss of college pay. An employee who is selected and serves as a juror should present documentation of the summons to the employee's supervisor for the period of absence during the jury duty. All payments received from the court for services rendered as a juror shall remain the property of the employee.

EMPLOYEE CONDUCT

Guidelines for Appropriate Conduct

As an integral employee of Connors State College, you are expected to accept certain responsibilities, adhere to acceptable business principles in matters of personal conduct, and exhibit a high degree of personal integrity at all times. This not only involves sincere respect for the rights and feelings of others, but also demands that both in your business and in your personal life you refrain from any behavior that might be harmful to you, your co-workers, and/or Connors State College, or that might be viewed unfavorably by current or potential supporters/parents/students or by the public at large.

Whether you are on duty or off, your conduct reflects on Connors State College. You are, consequently, encouraged to observe the highest standards of professionalism at all times.

Types of behavior and conduct that Connors State College considers inappropriate include, but are not limited to, the following:

1. Falsifying employment or other college records
2. Violating Connors State College's nondiscrimination and/or sexual harassment policy
3. Excessive absenteeism or tardiness
4. Excessive, unnecessary, and/or unauthorized use of college supplies, particularly for personal purposes
5. Reporting to work intoxicated or under the influence of non-prescribed drugs, and illegal manufacture, possession, use, sale, distribution, or transportation of drugs
6. Bringing or using alcoholic beverages on Connors State College property or using alcoholic beverages while engaged in college business on college premises
7. Fighting or using obscene, abusive, or threatening language or gestures
8. Theft of property form co-workers, students, or the college
9. Unauthorized possession of firearms on Connors State College's premises or while on college business
10. Disregarding safety or security regulations
11. Insubordination
12. Failing to maintain the confidentiality of the college, students, or student/employee

13. information or any other improper conduct which is seriously injurious to the best interests of the college or any of its components.

Should your performance, work habits, overall attitude, conduct, or demeanor become unsatisfactory in the judgment of Connors State College, based on violations on either of the above or of any other college policies, rules, or regulations, you will be subject to disciplinary action, up to and including dismissal.

Nepotism

Employee shall not influence, advocate, negotiate, or approve an employment and promotion of a relative. In view of the sensitive nature of the issue, it is the best policy to refrain from involvement in any type of personnel action pertaining to a relative.

Connors State College permits the employment of relatives of employees as long as such employment does not, in the opinion of the college, create actual or perceived conflicts of interest. For purposes of this policy, "relative" is defined as a spouse, child, parent, sibling, grandparent, grandchild, aunt, uncle, first cousin, or corresponding in-law or "step" relation. The college will exercise sound judgment in the placement of related employees in accordance with the following guidelines:

a) Individuals who are related by blood or marriage are permitted to work in the same college area, provided no direct reporting or supervisory/management relationship exists. That is, no employee is permitted to work within the "chain of command" of a relative such that the relative could influence one relative's work responsibilities, salary, or career progress.
b) No relatives are permitted to work in the same department or in any other positions in which the college believes an inherent conflict of interest may exist.
c) Employees who marry while employed are treated in accordance with these guidelines. That is, if, in the opinion of the college, a conflict or an apparent conflict arises as a result of the marriage, one of the employees will be transferred at the earliest practicable time.

This policy applies to all categories of employment at Connors State College.

Connors State College Dress Code

Connors State College should have a consistent and professionally dressed workforce serving the needs of our students. As a step towards enhancing a professional work environment, a dress code has been developed for our institution. The dress code is reflective of business casual dress that will be mostly utilized within the office and classroom setting. We realize that some job duties may require a different level of dress than what is listed, but this dress code was written with everyone in mind to give guidance on what is appropriate for our environment.

Pants/Bottoms- Dress Slacks, dress capris/crop pants and chinos are appropriate as long as they are not made of denim or denim in color. Clingy fabric or tight fitting clothing is not considered appropriate.

Shirts/Tops/Blouses- Collared shirts, dress shirts, or blouses are considered appropriate. Tank tops or camisoles are only acceptable under a jacket or another approved top and should be worn if the top shirt needs additional coverage. Sleeveless dress tops and blouses must be at least three fingers in width and made of dressy material.

Dresses and Skirts- Business, business casual and casual dresses are appropriate if meet all of the other dress code standards. Dress and skirt lengths should be at a minimum length of three inches above the knee, when standing.

Shoes- All shoes must be neat, clean, and appropriate for a professional work environment. Business and business casual shoes and sandals are considered acceptable. Flip-flops (based on appearance) and athletic shoes are generally not appropriate for the workplace. However, on designated spirit/jeans days, employees may wear clean, presentable athletic shoes with jeans, provided they maintain a polished and professional look.

Hats- Hats are not encouraged for employees working inside college buildings, as they are generally not considered part of professional indoor attire. However, if a hat is worn during work hours, it must be neat, clean, and preferably reflect Connors State College branding.

Miscellaneous- The last day of the workweek is considered spirit day. As such, jeans may be worn with a Connors shirt, or you may choose to wear approved business casual wear. Jeans are permitted provided they are clean, in good condition, and allow for freedom of movement appropriate to the employee's duties. Clothing should maintain a professional appearance. If you have an article of clothing or shoe that you question being appropriate, please visit with your supervisor, your area Vice-President, or Human Resources before wearing to work.

FACULTY GRIEVANCE REVIEW PROCEDURES

All members of the college faculty who have a grievance as defined in this policy that cannot be resolved informally may request the formation of a Grievance Review Committee to examine the grievance and make recommendations to the Vice President for Academic Affairs or persons holding a joint appointment (faculty and administrative staff combinations) shall be entitled to use the procedures set forth in this policy only when the nature of the complaint pertains to faculty issues.

Definitions

Complaint: A "complaint" is a timely, verbal expression of dissatisfaction or concern with aspects of employment that is outside of the control of the employee.

Grievance: A "grievance" is a timely, written complaint relating to reappointment, reassignment, working conditions, hostile work environment, retirement, and/or any other work-related issue which has not been resolved to the satisfaction of the faculty member after informal discussion of the complaint through the appropriate administrative channels. This process does not cover terminations of faculty appointments for cause, due to financial exigency, or due to academic curtailment or discontinuance. The separate review processes set forth in the Faculty Handbook addressing those areas cover terminations.

Note: If the grievant believes that discrimination has occurred due to race, color, national origin, sex, age, or qualified disability or veteran's status, the faculty must state that belief in the grievance.

Hearing Procedure

1. Informal Resolution Attempts

a. Faculty members with a complaint should first make every effort to resolve it through informal dialogue with appropriate colleagues and/or their immediate supervisor. Faculty members will be expected to have already thoroughly discussed their complaint with appropriate administrators prior to petitioning for grievance review.

2. Written Request for Response
    a. Faculty members who believe that informal dialogue with colleagues and/or appropriate supervisors has not resulted in a timely and satisfactory resolution to a problem may request that a formal written response be made by the faculty member's immediate supervisor (or other administrator(s) if appropriate). This step of the process requires a written, dated memorandum to the person(s) from whom a response is desired, stating the concerns to be addressed, a resolution that would be acceptable, and a request for a written reply by a specific date. The time span for any written reply must allow the responding person(s) at least five (5) working days. The person(s) receiving such a request should make every attempt to respond within this five (5) day period.
3. Grievance Review
    a. Where informal dialogue and written response methods of resolution are not successful, faculty members who believe that they have a qualified employment dispute may submit a written petition to the Human Resources Director (HRD) for examination of their grievance. The request for grievance adjudication should contain:
    b. A clear, detailed statement of the grievance together with a statement describing all known specific supporting evidence;
    c. A brief summary of the dates and results of previous dialogue and resolution steps taken by the faculty member;
    d. A clear statement of specific remedial action or relief which is deemed acceptable as a fair resolution of the grievance;
    e. A statement that illegal discrimination is or is not alleged;
    f. Identification of the specific administrator(s) from which the faculty member requests a response.
    g. Petitions to invoke the grievance review process must be submitted to the HRD within twenty (20) calendar days of the date when the faculty member received a written response as set forth above. Copies of such petition must be submitted at the same time to the Vice President for Academic Affairs and the person(s) whom the faculty member believes should respond to the petition. The Vice President may authorize the filing of a petition outside of the five (5) daytime period.

Qualified faculty grievances will be reviewed using the procedures set forth below:

1. Upon receipt of a valid petition asking for formal review of a faculty grievance, the HRD shall create a grievance review committee which will review the complaint and make advisory recommendations regarding the grievance to the President of the college. Every attempt will be made to select a committee within ten (10) working days after receipt of the petition.
2. The committee will be composed of five (5) faculty members selected through a random selection process utilizing all full-time members of the faculty as a pool from which committee members are to be drawn. At least three (3) members of the committee must be members of the continuing faculty of the college. The HRD shall oversee the random selection process. The

faculty member and the appropriate administrative supervisor shall be afforded reasonable notice and opportunity to be present when the initial random selection process takes place.

3. The employee and the responding supervisor will each be allowed to challenge one selection for the committee without showing cause (peremptory challenge). Such challenge will be made at the time of the selection of the member.
4. In no instance may a member of the same academic area in which the faculty member is employed sit as a member of a review committee. If such a person is named in the random selection process, the name will be discarded and another selected.
5. Both the faculty member and the administrative supervisor shall have the right to challenge the participation of any member of the committee for cause. All such challenges must be made no later than two (2) working days after the committee members are selected. Any challenge for cause not expressed at the time of the initial committee selection shall be made in writing to the HRD, with a copy given to the other party, with a brief factual explanation of the reasons for the challenge for cause. The HRD shall have the authority to dismiss challenged members of the committee if the member finds that a conflict of interest would likely be present if the challenged committee member remains on the review committee. In such event, the random process will select another name. All parties will be notified of the new member as soon as possible. Challenges for cause of substitute committee members must be made prior to the beginning of the hearing held to review the termination.
6. If any member of the review committee believes a conflict of interest in the case applies, that member shall advise the HRD of the possible conflict and the HRD shall notify the parties. The HRD will select a replacement to serve on the committee whenever there appears to be a conflict of interest.
7. Prior to conducting any evidentiary hearings, the HRD shall coordinate the scheduling of a meeting of the members of the committee so that the committee members may select a Chair and discuss other procedural issues as may be appropriate. The HRD shall not attend such meeting. The members of the committee shall select form among themselves one person to serve as Chair for the Committee. The Committee Chair will be responsible for scheduling hearing dates, communicating on behalf of the committee with the parties and for writing the ultimate recommendations of the committee.
8. Both parties shall have the right to be accompanied by an advisor at the hearing. Such advisor may be an attorney. However, advisors may not ask questions of witnesses nor address the committee members. In instances where the review is for cause (other than financial exigency or programmatic discontinuance) of a continuing faculty member who has been employed more than three years as an instructor, direct attorney input is allowed.
9. It is the grievant's responsibility to present evidence that supports the grievant's request. The grievant will go first in all phases of the hearing. Adherence to strict civil rules of evidence is not required in the hearing. The grievant must present clear and convincing evidence of the claim.
10. Both parties shall be given the opportunity to present written evidence or testimony from witnesses relevant to the proposed grievance. The identity of persons intended to be called as witnesses will be given to the Chairperson of the committee and to the other party at least two (2) business days prior to the beginning of the hearing. When teaching competence is the issues, each party may introduce evidence and testimony from other members of the college faculty or instructors/scholars from other institutions. The college has no authority to issue subpoenas.

Therefore, it is the obligation of the parties to be responsible for scheduling and ensuring that their respective witnesses appear as desired by them. The committee is not obligated to continue a hearing if a witness fails or refuses to appear as scheduled.

11. A confidential audio tape recording of the grievance review hearing shall be made and maintained as a part of the record of the hearing process. On request, and at the expense of the requesting party, a copy of such tape(s) shall be made for the requesting party, under supervision of the Committee Chair. Either party, upon reasonable advance notice to the Committee Chair, ant at the sole expense of the requesting party, also may request a written transcript of the proceedings. The party requesting that the hearing be transcribed shall provide to the other party and to the committee at no cost to them copies of any such transcript.
12. The members of the committee shall keep all matters presented to them in the hearing in confidence and at the conclusion of the hearing shall make an advisory report with recommendations to the President of the college. The decision of the President is final. A copy of such report shall be transmitted to the parties and the HRD. Faculty employees may seek redress from the A&M Board of Regents, but this type of review is extraordinary and is at the discretion of the A&M Bord of Regents.

ANTI-HARASSMENT POLICY

Connors State College is committed to providing its staff and faculty the opportunity to pursue excellence in their academic and professional endeavors. This opportunity can exist only when each employee of our college is assured an atmosphere of mutual respect. The free and open exchange of ideas is fundamental to the college's purpose. It is not the

college's intent in promulgating this policy to inhibit free speech or the free communication of ideas by academic members.

Policy Against Discriminatory Harassment

The college is committed to maintaining learning and working environments that are free from all forms of harassment and discrimination. Accordingly, harassment based on an individual's race, religion, age, sex, color, national origin, marital status, disability, veteran status of any other legally protected characteristic is prohibited. The college will not tolerate harassment, sexual harassment, or retaliation in the workplace or educational environment whether committed by faculty, staff, or by visitors to Connors State College while they are on campus. Each employee of Connors State College is responsible for fostering civility, for being familiar with this policy, and for refraining from conduct that violates this policy.

For purposes of this policy, harassment is defined as:

a) Any type of behavior which is based on gender, marital status, pregnancy, race, color, ethnicity, national origin, age, disability, religion, sexual orientation, gender identity or expression, veteran status, that
b) Is so severe or pervasive that it interferes with an individual's work or academic performance or creates an intimidating, hostile, or offensive working environment.

Harassment when directed at an individual because of a legally protected characteristic may include, but is not limited to unwanted physical contact, use of epithets, inappropriate jokes, comments, or innuendos,

obscene or harassing telephone calls, e-mails, letters, notes, or other forms of communication, and any conduct that may create a hostile working or academic environment.

Sexual harassment, whether between people of different sexes or the same sex, is defined to include, but is not limited to unwelcome sexual advances, requests for sexual favors, and other behavior of a sexual naturae when:

a) Submission to such conduct is made implicitly or explicitly a term or condition of an individual's employment or participation in an education program
b) Submission to or rejection of such conduct by an individual is used as the basis for personnel decisions or for academic evaluation or advancement, or
c) Such conduct has the purpose or effect of unreasonably interfering with an
d) individual's work or academic performance or creates an intimidating, hostile or offensive working or educational environment.

Sexual harassment may include but is not limited to unwelcome sexual advances, demands/threats for sexual favors or actions, posting, distributing, or displaying sexual pictures or objects, suggestive gestures or sounds, unwelcome physical contact, sending/forwarding inappropriate e-mails of a sexual or offensive nature, inappropriate jokes, comments or innuendos of a sexual nature, obscene or harassing telephone calls, e- mails, letters, notes or other forms of communication, and any conduct of a sexual nature that may create a hostile working or educational environment. See Sexual Harassment Policy Section in this handbook.

Retaliation against an individual who complains of discriminatory harassment under this policy is strictly prohibited.

Responsibilities Under This Policy

The college is committed to enforcement of this policy. Individuals who are found to have violated this policy will be subject to disciplinary action, up to and including termination of the individual's college affiliation.

All individuals are expected to conduct themselves in a manner consistent with this Policy.

Staff or faculty employees who believe that they have been subject to discriminatory harassment are encouraged to report, as soon as possible, their concerns to the Human Resources Director. The college provides an environment of confidentiality by which individuals can discuss concerns related to discriminatory harassment.

Individuals who witness what they believe may be discriminatory harassment of another are encouraged to report their concerns as soon as possible to the Human Resources Director, their supervisors, division chairperson, or the Vice President of their department.

Complainants are assured that reports of harassment will be treated in a confidential manner, within the bounds of the college's legal obligation to respond appropriately to any and all allegations of harassment.

Supervisors, including faculty managers, who receive reports of harassment, should contact the Human Resources Director for assistance in investigating and resolving the issue.

Supervisors, including faculty managers, are required to implement corrective action where, after completing the investigation, it is determined corrective action is indicated. Intentionally making a false accusation of harassment is prohibited.

The college administration is responsible for ensuring the consistent application of this policy.

Procedures for Discrimination complaints may be directed to the Human Resources Director, located in Gatlin Hall, Room 231, Warner Campus, 918-463-6206.

SEXUAL HARASSMENT POLICY

General Statements

This policy applies to employment and/or academic relationships among faculty, staff, and students. The college will take all reasonable steps necessary to prevent sexual harassment from occurring, which will include raising the subject, expressing strong disapproval, developing appropriate grievance procedures and sanctions, informing faculty, staff, and students of their rights, and developing methods to sensitize all concerned about the issues.

Connors State College explicitly condemns sexual harassment of students, staff, and faculty and will not tolerate such conduct on or off campus. Sexual harassment is prohibited in the workplace and in the recruitment, appointment, and advancement of employees. Sexual harassment of students is prohibited in and out of the classroom and in the evaluation of student academic or work performance. Connors State College reserves the authority to independently deal with sexual harassment issues whenever becoming aware of their existence, regardless of whether informal or formal complaints have been lodged b reasons complaining of such issues. Sexual harassment is unlawful and may subject those who engage in it to college disciplinary sanctions as well as civil and criminal penalties.

Connors State College will take measure to periodically educate and train employees regarding conduct that could constitute a violation of this policy. All personnel, including management and supervisory officials, are expected to participate in such education and training and to be knowledgeable concerning the college policy. Retaliation against anyone who makes a complaint or participates int eh complaint process will not be tolerated.

Grievance procedures consistent with the principles of due process have been developed and implemented for faculty, students, and staff; the latter includes administrative, professional employees, and classified staff. Complaints and grievances concerning sex discrimination will be reviewed under the appropriate grievance procedures for the accuser. Complaints and grievances concerning disciplinary actions will be reviewed under the appropriate disciplinary procedures for the person accused. Grievance procedures are available for students in the office of the Vice President for Academic Affairs. The grievance procedures for faculty and staff are included in the Faculty Handbook and Staff Handbook.

Connors State College will (1) respond to every complaint of sexual harassment reported, (2) take action to provide remedies when sexual harassment is discovered, (3) impose appropriate sanctions on offenders in a case-by-case manner, and (4) protect the privacy of all those involved in sexual harassment complaints to the extent it is possible. The above action will apply to the extent permitted by law or where personal safety is not an issue.

Sexual harassment is defined as follows: unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature constitute sexual harassment when:

a) Submission to such conduct is made either explicitly or implicitly a term or condition of an individual's employment or academic standing,
b) Submission to or rejection of such conduct by an individual is used as the basis for employment decisions or academic decisions affecting such individual, or
c) Such conduct has the purpose or effect of unreasonably interfering with an individual's work or academic performance or creating an intimidating, hostile, or offensive working/academic environment.

Harassment does not include verbal expressions or written material that is relevant and appropriately related to course subject matter or curriculum, and this policy shall not abridge academic freedom or the college's education mission.

Sexual harassment also can involve relationships among equals such as when repeated advances, demeaning verbal behavior, or offensive physical contact interfere with an individual's ability to work and study productively. The creation or acceptance of hostile working environments will not be tolerated and employees at all levels are subject to potential disciplinary action if engaged in such actions.

Members of the college community holding positions of authority involving the legitimate exercise of power over others have a particular responsibility to be sensitive to that power relationship. Supervisors, in their relationships with subordinates, and faculty, in their relationships with students, particularly need to be aware of potential conflicts of interest and the possible compromise of their evaluative capacity. Because there is an inherent power difference in these relationships, the potential exists for the less powerful persons to perceive a coercive element in suggestions regarding activities outside those appropriate to the professional relationship.

Regulations

a) It shall be a violation of college policy for faculty, staff, and/or students to engage in sexual harassment as described in the Definition section of this policy.
b) It is a violation of college policy for anyone to seek gain, advancement, improved academic standing or consideration in return for sexual favors.
c) It is a violation of college policy for faculty, staff, and/or students to initiate any action as a reprisal against a faculty or staff member or student for reporting sexual harassment.
d) Whenever there is a demonstrated instance of sexual harassment, or reprisal for reporting same, prompt and corrective action shall be taken. Failure to take appropriate actions is against college policy. Supervisors are charged with the responsibility of responding immediately and appropriately to correct any situations which create a hostile working or educational environment within an administrative unit under their supervision. Supervisors who are concerned about whether such a situation is developing or who desire assistance in appropriately responding to such a situation should seek assistance from the Human Resources Director. Any supervisor who fails to appropriately respond to a hostile working or education environment, or to seek assistance from the Human Resources Director when a hostile working or educational environment situation develops which reasonably should have been perceived by the supervisor, may be subject to disciplinary action. Supervisors should also be aware that failure to adequately respond to

allegations of sexual harassment may subject them to personal liability under relevant Civil Rights statutes.

Reporting Complaints

All persons who believe that they have been subjected to prohibited sexual harassment are encouraged to report such conduct to designated college officials. It is not necessary that a person complaining of sexual harassment file a formal complaint in order for the college to evaluate the matter and/or attempt to informally resolve the situation. Persons who believe that they have been subjected to prohibited sexual harassment may seek either informal or formal college evaluation and response to their concerns by going to any of the designated officials listed above. However, in order for disciplinary action to be taken against a college employee or student, it may be necessary for a formal complaint to be filed, and that process may require the person complaining about such behavior to cooperate with college officials on a formal basis.

Any individual, whether an employee, a student, or a visitor to the college, who believes to have experienced sexual harassment, or who believes to have observed sexual harassment taking place, should report this information immediately to any of the following "designated officials":

1. The President
2. The Vice President for Academic Affairs
3. The Human Resources Director
4. Any administrator with direct or chain of command supervisory responsibility over the unit in which the concern arises.

Office locations, addresses, and telephone numbers for the above officials are provided on page 6 of this handbook. Reports/complaints, whether informal or formal, received by them must, in turn, be reported to the Human Resources Director. If an extraordinary conflict of interest would prevent use of the usual informal or formal review procedures, the person complaining of sexual harassment may request assistance directly from the Office of the President.

Unless otherwise provided herein, investigation of sexual harassment complaints shall be the responsibility of the Human Resources Director or such other official as designated by the President in a given case. In instances where formal disciplinary action is deemed necessary, other college policies may call for additional levels of review before such action is taken.

Review Procedures

If an individual believes an incident of sexual harassment has occurred, the individual may wish to discuss the alleged behavior with a trusted friend or colleague on a confidential basis. The Human Resources Director is also available for consultation. The individual may elect to pursue the matter on an informal basis or to file a formal complaint.

Informal Resolution

Many times, issues of concern are due to lack of communication or awareness that certain conduct is offensive, if comfortable to do so a simple talk with the person engaging in the conduct in question can resolve the matter. Persons complaining of sexual harassment may therefore desire to attempt to resolve

the problem informally by discussing the matter with the person who is allegedly engaging in prohibited conduct or by talking with the supervisory officials if it is felt that an advocate is necessary.

An individual who feels sexually harassed may desire to resolve the complaint informally (i.e., without formal disciplinary action being taken against the accused individual and without the formal investigatory process). Informal complaints are not required to be made in writing. An example of an informal complaint is one where the complainant requests only that an appropriate college official counsel the accused individual to cease and desist the alleged conduct, and requests no other specific actions(s) be taken against the accused.

Persons making informal complaints of sexual harassment agree and understand that no formal disciplinary action will be taken against the alleged offender based on an informal complaint amend the informal complaint to a formal complaint.

If the informal discussion with a supervisory official is desired, the concerns ordinarily should be directed to the immediate supervisor of the employee accused of engaging in sexual harassment. However, if the person complaining of sexual harassment is uncomfortable discussing the matter with such immediate supervisor, if the person accused of engaging in prohibited conduct is the supervisor of the person lodging concerns, or if the supervisor has previously been made aware of the conduct at issue and is not believed to have adequately responded to the matter, the person complaining of sexual harassment may ask to discuss the matter with college officials at a higher supervisory level. Any college supervisory official overseeing the area where the accused employee works through the level of Vice President, Human Resources Director, may be contacted for informal discussion regarding the matter of concern. Such officials will evaluate the matter and, if the concerns expressed are believed to have merit, will attempt to aid the person complaining of sexual harassment in informally resolving the matter to the extent possible. A written record will be made of the informal discussions and interactions, and such record will be maintained in a confidential manner for future reference as might be necessary.

Note: The college will attempt to balance the wishes of a complainant who does not want to file a formal complaint with the college's responsibility to respond to serious allegations and take prompt, appropriate corrective action. A complainant who chooses not to proceed with a formal complaint may be asked to state that preference in writing.

Formal Review Process

If a person complaining of sexual harassment does not believe that informal attempts to resolve issues of concern have been successful and therefore desires to lodge a formal complaint, or if informal resolution attempts are not believed to be possible, that person may file a formal complaint alleging sexual harassment and asking that appropriate steps be taken in response to the complaint by the college.

Any formal complaint must be filed with the Human Resources Director listed above within 180 calendar days of the act(s) of alleged sexual harassment.

Formal complaints must be delivered by the complainant to the Human Resources Director. The formal complaint must be filed as soon as possible after the alleged incident occurred or after attempts to resolve the situation informally have been unsuccessful. A formal complaint must be in writing, signed by the complainant, and must include the following information:

1. Details concerning the incidents or conduct giving rise to the complaint,
2. Dates and location of incidents,
3. Any witnesses to the alleged incidents or conduct,
4. Action requested to resolve the complaint and prevent future violations of the policy.

Upon receipt of a formal complaint alleging sexual harassment, the Human Resources Director (or other appropriate administrators or review committees) is empowered to conduct an initial investigation of the charge, to interview the parties involved, to hear testimony pertaining to the matter, and to gather any pertinent evidence. During such initial investigation, the Human Resources Director is authorized to explore means by which the matter may still be informally resolved.

All college employees are obligated to fully cooperate with such an investigation and refusal or willful neglect to do so may subject such employees to independent disciplinary action, including possible termination, based upon such refusal or willful neglect. The investigating official may request assistance or advice from the Office of Legal Counsel to the A&M Board of Regents. The complaining party and the accused will be interviewed. Other witnesses and other parties may be interviewed to clarify details. The accused will be given a copy of the complaint and will have an opportunity to respond. In arriving at a determination of the existence of sexual harassment, at any stage in the proceedings, the evidence as a whole, the totality of the circumstances, and the context in which the alleged incident(s) occurred, shall be considered. The determination of the existence of sexual harassment will be made from the facts on a case-by-case basis.

At any stage in the investigation and review process, if it is reasonably believed that the immediate harm to either party is threatened by the continued performance of either party's regular duties or college responsibilities, the appropriate administrative official may suspend or reassign such duties or responsibilities pending the completion of the investigation and review process.

The initial investigation should ordinarily be completed within 30 calendar days of receipt of the complaint. However, unusual circumstances may compel that the initial investigation extend beyond the usual 30-day time frame.

Upon completion of the initial investigation, the Human Resources Director is authorized to take the following actions:

Agreed Resolution

Resolve the matter to the satisfaction of the college and both the person complaining of sexual harassment and the employee accused of sexual harassment. If such a resolution is reached through the efforts of the Human Resources Director or other administrator, a written statement shall be prepared which shall indicate the agreement reached by the parties and shall be signed and dated by each party and by the administrator. A copy of such written statement shall be attached to the initial investigation report. At that time the investigation and the record thereof shall be closed.

Formal Recommendations

Find that the parties are unable to resolve the matter informally and make a written recommendation to appropriate administrative officials regarding whether acts of sexual harassment have occurred. Such report will be limited to factual recommendations regarding the existence of prohibited conduct and will not include recommendations regarding actions to take in response to the report. Upon receipt of a

formal written recommendation from the Human Resources Director, the administrative official overseeing the administrative unit in question shall review the recommendation and make a final decision regarding what administrative action to take in response to the recommendation, if any.

In such instances, the person who has brought the complaint shall be notified of such decision and that such decision can be appealed for reconsideration to the administrative official of the college who has direct supervisory responsibility over the official making the decision not to pursue the matter further.

Where administrative actions are to be directed in response to a written report, the administrative supervisor may consult with the Human Resources Director or other appropriate administrative officials regarding such actions prior to implementation. The administrative official will, in turn, notify the complainant regarding the resolution of the complaint, what corrective actions, if any, will be taken, and/or, in general, whether any discipline will be imposed.

Appeal of Formal Complaint Resolution/Disciplinary Action

Either the complainant or the person accused may file an appeal of any decision concerning the resolution of the complaint. An appeal by either party must be made in writing, delivered to the Human Resources Director with five (5) business days of receipt of the notice of resolution/disciplinary decision.

The written appeal must state in detail the reason(s) for the appeal and shall address one or more of the following:

- If the appeal alleges the findings of the investigator included relevant factual errors or omitted relevant facts, the appeal shall specify each and every alleged factual error, and/or details of each, and every relevant fact that was omitted from the investigation;
- If the appeal alleges substantive procedural errors, the person appealing shall identify each and every instance of said substantive procedural error;
- If the appeal alleges relevant and substantive issues or questions concerning
- interpretation of college policy, the person appealing shall state, in detail, the issues/questions supporting this allegation;
- If the appeal alleges new information or evidence, the person appealing shall specify the reasons why said information could not have been provided on a timely basis;
- If the appeal alleges either that the actions(s) of this policy, the person appealing shall specify, in detail, the reasons and basis for this belief/allegation.

No disciplinary or other action based on the complaint shall be taken against the alleged offender during the appeal process, although temporary, interim measures may remain in place. As indicated herein, the college in its discretion, may at any point in the complaint process elect to place the alleged offender on administrative leave, with pay, or implement a temporary reassignment.

The Human Resources Director will convene a three-person hearing panel. The Director will preside as a non-voting facilitator. The panel will review all previous findings and the disciplinary action recommended, if any. In addition, the panel will interview the complaining party and the accused. After reviewing the written summary, considering the interviews, and deliberating, the committee will communicate its findings and, if appropriate, recommendations for disciplinary and/or corrective action to be taken. The Human Resources Director will meet with the President of the college and outline the

panel's findings. The President or his designee will meet with the complaining party, the accused and appropriate department supervisors or directors to communicate his decision based upon the panel's findings.

Withdrawal of Complaint

The person complaining of sexual harassment may withdraw the complaint at any point during the investigation or prior to the completion of any formal hearing on the matter. Once a complaint is withdrawn, it may not be refiled and will not be further considered except where the conduct constitutes part of a continuing pattern of similar conduct.

POLICY ON WORKPLACE VIOLENCE

Purpose and Goal

It is Connors State College's policy to promote a safe environment for its students and employees. The college is committed to working with its employees and students to maintain an environment free from violence, threats of violence, harassment, intimidation, and other disruptive behavior. While this kind of conduct is not pervasive at the college, no institution is immune. Disruptive behavior at one time or another will affect every institution.

Violence, threats, harassment, intimidation, and other disruptive behavior at the college will not be tolerated. All reports of incidents will be taken seriously and dealt with accordingly. Such behavior can include oral or written statements, gestures, or expressions that communicate a direct or indirect threat of physical harm. Individuals who commit such acts may be removed from the premises and may be subject to disciplinary action, criminal penalties, or both.

Scope

This policy applies to all situations involving violence, threats, harassment, intimidation, and other disruptive behavior that may be engaged in by faculty, staff, or students (full-time or part-time, permanent or temporary) on Connors State College – Warner and Muskogee campuses.

Responsibility

The interpretation and administration of this policy is the responsibility of Connors State College's Human Resources Department. The Human Resources Department is assisted in the Policy on Workplace Violence interpretation and administration by an appointed body called the Crisis Management Team.

Duty to Warn

In furtherance of its Policy on Workplace Violence, Connors State College employees have a "duty to warn". A "duty to warn" refers to each employee's responsibility to notify their supervisor, the Security Office, or Human Resources' office of any workplace activity, situation, or incident that they observe or know of that involves (or appears to involve) problematic behavior. On Connors campuses in Warner or Muskogee, "problematic behavior" may include but are not limited to verbally and physically aggressive behavior, threats or acts of violence, offensive acts, threatening or offensive comments or remarks, etc. Employee report made pursuant to this policy will be held in confidence, to the maximum extent possible.

Connors State College will not condone or support any form of retaliation against an employee for making a report in good faith under this policy.

In-Person Threat Against Individual(s) and/or Connors State College

The following guidelines are to be adhered to relative to Connors State College's Policy on Workplace Violence:

1. Confrontational threats while at work shall be dealt with by the supervisor and Human Resource office through a meeting with the individual(s) involved as soon as reasonably possible.
2. Depending on the seriousness of the threats, actions may include suspension (for gathering facts), written warning, or termination.
3. For employees suspended or terminated, the campus Security Office must be notified whereby an officer will retrieve the employee's ID card and building keys. The Security Office will also escort said person(s) off campus.
4. Use of the Security Office should be engaged at any time, as it appears appropriate and necessary.
5. Further follow-up through a crisis assessment may be invoked if warranted.

Other Threats Against Individual(s) and/or Connors State College

Threats against (an) individual(s) and/or Connors State College—regardless of how transmitted (written, verbally, electronically)—should be immediately reported to the Human Resources Department.

The Human Resources Department will, as soon as reasonably possible, initiate a crisis assessment conducted by members of Crisis Management Team along with the supervisor of the individual making the threat. The Crisis Management Team, as warranted, may approach other individuals, e.g., the party against whom the threat was made and/or their supervisor.

The Human Resources Department will also collect information from the employee(s) or student(s) to whom the threat was made.

Factors that will be included in a crisis assessment are:

1. The nature of the threat,
2. The need for immediate action,
3. The circumstances preceding the threat
4. The assurance that the individual(s) will not be able to enter the campus or building,
5. The nature of ongoing communications with the involved individual(s)
6. Notification of law enforcement authorities
7. Possible legal action.

Muskogee Campus

Hostile actions and in-person. Written or electronic threats occurring at locations other than the main campus should follow the procedures outlined below.

1. Hostile actions and threats require the Director on site to determine the appropriateness of contacting local law enforcement agencies. The Human Resources Department on the main campus should be notified immediately to help determine appropriate follow-up actions.

2. Written or electronically transmitted threats must be made known to the on-site Director immediately. Employees should contact the main campus Human Resources Department to determine the next steps to be taken in conjunction with the crisis management team's assessment.
3. The Director (on site and others as deemed necessary) should record details of the incident for analysis and review by Connors State College Security Office, Human Resources, and local law enforcement officials, if necessary.

Documentation

Whether on the main campus, or Muskogee Campus—it is critical that any material relevant to an incident be maintained until Human Resources decides upon proper disposition.

Additionally, in all circumstance, a complete and detailed log of events will be maintained by the Human Resources Department and reviewed on an on-going and/or as needed basis.

Communication with the News Media

The college President (or President's designee) will handle all communications with the press and other news media about a violent workplace incident. All other employees who receive inquiries from the press should direct them to the College and community Relations Director.

Policy Statement

Serious threats or acts of intimidation (i.e., statements, or physical acts which put a reasonable person in fear of harm to him/herself or another), and acts of violence, with or without the presence of a weapon, will not be tolerated at Connors State College. Violations of this policy may result in disciplinary action, including possible suspension, termination, and/or the filing of criminal charges.

All employees, regardless of position with the College, shall immediately report acts of violence and/or serious threats (which a reasonable person would consider potentially dangerous) made against them or witnessed by them. Such reports may be made to the employee's immediate supervisor.

When/if the immediate supervisor receives a report regarding treats or violent episodes the supervisor shall advise the Human Resources Department and the Security Office.

Employees should also feel free to report concerns about unusual or threatening behavior, even though such behavior is not perceived as a direct threat of an immediately dangerous situation when the employee, in good faith, is fearful for their continued safety or the safety of others. Reportable situations include those of co-workers, students, and visitors to the campus.

Reports made as authorized in this policy may be in oral or written form. If an oral form, said reports shall be followed by a written report as soon as it is reasonably possible.

The College will not tolerate retaliation against employees making good faith reports as provided for in this policy, even where the concerns prove ultimately to have been in error. The College will also not tolerate intentionally false reports made with the intent of wrongfully discrediting another.

Supervisors, etc., receiving reports of acts of violence, serious threats, or good faith concerns about unusual or threatening behavior shall take all appropriate steps to eliminate potentially dangerous

occurrences—including but not limited to contacting the Security Office. The Supervisor shall also forward a written report describing the threatening situation to the Human Resources Department. The Human Resources Department will in turn share copies of the report with the Crisis Management Team.

Nothing in this policy relieves a supervisor or manager from taking immediate action when the safety or security of employees is threatened and time is critical. Such action may include notification of the Security Office, suspension, or the temporary physical separation of employees in the workplace.

Similarly, this policy does not replace routine management actions such as reprimands, or changes in work assignments. This policy is intended for those cases of continuing inappropriate actions or threats where normal management and personnel actions have been ineffective, and the possibility of violence is such that police and others need to be involved.

Procedures

The following procedures will be followed in the event of workplace serious threats or violence:

1. The Crisis Management Team, Human Resources Director, and other administrators selected by the college President, will review all reports generated relative to this policy.
2. When reports are received, the Crisis Management Team and Human Resources will review, gather additional information as needed, and develop a plan of action. The action may include specific suggestions to the immediate supervisor, recommendation for counseling, and/or legal action. Decisions and actions that directly affect an accused employee will be taken in compliance with existing laws and applicable policies of the college.
3. Connors State College understand the sensitivity of the information provided and/or alleged in such reports as it pertains to employee's reputations, rights to privacy, and confidentiality. Therefore, appropriate procedures will be followed to corroborate or dispel the accusations and limit the dissemination of reports too an "as need-to-know basis." Should a report prove to be false, or actions misinterpreted as threats of violence, the continued acceptance and effectiveness of the accused employee is essential. Legal guidance will be obtained as necessary.

DRUG-FREE WORKPLACE POLICY

General Statements

The 1988 Federal Drug-Free Workplace Act requires that entities seeking consideration for a grant from any federal agency or any entity seeking a contract for the procurement of any property or services valued at $25,000 or more from any federal agency, certify to the federal granting or contracting agency that it will provide a drug-free workplace. Supporting this anti-drug abuse legislation and recognizing that drug abuse in the workplace is a concern regardless of any connection to federal funds, Connors State College established a Drug-Free Workplace Policy.

Specific Statements

The unlawful manufacture, distribution, dispensation, possession, or use of a controlled substance is prohibited in the workplace.

Each department shall post the Drug-Free Workplace Policy Statement (available from the Human Resources Office) in a conspicuous location.

Each employee of Connors State College should have access to a copy of the policy statement. A copy of the policy statement must be signed by the employee to verify such delivery. The signed statements are maintained in the permanent personnel files. New employees are to acknowledge the receipt of the policy statement when processing employment forms.

Each department chair or area supervisor should ensure that each employee has received the drug- free workplace policy. This policy will be explained in a departmental meeting at least once each fiscal year.

The Director of Human Resources will be responsible for an on-going educational program regarding the dangers of drug abuse. The program will be an expanded effort to ensure that all employees and students are aware of the dangers of substance abuse. The program will include activities such as the distributing of education pamphlets and other printed material, displaying posters in highly visible locations, publishing articles in the student paper, providing guest lectures, observing an annual "Substance Abuse Awareness Week," and/or other related activities.

An employee convicted under a state or federal criminal drug statute for misconduct in the workplace shall notify the Human Resources Office within five (5) days of such conviction (as a condition of continued employment).

The Human Resources Office shall provide timely notification (within ten (10) days of knowledge) to appropriate federal granting or contracting agencies when a university employee engaged in the performance of federal grants or contracts is convicted under any state or federal criminal drug statute for misconduct in the workplace.

Penalties assessed for convictions of drug abuse in the workplace shall range from reprimand to termination, depending upon the circumstances of the individual situation. An individual may also be required to participate in an approved substance abuse rehabilitation program as a condition of continued employment.

Notification of Criminal Plea or Conviction Information

As a condition of employment, all Connors State College employees are expected to report to work fit for duty and free of impairment due to the consumption of drugs (whether illegal or prescribed) or alcohol.

This does not prohibit employees from the lawful use and possession of prescribed medications. Employees must, however, consult with their physician(s) about the medication's effect on their fitness for duty and the ability to work safely and promptly disclose restrictions to their supervisor. Employees need not disclose underlying medical conditions to supervisors but should do so to the Health Insurance Portability and Accountability Act (HIPAA) official in Human resources.

All employees must notify the Human Resources Office, in writing, of entering any plea of guilty or nolo contender (no contest) to any criminal violation of any state or federal law, or of any conviction of state or federal criminal statues, other than minor traffic violations, no later than five calendar days after the entry of such a plea of guilty, nolo contender or conviction.

Lack of compliance with these requirements may subject the employee to disciplinary action, including immediate separation from employment.

Definitions

"Controlled Substance" means any controlled substance set forth I Schedules I through IV of Section 202 of the federal Controlled Substance Act (21 U.S.C. Sec. 812, as amended). Such controlled substances include, but are not limited to cocaine, marijuana, opiates, amphetamines, and barbiturates.

"Conviction" means a finding of guilt (including a plea of nolo contender) or imposition of sentence, or both, by any judicial body charged with the responsibility to determine violations of federal or state criminal drug statutes.

"Criminal Drug Statute" means any criminal drug statute involving manufacture, distribution, dispensation, use or possession of any controlled substance.

"Employee" means any person receiving pay through the college payroll system.

TOBACCO & VAPOR FREE WORKPLACE POLICY

College Policy and State Law

Tobacco use in any form is prohibited on all college campuses. In compliance with the executive order 2012-01, signed by Governor Mary Fallin, Connors State College and all properties owned, or contracted by the State of Oklahoma have been tobacco free since July 1, 2012. Effective January 1, 2014, executive order 2013-43 prohibits the use of electronic cigarettes, vaping devices or any other product packaged for smoking, or the simulation of smoking, throughout all indoor and outdoor areas of property owned by, or under the control of, Connors State College and the State of Oklahoma. This includes college- owned or leased buildings, all indoor areas such as classrooms, laboratories, offices, work areas, vestibules, hallways, enclosed walkways, restrooms, elevators, residential facilities, and stairwells. This policy also includes any outdoor areas on campus including residential breezeways, rodeo arena, athletic fields, farm operations, south ranch, parking lots, and streets and college-owned vehicles.

Connors State College will not accept donations, gifts, money, or materials intended to promote the use of tobacco nor participate in any type of services that promote the use of tobacco.

Appropriate signage will be posted by the CSC Physical Plant as necessary to inform employees, students and visitors of policy provisions.

"Breathe Easy" signs will be placed on all campus buildings.

"Tobacco Free Campus" will be clearly posted at all main campus entrances.

It is prohibited to sell tobacco products or advertise the sale of tobacco products on college property.

Littering the campus with the remains of tobacco products or other disposable products is prohibited.

Organizers and attendees at events (meetings, conferences, lectures, cultural events, and sporting events) using CSC facilities are required to abide by the policy. Organizers of such events are responsible for communicating the policy to attendees and for enforcing this policy.

Courtesy and consideration will be exercised when informing others unaware of and/or in disregard of this policy. No retaliation will occur to any person for doing so.

Compliance with this policy by all students, faculty and staff is expected based on CSC's commitment to a healthy culture, free of tobacco, and should be a cooperative effort, encouraged by all students, faculty, and staff.

A complaint against an offender, who fails to respond to a request by another, as noted in Section 3.06, may be referred to a Director, Department Head, or VP. Appropriate disciplinary action will be taken for an offender against whom multiple complaints have been received.

Students – CSC students shall be directed to and handled by a designated authority. Violations occurring within college Housing shall be directed to and handled by the Housing Office.

Faculty – CSC faculty shall be directed to and handled by the department chair and/or Vice President for Academic Affairs.

Staff – CSC staff shall be directed to and handled by immediate supervisor, director, or designated authority.

Visitors – Visitors shall be directed to and handled by the College Police Department. The visitor may be asked to leave college premises for failure to comply.

Fines – College Police/Security may issue a citation to violators. The fine range is $10 to $100.

TECHNOLOGY POLICIES AND PROCEDURES

Computer Usage

As an institution of higher learning, Connors State College encourages, supports, and protects freedom of expression and an open environment to pursue scholarly inquiry and to share information. Access to networked computer information in general and to the Internet, in particular, supports the academic community by providing a link to electronic information in a variety of formats and covering all academic disciplines. Consistent with our College policies, this policy is intended to respect the rights and obligations of academic freedom, while protecting the rights of others. The computing and network facilities of the College are limited and should be used wisely and carefully with consideration for the needs of others. As with any resource, it is possible to misuse computing resources and facilities and to abuse access to the Internet. The following statement address, in general terms, the college's philosophy about computing use.

This policy is applicable to all individuals using College owned or controlled computer and computer communication facilities or equipment, whether such persons are student, staff, faculty, or authorized third-party users of college computing information resources. It is applicable to all College information resources whether individually controlled or shared, stand alone or networked. It applies to all computer and computer communication facilities owned, leased, operated, or contracted by the College. This includes, but is not limited to, word processing equipment, personal computers, workstations, mainframes, minicomputers, and associated peripherals and software, and electronic mail accounts, regardless of whether used for administration, research, teaching, or other purposes. In addition, a user

must be specifically authorized to use a particular computing or network resource by the campus unit responsible for operating the resource.

Individual units within the College may define "conditions of use" for information resources under their control. These statements must be consistent with this overall Policy but may provide additional detail, guidelines and/or restrictions. Such policies may not relax or subtract from this policy. Where such "conditions of use" exist, enforcement mechanisms defined therein shall apply. These individual units are responsible for publicizing both the regulations they establish and their policies concerning the authorized and appropriate use of the equipment for which they are responsible. In such cases, the unit administrator shall provide the Executive Vice President with a copy of such supplementary policies prior to implementation thereof. Where use of external networks is involved, policies governing such use also are applicable and must be adhered to.

User Responsibility and Expectations

Access to the information resource infrastructure both within and beyond the College Campus, sharing of information, and security of the intellectual products of the community all require that each and every user accept responsibility to protect the rights of the community. Access to the networks and to the IT resources at Connors State College is a *privilege* granted to college students, faculty, staff, and third parties that have been granted special permission to use such facilities. Access to College information resources must take into account the following factors: relevant laws and contractual obligations, the requestor's need to know, the information's sensitivity, and the risk of damage to or loss by the College.

Anyone who accesses, uses, destroys, alters, or damages College information resources, properties, or facilities without authorization, may be guilty of violating state or federal law, infringing upon the privacy of others, injuring or misappropriating the work produced and records maintained by others, and/or threatening the integrity of information kept within these systems. Such conduct is unethical and unacceptable and will subject violators of this Policy to disciplinary action by the College, including possible termination from employment, expulsion as a student, and/or loss of computing systems privileges.

The College requires the members of its community act in accordance with these responsibilities, this Policy, the College's Student or Faculty Handbook, as appropriate, Connors State College Policies and Procedures, relevant laws and contractual obligations, and the highest standard of ethics. The policies as stated in this policy are intended to ensure that users of college information technology resources shall:

- Respect software copyrights and licenses,
- Respect the integrity of computer-based information resources,
- Refrain from seeking to gain unauthorized access,
- Respect the privacy of other computer users.

The college reserves the right to limit, restrict, or extend computing privileges and access to its information resources. Data owners – whether departments, units, faculty, students, or staff – may allow individuals other than college faculty, staff, and students access to information for which they are responsible, so long as such access does not violate any license or contractual agreement, college policy, or any federal, state, county or local law, or ordinance. However, users are personally responsible for all activities on their user ID or computer system and may be subjected to disciplinary action and/or loss of

privileges for misuse of computers or computing systems under their control, even if not personally engaged in by the person controlling the computer or system.

Units and individuals may, with the permission of the appropriate college officials and in consonance with applicable college policies and guidelines, configure computing systems to provide information retrieval services to the public at large. However, in so doing, particular attention must be paid to college policies regarding authorized use (must be consistent with the mission of the college) ownership of intellectual works, responsible use of resources, use of copyrighted information and materials, use of licensed software, and individual and unit responsibilities.

Authorized User Purposes

Use of college computers must comply with Federal and State law and college policies. College computing facilities and accounts are to be used for the college-related activities for which they are assigned. When users cease to be members of the academic community (such as by graduating or ceasing employment) or when persons are assigned to a new position and/or responsibilities within the college, the access authorization of such person will be reviewed and may be altered Users whose relationships with the college change may not use computers and computing resources, facilities, accounts, access codes, privileges, or information for which they are not authorized in their new relation to the college.

Users may use only their own computer accounts. The negligence or naiveté of another user in revealing an account name or password is not considered authorized use. Convenience of file or printer sharing is not sufficient reason for sharing a computer account. Users are personally responsible for all use of their computer account(s).

Appropriate use of computing and networking resources includes instruction, independent study, authorized research, independent research, communications, and official work of the offices, units, recognized student and campus organizations, and agencies of the College.

Computing facilities, services, and networks may not be used in connection with compensated outside work for the benefit or organizations unrelated to the college except in connection with scholarly pursuits (such as faculty publishing activities) in accordance with the College consulting policy or the policy governing Access by External Entities to University Technology Resources, or in a purely incidental way. State law generally prohibits the use of college computing and network facilities for personal gain or profit, and use of computing resources for unauthorized commercial purposes, unauthorized personal gain, or any illegal activities is prohibited.

Roles and Responsibilities

The IT Systems Department is responsible for implementing and enforcing adequate computer security policies throughout the organization.

The IT Systems Department requires all software installed on IT-supported computers be properly licensed and authorized.

Special User Notifications

The College makes available both internal and external computing facilities consisting of hardware and software. The College accepts no responsibility for any damage to or loss of data arising directly or indirectly from the use of these facilities or for any consequential loss or damage. The College makes no warranty, express or implied, regarding the computing services offered, or their fitness for any particular purpose.

Liability for any loss or damage shall be limited to a credit for fees and charges paid to the College for use of the computing facilities, which resulted in the loss or damage.

The College cannot protect individuals against the existence or receipt of material that may be offensive to them. As such, those who make use of electronic communications are warned that they may come across or be the recipients of materials they find offensive. Those who use e-mail and/or make information about themselves available on the Internet should be forewarned that the College cannot protect them from invasions of privacy and other possible dangers that could result from the individual's distribution of personal information.

An individual using College computing resources or facilities must do so in the knowledge that he/she is using College resources in support of his/her work. The College owns everything stored in its facilities unless it has agreed otherwise. The College has the right of access to the contents of stored computing information at any time for any purpose for which it has a legitimate "need to know." The College will make reasonable efforts to maintain the confidentiality of computing information storage contents and to safeguard the contents from loss but is not liable for the inadvertent or unavoidable loss or disclosure of the contents.

Any individual using College computing resources and facilities must realize that all networked computer systems maintain audit trials logs or file logs within the network system. Such information as the user identification, date and time of the session, the software used, the files used, the computer time, and storage used, the user account, and other run- related information is normally available for diagnostic, accounting, and load analysis purposes. Under certain circumstances, this information is reviewed by system administrators, either at the request of an academic department, or in situations where it is necessary to determine what has occurred to cause a particular system problem at a particular time. For example, analysis of audit files may indicate why a particular data file is being erased, when it was erased, and what user identification has erased it.

IT Systems Department employees and system administrators do not routinely look at individual data files. However, the College reserves the right to view or scan any file or software stored on the computer or passing through the network and will do so periodically to verify that software and hardware are working correctly, to look for particular kinds of data or software (such as computer viruses), or to audit the use of college resources. Violations of policy that come to the attention of college officials during these and other activities will be acted upon. User data on the mainframe will be periodically copied to backup tapes. The college cannot guarantee confidentiality of stored data. Users should be aware that use of one of the data networks, such as the Internet, and electronic mail and messages, will not necessarily remain confidential from third parties outside the College in transit or on the destination computer system, as those data networks are configured to permit fairly easy access to transmissions.

Conduct Expectations and Prohibited Actions

The well-being of all computer users depends on the availability and integrity of the system. Any defects discovered in the system accounting or system security is to be reported to the appropriate system administrators so that steps can be taken to investigate and solve the problem. The cooperation of all users is needed to ensure prompt action. The integrity of most systems may be maintained by password protection of accounts. A computer user who has been authorized to use such a protected account may be subject to criminal and civil liability, as well as college discipline, if the user discloses a password or otherwise makes the account available to others without the permission of the system administrator.

Restrictions on computer security and self-replicating code are to be interpreted in a manner that protects university and individual computing environments but does not unduly restrict or limit legitimate academic pursuits.

The following examples of acts or omissions, though not covering every situation, specify some of the responsibilities that accompany computer use at Connors State College, and outline acts or omissions that are considered unethical and unacceptable, and may result in immediate revocation of privileges to use the college's computing resources and/or just cause for taking disciplinary action up to and including discharge, dismissal, expulsion, and/or legal action:

- Violating any software license agreement or copyright, including copying or redistributing copyrighted computer software, data, or reports without proper, recorded authorization. Software protected by copyright shall not be copied except as specifically stipulated by the owner of the copyright. Protected software is not to be copied into, from, or by any college facility or system, except by license. The number and distribution of copies must be handled in such a way that the number of simultaneous users in a department does not exceed the number of original copies purchased by that department, unless otherwise stipulated in the purchase contract.
- Interfering with the intended use of the information resources or without authorization, destroying, altering, dismantling, disfiguring, preventing rightful access to or otherwise interfering with the integrity of computer-based information and/or information resources.
- Modifying or removing computer equipment, software, or peripherals without proper authorization is prohibited.
- Encroaching on others' use of the college's computers. This includes, but is not limited to the sending of chain-letters or excessive messages, either locally or off-campus; printing excess copies of documents, files, data, or programs; running grossly inefficient programs when efficient alternatives are known to be available; unauthorized modification of system facilities, operating systems, or disk partitions; attempting to crash or tie up a College computer; damaging or vandalizing College computing facilities, equipment, software, or computer files.
- Developing or using programs which harass other computer users or which access private or restricted portions of the system and/or damage the software or hardware components of the system. Computer users shall use great care to ensure that they do not use programs or utilities that interfere with other computer users or which modify normally protected or restricted portions of the system or user accounts. Computer users shall not use network links for any use other than permitted in network guidelines (e.g., ONENET, Internet, NSFNet, and BITNET). The use of any unauthorized or destructive program may result in legal civil action for damages or other punitive action by any injured party, including the College, as well as criminal action.

- Using College computing resources for commercial purposes or non-College-related activities without written authorization from the College. In these cases, the College will require restitution payment of appropriate fees. This Policy applies equally to all College- owned or College-leased computers.
- Using College computing resources to generate or access obscene material as defined by Oklahoma or federal law and acceptable community standards or creating a hostile work and/or educational environment.
- Seeking to gain or gaining unauthorized access to information resources or enabling unauthorized access.
- Accessing computers, computer software, computer data or information, or networks without proper authorization, or intentionally allowing others to do so, regardless of whether the computer, software, data, information, or network in question is owned by the College. For example, abuse of the networks to which the College belongs or the computers at other sites connected to those networks will be treated as an abuse of Connors State College computing privileges.
- Without authorization, invading the privacy of individuals or entities that are creators, authors, users, or subjects of the information resources.
- Using College electronic communication facilities to send fraudulent, harassing, obscene, threatening, or other unlawful messages is prohibited. Users shall respect the purpose and charters of computer mailing lists (including local or network news groups and bulletin boards). It is the responsibility of any user of an electronic mailing list to determine the purpose of the list before sending messages to the list or receiving messages from the list. Persons subscribing to an electronic mailing list will be viewed as having solicited any material delivered by the list as long as that material is consistent with the purpose of the list. Persons sending to a mailing list any materials that are not consistent with the purpose of the mailing list will be viewed as having sent unsolicited material to the mailing list.
- Transmitting commercial or personal advertisements, solicitations, promotions, or programs intended to harass other computer users or access private or restricted computer or network resources. Some public bulletin boards may be designated for selling items, etc., and must be used appropriately, according to the stated purpose of the lists). Vendors may send product information and technical material to specific mailing lists, with the permission of the manager of the mailing list.
- Seeking to provide information on, obtain copies of, or modify data files, programs, or passwords belonging to other users without the permission of these other users; using programs or devices to intercept or decode passwords or similar access control information.
- Attempting to circumvent mechanisms intended to protect private information from unauthorized examination by others in order to gain unauthorized access to the system or to private information; configuring or running software so as to allow unauthorized use.
- Using College computers or computing systems in any manner, which violates Federal, state, or local laws, or College policies.
- Using College computing facilities or accounts for other than the College-related activities for which they were assigned and intended.
- Using computers or the College computing resources to engage in political campaigning or commercial advertisement.

The IT Systems Department systems administrator(s) has certain responsibilities to the College as a whole for the system(s) under his/her control, regardless of the policies of his/her department or groups, and the owner has the immediate responsibility to see that the system administrator carries these out. These responsibilities are:

- To take reasonable precautions against theft of, or damage to, the systemcomponents.
- To faithfully execute all hardware and software licensing agreements applicable to the system.
- To treat information about, and information stored by, the system's users as confidential (as conditioned in this policy) as conditioned in this policy and to take reasonable precautions to ensure the security of a system or network and the information contained therein.
- To promulgate information about specific policies and procedures that govern access to and use of the system and services provided to the users or explicitly not provided. This information should describe the data backup services, if any, offered to the users. A written document given to users or messages posted on the computer system itself shall be considered adequate notice.
- To cooperate with the system administrators of other computer systems or networks, whether within or without Connors State College, to find and correct problems caused on another system by the use of the system under his/her control.

The system administrator is authorized to take all reasonable steps and actions to implement and enforce the usage and service policies of the system and to provide for security of the system. The system administrator operating computers and networks may routinely monitor and log usage data, such as network session connection times and endpoints, CPU and disk utilization for each user, security audit trails, network loading, etc. These units may review this data for evidence of violation of law or policy and for other lawful purposes. System administrators may access computer user's files at any time for maintenance purposes. System administrators may access other files for the maintenance of networks and computer storage systems, such as to create backup copies of media. System administrators are required to report suspected unlawful or improper activities to the proper College authorities. Computer users, when requested, have an affirmative duty to cooperate with system administrators in investigations of system abuse. Users are encouraged to report suspected illegal activity or abuse, especially if related to any damage to or problems with their files.

When system response, integrity, or security is threatened, a system administrator is authorized to access all files and information necessary to find and correct the problems or otherwise resolve the situation.

If an occasion arises when a college officer or supervisor believes that access stop an individual's data is required for the conduct of college business (unrelated to the need to investigate possible wrongdoing), the individual is not available, and a system administrator is required to access the individual's account, the following procedure shall be followed:

1. The college official or supervisor shall secure permission to access the data from the Executive Vice President or designee of such officer.
2. An appropriate form with the signature of the Executive Vice President shall be presented to the system administrator allowing the system administrator to proceed to access the data.
3. The individuals whose e-mail account has been accessed will be notified as soon as possible by copy of the above referenced form. Where necessary to ensure the integrity of an investigation into the use of college computing resources, such notice, with the approval of

4. the Executive Vice President, may be delayed until such time as such investigation would no longer be compromised.

System administrators are required to report suspected unlawful or improper activities to the proper college authorities. Computer users, when requested, have an affirmative duty to cooperate with system administrators in investigations of system abuse. Users are encouraged to report suspected illegal activity or abuse, especially if related to any damage to or problems with their files.

If an occasion arises when a college officer or supervisor believes that a user is violating state or federal law, or college policy, and that access to an individual's data is required in order to conduct an internal investigation into such possibility, system administrators may monitor all the activities of and inspect the files of such specific user(s) on their computers and networks. In such cases, and a system administrator is required to access the individual's data, steps (1) and (2) set forth above in Section 2.05(d) shall be followed and the Office of Legal Counsel for A&M Board of Regents shall be contacted and informed of the matter.

Electronic Mail

The policy statements below refer only to e-mail. It is recognized that the law governing electronic communication technologies and the material transmitted using these technologies is in an early stage of development and that the policy statements in this document will change in response to changes in law and further development of electronic communications technology.

This policy will apply to all college e-mail services. Members of the college community who are given access to CSC's e-mail system are expected to familiarize themselves with and abide by the policies in this document. Violations of this policy will result in loss of e-mail privileges at the college, disciplinary action, or legal action where applicable.

Appropriate Use

As with other college resources, e-mail is appropriately used for purposes that further the mission and goals of the college.

- Individuals may not use e-mail for entrepreneurial activities except in cases of college-sanctioned activities. Specifically prohibited is the selling of access to the Internet byany member of the College community.
- No one shall be added to an e-mail mailing list for other than official College business without his or her consent. Mailing lists may be used only for their intended purposes.
- College computing services should not be used to solicit goods and services to or from other members of the College community. For such purposes, Usenet news groups or bulletin boards may be made available by the IT Systems Department.

All materials sent by campus e-mail must be attributed to the individual, office, or organization sending the material. It is a violation of this policy to originate e-mail in such a manner as to create the impression to the recipient that it originated from another source or individual.

Issues Related to Privacy

It is the intent of the College to preserve the privacy of e-mail communications and maintain access to communications intended for an individual. Given that institutions or higher education place high value on

open communication of ideas, the intention of the College is to maximize freedom of communication for purposes that further the mission and goals of the College.

All e-mail communications, unless subject to a specific privilege, are subject to production under the Oklahoma Open Records Act and, when relevant, to discovery in civil litigation. The College will observe and follow the requirements of all applicable state and federal statutes relating to privacy concerns in electronic mail.

*The term “electronic mail which has not been opened,” or “unopened e-mail” or similar references, applies only to electronic messages received by a user but which the user has not opened. Once the user opens a message it is no longer considered “unopened,” even if such message has not been moved or otherwise stored in another location.

Individual Expectations

E-mail messages shall be delivered to the intended addresses and not censored or interfered with in any way by the College.

Individually addressed e-mail communications may not be intercepted by any third party except as noted below. This does not prevent persons who have legitimately received electronic mail messages from forwarding such messages on to third parties.

Users of the College’s e-mail services are required at all times to observe all laws relating to copyright, trademark, and trade secrets protection.

College Expectations/Requirements

Account holders may not use encrypting programs when engaging in e-mail communications except as specifically authorized in advance in writing by the IT Systems Department.

College officers and supervisors shall have the right to read any e-mail when the individual has given written permission for such access.

Under certain circumstances, an IT Systems Department Administrator may, in the course of his or her professional duties, access an individual’s e-mail for legitimate management or maintenance purposes. An IT Systems Department Administrator shall designate in writing the identities of all such persons to the President.

If an occasion arises when a College officer or supervisor believes that access to an individual’s e- mail account is required for the conduct of college business, and the individual is not available, and an IT administrator is required to access the individual’s e-mail account, the following procedure shall be followed:

- The College official or supervisor shall secure permission to access the e-mail account from the Executive Vice President of this institution.
- An appropriate form with the signature of the Executive Vice President shall be presented to the IT Systems Department Administrator allowing him/her to proceed to access the e- mail account.
- The individual whose e-mail account has been accessed will be notified as soon as possible with a copy of the above referenced form.

Individuals shall make all e-mail files related to college business available to his or her supervisor prior to termination or resignation. At such time the individual's e-mail account will be terminated and all information not retained by the supervisor will be deleted from the College system.

Establishing College Electronic Mail Accounts

Persons who desire to have e-mail accounts established on their behalf shall make application to the IT Systems Department. When such services become available, requests from faculty, non-faculty staff, and students asking for the establishment of an e-mail account normally will be honored. However, such an account is a privilege extended by the college and may be withdrawn by the IT Systems Department at any time without prior notice. The establishment of an e-mail account does not grant or guarantee unlimited or unrestricted opportunities to use the e-mail account. Reasonable access to e- mail cannot be guaranteed at all times and in all circumstances.

While account holders may expect reasonable access to e-mail, there is no guarantee that access will be possible at all times and in all circumstances.

Violation of this Policy Statement may result in the loss of e-mail privileges at this college.

Objectionable Material, Violations and Sanctions

The College cannot protect individuals against the existence or receipt of material that may offend them. Those who make use of electronic communications are warned that they may willingly or unwillingly come across, or be recipients of, material that they may find offensive. Members of the College community are expected to demonstrate good taste and sensitivity to others in their communications.

It is a violation of this policy to use e-mail to libel, harass, or threaten other individuals.

Users of campus communications are subject to all applicable local, state, and federal laws and regulations, and Connors State College policies and procedures.

Consequences of Misuse of Computing Privileges

Users, when requested, are expected to fully cooperate with system administrators in any investigations of system abuse. Failure to cooperate may be grounds for cancellation of access privileges or disciplinary action.

Abuse of computing privileges is subject to disciplinary action. If system administrators have strong evidence of misuse of computing resources, and if that evidence points to the computing activities or the computer files of an individual, they have the obligation to pursue any or all of the following steps to protect the user community:

1. Notify the user's instructor, department or division chair, or supervisor of the investigation.
2. Suspend or restrict the user's computing privileges during the investigation.
3. Inspect the user's files, drives, discs, diskettes, tapes, and/or other computer- accessible storage media. System administrators must be certain that the trail of evidence clearly leads to the user's computing activities or computing files before inspecting the user's files.
4. Refer the matter for possible disciplinary action to the appropriate College department.

Individuals whose privileges to access College computing resources have been suspended may request that the President or his/her designee, review the suspension. The President, or designee, may reinstate privileges, alter any restrictions that have been imposed, or refuse to interfere with the administrative action taken to that time. There is no right to a hearing or appearance regarding such issues, and the decision made by the President or designee is final.

ADMINISTRATIVE POLICIES AND PROCEDURES

Appointment of Administrators

Appointment of President

It is the responsibility of the governing A&M Board of Regents to appoint personnel to fill the position of President of any institution under the governance of the A&M Board of Regents. Prior to accepting applications, the A&M Board of Regents shall request from the faculty and administrators of the institutions a list of personal and professional attributes which they believe are essential qualifications of the new President. The A&M Board of Regents may at its discretion, request similar input from students and alumni of the institution and from certain other groups as the A&M Board of Regents may choose. The A&M Board of Regents may, at its own discretion, develop its own list of priorities concerning the personal and professional qualifications. The minimum qualifications for the person to be selected as the new President shall be established by the A&M Board of Regents in consideration of the lists of priorities suggested by the faculty, administrators, alumni, or other groups, and the Board of A&M Regents.

In addition to participating in establishing the qualifications to be required of the new President, the appropriate faculty representative(s) so designated by the faculty of the institution involved shall be consulted concerning other input to be made by the faculty of the institution in which the vacant position exists. For the purpose of this consultation, the Chairman of the A&M Board of Regents shall appoint a policy committee for appointment of personnel or a committee of the Chairman's choosing to confer with the appropriate faculty representative(s). This committee shall consist of not less than three (3) A&M Board of Regent members.

Following consultation with the faculty, the policy committee for appointment of personnel shall devise and recommend to the A&M Board of Regents specific procedures to be utilized in the nominating of candidates, screening of applicants, and in making the selection of the new President.

The responsibility for screening applications shall be assigned to a screening committee on which there shall be no less than three members of the A&M Board of Regents and representatives of other groups. The Chairman of the A&M Board of Regents shall appoint the chairperson of the Screening Committee. The A&M Board of Regents shall decide the number of the faculty, administrators, and other citizenry who shall be represented to serve on the committee. At the A&M Board of Regents' discretion, other citizens may be involved in the screening of applicants.

From the pool of applications, the screening committee shall submit a predetermined number of unranked applications to the A&M Board of Regents as a whole. Preliminary to the work of the screening committee, the Board A&M Board of Regents shall decide the number of applications to be submitted by the screening committee.

The A&M Board of Regents shall give first consideration to those names submitted by the screening committee. If the A&M Board of Regents cannot make a selection from the original names submitted, the screening committee should be requested to send additional names to the A&M Board of Regents.

In all instances where a vacancy exists in the Office of the President for any of the institutions under the Board A&M Board of Regents, the vacancy shall be made known by use of the news media to accomplish a wide circulation of the fact. Any person who wishes to apply for a vacant position of President will be given an opportunity to do so equal to that of any other applicant, subject to appropriately reasonable deadlines. Procedures utilized to screen and select will not discriminate on the basis of race, color, religion, national origin, sex, qualified disability, or status as a veteran.

The A&M Board of Regents may alter its format for the selection of a President at any time.

Appointment of Other Major Administrative Personnel

With regard to the appointment of other major administrative personnel, appropriate consultation shall be secured from the A&M Board of Regents. This will include presenting the A&M Board of Regents with a complete job description of the position to be filled with minimum required qualifications and salary range, all of which must have A&M Board of Regents approval prior to the acceptance of applications or initiating screening procedures of applicants.

The President shall recommend all major personnel to the A&M Board of Regents for approval. In the event any recommendation does not receive approval by the A&M Board of Regents, the President of the institution may bring another recommendation before the A&M Board of Regents. Major administrative personnel shall be considered to be those holding, or to hold, the title of Vice President, or an equivalent administrator of a major administrative unit.

Retention or Reappointment of Administrators

The continuation of administrators in their positions at institutions under the operational control of the Board of Regents for the Oklahoma Agricultural & Mechanical Colleges is a result of demonstrated satisfactory performance. The concept of tenure in an administrative position is not applicable.

It is the policy of the A&M Board of Regents that each administrator's performance shall be continually evaluated. Administrators below the level of president shall be evaluated by the responsible administrative supervisor. The evaluation shall be made in accord with the evaluation procedures developed in the institution where the administrator is employed. All evaluation procedures in each institution shall be developed under the direction of the president and are subject to the approval of the A&M Board of Regents. In instances where the performance of an administrator is determined to be unsatisfactory, the administrative supervisor responsible for that administrator must carefully monitor the future performance by such an administrator. Continuing failure to improve by an administrator whose present or past performance is unsatisfactory may result in reassignment to other duties or termination of employment.

Only the governing A&M Board of Regents will evaluate the performance of presidents. Retention or reappointment of presidents is a result of demonstrated satisfactory performance in the following areas:

- Academic Leadership
- Administrative Leadership
- Financial Responsibility
- Personnel Management
- Implementation of A&M Board of Regents and Institutional Policies
- Maintenance of Confidence and Respect of the Board, A&M Board of Regents, and the Relevant Constituencies and Publics of the Institution.

Appointment of Personnel

The President shall have final responsibility for recommending appointments, promotions, and discontinuances, but he shall secure appropriate faculty and/or staff counsel before making recommendations. Insofar as possible, the responsible administrative officer shall arrange for principle candidates for initial appointments to visit the campus for personal interviews.

Approved administrative practices shall include the following procedures:

The school's affirmative action policy shall be complied with at all times. The college shall pursue a non-discriminatory policy with respect to age, race, sex, religion, color, national origin, qualified disability, or status as a veteran.

In the selection of major administrative personnel defined by the Board A&M Board of Regents policy as including all Vice Presidents, Deans and Directors a committee will be formed for consultation purposes with the President prior to his or her recommendation to the Board A&M Board of Regents for appointment. The committee shall be composed of two major administrators, an administrator/instructor, and, at the President's option two faculty members, (where federal projects federally funded are involved, the Federal Programs Director would be included). This committee shall be used by the President to assist him or her in arriving at a recommendation.

In the selection of an individual to serve in a faculty position[1], a screening and interviewing committee shall be formed/composed of the appropriate division chairperson, the appropriate dean or administrative head, the President and/or appropriate Vice President. Their choice shall be recommended to the President and, after consideration, the President may recommend appointment to the A&M Board of Regents. Insofar as possible, the Division Chairperson shall appoint or select a faculty member of his division for committee participation.

Notification of appointments shall be made to the appointee specifying position, salary, conditions and duration of the appointment. Such appointments are recommended by the president and are subject to A&M Board of Regents approval.

[1]A faculty position is defined as any position with teaching or research responsibilities requiring a Bachelor's degree or higher and not listed as major administrative personnel as defined by A&M Board of Regents policy.

Retention or Reappointment of Personnel (other administrators)

Retention or reappointment of other administrators to their respective positions shall be evaluated each year on a continual basis. The evaluation shall be by the major administrative officer for each area. The President, as specified in this policy, shall evaluate the major administrators. Evaluation criteria for all administrators shall be demonstrated satisfactory performance in their respective areas with regard to leadership, responsibility, management, and implementation of the A&M Board of

Regents' and President's policies and objectives and support and loyalty to the administrative head of the college as this relates to the institution. Where an administrator's performance is unsatisfactory, the future performance must be carefully observed, and continuing failure may result in reassignment, non-reappointment or dismissal. There is no property interest, e.g., continuing employment, applicable to administrative positions.

Promotions

Since the college has only one faculty rank, the question of promotion is a rare procedure and relates to positions of division chairpersons or administrative positions.

In the selection of Division Chairpersons, Directors, and Deans, a committee shall be appointed by the President to make recommendations to the President.

In the case of appointments by the President, of Division Chairpersons, Directors, and other minor administrative roles, such appointments are "at-will" and are reappointed or not reappointed on the basis of institutional need and/or performance.

FINANCIAL EXIGENCY POLICY

Introduction

On May 18, 1979, the Board of Regents for the Oklahoma Agricultural & Mechanical Colleges unanimously adopted the following resolution:

"That the A&M Board of Regents direct each of the presidents under the jurisdiction of the A&M Board of Regents to develop and recommend to the A&M Board of Regents a policy for meeting any possible conditions of financial exigency. Included in this policy shall be provisions for securing appropriate input from representatives of academic and non-academic personnel.

Representatives of these personnel shall serve only in an advisory capacity to the President. Such policy statements after being approved by the A&M Board of Regents may be included in the respective institutional faculty and/or staff handbooks. Regardless of input or counsel received by the President from institutional personnel, it shall be the sole responsibility of the A & M Board of Regents to make the final decision regarding recommendations to the A&M Board of Regents concerning any financial exigency. The President and the governing A&M Board of Regents shall finally decide the specific actions required concerning any existing or anticipated financial exigency."

This policy statement was submitted pursuant to this directive from the A&M Board of Regents and establishes the procedures and guidelines for addressing a state of financial exigency at Connors State

College. It will supersede other College policies and procedures, including all grievance procedures, if the President of the College declares a state of financial exigency.

Definitions

When used in this policy statement, unless the context clearly indicates otherwise, the following words and terms shall be construed as having the meanings described to them in this section:

A&M Board of Regents shall mean the Board of Regents for the Oklahoma Agricultural & Mechanical Colleges.

Continuing Faculty shall mean faculty with more than three years of service with the College and should not be construed as meaning tenured. (Coaching personnel are considered non-faculty even though they may teach some classes.)

Financial Exigency shall mean that state of financial crisis brought about by an Educational and General Part I budget allocation to the College, which would:

- Necessitate the elimination or reduction of existing instructional programs; or,
- Necessitate the termination of employment or reduction of compensation for permanently employed faculty or staff prior to the normal expiration of their contract or appointment; or,
- Seriously erode the quality of any existing program.

Financial Exigency Executive Committee shall be composed of the President, who shall serve as Chairman, the Vice President for Academic Affairs, the Vice President for Fiscal Services, and other designees as may be deemed appropriate at the time.

Financial Exigency Task Force shall be composed of the incumbents of the following described positions or their successors in interest as defined by the President:

- Vice President for Fiscal Services
- Affirmative Action Officer
- President of Student Senate
- One (1) elected representative of the Division Chairpersons
- Athletic Director
- Vice President for Academic Affairs (Ex-officio and non-voting)
- Director of Muskogee Branch Campus (Ex-officio and non-voting)

In addition, the President may appoint to the Task Force such other faculty, administrators, and staff, or students to assure appropriate representation of all groups within the college community.

Termination Review Committee shall be composed of a chairman and six members, three of whom shall be faculty members and three of whom shall be administrators or staff. The Vice President for Academic Affairs shall determine the faculty members of the committee by random selection from among the continuing faculty who are full-time employees for two of the positions, and from among other faculty who are full-time employees for the remaining faculty position. Any faculty member so chosen may decline to serve. A continuing faculty member whose termination, if proposed, shall be allowed to excuse one of the three faculty members of the committee without cause; if necessary, another faculty member

shall be chosen to serve. Challenges for justifiable cause shall also be allowed. The President shall designate administrators to serve on the committee. When the committee is considering the appeal of a faculty member whose termination is proposed, the Vice President for Academic Affairs shall chair the proceedings; when the committee is considering the appeal of a staff member whose termination is proposed, the Vice President for Fiscal Services shall chair the proceedings. (All members shall be voting members.)

Procedures

Declaration

When, in his opinion, a state of financial exigency is impending, the President shall convene the Connors State College Executive Council and may convene such other entities or groups as he shall deem appropriate and advise any group so convened of the circumstances upon which the opinion is founded. Included within the statement of circumstances shall be an estimate of the scope and duration of budgetary shortfall or other condition which gives rise to the expected exigency and an explanation of all pre- exigency budgetary reductions affected. The President shall further consult with the Executive Secretary and any appropriate committee of the A&M Board of Regents with respect to the expected exigency. If, following these consultations, the President determines that a financial exigency exists or is imminent; he shall declare the College to be in a state of financial exigency.

Preliminary Action Plan

Following the declaration, the President shall convene the Financial Exigency Task Force (Task Force) and charge it with the responsibility of conducting appropriate studies and reviews to determine the nature and extent of the crisis and developing a Preliminary Action Plan to return the college to a stable financial state. As a minimum, the plan shall contain a summary review of the academic and support programs of the college recommendations for reorientation, reorganization, realignment or reduction of academic and support programs; recommendations concerning reduction of personnel; the effect of the plan upon the performance of the college's mission and the effect of the plan upon the college's Affirmative Action Plan.

All Task Force Members shall seek input from personnel within their respective areas of representation.

Upon completion of its evaluation, the Task Force shall prepare and recommend its Preliminary Action Plan to the Financial Exigency Committee (Executive Committee) which shall review the plan, make such revision as it deems appropriate, and recommend the plan to the President. The Executive Committee shall provide the Task Force with copies of the revised plan recommended to the President.

Exigency Action Plan

The President shall review and consider the Preliminary Action Plan and any revision thereof submitted by the Executive Committee. Further, the President will seek such other and advice and counsel from faculty, students, and other interested parties, as he shall deem appropriate. Any advice and counsel shall be advisory only, and it shall remain the sole responsibility of the President to make final decisions regarding recommendations to the A&M Board of Regents concerning the financial exigency. Following such deliberation, the President shall prepare and submit to the A&M Board of Regents an Exigency Action Plan for alleviating the financial crisis at the college. The Exigency Action Plan will not identify specific faculty or staff for termination but will identify areas in which reductions are proposed.

Action by A&M Board of Regents

The A&M Board of Regents has ultimate responsibility for the financial integrity of the college. It will review the Action Plan submitted by the President and may consider such other factors as it deems appropriate in determining what actions should be taken to restore the college to a stable financial state. Any Action Plan adopted by the A&M Board of Regents will not identify specific faculty or staff for termination, but it will identify areas and units in which reductions are proposed.

Action Plan Implementation

Following adoption by the A&M Board of Regents, the President shall direct the Vice President to implement the provisions of the approved Action Plan. If the plan entails the reduction of programs, activities of services, or the termination of faculty or staff, then the following appropriate provisions of this policy shall apply.

Guidelines for Termination of Employment

In reviewing programs and activities for reorientation, reorganization, realignment, reduction, or termination, the mission of the college and the fulfillment of its obligations as a higher education institution shall remain paramount. As the Task Force and Executive Committee conduct their studies and develop their respective plans, they should consider centrality to the college's mission, productivity, support of productive programs, cost-benefit relationship, program achievement and income generating ability with respect to consolidation, reduction, or termination of college programs or activities. This may, in some cases, necessitate the retention of programs, services, and activities which are not strong, but which are central to the concept of the college and to the mission of Connors State College.

Guidelines for Program Review

Every termination must be based on an appropriate administrative judgment that the action will have an effect substantially less detrimental to the quality and effectiveness of the performance of the College's mission than any alternate budgetary reduction.

Program Deletions

If an academic/technical program at the college is discontinued, students in the program shall be notified and every effort shall be made to allow them to finish their academic work. If it is not possible for students to complete the program, the college will explore making special allowances for such students. Special allowances might include, without limitation, permitting students to complete programs by taking work in related departments, or in any other reasonable manner facilitating the academic needs of affected students. To accommodate affected students, action will be taken to obtain approval of the A&M Board of Regents for program adjustments if required.

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In reviewing programs and activities for reorientation, reorganization, realignment, reduction, or termination, the mission of the college and the fulfillment of its obligations as a higher education institution shall remain paramount. As the Task Force and Executive Committee conduct their studies and develop their respective plans, they should consider centrality to the College's mission, productivity, support of productive programs, cost-benefit relationship, program achievement and income generating

ability with respect to consolidation, reduction, or termination of college programs or activities. This may, in some cases, necessitate the retention of programs, services, and activities which are not strong, but which are central to the concept of the college and to the mission of Connors State College.

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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
Hayes, Nickolus	Agriculture Instructor/Shotgun Sports Coach	7/1/2025	$52,084.80
Watson, Sandra	Interim Director of Nursing	5/12/2025	$85,000.00

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

Name	Title	Effective Date	Service Time
Abrham, Jyoti	Instructor of Biology	5/31/2025	1.81
Bryant, Jimmie	Equine Instructor/Asst Rodeo Coach	5/31/2025	2.81
Golden, Debby	Director of Agriculture	5/31/2025	22.81
Mashburn, Diana	Director of Nursing	6/30/2025	3.38

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Summer 2025 Off-Campus Courses

Jess Dunn Correctional Center
Intro to Environmental Science
Business Principles
Business Communications
Human Relations
Principles of Advertising
Internship in Business Administration
Computers 101
Community Health
Fundamentals of English Lab
Early Civilization
Amer. Hist. Survey to 1877
Art Appreciation
General Humanities II
American Federal Government
Introduction to Psychology
New Testament Survey
Introduction to Counseling
Social Psychology
Intro to Oral Communication

Eddie Warrior Correctional Center
Introduction to Environmental Science
Business Principles
Business Communications
Human Relations
Principles of Advertising
Internship in Business Administration
Computers 101
Intro to Criminal Justice
Fundamentals English Lab
Community Health
Early Civilization
American History Survey to 1877
General Humanities II
Introduction to Psychology
New Testament Survey
Introduction to Counseling

ICTC-PTA
Fieldwork II
Clinical Practice I
Clinical Procedures w/ Lab
Therapeutic Exercise II w/ Lab

OSU A&M Board Meeting

Budget Summary Sheet

- **Tuition and Mandatory Fees:** We need to achieve better balance between tuition and mandatory fees and would like to ask that we trade $3 of tuition for $3 of mandatory fees for each of the next three years. This would be a net zero for our students and actually a gain for students receiving Oklahoma's Promise, Tuition Waivers and concurrent students. We also request consideration for an additional $1 increase in tuition which would cost a full-time student an additional $30 per year.

			Resident Tuition	Activity fee	Student Union fee	Student Senate fee	Cultural & Rec fee	Technolog svcs fee	Assess. fee	Student Records fee	Total Tuition & fees
		current	105.00	17.25	13.00	2.00	2.75	14.00	3.00	1.00	158.00
2025-2026		add	4.00	0.00	0.00	0.00	0.00	-3.00	0.00	0.00	1.00
		New	109.00	17.25	13.00	2.00	2.75	11.00	3.00	1.00	159.00

- Academic Fees: No changes for this year.

- Housing: No Changes for this year.

- Meal Plans: 4.1% increase due to matching Sodexo /food CPI; $63/semester (98% students choose175 block)

Cost per Semester		FY25	FY26
200 Block Meals (50 cowboy bucks)		1667.00	1735.00
175 Block Meals (50 cowboy bucks)		1540.00	1603.00
295 Block Meals (50 cowboy bucks)		2125.00	2212.00

- Salaries Plans: 1% increase for Staff and Faculty / $71K w/ben
- Health Insurance Plans – projected cost up 10%/$68K; Connors absorbing the premium increases for employees

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Purchase Requests

Board approval is requested for the following purchase orders of over $100,000 for the fiscal year 2026:

1. Food Services Sodexo	est. $816,000
2. Maintenance Services C&W Services – out for bid	est. $865,844
3. OMES Risk Management Division	est. $270,000
4. Imagenet Consulting LLC	est. $80,000
5. OSU Pro Rata Share of Board Cost	*est. $55,692
6. OSU Pro Rata ERP Cost	est. $144,018
7. OSU Pro Rata IT Costs (CIS/Licenses/CIO)	est. $120,000
8. Bull Test Feed (bid)	est. $125,000
9. Security Services – Owl Nite	est. $165,000
11. Vital Source - Bookstore Operations	est. $897,638
12. Parking lot repairs	est. $100,000

*Traditionally reported in this section

SUMMARY OF OUT-OF-STATE TRAVEL FOR THE PERIOD OF APRIL 2025

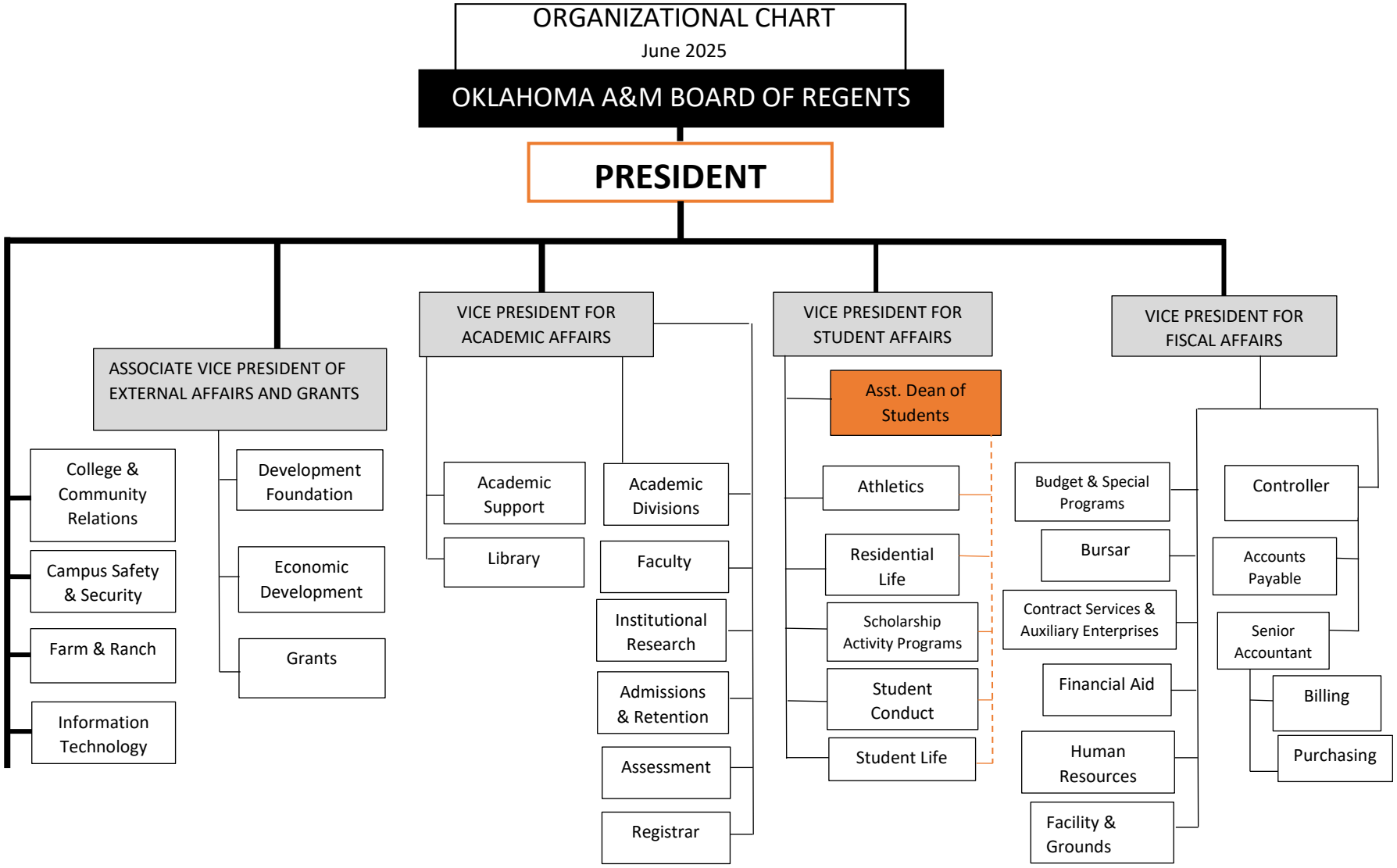
	TRAVEL THIS MONTH		CORRESPONDING MONTH LAST FISCAL YEAR		AMOUNT EXPENDED CURRENT		AMOUNT EXPENDED PRIOR	
FUND SOURCE	NO. OF TRIPS	AMOUNT EXPENDED	NO. OF TRIPS	AMOUNT EXPENDED	NO. OF TRIPS	FISCAL YEAR	NO. OF TRIPS	FISCAL YEAR
ST. APPROP.	1	$ 3,311.76	1	$ 4,954.88	4	$ 11,287.51	3	$ 12,707.44
FEDERAL	0	$ -	2	$ 3,182.48	1	$ 10,159.79	5	$ 21,885.79
PRIVATE	0	$ -	0	$ -	0	$ -	0	$ -
AUXILIARY	1	$ 4,914.09	0	$ -	1	$ 4,914.09	0	$ -
OTHER	0	$ -	0	$ -	0	$ -	0	$ -
TOTAL	**2**	**$ 8,225.85**	**3**	**$ 8,137.36**	**6**	**$ 26,361.39**	**8**	**$ 34,593.23**

SUMMARY OF OUT-OF-STATE TRAVEL FOR THE PERIOD OF MAY 2025

	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	$ -	1	$ 1,518.21	4	$ 11,287.51	4	$ 14,225.65
FEDERAL	0	$ -	0	$ -	1	$ 10,159.79	5	$ 21,885.79
PRIVATE	0	$ -	0	$ -	0	$ -	0	$ -
AUXILIARY	0	$ -	0	$ -	1	$ 4,914.09	0	$ -
OTHER	0	$ -	0	$ -	0	$ -	0	$ -
TOTAL	**0**	**$ -**	**1**	**$ 1,518.21**	**6**	**$ 26,361.39**	**9**	**$ 36,111.44**

ORGANIZATIONAL CHART

June 2025



LANGSTON UNIVERSITY

Langston, Oklahoma
Agenda for the Regular Meeting of the Board of Regents for the Oklahoma A&M Colleges
June 13, 2025

Dear Board Members:

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

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

1. Remarks by President Ruth Ray Jackson
    - Overview of 'E Roar Digital Publication

2. Citations of Emeritus Status
    - Dr. Alex O. Lewis *(Reference Document A-2)*
    - Dr. John Coleman *(Reference Document A-2)*
    - Dr. Emily Patterson Harris *(Reference Document A-2)*

B – RESOLUTIONS

Memorial Resolutions

1. Ms. Merrilan Bruner *(Reference Document B-1)*

C - POLICY AND OPERATIONAL PROCEDURES

1. Approval is requested to adopt a new Canine Officer Policy for use within the Langston University Police Department. *(Reference Document C-1)*

D - PERSONNEL ACTIONS

1. 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

None

F - BUDGETARY ACTIONS

1. Approval is requested of Langston University's proposed operating budget for Fiscal Year 2026, including E&G Parts I and II, Auxiliary, and FY26 tuition, fees, room and board rates. A supplemental budget document separate from this agenda has been provided for review. Please see FY26 Budget Book for further detail. *(Reference Document F-1)*

G - OTHER BUSINESS AND FINANCIAL MATTERS

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

H - CONTRACTUAL AGREEMENTS (other than construction and renovation)

1. Approval is requested for Langston University to renew the sponsorship of Deborah Brown Community School effective July 1, 2025, through June 30, 2030. The renewal contract is included for review. *(Reference Document H-1)*

I - NEW CONSTRUCTION OR RENOVATION OF FACILITIES

1. Ratification of interim approval is requested to engage an emergency on-call provider for mitigation of vacant units within Cimarron Gardens Apartments on the Langston Campus in order to proceed with HVAC conversion. *(Reference Document I-1)*

J - PURCHASE REQUESTS

1. Approval is requested for annual purchase orders. All purchases will comply with Board of Regents for the Oklahoma Agricultural and Mechanical Colleges Policies and Procedures, as well as applicable state statutes. *(Reference Document J-1)*

2. Approval is requested to solicit competitive bids or use contracted suppliers (state, on-call, or Oklahoma A&M System contracts) to award contracts to purchase equipment and services for various projects using remaining Oklahoma Capital Asset Management and Protection (OCAMP) funding allocated in FY 25. All purchases will comply with Oklahoma A&M Board Policies and Procedures, as well as applicable state statutes. The funds for these expenditures will come from legally available funds. *(Reference Document J-2)*

3. Approval is requested to solicit competitive bids or use contracted suppliers (state, on-call, or Oklahoma A&M System contracts) to award contracts to purchase equipment and services for various projects using remaining Oklahoma Capital Asset Management and Protection (OCAMP) funding allocated in FY 26. All purchases will comply with Oklahoma A&M Board Policies and Procedures, as well as applicable state statutes. The funds for these expenditures will come from legally available funds. *(Reference Document J-3)*

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
None

All items listed above are respectfully submitted for your approval.

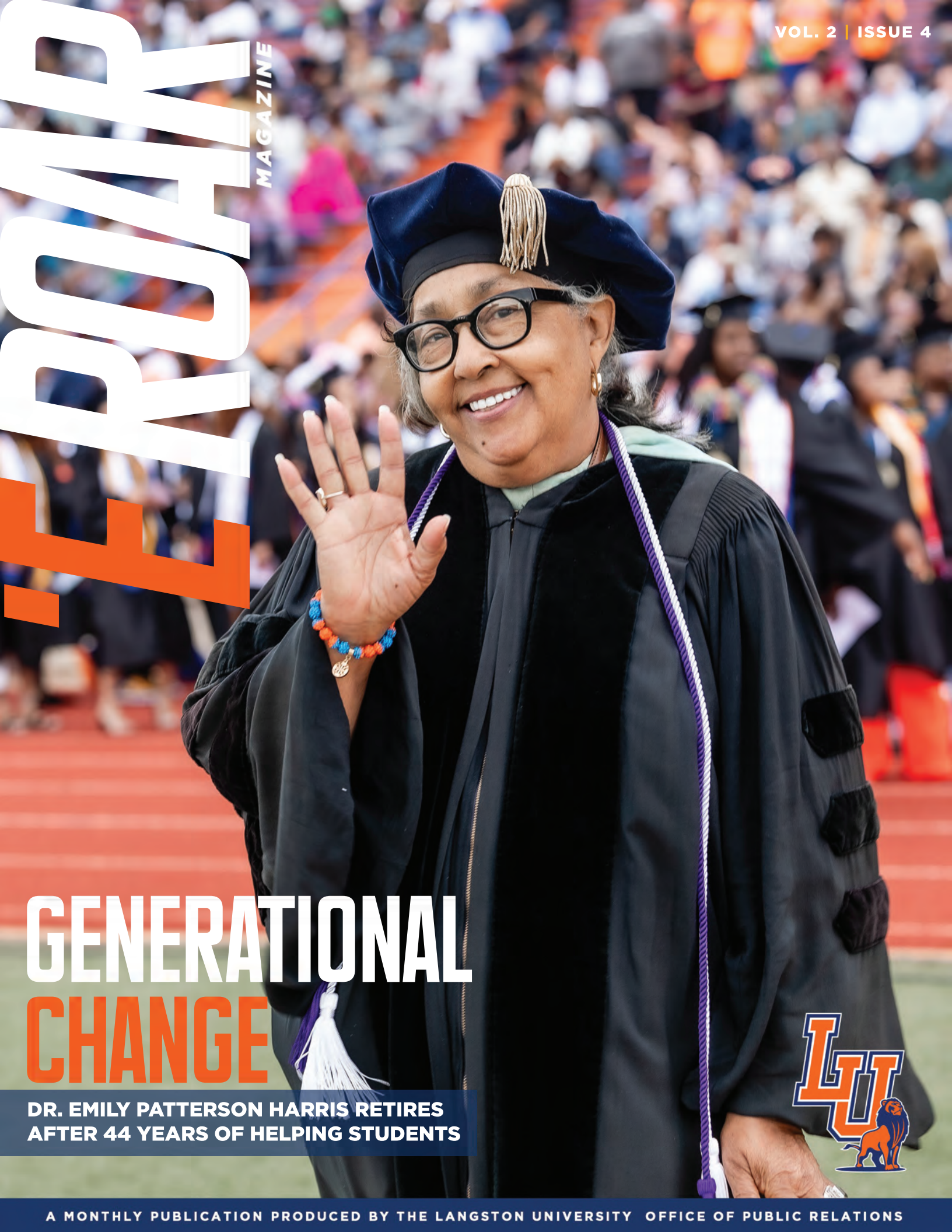
Sincerely,

Ruth Ray Jackson

Ruth Ray Jackson, Ph.D.
Interim President

VOL. 2 | ISSUE 4

THE ROAR MAGAZINE



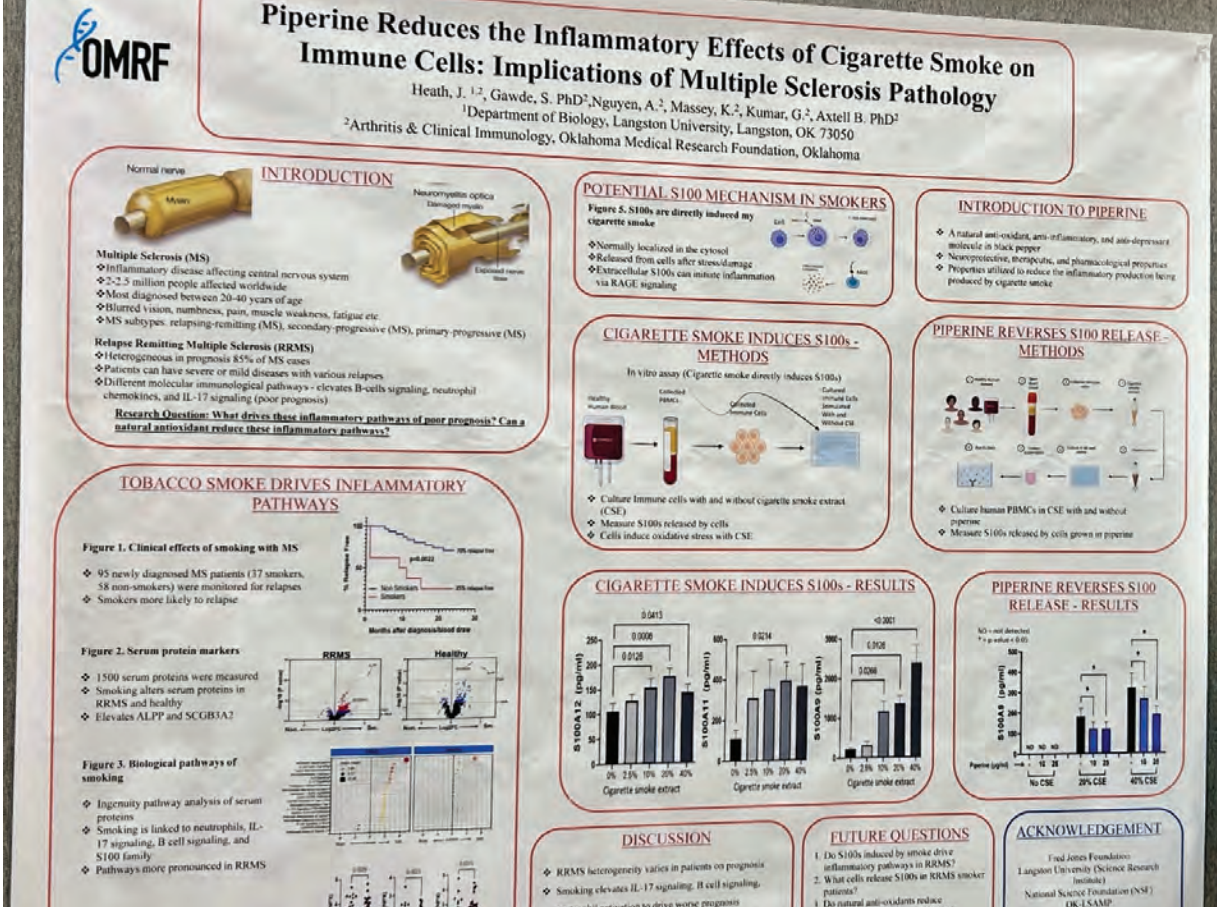
GENERATIONAL CHANGE

DR. EMILY PATTERSON HARRIS RETIRES AFTER 44 YEARS OF HELPING STUDENTS

A MONTHLY PUBLICATION PRODUCED BY THE LANGSTON UNIVERSITY OFFICE OF PUBLIC RELATIONS

INSIDE THIS ISSUE:

- LU STUDENT PURSUES CAREER IN RESEARCH 3
- LU CELEBRATES 25TH ANNUAL RESEARCH DAY 5
- COVER STORY: LU EDUCATOR RETIRES AFTER 44 YEARS 8
- HIGHLIGHTS FROM LU'S 125TH COMMENCEMENT CEREMONY 12



SETTING THE BAR:

J'TAELII HEATH STRIVES TO CARVE HER OWN PATH IN RESEARCH AND LIFE

After almost two weeks of rain, the sun shone bright above W.E. Anderson Stadium as the Langston University Class of 2025 processed onto the football field for the 125th Commencement Ceremony, adding to the air of joy and levity that could be felt all over campus.

Cheering, dancing, noisemakers and more could be heard from all over campus as the hundreds of friends and families packed the stand to celebrate their graduates, nearly 70% of whom are the first in their families to earn a college degree. J'Taelii Heath was one of these first-generation students.

But if it weren't for the encouragement of her family, and the Langston University McCabe Honors Program, she might not have been able to attend university at all.

Heath grew up in Oklahoma City in a family of entrepreneurs. From working with kids to styling hair, her family was involved in a variety of industries, but the business path never interested Heath. She was more interested in STEM, and the idea of entering the medical field had always intrigued her. When she took a health class in high school with a vegan teacher who taught them about different types of healthy lifestyles, she decided she wanted to go to school to study osteopathic medicine.

"It was just something that stuck with me," Heath said. "I just wanted to continue to do that research and find a different outlet besides (the plant-based diet)."

Once she knew she wanted to study medicine, Heath knew she needed to get her bachelor's degree first. As the oldest of five kids, it was also important to her to show her siblings that college was a viable option they could also choose.

As she began looking into schools, she knew wherever she enrolled needed to be affordable, have a good biology program and be close enough to home that she could still be a part of her younger siblings' lives.

Langston University fit the bill.

Heath earned a McCabe Scholarship, which paid for her tuition, room and board, and entered the Lion Pride as a biology major.

"It just offered the opportunity for me to stay close to family and be able to afford it, of course, with a full ride scholarship," Heath said. "That was the first step, being in the honors program, having my school paid for, especially coming from a low-income household where I'm the oldest and a first-generation college student."

When she got to campus, Heath sought out Dr. Byron Quinn. A biology professor and accomplished researcher, Dr. Quinn is a mentor to many LU students, and Heath knew she wanted to join his lab. Dr. Quinn was happy to have her.

In Dr. Quinn's lab, Heath learned how to properly conduct research. She learned how to handle different types of equipment and run simple experiments. She was eager to learn and a quick study, and she impressed Dr. Quinn. He helped her apply for an internship with the Oklahoma Medical Research Foundation (OMRF) as one of the first OMRF-LU Scholars.

During her OMRF internship, Heath helped design and conduct an experiment using black pepper, more specifically a compound called piperin, as a treatment for multiple sclerosis. Her goal was to find a more natural alternative treatment for the disease that didn't rely solely on drugs. To her delight, the experiment was a success.

Heath continued working with OMRF as an LU Scholar after the internship was over, and she also began to help out more in Dr. Quinn's lab. Heath found she really enjoyed research, so she decided to apply to OK-LSAMP, a statewide program that provides financial assistance to student researchers so they can present their research at professional conferences and conventions.

Over the course of her time at Langston University, with the assistance of her professors and the OK-LSAMP program, Heath has presented her research 15 times at local and national conferences.

"It has helped me see the world differently," Heath said. "Traveling from state to state, people do things differently... It also helped me learn public speaking skills. I've always been very shy and not prone to want to go talk to people."

Heath has also had the opportunity to assist with NASA research at Langston University, specifically with a project focused on studying how to keep astronauts' immune cells active while in space conditions. Currently, the LU research team is preparing samples to be sent to the International Space Station. Heath will be a part of the team that will analyze the samples upon their return to Earth.

OK-LSAMP manager and associate professor of chemistry at Langston University, Dr. Lindsay Davis, immediately recognized Heath's potential as an excellent student from the moment she met her in 2021.

Since then, Dr. Davis has seen Heath grow into the inquisitive student she is today. A student who always seeks to improve herself. A student who seeks new opportunities wherever she can find them.

"(Heath) is always wondering how to improve," Dr. Davis said. "I don't know if she really realizes her power. (Her power) is evident by all of her accolades. It's evident. I wish she would seek that part of herself more. But that's part of being a young Black scientist; you just kind of do it, and she's doing it."

As Heath stood to be recognized as a winner of the Outstanding Senior Leader Award during the commencement ceremony, she beamed with power. The award is earned by graduating seniors who go above and beyond throughout their college career in their commitment to leadership, academics, campus involvement, community service and exemplary character, all of which embodied her journey at Langston University.

Eventually her name was called to receive her diploma, and she strolled up the ramp and onto the commencement stage, taking a photo with President Ruth Ray Jackson and shaking hands with the members of the dais.

She walked off the opposite side ramp the first member of her family to graduate college.

"I just want to be the outlet for my siblings, to be that extra guidance to a different path for our family and for generations to follow," Heath said. "There is a different path that is an option for us."

BY ELLIE MELERO AND JET TURNER

FROM THEORY TO PRACTICE:

LANGSTON UNIVERSITY CELEBRATES 25TH ANNUAL RESEARCH DAY

Langston University held its 25th Annual Research Day on April 18, 2025. Research Day includes various disciplines, majors and students. Whether you are a biology or chemistry student, psychology student or even a computer science student, you are welcome to participate in Reseach Day.

Research Day aims to help students understand the practical applications of their learning. It shows students how their knowledge can serve society and provides an opportunity to demonstrate their problem solving and articulation skills. It also allows students to build their resumes, prepare for internships and graduate school applications, among many other skills.

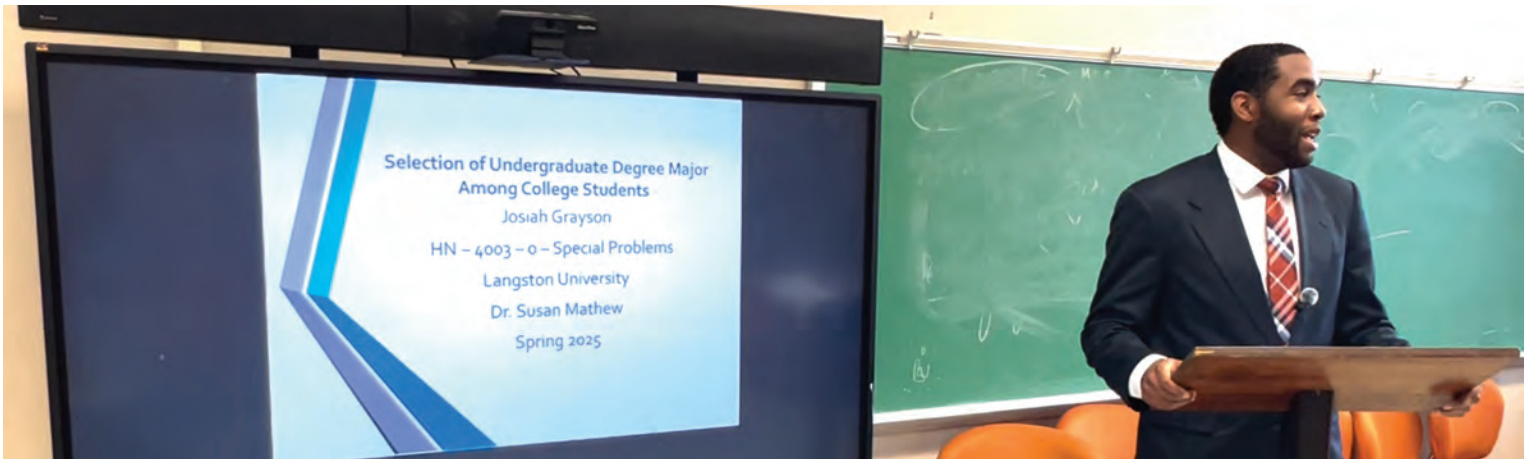
"It's the value added," said Dr. John K. Coleman, Interim Dean of the College of Arts and Sciences. "Once you get a culture where students (are presenting their research), you look at the student and you just see the product. Now they are starting to learn why they're learning these theories and why they learn these concepts, and then what you can actually do with it and how you can help society. You're here to learn, but you leave to serve. So how do you use what you're learning? This is the part that teaches you how you use what you're learning to serve society."

Dr. Lindsay Davis, associate professor of chemistry, participated in the 13th Research Day when she was a student at LU.
Despite her fear and hesitation to present her research, she was well prepared and supported.

"Ultimately, Research Day gave me the confidence that I needed to pursue graduate school and to make these presentations a norm for me," Dr. Davis said. "I was so scared of public speaking, and now it's easy.

"So, Research Day definitely helps with their communication skills. But most importantly, I think it allows them to be a scientist, to communicate through research and to really achieve their goals."

This year over 20 students participated in Research Day.



JOSIAH GRAYSON

SELECTION OF UNDERGRADUATE DEGREE MAJOR AMONG COLLEGE STUDENTS

SENIOR • COMPUTER SCIENCE MAJOR

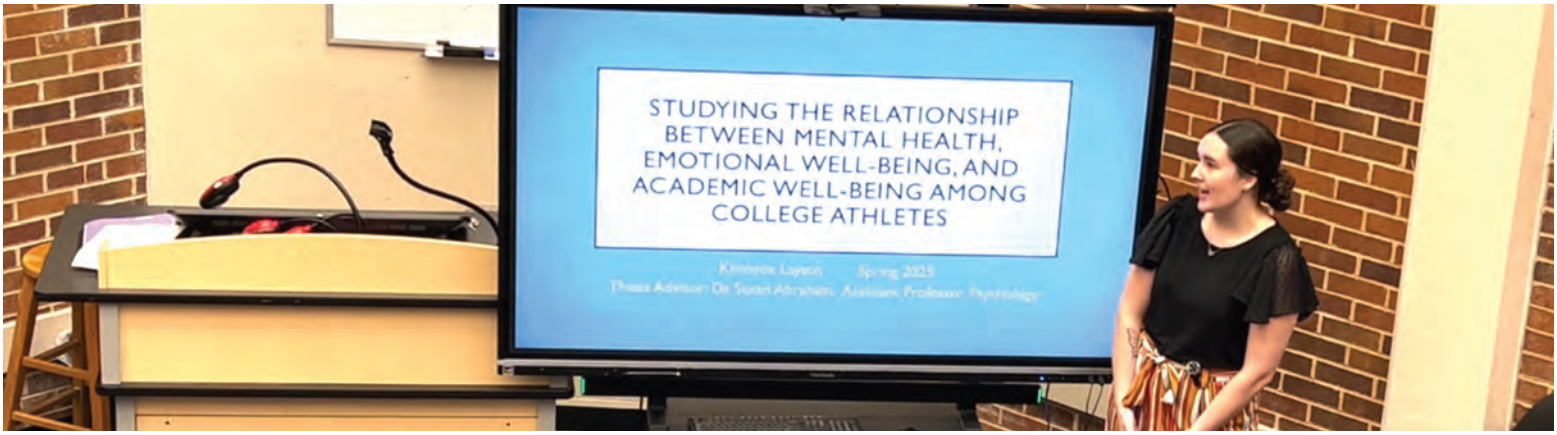
Josiah Grayson's research explored the psychological and social factors influencing how college students, especially those at Historically Black Colleges and Universities (HBCUs), choose their academic majors.

Grayson's studies revealed personal interest is the most important factor when a prospective student selects a major, which contradicts his hypothesis that financial considerations would be at the forefront of their decision-making process.

Grayson highlights that student interests are often "shaped by what they have been exposed to," meaning individuals are more likely to pursue careers and majors they have seen modeled in their communities. For Black students specifically, this means decisions are "shaped by survival, legacy and representation."

"Institutional culture and climate impacts persistence," Grayson said. "What goes on at the university and then specifically in the department, how they teach the information, how they work with the students. Is there tutoring? These things highly impact whether or not somebody is actually going to finish their degree."

Financial status, according to Grayson, still plays a significant role in a student's decision in what major they select, even if it isn't the primary driving force. Grayson notes that students from a lower socioeconomic status tend to be more risk-averse, often choosing a "more stable" career path, while students from higher socioeconomic backgrounds have more flexibility to pursue less conventional majors, if they so choose.



KIMBREE LAYTON

STUDYING THE RELATIONSHIP BETWEEN MENTAL HEALTH, EMOTIONAL WELL-BEING AND ACADEMIC WELL-BEING AMONG COLLEGE ATHLETES

SENIOR • PSYCHOLOGY MAJOR

Kimbree Layton conducted a comprehensive study examining the relationship between mental health, emotional well-being and academic well-being among collegiate athletes at Langston University. Her research focused specifically on anxiety, depression and stress levels among student athletes.

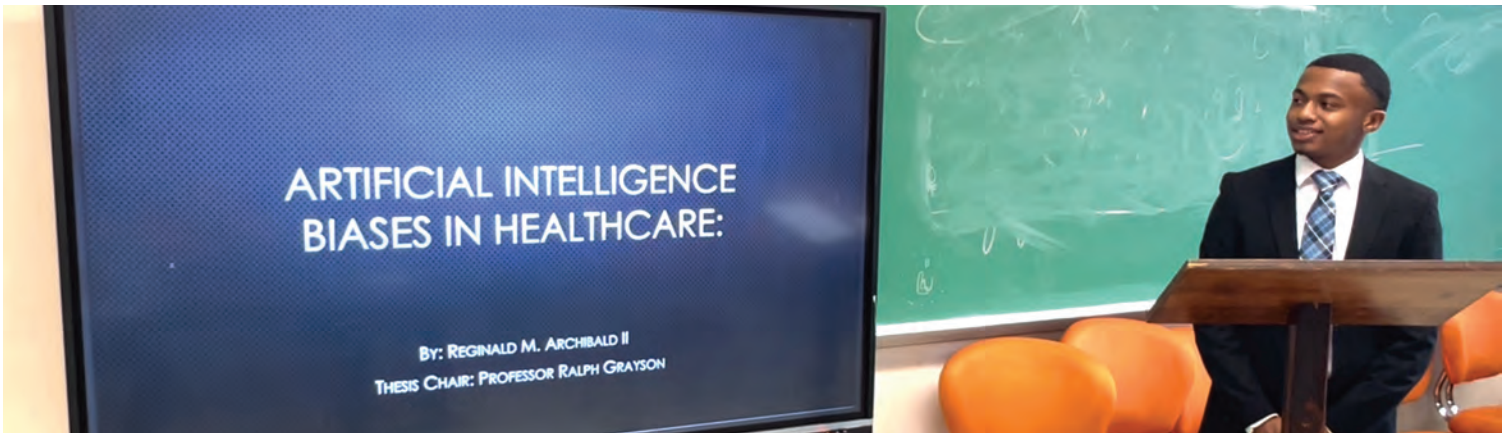
The study employed a multi-scale survey approach, utilizing four different psychological assessment tools. Layton was able to collect data from 15 of Langston University's student athletes, all of whom were female.

Findings revealed that Langston University student athletes generally demonstrated positive mental health indicators, showing no significant signs of depression, anxiety or stress.

"(The student athletes) think highly of professional help and seeking it when it is necessary," Layton said.

Layton's research highlighted several critical factors influencing student athlete mental health, including "the importance of their relationships" with coaches, professors and family. Modern student athletes must overcome a tough emotional landscape, and many challenge the stigma that they should always be "very mentally tough" and not show emotions.

While the study provides valuable insights, Layton recognized limitations in her research, including the small sample size and the use of somewhat dated psychological assessment scales. She recommended future research should "examine what relationships between scales and demographics" exist and potentially explore the impact of teammates on mental health, a dimension not fully explored in this current study.



REGINALD M. ARCHIBALD II

ARTIFICIAL INTELLIGENCE BIASES IN HEALTHCARE

SENIOR • COMPUTER SCIENCE MAJOR

Reginald Archibald II explored the critical issue of artificial intelligence (AI) bias in healthcare, highlighting how AI models can perpetuate systemic inequalities.

Archibald's research uncovered six types of bias in healthcare AI models: implicit, selection, measurement, confounding, temporal and algorithm bias.

An example pointed to in this research is the dermatology AI tool developed by Stanford University, which was trained predominantly on images of lighter-skinned individuals. This could have a significant negative impact on patients who have a darker skin complexation.

"When you go in and they're trying to detect for skin cancer, oftentimes they're not able to find it, and they might (misdiagnose) you," Archibald said.

Several other real-world scenarios demonstrate the potential harm of biased AI. During the COVID-19 pandemic, pulse oximeters were found to miss conditions in Black patients three times more often than in other races. Another study revealed an AI algorithm that based healthcare decisions on costs that systematically undervalued Black patients' health needs.

To address these critical issues, Archibald proposes multiple solutions. These include conducting bias audits before AI deployment, training healthcare professionals on AI decision-making processes and incorporating synthetic data to improve representation.

He emphasizes the importance of diversity in AI development, stating that diverse team members can provide "ethical background knowledge about their race, their gender, their age group and their economic status."

BY JET TURNER

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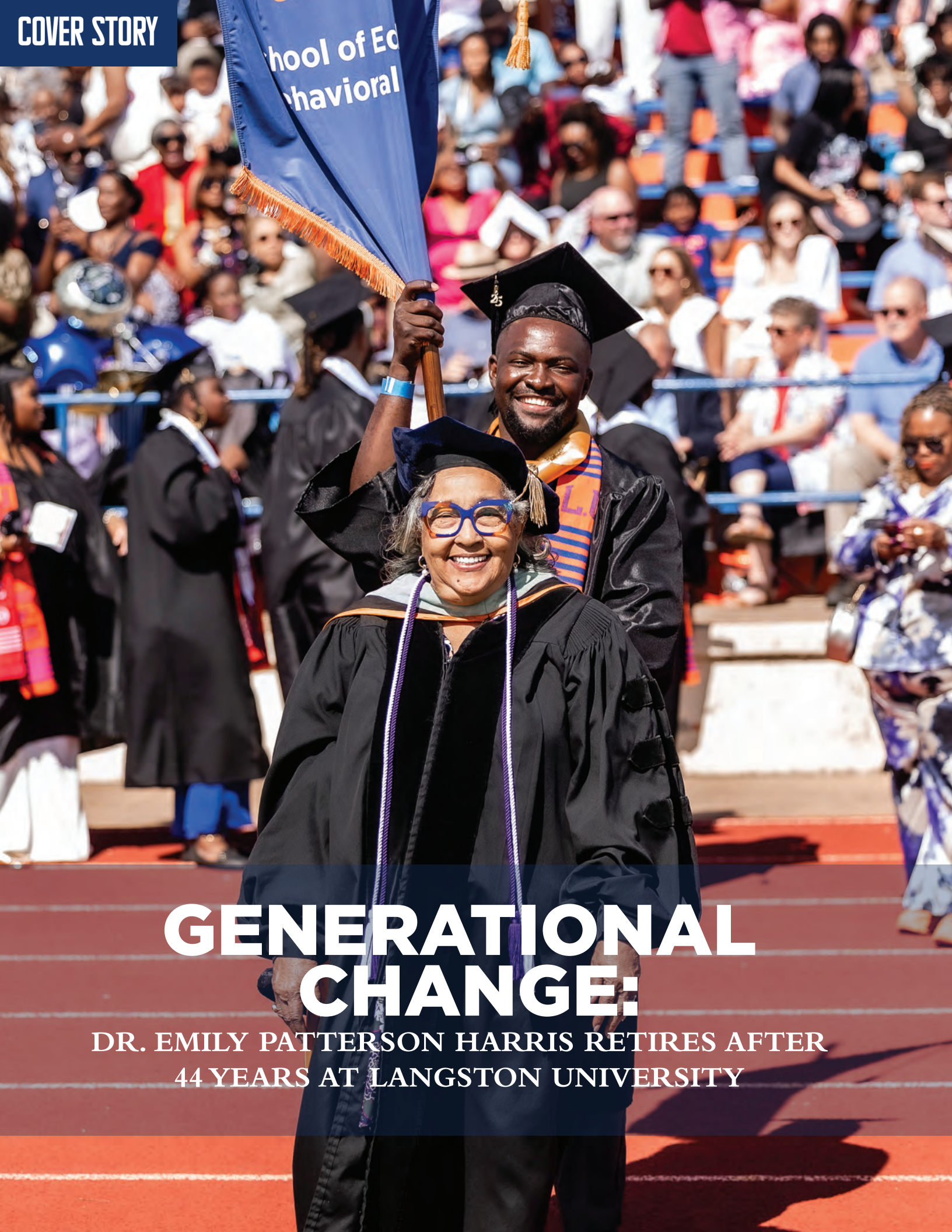

GENERATIONAL CHANGE:

DR. EMILY PATTERSON HARRIS RETIRES AFTER 44 YEARS AT LANGSTON UNIVERSITY

Every year on Mother's Day, Dr. Emily Patterson Harris gets a call from one of her former students.

When that student was younger, he attended and dropped out of two colleges, but Dr. Harris wasn't having it.

"It took me two years to talk him into coming to Langston University and giving it another try," Dr. Harris said. "And he did. We had some rough times in there, but he finished, and he calls me on Mother's Day."

Not all of her student interactions have been as friendly.

Once, while walking down the stairs at the LU-Tulsa campus, a student stopped Dr. Harris to talk. She knew the student sometimes struggled to balance his schoolwork with his responsibilities as a father, but she also knew he was capable of it.

"He stopped me, and he said, 'Well, I want you to know that I'm going to graduate, if for no other reason than to get you off of my back,'" Dr. Harris said. She responded with an upbeat, "OK!"

That student did graduate, and he went on to earn his master's degree, too. She still sees him and talks with him occasionally.

Dr. Harris has countless stories like these because she's been working with students for over 40 years. She has worked tirelessly to develop well-defined and relevant programs that will help students get jobs after graduation, and she has also worked to make sure students make it to graduation. From working with them in the classroom to advising those who left to figure out how to come back, Dr. Harris doesn't give up on her students. She cares about them, and she knows that for many, earning their degree will change their life.

Education is Transformative

Dr. Harris has always believed in the power of education, and she understands better than most that the transformative effects of earning a degree can be felt for generations. Her own family is a prime example. Her maternal grandmother, Emily Alford, only had an 8th grade education, but she was determined to send her children to college. They came to Langston University.

Dr. Harris' mother, Violet, graduated from Langston University in 1950 with a B.S. in Business. Her father, Lee V. Patterson, Sr., graduated from LU that same year with a B.S. in Industrial Arts. They both had successful teaching careers in Oklahoma, and they made sure their children understood education was important. The message was echoed by Dr. Harris' aunts and uncles as she and her cousins prepared to go to college, and they eventually passed the message along to their children, too.

Today, the younger generations of the family understand that education is transformative, and Dr. Harris' son Erick said they all expect to go on to earn the highest-level degrees available for their chosen professions. Four generations after Emily Alford, the average degree in the family is a masters.

"I go back to that initial decision that my grandmother made that a college education was important," Dr. Harris said. "That one decision has impacted generations of my family."

It has also, in turn, allowed Dr. Harris to impact thousands of others. Dr. Harris graduated from her father's alma mater, Booker T. Washington High School in Tulsa, Oklahoma, but she did not follow in her parents' footsteps to attend Langston University. Instead, she chose to attend Central State University in Wilberforce, Ohio, and her experiences there reinforced her beliefs about the power of HBCUs. She went on to earn her Master of Library and Information Studies from the State University of New York at Buffalo before moving to Texas to serve as a librarian at Houston Community College.

After a three-year stint in Houston, Dr. Harris came home to Oklahoma. Thanks to the efforts of Dr. Roosevelt Mack, she officially joined the Lion Pride as a librarian at the LU-Tulsa campus in 1981.

Building Something

The Langston University-Tulsa campus had been established just two years prior when Dr. Harris joined the staff.

It was the first public institution to offer upper-level higher education classes in Tulsa, and in 1982, it worked together with Oklahoma State University (OSU), the University of Oklahoma (OU) and Northeastern State University (NSU) to form the University Center at Tulsa. Still a firm believer in the importance of education, Dr. Harris was excited to be a part of bringing access to higher education to her hometown. Serving as a librarian for all academic programs gave Dr. Harris an opportunity to work closely with the students in Tulsa, and she found she enjoyed getting to know them while helping them access the materials they needed for their classes. She was good at her job, and she was soon asked to move to the Langston campus to serve as the Acting Director of the G. Lamar Harrison Library while the school looked for a permanent director.

When she returned to LU-Tulsa a year later, she knew she was ready to take on more responsibility.

She transitioned from the library to a position as an academic counselor. It was around this time that Dr. Wessylyne A. Simpson, Dr. Harris' aunt who was then the Dean of the School of Education and Behavioral Sciences (SOEBS), was working to expand the program offerings at the Tulsa campus. Dr. Harris worked with Dr. Simpson, SOEBS faculty and Diana Sharp to bring the Teacher Education program to Tulsa.

"We worked on paperwork and made sure we had all the bylaws and everything set up before we could start recruiting students," said Sharp, who still works at LU-Tulsa as an administrative assistant. "We all put our heads together and started the program here, and it's taken off ever since."

Sharp liked working with Dr. Harris right from the start. Her first

impression of Dr. Harris in 1983 was of a peppy, happy-go-lucky person who was very easy to talk with. Forty years later, Sharp said that's still how she'd describe her.

This was the first of many projects Sharp and Dr. Harris would work on together over the years, and Sharp said she appreciated Dr. Harris' positive attitude and her willingness to try several approaches until they found one that would work. She also appreciated that Dr. Harris knew how to leave work at work, allowing them to form a personal friendship in addition to a professional one.

Thanks to their hard work, they were able to bring the Teacher Education program to LU-Tulsa in 1985. The program was housed on the seventh floor of the building they shared with OSU at 440 S. Houston St., and Dr. Harris took on the role of Associate Director for Teacher Education at LU-Tulsa.

For 12 years, she supervised the teacher education program at the Tulsa campus. She loved working with students and continued to serve as an advisor. In 1986, she also began teaching as an assistant professor in SOEBS, focusing mostly on psychology and education courses.

She went back to school and earned her Ed.D. in Higher Education Administration from OSU in 1989, and she said she is eternally grateful to the late Dr. Mack for his continual support throughout this time as she juggled work and doctoral coursework. She also wanted to thank Dr. Ernest L. Holloway, LU's longest-serving president, and Dr. C. Gary Crooms.

"There've been powerful leaders, master teachers and mentors that encouraged me and were great at their chosen fields," Dr. Harris said. "The late Dr. Holloway continually focused on challenges as opportunities. Dr. Crooms taught me to look at those challenges from multiple perspectives."

Dr. Harris finished her doctorate, completed additional coursework in Behavioral Sciences and became certified to teach Social Studies, Language Arts and Library Media. She took her mentors' lessons as well as everything she'd learned from her own classroom experiences as both a teacher and student to try to continually improve her own classes.

"What I loved about teaching is just the fact that there's always more information," Dr. Harris said. "And I'm a librarian, so I love looking for information. You can never get tired of finding new things or new ways of doing things, and sometimes your students will send you off in a different direction."

Students First

Dr. Harris was dedicated to her work, and that's something to which her family can attest. Her two sons spent a lot of their free time at the LU-Tulsa campus and witnessed how hard their mother worked for the students there.

One day, an 8-year-old Erick approached Dr. Virginia Schoate, the campus site-director, and told her as much.

"My mom was always working hard," Erick said. "I had just found out what the word 'promotion' meant, and once I realized that I said, 'Oh, well she deserves one of those.' And because (Dr. Schoate) was her boss I thought, 'She's the one that can give it to her.'"

Not long after, Dr. Schoate did recommend Dr. Harris for a promotion. In 1997, she became the Associate Vice President for LU-Tulsa, the person who ran the campus. She also served as the Institutional Representative for Langston University to the University Center at Tulsa, advocating for the needs of LU students and faculty while working to improve access to higher education for all Tulsans.

Though her duties and responsibilities changed, her goal stayed the same: to guide students to degree completion.

At this time, the average age of the students at LU-Tulsa was about 34. Dr. Harris recognized early on that their needs would be different than the needs of students at the Langston campus, so she tried to keep their work and familial responsibilities in mind. She, the faculty and staff in Tulsa tried to make it as feasible as possible for students to take classes, offering everything from a bookstore to a registrar's office on campus so students wouldn't have to make the drive to the Langston campus.
"We had it set up making sure that once they got out from work, we had every avenue for (students) to be able to take courses so that they would still be able to graduate," Sharp said. "We made sure the students were happy and taken care of, no matter how many different hats we had to wear."

Dr. Harris' motto was to meet students where they were and never take anything personally, and she gave that advice to her student teachers as well as her faculty.

She understood that students, the same as everyone, had challenges in their lives outside of class and were sometimes prone to take that out on their teachers. But she also knew she had to look past that in order to assist them, and she was determined to help them.

"We're all works in progress," Dr. Harris said. "I emphasize that we each have our own individual paths."

Students drop out of college for all sorts of reasons. Sometimes they don't feel they have time to go to class. Sometimes they can't afford it. Sometimes they just don't want to do it anymore. If a student dropped out of LU-Tulsa, Dr. Harris wanted to know why.

She would contact them to follow up on why they chose to leave school. Then she would encourage them and brainstorm solutions.
"She would make those calls, and once she got them here, she would do all the rest of it," Sharp said. "She was making sure that students were taken care of and just trying to get them to realize that, you know, 'You're so close. Don't lose this.'"

Many students returned to school thanks to Dr. Harris' efforts, and many other students stayed in school for the same reasons.

Dr. Harris recalled that once, an alumnus whom she hadn't seen in years walked up to her and abruptly told her that he used to hate her. Unflappable as always, she simply responded, "Oh, you did?" He said he really did.

He told her he used to complain about all the work she made them do in her classes. He didn't appreciate all the readings, essays and other homework she assigned, and it made him resent her during his time as a student.

"And then he said, 'I just wanted to tell you that I earned my masters,'" Dr. Harris said. "And he told me the program he'd gone through, and he said, 'If it hadn't been for you, I would not have made it through that program. And I just wanted to come back and share that with you.' "That's the beauty, I think, about Langston University, no matter the campus. There is just a history of balancing those two things of nurturing a student but also having great expectations for those students. 'LU graduates around the globe serve as leaders, innovators and engaged citizens,' to quote our vision statement."

A Lasting Legacy

In 2008, Dr. Harris became the "Gear Up" Program Director and Coordinator for the Department of Psychology at LU-Tulsa. She worked closely with Tulsa Public Schools to design and deliver programs meant to encourage college attendance and completion at Tulsa-area middle and high schools while continuing her work as a professor and the leader of the psychology program in Tulsa.

In 2018, she was appointed Chair of the Department of Psychology for all LU campuses, and in 2019 she became Dean of the School of Education and Behavioral Sciences. She has also served, when the need arose, as Acting Dean of University Libraries. Throughout it all, she has continued her efforts to help students learn and make it to graduation. "Dr. Harris has done a phenomenal job," President Ruth Ray Jackson said. "Even in her role as Dean, she continues to advise students and to meet with transfer students. Of course, she's now in a position where she's solving problems and listening to complaints and concerns from both students and faculty, but she's consistently energized and ready to meet somebody and help them get to where they want to go."

Dr. Harris has become known for the positive energy she brings to projects and her willingness to try several routes until she finds the one that will work. Dr. Jackson called her a creative problem solver, and she's had a lot of experience doing it.

During her 44 years at Langston University, Dr. Harris has tackled lots of challenges, from redesigning curricula to helping develop completely new ones. Though she has almost 40 years of teaching experience, she continued trying out different teaching strategies up until she taught her last class in 2024 because she knew there was always room for improvement. She knows Langston University inside and out, and she has made a lasting impact.

"My mother is one of the most encouraging people that I've ever known," Erick said. "She supports you, but there's a nice edge to her that will push you and encourage you to keep moving forward. And that's what she's done at Langston University."

Throughout her career, Dr. Harris has been the model of a servant-leader, both in her personal and professional life.

Her youngest son, Christopher, said he's grateful to have grown up with Dr. Harris as a role model because she inspires him to try to be a leader in his own industry, noting that he often models his own behavior after her in professional settings. He also recognized that his mother's career at LU has always gone beyond her job descriptions.

"You recognize the sacrifice almost after the fact," Christopher said. "She could have had positions and titles that would've paid more at other institutions and in other states, but not everything is about financial gain.

"It's having us grow up around our grandparents, and from a career perspective, it's saying that you can have a positive impact on people's lives and be that role model of what leadership looks like."

She is a longtime member of Alpha Kappa Alpha Sorority, Inc., and Dr. Jackson, a fellow AKA, said Dr. Harris embodies their sorority's motto: Service to All Mankind.

Dr. Harris said it's not hard to find ways to serve because they will usually find you. Now, after four decades of service to Dear Langston, she is finally ready to retire. Her last day will be June 30, though she jokes it will really be "the 12th of never."

"I'm sure I will (miss teaching)," Dr. Harris said. "But I'm sure that I can find all kinds of creative things to do.

"I say, 'Don't look back. You're not going in that direction.'"

BY ELLIE MELERO

125th Commencement

Saturday, May Tenth, Two Thousand Twenty Five

ANGTON
UNIVERSITY
chool of Physical Therapy

MEET THE STAFF

'E ROAR IS PRODUCED BY THE LANGSTON UNIVERSITY OFFICE OF PUBLIC RELATIONS

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SAVE THE DATE

LANGSTON UNIVERSITY HOMECOMING 2025

OCTOBER 5-11, 2025

ROAR

MAGAZINE

GET CONNECTED. STAY CONNECTED.

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

2. In recognition and appreciation for their many years of dedicated service, Langston University bestows emeritus status upon three individuals with all the rights and responsibilities therein.

   Citations have been prepared for the following individuals to recognize their tremendous contributions to Dear Langston and commemorate their valuable leadership to our institution.

   - Dr. Alex O. Lewis
   - Dr. John Coleman
   - Dr. Emily Patterson Harris

CITATION FOR EMERITUS STATUS

Dr. Alex O. Lewis

PROFESSOR OF EDUCATION AND DIRECTOR
OF URBAN EDUCATION GRADUATE PROGRAMS
LANGSTON UNIVERSITY

DR. ALEX O. LEWIS'S DISTINGUISHED CAREER at Langston University spans nearly three decades from 1989 to 2016, marked by unwavering dedication to academic excellence and student success. Dr. Lewis served as Dean of Graduate Programs, Director of the Master's in Education Programs, and finally Director of Urban Education Graduate Programs. Dr. Lewis was instrumental in expanding and strengthening the university's graduate offerings, particularly in the fields of education and behavioral sciences. His leadership not only enhanced the academic rigor of these programs but also significantly increased their accessibility and appeal to a diverse student body.

A graduate of the University of Minnesota-Twin Cities, where he earned his Ph.D., Dr. Lewis brought a wealth of knowledge and experience when he returned to his alma mater Langston University. His tenure was characterized by a commitment to fostering an environment of scholarly inquiry and professional development. He played a pivotal role in mentoring faculty and students alike, guiding numerous graduate candidates through their academic journeys and into successful careers in education, counseling, and public service.

Dr. Lewis's contributions extended beyond administrative duties; he was a cornerstone in the development of the Master of Education program at the Oklahoma City campus. His efforts in curriculum development and program accreditation have left a lasting impact on the university's academic landscape.

IN RECOGNITION OF his exceptional service, leadership, and commitment to the mission of Langston University, it is with great honor that we confer upon Dr. Alex O. Lewis the title of **Professor and Director Emeritus of the Urban Education Graduate Program**. His legacy will continue to inspire future generations of scholars and educators within the Langston community and beyond.

Bestowed by Langston University on the 27th day of May 2025.

Ruth Ray Jackson

Ruth Ray Jackson, Ph.D.
President, Langston University

CITATION FOR EMERITUS STATUS

Dr. John Coleman

ASSOCIATE PROFESSOR OF CHEMISTRY
AND INTERIM DEAN, SCHOOL OF ARTS AND SCIENCES
LANGSTON UNIVERSITY

IN RECOGNITION OF a distinguished career spanning more than three decades, Langston University proudly proudly confers Emeritus Status upon Dr. John Coleman.

Since his return to his alma mater in 1993 at the invitation of President Ernest Holloway, Dr. Coleman has exemplified unwavering dedication to student success, academic excellence, and the mission of Langston University as Oklahoma's only Historically Black College and University and 1890 Land-Grant Institution.

As Chair of the Department of Chemistry, Dr. Coleman developed and implemented transformative teaching methods, most notably his Competency Performance Recording for Learning (CPR-L) model, which improved learning outcomes and fostered deep student engagement in STEM. He was an early innovator in the integration of technology into instruction, equipping students with the tools to thrive in a digital world.

In 2003, Dr. Coleman secured a grant from the National Science Foundation to launch the Langston Integrated Network College (LINC) for STEM, a nationally recognized program that produced a 92% graduation rate and led 60% of its students to pursue graduate degrees at top-tier institutions. Under his leadership, LINC participants earned over 50 national awards for research excellence, and the program produced hundreds of research abstracts and presentations.

His vision extended beyond the university through the establishment of the Langston University Summer Math and Science Academy, inspiring youth including many first-generation college students and future PhDs to pursue careers in STEM. His personal mentorship of students such as Dr. Byron Quinn, Dr. Lila Peal, Dr. Ryan Johnson and Dr. Lindsay Davis, the first Black chemist to earn a PhD from UT-Arlington, who now all serve as faculty at Langston, is a testament to his generational impact.

Throughout his tenure, Dr. Coleman has embodied the highest ideals of scholarship, service, and mentorship. As a teacher, researcher, innovator, and academic leader including his current role as Interim Dean of the School of Arts and Sciences, he has left an indelible mark on the institution, its students, and the broader academic community.

WITH PROFOUND GRATITUDE AND ADMIRATION, Langston University bestows upon Dr. John Coleman the status of **Associate Professor and Chair Emeritus of the Department of Chemistry**, honoring a lifetime of extraordinary contributions to science education and the advancement of excellence in STEM.

Bestowed by Langston University on the 27th day of May 2025.

Ruth Ray Jackson

Ruth Ray Jackson, Ph.D.
President, Langston University

CITATION FOR EMERITUS STATUS

Dr. Emily Patterson Harris

ASSOCIATE PROFESSOR OF EDUCATION AND DEAN OF THE
SCHOOL OF EDUCATION AND BEHAVIORAL SCIENCES
LANGSTON UNIVERSITY

IN RECOGNITION OF an extraordinary 44-year career dedicated to educational excellence, mentorship, and transformative leadership, Langston University proudly confers Emeritus Status upon Dr. Emily Patterson Harris.

Dr. Patterson Harris began her service at Langston University in October 1981. Over the ensuing decades, she has held numerous pivotal roles, including Associate Vice President and Campus Administrator for Langston University-Tulsa, Acting Director of Libraries, Chair of the Department of Psychology, and Dean of the School of Education and Behavioral Sciences. In each capacity, she has demonstrated unwavering commitment to student success, academic rigor, and institutional advancement.

Her leadership has been instrumental in shaping programs and policies that have strengthened Langston University's mission and legacy. As Associate Vice President of Academic Affairs for the Langston University–Tulsa campus (formerly the University Center at Tulsa), she provided vital administrative oversight during a period of growth and vibrancy. Under her guidance, the campus served over 1,600 students across 16 academic programs.

Dr. Patterson Harris has impacted the lives of thousands of students, many of whom have become successful educators, counselors, administrators, and community leaders. Her mentorship has also guided faculty and staff, fostering a culture of excellence and collaboration. She serves as an Institutional Board Member Representative for the Tulsa Higher Education Consortium, a partnership focused on improving student outcomes across the region. Her involvement contributed to enhanced pathways for degree completion, career readiness, and economic mobility for Tulsa-area students

Beyond her administrative accomplishments, Dr. Patterson Harris is celebrated for the joy and spirit she brings to her work. Known across campus for her warmth, grace, and boundless energy, she embodies the heart and soul of Langston University. Her passion for education and her belief in the potential of every student have left an indelible mark on the university community.

As she prepares to retire in June 2025, Dr. Patterson Harris leaves behind a legacy that will continue to inspire future generations. Her life's work stands as a testament to the power of purpose-driven leadership and the enduring impact of education.

LANGSTON UNIVERSITY IS HONORED to bestow upon Dr. Emily Patterson Harris the title of **Associate Professor and Dean Emerita of the School of Education and Behavioral Sciences**, with deep gratitude for her decades of service, leadership, and love.

Bestowed by Langston University on the 27th day of May 2025.

Ruth Ray Jackson

Ruth Ray Jackson, Ph.D.
President, Langston University

BOARD OF REGENTS
FOR THE OKLAHOMA AGRICULTURAL AND MECHANICAL COLLEGES

RESOLUTION

WHEREAS, it has been called to the attention of Langston University and the Board of Regents for the Oklahoma Agricultural and Mechanical Colleges that Ms. Merrilan Bruner, was claimed by death on Tuesday, May 6, 2025; and

WHEREAS, Ms. Bruner, by her loyalty, attention to duty, and faithful performance rendered service as a staff member of Langston University for fifteen years, serving as Dorm Manager; and

WHEREAS, her friends and Langston University have suffered an irreparable loss in her passing; NOW, THEREFORE, BE IT RESOLVED BY THE BOARD OF REGENTS FOR THE 0KLAHOMA AGRICULTURAL AND MECHANICAL COLLEGES; THAT, it takes this method to express its appreciation for the fifteen years of exemplary service rendered by Ms. Merrilan Bruner to Langston University, the State of Oklahoma and its citizens, to express respect to her memory, and to extend to the family its deepest sympathy in the loss sustained, and to state that the Board and every member thereof respectfully join the friends of the deceased in mourning the passing of one of Langston University's beloved retirees.

BE IT FURTHER RESOLVED that a copy of this resolution be reflected in the minutes of the Board and a copy sent to the family of Ms. Merrilan Bruner.

Adopted by the Board on the 13th day of June 2025.

_____
Regent Jimmy Harrel, Chairman

_____
Jason Ramsey, Chief Executive Officer

C - POLICY AND OPERATIONAL PROCEDURES

1. Approval is requested to adopt a new Canine Officer Policy for use within the Langston University Police Department (LUPD). The purpose of the policy is to ensure standard guidelines and procedures for the management and tactical deployment of canines for a variety of law enforcement operational purposes.

   Trained canines are a valuable supplement to campus policing with proper training and management. The trained canine will be used for a variety of tasks including but not limited to location of individuals, property, and contraband. Within our LUPD force, one of our current officers is a trained canine handler and owner of a canine trained and certified for law enforcement purposes. If approved, this policy will allow LUPD to introduce the trained canine into the campus law enforcement operations with continued and appropriate training, including communication to campus stakeholders regarding the canine officer.

   The enclosed policy was modeled after the existing policy within the Oklahoma State University Police Department (OSUPD) and has been vetted by the Office of Legal Counsel.

Langston University
Police Department
Canine Officer Policy

PURPOSE AND SCOPE

This policy establishes guidelines for the use of canines to augment law enforcement services in the community, including but not limited to locating individuals and contraband and apprehending criminal offenders.

POLICY

It is the policy of the Langston University Police Department that teams of handlers and canines meet and maintain the appropriate proficiency to effectively and reasonably carry out legitimate law enforcement objectives.

ASSIGNMENT

Canine handlers should be assigned to assist and supplement the Patrol Section to function primarily in assisting or cover assignments. However, they may be assigned by a member of the departmental leadership team to other functions, such as routine calls for service, based on the current operational needs.

Canine handlers should generally not be assigned to handle routine matters that will take them out of service for extended periods of time. If such an assignment is necessary, it should only be made with the approval of the Shift Supervisor**.**

REQUESTS FOR CANINE

Patrol Section members are encouraged to request the use of a canine. Requests for a canine officer from department units outside of the Patrol Section shall be reviewed by the Shift Supervisor.

OUTSIDE AGENCY REQUEST

All requests for canine assistance from outside agencies must be approved by a member of the departmental leadership team and are subject to the following:

a. Canine handlers shall not be used for any assignment that is not consistent with this policy.
b. The canine handler shall have the authority to decline a request for any specific assignment that he/she deems unsuitable.
c. Calling out off-duty canine handlers is discouraged.
d. It shall be the responsibility of the canine handler to coordinate operations with agency personnel in order to minimize the risk of unintended injury.
e. It shall be the responsibility of the canine handler to complete all necessary reports or as directed.

PUBLIC DEMONSTRATION

All public requests for a canine handler shall be reviewed and, if appropriate, approved by a member of the departmental leadership team prior to making any resource commitment. The canine handler is responsible for obtaining resources and coordinating involvement in the demonstration to include proper safety protocols. Canine handlers shall not demonstrate any apprehension of work unless authorized to do so by a member of the departmental leadership team.

APPREHENSION GUIDELINES

A canine may be used to locate and apprehend a suspect if the canine handler reasonably believes that the individual has committed, is committing, or is threatening to commit any serious offense and if any of the following conditions exist:

a. There is a reasonable belief the suspect poses an imminent threat of violence or serious harm to the public, any officer, or the handler.
b. The suspect is physically resisting or threatening to resist arrest and the use of a canine reasonably appears to be necessary to overcome such resistance.
c. The suspect is believed to be concealed in an area where entry by other than the canine would pose a threat to the safety of officers or the public.

It is recognized that situations may arise that do not fall within the provisions set forth in this policy. Such events require consideration of the totality of the circumstances and the use of an objective reasonable standard applied to the decision to use a canine.

Absent a reasonable belief that a suspect has committed, is committing, or is threatening to commit a serious offense, mere flight from a pursuing officer, without any of the above conditions, shall not serve as the basis for the use of a canine to apprehend a suspect.

Use of a canine to locate and apprehend a suspect wanted for a lesser criminal offense than those identified above requires approval from the Shift Supervisor. Absent a change in circumstances that presents an imminent threat to officers, the canine, or the public; such canine use should be conducted on-leash or under conditions that minimize the likelihood the canine will bite or otherwise injure the individual.

In all applications, once the suspect has been located and no longer reasonably appears to present a threat or risk of escape, the handler should secure the canine as soon as it becomes reasonably practicable.

If the canine has apprehended the suspect with a secure bite, and the handler believes that the suspect no longer poses a threat, the handler should promptly command the canine to release the suspect.

PREPARATION FOR DEPLOYMENT

Prior to the use of a canine to search for or apprehend any suspect, the canine handler and/or a member of the department's leadership team should carefully consider all pertinent information reasonably available at the time. The information should include but is not limited to:

a. The nature and seriousness of the suspected offense.
b. Whether violence or weapons were used or are anticipated.
c. The degree of resistance or threatened resistance, if any, the suspect has shown.
d. The suspect’s known or perceived age.
e. The potential for injury to officers or the public caused by the suspect if the canine is not utilized.
f. Any potential danger to the public and/or other officers at the scene if the canine is released.
g. The potential for the suspect to escape or flee if the canine is not utilized.
h. As circumstances permit, the canine handler should make every reasonable effort to communicate and coordinate with other involved members to minimize the risk of unintended injury.

It is the canine handler’s responsibility to evaluate each situation and determine whether the use of a canine is appropriate and reasonable. The canine handler shall have the authority to decline the use of the canine whenever he/she deems deployment is unsuitable.

A supervisor who is sufficiently apprised of the situation may prohibit deploying the canine.

Unless otherwise directed by a supervisor, assisting members should take directions from the handler in order to minimize interference with the canine.

WARNINGS AND ANNOUNCEMENTS

Unless it would increase the risk of injury or escape, a clearly audible warning announcing that a canine will be used if the suspect does not surrender should be made prior to releasing a canine.

The handler should allow a reasonable time for a suspect to surrender and should quiet the canine momentarily to listen for any verbal response to the warning. If feasible, other members should be in a location opposite the warning to verify that the announcement could be heard. If available, warnings given in other languages should be used as necessary.

If a warning is not to be given, the canine handler, when practicable, should first advise the supervisor of his/her decision before releasing the canine. In the event of an apprehension, the handler shall document in any related report how the warning was given and, if none was given, the reasons why.

REPORTING DEPLOYMENTS, BITES, AND INJURIES

Handlers should document canine deployments in a canine use report. Whenever a canine deployment results in a bite or causes injury to an intended suspect, a supervisor should be promptly notified and the injuries documented in the canine use report. The injured person shall be promptly treated by Emergency Medical Services personnel and, if appropriate, transported to an appropriate medical facility for further treatment. The deployment and injuries should also be included in any related incident or arrest report.

Any unintended bite or injury caused by a canine, whether on or off-duty, shall be promptly reported to the Chief of Police. Unintended bites or injuries caused by a canine should be documented in an administrative report, not in a canine use report.

If an individual alleges an injury, either visible or not visible, a member of the departmental leadership team shall be notified and both the individual's injured and uninjured areas shall be photographed as soon as practicable after first tending to the immediate needs of the injured party. Photographs shall be retained as evidence in accordance with current departmental evidence procedures. The photographs shall be retained until the criminal proceeding is completed and the time for any related civil proceeding has expired.

Department canines that bite a person are exempt from a 10-day quarantine upon presentation of a record of immunization against rabies. When required by the Oklahoma State Department of Health, the canine handler shall ensure that a certification of animal health is obtained after examination by a licensed veterinarian at the end of 10 days.

NON-APPREHENSION GUIDELINES

Properly trained canines may be used to track or search for non-criminals (e.g., lost children, individuals who may be disoriented or in need of medical attention). The canine handler is responsible for determining the canine's suitability for such assignments based on the conditions and the abilities of the canine. When the canine is deployed in a search or other non-apprehension operation, the following guidelines apply:

a. Absent a change in circumstances that presents an imminent threat to officers, the canine, or the public, such applications should be conducted on-leash or under

conditions that minimize the likelihood the canine will bite or otherwise injure the individual, if located.

b. Unless otherwise directed by a supervisor, assisting members should take direction from the handler in order to minimize interference with the canine.
c. Throughout the deployment, the handler should periodically give verbal assurances that the canine will not bite or hurt the individual and encourage the individual to make him/herself known.
d. Once the individual has been located, the handler should place the canine in a down- stay or otherwise secure it as soon as reasonably practicable.

ARTICLE DETECTION

A canine trained to find objects or property related to a person or crime may be used to locate or identify articles. A canine search should be conducted in a manner that minimizes the likelihood of unintended bites or injuries.

NARCOTICS DETECTION

A canine trained in narcotics detection may be used in accordance with current law and under certain circumstances, including:

a. The search of vehicles, buildings, bags, and other articles.
b. Assisting in the search for narcotics during a search warrant service.
c. Obtaining a search warrant by using the narcotics-detection trained canine in support of probable cause.
d. A narcotics-detection trained canine will not be used to search a person for narcotics unless the canine is trained to passively indicate the presence of narcotics.

HANDLER SELECTION

The minimum qualifications for the assignment of canine handler include:

a. An officer who is currently off probation.
b. Residing in an adequately fenced single-family residence (minimum 5-foot-high fence with locking gates).
c. A garage that can be secured and can accommodate a canine vehicle.
d. Living within 60 minutes of travel time from the Langston University campus Jurisdiction limits.
e. Agree to be assigned to the position for a minimum of three years

HANDLER RESPONSIBILITIES

The canine handler shall ultimately be responsible for the health and welfare of the canine and shall ensure that the canine receives proper nutrition, grooming, training, medical care, affection, and living conditions.

The canine handler will be responsible for the following:

a. Except as required during appropriate deployment, the handler shall not expose the canine to any foreseeable and unreasonable risk of harm.

b. The handler shall maintain all department equipment under his/her control in a clean and serviceable condition.
c. When not in service, the handler shall maintain the canine vehicle in a locked garage, away from public view.
d. When a handler is off duty for an extended number of days, the assigned canine vehicle shall be stored at the Langston University Police Department facility.
e. Handlers shall permit the Chief of Police to conduct spontaneous on-site inspections of affected areas of their homes as well as their canine vehicles to verify that conditions and equipment conform to this policy.
f. Any changes in the living status of the handler that may affect the lodging or environment of the canine shall be reported to the Chief of Police as soon as possible.
g. When off-duty, the canine shall be in a kennel provided by the Jurisdiction at the home of the handler. When a canine is kenneled at the handler's home, the gate shall be secured with a lock. When off-duty, the canine may be let out of the kennel while under the direct control of the handler.
h. The canine should be permitted to socialize in the home with the handler's family for short periods of time and under the direct supervision of the handler.
i. Under no circumstances will the canine be lodged at another campus location unless approved by a member of the department leadership team.
j. When off-duty, the handler shall not involve the canine in any law enforcement activity or official conduct unless approved in advance by a member of the departmental leadership team.

CANINE IN PUBLIC AREAS

The canine should be kept on a leash when in areas that allow access to the public. Exceptions to this rule would include specific law enforcement operations for which the canine is trained.

a. A canine shall not be left unattended in any area to which the public may have access.
b. When the canine vehicle is left unattended, all windows and doors shall be secured in such a manner as to prevent unauthorized access to the canine. The handler shall also ensure that the unattended vehicle remains inhabitable for the canine.

CANINE INJURY AND MEDICAL CARE

In the event that a canine is injured, or there is an indication that the canine is not in good physical condition, the injury or condition will be reported to a member of the departmental leadership team as soon as practicable and appropriately documented.

All medical attention shall be rendered by the designated canine veterinarian, except during an emergency where treatment should be obtained from the nearest available veterinarian. All records of medical treatment shall be maintained in the handler's personnel file.

TRAINING

Before assignment in the field, each canine handler shall be trained and certified to meet current Council on Law Enforcement Education and Training (CLEET) or other state-recognized and approved certification standards. Canine handlers trained exclusively for the detection of narcotics or explosives also shall be trained and certified to meet current nationally recognized standards or other recognized and approved certification standards established for their particular skills.

A canine shall not be certified as both a drug dog or a bomb dog; once a dog is certified as either a drug dog or a bomb dog, that dog may not be certified in the other category.

The canine handler shall be responsible for scheduling periodic training for all department members in order to familiarize them with how to conduct themselves in the presence of department canines. Because canines may be exposed to dangerous substances such as opioids, as resources are available, periodic training for the canine handlers about the risks of exposure and treatment for it should be scheduled.

All canine training shall be conducted while on duty unless otherwise approved by the Chief of Police.

CONTINUED TRAINING

Each canine handler shall thereafter be recertified to CLEET or other state-approved certification standards on an annual basis.

Additional training considerations are as follows:

a. Canine handlers are encouraged to engage in additional training with the approval of the Chief of Police.

TRAINING RECORDS

TRAINING AIDS

Training aids are required to effectively train and maintain the skills of canines. Officers possessing, using or transporting controlled substances or explosives for canine training purposes must comply with federal and state requirements. Alternatively, the Langston University Police Department may work with outside trainers with applicable licenses or permits.

CONTROLLED SUBSTANCE TRAINING AIDS

Officers acting in the performance of their official duties may possess or transfer controlled substances for the purpose of narcotics-detection canine training in compliance with state and federal laws and in compliance with applicable state requirements.

The Chief of Police or their authorized designee may authorize a member to seek a court order to allow controlled substances seized by the Langston University Police Department to be possessed by the member or a narcotics-detection canine trainer who is working under the

direction of this department for training purposes, provided the controlled substances are no longer needed as criminal evidence.

As an alternative, the Chief of Police or the authorized designee may request narcotics training aids from the Drug Enforcement Administration (DEA).

These procedures are not required if the canine handler uses commercially available synthetic substances that are not controlled by narcotics.

CONTROLLED SUBSTANCE PROCEDURES

Due to the responsibilities and liabilities involved with possessing readily usable amounts of controlled substances and the ever-present danger of the canine's accidental ingestion of these controlled substances, the following procedures shall be strictly followed:

a. All controlled substance training samples shall be weighed and tested prior to dispensing to the individual canine handler or trainer.
b. The weight and test results shall be recorded and maintained by this department.
c. Any person possessing controlled substance training samples pursuant to court order or DEA registration shall maintain custody and control of the controlled substances and shall keep records regarding any loss of, or damage to, those controlled substances.
d. All controlled substance training samples will be inspected, weighed, and tested quarterly. The results of the quarterly testing shall be recorded and maintained by the Chief of Police with a copy forwarded to the dispensing agency.
e. All controlled substance training samples will be stored in locked, airtight, and watertight cases at all times, except during training. The locked cases shall be secured in the trunk of the canine handler's assigned patrol vehicle during transport and stored in an appropriate locked container. There are no exceptions to this procedure.
f. The Chief of Police shall periodically inspect every controlled substance training sample for damage or tampering and take any appropriate action.
g. Any unusable controlled substance training samples shall be returned to the Investigations Section or to the dispensing agency.
h. All controlled substance training samples shall be returned to the dispensing agency upon the conclusion of the training or upon demand by the dispensing agency.

D - PERSONNEL ACTIONS in compliance with Board Policies 3.01, 3.02, and 3.03

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

Board approval is requested for the following personnel actions:

Name	Action	Effective Date	Salary/Rate
Vaughn, Mark	Change of title from Lieutenant to Assistant Chief of Police	05/01/2025	$55,000 annually 12-month

The following personnel items are listed for informational purposes only:

Name	Title	Type	Effective Date	Service Time
Neville, Daniel	Associate Coach, Men’s Basketball	Resignation	03/31/2025	07/01/2024-03/21/2025

F – BUDGETARY ACTIONS

1. Approval is respectfully requested of Langston University's proposed budget for FY26, including E&G Parts I and II, Auxiliary, FY26 Tuition and Fees, room and board, and salary recommendations. A brief summary is included within this reference document.

   A supplemental budget document separate from this agenda has been provided for review. Please see FY26 Budget Book for further detail.

LANGSTON UNIVERSITY

Fiscal Year 2026 Budget Overview

June 13, 2025

Langston University
Fiscal Year 2026 Budget Overview

Proposed Increases (All at 3.0%)

- Tuition
- Fees
- Housing / Room & Board
- Meal Plans

Salary Program

- No increase proposed for salaries.

Total Operating Budget

- FY 2026 Budget: $90,957,000
- Increase from FY 2025: $3.7 million
- Primary Drivers:
  - $3.0 million increase in Agriculture funding
  - Revenue from tuition, fees, housing, and meal plan increases

Federal Stimulus (HEERF)

- Remaining Funds: Approx. $10.0 million
- Expected Use: Fully expended during FY 2026

G – OTHER BUSINESS AND FINANCIAL MATTERS

1. Peace officer commissions: **None**

2. Revocation of peace officer commissions:

NAME	CAMPUS	COMM. NO.
Murphy, Jaycon	LU	817

H – CONTRACTUAL AGREEMENTS (other than construction and renovation)

1. Approval is respectfully requested for Langston University to renew the sponsorship agreement with Deborah Brown Community School effective July 1, 2025, through June 30, 2030. The renewal agreement is modeled after a template provided by the Oklahoma Charter School Board to reflect updated language and requirements.

   The full renewal agreement has been reviewed by the Office of Legal Counsel and is enclosed for your review.

   Deborah Brown Community School Background

   The Deborah Brown Community School (DBCS) located in northeast Tulsa serves students in Pre-K through 3rd Grade. DBCS boasts consistent student advancement and promotion rates annually. Enrollment at DBCS has remained steady between 200 - 250 students over the last five years, indicating continued demand and stability.

   DBCS is fully accredited by the Oklahoma Public Charter School Association and maintains compliance with all applicable state and federal guidelines. As of the FY 2023–2024 audit, DBCS reported no material weaknesses or significant deficiencies. The school maintains a positive fund balance and has received consistent funding from state allocations, Title I, and ESSER grants.

   According to the Oklahoma State Department of Education (OSDE) School Report Cards, DBCS regularly outperforms Oklahoma state and nearby Tulsa Public Schools (TPS) on both English Language Arts (ELA) and Math assessments.

   School Year 2023–2024 Data indicates:

   - The average value earned by students at DBCS based on their performance on state tests in English Language Arts (ELA) was 93.7% vs. 44.9% state average (28.3% average for TPS)
   - The average value earned by students at DBCS based on their performance on state tests in math was 63.7% vs. 41.4% state average (20.7% average for TPS)

Langston University Responsibilities

Langston University serves as the charter authorizer responsible for monitoring academic, operational, and financial performance. Langston University does not provide instructional or administrative staffing to the school and does not intervene in day-to-day operations. A Charter Sponsorship Oversight Committee exists at Langston University which is charged with managing the required monitoring and reporting.

The DBCS Board of Directors meets monthly and submits the required financial, governance, and performance data to Langston University for review.

A monitoring and review schedule has been proposed by Langston University's Charter Sponsorship Oversight Committee. The plan includes:

- Annual site visits
- Semesterly data reviews
- Charter renewal evaluations every five years

Oversight of our sponsorship is managed by the Office of the Dean within the School of Education and Behavioral Sciences, supported by a designated charter school liaison. Langston University is exploring opportunities to enhance staffing in support of existing charter school sponsorships and to ensure consistent implementation of the agreement terms.

CONTRACT FOR CHARTER SCHOOL SPONSORSHIP

This Contract between **Langston University ("Sponsor")**, and the governing authority of the **Deborah Brown Community School** ("Charter School"), shall set forth the terms and conditions of the sponsorship of the Charter School and shall constitute the Charter of the Deborah Brown Community School.

1. RECITALS

1.1 WHEREAS the Oklahoma Legislature has enacted the Oklahoma Charter Schools Act set forth in 70 O.S.Supp.2023, §§ 3-130–3-169;

1.2 WHEREAS the provisions of the Oklahoma Charter Schools Act apply to all charter schools formed and operated in the State of Oklahoma;

1.3 WHEREAS Langston University, as a public institution of higher education, is authorized to sponsor charter schools under the Oklahoma Charter Schools Act;

1.4 WHEREAS the Charter School submitted an application for **renewal** to the Board on **June 1, 2024**;

1.5 WHEREAS the Charter School's application for **renewal** was approved at a regular meeting of the OSU/A & M Board of Regents on June 13, 2025, in accordance with the requirements of the Oklahoma Charter Schools Act; and

1.6 In consideration of the foregoing, the Parties enter into this charter contract pursuant to the terms and conditions set forth herein to be effective July 1, 2025 through June 30, 2030, subject to the terms set forth herein and applicable law. All attachments and recitals to this contract are incorporated by reference and made a part of this charter contract.

2. DEFINITIONS

2.1 **"Applicable law**" means all federal and state statutes and rules and regulations applicable to charter schools organized under the Oklahoma Charter Schools Act.

2.2 **"Average daily attendance**" (ADA) and "average daily membership" (ADM) shall have the meanings set forth in 70 O.S. § 18-107.

2.3 "**Sponsor**" or "**Authorizer**" means Langston University.

2.4 **"Charter Contract**" means this contract executed between Langston University and the governing authority of the Charter School.

2.5 "**Extracurricular activity**" means any student activity, club, organization, meeting or event offered by the Charter School or a vendor providing activities to students enrolled in the Charter School that is attended by students and unrelated to the Charter School's curriculum-based program of instruction set forth in section 4 of this contract.

2.6 "**Financial records**" means all documents in any form relating to the funds of the Charter School, including, but not limited to, all public funds disbursed to the Charter School pursuant to state or federal law.

2.7 "**Full academic year**" shall mean a student is enrolled within the first twenty (20) instructional days of the school's instructional year through and including the date of administration of the exam, without an enrollment lapse of ten (10) or more consecutive instructional days.

2.8 **"Public School"** shall mean a school that is free, established by the Legislature, and supported by funds appropriated by the Legislature.

3. GENERAL PROVISIONS

3.1 **Authority.** The Charter School is authorized by the Sponsor to operate a charter school in accordance with the terms and conditions set forth in this contract and the Oklahoma Charter Schools Act, as well as any applicable statutes or regulations pertaining to charter schools, including but not limited to all rules and regulations of the Statewide Charter School Board, codified in Title 777 of the Oklahoma Administrative Code. Any act by the Charter School or its governing board that is inconsistent with the terms of this contract or the Oklahoma Charter Schools Act or any applicable statutes or regulations pertaining to charter schools is hereby deemed a material violation of this contract and shall constitute good cause for termination of this charter contract and revocation of the charter.

3.2 **Term of the contract.** This contract shall commence on July 1, 2025, and automatically terminate on June 30, 2030. The contract may be renewed upon application of the Charter School in accordance with the Oklahoma Charter Schools Act and Statewide Charter School Board rules and regulations.

3.3 **Operation.** The Charter School agrees that it will begin operations under this contract on July 1, 2025.

4. CHARTER SCHOOL PROGRAM OF INSTRUCTION

4.1 **Description of the program of instruction.** The Charter School is authorized to implement the program of instruction, curriculum and other services as specified in the Application, unless otherwise modified by this charter contract.

4.1.1 **Grade levels.** The Charter School will provide a comprehensive program of instruction for grades Pre-Kindergarten Three through Kindergarten.

4.1.2 **Change to program of instruction.** Any material change to the program of instruction, curriculum and other services specified in the Application or this charter contract requires Sponsor approval prior to the change.

4.2 **Graduation requirements.** The Charter School will comply with graduation requirements set forth in 70 O.S. § 11-103.6.

4.3 Textbooks, curriculum materials and equipment. The Charter School shall provide all enrolled students with sufficient textbooks, workbooks, materials, equipment and/or technological aids necessary to ensure delivery of the Charter School's Montessori program of instruction during every school year of operation during the term of this contract.

4.3.1 Equipment necessary for special education and students with disabilities. In addition to the materials provided to students in accordance with the provisions of Section 4.3, the Charter School shall provide any additional equipment or technological aids to students with disabilities as necessary to ensure equal access to the Charter School's program of instruction in accordance with the student's IEP or Section 504 plan.

4.4 Extracurricular activities. Nothing in this contract shall obligate the Sponsor to provide funding of extracurricular activities to the Charter School unless explicitly required by statute or regulation. The provisions of Section 8.8.1 of this contract prohibiting the Charter School from charging tuition and/or fees shall not preclude the Charter School from recovering the reasonable costs of extracurricular activities or special events offered pursuant to the provisions of this Section from participating students or their parents/legal guardians, provided that under no circumstance may the Charter School recover an amount in excess of the cost of the activity or event. Further, a student's income shall not be used as a basis for determining eligibility of a student to participate in extracurricular activities.

5. CHARTER SCHOOL OPERATIONS

5.1 Transportation. The Charter School must provide transportation as dictated by title 70, sections 9-101–9-118.

5.2 Facilities. The Charter School acknowledges that Charter School must maintain a public school administration facility and the Sponsor is under no obligation to provide facilities, furniture, or other equipment to the Charter School unless and until the parties enter into an agreement to do so.

5.2.1 Inventory. No later than July 1 of each year of operation, the Charter School shall provide the Sponsor with an itemized inventory of all real and personal property leased or purchased with public funds.

5.2.2 Lease/purchase agreements. The Charter School shall provide the Sponsor with copies of all agreements and/or contracts governing lease and/or purchase of real property by the Charter School. All agreements shall be in the name of the Charter School, approved by the governing board, and signed by the governing board chairperson.

5.2.3 Pricing. Purchases or leases of real property must be for a reasonable amount, taking into consideration the going rate at the time of purchase for like property.

5.3 Shared Services Agreements. The governing board of the Charter School may enter into shared service agreements with another school district(s) to share the services of an administrator, teacher, or support service provider, to share equipment or facilities, and/or to share duties or responsibilities required of the school districts of the state.

5.3.1 Sponsor Approval. Shared service agreements shall be effective only after approval

by the Sponsor and such agreement shall be subject to change or termination by the Sponsor.

5.3.2 Duration. The duration of a shared service agreement shall be for a term of one (1) year and notice of intent of a school district to withdraw from the shared service agreement must be given no later than March 15 for the ensuing school year. The agreements may be extended for one (1) year terms upon agreement by the parties and submission to the Sponsor annually for approval. The agreement shall also set forth a termination clause allowing either party to terminate the contract.

5.3.3 Specificity requirement. Shared service agreements shall not be blanket agreements for all services, but shall be separate, individualized, and specific agreements for each service/position/duty/equipment/facility sought to be shared.

5.3.4 Proportional responsibility. Shared service agreements shall specifically set forth the financial responsibility of each party, and specific payment terms. Payment for shared services shall be paid by each school in a proportionate manner, without reimbursement, except as set forth in section 5.3.6.

5.3.5 Calculation. The method of calculating the proportional share to be paid by each school shall be included in the agreement. If the calculation is based upon an enrollment count report that is updated on a recurring basis, the initial report shall be attached to the agreement, and the subsequent reports shall be made available to the sponsor upon request.

> **5.3.5.1** The shared service calculation shall be based on the separate student enrollment numbers for each school district.

5.3.6 Reimbursement. Reimbursement shall only be allowed for equipment, testing sites, and utilities such as electrical, water, etc. that are unable to be invoiced separately. Reimbursement payments shall be paid on a quarterly basis, at a minimum.

5.3.7 Ownership. For agreements to share property or tangible items, the agreement shall be specific as to ownership and methods to be employed for disposing of property upon partial or complete termination of the agreement.

5.3.8 Benefits. For agreements to share personnel, the agreements shall account for how employees' benefits shall be paid proportionally by each party.

5.3.9 Certain agreements not allowed. Educational Management Organization contracts shall not be a shared service.

5.3.10 Out-of-state. The Charter School shall not enter into shared service agreements with school districts in states other than Oklahoma.

5.3.11 Governing boards. The governing boards of the schools utilizing shared services must be made up of entirely different members.

5.3.12 Employment contracts. Employment contracts for Charter School employees that will provide shared services shall include provisions for proportional compensation and all

related information.

6. CHARTER SCHOOL MANAGEMENT AND ADMINISTRATION

6.1 Governing Board. The governing board of the Charter School shall be responsible for the policies and operational decisions of the Charter School.

6.1.1 Members. The governing board of the Charter School shall have no less than five (5) members. One (1) of the members shall be a parent, grandparent, or legal guardian of a student currently or previously enrolled in the Charter School. New members of the governing board shall be selected by an interview process conducted by the governing board. Any board member serving on more than one governing board shall abstain from voting on shared services between the charter school and any other school they serve as a board member.

6.1.2 Terms. The members of governing board of the Charter School shall have specific terms of service set forth in its by-laws.

6.1.3 Residence. All governing board members shall be residents of the State of Oklahoma.

6.1.4 Meetings. The governing board shall meet no less than ten (10) times a year in a location convenient to the public and open to the public.

6.1.5 Notification of changes. The Charter School shall notify the Sponsor of any changes in the governing board within five (5) business days of the date of resignation or appointment. The Charter School shall also keep the Sponsor apprised of the officers of the governing body, and any changes thereto within five (5) business days of the election, appointment or resignation.

6.1.6 Conflicts of interest. The governing board of the Charter School shall be subject to the same conflicts of interest requirements as members of local public school district school boards in the State of Oklahoma, including but not limited to the provisions of 70 O.S. § 5-113 and 70 O.S. § 5-124.

6.1.7 Confidentiality of student records. The Charter School shall comply with all provision of federal and state law pertaining to parent/legal guardian access to student records and privacy of student records and student data, including but not limited to compliance with all provisions of the Family Education Rights and Privacy Act of 1974 ("FERPA") and the Individuals with Disabilities Education Act (IDEA).

6.1.8 Instruction and Continuing Education. The governing board of the Charter School shall be subject to the same instruction and continuing education requirements as a member of a local school board set forth in 70 O.S. §§ 5-110–5-110.1.

6.2 Administration. The Chief Administrative Officer of the Charter School is the Superintendent. The duties of the Chief Administrative Officer shall include management and administration of the Charter School.

6.2.1 The individual tasked with primary financial responsibility for the Charter School, such

as the Chief Financial Officer or Treasurer, shall be separate and apart from any Educational Management Organization, regardless of title.

6.3 Code of Ethics. The Charter School governing authority shall develop and approve a Code of Ethics and a Conflict of Interest policy.

6.4 Educational Management Organization. The governing body may contract with an Educational Management Organization but must retain oversight authority over the Charter School. If the governing body contracts with or otherwise utilizes an Educational Management Organization, the governing board agrees to abide by the following:

6.4.1 The relationship of the Charter School and an Educational Management Organization is that of a customer and vendor contractor. As such, the Charter School and the Educational Management Organization shall be separate entities in all aspects, including but not limited to staffing, organizational management, financial, operations, etc.

6.4.2 Public school employees shall not report to the Educational Management Organization or an employee of the Educational Management Organization. Public school employees paid with public dollars shall report to the Superintendent of the Charter School, who reports to the governing board. Employees that report to the Educational Management Organization shall be employees of the Educational Management Organization.

6.4.3 All funds utilized to operate the Charter School, including but limited to paying Charter School employees, providing curriculum, technology, supplies and/or extra-curricular activities to students shall be maintained in Charter School accounts and controlled by Charter School employees.

6.4.4 The governing board shall require the Educational Management Organization to report accurate, itemized expenditure information for the goods and services provided by the Educational Management Organization to the Charter School.

6.4.5 All fees charged by the Educational Management Organization shall be clearly stated in the contract with the governing board.

6.4.6 The governing board shall conduct an annual evaluation of the Educational Management Organization and an annual review of the Educational Management Organization's operating agreement, and such evaluation and review shall include an annual contract compliance audit.

6.4.7 The governing board shall have access to Educational Management Organization records necessary to overseeing the Educational Management Organization contract.

6.4.8 An employee of the Educational Management Organization for the Charter School shall not sit on the governing board of the Charter School.

7. FUNDING, MANAGEMENT, AND REPORTING

7.1 Financial Management. The Charter School shall comply with the same state and federal statutes and regulations relating to reporting requirements, financial audits, audit procedures, and audit requirements applicable to Oklahoma public school districts unless otherwise expressly exempted by statute or regulation. In addition, the Charter School agrees to meet any additional requirements set forth herein deemed necessary by the Sponsor to ensure proper oversight and management of the Charter School's use of public funds. The Charter School shall comply with requests for appropriations, recording, reporting receipt, and expenditures of public funds under state and federal statutes and regulations. Such compliance requirements include, but are not limited to the following provisions:

7.2 Fiscal year. The Charter School shall operate on a fiscal year basis. The Charter School's fiscal year shall begin July 1 and end on June 30 of the following calendar year.

7.3 Indebtedness. The Charter School shall abide by the "pay as you go" fiscal year restrictions applicable to school districts and other political subdivisions set forth under article X, section 26 of the Oklahoma Constitution.

7.4 No authority to bind Sponsor. The terms of this contract shall not be construed as either express or implied authority of the Charter School to extend the faith and credit of the Sponsor or contractually bind the Sponsor to any third person or entity. The Charter School agrees and acknowledges that the Sponsor's financial obligations to Charter School are limited to pass through distribution of state funding as authorized by law.

7.5 Assets of the Charter School. Pursuant to article X, section 15 of the Oklahoma Constitution, the Charter School shall not apply, hold, credit or extend credit, transfer, or otherwise make use of public funds for any purpose other than operation of the Charter School.

7.5.1 Transfer or sale of real property. No real property obtained by the Charter School with public funds shall be sold, alienated, transferred or otherwise disposed of without prior written consent of the Sponsor.

7.5.2 Prohibition against encumbrance. The Charter School shall not alienate, pledge, or otherwise encumber this Charter, public funds, or assets of the Charter School procured with public funds for the benefit of any individual, or entity, including creditors.

7.6 Reporting requirement. The Charter School and governing board shall promptly provide access to any and all records requested by the Sponsor, the State Auditor and Inspector, the State Department of Education, or any other entity allowed by law to request and obtain records.

7.7 Calculation of state aid. State aid funding shall be calculated and disbursed in accordance with the provisions of the Oklahoma Charter Schools Act, accompanying statutes and regulations of the Sponsor, the Oklahoma State Department of Education, the Oklahoma State Board of Education, and the terms of this contract. Calculation of state aid shall be determined by the Oklahoma State Department of Education in accordance with the provisions of the Oklahoma Charter Schools Act and accompanying Department regulations pertaining to calculation of weighted average daily membership, average daily attendance, and other applicable student counts. The Charter School agrees

that it shall maintain accurate and up-to-date records of student attendance and enrollment for all student grade levels and pupil categories and immediately report any changes as necessary to ensure accurate calculation of state aid in accordance with the requirements and deadlines set forth by 70 O.S. § 18-200.1 and accompanying regulations. The Charter School shall also be eligible to receive any other federal, state, or local revenues allowed by law.

7.8 Use of public funds. The Charter School agrees that any federal, state or local public funds disbursed to the Charter School shall be used solely and exclusively for the benefit of the Charter School, with the exception of reimbursement funds pursuant to a shared service agreement as set forth in section 5.3 and the corresponding sub-sections. Public funds must stay in public charter school account until a sufficiently itemized invoice or bill is paid. Detailed records shall be kept by the Charter School of all expenditures of public funds. In addition, records shall be kept of all expenditures of public funds by any entity associated or affiliated with the Charter School. Records shall be promptly provided to the Sponsor upon request.

7.8.1 Spending limitations. The Charter School shall be subject to spending limitations, including but not limited to Oklahoma Constitution provisions on spending funds from the state, whether received through the State Department of Education or other source.

7.9 Commingling prohibited. The Charter School shall not commingle state funds disbursed to the Charter School with the funds of any other person or entity. The Charter School shall maintain separate and distinct accounting, auditing, budgeting, reporting, and recordkeeping systems for the management and operation of the Charter School.

7.10 Fundraising. Subject to limitations set forth by conflict of interest statutes and regulations applicable to the Charter School and its governing body, the Charter School may accept private donations, provided, however, that private donations shall in no way be used either directly or indirectly to affect enrollment decisions or otherwise subvert the Charter School's policies and procedures pertaining to admission and enrollment.

7.11 Prohibition of funding home-schooled students or private school students. Under no circumstances shall the Charter School and/or its program of instruction offered in accordance with this contract be used to provide or otherwise supplement instruction of home-schooled students or students enrolled in private schools or used as a method of generating revenue for students who are being home-schooled or are enrolled in private schools.

7.11.1 Part time enrollment. The Charter School shall implement and enforce policies and procedures prohibiting enrollment of students on a part time basis unless otherwise expressly required by state law for the sole purpose of providing remediation pursuant to the Strong Readers Act in 70 O.S. § 1210.508A *et seq*.

7.12 Reporting. The Charter School shall use the Oklahoma Cost Accounting System ("OCAS") to report financial transactions to the Oklahoma State Department of Education and/or the Sponsor and shall fully comply with all provisions of state law regarding school finance. The Charter school shall comply with all provisions of the School District Transparency Act. If the Charter School utilizes an Educational Management Organization, the expenditures shall be reported through the OCAS system. Financial reporting by the Charter School and the Educational Management Organization shall be itemized by actual costs and not based on percentages or estimates.

7.12.1 Quarterly financial statement. In addition to the reporting requirements set forth by state law, regulations of the Oklahoma State Department of Education, and regulations of the Sponsor, the Charter School shall provide the Sponsor with a quarterly financial statement that includes an itemized report of all income and expenses of the Charter School. The financial statement shall include a verification signed by the Charter School's treasurer or financial officer substantially following the form provided below:

"I hereby certify under penalty of perjury under the laws of the State of Oklahoma and the United States of America that the foregoing is true and correct to the best of my knowledge as this ___ day of [month], [year]."

7.12.2 Supporting documentation. The governing body must also provide to the Sponsor all supporting documentation for all expenditures upon request, including but not limited to an itemized invoice clearly describing the item or service purchased, an encumbrance approved by the governing body, a purchase order, and proof of payment by warrant or check for each expenditure.

7.13 Annual audit. The Charter School shall ensure that an annual audit is conducted of the financial operations of the Charter School in accordance with the requirements of the Oklahoma Public School Audit law in 70 O.S. § 22-103 and accompanying regulations. Any expense of the audit shall be borne by the Charter School. The Sponsor may require the Charter School to present the audit at a regular or special meeting of the Board.

7.13.1 Nothing prevents the Charter School from changing audit firms during the five-year period if the Charter Schools finds it necessary or beneficial to its operations.

7.13.2 The Charter School shall be subject to requests for audit by the State Auditor's Office and shall cooperate fully in all aspects of any request made pursuant to such audits.

7.13.3 The Charter School shall be subject to compliance audits conducted by the Sponsor at any time during the charter contract term.

7.14 Recordkeeping. The Charter School and governing board shall maintain all financial records necessary to demonstrate compliance with the provisions of this contract, the Charter School Act, and to conduct the annual financial audits required by the Oklahoma Public School Audit law. All records pertaining to finances and accounting of Charter School funds shall be maintained for at least five (5) years from the ending date of the latest fiscal year(s) to which the record relates. The Sponsor shall have access to all financial records pertaining to the school.

7.15 Access to records. The Sponsor shall have access to all Charter School records related in any respect to Sponsor oversight or use of public funds including, but not limited to, financial records of the Educational Management Organization. The Charter School shall provide any requested access to the Sponsor upon request.

7.16 Financial employees. The Charter School shall employ or contract with an individual tasked with primary financial responsibility, such as Chief Financial Officer or Treasurer, that regardless of title, works only for the Charter School and is separate and apart from any Educational Management

Organization. This individual may be subject to a shared service agreement only if approved by the Sponsor. The Charter School shall employ or contract with its own encumbrance clerk(s) that works only for the Charter School and is separate and apart from any Educational Management Organization. This individual may be subject to a shared service agreement only if approved by the Sponsor.

7.16.1 Access to public funding. Only public employees shall have access to Charter School bank accounts and any other account that is used for the operation of the school.

7.17 Minimum requirement for financial policy and procedure. The policies and procedures for the Charter School shall include at a minimum:

i. An explanation of the specific OCAS compliant accounting system used for the school.

ii. An explanation of the responsibilities of the chief financial officer, other financial employees, and the encumbrance clerk(s).

iii. An explanation of the purchasing process including, but not limited to, the procedure from open to close of purchase orders, explaining what documentation is to be kept on file, what software systems are to be used, which employees are responsible at each point in the process, and what potential consequences would come to employees in violation of the policy.

iv. A requirement that the encumbrance clerk must have all supporting documentation on file for purchase orders and invoices, based on the expenditure/procurement procedures approved by the governing board, prior to issuing payment.

v. A policy for purchase order change orders indicating a threshold amount that may be approved by the Superintendent or designee and those that would require governing board approval.

vi. An explanation of the payroll procedure process, including but not limited to an explanation of the calculation of payroll from the shared services employees, how the revenue will be allocated from the school's general fund to be ultimately paid out to employees, what documentation is to be kept on file by the accounting office, and what potential consequences would come to employees in violation of the policy.

vii. An explanation of the calculation of student enrollment numbers that are used to calculate payroll for employees subject to shared service agreements.

viii. A requirement that any changes to the financial policy(ies) or procedure(s) must be approved by the governing board of the Charter School.

8. COMPLIANCE WITH THE OKLAHOMA CHARTER SCHOOLS ACT

8.1 General. The Charter School agrees to comply with all federal, state and local statutes and regulations relating to health, safety, civil rights and insurance.

8.2 Prohibition of religious affiliation. Except as permitted by applicable law, the Charter School shall be nonsectarian in its programs, admission policies, employment practices, and all other operations.

8.3 Accountability and assessment. The Charter School shall comply with all federal and state statutes and regulations pertaining to accountability and assessment of its student, including, but not limited to the following:

8.3.1 The Charter School shall participate in all state testing required by the Oklahoma School Testing Program Act and accompanying Oklahoma State Department of Education regulations, including, but not limited to, testing required by the Strong Readers Act in 70 O.S. § 1210.508C. The Charter School shall ensure that the number and/or percentages of students assessed meet the requirements of state and federal law and regulations. The Charter School shall provide the Sponsor with the district, school and grade level results of state assessments as provided by the Oklahoma State Department of Education. In addition, the Charter School should monitor student progress through the local assessment plan outlined in the Charter School's application. Student data shall be provided at the request of the Sponsor.

8.3.2 The Charter School shall comply with all requirements for timely reporting of student test results to which Oklahoma public school districts are bound, including, but not limited to the provisions of 70 O.S. § 1210.545.

8.3.3 The Charter School shall timely provide all necessary accountability and assessment data to the Oklahoma State Department of Education as requested and in accordance with the deadlines established by the Oklahoma State Department of Education.

8.4 Performance Framework. The Performance Framework set forth in OAC 777:10-3-4 will be used to assess the Charter School's ability to operate in the areas of academic, financial and organizational capacities. The Sponsor shall evaluate the Charter School under the Performance Framework annually and present results of the evaluation to the governing board of the Charter School and the governing board of the Sponsor in an open meeting.

8.4.1 Board data submission. The Charter School agrees to participate in the Sponsor's data collection program for submitting school data as required by OAC 777:10-3-4 and submit all requested documentation by the required due dates.

8.5 Plan of Improvement. If the Performance Framework evaluation reveals weaknesses, concerns, violations, or deficiencies regarding the Charter School during any school year during the term of this contract, the Sponsor may require the Charter School to submit to the Sponsor a corrective action plan and corresponding timeline to be implemented during the following school year. The corrective action plan shall be incorporated into the terms of this contract, and the Charter School shall implement the plan for any school years remaining during the terms of the contract, provided that approval of the corrective action plan shall not be construed as a waiver of any rights of the parties to terminate or not renew the contract. If the Charter Schools fails to substantially complete the corrective action plan, the Sponsor may choose not to renew the charter contract.

8.6 Students with disabilities. The Charter School shall comply with all federal and state laws relating to the education of children with disabilities in the same manner as an Oklahoma public school

district, including but not limited to the Individuals with Disabilities Education Act (IDEA) in 20 U.S.C. § 1400 *et seq.,* Section 504 of the Rehabilitation Act of 1973 in 29 U.S.C. § 794, Title II of the Americans with Disabilities Act, and Policies and Procedures of the Oklahoma State Department of Education for Special Education in Oklahoma.

8.7 English language learners. The Charter School shall comply with all federal and state laws pertaining to the education of students identified as Limited English Proficient and/or English Language Learners, including but not limited to ensuring equal access to the Charter School's program of instruction and related educational services in accordance with Title VI of the Civil Rights Act of 1964 and accompanying regulations.

8.8 Admission, attendance, and enrollment. The Charter School shall ensure that no student shall be denied admission to the Charter School on the basis of race, color, national origin, sex, sexual orientation, gender identity, gender expression, disability, age, proficiency in the English language, religious preference or lack thereof, income, aptitude or academic ability.

8.8.1 Tuition and fees. The Charter School shall be as equally free and open to all students as traditional public school. The Charter School agrees that students and/or parents/legal guardians of students shall not be charged tuition or fees. The prohibition against charging tuition or fees applies to any attempt by the school, the governing body of the school, or employees or contractors of the school, directly or indirectly, to recover costs of offering curriculum based programs of instruction and related services to students.

8.8.2 Admission by lottery. In the event the Charter School is required to implement a lottery selection process due to a limitation in enrollment capacity, the Charter School shall provide the Sponsor with an opportunity to have a representative present to monitor and/or observe the lottery proceedings. The Charter School shall provide the Sponsor with notification of the date, time, and location of the lottery no later than five (5) business days prior to the date of the lottery or any related meetings. If a lottery results in generation of a waiting list for enrollment, the Charter School shall provide the Sponsor with a copy no later than five (5) business days after the date of the lottery or any related meeting.

8.8.3 Verification of residency. The Charter School agrees that enrollment in the Charter School shall be open to any student based upon the school's governing board policy regarding admissions in alignment with state law and who is eligible by age or grade to enroll in the Charter School's program of instruction. The Charter School shall not enroll any student who is not a legal resident of the State of Oklahoma and shall ensure that verification of residency, enrollment of students, and admission of students is conducted in accordance with the policies and procedures of the Charter School. Such policies and procedures shall include a requirement that the parent/legal guardian of a prospective student sign a form verifying the student's legal address and the accuracy of the information provided in the enrollment application. The form shall also include an acknowledgement that the student is being enrolled in a public school.

8.8.4 Student support. During each school year of operation, the Charter School shall have a teacher assigned to each student to provide meaningful student interaction and timely and frequent feedback that is highly individualized and detailed to achieve continued student progress. In addition to the classroom teacher, support services required for student success in online education (i.e. tutors, mentors, and technical assistance) will be provided.

8.8.5 Student attendance. The Charter School shall establish a system of accurate logging and recording of student participation in instruction as necessary to monitor and report compliance with the compulsory student attendance provisions of article XIII, section 4 of the Oklahoma Constitution, 70 O.S. § 3-145.8, 70 O.S. § 10-105, and Oklahoma State Department of Education regulations.

8.8.5.1 Attendance Officer. The Charter School agrees that it will designate an attendance officer as necessary to ensure the Charter School's compliance with all compulsory attendance laws and ensure accurate recording, maintenance, and reporting of student attendance as required by Oklahoma law.

8.8.6 State records system. The Charter School agrees to participate in the state student records system as required by 70 O.S. § 3-160.

8.8.7 Transcripts. The Charter School agrees to transcript for each student, at a minimum, the six classes in which the student is enrolled per semester, all grades received, grade-point averages and/or class rank.

8.9 School year. The Charter School shall provide instruction each school year for at least the number of school days or hours required by Oklahoma law, 70 O.S. § 1-109 and 1-111(A). In the event an emergency, such as severe weather, interferes with the delivery of the program of instruction, student attendance and/or cancellation of school programs or activities, the instruction shall be conducted in accordance with the Charter School's emergency policies and procedures.

8.10 Student conduct and discipline. The Charter School shall comply with the student suspension requirements set forth in 70 O.S. § 24-101.3, and in accordance with the Charter School's student conduct, discipline, and due process policies and procedures.

8.11 Employees. The Charter School shall ensure that employment of the Charter School's personnel is conducted in accordance with all state and federal statutes pertaining to labor and employment, unemployment compensation and worker's compensation, and withholding and reporting of employee wages. In addition, the Charter School shall ensure that employment is conducted in accordance with the Charter School's personnel policies and procedures.

8.11.1 Oklahoma Teachers' Retirement System. If the Charter School elects to participate in the Oklahoma Teachers' Retirement System ("OTRS"), the Charter School agrees that it will fully comply with all statutes and regulations governing the OTRS.

8.11.2 Employment Contracts. The Charter School's contracts for services with teachers and school personnel shall comply with the requirements of 70 O.S. § 3-135(B).

8.11.3 Disclosures. Upon contracting with any teacher or other personnel, the governing board of the Charter School shall, in writing, disclose employment rights of the employees in the event the Charter School closes or is not renewed.

8.11.4 Instructional personnel. The Charter School agrees that all individuals employed to teach students shall hold a valid teaching certificate issued or recognized by the State Board of

Education or other qualifying credentials as allowed by the Oklahoma Charter School Act.

8.11.5 Background checks. The Charter School shall comply with the provisions of state law pertaining to background checks of school district employees.

8.12 Open Meeting Act and Open Records Act. The Charter School and its governing body shall comply with all provisions of the Oklahoma Open Meeting Act, 25 O.S. §§ 301–314 and the Oklahoma Open Records Act at 51 O.S. §§ 24A.1–24A.34.

8.13 Contracts. Pursuant to 70 O.S. § 3-136(D), the Charter School may enter into contracts, sue and be sued.

8.14 Disposition of property. Within sixty (60) days of the date of school closure, or upon failure of the Charter School to continue operations, all real and personal property obtained by the Charter School with public funds shall revert to the State of Oklahoma, and the Charter School shall ensure execution of any title documents necessary to ensure legal title of such property is transferred to the State. The Sponsor shall not be responsible for any of the Charter School's non-payable warrants, certificates of indebtedness, or financial obligation related to the operation of the Charter School.

8.15 Inspection. The Charter School agrees to permit inspections of the Charter School by the Sponsor, State Department of Education and the State Auditor and Inspector as necessary to ensure compliance with the provisions of this contract and applicable state and federal law and regulations. Further, the Charter School agrees to respond to requests for documentation by the Sponsor to ensure compliance with the provisions of this contract and applicable state and federal law and regulation.

8.16 Role of the Sponsor. The Statewide Charter School Board ("Sponsor") shall authorize, oversee, and sponsor the Charter School.

8.16.1 Duties of the Sponsor. The Sponsor shall oversee operations of the Charter School and establish rules, policies, and procedures required to operate charter schools and ensure free appropriate public education and related services are provided to charter school students across the state in a safe, consistent, effective, and appropriate manner. The Sponsor shall also comply with its specific responsibilities provided in the Charter School Act.

8.16.2 Operation of the Sponsor. The Sponsor shall comply with the policies and procedures codified in Title 777 of the Oklahoma Administrative Code.

9. ASSUMPTION OF LIABILITY

9.1 Liability. The Charter School and the Sponsor agree that neither party agrees to indemnify or hold harmless the other party with regard to any loss, damage, or claims arising out of this contract or the operation of the Charter School, unless expressly provided elsewhere in this contract or as expressly stated by state or federal law.

9.2 Insurance. The Charter School shall be considered an Oklahoma public school district for purposes of the Oklahoma Governmental Tort Claims Act.

9.2.1 Verification of Insurance. Prior to commencing operations of the Charter School

for the school years set forth in this contract and on an annual basis thereafter, the Charter School shall provide the Sponsor with copies of certificates of insurance proving that the Charter School maintains public liability insurance equal to or greater than the limits of liability required in the Oklahoma Governmental Tort Claims Act, 51 O.S. §§ 151–200. In addition, the Charter School shall provide the Sponsor with copies of certificates of insurance and any other documentation required by the Sponsor, proving that the Charter School maintains sufficient property and casualty insurance to cover the value of all property of the Charter School purchased using state, federal or local funds. The Board or Oklahoma State Department of Education may not disburse state aid funds to the Charter School unless and until compliance with the requirements of this Section have been met.

10. MODIFICATION, RENEWAL, AND TERMINATION

10.1 Modification/Amendment of contract for sponsorship. All modifications or amendments to the Charter School contract shall require valid written approval by a majority of both the governing board of the Charter School and of the Sponsor. The modification or amendment shall be documented in writing and include the minutes of the board meetings in which the modification or amendment was approved. Failure by the parties to agree on modified or amended terms shall not constitute a basis for invoking rights to dispute resolution, arbitration, or mediation as set forth under the Oklahoma Charter School Act.

10.2 Renewal of Contract. Renewal of this contract shall be conducted in accordance with the provisions of 70 O.S. § 3-137(C) and the accompanying regulations of the Board in effect as of the date of receipt of the Charter School's application.

10.3 Termination of the Contract. Termination of this contract shall be conducted in accordance with the provisions of 70 O.S. § 3-137(F) and the accompanying regulations of the Board in effect as of the date of the Sponsor's notification of intent to terminate is received by the Charter School. All costs resulting from any termination of this contract shall be the sole responsibility of the Charter School.

10.4 Prohibition of assignment. The Charter School's obligations under this contract may not be assigned, delegated, subcontracted, transferred to, or assumed by any other person or entity, provided that the Charter School may contract with individuals or entities for services necessary to assist the Charter School in fulfilling its obligations under this contract.

11. MISCELLANEOUS

11.1 Superseding law. In the event of any conflict between the terms of this contract and provisions of state or federal statutes or regulations applicable to charter schools and in effect at any time during the term of this contract, the terms of this contract shall be deemed superseded by the conflicting statutes or regulations.

11.2 Entire Agreement. The parties agree that this contract, including all attachments and terms and provisions incorporated by reference, contains the entire agreement between the parties. All prior representations, understandings, and discussions between the parties are merged into, superseded by, and canceled by this contract.

11.2.1 Construction. This contract has been prepared jointly by the parties and shall not be construed more or less favorably with respect to either party.

11.3 Choice of Law. This contract shall be interpreted and construed in accordance with the laws of the State of Oklahoma, without giving effect to any rule or provision governing choice of law or conflict of laws that would otherwise result in application of the laws of any jurisdiction other than the State of Oklahoma to govern the dispute.

11.4 Jurisdiction and Venue. Any claims arising from the terms and provisions of this contract shall only be brought in the District Court of Oklahoma County, Oklahoma, or the United States District Court for the Western District of Oklahoma, provided, however, that this provision shall not be interpreted as a waiver of any or all rights of sovereign immunity to which the Board or individual members of the Board may be entitled to exercise.

11.5 Severability. In the event a court of competent jurisdiction issues a determination declaring any term or provision of this contract to be void, invalid, and/or unenforceable, the remaining terms and provisions of this contract shall remain in full force and effect.

11.6 No waiver of breach. The parties agree that neither express nor implied consent to any breach of any terms, warranties, or covenants of this contract shall waive any succeeding or other breach.

11.7 Duty to Notify. The governing board of the Charter School shall notify the sponsor within ten (10) business days in the instance of any significant adverse action, material finding of noncompliance, or pending actions, claims, or proceedings in this state relating to the charter school, or an educational management organization with which the Charter School has a contract.

11.8 Notice. All notices required by the provisions of this contract shall be delivered to the address of record for the party. The parties shall be notified of any change in address of record of the other party within five (5) business days of the date of the change in address. The address of record for the parties shall be as follows:

Notice to the Charter School:
Name
Address
City, OK Zip

Notice to the Sponsor:
Authorizer Name
Address 1
Address 2
City, OK Zip

11.9 Incorporation. The Charter School's **renewal** and accompanying documents approved by the Board on **August 1, 2024**, are hereby incorporated by reference. In the event of a conflict between the terms of this contract and the approved terms in the Charter School's **renewal**, the terms of this contract shall supersede.

12. WARRANTIES AND COVENANTS

12.1 The Charter School warrants that it has not entered into an employment contract with any teacher or other personnel prior to the execution of this contract except as otherwise disclosed to the Sponsor.

12.2 The Charter School warrants that it is not affiliated with a nonpublic sectarian school or religious institution.

12.3 The Charter School warrants that it is not chartered for the purpose of offering a curriculum for deaf or blind students that is the same or similar to the curriculum being provided by or for the education of deaf or blind students that are being served by the Oklahoma School for the Blind or the Oklahoma School for the Deaf.

12.4 The Charter School warrants that it shall not be used by the governing board or any other entity as a method of generating revenue for students who are being home schooled or in private school and are not being educated by the Charter School.

12.5 The Charter School warrants that it has not and will not make any attempt to levy taxes or issue bonds except as may be allowed by law.

12.6 The Charter School warrants that there is no current, pending, threatened, or anticipated litigation as of the date of the execution of this contract that could reasonably be foreseen to limit or otherwise adversely impact the operations of the Charter School and/or the governing body of the Charter School or the ability of the parties to discharge their duties under this contract.

12.7 The individual(s) signing this contract on behalf of the Charter School warrant and represent that they are authorized to execute this instrument on behalf of the Charter School.

13. CONDITIONS

The OSU/A & M Board of Regents approved the following mandatory conditions at its properly noticed regularly scheduled meeting on Friday, June 13, 2025, for implementation by the Charter School's governing board no later than Month DD, YYYY:

13.1 The Charter School shall resolve all weaknesses related to …;

13.2 The Charter School shall correct ….

[SIGNATURES ON NEXT PAGE]

Authorizer Name

Ruth Ray Jackson
President
Langston University
State of Oklahoma

Date

Governing Board of Charter School

Name
Title (Chairperson)
Board of Directors for Deborah Brown Community School

Date

Approved as to form:

Office of General Counsel

OSU/A & M Board of Regents

I - NEW CONSTRUCTION OR RENOVATION OF FACILITIES

1. Approval is respectfully requested to ratify the interim approval secured on June 2, 2025, to engage with an emergency on-call provider through A&M system contract for the mitigation of vacant units within Cimarron Gardens Apartments on the Langston Campus.

   Langston University is reaching the implementation phase of a comprehensive project through Higher Education Emergency Relief (HEERF) funding to convert HVAC equipment within Cimarron Gardens Apartments and Centennial Court Apartments on the Langston Campus. Approval for this project was secured in October 2024. Five (5) empty units within Cimarron Gardens were discovered to need extensive mitigation before the HVAC work can commence within the units. These units do not house students and have been vacant. Mitigation of these units will allow them to be properly remediated by removing sheet rock and finishings to mitigate the presence of moisture. Langston University will evaluate the appropriate timing and funding availability to restore these units for future use in leasing to campus residents, primarily faculty and staff.

   The primary installation timeline for the HVAC project runs through July 2025, with grant funds expiring December 30, 2025. The full request for interim approval is enclosed for your reference and review. The funds for this expenditure will come from legally available funds.

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.

Langston 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.)

☑ (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.)

Langston University is reaching the implementation phase of a comprehensive project through Higher Education Emergency Relief (HEERF) funding to convert HVAC equipment within Cimarron Gardens Apartments and Centennial Court Apartments on the Langston Campus. Approval for this project was secured in October 2024. Five (5) empty units within Cimarron Gardens were discovered to need extensive mitigation before the HVAC work can commence within the units. These units do not house students and have been vacant. The primary installation timeline for the project runs through July 2025, with grant funds expiring December 30, 2025. We are making a request for interim approval to ensure the purchase order for emergency mitigation is in place as soon as possible to keep this project moving forward without delay.

☐ (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):

Approval is respectfully requested to engage with an emergency on-call provider through A&M system contract in the mitigation of vacant units within Cimarron Gardens Apartments on the Langston Campus in order to proceed with the planned HVAC conversion project within the residential community. Funding for these expenditures will come from legally available funds.

3. State the actual cost or best estimated cost required to complete the action for which interim approval is requested. $ 375,000.00

4. Identify the fund or funds to be used in covering the cost stated above. L-326100 (Housing Auxiliary)

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

6.

Theresa Powell
(Optional) Signature of Requesting Administrator

Ruth Ray Jackson
(Required) Signature of President

05/28/2025
Date

05/28/2025
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:

Jason Ramsey
2025-06-02 14:19 UTC
Signature of the Chief Executive Officer or
his designated representative

Date

J – PURCHASE REQUESTS

1. Board approval is requested for annual purchase orders. All purchases will comply with Board of Regents for the Oklahoma Agricultural and Mechanical Colleges Policies and Procedures, as well as applicable state statutes.

LANGSTON UNIVERSITY
Fiscal Year 2026
ANNUAL ORDERS

Aladdin Food Services — **Board Request**
At Langston Facilities — **$ 3,000,000.00**
HWY 33 E
Langston, OK 73050
Payment of catering services, meal plan
contracts, amortization, daycare meals

HES/WFF — **Board Request**
At Langston — **$ 3,200,000.00**
HWY 33 E
Langston, OK 73050
Operations of janitorial services and groundskeeping

Campus Beautification Allocation — **$159,650.00**

CliftonLarsonAllen LLP — **Board Request**
220 S 6th St Ste 300 — **$ 200,000.00**
Minneapolis, MN 55402
Professional Services - External Auditing

Ebsco Subscription Services — **Board Request**
5339 Alpha Rd 400 — **$ 320,000.00**
Dallas, TX 75240-7308
Renewal of Subscriptions

OSU Bursar's Office — **Board Request**
Bursar's Office — **$ 950,000.00**
113 Student Union
Stillwater, OK 74078
For payment of services of governing board,
legal services, purchasing, internal audits, safety
engineer services, errors and omissions,
grants MOU and miscellaneous charges

LANGSTON UNIVERSITY
Fiscal Year 2026
ANNUAL ORDERS

OSU Information Technology — **Board Request**
113 Math Sciences — **$ 437,000.00**
Stillwater, OK 74074
Banner Implementation and maintenance
Microsoft Campus Agreement

Risk Management — **Board Request**
Office of Public Affairs — **$ 700,000.00**
State Capitol, Room B-4
Oklahoma City, OK 73105
Payment of liability and property insurance

BMI/IMAGENET — **Board Request**
PO Box 26340 — **$ 500,000.00**
Oklahoma City, OK 73126
Maintenance, rental and program support of Equipment

EAB — **Board Request**
2445 m St NW — **$ 751,000.00**
Washington, District of Columbia 20037
Enrollment Management Services
&
1920 E Parham Road
Richmond, VA 23228-2206
Institutional Advancement Services

Oklahoma State Regents for Higher Education — **Board Request**
655 Research Parkway, Ste 200 — **$ 3,100,000.00**
Oklahoma City, OK 73104
Master Lease Debt Service

LANGSTON UNIVERSITY
Fiscal Year 2026
ANNUAL ORDERS

Follett Varsity Shop — **Board Request**
3146 Solutions Ctr — **$ 2,000,000.00**
Store #222 MA#9999
Chicago, IL 60677-3001
Operation of Langston Campus Bookstore

Republic Services — **Board Request**
1717 E Yost Rd — **$ 140,000.00**
Stillwater, Oklahoma 74075
Waste Services

Perry Publishing & Broadcasting Inc. — **Board Request**
PO Box 17498 — **$ 300,000.00**
Oklahoma City, Ok 73136-1498
Artist and speakers for student-centered events

Total Wellness LLC — **Board Request**
7017 N Robinson Ave — **$ 200,000.00**
Oklahoma City, Oklahoma 73116
Health clinic services

Team Travel — **Board Request**
Overland Charters — **$ 190,000.00**
3333 N. Hillside
Wichita, KS 67219-3907

Belfor USA Group — **Board Request**
4132 Will Rogers Pkwy Suite 500 — **$ 4,000,000.00**
Oklahoma City, Oklahoma 73108-2062
Facilities Management & Light Construction Services

As Needed Mechanicals — **Board Request**
Mechanical service — **$ 2,500,000.00**
(Jackson Mechanical and Luckinbill Mechanical**)**

J – PURCHASE REQUESTS

Approval is requested to solicit competitive bids or use contracted suppliers (state, on-call, or Oklahoma A&M System contracts) to award contracts to purchase equipment and services for various projects using remaining Oklahoma Capital Asset Management and Protection (OCAMP) funding allocated in FY 25. Langston University is grateful to the Oklahoma Legislature for this allocation.

To date, the majority of OCAMP funds appropriated in FY25 are being used to reimburse institutional fund accounts used to address deferred maintenance needs. These projects vary in cost and include elevator modernizations, underground plumbing repairs, electrical upgrades, and upgrades to housing communities such as stairwell replacement.

Remaining OCAMP funds have been designated for additional projects:

- Roof Replacement at LU-OKC
- Underground Sewer Line Repair at Centennial Court Apartments and Hamilton Hall
- Design Phase of HVAC Replacement for C.F. Gayles Gymnasium, Atrium, and John Montgomery Multipurpose Building
- Lighting Upgrades in Residential Communities on Langston Campus

A full list of projects is enclosed reflecting their completion status, planned vendor, and expenditures.

OCAMP allocations for each project may be adjusted based upon projected costs of LU-OKC Roof Replacement following closure of the Title 61 bid which is being managed through the Office of Central Procurement.

All purchases will comply with Oklahoma A&M Board Policies and Procedures, as well as applicable state statutes. Langston University will work closely with the Office of Central Procurement to ensure appropriate management of funded projects. The funds for these expenditures will come from legally available funds.

Oklahoma Capital Asset Management and Protection (OCAMP) FY25 Expenditures - Langston University

Project Name	Project Description	Current Total Cost Estimate	Project Progress Status	Vendor	Total Expenditure to Date	OCAMP Funds Expended	Other Funds Expended	Relevant Notes
Elevator Repairs	Repair to multiple elevators on Langston Campus including Moore Hall, W.E. Anderson Stadium, and Sanford Hall.	206,364	Completed	Otis Elevator (State Contract)	206,364	0	206,364	Moore Hall elevator repair ($46,793.63) is complete. Stadium elevator repair ($36,440.28) is complete. Sanford Hall elevator modernization ($123,184) is complete. Funds will be transferred out of OCAMP to reimburse institutional accounts.
LU-OKC Roof Replacement Design and Architectural Planning	Preparation of detailed specifications and plans for bid of LU-OKC Roof Replacement	54,000	Completed	GH2 Architects (On-Call Architect)	54,000	54,000	0	Development of detailed specifications complete for use in Title 61 bid to replace LU-OKC roof.
Underground Plumbing Repairs (Physical Plant/Auditorium/Hamilton/Allied Health)	Excavation, saw cutting, and replacement of underground piping leading out from Physical Plant to campus buildings.	150,219	Completed	Jackson Mechanical (As-Needed Contract for LU)	150,219	0	150,219	Project completed prior to fund creation in budget. Funds from OCAMP allocation will be transferred to reimburse facility account used for original expenditure from institutional funding source.
Electrical Panel Replacement	Replacement of electrical panel in Jones Hall, academic building on the Langston Campus	61,877	Completed	Jackson Mechanical (As-Needed Contract for LU)	61,877	0	61,877	Project completed prior to fund creation in budget. Funds from OCAMP allocation will be transferred to reimburse institutional funding source.
Underground Plumbing Repairs (Hamilton Hall)	Excavation, saw cutting, and replacement of underground sewer line from beneath Hamilton Hall to sewage drain.	100,000	Partially complete; remainder of project to be completed Summer 2025.	Luckinbill Mechanical (As-Needed Contract for LU)	0	0	0	Project completed prior to fund creation in budget. Funds from OCAMP allocation will be transferred to reimburse facility account used for original expenditure from institutional funding source.
LU-OKC Roof Replacement	Full replacement of roof on LU-OKC Campus	2,479,476	In progress; Title 61 Bid Initiated	TBD through Title 61 Bid	0	0	0	Title 61 Bid opens June 5, 2025 to select vendor to replace LU-OKC Roof.
Scholars' Inn Stairwell Replacement	Replacement of first-floor stairwells in Scholars' Inn Apartment community.	200,000	In progress; Title 61 Bid Initiated	TBD through Title 61 Bid	0	0	0	Approval from Oklahoma A&M Board of Regents secured on March 7, 2025. Funds from OCAMP allocation will be transferred to reimburse institutional funding source.
C.F. Gayles/Atrium/Multipurpose Building HVAC Replacement	Preparation of detailed specifications and plans for bid of C.F. Gayles/Atrium/Multipurpose Building HVAC Replacement	91,750	In progress; Design Phase Initiated	Cyntergy (On-Call MEP)	0	0	0	Cyntergy (On-Call MEP) engaged to design specifications for public bid. Design phase initiated to produce detailed plans and specifications for project to be completed in FY26. PO issued to Cyntergy for design.

Oklahoma Capital Asset Management and Protection (OCAMP) FY25 Expenditures - Langston University

Project Name	Project Description	Current Total Cost Estimate	Project Progress Status	Vendor	Total Expenditure to Date	OCAMP Funds Expended	Other Funds Expended	Relevant Notes
Underground Plumbing Repairs (Centennial Court)	Excavation, saw cutting, and replacement of underground sewer line from beneath Centennial Court Clubhouse to sewage drain.	43,000	Project to be completed Summer 2025.	Jackson Mechanical (As-Needed Contract for LU)	0	0	0	Project quote secured from on-call mechanical contractor.
French Drain Installation at Centennial Court Apartments	Installation of French Drain systemt throughout Centennial Court Apartments on the Langston Campus.	138,670	In Progress - project is ongoing but delayed by rain.	Jackson Mechanical (As-Needed Contract for LU)	0	0	0	Project will be completed in 3 phases with the first phase beginning April 2025.
Lighting Replacement in Campus Housing	Replacement of external lighting within the Scholars' Inn Housing Community on the Langston Campus.	54,189	Project to be completed Summer 2025.	Jackson Mechanical (As-Needed Contract for LU)	0	0	0	Project quote secured from vendor to complete replacement of all external lighting. Project will begin following move-out in May 2025.
		$3,579,545			**$472,460**	**$54,000**	**$418,460**	

J – PURCHASE REQUESTS

Approval is requested to solicit competitive bids or use contracted suppliers (state, on-call, or Oklahoma A&M System contracts) to award contracts to purchase equipment and services for various projects using Oklahoma Capital Asset Management and Protection (OCAMP) funding allocated in FY 26.

A list of planned projects with initial estimates that fall within the FY26 allocation of $10,000,000 is enclosed for reference and review. These projects are prioritized based on the availability of funds. Projects with the highest impact to the student experience will be mobilized first. Many of the proposed projects can be initiated quickly while others will require a phased approach.

Potential projects under consideration within FY26 include but may not be limited to:

- HVAC replacement for C.F. Gayles, Atrium, and John Montgomery Multipurpose Building on the Langston Campus
- HVAC replacement in academic buildings on Langston Campus including but not limited to replacement chiller for the Allied Health Building
- Plumbing stack replacements and modernization within residential housing communities including but not limited to Scholars' Inn and Centennial Court Apartments
- Elevator modernizations
- Roof replacements on campus buildings including I. W. Young Auditorium and Jones Hall
- Roadway repairs on Langston, Oklahoma City, and Tulsa Campuses
- Lift station expansion on Langston Campus
- Fire suppression equipment upgrades on Langston, Tulsa, and Oklahoma City Campuses
- Energy management system software and infrastructure upgrade

The total cost for projects will not exceed the amount of OCAMP funding appropriated to Langston University in FY 26, $10,000,000. Allocations for each project may be adjusted as necessary contingent upon competitive bids and market adjustments. Approval of these planned expenditures will allow Langston University to initiate select projects without delay.

Langston University will provide periodic updates to the Board apprised regarding these projects and expenditures and will ensure that requests requiring additional Board action are submitted as appropriate.

All purchases will comply with Oklahoma A&M Board Policies and Procedures, as well as applicable state statutes. Langston University will work closely with the Office of Central Procurement to ensure appropriate management of funded projects. The funds for these expenditures will come from legally available funds.

Oklahoma Capital Asset Management and Protection (OCAMP) FY26 Planned Expenditures - Langston University

Project Name	Project Description	Current Total Cost Estimate	Project Progress Status	Proposed Vendor	Relevant Notes
Athletic Complex HVAC Upgrade	Replacement of rooftop units (RTU) components on all buildings within the Athletics Complex on our Langston Campus including the C.F. Gayles Fieldhouse, Atrium, and John Montgomery Multipurpose Building.	2,000,000	Planned for FY26	TBD through Title 61 Bid	Detailed specifications are currently in development by Cyntergy (On-Call MEP). Project will be bid through Title 61.
Allied Health HVAC Upgrades	Design, procurement and installation of new chillers for Allied Health Building on Langston Campus	300,000	Planned for FY26	Cyntergy (On-Call MEP) to assist with design portion. Project vendor TBD through Title 61 Bid	Cyntergy (On-Call MEP) will be engaged to assist with design of detailed specifications for use in Title 61 bid to select project vendor.
University Women Elevator	Modernization	200,000	Planned for FY26	Otis Elevator (State Contract)	Langston University will solicit proposal from Otis Elevator on modernization, following the same process that was used in the Sanford Hall elevator modernization.
Page Hall Elevator	Modernization	200,000	Planned for FY26	Otis Elevator (State Contract)	Langston University will solicit proposal from Otis Elevator on modernization, following the same process that was used in the
Roadway/Culvert Repair	Repair/reconstruction of collapsed culvert at East Gate entrance to campus.	60,000	Planned for FY26	TBD with Central Procurement	Langston University will work with Central Procurement to determine best approach for project. Project can likely be completed by an as-needed contract used by LU. (Luckinbill)
Residential Housing Duct Cleaning	Cleaning and maintenance of internal ductwork for HVAC systems within residential housing communities.	315,000	Planned for FY26	TBD through Title 61 Bid	Langston University will work with Central Procurement on best approach for project including development of specifications for bid.
Scholars Inn Lift Station Expansion	Install a larger capacity system to support increased volume	125,000	Planned for FY26	TBD with Central Procurement	Langston University will work with Central Procurement to determine best approach for project. Project can likely be completed by one of the two as-needed mechanical contracts used by LU or by A-1 Septic due to their work on our lift station.
Residential Housing Plumbing Stack Project	Full clean-out and replacement of plumbing stacks within residential housing including snaking/augering of stacks and jetting through to external cleanouts; replacement of plumbing infrastructure (toilets, sinks) with modernized high-capacity equipment.	3,000,000	Planned for FY26	TBD through Title 61 Bid	Langston University will work with Central Procurement on best approach for project including development of specifications for bid. If construction is needed, Long Range Facilities Planning may be engaged for project management services.

Oklahoma Capital Asset Management and Protection (OCAMP) FY26 Planned Expenditures - Langston University

Project Name	Project Description	Current Total Cost Estimate	Project Progress Status	Proposed Vendor	Relevant Notes
Auditorium Roof Replacement	Replacement of roofing materials and gutters for I.W. Young Auditorium.	500,000	Planned for FY26	On-Call Architect to assist with design portion. Project vendor TBD through Title 61 Bid	Langston University intends to work with Long Range Facilities Planning and Central Procurement on this project.
Jones Hall Roof Replacement	Full replacement of roofing material on School of Jones Hall.	300,000	Planned for FY26	On-Call Architect to assist with design portion. Project vendor TBD through Title 61 Bid	Langston University intends to work with Long Range Facilities Planning and Central Procurement on this project.
Fire Suppression Upgrade	Enterprise-wide update of all fire suppression panels, devices, dialer, batteries, and associated system equipment.	2,000,000	Planned for FY26	TBD through Central Procurement	Langston University will work with Central Procurement to determine best approach for project. Current provider, Infosys, can complete project for consistency with existing fire suppression equipment.
Energy Management System Upgrades	Necessary software updates and hardwired upgrades within buildings to support the ABS energy management system.	1,000,000	Planned for FY26	TBD with Central Procurement	Langston University will work with Central Procurement to determine best approach for project. Current energy management provider, ABS, offers proprietary services for software and infrastructure upgrades.

Oklahoma State University

Stillwater, Oklahoma

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

June 13, 2025

Dear Board Members:

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

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

1. Remarks by President Jim Hess.

B-MEMORIAL RESOLUTIONS

1. Request adoption of Memorial Resolutions for Kenneth Joyce Kiser, Frank George Steindl, and Marvin “Palmer” Terrell - *(Ref. Doc. B-1)*.

C-POLICY AND OPERATIONAL PROCEDURES

1. Request approval of posthumous degree - OSU-OKC *(Ref. Doc. C-1).*
2. Request approval of OSU Policy and Procedures 2-0113, Faculty Sick Leave - OSU-STW *(Ref. Doc. C-2).*
3. Request approval of faculty handbook modifications - OSU-OKC *(Ref. Doc. C-3)*.
4. Request approval of academic school realignment - OSUIT *(Ref. Doc. C-4).*

D-PERSONNEL ACTIONS in compliance with Board Policies 3.01, 3.02, and 3.03

1. Request approval of personnel actions including:
   a. 33 new appointments
      i. 19 replacements, 14 new positions
   b. 312 reappointments, changes in salary, changes in title or rate, and personnel leaves,
   c. 33 personnel items not requiring action by the Board including resignations, terminations, suspensions, and retirements are provided for informational purposes only - *(Ref. Doc. D-1).*
2. Request approval of job description and announcement for Dean of the College of Education and Human Sciences (*Ref. Doc. D-2)*.

E-INSTRUCTIONAL PROGRAMS

1. Request approval of curricular changes including:
    a. 73 new degrees and certificates, program modifications, program suspensions, and program deletions *(Ref. Doc. E-1).*

F-BUDGETARY ACTIONS

1. Request approval of 2025-2026 budget materials - OSU-SYSTEM *(Ref. Doc. F-1).*

G-OTHER BUSINESS AND FINANCIAL MATTERS

1. Request approval of peace officer action - OSUIT *(Ref. Doc. G-1).*
2. Request approval of actions required to refund master lease program bonds for savings - OSU-STW *(Ref. Doc. G-2).*
3. Request approval for the College of Engineering, Architecture, and Technology to dispose of equipment through transfer to the University of South Florida - OSU-STW *(Ref. Doc. G-3).*
4. Request approval to transfer funds for the acquisition of the Stillwater Young Men's Christian Association in Stillwater, Oklahoma - OSU-STW *(Ref. Doc. G-4).*
5. Request approval to transfer funds for the Scott Parker Wentz Cafeteria Remodel for the Nursing Program in Stillwater, Oklahoma - OSU-STW *(Ref. Doc. G-5).*
6. Request approval to enter into ingress/egress agreements with Board of Commissioners for Payne County for Property Located in Stillwater, Oklahoma - OSU-STW *(Ref. Doc. G-6).*
7. Request approval to execute a deed, certificate of acceptance, and seller/owner affidavit to effectuate the donation of real property to the United States Department of Veterans Affairs - OSU-CHS *(Ref. Doc. G-7).*
8. Request approval requested to execute a utility easement with Vicinity Energy for the Oklahoma Psychiatric Care Center in Tulsa, Oklahoma - OSU-CHS *(Ref. Doc. G-8).*
9. Request approval of transfer funds for the emergency repairs on four residence halls on the OSU Institute for Technology Campus in Okmulgee, Oklahoma - OSUIT *(Ref. Doc. G-9).*
10. Request approval to enter Into a memorandum of understanding with Tulsa County to allow OSU Tulsa and Tulsa County to develop a long-term ground lease for the site of a new Tulsa County OSU Cooperative Extension Office in Tulsa, Oklahoma - OSU-TUL *(Ref. Doc. G-10).*

H-CONTRACTUAL AGREEMENTS (other than construction and renovation)

1. Request approval to execute a contract for development services with the Oklahoma State University Foundation - OSU-SYSTEM *(Ref. Doc. H-1).*
2. Request approval to execute a contract for management services with the Oklahoma State University Alumni Association - OSU-STW *(Ref. Doc. H-2).*
3. Request approval to execute a memorandum of understanding with the Oklahoma State University Alumni Association - OSU-STW *(Ref. Doc. H-3).*

4. Request approval to enter Into a contract with the City of Stillwater to fund an Airline Services Agreement - OSU-STW *(Ref. Doc. H-4).*
5. Request approval of changes to Oklahoma State University and OSU/A&M Retirement Plans - OSU-STW *(Ref. Doc. H-5).*
6. Request ratification of interim board approval requesting to increase the amount approved to contract with Pokes Marketing, LLC for the acquisition of name, image, and likeness rights of OSU student athletes - OSU-STW *(Ref. Doc. H-6).*

I-NEW CONSTRUCTION OR RENOVATION OF FACILITIES -- *None*

J-PURCHASE REQUESTS

1. Request approval of sole source & special request purchasing items - OSU-SYSTEM *(Ref. Doc. J-1).*
2. Request approval of revolving & appropriated funds purchasing items - OSU-SYSTEM *(Ref. Doc. J-2).*
3. Request approval of auxiliary enterprises funds purchasing items - OSU-SYSTEM *(Ref. Doc. J-3).*
4. Request approval of plant funds purchasing items - OSU-SYSTEM *(Ref. Doc. J-4).*

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. Recognition agreements for interior spaces - OSU-STW *(Ref. Doc. M-1).*

KENNETH JOYCE KISER

Kenneth (Ken) Joyce Kiser was born October 22, 1940, in Blackwell, Oklahoma. He spent several years at the University of Oklahoma as an undergraduate student, earning his BA in Political Science (with a minor in Economics) in 1963. He earned an MS in Sociology in 1967 from Oklahoma State University. Ken joined the Department of Sociology at OSU in 1970 as he continued to work on his Ph.D., which he earned from The Ohio State University in Sociology in 1973.

Dr. Kiser's teaching and research centered on two primary areas: organizational change and the relationship between work and family in contemporary American society. In addition to successful collaborative interdisciplinary grant-seeking and publication of peer-reviewed articles, Dr. Kiser co-authored two books with Marshall Sashkin—*Total Quality Management* and *Putting Total Quality Management to Work.* He was active in conducting field research and consulting with private and public sector organizations.

A dedicated professor at OSU for nearly 50 years, Dr. Kiser was passionate about teaching and was a lifelong knowledge seeker. His students described him as an enthusiastic and entertaining Professor, and a beloved and impactful instructor who pushed them to engage creatively with course ideas. Students note that they "still refer to some of the incredible debates that were had in his classes," with one stating that "no other professor at OSU had such a profound and long-lasting effect on my academic, professional, and personal life. I am sure there are many more who would say the same."

Dr. Kiser retired from the OSU Department of Sociology as an affiliate of the interdisciplinary American Studies program in the summer of 2019. He was Professor Emeritus in OSU's Department of Sociology.

Ken Kiser passed away on January 31, 2025, at the age of 84.

FRANK GEORGE STEINDL

Frank George Steindl was the son of Frank and Anna (Bumeder) Steindl, who emigrated from lower Bavaria in the late 1920s. He was born in Chicago on August 26, 1935. He graduated from St. Alphonsus Elementary School (1949), DePaul Academy (1953), and DePaul University (1957). He received an A.M. in Economics from the University of Illinois (1958) and a Ph.D. in Economics from the University of Iowa (1963). While there, he also fulfilled his eight-year Naval Reserve obligation.

He joined the Economics faculty at Oklahoma State University in 1962, where he progressed to Regents Professor of Economics and Ardmore Professor of Business Administration, retiring in 2004. He published over fifty articles in professional journals, along with twenty-five book reviews. He gave over one hundred fifty presentations at university seminars and professional meetings, as well as directing twenty-three doctoral dissertations. His two books were *Monetary Interpretations of the Great Depression* and *Understanding Economic Recovery in the 1930s: Endogenous Propagation in the Great Depression*.

He served as Economist of the Federal Reserve Bank of Cleveland, Economist and Counsel of the United States Senate, Committee on the Budget, Visiting Professor of Economics at the University of Munich, Visiting Professor of Economics and Finance at the University of Bamberg, Visiting Scholar at Brown University, Academic Visitor at London School of Economics, and Visiting Scholar at the University of Iowa. He also taught summers at the Universities of Missouri in Colorado, Wisconsin, and Alaska.

Dr. Frank George Steindl passed away on January 22, 2025, at the age of 89.

MARVIN “PALMER” TERRELL

Marvin “Palmer” Terrell was born on May 19, 1934, in Pine Bluff, Arkansas, to Marvin Tee Terrell and Jewel G. Palmer-Terrell. He was raised in this historic Alcoa Aluminum Company town during the tumultuous years of the Depression and WWII. He grew up in a family of faithful and dedicated educators.

He earned his bachelor’s and master’s degrees in industrial engineering from the University of Arkansas in 1957 and 1960, respectively. Palmer was a licensed professional engineer and worked in the industry for a few years. He then returned to academia to complete his PhD in Industrial Engineering from the University of Texas at Austin in 1966. Dr. Palmer began his career at Oklahoma State University on June 1, 1966. He was a Senior Fellow of the Institute of Industrial Engineers. He retired from OSU after 30 years as Professor Emeritus in 1996.

He stated that he had “the best job a guy could have” and was “richly rewarded” for seeing his students or advisees succeed in their lives and careers.

Palmer immersed himself in “continuing education” for his family and himself, in the dedicated study of Investments and “brain exercises”, and for many others via his commitment to scholarship funding, persistent networking, and mentoring pursuits during and after his working years.

Marvin “Palmer” Terrell passed away on January 9, 2025, at the age of 90.

OFFICE OF THE
PROVOST

101 Whitehurst
Stillwater, OK 74078-1011
O | 405.744.5627
F | 405.744.5495
academicaffairs.okstate.edu

May 21, 2025

MEMORANDUM

TO: Dr. Jim Hess
President

FROM: Jeanette M. Mendez
Provost and Senior Vice President

SUBJECT: *Request to Award Posthumous Degree*

Dr. Ronna Vanderslice, Provost, Oklahoma State University Polytech, and the Department of Healthcare Management at Oklahoma State University – Oklahoma City, request that Katelyn Elisabeth Callahan be granted a posthumous Associate of Science in Healthcare Management degree. Dr. Vanderslice shared that Katelyn was within 12 credit hours of completing her degree and was in good academic standing. Ms. Callahan was also pursuing an Associate of Applied Science in Nurse Science degree.

This posthumous degree request is supported by the Dean, Penny Ridenour; the department head, Dr. Cindy Akkerman; and the faculty in the Department of Healthcare Management. As such, this request is in accordance with the OSRHE Policy 3.14.6, *Posthumous Degrees*, as well as OSU's Policy and Procedure Letter 2-0114, *Awarding Posthumous Degrees*, which allows the institution to confer a posthumous degree to recognize a student who has "completed the majority of the degree requirements" and was "currently enrolled in good academic standing."

Upon review of the above-mentioned policies and supporting documentation from Dr. Vanderslice, I concur with this recommendation and request your concurrence to include a request to grant this posthumous degree as part of the OSU agenda for the June 13th meeting of the OSU/A&M Board of Regents. Thank you for your consideration.

OKLAHOMA CITY

Dr. Ronna Vanderslice
Provost
900 N Portland Ave.
Oklahoma City, OK 73107
osuokc.edu

May 19, 2025

Dr. Jeanette M. Mendez
Provost and Senior Vice President
101 Whitehurst
Oklahoma State University
Stillwater, OK 74078

Dear Provost Mendez,

On behalf of the Department of Healthcare Management at Oklahoma State University – Oklahoma City, I request that Katelyn Elisabeth Callahan (A20266737) be granted a posthumous degree from Oklahoma State University to be awarded in June 2025.

At the time of her death on May 2, 2025, Ms. Callahan was pursuing an Associate of Science in Healthcare Management degree. She was in good academic standing and was within 12 credit hours of completing her degree (degree audit attached). Ms. Callahan was also pursuing an Associate of Applied Science in Nurse Science degree.

This posthumous degree request is supported by the Dean, Penny Ridenour; the department head, Dr. Cindy Akkerman; and the faculty in the Department of Healthcare Management.

In compliance with OSU Policy 2-0114, at the time of her death, Ms. Callahan had completed the majority of her degree requirements and was enrolled in good academic standing. Attached is Ms. Callahan's degree works audit which also supports this action. Thank you for considering this request.

Sincerely,

Ronna Vanderslice

Ronna Vanderslice
Provost, Oklahoma State University Polytech and
Vice Provost of Academic Affairs, Oklahoma State University System

OSU-Oklahoma City
Policy and Operational Procedures

1. Request approval to award a posthumous Associate of Science in Healthcare Management degree to Katelyn Elisabeth Callahan.

ONE-PAGE SUMMARY OF CHANGES FOR POLICY#:

Name of Policy: Faculty Sick Leave 2-0113

Submitted by: Name: Chris Kuwitzky and Jeanette Mendez **Phone #:** 405-744-8781
Department: Academic Affairs
Date: May 22, 2025

Significant Changes Made:
Adopt revisions parallel to the revisions approved in 2024 in the Sick Leave for Staff policy (3-0716).

Justification:

The changes to this policy mirror those approved in the Sick Leave for Staff policy in 2024, aligning both documents. The primary changes are to clarify that sick leave can be used for mental health care and to make explicit that faculty may take sick leave to care for foster children.

Those Involved in These Changes (please list all councils/committee to which this policy was submitted):
Faculty Council
Council of Deans
Executive Leadership Team

Has this policy been revised to include the OSU--System?

No

Does this policy need Board approval? If there is any question about this, please check with Legal Counsel.
Yes.

Do any other policies need to be updated to reference this policy?

No

Plans to communicate this policy or changes when policy is approved:

The adoption of the policy would be announced at Faculty Council, and the updated policy would be added to the OSU Policies and Procedures website.

Oklahoma State University Policy and Procedures

FACULTY SICK LEAVE	2-0113 ACADEMIC AFFAIRS ~~October 2005~~UPDATE UPON APPROVAL

PURPOSE AND SCOPE

1.01 An integral part of the faculty compensation program for the university is a uniform plan providing for our faculty who need time away from work occasionally due to incapacity, short-term illness or disability, and well-care. This policy statement is intended to provide a uniform sick leave policy for faculty of the university.

1.02 Benefits and provisions under this Sick Leave policy are to be in coordination with appropriate provisions of policies covering Workers' Compensation, Family and Medical Leave Act (FMLA), and Long-Term Disability.

~~1.01~~1.03 It is the policy of Oklahoma State University to comply with all state and federal regulations. In the event of conflict, the actual regulations issued by the federal or state government shall prevail.~~A consistently applied plan for faculty sick leave is recognized as desirable in carrying out the University's commitment to provide a benefits program.~~

~~1.02~~1.04 Faculty are defined to include all employees with academic appointment whose primary function is academic, whether administration, teaching, research, or extension. Leave for employees who have been given faculty rank, but whose primary duties are not academic, is covered under the policy, Sick Leave for Staff, 3-0716.

POLICY AND/OR PROCEDURE

2.01 Faculty appointed to a temporary position expected to be less than six months or hired on a part-time basis (less than 50% FTE) shall not be eligible to earn or to accrue any benefit stated in this section.

2.02 The work schedule for faculty shall be whatever is agreed upon by the faculty member and department head.

2.03 In applying these policies and procedures, continuous service for faculty shall be defined as "employment at the University without a break in service."

A. A resignation shall be considered a break in service.

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B. An authorized leave of absence with or without pay shall not be considered as a break in service.

C. If a faculty member is terminated due to a reduction in academic staff and is reemployed by the OSU System within 12 calendar months ("layoff"), such termination will not be considered a break in service.

D. Non-appointment in a summer semester shall not be considered a break in service.

3.01 Sick Leave Plan:

~~A. Sick leave is defined for the purpose of this policy as absence from assigned duty with pay, such absence resulting from a personal illness or incapacity or for care of an eligible dependent which is expected to continue for less than six calendar months or such absence resulting from the medical requirement and care for a qualifying family member who is ill or incapacitated.~~

A. Sick leave is defined for the purpose of this policy as absence from assigned duty with pay, such absence resulting from an illness (physiological or mental), incapacitation, disabling injury, attendance of preventative appointments or measurement for optimal health (e.g., dental checkups, annual physicals) or maintenance appointments for health conditions (e.g., counseling, addiction support, dialysis) which is expected to continue for less than six calendar months or such absence resulting from the medical requirement and care for a qualifying family member who is ill or incapacitated.

B. Each faculty member employed in a full-time position (100% FTE) shall accrue sick leave with full pay while continually employed. The sick leave is 22 days per year with a maximum accrual of 200 working days or 1600 hours. (There is no maximum accrual for Oklahoma Cooperative Extension Service employees participating in the Federal Retirement Program.) Amounts in excess of the 1600 hours that would otherwise accrue will be transferred to the Extended Sick Leave Account as described in section 5.01 of this policy.

C. Sick leave continues to accrue during periods of leave with pay.

D. Each faculty member employed in a part-time position (at least 50% but less than 100% FTE) shall accrue sick leave with pay proportionately. Fifty percent sabbatical leave shall be considered full-time for purposes of sick leave accrual.

E. Sick leave may be used for personal illness or incapacity or for occasions which require the employee to care for a member of the immediate family who is ill or incapacitated, or for any circumstance falling within applicable state and federal guidelines. For purposes of this policy, the ~~The~~ immediate family is defined as spouse, children, foster children, parents, siblings, grandparents, grandchildren, or corresponding step and in-law relationships~~includes but is not limited to~~

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~~father, mother, sister, brother, husband, wife, son, daughter, grandfather, grandmother, grandson, granddaughter, or corresponding in-law relationships or step relationships~~.

~~F. A parent meeting the eligibility criteria under the Family and Medical Leave Act may, upon application, use up to five days accrued sick leave for the qualifying event of birth or adoption of his or her child. The twelve month employment requirement of the Family Medical Leave Act will not apply. Additional accrued leave can be used, as applicable under the conditions in OSU Policy and Procedures.~~

~~G.~~F. Notification of absence due to personal or eligible dependent illness or incapacity shall be given to the appropriate department head by the faculty member or their representative as soon as possible.

~~H.~~G. The unit administrator may require the faculty member to furnish satisfactory proof of illness or incapacity. In addition, the unit administrator may require the faculty member to furnish medical certification that he or she is physically and/or mentally fit to return to work or to continue working. Satisfactory proof shall be by submitting medical certification from any licensed medical physician.

~~I.~~H. Faculty shall not be paid for unused sick leave.

~~J.~~I. Adequate up-to-date records for each faculty member that will accurately reflect the rate and the amount of sick leave or disability leave accrued and the date of all sick leave or disability leave used shall be maintained by the employing department. Sick leave used shall also be reported on the confirmation payroll record each month and accurately maintained by the department on the University personnel payroll system.

~~K.~~J. At any time in which the personal or dependent illness, or incapacity of an incumbent faculty member or dependent, causes the sick leave balance to be reduced to zero, one of the following courses of action may be taken by the departmental administration on behalf of the affected faculty member:

1. Issue a request for the awarding of a leave of absence without pay, or

2. Request faculty member to file a notice with OSU Human Resources of the intent to apply for total disability benefits under

the Long Term Salary Continuance Group Insurance Plan.

~~L.~~ Faculty members who terminate employment with the University shall forfeit all unused sick leave. Upon the recommendation of the department head and with the approval of the President or ~~his/her~~the President's delegated representative, prior sick leave accumulations may be reinstated upon reemployment of faculty when such reemployment occurs within 18 months from the date of termination.

Commented [MW1]: Should this be VPAA?

Commented [MW2]: Staff is only 6 months, but current faculty policy is 18 months

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Commented [MW3]: This is almost entirely new and taken from the staff policy. Need to make sure offices, etc. are the same for faculty as for staff

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3.02 Parental Leave

A. Illness due to one's own pregnancy is treated as any other short-term disability and applicable university leaves of absence will be utilized. Procedures for additional leave and benefits are available through OSU Human Resources.

B. When requested by the faculty member, and where alternatives already exist or accommodations can be made, transfer may be granted by the department to less strenuous or safer duties as recommended by the health care provider. Please seek more information regarding alternatives and/or accommodations through the Oklahoma State University Office of Equal Opportunity.

C. Faculty members shall not be penalized in their condition of employment because they require time away from work for childbearing purposes. In requesting parental leave, safety and childbearing shall be considered as justification for leave of absence for an employee for a reasonable length of time, and for reinstatement following childbirth without loss of seniority or accrued benefits.

D. The necessary time away from work for parental leave shall be determined by a health care provider in accordance with FMLA and this sick leave policy and will include use of sick leave, annual leave, compensatory leave (if applicable), and leave without pay.

E. Use of sick leave under this policy will also be provided upon the placement or adoption of a child. Time away from work due to adoption or placement will provide access to use of up to six weeks (240 hours) of sick leave. This amount shall be prorated based upon FTE. Use of this leave will be held in conjunction with FMLA as appropriate under law and university policy.

F. A faculty member meeting the eligibility criteria under FMLA may, upon

completion and approval of the FMLA paperwork, utilize appropriate sick leave. Additional accrued leave can be used, as applicable under the conditions in OSU policy and procedures.

4.01 Funding of Sick Leave for Faculty Paid Through Grants, Contracts, or Programs with Outside Sponsors or Granting Agencies

A. Faculty whose positions are funded in part or in total through grants, contracts, or programs with outside sponsors or granting agencies are eligible under the terms of this policy.

B. Should faculty be required to use any accrued sick leave and the grant or contract forbid to reimburse the university for such paid leave, the primary department, college, or division of the employee will be responsible for payment of the leave.

C. Once the department has determined that a grant or contract will not reimburse the university for paid leave, the department must make budget adjustments or other changes to remain in compliance with the terms of the grant or contract.

5.01 Extended Sick Leave Account

A. As of July 1, 2003, amounts of sick leave that accrue each pay period that are in excess of the 1600 hour maximum for regular sick leave will be transferred to an Extended Sick Leave Account.

~~B. Amount forfeited prior to July 1, 2003, will be estimated from prior payroll records and the amounts applied to the Extended Sick Leave Account. Such estimates will be logically determined by payroll records for all employees during the past ten year period.~~

~~C.~~B. Employees who became members of the Oklahoma Teachers' Retirement System (OTRS) prior to July 1, 1992, may be able to apply unused sick leave to receive additional service credit for OTRS retirement benefits.

~~D.~~C. This possibility of additional service credit is governed by rules and regulations of OTRS and is not awarded or regulated by Oklahoma State University. OSU facilitates the possibility of additional service credit by maintaining centralized records of sick leave accrual.

~~E.~~D. When requested by OTRS, OSU will verify the accrued amount of

sick leave to include both the regular sick leave amount and the extended sick leave amount.

~~F.~~E. ~~The Extended Sick Leave Account will be reported to employees as part of the Annual Total Compensation Report~~As of EFFECTIVE DATE, employees who have a combined accrued sick leave and extended sick leave balance of 960 hours may use this as credit towards one year of OSU service in relation to OSU retirement criteria. Doing so will not impact using accrued sick leave balances for OTRS purposes. OSU retirement criteria are (1) a minimum age of 62 and 10 years of continuous OSU service or (2) 25 years of continuous OSU service.

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~~G.~~F. The Extended Sick Leave Account will have no cash or actual sick leave value other than as indicated for OTRS and OSU retirement purposes above.

6.01 Oklahoma State University reserves the right to change this Policy and Procedure Letter or any portion thereof at any time and without prior notification.

6.02 This policy replaces 2-0113 Faculty Sick Leave originally approved by the Board of Regents ~~on July 20, 1990~~October 2005.

Oklahoma State University Policy and Procedures

FACULTY SICK LEAVE	2-0113 ACADEMIC AFFAIRS UPDATE UPON APPROVAL

PURPOSE AND SCOPE

1.01 An integral part of the faculty compensation program for the university is a uniform plan providing for our faculty who need time away from work occasionally due to incapacity, short-term illness or disability, and well-care. This policy statement is intended to provide a uniform sick leave policy for faculty of the university.

1.02 Benefits and provisions under this Sick Leave policy are to be in coordination with appropriate provisions of policies covering Workers' Compensation, Family and Medical Leave Act (FMLA), and Long-Term Disability.

1.03 It is the policy of Oklahoma State University to comply with all state and federal regulations. In the event of conflict, the actual regulations issued by the federal or state government shall prevail.

1.04 Faculty are defined to include all employees with academic appointment whose primary function is academic, whether administration, teaching, research, or extension. Leave for employees who have been given faculty rank, but whose primary duties are not academic, is covered under the policy, Sick Leave for Staff, 3-0716.

POLICY AND/OR PROCEDURE

2.01 Faculty appointed to a temporary position expected to be less than six months or hired on a part-time basis (less than 50% FTE) shall not be eligible to earn or to accrue any benefit stated in this section.

2.02 The work schedule for faculty shall be whatever is agreed upon by the faculty member and department head.

2.03 In applying these policies and procedures, continuous service for faculty shall be defined as "employment at the University without a break in service."

A. A resignation shall be considered a break in service.

B. An authorized leave of absence with or without pay shall not be considered as a break in service.

C. If a faculty member is terminated due to a reduction in academic staff and is reemployed by the OSU System within 12 calendar months ("layoff"), such termination will not be considered a break in service.

D. Non-appointment in a summer semester shall not be considered a break in service.

3.01 Sick Leave Plan:

A. Sick leave is defined for the purpose of this policy as absence from assigned duty with pay, such absence resulting from an illness (physiological or mental), incapacitation, disabling injury, attendance of preventative appointments or measurement for optimal health (e.g., dental checkups, annual physicals) or maintenance appointments for health conditions (e.g., counseling, addiction support, dialysis) which is expected to continue for less than six calendar months or such absence resulting from the medical requirement and care for a qualifying family member who is ill or incapacitated.

B. Each faculty member employed in a full-time position (100% FTE) shall accrue sick leave with full pay while continually employed. The sick leave is 22 days per year with a maximum accrual of 200 working days or 1600 hours. (There is no maximum accrual for Oklahoma Cooperative Extension Service employees participating in the Federal Retirement Program.) Amounts in excess of the 1600 hours that would otherwise accrue will be transferred to the Extended Sick Leave Account as described in section 5.01 of this policy.

C. Sick leave continues to accrue during periods of leave with pay.

D. Each faculty member employed in a part-time position (at least 50% but less than 100% FTE) shall accrue sick leave with pay proportionately. Fifty percent sabbatical leave shall be considered full-time for purposes of sick leave accrual.

E. Sick leave may be used for personal illness or incapacity or for occasions which require the employee to care for a member of the immediate family who is ill or incapacitated or for any circumstance falling within applicable state and federal guidelines. For purposes of

this policy, the immediate family is defined as spouse, children, foster children, parents, siblings, grandparents, grandchildren, or corresponding step and in-law relationships.

F. Notification of absence due to personal or eligible dependent illness or incapacity shall be given to the appropriate department head by the faculty member or their representative as soon as possible.

G. The unit administrator may require the faculty member to furnish satisfactory proof of illness or incapacity. In addition, the unit administrator may require the faculty member to furnish medical certification that he or she is physically and/or mentally fit to return to work or to continue working. Satisfactory proof shall be by submitting medical certification from any licensed medical physician.

H. Faculty shall not be paid for unused sick leave.

I. Adequate up-to-date records for each faculty member that will accurately reflect the rate and the amount of sick leave or disability leave accrued and the date of all sick leave or disability leave used shall be maintained by the employing department. Sick leave used shall also be reported on the confirmation payroll record each month and accurately maintained by the department on the University personnel payroll system.

J. At any time in which the personal or dependent illness, or incapacity of an incumbent faculty member or dependent, causes the sick leave balance to be reduced to zero, one of the following courses of action may be taken by the departmental administration on behalf of the affected faculty member:

1. Issue a request for the awarding of a leave of absence without pay, or

2. Request faculty member to file a notice with OSU Human Resources of the intent to apply for total disability benefits under the Long Term Salary Continuance Group Insurance Plan.

Faculty members who terminate employment with the University shall forfeit all unused sick leave. Upon the recommendation of the department head and with the approval of the President or the President's delegated representative, prior sick leave accumulations may be reinstated upon reemployment of faculty when such reemployment

occurs within 18 months from the date of termination.

3.02 Parental Leave

A. Illness due to one's own pregnancy is treated as any other short-term disability and applicable university leaves of absence will be utilized. Procedures for additional leave and benefits are available through OSU Human Resources.

B. When requested by the faculty member, and where alternatives already exist or accommodations can be made, transfer may be granted by the department to less strenuous or safer duties as recommended by the health care provider. Please seek more information regarding alternatives and/or accommodations through the Oklahoma State University Office of Equal Opportunity.

C. Faculty members shall not be penalized in their condition of employment because they require time away from work for childbearing purposes. In requesting parental leave, safety and childbearing shall be considered as justification for leave of absence for an employee for a reasonable length of time, and for reinstatement following childbirth without loss of seniority or accrued benefits.

D. The necessary time away from work for parental leave shall be determined by a health care provider in accordance with FMLA and this sick leave policy and will include use of sick leave, annual leave, compensatory leave (if applicable), and leave without pay.

E. Use of sick leave under this policy will also be provided upon the placement or adoption of a child. Time away from work due to adoption or placement will provide access to use of up to six weeks (240 hours) of sick leave. This amount shall be prorated based upon FTE. Use of this leave will be held in conjunction with FMLA as appropriate under law and university policy.

F. A faculty member meeting the eligibility criteria under FMLA may, upon completion and approval of the FMLA paperwork, utilize appropriate sick leave. Additional accrued leave can be used, as applicable under the conditions in OSU policy and procedures.

4.01 Funding of Sick Leave for Faculty Paid Through Grants, Contracts, or Programs with Outside Sponsors or Granting Agencies

A. Faculty whose positions are funded in part or in total through grants, contracts, or programs with outside sponsors or granting agencies are

eligible under the terms of this policy.

B. Should faculty be required to use any accrued sick leave and the grant or contract forbid to reimburse the university for such paid leave, the primary department, college, or division of the employee will be responsible for payment of the leave.

C. Once the department has determined that a grant or contract will not reimburse the university for paid leave, the department must make budget adjustments or other changes to remain in compliance with the terms of the grant or contract.

5.01 Extended Sick Leave Account

A. As of July 1, 2003, amounts of sick leave that accrue each pay period that are in excess of the 1600 hour maximum for regular sick leave will be transferred to an Extended Sick Leave Account.

B. Employees who became members of the Oklahoma Teachers' Retirement System (OTRS) prior to July 1, 1992, may be able to apply unused sick leave to receive additional service credit for OTRS retirement benefits.

C. This possibility of additional service credit is governed by rules and regulations of OTRS and is not awarded or regulated by Oklahoma State University. OSU facilitates the possibility of additional service credit by maintaining centralized records of sick leave accrual.

D. When requested by OTRS, OSU will verify the accrued amount of sick leave to include both the regular sick leave amount and the extended sick leave amount.

E. As of EFFECTIVE DATE, employees who have a combined accrued sick leave and extended sick leave balance of 960 hours may use this as credit towards one year of OSU service in relation to OSU retirement criteria. Doing so will not impact using accrued sick leave balances for OTRS purposes. OSU retirement criteria are (1) a minimum age of 62 and 10 years of continuous OSU service or (2) 25 years of continuous OSU service.

F. The Extended Sick Leave Account will have no cash or actual sick leave value other than as indicated for OTRS and OSU retirement purposes above.

6.01 Oklahoma State University reserves the right to change this Policy and Procedure Letter or any portion thereof at any time and without prior notification.

6.02 This policy replaces 2-0113 Faculty Sick Leave originally approved by the Board of Regents October 2005.

Executive Summary

Proposed Changes to the Faculty Handbook

Oklahoma State University – Oklahoma City

June 2025

Following is a brief summary and rationale for proposed changes to the Faculty Handbook of Oklahoma State University – Oklahoma City (OSU-OKC).

Per the charge of the committee, these proposed changes would serve to (1) update the Memorandum of Understanding Regarding Shared Governance, (2) provide up to 2 virtual or off-site office hours for faculty, (3) clarify election, terms of office and duties for Faculty Senate officers and (4) clarify language and procedures regarding faculty evaluation and post-tenure review.

About our Campus

- Remove areas that are no longer relevant – such as Philosophy and U.S. Chamber of Commerce ranking
- Revise Core Values to align with Stillwater
- Revise language to reflect current academic structure
- Add updated MOU that was reviewed and signed by Faculty Senate, Staff Council, Student Government and the Provost.

General Faculty Policies and Procedures

- Clarify when faculty receive new appointment letters
- Insert policy allowing up to 2 virtual or off-site office hours.
- Clarify language to indicate that faculty are expected to maintain copies of annual evaluation documents for future use in RPT/CPTR packets.
- Remove irrelevant language regarding off-campus class meetings.

Appendix A – Faculty Senate Bylaws

- Specify procedures for Faculty Senate meetings when campus is closed for weather events.
- Stipulate that when relevant, recommendations passed through Faculty Senate must include a recommended timeline, as well as a recommendation which semester an approved recommendation shall take effect.
- Clarify election and terms of office for Faculty Senate officers.
- Remove immediate past president of Faculty Senate from Faculty Committee membership.
- Change number of senators selected by Faculty Senate to serve on Faculty Committee from three to an unspecified number.

Appendix B – General Provisions

- Amend definition of "appropriate faculty counsel" to describe only the Faculty Senate executive team or other faculty appointed by the Faculty Senate executive members.
- Clarify language to indicate that faculty are expected to maintain copies of annual evaluation documents for future use in RPT/CPTR packets.
- Clarify that written feedback on CPTR packets should come from the School RPT/CPTR Committee.
- Clarify language about replacing Faculty Senate President, Vice President, or Past President on the Institutional RPT/CPTR Committee when they are ineligible.
- Clarify responsibilities of department head and/or dean in faculty appointments
- Clarify language regarding recommendations for reappointments/non-reappointments.
- Change procedures for imposing sanctions to align with OSU Stillwater.

Appendix C – Faculty Evaluation Procedures

- Clarify language and procedures regarding faculty evaluation.

Appendix E – Cumulative Post-Tenure Review

- Clarify language and procedures regarding Cumulative (Post-Tenure) Review of Faculty.

FACULTY HANDBOOK

OSU OKLAHOMA CITY

A JOINT EFFORT OF THE

Preface

This Faculty Handbook was prepared by the Office of the Provost and Vice President of Academic Affairs, with the assistance from representatives of the Faculty Senate, to:

- *Outline the University structure, functions, general faculty policies and procedures;*
- *Aid in dealing with matters with which the individual faculty member may be unfamiliar;*
- *Identify and encourage use of University services which are available to support academic activity; and*
- *Afford ready access to basic materials that guide the conduct of University functions.*

Note: Detailed policies and procedures are left to other communications.

Each school will have hard copies for reference or faculty members can access the electronic copy of the Faculty Handbook, which is available on the Oklahoma State University-Oklahoma City Academics and Human Resources webpages.

Suggestions for improving the Faculty Handbook should be directed to the Faculty Senate and/or the Office of the Provost and Vice President of Academic Affairs.

This Faculty Handbook has been prepared for general informational purposes only. No statement appearing in the Faculty Handbook constitutes a contractual obligation by the A& M Board of Regents or Oklahoma State University - Oklahoma City. If any policy statements of the A&M Board of Regents or the University are in contradiction to statements appearing in the Faculty Handbook, such official policy statements will be deemed to control over the statements appearing in this document. ***The A&M Board of Regents and the University reserve the right to alter the terms of official policy statements and/or this Faculty Handbook at any time, without advance notice.***

OSU A&M Board Approval: TBD.

OKLAHOMA CITY

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About our Campus

Oklahoma State University-Oklahoma City was first established as a branch campus of Oklahoma State University (OSU) in the fall of 1961. The name at the time was Oklahoma State University Technical Institute.

Under the administrative guidance of the OSU School of Engineering, the Oklahoma City campus was established to provide the people in the metropolitan Oklahoma City area and the state with technical and occupational programs at the associate degree level.

The founders worked closely with business and industry leaders to identify needs for technical personnel within the business community. Quality programs and flexible scheduling enabled full-time and part-time students to improve their job capabilities and work mobility at their own pace and provide the job industry with technicians for tomorrow's needs.

Originally, three departments, Electronics, Drafting and Mechanical Power, held their first classes in borrowed classroom and laboratory facilities at Oklahoma City University. After the spring semester of 1962, the school moved to a renovated elementary school at 1900 N.W. 10th Street; some departments remained at that site until 1982.

In the 1970's, the administrative organization was changed so that the director of the technical institute reported directly to the president of Oklahoma State University. In January 1972, the present campus at 900 North Portland was opened. The first building on campus was the Administration Building. The Health Technology Building was added in 1974, and the Police and Fire Training Centers were opened in 1975 and 1976, respectively. The City of Oklahoma City leases buildings on campus that houses the Police and Fire Training Centers.

Two facilities were opened in 1984: The Horticulture Center dedicated and opened in January and the Engineering Technology Building in October. In June 1994, the Student Center was dedicated and a year later the Learning Resource Center was dedicated. The Human Services Education Center was dedicated in March 2001. The campus expanded in spring 2008 by two more buildings: The Agriculture Resource Center dedicated in March and the Public Safety Training Center in May. The Engineering Technology Center, the home for engineering-related programs, opened in fall 2011.

In 1985, the name of the institute was changed to Oklahoma State University Technical Branch. In 1990, the Oklahoma A&M Board of Regents changed the name again and the Technical Branch became known as Oklahoma State University - Oklahoma City. In 2002, Senate Bill 995 officially changed the name to Oklahoma State University-Oklahoma City.

In 2016, the Allied Health Building was opened with ribbon cutting ceremony occurring on August 26, 2016. The building houses the Health Sciences programs and contains a state-of-the-art simulation center.

VISION

Mission

OSU-Oklahoma City's mission is to advance our diverse communities through transformative career and workforce education programs and services.

Vision

OSU-Oklahoma City's vision is to be the region's leading career and workforce university.

The Cowboy Code

We end the day knowing we gave it everything we had.

Cowboys carry a work ethic of tenacious integrity.

We dream only as big as the sky.

Cowboys are creative innovators with boundless imagination.

We know challenges come with pain, but pain will not win.

Cowboys seize and respond to opportunities, no matter the obstacles.

We have a passion to do what's right, even when it's hard.

Cowboys help others and embrace a commitment to ethical excellence.

We stand for what matters, even if we stand alone.

Cowboys understand that responsibility and leadership can sometimes be lonely.

We finish what we start.

Cowboys stop when the task is done — not when the sun goes down.

Being a Cowboy isn't in our clothes, it's in our character.

Cowboys conduct themselves with devotion and sincerity — ever Loyal and True.

Core values

Community - Foster a strong sense of community based on shared governance among student, faculty, staff and administration.

Respect - Respect and value all individuals, beliefs and opinions.

Service - Serving others is a noble and worthy endeavor and distinguishing feature of a land-grant institution.

Stewardship of Resources - Dedicated to the efficient and effective use of resources and sustainability.

Excellence - Seek excellence in all our endeavors and commitment to continuous improvement.

Integrity - Commitment to the principles of truth and honesty.

Intellectual Freedom - Believe in ethical and scholarly questioning that respects the rights of all to freely pursue knowledge.

Governance

Oklahoma State University-Oklahoma City (OSU-Oklahoma City), as part of the Oklahoma State System of Higher Education, is under the authority of the president of Oklahoma State University and that of the Board of Regents for Oklahoma State University and the A&M colleges.

The Oklahoma State System of Higher Education was created with the people's adoption of an amendment to the State Constitution, Article XIII-A, on March 11, 1941. The amendment provided that " . . . All institutions of higher learning supported wholly or in part by direct legislative appropriations shall be integral parts of a unified state system to be known as the Oklahoma State System of Higher Education."

The amendment also created the Oklahoma State Regents for Higher Education as the "coordinating board of control of the Oklahoma State System of Higher Education." The Oklahoma State Regents for Higher Education consists of nine individuals appointed by the Governor, with Oklahoma Senate confirmation, to nine-year, staggered terms.

Responsibilities of the State Regents include determining the functions and courses of study for each institution, establishing standards of education, submitting budget requests for the state system to the Legislature, allocating state appropriated and revolving funds to each institution, and setting student fees. The chancellor of the state system serves as the chief administrative officer of the State Regents.

The Board of Regents for Oklahoma State University and the A&M colleges is the specific governing board for the state colleges and universities in Oklahoma that emphasize agricultural and technical education. Created by Senate Joint Resolution Number 9, Oklahoma Session Laws 1943, page 340, it is also embodied in Article 6, Section 31a of the constitution of Oklahoma. The provisions of the constitutional amendment have been further implemented by the provisions of Title 70.

The University President is the principal administrative officer of Oklahoma State University and is directly responsible to the Board of Regents for all operations of the University.

Administrative Structure

Management responsibilities of the University are grouped according to function, with a vice president or equivalent University officer having administrative responsibility for such functions as academics, business and finance, and student services.

The **Provost/Vice President of Academic Affairs** (hereafter VPAA) provides leadership and coordination in all matters for OSU-OKC including academic programs, student services, and institutional operations. Reporting to the Provost and Vice President of Academic Affairs are the Vice Provost of Academic Affairs, Vice President of Budget and Finance, and Vice President of Operations.

The Vice **Provost of Academic Affairs** provides leadership and coordination in matters relating to all academic programs, curriculum, faculty development, student services and community engagement. Reporting to the Vice Provost of Academic Affairs are the Associate Vice President of Enrollment Management and Student Services, Academic Deans, Registrar, Senior Director of Institutional Effectiveness and Accreditation, and Community Engagement.

The **Vice President for Budget and Finance** provides leadership and coordination for the campus business enterprises, financial operations, personnel, and affirmative action. Personnel reporting directly to the Vice President for Budget and Finance are those responsible for Business Services, Human Resources, Purchasing, Financial Aid, Health and Wellness, and Campus Events and Wellness.

The **Vice President for Operations** provides leadership and coordination for the campus facilities operations and maintenance. Personnel reporting directly to the Vice President for Operations are those responsible for Facilities Operations, Grounds, and Safety and Security.

The **Associate Vice President of Marketing & Communications** is responsible for providing a variety of services to the campus including maintaining and growing the OSU-Oklahoma City brand through advertising, campaigns, publications, and student recruitment pieces; promoting upcoming events; and writing feature stories and press releases.

Academic program advisory boards have been established for all programs. Members are from various business, industry and community-service groups and include several graduates. These boards meet once or twice a year with the deans, department heads and faculty to discuss and offer guidance concerning curriculum, equipment, and text materials. The specialized technical knowledge provided by each technology's advisory board has proven invaluable in the institution's move towards excellence to meet the educational needs of industries and businesses.

Faculty Representation

The style of management used at the college is participatory. Inherent in this style is the fact that decisions are based on input from all interested or affected groups within the institution. As a part of this process, councils and committees provide the input necessary for decisions to be made. These groups provide information and feedback to the Provost and Vice President of Academic Affairs to assist in the direction of the institution. These groups may also be asked to decide on matters referred to them by the Provost and Vice President of Academic Affairs, the Executive Team, or their respective membership.

For a full listing of committees and their actions, agendas, minutes, and rosters, please visit the Committee SharePoint site.

The style of management used at the college is participatory.

Advisory Councils

The **Academic Affairs Leadership Team** group is concerned with coordination, advisement, and planning of instructional activities on campus. The **Faculty Senate** is a body that acts in an advisory capacity, making recommendations to the Provost and Vice President of Academic Affairs, or other campus-based groups regarding issues related to internal institutional policies, procedures, and programs (See Appendix A).

Standing Committees

Standing Committees are responsible for recommendations concerning much of the college's activities and business. Committees are composed of a cross-section of employees: faculty, staff, students and administrators depending on the nature and function of the committee. Committee assignments are the result of a joint effort between Faculty Senate and Staff Council. Advice is sought from the various councils and advisory groups to provide the necessary input for decisions that are best for all concerned. In accordance with the tenets of Shared Governance, any member of the faculty, staff, student body or the general public may attend any meeting on campus except when personnel matters are discussed.

Memorandum of Understanding Regarding Shared Governance At

Oklahoma State University-Oklahoma City

Definition:

Shared Governance is the principle that all stakeholders in the institution—students, faculty, staff, and administration—should help shape the policies, procedures, and important decisions affecting them. It is recognized that Shared Governance is necessary to more effectively accomplish OSU-Oklahoma City's core mission "to advance our diverse communities through transformative career and workforce education programs and services." The principle of Shared Governance is consistent with OSU-Oklahoma City's vision to "be the region's leading career and workforce university,"as well as its core values, such as intellectual freedom, diversity, and integrity.

Shared Governance requires agreement regarding the appropriate roles and responsibilities of students, faculty, staff, administrators, and governing boards. For example, Shared Governance recognizes the authority given to the Provost of the university and does not seek to undermine that authority. At the same time, it is recognized that input from all stakeholders is a valuable asset to the decision-making process even when the president of the university has the final authority to make a decision.

The most important tool in blending each stakeholder area into a coherent and purposeful organization is communication. Open, direct, continuous communication among all the stakeholders is the key to Shared Governance and to an effective campus. All stakeholders should have a place at the table and all parties within reason should be consulted. Differing perspectives must be considered and all members of the university community must treat one another with respect, honesty, and fairness.

Principles:

The principles listed below are critical to effective Shared Governance:

- The more involved all segments of the academic community are in decision-making, the more likely decision outcomes will produce a more positive and acceptable result for everyone.
- The environment should encourage trust and accountability.
- There should be a willingness to consider differences of opinion and perspectives while maintaining an atmosphere of collegiality and professionalism.
- There should be open, direct, continuous communication among all of the university's stakeholders before decisions are made.
- There should be informed collaboration and active participation by students, faculty, staff, administrators, and governing boards.
- There should be consultative and collaborative decision-making, especially involving those most directly affected when important decisions are made.

- There should be commitment to, and agreement regarding, the concepts and processes of Shared Governance.

Roles and Responsibilities:

Students and their education must remain the primary goal and focus of the institution. Therefore, students should receive appropriate guidance and support in the pursuit of their academic goals. They should also be afforded regular opportunities to provide feedback about their educational and other experiences at the university. The Student Government Association represents all students at OSU-Oklahoma City. It provides an opportunity for all students to actively contribute to the academic and social climate on campus and enhance their success. The association encourages students to participate in the governance of the campus community through the election of student leaders. Student representation will include, but not be limited to, institutional and academic policy, academics, facility, budgeting, personnel, student services, and infrastructure.

Faculty must be the primary voice in matters of pedagogy and must be free to teach their subjects as they see fit, consistent with the best practices in their disciplines. Faculty responsibilities relate primarily to academic governance and involve all areas in which they and their students are significantly affected by decisions. These include, but are not limited to, (1) academic policies and procedures; (2) personnel policies and procedures regarding the appointment, review, and reappointment of faculty (both full- time and part-time), as well as academic administrators; (3) curriculum course and program development, maintenance, assessment, and review; and (4) planning and budgeting as it relates to academic departments and programs.

Staff must be the primary voice in matters of support for students, faculty, and administrators. Staff members must be provided timely communication and given the support and resources necessary to function effectively. They must also be afforded a proportional voice in the decision-making processes of the university as a whole. Staff responsibilities relate to appropriate areas of expertise, including, but not limited to, policy, academics, facility, budgeting, personnel, student services, and infrastructure.

Administrators are primarily responsible for making decisions and recommendations that implement the policies, procedures, and practices of the university. Administrators should assure an environment conducive to open and continual communication with all of the stakeholders, including providing any non-confidential information sought by stakeholders in the performance of their responsibilities.

The Provost is the public face of the university and serves as the university's chief executive officer. As such, the Provost has overall responsibility for the strategic direction and general governance of the university. In carrying out this responsibility, the Provost provides overall leadership and vision for the institution and appoints and supervises other administrative officers.

Governing Boards serve as the connection between the public and the university. As such, they typically provide overall guidance for the campus. While they serve as the final institutional authority, they entrust the conduct of the administration of the university to the president.

Selection and Review of Campus Administrators and Vice Presidents:

Faculty, Staff, Administrators, and Students, as appropriate, will play a collaborative role in recruitment, selection, and retention decisions regarding Lead Instructors/Teachers, Department Heads, Deans, and Vice Presidents.

Selection of Faculty, Staff, and Student Members on Institutional Committees and Task Forces:

Faculty, staff, and students shall select their respective members to serve on Institutional Committees and Task Forces as follows. All faculty and staff will be polled to determine on which committee(s) or task force(s) they would like to serve. As applicable, Deans, Faculty Senate, Staff Department Heads, and/or Staff Council shall select their representatives on committees or task forces, taking the expressed faculty and staff preferences into account. If these preferences cannot be accommodated, the party responsible for the selection will provide a written explanation to the affected faculty or staff member. Student Members will be appointed by the student body through electing Student Government Association's Executive Officers as representatives.

The Provost of OSU-OKC shall be invited to participate in the collaborative process described above in order that his/her opinion can be heard regarding any concern he/she might have about a specific person serving on a particular committee or task force.

When the collaborative work described above has been completed, the committee/task force lists will be given in full to the Faculty Senate, Staff Council, and the Student Government Association for their official endorsement of their respective representatives.

The principle of endorsement described in this section that relate to academic governance shall also be implemented for all institutional ad hoc committees and task forces as well.

Accountability Measures:

The Provost—It is expected that the OSU-OKC Provost will set the tone and exercise his/her authority to encourage and promote the principle of shared governance at every level of the university.

Department and School Levels—Department Heads and Deans are accountable for collaboratively developing with their faculty members, staff, and students a structure of governance at their level that promotes the principles of shared governance. It is expected that the Provost will take effective steps to see that this process occurs.

Explanation of Decisions Contrary to Recommendations—In the event that a decision is made that is contrary to a recommendation from an advisory body, or that is typically made by an advisory body, the decision-maker shall provide a timely explanation to that same advisory body.

Representatives on Institutional Committees, Etc.—In the event that the Faculty Senate, Deans, Staff Council, or Student Government Association fails to approve its representatives to institutional committees, task forces, and similar advisory bodies by a reasonable, published deadline, those bodies forfeit their right to select their representative(s).

Faculty—The Faculty will act in a timely manner in order to avoid unnecessary delay. Faculty are expected to promote the principles of shared governance at every level of the university.

Staff—The Staff will act in a timely manner in order to avoid unnecessary delay. Staff are expected to promote the principles of shared governance at every level of the university.

Student Government Association—The Students will act in a timely manner in order to avoid unnecessary delay. Students are expected to promote the principles of shared governance at every level of the university.

We, the undersigned, on behalf of our respective areas, hereby enter into this Memorandum of Understanding Regarding Shared Governance at Oklahoma State University – Oklahoma City.

Created by Faculty Senate: Spring 2012

Edited by Staff Council: Spring 2013

Edited by Student Government Association: Fall 2013

Final draft edited by Faculty Senate: Spring 2014

Updated: Fall 2024

Ronna Vanderslice — Nov. 18, 2024
Dr. Ronna Vanderslice, Provost — Date

Alissa M. Nephew — Nov. 18, 2024
Dr. Alissa Nephew, President, Faculty Senate — Date

Nick Irby — Nov 18, 2024
Nick Irby, President, Staff Council — Date

Allie Hart — Nov 21, 2024
President, Student Government Assoc. — Date

General Faculty Policies and Procedures

This section describes general policies and procedures that relate to faculty. Campus-wide policies can be found on the official OSU-Oklahoma City Policy SharePoint site.

Selection of Faculty

Openings for faculty positions are announced through various advertising platforms, social media, newspapers and other publications. Each applicant submits a resume. At this time, references, experience and educational background are reviewed. A personal interview is arranged with selected applicants by the department head/ dean with the interview committee. Final selection of the applicant is recommended to the Provost and Vice President of Academic Affairs by the dean after having sought appropriate faculty counsel. (See Appendix B, Policy Statement to Govern Appointments, Tenure, Promotions and Related Matters of the Faculty of Oklahoma State University.)

Faculty Appointment Letter

Before employment at OSU-Oklahoma City, each full-time faculty member will receive an appointment letter indicating, among other things, title of appointment, type of appointment, academic unit, term of appointment, salary, salary period, review and reappointment information. Faculty should not expect to receive a letter every year. If changes in conditions of appointment occur, the faculty member will receive a new appointment letter before the beginning of the next academic year or at the time of the change in appointment.

Teaching Load and Office Hours

Although there may be some variation, full-time faculty members are required to teach 15 credit hours per semester if courses are primarily lecture, or 12 credit hours per semester if most courses have scheduled laboratory. Additionally, some full-time faculty, due to release time, may have a reduced teaching load. This is in addition to other duties such as committee assignments, student advisement and other departmental responsibilities. The actual number of class sections, credit hours assigned, and course preparations will be handled on an individual basis.

Each faculty member is expected to establish, post, and maintain weekly office hours for class preparation and student advisement. Office hours should be scheduled at times convenient to both students and faculty, with the additional option of prearranged appointments for students when there is a schedule conflict. Full-time faculty will be required to post no less than 10 hours per week of availability for office hours. Faculty may conduct up to two hours of the required 10 per week virtually or at approved off-campus locations (such as clinical or concurrent sites). Virtual or off-campus office hours are defined as dedicated time slots facilitated by faculty that do not require physical campus presence by the faculty member or student. It is recommended that virtual office hours be scheduled outside of normal business hours. Virtual office hours must be mediated by a video conference application such as Zoom or Microsoft Teams; faculty members must provide a link for virtual office hours in their syllabi. The faculty member's supervisor must pre-approve the scheduled time, number, and location of virtual or off-campus office hours at the beginning of the semester. Any alterations to the scheduled times of office hours must be posted to the learning management system so that students are notified in advance. While faculty will not be held accountable for when and where they perform course preparation and maintenance responsibilities outside of posted office hours, they will be held accountable for discharging their duties as a professional, full-time faculty member of OSU-Oklahoma City. Full-time faculty shall have a presence on campus or shall be involved in work-related activities four days per week.

Faculty Evaluation, Retention, and Promotion

Each faculty member is evaluated by students enrolled in OSU-Oklahoma City courses. Students complete anonymous surveys evaluating the course and instructor at the end of each semester. A summary of these evaluations is shared with the department heads and deans. Faculty are responsible for maintaining copies of these summaries for inclusion in their RPT/CPTR packets.

In the spring, more comprehensive evaluations occur. These procedures vary depending on rank, time in rank, and tenure status; see Appendix C for details. As a part of the annual faculty appraisal process, supervisors (or their designees) observe faculty teaching and provide feedback. Recommendations for reappointments, salary increases, and/or promotions are made at this time. Salary increases and promotions are based on merit and reflect increased proficiency and productivity in teaching and service to the school. Within the limits of fiscal resources, every effort is made to maintain faculty compensation at levels that will attract and retain individuals of outstanding ability.

Campus Committee Service

Shared governance in academic institutions assumes faculty involvement in committees that participate in the development and review of campus policies and procedures. Each full-time faculty member should expect to serve on at least two campus standing committees; in addition to programmatic duties and service on time-limited ad hoc or task force assignments. More information can be found in the Committee Handbook on the OSU-Oklahoma City Committee SharePoint site.

Professional Development

To enhance teaching competence all faculty (full-time and part-time) are encouraged to be members of professional organizations and participate in meetings, workshops and seminars. Participation in these types of professional development activities will be considered both in faculty members' annual appraisals and in the Retention, Promotion and Tenure process.

Release Time

Faculty requesting release time should submit a written request to their dean, which includes the following: 1) a description of the project for which they are requesting release time, 2) an explanation why the project and the release time to complete it are necessary and 3) an approximate timeline for completion. If release time is approved, at the end of the semester the faculty member shall submit to their dean a summary report of results achieved as a result of the release time. All release time for faculty must have the approval of the Provost and Vice President of Academic Affairs.

Commencement Exercises

In accordance with the student first philosophy, all regular full-time faculty members are **required** to attend commencement exercises. Faculty members are expected to be appropriately attired in academic regalia for this event.

Immediate Family Members Enrolled in Courses

In order to protect faculty from any perception of bias or favoritism, the institution requires special permission be obtained from the Provost and Vice President of Academic Affairs for individuals enrolling in courses taught by OSU-Oklahoma City faculty if the individual is an immediate family member of the faculty member teaching the course.

Specified Outside Activities

The school supports the concept of reasonable teaching, consulting and other remunerative and non-remunerative outside activities on the part of the faculty and staff as a means of keeping abreast of the latest developments in one's specialty field. Teaching and consulting are permitted on an over-time basis provided the person continues to discharge in a responsible fashion the duties assigned by the department head and/or supervisor and provided such activity does not involve possible conflict of interest. To facilitate the efficient operation of the department, faculty and staff are required to inform their supervisor of all current consulting activities as they occur.

"Notice of Intent to Engage in a Professional Activity for Extra Compensation" (See Appendix D) is initiated by faculty members who plan to engage in outside activities. The deadlines for submission of the Notice are prior to August 15 for fall semester, prior to January 15 for spring semester, or within 14 days of

accepting outside activities during the semester. Notifications are to be submitted to the department head, dean and Provost and Vice President of Academic Affairs for recordation. Note: Faculty who intend on engaging in outside activities for the entire academic year may submit one Notice for the academic year prior to the August 15 deadline.

Caution is given not to show any consulting for Oklahoma State Government if it is a state supported institution. No full-time state employees should be receiving more than 100% income from state funds without special permission. (Oklahoma State University Policy and Procedures Letter 2-0111)

Off-Campus Class Meetings

Any class or laboratory session, whether for credit or non-credit, that must meet at an off-campus location (30 miles or more from campus) or out-of-state must receive written permission from the department head, the dean, and the Provost and Vice President of Academic Affairs. Faculty are required to provide the student roster to campus security.

Student Academic Dishonesty or Misconduct

Academic dishonesty or misconduct, particularly plagiarism, is neither condoned nor tolerated at institutions within the Oklahoma State University system. Academic dishonesty is behavior in which a deliberately fraudulent misrepresentation is employed to gain undeserved intellectual credit, either for oneself or for another. Academic misconduct is behavior that results in intellectual advantage obtained by violating specific standards, but without deliberate intent or use of fraudulent means. Academic dishonesty or misconduct cases are governed by the OSU-Oklahoma City Student Rights and Responsibilities Code available in the student life office, Student Center or an electronic version is available online at https://osuokc.edu/site-files/documents/student-life/student-code-of-conduct.pdf.

Appendix A

Faculty Senate Bylaws

FACULTY SENATE BYLAWS
OKLAHOMA STATE UNIVERSITY-OKLAHOMA CITY

ARTICLE I: NAME

The name of this organization shall be the Oklahoma State University-Oklahoma City Faculty Senate.

ARTICLE II: PURPOSE AND FUNCTION

SECTION 1: PURPOSE

The purpose of the Faculty Senate is: (a) to consider all matters referred to it by the administration, other campus organizations, and faculty members; and (b) to initiate studies and make recommendations on its own to appropriate groups. We follow the guidelines of shared governance.

SECTION 2: FUNCTION

A. The function of the Faculty Senate shall be to act as the official faculty voice in an advisory capacity to the administration. Such advice shall include, but not be limited to, the following areas:
   1. Educational policies and programs;
   2. Admission, courses, curricula, schedules, graduation, and academic standards;
   3. Student affairs, such as orientation and guidance, extracurricular activities, inter-collegiate athletics, conduct, health, safety, security, and welfare;
   4. Faculty employment qualification, tenure, promotions, salaries, retirement, and other factors affecting faculty morale and welfare;
   5. Institutional facilities and resources.

B. The Faculty Senate shall act in an advisory capacity to other campus organizations in matters pertaining directly to instruction.

ARTICLE III: MEMBERSHIP, ELECTION, AND REMOVAL OF SENATORS

SECTION 1: ELIGIBILITY

Faculty members who have teaching as their primary responsibility, whether as full-time or part-time faculty, are eligible for election to the Faculty Senate. This excludes faculty who serve in administrative positions of a dean or above and staff members who also teach classes in addition to their primary responsibilities.

SECTION 2: REPRESENTATION

A. Each school shall have two senators representing the faculty of that school. Additionally, there will be three senators at-large representing all faculty. The Stillwater representative shall be one of the at-large senators. These senators must be full-time faculty members as qualified in Section 1 of this Article.

B. Forthwith, all references to senator shall include all senators regardless of at-large, part-time or academic school status.

C. For the purpose of Senate representation, all part-time faculty members shall constitute the equivalent of one academic school, which shall have two senators representing the part-time faculty of Oklahoma State University-Oklahoma City.

D. The duties of Faculty Senators are primarily, (but not limited to):
   1. Communicate to Faculty Senate the needs and concerns of the faculty in their school and campus.
   2. Report to their school in a timely fashion the concerns, discussions, and decisions made in Faculty Senate meetings.

3. Represent Faculty concerns, discussed at Faculty Senate, with campus committees (as appropriate).
4. Serve on at least one Faculty Senate committee, being engaged in activities to help resolve the issues referred to said committee.

SECTION 3: ELECTIONS AND TERM OF OFFICE

A. The Rules and Procedures Committee of the Faculty Senate shall determine the exact procedures for the Senate elections, supervise them, and publicly announce the elected senators.
B. Each school, shall hold an election each spring via a secret ballot to elect incoming senators.
   1. One senator from each school will serve a two-year term commencing in academic years beginning with even numbered years.
   2. The other senator from the school will serve a two-year term commencing in academic years beginning with odd-numbered years.
   3. All faculty members eligible for election to represent their school in the Faculty Senate shall have the right to vote for senators from their school.
C. The university shall hold elections for senators at-large via secret ballot.
   1. One of these at-large senators will serve a two-year term commencing in academic years beginning in even number years.
   2. A second at-large senator will serve a two-year term beginning with odd number years.
   3. The Stillwater representative will be an at-large senator but shall have a term of office of three years.
   4. All faculty members shall have the right to vote for at-large senators.
D. Election of the representatives of the part-time faculty members shall be conducted by secret ballot and supervised by the Rules and Procedures Committee.
E. Each term of a faculty senator shall consist of two years (except for the Stillwater representative), which begins the day after the OSU-OKC commencement, held at the end of the spring semester.
F. Newly elected officers and senators are encouraged to attend the last Faculty Senate meeting of the year, although their term officially begins the day after OSU-OKC commencement. This allows the new Faculty Senators to “watch and learn” the process.
G. Officers and senators are ethically obligated to attend all Faculty Senate sessions. A written attendance record shall be kept and made public in the event that a specific senator seeks re-election.
H. Accepting the role of a senator or officer is an important responsibility. The senator represents their faculty in their entire school. The at-large senators represent the entire faculty.

SECTION 4: REMOVAL OF SENATORS

A recall election may occur under the following conditions:

A. At least thirty (30) percent of a senator’s constituents must sign a petition calling for their removal, said petition to be certified as valid by the Rules and Procedures Committee of the Faculty Senate.
   OR
   If a senator is absent from Faculty Senate meetings three times during the academic year, the secretary will send a notice of removal and a Special Election will take place.
B. The Rules and Procedures Committee of the Faculty Senate shall announce the recall election at least one week (7 days) before the election takes place. They will determine the exact procedures for the recall election, supervise them, and publicly announce the results, a process that must be completed no later than fourteen (14) calendar days after the recall petition has been certified.
C. In the event a senator is unable or unwilling to fulfill their elected term of office or is removed from office prior to the expiration of their term, the Rules and Procedures Committee shall supervise the election of a representative to serve in the vacated office until the expiration of the term.

SECTION 5: SPECIAL ELECTION OF SENATORS

If a Senate seat becomes vacant, the Rules and Procedures Committee of the Faculty Senate shall determine the exact procedures for a special election to replace the senator, supervise that election, and publicly announce the results. This entire process must be completed no later than fourteen (14) calendar days after nominations close for that election.

ARTICLE IV: SENATE MEETINGS

SECTION 1: ATTENDANCE OF NON-SENATORS

A. All Faculty Senate meetings shall be open to all faculty, staff, administrators, and students. Faculty senators and officers shall be seated in a designated area to clarify eligibility for voting in that body. All persons who wish to address the Faculty Senate may do so when recognized by the Faculty Senate president.
B. Any senator may make a motion to close quarters to include only faculty senators by a procedural vote as recognized by the chair. If the majority of the Faculty Senators present vote to close quarters, the chair shall have the authority to request everyone but the Faculty Senate to leave the meeting.

SECTION 2: MEETINGS AND QUORUM

A. The Faculty Senate shall meet a minimum of one (1) time per month during the academic year, August through May. Senators and officers will serve through the day after the OSU-OKC graduation. At the discretion of the Executive Committee, the May meeting may be considered optional.
B. A quorum shall require two (2) officers and greater than fifty (50) percent of all senators.
C. In the event that campus is closed for weather events on a Faculty Senate meeting day, the Faculty Senate meeting will be held via Zoom only if interpreters can be secured. The Zoom link will be emailed to all faculty and to all people who report at Faculty Senate meetings at least one hour prior to the meeting. If interpreters cannot be secured, the meeting will be canceled. If the meeting is canceled, the Faculty Senate President will request that all planned reports be emailed to the Faculty Senate Secretary, who will compile them and distribute them to the campus.

SECTION 3: CONDUCT OF BUSINESS

A. Each faculty senator shall have one (1) vote. No proxy voting shall be permitted.
B. Any senator in attendance at a Faculty Senate meeting may ask for a vote to be taken by roll call or by secret ballot, and the first such request for a given vote must be granted. The secretary, assisted by the vice-president when available, shall distribute, collect, and tabulate any written ballots.
C. Robert's Rules of Order Newly Revised, shall govern the conduct of Senate business.
    1. When relevant, recommendations passed through Faculty Senate must include a recommended timeline, as well as a recommendation which semester an approved recommendation shall take effect.
D. The agenda for each Faculty Senate meeting shall include the following items:
    - Determination of quorum and call to order
    - Discussion and Possible Action on Approval of Agenda
    - Discussion and Possible Action on Approval of Minutes
    - Report regarding recommendations and resolutions to Administration
    - Reports of Faculty Senate committees
        - Rules and Procedures
        - Finance and Operations
        - Faculty
        - Academic Policies and Student Affairs
    - Report of representative to OSU-Stillwater's Faculty Council
    - Report from Faculty Senate President of Institutional Meetings

- Unfinished business
- New business
- University Updates
- Public Comments
- Adjournment

E. The ability to amend the agenda (add to or subtract from) will be limited to an officer or senator.
F. SPECIAL NOTE: Faculty Senate agenda, minutes, and handouts shall be submitted electronically to the faculty at least three (3) business days before the next meeting of the Faculty Senate, and shall be considered approved at that meeting unless an objection is made.

ARTICLE V: FACULTY SENATE OFFICERS

SECTION 1: OFFICERS

The officers of the Faculty Senate shall consist of a president, vice-president, and secretary.

SECTION 2: ELIGIBILITY

A. To hold the office of president, one must be eligible to serve as a senator on the Faculty Senate and must have served at least three (3) consecutive academic years as a full-time, tenure-track faculty member before assuming the responsibilities of the office.
B. To hold the office of vice-president, one must be eligible to serve as a senator on the Faculty Senate and must have served at least two (2) consecutive academic years as a full-time tenure-track faculty member before assuming the responsibilities of the office.
C. To hold the office of secretary, one must be eligible to serve as a senator on the Faculty Senate and must have served at least one (1) academic year as a full-time, tenure-track faculty member before assuming the responsibilities of the office.

SECTION 3: ELECTION AND TERMS OF OFFICE

A. The Rules and Procedures Committee of the Faculty Senate shall conduct the election of the Faculty Senate officers according to the procedures listed in Article VIII, Section 3.
B. The election of the president, vice-president, and secretary shall be held by secret ballot. President and vice president shall be elected in even years, and secretary shall be elected in odd years.
C. The elected officers shall be publicly announced no later than one (1) week prior to the last regularly scheduled Faculty Senate meeting of the year.
D. In case of a tie, a run-off election may occur after that date but before the last regularly scheduled Faculty Senate meeting of the year.
E. A term of office for Faculty Senate president, vice-president, and secretary shall be two (2) years. Terms of office shall begin the day after OSU-OKC graduation.
F. The president and vice-president shall not be re-elected to a second consecutive term of office, but they may serve again in those offices after the expiration of one (1) term in which someone else has held those offices. The secretary may serve a maximum of two (2) consecutive terms of office but may be subsequently reelected only after being out of that office for one (1) year.

SECTION 4: OFFICERS' DUTIES

A. The president shall:
   1. Represent the needs and concerns of the faculty, as reported and discussed in Faculty Senate meetings, and have administrative responsibility for the Faculty Senate during their term.
   2. Prepare, in consultation with the other Faculty Senate officers, the agenda for the Faculty Senate meeting at least one (1) week before the scheduled meeting.
   3. Chair the Rules and Procedures Committee.
   4. Call and preside at all meetings of the Faculty Senate.

5. Enforce parliamentary procedures.
6. In meetings, the president shall not vote on any matters brought before the Senate unless there is a tie.
7. Attend, report, and discuss Faculty Senate issues and concerns at meetings with administration and Deans, and all other meetings requiring Faculty Senate representation, or send a designee.
8. Represent faculty concerns, discussed at Faculty Senate, with campus committees (as appropriate).
9. Present in writing any recommendations of the Faculty Senate to the appropriate individual or group.
10. Introduce newly elected officers and senators at the April Faculty Senate meeting. Remind them that their term begins the day after OSU-OKC commencement.
11. At the request of the campus executive(s), meet with the aforementioned to discuss topics of concern or interest to the administration. For the purpose of Senate representation, the Senate president may invite one or more senators and/or officers to attend.

B. The vice-president shall:
1. Act as the presiding officer in the absence of the president.
2. Be responsible for special projects of the Faculty Senate.
3. The vice-president may vote on any matters brought before the Senate, except when they are acting in place of the president.
4. Be an ex-officio member of all standing committees of the Faculty Senate.
5. Attend any meetings in place of the president, if they are unable to attend.
6. Represent faculty concerns, discussed at Faculty Senate, with campus committees (as appropriate).
7. Chair the Faculty Senate's Academic Policy Committee.

C. The secretary shall:
1. Maintain a current record of all faculty members eligible to be elected as senators as well as current Faculty Senate members.
2. Record minutes at each Faculty Senate meeting, including the names of all senators who are present and all who are absent, and record the votes of senators for each motion made.
3. Maintain a file of the minutes of each Faculty Senate meeting.
4. Distribute Faculty Senate agenda, minutes, and handouts to all faculty members and all staff at least three (3) business days prior to the next scheduled Faculty Senate meeting.
5. In conjunction with the Faculty Senate president, develop and distribute the agenda at least three (3) business days prior to the next scheduled Faculty Senate meeting.
6. Represent faculty concerns, discussed at Faculty Senate, with campus committees (as appropriate).
7. Maintain all other records pertinent to the business of the Faculty Senate.
8. Conduct all necessary correspondence for the Faculty Senate as directed by the president.
9. The secretary may vote on any matters brought before the Senate.
10. Chair the Finance & Ops Committee.

SECTION 5: REMOVAL OF OFFICERS

A Faculty Senate officer may be removed from office before their term expires under the following procedures:

A. At least thirty (30) percent of all full-time faculty members eligible to be elected as a senator must sign a petition calling for the removal of an officer.

B. A special committee comprised of the other two officers and two senior senators shall announce the recall election at least one week (7 days) before the election takes place. They will determine the exact procedures for the recall election, supervise them, and publicly announce the results, a process that must be completed no later than fourteen (14) calendar days after the recall petition has been certified.

SECTION 6: SPECIAL ELECTION OF OFFICERS

A. In the event that the office of president becomes vacant, the vice-president shall automatically succeed to the office of president and then be eligible to serve their own term as president following the end of that year.
B. In the event that the office of vice-president becomes vacant before February 1, the Rules and Procedures Committee shall conduct a special election to fill that office. As soon as the announcement of vacancy occurs, nominations will be open. This process must be completed no later than fourteen (14) calendar days after the announcement that a vacancy exists. If the office of vice-president becomes vacant after February 1, the vacancy shall not be filled until the regular election of officers in March.
C. In the event that the office of secretary becomes vacant before January 1, the Rules and Procedures Committee shall conduct a special election to fill that office. As soon as the announcement of vacancy occurs, nominations will be open. This process must be completed no later than fourteen (14) calendar days after the announcement that a vacancy exists.

ARTICLE VI: EXECUTIVE COMMITTEE

SECTION 1: MEMBERS

The Executive Committee of the Faculty Senate shall consist of the three current officers and the immediate past president. The immediate past president is strictly an advisory position to the Executive Board. They do not vote on any matters brought before the Senate unless they are also senator. They may sit with Faculty Senate and the officers, only if specifically invited by the Executive Board for advisement. To be part of the Executive Committee, the immediate past president must complete their term as president in the previous academic year.

SECTION 2: AUTHORITY

The Executive Committee shall have the authority of the Faculty Senate to transact business of an emergency nature between Faculty Senate meetings and during the summer months of May through August. Any such emergency business shall be placed on the agenda of the next scheduled Faculty Senate meeting for discussion.

ARTICLE VII: ELECTED FACULTY SENATE REPRESENTATIVE TO THE OSU-STILLWATER FACULTY COUNCIL

The Oklahoma State University-Oklahoma City Faculty Senate representative to the OSU-Stillwater Faculty Council shall:

A. Communicate the needs and concerns of the faculty as discussed in OSU-OKC Faculty Senate meetings. Report concerns, discussions, and decisions made in OSU-Stillwater Faculty Council meetings.
B. Attend all meetings of OSU-Stillwater Faculty Council.
C. Present the OSU-OKC Faculty Senate recommendations to the OSU-Stillwater Faculty Council.
D. Report to OSU-OKC Faculty Senate on the issues discussed by the OSU-Stillwater Faculty Council.
E. Shall vote on any matters brought before the Senate.

ARTICLE VIII: STANDING AND AD HOC COMMITTEES

SECTION 1: STANDING COMMITTEES LISTED

A. The following four (4) standing committees of the Faculty Senate shall be:
    1. Rules and Procedures Committee, chaired by the president;
    2. Faculty Committee, chaired by the vice-president;
    3. Finance and Operations Committee, chaired by the secretary;
    4. Academic Policies and Student Affairs Committee, chaired by one of the three at-large senators

B. Recommendations from committees shall be brought back to the faculty senate for discussion and approval.

SECTION 2: MEETING GUIDELINES

Each standing committee is required to provide three (3) business days' notice of a standing committee meeting to the general faculty, along with an agenda or issues to be discussed. Non-senator participation at such meetings will follow the by-laws as outlined under "Article IV, Section 1: Attendance of Non-Senators."

SECTION 3: RULES AND PROCEDURES COMMITTEE

The Rules and Procedures Committee shall:

A. Consist of the president of Faculty Senate as chair and an unspecified number of senators selected by the Faculty Senate.
B. Review the bylaws each year and recommend revisions or amendments to Faculty Senate.
C. Review and/or clarify all proposed amendments to the bylaws.
D. Prepare and distribute ballots to all eligible faculty members on all proposed amendments or revisions of the bylaws, count the ballots, and announce the results at the next scheduled Faculty Senate meeting.
E. Recommend creation or abolition of Faculty Senate committees.
F. Recommend procedures for establishing new university committees, task forces, boards, and councils.
G. Recommend procedures for faculty participation in the government of the university, including the planning, management, and evaluation of school and departmental affairs.
H. Recommend procedures for faculty participation in the planning, operation, and evaluation of university programs not under the supervision of any school.
I. Recommend procedures for faculty participation in administrative organization and reorganization at all levels, including creation and reorganization of schools and departments of the university.
J. Recommend procedures for faculty participation in selecting administrative personnel.
K. Recommend procedures for faculty liaison with Boards of Regents, Student Government Association, and other work groups that require faculty representation.
L. The Rules and Procedures Committee shall conduct and supervise all Faculty Senate elections, whether regular, recall, or special in nature.
M. The Rules and Procedures Committee shall determine the exact procedures for elections to the Faculty Senate and for all recall and special elections because of the circumstances that will be unique to each one.
N. The Rules and Procedures Committee shall implement the following procedures for the regular election of Faculty Senate officers each spring:
    1. Make a formal request to all eligible faculty members for nominations.
    2. Nominations will be accepted until the close of the March meeting, either verbally or in writing.
    3. Results will be announced at least a week before the last regularly scheduled Faculty Senate meeting of the year.
    4. If there is a need for a run-off election, it shall prepare, distribute, and collect the necessary ballots.

SECTION 4: FACULTY COMMITTEE

The Faculty Committee shall:

A. Consist of vice-president of Faculty Senate as chair and an unspecified number of senators selected by the Faculty Senate.
B. Formulate and recommend policies governing faculty status, including appointment, tenure, employment, working conditions, workloads, research activities, and similar concerns of the faculty

members.

C. Be available to consult and advise Faculty Senate president on matters which require application or interpretation of policies concerning the faculty not otherwise provided for within these bylaws.
D. Review and/or clarify all proposed revisions pertinent to faculty issues and policies for Faculty Handbook. Prepare and distribute ballots to Faculty Senate on proposed revisions to the Faculty Handbook, count the ballots, and announce the results at the next scheduled Faculty Senate meeting.
E. Formulate and recommend policies and long-range plans as needed, concerning benefits, retirement, insurance, recreation facilities, tuition fees for faculty, staff and dependents.

SECTION 5: FINANCE AND OPERATIONS COMMITTEE

The Finance and Operations Committee shall:

A. Consist of secretary of Faculty Senate as chair and an unspecified number of senators selected by Faculty Senate.
B. Review the publicly available financial records of Oklahoma State University-Oklahoma City and the short-term and long-term priorities of the administration regarding finances and operations of the institution.
C. Make recommendations to the administration of the faculty's short-term and long-term priorities regarding finances and operations of the institution.
D. Formulate and recommend policies and long-range plans pertaining to campus facilities, safety and security including the design, construction, and naming of new campus buildings; the control of campus traffic and parking; safety and security; the assignment of space and equipment for office, classroom, and laboratory, together with maintenance and repair thereof; and physical plant.
E. Annually review contingency plans for handling campus emergencies.

SECTION 6: ACADEMIC POLICIES AND STUDENT AFFAIRS COMMITTEE

The Academic Policies and Student Affairs Committee shall:

A. Consist of a senator at-large as chair and an unspecified number of senators selected by Faculty Senate.
B. Formulate and recommend policies regarding admission, retention and graduation requirements; university catalogs and the academic calendar; incentives and academic awards to encourage scholarship; instructional standards and procedures, on and off campus; student employment and credit hour load regulations; new curricula, programs, and collaborative agreements; academic counseling, tutoring and honors program.
C. Formulate and recommend policies regarding acquisition, distribution, and use of technology.
D. Formulate and recommend policies regarding faculty development issues.
E. Formulate and recommend policies and long-range plans concerning the library and other learning resources.
F. Formulate and recommend policies, procedures, and long-range plans pertaining to student concerns and activities common to all schools of the university, such as those relating to guidance, awards, discipline, health, employment, loans, intramural athletic activities, and the distribution of scholarships and financial awards and assistance.
G. Make recommendations concerning changes in student regulations.

SECTION 7: AD HOC COMMITTEES

The Faculty Senate president shall have the authority to create ad hoc committees to work temporarily on special problems or projects.

ARTICLE IX: REFERENDUMS

SECTION 1: GENERAL INFORMATION

Faculty members who are eligible to be elected as senators may initiate a petition, which shall require simple majority vote of all eligible faculty members to pass. Voting will be open for a period of 15 calendar days.

SECTION 2: PROCEDURES FOR REFERENDUM INITIATIVES

The following procedures shall be used for all referendum initiatives:

A. A petition signed by at least thirty (30) percent of all eligible faculty members shall be required for a petition on any issue. The Rules and Procedures Committee shall have the authority to certify any such petition as valid. Each copy of a petition shall include the full text of the petition and some number of lines on which a faculty member may indicate their support for the preceding petition.
   1. Including their handwritten signature or a digital reproduction thereof,
   2. Clearly printing their name, and
   3. Indicating the date signed. Although a petition may be circulated as an email attachment, in no case does an email message by itself constitute a petition.

B. If a petition is certified as valid, the Rules and Procedures Committee shall conduct the secret ballot vote by all eligible faculty members and, if the petition is passed by a simple majority vote, add the petition to the agenda as New Business at the next regularly scheduled meeting of Faculty Senate.

ARTICLE X: AMENDMENTS TO THE BYLAWS

SECTION 1: JURISDICTION OVER ALL PROPOSED AMENDMENTS

All proposed amendments to Faculty Senate bylaws must originate or be submitted to the Rules and Procedures Committee of Faculty Senate.

SECTION 2: FACULTY SENATE ROLE

A. Any proposed amendments to Faculty Senate bylaws recommended by the Rules and Procedures Committee shall be submitted to Faculty Senate for consideration at least one (1) week before the next scheduled meeting of the Faculty Senate.

B. Any proposed amendments to Faculty Senate bylaws must receive a majority of the votes cast by senators.

SECTION 3: FACULTY RATIFICATION

A. Any proposed amendments to the bylaws recommended by Faculty Senate shall be sent in written form to all eligible faculty members for their consideration at least two (2) weeks before the date of the general ratification vote selected by the Faculty Senate.

B. Amendments to the bylaws must receive a minimum two-thirds (2/3) majority of the votes cast by eligible faculty members.

Vote by Faculty Senate: March 6, 2025
Vote by Faculty: March 31, 2025
Approved by Provost Vanderslice:
Approved by OSU A&M as a part of Faculty Handbook review:

Appendix B

Statement of Policy Governing Appointments, Tenure, Promotions, and Related Matters of the Faculty of Oklahoma State University - Oklahoma City

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STATEMENT OF POLICY GOVERNING APPOINTMENTS, TENURE, PROMOTIONS, AND RELATED MATTERS OF THE FACULTY OF OKLAHOMA STATE UNIVERSITY--OKLAHOMA CITY

Preface

It is fundamental that institutions under the governance of the Board of Regents for Oklahoma Agriculture and Mechanical Colleges ("Board of Regents"), such as Oklahoma State University-Oklahoma City, use various professional and administrative standards. Accordingly, it is the policy of the Board of Regents that the activities at these public institutions should be conducted in a manner that will attempt to balance the rights of the individual faculty member with the public's legitimate needs and interests. Policy statements of the Board of Regents are to be applied and interpreted in that spirit. Any use of grammatical gender references shall be interpreted as applying equally to males and females.

The Board of Regents strongly supports the concept of faculty counsel on matters that affect faculty. One primary purpose of this policy statement is to make effective formal procedures to ensure and provide for meaningful faculty counsel on the matters addressed herein.

It is intended that faculty and administrators shall adhere to the standards set forth in this policy statement. It is not intended that minor variances, which are not substantially prejudicial to rights of individual faculty members or contrary to the intent of the policy, should serve as the sole basis for complaints or claims of erroneous treatment or action. Additionally, it is not intended that these minor variances in circumstances and conditions or events be interpreted as establishing authority to disregard the standards set forth in this policy statement.

This broad policy statement is intended to be stable and a source of reliable information and guidance to faculty, administrators, and interested members of the public. However, in approving this policy statement for OSU-Oklahoma City, the Board of Regents is not waiving or restricting its lawful power, duty, and responsibility to act at any future time to establish policies, regulations, and procedures and to implement other decisions of the Board. If there is a need to consider permanent changes to this policy statement, it is recognized that although it is not to be regarded as mandatory, there is almost always substantial public benefit in consulting with Board of Regents staff, institutional administrators, appropriate faculty, and others before enacting revisions. The Board of Regents ordinarily will request assurances from recommending administrators of prior meaningful coordination and discussion of revisions of this policy statement with the president of the OSU-Oklahoma City Faculty Senate before the Board of Regents votes on such proposed revisions.

While the Board of Regents recognizes the value of appropriate participation of faculty, administrators, and others in the formulation of professional standards, policies, and procedures, it also recognizes that circumstances may arise where the collective judgment of the Board of Regents requires the Board to act without such participation in discharging its lawful responsibilities. In such instances, the Board will make every reasonable effort through the official public record and the institutional administration, to inform affected personnel of the Board's actions and invite those personnel to provide input for subsequent consideration by the Board.

References to the Board of Regents in this policy statement may include participation or representation by the Board's staff when so designated or authorized by the board.

This policy statement shall become effective December 11, 2020 and shall continue in effect until amended by the Board of Regents. This policy statement shall not apply to any pending personnel actions commenced under earlier policies, and neither shall it affect any vested substantive rights of any faculty hired prior to its effective date of adoption.

Revised and Approved by the Board of Regents
December 11, 2020

Governing Philosophy

Sound, clearly stated, and sufficiently flexible policies and procedures governing appointments, tenure, promotions, and related matters are vital to the effective performance of faculty members and administrators[1]. These standards are to be implemented in a reasonable manner[2]. In implementing the standards in this policy statement, the VPAA is authorized to decide procedural questions on uncertain points. Prior to making such decisions, the VPAA may consult with the Faculty Senate president, the Senior Vice President of Academic Affairs (hereafter Senior VPAA) of Oklahoma State University, the president of Oklahoma State University, the Board of Regents Office of Legal Counsel, or others.

The opportunity for faculty members to participate in efforts to improve policies is critical. The Faculty Senate ordinarily shall be consulted in the process of reviewing suggestions for improvements in this policy statement, as referenced in the Preface to this Policy Statement. Recommendations for improvements made by the Faculty Senate shall be transmitted to the VPAA of OSU-Oklahoma City. Any changes in this policy statement must be approved by the Board of Regents.

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[1] A copy of all present and future implementing Institutional Policy and Procedure Letters which relate to matters dealt with in this policy statement shall be authorized by the VPAA and be on file and available to faculty members in the library and in the office of every academic school within the Institution. Throughout this document, the phrase "this policy statement" refers to "the Statement of Policy Governing Appointments, Tenure, Promotions, and Related Matters of the faculty of OSU-Oklahoma City". All documents generated on the Oklahoma City campus by the appropriate administrative staff to aid in the implementation of these policies shall be consistent with the standards in this policy statement. If there are any inconsistencies between the documents generated by administrative staff and declarations in this policy statement, the standards in this policy statement shall be the controlling Institutional policy.

[2] Whether implementation of standards is "reasonable" is inherently a judgment based on prevailing circumstances, known facts, and rational conclusions. As used in this policy statement, the determination of whether a matter is "reasonable" is to be based on:

a. an evaluation of known facts,
b. use of applicable procedures and professional standards,
c. consideration of prudent public institutional interests, and
d. the exercise of sound judgment.

For example, an administrative action is "reasonable" if there is a rational or thought-out basis for the administrative action that is developed in a manner consistent with the above decisional criteria; the action should be the product of professional judgment, not contrived nor materially tainted through personal actions born of malice, illegal discrimination, or intentional falsehood. In a disputed situation under this policy statement, reasonableness is ultimately determined by the actions or policies of the Board of Regents for the Institution if it is not resolved at an earlier point within Institutional administrative channels.

It is acknowledged and recognized that the powers reserved to the Board of Regents in this Policy Statement, including, but not limited to, that referenced in Section 1.3.2 shall be controlling over any arguably contradictory language.

General Provisions

1.0 -- Professional Standards and Matters of Academic Appointment Administration

1.1 -- Professional Standards

1.1.1 -- Qualifications

Oklahoma State University-Oklahoma City (hereafter OSU-Oklahoma City) requires that detailed academic qualification standards for each rank, function, or specialty be specified by the appropriate unit administrator[3]. In those cases in which work assignments vary greatly within a given department/ school or are split between departments/ schools it will be necessary to specify qualifications for individual positions. In establishing these qualification standards, the department head/ dean shall obtain appropriate faculty counsel[4]. When approved by the relevant dean and the Provost and Vice President of Academic Affairs, a copy of the standards shall be given to each faculty member and such standards shall be applied by all administrative areas involved until duly amended.

1.1.2 -- Professional Development

Faculty, as professionals, are responsible for their own development consistent with department, school, and institutional goals. It is the policy of OSU-Oklahoma City in the reappointment of faculty members, and especially in the case of reappointments granting tenure, that demonstrated high quality performance in assigned responsibilities be documented. Basic competence in itself is not sufficient to justify reappointment, as that is a prerequisite for the initial appointment.

Deans are expected to encourage the professional development of each faculty member. Deans should familiarize each faculty member with the performance standards established for reappointment, promotion, and tenure. The deans should endeavor to provide an environment conducive to the achievement of expected performance.

1.1.3 -- Job Description and Terms and Conditions of Employment

The faculty is responsible for seeking and transmitting knowledge in an atmosphere of impartial scholarship. Members of the faculty have the responsibility to follow the Board of Regents existing approved policies on outside activities to avoid conflicts of interest prohibited by Oklahoma statutes and, particularly, to develop and maintain normal student/teacher relationships which are healthy, honorable, and beneficial to students in the pursuit of legitimate educational objectives. Members of the faculty must not exploit students for their private advantage.

It is the policy of OSU-Oklahoma City that each faculty member's job description and the applicable standards, criteria, and procedures used in making decisions relating to renewal, tenure, and promotion shall be available to the faculty member in written form. These items shall be provided to each faculty member in the form of the initial letter of offer; written policy and procedure statements of the department, school, and OSU-Oklahoma City; and formal appraisal and development statements.

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[3] The term, "unit administrator," as used throughout this policy statement refers to those individuals holding the title of department head or dean.

[4] "Appropriate faculty counsel" referred to throughout this policy statement shall involve obtaining a recommendation from the OSU-Oklahoma City Faculty Senate Executive Committee. If members of the executive committee have a conflict of interest, they must recuse themselves and the Faculty Senate executive members will appoint replacements from existing Faculty Senate members in consultation with the VPAA.

1.1.4 -- Professional Ethics

The faculty of OSU-Oklahoma City endorses the American Association of University Professors' 1966 statement on Professional Ethics. An edited version of this statement is found in the Statement on Professional Ethics, Appendix 1.

1.1.5 -- Retention and Advancement

It shall be the personal responsibility of the faculty member to satisfy applicable qualifications for reappointment, tenure, or promotion. An OSU-Oklahoma City Policy and Procedures Letter shall be developed and approved by the VPAA to state applicable documentation standards.

1.1.6 – Review of Faculty

1.1.6.1 – Annual Review of Faculty

Review of faculty activities and accomplishments shall be conducted by the unit administrator every year for every faculty member, regardless of rank or tenure status. A written report of activities and accomplishments shall be submitted by the faculty member. This report shall include a work and professional development plan. Unit administrators are expected to encourage the professional development of each faculty member.

Unit administrators shall familiarize each faculty member with the performance standards of the unit. The unit administrator shall endeavor to provide an environment conducive to the achievement of expected performance. The unit administrator shall submit a written evaluation that gives detailed descriptions of the faculty member's accomplishments or deficiencies. The faculty member's written report, together with the unit administrator's evaluation, shall serve as the supporting documentation for any merit pay raise or other salary adjustment. Faculty members will be responsible for maintaining copies of the completed annual review documentation to be included in future RPT/CPTR packets. If a major element of performance is judged to be unsatisfactory by the unit administrator, the following steps shall be taken:

(a) A detailed written plan for corrective action shall be specified by the unit administrator.
(b) If requested by the faculty member, the unit administrator shall obtain appropriate faculty counsel to determine whether the appraisal is justified, and if so, what measures to improve performance are warranted. If the judgment of unsatisfactory performance is not supported by the faculty group, the matter shall be forwarded to the next level of supervision for resolution.

Personal misconduct may be the basis for disciplinary action that is separate from the professional performance appraisal system (see Section 1.12).

1.1.6.2 – Cumulative Review of Tenured Faculty

For each tenured faculty member, a cumulative review shall take place every five years. A review conducted to grant promotion qualifies as a cumulative review. The review shall be based on discussion and substantive documentation provided by the faculty member. The review processes shall include written feedback from the School and Institutional RPT/CPTR Committees to the faculty member as well as a provision for response. Written feedback shall be a detailed description of the faculty member's accomplishments or deficiencies. If deficiencies are present, the cumulative review will establish an individual development plan for the faculty member. Faculty members are responsible for their own development consistent with unit, School, and University goals. Any formal development plan should respect academic freedom and professional self-direction, and it should be flexible enough to allow for subsequent alteration.

The results of the Cumulative Post-Tenure Review (CPTR) may be used by appropriate administrators as a basis for providing support which will assist faculty members in carrying out their professional goals and responsibilities. Any disciplinary action that may follow the cumulative review must adhere to all prescribed procedures in force within this policy document. In the event that unsatisfactory performance has not improved within the timelines set in the individual development plan, any dismissal action shall be based

upon those grounds for dismissal specified in the "Policy Statement to Govern Appointments, Tenure, Promotions and Related Matters of the Faculty of Oklahoma State University – Oklahoma City."

If a faculty member believes that the results from a cumulative review are based on unlawful discrimination, inadequate consideration, or legitimate exercise of academic freedom, they may request a review of the matter utilizing the Dispute Resolution Procedure in this policy document. Formal Cumulative (Post-Tenure) Review Policies and Procedures are outlined in Appendix E.

1.2-- Recommendations for Faculty Appointments, Reappointments, Non-Reappointments, and Promotions

1.2.1 -- RPT/CPTR Committee Composition

The RPT/CPTR Committee will consist of:

a. Faculty Senate President (non-voting member, except in the case of a tie) who will serve as the committee chairperson
b. Faculty Senate Vice President
c. Previous Faculty Senate President (non-voting member)
d. A Dean (selected by the VPAA or the VPAA's designee)
e. Two Department Heads (selected by the VPAA or the VPAA's designee)
f. A Representative from each of the schools
g. An at-large representative from the faculty (selected by Faculty Senate Executive Committee)

The Faculty Senate President, Vice-President, and previous President are considered automatic members representing the entire faculty. The term limitations rules do not apply for these automatic members.

All other members are considered normal members. Normal members are selected annually and have a three-year continuous term limit. Ideally, the committee will have at least one full professor, one non-tenured professor, and one tenured Associate Professor.

No one may serve on the RPT/CPTR committee in the same academic year in which they are applying for reappointment, promotion, or tenure, or going through cumulative post-tenure review due to conflict of interest. In the case that any automatic member has a conflict of interest, the Faculty Senate Executive Committee will consult with the administration to identify substitution(s). If the Faculty Senate President has a conflict of interest, they will still be responsible for all chairperson duties, but must recuse themselves from all discussion and voting, as per Robert's Rules.

Member Selection
Each Dean will determine the process used to identify their appointment and send the name to the Faculty Senate President.

The VPAA will choose their representatives, which will be one Dean and two Department Heads.

The Faculty Senate executive team will select one (1) at-large faculty member to serve on the RPT committee. They will select a full professor, if there is none represented in the other 7 faculty members yet.

- If a full professor is already present, they will select a non-tenured full-time faculty member.
- If both are already represented, they will select a tenured full-time faculty member.
- If a full professor, non-tenured professor, and tenured professor are represented, the Faculty Senate Executive Committee may select any full-time faculty member.

Timeline for Committee Formation

- School Representatives are due to FS President by Nov 14
- VPAA Representatives are due to FS President by Dec 1
- The full RPT committee will be constituted by the end of the Fall term.

Failures to Appoint and Emergency Appointments

If any of the Schools fails to notify the Faculty Senate President of their selected representative, the Faculty Senate President will reach out to the School's RPT Committee chair on the first business day after the nomination was due. If the Faculty Senate President cannot reach the chair or if the chair does not have a representative, the School's representative will be forfeited to the VPAA's office, and the VPAA will be responsible for identifying a faculty member to represent that school.

If the VPAA fails to select representatives by their deadline, the Faculty Senate Executive Committee will select a Dean and two Department Heads to represent the administration.

If for any reason a member of the RPT committee can no longer serve (either for personal or professional reasons), the Faculty Senate Executive Committee and the VPAA will work together to make an emergency appointment and notify the represented party (the faculty, the School, or the administration) of that appointment.

1.2.2 -- Roles and Responsibilities of the VPAA and the Board of Regents

The VPAA shall carefully review all recommendations and shall give great weight to the recommendations of the Reappointment, Promotion, and Tenure Screening Committee in making decisions. If deemed necessary, the VPAA may consult with department heads and/or deans and request recommendations from other academic administrators before taking action.

Final institutional review of personnel actions may be conducted by the VPAA[5]. Appointments, reappointments, promotions, and terminations must be approved by the Board of Regents except as authorized by Board of Regents policies (e.g., Board of Regents Policy Manual and Rules, §3.03 (revised June 22, 2018)).

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[5] At all times in this Policy Statement, references to final decisions being made by the Provost and Vice President to the Board of Regents are not intended to imply or assume that the Senior VPAA or the President of OSU, as may be appropriate, do not have roles to play in such actions. Recommendations regarding the initial appointment, reappointment, promotion, tenure, and termination of faculty inherently involve a recommendation being made by the Provost and Vice President to the Senior VPAA and to the president of OSU, who have authority over what matters are recommended to the Board for action.

1.3-- Periods of Appointment and Tenure for Ranked Faculty[6]

1.3.1 -- Types of Appointments

All faculty positions are of two types, permanent or temporary. All permanent faculty positions shall be filled by appointments of qualified persons with the rank of Instructor, Assistant Professor, Associate Professor, or Professor. The initial appointment of any person to the rank of Instructor or above, including part-time appointments shall be based on a recruiting search which is consistent with applicable state and federal equal employment opportunity standards and Board of Regents-approved affirmative action guidelines. When deemed professionally appropriate and financially feasible by the VPAA, national searches will be used. All initial appointments to the rank of Instructor or above are of two kinds:

A. probationary (appointments potentially leading to tenure), or
B. appointments with tenure (applicable only to appointments with the initial ranks of Associate Professor or Professor if specifically approved by the Board of Regents).

1.3.2 -- Tenure

Tenure is a continuous appointment granted following evaluation by the faculty member's academic department and/or dean, the OSU-Oklahoma City Reappointment, Promotion, and Tenure Screening Committee, and the VPAA; and approval by the Board of Regents. Tenured appointments shall not be terminated except under extraordinary conditions as stated in section 1.13, Termination of Appointments.

Tenure is a means by which to assure academic freedom (see Section 1.8). Academic freedom is indispensable to the success of OSU-Oklahoma City in fulfilling its obligations to its students, to the State of Oklahoma, and to society in general. The decision to grant tenure is a judgment made with appropriate faculty counsel. Except for prestigious scholars initially appointed as Associate Professor or Professor with tenure, the decision to grant tenure is normally made toward the end of a probationary period. Tenure is a major undertaking and shall not be granted unless the faculty member has demonstrated by consistent performance that the academic department will benefit from making a career-long commitment to the faculty member.

Academic appointments normally coincide with the beginning of the academic year. For faculty appointed after September 1, the period of probation for tenure consideration or for renewal of appointment will commence at the beginning of the following academic year. The probation period for faculty appointed on or after January 1 will commence at the beginning of the following academic year. Except for extenuating circumstances (see Section 1.3.9), the period of probation for tenure consideration shall never exceed a total of six years of continuous appointment with OSU-Oklahoma City.

Review for the granting of tenure shall occur only at the following times:

A. when a prestigious teaching scholar is initially considered for appointment to the rank of Associate Professor or Professor;
B. when an untenured ranked faculty member is reviewed for promotion to the rank of Associate Professor or Professor;
C. when an untenured ranked faculty member is reviewed for a reappointment or promotion which, if awarded, will extend the number of years in ranked faculty positions at OSU-Oklahoma City beyond a total of seven years; or
D. when a person has completed at least one year of satisfactory service at OSU-Oklahoma City following an initial appointment as an untenured Associate Professor or Professor.

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6 The term, "ranked faculty," as used in this document applies only to instructors, assistant professors, associate professors, and professors who have appointments potentially leading to tenure or who are tenured.

1.3.3 -- Appointment as Instructor

Appointment to the rank of Instructor shall be for such time as is specified, but such appointments shall not exceed one academic year at a time during a probationary period not to exceed six years. When individuals have been appointed as Instructor for their sixth year of probationary service, they shall be evaluated for tenure and by April 1 of the sixth year of either:

A. the award of informed in writing tenure effective with the beginning of the seventh year, or
B. the nonrenewal of the appointment and expiration effective at the end of the appointment.

If a non-tenured Instructor is promoted to a higher rank, the period of probation for tenure shall commence with the beginning of the initial appointment as an Instructor, unless the faculty member requests and is granted an extension of the probationary period (see Section 1.3.9).

When a non-tenured Instructor is promoted to Assistant Professor, evaluation for tenure shall occur the sixth year of service. The initial term of appointment as Assistant Professor will vary depending on the number of years served as Instructor, as follows:

A. with five years of service as Instructor, promotion would result in a one-year initial appointment as Assistant Professor;
B. with four years of service, a two-year appointment;
C. with three years of service, a three-year appointment; and
D. with one or two years of service, a four-year appointment.

In the case of promotion to assistant professor after only one year as an Instructor, a second probationary term of two years is permitted. In the other cases described above, a terminal one-year reappointment as assistant professor will be made when tenure is not to be granted.

1.3.4 -- Appointment as Assistant Professor

Initial appointment or promotion to the rank of Assistant Professor shall normally[7] be for a period of four years. The candidate shall be fully qualified as an instructor and hold a master's degree in the field or a related field (as defined by the Office of the Provost and Vice President of Academic Affairs) from an accredited institution of higher education. Reappointment for a two-year period may be made. Promotion to Associate Professor or reappointment as an Assistant Professor after six years of probationary service as an Assistant Professor shall confer tenure.

1.3.5 -- Appointment as Associate Professor

Initial appointment or promotion to the rank of Associate Professor shall normally[8] be for a period of five years. Any recommendation for promotion prior to this length of service in rank will be regarded as extraordinary and will require exceptional justification. The candidate must be fully qualified as an assistant professor and have extensive teaching experience. Reappointment as Associate Professor or promotion to Professor shall confer tenure. A special tenure review may be made after one year of service at OSU-Oklahoma City (see Section 1.3.2). In extraordinary circumstances, tenure may be expressly granted at the time of initial appointment.

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[7] For faculty whose initial term of appointment begins at other than the beginning of the academic year, the period of appointment shall be adjusted to expire at the end of an academic year to be consistent with the provisions of Section 1.3.2, paragraph 3. Thus, the term of the first probationary appointment may vary from the stated period in Sections 1.3.4 and 1.3.5.

[8] Id.

1.3.6 -- Appointment as Professor

Initial appointment to the rank of Professor shall confer tenure unless a probationary period, not to exceed three years, is specified at the time of appointment. The candidate must be fully qualified as an Associate Professor, hold a doctorate degree in the field or a related field (as defined by the Office of the Provost and Vice President of Academic Affairs) from an accredited institution of higher learning, and be eligible for tenure. Any recommendation for initial appointment or promotion prior to this length of service in rank and/or prior to meeting educational requirements will require exceptional justification. Promotion to professor will place individuals on the CPTR timeline as no further promotions in rank are possible.

1.3.7 -- Change from Academic Status

Academic tenure is not affected by change to administrative or other active status. Please note that further progression through the academic ranks is frozen upon changing to an administrative status. Appointment to an administrative or other position shall not confer tenure in that position.

1.3.8 -- Nonpermanent and Special Appointments

When persons are appointed to non-permanent or special positions, special titles (see Section 1.7) shall be used. In such cases, the period of appointment shall be clearly stated and should be designated as temporary on the "Employment Action Form"; this administrative form is to be attached to an OSU-Oklahoma City Policy and Procedures Letter explaining its proper use. The letter confirming the appointment should state that appointment to temporary positions will not lead to tenure nor count as part of a probationary period potentially leading to tenure.

1.3.9 -- Extensions of Appointment and Probationary Periods

A period of appointment and the probationary period of a faculty member may be extended up to three years for extenuating circumstances, e.g., a leave of absence without pay, an extended sick leave, significant changes in published criteria for tenure, or significant changes in job description associated with transfer or promotion. Upon written request by the faculty member and recommendation by the department head and/or dean, such an extension may be granted upon approval by the VPAA and the Board of Regents.

1.4 -- Origination of Appointments and Assignments

1.4.1 -- Appointment to Faculty Positions

The department head and/or dean has the principal responsibility for initiating all authorized faculty appointments (see Section 1.2). The department head and/or dean with the advice of faculty shall carry out this responsibility by:

A. contacting Human Resources for recruitment policy and procedure;
B. searching for and obtaining information about prospective faculty members;
C. evaluating candidates; and
D. recommending suitable, qualified individuals for appointments, with supporting evidence concerning the candidate's qualifications.

Temporary appointments may be made without a national search and the position shall carry a title reflecting its temporary nature (see Section 1.7.6).

1.4.2 -- Letter of Offer

No offer is binding on OSU-Oklahoma City until a formal recommendation has been presented to and officially approved by the Board of Regents in accord with the policies of the board.

A statement of the proposed basic terms and conditions of every appointment shall be available in writing and be in the possession of both OSU-Oklahoma City and the prospective faculty member before the appointment is made. Where applicable, this statement will make reference to the substantive and

procedural standards generally used in the decisions affecting renewal and tenure and any special standards adopted by the appropriate department and/or school. Any other authorized agreements pertaining to conditions of appointment, reappointment, promotion, and tenure shall be part of this written statement.

1.4.3 -- Amendments

If basic changes in assignment or conditions of appointment (other than revisions to fringe benefits, retirement plans, and this policy statement) become necessary during the period of appointment, the changes must be discussed in advance and communicated to the affected faculty member in writing by the department head and/or dean. Unresolved disputes regarding basic changes in assignments or conditions of appointment are resolved using the Dispute Resolution Procedures, Appendix 5.

1.5-- Promotions in Rank

The process of review for promotion in rank shall be initiated by the Office of the Provost and Vice President of Academic Affairs. Prior to the initiation of the review, the consent of the faculty member shall be obtained. Faculty members should be provided sufficient notice to enable them to assemble and submit materials believed helpful to a full review. Individual faculty members have the right to be reviewed for promotion at their own request provided they have not undergone such a review within the previous two academic years.

Following consideration of appropriate faculty counsel, the department head and/or dean will decide whether or not a faculty member is to be recommended for promotion by the department head and/or dean. This decision should be in keeping with the established qualification guidelines of the department and/or school. The faculty member shall be informed by the department head and/or dean if a recommendation for promotion is not being sent forward and shall be provided counsel by the department head and/or dean regarding how to meet criteria for promotion in a subsequent consideration.

The VPAA shall review each promotion recommended by the department head and/or dean and by the OSU-Oklahoma City Reappointment, Promotion, and Tenure Screening Committee. The Committee's recommendation to the VPAA will be accompanied by the original recommendations and counsel of the department head and/or dean. In the process of review, the VPAA may seek additional counsel from suitable faculty committees. Copies of any written counsel provided by such faculty committees will become part of the recommendation package. If the VPAA’s recommendation differs from that of the department head and/or dean or the Committee, the reasons shall be specified in writing and provided to the faculty member.

Persons holding temporary or special titles may apply for advertised ranked positions. Before the VPAA recommends any such promotions, they should seek appropriate faculty counsel.

Promotions must be recommended by the VPAA and approved by the Board of Regents before becoming effective. The affected faculty member shall be informed by the appropriate department head and/or dean that a recommendation for promotion will be presented by the VPAA to the Board of Regents. Normally, recommendations for promotions are submitted to the Board of Regents for consideration during its June meeting. When approved, the Board of Regents specifies the date on which the promotion shall become effective.

1.6-- Reappointment and Non-Reappointment

1.6.1 -- Recommendation to Reappoint/Not to Reappoint

Recommendations to reappoint or not to reappoint shall originate with the dean after consultation with the department head. Normally, such recommendation shall be in response to a routine notice from the office of the VPAA. A faculty member being considered for reappointment shall be provided sufficient notice to assemble and submit materials believed helpful to a full consideration of the question.

Recommendations for both reappointment and non-reappointment of ranked, probationary faculty

members are forwarded to the OSU-Oklahoma City Reappointment, Promotion, and Tenure Screening Committee and to the VPAA for review and action, except in the case of Instructor reappointments. Recommendations to reappoint non-tenured, tenure-track instructors will be reviewed only by the VPAA in the first year and third year; these recommendations will not be reviewed by the OSU-Oklahoma City Reappointment, Promotion, and Tenure Screening Committee. In the process of review, the Committee and the VPAA may seek counsel from suitable OSU-Oklahoma City faculty committees. Following review, all recommendations, accompanied by a statement of approval or disapproval, are forwarded to the Senior VPAA for recommendation. Copies of the written counsel provided by the department and/or school, faculty committees, and the OSU-Oklahoma City Reappointment, Promotion, and Tenure Screening Committee should accompany recommendations from the VPAA to the Senior VPAA.

The affected faculty member shall be informed by the appropriate department head/ dean that:

A. a recommendation for reappointment will be presented to the Board of Regents, or
B. OSU-Oklahoma City does not intend to continue the appointment beyond a specified date.

1.6.2 -- Non-Reappointment

Nonrenewal of a temporary or non-tenured appointment shall not be regarded as a termination. If a decision is made not to recommend reappointment of a faculty member on a probationary appointment, the following schedule for notification should be observed:

A. Adjunct appointments and all other forms of non-tenure track special appointments will end by their own terms at the conclusion of the appointment period without any expectation of future appointment or advance notification requirement.
B. For Instructors, notice shall be given no later than April 1 of the year in which the appointment is scheduled to expire.
C. For Assistant Professors or higher, notice shall be given at least twelve (12) months before the expiration of an appointment period.

Faculty in ranked tenure-track positions shall be provided the reasons for non-renewal in a confidential document from either their specific department/ school or the Office of the VPAA. If the affected faculty member believes that the reasons for non-renewal are based on unlawful discrimination or inadequate consideration, a request may be made for a limited review of the matter using the Dispute Resolution Procedures, Appendix 5.

1.6.3 -- Special-Title Positions

Faculty positions with special titles are not considered permanent. Appointment of persons to nonpermanent special positions is usually for a stated period of time and does not imply an obligation to reappoint. Normally, additional notice of the end of the term of this kind of appointment need not be provided.

1.7-- Special Appointments and Titles

1.7.1 -- Regents Professor

This title may be awarded to Professors who have made outstanding contributions in their discipline through resident teaching and/or research or other scholarly activities, and/or extension activities. Persons appointed with this title should be recognized on campus and at the national level for past and continuing scholarly accomplishments. Evidence of accomplishments may be their record of publication in nationally recognized journals, or as authors of monographs, scholarly books and/or textbooks, creative activities, or outstanding performance as classroom teachers. Teaching excellence must be documented by department heads and/or deans, peers, and students or indicated by previous teaching awards granted by student or faculty groups. Outstanding performance in extension activities will also be considered. The title of Regents Professor is an honorary title and does not involve additional financial support beyond any annual merit increase(s) in salary. The term of Regents Professorships shall be four years, and the honorary appointment may be renewed. Such an appointment is effective July 1 following formal approval. Approved

procedures for nomination and recommendation for appointment to this title are stated In Policy and Procedure Letter 2-0905.

1.7.2 -- Regents Service Professor

Appointment to this title may be made for administrators who have rendered distinguished service to OSU-Oklahoma City and desire to be relieved of administrative duties and return to resident instruction, extension, or research positions. Recommendations shall be made by the dean of the appropriate academic area to the VPAA. Appointment shall be for a period of four years and is subject to renewal.

1.7.3 -- Endowed or Supported Chairs

After receiving appropriate faculty counsel, the department head and/or dean may recommend that a person be appointed to an endowed or supported chair in recognition of past and continuing scholarly accomplishments in the appropriate discipline. Persons holding endowed chairs will be subject to the rules and procedures governing other faculty members of the same rank.

1.7.4 -- Emeritus Faculty

Upon retirement, faculty members shall carry as emeritus the rank they were holding when retired, shall retain all professional rights, and shall be accorded privileges specifically authorized by the Board of Regents.

1.7.5 – Part-time Faculty Appointments

Professional persons may be granted appointments as part-time instructors. Part-time faculty appointments are temporary appointments for specific periods of time and with no expectation of reappointment. Part-time faculty appointments do not count toward tenure. No notice of non-renewal of a part-time faculty appointment is required, as the appointment ends by its own terms at the end of the appointment period. Such appointments do not require a national search and are recommended by the department head and/or dean after obtaining appropriate faculty counsel. Such persons shall not be awarded tenure but may be granted professional rights and privileges afforded to the faculty. When part-time faculty appointments are made, any rights and privileges granted shall be specified on the employment action form and in the letter confirming the appointment. If institution-wide faculty voting privileges are to be granted, concurrence must be obtained from the Faculty Senate.

1.7.6 -- Temporary Faculty Appointments and Titles

In response to special short-term and/or emergency needs, OSU-Oklahoma City may make temporary appointments. When such appointments are made, the special titles of Visiting Instructor, Teaching Associate, Lecturer, Distinguished Scholar, Artist, or "Professional" in Residence, etc. shall be used. Appropriate search procedures should be used prior to making such appointments, but the process may vary depending upon the nature of the position. Department heads and/or deans, after receiving appropriate faculty counsel, shall be responsible for recommending appointments to temporary positions.

In those few instances when OSU-Oklahoma City is confronted with an emergency situation in the areas of extension or instruction, a person can be appointed on a temporary basis for a term not to exceed one year, even though all of the recruitment procedures normally followed in making such an appointment may not have been met. In such cases, the department head and/or dean shall implement normal recruitment procedures to fill the position at the end of the initial temporary appointment. When temporary appointments are made, the letter confirming the nature of the appointment should specify the term of appointment and state the conditions relating to reappointment. Persons holding temporary positions may not be awarded tenure and do not have institution-wide faculty voting privileges but may be awarded other professional rights and privileges afforded the faculty. OSU-Oklahoma City is not required to provide notice of non-reappointment to persons holding temporary positions, but their appointments cannot be terminated before the end of the term of appointment except for those causes stated in Section 1.13.

The titles described in this section are important to OSU-Oklahoma City in its management of the fluctuating demands of externally funded programs. Tenured and tenure track faculty may be released

from assigned duties as grants and contracts are obtained. To facilitate this process, the department head and/or dean may request authorization to establish and fill temporary positions with persons awarded one of the special titles listed below. They may also request variations from the specific conditions and terms of appointment for persons appointed to one of the titles in this section. When determined to be in the best interests of OSU-Oklahoma City, the VPAA may approve such variations in specific individual cases.

1.7.6.1 -- Distinguished Scholars, Artists, and "Professionals" in Residence

When members of the academic community who possess nationally recognized skills and talents are invited to visit the campus for periods of one semester or more, but not exceeding two academic years, they may be granted a courtesy title of Distinguished Scholar, artist, or "Professional" in Residence.

1.7.6.2 -- Lecturer and Visiting Instructor

These titles may be used for persons employed to meet short-term teaching or extension needs. They may also be used for scholars with a terminal degree who wish to affiliate with OSU-Oklahoma City for professional development. Limited search procedures are usually adequate when appointment to any of these positions is made. Should such an individual be awarded a ranked title following an appropriately approved search, the time spent in the temporary position shall not count as part of the probationary tenure consideration period, unless specified in a letter confirming the appointment for the permanent position.

1.7.6.3 -- Lecturer

Appointment to the post of Lecturer shall be for a term of one year or less. Reappointments for a total period of not more than three years may be made. Time spent as a Lecturer shall not count toward tenure should a person holding a lectureship be given a tenure-track appointment.

1.7.6.4 -- Teaching Associate

Individuals who hold an earned terminal degree and/or who possess particular teaching skills related to the area of the work assignment may be appointed as Teaching Associates. Persons holding this title may be assigned some responsibilities in a function (teaching or extension) outside the function of their major responsibility. Appointments are to be made for a term of not more than one year and reappointments for a total of five years may be made. Post-doctoral fellows may typically be appointed as research associates.

1.7.7 -- Non-Faculty Academic Positions and Titles

When appointments to non-faculty academic positions are made, any rights, privileges and benefits granted shall be specified on the Payroll Action Form and in the letter confirming the appointment. Items granted are to include employee medical insurance but not faculty voting privileges.

1.8-- Academic Freedom

The institution endorses the general statement on academic freedom, as it applies to state universities, which is embodied in "Academic Freedom and Tenure (1940 Statement of Principles)" as drafted by the Association of American Colleges and the American Association of University Professors. An edited version of the statement is found in Appendix 2, Statement on Academic Freedom.

1.9-- Appointment to Administrative Positions

An appropriate search and faculty consultation ordinarily shall precede recommendation of appointment to administrative positions which entail direct or indirect supervision of faculty members or which have direct bearing on the work of the faculty. Such administrative positions include the President, vice presidents, associate vice presidents, deans, associate and assistant deans, department heads, the Registrar, the Director of Admissions, the Librarian, and other directors of comparable rank[9]. The requirement for faculty consultation shall apply to all permanent appointments and to temporary appointments to fill a vacant position or to replace an administrator who will be absent for more than one semester.

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[9] In the appointment of administrators, faculty consultation is included and shall be provided by faculty members of the departments and/or schools involved.

1.10 -- Resignations

Resignations are terminations initiated by the faculty member. Faculty members may terminate their appointments effective at the end of an academic year provided that they give notice in writing at the earliest possible opportunity, but not later than May 15, or 30 days after receiving notification of the terms of their appointments for the coming year, whichever date occurs later. Faculty members may request a waiver of this requirement of notice in case of hardship or in a situation in which they would otherwise be denied substantial professional advancement or other opportunity.

1.11 -- Administrative Suspensions

An administrative suspension is a temporary removal for a specific time period of all or any portion of a faculty member's assigned duties for purposes of protecting the best interests of OSU-Oklahoma City and its components and/or for the safety and well-being of the persons affiliated with it. Suspensions are not to be imposed for purposes of discipline, nor are they to be interpreted as evidence of inadequate or inappropriate professional behavior by the faculty member.

When deemed appropriate, a suspension may include restrictions on use of OSU-Oklahoma City facilities or resources and may be imposed during the course of an authorized dismissal procedure or authorized sanction appeal. In no case shall suspensions exceed one calendar year. During a suspension, there shall be no reduction of salary or other benefits.

1.11.1 -- Procedures for Suspensions

Department heads or other related supervisory academic administrators[10] may summarily suspend a faculty member for up to 72 hours when it is judged that the safety and well-being of the faculty, the best interests of OSU-Oklahoma City or any of its components, or others is threatened by uninterrupted continuance.

A suspension may extend beyond 72 hours if approved by the VPAA or designated representative. Recommendations for suspensions of greater than 72 hours shall be forwarded to the VPAA by the appropriate dean with endorsements regarding the need for the proposed action. The VPAA, if concurring, will direct the extended suspension. The faculty member and department head shall be informed in writing of the length, terms, and conditions of any implemented suspension.

Formal Dispute Resolution Procedures outlined in Section 2.4 and Appendix 5, Dispute Resolution Procedures, do not apply to suspension actions unless because of unusual circumstances the VPAA finds it would be in the best interest of OSU-Oklahoma City to provide extraordinary administrative due process.

1.12 -- Disciplinary Actions

Academic freedom carries both rights and responsibilities. To foster and preserve freedom of inquiry and legitimate expression, orderly conduct of institutional functions and adherence to the ethical standards of the academic profession are essential (see the Statement on Professional Ethics, Appendix 1). Accordingly, the faculty is subject to laws, policies, rules, regulations and procedural requirements which safeguard its functions, and which concurrently protect its rights and freedoms. Violations may result in actions by OSU-Oklahoma City ranging from simple admonitions to permanent dismissal. Department heads and/or deans are normally responsible for initiating and implementing appropriate disciplinary action.

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[10] As used in this policy statement, "related supervisory academic administrators" shall include deans and the VPAA.

Administrators shall use common sense and mature judgment in considering possible disciplinary situations involving faculty. Information about possible misconduct from such sources as student and faculty complaints, direct observation, citizen complaints, signed letters, grand jury indictments, media stories, and police reports may indicate a need for administrative inquiry and evaluation to ascertain whether an OSU- Oklahoma City interest has probably been adversely affected or jeopardized. When it appears that corrective action is necessary, the severity of the action taken should bear a close relationship to the seriousness of the apparent misconduct.

1.12.1 -- General Procedures for Imposition of Disciplinary Actions

Any complaint to an OSU-Oklahoma City representative that is intended to lead to an inquiry regarding a faculty member's performance or behavior ordinarily should be submitted in writing bearing the complainant's signature to the faculty member's department head and/or dean. The department head and/or dean may also initiate a performance or conduct inquiry unilaterally without a written complaint. Other related supervisory academic administrators may also be authorized by the VPAA to make appropriate conduct investigations and initiate appropriate disciplinary action on oral or written complaints.

Disciplinary action should not be taken until:

A. The alleged deficiency or misconduct by the faculty member has been investigated and reasonable cause has been established to believe that the deficiency exists or that the misconduct has occurred;
B. The faculty member has been informed of the results of the investigation and the disciplinary action which is being considered and has been given appropriate time and opportunity to respond; and
C. If the disciplinary action is to be more severe than a simple admonition or is to be recorded in the faculty member's personnel file, appropriate faculty counsel, unless waived by the individual faculty member, has been obtained.

It is recognized that impressions of possible problem situations may be re-evaluated and revised as more is known, discussed, or understood about an apparent problem and related evidence. It is therefore permissible to change or amend a proposed disciplinary action, even after it is initiated, if new evidence develops or a related supervisory academic administrator determines it to be necessary and appropriate under prevailing circumstances. If a proposed action that has already been initiated is modified, the faculty member who is being considered for disciplinary action will be notified of the reasons that led to the modification and given an opportunity to respond.

As described below, authorized disciplinary actions include simple admonitions, formal sanctions, and dismissals. Recognizing that these three types of disciplinary actions have significantly different impacts on the career of a faculty member, the procedures for providing adequate administrative due process necessarily differ.

1.12.2 -- Simple Admonitions

Admonitions are intended to inform faculty members that others find their performance or professional behavior to be unsatisfactory and/or inappropriate. Admonitions include administrative counseling; warnings; and gentle and friendly reproof against alleged fault, oversight, or minor misconduct. Appropriate faculty counsel is not required prior to issuing admonitions. Normally they are issued orally; written records of them are not included in a faculty member's personnel file unless a pattern develops, in which case the individual involved will be notified in writing. Anecdotal notes of administrative actions may be maintained by administrators separate from individuals' personnel files. Administrative appeal of admonitions is not provided.

1.12.3 -- Formal Sanctions

Sanctions are formal actions taken to prevent damage to the legitimate interests of OSU-Oklahoma City and its components and/or to prevent recurrence of unsatisfactory performance or unprofessional behavior. Authorized sanctions include such measures as written reprimands; required participation in

counseling and/or corrective programs; and restrictions on use of institutional privileges, resources and services. Formal sanctions are to be imposed when, in the judgment of the department head and/or dean, simple admonitions will not adequately serve to prevent damage to OSU-Oklahoma City or to prevent recurrence of unsatisfactory or unprofessional performance or behavior.

1.12.3.1 -- Procedures for Imposing Sanctions

Sanctions are normally directed by department heads and/or deans. When deemed appropriate by the VPAA, other related senior supervisory academic administrators may be authorized to conduct investigations and direct sanctions. Prior to imposition of a sanction, the investigating administrator shall provide the faculty member with a complete, detailed written statement of the complaint(s), report(s), or deficiency(ies) alleged against him or her. Following receipt of the written statement of the complaint(s), report(s), or deficiency(ies), the faculty member shall have seven calendar days to respond in writing to the matters being investigated. The investigating administrator may seek faculty counsel as deemed necessary during the process of conducting the inquiry and in considering appropriate sanctions. The investigating administrator shall provide the faculty member with written notice of any sanction(s) to be imposed. The written notice of sanction(s) should describe corrective actions on the part of the faculty member which could lead to removal of the sanction(s) and a statement of procedures for appeal, review, modification, and removal of the sanction(s).

1.12.3.2 -- Appeal of Sanctions

Upon receipt of the notice from the investigating administrator informing the faculty member of the intended imposition of sanction(s), the faculty member shall have seven calendar days during which to file a written appeal of the decision with the VPAA. Appropriate bases for appeal are:

A. lack of reasonable cause for the sanction,
B. substantial failure to follow proper procedures for imposing sanctions, and
C. inappropriateness of the sanction(s) imposed.

The appeal should clearly state the basis for the appeal; the relief sought, and include all the information the faculty member believes is pertinent to the appeal. If the VPAA finds that there is an insufficient statement of the basis for the appeal, they shall inform the faculty member and department head and/or dean that the appeal has been denied and provide instructions for the implementation of the sanction. If the VPAA finds there is a sufficient statement of the basis for the appeal, they will designate themselves or another senior supervisory academic administrator to serve as an appeal review administrator whose responsibility it shall be to review the matter thoroughly and make a final recommendation regarding the sanction. The appeal review administrator shall use best judgment to determine whether the sanction should be sustained, modified, or completely removed. Pending completion of an authorized appeal, a sanction shall not be enforced, but the VPAA may relieve the faculty member of all or part of their duties if such is deemed essential to the protection of OSU-Oklahoma City or its components (see Section 1.11). Relieving a faculty member of duties during an authorized appeal shall be without any reduction in pay or other benefits. Prior to reaching a final decision on the appeal, the administrator reviewing it should attempt to confer with the investigating administrator, the faculty group that provided counsel, and the faculty member who filed the appeal. They may make additional investigation to determine and clarify facts related to the case and may seek additional counsel from the Executive Committee of the Faculty Senate. Normally, the appeal review administrator will complete the review and reach a decision within fourteen calendar days of their appointment as the review administrator. They shall communicate their recommendation to the VPAA who shall inform the faculty member and dean of the final decision and provide instructions for its implementation. Formal Dispute Resolution Procedures outlined in Section 2.4 and Appendix 5, Dispute Resolution Procedures, do not apply to formal administrative sanction actions unless, because of unusual circumstances, the VPAA finds it would be in the best interests of OSU-Oklahoma City to provide extraordinary administrative due process. If the sanction was initiated by the VPAA, the Senior VPAA will select an individual to perform this function.

1.12.3.3 -- Application for Transfer of Sanction Records (Tenured Faculty Only)

Records of sanction actions shall be retained in the faculty member's active personnel files unless transfer of such records is authorized. Tenured faculty members may request that references to a sanction action be transferred from active personnel files to an inactive, privileged-access file to be sealed and retained by the Office of the VPAA and used only in event of dismissal proceedings. Action on such an application is discretionary with the department head and/or dean. The VPAA may be involved in the decision for transfer of files.

1.13 -- Termination of Appointments

Terminations are revocations of tenured appointments or nontenured appointments before the end of the appointment period. Nonrenewal of a temporary or nontenured appointment shall not be regarded as a termination. Terminations may be effected by OSU-Oklahoma City only for reasonable cause. In cases in which a faculty member is being terminated for cause, OSU-Oklahoma City recognizes those general fairness principles expressed by the American Association of University Professors, unless inconsistent with this policy statement.

There shall be substantial compliance with the procedural standards stated in this policy statement. The VPAA is authorized to decide procedural questions on uncertain points. The VPAA should refer to published statements of the American Association of University Professors[11] as well as consult with the Office of Legal Counsel of the Board of Regents.

1.13.1 -- Medical Disability

When a faculty member cannot continue to carry out essential assigned duties in a satisfactory manner because of medically related disabilities, they shall normally apply for long-term salary continuation under OSU-Oklahoma City's disability program (see separate Disability Policy). If a medically disabled faculty member is not eligible for long-term disability benefits or refuses to act or does not act after being requested in writing to apply for long-term salary continuation under OSU-Oklahoma City's disability program, termination for apparent medical reasons may be recommended.

Termination for apparent medical reasons must be based on convincing evidence that the faculty member cannot reasonably be trusted to complete essential assigned duties in a satisfactory manner. Formal recommendations of termination for medical reasons shall be initiated by the department head and/or dean or other senior supervisory academic administrators only after receiving appropriate faculty counsel. A termination for apparent medical reasons shall normally be recommended only after there has been appropriate consultation with available medical experts and after the faculty member concerned, or someone representing the faculty member if identified and properly authorized to act for the faculty member, has been informed of the basis for the proposed action and has been afforded an opportunity to present the faculty member's position and to respond to the assertions and the evidence. If the faculty member or authorized representative so requests, the evidence will be reviewed by a Termination Hearing Committee (see Section 1.14 and Appendix 3, General Termination Procedures) before a recommendation for termination is made by the Senior VPAA to the Board of Regents. Provided the Board finds such recommendation is based upon sufficient evidence, ordinarily to be disclosed in executive session, the recommendation may be approved by the Board in open session and authorization given to the administration to execute the termination.

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[11] The relevant principles of the American Association of University Professors are stated in the following documents included in the AAUP Policy Documents and Reports, 11th Edition (2015).

A. "1940 Statement of Principles on Academic Freedom and Tenure with 1970 Interpretive Statements," pg. 13-19.
B. "Statement of Procedural Standards in Faculty Dismissal Proceedings," pg. 91-94.

1.13.2 -- Dismissals

Dismissals are permanent terminations for disciplinary reasons by OSU-Oklahoma City. Such action is the most severe form of discipline and is to be recommended only when other disciplinary action is administratively judged unlikely to:

A. restore the fitness of faculty members to perform their professional responsibilities, or
B. adequately protect OSU-Oklahoma City or its components from serious harm.

Dismissal or threat of dismissal shall not be used to restrain faculty members in their legitimate exercise of academic freedom.

1.13.2.1 -- Grounds for Dismissal

Dismissals must be based upon reasonable cause related either to a serious lack of satisfactory performance or to a lack of fitness and suitability to continue in the professional capacity of a faculty member. Dismissals may be recommended when one or more responsible administrators judge such action to be appropriate and necessary and may be approved by the Board of Regents (provided the President forwards such recommendation to the Board of Regents). Dismissal proceedings may be initiated for reasons such as:

A. incompetence in performing or in meeting appropriately assigned responsibilities;
B. neglect of duty as indicated by failure or continued failure to perform sufficiently in accordance with applicable terms and conditions of employment, which includes the standards or requirements described or referenced in this policy statement and in other approved procedures or policies of OSU-Oklahoma City or the Board of Regents;
C. serious and apparently intentional misuse of OSU-Oklahoma City property and resources;
D. academic dishonesty;
E. acts of moral turpitude;
F. deliberate and grave violation of the rights or freedoms of fellow faculty members, administrators, or students;
G. willful obstruction or disruption of, or attempts to obstruct or disrupt, the normal operation or functions of OSU-Oklahoma City; or advising, or procuring, or actively encouraging others to do so;
H. serious and repeated failure to adhere to the policies of OSU-Oklahoma City; or
I. other improper conduct which is seriously injurious to the best interests of OSU-Oklahoma City or its components.

1.13.2.2 -- Dismissal Procedures

Procedures to be followed in cases of dismissal are presented in Appendix 3, General Termination Procedures.

1.13.3 -- Termination under Financial Exigency

Termination of appointment may be based on genuine financial exigency. Policies and procedures to be used during a state of financial exigency are set forth in Appendix 4.

C. “Statement on Procedural Standards in the Renewal or Nonrenewal of Faculty Appointments," pg. 94-99.
D. “On Institutional Problems Resulting from Financial Exigency: Some Operating Guidelines," pg. 309-311
E. “Recommended Institutional Regulations on Academic Freedom and Tenure," pg. 79-91.

1.13.4 -- Terminations Associated with Department or Program Discontinuance Not Mandated by Financial Exigency

At any time a program is discontinued, adequate safeguards for faculty members shall be provided. Early and meaningful faculty involvement in decisions regarding program discontinuance shall be provided. Rights under academic tenure shall be protected in a manner consistent with the provisions of this policy statement. Every equitable effort shall be made to assist each faculty member to relocate to a suitable professional position within OSU-Oklahoma City. In such relocation, other employees will not be displaced. Reassignments should occur over an equitable period of time, and adequate notice and retraining for another position should be provided when feasible. Nontenured faculty members on temporary or probationary appointments should be given at least the notice that is specified in Section 1.13.5. If at all feasible, the individuals involved should be given even more liberal notice. Faculty members on temporary or probationary appointments who have been given such notice of termination shall be permitted to resign with notice to OSU-Oklahoma City less than that specified in section 1.10, unless serious disruption of programs would result and no short-term substitution is feasible. The dean and/or VPAA shall offer to send letters of explanation and vitae on behalf of such persons to other institutions to assist in efforts to find them suitable positions elsewhere.

Following the procedures specified below, a good-faith offer of the most suitable, available assignment within OSU-Oklahoma City shall be made to the maximum extent possible to all qualified, tenured faculty members involved in program discontinuance. Faculty members affected by the program discontinuance shall be involved as fully as possible in the making of decisions that affect their units. Special consideration shall be given to provide ample notice of changes; in most cases, at least three (3) months' notice shall be provided before any faculty member is reassigned. Persons to be reassigned may be offered special leave for study to upgrade their expertise or change their specialties as they and the VPAA mutually may see fit after advice from interested deans. If such study will not be at OSU-Oklahoma City, the VPAA should recommend funds, if available, to meet approved travel and tuition expenses elsewhere.

Before any decision becomes final, those whose life's work stands to be adversely affected shall have the right to administrative due process under provisions of this policy statement. If faculty members do not wish to accept the provision of the reassignment, they may submit a petition for resolution of dispute as specified in Section 2.0.

Termination of appointments of tenured faculty members associated with the discontinuance of programs shall be recommended only after the procedures described above have failed to produce reassignment provisions which should be reasonably acceptable to the affected faculty members.

If the faculty member so requests, the proposed termination shall be reviewed by a Termination Hearing Committee (see Section 1.14.2) before a recommendation for termination is made by the President to the Board of Regents. When a recommendation to terminate is to be made to the Board of Regents, the recommendations of this committee shall be forwarded with the recommendation of the President. If terminated in association with program discontinuance, the faculty member should be given appropriate notice or paid severance salary (see Section 1.13.5).

1.13.5 -- Terminal Notice or Salary

If an appointment is terminated for departmental or program discontinuances or institutional financial exigency, the faculty member shall receive notice of separation or equivalent salary as soon as practicable, but not less than three (3) months for Instructors, and not less than twelve (12) months for Assistant Professors, Associate Professors, and Professors.

In terminations for other causes, salary shall not continue for more than one month after the termination becomes effective unless special recommendations to this effect are made by the Termination Hearing Committee or the VPAA and approved by the Board of Regents. On the recommendation of the Committee

or the VPAA, the Board of Regents, in determining what, if any, payments will be made beyond the effective date of termination, may take into account the length and quality of service of the faculty member in addition to the reasons and circumstances pertaining to the termination.

1.14 -- Termination Hearing Board

1.14.1 -- Membership

The Termination Hearing Board is a standing group consisting of not less than fifteen members, a third of whom shall be designated each year for a three-year term by the Faculty Senate from among full-time faculty members whose duties are primarily non-administrative. The Faculty Senate President shall not be eligible to serve on the Board. Terms of service shall begin August 1 and end July 31, except that if a hearing is in progress at the time, any retiring member of the Board who is on the Hearing Committee shall be continued on the Committee until the case in progress is closed. Board members will attend orientation and training programs provided by the Office of the VPAA before serving on a Hearing Committee.

1.14.2 -- Formation of a Termination Hearing Committee

Upon receipt of notice that a formally recommended termination for causes other than financial exigency will be contested, the Faculty Senate President will conduct the formation of a Termination Hearing Committee. The Committee will be composed of five voting persons: four selected by lot from the Termination Hearing Board and one appointed by the VPAA. The VPAA's appointee shall:

A. not be a dean,
B. have faculty rank and substantial experience performing administrative duties, and
C. have attended the orientation and training provided board members.

Members deeming themselves disqualified for bias shall remove themselves from the case and a replacement shall be selected. Normally, a Board member shall not serve on two hearing committees at the same time. Each Hearing Committee shall select its own chairperson from among the members selected from the Termination Hearing Board. In the formation of a Termination Hearing Committee, the prospective members will be subject to challenges for cause by either side, and a maximum of one peremptory challenge may be used by each side. The Faculty Senate President shall exercise reasonable judgment in ruling on the validity of challenges for cause.

1.14.3 -- Duties of Membership

Once appointed, each member shall respect the integrity of the process of the Hearing Committee and will endeavor in good faith to carry out the neutral inquiry and reporting roles created for the hearing committee. Members shall give sufficient attention to the presentation of information so that both sides to the termination recommendation are accorded a fair opportunity to develop and express their positions under the procedures established for OSU-Oklahoma City (see Appendix 3, General Termination Procedures, Sections 3.5 and 3.6).

1.14.4 -- Integrity of Process

Any decision to consider termination inquiries; the proceedings and the formulation of recommendations and reports, etc., by the Hearing Committee; and the consideration given by responsible administrators pertaining to any possible decision to recommend the termination of employment of a faculty member should operate solely on the basis of merit pertaining to the facts and circumstances of each individual case. Except as provided herein, members of the faculty who are <u>not</u> the subject of a specific termination consideration shall neither directly nor indirectly interfere with nor attempt to persuade or influence any person in a position to decide or participate in a decision as to:

A. whether termination proceedings should be initiated,
B. considerations of any organized Hearing Committee,
C. the recommendation(s) or report(s) which might be prepared by any Hearing Committee related to a termination proceeding, or
D. the decision(s) which responsible administrators might develop pertaining to termination considerations.

1.15 -- Financial Exigency

Appendix 4 sets forth OSU-Oklahoma City policy and general procedures for administrative use in the event of a formally declared state of financial exigency.

2.0 -- Dispute Resolution Policy[12]

2.1 -- Policy Statement

It is the policy of OSU-Oklahoma City that all full-time and part-time members of the faculty, including those holding temporary appointments, may in the genuine exercise of good faith petition for review of certain personal employment concerns defined in this document. OSU-Oklahoma City resources may be expended for examination of qualified concerns.

Persons holding a joint appointment (i.e., faculty and staff or administration combination) shall use the dispute resolution procedure germane to the nature of the dispute--for example, if the dispute is relevant to one's work assignment as a member of the faculty, the faculty dispute resolution procedure shall be used.

2.2 -- Definition

A qualified employment dispute under this policy statement is a faculty member's timely written objection to matters related to particular working conditions, but normally excluding suspensions, corrective sanctions, terminations, and actions taken as a result of financial exigency.

2.3 -- Grounds for Dispute

A "petition for resolution of dispute" may be filed after informal consultation with appropriate administrators has failed to resolve material issues concerning implementation of basic terms and conditions of employment or any of the following:

A. disregard on the part of the department head and/or dean or other member(s) of the administration of complaints relating to the basic terms and conditions of the appointment,
B. a pattern of unfair compensation discrimination over a prolonged period of time (two years or more),
C. illegal discrimination including sexual harassment, See Appendix Q
D. denial of promotion without adequate consideration,
E. denial of leave without adequate consideration,
F. denial of reappointment without adequate consideration[13],
G. unreasonable workload or physical working conditions,
H. unreasonable denial of access to OSU-Oklahoma City resources necessary for the faculty member's compliance with the basic terms and conditions of the appointment,
I. unacceptable reassignment growing directly out of actions specified in Section 1.13.4,
J. basic changes in assignment or conditions of employment if unrelated to corrective sanctions or health leave,
K. unacceptable terms of a conflict of interest management plan, and
L. other matters which the VPAA, in consultation with Faculty Senate Executive Committee members, authorizes.

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[12] As an historical reference, Dispute Resolution Policy was in the previous Oklahoma State University, Stillwater, "Appendix D" policies called "Grievance Procedures."

[13] Procedures recommended by the American Association of University Professors are recognized as general guidelines for conducting investigations in connection with renewal or nonrenewal of faculty appointments to the extent that they are in consonance with the procedures stated herein.

Insofar as the affected faculty member asserts in writing that the decision against renewal by the appropriate administrator was based on inadequate consideration, the functions of the dispute resolution committee which reviews the faculty member's assertion should be the following:

A. to determine whether the decision of the appropriate faculty body and the decisions of the appropriate administrators were the result of adequate consideration in terms of the relevant standards of the institution, with the understanding that the Committee should not substitute its judgment on the merits for that of the academic department; and
B. to request reconsideration by the faculty bodies and/or administrators when the Committee believes that adequate consideration was not given to the faculty member's qualifications (in such instances, the Committee should indicate the respects in which it believes the consideration may have been inadequate).

2.4 -- Formal Dispute Resolution Procedures

Faculty members who believe they have a qualified employment dispute that warrants filing a petition will be expected to have already thoroughly discussed their complaint with their department head and/or dean, the VPAA, and other appropriate administrators. Policies and Procedures for resolution of disputes are set forth in Appendix 5, Dispute Resolution Procedures.

3.0 -- Faculty Leave

3.1 -- Health Leave

The faculty and administration of OSU-Oklahoma City are committed to providing quality educational experiences to the students who attend the institution. It is recognized that faculty members will occasionally be unable to perform regular duties due to personal illness, disability, maternity, paternity, or illness in their immediate families. These situations are hereinafter referred to as qualified conditions. The faculty members or someone representing them is responsible for notifying the department head and/or dean of qualified conditions affecting their work commitment. In order to accommodate the faculty member's leave requirements while maintaining the University's commitment to its students, OSU-Oklahoma City has instituted a flexible health leave policy.

3.2 -- Sabbatical Leave

Sabbatical leave is recognized as one of the important methods by which an academic institution is able to maintain up-to-date, highly qualified faculty. The administration and faculty should endeavor to make effective use of sabbatical leaves to this end. Preferably, such study and/or involvement should take place in an off-campus setting. Upon recommendation of the VPAA and approval by the Board of Regents, OSU-Oklahoma City may periodically grant leave to faculty members for study, research, or other activities directed toward professional growth. The faculty member is entitled to apply for sabbatical leave of absence from regularly scheduled duties for the purpose of improving professional competence and effectiveness of service to OSU-Oklahoma City. Members of the faculty may apply for a maximum leave of one calendar year (12 months) at reduced salary or a maximum leave of one-half year (6 months) at full salary. Under exceptional circumstances clearly warranting such action, a sabbatical leave may be broken into segments separated by periods of regular duty. While on leave, medical and life insurance benefits and contributions to TIAA/CREF are not reduced; other employee retirement system contributions will vary according to salary or compensation actually paid.

Conditions of approval shall be consistent with appropriate budgetary and other faculty arrangements so as not to disrupt the teaching programs or other vital operations of the department, school, or OSU-Oklahoma City. Requests for sabbatical leave shall be submitted to the VPAA through the appropriate department head and/or dean.

To qualify for leave, the candidate must have served as a faculty member for six academic years since initial appointment. Sabbatical leave obligates the recipient to follow a program consistent with the purpose and conditions for which the leave was granted. Acceptance by the faculty member of sabbatical leave entails an obligation to serve OSU-Oklahoma City for one subsequent year, or to refund to OSU-Oklahoma

City the salary benefit earned while on leave. A faculty member on sabbatical leave may accept a fellowship, personal grant-in-aid, or government-sponsored exchange lectureship for the period covered by the leave, if such acceptance promotes the accomplishment of the purpose of the leave.

3.3 -- Leave of Absence without Pay

Upon recommendation of the VPAA and approval by the Board of Regents, a faculty member may be granted a leave of absence without pay for such period of time and conditions as stipulated. This is subject to applicable policies on participation in partisan political campaigns as well. A leave of absence without pay shall normally not exceed one year in duration. Any extension beyond that time would be considered rare and exceptional. A request for leave without pay should be made as early as possible, preferably at least six months in advance.

APPENDIX 1
Statement on Professional Ethics

(This is Appendix 1 within the Appendix B, Policy Statement to Govern Appoints, Tenure, Promotion and Related Matters of the Faculty of Oklahoma State University – Oklahoma City)

The Statement:

1. Professors, guided by a deep conviction of the worth and dignity of the advancement of knowledge, recognize the special responsibilities placed upon them. Their primary responsibility to their subject is to seek and to state the truth as they see it. To this end professors devote their energies to developing and improving their scholarly competence. They accept the obligation to exercise critical self-discipline and judgment in using, extending, and transmitting knowledge. They practice intellectual honesty. Although professors may follow subsidiary interests, these interests must never seriously hamper or compromise their freedom of inquiry.
2. As teachers, professors encourage the free pursuit of learning in their students. They hold before them the best scholarly and ethical standards of their discipline. Professors demonstrate respect for students as individuals and adhere to their proper roles as intellectual guides and counselors. Professors make every reasonable effort to foster honest academic conduct and to ensure that their evaluations of students reflect each student's true merit. They respect the confidential nature of the relationship between professor and student. They avoid any exploitation, harassment, or discriminatory treatment of students. They acknowledge significant academic or scholarly assistance from them. They protect their academic freedom.
3. As colleagues, professors have obligations that derive from common membership in the community of scholars. Professors do not discriminate against or harass colleagues. They respect and defend the free inquiry of associates, even when it leads to findings and conclusions that differ from their own. Professors acknowledge academic debt and strive to be objective in their professional judgment of colleagues. Professors accept their share of faculty responsibilities for the governance of their institution.
4. As members of an academic institution, professors seek above all to be effective teachers and scholars. Although professors observe the stated regulations of the institution, provided the regulations do not contravene academic freedom, they maintain their right to criticize and seek revision. Professors give due regard to their paramount responsibilities within their institution in determining the amount and character of work done outside it. When considering the interruption or termination of their service, professors recognize the effect of their decision upon the program of the institution and give due notice of their intentions.
5. As members of their community, professors have the rights and obligations of other citizens. Professors measure the urgency of these obligations in the light of their responsibilities to their subject, to their students, to their profession, and to their institution. When they speak or act as private persons, they avoid creating the impression of speaking or acting for their college or university. As citizens engaged in a profession that depends upon freedom for its health and integrity, professors have a particular obligation to promote conditions of free inquiry and to further public understanding of academic freedom.

Retrieved from www.aaup.org, November 2020.

APPENDIX 2
Statement on Academic Freedom

(This is Appendix 2 of Appendix B, Policy Statement to Govern Appoints, Tenure, Promotions and Related Matters of the Faculty of Oklahoma State University-Oklahoma City, General Provisions.)

Academic Freedom:

1. Teachers are entitled to full freedom in research and in the publication of the results, subject to the adequate performance of their other academic duties; but research for pecuniary return should be based upon an understanding with the authorities of the institution.
2. Teachers are entitled to freedom in the classroom in discussing their subject, but they should be careful not to introduce into their teaching controversial matter which has no relation to their subject. Limitations of academic freedom because of religious or other aims of the institution should be clearly stated in writing at the time of the appointment.
3. College and university teachers are citizens, members of a learned profession, and officers of an educational institution. When they speak or write as citizens, they should be free from institutional censorship or discipline, but their special position in the community imposes special obligations. As scholars and educational officers, they should remember that the public may judge their profession and their institution by their utterances. Hence, they should at all times be accurate, should exercise appropriate restraint, should show respect for the opinions of others, and should make every effort to indicate that they are not speaking for the institution.

Retrieved from www.aaup.org, November 2020.

APPENDIX 3
General Termination Procedures

(This is Appendix 3 within Appendix B, Policy Statement to Govern Appoints, Tenure, Promotions and Related Matters of the Faculty of Oklahoma State University-Oklahoma City, General Provisions.)

3.1 -- *Initiation*

3.1.1 Termination of a faculty member shall be officially recommended only after an investigation has been conducted by an appropriately designated responsible administrative officer and appropriate faculty counsel has been received. OSU-Oklahoma City recognizes the seriousness of such situations and, therefore, reserves for its administrative officers and faculty committees the prerogative to be assisted by the Board of Regents Office of Legal Counsel throughout the decisional process, including any formal hearing. Groundless threats to terminate or demands to resign as an alternative to termination should not be made by any administrator or other official of OSU-Oklahoma City.

3.1.2 Any person who has substantial concern that a faculty member could be subject to termination under Section 1.13.1 or termination under Section 1.13.4 or dismissal on the grounds stated in Section 1.13.2.1 may present those concerns, substantiating evidence, and related information to the VPAA[14] for evaluation and possible action. Although not mandatory, it is preferable that this communication be presented in writing and signed by the person submitting it. Following receipt of such communication, the VPAA may seek to obtain additional relevant information from other sources and shall make a preliminary judgment as to whether further inquiry is appropriate. This judgment is not intended to be a determination of the substantive merits of the concerns that have been raised about the faculty member. Rather, it solely is intended to be a determination as to whether further inquiry is justified in the case.

Should the VPAA be inclined not to initiate an inquiry, the Senior VPAA shall be so informed. The Senior VPAA, having received and reviewed all available relevant evidence, shall consider the complaint and make a judgment as to whether it is in the best interests of OSU-Oklahoma City to initiate an inquiry.

3.1.3 If an inquiry is to be conducted, the VPAA shall designate, with the approval of the Senior VPAA, an academic administrator (referred to as the investigating official) to serve as the individual responsible for conducting an initial investigation to develop facts for evaluation and possible action. This effort should include interviewing the affected faculty member, examining other witnesses and evidence, seeking appropriate faculty counsel, and preparing reasoned recommendations for action. Normally, the department head or dean of the affected faculty member shall be designated as the investigating official, but when that is not practical or appropriate, the VPAA or another academic administrator may be so designated.

3.1.4 The VPAA shall provide the investigating official with all of the written information and the notes of oral statements which had been submitted with or were made in relation to the initial communication of concerns. The investigating official may request legal assistance for conducting the investigation from the Board of Regents Office of Legal Counsel. The investigating official may meet with the person(s) who communicated the original concerns and others to seek clarification and documentation. The investigating official should, thereafter, determine individuals to interview and evidence to examine. The investigating official should use their best reasonable efforts to meet with the affected faculty member in personal conference to explore relevant issues. In this conference, the faculty member shall be told of the reasons

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[14] If the VPAA is unavailable, Senior VPAA may designate a dean or department head to act for the VPAA.

that the investigation is being conducted and the actions that are being considered. The faculty member shall be provided a copy of this Appendix 3, the General Termination Procedures. If such a conference is conducted, the investigating official shall prepare a confidential written report of the conference, and it shall be provided to the affected faculty member within five (5) working days. If a personal conference cannot be arranged, the investigating official will deliver to the affected faculty member in person, or by mail to a current office or residential address, a written explanation of the purpose of the investigation, the factual issues for resolution, a request for response from the faculty member within five (5) working days, and a copy of this Appendix 3, the General Termination Procedures.

3.1.5 The faculty member shall have at least five (5) working days following receipt of the investigating official's report of the initial conference, or letter of notification (no conference conducted), to propose a suitable disposition to resolve concerns or to present reasons that termination or other action(s) is unnecessary or unwarranted. Following receipt of the faculty member's written response, or the passing of five (5) working days, the investigating official may make a confidential interim report to the VPAA with interim recommendations which, if approved by the Senior VPAA, may resolve the current concerns. However, if a fully approved disposition is not achieved with this stage, appropriate departmental faculty counsel shall be sought (see Section 3.2).

3.1.6 If no resolution of the concerns has been achieved, the appropriate department or school faculty body should meet jointly with the investigating official and affected faculty member to discuss the reasons that termination is being considered. Following this meeting, the faculty body may deliberate in the absence of both the investigating official and the affected faculty member. Within five (5) working days, the faculty body shall prepare and deliver to the investigating official both a written, non-binding evaluation of facts known to it and a reasoned recommendation. A copy of this advisory report shall be sent to the affected faculty member. If such a written advisory report is not received by the investigating official within such period, the investigating official may proceed further as set forth in this Appendix 3, the General Termination Procedures, below.

3.2 -- Administrative Review

3.2.1 After the initial investigation has been conducted and appropriate written faculty counsel has been received (or the time frame to receive such faculty counsel has passed), the investigating official shall provide the VPAA with all information that has been collected including that provided by those requesting the investigation, any provided by the faculty member or others, documentary evidence, and the advisory report of the appropriate faculty counsel. The VPAA shall review the information which has been collected. As may be deemed appropriate, the VPAA may consult with the affected faculty member's department head and/or dean or others, including the Board of Regents' Office of Legal Counsel.

3.2.2 Following the review, the VPAA and the Senior VPAA shall meet for the purpose of making a determination whether there is reasonable and sufficient cause for initiation of the formal termination procedure and whether it would be in the best interests of OSU-Oklahoma City to continue with the termination procedure.

3.2.2.1 If in the view of the Senior VPAA, reasonable and sufficient cause has not been established for further examination, or if it is judged not to be in the best interests of OSU-Oklahoma City to continue with the termination procedure, the affected faculty member will be notified in writing by the VPAA that it is not the current intention to initiate the formal termination procedure. If the decision is that termination is not appropriate but that other action may be warranted, the matter shall be referred to a related supervisory academic administrator for consideration and action.

3.2.2.2 If in the judgment of the Senior VPAA, reasonable and sufficient cause for initiation of the formal termination procedure is established and they believe that it is in the best interests of OSU-Oklahoma City to continue with the termination procedure, the Senior VPAA shall direct the VPAA to implement the formal

termination procedural steps as provided in this Appendix 3, General Termination Procedures, and to notify the Faculty Senate President, the affected faculty member, and the appropriate department head/ dean(s) of such action. This determination by the Senior VPAA shall not be viewed as a judgment as to the ultimate merits of the matters at issue but solely as a determination that the matter should go forward for further evaluation as set forth in the following paragraphs of this Appendix 3, General Termination Procedures.

3.3 -- Formal Termination Procedure

3.3.1 If the Senior VPAA directs commencement of formal termination action, the VPAA shall designate an academic administrator to conduct the procedural actions required. This administrator shall be referred to in these proceedings as the "standards officer."

The standards officer shall provide written notice to the faculty member, the department head, dean, VPAA, Senior VPAA, and Faculty Senate President that a recommendation for termination is to be formally presented. In the notice, the standards officer shall specify the grounds for termination and the recommended date of termination. The notice to the faculty member shall be sent by certified mail or by witnessed hand delivery. It shall inform the faculty member of the provisions for formal review of the recommendation and that they must provide to the standards officer, within ten (10) working days of the receipt of the notice, a written statement declaring whether the termination recommendation will be disputed. The notice to the affected faculty member will inform them that they are immediately relieved of all academic duties but will not experience a reduction in pay or other benefits pending a recommendation by the Termination Hearing Committee and the Senior VPAA and a final decision by the Board of Regents[15]. If the faculty member chooses to dispute the standards officer's recommendation, the faculty member shall notify the standards officer, department head, dean, VPAA, Senior VPAA, and Faculty Senate President.

3.4 -- Consideration by the Termination Hearing Committee[16]

Upon receipt of notice that a formally recommended termination will be disputed, the Faculty Senate President shall provide the principal parties (the faculty member and the standards officer) with a list of the individuals initially chosen to serve as members of the Termination Hearing Committee. The Faculty Senate President shall also provide the members of the Committee with a copy of the notice of the recommended termination which has been disputed.

OSU-Oklahoma City shall provide appropriate facilities, assistance, equipment, and support to the Committee; shall help it obtain the cooperation of witnesses; and shall make available documentary and other evidence. The personnel records of the affected faculty member shall be accessible to the parties, the Committee, and review authorities and their representatives.

OSU-Oklahoma City considers the timely completion of termination hearings to be of great importance to the institution. Therefore, persons whose attendance is necessary for the completion of a termination hearing shall whenever possible be granted leave from regularly assigned duties in order to attend scheduled hearing dates and to complete in a timely manner a written recommendation concerning the matter. The Termination Hearing Committee shall begin the hearing within thirty (30) calendar days, but no sooner than fifteen (15) calendar days, after the standards officer's notice of intent to recommend termination is delivered to the affected faculty member. The faculty member may waive a hearing or may respond to the charges in writing at any time before the hearing. The hearing shall be completed within thirty (30) days of its commencement, unless an extension of such time frame is approved in writing by the

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15 See Section 1.11, Administrative Suspensions.

16 See Section 1.14, Termination Hearing Board.

Senior VPAA. If the faculty member waives a full hearing but denies the charges against them or asserts that the charges do not support a finding of reasonable cause, the Hearing Committee will evaluate all available evidence and rest its recommendation upon the evidence in the accumulated record of the matter and its reasonable inferences. The Hearing Committee shall hold a joint prehearing meeting (or meetings) with the parties in order to:

A. simplify the issues;
B. effect stipulations of undisputed material facts or witness statements;
C. provide for the exchange of documentary evidence or other information; and
D. achieve such other appropriate prehearing objectives as will make the formal hearing fair, effective, and expeditious.

3.5 -- Hearing Procedures

The following procedures and guidelines should be followed during the hearing:

A. The standards officer will establish the history of the appointment and that there is reasonable cause to terminate the appointment based on a quality of proof that is clear and convincing.
B. In all presentations of evidence, the standards officer presents their case first, with the faculty member following.
C. The parties shall be permitted to use licensed legal counsel who shall be allowed to participate in all appropriate portions of the hearings (including prehearings), including presentation of the faculty member's case to the Committee. The Committee shall consider such counsel's statements on procedural matters and may receive the opinion of its own counsel.
D. The hearing shall be attended only by those individuals having an official connection with the proceedings as determined by the Senior VPAA after consultation with the chair of the Committee. Other individuals will be excluded from the hearing room.
E. A confidential tape recording of the hearing shall be made by a recorder designated for the proceedings by the chairperson of the Committee and will be accessible to the principal parties involved, the Committee, the Senior VPAA, the President of OSU, the Board of Regents and its staff, and authorized representatives on a "need to know" basis. Either party may request that it be provided a copy of such tape recording, the cost of same to be borne by the party requesting the copy.
F. A reasonable time limit should be established for opening and closing statements and shall be announced prior to or at the outset of the hearing.
G. Length of hearing sessions may be established in advance; every reasonable effort should be made to conduct the hearing(s) as expeditiously as possible, with equal fairness to both parties.
H. Through its chairperson, the Termination Hearing Committee shall require that the parties involved submit the following information to the Committee and exchange the same with the other party within 72 hours of the conclusion of the prehearing meeting(s):
    1. a list of witnesses whom they wish to present;
    2. a written exposition of all known relevant facts and/or opinions, as well as circumstantial evidence; and
    3. documents which they deem pertinent to the case.
I. In cooperation with the chair of the Committee, the respective parties are responsible for arranging the presence of their own witnesses and will schedule them for appearance as close to the time of call as possible. Both parties may be permitted during the course of the hearing(s) to introduce additional documents and to present witnesses not on their original lists, subject to reasonable notice to the other party and the Committee's consent.
J. After primary witnesses for both parties have been heard, such witnesses may be recalled for additional questioning on the request of the Hearing Committee, or on the request of one of the parties, if approved by the chairperson of the Committee. The Committee may call new witnesses whose testimony it deems relevant or helpful as well as request documents not otherwise introduced by either of the parties.
K. All evidence and other information pertaining to the termination hearing shall be treated in a confidential manner, except for reporting authorized by this policy statement.

L. Only information relevant to the termination action should be admitted into evidence. For the purpose of the Hearing Committee, questions of relevance shall be decided by the chairperson (subject to later review as provided or referenced herein). Physical evidence and testimony that is excluded from evidence shall be appropriately described by the offering party and appended to the hearing report for review.
M. The Hearing Committee may grant adjournments to enable either party to investigate evidence against which a valid claim of surprise is made.
N. The faculty member and the standards officer shall normally have the right to confront and cross-examine all witnesses at the hearing. When the prospective witnesses cannot or will not appear, but the Committee determines that the interests of fairness require formal admission of their statements, the Committee shall identify the witnesses, disclose their statements, and if reasonably possible arrange for answers to proposed interrogatories from such witnesses or to interviews by audio conference call.
O. In the hearing of any allegations concerning incompetence, the evidence in support thereof may include that of qualified faculty members from OSU-Oklahoma City and/or other institutions of higher education.
P. The Hearing Committee shall not be bound by strict rules of legal evidence, and may admit any evidence which is of probative value in evaluating the issues involved. Every reasonable effort shall be made to obtain the most reliable evidence available.
Q. In its report, the Committee's findings of fact and recommendations shall be based solely on formally admitted evidence contained in the hearing record and reasonable inferences drawn there from. Members of the Committee shall not converse with nor listen to any person outside the formally convened Hearing Committee pertaining to the facts, circumstances, or the subject person(s) related to the purpose(s) for which such Hearing Committee has been appointed or organized.
R. Neither the participants nor their representatives should cause publicity or make public statements about the case, except for such simple announcements as may be required covering the time of the hearing and similar matters.

3.6 -- *Committee Report*

The report of the Committee shall specifically cite the information upon which its advisory conclusions were based. The written report shall contain:

A. a statement of the purpose of the hearing,
B. issues considered,
C. findings of fact, and
D. advisory recommendations.

The Hearing Committee shall conclude whether reasonable cause for termination has been sufficiently established by clear and convincing evidence in the record, and it shall so report to the president. If the Hearing Committee concludes that reasonable cause for termination has been so established, but that an action other than termination should be considered, it shall so recommend, with supporting reasons. The Hearing Committee shall make its confidential report to the Senior VPAA with complete copies to the principal parties, their representatives, and related administrators. Said report shall also reference all information barred from admission into evidence by the chairperson of the Hearing Committee. The chairperson of the Hearing Committee shall inform the Faculty Senate President that the report of the Hearing Committee has been submitted to the Senior VPAA.

From the date the report is submitted to the Senior VPAA, the affected faculty member and the standards officer shall each have five (5) working days to present in writing any specific objections for consideration regarding the content of the report or the adequacy of the processes used by the committee to arrive at its advisory conclusions. The Committee shall make available to the Provost and Vice President of Academic Affairs the taped record of the hearing for discretionary reference.

3.7 -- *Review and Recommendation by the President*

3.7.1 The Senior VPAA shall exercise reasonable care in reviewing the report of the Hearing Committee. If the Senior VPAA is unable to concur in the findings or recommendations of the committee, the report shall be returned to the Committee with specific concerns stated in writing. The Committee will then reconsider, taking into account the stated concerns and, if necessary, review any new evidence or other matters with the parties, if practical. The final report of the Committee shall be sent to the Senior VPAA and principal parties, with complete copies to their representatives and related administrators within five (5) working days of receipt by the chairperson of the Senior VPAA's specific written concerns.

3.7.2 The written decision of the Senior VPAA shall be sent to the President of the OSU-Oklahoma City Faculty Senate, the chairperson of the Termination Hearing Committee, and the principal parties, with copies to their representatives and related administrators. If the decision of the Senior VPAA is to recommend termination, the Senior VPAA shall submit a written recommendation for termination to the President of Oklahoma State University, and provide a written copy to the faculty member and standards officer, their representatives, the president of the OSU-Oklahoma City Faculty Senate, and appropriate academic administrators.

3.8 -- *Review and Action by the President of OSU*

The President of Oklahoma State University shall review the recommendation of the Senior VPAA, together with any additional information and documentation from the record of the matter deemed helpful to them in evaluating the recommendation for termination. The written decision of the President shall be sent to the Oklahoma City VPAA, the President of the OSU-Oklahoma City Faculty Senate, and the principle parties, with copies to their representatives and related administrators. If the decision of the President is to recommend termination to the Board of Regents, the President shall inform the affected faculty member of the Board of Regents' published appellate procedures. The President may submit a formal recommendation for termination to the Board of Regents no sooner than ten (10) working days after the affected faculty member has been sent notice by the President that a recommendation for termination is to be made. A recommendation for termination to the Board of Regents shall include the full final report of the Hearing Committee and any other related allied papers, reports, or recommendations, as the President may deem appropriate. At any point in the procedure, prior to the time that the recommendation is formally considered by the Board of Regents, the affected faculty member may withdraw the challenge to the dismissal recommendation.

3.9 -- *Review and Action by the Board of Regents*

If the faculty member appeals the President's decision, the review shall be conducted according to the published appellate procedures of the Board of Regents. A copy of the procedures is available on request from the Office of Legal Counsel at the Board's Office located in the Student Union, Oklahoma State University, Stillwater. The appeal must be initiated by the filing of a petition by registered mail with the Board's Chief Executive Officer at the Board's office located at 220 Student Union, Oklahoma State University, Stillwater, Oklahoma, within fourteen (14) calendar days of the OSU president 's decision.

3.10 -- *Announcements*

Except for such simple announcements as may be required, public statements about the proposed termination action by either the faculty member, standards officer, affected administrators, or other institutional personnel should be avoided until the proceedings have been completed. The results of the completed proceedings shall be provided to the Faculty Senate President who, after giving appropriate consideration to the privacy of the concerned individual, may share such information with the Faculty Senate and may publish the information in the minutes of the Faculty Senate.

APPENDIX 4
Financial Exigency Policies and Procedures

(This is Appendix 4 within Appendix B, Policy Statement to Govern Appoints, Tenure, Promotions and Related Matters of the Faculty of Oklahoma State University-Oklahoma City, General Provisions.)

4.1 -- *Rationale*

Financial exigency is defined as a state of financial crisis which affects OSU-Oklahoma City as a whole to the extent that it may become necessary to terminate tenured appointments or other appointments prior to their normal expiration, and a state in which the survival of programs deemed essential to the mission of OSU-Oklahoma City is in doubt. In the event of financial exigency, it will be necessary for OSU-Oklahoma City to examine its mission closely in order to determine those programs which are considered essential for maintaining a viable institution. Considerations for retaining programs shall include compliance with affirmative action requirements, maintenance of academic excellence, and adherence to administrative due process and compensation and benefit program policies.

In a state of financial exigency, programs may be discontinued or allocated reduced resources. Comprehensive study shall be used to determine how to accomplish required reductions in maintenance and operations funding as well as to terminate appointments of faculty members, administrative and professional personnel, classified staff, and others.

Because the faculty shares responsibility for educational programs and curriculum, appropriate faculty committees shall be established to provide timely advice on educational planning, budgeting, and allocation of resources.

Termination of tenured or other appointments before the end of their terms is a painful and difficult matter. It affects not only those whose appointments are to be terminated, but everyone at OSU-Oklahoma City. Any termination of faculty services must be done fairly and humanely and in accordance with the administrative due process defined in this policy statement. In a state of financial exigency, when reductions have to be made across the Institution, every equitable effort shall be made to reorient and reassign tenured faculty within OSU-Oklahoma City so that as few as possible are adversely affected. This does not imply any duty to create employment artificially for the displaced faculty. Special efforts shall also be made to assist nontenured faculty.

By granting tenure, OSU-Oklahoma City recognizes the current and potential contributions of a faculty member to the institution. In most cases, a tenured faculty member will have given numerous years of productive and faithful service to OSU-Oklahoma City. Giving preferred status to tenured faculty during a state of financial exigency, therefore, is not merely providing protection of an individual's rights under academic tenure; it is practicing humaneness and responsible action within OSU-Oklahoma City by those charged with its administration.

4.2 -- *Adjusting to the Condition of Financial Exigency*

In the event of imminent financial exigency as determined by OSU-Oklahoma City administration with the advice and counsel of the Faculty Senate and approved by the Board of Regents, the President will announce to all institution personnel that a state of financial exigency exists.

4.2.1 -- Faculty Participation

The faculty, through its representative body--the Faculty Senate, shall be involved in reviewing and recommending adjustments to financial exigency. Such involvement shall include participation in the decision-making process by both tenured and nontenured faculty as well as administrative and professional personnel and classified staff at the department, school, and institutional levels as provided for by the Institutional Task Force on Financial Exigency and committees described in the following sections.

4.2.1.1 -- Institutional Task Force on Financial Exigency

After announcing that a state of financial exigency exists at OSU-Oklahoma City, the President will activate an Institutional Task Force on Financial Exigency which will serve as an advisory body to the President. This Task Force shall consist of the officers of the Faculty Senate (President, Vice President, and Secretary), the chairperson of the Staff Council, the Vice President for Budget and Finance, two deans and two department heads selected by the President, the Student Government President, and the VPAA serving as chairperson. Within a time limit specified by the President, members of the task force shall give priority above all other assignments to making recommendations to the President for adjustments to overcome the crisis situation.

The Institutional Task Force on Financial Exigency shall be actively involved in determining the extent of the crisis and in the planning of response relative to reorientation, reorganization, and realignments necessary for returning OSU-Oklahoma City to a stable financial state.

4.2.1.2 -- Non-Academic Committees on Financial Exigency

As directed by the President, the non-academic divisions of OSU-Oklahoma City (physical plant, student services, and administrative services) shall also establish their own committees on financial exigency. The responsibility of these committees shall include assessing the financial situation within their respective areas for alternative solutions to problems associated with financial exigency. The President shall designate a chair for each committee who shall report to the Institutional Task Force within a time limit specified by the President.

4.2.2 -- Guidelines for Adjustments

The Institutional Task Force on Financial Exigency shall review studies of OSU-Oklahoma City's financial obligations and its existing and potential financial resources. This information will be for the use of the president to determine the extent of financial stress within OSU-Oklahoma City and will provide a basis for recommending actions required to overcome the crisis condition. An effort shall be made to elicit ideas and suggestions from the general faculty relative to the action to be taken.

4.2.2.1 -- Reductions of Administrative and Other Support Services

Curtailment and/or consolidation of administrative and other supportive services shall receive serious consideration and, generally, should precede dismissal of tenured faculty actively engaged in teaching or extension.

4.2.2.2 -- Reduction in Instruction and Extension

The Institutional Task Force will review pertinent studies of OSU-Oklahoma City's programs and activities in the areas of instruction, research, and extension. The Academic Program Review documents prepared in consonance with Policy and Procedure Letter No. 2-0215 may be used as a source of information. Each program's achievements and centrality to the OSU-Oklahoma City mission, affirmative action goals, and income- generating ability shall be considered. A recommendation shall be made regarding programs in which decreased effort and financial support for instruction or extension should be seriously considered. This may, in some cases, necessitate the retention of programs with low enrollments and services and activities which are not cost efficient, but which are central to the concept of an institute of higher education and to the mission of OSU-Oklahoma City.

4.2.2.3 -- Termination of Programs and Services

The task force shall make prompt recommendations to OSU-Oklahoma City administration relative to programs and/or services which should be curtailed or discontinued, or positions which should be terminated. The following procedure shall be followed:

A. Each academic school and the non-academic committees on financial exigency will review and provide prompt advice to the Task Force on which programs and/or services should be curtailed or discontinued within their respective areas or which positions should be terminated.
B. The apparent and/or expected effect on OSU-Oklahoma City of the recommended curtailment,

discontinuances, or terminations shall be examined and documented.

C. Hearings shall be held inviting statements from persons in programs and/or services directly affected by the recommendations made by the committees.

4.2.2.4 -- Report of the Task Force

On the basis of pertinent information, advice, and other considerations, the Task Force shall submit to the President a prompt report specifying recommendations for overcoming the crisis situation.

4.2.3 -- Administrative Due Process Concerning Faculty Affected by Financial Exigency

Recommendations to eliminate positions or programs or to curtail programs and services shall not include termination of the appointment of a tenured faculty member in favor of retaining one without tenure in the same department, except in extraordinary circumstances.

In some cases, an arrangement for early retirement of a tenured faculty member by adding appropriate institutional funds to the individual's retirement income may be worked out with the consent of the faculty member. In other cases, a change from full-time to part-time service may be a feature, though not a complete solution, of an acceptable settlement.

In those cases where there is no realistic choice other than terminating the services of a tenured faculty member, appropriate notice or severance compensation must be given. Provisions for terminal notice or salary are stated in Section 1.13.5.

In all cases of termination of appointment because of financial exigency, the position of the faculty member concerned shall not be filled by a permanent replacement within a period of three years, unless the released faculty member has been offered reinstatement and a reasonable time in which to accept or decline it.

To every individual whose appointment is proposed to be terminated on the grounds of financial exigency, the VPAA shall give notice thereof and an explanation of the criteria used to develop the proposed action. If the affected faculty member makes a written request to the VPAA, they shall be entitled to a hearing by the committee described below. At the request of the faculty member involved, hearings on similar cases may be combined, although every case shall be examined on its individual merits.

The committee shall consist of five members: three faculty members designated by the Faculty Senate President, with the advice and consent of the Faculty Senate Executive Committee, and two members from the administration designated by the President. The President will name the chair. The verified report from OSU-Oklahoma City administration substantiating that a state of financial exigency exists shall be introduced and deemed conclusive as to the existence of financial exigency.

The committee shall hear statements from the affected faculty member(s), shall study evidence, and shall call witnesses to determine:

A. the reasonableness of the educational and administrative judgments exercised in determining reduction/termination of programs and criteria used to identify which appointments are to be terminated, and
B. whether criteria are being reasonably applied in each individual case.

The committee shall make a written report with advisory recommendations to the president. The president shall review the report and, if termination is deemed appropriate, make final recommendations on personnel actions to the governing Board of Regents for its consideration and decision.

4.2.4 -- Emergence from Financial Exigency

The Institutional Task Force on Financial Exigency shall be active during the entire period in which a state of financial exigency exists and during OSU-Oklahoma City's emergence there from.

The Task Force shall continually review the financial state of OSU-Oklahoma City and be actively involved in

determining when a state of financial exigency no longer exists.

During OSU-Oklahoma City's state of financial exigency and its emergence there from, The Task Force shall be directly involved in decisions relative to the establishment of any new programs and positions, the reactivation or recognition of programs, and the reinstatement rights, if any, of individual faculty members whose appointments were terminated on the grounds of financial exigency.

When it has been determined that financial exigency no longer exists, OSU-Oklahoma City shall decide which programs to reactivate and reorganize and endeavor expeditiously to honor the applicable reinstatement rights of faculty members released under financial exigency by offering them a position with a reasonable time to accept or decline it. The Institutional Task Force on Financial Exigency will then be dismissed by the President.

APPENDIX 5
Dispute Resolution Procedures

(This is Appendix 5 within Appendix B, Policy Statement to Govern Appoints, Tenure, Promotions and Related Matters of the Faculty of Oklahoma State University-Oklahoma City, General Provisions.)

Faculty members who believe they have a qualified employment dispute that warrants filing a petition under Section 2.0 of this policy statement will be expected to have already discussed their objection with their department head and/or dean and other appropriate administrators.

5.1 -- *Filing of Dispute Resolution Petition*

Faculty members who believe that they have a qualified employment dispute may submit a petition to the Faculty Senate President for examination of their objection. The petition shall set forth in detail the nature of the objection and the specific remedial action or relief sought, and shall identify the specific administrator(s) who should respond to the petition (the respondent(s))[17]. It shall contain all pertinent facts and/or opinions, any circumstantial evidence which the petitioner deems pertinent to the case, and a brief summary of the results of previous discussions on the issues involved. Objections related to specific personnel action(s) must be presented to the Faculty Senate President within thirty (30) calendar days of the date when the faculty member was formally notified of the action(s).

5.2 -- *Initial Review and Recommendations*

Upon receipt of a faculty member's petition for resolution of a dispute, the Faculty Senate President shall refer the petition to a review committee. The Faculty Senate President shall choose three committee members by lot from among full-time tenured faculty. The review committee shall study the dispute resolution petition and confer with the parties to the dispute. If a resolution is achieved, the review committee shall so report to the Faculty Senate President. After such inquiry, the committee shall recommend to the Faculty Senate President whether or not a formal dispute resolution hearing is warranted. If so, it shall identify the appropriate administration respondent(s)[18]. Its recommendation shall be submitted to the Faculty Senate President, normally within fifteen working days after the filing of the petition by the faculty member.

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[17] While a faculty member using these Dispute Resolution Procedures may name any individual as the person against whom the grievance is being filed, the intent of the policy is that the administrative official personally responsible for the initial action about which the petition for resolution has been lodged reply to the petition and serve as the responding party. In the absence of evidence from the faculty member that related supervisory academic administrators were actively involved in the initial decision or act presented for review, the administrative official to a petition for dispute resolution shall be the first administrative official recommending the decision under review. For example, if a faculty member is not recommended for reappointment by the dean, the fact that the VPAA, after reviewing that recommendation as required by policy, does not interfere with the recommendation of the dean, does not automatically make the VPAA a responding party to the dispute resolution filing. Rather, the appropriate responding party would be the dean.

Conversely, however, where the VPAA is the first administrative official deciding that reappointment will not be recommended, it would be appropriate for Senior VPAA to serve as the responding party. In such cases, the Senior VPAA may appear personally before the review committee or may appoint another administrative official to serve in such capacity.

[18] The faculty member must bear in mind that access to the Board's appellate procedure is not automatically granted and that the procedure may be revised by action of the Board of Regents. The "Board Appellate Procedures," Board Rule No. 30:1-1-10 states: "The hearing of appeals is mandatory only in cases involving termination of tenured professors. Appeals arising from other categories may be allowable, at the discretion of the Board." A copy of the procedures for appeal to the Board of Regents is available on request from the Board of Regents Chief Executive Officer or Legal Counsel at the Board's Office, located in the Student Union of Oklahoma State University in Stillwater.

5.3 -- *Action by Faculty Senate President*

Upon receipt of a recommendation from the review committee, the Faculty Senate President shall, within five (5) working days, inform the parties involved in the dispute that either:

A. the review committee determines that a full hearing by a dispute resolution committee is not reasonably warranted, or
B. a dispute resolution committee will be formed to conduct a formal hearing.

In cases judged not warranting a formal hearing by a Dispute Resolution Committee, the petitioner shall be provided written reasons for the ruling. The ruling may be appealed to the VPAA, normally within five (5) working days. If the petitioner is granted a formal hearing, the ruling of the informal committee shall be included as evidence to come before the Dispute Resolution Committee. For cases in which a Dispute Resolution Committee is to be formed, the Faculty Senate President shall arrange a reasonable time and place for selection of the committee members which will afford all parties the right and opportunity to be present during the selection. The Dispute Resolution Committee shall normally be selected within twenty-eight (28) calendar days of the original filing of the petition by the faculty member. The Faculty Senate president shall randomly select faculty committee members.

5.4 -- *Membership of the Dispute Resolution Committee*

The Dispute Resolution Committee shall consist of six members as follows:

A. A non-voting chairperson who is a member of the Termination Hearing Board (Section 1.14) and who is chosen randomly by the Faculty Senate president;
B. One voting member who is a department head or dean, who is unaffiliated with the other committee members, and who is appointed by the VPAA from a list of three neutral candidates provided by the Faculty Senate president; and
C. Chosen by random selection process, four voting faculty members as follows: one member from each of two of the groups listed below to which the petitioner belongs and two additional members who must be tenured faculty; if the petitioner belongs to three of the following groups, they shall be allowed to select the two groups from which one member from each group is chosen:
    (1) men,
    (2) women,
    (3) racial/ethnic minorities,
    (4) professors,
    (5) associate professors,
    (6) assistant professors,
    (7) instructors, and
    (8) special positions equivalent to that of the petitioner (if not included above).

The petitioner and the respondent(s) shall each be allowed to submit relevant questions to committee members and may challenge without showing cause one voting member selection for the committee and challenge for cause any other voting member selection. Challenges may be made after a full potential committee has been selected. The Faculty Senate President shall exercise reasonable judgment in ruling on the validity of challenges for cause. Members of the department or school involved in the dispute shall not be eligible to serve on the committee.

5.5 -- *Dispute Resolution Committee Chairperson*

The chairperson shall provide Committee members with a copy of the petition filed by the faculty member and schedule the first meeting of the Committee at the earliest convenient time when all affected parties can be present.

5.6 -- *Dispute Resolution Consultant*

At any step in the dispute resolution procedures, any of the parties to the dispute or the committee may request the Faculty Senate President -- and/or the Affirmative Action Compliance Officer, if discrimination is alleged-- to serve as a consultant in an advisory capacity without the power of decision in the disputed matter. Additional consultation and advice on special issues or rules of procedure may be provided to the committee by an available attorney from the Board of Regents Office of Legal Counsel and/or a faculty member chosen by

the Faculty Senate President from faculty with experience on past Dispute Resolution Committees or some other specialized issue. Written functional guidelines for dispute resolution committees issued by the VPAA shall be followed.

5.7 -- *Responsibilities of Service on the Dispute Resolution Committee*

Members of the committee shall serve the best interests of OSU-Oklahoma City and act as neutral examiners of issues presented. Members shall avoid external discussions of the dispute with parties to the dispute resolution process and with others.

All members selected shall be expected to serve on the Committee except in cases of illness, necessary absence from the campus, service on a termination hearing committee or dispute resolution committee in the current academic year, or other extreme hardship. The Faculty Senate President shall decide whether a selected Committee member should be excused from service upon his request and may replace such a member by the same procedure used for the original selection.

5.8 -- *Hearings Procedures*

The following procedures and guidelines should be followed during the hearings. At each step in this process, the administrator or Committee involved should normally complete responsibilities within ten working days (based on the academic calendar).

5.8.1 The Dispute Resolution Committee shall normally hold its first session within ten working days after it has been formed by the Faculty Senate President. The committee shall hold a joint prehearing meeting (or meetings) with the parties in order to:

A. simplify the issues;
B. effect stipulations of undisputed material facts or witness statements;
C. provide for the exchange of documentary evidence or other information; and
D. achieve such other appropriate prehearing objectives as will make the formal hearing fair, effective, and expeditious.

5.8.2 Through its chairperson, the Dispute Resolution Committee shall require that the parties involved submit the following information to the Committee and exchange the same with the other party(ies) within seventy-two hours following the conclusion of the first session:

A. a list of witnesses whom they wish to present;
B. a written exposition of all relevant facts and/or opinions, as well as circumstantial evidence; and
C. documents which they deem pertinent to the case.

5.8.3 A confidential tape recording of the dispute resolution hearing shall be made by a recorder designated for the proceedings by the chairperson of the Committee and will be accessible to the principal parties involved, the Committee, the VPAA, the Board of Regents, and authorized representatives on a "need to know" basis.

Either party to the dispute may request that the Committee provide a typed transcript of the testimony. The cost of preparation of such a transcript shall be paid by the party making the request. Other involved parties may obtain a duplicate copy by paying the current fees for copying.

5.8.4 Length of hearing sessions may be established in advance; every reasonable effort should be made to conduct the hearing(s) as expeditiously as possible, with equal fairness to both parties.

5.8.5 The faculty member, having initiated the dispute resolution action, must establish by a quality of proof that is clear and convincing that the requested remedial action is justified and called for under the prevailing circumstances. The faculty member shall present their case first, with the respondent(s) following.

5.8.6 Both parties shall be permitted during the course of the hearing(s) to introduce additional documents and present witnesses not on their original lists, subject to reasonable notice to the other party and the

consent of the Dispute Resolution Committee.

5.8.7 The Dispute Resolution Committee may call witnesses of its own to the hearing and request documents not otherwise introduced by either of the parties.

5.8.8 In cooperation with the chair of the Committee, the respective parties are responsible for arranging the presence of their own witnesses and will schedule them for appearance as close to the time of call as possible.

5.8.9 OSU-Oklahoma City shall provide appropriate facilities, assistance, equipment, and support to the Dispute Resolution Committee; shall help it obtain the cooperation of witnesses; and shall make available non-confidential documentary and other evidence. The personnel records of the petitioning faculty member shall be accessible to the parties, the Dispute Resolution Committee review authorities, and their representatives.

5.8.10 The parties shall be permitted to use licensed legal counsel who shall be allowed to participate indirectly in all appropriate portions of the hearings. The Committee shall consider such counsel's statements on procedural matters and may receive the opinion of its own counsel. Counsel will not question witnesses or make opening or closing statements.

5.8.11 The Dispute Resolution Committee shall not be bound by strict rules of legal evidence, and may admit any evidence which is of probative value in evaluating the issues involved. Every reasonable effort shall be made to obtain the most reliable evidence available.

5.8.12 The findings of fact and any recommendations in the Committee's report shall be based solely on relevant evidence contained in the hearing record and reasonable inferences drawn therefrom.

5.8.13 Except for such simple announcements as may be required covering the time of hearing and similar matters, public statements and publicity about the case by either the faculty member, affected administrators(s), or their representatives, shall be avoided so far as possible until the proceedings have been completed, including the submission of the advisory report of the Dispute Resolution Committee to the Faculty Senate President, the petitioning faculty member, and the respondent administrator(s).

5.8.14 The hearings and the report of the Dispute Resolution Committee shall normally be completed within forty-five (45) working days (based on the academic calendar) of the formation of the Committee. In any case in which the Committee deems this time schedule to be inadequate, the chairperson of the Committee shall notify the principal parties involved in writing of the amended time schedule.

5.9 -- *The Report of the Dispute Resolution Committee*

5.9.1 In preparing its report, the Dispute Resolution Committee shall specifically cite the information upon which its advisory conclusions were based. The written report shall contain:

A. a statement of the purpose of the hearing(s),
B. issues considered,
C. findings of fact, and
D. relevant advisory recommendations.

5.9.2 The Dispute Resolution Committee shall submit its report via the Faculty Senate President to the parties involved in the dispute, and:

A. If the dispute is directed against a department head and/or dean, the report of the Dispute Resolution Committee shall be submitted to the VPAA. If the VPAA concurs with the report of the Committee, the case will be resolved by the VPAA through the implementation of the committee's

recommendations.

If the VPAA disagrees with the report of the committee, the VPAA shall return the report to the committee with the specific concerns stated in writing.

The Committee will then reconsider the case, taking into account the VPAA's concerns and reviewing new evidence with the parties, if necessary and practical. If the positions of both the VPAA and the Dispute Resolution Committee cannot be reconciled, the report of the Committee and the VPAA's written objections to the Committee's report shall be forwarded to the Senior VPAA for a decision and action.

B. If the faculty member's petition is directed against the VPAA or against both the VPAA and another administrator, the Dispute Resolution Committee report shall be submitted to the Senior VPAA for decision and action.

If the Senior VPAA concurs with the report of the Committee, the case will be resolved by implementation of its recommendations. If the Senior VPAA disagrees with the report of the Committee, the Senior VPAA will return it to the Committee with specific written concerns.

The Committee will then reconsider the case, taking into account the Senior VPAA's concerns and reviewing new evidence with the parties, if necessary and practical. If the positions of the Senior VPAA and the Committee cannot be resolved, the Senior VPAA's decisions will stand, subject to any available appeals to the Board of Regents[19].

C. If the faculty member's petition is directed against the Senior VPAA, the Dispute Resolution Committee report shall be submitted to the President of Oklahoma State University, Stillwater, for decision and action.

If the President concurs with the report of the Committee, the case will be resolved by implementation of its recommendations. If the President disagrees with the report of the Committee, the President will return it to the Committee with specific written concerns.

The Committee will then reconsider the case, taking into account the President's concerns and reviewing new evidence with the parties, if necessary and practical. If the positions of the President and the Committee cannot be resolved, the President's decisions will stand, subject to any available appeals to the Board of Regents[20].

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[19] The faculty member must bear in mind that access to the Board's appellate procedure is not automatically granted and that the procedure may be revised by action of the Board of Regents. The "Board Appellate Procedures," Board Rule No. 30:1-1-10 states: "The hearing of appeals is mandatory only in cases involving termination of tenured professors. Appeals arising from other categories may be allowable, at the discretion of the Board." A copy of the procedures for appeal to the Board of Regents is available on request from the Board of Regents Chief Executive Officer or Legal Counsel at the Board's Office, located in the Student Union of Oklahoma State University in Stillwater.

[20] Id.

Appendix C

Faculty Evaluation Procedures

PURPOSE

The purpose of the faculty evaluation process is to provide the faculty member and the evaluator with an opportunity to work together in maintaining the high quality of instruction at Oklahoma State University - Oklahoma City.

DEFINITIONS

The following terms are defined as specified for the Oklahoma State University – Oklahoma City Faculty Evaluation process.

Appraisal Period – July 1-June 30

Institutional RPT/CPTR Screening Committee – The institutional RPT/CPTR committee consists of faculty representing various schools and ranks. The composition of the committee is detailed in the Statement of Policy Governing Appointments, Tenure, Promotions, and Related Matters of the Faculty of OSU-Oklahoma City.

School RPT/CPTR Screening Committee – Each school will form its own committee to review RPT and CPTR packets and write letters of recommendation prior to review by the Institutional RPT/CPTR committee. The procedures for formation of the committee, packet review, and representative selection shall be decided within each school.

Supervisory Evaluator - Those individuals with supervisory responsibility over faculty. Department Heads are the direct supervisors of the faculty within their department, and Deans are the direct supervisors of Department Heads.

Tenure-Track Faculty - Those individuals whose job description contains a tenure-track designation in their letter of offer.

VPAA - Vice President for Academic Affairs

OVERVIEW OF PROCESS

Annual Evaluation Procedures

The Office of Academic Affairs will provide guidance for completion of the evaluation process for all instructional faculty and evaluators. Faculty in their first year of employment at OSU-OKC should attend the training to ensure they understand the process.

All evaluation records become the property of Oklahoma State University-Oklahoma City and will be filed in the Offices of Academic Affairs and Human Resources. Copies of completed faculty evaluations may be kept on file by the dean and, when relevant, an Employee Action (EA) form will be placed in the official file in the Human Resources Office. The faculty member is entitled to retain a copy of the final appraisal comments.

All faculty will be evaluated annually. Depending on their rank, time in rank, and tenure status, full-time faculty may complete:

- A standard annual evaluation
- An RPT packet
- A CPTR packet

See the Statement of Policy Governing Appointments, Tenure, Promotions, and Related Matters of the Faculty of OSU-Oklahoma City for details about when tenure-track faculty are required to or may submit an RPT packet. Tenured faculty will complete a CPTR packet every five years after receiving tenure.

Standard annual performance evaluations are reviewed within the academic school, whereas RPT and CPTR packets are reviewed by the institutional RPT/CPTR Committee.

Forms and Documents

Required Forms:

- Classroom Observation (formerly Form A) (completed once per appraisal period)
- End-of-Instruction Course Evaluation (formerly Form B) (administered every semester for each course by the Office of Institutional Effectiveness and Accreditation)
- Annual Appraisal Document (formerly Form D) (completed once per appraisal period *except* when faculty goes through RPT process)

These forms are described in more detail at the end of this document. All forms required for faculty evaluation are posted in Sharepoint. If the faculty member has difficulty accessing the required documents, the supervisory evaluator is responsible for furnishing each instructional faculty member with the necessary forms.

Forms will not be substantively changed without undergoing review by the Board of Regents; however, formatting, file types, and exact wording may be adjusted to improve a form's clarity or function. The newer version for the current academic year will be posted in Sharepoint no later than September 1 of that academic year; faculty and supervisory evaluators shall be responsible for downloading current forms from Sharepoint each year.

Standard Annual Evaluation

Full-time faculty who are not scheduled to complete the RPT/CPTR packet will complete the standard annual performance evaluation packet, which includes all required forms.

Classroom Observation (formerly Form A)	Completed by May 1 of the appraisal period
End-of-Instruction Course Evaluation (formerly Form B)	Administered by the Office of Institutional Assessment after the term is 75% complete
Faculty contribution to Annual Appraisal Document (formerly Form D)	Deadline set by supervisor
Supervisor contribution to Annual Appraisal Document (formerly Form D)	Completed by May 1 of the appraisal period
Meet with supervisor to discuss, sign, and submit Annual Appraisal Document (formerly Form D)	Completed by May 1

Supervisors shall provide faculty members with a copy of the Annual Appraisal Document that includes their comments and signature. Faculty are responsible for retaining a signed copy of this document, which shall be included when the faculty member next participates in the RPT or CPTR process. The supervisor shall also be responsible for uploading this document to Sharepoint.

RPT (Reappointment, Promotion, Tenure)

Tenure-track instructional faculty members complete the RPT packet to apply for reappointment to instructor, promotion in rank, and/or tenure, with one exception: those of instructor rank will not complete the RPT packet for reappointment in their first and third years. See the Statement of Policy Governing Appointments, Tenure, Promotions, and Related Matters of the Faculty of OSU-Oklahoma City for details about when tenure-track faculty are required to or may submit an RPT packet instead of the standard annual evaluation.

To be eligible for the RPT process, one must hold a tenure-track faculty appointment. Staff, adjunct faculty, and staff who teach as adjunct faculty are not eligible to go through the RPT process. Faculty who assume an administrative position will maintain their faculty rank, but will not be eligible to participate in the RPT process until they resume a tenure-track faculty role.

The RPT process includes preparation of a comprehensive evaluation packet by the faculty member and review of that packet by the RPT committees. Once a packet is submitted for review, no additional documents shall be added.

The RPT Packet shall include:

Section 1: Curriculum vita and cover sheet containing OSU-OKC appointment history, current job description, and requested action (reappointment, promotion, and/or tenure)

Section 2: All required forms (formerly A, B, and D) from all years since last promotion. (If any documents are missing, the faculty member must include written explanation from their Dean for each absent document.)

> Note: RPT packets will only include the current academic year's Classroom Observation, not End-of-Instruction Course Evaluations or Annual Appraisal Document due to timing

Section 3: Packet consisting of arguments and supporting evidence to demonstrate high quality performance

Section 4: Letters of recommendation from supervisors (both department head, if applicable, and dean) and the school RPT/CPTR committee, and additional letters as required by School RPT/CPTR Committees.

If any required documents are missing from the packet without sufficient explanation for their absence, the packet will not be evaluated for RPT. The applicant is responsible for ensuring all materials are submitted for evaluation. No materials will be added after the second Friday in February. If the RPT committee does not review a packet because of missing materials, the committee may recommend a onetime single-year reappointment at the faculty member's current rank and tenure status and require the faculty member to resubmit the following year.

Supervisor Letter

Supervisors (department heads and deans, as relevant) will provide letters recommending whether reappointment, promotion, and/or tenure should be granted. Supervisors should include statements addressing elements in the required forms for the period under consideration, but also must assess soft skills such as teamwork, problem solving, critical thinking, leadership, peer relationships, and student service orientation. Personnel matters should also be considered. When there is a potential for disclosure of personnel matters to the RPT/CPTR Committee, the department head and/or dean may consult separately with the VPAA prior to submission of the required letter.

Calendar of RPT Deadlines

Classroom Observation (formerly Form A)	Completed by the last Friday in January
End-of-Instruction Course Evaluation (formerly Form B)	Administered by the Office of Institutional Effectiveness and Accreditation after the term is 75% complete
Sections 1-3 of RPT packet	Completed by the last Friday in January
Meet with supervisor to discuss performance	Completed by the 1st Friday in February
Department/School RPT/CPTR Screening Committee review	Completed by the 2nd Friday in February
Section4 of RPT packet	Completed by the 2nd Friday in February
Institutional RPT/CPTR Screening Committee review completed	Completed by last Friday in February
Faculty notified of Institutional Committee recommendation	Completed by first Friday in March
Faculty alerted of RPT decision	Completed by April 1

CPTR (Cumulative Post-Tenure Review)

Tenured faculty will complete the cumulative post tenure review (CPTR) process every fifth year beginning with the fifth year after tenure is earned. The CPTR packet compiles the required forms from the previous five years, as well as several additional items, as described below. The deadlines for completing required forms for the year under consideration are also earlier for CPTR than they are for a standard annual evaluation.

The CPTR Packet shall include:

Section 1: Curriculum vita and cover sheet containing OSU-OKC appointment history, current job description, and requested action.

Section 2: All required forms (formerly A, B, and D) from all years since last RPT/CPTR review. (If any documents are missing, the faculty member must include written explanation from their Dean for each absent document.)

Note: CPTR packets may not include all End-of-Instruction Course Evaluations for current year due to timing

Section 3: Any supplemental information required by School RPT/CPTR Committees or which the faculty member wishes to provide

Section 4: Letters of recommendation from supervisors (both department head, if applicable, and dean), and the school RPT/CPTR committee, and additional letters as required by School RPT/CPTR Committees.

Classroom Observation (formerly Form A)	Completed by the last Friday in January
End-of-Instruction Course Evaluation (formerly Form B)	Administered by the Office of Institutional Effectiveness and Accreditation after the term is 75% complete
Faculty contribution to Annual Appraisal Document (formerly Form D)	Deadline set by supervisor
Supervisor contribution to Annual Appraisal Document (formerly Form D)	Completed by last Friday in January
Sections 1-3 of CPTR packet	Completed by the last Friday in January
Meet with supervisor to discuss, sign, and submit Annual Appraisal Document (formerly Form D)	Completed by the 1st Friday in February
Department/School RPT/CPTR Screening Committee review	Completed by the 2nd Friday in February
Section4 of CPTR packet	Completed by the 2nd Friday in February
Institutional RPT/CPTR Screening Committee review completed	Completed by last Friday in February
Faculty notified of Institutional Committee recommendation	Completed by first Friday in March
Faculty alerted of CPTR decision	Completed by April 1

If any required documents are missing from the packet without sufficient explanation for their absence, the packet will not be evaluated for CPTR. The applicant is responsible for ensuring all materials are submitted for evaluation. No materials will be added after the second Friday in February.

Supervisor Letter

Supervisors (department heads and deans, as relevant) will provide letters evaluating the faculty member's performance for the period under consideration, and, if relevant, recommending the establishment of an individual development plan to address deficiencies. Supervisors should include statements addressing elements in the required forms for the period under consideration, but also must assess soft skills such as teamwork, problem solving, critical thinking, leadership, peer relationships, and student service orientation., Personnel matters should also be considered. When there is a potential for disclosure of personnel matters to the RPT/CPTR Committee, the department head and/or dean may consult separately with the VPAA prior to submission of the required letter.

FORMS

CLASSROOM OBSERVATION (Formerly Form A)

The classroom observation is designed to give the faculty member the benefit of review of in-class teaching/learning practices. This review is to help the faculty member continue to provide high-quality instruction. An added benefit of review is that successful practices can be observed by and used by other faculty. Classroom observations shall be conducted by Department Heads, Deans, or other designated supervisors at least once per appraisal period.

Form A is available in versions for in-person and online classes; the evaluator shall use the appropriate form for the modality being observed.

The evaluator must agree to provide a fair, honest evaluation to the best of their ability. It is expected that the evaluator will provide constructive feedback to the faculty being evaluated.

Classroom Observation: In-Person

- The classroom observation can occur during any week of the course/semester prior to the relevant deadline (May 1 for standard annual evaluations; last Friday in January for RPT and CPTR).

- The faculty member will inform their respective Department Head, Dean, or other designated supervisor of their lecture schedule for the semester and provide a list of class periods they would like to have evaluated.

- The evaluator will be present at the beginning of the class and will stay for a minimum of 50 minutes. This can be negotiated by the faculty member being evaluated.

- The evaluator will become aware of the course objectives through review of the course syllabus and/or in consultation with the faculty member before the visit.

Classroom Observation: Online

- The classroom observation can occur during any week of the course/semester prior to the relevant deadline (May 1 for standard annual evaluations; last Friday in January for RPT and CPTR).

- If the course meets synchronously online, the faculty member will inform their respective Department Head, Dean, or other designated supervisor of their lecture schedule for the semester and provide a list of sessions they would like to have evaluated.

- The evaluator will review the faculty member's online course presentation or recording. Where necessary, faculty members are required to provide evidence of online classroom details when requested to help support the evaluator's review.

- The evaluator will become aware of the course objectives through review of the course syllabus and/or in consultation with the faculty member before the visit.

The evaluator will review the assessment with the faculty member within 7 working days of observation.

In the event of a less than satisfactory composite assessment, the faculty member may request to arrange for subsequent additional classroom visitation(s).

In the event of a less than satisfactory rating on any specific item, the evaluator will indicate the basis for the rating and specific recommendations for improvement, which will be discussed with the faculty member. A copy of the rating and recommendation will be provided within two weeks of the completion of the assessment.

STUDENT EVALUATION OF INSTRUCTOR (Formerly Form B)

Student evaluation of instruction will be administered by the Office of Institutional Effectiveness and Accreditation according to the following schedule:

- 16-week semester courses – Administered during weeks twelve (12) through sixteen (16).
- 8-week semester courses – Administered during weeks six (6) through eight (8).
- Short courses – Administered when 75% of the course is complete.

At the beginning of the evaluation period and at regular intervals throughout the evaluation period, all students enrolled in one or more courses at OSU-Oklahoma City will receive, via their school student email accounts, instructions on how to access the secure online evaluation system to begin their evaluations. Reminder emails will be sent to students who have not yet completed an evaluation for a given course.
To ensure fairness within the evaluation process, results will not be released until after the end of the semester and all final grades have been submitted.

Typically, student evaluations of instruction are based on student responses to statement items specific to their learning experience in the course. Students are also provided an opportunity to include additional comments if they so choose. As research on best practices for student evaluations continues to evolve, OSU-OKC strives to follow current industry standards and may update the evaluation instrument as appropriate.

ANNUAL APPRAISAL DOCUMENT (Formerly Form D)

This document is used by faculty undergoing standard annual evaluations and CPTR; it helps provide the faculty member the opportunity to report on their activities during the academic year.

1. The faculty member will obtain the current form from Sharepoint.
2. The faculty member completes the “To Be Completed by Evaluatee” portions of the form by the deadline set by the supervisor, and submits this document to the supervisor.
3. The supervisor completes the “To Be Completed by Supervisory Evaluator” portions of the form by the relevant deadline (May 1 for standard annual evaluations; last Friday in January for CPTR).
4. The supervisor is responsible for scheduling a meeting with the faculty to member to discuss, sign, and upload the final form to Sharepoint.

Appendix D

Notice of Intent to Engage in Professional Activity for Extra Compensation

OKLAHOMA STATE UNIVERSITY-OKLAHOMA CITY

Report Regarding Outside Professional Activities for Extra Compensation

During the _____ academic year, I plan to pursue the following outside professional activities (List date, client and nature of activities performed.):

Dates	**Employer/Client**	**Nature of Activities**

Deadlines for submission of the Notice are prior to August 15 for fall semester, prior to January 15 for spring semester, or within 14 days of accepting outside activities during the semester. Note: Faculty who intend on engaging in outside activities for the entire academic year may submit one Notice for the academic year prior to the August 15 deadline.

I understand that any outside professional activities should not unduly interfere with my classes or typical responsibilities at OSU-Oklahoma City.

Signature: _____ Date: _____

Department Head: _____ Date: _____

Dean: _____ Date: _____

VPAA: _____ Date: _____

□ Received Academic Affairs
□ Saved to W:
□ Copy Returned to Faculty Member

Appendix E

Cumulative (Post-Tenure) Review of Faculty

OSU-OKLAHOMA CITY CUMULATIVE (POST-TENURE) REVIEW POLICIES AND PROCEDURES

POLICY

1.01 For each tenured faculty member, a cumulative review shall take place every five years. A review conducted to grant promotion qualifies as a cumulative review. The review shall be based on discussion and substantive documentation provided by the faculty member. Individuals designated to conduct the review shall be members of the School and Institutional Reappointment, Promotion, and Tenure Committees. The review process shall include written feedback to the faculty member as well as a provision for response. Written feedback shall be a detailed description of the faculty member's accomplishments or deficiencies. If deficiencies are present, the cumulative review will establish an individual development plan for the faculty member. Faculty members are responsible for their own development consistent with department, school, and University goals. Any formal development plan should respect academic freedom and professional self- direction, and it should be flexible enough to allow for subsequent alteration.

1.02 The results of a Cumulative Review of Tenured Faculty may be used by appropriate administrators as a basis for providing support which will assist faculty members in carrying out their professional goals and responsibilities. Any disciplinary action that may follow the cumulative review must adhere to all prescribed procedures in force within this policy document. In the event that unsatisfactory performance has not improved within the timelines set in the individual development plan, any dismissal action shall be based upon those grounds for dismissal specified in the December 11, 2020 "Policy Statement to Govern Appointments, Tenure, Promotions, and Related Matters of the Faculty of Oklahoma State University-Oklahoma City."

1.03 If a faculty member believes that the results from a cumulative review are based on unlawful discrimination, inadequate consideration, or legitimate exercise of academic freedom, he/she may request a review of the matter utilizing the dispute resolution procedure in Appendix 5 of this policy document.

Source: "Policy Statement to Govern Appointments, Tenure, Promotions, and Related Matters of the Faculty of Oklahoma State University- Oklahoma City," Section 2.0 (December 11, 2020).

PROCEDURE

2.01 Faculty Subject to Cumulative Review

A Cumulative Review shall take place for each and every tenured faculty member every five (5) years. A promotion review may be substituted for a cumulative review. The cumulative review may be rescheduled due to a leave of absence, sabbatical, administrative assignment outside the academic unit, or other extenuating circumstances as determined by the Office of Academic Affairs.

The Office of Academic Affairs may waive the cumulative review for faculty who have given formal notice of their retirement or resignation.

2.02 Cumulative Review Schedule

The Office of Academic Affairs shall develop, maintain, and annually distribute to all tenured faculty members a schedule specifying the year during which each tenured faculty member is to undergo cumulative review.

2.03 Cumulative Review Committee

The OSU-Oklahoma City Reappointment, Promotion, and Tenure Committee shall be charged with conducting reviews for all tenured faculty.

Source: "Policy Statement to Govern Appointments, Tenure, Promotions, and Related Matters of the Faculty of Oklahoma State University-Oklahoma City," Section 2.0 (December 11, 2020).

2.04 Review Criteria:
The review criteria for post-tenure review is the same criteria used for the annual appraisal document (formerly Form D) but should address the faculty member's performance since the last RPT or CPTR action.

2.05 Documents and Information Used in the Review
Faculty under review must provide the preceding five consecutive years of annual performance evaluation packets (required forms), a letter of recommendation from the department head, if applicable, and dean, and any supplemental information the faculty member may include.

The faculty member or the committee may request an interview for the purpose of discussing and clarifying the documentation.

2.06 Development and Disposition of the Cumulative Review Report
The committee shall prepare a written report that assesses the faculty member's overall performance during the review period in terms of the academic school's performance standards and expectations.

The committee shall submit its report to the faculty member under review. The faculty member shall be given ten (10) working days to respond to the report in writing. Following receipt of the response by the faculty member, if any, the committee shall promptly submit the committee's final report, and the response, if any, to the Provost and Vice President of Academic Affairs.

The Provost and Vice President of Academic Affairs shall be given ten (10) working days to respond in writing to the committee report and any responses by the faculty member.

A final copy of the committee's report, the faculty member's response, if any, and the response of the Provost and Vice President of Academic Affairs, shall be provided to the faculty member and the dean. These documents, along with those listed in 2.05, shall be included in the faculty member's personnel file.

2.07 Rewarding Faculty for Outstanding Performance
The cumulative review process should identify and recognize outstanding performance by faculty members. The report may be used by appropriate administrators as a basis for supporting faculty members in carrying out their professional goals and responsibilities and compensating those with outstanding performance.

2.08 Corrective Development Plan
For faculty members whose overall performance reflects substantial deficiencies, the dean and the faculty member shall develop a corrective plan to improve performance and address deficiencies. The plan should be individualized and flexible; taking into account the faculty member's intellectual interests, abilities, and career stage, as well as needs of the school and institution. The plan should establish clear performance goals, specify steps designed to achieve these goals, define indicators of goal attainment, establish a clear and reasonable time frame for the completion of goals, identify resources available for implementation of the plan, and state the consequences of failure to attain the goals. A copy of the corrective development plan shall be forwarded to the Provost and Vice President of Academic Affairs and another copy placed in the faculty member's personnel file.

2.09 Dispute Resolution
If a faculty member believes that the committee report, the corrective plan, or administrative actions taken as a result of the cumulative review are unfair or that they fail to honor the legitimate exercise of academic freedom, they may request a review of the matter utilizing the policies and procedures outlined in the "Policy Statement to Govern Appointments, Tenure, Promotions, and Related Matters of the Faculty of Oklahoma State University-Oklahoma City," (December 11, 2020).

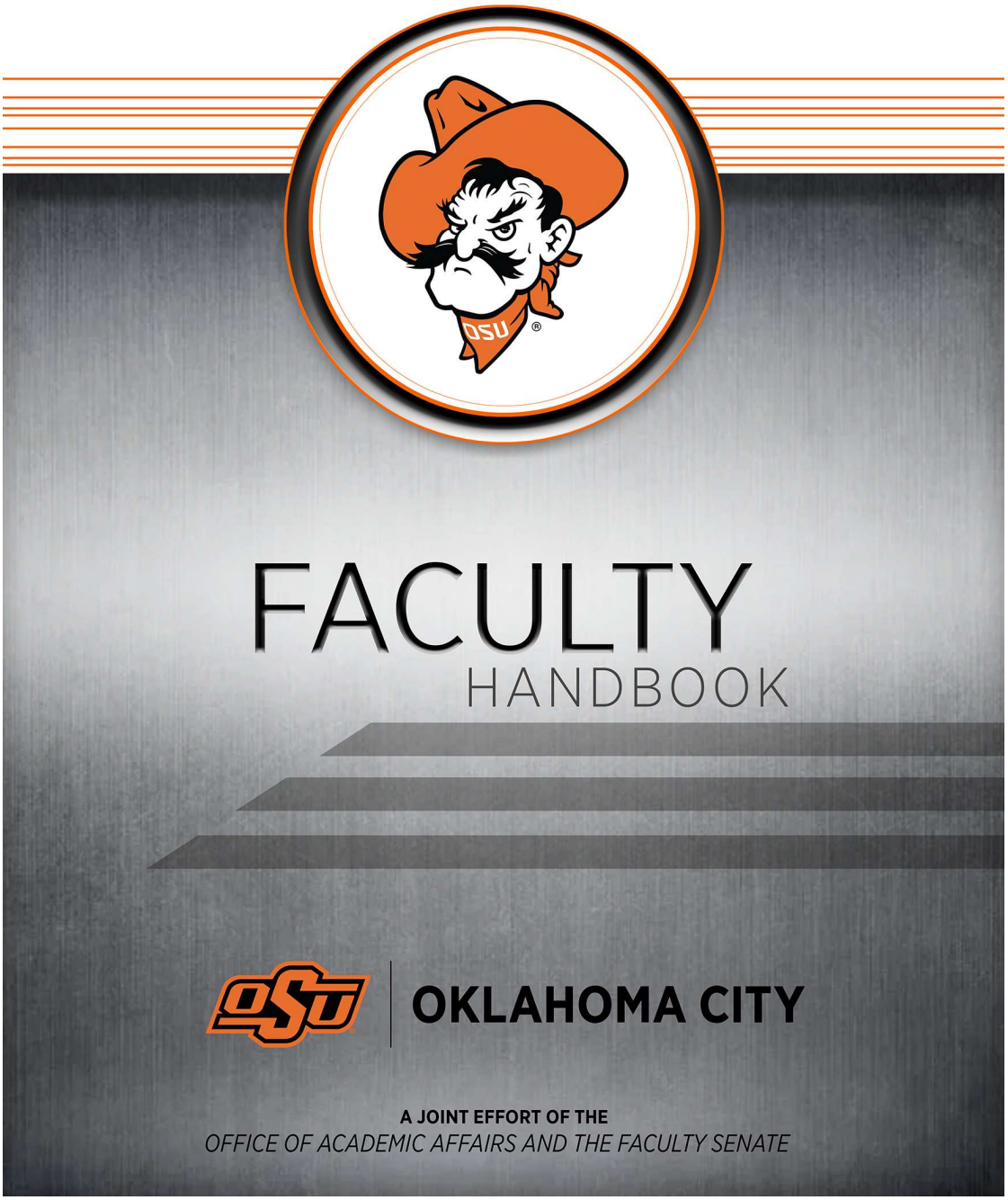
Grounds for dispute may include unlawful discrimination, inadequate consideration, and others listed in Section 2.3 of the Dispute Resolution Policy.

2.10 Disciplinary Action

The purpose of the cumulative review is to promote faculty development. Any disciplinary action that comes after cumulative review shall adhere to all prescribed procedures in the "Policy Statement to Govern Appointments, Tenure, Promotions, and Related Matters of the Faculty of Oklahoma State University-Oklahoma City," Section 2.0 (December 11, 2020).

Original Policy: Recommended by the Academic Policy Committee of the Faculty Senate to the full Faculty Senate meeting on October 9, 2008. Final Revision: Spring, 2017.

2.04-2.05 modified to be consistent with approved changes to the Faculty Evaluation Document: Fall, 2019. Approved by OSU A&M Board of Regents: December 11, 2020


FACULTY
HANDBOOK
OKLAHOMA CITY
A JOINT EFFORT OF THE
OFFICE OF ACADEMIC AFFAIRS AND THE FACULTY SENATE

Preface

This Faculty Handbook was prepared by the Office of the Provost and Vice President of Academic Affairs, with the assistance from representatives of the Faculty Senate, to:

- *Outline the University structure, functions, general faculty policies and procedures;*
- *Aid in dealing with matters with which the individual faculty member may be unfamiliar;*
- *Identify and encourage use of University services which are available to support academic activity; and*
- *Afford ready access to basic materials that guide the conduct of University functions.*

Note: Detailed policies and procedures are left to other communications.

Each school will have hard copies for reference or faculty members can access the electronic copy of the Faculty Handbook, which is available on the Oklahoma State University-Oklahoma City Academics and Human Resources webpages.

Suggestions for improving the Faculty Handbook should be directed to the Faculty Senate and/or the Office of the Provost and Vice President of Academic Affairs.

This Faculty Handbook has been prepared for general informational purposes only. No statement appearing in the Faculty Handbook constitutes a contractual obligation by the A& M Board of Regents or Oklahoma State University - Oklahoma City. If any policy statements of the A&M Board of Regents or the University are in contradiction to statements appearing in the Faculty Handbook, such official policy statements will be deemed to control over the statements appearing in this document. ***The A&M Board of Regents and the University reserve the right to alter the terms of official policy statements and/or this Faculty Handbook at any time, without advance notice.***

OSU A&M Board Approval: ~~June 14, 2024~~TBD.

OKLAHOMA CITY

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About our Campus

Oklahoma State University-Oklahoma City was first established as a branch campus of Oklahoma State University (OSU) in the fall of 1961. The name at the time was Oklahoma State University Technical Institute.

Under the administrative guidance of the OSU School of Engineering, the Oklahoma City campus was established to provide the people in the metropolitan Oklahoma City area and the state with technical and occupational programs at the associate degree level.

The founders worked closely with business and industry leaders to identify needs for technical personnel within the business community. Quality programs and flexible scheduling enabled full-time and part-time students to improve their job capabilities and work mobility at their own pace and provide the job industry with technicians for tomorrow's needs.

Originally, three departments, Electronics, Drafting and Mechanical Power, held their first classes in borrowed classroom and laboratory facilities at Oklahoma City University. After the spring semester of 1962, the school moved to a renovated elementary school at 1900 N.W. 10th Street; some departments remained at that site until 1982.

In the 1970's, the administrative organization was changed so that the director of the technical institute reported directly to the president of Oklahoma State University. In January 1972, the present campus at 900 North Portland was opened. The first building on campus was the Administration Building. The Health Technology Building was added in 1974, and the Police and Fire Training Centers were opened in 1975 and 1976, respectively. The City of Oklahoma City leases buildings on campus that houses the Police and Fire Training Centers.

Two facilities were opened in 1984: The Horticulture Center dedicated and opened in January and the Engineering Technology Building in October. In June 1994, the Student Center was dedicated and a year later the Learning Resource Center was dedicated. The Human Services Education Center was dedicated in March 2001. The campus expanded in spring 2008 by two more buildings: The Agriculture Resource Center dedicated in March and the Public Safety Training Center in May. The Engineering Technology Center, the home for engineering-related programs, opened in fall 2011.

In 1985, the name of the institute was changed to Oklahoma State University Technical Branch. In 1990, the Oklahoma A&M Board of Regents changed the name again and the Technical Branch became known as Oklahoma State University - Oklahoma City. In 2002, Senate Bill 995 officially changed the name to Oklahoma State University-Oklahoma City.

In 2016, the Allied Health Building was opened with ribbon cutting ceremony occurring on August 26, 2016. The building houses the Health Sciences programs and contains a state-of-the-art simulation center.

VISION

~~**Philosophy**~~

~~Oklahoma State University-Oklahoma City (OSU-Oklahoma City) operates~~City) ~~operates from the premise that each person should be:~~

~~• Treated with dignity and respect.~~
~~• Afforded equal opportunity to acquire a complete educational experience.~~
~~• Given an opportunity to discover and develop their special aptitudes and insights.~~
~~• Provided an opportunity to equip themselves for a fulfilling life and responsible citizenship in a world characterized by change.~~

Mission

OSU-Oklahoma City's mission is to advance our ~~diverse~~ communities through transformative career and workforce education programs and services.

Vision

OSU-Oklahoma City's vision is to be the region's leading career and workforce university.

The Cowboy Code

We end the day knowing we gave it everything we had.

Cowboys carry a work ethic of tenacious integrity.

We dream only as big as the sky.

Cowboys are creative innovators with boundless imagination.

We know challenges come with pain, but pain will not win.

Cowboys seize and respond to opportunities, no matter the obstacles.

We have a passion to do what's right, even when it's hard.

Cowboys help others and embrace a commitment to ethical excellence.

We stand for what matters, even if we stand alone.

Cowboys understand that responsibility and leadership can sometimes be lonely.

We finish what we start.

Cowboys stop when the task is done — not when the sun goes down.

Being a Cowboy isn't in our clothes, it's in our character.

Cowboys conduct themselves with devotion and sincerity — ever Loyal and True.

Core values

Community - Foster a strong sense of community based on shared governance among student, faculty, staff and administration.

Respect - Respect and value all individuals, beliefs and opinions.

Excellence - We seek excellence in all our endeavors and we are committed to continuous improvement.

Intellectual Freedom - We believe in ethical and scholarly questioning in an environment that respects the rights to freely pursue knowledge.

~~**Diversity** - We respect others and value diversity of opinions, freedom of expression and ethnic and cultural backgrounds.~~

Integrity - We are committed to the principles of truth and honesty, and we will be equitable, ethical and professional.

Service - We believe that serving others is a noble and worthy endeavor.

Stewardship of Resources - We are dedicated to the efficient and effective use of resources. ~~We accept the responsibility of the public's trust and are accountable for our actions.~~

Governance

Oklahoma State University-Oklahoma City (OSU-Oklahoma City), as part of the Oklahoma State System of Higher Education, is under the authority of the president of Oklahoma State University and that of the Board of Regents for Oklahoma State University and the A&M colleges.

The Oklahoma State System of Higher Education was created with the people's adoption of an amendment to the State Constitution, Article XIII-A, on March 11, 1941. The amendment provided that " . . . All institutions of higher learning supported wholly or in part by direct legislative appropriations shall be integral parts of a unified state system to be known as the Oklahoma State System of Higher Education."

The amendment also created the Oklahoma State Regents for Higher Education as the

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"coordinating board of control of the Oklahoma State System of Higher Education." The Oklahoma State Regents for Higher Education consists of nine individuals appointed by the Governor, with Oklahoma Senate

confirmation, to nine- year, staggered terms.

Responsibilities of the State Regents include determining the functions and courses of study for each institution, establishing standards of education, submitting budget requests for the state system to the Legislature, allocating state appropriated and revolving funds to each institution, and setting student fees. The chancellor of the state system serves as the chief administrative officer of the State Regents.

The Board of Regents for Oklahoma State University and the A&M colleges is the specific governing board for the state colleges and universities in Oklahoma that emphasize agricultural and technical education. Created by Senate Joint Resolution Number 9, Oklahoma Session Laws 1943, page 340, it is also embodied in Article 6, Section 31a of the constitution of Oklahoma. The provisions of the constitutional amendment have been further implemented by the provisions of Title 70.

The University President is the principal administrative officer of Oklahoma State University and is directly responsible to the Board of Regents for all operations of the University.

2017: The U.S. Chamber of Commerce ranks Oklahoma higher education No. 5 in the nation in affordability.

Administrative Structure

Management responsibilities of the University are grouped according to function, with a vice president or equivalent University officer having administrative responsibility for such functions as academics, business and finance, and student services., and development.

The **Provost/Vice President of Academic Affairs** (hereafter VPAA) provides leadership and coordination in all matters for OSU-OKC including academic programs, student services, and institutional operations. Reporting to the Provost and Vice President of Academic Affairs are the Vice Provost of Academic Affairs, Vice President of Budget and Finance, and Vice President of Operations.

The **Vice Provost of Academic Affairs** provides leadership and coordination in matters relating to all academic programs, curriculum, and faculty development, student services and community engagement. Reporting to the Vice Provost and Vice President of Academic Affairs are the Associate Vice President for Academic AffairsVice Provost, Associate Vice President of Student Services Enrollment Management and Student Services, the aAcademic dDeans, Registrar, Senior Director of Institutional Effectiveness and AssessmentAccreditation, and Community Engagement.

The **Vice President for Budget and Finance** provides leadership and coordination for the campus business enterprises, financial operations, and personnel., and affirmative action. Personnel rReporting directly to the Vice President for Budget and Finance are those responsible for Business Services, Human Resources, Purchasing, Financial Aid, Health and Wellness, and Campus Events and Wellness.

The **Vice President for Operations** provides leadership and coordination for the campus information services, facilities operations, and maintenance. Personnel reporting directly to the Vice President for Operations are the

Budget & Finance division and those responsible for Facilities Operations, Grounds, and Safety and Security., Institutional Grants and Compliance and Information Technology.

The **Senior DirectorAssociate Vice President of Marketing & Communications** is responsible for providing a variety of services to the campus including maintaining and growing the OSU-Oklahoma City brand through advertising, campaigns, publications, and student recruitment pieces; promoting upcoming events; and writing feature stories and

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press releases.

Academic program advisory boards have been established for all programs. Members are from various business, industry and community-service groups and include several graduates. These boards meet once or twice a year with the deans, department heads and faculty to discuss and offer guidance concerning curriculum, equipment, and text materials. The specialized technical knowledge provided by each technology's advisory board has proven invaluable in the institution's move towards excellence to meet the educational needs of industries and businesses.

The style of management used at the college is participatory .

Faculty Representation

The style of management used at the college is participatory. Inherent in this style is the fact that decisions are based on input from all interested or affected groups within the institution. As a part of this process, councils and committees provide the input necessary for decisions to be made. These groups provide information and feedback to the Provost and Vice President of Academic Affairs ~~and the Vice President of Operations~~ to assist in the direction of the institution. These groups may also be asked to decide on matters referred to them by the Provost and Vice President of Academic Affairs, the Executive Team, or their respective membership.

For a full listing of committees and their actions, agendas, minutes, and rosters, please visit the Committee SharePoint site.

Advisory Councils

The **Academic Affairs Leadership Team** group is concerned with coordination, advisement, and planning of instructional activities on campus.

The **Faculty Senate** is a body that acts in an advisory capacity, making recommendations to the Provost and Vice President of Academic Affairs, or other campus-based groups regarding issues related to internal institutional policies, procedures, and programs (See Appendix A).

Standing Committees

Standing Committees are responsible for recommendations concerning much of the college's activities and business. Committees are composed of a cross- section of employees: faculty, staff, students and administrators depending on the nature and function of the committee. Committee assignments are the result of a joint effort between Faculty Senate and Staff Council. Advice is sought from the various councils and advisory groups to provide the necessary input for decisions that are best for all concerned. In accordance with the tenets of Shared Governance, any member of the faculty, staff, student body or the general public may attend any meeting on campus except when personnel matters are discussed.

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Memorandum of Understanding
Regarding Shared Governance
At
Oklahoma State University-Oklahoma City

Definition:
Shared Governance is the principle that all stakeholders in the institution – students, faculty, staff, and administration – should help shape the policies, procedures, and important decisions affecting them. It is recognized that Shared Governance is necessary to more effectively accomplish OSU-Oklahoma City's core mission of delivering "collegiate-level career and transfer educational programs, professional development and support services which prepare individuals to work in an increasingly technological and global community." The principle of Shared Governance is consistent with OSU-Oklahoma City's vision to become a "preeminent educational resource" as well as its core values, such as intellectual freedom, diversity, and integrity.

Shared Governance requires agreement regarding the appropriate roles and responsibilities of students, faculty, staff, administrators, and governing boards. For example, Shared Governance recognizes the authority given to the president of the university and does not seek to undermine that authority. At the same time, it is recognized that input from all stakeholders is a valuable asset to the decision-making process even when the president of the university has the final authority to make a decision.

The most important tool in blending each stakeholder area into a coherent and purposeful organization is communication. Open, direct, continuous communication among all the stakeholders is the key to Shared Governance and to an effective campus. All stakeholders should have a place at the table and all parties within reason should be consulted. Differing perspectives must be considered and all members of the university community must treat one another with respect, honesty, and fairness.

Principles:
The principles listed below are critical to effective Shared Governance:

- *The more involved all segments of the academic community are in decision-making, the more likely decision outcomes will produce a more positive and acceptable result for everyone.*
- *The environment should encourage trust and accountability.*
- *There should be a willingness to consider differences of opinion and perspectives while maintaining an atmosphere of collegiality and professionalism.*
- *There should be open, direct, continuous communication among all of the university's stakeholders before decisions are made.*
- *There should be informed collaboration and active participation by students, faculty, staff, administrators, and governing boards.*
- *There should be consultative and collaborative decision-making, especially involving those most directly affected when important decisions are made.*
- *There should be commitment to, and agreement regarding, the concepts and processes of Shared Governance.*

Roles and Responsibilities:
Students and their education must remain the primary goal and focus of the institution. Therefore, students should receive appropriate guidance and support in the pursuit of their academic goals. They should also be afforded regular opportunities to provide feedback about their educational and other experiences at the university. The Student Government Association represents all students at OSU-Oklahoma City. It provides an opportunity for all

~~*students to actively contribute to the academic and social climate on campus and enhance their success. The association encourages students to participate in the governance of the campus community through the election of student leaders. Student representation will include, but not be limited to, institutional and academic policy, academics, facility, budgeting, personnel, student services and infrastructure.*~~

~~*Faculty must be the primary voice in matters of pedagogy and must be free to teach their subjects as they see fit, consistent with the best practices in their disciplines. Faculty responsibilities relate primarily to academic governance and involve all areas in which they and their students are significantly affected by decisions. These include, but are not limited to, (1) academic policies and procedures; (2) personnel policies and procedures regarding the appointment, review, and reappointment of faculty (both full-time and part time), as well as academic administrators; (3) curriculum course and program development, maintenance, assessment, and review; and (4) planning and budgeting as it relates to academic departments and programs.*~~

~~*Staff must be the primary voice in matters of support for students, faculty, and administrators. Staff members must be provided timely communication and given the support and resources necessary to function effectively. They must also be afforded a proportional voice in the decision-making processes of the university as a whole. Staff responsibilities relate to appropriate areas of expertise, including, but not limited to, policy, academics, facility, budgeting, personnel, student services, and infrastructure.*~~

~~*Administrators are primarily responsible for making decisions and recommendations that implement the policies, procedures, and practices of the university. Administrators should assure an environment conducive to open and continual communication with all of the stakeholders, including providing any non-confidential information sought by stakeholders in the performance of their responsibilities.*~~

~~*The President is the public face of the university and serves as the university's chief executive officer. As such, the president has overall responsibility for the strategic direction and general governance of the university. In carrying out this responsibility, the president provides overall leadership and vision for the institution and appoints and supervises other administrative officers.*~~

~~*Governing Boards serve as the connection between the public and the university. As such, they typically provide overall guidance for the campus. While they serve as the final institutional authority, they entrust the conduct of the administration of the university to the president.*~~

~~*Selection and Review of Campus Administrators and Vice Presidents:*~~

~~*Faculty, Staff, Administrators, and Students, as appropriate, will play a collaborative role in recruitment, selection, and retention decisions regarding Lead Instructors/Teachers, Department Heads, Associate Division Heads, Division Heads, and Vice Presidents.*~~

~~*Selection of Faculty, Staff, and Student Members on Institutional Committees and Task Forces:*~~

~~*Faculty, staff and students shall select their respective members to serve on Institutional Committees and Task Forces as follows. All faculty and staff will be polled to determine on which committee or task force they would like to serve. Student Members will be appointed by the student body through electing Student Government Association's Executive Officers as representatives. Faculty Senate and Staff Council shall select from among those who have volunteered for a particular duty and provide the President with a slate of names from which to select their representatives on the committees or task forces. The slate will include at least 2 names in excess of the number needed to fill the slots, or all names that have requested the assignment, whichever is less.*~~

~~*Selection of Faculty, Staff, and Student Members on Institutional Committees and Task Forces:*~~

~~*Faculty, staff and students shall select their respective members to serve on Institutional Committees and Task Forces as follows. All faculty and staff will be polled to determine on which committee or task force they would like to serve. Student Members will be appointed by the student body through electing Student Government Association's Executive Officers as representatives. Faculty Senate and Staff Council shall select from among those who have volunteered for a particular duty and provide the President with a slate of names from which to select their representatives on the committees or task forces. The slate will include at least 2 names in excess of the number needed to fill the slots, or all names that have requested the assignment, whichever is less.*~~

~~*The President of OSU-OKC shall be invited to participate in the collaborative process described above in order that his/her opinion can be heard regarding any concern he/she might have about a specific person serving on a particular committee or task force.*~~

~~*When the collaborative work described above has been completed, the committee/task force lists will be given in full to the Faculty Senate, Staff Council, and the Student Government Association for their official endorsement of their respective representatives.*~~

~~*The principle of endorsement described in this section that relate to academic governance shall also be implemented for all institutional ad hoc committees and task forces as well.*~~

~~*Accountability Measures:*~~

~~*The President—It is expected that the OSU-OKC President will set the tone and exercise his/her authority to encourage and promote the principle of shared governance at every level of the university.*~~

~~*Department and Division Levels—Department and Division Heads are accountable for collaboratively developing with their faculty members, staff, and students a structure of governance at their level that promotes the principles of shared governance. It is expected that the Vice President for Academic Affairs will take effective steps to see that this process occurs.*~~

~~*Explanation of Decisions Contrary to Recommendations—In the event that a decision is made that is contrary to a recommendation from an advisory body, or that is typically made by an advisory body, the decision-maker shall provide a timely explanation to that same advisory body.*~~

~~*Representatives on Institutional Committees, Etc.—In the event that the Faculty Senate, Instructional Division Heads, Staff Council, or Student Government Association fails to approve its representatives to institutional committees, task forces, and similar advisory bodies by a reasonable, published deadline, those bodies forfeit their right to select their representative(s).*~~

~~*Faculty—The Faculty will act in a timely manner in order to avoid unnecessary delay. Faculty are expected to promote the principles of shared governance at every level of the university.*~~

~~*Staff—The Staff will act in a timely manner in order to avoid unnecessary delay. Staff are expected to promote the principles of shared governance at every level of the university.*~~

~~*Student Government Association—The Students will act in a timely manner in order to avoid unnecessary delay. Students are expected to promote the principles of shared governance at every level of the university.*~~

13

We, the undersigned, on behalf of our respective areas, hereby enter into this Memorandum of Understanding Regarding Shared Governance at Oklahoma State University – Oklahoma City.
Signed this _____ day of ___, 2014 at _____.

Natalie Shirley	*Dr. Doug Baker*
President, OSU-OKC	*President, Faculty Senate*
Kristy Voss	
President, Staff Council	*President, Student Government Assoc.*

Created by Faculty Senate: Spring 2012
Edited by Staff Council: Spring 2013
Edited by Student Government Association: Fall 2013
Final draft edited by Faculty Senate: Spring 2014
Final Approval by Faculty Senate:

Memorandum of Understanding Regarding Shared Governance At

Oklahoma State University-Oklahoma City

Definition:

Shared Governance is the principle that all stakeholders in the institution—students, faculty, staff, and administration—should help shape the policies, procedures, and important decisions affecting them. It is recognized that Shared Governance is necessary to more effectively accomplish OSU-Oklahoma City's core mission "to advance our diverse communities through transformative career and workforce education programs and services." The principle of Shared Governance is consistent with OSU-Oklahoma City's vision to "be the region's leading career and workforce university,"as well as its core values, such as intellectual freedom, diversity, and integrity.

Shared Governance requires agreement regarding the appropriate roles and responsibilities of students, faculty, staff, administrators, and governing boards. For example, Shared Governance recognizes the authority given to the Provost of the university and does not seek to undermine that authority. At the same time, it is recognized that input from all stakeholders is a valuable asset to the decision-making process even when the president of the university has the final authority to make a decision.

The most important tool in blending each stakeholder area into a coherent and purposeful organization is communication. Open, direct, continuous communication among all the stakeholders is the key to Shared Governance and to an effective campus. All stakeholders should have a place at the table and all parties within reason should be consulted. Differing perspectives must be considered and all members of the university community must treat one another with respect, honesty, and fairness.

Principles:

The principles listed below are critical to effective Shared Governance:

- The more involved all segments of the academic community are in decision-making, the more likely decision outcomes will produce a more positive and acceptable result for everyone.
- The environment should encourage trust and accountability.
- There should be a willingness to consider differences of opinion and perspectives while maintaining an atmosphere of collegiality and professionalism.
- There should be open, direct, continuous communication among all of the university's stakeholders before decisions are made.
- There should be informed collaboration and active participation by students, faculty, staff, administrators, and governing boards.
- There should be consultative and collaborative decision-making, especially involving those most directly affected when important decisions are made.

- There should be commitment to, and agreement regarding, the concepts and processes of Shared Governance.

Roles and Responsibilities:

Students and their education must remain the primary goal and focus of the institution. Therefore, students should receive appropriate guidance and support in the pursuit of their academic goals. They should also be afforded regular opportunities to provide feedback about their educational and other experiences at the university. The Student Government Association represents all students at OSU-Oklahoma City. It provides an opportunity for all students to actively contribute to the academic and social climate on campus and enhance their success. The association encourages students to participate in the governance of the campus community through the election of student leaders. Student representation will include, but not be limited to, institutional and academic policy, academics, facility, budgeting, personnel, student services, and infrastructure.

Faculty must be the primary voice in matters of pedagogy and must be free to teach their subjects as they see fit, consistent with the best practices in their disciplines. Faculty responsibilities relate primarily to academic governance and involve all areas in which they and their students are significantly affected by decisions. These include, but are not limited to, (1) academic policies and procedures; (2) personnel policies and procedures regarding the appointment, review, and reappointment of faculty (both full- time and part-time), as well as academic administrators; (3) curriculum course and program development, maintenance, assessment, and review; and (4) planning and budgeting as it relates to academic departments and programs.

Staff must be the primary voice in matters of support for students, faculty, and administrators. Staff members must be provided timely communication and given the support and resources necessary to function effectively. They must also be afforded a proportional voice in the decision-making processes of the university as a whole. Staff responsibilities relate to appropriate areas of expertise, including, but not limited to, policy, academics, facility, budgeting, personnel, student services, and infrastructure.

Administrators are primarily responsible for making decisions and recommendations that implement the policies, procedures, and practices of the university. Administrators should assure an environment conducive to open and continual communication with all of the stakeholders, including providing any non-confidential information sought by stakeholders in the performance of their responsibilities.

The Provost is the public face of the university and serves as the university's chief executive officer. As such, the Provost has overall responsibility for the strategic direction and general governance of the university. In carrying out this responsibility, the Provost provides overall leadership and vision for the institution and appoints and supervises other administrative officers.

Governing Boards serve as the connection between the public and the university. As such, they typically provide overall guidance for the campus. While they serve as the final institutional authority, they entrust the conduct of the administration of the university to the president.

Selection and Review of Campus Administrators and Vice Presidents:

Faculty, Staff, Administrators, and Students, as appropriate, will play a collaborative role in recruitment, selection, and retention decisions regarding Lead Instructors/Teachers, Department Heads, Deans, and Vice Presidents.

Selection of Faculty, Staff, and Student Members on Institutional Committees and Task Forces:

Faculty, staff, and students shall select their respective members to serve on Institutional Committees and Task Forces as follows. All faculty and staff will be polled to determine on which committee(s) or task force(s) they would like to serve. As applicable, Deans, Faculty Senate, Staff Department Heads, and/or Staff Council shall select their representatives on committees or task forces, taking the expressed faculty and staff preferences into account. If these preferences cannot be accommodated, the party responsible for the selection will provide a written explanation to the affected faculty or staff member. Student Members will be appointed by the student body through electing Student Government Association's Executive Officers as representatives.

The Provost of OSU-OKC shall be invited to participate in the collaborative process described above in order that his/her opinion can be heard regarding any concern he/she might have about a specific person serving on a particular committee or task force.

When the collaborative work described above has been completed, the committee/task force lists will be given in full to the Faculty Senate, Staff Council, and the Student Government Association for their official endorsement of their respective representatives.

The principle of endorsement described in this section that relate to academic governance shall also be implemented for all institutional ad hoc committees and task forces as well.

Accountability Measures:

The Provost—It is expected that the OSU-OKC Provost will set the tone and exercise his/her authority to encourage and promote the principle of shared governance at every level of the university.

Department and School Levels—Department Heads and Deans are accountable for collaboratively developing with their faculty members, staff, and students a structure of governance at their level that promotes the principles of shared governance. It is expected that the Provost will take effective steps to see that this process occurs.

Explanation of Decisions Contrary to Recommendations—In the event that a decision is made that is contrary to a recommendation from an advisory body, or that is typically made by an advisory body, the decision-maker shall provide a timely explanation to that same advisory body.

Representatives on Institutional Committees, Etc.—In the event that the Faculty Senate, Deans, Staff Council, or Student Government Association fails to approve its representatives to institutional committees, task forces, and similar advisory bodies by a reasonable, published deadline, those bodies forfeit their right to select their representative(s).

Faculty—The Faculty will act in a timely manner in order to avoid unnecessary delay. Faculty are expected to promote the principles of shared governance at every level of the university.

Staff—The Staff will act in a timely manner in order to avoid unnecessary delay. Staff are expected to promote the principles of shared governance at every level of the university.

Student Government Association—The Students will act in a timely manner in order to avoid unnecessary delay. Students are expected to promote the principles of shared governance at every level of the university.

We, the undersigned, on behalf of our respective areas, hereby enter into this Memorandum of Understanding Regarding Shared Governance at Oklahoma State University – Oklahoma City.

Created by Faculty Senate: Spring 2012

Edited by Staff Council: Spring 2013

Edited by Student Government Association: Fall 2013

Final draft edited by Faculty Senate: Spring 2014

Updated: Fall 2024

Ronna Vanderslice — Nov. 18, 2024
Dr. Ronna Vanderslice, Provost — Date

Alissa M. Nephew — Nov. 18, 2024
Dr. Alissa Nephew, President, Faculty Senate — Date

Nick Irby — Nov 18, 2024
Nick Irby, President, Staff Council — Date

Allie Hart — Nov 21, 2024
President, Student Government Assoc. — Date

General Faculty Policies and Procedures

This section describes general policies and procedures that relate to faculty. Campus-wide policies can be found on the official OSU-Oklahoma City Policy SharePoint site.

Selection of Faculty

Openings for faculty positions are announced through various advertising platforms, social media, newspapers and other publications. Each applicant submits a resume. At this time, references, experience and educational background are reviewed. A personal interview is arranged with selected applicants by the department head/ dean with the interview committee. Final selection of the applicant is recommended to the Provost and Vice President of Academic Affairs by ~~the dean~~the dean after having sought appropriate faculty counsel. (See Appendix B, Policy Statement to Govern Appointments, Tenure, Promotions and Related Matters of the Faculty of Oklahoma State University.)

Faculty Appointment Letter

Before employment at OSU-Oklahoma City, each full-time faculty member will receive an appointment letter indicating, among other things, title of appointment, type of appointment, academic unit, term of appointment, salary, salary period, review and reappointment information. Faculty should not expect to receive a letter every year. If changes in conditions of appointment occur, the faculty member will receive a new appointment letter before the beginning of the next academic year or at the time of the change in appointment.

Teaching Load and Office Hours

Although there may be some variation, full-time faculty members are required to teach 15 credit hours per semester if courses are primarily lecture, or 12 credit hours per semester if most courses have scheduled laboratory. Additionally, some full-time faculty, due to release time, may have a reduced teaching load. This is in addition to other duties such as committee assignments, student advisement and other departmental responsibilities. The actual number of class sections, credit hours assigned, and course preparations will be handled on an individual basis.

Each faculty member is expected to establish, post, and maintain weekly office hours for class preparation and student advisement. Office hours should be scheduled at times convenient to both students and faculty, with the additional option of prearranged appointments for students when there is a schedule conflict. Full-time faculty will be required to post no less than 10 hours per week of availability for office hours. Faculty may conduct up to two hours of the required ~~10 per~~10 per week virtually or at approved off-campus locations (such as clinical or concurrent sites). Virtual or off-campus office hours are defined as dedicated time slots facilitated by faculty that do not require physical campus presence by the faculty member or student. It is ~~recommended~~recommended that virtual office hours be scheduled outside of normal business hours. Virtual office hours must be mediated by a video conference application such as Zoom or Microsoft Teams; faculty members must provide a link for virtual office hours in their syllabi. The faculty member's supervisor must pre-approve the scheduled time, number, and location of virtual or off-campus office hours at the beginning of the semester. Any alterations to the scheduled times of office hours must be posted to the learning management system so that students are notified in advance. While faculty will not be held accountable for when and where they perform course preparation and maintenance responsibilities outside of posted office hours, they will be held accountable for discharging their duties as a professional, full-time faculty member of OSU-Oklahoma City. Full-time faculty shall have a presence on campus or shall be involved in work-related activities four days per week.

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Faculty Evaluation, Retention, and Promotion

Each faculty member is evaluated by students enrolled in OSU-Oklahoma City courses. Students complete anonymous surveys evaluating the course and instructor at the end of each semester. A summary of these evaluations is shared with the department heads and deans. ~~Summaries are filed in the faculty member's RPT/CPTR folder~~Faculty are responsible for maintaining copies of these summaries for

inclusion in their RPT/CPTR packets.

In the spring, more comprehensive evaluations occur. These procedures vary depending on rank, time in rank, and tenure status; see Appendix C for details. As a part of the annual faculty appraisal process, supervisors (or their designees) observe faculty teaching and provide feedback. Recommendations for reappointments, salary increases, and/or promotions are made at this time. Salary increases and promotions are based on merit and reflect increased proficiency and productivity in teaching and service to the school. Within the limits of fiscal resources, every effort is made to maintain faculty compensation at levels that will attract and retain individuals of outstanding ability.

Campus Committee Service

Shared governance in academic institutions assumes faculty involvement in committees that participate in the development and review of campus policies and procedures. Each full-time faculty member should expect to serve on at least two campus standing committees; in addition to programmatic duties and service on time-limited ad hoc or task force assignments. More information can be found in the Committee Handbook on the OSU-Oklahoma City Committee SharePoint site.

Professional Development

To enhance teaching competence all faculty (full-time and part-time) are encouraged to be members of professional organizations and participate in meetings, workshops and seminars. Participation in these types of professional development activities will be considered both in faculty members' annual appraisals and in the Retention, Promotion and Tenure process.

Release Time

Faculty requesting release time should submit a written request to their dean, which includes the following: 1) a description of the project for which they are requesting release time, 2) an explanation why the project and the release time to complete it are necessary and 3) an approximate timeline for completion. If release time is approved, at the end of the semester the faculty member shall submit to their dean a summary report of results achieved as a result of the release time. All release time for faculty must have the approval of the Provost and Vice President of Academic Affairs.

Commencement Exercises

In accordance with the student first philosophy, all regular full-time faculty members are **required** to attend commencement exercises. Faculty members are expected to be appropriately attired in academic regalia for this event.

Immediate Family Members Enrolled in Courses

In order to protect faculty from any perception of bias or favoritism, the institution requires special permission be obtained from the Provost and Vice President of Academic Affairs for individuals enrolling in courses taught by OSU-Oklahoma City faculty if the individual is an immediate family member of the faculty member teaching the course.

Specified Outside Activities

The school supports the concept of reasonable teaching, consulting and other remunerative and non-remunerative outside activities on the part of the faculty and staff as a means of keeping abreast of the latest developments in one's specialty field. Teaching and consulting are permitted on an over-time basis provided the person continues to discharge in a responsible fashion the duties assigned by the department head and/or supervisor and provided such activity does not involve possible conflict of interest. To facilitate the efficient operation of the department, faculty and staff are required to inform their supervisor of all current consulting activities as they occur.

"Notice of Intent to Engage in a Professional Activity for Extra Compensation" (See Appendix D) is initiated by faculty members who plan to engage in outside activities. The deadlines for submission of the Notice are prior to August 15 for fall semester, prior to January 15 for spring semester, or within 14 days of accepting outside activities during the semester. Notifications are to be submitted to the department head, dean and Provost and Vice President of Academic Affairs for recordation. Note: Faculty who intend on engaging in outside activities for the entire academic year may submit one Notice for the academic year prior to the August 15 deadline.

Caution is given not to show any consulting for Oklahoma State Government if it is a state supported institution. No full-time state employees should be receiving more than 100% income from state funds without special permission. (Oklahoma State University Policy and Procedures Letter 2-0111)

Off-Campus Class Meetings

Any class or laboratory session, whether for credit or non-credit, that must meet at an off-campus location (30 miles or more from campus) or out-of-state must receive written permission from the department head, the dean, and the Provost and Vice President of Academic Affairs. Faculty are required to provide the student roster to campus security.

~~The instructor must complete an insurance form for all students for any field trip for students to be covered by OSU-Oklahoma City's medical emergency insurance. If the insurance form is not completed prior to a field trip, the instructor will assume any and all liability incurred during the field trip. Insurance forms are available in the Office of Student Life or the school office. The form must be filed in the Office of Student Life before departure.~~

Student Academic Dishonesty or Misconduct

Academic dishonesty or misconduct, particularly plagiarism, is neither condoned nor tolerated at institutions within the Oklahoma State University system. Academic dishonesty is behavior in which a deliberately fraudulent misrepresentation is employed to gain undeserved intellectual credit, either for oneself or for another. Academic misconduct is behavior that results in intellectual advantage obtained by violating specific standards, but without deliberate intent or use of fraudulent means. Academic dishonesty or misconduct cases are governed by the OSU-Oklahoma City Student Rights and Responsibilities Code available in the student life office, Student Center or an electronic version is available online at ~~https://osuokc.edu/sites/default/files/documents/academics/Academic-Dishonesty-or-Misconduct.pdf.~~ https://osuokc.edu/site-files/documents/student-life/student-code-of-conduct.pdf.

Appendix A

Faculty Senate Bylaws

FACULTY SENATE BYLAWS
OKLAHOMA STATE UNIVERSITY-OKLAHOMA CITY

ARTICLE I: NAME

The name of this organization shall be the Oklahoma State University-Oklahoma City Faculty Senate.

ARTICLE II: PURPOSE AND FUNCTION

SECTION 1: PURPOSE

The purpose of the Faculty Senate is: (a) to consider all matters referred to it by the administration, other campus organizations, and faculty members; and (b) to initiate studies and make recommendations on its own to appropriate groups. We follow the guidelines of shared governance.

SECTION 2: FUNCTION

A. The function of the Faculty Senate shall be to act as the official faculty voice in an advisory capacity to the administration. Such advice shall include, but not be limited to, the following areas:
   1. Educational policies and programs;
   2. Admission, courses, curricula, schedules, graduation, and academic standards;
   3. Student affairs, such as orientation and guidance, extracurricular activities, inter-collegiate athletics, conduct, health, safety, security, and welfare;
   4. Faculty employment qualification, tenure, promotions, salaries, retirement, and other factors affecting faculty morale and welfare;
   5. Institutional facilities and resources.

B. The Faculty Senate shall act in an advisory capacity to other campus organizations in matters pertaining directly to instruction.

ARTICLE III: MEMBERSHIP, ELECTION, AND REMOVAL OF SENATORS

SECTION 1: ELIGIBILITY

Faculty members who have teaching as their primary responsibility, whether as full-time or part-time faculty, are eligible for election to the Faculty Senate. This excludes faculty who serve in administrative positions of a dean or above and staff members who also teach classes in addition to their primary responsibilities.

SECTION 2: REPRESENTATION

A. Each school shall have two senators representing the faculty of that school. Additionally, there will be three senators at-large representing all faculty. The Stillwater representative shall be one of the at-large senators. These senators must be full-time faculty members as qualified in Section 1 of this Article.

B. Forthwith, all references to senator shall include all senators regardless of at-large, part-time or academic school status.

C. For the purpose of Senate representation, all part-time faculty members shall constitute the equivalent of one academic school, which shall have two senators representing the part-time faculty of Oklahoma State University-Oklahoma City.

D. The duties of Faculty Senators are primarily, (but not limited to):
   1. Communicate to Faculty Senate the needs and concerns of the faculty in their school and campus.
   2. Report to their school in a timely fashion the concerns, discussions, and decisions made in Faculty Senate meetings.

3. Represent Faculty concerns, discussed at Faculty Senate, with campus committees (as appropriate).
4. Serve on at least one Faculty Senate committee, being engaged in activities to help resolve the issues referred to said committee.

SECTION 3: ELECTIONS AND TERM OF OFFICE

A. The Rules and Procedures Committee of the Faculty Senate shall determine the exact procedures for the Senate elections, supervise them, and publicly announce the elected senators.
B. Each school, shall hold an election each spring via a secret ballot to elect incoming senators.
   1. One senator from each school will serve a two-year term commencing in academic years beginning with even numbered years.
   2. The other senator from the school will serve a two-year term commencing in academic years beginning with odd-numbered years.
   3. All faculty members eligible for election to represent their school in the Faculty Senate shall have the right to vote for senators from their school.
C. The university shall hold elections for senators at-large via secret ballot.
   1. One of these at-large senators will serve a two-year term commencing in academic years beginning in even number years.
   2. A second at-large senator will serve a two-year term beginning with odd number years.
   3. The Stillwater representative will be an at-large senator but shall have a term of office of three years.
   4. All faculty members shall have the right to vote for at-large senators.
D. Election of the representatives of the part-time faculty members shall be conducted by secret ballot and supervised by the Rules and Procedures Committee.
E. Each term of a faculty senator shall consist of two years (except for the Stillwater representative), which begins the day after the OSU-OKC commencement, held at the end of the spring semester.
F. Newly elected officers and senators are encouraged to attend the last Faculty Senate meeting of the year, although their term officially begins the day after OSU-OKC commencement. This allows the new Faculty Senators to "watch and learn" the process.
G. Officers and senators are ethically obligated to attend all Faculty Senate sessions. A written attendance record shall be kept and made public in the event that a specific senator seeks re-election.
H. Accepting the role of a senator or officer is an important responsibility. The senator represents their faculty in their entire school. The at-large senators represent the entire faculty.

SECTION 4: REMOVAL OF SENATORS

A recall election may occur under the following conditions:

A. At least thirty (30) percent of a senator's constituents must sign a petition calling for their removal, said petition to be certified as valid by the Rules and Procedures Committee of the Faculty Senate.
   OR
   If a senator is absent from Faculty Senate meetings three times during the academic year, the secretary will send a notice of removal and a Special Election will take place.
B. The Rules and Procedures Committee of the Faculty Senate shall announce the recall election at least one week (7 days) before the election takes place. They will determine the exact procedures for the recall election, supervise them, and publicly announce the results, a process that must be completed no later than fourteen (14) calendar days after the recall petition has been certified.
C. In the event a senator is unable or unwilling to fulfill their elected term of office or is removed from office prior to the expiration of their term, the Rules and Procedures Committee shall supervise the election of a representative to serve in the vacated office until the expiration of the term.

SECTION 5: SPECIAL ELECTION OF SENATORS

If a Senate seat becomes vacant, the Rules and Procedures Committee of the Faculty Senate shall determine the exact procedures for a special election to replace the senator, supervise that election, and publicly announce the results. This entire process must be completed no later than fourteen (14) calendar days after nominations close for that election.

ARTICLE IV: SENATE MEETINGS

SECTION 1: ATTENDANCE OF NON-SENATORS

A. All Faculty Senate meetings shall be open to all faculty, staff, administrators, and students. Faculty senators and officers shall be seated in a designated area to clarify eligibility for voting in that body. All persons who wish to address the Faculty Senate may do so when recognized by the Faculty Senate president.

B. Any senator may make a motion to close quarters to include only faculty senators by a procedural vote as recognized by the chair. If the majority of the Faculty Senators present vote to close quarters, the chair shall have the authority to request everyone but the Faculty Senate to leave the meeting.

SECTION 2: MEETINGS AND QUORUM

A. The Faculty Senate shall meet a minimum of one (1) time per month during the academic year, August through May. Senators and officers will serve through the day after the OSU-OKC graduation. At the discretion of the Executive Committee, the May meeting may be considered optional.

B. A quorum shall require two (2) officers and greater than fifty (50) percent of all senators.

~~B.~~C. In the event that campus is closed for weather events on a Faculty Senate meeting day, the Faculty Senate meeting will be held via Zoom only if interpreters can be secured. The Zoom link will be emailed to all faculty and to all people who report at Faculty Senate meetings at least one hour prior to the meeting. If interpreters cannot be secured, the meeting will be canceled. If the meeting is canceled, the Faculty Senate President will request that all planned reports be emailed to the Faculty Senate Secretary, who will compile them and distribute them to the campus.

SECTION 3: CONDUCT OF BUSINESS

A. Each faculty senator shall have one (1) vote. No proxy voting shall be permitted.

B. Any senator in attendance at a Faculty Senate meeting may ask for a vote to be taken by roll call or by secret ballot, and the first such request for a given vote must be granted. The secretary, assisted by the vice-president when available, shall distribute, collect, and tabulate any written ballots.

C. Robert's Rules of Order Newly Revised, shall govern the conduct of Senate business.

~~C.~~1. When relevant, recommendations passed through Faculty Senate must include a recommended timeline, as well as ~~designate in~~a recommendation which semester an approved recommendation shall take effect.

D. The agenda for each Faculty Senate meeting shall include the following items:

~~1.~~ Determination of quorum and call to order
~~2.~~ Discussion and Possible Action on Approval of Agenda
~~3.~~ Discussion and Possible Action on Approval of Minutes
~~4.~~ Report regarding recommendations and resolutions to Administration
~~5.~~ Reports of Faculty Senate committees
  - ~~a.~~ Rules and Procedures
  - ~~b.~~ Finance and Operations
  - ~~c.~~ Faculty
  - ~~d.~~ Academic Policies and Student Affairs

~~6.~~ Report of representative to OSU-Stillwater's Faculty Council
~~7.~~ Report from Faculty Senate President of Institutional Meetings

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8. Unfinished business
9. New business
10. University Updates
11. Public Comments
12. Adjournment

E. The ability to amend the agenda (add to or subtract from) will be limited to an officer or senator.
F. SPECIAL NOTE: Faculty Senate agenda, minutes, and handouts shall be submitted electronically to the faculty at least three (3) business days before the next meeting of the Faculty Senate, and shall be considered approved at that meeting unless an objection is made.

ARTICLE V: FACULTY SENATE OFFICERS

SECTION 1: OFFICERS

The officers of the Faculty Senate shall consist of a president, vice-president, and secretary.

SECTION 2: ELIGIBILITY

A. To hold the office of president, one must be eligible to serve as a senator on the Faculty Senate and must have served at least three (3) consecutive academic years as a full-time, tenure-track faculty member before assuming the responsibilities of the office.
B. To hold the office of vice-president, one must be eligible to serve as a senator on the Faculty Senate and must have served at least two (2) consecutive academic years as a full-time tenure-track faculty member before assuming the responsibilities of the office.
C. To hold the office of secretary, one must be eligible to serve as a senator on the Faculty Senate and must have served at least one (1) academic year as a full-time, tenure-track faculty member before assuming the responsibilities of the office.

SECTION 3: ELECTION AND TERMS OF OFFICE

A. The Rules and Procedures Committee of the Faculty Senate shall conduct the election of the Faculty Senate officers according to the procedures listed in Article VIII, Section 3.
B. The election of the president, vice-president, and ~~the~~ secretary shall be held by secret ballot. President and vice president shall be elected in even years, and secretary shall be elected in odd years.
C. The elected officers shall be publicly announced no later than one (1) week prior to the last regularly scheduled Faculty Senate meeting of the year.
D. In case of a tie, a run-off election may occur after that date but before the last regularly scheduled Faculty Senate meeting of the year.
~~E. The Vice President shall automatically succeed to the office of President after serving one (1) term as Vice President.~~
~~F.~~E. A term of office for Faculty Senate president, ~~and~~ vice-president, and secretary ~~shall be one (1) year and the term of office for secretary~~ shall be two (2) years. Terms of office shall begin the day after OSU-OKC graduation.
~~G.~~F. The president and vice-president shall not be re-elected to a second consecutive term of office, but they may serve again in those offices after the expiration of one (1) term in which someone else has held those offices. The secretary may serve a maximum of two (2) consecutive terms of office but may be subsequently reelected only after being out of that office for one (1) year.

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SECTION 4: OFFICERS' DUTIES

A. The president shall:
   1. Represent the needs and concerns of the faculty, as reported and discussed in Faculty Senate meetings, and have administrative responsibility for the Faculty Senate during their term.
   2. Prepare, in consultation with the other Faculty Senate officers, the agenda for the Faculty

Senate meeting at least one (1) week before the scheduled meeting.
3. Chair the Rules and Procedures Committee.
4. Call and preside at all meetings of the Faculty Senate.
5. Enforce parliamentary procedures.
6. In meetings, the president shall not vote on any matters brought before the Senate unless there is a tie.
7. Attend, report, and discuss Faculty Senate issues and concerns at meetings with administration and Deans, and all other meetings requiring Faculty Senate representation, or send a designee.
8. Represent faculty concerns, discussed at Faculty Senate, with campus committees (as appropriate).
9. Present in writing any recommendations of the Faculty Senate to the appropriate individual or group.
10. Introduce newly elected officers and senators at the April Faculty Senate meeting. Remind them that their term begins the day after OSU-OKC commencement.
11. At the request of the campus executive(s), meet with the aforementioned to discuss topics of concern or interest to the administration. For the purpose of Senate representation, the Senate president may invite one or more senators and/or officers to attend.

B. The vice-president shall:
1. Act as the presiding officer in the absence of the president.
2. Be responsible for special projects of the Faculty Senate.
3. The vice-president may vote on any matters brought before the Senate, except when they are acting in place of the president.
4. Be an ex-officio member of all standing committees of the Faculty Senate.
5. Attend any meetings in place of the president, if they are unable to attend.
6. Represent faculty concerns, discussed at Faculty Senate, with campus committees (as appropriate).
7. Chair the Faculty Senate's Academic Policy Committee.

C. The secretary shall:
1. Maintain a current record of all faculty members eligible to be elected as senators as well as current Faculty Senate members.
2. Record minutes at each Faculty Senate meeting, including the names of all senators who are present and all who are absent, and record the votes of senators for each motion made.
3. Maintain a file of the minutes of each Faculty Senate meeting.
4. Distribute Faculty Senate agenda, minutes, and handouts to all faculty ~~membersand~~members and all staff at least three (3) business days prior to the next scheduled Faculty Senate meeting.
5. In conjunction with the Faculty Senate president, develop and distribute the agenda at least three (3) business days prior to the next scheduled Faculty Senate meeting.
6. Represent faculty concerns, discussed at Faculty Senate, with campus committees (as appropriate).
7. Maintain all other records pertinent to the business of the Faculty Senate.
8. Conduct all necessary correspondence for the Faculty Senate as directed by the president.
9. The secretary may vote on any matters brought before the Senate.
10. Chair the Finance & Ops Committee.

SECTION 5: REMOVAL OF OFFICERS

A Faculty Senate officer may be removed from office before their term expires under the following procedures:

A. At least thirty (30) percent of all full-time faculty members eligible to be elected as a senator must sign a petition calling for the removal of an officer.

B. A special committee comprised of the other two officers and two senior senators shall announce the recall election at least one week (7 days) before the election takes place. They will determine the exact

procedures for the recall election, supervise them, and publicly announce the results, a process that must be completed no later than fourteen (14) calendar days after the recall petition has been certified.

SECTION 6: SPECIAL ELECTION OF OFFICERS

A. In the event that the office of president becomes vacant, the vice-president shall automatically succeed to the office of president and then be eligible to serve their own term as president following the end of that year.
B. In the event that the office of vice-president becomes vacant before February 1, the Rules and Procedures Committee shall conduct a special election to fill that office. As soon as the announcement of vacancy occurs, nominations will be open. This process must be completed no later than fourteen (14) calendar days after the announcement that a vacancy exists. If the office of vice-president becomes vacant after February 1, the vacancy shall not be filled until the regular election of officers in March.
C. In the event that the office of secretary becomes vacant before January 1, the Rules and Procedures Committee shall conduct a special election to fill that office. As soon as the announcement of vacancy occurs, nominations will be open. This process must be completed no later than fourteen (14) calendar days after the announcement that a vacancy exists.

ARTICLE VI: EXECUTIVE COMMITTEE

SECTION 1: MEMBERS

The Executive Committee of the Faculty Senate shall consist of the three current officers and the immediate past president. The immediate past president is strictly an advisory position to the Executive Board. They do not vote on any matters brought before the Senate unless they are also senator. They may sit with Faculty Senate and the officers, only if specifically invited by the Executive Board for advisement. To be part of the Executive Committee, the immediate past president must complete their term as president in the previous academic year.

SECTION 2: AUTHORITY

The Executive Committee shall have the authority of the Faculty Senate to transact business of an emergency nature between Faculty Senate meetings and during the summer months of May through August. Any such emergency business shall be placed on the agenda of the next scheduled Faculty Senate meeting for discussion.

ARTICLE VII: ELECTED FACULTY SENATE REPRESENTATIVE TO THE OSU-STILLWATER FACULTY COUNCIL

The Oklahoma State University-Oklahoma City Faculty Senate representative to the OSU-Stillwater Faculty Council shall:

A. Communicate the needs and concerns of the faculty as discussed in OSU-OKC Faculty Senate meetings. Report concerns, discussions, and decisions made in OSU-Stillwater Faculty Council meetings.
B. Attend all meetings of OSU-Stillwater Faculty Council.
C. Present the OSU-OKC Faculty Senate recommendations to the OSU-Stillwater Faculty Council.
D. Report to OSU-OKC Faculty Senate on the issues discussed by the OSU-Stillwater Faculty Council.
E. Shall vote on any matters brought before the Senate.

ARTICLE VIII: STANDING AND AD HOC COMMITTEES

SECTION 1: STANDING COMMITTEES LISTED

A. The following four (4) standing committees of the Faculty Senate shall be:
    1. Rules and Procedures Committee, chaired by the president;

2. Faculty Committee, chaired by the vice-president;
3. Finance and Operations Committee, chaired by the secretary;
4. Academic Policies and Student Affairs Committee, chaired by one of the three at-large senators

B. Recommendations from committees shall be brought back to the faculty senate for discussion and approval.

SECTION 2: MEETING GUIDELINES

Each standing committee is required to provide three (3) business days' notice of a standing committee meeting to the general faculty, along with an agenda or issues to be discussed. Non-senator participation at such meetings will follow the by-laws as outlined under "Article IV, Section 1: Attendance of Non-Senators."

SECTION 3: RULES AND PROCEDURES COMMITTEE

The Rules and Procedures Committee shall:

A. Consist of the president of Faculty Senate as chair and an unspecified number of senators selected by the Faculty Senate.
B. Review the bylaws each year and recommend revisions or amendments to Faculty Senate.
C. Review and/or clarify all proposed amendments to the bylaws.
D. Prepare and distribute ballots to all eligible faculty members on all proposed amendments or revisions of the bylaws, count the ballots, and announce the results at the next scheduled Faculty Senate meeting.
E. Recommend creation or abolition of Faculty Senate committees.
F. Recommend procedures for establishing new university committees, task forces, boards, and councils.
G. Recommend procedures for faculty participation in the government of the university, including the planning, management, and evaluation of school and departmental affairs.
H. Recommend procedures for faculty participation in the planning, operation, and evaluation of university programs not under the supervision of any school.
I. Recommend procedures for faculty participation in administrative organization and reorganization at all levels, including creation and reorganization of schools and departments of the university.
J. Recommend procedures for faculty participation in selecting administrative personnel.
K. Recommend procedures for faculty liaison with Boards of Regents, Student Government Association, and other work groups that require faculty representation.
L. The Rules and Procedures Committee shall conduct and supervise all Faculty Senate elections, whether regular, recall, or special in nature.
M. The Rules and Procedures Committee shall determine the exact procedures for elections to the Faculty Senate and for all recall and special elections because of the circumstances that will be unique to each one.
N. The Rules and Procedures Committee shall implement the following procedures for the regular election of Faculty Senate officers each spring:
    1. Make a formal request to all eligible faculty members for nominations.
    2. Nominations will be accepted until the close of the March meeting, either verbally or in writing.
    3. Results will be announced at least a week before the last regularly scheduled Faculty Senate meeting of the year.
    4. If there is a need for a run-off election, it shall prepare, distribute, and collect the necessary ballots.

SECTION 4: FACULTY COMMITTEE

The Faculty Committee shall:

A. Consist of vice-president of Faculty Senate as chair~~, immediate past president of the Faculty~~

~~Senate,~~ and ~~three~~ an unspecified number of senators selected by the Faculty Senate.

B. Formulate and recommend policies governing faculty status, including appointment, tenure, employment, working conditions, workloads, research activities, and similar concerns of the faculty members.
C. Be available to consult and advise Faculty Senate president on matters which require application or interpretation of policies concerning the faculty not otherwise provided for within these bylaws.
D. Review and/or clarify all proposed revisions pertinent to faculty issues and policies for Faculty Handbook. Prepare and distribute ballots to Faculty Senate on proposed revisions to the Faculty Handbook, count the ballots, and announce the results at the next scheduled Faculty Senate meeting.
E. Formulate and recommend policies and long-range plans as needed, concerning benefits, retirement, insurance, recreation facilities, tuition fees for faculty, staff and dependents.

SECTION 5: FINANCE AND OPERATIONS COMMITTEE

The Finance and Operations Committee shall:

A. Consist of secretary of Faculty Senate as chair and an unspecified number of senators selected by Faculty Senate.
B. Review the publicly available financial records of Oklahoma State University-Oklahoma City and the short-term and long-term priorities of the administration regarding finances and operations of the institution.
C. Make recommendations to the administration of the faculty's short-term and long-term priorities regarding finances and operations of the institution.
D. Formulate and recommend policies and long-range plans pertaining to campus facilities, safety and security including the design, construction, and naming of new campus buildings; the control of campus traffic and parking; safety and security; the assignment of space and equipment for office, classroom, and laboratory, together with maintenance and repair thereof; and physical plant.
E. Annually review contingency plans for handling campus emergencies.

SECTION 6: ACADEMIC POLICIES AND STUDENT AFFAIRS COMMITTEE

The Academic Policies and Student Affairs Committee shall:

A. Consist of a senator at-large as chair and an unspecified number of senators selected by Faculty Senate.
B. Formulate and recommend policies regarding admission, retention and graduation requirements; university catalogs and the academic calendar; incentives and academic awards to encourage scholarship; instructional standards and procedures, on and off campus; student employment and credit hour load regulations; new curricula, programs, and collaborative agreements; academic counseling, tutoring and honors program.
C. Formulate and recommend policies regarding acquisition, distribution, and use of technology.
D. Formulate and recommend policies regarding faculty development issues.
E. Formulate and recommend policies and long-range plans concerning the library and other learning resources.
F. Formulate and recommend policies, procedures, and long-range plans pertaining to student concerns and activities common to all schools of the university, such as those relating to guidance, awards, discipline, health, employment, loans, intramural athletic activities, and the distribution of scholarships and financial awards and assistance.
G. Make recommendations concerning changes in student regulations.

SECTION 7: AD HOC COMMITTEES

The Faculty Senate president shall have the authority to create ad hoc committees to work temporarily on

special problems or projects.

ARTICLE IX: REFERENDUMS

SECTION 1: GENERAL INFORMATION

Faculty members who are eligible to be elected as senators may initiate a petition, which shall require simple majority vote of all eligible faculty members to pass. Voting will be open for a period of 15 calendar days.

SECTION 2: PROCEDURES FOR REFERENDUM INITIATIVES

The following procedures shall be used for all referendum initiatives:

A. A petition signed by at least thirty (30) percent of all eligible faculty members shall be required for a petition on any issue. The Rules and Procedures Committee shall have the authority to certify any such petition as valid. Each copy of a petition shall include the full text of the petition and some number of lines on which a faculty member may indicate their support for the preceding petition.
   1. Including their handwritten signature or a digital reproduction thereof,
   2. Clearly printing their name, and
   3. Indicating the date signed. Although a petition may be circulated as an email attachment, in no case does an email message by itself constitute a petition.

B. If a petition is certified as valid, the Rules and Procedures Committee shall conduct the secret ballot vote by all eligible faculty members and, if the petition is passed by a simple majority vote, add the petition to the agenda as New Business at the next regularly scheduled meeting of Faculty Senate.

ARTICLE X: AMENDMENTS TO THE BYLAWS

SECTION 1: JURISDICTION OVER ALL PROPOSED AMENDMENTS

All proposed amendments to Faculty Senate bylaws must originate or be submitted to the Rules and Procedures Committee of Faculty Senate.

SECTION 2: FACULTY SENATE ROLE

A. Any proposed amendments to Faculty Senate bylaws recommended by the Rules and Procedures Committee shall be submitted to Faculty Senate for consideration at least one (1) week before the next scheduled meeting of the Faculty Senate.

B. Any proposed amendments to Faculty Senate bylaws must receive a majority of the votes cast by senators.

SECTION 3: FACULTY RATIFICATION

A. Any proposed amendments to the bylaws recommended by Faculty Senate shall be sent in written form to all eligible faculty members for their consideration at least two (2) weeks before the date of the general ratification vote selected by the Faculty Senate.

B. Amendments to the bylaws must receive a minimum two-thirds (2/3) majority of the votes cast by eligible faculty members.

Vote by Faculty Senate: ~~February 1~~March 6, 2024~~5~~
Vote by Faculty: ~~February 19~~March 31, 2024~~5~~
Approved by Provost Vanderslice: ~~March 28, 2024~~
Approved by OSU A&M as a part of Faculty Handbook review: ~~June 14, 2024~~

Appendix B

Statement of Policy Governing Appointments, Tenure, Promotions, and Related Matters of the Faculty of Oklahoma State University - Oklahoma City

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STATEMENT OF POLICY GOVERNING APPOINTMENTS, TENURE, PROMOTIONS, AND RELATED MATTERS OF THE FACULTY OF OKLAHOMA STATE UNIVERSITY--OKLAHOMA CITY

Preface

It is fundamental that institutions under the governance of the Board of Regents for Oklahoma Agriculture and Mechanical Colleges ("Board of Regents"), such as Oklahoma State University-Oklahoma City, use various professional and administrative standards. Accordingly, it is the policy of the Board of Regents that the activities at these public institutions should be conducted in a manner that will attempt to balance the rights of the individual faculty member with the public's legitimate needs and interests. Policy statements of the Board of Regents are to be applied and interpreted in that spirit. Any use of grammatical gender references shall be interpreted as applying equally to males and females.

The Board of Regents strongly supports the concept of faculty counsel on matters that affect faculty. One primary purpose of this policy statement is to make effective formal procedures to ensure and provide for meaningful faculty counsel on the matters addressed herein.

It is intended that faculty and administrators shall adhere to the standards set forth in this policy statement. It is not intended that minor variances, which are not substantially prejudicial to rights of individual faculty members or contrary to the intent of the policy, should serve as the sole basis for complaints or claims of erroneous treatment or action. Additionally, it is not intended that these minor variances in circumstances and conditions or events be interpreted as establishing authority to disregard the standards set forth in this policy statement.

This broad policy statement is intended to be stable and a source of reliable information and guidance to faculty, administrators, and interested members of the public. However, in approving this policy statement for OSU-Oklahoma City, the Board of Regents is not waiving or restricting its lawful power, duty, and responsibility to act at any future time to establish policies, regulations, and procedures and to implement other decisions of the Board. If there is a need to consider permanent changes to this policy statement, it is recognized that although it is not to be regarded as mandatory, there is almost always substantial public benefit in consulting with Board of Regents staff, institutional administrators, appropriate faculty, and others before enacting revisions. The Board of Regents ordinarily will request assurances from recommending administrators of prior meaningful coordination and discussion of revisions of this policy statement with the president of the OSU-Oklahoma City Faculty Senate before the Board of Regents votes on such proposed revisions.

While the Board of Regents recognizes the value of appropriate participation of faculty, administrators, and others in the formulation of professional standards, policies, and procedures, it also recognizes that circumstances may arise where the collective judgment of the Board of Regents requires the Board to act without such participation in discharging its lawful responsibilities. In such instances, the Board will make every reasonable effort through the official public record and the institutional administration, to inform affected personnel of the Board's actions and invite those personnel to provide input for subsequent consideration by the Board.

References to the Board of Regents in this policy statement may include participation or representation by the Board's staff when so designated or authorized by the board.

This policy statement shall become effective December 11, 2020 and shall continue in effect until amended by the Board of Regents. This policy statement shall not apply to any pending personnel actions commenced under earlier policies, and neither shall it affect any vested substantive rights of any faculty hired prior to its effective date of adoption.

Revised and Approved by the Board of Regents
December 11, 2020

Governing Philosophy

Sound, clearly stated, and sufficiently flexible policies and procedures governing appointments, tenure, promotions, and related matters are vital to the effective performance of faculty members and administrators[1]. These standards are to be implemented in a reasonable manner[2]. In implementing the standards in this policy statement, the VPAA is authorized to decide procedural questions on uncertain points. Prior to making such decisions, the VPAA may consult with the Faculty Senate president, the Senior Vice President of Academic Affairs (hereafter Senior VPAA) of Oklahoma State University, the president of Oklahoma State University, the Board of Regents Office of Legal Counsel, or others.

The opportunity for faculty members to participate in efforts to improve policies is critical. The Faculty Senate ordinarily shall be consulted in the process of reviewing suggestions for improvements in this policy statement, as referenced in the Preface to this Policy Statement. Recommendations for improvements made by the Faculty Senate shall be transmitted to the VPAA of OSU-Oklahoma City. Any changes in this policy statement must be approved by the Board of Regents.

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[1] A copy of all present and future implementing Institutional Policy and Procedure Letters which relate to matters dealt with in this policy statement shall be authorized by the VPAA and be on file and available to faculty members in the library and in the office of every academic school within the Institution. Throughout this document, the phrase "this policy statement" refers to "the Statement of Policy Governing Appointments, Tenure, Promotions, and Related Matters of the faculty of OSU-Oklahoma City". All documents generated on the Oklahoma City campus by the appropriate administrative staff to aid in the implementation of these policies shall be consistent with the standards in this policy statement. If there are any inconsistencies between the documents generated by administrative staff and declarations in this policy statement, the standards in this policy statement shall be the controlling Institutional policy.

[2] Whether implementation of standards is "reasonable" is inherently a judgment based on prevailing circumstances, known facts, and rational conclusions. As used in this policy statement, the determination of whether a matter is "reasonable" is to be based on:

a. an evaluation of known facts,
b. use of applicable procedures and professional standards,
c. consideration of prudent public institutional interests, and
d. the exercise of sound judgment.

For example, an administrative action is "reasonable" if there is a rational or thought-out basis for the administrative action that is developed in a manner consistent with the above decisional criteria; the action should be the product of professional judgment, not contrived nor materially tainted through personal actions born of malice, illegal discrimination, or intentional falsehood. In a disputed situation under this policy statement, reasonableness is ultimately determined by the actions or policies of the Board of Regents for the Institution if it is not resolved at an earlier point within Institutional administrative channels.

It is acknowledged and recognized that the powers reserved to the Board of Regents in this Policy Statement, including, but not limited to, that referenced in Section 1.3.2 shall be controlling over any arguably contradictory language.

General Provisions

1.0 -- Professional Standards and Matters of Academic Appointment Administration

1.1 -- Professional Standards

1.1.1 -- Qualifications

Oklahoma State University-Oklahoma City (hereafter OSU-Oklahoma City) requires that detailed academic qualification standards for each rank, function, or specialty be specified by the appropriate unit administrator[3]. In those cases in which work assignments vary greatly within a given department/ school or are split between departments/ schools it will be necessary to specify qualifications for individual positions. In establishing these qualification standards, the department head/ dean shall obtain appropriate faculty counsel[4]. When approved by the relevant dean and the Provost and Vice President of Academic Affairs, a copy of the standards shall be given to each faculty member and such standards shall be applied by all administrative areas involved until duly amended.

1.1.2 -- Professional Development

Faculty, as professionals, are responsible for their own development consistent with department, school, and institutional goals. It is the policy of OSU-Oklahoma City in the reappointment of faculty members, and especially in the case of reappointments granting tenure, that demonstrated high quality performance in assigned responsibilities be documented. Basic competence in itself is not sufficient to justify reappointment, as that is a prerequisite for the initial appointment.

Deans are expected to encourage the professional development of each faculty member. Deans should familiarize each faculty member with the performance standards established for reappointment, promotion, and tenure. The deans should endeavor to provide an environment conducive to the achievement of expected performance.

1.1.3 -- Job Description and Terms and Conditions of Employment

The faculty is responsible for seeking and transmitting knowledge in an atmosphere of impartial scholarship. Members of the faculty have the responsibility to follow the Board of Regents existing approved policies on outside activities to avoid conflicts of interest prohibited by Oklahoma statutes and, particularly, to develop and maintain normal student/teacher relationships which are healthy, honorable, and beneficial to students in the pursuit of legitimate educational objectives. Members of the faculty must not exploit students for their private advantage.

It is the policy of OSU-Oklahoma City that each faculty member's job description and the applicable standards, criteria, and procedures used in making decisions relating to renewal, tenure, and promotion shall be available to the faculty member in written form. These items shall be provided to each faculty member in the form of the initial letter of offer; written policy and procedure statements of the department, school, and OSU-Oklahoma City; and formal appraisal and development statements.

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[3] The term, "unit administrator," as used throughout this policy statement refers to those individuals holding the title of department head or dean.

[4] ~~Depending on the unit's organizational structure, "~~a~~A~~ppropriate faculty counsel" referred to throughout this policy statement shall involve obtaining a recommendation from~~:~~ the OSU-Oklahoma City Faculty Senate E~~e~~xecutive Committee~~team~~. If members of the executive committee~~team~~ have a conflict of interest, they must recuse themselves and the Faculty Senate executive members will appoint replacements from existing Faculty Senate members in consultation with the VPAA.

~~a. the entire department or school faculty; or~~

~~b. members of a special or permanent committee selected by procedures which have been~~

~~approved by a majority of the faculty of the department/ school involved, submitted to the dean for review, and transmitted to the VPAA for retention in a permanent file; or where necessary;~~

~~c.~~a. ~~the OSU-Oklahoma City Faculty Senate.~~

1.1.4 -- Professional Ethics

The faculty of OSU-Oklahoma City endorses the American Association of University Professors' 1966 statement on Professional Ethics. An edited version of this statement is found in the Statement on Professional Ethics, Appendix 1.

1.1.5 -- Retention and Advancement

It shall be the personal responsibility of the faculty member to satisfy applicable qualifications for reappointment, tenure, or promotion. An OSU-Oklahoma City Policy and Procedures Letter shall be developed and approved by the VPAA to state applicable documentation standards.

1.1.6 – Review of Faculty

1.1.6.1 – Annual Review of Faculty

Review of faculty activities and accomplishments shall be conducted by the unit administrator every year for every faculty member, regardless of rank or tenure status. A written report of activities and accomplishments shall be submitted by the faculty member. This report shall include a work and professional development plan. Unit administrators are expected to encourage the professional development of each faculty member.

Unit administrators shall familiarize each faculty member with the performance standards of the unit. The unit administrator shall endeavor to provide an environment conducive to the achievement of expected performance. The unit administrator shall submit a written evaluation that gives detailed descriptions of the faculty member's accomplishments or deficiencies. The faculty member's written report, together with the unit administrator's evaluation, shall serve as the supporting documentation for any merit pay raise or other salary adjustment. Faculty members will be responsible for maintaining copies of ~~T~~the completed annual review documentation to be included in future RPT/CPTR packets. ~~shall be placed into the permanent record of the faculty member and shall be added to an accumulation of performance documents that shall be used in any further review. A complete set of annual review documents shall be available for any peer committee evaluation, particularly evaluations at the times of reappointment, tenure, and promotion.~~ If a major element of performance is judged to be unsatisfactory by the unit administrator, the following steps shall be taken:

(a) A detailed written plan for corrective action shall be specified by the unit administrator.

(b) If requested by the faculty member, the unit administrator shall obtain appropriate faculty counsel to determine whether the appraisal is justified, and if so, what measures to improve performance are warranted. If the judgment of unsatisfactory performance is not supported by the faculty group, the matter shall be forwarded to the next level of supervision for resolution.

Personal misconduct may be the basis for disciplinary action that is separate from the professional performance appraisal system (see Section 1.12).

1.1.6.2 – Cumulative Review of Tenured Faculty

For each tenured faculty member, a cumulative review shall take place every five years. A review conducted to grant promotion qualifies as a cumulative review. The review shall be based on discussion and substantive documentation provided by the faculty member. The review processes shall include written feedback from the School and Institutional RPT/CPTR Committees to the faculty member as well as a provision for response. Written feedback shall be a detailed description of the faculty member's accomplishments or deficiencies. If deficiencies are present, ~~T~~the cumulative review will ~~requires~~ establish an individual development plan~~s~~ for ~~each~~ the faculty member. Faculty members are responsible for their own development consistent with unit, School, and University goals. Any formal development plan should respect academic freedom and professional self-direction, and it should be flexible enough to allow for subsequent alteration.

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The results of the Cumulative Post-Tenure Review (CPTR) may be used by appropriate administrators as a basis for providing support which will assist faculty members in carrying out their professional goals and responsibilities. Any disciplinary action that may follow the cumulative review must adhere to all prescribed procedures in force within this policy document. In the event that unsatisfactory performance has not improved within the timelines set in the individual development plan, any dismissal action shall be based up on those grounds for dismissal specified in the "Policy Statement to Govern Appointments, Tenure, Promotions and Related Matters of the Faculty of Oklahoma State University – Oklahoma City."

If a faculty member believes that the results from a cumulative review are based on unlawful discrimination, inadequate consideration, or legitimate exercise of academic freedom, they may request a review of the matter utilizing the Dispute Resolution Procedure in this policy document. Formal Cumulative (Post-Tenure) Review Policies and Procedures are outlined in Appendix E.

1.2-- Recommendations for Faculty Appointments, Reappointments, Non-Reappointments, and Promotions

1.2.1 -- RPT/CPTR Committee Composition

The RPT/CPTR Committee will consist of:

a. Faculty Senate President (non-voting member, except in the case of a tie) who will serve as the committee chairperson
b. Faculty Senate Vice President
c. Previous Faculty Senate President (non-voting member)
d. A Dean (selected by the VPAA or the VPAA's designee)
e. Two Department Heads (selected by the VPAA or the VPAA's designee)
f. A Representative from each of the schools
g. An at-large representative from the faculty (selected by Faculty Senate Executive Committee)

The Faculty Senate President, Vice-President, and previous President are considered automatic members representing the entire faculty. The term limitations rules do not apply for these automatic members.

All other members are considered normal members. Normal members are selected annually and have a three-year continuous term limit. Ideally, the committee will have at least one full professor, one non-tenured professor, and one tenured Associate Professor.

No one may serve on the RPT/CPTR committee in the same academic year in which they are applying for reappointment, promotion, or tenure, or going through cumulative post-tenure review due to conflict of interest. In the case that ~~the Faculty Senate President or Faculty Senate Vice President~~ any automatic member ~~is ineligible~~has a conflict of interest, ~~the Faculty Senate Past President and/or the Faculty Senate Secretary may serve as voting members instead. If neither is eligible,~~ the Faculty Senate Executive Committee will consult with the administration to identify ~~a~~ substitution(s). If the Faculty Senate President has a conflict of interest, they will still be responsible for all chairperson duties, but must recuse themselves from all discussion and voting, as per Robert's Rules.

Member Selection

Each Dean will determine the process used to identify their appointment and send the name to the Faculty Senate President. ~~The rules for that process will be created by said Schools.~~

The VPAA will choose their representatives, which will be one Dean and two Department Heads.

The Faculty Senate executive team will select one (1) at-large faculty member to serve on the RPT committee. They will select a full professor, if there is none represented in the other 7 faculty members yet.

- If a full professor is already present, they will select a non-tenured full-time faculty member.
- If both are already represented, they will select a tenured full-time faculty member.
- If a full professor, non-tenured professor, and tenured professor are represented, the Faculty Senate Executive Committee may select any full-time faculty member.

Timeline for Committee Formation

- School Representatives are due to FS President by Nov 14
- VPAA Representatives are due to FS President by Dec 1
- The full RPT committee will be constituted by the end of the Fall term.

Failures to Appoint and Emergency Appointments

If any of the Schools fails to notify the Faculty Senate President of their selected representative, the Faculty Senate President will reach out to the School's RPT Committee chair on the first business day after the nomination was due. If the Faculty Senate President cannot reach the chair or if the chair does not have a representative, the School's representative will be forfeited to the VPAA's office, and the VPAA will be responsible for identifying a faculty member to represent that school.

If the VPAA fails to select representatives by their deadline, the Faculty Senate Executive Committee will select a Dean and two Department Heads to represent the administration.

If for any reason a member of the RPT committee can no longer serve (either for personal or professional reasons), the Faculty Senate Executive Committee and the VPAA will work together to make an emergency appointment and notify the represented party (the faculty, the School, or the administration) of that appointment.

1.2.2 -- Roles and Responsibilities of the VPAA and the Board of Regents

The VPAA shall carefully review all recommendations and shall give great weight to the recommendations of the Reappointment, Promotion, and Tenure Screening Committee in making decisions. If deemed necessary, the VPAA may consult with department heads and/or deans and request recommendations from other academic administrators before taking action.

Final institutional review of personnel actions may be conducted by the VPAA[5]. Appointments, reappointments, promotions, and terminations must be approved by the Board of Regents except as authorized by Board of Regents policies (e.g., Board of Regents Policy Manual and Rules, §3.03 (revised June 22, 2018)).

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[5] At all times in this Policy Statement, references to final decisions being made by the Provost and Vice President to the Board of Regents are not intended to imply or assume that the Senior VPAA or the President of OSU, as may be appropriate, do not have roles to play in such actions. Recommendations regarding the initial appointment, reappointment, promotion, tenure, and termination of faculty inherently involve a recommendation being made by the Provost and Vice President to the Senior VPAA and to the president of OSU, who have authority over what matters are recommended to the Board for action.

1.3-- Periods of Appointment and Tenure for Ranked Faculty[6]

1.3.1 -- Types of Appointments

All faculty positions are of two types, permanent or temporary. All permanent faculty positions shall be filled by appointments of qualified persons with the rank of Instructor, Assistant Professor, Associate Professor, or Professor. The initial appointment of any person to the rank of Instructor or above, including part-time appointments shall be based on a recruiting search which is consistent with applicable state and federal equal employment opportunity standards and Board of Regents-approved affirmative action guidelines. When deemed professionally appropriate and financially feasible by the VPAA, national searches will be used. All initial appointments to the rank of Instructor or above are of two kinds:

A. probationary (appointments potentially leading to tenure), or
B. appointments with tenure (applicable only to appointments with the initial ranks of Associate Professor or Professor if specifically approved by the Board of Regents).

1.3.2 -- Tenure

Tenure is a continuous appointment granted following evaluation by the faculty member's academic department and/or dean, the OSU–Oklahoma City Reappointment, Promotion, and Tenure Screening Committee, and the VPAA; and approval by the Board of Regents. Tenured appointments shall not be terminated except under extraordinary conditions as stated in section 1.13, Termination of Appointments.

Tenure is a means by which to assure academic freedom (see Section 1.8). Academic freedom is indispensable to the success of OSU-Oklahoma City in fulfilling its obligations to its students, to the State of Oklahoma, and to society in general. The decision to grant tenure is a judgment made with appropriate faculty counsel. Except for prestigious scholars initially appointed as Associate Professor or Professor with tenure, the decision to grant tenure is normally made toward the end of a probationary period. Tenure is a major undertaking and shall not be granted unless the faculty member has demonstrated by consistent performance that the academic department will benefit from making a career-long commitment to the faculty member.

Academic appointments normally coincide with the beginning of the academic year. For faculty appointed after September 1, the period of probation for tenure consideration or for renewal of appointment will commence at the beginning of the following academic year. The probation period for faculty appointed on or after January 1 will commence at the beginning of the following academic year. Except for extenuating circumstances (see Section 1.3.9), the period of probation for tenure consideration shall never exceed a total of six years of continuous appointment with OSU-Oklahoma City.

Review for the granting of tenure shall occur only at the following times:

A. when a prestigious teaching scholar is initially considered for appointment to the rank of Associate Professor or Professor;
B. when an untenured ranked faculty member is reviewed for promotion to the rank of Associate Professor or Professor;
C. when an untenured ranked faculty member is reviewed for a reappointment or promotion which, if awarded, will extend the number of years in ranked faculty positions at OSU-Oklahoma City beyond a total of seven years; or
D. when a person has completed at least one year of satisfactory service at OSU-Oklahoma City following an initial appointment as an untenured Associate Professor or Professor.

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6 The term, "ranked faculty," as used in this document applies only to instructors, assistant professors, associate professors, and professors who have appointments potentially leading to tenure or who are tenured.

1.3.3 -- Appointment as Instructor

Appointment to the rank of Instructor shall be for such time as is specified, but such appointments shall not exceed one academic year at a time during a probationary period not to exceed six years. When individuals have been appointed as Instructor for their sixth year of probationary service, they shall be evaluated for tenure and by April 1 of the sixth year of either:

A. the award of informed in writing tenure effective with the beginning of the seventh year, or
B. the nonrenewal of the appointment and expiration effective at the end of the appointment.

If a non-tenured Instructor is promoted to a higher rank, the period of probation for tenure shall commence with the beginning of the initial appointment as an Instructor, unless the faculty member requests and is granted an extension of the probationary period (see Section 1.3.9).

When a non-tenured Instructor is promoted to Assistant Professor, evaluation for tenure shall occur the sixth year of service. The initial term of appointment as Assistant Professor will vary depending on the number of years served as Instructor, as follows:

A. with five years of service as Instructor, promotion would result in a one-year initial appointment as Assistant Professor;
B. with four years of service, a two-year appointment;
C. with three years of service, a three-year appointment; and
D. with one or two years of service, a four-year appointment.

In the case of promotion to assistant professor after only one year as an Instructor, a second probationary term of two years is permitted. In the other cases described above, a terminal one-year reappointment as assistant professor will be made when tenure is not to be granted.

1.3.4 -- Appointment as Assistant Professor

Initial appointment or promotion to the rank of Assistant Professor shall normally[7] be for a period of four years. The candidate shall be fully qualified as an instructor and hold a master's degree in the field or a related field (as defined by the Office of the Provost and Vice President of Academic Affairs) from an accredited institution of higher education. Reappointment for a two-year period may be made. Promotion to Associate Professor or reappointment as an Assistant Professor after six years of probationary service as an Assistant Professor shall confer tenure.

1.3.5 -- Appointment as Associate Professor

Initial appointment or promotion to the rank of Associate Professor shall normally[8] be for a period of five years. Any recommendation for promotion prior to this length of service in rank will be regarded as extraordinary and will require exceptional justification. The candidate must be fully qualified as an assistant professor and have extensive teaching experience. Reappointment as Associate Professor or promotion to Professor shall confer tenure. A special tenure review may be made after one year of service at OSU-Oklahoma City (see Section 1.3.2). In extraordinary circumstances, tenure may be expressly granted at the time of initial appointment.

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[7] For faculty whose initial term of appointment begins at other than the beginning of the academic year, the period of appointment shall be adjusted to expire at the end of an academic year to be consistent with the provisions of Section 1.3.2, paragraph 3. Thus, the term of the first probationary appointment may vary from the stated period in Sections 1.3.4 and 1.3.5.

[8] Id.

1.3.6 -- Appointment as Professor
Initial appointment to the rank of Professor shall confer tenure unless a probationary period, not to exceed three years, is specified at the time of appointment. The candidate must be fully qualified as an Associate Professor, hold a doctorate degree in the field or a related field (as defined by the Office of the Provost and Vice President of Academic Affairs) from an accredited institution of higher learning, and be eligible for tenure. Any recommendation for initial appointment or promotion prior to this length of service in rank and/or prior to meeting educational requirements will require exceptional justification. Promotion to professor will place individuals on the CPTR timeline as no further promotions in rank are possible.

1.3.7 -- Change from Academic Status
Academic tenure is not affected by change to administrative or other active status. Please note that further progression through the academic ranks is frozen upon changing to an administrative status. Appointment to an administrative or other position shall not confer tenure in that position.

1.3.8 -- Nonpermanent and Special Appointments
When persons are appointed to non-permanent or special positions, special titles (see Section 1.7) shall be used. In such cases, the period of appointment shall be clearly stated and should be designated as temporary on the "Employment Action Form"; this administrative form is to be attached to an OSU-Oklahoma City Policy and Procedures Letter explaining its proper use. The letter confirming the appointment should state that appointment to temporary positions will not lead to tenure nor count as part of a probationary period potentially leading to tenure.

1.3.9 -- Extensions of Appointment and Probationary Periods
A period of appointment and the probationary period of a faculty member may be extended up to three years for extenuating circumstances, e.g., a leave of absence without pay, an extended sick leave, significant changes in published criteria for tenure, or significant changes in job description associated with transfer or promotion. Upon written request by the faculty member and recommendation by the department head and/or dean, such an extension may be granted upon approval by the VPAA and the Board of Regents.

1.4 -- Origination of Appointments and Assignments

1.4.1 -- Appointment to Faculty Positions
The department head and/or dean has the principal responsibility for initiating all authorized faculty appointments (see Section 1.2). The department head and/or dean with the advice of faculty shall carry out this responsibility by:

A. ~~filing a "Request to Hire Form" (an administrative form to be attached to an OSU-Oklahoma City Policy and Procedures Letter explaining its use) following definition of faculty needs;~~contacting Human Resources for recruitment policy and procedure;
B. searching for and obtaining information about prospective faculty members;
C. evaluating candidates; and
D. recommending suitable, qualified individuals for appointments, with supporting evidence concerning the candidate's qualifications.

Temporary appointments may be made without a national search and the position shall carry a title reflecting its temporary nature (see Section 1.7.6).

1.4.2 -- Letter of Offer
No offer is binding on OSU-Oklahoma City until a formal recommendation has been presented to and officially approved by the Board of Regents in accord with the policies of the board.

A statement of the proposed basic terms and conditions of every appointment shall be available in writing and be in the possession of both OSU-Oklahoma City and the prospective faculty member before the

appointment is made. Where applicable, this statement will make reference to the substantive and procedural standards generally used in the decisions affecting renewal and tenure and any special standards adopted by the appropriate department and/or school. Any other authorized agreements pertaining to conditions of appointment, reappointment, promotion, and tenure shall be part of this written statement.

1.4.3 -- Amendments

If basic changes in assignment or conditions of appointment (other than revisions to fringe benefits, retirement plans, and this policy statement) become necessary during the period of appointment, the changes must be discussed in advance and communicated to the affected faculty member in writing by the department head and/or dean. Unresolved disputes regarding basic changes in assignments or conditions of appointment are resolved using the Dispute Resolution Procedures, Appendix 5.

1.5-- Promotions in Rank

The process of review for promotion in rank shall be initiated by the Office of the Provost and Vice President of Academic Affairs. Prior to the initiation of the review, the consent of the faculty member shall be obtained. Faculty members should be provided sufficient notice to enable them to assemble and submit materials believed helpful to a full review. Individual faculty members have the right to be reviewed for promotion at their own request provided they have not undergone such a review within the previous two academic years.

Following consideration of appropriate faculty counsel, the department head and/or dean will decide whether or not a faculty member is to be recommended for promotion by the department head and/or dean. This decision should be in keeping with the established qualification guidelines of the department and/or school. The faculty member shall be informed by the department head and/or dean if a recommendation for promotion is not being sent forward and shall be provided counsel by the department head and/or dean regarding how to meet criteria for promotion in a subsequent consideration.

The VPAA shall review each promotion recommended by the department head and/or dean and by the OSU-Oklahoma City Reappointment, Promotion, and Tenure Screening Committee. The Committee's recommendation to the VPAA will be accompanied by the original recommendations and counsel of the department head and/or dean. In the process of review, the VPAA may seek additional counsel from suitable faculty committees. Copies of any written counsel provided by such faculty committees will become part of the recommendation package. If the VPAA's recommendation differs from that of the department head and/or dean or the Committee, the reasons shall be specified in writing and provided to the faculty member.

Persons holding temporary or special titles may apply for advertised ranked positions. Before the VPAA recommends any such promotions, they should seek appropriate faculty counsel.

Promotions must be recommended by the VPAA and approved by the Board of Regents before becoming effective. The affected faculty member shall be informed by the appropriate department head and/or dean that a recommendation for promotion will be presented by the VPAA to the Board of Regents. Normally, recommendations for promotions are submitted to the Board of Regents for consideration during its June meeting. When approved, the Board of Regents specifies the date on which the promotion shall become effective.

1.6-- Reappointment and Non-Reappointment

1.6.1 -- Recommendation to Reappoint/Not to Reappoint

Recommendations to reappoint or not to reappoint shall originate with the ~~department head and/or~~ dean after ~~obtaining appropriate faculty counsel (see Section 1.2)~~consultation with the department head. Normally, such recommendation shall be in response to a routine notice from the office of the VPAA. A faculty member being considered for reappointment shall be provided sufficient notice to assemble and submit materials believed helpful to a full consideration of the question.

Recommendations for both reappointment and non-reappointment of ranked, probationary faculty members are forwarded to the OSU-Oklahoma City Reappointment, Promotion, and Tenure Screening Committee and to the VPAA for review and action, except in the case of Instructor reappointments. Recommendations to reappoint non-tenured, tenure-track instructors will be reviewed only by the VPAA in the first year and third year; these recommendations will not be reviewed by the OSU-Oklahoma City Reappointment, Promotion, and Tenure Screening ~~Committee. In~~Committee. In the process of review, the Committee and the VPAA may seek counsel from suitable OSU-Oklahoma City faculty committees. Following review, all recommendations, accompanied by a statement of approval or disapproval, are forwarded to the Senior VPAA for recommendation. Copies of the written counsel provided by the department and/or school, faculty committees, and the OSU-Oklahoma City Reappointment, Promotion, and Tenure Screening Committee should accompany recommendations from the VPAA to the Senior VPAA.

The affected faculty member shall be informed by the appropriate department head/ dean that:

A. a recommendation for reappointment will be presented to the Board of Regents, or
B. OSU-Oklahoma City does not intend to continue the appointment beyond a specified date.

1.6.2 -- Non-Reappointment

Nonrenewal of a temporary or non-tenured appointment shall not be regarded as a termination. If a decision is made not to recommend reappointment of a faculty member on a probationary appointment, the following schedule for notification should be observed:

A. Adjunct appointments and all other forms of non-tenure track special appointments will end by their own terms at the conclusion of the appointment period without any expectation of future appointment or advance notification requirement.
B. For Instructors, notice shall be given no later than April 1 of the year in which the appointment is scheduled to expire.
C. For Assistant Professors or higher, notice shall be given at least twelve (12) months before the expiration of an appointment period.

Faculty in ranked tenure-track positions shall be provided the reasons for non-renewal in a confidential document from either their specific department/ school or the Office of the VPAA. If the affected faculty member believes that the reasons for non-renewal are based on unlawful discrimination or inadequate consideration, a request may be made for a limited review of the matter using the Dispute Resolution Procedures, Appendix 5.

1.6.3 -- Special-Title Positions

Faculty positions with special titles are not considered permanent. Appointment of persons to nonpermanent special positions is usually for a stated period of time and does not imply an obligation to reappoint. Normally, additional notice of the end of the term of this kind of appointment need not be provided.

1.7-- Special Appointments and Titles

1.7.1 -- Regents Professor

This title may be awarded to Professors who have made outstanding contributions in their discipline through resident teaching and/or research or other scholarly activities, and/or extension activities. Persons appointed with this title should be recognized on campus and at the national level for past and continuing scholarly accomplishments. Evidence of accomplishments may be their record of publication in nationally recognized journals, or as authors of monographs, scholarly books and/or textbooks, creative activities, or outstanding performance as classroom teachers. Teaching excellence must be documented by department heads and/or deans, peers, and students or indicated by previous teaching awards granted by student or faculty groups. Outstanding performance in extension activities will also be considered. The title of Regents Professor is an honorary title and does not involve additional financial support beyond any annual merit increase(s) in salary. The term of Regents Professorships shall be four years, and the honorary

appointment may be renewed. Such an appointment is effective July 1 following formal approval. Approved procedures for nomination and recommendation for appointment to this title are stated In Policy and Procedure Letter 2-0905.

1.7.2 -- Regents Service Professor

Appointment to this title may be made for administrators who have rendered distinguished service to OSU-Oklahoma City and desire to be relieved of administrative duties and return to resident instruction, extension, or research positions. Recommendations shall be made by the dean of the appropriate academic area to the VPAA. Appointment shall be for a period of four years and is subject to renewal.

1.7.3 -- Endowed or Supported Chairs

After receiving appropriate faculty counsel, the department head and/or dean may recommend that a person be appointed to an endowed or supported chair in recognition of past and continuing scholarly accomplishments in the appropriate discipline. Persons holding endowed chairs will be subject to the rules and procedures governing other faculty members of the same rank.

1.7.4 -- Emeritus Faculty

Upon retirement, faculty members shall carry as emeritus the rank they were holding when retired, shall retain all professional rights, and shall be accorded privileges specifically authorized by the Board of Regents.

1.7.5 – Part-time Faculty Appointments

Professional persons may be granted appointments as part-time instructors. Part-time faculty appointments are temporary appointments for specific periods of time and with no expectation of reappointment. Part-time faculty appointments do not count toward tenure. No notice of non-renewal of a part-time faculty appointment is required, as the appointment ends by its own terms at the end of the appointment period. Such appointments do not require a national search and are recommended by the department head and/or dean after obtaining appropriate faculty counsel. Such persons shall not be awarded tenure but may be granted professional rights and privileges afforded to the faculty. When part-time faculty appointments are made, any rights and privileges granted shall be specified on the employment action form and in the letter confirming the appointment. If institution-wide faculty voting privileges are to be granted, concurrence must be obtained from the Faculty Senate.

1.7.6 -- Temporary Faculty Appointments and Titles

In response to special short-term and/or emergency needs, OSU-Oklahoma City may make temporary appointments. When such appointments are made, the special titles of Visiting Instructor, Teaching Associate, Lecturer, Distinguished Scholar, Artist, or "Professional" in Residence, etc. shall be used. Appropriate search procedures should be used prior to making such appointments, but the process may vary depending upon the nature of the position. Department heads and/or deans, after receiving appropriate faculty counsel, shall be responsible for recommending appointments to temporary positions.

In those few instances when OSU-Oklahoma City is confronted with an emergency situation in the areas of extension or instruction, a person can be appointed on a temporary basis for a term not to exceed one year, even though all of the recruitment procedures normally followed in making such an appointment may not have been met. In such cases, the department head and/or dean shall implement normal recruitment procedures to fill the position at the end of the initial temporary appointment. When temporary appointments are made, the letter confirming the nature of the appointment should specify the term of appointment and state the conditions relating to reappointment. Persons holding temporary positions may not be awarded tenure and do not have institution-wide faculty voting privileges but may be awarded other professional rights and privileges afforded the faculty. OSU-Oklahoma City is not required to provide notice of non-reappointment to persons holding temporary positions, but their appointments cannot be terminated before the end of the term of appointment except for those causes stated in Section 1.13.

The titles described in this section are important to OSU-Oklahoma City in its management of the

fluctuating demands of externally funded programs. Tenured and tenure track faculty may be released from assigned duties as grants and contracts are obtained. To facilitate this process, the department head and/or dean may request authorization to establish and fill temporary positions with persons awarded one of the special titles listed below. They may also request variations from the specific conditions and terms of appointment for persons appointed to one of the titles in this section. When determined to be in the best interests of OSU-Oklahoma City, the VPAA may approve such variations in specific individual cases.

1.7.6.1 -- Distinguished Scholars, Artists, and "Professionals" in Residence
When members of the academic community who possess nationally recognized skills and talents are invited to visit the campus for periods of one semester or more, but not exceeding two academic years, they may be granted a courtesy title of Distinguished Scholar, artist, or "Professional" in Residence.

1.7.6.2 -- Lecturer and Visiting Instructor
These titles may be used for persons employed to meet short-term teaching or extension needs. They may also be used for scholars with a terminal degree who wish to affiliate with OSU-Oklahoma City for professional development. Limited search procedures are usually adequate when appointment to any of these positions is made. Should such an individual be awarded a ranked title following an appropriately approved search, the time spent in the temporary position shall not count as part of the probationary tenure consideration period, unless specified in a letter confirming the appointment for the permanent position.

1.7.6.3 -- Lecturer
Appointment to the post of Lecturer shall be for a term of one year or less. Reappointments for a total period of not more than three years may be made. Time spent as a Lecturer shall not count toward tenure should a person holding a lectureship be given a tenure-track appointment.

1.7.6.4 -- Teaching Associate
Individuals who hold an earned terminal degree and/or who possess particular teaching skills related to the area of the work assignment may be appointed as Teaching Associates. Persons holding this title may be assigned some responsibilities in a function (teaching or extension) outside the function of their major responsibility. Appointments are to be made for a term of not more than one year and reappointments for a total of five years may be made. Post-doctoral fellows may typically be appointed as research associates.

1.7.7 -- Non-Faculty Academic Positions and Titles
When appointments to non-faculty academic positions are made, any rights, privileges and benefits granted shall be specified on the Payroll Action Form and in the letter confirming the appointment. Items granted are to include employee medical insurance but not faculty voting privileges.

1.8-- Academic Freedom
The institution endorses the general statement on academic freedom, as it applies to state universities, which is embodied in "Academic Freedom and Tenure (1940 Statement of Principles)" as drafted by the Association of American Colleges and the American Association of University Professors. An edited version of the statement is found in Appendix 2, Statement on Academic Freedom.

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1.9-- Appointment to Administrative Positions
An appropriate search and faculty consultation ordinarily shall precede recommendation of appointment to administrative positions which entail direct or indirect supervision of faculty members or which have direct bearing on the work of the faculty. Such administrative positions include the President, vice presidents, associate vice presidents, deans, associate and assistant deans, department heads, the Registrar, the Director of Admissions, the Librarian, and other directors of comparable rank[9]. The requirement for faculty consultation shall apply to all permanent appointments and to temporary appointments to fill a vacant position or to replace an administrator who will be absent for more than one semester.

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9 In the appointment of administrators, faculty consultation is included and shall be provided by faculty members of the departments and/or schools involved.

1.10 -- Resignations

Resignations are terminations initiated by the faculty member. Faculty members may terminate their appointments effective at the end of an academic year provided that they give notice in writing at the earliest possible opportunity, but not later than May 15, or 30 days after receiving notification of the terms of their appointments for the coming year, whichever date occurs later. Faculty members may request a waiver of this requirement of notice in case of hardship or in a situation in which they would otherwise be denied substantial professional advancement or other opportunity.

1.11 -- Administrative Suspensions

An administrative suspension is a temporary removal for a specific time period of all or any portion of a faculty member's assigned duties for purposes of protecting the best interests of OSU-Oklahoma City and its components and/or for the safety and well-being of the persons affiliated with it. Suspensions are not to be imposed for purposes of discipline, nor are they to be interpreted as evidence of inadequate or inappropriate professional behavior by the faculty member.

When deemed appropriate, a suspension may include restrictions on use of OSU-Oklahoma City facilities or resources and may be imposed during the course of an authorized dismissal procedure or authorized sanction appeal. In no case shall suspensions exceed one calendar year. During a suspension, there shall be no reduction of salary or other benefits.

1.11.1 -- Procedures for Suspensions

Department heads or other related supervisory academic administrators[10] may summarily suspend a faculty member for up to 72 hours when it is judged that the safety and well-being of the faculty, the best interests of OSU-Oklahoma City or any of its components, or others is threatened by uninterrupted continuance.

A suspension may extend beyond 72 hours if approved by the VPAA or designated representative. Recommendations for suspensions of greater than 72 hours shall be forwarded to the VPAA by the appropriate dean with endorsements regarding the need for the proposed action. The VPAA, if concurring, will direct the extended suspension. The faculty member and department head shall be informed in writing of the length, terms, and conditions of any implemented suspension.

Formal Dispute Resolution Procedures outlined in Section 2.4 and Appendix 5, Dispute Resolution Procedures, do not apply to suspension actions unless because of unusual circumstances the VPAA finds it would be in the best interest of OSU-Oklahoma City to provide extraordinary administrative due process.

1.12 -- Disciplinary Actions

Academic freedom carries both rights and responsibilities. To foster and preserve freedom of inquiry and legitimate expression, orderly conduct of institutional functions and adherence to the ethical standards of the academic profession are essential (see the Statement on Professional Ethics, Appendix 1). Accordingly, the faculty is subject to laws, policies, rules, regulations and procedural requirements which safeguard its functions, and which concurrently protect its rights and freedoms. Violations may result in actions by OSU-Oklahoma City ranging from simple admonitions to permanent dismissal. Department heads and/or deans are normally responsible for initiating and implementing appropriate disciplinary action.

10 As used in this policy statement, "related supervisory academic administrators" shall include deans and the VPAA.

Administrators shall use common sense and mature judgment in considering possible disciplinary situations involving faculty. Information about possible misconduct from such sources as student and faculty complaints, direct observation, citizen complaints, signed letters, grand jury indictments, media stories, and police reports may indicate a need for administrative inquiry and evaluation to ascertain whether an OSU- Oklahoma City interest has probably been adversely affected or jeopardized. When it appears that corrective action is necessary, the severity of the action taken should bear a close relationship to the seriousness of the apparent misconduct.

1.12.1 -- General Procedures for Imposition of Disciplinary Actions

Any complaint to an OSU-Oklahoma City representative that is intended to lead to an inquiry regarding a faculty member's performance or behavior ordinarily should be submitted in writing bearing the complainant's signature to the faculty member's department head and/or dean. The department head and/or dean may also initiate a performance or conduct inquiry unilaterally without a written complaint. Other related supervisory academic administrators may also be authorized by the VPAA to make appropriate conduct investigations and initiate appropriate disciplinary action on oral or written complaints.

Disciplinary action should not be taken until:

A. The alleged deficiency or misconduct by the faculty member has been investigated and reasonable cause has been established to believe that the deficiency exists or that the misconduct has occurred;
B. The faculty member has been informed of the results of the investigation and the disciplinary action which is being considered and has been given appropriate time and opportunity to respond; and
C. If the disciplinary action is to be more severe than a simple admonition or is to be recorded in the faculty member's personnel file, appropriate faculty counsel, unless waived by the individual faculty member, has been obtained.

It is recognized that impressions of possible problem situations may be re-evaluated and revised as more is known, discussed, or understood about an apparent problem and related evidence. It is therefore permissible to change or amend a proposed disciplinary action, even after it is initiated, if new evidence develops or a related supervisory academic administrator determines it to be necessary and appropriate under prevailing circumstances. If a proposed action that has already been initiated is modified, the faculty member who is being considered for disciplinary action will be notified of the reasons that led to the modification and given an opportunity to respond.

As described below, authorized disciplinary actions include simple admonitions, formal sanctions, and dismissals. Recognizing that these three types of disciplinary actions have significantly different impacts on the career of a faculty member, the procedures for providing adequate administrative due process necessarily differ.

1.12.2 -- Simple Admonitions

Admonitions are intended to inform faculty members that others find their performance or professional behavior to be unsatisfactory and/or inappropriate. Admonitions include administrative counseling; warnings; and gentle and friendly reproof against alleged fault, oversight, or minor misconduct. Appropriate faculty counsel is not required prior to issuing admonitions. Normally they are issued orally; written records of them are not included in a faculty member's personnel file unless a pattern develops, in which case the individual involved will be notified in writing. Anecdotal notes of administrative actions may be maintained by administrators separate from individuals' personnel files. Administrative appeal of

admonitions is not provided.

1.12.3 -- Formal Sanctions

Sanctions are formal actions taken to prevent damage to the legitimate interests of OSU-Oklahoma City and its components and/or to prevent recurrence of unsatisfactory performance or unprofessional behavior. Authorized sanctions include such measures as written reprimands; required participation in counseling and/or corrective programs; and restrictions on use of institutional privileges, resources and services. Formal sanctions are to be imposed when, in the judgment of the department head and/or dean, simple admonitions will not adequately serve to prevent damage to OSU-Oklahoma City or to prevent recurrence of unsatisfactory or unprofessional performance or behavior.

1.12.3.1 -- Procedures for Imposing Sanctions

Sanctions are normally directed by department heads and/or deans. When deemed appropriate by the VPAA, other related senior supervisory academic administrators may be authorized to conduct investigations and direct sanctions. Prior to imposition of a sanction, the investigating administrator shall provide the faculty member with a complete, detailed written statement of the complaint(s), report(s), or deficiency(ies) alleged against him or her. ~~If practical, they should be given the opportunity to face and question those who have made the complaint(s).~~ Following receipt of the written statement of the complaint(s), report(s), or deficiency(ies), the faculty member shall have seven calendar days to respond in writing to the matters being investigated. ~~Unless waived by the faculty member, t~~The investigating administrator ~~shall~~ may seek ~~appropriate~~ faculty counsel as deemed necessary during the process of conducting the inquiry and in considering appropriate sanctions. The investigating administrator shall provide the faculty member with written notice of any sanction(s) to be imposed. The written notice of sanction(s) should describe corrective actions on the part of the faculty member which could lead to removal of the sanction(s) and a statement of procedures for appeal, review, modification, and removal of the sanction(s).

1.12.3.2 -- Appeal of Sanctions

Upon receipt of the notice from the investigating administrator informing the faculty member of the intended imposition of sanction(s), the faculty member shall have seven calendar days during which to file a written appeal of the decision with the VPAA. Appropriate bases for appeal are:

A. lack of reasonable cause for the sanction,
B. substantial failure to follow proper procedures for imposing sanctions, and
C. inappropriateness of the sanction(s) imposed.

The appeal should clearly state the basis for the appeal; the relief sought, and include all the information the faculty member believes is pertinent to the appeal. If the VPAA finds that there is an insufficient statement of the basis for the appeal, they shall inform the faculty member and department head and/or dean that the appeal has been denied and provide instructions for the implementation of the sanction. If the VPAA finds there is a sufficient statement of the basis for the appeal, they will designate themselves or another senior supervisory academic administrator to serve as an appeal review administrator whose responsibility it shall be to review the matter thoroughly and make a final recommendation regarding the sanction. The appeal review administrator shall use best judgment to determine whether the sanction should be sustained, modified, or completely removed. Pending completion of an authorized appeal, a sanction shall not be enforced, but the VPAA may relieve the faculty member of all or part of their duties if such is deemed essential to the protection of OSU-Oklahoma City or its components (see Section 1.11). Relieving a faculty member of duties during an authorized appeal shall be without any reduction in pay or other benefits. Prior to reaching a final decision on the appeal, the administrator reviewing it should attempt to confer with the investigating administrator, the faculty group that provided counsel, and the faculty member who filed the appeal. They may make additional investigation to determine and clarify facts related to the case and may seek additional counsel from the Executive Committee of the Faculty Senate. Normally, the appeal review administrator will complete the review and reach a decision within fourteen calendar days of their appointment as the review administrator. They shall communicate their recommendation to the VPAA who

shall inform the faculty member and dean of the final decision and provide instructions for its implementation. Formal Dispute Resolution Procedures outlined in Section 2.4 and Appendix 5, Dispute Resolution Procedures, do not apply to formal administrative sanction actions unless, because of unusual circumstances, the VPAA finds it would be in the best interests of OSU-Oklahoma City to provide extraordinary administrative due process. If the sanction was initiated by the VPAA, the Senior VPAA will select an individual to perform this function.

1.12.3.3 -- Application for Transfer of Sanction Records (Tenured Faculty Only)
Records of sanction actions shall be retained in the faculty member's active personnel files unless transfer of such records is authorized. Tenured faculty members may request that references to a sanction action be transferred from active personnel files to an inactive, privileged-access file to be sealed and retained by the Office of the VPAA and used only in event of dismissal proceedings. Action on such an application is discretionary with the department head and/or dean. The VPAA may be involved in the decision for transfer of files.

1.13 -- Termination of Appointments

Terminations are revocations of tenured appointments or nontenured appointments before the end of the appointment period. Nonrenewal of a temporary or nontenured appointment shall not be regarded as a termination. Terminations may be effected by OSU-Oklahoma City only for reasonable cause. In cases in which a faculty member is being terminated for cause, OSU-Oklahoma City recognizes those general fairness principles expressed by the American Association of University Professors, unless inconsistent with this policy statement.

There shall be substantial compliance with the procedural standards stated in this policy statement. The VPAA is authorized to decide procedural questions on uncertain points. The VPAA should refer to published statements of the American Association of University Professors[11] as well as consult with the Office of Legal Counsel of the Board of Regents.

1.13.1 -- Medical Disability
When a faculty member cannot continue to carry out essential assigned duties in a satisfactory manner because of medically related disabilities, they shall normally apply for long-term salary continuation under OSU-Oklahoma City's disability program (see separate Disability Policy). If a medically disabled faculty member is not eligible for long-term disability benefits or refuses to act or does not act after being requested in writing to apply for long-term salary continuation under OSU-Oklahoma City's disability program, termination for apparent medical reasons may be recommended.

Termination for apparent medical reasons must be based on convincing evidence that the faculty member cannot reasonably be trusted to complete essential assigned duties in a satisfactory manner. Formal recommendations of termination for medical reasons shall be initiated by the department head and/or dean or other senior supervisory academic administrators only after receiving appropriate faculty counsel. A termination for apparent medical reasons shall normally be recommended only after there has been appropriate consultation with available medical experts and after the faculty member concerned, or someone representing the faculty member if identified and properly authorized to act for the faculty member, has been informed of the basis for the proposed action and has been afforded an opportunity to present the faculty member's position and to respond to the assertions and the evidence. If the faculty member or authorized representative so requests, the evidence will be reviewed by a Termination Hearing Committee (see Section 1.14 and Appendix 3, General Termination Procedures) before a recommendation for termination is made by the Senior VPAA to the Board of Regents. Provided the Board finds such recommendation is based upon sufficient evidence, ordinarily to be disclosed in executive session, the recommendation may be approved by the Board in open session and authorization given to the administration to execute the termination.

[11] The relevant principles of the American Association of University Professors are stated in the following documents included in the AAUP Policy Documents and Reports, 11th Edition (2015).

A. "1940 Statement of Principles on Academic Freedom and Tenure with 1970 Interpretive Statements," pg. 13-19.
B. "Statement of Procedural Standards in Faculty Dismissal Proceedings," pg. 91-94.

1.13.2 -- Dismissals

Dismissals are permanent terminations for disciplinary reasons by OSU-Oklahoma City. Such action is the most severe form of discipline and is to be recommended only when other disciplinary action is administratively judged unlikely to:

A. restore the fitness of faculty members to perform their professional responsibilities, or
B. adequately protect OSU-Oklahoma City or its components from serious harm.

Dismissal or threat of dismissal shall not be used to restrain faculty members in their legitimate exercise of academic freedom.

1.13.2.1 -- Grounds for Dismissal

Dismissals must be based upon reasonable cause related either to a serious lack of satisfactory performance or to a lack of fitness and suitability to continue in the professional capacity of a faculty member. Dismissals may be recommended when one or more responsible administrators judge such action to be appropriate and necessary and may be approved by the Board of Regents (provided the President forwards such recommendation to the Board of Regents). Dismissal proceedings may be initiated for reasons such as:

A. incompetence in performing or in meeting appropriately assigned responsibilities;
B. neglect of duty as indicated by failure or continued failure to perform sufficiently in accordance with applicable terms and conditions of employment, which includes the standards or requirements described or referenced in this policy statement and in other approved procedures or policies of OSU-Oklahoma City or the Board of Regents;
C. serious and apparently intentional misuse of OSU-Oklahoma City property and resources;
D. academic dishonesty;
E. acts of moral turpitude;
F. deliberate and grave violation of the rights or freedoms of fellow faculty members, administrators, or students;
G. willful obstruction or disruption of, or attempts to obstruct or disrupt, the normal operation or functions of OSU-Oklahoma City; or advising, or procuring, or actively encouraging others to do so;
H. serious and repeated failure to adhere to the policies of OSU-Oklahoma City; or
I. other improper conduct which is seriously injurious to the best interests of OSU-Oklahoma City or its components.

1.13.2.2 -- Dismissal Procedures

Procedures to be followed in cases of dismissal are presented in Appendix 3, General Termination Procedures.

1.13.3 -- Termination under Financial Exigency

Termination of appointment may be based on genuine financial exigency. Policies and procedures to be used during a state of financial exigency are set forth in Appendix 4.

C. “Statement on Procedural Standards in the Renewal or Nonrenewal of Faculty Appointments," pg. 94-99.
D. “On Institutional Problems Resulting from Financial Exigency: Some Operating Guidelines," pg. 309-311
E. “Recommended Institutional Regulations on Academic Freedom and Tenure," pg. 79-91.

1.13.4 -- Terminations Associated with Department or Program Discontinuance Not Mandated by Financial Exigency

At any time a program is discontinued, adequate safeguards for faculty members shall be provided. Early and meaningful faculty involvement in decisions regarding program discontinuance shall be provided. Rights under academic tenure shall be protected in a manner consistent with the provisions of this policy statement. Every equitable effort shall be made to assist each faculty member to relocate to a suitable professional position within OSU-Oklahoma City. In such relocation, other employees will not be displaced. Reassignments should occur over an equitable period of time, and adequate notice and retraining for another position should be provided when feasible. Nontenured faculty members on temporary or probationary appointments should be given at least the notice that is specified in Section 1.13.5. If at all feasible, the individuals involved should be given even more liberal notice. Faculty members on temporary or probationary appointments who have been given such notice of termination shall be permitted to resign with notice to OSU-Oklahoma City less than that specified in section 1.10, unless serious disruption of programs would result and no short-term substitution is feasible. The dean and/or VPAA shall offer to send letters of explanation and vitae on behalf of such persons to other institutions to assist in efforts to find them suitable positions elsewhere.

Following the procedures specified below, a good-faith offer of the most suitable, available assignment within OSU-Oklahoma City shall be made to the maximum extent possible to all qualified, tenured faculty members involved in program discontinuance. Faculty members affected by the program discontinuance shall be involved as fully as possible in the making of decisions that affect their units. Special consideration shall be given to provide ample notice of changes; in most cases, at least three (3) months' notice shall be provided before any faculty member is reassigned. Persons to be reassigned may be offered special leave for study to upgrade their expertise or change their specialties as they and the VPAA mutually may see fit after advice from interested deans. If such study will not be at OSU-Oklahoma City, the VPAA should recommend funds, if available, to meet approved travel and tuition expenses elsewhere.

Before any decision becomes final, those whose life's work stands to be adversely affected shall have the right to administrative due process under provisions of this policy statement. If faculty members do not wish to accept the provision of the reassignment, they may submit a petition for resolution of dispute as specified in Section 2.0.

Termination of appointments of tenured faculty members associated with the discontinuance of programs shall be recommended only after the procedures described above have failed to produce reassignment provisions which should be reasonably acceptable to the affected faculty members.

If the faculty member so requests, the proposed termination shall be reviewed by a Termination Hearing Committee (see Section 1.14.2) before a recommendation for termination is made by the President to the Board of Regents. When a recommendation to terminate is to be made to the Board of Regents, the recommendations of this committee shall be forwarded with the recommendation of the President. If terminated in association with program discontinuance, the faculty member should be given appropriate notice or paid severance salary (see Section 1.13.5).

1.13.5 -- Terminal Notice or Salary

If an appointment is terminated for departmental or program discontinuances or institutional financial exigency, the faculty member shall receive notice of separation or equivalent salary as soon as practicable, but not less than three (3) months for Instructors, and not less than twelve (12) months for Assistant Professors, Associate Professors, and Professors.

In terminations for other causes, salary shall not continue for more than one month after the termination becomes effective unless special recommendations to this effect are made by the Termination Hearing Committee or the VPAA and approved by the Board of Regents. On the recommendation of the Committee

or the VPAA, the Board of Regents, in determining what, if any, payments will be made beyond the effective date of termination, may take into account the length and quality of service of the faculty member in addition to the reasons and circumstances pertaining to the termination.

1.14 -- Termination Hearing Board

1.14.1 -- Membership

The Termination Hearing Board is a standing group consisting of not less than fifteen members, a third of whom shall be designated each year for a three-year term by the Faculty Senate from among full-time faculty members whose duties are primarily non-administrative. The Faculty Senate President shall not be eligible to serve on the Board. Terms of service shall begin August 1 and end July 31, except that if a hearing is in progress at the time, any retiring member of the Board who is on the Hearing Committee shall be continued on the Committee until the case in progress is closed. Board members will attend orientation and training programs provided by the Office of the VPAA before serving on a Hearing Committee.

1.14.2 -- Formation of a Termination Hearing Committee

Upon receipt of notice that a formally recommended termination for causes other than financial exigency will be contested, the Faculty Senate President will conduct the formation of a Termination Hearing Committee. The Committee will be composed of five voting persons: four selected by lot from the Termination Hearing Board and one appointed by the VPAA. The VPAA's appointee shall:

A. not be a dean,
B. have faculty rank and substantial experience performing administrative duties, and
C. have attended the orientation and training provided board members.

Members deeming themselves disqualified for bias shall remove themselves from the case and a replacement shall be selected. Normally, a Board member shall not serve on two hearing committees at the same time. Each Hearing Committee shall select its own chairperson from among the members selected from the Termination Hearing Board. In the formation of a Termination Hearing Committee, the prospective members will be subject to challenges for cause by either side, and a maximum of one peremptory challenge may be used by each side. The Faculty Senate President shall exercise reasonable judgment in ruling on the validity of challenges for cause.

1.14.3 -- Duties of Membership

Once appointed, each member shall respect the integrity of the process of the Hearing Committee and will endeavor in good faith to carry out the neutral inquiry and reporting roles created for the hearing committee. Members shall give sufficient attention to the presentation of information so that both sides to the termination recommendation are accorded a fair opportunity to develop and express their positions under the procedures established for OSU-Oklahoma City (see Appendix 3, General Termination Procedures, Sections 3.5 and 3.6).

1.14.4 -- Integrity of Process

Any decision to consider termination inquiries; the proceedings and the formulation of recommendations and reports, etc., by the Hearing Committee; and the consideration given by responsible administrators pertaining to any possible decision to recommend the termination of employment of a faculty member should operate solely on the basis of merit pertaining to the facts and circumstances of each individual case. Except as provided herein, members of the faculty who are not the subject of a specific termination consideration shall neither directly nor indirectly interfere with nor attempt to persuade or influence any person in a position to decide or participate in a decision as to:

A. whether termination proceedings should be initiated,
B. considerations of any organized Hearing Committee,
C. the recommendation(s) or report(s) which might be prepared by any Hearing Committee related to a termination proceeding, or
D. the decision(s) which responsible administrators might develop pertaining to termination considerations.

1.15 -- Financial Exigency
Appendix 4 sets forth OSU-Oklahoma City policy and general procedures for administrative use in the event of a formally declared state of financial exigency.

2.0 -- Dispute Resolution Policy[12]

2.1 -- Policy Statement
It is the policy of OSU-Oklahoma City that all full-time and part-time members of the faculty, including those holding temporary appointments, may in the genuine exercise of good faith petition for review of certain personal employment concerns defined in this document. OSU-Oklahoma City resources may be expended for examination of qualified concerns.

Persons holding a joint appointment (i.e., faculty and staff or administration combination) shall use the dispute resolution procedure germane to the nature of the dispute--for example, if the dispute is relevant to one's work assignment as a member of the faculty, the faculty dispute resolution procedure shall be used.

2.2 -- Definition
A qualified employment dispute under this policy statement is a faculty member's timely written objection to matters related to particular working conditions, but normally excluding suspensions, corrective sanctions, terminations, and actions taken as a result of financial exigency.

2.3 -- Grounds for Dispute
A "petition for resolution of dispute" may be filed after informal consultation with appropriate administrators has failed to resolve material issues concerning implementation of basic terms and conditions of employment or any of the following:

A. disregard on the part of the department head and/or dean or other member(s) of the administration of complaints relating to the basic terms and conditions of the appointment,
B. a pattern of unfair compensation discrimination over a prolonged period of time (two years or more),
C. illegal discrimination including sexual harassment, See Appendix Q
D. denial of promotion without adequate consideration,
E. denial of leave without adequate consideration,
F. denial of reappointment without adequate consideration[13],
G. unreasonable ~~work load~~workload or physical working conditions,
H. unreasonable denial of access to OSU-Oklahoma City resources necessary for the faculty member's compliance with the basic terms and conditions of the appointment,
I. unacceptable reassignment growing directly out of actions specified in Section 1.13.4,
J. basic changes in assignment or conditions of employment if unrelated to corrective sanctions or health leave,
K. unacceptable terms of a conflict of interest management plan, and
L. other matters which the VPAA, in consultation with Faculty Senate Executive Committee members, authorizes.

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[12] As an historical reference, Dispute Resolution Policy was in the previous Oklahoma State University, Stillwater, "Appendix D" policies called "Grievance Procedures."

[13] Procedures recommended by the American Association of University Professors are recognized as general guidelines for conducting investigations in connection with renewal or nonrenewal of faculty appointments to the extent that they are in consonance with the procedures stated herein.

Insofar as the affected faculty member asserts in writing that the decision against renewal by the appropriate administrator was based on inadequate consideration, the functions of the dispute resolution committee which reviews the faculty member's assertion should be the following:

A. to determine whether the decision of the appropriate faculty body and the decisions of the appropriate administrators were the result of adequate consideration in terms of the relevant standards of the institution, with the understanding that the Committee should not substitute its judgment on the merits for that of the academic department; and
B. to request reconsideration by the faculty bodies and/or administrators when the Committee believes that adequate consideration was not given to the faculty member's qualifications (in such instances, the Committee should indicate the respects in which it believes the consideration may have been inadequate).

2.4 -- Formal Dispute Resolution Procedures

Faculty members who believe they have a qualified employment dispute that warrants filing a petition will be expected to have already thoroughly discussed their complaint with their department head and/or dean, the VPAA, and other appropriate administrators. Policies and Procedures for resolution of disputes are set forth in Appendix 5, Dispute Resolution Procedures.

3.0 -- Faculty Leave

3.1 -- Health Leave

The faculty and administration of OSU-Oklahoma City are committed to providing quality educational experiences to the students who attend the institution. It is recognized that faculty members will occasionally be unable to perform regular duties due to personal illness, disability, maternity, paternity, or illness in their immediate families. These situations are hereinafter referred to as qualified conditions. The faculty members or someone representing them is responsible for notifying the department head and/or dean of qualified conditions affecting their work commitment. In order to accommodate the faculty member's leave requirements while maintaining the University's commitment to its students, OSU-Oklahoma City has instituted a flexible health leave policy.

3.2 -- Sabbatical Leave

Sabbatical leave is recognized as one of the important methods by which an academic institution is able to maintain up-to-date, highly qualified faculty. The administration and faculty should endeavor to make effective use of sabbatical leaves to this end. Preferably, such study and/or involvement should take place in an off-campus setting. Upon recommendation of the VPAA and approval by the Board of Regents, OSU-Oklahoma City may periodically grant leave to faculty members for study, research, or other activities directed toward professional growth. The faculty member is entitled to apply for sabbatical leave of absence from regularly scheduled duties for the purpose of improving professional competence and effectiveness of service to OSU-Oklahoma City. Members of the faculty may apply for a maximum leave of one calendar year (12 months) at reduced salary or a maximum leave of one-half year (6 months) at full salary. Under exceptional circumstances clearly warranting such action, a sabbatical leave may be broken into segments separated by periods of regular duty. While on leave, medical and life insurance benefits and contributions to TIAA/CREF are not reduced; other employee retirement system contributions will vary according to salary or compensation actually paid.

Conditions of approval shall be consistent with appropriate budgetary and other faculty arrangements so as not to disrupt the teaching programs or other vital operations of the department, school, or OSU-Oklahoma City. Requests for sabbatical leave shall be submitted to the VPAA through the appropriate department head and/or dean.

To qualify for leave, the candidate must have served as a faculty member for six academic years since initial appointment. Sabbatical leave obligates the recipient to follow a program consistent with the purpose and conditions for which the leave was granted. Acceptance by the faculty member of sabbatical leave entails an obligation to serve OSU-Oklahoma City for one subsequent year, or to refund to OSU-Oklahoma

City the salary benefit earned while on leave. A faculty member on sabbatical leave may accept a fellowship, personal grant-in-aid, or government-sponsored exchange lectureship for the period covered by the leave, if such acceptance promotes the accomplishment of the purpose of the leave.

3.3 -- Leave of Absence without Pay

Upon recommendation of the VPAA and approval by the Board of Regents, a faculty member may be granted a leave of absence without pay for such period of time and conditions as stipulated. This is subject to applicable policies on participation in partisan political campaigns as well. A leave of absence without pay shall normally not exceed one year in duration. Any extension beyond that time would be considered rare and exceptional. A request for leave without pay should be made as early as possible, preferably at least six months in advance.

APPENDIX 1
Statement on Professional Ethics

(This is Appendix 1 within the Appendix B, Policy Statement to Govern Appoints, Tenure, Promotion and Related Matters of the Faculty of Oklahoma State University – Oklahoma City)

The Statement:

1. Professors, guided by a deep conviction of the worth and dignity of the advancement of knowledge, recognize the special responsibilities placed upon them. Their primary responsibility to their subject is to seek and to state the truth as they see it. To this end professors devote their energies to developing and improving their scholarly competence. They accept the obligation to exercise critical self-discipline and judgment in using, extending, and transmitting knowledge. They practice intellectual honesty. Although professors may follow subsidiary interests, these interests must never seriously hamper or compromise their freedom of inquiry.
2. As teachers, professors encourage the free pursuit of learning in their students. They hold before them the best scholarly and ethical standards of their discipline. Professors demonstrate respect for students as individuals and adhere to their proper roles as intellectual guides and counselors. Professors make every reasonable effort to foster honest academic conduct and to ensure that their evaluations of students reflect each student's true merit. They respect the confidential nature of the relationship between professor and student. They avoid any exploitation, harassment, or discriminatory treatment of students. They acknowledge significant academic or scholarly assistance from them. They protect their academic freedom.
3. As colleagues, professors have obligations that derive from common membership in the community of scholars. Professors do not discriminate against or harass colleagues. They respect and defend the free inquiry of associates, even when it leads to findings and conclusions that differ from their own. Professors acknowledge academic debt and strive to be objective in their professional judgment of colleagues. Professors accept their share of faculty responsibilities for the governance of their institution.
4. As members of an academic institution, professors seek above all to be effective teachers and scholars. Although professors observe the stated regulations of the institution, provided the regulations do not contravene academic freedom, they maintain their right to criticize and seek revision. Professors give due regard to their paramount responsibilities within their institution in determining the amount and character of work done outside it. When considering the interruption or termination of their service, professors recognize the effect of their decision upon the program of the institution and give due notice of their intentions.
5. As members of their community, professors have the rights and obligations of other citizens. Professors measure the urgency of these obligations in the light of their responsibilities to their subject, to their students, to their profession, and to their institution. When they speak or act as private persons, they avoid creating the impression of speaking or acting for their college or university. As citizens engaged in a profession that depends upon freedom for its health and integrity, professors have a particular obligation to promote conditions of free inquiry and to further public understanding of academic freedom.

Retrieved from www.aaup.org, November 2020.

APPENDIX 2
Statement on Academic Freedom

(This is Appendix 2 of Appendix B, Policy Statement to Govern Appoints, Tenure, Promotions and Related Matters of the Faculty of Oklahoma State University-Oklahoma City, General Provisions.)

Academic Freedom:

1. Teachers are entitled to full freedom in research and in the publication of the results, subject to the adequate performance of their other academic duties; but research for pecuniary return should be based upon an understanding with the authorities of the institution.
2. Teachers are entitled to freedom in the classroom in discussing their subject, but they should be careful not to introduce into their teaching controversial matter which has no relation to their subject. Limitations of academic freedom because of religious or other aims of the institution should be clearly stated in writing at the time of the appointment.
3. College and university teachers are citizens, members of a learned profession, and officers of an educational institution. When they speak or write as citizens, they should be free from institutional censorship or discipline, but their special position in the community imposes special obligations. As scholars and educational officers, they should remember that the public may judge their profession and their institution by their utterances. Hence, they should at all times be accurate, should exercise appropriate restraint, should show respect for the opinions of others, and should make every effort to indicate that they are not speaking for the institution.

Retrieved from www.aaup.org, November 2020.

APPENDIX 3
General Termination Procedures

(This is Appendix 3 within Appendix B, Policy Statement to Govern Appoints, Tenure, Promotions and Related Matters of the Faculty of Oklahoma State University-Oklahoma City, General Provisions.)

3.1 -- *Initiation*

3.1.1 Termination of a faculty member shall be officially recommended only after an investigation has been conducted by an appropriately designated responsible administrative officer and appropriate faculty counsel has been received. OSU-Oklahoma City recognizes the seriousness of such situations and, therefore, reserves for its administrative officers and faculty committees the prerogative to be assisted by the Board of Regents Office of Legal Counsel throughout the decisional process, including any formal hearing. Groundless threats to terminate or demands to resign as an alternative to termination should not be made by any administrator or other official of OSU-Oklahoma City.

3.1.2 Any person who has substantial concern that a faculty member could be subject to termination under Section 1.13.1 or termination under Section 1.13.4 or dismissal on the grounds stated in Section 1.13.2.1 may present those concerns, substantiating evidence, and related information to the VPAA[14] for evaluation and possible action. Although not mandatory, it is preferable that this communication be presented in writing and signed by the person submitting it. Following receipt of such communication, the VPAA may seek to obtain additional relevant information from other sources and shall make a preliminary judgment as to whether further inquiry is appropriate. This judgment is not intended to be a determination of the substantive merits of the concerns that have been raised about the faculty member. Rather, it solely is intended to be a determination as to whether further inquiry is justified in the case.

Should the VPAA be inclined not to initiate an inquiry, the Senior VPAA shall be so informed. The Senior VPAA, having received and reviewed all available relevant evidence, shall consider the complaint and make a judgment as to whether it is in the best interests of OSU-Oklahoma City to initiate an inquiry.

3.1.3 If an inquiry is to be conducted, the VPAA shall designate, with the approval of the Senior VPAA, an academic administrator (referred to as the investigating official) to serve as the individual responsible for conducting an initial investigation to develop facts for evaluation and possible action. This effort should include interviewing the affected faculty member, examining other witnesses and evidence, seeking appropriate faculty counsel, and preparing reasoned recommendations for action. Normally, the department head or dean of the affected faculty member shall be designated as the investigating official, but when that is not practical or appropriate, the VPAA or another academic administrator may be so designated.

3.1.4 The VPAA shall provide the investigating official with all of the written information and the notes of oral statements which had been submitted with or were made in relation to the initial communication of concerns. The investigating official may request legal assistance for conducting the investigation from the Board of Regents Office of Legal Counsel. The investigating official may meet with the person(s) who communicated the original concerns and others to seek clarification and documentation. The investigating official should, thereafter, determine individuals to interview and evidence to examine. The investigating official should use their best reasonable efforts to meet with the affected faculty member in personal conference to explore relevant issues. In this conference, the faculty member shall be told of the reasons

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[14] If the VPAA is unavailable, Senior VPAA may designate a dean or department head to act for the VPAA.

that the investigation is being conducted and the actions that are being considered. The faculty member shall be provided a copy of this Appendix 3, the General Termination Procedures. If such a conference is conducted, the investigating official shall prepare a confidential written report of the conference, and it shall be provided to the affected faculty member within five (5) working days. If a personal conference cannot be arranged, the investigating official will deliver to the affected faculty member in person, or by mail to a current office or residential address, a written explanation of the purpose of the investigation, the factual issues for resolution, a request for response from the faculty member within five (5) working days, and a copy of this Appendix 3, the General Termination Procedures.

3.1.5 The faculty member shall have at least five (5) working days following receipt of the investigating official's report of the initial conference, or letter of notification (no conference conducted), to propose a suitable disposition to resolve concerns or to present reasons that termination or other action(s) is unnecessary or unwarranted. Following receipt of the faculty member's written response, or the passing of five (5) working days, the investigating official may make a confidential interim report to the VPAA with interim recommendations which, if approved by the Senior VPAA, may resolve the current concerns. However, if a fully approved disposition is not achieved with this stage, appropriate departmental faculty counsel shall be sought (see Section 3.2).

3.1.6 If no resolution of the concerns has been achieved, the appropriate department or school faculty body should meet jointly with the investigating official and affected faculty member to discuss the reasons that termination is being considered. Following this meeting, the faculty body may deliberate in the absence of both the investigating official and the affected faculty member. Within five (5) working days, the faculty body shall prepare and deliver to the investigating official both a written, non-binding evaluation of facts known to it and a reasoned recommendation. A copy of this advisory report shall be sent to the affected faculty member. If such a written advisory report is not received by the investigating official within such period, the investigating official may proceed further as set forth in this Appendix 3, the General Termination Procedures, below.

3.2 -- Administrative Review

3.2.1 After the initial investigation has been conducted and appropriate written faculty counsel has been received (or the time frame to receive such faculty counsel has passed), the investigating official shall provide the VPAA with all information that has been collected including that provided by those requesting the investigation, any provided by the faculty member or others, documentary evidence, and the advisory report of the appropriate faculty counsel. The VPAA shall review the information which has been collected. As may be deemed appropriate, the VPAA may consult with the affected faculty member's department head and/or dean or others, including the Board of Regents' Office of Legal Counsel.

3.2.2 Following the review, the VPAA and the Senior VPAA shall meet for the purpose of making a determination whether there is reasonable and sufficient cause for initiation of the formal termination procedure and whether it would be in the best interests of OSU-Oklahoma City to continue with the termination procedure.

3.2.2.1 If in the view of the Senior VPAA, reasonable and sufficient cause has not been established for further examination, or if it is judged not to be in the best interests of OSU-Oklahoma City to continue with the termination procedure, the affected faculty member will be notified in writing by the VPAA that it is not the current intention to initiate the formal termination procedure. If the decision is that termination is not appropriate but that other action may be warranted, the matter shall be referred to a related supervisory academic administrator for consideration and action.

3.2.2.2 If in the judgment of the Senior VPAA, reasonable and sufficient cause for initiation of the formal termination procedure is established and they believe that it is in the best interests of OSU-Oklahoma City to continue with the termination procedure, the Senior VPAA shall direct the VPAA to implement the formal

termination procedural steps as provided in this Appendix 3, General Termination Procedures, and to notify the Faculty Senate President, the affected faculty member, and the appropriate department head/ dean(s) of such action. This determination by the Senior VPAA shall not be viewed as a judgment as to the ultimate merits of the matters at issue but solely as a determination that the matter should go forward for further evaluation as set forth in the following paragraphs of this Appendix 3, General Termination Procedures.

3.3 -- Formal Termination Procedure

3.3.1 If the Senior VPAA directs commencement of formal termination action, the VPAA shall designate an academic administrator to conduct the procedural actions required. This administrator shall be referred to in these proceedings as the "standards officer."

The standards officer shall provide written notice to the faculty member, the department head, dean, VPAA, Senior VPAA, and Faculty Senate President that a recommendation for termination is to be formally presented. In the notice, the standards officer shall specify the grounds for termination and the recommended date of termination. The notice to the faculty member shall be sent by certified mail or by witnessed hand delivery. It shall inform the faculty member of the provisions for formal review of the recommendation and that they must provide to the standards officer, within ten (10) working days of the receipt of the notice, a written statement declaring whether the termination recommendation will be disputed. The notice to the affected faculty member will inform them that they are immediately relieved of all academic duties but will not experience a reduction in pay or other benefits pending a recommendation by the Termination Hearing Committee and the Senior VPAA and a final decision by the Board of Regents[15]. If the faculty member chooses to dispute the standards officer's recommendation, the faculty member shall notify the standards officer, department head, dean, VPAA, Senior VPAA, and Faculty Senate President.

3.4 -- Consideration by the Termination Hearing Committee[16]

Upon receipt of notice that a formally recommended termination will be disputed, the Faculty Senate President shall provide the principal parties (the faculty member and the standards officer) with a list of the individuals initially chosen to serve as members of the Termination Hearing Committee. The Faculty Senate President shall also provide the members of the Committee with a copy of the notice of the recommended termination which has been disputed.

OSU-Oklahoma City shall provide appropriate facilities, assistance, equipment, and support to the Committee; shall help it obtain the cooperation of witnesses; and shall make available documentary and other evidence. The personnel records of the affected faculty member shall be accessible to the parties, the Committee, and review authorities and their representatives.

OSU-Oklahoma City considers the timely completion of termination hearings to be of great importance to the institution. Therefore, persons whose attendance is necessary for the completion of a termination hearing shall whenever possible be granted leave from regularly assigned duties in order to attend scheduled hearing dates and to complete in a timely manner a written recommendation concerning the matter. The Termination Hearing Committee shall begin the hearing within thirty (30) calendar days, but no sooner than fifteen (15) calendar days, after the standards officer's notice of intent to recommend termination is delivered to the affected faculty member. The faculty member may waive a hearing or may respond to the charges in writing at any time before the hearing. The hearing shall be completed within thirty (30) days of its commencement, unless an extension of such time frame is approved in writing by the

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15 See Section 1.11, Administrative Suspensions.

16 See Section 1.14, Termination Hearing Board.

Senior VPAA. If the faculty member waives a full hearing but denies the charges against them or asserts that the charges do not support a finding of reasonable cause, the Hearing Committee will evaluate all available evidence and rest its recommendation upon the evidence in the accumulated record of the matter and its reasonable inferences. The Hearing Committee shall hold a joint prehearing meeting (or meetings) with the parties in order to:

A. simplify the issues;
B. effect stipulations of undisputed material facts or witness statements;
C. provide for the exchange of documentary evidence or other information; and
D. achieve such other appropriate prehearing objectives as will make the formal hearing fair, effective, and expeditious.

3.5 -- Hearing Procedures

The following procedures and guidelines should be followed during the hearing:

A. The standards officer will establish the history of the appointment and that there is reasonable cause to terminate the appointment based on a quality of proof that is clear and convincing.
B. In all presentations of evidence, the standards officer presents their case first, with the faculty member following.
C. The parties shall be permitted to use licensed legal counsel who shall be allowed to participate in all appropriate portions of the hearings (including prehearings), including presentation of the faculty member's case to the Committee. The Committee shall consider such counsel's statements on procedural matters and may receive the opinion of its own counsel.
D. The hearing shall be attended only by those individuals having an official connection with the proceedings as determined by the Senior VPAA after consultation with the chair of the Committee. Other individuals will be excluded from the hearing room.
E. A confidential tape recording of the hearing shall be made by a recorder designated for the proceedings by the chairperson of the Committee and will be accessible to the principal parties involved, the Committee, the Senior VPAA, the President of OSU, the Board of Regents and its staff, and authorized representatives on a "need to know" basis. Either party may request that it be provided a copy of such tape recording, the cost of same to be borne by the party requesting the copy.
F. A reasonable time limit should be established for opening and closing statements and shall be announced prior to or at the outset of the hearing.
G. Length of hearing sessions may be established in advance; every reasonable effort should be made to conduct the hearing(s) as expeditiously as possible, with equal fairness to both parties.
H. Through its chairperson, the Termination Hearing Committee shall require that the parties involved submit the following information to the Committee and exchange the same with the other party within 72 hours of the conclusion of the prehearing meeting(s):
    1. a list of witnesses whom they wish to present;
    2. a written exposition of all known relevant facts and/or opinions, as well as circumstantial evidence; and
    3. documents which they deem pertinent to the case.
I. In cooperation with the chair of the Committee, the respective parties are responsible for arranging the presence of their own witnesses and will schedule them for appearance as close to the time of call as possible. Both parties may be permitted during the course of the hearing(s) to introduce additional documents and to present witnesses not on their original lists, subject to reasonable notice to the other party and the Committee's consent.
J. After primary witnesses for both parties have been heard, such witnesses may be recalled for additional questioning on the request of the Hearing Committee, or on the request of one of the parties, if approved by the chairperson of the Committee. The Committee may call new witnesses whose testimony it deems relevant or helpful as well as request documents not otherwise introduced by either of the parties.
K. All evidence and other information pertaining to the termination hearing shall be treated in a confidential manner, except for reporting authorized by this policy statement.

L. Only information relevant to the termination action should be admitted into evidence. For the purpose of the Hearing Committee, questions of relevance shall be decided by the chairperson (subject to later review as provided or referenced herein). Physical evidence and testimony that is excluded from evidence shall be appropriately described by the offering party and appended to the hearing report for review.
M. The Hearing Committee may grant adjournments to enable either party to investigate evidence against which a valid claim of surprise is made.
N. The faculty member and the standards officer shall normally have the right to confront and cross-examine all witnesses at the hearing. When the prospective witnesses cannot or will not appear, but the Committee determines that the interests of fairness require formal admission of their statements, the Committee shall identify the witnesses, disclose their statements, and if reasonably possible arrange for answers to proposed interrogatories from such witnesses or to interviews by audio conference call.
O. In the hearing of any allegations concerning incompetence, the evidence in support thereof may include that of qualified faculty members from OSU-Oklahoma City and/or other institutions of higher education.
P. The Hearing Committee shall not be bound by strict rules of legal evidence, and may admit any evidence which is of probative value in evaluating the issues involved. Every reasonable effort shall be made to obtain the most reliable evidence available.
Q. In its report, the Committee's findings of fact and recommendations shall be based solely on formally admitted evidence contained in the hearing record and reasonable inferences drawn there from. Members of the Committee shall not converse with nor listen to any person outside the formally convened Hearing Committee pertaining to the facts, circumstances, or the subject person(s) related to the purpose(s) for which such Hearing Committee has been appointed or organized.
R. Neither the participants nor their representatives should cause publicity or make public statements about the case, except for such simple announcements as may be required covering the time of the hearing and similar matters.

3.6 -- Committee Report

The report of the Committee shall specifically cite the information upon which its advisory conclusions were based. The written report shall contain:

A. a statement of the purpose of the hearing,
B. issues considered,
C. findings of fact, and
D. advisory recommendations.

The Hearing Committee shall conclude whether reasonable cause for termination has been sufficiently established by clear and convincing evidence in the record, and it shall so report to the president. If the Hearing Committee concludes that reasonable cause for termination has been so established, but that an action other than termination should be considered, it shall so recommend, with supporting reasons. The Hearing Committee shall make its confidential report to the Senior VPAA with complete copies to the principal parties, their representatives, and related administrators. Said report shall also reference all information barred from admission into evidence by the chairperson of the Hearing Committee. The chairperson of the Hearing Committee shall inform the Faculty Senate President that the report of the Hearing Committee has been submitted to the Senior VPAA.

From the date the report is submitted to the Senior VPAA, the affected faculty member and the standards officer shall each have five (5) working days to present in writing any specific objections for consideration regarding the content of the report or the adequacy of the processes used by the committee to arrive at its advisory conclusions. The Committee shall make available to the Provost and Vice President of Academic Affairs the taped record of the hearing for discretionary reference.

3.7 -- Review and Recommendation by the President

3.7.1 The Senior VPAA shall exercise reasonable care in reviewing the report of the Hearing Committee. If the Senior VPAA is unable to concur in the findings or recommendations of the committee, the report shall be returned to the Committee with specific concerns stated in writing. The Committee will then reconsider, taking into account the stated concerns and, if necessary, review any new evidence or other matters with the parties, if practical. The final report of the Committee shall be sent to the Senior VPAA and principal parties, with complete copies to their representatives and related administrators within five (5) working days of receipt by the chairperson of the Senior VPAA's specific written concerns.

3.7.2 The written decision of the Senior VPAA shall be sent to the President of the OSU-Oklahoma City Faculty Senate, the chairperson of the Termination Hearing Committee, and the principal parties, with copies to their representatives and related administrators. If the decision of the Senior VPAA is to recommend termination, the Senior VPAA shall submit a written recommendation for termination to the President of Oklahoma State University, and provide a written copy to the faculty member and standards officer, their representatives, the president of the OSU-Oklahoma City Faculty Senate, and appropriate academic administrators.

3.8 -- Review and Action by the President of OSU

The President of Oklahoma State University shall review the recommendation of the Senior VPAA, together with any additional information and documentation from the record of the matter deemed helpful to them in evaluating the recommendation for termination. The written decision of the President shall be sent to the Oklahoma City VPAA, the President of the OSU-Oklahoma City Faculty Senate, and the principle parties, with copies to their representatives and related administrators. If the decision of the President is to recommend termination to the Board of Regents, the President shall inform the affected faculty member of the Board of Regents' published appellate procedures. The President may submit a formal recommendation for termination to the Board of Regents no sooner than ten (10) working days after the affected faculty member has been sent notice by the President that a recommendation for termination is to be made. A recommendation for termination to the Board of Regents shall include the full final report of the Hearing Committee and any other related allied papers, reports, or recommendations, as the President may deem appropriate. At any point in the procedure, prior to the time that the recommendation is formally considered by the Board of Regents, the affected faculty member may withdraw the challenge to the dismissal recommendation.

3.9 -- Review and Action by the Board of Regents

If the faculty member appeals the President's decision, the review shall be conducted according to the published appellate procedures of the Board of Regents. A copy of the procedures is available on request from the Office of Legal Counsel at the Board's Office located in the Student Union, Oklahoma State University, Stillwater. The appeal must be initiated by the filing of a petition by registered mail with the Board's Chief Executive Officer at the Board's office located at 220 Student Union, Oklahoma State University, Stillwater, Oklahoma, within fourteen (14) calendar days of the OSU president 's decision.

3.10 -- Announcements

Except for such simple announcements as may be required, public statements about the proposed termination action by either the faculty member, standards officer, affected administrators, or other institutional personnel should be avoided until the proceedings have been completed. The results of the completed proceedings shall be provided to the Faculty Senate President who, after giving appropriate consideration to the privacy of the concerned individual, may share such information with the Faculty Senate and may publish the information in the minutes of the Faculty Senate.

APPENDIX 4
Financial Exigency Policies and Procedures

(This is Appendix 4 within Appendix B, Policy Statement to Govern Appoints, Tenure, Promotions and Related Matters of the Faculty of Oklahoma State University-Oklahoma City, General Provisions.)

4.1 -- *Rationale*

Financial exigency is defined as a state of financial crisis which affects OSU-Oklahoma City as a whole to the extent that it may become necessary to terminate tenured appointments or other appointments prior to their normal expiration, and a state in which the survival of programs deemed essential to the mission of OSU-Oklahoma City is in doubt. In the event of financial exigency, it will be necessary for OSU-Oklahoma City to examine its mission closely in order to determine those programs which are considered essential for maintaining a viable institution. Considerations for retaining programs shall include compliance with affirmative action requirements, maintenance of academic excellence, and adherence to administrative due process and compensation and benefit program policies.

In a state of financial exigency, programs may be discontinued or allocated reduced resources. Comprehensive study shall be used to determine how to accomplish required reductions in maintenance and operations funding as well as to terminate appointments of faculty members, administrative and professional personnel, classified staff, and others.

Because the faculty shares responsibility for educational programs and curriculum, appropriate faculty committees shall be established to provide timely advice on educational planning, budgeting, and allocation of resources.

Termination of tenured or other appointments before the end of their terms is a painful and difficult matter. It affects not only those whose appointments are to be terminated, but everyone at OSU-Oklahoma City. Any termination of faculty services must be done fairly and humanely and in accordance with the administrative due process defined in this policy statement. In a state of financial exigency, when reductions have to be made across the Institution, every equitable effort shall be made to reorient and reassign tenured faculty within OSU-Oklahoma City so that as few as possible are adversely affected. This does not imply any duty to create employment artificially for the displaced faculty. Special efforts shall also be made to assist nontenured faculty.

By granting tenure, OSU-Oklahoma City recognizes the current and potential contributions of a faculty member to the institution. In most cases, a tenured faculty member will have given numerous years of productive and faithful service to OSU-Oklahoma City. Giving preferred status to tenured faculty during a state of financial exigency, therefore, is not merely providing protection of an individual's rights under academic tenure; it is practicing humaneness and responsible action within OSU-Oklahoma City by those charged with its administration.

4.2 -- *Adjusting to the Condition of Financial Exigency*

In the event of imminent financial exigency as determined by OSU-Oklahoma City administration with the advice and counsel of the Faculty Senate and approved by the Board of Regents, the President will announce to all institution personnel that a state of financial exigency exists.

4.2.1 -- Faculty Participation

The faculty, through its representative body--the Faculty Senate, shall be involved in reviewing and recommending adjustments to financial exigency. Such involvement shall include participation in the decision-making process by both tenured and nontenured faculty as well as administrative and professional personnel and classified staff at the department, school, and institutional levels as provided for by the Institutional Task Force on Financial Exigency and committees described in the following sections.

4.2.1.1 -- Institutional Task Force on Financial Exigency

After announcing that a state of financial exigency exists at OSU-Oklahoma City, the President will activate an Institutional Task Force on Financial Exigency which will serve as an advisory body to the President. This Task Force shall consist of the officers of the Faculty Senate (President, Vice President, and Secretary), the chairperson of the Staff Council, the Vice President for Budget and Finance, two deans and two department heads selected by the President, the Student Government President, and the VPAA serving as chairperson. Within a time limit specified by the President, members of the task force shall give priority above all other assignments to making recommendations to the President for adjustments to overcome the crisis situation.

The Institutional Task Force on Financial Exigency shall be actively involved in determining the extent of the crisis and in the planning of response relative to reorientation, reorganization, and realignments necessary for returning OSU-Oklahoma City to a stable financial state.

4.2.1.2 -- Non-Academic Committees on Financial Exigency

As directed by the President, the non-academic divisions of OSU-Oklahoma City (physical plant, student services, and administrative services) shall also establish their own committees on financial exigency. The responsibility of these committees shall include assessing the financial situation within their respective areas for alternative solutions to problems associated with financial exigency. The President shall designate a chair for each committee who shall report to the Institutional Task Force within a time limit specified by the President.

4.2.2 -- Guidelines for Adjustments

The Institutional Task Force on Financial Exigency shall review studies of OSU-Oklahoma City's financial obligations and its existing and potential financial resources. This information will be for the use of the president to determine the extent of financial stress within OSU-Oklahoma City and will provide a basis for recommending actions required to overcome the crisis condition. An effort shall be made to elicit ideas and suggestions from the general faculty relative to the action to be taken.

4.2.2.1 -- Reductions of Administrative and Other Support Services

Curtailment and/or consolidation of administrative and other supportive services shall receive serious consideration and, generally, should precede dismissal of tenured faculty actively engaged in teaching or extension.

4.2.2.2 -- Reduction in Instruction and Extension

The Institutional Task Force will review pertinent studies of OSU-Oklahoma City's programs and activities in the areas of instruction, research, and extension. The Academic Program Review documents prepared in consonance with Policy and Procedure Letter No. 2-0215 may be used as a source of information. Each program's achievements and centrality to the OSU-Oklahoma City mission, affirmative action goals, and income- generating ability shall be considered. A recommendation shall be made regarding programs in which decreased effort and financial support for instruction or extension should be seriously considered. This may, in some cases, necessitate the retention of programs with low enrollments and services and activities which are not cost efficient, but which are central to the concept of an institute of higher education and to the mission of OSU-Oklahoma City.

4.2.2.3 -- Termination of Programs and Services

The task force shall make prompt recommendations to OSU-Oklahoma City administration relative to programs and/or services which should be curtailed or discontinued, or positions which should be terminated. The following procedure shall be followed:

A. Each academic school and the non-academic committees on financial exigency will review and provide prompt advice to the Task Force on which programs and/or services should be curtailed or discontinued within their respective areas or which positions should be terminated.
B. The apparent and/or expected effect on OSU-Oklahoma City of the recommended curtailment,

discontinuances, or terminations shall be examined and documented.

C. Hearings shall be held inviting statements from persons in programs and/or services directly affected by the recommendations made by the committees.

4.2.2.4 -- Report of the Task Force

On the basis of pertinent information, advice, and other considerations, the Task Force shall submit to the President a prompt report specifying recommendations for overcoming the crisis situation.

4.2.3 -- Administrative Due Process Concerning Faculty Affected by Financial Exigency

Recommendations to eliminate positions or programs or to curtail programs and services shall not include termination of the appointment of a tenured faculty member in favor of retaining one without tenure in the same department, except in extraordinary circumstances.

In some cases, an arrangement for early retirement of a tenured faculty member by adding appropriate institutional funds to the individual's retirement income may be worked out with the consent of the faculty member. In other cases, a change from full-time to part-time service may be a feature, though not a complete solution, of an acceptable settlement.

In those cases where there is no realistic choice other than terminating the services of a tenured faculty member, appropriate notice or severance compensation must be given. Provisions for terminal notice or salary are stated in Section 1.13.5.

In all cases of termination of appointment because of financial exigency, the position of the faculty member concerned shall not be filled by a permanent replacement within a period of three years, unless the released faculty member has been offered reinstatement and a reasonable time in which to accept or decline it.

To every individual whose appointment is proposed to be terminated on the grounds of financial exigency, the VPAA shall give notice thereof and an explanation of the criteria used to develop the proposed action. If the affected faculty member makes a written request to the VPAA, they shall be entitled to a hearing by the committee described below. At the request of the faculty member involved, hearings on similar cases may be combined, although every case shall be examined on its individual merits.

The committee shall consist of five members: three faculty members designated by the Faculty Senate President, with the advice and consent of the Faculty Senate Executive Committee, and two members from the administration designated by the President. The President will name the chair. The verified report from OSU-Oklahoma City administration substantiating that a state of financial exigency exists shall be introduced and deemed conclusive as to the existence of financial exigency.

The committee shall hear statements from the affected faculty member(s), shall study evidence, and shall call witnesses to determine:

A. the reasonableness of the educational and administrative judgments exercised in determining reduction/termination of programs and criteria used to identify which appointments are to be terminated, and
B. whether criteria are being reasonably applied in each individual case.

The committee shall make a written report with advisory recommendations to the president. The president shall review the report and, if termination is deemed appropriate, make final recommendations on personnel actions to the governing Board of Regents for its consideration and decision.

4.2.4 -- Emergence from Financial Exigency

The Institutional Task Force on Financial Exigency shall be active during the entire period in which a state of financial exigency exists and during OSU-Oklahoma City's emergence there from.

The Task Force shall continually review the financial state of OSU-Oklahoma City and be actively involved in

determining when a state of financial exigency no longer exists.

During OSU-Oklahoma City's state of financial exigency and its emergence there from, The Task Force shall be directly involved in decisions relative to the establishment of any new programs and positions, the reactivation or recognition of programs, and the reinstatement rights, if any, of individual faculty members whose appointments were terminated on the grounds of financial exigency.

When it has been determined that financial exigency no longer exists, OSU-Oklahoma City shall decide which programs to reactivate and reorganize and endeavor expeditiously to honor the applicable reinstatement rights of faculty members released under financial exigency by offering them a position with a reasonable time to accept or decline it. The Institutional Task Force on Financial Exigency will then be dismissed by the President.

APPENDIX 5
Dispute Resolution Procedures

(This is Appendix 5 within Appendix B, Policy Statement to Govern Appoints, Tenure, Promotions and Related Matters of the Faculty of Oklahoma State University-Oklahoma City, General Provisions.)

Faculty members who believe they have a qualified employment dispute that warrants filing a petition under Section 2.0 of this policy statement will be expected to have already discussed their objection with their department head and/or dean and other appropriate administrators.

5.1 -- Filing of Dispute Resolution Petition

Faculty members who believe that they have a qualified employment dispute may submit a petition to the Faculty Senate President for examination of their objection. The petition shall set forth in detail the nature of the objection and the specific remedial action or relief sought, and shall identify the specific administrator(s) who should respond to the petition (the respondent(s))[17]. It shall contain all pertinent facts and/or opinions, any circumstantial evidence which the petitioner deems pertinent to the case, and a brief summary of the results of previous discussions on the issues involved. Objections related to specific personnel action(s) must be presented to the Faculty Senate President within thirty (30) calendar days of the date when the faculty member was formally notified of the action(s).

5.2 -- Initial Review and Recommendations

Upon receipt of a faculty member's petition for resolution of a dispute, the Faculty Senate President shall refer the petition to a review committee. The Faculty Senate President shall choose three committee members by lot from among full-time tenured faculty. The review committee shall study the dispute resolution petition and confer with the parties to the dispute. If a resolution is achieved, the review committee shall so report to the Faculty Senate President. After such inquiry, the committee shall recommend to the Faculty Senate President whether or not a formal dispute resolution hearing is warranted. If so, it shall identify the appropriate administration respondent(s)[18]. Its recommendation shall be submitted to the Faculty Senate President, normally within fifteen working days after the filing of the petition by the faculty member.

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[17] While a faculty member using these Dispute Resolution Procedures may name any individual as the person against whom the grievance is being filed, the intent of the policy is that the administrative official personally responsible for the initial action about which the petition for resolution has been lodged reply to the petition and serve as the responding party. In the absence of evidence from the faculty member that related supervisory academic administrators were actively involved in the initial decision or act presented for review, the administrative official to a petition for dispute resolution shall be the first administrative official recommending the decision under review. For example, if a faculty member is not recommended for reappointment by the dean, the fact that the VPAA, after reviewing that recommendation as required by policy, does not interfere with the recommendation of the dean, does not automatically make the VPAA a responding party to the dispute resolution filing. Rather, the appropriate responding party would be the dean.

Conversely, however, where the VPAA is the first administrative official deciding that reappointment will not be recommended, it would be appropriate for Senior VPAA to serve as the responding party. In such cases, the Senior VPAA may appear personally before the review committee or may appoint another administrative official to serve in such capacity.

[18] The faculty member must bear in mind that access to the Board's appellate procedure is not automatically granted and that the procedure may be revised by action of the Board of Regents. The "Board Appellate Procedures," Board Rule No. 30:1-1-10 states: "The hearing of appeals is mandatory only in cases involving termination of tenured professors. Appeals arising from other categories may be allowable, at the discretion of the Board." A copy of the procedures for appeal to the Board of Regents is available on request from the Board of Regents Chief Executive Officer or Legal Counsel at the Board's Office, located in the Student Union of Oklahoma State University in Stillwater.

5.3 -- Action by Faculty Senate President

Upon receipt of a recommendation from the review committee, the Faculty Senate President shall, within five (5) working days, inform the parties involved in the dispute that either:

A. the review committee determines that a full hearing by a dispute resolution committee is not reasonably warranted, or
B. a dispute resolution committee will be formed to conduct a formal hearing.

In cases judged not warranting a formal hearing by a Dispute Resolution Committee, the petitioner shall be provided written reasons for the ruling. The ruling may be appealed to the VPAA, normally within five (5) working days. If the petitioner is granted a formal hearing, the ruling of the informal committee shall be included as evidence to come before the Dispute Resolution Committee. For cases in which a Dispute Resolution Committee is to be formed, the Faculty Senate President shall arrange a reasonable time and place for selection of the committee members which will afford all parties the right and opportunity to be present during the selection. The Dispute Resolution Committee shall normally be selected within twenty-eight (28) calendar days of the original filing of the petition by the faculty member. The Faculty Senate president shall randomly select faculty committee members.

5.4 -- Membership of the Dispute Resolution Committee

The Dispute Resolution Committee shall consist of six members as follows:

A. A non-voting chairperson who is a member of the Termination Hearing Board (Section 1.14) and who is chosen randomly by the Faculty Senate president;
B. One voting member who is a department head or dean, who is unaffiliated with the other committee members, and who is appointed by the VPAA from a list of three neutral candidates provided by the Faculty Senate president; and
C. Chosen by random selection process, four voting faculty members as follows: one member from each of two of the groups listed below to which the petitioner belongs and two additional members who must be tenured faculty; if the petitioner belongs to three of the following groups, they shall be allowed to select the two groups from which one member from each group is chosen:
    (1) men,
    (2) women,
    (3) racial/ethnic minorities,
    (4) professors,
    (5) associate professors,
    (6) assistant professors,
    (7) instructors, and
    (8) special positions equivalent to that of the petitioner (if not included above).

The petitioner and the respondent(s) shall each be allowed to submit relevant questions to committee members and may challenge without showing cause one voting member selection for the committee and challenge for cause any other voting member selection. Challenges may be made after a full potential committee has been selected. The Faculty Senate President shall exercise reasonable judgment in ruling on the validity of challenges for cause. Members of the department or school involved in the dispute shall not be eligible to serve on the committee.

5.5 -- Dispute Resolution Committee Chairperson

The chairperson shall provide Committee members with a copy of the petition filed by the faculty member and schedule the first meeting of the Committee at the earliest convenient time when all affected parties can be present.

5.6 -- Dispute Resolution Consultant

At any step in the dispute resolution procedures, any of the parties to the dispute or the committee may request the Faculty Senate President -- and/or the Affirmative Action Compliance Officer, if discrimination is alleged-- to serve as a consultant in an advisory capacity without the power of decision in the disputed matter. Additional consultation and advice on special issues or rules of procedure may be provided to the committee by an available attorney from the Board of Regents Office of Legal Counsel and/or a faculty member chosen by

the Faculty Senate President from faculty with experience on past Dispute Resolution Committees or some other specialized issue. Written functional guidelines for dispute resolution committees issued by the VPAA shall be followed.

5.7 ***-- Responsibilities of Service on the Dispute Resolution Committee***
Members of the committee shall serve the best interests of OSU-Oklahoma City and act as neutral examiners of issues presented. Members shall avoid external discussions of the dispute with parties to the dispute resolution process and with others.

All members selected shall be expected to serve on the Committee except in cases of illness, necessary absence from the campus, service on a termination hearing committee or dispute resolution committee in the current academic year, or other extreme hardship. The Faculty Senate President shall decide whether a selected Committee member should be excused from service upon his request and may replace such a member by the same procedure used for the original selection.

5.8 ***-- Hearings Procedures***
The following procedures and guidelines should be followed during the hearings. At each step in this process, the administrator or Committee involved should normally complete responsibilities within ten working days (based on the academic calendar).

5.8.1 The Dispute Resolution Committee shall normally hold its first session within ten working days after it has been formed by the Faculty Senate President. The committee shall hold a joint prehearing meeting (or meetings) with the parties in order to:

A. simplify the issues;
B. effect stipulations of undisputed material facts or witness statements;
C. provide for the exchange of documentary evidence or other information; and
D. achieve such other appropriate prehearing objectives as will make the formal hearing fair, effective, and expeditious.

5.8.2 Through its chairperson, the Dispute Resolution Committee shall require that the parties involved submit the following information to the Committee and exchange the same with the other party(ies) within seventy-two hours following the conclusion of the first session:

A. a list of witnesses whom they wish to present;
B. a written exposition of all relevant facts and/or opinions, as well as circumstantial evidence; and
C. documents which they deem pertinent to the case.

5.8.3 A confidential tape recording of the dispute resolution hearing shall be made by a recorder designated for the proceedings by the chairperson of the Committee and will be accessible to the principal parties involved, the Committee, the VPAA, the Board of Regents, and authorized representatives on a "need to know" basis.

Either party to the dispute may request that the Committee provide a typed transcript of the testimony. The cost of preparation of such a transcript shall be paid by the party making the request. Other involved parties may obtain a duplicate copy by paying the current fees for copying.

5.8.4 Length of hearing sessions may be established in advance; every reasonable effort should be made to conduct the hearing(s) as expeditiously as possible, with equal fairness to both parties.

5.8.5 The faculty member, having initiated the dispute resolution action, must establish by a quality of proof that is clear and convincing that the requested remedial action is justified and called for under the prevailing circumstances. The faculty member shall present their case first, with the respondent(s) following.

5.8.6 Both parties shall be permitted during the course of the hearing(s) to introduce additional documents and present witnesses not on their original lists, subject to reasonable notice to the other party and the

consent of the Dispute Resolution Committee.

5.8.7 The Dispute Resolution Committee may call witnesses of its own to the hearing and request documents not otherwise introduced by either of the parties.

5.8.8 In cooperation with the chair of the Committee, the respective parties are responsible for arranging the presence of their own witnesses and will schedule them for appearance as close to the time of call as possible.

5.8.9 OSU-Oklahoma City shall provide appropriate facilities, assistance, equipment, and support to the Dispute Resolution Committee; shall help it obtain the cooperation of witnesses; and shall make available non-confidential documentary and other evidence. The personnel records of the petitioning faculty member shall be accessible to the parties, the Dispute Resolution Committee review authorities, and their representatives.

5.8.10 The parties shall be permitted to use licensed legal counsel who shall be allowed to participate indirectly in all appropriate portions of the hearings. The Committee shall consider such counsel's statements on procedural matters and may receive the opinion of its own counsel. Counsel will not question witnesses or make opening or closing statements.

5.8.11 The Dispute Resolution Committee shall not be bound by strict rules of legal evidence, and may admit any evidence which is of probative value in evaluating the issues involved. Every reasonable effort shall be made to obtain the most reliable evidence available.

5.8.12 The findings of fact and any recommendations in the Committee's report shall be based solely on relevant evidence contained in the hearing record and reasonable inferences drawn therefrom.

5.8.13 Except for such simple announcements as may be required covering the time of hearing and similar matters, public statements and publicity about the case by either the faculty member, affected administrators(s), or their representatives, shall be avoided so far as possible until the proceedings have been completed, including the submission of the advisory report of the Dispute Resolution Committee to the Faculty Senate President, the petitioning faculty member, and the respondent administrator(s).

5.8.14 The hearings and the report of the Dispute Resolution Committee shall normally be completed within forty-five (45) working days (based on the academic calendar) of the formation of the Committee. In any case in which the Committee deems this time schedule to be inadequate, the chairperson of the Committee shall notify the principal parties involved in writing of the amended time schedule.

5.9 -- *The Report of the Dispute Resolution Committee*

5.9.1 In preparing its report, the Dispute Resolution Committee shall specifically cite the information upon which its advisory conclusions were based. The written report shall contain:

A. a statement of the purpose of the hearing(s),
B. issues considered,
C. findings of fact, and
D. relevant advisory recommendations.

5.9.2 The Dispute Resolution Committee shall submit its report via the Faculty Senate President to the parties involved in the dispute, and:

A. If the dispute is directed against a department head and/or dean, the report of the Dispute Resolution Committee shall be submitted to the VPAA. If the VPAA concurs with the report of the Committee, the case will be resolved by the VPAA through the implementation of the committee's

recommendations.

If the VPAA disagrees with the report of the committee, the VPAA shall return the report to the committee with the specific concerns stated in writing.

The Committee will then reconsider the case, taking into account the VPAA's concerns and reviewing new evidence with the parties, if necessary and practical. If the positions of both the VPAA and the Dispute Resolution Committee cannot be reconciled, the report of the Committee and the VPAA's written objections to the Committee's report shall be forwarded to the Senior VPAA for a decision and action.

B. If the faculty member's petition is directed against the VPAA or against both the VPAA and another administrator, the Dispute Resolution Committee report shall be submitted to the Senior VPAA for decision and action.

If the Senior VPAA concurs with the report of the Committee, the case will be resolved by implementation of its recommendations. If the Senior VPAA disagrees with the report of the Committee, the Senior VPAA will return it to the Committee with specific written concerns.

The Committee will then reconsider the case, taking into account the Senior VPAA's concerns and reviewing new evidence with the parties, if necessary and practical. If the positions of the Senior VPAA and the Committee cannot be resolved, the Senior VPAA's decisions will stand, subject to any available appeals to the Board of Regents[19].

C. If the faculty member's petition is directed against the Senior VPAA, the Dispute Resolution Committee report shall be submitted to the President of Oklahoma State University, Stillwater, for decision and action.

If the President concurs with the report of the Committee, the case will be resolved by implementation of its recommendations. If the President disagrees with the report of the Committee, the President will return it to the Committee with specific written concerns.

The Committee will then reconsider the case, taking into account the President's concerns and reviewing new evidence with the parties, if necessary and practical. If the positions of the President and the Committee cannot be resolved, the President's decisions will stand, subject to any available appeals to the Board of Regents[20].

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[19] The faculty member must bear in mind that access to the Board's appellate procedure is not automatically granted and that the procedure may be revised by action of the Board of Regents. The "Board Appellate Procedures," Board Rule No. 30:1-1-10 states: "The hearing of appeals is mandatory only in cases involving termination of tenured professors. Appeals arising from other categories may be allowable, at the discretion of the Board." A copy of the procedures for appeal to the Board of Regents is available on request from the Board of Regents Chief Executive Officer or Legal Counsel at the Board's Office, located in the Student Union of Oklahoma State University in Stillwater.

[20] Id.

Appendix C

Faculty Evaluation Procedures

PURPOSE

The purpose of the faculty evaluation process ~~procedure~~ is to provide the faculty member and the evaluator with an opportunity to work together in maintaining the high quality of instruction at Oklahoma State University - Oklahoma City.

DEFINITIONS

The following terms are defined as specified for the Oklahoma State University – Oklahoma City Faculty Evaluation process.

Appraisal Period – July 1-June 30

Institutional RPT/CPTR Screening Committee – The institutional RPT/CPTR committee consists of faculty representing various schools and ranks. The composition of the committee is detailed in the Statement of Policy Governing Appointments, Tenure, Promotions, and Related Matters of the Faculty of OSU-Oklahoma City.

School RPT/CPTR Screening Committee – Each school will form its own committee to review RPT and CPTR packets and write letters of recommendation prior to review by the Institutional RPT/CPTR committee. ~~Each dean will also select a representative from their school to serve on the institutional RPT/CPTR committee.~~ The procedures for formation of the committee, packet review, and representative selection shall be decided within each school.

Supervisory Evaluator - Those individuals with supervisory responsibility over faculty. Department Heads are the direct supervisors of the faculty within their department, and Deans are the direct supervisors of Department Heads.

Tenure-Track Faculty - Those individuals whose job description contains a tenure-track designation in their letter of offer.

VPAA - Vice President for Academic Affairs

OVERVIEW OF PROCESS

Annual Evaluation Procedures

The Office of Academic Affairs will provide guidance for completion of the evaluation process for all instructional faculty and evaluators. Faculty in their first year of employment at OSU-OKC should attend the training to ensure they understand the process.

All evaluation records become the property of Oklahoma State University-Oklahoma City and will be filed in the Offices of Academic Affairs and Human Resources. Copies of completed faculty evaluations may be kept on file by the dean and, when relevant, an Employee Action (EA) form will be placed in the official file in the Human Resources Office. The faculty member is entitled to retain a copy of the final appraisal comments.

All faculty will be evaluated annually. Depending on their rank, time in rank, and tenure status, full-time faculty may complete:

- A standard annual evaluation
- An RPT packet
- A CPTR packet

See the Statement of Policy Governing Appointments, Tenure, Promotions, and Related Matters of the Faculty of OSU-Oklahoma City for details about when tenure-track faculty are required to or may submit an RPT packet. Tenured faculty will complete a CPTR packet every five years after receiving tenure.

Standard annual performance evaluations are reviewed within the academic school, whereas RPT and CPTR packets are reviewed by the institutional RPT/CPTR Committee.

Forms and Documents

Required Forms:

- ~~Form A –~~ Classroom Observation (formerly Form A) (completed once per appraisal period)
- ~~Form B –~~ End-of-Instruction Course Evaluation (formerly Form B) (administered every semester for each course by the Office of Institutional Effectiveness and Accreditation)
- ~~Form C – Faculty Self-Evaluation Checklist (completed when faculty go through the RPT process)~~
- ~~Form D –~~ Annual ~~Performance Evaluation~~Appraisal Document (formerly Form D) (completed once per appraisal period *except* when faculty goes through RPT process)

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These forms are described in more detail at the end of this document. All forms required for faculty evaluation are posted in Sharepoint. If the faculty member has difficulty accessing the required documents, the supervisory evaluator is responsible for furnishing each instructional faculty member with the necessary forms.

Forms will not be substantively changed without undergoing review by the Board of Regents; however, formatting, file types, and exact wording may be adjusted to improve a form's clarity or function. ~~If a form is updated, t~~The newer version for the current academic year will be posted in Sharepoint no later than September 1 of that academic year; faculty and supervisory evaluators shall be responsible for downloading current forms from Sharepoint each year.

Standard Annual Evaluation

Full-time faculty who are not scheduled to complete the RPT/CPTR packet will complete the standard annual performance evaluation packet, which includes ~~Form A, Form B, and Form D~~all required forms.

Classroom Observation (formerly Form A)	Completed by ~~March~~ May 1 of the appraisal period
End-of-Instruction Course Evaluation (formerly Form B)	Administered by the Office of Institutional Assessment after the term is 75% complete
Faculty contribution to ~~Form D~~Annual Appraisal Document (formerly Form D)	Deadline set by supervisor
Supervisor contribution to ~~Form D~~Annual Appraisal Document (formerly Form D)	Completed by May 1 of the appraisal period
Meet with supervisor to discuss, sign, and submit ~~Form D~~Annual Appraisal Document (formerly Form D)	Completed by May 1

Supervisors shall provide faculty members with a copy of ~~Form D~~ the Annual Appraisal Document that includes their comments and signature. Faculty are responsible for retaining a signed copy of this document, which shall be included when the faculty member next participates in the RPT or CPTR process. The supervisor shall also be responsible for uploading this document to Sharepoint.

RPT (Reappointment, Promotion, Tenure)

Tenure-track instructional faculty members complete the RPT packet to apply for reappointment to instructor, promotion in rank, and/or tenure, with one exception: those of ~~i~~Instructor rank will not complete the RPT packet for reappointment in their first and third years. See the Statement of Policy Governing Appointments, Tenure, Promotions, and Related Matters of the Faculty of OSU-Oklahoma City for details about when tenure-track faculty are required to or may submit an RPT packet instead of the standard annual evaluation.

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To be eligible for the RPT process, one must hold a tenure-track faculty appointment. Staff, adjunct faculty, and staff who teach as adjunct faculty are not eligible to go through the RPT process. Faculty who assume an administrative position will maintain their faculty rank, but will not be eligible to participate in the RPT process until they resume a tenure-track faculty role.

The RPT process includes preparation of a comprehensive evaluation packet by the faculty member and review of that packet by the RPT committees. Once a packet is submitted for review, no additional documents shall be added.

The RPT Packet shall include:

Section 1: ~~Forms required by Academic Affairs~~Curriculum vita and cover sheet containing OSU-OKC appointment history, current job description, and ~~proposed~~requested action (reappointment, promotion, and/or tenure)

~~Section 2: Letters of recommendation from supervisors (department head and dean), the school RPT/CPTR committee, colleagues, etc.~~

~~Section 3: Initial and current job descriptions~~

Section 42: ~~———~~All ~~Form A and Form B documents from semesters since last participation in RPT, including the current academic year.~~ required forms (formerly A, B, and D) from all years since last promotion. (If any documents are missing, the faculty member must include written explanation from their Dean for each absent document.)

Note: RPT packets will ~~not~~ only include ~~Form B for the Spring semester of~~ the current academic year's Classroom Observation, not End-of-Instruction Course Evaluations or Annual Appraisal Document due to timing

~~All Form D documents from semesters since last participation in RPT, *not* including the current academic year~~

Section 53:~~Form C and its supporting evidence~~Packet consisting of arguments and supporting evidence to demonstrate high quality performance

Section 64: ~~———Curriculum Vitae~~Letters of recommendation from supervisors (both department head, if applicable, and dean)~~.~~, and the school RPT/CPTR committee, ~~colleagues, etc.~~and additional letters as required by School RPT/CPTR Committees.

If any required documents are missing from the packet without sufficient explanation for their absence, the packet will not be evaluated for RPT. The applicant is responsible for ensuring all materials are submitted for evaluation. No materials will be added after the second Friday in February. If the RPT committee does not review a packet because of missing materials, the committee may recommend a onetime single-year reappointment at the faculty member's current rank and tenure status and require the faculty member to resubmit the following year.

Supervisor Letter

Supervisors (~~D~~department ~~H~~heads and ~~D~~deans, as relevant) will provide letters recommending

whether reappointment, promotion, and/or tenure should be granted. ~~Inclusion of~~ Supervisors should include statements ~~related to~~ addressing elements ~~of~~ in the ~~self-assessment forms (Forms C or D), course evaluations (Form B), teaching performance (Form A)~~required forms for the period under consideration, but also must assess soft skills such as (teamwork, problem solving, critical thinking, leadership, peer relationships, and student service orientation)~~,~~. ~~and p~~Personnel matters ~~will~~ should also be considered. When there is a potential for disclosure of personnel matters to the RPT/CPTR Committee, the ~~D~~department ~~H~~head and/or ~~D~~dean may consult separately with the VPAA prior to submission of the required letter.

Calendar of RPT Deadlines

Classroom Observation (formerly Form A)	Completed by the last Friday in January
End-of-Instruction Course Evaluation (formerly Form B)	Administered by the Office of Institutional Effectiveness and Accreditation ~~Assessment~~ after the term is 75% complete
Sections ~~3, 4, and 5~~ 1-3 of RPT packet	Completed by the last Friday in January
Meet with supervisor to discuss performance	Completed by the 1st Friday in February
Department/School RPT/CPTR Screening Committee review ~~(if relevant)~~	Completed by the 2nd Friday in February
Sections ~~1 & 2~~ 4 of RPT packet	Completed by the 2nd Friday in February
Institutional RPT/CPTR Screening Committee review completed	Completed by last Friday in February
Faculty notified of Institutional Committee recommendation	Completed by first Friday in March
Faculty alerted of RPT decision	Completed by April 1

CPTR (Cumulative Post-Tenure Review)

Tenured faculty will complete the cumulative post tenure review (CPTR) process every fifth year beginning with the fifth year after tenure is earned. The CPTR packet compiles the required forms from the previous five years~~includes the same materials as a standard annual evaluation (Forms A, B, and D)~~, as well as several additional items, as described below. The deadlines for completing ~~Forms A and D~~ required forms for the year under consideration are also earlier for CPTR than they are for a standard annual evaluation.

The CPTR Packet shall include:

Section 1: ~~Forms required by Human Resources and Academic Affairs~~Curriculum vita and cover sheet containing OSU-OKC appointment history, current job description, and ~~proposed~~requested action. ~~(reappointment, promotion, and/or tenure)~~

~~Section 2: Letters of recommendation from supervisors (department head and/or dean), the school RPT/CPTR committee, colleagues, etc.~~

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Section ~~3~~2: ~~Five consecutive years of annual performance evaluation packets (forms A, B, and D from the previous four and current academic years)~~ All required forms (formerly A, B, and D) from all years since last RPT/CPTR review. (If any documents are missing, the faculty member must include written explanation from their Dean for each absent document.)

Note: CPTR packets ~~will not include Form B from the Spring semester of the current academic year~~may not include all End-of-Instruction Course Evaluations for current year due to timing~~Pres~~

Section ~~4~~3: Any supplemental information ~~the faculty member wishes to provide~~required by School RPT/CPTR Committees or which the faculty member wishes to provide

Section 4: Letters of recommendation from supervisors (both department head, if applicable, and dean), and the school RPT/CPTR committee, and additional letters as required by School RPT/CPTR Committees.

Classroom Observation (formerly Form A)	Completed by the last Friday in January
End-of-Instruction Course Evaluation (formerly Form B)	Administered by the Office of Institutional Effectiveness and Accreditation ~~Assessment~~ after the term is 75% complete
Faculty contribution to Annual Appraisal Document (formerly Form D)	Deadline set by supervisor
Supervisor contribution to Annual Appraisal Document (formerly Form D)	Completed by last Friday in January
Sections ~~3 & 4~~ 1-3 of CPTR packet	Completed by the last Friday in January
Meet with supervisor to discuss, sign, and submit Annual Appraisal Document (formerly Form D)	Completed by the 1st Friday in February
Department/School RPT/CPTR Screening Committee review ~~(if relevant)~~	Completed by the 2nd Friday in February
Section~~s 1 & 2~~ 4 of CPTR packet	Completed by the 2nd Friday in February
Institutional RPT/CPTR Screening Committee review completed	Completed by last Friday in February
Faculty notified of Institutional Committee recommendation	Completed by first Friday in March
Faculty alerted of CPTR decision	Completed by April 1

If any required documents are missing from the packet without sufficient explanation for their absence, the packet will not be evaluated for CPTR. The applicant is responsible for ensuring all materials are submitted for evaluation. No materials will be added after the second Friday in February.

Supervisor Letter

Supervisors (~~D~~department ~~H~~heads and ~~D~~deans, as relevant) will provide letters evaluating the faculty member's performance for the period under consideration, and, if relevant, recommending the establishment of an individual development plan to address deficiencies. Supervisors should include statements addressing elements in the required forms for the period under consideration, but also must assess soft skills such as teamwork, problem solving, critical thinking, leadership, peer relationships, and student service orientation. Personnel matters should also be considered. When there is a potential for disclosure of personnel matters to the RPT/CPTR Committee, the ~~D~~department ~~H~~head and/or ~~D~~dean may consult separately with the VPAA

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prior to submission of the required letter.

FORMS

CLASSROOM OBSERVATION (Formerly Form A~~FORM A~~)

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The classroom observation is designed to give the faculty member the benefit of review of in-class teaching/learning practices. This review is to help the faculty member continue to provide high-quality instruction. An added benefit of review is that successful practices can be observed by and used by other faculty. Classroom observations shall be conducted by Department Heads, Deans, or other designated supervisors at least once per appraisal period.

Form A is available in versions for in-person and online classes; the evaluator shall use the appropriate form for the modality being observed.

The evaluator must agree to provide a fair, honest evaluation to the best of their ability. It is expected that the evaluator will provide constructive feedback to the faculty being evaluated.

Classroom Observation: In-Person

- The classroom observation can occur during any week of the course/semester prior to the relevant deadline (May 1 for standard annual evaluations; last Friday in January for RPT and CPTR).
- The faculty member will inform their respective Department Head, Dean, or other designated supervisor of their lecture schedule for the semester and provide a list of class periods they would like to have evaluated.
- The evaluator will be present at the beginning of the class and will stay for a minimum of 50 minutes. This can be negotiated by the faculty member being evaluated.
- The evaluator will become aware of the course objectives through review of the course syllabus and/or in consultation with the faculty member before the visit.

Classroom Observation: Online

- The classroom observation can occur during any week of the course/semester prior to the relevant deadline (May 1 for standard annual evaluations; last Friday in January for RPT and CPTR).
- If the course meets synchronously online, the faculty member will inform their respective Department Head, Dean, or other designated supervisor of their lecture schedule for the semester and provide a list of sessions they would like to have evaluated.
- The evaluator will review the faculty member's online course presentation or recording. Where necessary, faculty members are required to provide evidence of online classroom details when requested to help support the evaluator's review.
- The evaluator will become aware of the course objectives through review of the course syllabus and/or in consultation with the faculty member before the visit.

The evaluator will review the assessment with the faculty member within 7 working days of observation.

In the event of a less than satisfactory composite assessment, the faculty member may request to arrange for subsequent additional classroom visitation(s).

In the event of a less than satisfactory rating on any specific item, the evaluator will indicate the basis for the rating and specific recommendations for improvement, which will be discussed with the faculty member. A copy of the rating and recommendation will be provided within two weeks of the completion of the assessment.

STUDENT EVALUATION OF INSTRUCTOR (Formerly Form B~~FORM B~~)

Student evaluation of instruction will be administered by the Office of Institutional Effectiveness and Accreditation according to the following schedule:

- 16-week semester courses – Administered during weeks twelve (12) through sixteen (16).
- 8-week semester courses – Administered during weeks six (6) through eight (8).
- Short courses – Administered when 75% of the course is complete.

At the beginning of the evaluation period and at regular intervals throughout the evaluation period, all students enrolled in one or more courses at OSU-Oklahoma City will receive, via their school student email accounts, instructions on how to access the secure online evaluation system to begin their evaluations. Reminder emails will be sent to students who have not yet completed an evaluation for a given course. To ensure fairness within the evaluation process, results will not be released until after the end of the semester and all final grades have been submitted.

Typically, student evaluations of instruction are based on student responses to statement items specific to their learning experience in the course. Students are also provided an opportunity to include additional comments if they so choose. As research on best practices for student evaluations continues to evolve, OSU-OKC strives to follow current industry standards and may update the evaluation instrument as appropriate.

~~**FACULTY SELF ASSESSMENT (FORM C)**~~

~~This document is used in lieu of Form D when faculty go through RPT instead of a standard annual evaluation or CPTR. (See the Statement of Policy Governing Appointments, Tenure, Promotions, and Related Matters of the Faculty of OSU-Oklahoma City for details about when tenure-track faculty are required to or may submit an RPT packet.)~~

~~The document identifies required documentation that must be presented to support faculty applications for reappointment, promotion, or tenure. It also identifies optional documentation that may be included to further support the application.~~

~~1. As early as possible in the academic year in which the faculty member is going through the RPT process, the faculty member will obtain the current Form C from Sharepoint.~~
~~2. Following the instructions on Form C, the faculty member will gather and compile documentation demonstrating their achievements.~~
~~3. The faculty member will upload Form C with its associated documentation to Sharepoint.~~

ANNUAL ~~PERFORMANCE EVALUATION~~ APPRAISAL DOCUMENT (Formerly Form D~~FORM D~~)

This document is used by faculty undergoing standard annual evaluations and CPTR; it helps provide the faculty member the opportunity to report on their activities during the academic year.

1. The faculty member will obtain the current ~~Form D~~ form from Sharepoint.
2. The faculty member completes the “To Be Completed by Evaluatee” portions of ~~Form D~~ the form by the deadline set by the supervisor, and submits this document to the supervisor.
3. The supervisor completes the “To Be Completed by Supervisory Evaluator” portions of ~~Form D~~ the form by the relevant deadline (May 1 for standard annual evaluations; last Friday in January for CPTR).
4. The supervisor is responsible for scheduling a meeting with the faculty to member to discuss, sign, and upload the final ~~Form D~~ form to Sharepoint.

Appendix D

Notice of Intent to Engage in Professional Activity for Extra Compensation

OKLAHOMA STATE UNIVERSITY-OKLAHOMA CITY

Report Regarding Outside Professional Activities for Extra Compensation

During the _____ academic year, I plan to pursue the following outside professional activities (List date, client and nature of activities performed.):

Dates	**Employer/Client**	**Nature of Activities**

Deadlines for submission of the Notice are prior to August 15 for fall semester, prior to January 15 for spring semester, or within 14 days of accepting outside activities during the semester. Note: Faculty who intend on engaging in outside activities for the entire academic year may submit one Notice for the academic year prior to the August 15 deadline.

I understand that any outside professional activities should not unduly interfere with my classes or typical responsibilities at OSU-Oklahoma City.

Signature: _____ Date: _____

Department Head: _____ Date: _____

Dean: _____ Date: _____

VPAA: _____ Date: _____

□ Received Academic Affairs
□ Saved to W:
□ Copy Returned to Faculty Member

Appendix E

Cumulative (Post-Tenure) Review of Faculty

OSU-OKLAHOMA CITY CUMULATIVE (POST-TENURE) REVIEW POLICIES AND PROCEDURES

POLICY

1.01 For each tenured faculty member, a cumulative review shall take place every five years. A review conducted to grant promotion qualifies as a cumulative review. The review shall be based on discussion and substantive documentation provided by the faculty member. Individuals designated to conduct the review shall be members of the School and ~~i~~Institutional Reappointment, Promotion, and Tenure Committees. The review process shall include written feedback to the faculty member as well as a provision for response. Written feedback shall be a detailed description of the faculty member's accomplishments or deficiencies. If deficiencies are present, ~~The~~ the cumulative review ~~requires~~ will establish an individual development plan~~s~~ for ~~each~~ the faculty member. Faculty members are responsible for their own development consistent with department, school, and University goals. Any formal development plan should respect academic freedom and professional self- direction, and it should be flexible enough to allow for subsequent alteration.

1.02 The results of a Cumulative Review of Tenured Faculty may be used by appropriate administrators as a basis for providing support which will assist faculty members in carrying out their professional goals and responsibilities. Any disciplinary action that may follow the cumulative review must adhere to all prescribed procedures in force within this policy document. In the event that unsatisfactory performance has not improved within the timelines set in the individual development plan, any dismissal action shall be based upon those grounds for dismissal specified in the December 11, 2020 "Policy Statement to Govern Appointments, Tenure, Promotions, and Related Matters of the Faculty of Oklahoma State University-Oklahoma City."

1.03 If a faculty member believes that the results from a cumulative review are based on unlawful discrimination, inadequate consideration, or legitimate exercise of academic freedom, he/she may request a review of the matter utilizing the dispute resolution procedure in Appendix 5 of this policy document.

Source: "Policy Statement to Govern Appointments, Tenure, Promotions, and Related Matters of the Faculty of Oklahoma State University- Oklahoma City," Section 2.0 (December 11, 2020).

PROCEDURE

2.01 Faculty Subject to Cumulative Review
A Cumulative Review shall take place for each and every tenured faculty member every five (5) years. A promotion review may be substituted for a cumulative review. The cumulative review may be rescheduled due to a leave of absence, sabbatical, administrative assignment outside the academic unit, or other extenuating circumstances as determined by the Office of Academic Affairs.

The Office of Academic Affairs may waive the cumulative review for faculty who have given formal notice of their retirement or resignation.

2.02 Cumulative Review Schedule
The Office of Academic Affairs shall develop, maintain, and annually distribute to all tenured faculty members a schedule specifying the year during which each tenured faculty member is to undergo cumulative review.

2.03 Cumulative Review Committee
The OSU-Oklahoma City Reappointment, Promotion, and Tenure Committee shall be charged with conducting reviews for all tenured faculty.

Source: "Policy Statement to Govern Appointments, Tenure, Promotions, and Related Matters of the

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Faculty of Oklahoma State University-Oklahoma City," Section 2.0 (December 11, 2020).

2.04 Review Criteria:
The review criteria for post-tenure review is the same criteria used for the annual appraisal ~~package~~document (formerly Form D) but should address the faculty member's performance since the last RPT or CPTR action.

2.05 Documents and Information Used in the Review
Faculty under review must provide the preceding five consecutive years of annual performance evaluation packets (required forms ~~A, B, and D~~), a letter of recommendation from the department head, if applicable, and dean ~~(Form E)~~, and any supplemental information the faculty member may include.

The faculty member or the committee may request an interview for the purpose of discussing and clarifying the documentation.

2.06 Development and Disposition of the Cumulative Review Report
The committee shall prepare a written report that assesses the faculty member's overall performance during the review period in terms of the academic school's performance standards and expectations.

The committee shall submit its report to the faculty member under review. The faculty member shall be given ten (10) working days to respond to the report in writing. Following receipt of the response by the faculty member, if any, the committee shall promptly submit the committee's final report, and the response, if any, to the Provost and Vice President of Academic Affairs.

The Provost and Vice President of Academic Affairs shall be given ten (10) working days to respond in writing to the committee report and any responses by the faculty member.

A final copy of the committee's report, the faculty member's response, if any, and the response of the Provost and Vice President of Academic Affairs, shall be provided to the faculty member and the dean. These documents, along with those listed in 2.05, shall be included in the faculty member's personnel file.

2.07 Rewarding Faculty for Outstanding Performance
The cumulative review process should identify and recognize outstanding performance by faculty members. The report may be used by appropriate administrators as a basis for supporting faculty members in carrying out their professional goals and responsibilities and compensating those with outstanding performance.

2.08 Corrective Development Plan
For faculty members whose overall performance reflects substantial deficiencies, the dean and the faculty member shall develop a corrective plan to improve performance and address deficiencies. The plan should be individualized and flexible; taking into account the faculty member's intellectual interests, abilities, and career stage, as well as needs of the school and institution. The plan should establish clear performance goals, specify steps designed to achieve these goals, define indicators of goal attainment, establish a clear and reasonable time frame for the completion of goals, identify resources available for implementation of the plan, and state the consequences of failure to attain the goals. A copy of the corrective development plan shall be forwarded to the Provost and Vice President of Academic Affairs and another copy placed in the faculty member's personnel file.

2.09 Dispute Resolution
If a faculty member believes that the committee report, the corrective plan, or administrative actions taken as a result of the cumulative review are unfair or that they fail to honor the legitimate exercise of academic freedom, they may request a review of the matter utilizing the policies and procedures outlined in the "Policy Statement to Govern Appointments, Tenure, Promotions, and Related

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Matters of the Faculty of Oklahoma State University-Oklahoma City," (December 11, 2020).

Grounds for dispute may include unlawful discrimination, inadequate consideration, and others listed in Section 2.3 of the Dispute Resolution Policy.

2.10 Disciplinary Action
The purpose of the cumulative review is to promote faculty development. Any disciplinary action that comes after cumulative review shall adhere to all prescribed procedures in the "Policy Statement to Govern Appointments, Tenure, Promotions, and Related Matters of the Faculty of Oklahoma State University-Oklahoma City," Section 2.0 (December 11, 2020).

Original Policy: Recommended by the Academic Policy Committee of the Faculty Senate to the full Faculty Senate meeting on October 9, 2008. Final Revision: Spring, 2017.

2.04-2.05 modified to be consistent with approved changes to the Faculty Evaluation Document: Fall, 2019. Approved by OSU A&M Board of Regents: December 11, 2020

May 16, 2025

Reduction in Force Proposal – Academic School Realignment

This proposal is requested by the Vice Provost.

The current structure of Academic Affairs includes multiple schools, among them the School of Arts, Sciences & Health and the School of Creative & Information Technologies.

In accordance with Oklahoma State Regents for Higher Education (OSRHE) policy guidelines, 3.8 Approval of Changes in Academic Structure and Nomenclature, Oklahoma State University Institute of Technology (OSUIT) is requesting approval from the Oklahoma State University A&M Board and the Oklahoma State Regents for Higher Education to consolidate these two schools into a single academic unit: the School of Technology, Arts, Sciences & Health, effective July 1, 2025.

This consolidation is intended to:

- Enhance interdisciplinary collaboration
- Streamline administrative functions
- Improve marketing, recruiting, and enrollment strategies
- Strengthen academic identity and student pathways

New School Structure

- The School of Technology, Arts, Sciences & Health will house programs from both former schools, including:
    - 3D Modeling & Animation
    - Allied Health Sciences
    - Applied Industry Leadership
    - Applied Technology
    - Business
    - Culinary Arts
    - Enterprise Development
    - Graphic Design Technology
    - Information Technologies
    - Pre-Education
    - Pre-Professional Studies

With this realignment, the leadership structure will be adjusted accordingly. The current Dean positions for the two existing schools will be impacted as they are consolidated under a single leadership role.

Proposed Reduction in Force

A reduction in force is proposed for the following reasons:

The consolidation of two schools into one eliminates the need for two separate Dean roles.

One of the Dean positions is currently vacant and has not been filled.

No existing personnel would have their employment impacted. We would request the current interim dean of both schools be named the permanent dean of the new consolidated school.

The effective date of the change will be July 1, 2025.

Sincerely,

Paula North

Paula North, Director
Human Resources
OSU Institute of Technology

PERSONNEL ACTIONS
in compliance with
Board Policies 3.01, 3.02, and 3.03
June 13, 2025
OKLAHOMA STATE UNIVERSITY

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New Appointment

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AGRICULTURE AGRICULTURAL ED, COMM & LEADERSHIP				
Baker, Carrie Assistant Professor	6/30/2025	5/31/2029	11 mths	1
AGRICULTURE ANIMAL & FOOD SCIENCES				
Henson, Mason Assistant Professor	6/30/2025	5/31/2029	11 mths	2
AGRICULTURE NATURAL RESOURCE ECOLOGY & MGMT				
Kjaer, Esben Assistant Professor	7/31/2025	5/31/2029	11 mths	3
AGRICULTURE PLANT & SOIL SCIENCES				
Pugh, Brian Assistant Extension Specialist	6/16/2025	5/31/2029	11 mths	4
ARTS AND SCIENCES COMPUTER SCIENCES				
Choi, Min Soo Assistant Professor	8/7/2025	5/31/2029	9 mths	5
ARTS AND SCIENCES MUSIC				
Bickford, Wendy Assistant Professor	8/7/2025	5/31/2029	9 mths	6
ARTS AND SCIENCES PSYCHOLOGY				
Yu, Chi-Lin Assistant Professor	8/15/2025	5/31/2029	9 mths	7
ARTS AND SCIENCES THEATRE				
Lopez, Samdra Assistant Professor	8/7/2025	5/31/2029	9 mths	8
BUSINESS ACCOUNTING				
Tan, Jacqueline L.N. Assistant Professor	8/1/2025	5/31/2029	9 mths	9
BUSINESS MARKETING & INTERNATIONAL BUSINESS				
Purtell, Clint Assistant Professor of Professional Practice	7/31/2025	5/31/2028	9 mths	10

New Appointment

	Effective Dates From	To		Action
EDUCATION AND HUMAN SCIENCES	**COM HLTH SCI, COUN & COUNSELING PSYC**			
Hwang, Dasol Assistant Professor	8/4/2025	5/31/2029	9 mths	11
EDUCATION AND HUMAN SCIENCES	**EDU FOUND, LEADERSHIP & AVIATION**			
Lee, Hyeryun Assistant Professor	8/4/2025	5/31/2029	9 mths	12
EDUCATION AND HUMAN SCIENCES	**HUMAN DEVELOPMENT & FAMILY SCIENCE**			
Caldwell-Carpenter, Jillian Teaching Assistant Professor	8/4/2025	5/31/2030	9 mths	13
EDUCATION AND HUMAN SCIENCES	**NUTRITIONAL SCIENCES**			
Pradhananga, Nila Assistant Professor	8/25/2025	5/31/2029	11 mths	14
EDUCATION AND HUMAN SCIENCES	**TEACHING, LEARNING & EDU SCIENCES**			
O'Laughlin, Leslie Teaching Assistant Professor	8/4/2025	5/31/2030	11 mths	15
ENGINEERING, ARCHITECTURE AND TECHNOLOGY	**MECHANICAL & AEROSPACE ENGR**			
Liu, Haotian Assistant Professor	7/1/2025	4/30/2029	9 mths	16
VETERINARY MEDICINE	**CLINICAL SCIENCES**			
Cantrell, Katie Clinical Assistant Professor	6/30/2025	5/31/2028	11 mths	17
Farris, Taylor Clinical Assistant Professor	6/30/2025	5/31/2028	11 mths	18
Frisbee, Stephanie Clinical Assoicate Professor, Director	6/30/2025	5/31/2028	11 mths	19
Hausmann-Farris, Katharine Clinical Assistant Professor	11/30/2025	5/31/2028	11 mths	20
Magliacano, Marco Clinical Assistant Professor	11/30/2025	5/31/2028	11 mths	21
Mielnicki, Kaitlin Teaching Assistant Professor	6/15/2025	5/31/2028	11 mths	22

New Appointment

	Effective Dates From	To	Pay Rate		Action
Negrin, Arianna Assistant Professor	7/31/2025	5/31/2029		11 mths	23
Samuels, Amanda Clinical Assistant Professor	9/15/2025	5/31/2028		11 mths	24
Soga, Isabelle Clinical Assistant Professor	6/30/2025	5/31/2028		11 mths	25
Terradas Crespo, Emilia Clinical Assistant Professor	8/31/2025	5/31/2028		11 mths	26
Whitfield, Chase Clinical Associate Professor	9/30/2025	5/31/2028		11 mths	27
VETERINARY MEDICINE PATHOBIOLOGY					
Capik, Sarah Assistant Professor	7/31/2025	5/31/2029		11 mths	28
VETERINARY MEDICINE PHYSIOLOGICAL SCIENCES					
Frisbee, Jefferson Professor, Department Head	6/30/2025			9 mths	29
INSTITUTE OF TECHNOLOGY - OKMULGEE SCHOOL ENG & CONSTRUCTION TECHNOLOGY					
Patrick, Jessica Dean Appointment to Dean of School of Engineering and Construction Technologies.	7/1/2025		$105,000	12 mths	30
OSU - OKLAHOMA CITY DIV OF ENGINEERING TECHNOLOGIES					
Torres, Mauricio Dean Appointment to Dean of Science, Technology, Engineering, and STEM, Professor conferring tenure.	7/1/2025		$130,000		31
HEALTH SCIENCES INTERNAL MEDICINE					
Owen, Doug Clinical Assistant Professor	7/31/2025			12 mths	32
HEALTH SCIENCES OB/GYN					
Olcott, Melissa Clinical Assistant Professor	4/22/2025			12 mths	33

Change in Appointment

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AGRICULTURE AGRICULTURAL ECONOMICS			
Bir, Courtney	7/1/2025		34
Assistant Professor			
Appointment to Associate Professor conferring tenure.			
Chung, Chanjin	7/1/2025	6/30/2028	35
Professor, Endowed Professorship			
Reappointment to the Charles Breedlove Professorship in Agribusiness I.			
Kenkel, Phil	7/1/2025	6/30/2028	36
Regents Professor, Endowed Chair			
Reappointment to Bill Fitzwater Endowed Chair.			
Norwood, Bailey	7/1/2025	6/30/2028	37
Professor, Endowed Professorship			
Reappointment to Barry Pollard, MD/P&K Equipment Inc. Endowed Professorship.			
Rich, Karl	7/1/2025	6/30/2028	38
Professor, Director, Humphreys Chair			
Reappointment to the Donald and Cathey Humphreys Division of Agricultural Sciences and Natural Resources Chair in the School of Global Studies.			
AGRICULTURE AGRICULTURAL ED, COMM & LEADERSHIP			
Brown, Courtney	7/1/2026	5/31/2029	39
Assistant Professor			
Reappointment to Assistant Professor.			
Cline, Lauren	7/1/2026	5/31/2029	40
Assistant Professor			
Reappointment to Assistant Professor.			
Coleman, Bradley	7/1/2026	5/31/2029	41
Assistant Professor			
Reappointment to Assistant Professor.			
Eck, Christopher	7/1/2025		42
Assistant Professor			
Appointment to Associate Professor conferring tenure.			
King, Audrey	7/1/2026	5/31/2029	43
Assistant Professor			
Reappointment to Assistant Professor.			

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Newberry, Cheryl	7/1/2025		44
Assistant Extension Specialist			
Appointment to Associate Extension Specialist.			
Riggs, Angel	7/1/2025		45
Associate Professor			
Appointment to Professor.			
Smith, Nathan	7/1/2025	5/31/2030	46
Teaching Instructor			
Appointment to Teaching Assistant Professor.			
Terry, Rob	7/1/2025	6/30/2028	47
Professor, Endowed Professorship			
Reappointment to the Rodger Howell Memorial Professorship in Agricultural Business.			
Wardlaw, Kelly	7/1/2025	6/30/2028	48
Professorship Fellow			
Reappointment to the Oklahoma Farm Bureau 4-H Professorship Fellow.			
AGRICULTURE ANIMAL & FOOD SCIENCES			
Mafi, Gretchen	7/1/2025	6/30/2028	49
Professor, Endowed Chair			
Reappointment to the Ralph and Leila Boulware Endowed Chair II in Animal Science.			
Muriana, Peter	7/1/2025	6/30/2028	50
Professor, Endowed Professorship			
Reappointment to Advance Food Company/S.E. Gilliland Endowed Professorship in Microbial Food Safety.			
Ramanathan, Ranjith	7/1/2025	6/30/2028	51
Professor, Endowed Research Professorship			
Reappointment to the Leo and Kathy Noltensmeyer Endowed Research Professorship.			
Zhang, Glenn	7/1/2025	6/30/2028	52
Regents Professor, Endowed Chair			
Reappointment to the Ralph and Leila Boulware Endowed Chair I in Animal Science.			

Change in Appointment

	Effective Date		Action
AGRICULTURE BIOCHEMISTRY & MOLECULAR BIOLOGY			
Cheng, Yong	7/1/2025	6/30/2028	53
Assistant Professor, Fellow			
Reappointment to the Robert J. Sirny Memorial Professorship in Agricultural Biochemistry Fellow.			
Craven, Kelly	9/1/2026	5/31/2029	54
Assistant Professor			
Reappointment to Assistant Professor.			
Deng, Junpeng	7/1/2025	6/30/2028	55
Professor, Endowed Professorship II			
Reappointment to the Sarkey's Distinguished Professorship II.			
AGRICULTURE BIOSYSTEMS/AGRICULTURAL ENGINEERING			
Mangalgiri, Kiranmayi	7/1/2026	5/31/2029	56
Assistant Professor			
Reappointment to Assistant Professor.			
Mirchi, Ali	7/1/2025	6/30/2028	57
Associate Professor, IPGS Chair			
Reappointment to the Iranian and Persian Gulf Studies Professorship C.			
Moore, Kevin	7/1/2026	5/31/2029	58
Assistant Professor			
Reappointment to Assistant Professor.			
Sadler, Jeff	7/1/2026	5/31/2029	59
Assistant Professor			
Reappointment to Assistant Professor.			
AGRICULTURE ENTOMOLOGY & PLANT PATHOLOGY			
Aoun, Meriem	7/1/2026	5/31/2029	60
Assistant Professor			
Reappointment to Assistant Professor.			
Bonjour, Edmond	7/1/2025		61
Associate Extension Specialist			
Appointment to Senior Extension Specialist.			
Espindola Camacho, Andres	7/1/2026	5/31/2029	62
Assistant Professor			
Reappointment to Assistant Professor.			

Change in Appointment

	Effective Date		Action
Hoback, Wyatt	7/1/2025	6/30/2028	63
Professor, Distinguished Endowed Professorship			
Reappointment to the Neustadt Sarkeys Distinguished Endowed Professorship.			
Kard, Brad	7/1/2025	6/30/2028	64
Professor, Endowed Chair			
Reappointment to Endowed Chair in Structural and Household Pest Control.			
Ochoa Corona, Francisco	7/1/2025	6/30/2028	65
Professor, Endowed Professorship			
Reappointment to the Sarkey's Distinguished Professorship III.			
Olson, Jennifer	7/1/2025		66
Associate Extension Specialist			
Appointment to Senior Extension Specialist.			
Shelton, Kevin	7/1/2025		67
Associate Extension Specialist			
Appointment to Senior Extension Specialist.			
AGRICULTURE HORTICUL & LANDSCP ARCHITECTURE			
Xiang, Mingying	7/1/2026	5/31/2029	68
Assistant Professor			
Reappointment to Assistant Professor.			
Zhang, Lu	7/1/2025		69
Assistant Professor			
Appointment to Associate Professor conferring tenure.			
AGRICULTURE NATURAL RESOURCE ECOLOGY & MGMT			
DeSantis, Ryan	7/1/2026	5/31/2029	70
Assistant Professor			
Reappointment to Assistant Professor.			
Joshi, Omkar	7/1/2025		71
Associate Professor			
Appointment to Professor.			
Loss, Scott	7/1/2025	6/30/2028	72
Professor, Endowed Chair			
Appointment to the Bollenbach II Endowed Chair.			

Change in Appointment

	Effective Date		Action
Murray, Bryan	7/1/2025		73
Assistant Professor			
Appointment to Associate Professor conferring tenure.			
Yang, Jia	7/1/2026	5/31/2029	74
Assistant Professor			
Reappointment to Assistant Professor.			
Zou, Chris	7/1/2025	6/30/2028	75
Professor, Fellow			
Appointment to the Etter Faculty Fellow in Tallgrass Prairie Research.			
AGRICULTURE PLANT & SOIL SCIENCES			
Carver, Brett	7/1/2025	6/30/2028	76
Professor, Endowed Chair			
Reappointment to the Wheat Genetics Endowed Chair in Agriculture.			
de Oliveira Silva, Amanda	7/1/2025		77
Assistant Professor			
Appointment to Associate Professor conferring tenure.			
Deng, Shiping	7/1/2025	6/30/2028	78
Professor, Endowed Professorship			
Reappointment to the Santelmann/Warth Distinguished Professorship in Agronomy.			
LaBar, Julie	9/1/2026	5/31/2029	79
Assistant Professor			
Reappointment to Assistant Professor.			
Tadege, Million	7/1/2025	6/30/2028	80
Professor, Endowed Professorship			
Reappointment to the Mel and Mary Jones Endowed Professorship in Agronomic Sciences.			
ARTS AND SCIENCES ART, GRAPHIC DESIGN & ART HISTORY			
Jahanshahi, Pouya	7/1/2025	6/30/2028	81
Associate Professor, IPGS Professorship			
Reappointment to the Iranian and Persian Gulf Studies Professorship B.			
ARTS AND SCIENCES BIOLOGY			
Bachelot, Benedicte	7/1/2025		82
Assistant Professor			
Move tenure track department from Plant Biology, Ecology and Evolution to Biology.			

Change in Appointment

	Effective Date			Action
Buitrago Suarez, Uriel A. Teaching Assistant Professor Reappointment to Teaching Assistant Professor.	9/1/2025	5/31/2028		83
Castilla Alvarez, Antonio Assistant Professor Move tenure track department from Plant Biology, Ecology and Evolution to Biology.	7/1/2025			84
Doust, Andrew Professor, Faculty Fellow Title change to reflect transition from administrative position to Professor and Faculty Fellow in Biology.	7/1/2025		9 mths	85
Doust, Andrew Professor, Faculty Fellow Move tenure department from Plant Biology, Ecology and Evolution to Biology.	7/1/2025			86
Emberts, Zachary T. Assistant Professor Reappointment to Assistant Professor.	9/1/2026	5/31/2029		87
Fishbein, Mark Regents Professor Move tenure department from Plant Biology, Ecology and Evolution to Biology.	7/1/2025			88
Fishbein, Mark Regents Professor Title change to reflect transition from adminstrative role and tenure department from Regents Professor, Head of Plant Biology, Ecology and Evolution to Regents Professor in Biology.	7/1/2025			89
Greer, Rebecca Teaching Assistant Professor Move department from Plant Biology, Ecology and Evolution to Biology.	7/1/2025			90
Howard, Cody C. Assistant Professor Move tenure track department from Plant Biology, Ecology and Evolution to Biology.	7/1/2025			91
McCullagh, Elizabeth A. Assistant Professor Appointment to Associate Professor conferring tenure.	7/1/2025			92

Change in Appointment

	Effective Date			Action
Parker, Nicole	7/1/2025			93
Teaching Assistant Professor				
Move department from Plant Biology, Ecology and Evolution to Biology.				
Stephens, Patrick R.	7/1/2025			94
Assistant Professor				
Appointment to Associate Professor conferring tenure.				
Wilder, Shawn	7/1/2025			95
Associate Professor				
Appoint to Professor.				
Yang, Ming	7/1/2025			96
Professor				
Move tenure department from Plant Biology, Ecology and Evolution to Biology.				
Zhang, Bo	9/1/2026	5/31/2029		97
Assistant Professor				
Reappointment to Assistant Professor.				
ARTS AND SCIENCES CHEMISTRY				
Kerr, Tracy A.	7/1/2025	5/31/2030		98
Teaching Assistant Professor				
Appointment to Teaching Associate Professor.				
Kessler, Mira	6/14/2025	5/31/2029	9 mths	99
Assistant Professor				
Appointment to Assistant Professor with updated appointment date from 08/21/2024-05/31/2028 to 06/14/2025-05/31/29 due to visa complications before original appoitnment date began.				
Miller, David C.	9/1/2026	5/31/2029		100
Assistant Professor				
Reappointment to Assisitant Professor.				
ARTS AND SCIENCES COMMUNICATION SCIENCES & DISORDERS				
Ashley, Lisa K.	9/1/2025	5/31/2028		101
Clinical Assistant Professor				
Reappointment to Clinical Assistant Professor.				

Change in Appointment

	Effective Date		Action
ARTS AND SCIENCES COMPUTER SCIENCES			
Jahan, Sharmin	9/1/2026	5/31/2029	102
Assistant Professor			
Reappointment to Assistant Professor.			
Jain, Sachin R.	7/1/2025	5/31/2030	103
Teaching Assistant Professor			
Appointment to Teaching Associate Professor.			
Joshi, Shital	7/1/2025	5/31/2030	104
Teaching Assistant Professor			
Appointment to Teaching Associate Professor.			
Paranjothi, Anirudh	9/1/2026	5/31/2029	105
Assistant Professor			
Reappointment to Assistant Professor.			
Pu, Cong	9/1/2026	5/31/2029	106
Assistant Professor			
Reappointment to Assistant Professor.			
ARTS AND SCIENCES ENGLISH			
Andrews, John	9/1/2025	5/31/2028	107
Teaching Assistant Professor			
Reappointment to Teaching Assistant Professor.			
Horton, Hoomana N.	9/1/2025	5/31/2028	108
Teaching Assistant Professor			
Reappointment to Teaching Assistant Professor.			
Johnson, Shelby L.	9/1/2026	5/31/2029	109
Assistant Professor			
Reappointment to Assistant Professor.			
McNeal, Frances R.	9/1/2026	5/31/2029	110
Assistant Professor			
Reappointment to Assistant Professor.			
Ross, Ariel J.	9/1/2025	5/31/2028	111
Teaching Assistant Professor			
Reappointment to Teaching Assistant Professor.			

Change in Appointment

	Effective Date		Action
Sears, Richard A. Teaching Assistant Professor Reappointment to Teaching Assistant Professor.	9/1/2025	5/31/2028	112
Slesinger, Ryan K. Teaching Assistant Professor Reappointment to Teaching Assistant Professor.	9/1/2025	5/31/2028	113
Turcat, Jessica M. Teaching Assistant Professor Reappointment to Teaching Assistant Professor.	9/1/2025	5/31/2028	114
ARTS AND SCIENCES GEOGRAPHY			
Zhou, Yuting Assistant Professor Appointment to Associate Professor conferring tenure.	7/1/2025		115
ARTS AND SCIENCES GEOLOGY			
Vilcaez, Javier Associate Professor Appoint to Professor.	7/1/2025		116
ARTS AND SCIENCES HISTORY			
Carlson, Thomas Associate Professor Appoint to Professor.	7/1/2025		117
Du, Yongtao Associate Professor Appoint to Professor.	7/1/2025		118
Gray, David Teaching Associate Professor Appointment to Teaching Professor.	7/1/2025	5/31/2030	119
Griswold, Sarah K. Assistant Professor Appointment to Associate Professor conferring tenure.	7/1/2025		120
Pereira, Matthew J. Teaching Assistant Professor Appointment to Teaching Associate Professor.	7/1/2025	5/31/2030	121

Change in Appointment

	Effective Date		Action
ARTS AND SCIENCES LANGUAGES & LITERATURES			
Chen, Cheng	7/1/2025	5/31/2030	122
Teaching Instructor			
Appointment to Teaching Assistant Professor.			
Hale, Kimberly J.	9/1/2026	5/31/2029	123
Assistant Professor			
Reappointment to Assistant Professor.			
O'Neill, Matthew J.	7/1/2025	5/31/2030	124
Teaching Assistant Professor			
Appointment to Teaching Associate Professor.			
Rozo, Juan Carlos	9/1/2026	5/31/2029	125
Assistant Professor			
Reappointment to Assistant Professor.			
ARTS AND SCIENCES MATHEMATICS			
Emory, Melissa, L	9/1/2026	5/31/2029	126
Assistant Professor			
Reappointment to Assistant Professor.			
Richmond, Edward	7/1/2025		127
Associate Professor			
Appoint to Professor.			
Segerman, Henry	7/1/2025		128
Associate Professor			
Appoint to Professor.			
Stolerman, Lucas Martins	9/1/2026	5/31/2029	129
Assistant Professor			
Reappointment to Assistant Professor.			
ARTS AND SCIENCES MEDIA & STRATEGIC COMMUNICATIONS			
Avance, Rosemary	9/1/2026	5/31/2029	130
Assistant Professor			
Reappointment to Assistant Professor.			
Johnson, Jared	7/1/2025		131
Associate Professor			
Appoint to Professor.			

Change in Appointment

	Effective Date		Action
Lewis, Bobbi Kay	7/1/2025		132
Professor			
Title change to reflect transistion from administrative position to Professor in Media and Strategic Communications.			
Shin, Sumin	9/1/2026	5/31/2029	133
Assistant Professor			
Reappointment to Assistant Professor.			
ARTS AND SCIENCES MICROBIOLOGY & MOLECULAR GENETICS			
Kirchberger, Paul	9/1/2026	5/31/2029	134
Assistant Professor			
Reappointment to Assistant Professor.			
Stubbendieck, Reed M.	9/1/2026	5/31/2029	135
Assistant Professor			
Reappointment to Assistant Professor.			
ARTS AND SCIENCES MUSIC			
Bester, Christiaan	9/1/2026	5/31/2029	136
Assistant Professor			
Reappointment to Assistant Professor.			
Bovenschen, Wayne	7/1/2025		137
Associate Professor			
Appoint to Professor.			
Cooper, Joseph A.	7/1/2025		138
Assistant Professor			
Appointment to Associate Professor conferring cenure.			
Dewey, Glenn A.	9/1/2026	5/31/2029	139
Assistant Professor			
Reappointment to Assistant Professor.			
Haygood, Christopher	7/1/2025		140
Associate Professor			
Appoint to Professor.			
Karaca, Natasa K.	7/1/2025	5/31/2030	141
Clinical Associate Professor			
Appointment to Clinical Professor.			

Change in Appointment

	Effective Date		Action
Poole, Tommy Associate Professor Appoint to Professor.	7/1/2025		142
Sarver, Sarah E. King Assistant Professor Reappointment to Assistant Professor.	9/1/2026	5/31/2029	143
Skara, Jacqueline K. Assistant Professor Appointment to Associate Professor conferring tenure.	7/1/2025		144
ARTS AND SCIENCES PHILOSOPHY			
Neels, Richard J. Assistant Professor Reappointment to Assistant Professor.	9/1/2026	5/31/2029	145
Ware, Lawrence E. Teaching Assistant Professor Reappointment to Teaching Assistant Professor.	9/1/2025	5/31/2026	146
ARTS AND SCIENCES PHYSICS			
Bilitewski, Thomas Assistant Professor Reappointment to Assistant Professor.	9/1/2026	5/31/2029	147
Borunda, Mario Professor Title change to reflect transition from administrative position to Professor.	7/1/2025		148
Lahiri, Mayukh Assistant Professor Appointment to Associate Professor conferring tenure.	7/1/2025		149
Liu, Yingmei Professor, Noble Chair Reappointment to Noble Endowed Chair of Laser Research.	7/1/2025	6/30/2028	150
Meyers, Derek J. Assistant Professor Appointment to Associate Professor conferring tenure.	7/1/2025		151

Change in Appointment

	Effective Date		Action
ARTS AND SCIENCES PLANT BIOLOGY, ECOLOGY & EVOLUTION			
Howard, Cody C.	9/1/2026	5/31/2029	152
Assistant Professor			
Reappointment to Assistant Professor.			
ARTS AND SCIENCES POLITICAL SCIENCE			
Coe, Brooke N.	7/1/2025		153
Assistant Professor			
Appointment to Associate Professor conferring tenure.			
ARTS AND SCIENCES PSYCHOLOGY			
Elwood, Terrisa D.	9/1/2025	5/31/2028	154
Teaching Instructor			
Reappointment to Teaching Instructor.			
Leffingwell, Thad	7/1/2025	6/30/2026	155
Professor, Interim Head			
Title change to reflect transition from one adminstrative position to Interim Head of Psychology.			
Linsenmeyer, Megan M.	9/1/2025	5/31/2028	156
Teaching Instructor			
Reappointment as Teaching Instructor.			
ARTS AND SCIENCES SOCIOLOGY			
Constantin, Mary K.	9/1/2026	5/31/2029	157
Assistant Professor			
Reappointment to Assistant Professor.			
Mix, Tamara	7/1/2025		158
Professor, Dresser Professor			
Title change to reflect transition from administrative position to the Laurence L. and Georgia Ina Dresser Professor in Rural Sociology, and appointment period to 9 months.			
Railey, Ashley F.	9/1/2026	5/31/2029	159
Assistant Professor			
Reappointment to Assistant Professor.			
Roth, Adam R.	9/1/2026	5/31/2029	160
Assistant Professor			
Reappointment to Assistant Professor.			

Change in Appointment

	Effective Date		Action
Schwarz, Corinne E.	7/1/2025		161
Associate Professor			
Appointment to Associate Professor conferring tenure.			
Sittner, Kelley	7/1/2025	6/30/2029	162
Professor, Department Head			
Title change to reflect administrative position to Department Head and appointment period to 11 months.			

ARTS AND SCIENCES STATISTICS

Yi, Sangyoon	9/1/2026	5/31/2029	163
Assistant Professor			
Reappointment to Assistant Professor.			

ARTS AND SCIENCES THEATRE

Currell, Leslie M.	9/1/2025	5/31/2028	164
Assistant Professor of Professional Practice			
Reappointment to Assistant Professor of Professional Practice.			
Estala, Jason	9/1/2026	5/31/2029	165
Assistant Professor			
Reappointment to Assistant Professor.			
Frei, Eric D.	9/1/2025	5/31/2028	166
Assistant Professor of Professional Practice			
Reappointment to Assistant Professor of Professional Practice.			
Giggey, Mary L.	9/1/2025	5/31/2028	167
Assistant Professor of Professional Practice			
Reappointment to Assistant Professor of Professional Practice.			

BUSINESS ACCOUNTING

Gramling, Audrey	7/1/2025	6/30/2028	168
Professor, Chair			
Reappointment to the Anadark Petroleum Corporation Chair.			
Laux, Rick	7/1/2025		169
Assistant Professor			
Appointment to Associate Professor conferring tenure.			
Laux, Rick	7/1/2025	6/30/2028	170
Associate Professor, Judy Johnson Professor			
Appoinment to Judy Johnson Professor.			

Change in Appointment

	Effective Date		Action
Sisneros, Craig	7/1/2025		171
Assistant Professor			
Appointment to Associate Professor conferring tenure.			
BUSINESS ECONOMICS			
Kim, Jaebeom	7/1/2025	6/30/2027	172
Professor, Dept Head, Carson Chair in Business			
Reappointment to Department Head.			
Kim, Minhae	9/1/2026	5/31/2029	173
Assistant Professor			
Reappointment to Assistant Professor.			
Lahiri, Bidisha	7/1/2025	6/30/2028	174
Associate Professor, Humphreys Chair			
Appointment to the Donald and Cathey Humphreys Spears School of business Chair in the School of Global Studies.			
Su, Qinghe	9/1/2026	5/31/2029	175
Assistant Professor of Professional Practice			
Reappointment to Assistant Professor of Professional Practice.			
BUSINESS ENTREPRENEURSHIP			
Bylund, Per	7/1/2025	6/30/2028	176
Associate Professor, Johnny Pope Chair			
Reappointment to the Johnny Pope Chair.			
Gajan, Richard	7/1/2025	6/30/2028	177
Professor of Professional Practice, Brattain Professor			
Reappointment to the Don R. Brattain Professor. Title change to reflect transition from administrative position.			
Rutherford, Matthew	7/1/2025	6/30/2028	178
Professor, Johnny Pope Chair			
Reappointment to the Johnny Pope Chair.			
Watters, Craig	9/1/2026	5/31/2028	179
Assistant Professor of Professional Practice			
Reappointment to Assistant Professor of Professional Practice.			
Yates, Victoria	9/1/2026	5/31/2029	180
Assistant Professor			
Reappointment to Assistant Professor.			

Change in Appointment

	Effective Date		Action
BUSINESS FINANCE			
Burt, Aaron	7/1/2025	6/30/2028	181
Assistant Professor, Greg Massey Fellow			
Appointment to Greg Massey Fellow.			
Lee, Allissa	9/1/2026	5/31/2029	182
Associate Professor of Professional Practice			
Reappointment to Associate Professor of Professional Practice.			
Simkins, Betty	7/01/2025		183
Regents Professor, Williams Chair, Ed Keller Professor			
Title change to reflect transition from administrative positions.			
Sisneros, Eric	7/1/2025	6/30/2028	184
Assistant Professor of Professional Practice, Assistant Department Head			
Reappointment to Assistant Department Head.			
BUSINESS HOSPITALITY & TOURISM MANAGEMENT			
Cochran, Mark	9/1/2026	5/31/2029	185
Assistant Professor of Professional Practice			
Reappointment to Assistant Professor of Professional Practice.			
Im, Jinyoung	7/1/2025	6/30/2028	186
Assistant Professor, Spears Fellow			
Reappointment to Spears Fellow.			
Norris, Cortney	9/1/2026	5/31/2029	187
Assistant Professor			
Reappointment to Assistant Professor.			
Thapa, Brij	7/1/2025	6/30/2028	188
Vice Dean, Professor, Watson Chair, Davis Distinct Chair			
Title change to reflect transition in administrative position, Watson Chair, Lanphere Chair and Thoma Chair.			
West, Steven	9/1/2026	5/31/2029	189
Assistant Professor of Professional Practice			
Reappointment to Assistant Professor of Professional Practice.			
BUSINESS MANAGEMENT & LEGAL STUDIES			
Aamodt, Jason	9/1/2026	5/31/2029	190
Assistant Professor of Professional Practice			
Reappointment to Assistant Professor of Professional Practice.			

Change in Appointment

	Effective Date		Action
Bowler, Matt	7/1/2025	6/30/2028	191
Associate Professor, MBA Director, Brenneman Professor			
Reappointment to MBA Director in the Watson Graduate School of Management and Ralph A. and Peggy A Brenneman Professor.			
Coonce, Jennifer	7/1/2025	5/31/2030	192
Assistant Professor of Professional Practice			
Appointment to Associate Professor of Professional Practice.			
Dinkel, Christopher	9/1/2026	5/31/2029	193
Assistant Professor			
Reappointment to Assistant Professor.			
Edwards, Bryan	7/1/2025	6/30/2028	194
Professor, Department Head, Synar Chair			
Reappointment to the Joe Synar Chair.			
Fitzgerald, Tara	9/1/2026	5/31/2029	195
Assistant Professor of Professional Practice			
Reappointment to Assistant Professor of Professional Practice.			
Greco, Lindsey	7/1/2025	6/30/2028	196
Associate Professor, Spears Professor			
Reappointment to Spears Professor.			
Kim, Rosa	7/1/2025	6/30/2028	197
Assistant Professor, MBA Faculty Fellow			
Reappointment to Heidebrecht MBA Faculty Fellow.			
Light, Aaron	9/1/2026	5/31/2029	198
Assistant Professor of Professional Practice			
Reappointment to Assistant Professor of Professional Practice.			
Pearl, Sumathi	9/1/2026	5/31/2029	199
Assistant Professor of Professional Practice			
Reappointment to Assistant Professor of Professional Practice.			
Pivateau, Griffin	7/1/2025	6/30/2028	200
Professor, Director, Chair, Puterbaugh Professor			
Reappointment to Puterbaugh Professor in Legal Studies and Ethics in Business.			
Pivateau, Griffin	7/1/2025		201
Associate Professor			
Appointment to Professor.			

Change in Appointment

	Effective Date		Action
Royce, Stephanie	7/1/2025	5/31/2031	203
Associate Professor of Professional Practice			
Appointment to Associate Professor of Professional Practice.			
Royce, Stephanie	7/1/2025	6/30/2028	202
Associate Professor of Professional Practice, Director			
Reappointment to Director of Executive Doctoral Programs.			
Urich, Andrew	7/1/2025	6/30/2028	204
Associate Professor, Director, Eastin Center Chair			
Reappointment to the Eastin Center Chair for Talent Development.			

BUSINESS MANAGEMENT SCIENCE & INFO SYSTEMS

Bao, Chenzhang	7/1/2025	6/30/2028	205
Assistant Professor, Spears Fellow			
Reappointment to Spears Fellow.			
Davis, Evan	7/1/2025	6/30/2028	206
Associate Professor of Professional Practice, Data Analytics Fellow			
Reappointment to Data Analytics Fellow.			
Sharda, Ramesh	7/1/2025		207
Regents Professor, Chair			
Title change to reflect transition from adminstrative position and Kim and Chuck Watson Chair in Business.			
Strom, Kim	7/1/2025	5/31/2029	208
Assistant Professor of Professional Practice			
Appointment to Assistant Professor of Professional Practice.			
Strom, Kim	7/1/2025	6/30/2028	209
Assistant Professor of Professional Practice, Assistant Department Head, Fellow			
Reappointment to Data Analytics Fellow.			
Wilson, Rick	7/1/2025	6/30/2030	210
Professor, Miller Professor, Department Head			
Reapointment to Department Head.			
Wilson, Rick	7/1/2025	6/30/2028	211
Professor, Miller Professor, Department Head			
Reappointment to W. Paul Miller Professor.			

Change in Appointment

	Effective Date		Action
BUSINESS MARKETING & INTERNATIONAL BUSINESS			
Chakraborty, Goutam	7/1/2025	6/30/2028	212
Professor, SAS Professor, Director			
Reappointment to Director of the Business Analytics and Data Sciences Program.			
Flaherty-Pappas, Karen	7/1/2025	6/30/2028	213
Professor, Spears Chair			
Reappointment to Spears Chair.			
Kuzmeski, Maribeth	9/1/2026	5/31/2031	214
Associate Professor of Professional Practice			
Reappointment to Associate Professor of Professional Practice.			
Kuzmeski, Richard	9/1/2026	5/31/2029	215
Assistant Professor of Professional Practice			
Reappointment to Assistant Professor of Professional Practice.			
Mason, Marlys	7/1/2025	6/30/2028	216
Associate Dean, Professor, Chair, Rhea Professor			
Appointment to Jeanine Rhea/Oklahoma International Women's Forum Professor and Reappointment to Associate Dean for Undergraduate Programs and William S Spears Chair.			
Roman, Whitney	9/1/2026	5/31/2029	217
Assistant Professor of Professional Practice			
Reappointment to Assistant Professor of Professional Practice.			
Wu, Yuechen	9/1/2026	5/31/2029	218
Assistant Professor			
Reappointment to Assistant Professor.			
EDUCATION AND HUMAN SCIENCES COM HLTH SCI, COUN & COUNSELING PSYC			
Beijan, Lisa	9/1/2026	5/31/2029	219
Teaching Assistant Professor			
Reappointment to Teaching Assistant Professor.			
Chen, Xuewei	7/1/2025		220
Assistant Professor			
Appointment to Associate Professor conferring tenure.			
Cluck, Alana	9/1/2026	5/31/2029	221
Assistant Professor			
Reappointment to Assistant Professor.			

Change in Appointment

	Effective Date		Action
Hammer, Tonya Professor Title change to reflect transition from administrative position.	7/1/2025		222
Johnson, Sarah Clinical Assistant Professor Appointment to Clinical Associate Professor.	7/1/2025		223
Sharma, Jyotsana Assistant Professor Appointment to Associate Professor conferring tenure.	7/1/2025		224
EDUCATION AND HUMAN SCIENCES EDU FOUND, LEADERSHIP & AVIATION			
Adigun, Beulah Assistant Professor Reappointment to Assistant Professor.	9/1/2026	5/31/2029	225
Cole, Ki Associate Professor Appointment to Professor.	7/1/2025		226
Depperschmidt, Chad Associate Professor Appointment to Professor.	7/1/2025		227
Durham, Jake Teaching Assistant Professor Appointment to Teaching Associate Professor.	7/1/2025		228
Gardner-Vandy, Kat Assistant Professor Appointment to Associate Professor conferring tenure.	7/1/2025		229
Murray, Don Assistant Professor Reappointment to Assistant Professor.	9/1/2026	5/31/2029	230
Olsen, Jentre Assistant Professor Appointment to Associate Professor conferring tenure.	7/1/2025		231

Change in Appointment

	Effective Date		Action
EDUCATION AND HUMAN SCIENCES HUMAN DEVELOPMENT & FAMILY SCIENCE			
Fitzgerald, Michael Assistant Professor Reappointment to Assistant Professor.	9/1/2026	5/31/2029	232
Morgan, Preston Assistant Professor Reappointment to Assistant Professor.	9/1/2026	5/31/2029	233
EDUCATION AND HUMAN SCIENCES KINESIOLOGY, APPLIED HEALTH & REC			
Hammer, Shane Assistant Professor Reappointment to Assistant Professor.	9/1/2026	5/31/2029	234
Jacobson, Bert Professor Title change to reflect transition from administrative position.	9/1/2025		235
EDUCATION AND HUMAN SCIENCES NUTRITIONAL SCIENCES			
Bae, Jiyoung Assistant Professor Reappointment to Assistant Professor.	9/1/2026	5/31/2029	236
Rhone, Michael Teaching Instructor Appointment to Teaching Assistant Professor.	7/1/2025		237
EDUCATION AND HUMAN SCIENCES TEACHING, LEARNING & EDU SCIENCES			
Broome, Bridget Teaching Assistant Professor Appointmen to Teaching Assistant Professor.	7/1/2025	5/31/2030	238
Dunn, Amy Teaching Instructor Reappointment to Teaching Instructor.	9/1/2026	5/31/2029	239
Lake, Jamie Teaching Assistant Professor Reappointment to Teaching Assistant Professor.	9/1/2026	5/31/2029	240
Martin-Young, Dawn Teaching Assistant Professor Reappointment to Teaching Assistant Professor.	9/1/2026	5/31/2029	241

Change in Appointment

	Effective Date			Action
ENGINEERING, ARCHITECTURE AND TECHNOLOGY ARCHITECTURE				
Macken, Jared Assistant Professor Appointment to Associate Professor conferring tenure.	7/1/2025			242
McCoy, Christina Assistant Professor Appointment to Associate Professor conferring tenure.	7/1/2025			243
Ra, Sarah Assistant Professor Appointment to Associate Professor conferring tenure.	7/1/2025			244
Richardson, Nathan Professor, School Head Appointment to School Head.	7/1/2025			245
Richardson, Nathan Professor, Head, Professorship Appointment to the Centennial Professorship in Architecture.	7/1/2025	6/30/2028	12 mths	246
ENGINEERING, ARCHITECTURE AND TECHNOLOGY CHEMICAL ENGINEERING				
Al Dushaishi, Mohammed Assistant Professor Appointment to Associate Professor conferring tenure.	7/1/2025			247
Bikkina, Prem Associate Professor Appointment to Professor.	7/1/2025			248
Cho, Hong Je Assistant Professor Reappointment to Assistant Professor.	8/1/2026	5/31/2029		249
Shah, Jindal Associate Professor Appointment to Professor.	7/1/2025			250
ENGINEERING, ARCHITECTURE AND TECHNOLOGY CIVIL & ENVIRONMENTAL ENGINEERING				
Delatte, Norb Professor Title change to reflect transition from an andministrative position to Professor.	7/1/2025			251

Change in Appointment

	Effective Date		Action
Estrella, Jorge Gonzalez Assistant Professor Appointment to Associate Professor conferring tenure.	7/1/2025		252
Krzmarzick, Mark Interim School Head Title change to reflect appointment to administrative position.	7/1/2025	6/30/2026	253
Krzmarzick, Mark Associate Professor Appointment to Professor.	7/1/2025		254
Qiang Li, Joshua Associate Professor Appointment to Professor.	7/1/2025		255
Schussler, Jaime Assistant Professor Reappointment to Assistant Professor.	8/1/2026	5/31/2029	256
Toledo, Hugo Ferrer Professor of Professional Practice Reappointment to Professor of Professional Practice.	9/1/2026	5/31/2029	257
ENGINEERING, ARCHITECTURE AND TECHNOLOGY	**ELECTRICAL & COMPUTER ENGR**		
Mattison, Scott Assistant Professor Reappointment to Assistant Professor.	8/1/2026	5/31/2029	258
Zhang, Weili Professor Appointment to Regents Professor.	7/1/2025		259
ENGINEERING, ARCHITECTURE AND TECHNOLOGY	**ENGINEERING TECHNOLOGY**		
Alexander, Aaron Associate Professor Appointment to Professor.	7/1/2025		260
Chen, Chen Assistant Professor Reappointment to Assistant Professor.	8/1/2026	5/31/2029	261

Change in Appointment

	Effective Date		Action
Emerson, Laura Teaching Assistant Professor Appointment to Teaching Associate Professor.	7/1/2025		262
Hoskins, Bryan Associate Professor Appointment to Professor.	7/1/2025		263
Li, Xiangyu Assistant Professor Appointment to Associate Professor conferring tenure.	7/1/2025		264
McAleavy, Tony Assistant Professor Appointment to Associate Professor conferring tenure.	7/1/2025		265
Yates, Heather Professor, School Head Title change to reflect appointment to administrative position.	7/1/2025		266
ENGINEERING, ARCHITECTURE AND TECHNOLOGY	**INDUSTRIAL ENGR & MANAGEMENT**		
Deep, Akash Assistant Professor Reappointment to Assistant Professor.	8/1/2026	5/31/2029	267
Heragu, Sunderesh Professor Title change to reflect transition from an administrative position to Professor.	7/1/2025		268
Liu, Chenang Assistant Professor Appointment to Associate Professor conferring tenure.	7/1/2025		269
Ramanan, Paritosh Assistant Professor Reappointment to Assistant Professor.	8/1/2026	5/31/2029	270
Ramesh, Srikanthan Assistant Professor Reappointment to Assistant Professor.	8/1/2026	5/31/2029	271

Change in Appointment

	Effective Date		Action
ENGINEERING, ARCHITECTURE AND TECHNOLOGY	**MATERIALS, MECHATRONICS & MANUF EN**		
Smay, James	7/1/2025	6/30/2027	272
Professor, School Head			
Title change to reflect tenure department and administrative position in the School of Materials, Mechatronics and Manufacturing Engineering.			
ENGINEERING, ARCHITECTURE AND TECHNOLOGY	**MECHANICAL & AEROSPACE ENGR**		
Bach, Christian	7/1/2025		273
Professor			
Appointment to Professor.			
Callicoat, Jeffrey	7/1/2025		274
Teaching Assistant Professor			
Appointment to Teaching Associate Professor.			
Comer, Anthony	5/31/2025	4/30/2029	275
Assistant Professor			
Start date change from previously Board approved date on April listing.			
Elbing, Brian	6/16/2025	6/30/2027	276
Professor and Tom Cunningham Chair			
Appointment to Tom Cunningham Chair.			
Halder, Atanu	8/1/2026	5/31/2029	277
Assistant Professor			
Reappointment to Assistant Professor.			
Harimkar, Sandip	7/1/2025		278
Professor			
Title change to reflect transition from an administrative postion to Professor.			
Kara, Kursat	7/1/2025		279
Assistant Professor			
Appointment to Associate Professor conferring tenure.			
Kolla, Srinivas	8/1/2026	5/31/2029	280
Teaching Assistant Professor			
Reappointment to Teaching Assistant Professor.			
Sachan, Ritesh	7/1/2025		281
Assistant Professor			
Appointment to Associate Professor conferring tenure.			

Change in Appointment

	Effective Date		Action
VETERINARY MEDICINE PATHOBIOLOGY			
Channapanavar, Rudra Assistant Professor Appointment to Associate Professor conferring tenure.	7/1/2025		282
Maggioli, Mayara Assistant Professor Reappointment to Assistant Professor.	7/1/2026	6/30/2029	283
VETERINARY MEDICINE PHYSIOLOGICAL SCIENCES			
Butcher, Joshua Assistant Professor Appointment to Associate Professor conferring tenure.	7/1/2025		284
LIBRARY LIBRARY			
Hedges, Benjamin Assistant Professor Reappointment to Assistant Professor.	7/1/2026	6/30/2029	285
Macken, Megan Associate Professor, DRDS Head, Professorship Appointment to the Wood Professorship.	6/16/2025	6/30/2028	286
Prud'homme, Patrice-Andre Associate Professor Appointment to Professor.	7/1/2025		287
Weber, Rebecca Associate Professor Appointment to Professor.	7/1/2025		288
ACADEMIC AFFAIRS GLOBAL STUDIES & PARTNERSHIPS			
Fullerton, Jami Professor, Director, Boger Chair Reappointment to the Lawrence L. Boger Chair in International Studies.	7/1/2025	6/30/2028	289
Malek, Amy Associate Professor, IPGS Professorship Reappointment to the Iranian and Persian Gulf Studies Professorship A.	7/1/2025	6/30/2028	290
Schoeneman, John Assistant Professor Reappointment to Assistant Professor.	9/1/2026	5/31/2029	291

Change in Appointment

	Effective Date		Action
INSTITUTE OF TECHNOLOGY - OKMULGEE SCHOOL TECH, ARTS, SCI & HEALTH			
Ortiz, Heather	7/1/2025		292
Dean			
Title change to refect appointment to Dean of the School of Technology, Arts, Sciences and Health.			
OSU - OKLAHOMA CITY BUSINESS ADMINISTRATION			
Smith, Anthony	7/1/2025		293
Professor			
Promotion to Professor.			
OSU - OKLAHOMA CITY DIAGNOSTIC IMAGING			
McNair, Kara	8/1/2025	6/30/2025	294
Instructor			
Reappointment to Instructor.			
OSU - OKLAHOMA CITY EMERGENCY MEDICAL SERVICES			
Aguilar, Robert	8/16/2025	6/30/2025	295
Instructor			
Reappointment to Instructor.			
Strange, Frank	7/1/2025		296
Associate Professor			
Promotion to Associate Professor with tenure.			
OSU - OKLAHOMA CITY ENGLISH			
Ferguson, Teri	9/1/2025	5/31/2030	297
Professor			
Reappointment with cummulative post tenure.			
OSU - OKLAHOMA CITY HEALTH SCIENCES			
Collins, Casey	8/1/2025	6/30/2025	298
Instructor			
Reappointment to Instructor.			
Florence-Clark, Gayla	8/1/2025	5/31/2030	299
Associate Professor			
Reappointment with cummulative post tenure.			
Herron, Jamie	7/1/2025	6/30/2029	300
Assistant Professor			
Promotion to Assistant Professor.			

Change in Appointment

	Effective Date		Action
Koonce, Stella Instructor Reappointment to Instructor.	8/16/2025	6/30/2025	301
McAfee, Aslisha Assistant Professor Promotion to Assistant Professor.	7/1/2025	6/30/2025	302
McCoy, Randi Assistant Professor Promotion to Assistant Professor.	7/1/2025	6/30/2029	303
Pickle, Cristina Assistant Professor Promotion to Assistant Professor.	7/1/2025	6/30/2029	304
Teel, Sandra Associate Professor Reappointment with cumulative post tenure.	8/1/2025	5/31/2030	305
Zielke, Christine Assistant Professor Promotion to Assistant Professor.	7/1/2025	6/30/2029	306
OSU - OKLAHOMA CITY HUMANITIES			
Collins, Steven Professor Reappointment with cummulative post tenure.	8/16/2025	5/31/2030	307
Shivers, Lathonya Associate Professor Promotion to Associate Professor conferring tenure.	7/1/2025		308
OSU - OKLAHOMA CITY INFORMATION SYSTEMS TECHNOLOGY			
Allen, Michael Assistant Professor Promotion to Assistant Professor.	7/1/2025	6/30/2029	309
Biswell, Diana Associate Professor Promotion to Associate Professor conferring tenure.	7/1/2025		310

Change in Appointment

	Effective Date		Action
OSU - OKLAHOMA CITY INTERPRETER TRAINING			
Mitchell, James Assistant Professor Promotion to Assistant Professor.	7/1/2025	6/30/2029	311
OSU - OKLAHOMA CITY MATHEMATICS			
Peele, Christopher Assistant Professor Promotion to Assistant Professor.	7/1/2025	6/30/2029	312
OSU - OKLAHOMA CITY POLICE SCIENCE			
Bennett, Joe Associate Professor Promotion to Associate Professor conferring tenure.	7/1/2025		313
Whitten, Dustin Associate Professor Promotion to Associate Professor with tenure.	7/1/2025		314
OSU - OKLAHOMA CITY SCIENCE			
Rhodes, Lucas Associate Professor Promotion to Associate Professor conferring tenure.	7/1/2025		315
Scherer, Dean Professor Reappointment with cummulative post tenure.	8/1/2025	5/31/2030	316
Swift, Armond Instructor Reapppointment to Instructor.	8/1/2025	6/30/2025	317
Ziegler, Jadith Assistant Professor Promotion to Assistant Professor.	7/1/2025	6/30/2029	318
OSU - OKLAHOMA CITY VETERINARY TECHNOLOGY			
Floyd, Jarrett Department Head, Instructor Reappointment to Instructor.	7/1/2025	6/30/2026	319

Change in Appointment

	Effective Date		Action
Grimes, Melissa	8/1/2025	6/30/2025	320
Instructor			
Reappointment to Instructor.			
HEALTH SCIENCES ANATOMY AND CELL BIOLOGY			
Vikramsingh, Gujar	7/1/2025		321
Assistant Professor			
Reapppointment to Assistant Professor.			
HEALTH SCIENCES BIOCHEMISTRY & MICROBIOLOGY			
Das, Subhas	7/1/2025		322
Associate Professor			
Appointment to Associate Professor conferring tenure.			
HEALTH SCIENCES FAMILY MEDICINE			
Kratz, Erin	7/1/2025		323
Clinical Professor			
Appointment to Clinical Professor.			
Miller III, John	7/1/2025		324
Clinical Associate Professor			
Appointment to Clinical Associate Professor.			
HEALTH SCIENCES FORENSIC SCIENCES			
Frucci, John	7/1/2025		325
Associate Professor			
Appointment to Associate Professor conferring tenure.			
HEALTH SCIENCES MEDICAL EDUCATION			
Harp, Eric	7/1/2025		326
Clinical Professor			
Appointment to Clinical Professor.			
HEALTH SCIENCES PEDIATRICS			
Phung, Binh	7/1/2025		327
Clincal Professor			
Appointment to Clinical Professor.			

Change in Appointment

	Effective Date	Action
HEALTH SCIENCES PHYSICIAN'S ASSISTANT PROGRAM		
Harrison, Amy	7/1/2025	328
Clinical Associate Professor		
Appointment to Clinical Associate Professor.		
HEALTH SCIENCES PSYCHIATRY AND BEHAVIORAL SCIENCE		
Dunn, Kelly	7/1/2025	329
Clinical Associate Professor		
Appointment to Clinical Associate Professor.		
Rich, Sara	7/1/2025	330
Clinical Associate Professor		
Appointment to Clinical Associate Professor.		
HEALTH SCIENCES SURGERY		
Hanson, Chad	4/30/2025	331
Clinical Assistant Professor		
Appointment to full-time Clinical Assistant Professor.		

Sabbatical

		Effective Dates From	To	Action
ARTS AND SCIENCES	**ART, GRAPHIC DESIGN & ART HISTORY**			
Mendoza, Nick Associate Professor		1/16/2026	5/31/2026	332
ARTS AND SCIENCES	**BIOLOGY**			
Grindstaff, Jennifer Professor		1/16/2026	5/31/2026	333
Minghetti, Matteo Associate Professor		1/16/2026	5/31/2026	334
ARTS AND SCIENCES	**CHEMISTRY**			
Lavine, Barry Regents Professor		1/16/2026	5/31/2026	335
Weaver, Jimmie Professor		9/1/2025	1/15/2026	336
ARTS AND SCIENCES	**HISTORY**			
Kinder, John Professor		1/16/2026	5/31/2026	337
ARTS AND SCIENCES	**MATHEMATICS**			
Cook, John Paul Associate Professor		1/16/2026	5/31/2026	338
ARTS AND SCIENCES	**MEDIA & STRATEGIC COMMUNICATIONS**			
Cooley, Asya Associate Professor and Graduate Coordinator		1/16/2026	5/31/2026	339
ARTS AND SCIENCES	**MICROBIOLOGY & MOLECULAR GENETICS**			
Burnap, Robert Regents Professor		1/16/2026	5/31/2026	340
ARTS AND SCIENCES	**PLANT BIOLOGY, ECOLOGY & EVOLUTION**			
Yang, Ming Professor		1/16/2026	5/31/2026	341
ARTS AND SCIENCES	**PSYCHOLOGY**			
Sweatt, Stephanie Professor and Director of Clinical Training		1/16/2026	5/31/2026	342

Sabbatical

	Effective Dates From	To	Action
ARTS AND SCIENCES SOCIOLOGY			
Liang, Bin Professor	1/16/2026	5/31/2026	343
Schwarz, Corinne Assistant Professor	1/16/2026	5/31/2026	344
BUSINESS MARKETING & INTERNATIONAL BUSINESS			
Sukhdial, Ajay Sing Associate Professor	1/16/2026	5/31/2026	345

Retirement or Separation - For Information Only

	Effective Date	Action
AGRICULTURE ANIMAL & FOOD SCIENCES		
Johnson, Janeen Professor Separation with no annual leave due.	6/9/2025	346
ARTS AND SCIENCES ART, GRAPHIC DESIGN & ART HISTORY		
Becker, Mary Claire Assistant Professor Separation with no annual leave due.	8/1/2025	347
ARTS AND SCIENCES CHEMISTRY		
Bolliger, Jeanne Assistant Professor Separation with no annual leave due.	5/31/2025	348
ARTS AND SCIENCES COMMUNICATION SCIENCES & DISORDERS		
Kaipa, Ramesh Associate Professor, Head Separation with no annual leave due.	5/31/2025	349
Kaipa, Roha Associate Professor Separation with no annual leave due.	5/31/2025	350
ARTS AND SCIENCES COMPUTER SCIENCES		
Bagavathi, Arunkumar Assistant Professor Separation with no annual leave due.	6/16/2025	351
George, K.M. Professor Retirement with no annual leave due.	1/5/2026	352
ARTS AND SCIENCES ENGLISH		
Decker, William Regents Professor Retirement with no annual leave due.	8/31/2025	353
ARTS AND SCIENCES HISTORY		
Murray, Jennifer Teaching Associate Professor Separation with no annual leave due.	7/1/2025	354

Retirement or Separation - For Information Only

	Effective Date	Action
ARTS AND SCIENCES MATHEMATICS		
Wright, David	8/10/2025	355
Professor		
Retirement with no annual leave due.		
ARTS AND SCIENCES MEDIA & STRATEGIC COMMUNICATIONS		
Hoffman, Shane	5/1/2025	356
Assistant Professor of Professional Practice		
Separation with no annual leave due.		
Senat, Eugene	1/1/2026	357
Associate Professor		
Retirement with no annual leave due.		
ARTS AND SCIENCES PHILOSOPHY		
Gelfand, Scott	8/10/2025	358
Associate Professor		
Retirement with no annual leave due.		
ARTS AND SCIENCES PSYCHOLOGY		
Valiente, Carlos	6/30/2025	359
Professor		
Separation with no annual leave due.		
ARTS AND SCIENCES STATISTICS		
Abdelaziz, Alyaa	5/31/2025	360
Teaching Assistant Professor		
Separation with no annual leave due.		
BUSINESS MANAGEMENT & LEGAL STUDIES		
Lambert, Lisa	7/1/2025	361
Professor, Spears Chair in Business Administration		
Separation with no annual leave due.		
BUSINESS MARKETING & INTERNATIONAL BUSINESS		
Brown, Tom	8/1/2025	362
Professor, Department Head, Noble Foundation Chair		
Retirement with no annual leave due.		

Retirement or Separation - For Information Only

	Effective Date	Action
EDUCATION AND HUMAN SCIENCES	**COM HLTH SCI, COUN & COUNSELING PSYC**	
Beijan, Lisa Teaching Assistant Professor Separation with no annual leave due.	7/31/2025	363
EDUCATION AND HUMAN SCIENCES	**EDU FOUND, LEADERSHIP & AVIATION**	
Durham, Jake Teaching Assistant Professor Separation with no annual leave due.	5/31/2025	364
EDUCATION AND HUMAN SCIENCES	**HUMAN DEVELOPMENT & FAMILY SCIENCE**	
Hardy, Nathan Associate Professor Separation with no annual leave due.	7/31/2025	365
EDUCATION AND HUMAN SCIENCES	**KINESIOLOGY, APPLIED HEALTH & REC**	
Dinyer-McNeely, Taylor Assistant Professor Separation with no annual leave due.	8/6/2025	366
EDUCATION AND HUMAN SCIENCES	**NUTRITIONAL SCIENCES**	
Hepworth, Allison Assistant Professor Separation with no annual leave due.	5/31/2025	367
Klufa, Jennifer Associate Extension Specialist Separation with no annual leave due.	2/14/2025	368
EDUCATION AND HUMAN SCIENCES	**TEACHING, LEARNING & EDU SCIENCES**	
Gilbert, Kacey Assistant Professor Separation with no annual leave due.	7/1/2025	369
ENGINEERING, ARCHITECTURE AND TECHNOLOGY	**ENGINEERING TECHNOLOGY**	
Tao, Lingfeng Assistant Professor Separation with no annual leave due.	8/1/2025	370
Yang, Chulho Professor, Head Separation with no annual leave due.	5/31/2025	371

Retirement or Separation - For Information Only

	Effective Date	Action
VETERINARY MEDICINE CLINICAL SCIENCES		
Fentiman, Katelyn	6/30/2025	372
Clinical Assistant Professor		
Separation with no annual leave due.		
VETERINARY MEDICINE PATHOBIOLOGY		
Ford, Alexandra	6/30/2025	373
Clinical Assistant Professor		
Separation with no annual leave due.		
LIBRARY LIBRARY		
Reiter, Holly	7/31/2025	374
Associate Professor		
Separation with no annual leave due.		
OSU - OKLAHOMA CITY HUMANITIES		
Rice, Jerald	8/1/2025	375
Professor		
Retirement with no annual leave due.		
OSU - OKLAHOMA CITY INFORMATION SYSTEMS TECHNOLOGY		
Stocke, Richard	5/31/2025	376
Assistant Professor		
Separation with no annual leave due.		
HEALTH SCIENCES PEDIATRICS		
Shrum, Kayse	6/30/2025	377
Professor		
Separation with no annual leave due.		
HEALTH SCIENCES PSYCHIATRY AND BEHAVIORAL SCIENCE		
Hays-Grudo, Jennifer	10/1/2025	378
Professor, Director CIRCA		
Retirement with no annual leave due.		

DEAN, COLLEGE OF EDUCATION AND HUMAN SCIENCES

Oklahoma State University
Stillwater, Oklahoma

The Board of Regents for Oklahoma State University invites nominations and applications for the Dean of the College of Education and Human Sciences. The Dean reports to the Provost and Senior Vice President for Academic Affairs. Oklahoma State University is a R1 Doctoral university with an enrollment of approximately 26,800 on the Stillwater and Tulsa campuses.

The College of Education and Human Sciences is a dynamic academic organization that includes seven academic schools/departments, 18 research centers/initiatives and service-learning clinics/labs, and a Family and Consumer Sciences/Cooperative Extension unit. The College is composed of seven academic units offering over 100 undergraduate, graduate, certificate and online degree programs. Fall 2024 enrollment included 3,844 undergraduates and 1,081 graduate students. In 2023-2024, the College granted a combined 730 undergraduate and 422 graduate degrees, including certificates. The College has a total budget of approximately $33.6 million and over 315 FTE faculty and staff, including 118 tenure-track faculty and 47 career-track faculty. The College includes programs housed on the Stillwater campus and the OSU-Tulsa campus. Further information about the programs and uniqueness of the College of Education and Human Sciences can be found at https://education.okstate.edu/.

QUALIFICATIONS: Candidates should understand the breadth of disciplines found in the College of Education and Human Sciences. Candidates also should have demonstrated intellectual leadership that inspires others and an innovative vision for how to achieve the mission of the College by leveraging the strengths and resources of its diversity and breadth. In addition, candidates will have a broad knowledge of higher education; strategic management skills; an understanding of scholarship and the value of interdisciplinary collaboration; a demonstrated support for and involvement in public policy related to education, health, and other human services and academic accreditation processes; and a strong commitment to the role of the College at a modern land-grant university, including collaboration with the Cooperative Extension Service administered through the Division of Agricultural Sciences and Natural Resources. Qualifications include an earned doctorate or an appropriate terminal degree in one of the disciplines in the College, with an outstanding record of scholarly achievement in teaching, research and service that qualifies the candidate for membership in the Graduate Faculty and tenure at the rank of professor, as well as at least three years of administrative experience in higher education. The College has a strong commitment to people's well-being and development across the lifespan.

Additional qualifications include relevant administrative experience at a comprehensive research university, or the equivalent, with proven ability to work and communicate effectively with the public and those served by the College. Candidates should provide evidence of their ability to lead major fundraising campaigns and attract external funding. In addition to proven administrative skills, candidates should possess a demonstrated record of promoting ethical behavior and social responsibility, and a demonstrated capacity to work effectively with diverse faculty, staff, students, and leaders in business, industry, and other educational agencies and institutions, as well as a demonstrated commitment to shared governance, transparency and academic freedom.

SALARY: Commensurate with qualifications.

BEGINNING DATE: As soon as possible following acceptance of position.

APPLICATION: While applications and nominations will be accepted until a successful candidate has been appointed, interested parties are encouraged to submit their materials by Monday, August 11, 2025, to receive optimal consideration. Nominations and application materials, which should include a letter indicating the applicant's interest, experience and qualifications for the position, and curriculum vitae, must be submitted electronically to:

Martin M. Baker, Managing Partner
Buffkin/Baker
martin@buffkinbaker.com | 336-721-9100

Oklahoma State University, as an equal opportunity employer, complies with all applicable federal and state laws regarding non-discrimination and affirmative action. Oklahoma State University is committed to a policy of equal opportunity for all individuals and does not discriminate based on race, religion, age, sex, color, national origin, marital status, sexual orientation, gender identity/expression, disability, or veteran status with regard to employment, educational programs and activities, and/or admissions. For more information, visit https://eeo.okstate.edu.

POSITION DESCRIPTION

I. TITLE

Dean, College of Education and Human Sciences, Oklahoma State University

II. AUTHORITY

The Dean has the ultimate responsibility for all activities related to the land-grant mission of the College, instruction, research and outreach, and has commensurate authority for performing the duties of the office. While appropriate duties and proportionate authority may be delegated to others, the Dean may neither delegate nor relinquish responsibility for results.

Under the direction of the President and the Provost and Senior Vice President of the University, the Dean is the chief academic, business, and fiscal officer of the College and works regularly both with vice presidents to whom the President and Provost may delegate certain responsibilities and with the deans of the other colleges. Major functions relative to the College include working in conjunction with faculty to formulate and implement administrative, instruction, research and outreach policies; establish and oversee the organizational structures; develop and allocate resources; and represent the College in relevant on- and off-campus matters.

III. MAJOR RESPONSIBILITIES

Provide thoughtful, visionary, ethical, and collaborative leadership in relationships with people-individuals and groups, both internally and externally. Maintain regular, effective, and open two-way communication among and between individuals, administrators and faculty within and affiliated with the College, including those with appointments in the Oklahoma Cooperative Extension Service and those assigned to programs at OSU-Tulsa. Collaborate with other administrative units of the University, external agencies, the legislature, special interest groups, and the general public. Promote and advocate for the interests and needs of the College of Education and Human Sciences to internal and external constituencies. Foster and promote College-wide collegiality, bringing together diverse programs and people to meet the agreed-upon goals of the College.

A. Duties Related to General Administration

1. Develops, in collaboration with faculty, long- and short-range plans and objectives for the College, along with necessary policies and programs for achieving those objectives. Facilitates and supports efforts toward achieving these goals and objectives.

2. Devotes significant personal efforts promoting external relations and allocates time and effort necessary to obtain substantial external funding to enhance the College, and works closely with the OSU Foundation to develop, cultivate, and solicit private gifts for the improvement of programs within the College.

3. Establishes, with faculty counsel, faculty and staff requirements for the instructional, research, and outreach/service programs, and oversees faculty and staff development programs for the College.

4. Selects, in collaboration with faculty, School/Department heads and directors for the College. Working closely with the School/Department Heads, recommends

faculty and staff employment, promotion, salary adjustment, and termination actions, subject to final approval by the Provost, President and OSU/A&M Board of Regents.

5. Leads and facilitates excellence across the College and the university. Consistently fosters a meaningful sense of belonging for every student, faculty, and staff member. Supports initiatives promoting the College's commitment to improving well-being and development across the lifespan.

6. Proposes, with faculty counsel, salary and non-salary budgets for instruction, research, and outreach activities within the College, allocating funds to each function and monitoring the use of such funds, which reflect agreed-upon priorities. Openly communicates budgetary information to faculty and staff on a regular basis.

7. Assures that accurate fiscal records are maintained relative to all grants and contracts and to the apportionment and expenditure of such funds. Ensures that these funds are administered according to university policy.

8. In collaboration with faculty, seeks grants, contracts, and donations from extramural sources to develop, improve, and sustain programmatic, instructional, research, and scholarship efforts of the programs within the College.

B. Duties Related to Research, Instruction, and Outreach

1. Works actively and collaboratively to stimulate, promote, facilitate and support a dynamic culture of research and scholarship by seeking and providing appropriate resources and opportunities for faculty and students both within the College.

2. Encourages and supports an on-going program of professional development and mentorship activities for faculty and teaching assistants to enhance the quality of instruction throughout the College. Advocates for the equitable distribution of resources needed to reach and sustain instructional load appropriate to the growth of a dynamic culture of research in the College.

3. Reviews and approves policies and programs to support and improve the quality and effectiveness of outreach activities, including those in collaboration with the Oklahoma Cooperative Extension Service, that are congruent with the land-grant mission of the College and university.

C. Duties Related to Public Service

1. Based on College priorities, supports, facilitates, and promotes College-wide engagement in outreach efforts to the citizens of Oklahoma as well as in the international arena.

2. Represents the interests of all programs in the College and the University by working with legislative liaisons in addressing education and health policy issues and related professions, and by participating in the activities of appropriate professional, technical, civic, legislative, governmental, and community-based

organizations.

3. Represents the interests of all programs in the College, and the University in discussion of public issues that are related to expertise found within the College.

IV. QUALIFICATIONS

A. Earned doctoral degree with an outstanding record of scholarly and professional competence in teaching, research, and service commensurate with the rank of full professor at Oklahoma State University and related to a discipline represented in the College.

B. Demonstrated history of promoting ethical behavior and social responsibility, and the capacity to lead, work, and communicate effectively with faculty, students, alumni and leaders in business, government, and other educational agencies and institutions.

C. Demonstrated ability to lead a fundraising campaign and attract and manage external funds.

D. Demonstrated leadership abilities including strong and effective interpersonal skills, facilitation and mentorship skills, advocacy and collaboration, strong ethical principles, resource generation, fiscal management, and delegating responsibilities and proportionate authority.

E. Demonstrated support and involvement in policy and reform in education, health, and other human services and experience, knowledge, and understanding of the accreditation processes and bodies related to the varied programs and units within the College.

F. Demonstrated commitment to shared governance.

G. Minimum of three years of line administrative experience in one of the several divisions or departments usually found in Colleges of Education and/or Human Sciences. Evidence of management and organizational skills to facilitate the growth of faculty, staff, and diverse College programs.

H. Demonstrated commitment to the recruitment, retention, and support of the faculty, staff, and student body.

I. Demonstrated ability and desire to communicate effectively and openly with others.

J. Should possess a thorough understanding of education, health, and human service policy and institutions in a variety of settings.

K. An understanding of scholarship and the value of interdisciplinary collaboration, and a strong commitment to the role of the College at a modern land-grant university, including collaboration with the Cooperative Extension Service administered through the Division of Agricultural Sciences and Natural Resources.

L. A willingness and an ability to take responsible risks and to make decisions, sometimes prior to the acquisition of complete information.

V. PROFESSIONAL IMPROVEMENT

The Dean of the College is expected to pursue a course of action designed to engage in on-going professional development. Such activity should include participation in state, regional, and national professional groups; preparation of papers for journals and for delivery at professional

meetings; and engagement in independent study, travel, and/or consultation with colleagues in other educational and professional enterprises related to the established missions of the College of Education and Human Sciences.

Pending Approval by the OSU/A&M Board of Regents.

NEW PROGRAM REQUESTS AND CURRICULAR MODIFICATIONS

Oklahoma State University – Stillwater

Ferguson College of Agriculture

Bachelor of Science in Agricultural Sciences and Natural Resources in Agricultural Communications (013)
Course requirement change

- Add AECL 1011
- Total credit hours will not change
- Reason for requested action: To add a departmental orientation course.

Option deletion

- Delete option in Agribusiness Double Major beginning in 2025-2026
- Delete option in Animal Science Double Major beginning in 2025-2026
- Expected graduation for last student: 2028
- Students will be able to complete the option
- Reason for requested action: Students are completing dual degrees, and enrollment in the double major option is decreasing.

Bachelor of Science in Agricultural Sciences and Natural Resources in Agricultural Education (007)
Course requirement change

- Add PLNT 1213 as an alternate to HORT 1013
- Remove BIOL 1113 and BIOL 1111 or BIOL 1114
- Increase electives from 1 to 2 credit hours
- Total credit hours will not change
- Reason for requested action: To provide additional flexibility for students.

Bachelor of Science in Agricultural Sciences and Natural Resources in Agricultural Leadership (458)
Course requirement change

- Remove CHEM 1014, CHEM 1314, or CHEM 1215 and SOIL 1113 or SOIL 2124
- Add AECL 1101
- Add ANSI 1023 and ANSI 1021 as an alternate to ANSI 1124
- Increase related courses from 15 to 18 credit hours
- Reduce electives from 6 to 5 credit hours
- Total credit hours will not change
- Reason for requested action: To add a departmental orientation course and update the ANSI course sequence.

Bachelor of Science in Agricultural Sciences and Natural Resources in Entomology (088)

Option deletion

- Delete option in Bio-Forensics beginning in fall 2025
- Students will be allowed to complete the option. The last student is expected to graduate in 2028.
- Reason for requested action: Combining options within the degree program to create a pre-professional option.

Option name change

- Change option name from Pre-Veterinary and Pre-Medical to Pre-Professional
- Reason for requested action: To simplify degree requirements for students choosing a pre-professional track.

Course requirement change

- Option in Pre-Veterinary and Pre-Medical
  - Require CHEM 3112 and CHEM 3153
  - Add PHYS 1214
  - Remove ENTO 3003 and ENTO 4854 as required courses
- Total credit hours will not change
- Reason for requested action: To streamline degree requirements and course sequencing for students interested in pursuing a pre-professional degree.

College of Arts and Sciences

Bachelor of Arts in Arts Administration (536)

Program suspension

- Program suspension effective 2025-2026 and will be reinstated or deleted within two years
- Reason for requested action: There is no longer a dedicated faculty member administering the program, and the curriculum needs to be redesigned.

Undergraduate Certificate in Audiology Assistants (New)

New program request

- Delivery method: Electronic and Traditional
- Total credit hours: 16
- Reason for requested action: This certificate is designed to prepare students for immediate employment as audiology assistants (AudA) who work directly with patients and assist audiologists in their clinics.

Undergraduate Certificate in Biblical Studies (New)

New program request

- Delivery method: Traditional
- Total credit hours: 15
- Reason for requested action: To introduce and educate students in the fundamentals of the academic study of the Bible and to help prepare them for a wide variety of career or graduate education opportunities.

Bachelor of Science in Biochemistry (026)
Course requirement change

- Remove BIOC 4883/CHEM 4123/CHEM 4313/MICR 4233 as required courses
- Require BIOL 3204 and MICR 3033
- Remove PLNT 3554 as an alternate for BIOL 3203/ANSI 3423
- Remove 6 hours from BIOL/CHEM/MICR
- Add 9 hours of guided coursework
- Increase electives from 11 to 12 credit hours
- Total credit hours will not change
- Reason for requested action: To provide students with a more focused scoped of coursework.

Bachelor of Science in Chemistry (044)
Course requirement change

- Chemistry option
  - Remove MATH 2233 as a required course and add it as an alternate to MATH 2163
  - Increase electives from 19 to 23 credit hours
- Chemistry (Approved by the American Chemical Society) option
  - Remove MATH 2233 and MATH 3013
  - Increase electives from 12 to 19 credit hours
- Pre-Health option
  - Increase upper-division related courses from 12 to 15 credit hours
  - Decrease electives from 16 to 14 credit hours
- Secondary Teacher Certification option
  - Remove MATH 2153 and CIED 4133
  - Increase electives from 8 to 11 hours
- Total credit hours will not change
- Reason for requested action: To align degree requirements with the American Chemical Society guidelines and provide additional flexibility for students.

Bachelor of Science in Computer Science (052)
Course requirement change

- Remove CS 3513 and MATH 2163
- Add CS 4273, CS 4283, CS 4433 or MSIS 3333, and CS 4523
- Decrease CS elective from 12 to 9 credit hours
- Total credit hours will not change
- Reason for requested action: To meet ABET accreditation requirements.

Graduate Certificate in Dyslexia (New)
New program request

- Delivery method: Electronic
- Total credit hours: 17
- Reason for requested action: To prepare students to work with children with dyslexia on reading skills.

Bachelor of Science in Environmental Geoscience (329)
Course requirement change

- Remove GEOL 4300
- Add STAT 2013 or STAT 4013
- Add GEOL 3034, GEOL 3546 or GEOL 4981, and NREM 4043
- Remove POLS 4363
- Decrease guided coursework from 18 to 15 hours
- Decrease electives from 14 to 8 credit hours
- Total credit hours will not change
- Reason for requested action: To provide students with a better foundation needed for industry.

Bachelor of Arts in Geography (252)
Bachelor of Science in Geography (109)
Master of Science in Geography (110)
Doctor of Philosophy in Geography (438)
Change to existing minor

- Update CIP code from 45.0701 (Geography) to 30.4401 (Geography and Environmental Studies)
- Reason for requested action: The requested CIP code better reflects the teaching and research mission of the department.

Bachelor of Science in Geology (111)
Course requirement change

- Secondary Teacher Certification option
    - Remove 3 hours STAT (Q)
    - Add STAT 2013 or STAT 4013
    - Remove CIED 4133
    - Total credit hours will not change
    - Reason for requested action: CIED 4133 is no longer a requirement for teacher certification.

Bachelor of Science in Mathematics (141)
Course requirement change

- General option
    - Increase additional Natural and Mathematical Sciences hours from 2 to 3 credit hours
    - Remove MATH 4023
    - Increase hours for emphasis area from 21 to 24 hours
- Applied Mathematics option
    - Add ECON 2103 or ECON 2003
    - Remove Capstone (3 credit hours)
- Actuarial Science and Financial Mathematics option
    - Increase professional requirements from 18 to 21 hours
- Data Science option

    - Remove 3 credit hours from a list of options
- Pre-Law option
    - Increase major requirements from 48 to 51 credit hours
    - Decrease electives from 18 to 16 credit hours
- Pre-Medical Sciences option
    - Decrease electives from 10 to 8 hours
- Secondary Teacher Certification option
    - Remove CIED 4133
    - Increase electives from 6 to 9 credit hours
- Total credit hours will not change
- Reason for requested action: To provide consistency among options and to provide additional transparency for students.

Bachelor of Science in Microbiology/Cell and Molecular Biology (149)

Option addition

- Add option in Pre-Veterinary
- Reason for requested action: To equip students interested in applying to veterinary school with advanced microbiology and molecular genetics knowledge and skills.

Option name change

- Change option name from Pre-Medical Professional to Pre-Medical/Pre-Dental
- Reason for requested action: To make the option name more transparent, so prospective students understand that they can explore multiple avenues for professional school.

Course requirement change

- General option
    - Remove MATH 1513
    - Add MATH 1813
    - Add MATH 2144, STAT 2013, or STAT 4013
    - Remove MICR 3253
    - Increase upper-division MICR or other specified prefixes from 10 to 12 credit hours
    - Decrease electives from 17 to 14 credit hours
- Medical Laboratory Science option
    - Remove MATH 1513
    - Add MATH 1813
    - Add MICR 3033
    - Decrease electives from 9 to 6 credit hours
- Pre-Medical Professional option
    - Remove MATH 1513
    - Add MATH 1813
    - Add MATH 2144, STAT 2013, or STAT 4013
    - Increase guided courses from 6 to 9 credit hours
    - Decrease electives from 13 to 9 credit hours
- Total credit hours will not change

- Reason for requested action: To update requirements to address the need for quantitative aspects of the program and address the diverse career paths students may seek.

Bachelor of Music in Music (153)
Course requirement change
- Performance option
  - Remove MUSI 4700
  - Total credit hours will not change
  - Reason for requested action: To update degree requirements because MUSI 4700 is no longer offered.

Bachelor of Fine Arts in Musical Theatre (294)
Course requirement change
- Remove MUSI 1532, TH 1301, TH 1311, TH 2343, TH 2863, TH 4903, and AADM 4123
- Add TH 1403, TH 1413, TH 2633, TH 2971, TH 3203, TH 3233, TH 3343, TH 3373, DANC 2002, DANC 3002, TH 3853, TH 4423, and TH 4593
- Require TH 1500 and reduce TH 4990 to 1 credit hour
- Total credit hours will not change
- Reason for requested action: To better prepare students to enter the job market and reflect career competencies in the performance industry.

Doctor of Philosophy in Plant Biology (033)
Course requirement change
- Clarify that a research proposal defense is required
- Total credit hours will not change
- Reason for requested action: To clarify expectations for students.

Bachelor of Science in Political Science (407)
Option name change
- Change option name from Practical Politics – Campaigning, Lobbying, and Policymaking to Campaigns and Lobbying
- Reason for requested change: To communicate the content more clearly.

Course requirement change
- Practical Politics – Campaigning, Lobbying, and Policymaking option
  - No longer require POLS 2113 and add it as an alternate to POLS 2013
  - Increase guided courses from 9 to 12 credit hours
- Total credit hours will not change
- Reason for requested action: To align the requirements with this option with the general and Global Politics options.

Bachelor of Arts in Strategic Communications (476)
Course requirement change

- Advertising and Public Relations option
  - Add SC 3603
  - Remove 3 hours of upper-division MC, MMJ, SC, or SPM
  - Remove 6 hours of upper-division MKTG
  - Add 6 hours of guided coursework
- Social Media option
  - Add SC 3693
  - Remove SC 4653
  - Reduce hours of upper-division MKTG from 9 to 3
  - Add 6 hours of guided coursework
- Sport Communication option
  - Add SC 3783
  - Remove MKTG 3213
  - Reduce the number of courses required for the option concentration and add 6 hours of guided coursework
- Total credit hours will not change
- Reason for requested action: To allow students to choose from strategic communications and media-concentrated coursework.

Bachelor of Science in Strategic Communication (475)
Course requirement change

- Advertising and Public Relations option
  - Add SC 3603
  - Add “Select 6 hours” from a list of options
  - Remove “Select 3 upper-division hours of MC, MMJ, SC, or SPM”
  - Remove “Select 6 hours of upper-division MKTG”
- Social Media option
  - Add SC 3693
  - Add “Select 6 hours” from a list of options
  - Reduce “Select 9 hours upper-division MKTG” to “Select 3 hours of upper-division MKTG”
- Option in Sport Communication
  - Remove ECON 1113/ECON 2103
  - Add any 3 hours (S)
  - Remove MKTG 3213
  - Add “Select 6 hours” from a list of options
- Total credit hours will not change
- Reason for requested action: To provide more relevant coursework for students pursuing specific options.

Bachelor of Science in Sociology (184)
Course requirement change
- Environment and Society option
  - Remove SOC 4493 as a required course
  - Increase guided course options from 15 to 18 credit hours
- Total credit hours will not change
- Reason for requested action: To provide students with additional flexibility.

Bachelor of Science in Sports Media (480)
Course requirement change
- Remove MMJ 3263 as required course
- Remove emphasis area
- Add “Select 9 hours” from a list of options
- Total credit hours will not change
- Reason for requested action: To provide students with additional flexibility.

Bachelor of Science in Zoology (210)
Course requirement change
- Secondary Teacher Certification option
  - Remove CIED 4133
  - Increase electives from 3 to 4 hours
- Total credit hours will not change
- Reason for requested action: CIED 4133 is no longer a requirement for teacher certification.

College of Education and Human Sciences
Bachelor of Science in Aerospace Administration and Operations (247)
Bachelor of Science in Applied Exercise Science (514)
Bachelor of Science in Apparel Design and Technology (339)
Bachelor of Science in Early Child Care and Development (537)
Bachelor of Science in Elementary Education (074)
Bachelor of Science in Human Development and Family Science (094)
Bachelor of Science in Interior Design (342)
Bachelor of Science in Nutritional Sciences (097)
Bachelor of Science in Public Health (116)
Bachelor of Science in Recreation and Athletic Management (180)
Course requirement change
- Remove EDHS 1111
- Add EDHS 3111
- Total credit hours will not change
- Reason for requested action: College determined that 3111 was a more appropriate course number for the content covered in the course.

Master of Science in Design and Merchandising (051)
Option name change

- Change option name from Apparel Design and Production to Apparel Design and Textile Science
- Reason for requested action: To provide a better description of the option.

Course requirement change

- Option in Apparel Design and Textile Science
    - Thesis option
        - Remove DM 5001 and DHM 5112 as an alternate to DM 5093
        - Remove STAT 5013
        - Require DM 5533
        - Add REMS 5953
        - Add tracks for Apparel Design and Textile Science
    - Replace Design Thesis with the Creative Component option
        - Remove DM 5001 and DHM 5112 as an alternate to DM 5093
        - Remove STAT 5013, DM 5000, and DHM 5233
        - Add DM 5240
        - Increase electives from 9 to 12 credit hours
- Merchandising option
    - Remove DM 5001, DHM 5112, and STAT 5013
    - Add REMS 5953, DM 5043, and DM 5243
    - Require DM 5093
    - Reduce electives from 12 to 6 credit hours
- Interior Design option
    - Remove DM 5001, DHM 5112, and STAT 5013
    - Add REMS 5953
    - Require DM 5093
    - Increase electives from 3 to 9 credit hours
    - For the Creative Component track
        - Remove DM 5000 and DHM 5223
        - Increase electives from 6 to 12 credit hours
- Digital Design option
    - Remove DM 5001 and DHM 5112
    - Decrease electives from 6 to 3 credit hours
    - Add tracks for Thesis and Creative Component
- Total credit hours will not change
- Reason for requested action: To update requirements to reflect the focus areas in Apparel Design and Textile Science.

Master of Science in Educational Leadership Studies (437)
Option name change

- Change the option name from College Student Development to Student Affairs
- Reason for requested action: To better align the option name with the terminology used in the field.

Course requirement change

- Remove HESA 6583

- Remove HESA 5463, HESA 6253, and HESA 5653 as required courses
- Increase guided electives from 3 to 9 hours
- Total credit hours will decrease from 36 to 30
- Reason for requested action: To align degree requirements with the proposed option name and with the student affairs profession.

Graduate Certificate in Effective Teaching in Elementary Schools (267)
Course requirement change

- Require CIED 5373
- Remove CIED 5323 and SMED 5083 as required courses
- Add 3 credit hours of guided coursework
- Total credit hours will decrease from 14 to 12
- Reason for requested action: To align the coursework with the State Department's requirements for alternative teacher certification.

Graduate Certificate in Effective Teaching in Secondary Schools (551)
Course requirement change

- Remove CIED 5363
- Add CIED 5343 and SPED 5623 or SPED 5683
- Decrease guided coursework from 6 to 3 credit hours
- Total credit hours will not change
- Reason for requested action: To align the coursework with the State Department's requirements for alternative teacher certification.

Bachelor of Science in Middle Level Education (New)
New program request

- Options in Mathematics Education and Science Education
- Delivery method: Traditional
- Total credit hours: 120
- Reason for requested action: To provide an additional certification pathway for students interested in teaching grades six through eight.

Bachelor of Science in Nursing (332)
Course requirement change

- Remove EDHS 1111
- Add EDHS 3111, NURS 2011, and 1 hour of elective coursework to college/departmental requirements
- Remove HLTH 3723, HLTH 4783, NURS 3013, NURS 3103, NURS 4023, NURS 4043, and NURS 4216
- Add NURS 3183, NURS 3213, NURS 3102, NURS 4122, NURS 4143, NURS 3115, NURS 4113, and NURS 4333
- Total credit hours will not change
- Reason for requested action: To satisfy curriculum requirements for AACN.

Bachelor of Science in Secondary Education (182)
Option addition

- Add option in English – Alternative Education
- Delivery Method: Degree program is approved for online delivery
- Total credit hours: 120
- Reason for requested action: To provide an alternative pathway for state certification that offers support and preparation to students interested in a future teaching position.

Course requirement change

- English option
  - Remove EDHS 1111
  - Add EDHS 3111
  - Increase Departmental/College Electives from 4 to 7 credit hours
- Mathematics, Social Studies, and Social Studies – Alternative Certification options
  - Remove EDHS 1111
  - Add EDHS 3111
- Science option
  - Remove MATH 1613 as an option
  - Adjust Departmental/College Electives from 2-8 to 0-11 credit hours
  - Remove CIED 4133
  - Decrease Chemistry emphasis area from 35 to 32 credit hours
  - Decrease Physics emphasis area from 41 to 29 credit hours
- Total credit hours will not change
- Reason for requested action: EDHS 3111 is a more appropriate course number for the course content. Adjusting requirements as needed for the program.

Graduate Certificate in Special Education (268)
Online delivery of an existing program
Reason for requested action: To address the shortage of special education teachers in Oklahoma and nationwide.

College of Engineering, Architecture and Technology
Bachelor of Science in Chemical Engineering (041)
Course requirement change

- For Biomedical/Biochemical option
  - Remove PHIL 3833
- For the Pre-Medical option
  - Require CHEM 3112 and CHEM 3153
- Total credit hours will not change
- Reason for requested action: To update the curriculum to address required course changes.

Bachelor of Science in Computer Engineering (467)
Course requirement change

- Remove ECEN 3903 or PHYS 3313

- Add ECEN 4293
- Total credit hours will not change
- Reason for requested action: To equip students with industry-standard programming skills.

Undergraduate Certificate in Construction (New)
New program request
- Delivery method: Electronic and traditional
- Total credit hours: 17
- Reason for requested action: To provide students with basic knowledge of the construction industry.

Bachelor of Science in Electrical Engineering (071)
- Remove ECEN 3903 or PHYS 3313
- Add ECEN 4293
- Total credit hours will not change
- Reason for requested action: To equip students with industry-standard programming skills.

Bachelor of Science in Engineering Technology in Mechatronics and Robotics (324)
Degree designation change
- Change from Bachelor of Science in Engineering Technology to Bachelor of Science
- Reason for requested action: To strengthen the program's theoretical foundation while maintaining a strong focus on hands-on robotics research.

Program requirement change
- Remove EET 2303, MATH 3263 or EEE 2423, EET 3253, ENSC 3311, MET 4003, and MET 3343
- Add MATH 2163, MATH 2233, MATH 3013, MATH 3583, and EET 3303
- Total credit hours will not change
- Reason for requested action: To adjust program requirements to address the requested change in degree designation and meet ABET accreditation requirements.

Master of Science in Mechanical and Aerospace Engineering (145)
Degree requirement change
- Remove GRE requirement for admissions
- Reason for requested action: To remove an admissions barrier and attract additional applicants.

Doctor of Philosophy in Mechanical and Aerospace Engineering (146)
Degree requirement change
- Remove GRE requirement for admissions
- Reason for requested action: To remove an admissions barrier and attract additional applicants.

Course requirement change
- General option
- Reduce total credit hours from 90 to 75 for students with a Bachelor's degree
- Total credit hours will decrease from 90 to 75 for students entering the program with a Bachelor's degree
- Reason for requested action: To align the program requirements with peer institutions and enhance the program's competitiveness.

Bachelor of Science in Engineering Technology in Mechanical Engineering Technology (081)
Degree requirement change
- Remove technical GPA of 2.0 or higher

Reason for requested action: Stating that a technical GPA of 2.0 or higher is required is redundant.

Undergraduate Certificate in Supply Chain and Logistics (New)
New program request
- Total credit hours: 16
- Reason for requested action: To prepare undergraduate students to work in an engineering-based Supply Chain and Logistics career.

Spears School of Business

Bachelor of Science in Business Administration in Data Analytics (334)
Course requirement change
- Remove MSIS 3233, MSIS 3243, MSIS 4263, and MSIS 4673 as required courses
- Add 12 credit hours of guided options
- Decrease guided course options from 6 to 3 credit hours
- Total credit hours will not change
- Reason for requested action: To provide students with more flexibility.

Bachelor of Science in Business Administration in Economics (445)
Course requirement change
- Add ECON 3613
- Decrease upper-division ECON courses from 12 to 9 credit hours for the general option. Decrease upper-division ECON courses from 9 to 6 credit hours for the Business Economics and Quantitative Studies option.
- Total credit hours will not change

- Reason for requested action: To enhance the educational content for the degree, as voted on by the faculty committee.

Bachelor of Science in Business Administration in Finance (446)
- Option addition
    - Add an option in Financial Planning
    - Reason for requested option: To prepare students to sit for the CFP exam upon graduation.

College of Professional Studies

Organizational Leadership, BPS (315)
Course requirement change
- Add ORGL 3113, ORGL 3613, ORGL 4513, and PHIL 3803
- Remove MGMT 3013, MGMT 4073, BADM 3113, and MGMT 4713
- Move ENGL 3323 and SPCH 3723 from major concentration to a list of options students select 6 hours from
- Reduce electives from 17 to 16 hours
- Total credit hours will not change
- Reason for requested action: Update major requirements to incorporate new CPS prefix courses.

Graduate College

Master of Science in Interdisciplinary Studies (155)
Course requirement change
- Require students to complete a research methodology course and a capstone course.
- Require coursework to come from at least two disciplines/prefixes.
- Total credit hours will not change
- Reason for requested action: To ensure that all IDST students have basic research design skills and to formalize the capstone requirement.

Doctor of Philosophy in Photonics (423)
Program deletion
- Four students are enrolled in the program. The expected graduation date of the last student is 2031.
- Students will be allowed to complete the program.
- The program will be deleted beginning in 2025-2026.
- Reason for request: There has been low interest and low enrollment in the program.

College of Veterinary Medicine

Doctor of Veterinary Medicine in Veterinary Medicine (400)
Course requirement change

- Remove VCS 7042
- Add VCS 7662
- Total credit hours will not change
- Reason for requested action: To align rotations with hospital services and maximize the instructor-to-student ratio.

Degree requirement change

- Remove GRE and CASPER requirements from admission requirements
- Add a minimum 3.0 cumulative GPA to admission requirements
- Reason for requested action: To align admission requirements with other veterinary schools.

Center for Health Sciences

Master of Science in Forensic Sciences (004)

Option deletion

- Delete option in Forensic Document Examination
  - Delete option beginning in 2025-2026
  - Reason for requested action: No students are currently enrolled in the option.

Oklahoma State University – Oklahoma City

School of Science, Technology, Engineering, and Mathematics

Associate of Applied Science in Architectural Engineering Technology (001)

Program Deletion

- Nine students currently enrolled in the program will be allowed two years to complete the program
- Deletion will be effective beginning fall 2025
- Reason for requested action: While the number of majors enrolled exceeded minimum productivity requirements, the number of graduates did not.

Oklahoma State University – Institute of Technology

School of Arts, Sciences, and Health

Bachelor of Technology in Applied Industry Leadership (132)

Program Option Additions

- Add options in Data Analytics for Industry Professionals, Health Management, and Strategic Business Leadership
- Reason for requested action: Each option is designed to equip students with industry-relevant expertise that directly supports workforce demands and career progression.

Course requirement change

- Remove ATLE 3613, ATLE 3633, ATLE 4513, ATLE 4533, ATLE 4613, and ATLE 4633
- Add AIL 3103, AIL 3113, AIL 3243, AIL 3253, AIL 3303, AIL 3313, AIL 4143, AIL 4153, AIL 4203, AIL 4213, AIL 4303, and AIL 4313
- Increase program electives from 6 to 12 hours.
- Total credit hours will not change
- Reason for requested action: The proposed changes will enhance student preparation for strategic management and leadership by streamlining coursework and introducing specialized focus areas. These changes align with evolving industry needs and employer expectations and equip students with industry-relevant expertise that directly supports workforce demands and career progression.

Degree requirement change

- Remove the program admission requirement of holding an AAS prior to program entry
- Reason for requested action: The current requirement of an earned AAS is too restrictive because it requires students to complete that degree prior to entry into the BT program. The proposed changes would allow students to pursue both an AAS and the BT programs at the same time, should they so choose. Additionally, the proposed change will greatly ease transfer into and increase enrollment in the BT program.

Associate of Applied Science in Pre-Education (090)

Embedded certificate addition

- Add embedded certificate in Core Concepts in Education: Teaching and Learning
- Total credit hours: 18
- Reason for requested action: Addition of this certificate will provide focused, foundational coursework in education, offering a streamlined path for individuals interested in entering the teaching profession or advancing their roles within educational settings, and addressing workforce gaps by creating a clearer, more accessible pipeline into the teaching profession.

School of Engineering and Construction Technologies

Associate of Applied Science in Construction Technology (011)

Embedded certificate addition

- Add embedded certificate in Construction Management
- Total credit hours: 18
- Reason for requested action: Addition of this certificate will provide students with the technical knowledge and hands-on skills necessary for entry-level roles in construction management, serve as a pathway for further education and career advancement in the industry, and strengthen workforce readiness.

Associate of Applied Science Industrial Maintenance Technologies (112)

Embedded certificate deletion

- Delete embedded certificates in Industrial Maintenance Technologies-Level I and Industrial Maintenance Technologies-Level II
- No students are currently enrolled
- Reason for requested action: These certificates were suspended in AY 2022-2023, with a deadline of reinstatement or deletion by May 31, 2025.

Option Deletion

- Delete option in Plant Maintenance Technologies
- No students are currently enrolled
- Reason for requested action: This option has not been offered in some time, no students remain in the option, and there are no plans to offer the option in the future.

Bachelor of Technology in Instrumentation and Automation Engineering Technology (095)

Degree requirement change

- Remove the program admission requirement of holding an AAS prior to program entry.
- Reason for requested action: The current requirement of an earned AAS is too restrictive because it requires students to complete that degree prior to entry into the BT program. The proposed changes would allow students to pursue both an AAS and the BT programs at the same time, should they so choose. Additionally, the proposed change will greatly ease transfer into and increase enrollment in the BT program.

Associate of Applied Science in Manufacturing Technologies (126)

Program deletion

- No students are currently enrolled
- Delete the program immediately
- Reason for requested action: This program was suspended in AY 2018-2019 due to reductions in state support and should have been reinstated or deleted by January 31, 2022. The deletion will also reconcile the catalog program listing with the current OSRHE program inventory.

School of Creative and Information Technologies

Associate of Applied Science in Information Technologies (012)

Course requirement change

- Add ITD 1393 and ITD 2273
- Reason for requested action: Two new courses will be added for use in a newly approved micro-credential.

School of Transportation and Heavy Equipment

Associate of Applied Science in Pro-Tech (004)

Embedded certificate addition

- Add embedded certificates in Automotive Entry Level Technician, Automotive Maintenance Technician, and Automotive Powertrain Technician
- Total credit hours
    - Automotive Entry Level Technician: 24 hours
    - Automotive Maintenance Technician: 15 hours
    - Automotive Powertrain Technician: 21 hours
- Reason for requested action: The proposed certificates will enhance the current program by establishing an embedded, stackable credential pathway that supports student progression toward an AAS. By integrating foundational automotive competencies, this certificate will serve as a gateway for students who may not initially pursue a full degree but later choose to advance their careers in the automotive industry.

Associate of Applied Science in Truck Technician (110)
Embedded certificate addition

- Add embedded certificate in Diesel Entry Level Technician
- Total credit hours: 15 hours
- Reason for requested action: The proposed certificate will enhance the current program by establishing an embedded, stackable credential pathway that supports student progression towards an AAS. By integrating foundational competencies, this certificate will serve as a gateway for students who may not initially pursue a full degree but later choose to advance their careers in the industry.

2025-2026 BUDGET MATERIALS

The 2025 Legislature appropriated and authorized funds totaling $1,118,405,926 to higher education for fiscal year 2026 educational operations. The Oklahoma State University System's Educational and General Budget allocation of state appropriated funds remained flat with a fiscal year 2026 base of $224,581,306.

The budget allocation presented deals only with the allocation of state appropriated funds. The institutional budgets containing appropriations, tuition and fees, and other revolving fund income will be presented to the Oklahoma State Regents for Higher Education for approval at the meeting on June 26, 2025.

Allocations to the respective Oklahoma State University (OSU) budget agencies are listed below:

Agency	FY 2025	FY 2026	$ Increase
General University	$120,749,943	$120,749,943	$0
Oklahoma Agricultural Experiment Station	22,162,361	22,162,361	-
Oklahoma Cooperative Extension Service	23,525,406	23,525,406	-
OSU Institute of Technology	12,987,728	12,987,728	-
College of Veterinary Medicine	9,289,695	9,289,695	-
Oklahoma City	13,035,609	13,035,609	-
Center for Health Sciences	13,427,106	13,427,106	-
Tulsa	9,403,458	9,403,458	-
Totals	**$224,581,306**	**$224,581,306**	**$0**

Kelly Murphy, University Budget, is coordinating this item.

Oklahoma State Regents for Higher Education

Tuition and Mandatory Fee Request

Research University
Undergraduate

Institution: OSU General University & OSU Tulsa **Date Approved by Local Governing Board: pending (6.13.25)**

	Tuition and Mandatory Fees	Credit Hours or Semesters	FY25 Tuition & Fees: FY25 Rates	FY25 Tuition & Fees: Cost for 30 Credit Hours	FY26 Tuition & Mandatory Fees: Proposed FY26 Rates	FY26 Tuition & Mandatory Fees: Cost for 30 Credit Hours	FY26 Tuition & Mandatory Fees: $ Chg from FY25	FY26 Tuition & Mandatory Fees: % Chg from FY25	Guaranteed Tuition & Mandatory Fees: FY25 Gtd Rate	Guaranteed Tuition & Mandatory Fees: Cost for 30 Credit Hours	Guaranteed Tuition & Mandatory Fees: $ Chg from FY25	Guaranteed Tuition & Mandatory Fees: % Chg from FY25
I.	**Tuition:**								207.60	6,228.00		
	Total Resident Tuition	***30***	***180.55***	***5,416.50***	***180.55***	***5,416.50***	***0.00***	***0.0%***	**Proposed FY26 Gtd Rate**	**Cost for 30 Credit Hours**	**$ Chg from FY25**	**% Chg from FY25**
		30		-		-						
	Total Nonresident Tuition	***30***	***697.90***	***20,937.00***	***697.90***	***20,937.00***	***0.00***	***0.0%***	**207.60**	6,228.00	-	0.0%
II.	**Mandatory Fees**											
	A. E&G Part I (290 Fund)								***Same as Mandatory Fees for FY26 Non-Guaranteed Tuition Rate***			
	University Technology & Infrastructure Maintenance Fee	30	13.20	396.00	13.20	396.00	0.00	0.0%	13.20	396.00	0.00	0.0%
	Library Automation and Materials Fee	30	17.70	531.00	17.70	531.00	0.00	0.0%	17.70	531.00	0.00	0.0%
	Library Resources Fee	30		-		-						
	Educational Network Connectivity Fee	30		-		-						
	Academic Records Fee	30	4.35	130.50	4.35	130.50	0.00	0.0%	4.35	130.50	0.00	0.0%
	Advising/Assessment Fee	30	10.85	325.50	10.85	325.50	0.00	0.0%	10.85	325.50	0.00	0.0%
	Student ID Fee	30		-		-						
	Publications Fee	30		-		-						
	Life Safety & Security Fee	30	6.45	193.50	6.45	193.50	0.00	0.0%	6.45	193.50	0.00	0.0%
	Security Services Fee	30		-		-						
	Academic Excellence Fee	30	15.50	465.00	15.50	465.00	0.00	0.0%	15.50	465.00	0.00	0.0%
	Other Mandatory Fees (List Below)											
	Academic Facilities Fee	30	25.70	771.00	25.70	771.00	0.00	0.0%	25.70	771.00	0.00	0.0%
	Subtotal E&G Part I(290 Fund) Mandatory Fees	*30*	*93.75*	*2,812.50*	*93.75*	*2,812.50*	*-*	*0.0%*	*93.75*	*2,812.50*	*0.00*	*0.0%*
	B. Auxiliary (700 Fund)											
	Student Activity Fee	30	2.50	75.00	2.50	75.00	0.00	0.0%	2.50	75.00	0.00	0.0%
	Student Activity Fee - Athletics	30	5.50	165.00	5.50	165.00	0.00	0.0%	5.50	165.00	0.00	0.0%
	Student Facility Fee #1	30	5.95	178.50	5.95	178.50	0.00	0.0%	5.95	178.50	0.00	0.0%
	Student Facility Fee #2	30	3.00	90.00	3.00	90.00	0.00	0.0%	3.00	90.00	0.00	0.0%
	Student Health Fee	30	6.00	180.00	6.00	180.00	0.00	0.0%	6.00	180.00	0.00	0.0%
	Cultural and Recreational Services Fee											
	Speaker Series Fee											
	Parking and/or Transit Fee	30	2.50	75.00	2.50	75.00	0.00	0.0%	2.50	75.00	0.00	0.0%
	School Newspaper Fee	30	0.30	9.00	0.30	9.00	0.00	0.0%	0.30	9.00	0.00	0.0%
	Student Government Fee											
	Other Mandatory Fees (List Below)											
	Student Development Fee	30	2.90	87.00	2.90	87.00	0.00	0.0%	2.90	87.00	0.00	0.0%
	Student Union Renovation Fee	30	5.15	154.50	5.15	154.50	0.00	0.0%	5.15	154.50	0.00	0.0%
	Subtotal Auxiliary(700 Fund) Mandatory Fees	*30*	*33.80*	*1,014.00*	*33.80*	*1,014.00*	*-*	*0.0%*	*33.80*	*1,014.00*	*0.00*	*0.0%*
	C. Total Mandatory Fees	***30***	***127.55***	***3,826.50***	***127.55***	***3,826.50***	***-***	***0.0%***	**127.55**	**3,826.50**	**0.00**	**0.0%**
III.	***Total Resident Tuition & Mandatory Fees***	***30***	***308.10***	***9,243.00***	***308.10***	***9,243.00***	***-***	***0.0%***	***335.15***	***10,054.50***		
IV.	***Total Nonresident Tuition & Mandatory Fees***	***30***	***825.45***	***24,763.50***	***825.45***	***24,763.50***	***-***	***0.0%***	***Diff from FY26 NG Rate***		***811.50***	***8.78%***

V.	***Legislative Peer Comparison***	***Resident***	***Nonresident***	
	FY26 Peer Limit -- Research Universities	**$13,455.00**	**$37,320.00**	***Guaranteed Tuition Rate shall not exceed 115% of the nonguaranteed tuition rate.***
	Institutional Request for FY26	**$9,243.00**	**$24,763.50**	
	Difference from Peer Limit	**$4,212.00**	**$12,556.50**	
	Percentage of Peer Limit	**68.7%**	**66.4%**	
	Percentage Change from FY25**	**0.0%**	**0.0%**	

****Provide detailed justification on narrative form for all tuition and mandatory fee increases.****

**** ***Use of Revenue from Dedicated Fees*** : Requests for new fees or increases to existing fees will be thoroughly reviewed to ensure that the fees are required to meet specific costs and not requested to obscure, in essence, a tuition increase.****

Oklahoma State Regents for Higher Education
FY26 Tuition and Mandatory Fee Request
Flat-Rate Tuition

Institution: OSU General University & OSU Tulsa **Date Approved by Local Governing Board: pending (6.13.25)**

	Tuition and Mandatory Fees	Credit Hours	FY25 Tuition & Fees		FY26 Tuition & Mandatory Fees			
			FY25 Rates	Cost for 30 Credit Hours	Proposed FY26 Rates	Cost for 30 Credit Hours	$ Chg from FY25	% Chg from FY25
I.	**Undergraduate Resident**							
	Credit Hour Rate	***0-11***	***308.10***	***9,243.00***	***308.10***	***9,243.00***	***0.00***	***0.0%***
	Flat-Rate Per Semester	***12-18***	***308.10***	***4,621.50***	***308.10***	***4,621.50***	***0.00***	***0.0%***
	Flat-Rate Per Year	***30***	***308.10***	***9,243.00***	***308.10***	***9,243.00***	***0.00***	***0.0%***

	Tuition and Mandatory Fees	Credit Hours	FY25 Tuition & Fees		FY26 Tuition & Mandatory Fees			
			Per Credit Hour Rate	Cost for Total Credit Hours	Per Credit Hour Rate	Cost for Total Credit Hours	$ Chg from FY25	% Chg from FY25
II.	**FY25 Flat-Rate Tuition**							
	Per Credit Hour Rate	1	308.10	308.10	308.10	308.10	0.00	0.0%
		2	308.10	616.20	308.10	616.20	0.00	0.0%
		3	308.10	924.30	308.10	924.30	0.00	0.0%
		4	308.10	1,232.40	308.10	1,232.40	0.00	0.0%
		5	308.10	1,540.50	308.10	1,540.50	0.00	0.0%
		6	308.10	1,848.60	308.10	1,848.60	0.00	0.0%
		7	308.10	2,156.70	308.10	2,156.70	0.00	0.0%
		8	308.10	2,464.80	308.10	2,464.80	0.00	0.0%
		9	308.10	2,772.90	308.10	2,772.90	0.00	0.0%
		10	308.10	3,081.00	308.10	3,081.00	0.00	0.0%
		11	308.10	3,389.10	308.10	3,389.10	0.00	0.0%
		12	385.13	4,621.50	385.13	4,621.50	0.00	0.0%
		13	355.50	4,621.50	355.50	4,621.50	0.00	0.0%
		14	330.11	4,621.50	330.11	4,621.50	0.00	0.0%
		15	308.10	4,621.50	308.10	4,621.50	0.00	0.0%
		16	288.84	4,621.50	288.84	4,621.50	0.00	0.0%
		17	271.85	4,621.50	271.85	4,621.50	0.00	0.0%
		18	256.75	4,621.50	256.75	4,621.50	0.00	0.0%
		19	259.45	4,929.60	259.45	4,929.60	0.00	0.0%
		20	261.89	5,237.70	261.89	5,237.70	0.00	0.0%
		21	264.09	5,545.80	264.09	5,545.80	0.00	0.0%
		22	266.09	5,853.90	266.09	5,853.90	0.00	0.0%
		23	267.91	6,162.00	267.91	6,162.00	0.00	0.0%
		24	269.59	6,470.10	269.59	6,470.10	0.00	0.0%

Oklahoma State Regents for Higher Education
FY26 Tuition and Mandatory Fee Request
Flat-Rate Tuition

Institution: OSU General University & OSU Tulsa **Date Approved by Local Governing Board: pending (6.13.25)**

	Tuition and Mandatory Fees	Credit Hours	FY25 Tuition & Fees		FY26 Tuition & Mandatory Fees			
			FY25 Rates	Cost for 30 Credit Hours	Proposed FY26 Rates	Cost for 30 Credit Hours	$ Chg from FY25	% Chg from FY25
I.	**Undergraduate Nonresident**							
	Credit Hour Rate	***0-11***	***825.45***	***24,763.50***	***825.45***	***24,763.50***	***0.00***	***0.0%***
	Flat-Rate Per Semester	***12-18***	***825.45***	***12,381.75***	***825.45***	***12,381.75***	***0.00***	***0.0%***
	Flat-Rate Per Year	***30***	***825.45***	***24,763.50***	***825.45***	***24,763.50***	***0.00***	***0.0%***

	Tuition and Mandatory Fees	Credit Hours	FY25 Tuition & Fees		FY26 Tuition & Mandatory Fees			
			Per Credit Hour Rate	Cost for Total Credit Hours	Per Credit Hour Rate	Cost for Total Credit Hours	$ Chg from FY25	% Chg from FY25
II.	**FY25 Flat-Rate Tuition**							
	Per Credit Hour Rate	1	825.45	825.45	825.45	825.45	0.00	0.0%
		2	825.45	1,650.90	825.45	1,650.90	0.00	0.0%
		3	825.45	2,476.35	825.45	2,476.35	0.00	0.0%
		4	825.45	3,301.80	825.45	3,301.80	0.00	0.0%
		5	825.45	4,127.25	825.45	4,127.25	0.00	0.0%
		6	825.45	4,952.70	825.45	4,952.70	0.00	0.0%
		7	825.45	5,778.15	825.45	5,778.15	0.00	0.0%
		8	825.45	6,603.60	825.45	6,603.60	0.00	0.0%
		9	825.45	7,429.05	825.45	7,429.05	0.00	0.0%
		10	825.45	8,254.50	825.45	8,254.50	0.00	0.0%
		11	825.45	9,079.95	825.45	9,079.95	0.00	0.0%
		12	1,031.81	12,381.75	1,031.81	12,381.75	0.00	0.0%
		13	952.44	12,381.75	952.44	12,381.75	0.00	0.0%
		14	884.41	12,381.75	884.41	12,381.75	0.00	0.0%
		15	825.45	12,381.75	825.45	12,381.75	0.00	0.0%
		16	773.86	12,381.75	773.86	12,381.75	0.00	0.0%
		17	728.34	12,381.75	728.34	12,381.75	0.00	0.0%
		18	687.88	12,381.75	687.88	12,381.75	0.00	0.0%
		19	695.12	13,207.20	695.12	13,207.20	0.00	0.0%
		20	701.63	14,032.65	701.63	14,032.65	0.00	0.0%
		21	707.53	14,858.10	707.53	14,858.10	0.00	0.0%
		22	712.89	15,683.55	712.89	15,683.55	0.00	0.0%
		23	717.78	16,509.00	717.78	16,509.00	0.00	0.0%
		24	722.27	17,334.45	722.27	17,334.45	0.00	0.0%

Oklahoma State Regents for Higher Education
Tuition and Mandatory Fee Request

Research University
Graduate

Institution: OSU General University & OSU Tulsa **Date Approved by Local Governing Board: pending (6.13.25)**

I.	Tuition and Mandatory Fees	Credit Hours or Semesters	FY25 Tuition & Fees		FY26 Tuition & Mandatory Fees			
			FY25 Rates	Cost for 24 Credit Hours	Proposed FY26 Rates	Cost for 24 Credit Hours	$ Chg from FY25	% Chg from FY25
	Tuition:							
	Total Resident Tuition	***24***	***233.80***	***5,611.20***	***233.80***	***5,611.20***	***0.00***	***0.0%***
	Total Nonresident Tuition	***24***	***879.75***	***21,114.00***	***879.75***	***21,114.00***	***0.00***	***0.0%***
II	**Mandatory Fees**							
	A. E&G Part I (290 Fund)							
	University Technology & Infrastructure Maintenance Fee	24	13.20	316.80	13.20	316.80	0.00	0.0%
	Library Automation and Materials Fee	24	17.70	424.80	17.70	424.80	0.00	0.0%
	Library Resources Fee	24		-		-		
	Educational Network Connectivity Fee	24		-		-		
	Academic Records Fee	24	4.35	104.40	4.35	104.40	0.00	0.0%
	Advising/Assessment Fee	24	10.85	260.40	10.85	260.40	0.00	0.0%
	Student ID Fee	24		-		-		
	Publications Fee	24		-		-		
	Life Safety & Security Fee	24	6.45	154.80	6.45	154.80	0.00	0.0%
	Security Services Fee	24		-		-		
	Academic Excellence Fee	24	15.50	372.00	15.50	372.00	0.00	0.0%
	Other Mandatory Fees (List Below)							
	Academic Facilities Fee	24	25.70	616.80	25.70	616.80	0.00	0.0%
	State Regents' Consideration and Approval of FY26 Tuition and Fee Requests	*24*	*93.75*	*2,250.00*	*93.75*	*2,250.00*	*0.00*	*0.0%*
	B. Auxiliary (700 Fund)							
	Student Activity Fee	24	2.50	60.00	2.50	60.00	0.00	0.0%
	Student Activity Fee - Athletics	24	5.50	132.00	5.50	132.00	0.00	0.0%
	Student Facility Fee #1	24	5.95	142.80	5.95	142.80	0.00	0.0%
	Student Facility Fee #2	24	3.00	72.00	3.00	72.00	0.00	0.0%
	Student Health Fee	24	6.00	144.00	6.00	144.00	0.00	0.0%
	Cultural and Recreational Services Fee							
	Speaker Series Fee							
	Parking and/or Transit Fee	24	2.50	60.00	2.50	60.00	0.00	0.0%
	School Newspaper Fee	24	0.30	7.20	0.30	7.20	0.00	0.0%
	Student Government Fee							
	Other Mandatory Fees (List Below)							
	Student Development Fee	24	2.90	69.60	2.90	69.60	0.00	0.0%
	Student Union Renovation Fee	24	5.15	123.60	5.15	123.60	0.00	0.0%
	Subtotal Auxiliary (700 Fund) Mandatory Fees	*24*	*33.80*	*811.20*	*33.80*	*811.20*	*0.00*	*0.0%*
	C. Total Mandatory Fees	***24***	***127.55***	***3,061.20***	***127.55***	***3,061.20***	***0.00***	***0.0%***
III.	***Total Resident Tuition and Mandatory Fees***	***24***	***361.35***	***8,672.40***	***361.35***	***8,672.40***	***0.00***	***0.0%***
IV.	***Total Nonresident Tuition and Mandatory Fees***	***24***	***1,007.30***	***24,175.20***	***1,007.30***	***24,175.20***	***0.00***	***0.0%***

V.	***Legislative Peer Comparison***	***Resident***	***Nonresident***	
	FY26 Peer Limit -- Research Universities	**$12,676.00**	**$29,815.00**	
	Institutional Request for FY26	**$8,672.40**	**$24,175.20**	
	Difference from Peer Limit	**$4,003.60**	**$5,639.80**	
	Percentage of Peer Limit	**68.4%**	**81.1%**	
	Percentage Change from FY25**	**0.0%**	**0.0%**	

****Provide detailed justification on narrative form for all tuition and mandatory fee increases.****

**** **Use of Revenue from Dedicated Fees** : Requests for new fees or increases to existing fees will be thoroughly reviewed to ensure that the fees are required to meet specific costs and not requested to obscure, in essence, a tuition increase.****

Oklahoma State Regents for Higher Education
Tuition and Mandatory Fee Request

Research University
Graduate

Institution: OSU General University & OSU Tulsa (100% ONLINE DEGREES ONLY **Date Approved by Local Governing Board: pending (6.13.25)**

I.	Tuition and Mandatory Fees	Credit Hours or Semesters	FY25 Tuition & Fees		FY26 Tuition & Mandatory Fees			
			FY25 Rates	Cost for 24 Credit Hours	Proposed FY26 Rates	Cost for 24 Credit Hours	$ Chg from FY25	% Chg from FY25
	Tuition:							
	Total Resident Tuition	***24***	***489.00***	***11,736.00***	***489.00***	***11,736.00***	***0.00***	***0.0%***
		24						
	Total Nonresident Tuition	***24***	***530.00***	***12,720.00***	***530.00***	***12,720.00***	***0.00***	***0.0%***
II	**Mandatory Fees**							
	A. E&G Part I (290 Fund)							
	University Technology & Infrastructure Maintenance Fee	24		-		-	0.00	
	Library Automation and Materials Fee	24		-		-	0.00	
	Library Resources Fee	24		-		-		
	Educational Network Connectivity Fee	24		-		-		
	Academic Records Fee	24		-		-	0.00	
	Advising/Assessment Fee	24		-		-	0.00	
	Student ID Fee	24		-		-		
	Publications Fee	24		-		-		
	Life Safety & Security Fee	24		-		-	0.00	
	Security Services Fee	24		-		-		
	Academic Excellence Fee	24		-		-	0.00	
	Other Mandatory Fees (List Below)							
	Academic Facilities Fee	24		-		-	0.00	
	State Regents' Consideration and Approval of FY26 Tuition and Fee Requests	*24*	-	-	-	-	*0.00*	
	B. Auxiliary (700 Fund)							
	Student Activity Fee	24		-		-	0.00	
	Student Activity Fee - Athletics	24		-		-	0.00	
	Student Facility Fee #1	24		-		-	0.00	
	Student Facility Fee #2	24		-		-	0.00	
	Student Health Fee	24		-		-	0.00	
	Cultural and Recreational Services Fee							
	Speaker Series Fee							
	Parking and/or Transit Fee	24		-		-	0.00	
	School Newspaper Fee	24		-		-	0.00	
	Student Government Fee							
	Other Mandatory Fees (List Below)							
	Student Development Fee	24		-		-	0.00	
	Student Union Renovation Fee	24		-		-	0.00	
	Subtotal Auxiliary (700 Fund) Mandatory Fees	*24*	-	-	-	-	*0.00*	
	C. Total Mandatory Fees	***24***	-	-	-	-	***0.00***	
III.	***Total Resident Tuition and Mandatory Fees***	***24***	***489.00***	***11,736.00***	***489.00***	***11,736.00***	***0.00***	***0.0%***
IV.	***Total Nonresident Tuition and Mandatory Fees***	***24***	***530.00***	***12,720.00***	***530.00***	***12,720.00***	***0.00***	***0.0%***

V.	***Legislative Peer Comparison***	***Resident***	***Nonresident***	
	FY26 Peer Limit -- Research Universities	**$12,676.00**	**$29,815.00**	
	Institutional Request for FY26	**$11,736.00**	**$12,720.00**	
	Difference from Peer Limit	**$940.00**	**$17,095.00**	
	Percentage of Peer Limit	**92.6%**	**42.7%**	
	Percentage Change from FY25**	**0.0%**	**0.0%**	

****Provide detailed justification on narrative form for all tuition and mandatory fee increases.****

**** ***Use of Revenue from Dedicated Fees*** : Requests for new fees or increases to existing fees will be thoroughly reviewed to ensure that the fees are required to meet specific costs and not requested to obscure, in essence, a tuition increase.****

Oklahoma State Regents for Higher Education *Professional Program*

Tuition and Mandatory Fee Request

Institution: OSU College of Veterinary Medicine **Date Approved by Local Governing Board: pending (6.13.25)**

	Tuition and Mandatory Fees	Credit Hours or Semesters	FY25 Tuition & Fees		FY26 Tuition & Mandatory Fees			
			FY25 Rates	Cost for Full-Time Student	Proposed FY26 Rates	Cost for Full-Time Student	$ Chg from FY25	% Chg from FY25
I.	**Tuition:**							
	DVM							
	Resident Tuition			***20,430.00***		***20,430.00***	***0.00***	***0.0%***
	Nonresident Tuition			**26,365.00**		**26,365.00**	**0.00**	**0.0%**
	Total Nonresident Tuition			***46,795.00***		***46,795.00***	***0.00***	***0.0%***
II.	**Mandatory Fees**							
	A. E&G Part I (290 Fund)							
	Student Technology Services Fee	38	5.00	190.00	5.00	190.00	0.00	0.0%
	Library Automation and Materials Fee	38	7.80	296.40	7.80	296.40	0.00	0.0%
	Student Technology Fee-CVM	38	15.00	570.00	15.00	570.00	0.00	0.0%
				-				
	Academic Records Fee	38	4.35	165.30	4.35	165.30	0.00	0.0%
	Advising & Assessment Fee-CVM	38	11.85	450.30	11.85	450.30	0.00	0.0%
				-		-		
	Other Mandatory Fees (List Below)							
	Academic Facilities Fee-CVM	38	13.00	494.00	13.00	494.00	0.00	0.0%
				-		-		
	Subtotal E&G Part I (290 Fund) Mandatory Fees	*38*	*57.00*	*2,166.00*	*57.00*	*2,166.00*	*0.00*	*0.0%*
	B. Auxiliary (700 Fund)							
	Student Activity Fee	38	2.50	95.00	2.50	95.00	0.00	0.0%
	Student Activity fee-Athletics	38	5.50	209.00	5.50	209.00	0.00	0.0%
	Student Facility Fee #1	38	5.95	226.10	5.95	226.10	0.00	0.0%
	Student Facility Fee #2	38	3.00	114.00	3.00	114.00	0.00	0.0%
	Student Health Fee	38	6.00	228.00	6.00	228.00	0.00	0.0%
	Parking and/or Transit Fee	38	2.50	95.00	2.50	95.00	0.00	0.0%
	School Newspaper Fee	38	0.30	11.40	0.30	11.40	0.00	0.0%
	Student Development Fee	38	2.75	104.50	2.75	104.50	0.00	0.0%
	Other Mandatory Fees (List Below)							
				-				
	Subtotal Auxiliary (700 Fund) Mandatory Fees	*38*	*28.50*	*1,083.00*	*28.50*	*1,083.00*	*0.00*	*0.0%*
	C. Total Mandatory Fees	**38**	**85.50**	**3,249.00**	**85.50**	**3,249.00**	**0.00**	**0.0%**
III.	***Total Resident Tuition and Mandatory Fees***	***38***	***623.13***	***23,679.00***	***623.13***	***23,679.00***	**0.00**	**0.0%**
IV.	***Total Nonresident Tuition and Mandatory Fees***	***38***	***1,316.95***	***50,044.00***	***1,316.95***	***50,044.00***	**0.00**	**0.0%**

V.	***Legislative Peer Comparison***	***Resident***	***Nonresident***	
	FY26 Peer Limit -- Professional Program*	**$31,534.00**	**$62,016.00**	
	Institutional Request for FY26	**$23,679.00**	**$50,044.00**	
	Difference from Peer Limit	**$7,855.00**	**$11,972.00**	
	Percentage of Peer Limit	**75.1%**	**80.7%**	
	Percentage Change from FY25**	**0.0%**	**0.0%**	

Enter corresponding peer limit for each professional program--see Professional Program Peer Limit list

****Provide detailed justification on narrative form for all tuition and mandatory fee increases.****

**** ***Use of Revenue from Dedicated Fees*** : Requests for new fees or increases to existing fees will be thoroughly reviewed to ensure that the fees are required to meet specific costs and not requested to obscure, in essence, a tuition increase.****

Oklahoma State Regents for Higher Education

Tuition and Mandatory Fee Request

Research University
Undergraduate

Institution: Oklahoma State University Institute of Technology **Date Approved by Local Governing Board: pending (6.13.25)**

	Tuition and Mandatory Fees	Credit Hours or Semesters	FY25 Tuition & Fees		FY26 Tuition & Mandatory Fees				Guaranteed Tuition & Mandatory Fees			
			FY25 Rates	Cost for 30 Credit Hours	Proposed FY26 Rates	Cost for 30 Credit Hours	$ Chg from FY25	% Chg from FY25	FY25 Gtd Rate	Cost for 30 Credit Hours		
I.	**Tuition:**								155.00	4,650.00		
	Total Resident Tuition	***30***	***152.45***	***4,573.50***	***152.45***	***4,573.50***	***0.00***	***0.0%***	**Proposed FY26 Gtd Rate**	**Cost for 30 Credit Hours**	**$ Chg from FY25**	**% Chg from FY25**
	Nonresident Tuition	**30**	**187.00**	**5,610.00**	**187.00**	**5,610.00**	**0.00**	**0.0%**				
	Total Nonresident Tuition	***30***	***339.45***	***10,183.50***	***339.45***	***10,183.50***	***0.00***	***0.0%***	**158.00**	4,740.00	90.00	1.9%
II.	**Mandatory Fees**								***Same as Mandatory Fees for FY26 Non-Guaranteed Tuition Rate***			
	A. E&G Part I (290 Fund)											
	Student Technology Services Fee	30	10.00	300.00	10.00	300.00	0.00	0.0%	10.00	300.00	0.00	0.0%
	Library Automation and Materials Fee	30	2.00	60.00	2.00	60.00	0.00	0.0%	2.00	60.00	0.00	0.0%
	Library Resources Fee	30	2.00	60.00	2.00	60.00	0.00	0.0%	2.00	60.00	0.00	0.0%
	Educational Network Connectivity Fee	30		-		-	0.00		-			
	Academic Records Fee	30	0.50	15.00	0.50	15.00	0.00	0.0%	0.50	15.00	0.00	0.0%
	Assessment Fee	30	1.00	30.00	1.00	30.00	0.00	0.0%	1.00	30.00	0.00	0.0%
	Student ID Fee	2		-		-			-			
	Publications Fee	30		-		-			-			
	Safety Fee	30		-		-			-			
	Security Services Fee	2		-		-			-			
	Academic Excellence Fee	30	2.50	75.00	2.50	75.00	0.00	0.0%	2.50	75.00	0.00	0.0%
	Other Mandatory Fees (List Below)											
	IT Infrastructure Fee	30	2.00	60.00	2.00	60.00	0.00	0.0%	2.00	60.00	0.00	0.0%
	Campus Infrastructure Fee	30	3.00	90.00	3.00	90.00	0.00	0.0%	3.00	90.00	0.00	0.0%
	Campus Health Services Fee	30	1.00	30.00	1.00	30.00	0.00	0.0%	1.00	30.00	0.00	0.0%
	Subtotal E&G Part I(290 Fund) Mandatory Fees	*30*	*24.00*	*720.00*	*24.00*	*720.00*	*-*	*0.0%*	*24.00*	*720.00*	*0.00*	*0.0%*
	B. Auxiliary (700 Fund)											
	Student Activity Fee	30	5.65	169.50	5.65	169.50	0.00	0.0%	5.65	169.50	0.00	0.0%
	Student Facility Fee #1	30	2.00	60.00	2.00	60.00	0.00	0.0%	2.00	60.00	0.00	0.0%
	Student Facility Fee #2	30	5.00	150.00	5.00	150.00	0.00	0.0%	5.00	150.00	0.00	0.0%
	Student Health Fee								-			
	Cultural and Recreational Services Fee	30	3.00	90.00	3.00	90.00	0.00	0.0%	3.00	90.00	0.00	0.0%
	Speaker Series Fee								-			
	Parking and/or Transit Fee	30	0.35	10.50	0.35	10.50	0.00	0.0%	0.35	10.50	0.00	0.0%
	School Newspaper Fee								-			
	Student Government Fee								-			
	Other Mandatory Fees (List Below)											
	Subtotal Auxiliary(700 Fund) Mandatory Fees	*30*	*16.00*	*480.00*	*16.00*	*480.00*	*-*	*0.0%*	*16.00*	*480.00*	*0.00*	*0.0%*
	C. Total Mandatory Fees	***30***	***40.00***	***1,200.00***	***40.00***	***1,200.00***	***-***	***0.0%***	**40.00**	**1,200.00**	**0.00**	**0.0%**
III.	***Total Resident Tuition & Mandatory Fees***	***30***	***192.45***	***5,773.50***	***192.45***	***5,773.50***	***-***	***0.0%***	***198.00***	***5,940.00***		
IV.	***Total Nonresident Tuition & Mandatory Fees***	***30***	***379.45***	***11,383.50***	***379.45***	***11,383.50***	***-***	***0.0%***	***Diff from FY26 NG Rate***		***166.50***	***2.88%***

V.	***Legislative Peer Comparison***	***Resident***	***Nonresident***	
	FY26 Peer Limit -- Research Universities	**$13,455.00**	**$37,320.00**	***Guaranteed Tuition Rate shall not exceed 115% of the nonguaranteed tuition rate.***
	Institutional Request for FY26	**$5,773.50**	**$11,383.50**	
	Difference from Peer Limit	**$7,681.50**	**$25,936.50**	
	Percentage of Peer Limit	**42.9%**	**30.5%**	
	Percentage Change from FY25**	**0.0%**	**0.0%**	

****Provide detailed justification on narrative form for all tuition and mandatory fee increases.****

**** ***Use of Revenue from Dedicated Fees*** : Requests for new fees or increases to existing fees will be thoroughly reviewed to ensure that the fees are required to meet specific costs and not requested to obscure, in essence, a tuition increase.****

Oklahoma State Regents for Higher Education

Tuition and Mandatory Fee Request

Research University Undergraduate

Institution: OSUOKC **Date Approved by Local Governing Board: Pending 6013.25**

	Tuition and Mandatory Fees	Credit Hours or Semesters	FY25 Tuition & Fees		FY26 Tuition & Mandatory Fees				Guaranteed Tuition & Mandatory Fees			
			FY25 Rates	Cost for 30 Credit Hours	Proposed FY26 Rates	Cost for 30 Credit Hours	$ Chg from FY25	% Chg from FY25	FY25 Gtd Rate	Cost for 30 Credit Hours		
I.	**Tuition:**								149.00	4,470.00		
	Total Resident Tuition	***30***	***129.95***	***3,898.50***	***129.95***	***3,898.50***	***0.00***	***0.0%***	**Proposed FY26 Gtd Rate**	**Cost for 30 Credit Hours**	**$ Chg from FY25**	**% Chg from FY25**
	Nonresident Tuition	**30**	**241.05**	**7,231.50**	**241.05**	**7,231.50**	**0.00**	**0.0%**				
	Total Nonresident Tuition	***30***	***371.00***	***11,130.00***	***371.00***	***11,130.00***	***0.00***	***0.0%***	**149.00**	4,470.00	-	0.0%
II.	**Mandatory Fees**								***Same as Mandatory Fees for FY26 Non-Guaranteed Tuition Rate***			
	A. E&G Part I (290 Fund)											
	Student Technology Services Fee	30	11.00	330.00	11.00	330.00	0.00	0.0%	11.00	330.00	0.00	0
	Library Automation and Materials Fee	30	2.50	75.00	2.50	75.00	0.00	0.0%	2.50	75.00	0.00	0
	Library Resources Fee	30	-	-	-	-			-			
	Educational Network Connectivity Fee	30	-	-	-	-			-			
	Academic Records Fee	12	0.50	6.00	0.50	6.00	0.00	0.0%	0.50	6.00	0.00	0
	Assessment Fee	30	1.00	30.00	1.00	30.00	0.00	0.0%	1.00	30.00	0.00	0
	Student ID Fee	2	-	-	-	-			-			
	Publications Fee	30	-	-	-	-			-			
	Safety Fee	30	-	-		-			-			
	Security Services Fee	2	-	-	-	-			-			
	Academic Excellence Fee	30	-	-	-	-			-			
	Other Mandatory Fees (List Below)				-				-			
	IT Infrastructure Fee	30	2.00	60.00	2.00	60.00	0.00	0.0%	2.00	60.00	0.00	0
	Subtotal E&G Part I(290 Fund) Mandatory Fees	*30*	*16.70*	*501.00*	*16.70*	*501.00*	*-*	*0.0%*	*16.70*	*501.00*	*0.00*	*0.0%*
	B. Auxiliary (700 Fund)											
	Student Activity Fee	30	3.50	105.00	3.50	105.00	0.00	0.0%	3.50	105.00	0.00	0
	Student Facility Fee #1	30	7.50	225.00	7.50	225.00	0.00	0.0%	7.50	225.00	0.00	0
	Student Facility Fee #2	30	-	-	-	-			-			
	Student Health Fee	2	-	-	-	-			-			
	Cultural and Recreational Services Fee	2	10.00	20.00	10.00	20.00	0.00	0.0%	10.00	20.00	0.00	0
	Speaker Series Fee	30	-	-	-	-			-			
	Parking and/or Transit Fee	2	25.00	50.00	25.00	50.00	0.00	0.0%	25.00	50.00	0.00	0
	School Newspaper Fee	30	-	-	-	-			-			
	Student Government Fee	30	-	-	-	-			-			
	Other Mandatory Fees (List Below)			-		-						
	Subtotal Auxiliary(700 Fund) Mandatory Fees	*30*	*13.33*	*400.00*	*13.33*	*400.00*	*-*	*0.0%*	*13.33*	*400.00*	*0.00*	*0.0%*
	C. Total Mandatory Fees	***30***	***30.03***	***901.00***	***30.03***	***901.00***	***-***	***0.0%***	**30.03**	**901.00**	**0.00**	**0.0%**
III.	***Total Resident Tuition & Mandatory Fees***	***30***	***159.98***	***4,799.50***	***159.98***	***4,799.50***	***-***	***0.0%***	***179.03***	***5,371.00***		
IV.	***Total Nonresident Tuition & Mandatory Fe***	***30***	***401.03***	***12,031.00***	***401.03***	***12,031.00***	***-***	***0.0%***	***Diff from FY26 NG Rate***		***571.50***	***11.91%***

V.	***Legislative Peer Comparison***	***Resident***	***Nonresident***	
	FY26 Peer Limit -- Research Universities	**$13,455.00**	**$37,320.00**	***Guaranteed Tuition Rate shall not exceed 115% of the nonguaranteed tuition rate.***
	Institutional Request for FY26	**$4,799.50**	**$12,031.00**	
	Difference from Peer Limit	**$8,655.50**	**$25,289.00**	
	Percentage of Peer Limit	**35.7%**	**32.2%**	
	Percentage Change from FY25**	**0.0%**	**0.0%**	

****Provide detailed justification on narrative form for all tuition and mandatory fee increases.****

**** ***Use of Revenue from Dedicated Fees*** : Requests for new fees or increases to existing fees will be thoroughly reviewed to ensure that the fees are required to meet specific costs and not requested to obscure, in essence, a tuition increase.****

Oklahoma State Regents for Higher Education
Tuition and Mandatory Fee Request

Research University
Graduate

Institution: OSU Center for Health Sciences (Graduate On Campus Degree Programs) **Date Approved by Local Governing Board: pending (6.13.25)**

I.	Tuition and Mandatory Fees	Credit Hours or Semesters	FY25 Tuition & Fees		FY26 Tuition & Mandatory Fees			
			FY25 Rates	Cost for 24 Credit Hours	Proposed FY26 Rates	Cost for 24 Credit Hours	$ Chg from FY25	% Chg from FY25
	Tuition:							
	Total Resident Tuition	***24***	***233.80***	***5,611.20***	***233.80***	***5,611.20***	***0.00***	***0.0%***
	FY25 TUITION AND FEE TIMELINE	**24**	**645.95**	**15,502.80**	**645.95**	**15,502.80**	**0.00**	**0.0%**
	Total Nonresident Tuition	***24***	***879.75***	***21,114.00***	***879.75***	***21,114.00***	***0.00***	***0.0%***
II	**Mandatory Fees**							
	A. E&G Part I (290 Fund)							
	Student Technology Services Fee	24	10.41	249.84	10.41	249.84	0.00	0.0%
	Library Automation and Materials Fee	24	7.50	180.00	7.50	180.00	0.00	0.0%
	Library Resources Fee							
	Educational Network Connectivity Fee							
	Academic Records Fee	24	3.35	80.40	3.35	80.40	0.00	0.0%
	Assessment Fee							
	Student ID Fee							
	Publications Fee							
	Safety Fee							
	Security Services Fee	24	4.00	96.00	4.00	96.00	0.00	0.0%
	Processing Fee							
	Academic Excellence Fee							
	Other Mandatory Fees (List Below)							
	State Regents' Consideration and Approval of FY25 Tuition ar	*24*	*25.26*	*606.24*	*25.26*	*606.24*	*0.00*	*0.0%*
	B. Auxiliary (700 Fund)							
	Student Activity Fee	24	7.72	185.28	7.72	185.28	0.00	0.0%
	Student Facility Fee #1							
	Student Facility Fee #2							
	Student Health Fee	2	64.00	128.00	64.00	128.00	0.00	0.0%
	Cultural and Recreational Services Fee							
	Speaker Series Fee							
	Parking and/or Transit Fee							
	School Newspaper Fee							
	Student Government Fee							
	Other Mandatory Fees (List Below)							
	Subtotal Auxiliary (700 Fund) Mandatory Fees	*24*	*13.05*	*313.28*	*13.05*	*313.28*	*0.00*	*0.0%*
	C. Total Mandatory Fees	***24***	***38.31***	***919.52***	***38.31***	***919.52***	***0.00***	***0.0%***
III.	***Total Resident Tuition and Mandatory Fees***	***24***	***272.11***	***6,530.72***	***272.11***	***6,530.72***	***0.00***	***0.0%***
IV.	***Total Nonresident Tuition and Mandatory Fees***	***24***	***918.06***	***22,033.52***	***918.06***	***22,033.52***	***0.00***	***0.0%***

V.	***Legislative Peer Comparison***	***Resident***	***Nonresident***	
	FY26 Peer Limit -- Research Universities	**$12,676.00**	**$29,815.00**	
	Institutional Request for FY26	**$6,530.72**	**$22,033.52**	
	Difference from Peer Limit	**$6,145.28**	**$7,781.48**	
	Percentage of Peer Limit	**51.5%**	**73.9%**	
	Percentage Change from FY25**	**0.0%**	**0.0%**	

****Provide detailed justification on narrative form for all tuition and mandatory fee increases.****

**** ***Use of Revenue from Dedicated Fees*** : Requests for new fees or increases to existing fees will be thoroughly reviewed to ensure that the fees are required to meet specific costs and not requested to obscure, in essence, a tuition increase.****

Oklahoma State Regents for Higher Education
Tuition and Mandatory Fee Request

Research University
Graduate

Institution: OSU Center for Health Sciences (Graduate Online Degree Programs) **Date Approved by Local Governing Board: pending (6.13.25)**

I.	Tuition and Mandatory Fees	Credit Hours or Semesters	FY25 Tuition & Fees		FY26 Tuition & Mandatory Fees			
			FY25 Rates	Cost for 24 Credit Hours	Proposed FY26 Rates	Cost for 24 Credit Hours	$ Chg from FY25	% Chg from FY25
	Tuition:							
	Total Resident Tuition	***24***	***233.80***	***5,611.20***	***233.80***	***5,611.20***	***0.00***	***0.0%***
	FY25 TUITION AND FEE TIMELINE	**24**	**130.20**	**3,124.80**	**130.20**	**3,124.80**	**0.00**	**0.0%**
	Total Nonresident Tuition	***24***	***364.00***	***8,736.00***	***364.00***	***8,736.00***	***0.00***	***0.0%***
II	**Mandatory Fees**							
	A. E&G Part I (290 Fund)							
	Student Technology Services Fee	24	10.41	249.84	10.41	249.84	0.00	0.0%
	Library Automation and Materials Fee	24	7.50	180.00	7.50	180.00	0.00	0.0%
	Library Resources Fee							
	Educational Network Connectivity Fee							
	Academic Records Fee	24	3.35	80.40	3.35	80.40	0.00	0.0%
	Assessment Fee							
	Student ID Fee							
	Publications Fee							
	Safety Fee							
	Security Services Fee	24	4.00	96.00	4.00	96.00	0.00	0.0%
	Processing Fee							
	Academic Excellence Fee							
	Other Mandatory Fees (List Below)							
	State Regents' Consideration and Approval of FY25 Tuition ar	*24*	*25.26*	*606.24*	*25.26*	*606.24*	*0.00*	*0.0%*
	B. Auxiliary (700 Fund)							
	Student Activity Fee	24	7.72	185.28	7.72	185.28	0.00	0.0%
	Student Facility Fee #1							
	Student Facility Fee #2							
	Student Health Fee	2	64.00	128.00	64.00	128.00	0.00	0.0%
	Cultural and Recreational Services Fee							
	Speaker Series Fee							
	Parking and/or Transit Fee							
	School Newspaper Fee							
	Student Government Fee							
	Other Mandatory Fees (List Below)							
	Subtotal Auxiliary (700 Fund) Mandatory Fees	*24*	*13.05*	*313.28*	*13.05*	*313.28*	*0.00*	*0.0%*
	C. Total Mandatory Fees	***24***	***38.31***	***919.52***	***38.31***	***919.52***	***0.00***	***0.0%***
III.	***Total Resident Tuition and Mandatory Fees***	***24***	***272.11***	***6,530.72***	***272.11***	***6,530.72***	***0.00***	***0.0%***
IV.	***Total Nonresident Tuition and Mandatory Fees***	***24***	***402.31***	***9,655.52***	***402.31***	***9,655.52***	***0.00***	***0.0%***

V.	***Legislative Peer Comparison***	***Resident***	***Nonresident***	
	FY26 Peer Limit -- Research Universities	**$12,676.00**	**$29,815.00**	
	Institutional Request for FY26	**$6,530.72**	**$9,655.52**	
	Difference from Peer Limit	**$6,145.28**	**$20,159.48**	
	Percentage of Peer Limit	**51.5%**	**32.4%**	
	Percentage Change from FY25**	**0.0%**	**0.0%**	

****Provide detailed justification on narrative form for all tuition and mandatory fee increases.****

**** ***Use of Revenue from Dedicated Fees*** : Requests for new fees or increases to existing fees will be thoroughly reviewed to ensure that the fees are required to meet specific costs and not requested to obscure, in essence, a tuition increase.****

Oklahoma State Regents for Higher Education
Tuition and Mandatory Fee Request

Professional Program

Institution:OSU Center for Health Sciences **Date Approved by Local Governing Board: pending (6.13.25)**

	Tuition and Mandatory Fees	Credit Hours or Semesters	FY25 Tuition & Fees		FY26 Tuition & Mandatory Fees			
			FY25 Rates	Cost for Full-Time Student	Proposed FY26 Rates	Cost for Full-Time Student	$ Chg from FY25	% Chg from FY25
I.	**Tuition:** *Osteopathic Medicine*							
	FY26 TUITION AND FEE TIMELINE	***2***	***12,898.30***	***25,796.60***	***12,898.30***	***25,796.60***	***0.00***	***0.0%***
	Nonresident Tuition	**2**	**13,750.98**	***27,501.96***	**13,750.98**	***27,501.96***	**0.00**	**0.0%**
	Total Nonresident Tuition	***2***	***26,649.28***	***53,298.56***	***26,649.28***	***53,298.56***	***0.00***	***0.0%***
II.	**Mandatory Fees**							
	A. E&G Part I (290 Fund)							
	Student Technology Services Fee	2	125.00	250.00	125.00	250.00	0.00	0.0%
	Library Automation and Materials Fee	2	180.00	360.00	180.00	360.00	0.00	0.0%
	Library Resources Fee	2	-	-	-	-		
	Educational Network Connectivity Fee	2	-	-	-	-		
	Academic Records Fee	2	40.00	80.00	40.00	80.00	0.00	0.0%
	Assessment Fee		-	-	-	-		
	Student ID Fee		-	-	-	-		
	Publications Fee		-	-	-	-		
	Safety Fee		-	-	-	-		
	Security Services Fee	2	72.00	144.00	72.00	144.00	0.00	0.0%
	Processing Fee		-	-	-	-		
	Academic Excellence Fee		-	-	-	-		
	Other Mandatory Fees (List Below)							
	Clinica Skills Equipment Fee	2	135.00	270.00	135.00	270.00	0.00	0.0%
				-		-		
	Subtotal E&G Part I (290 Fund) Mandatory Fees	*2*	*552.00*	*1,104.00*	*552.00*	*1,104.00*	*0.00*	*0.0%*
	B. Auxiliary (700 Fund)							
	Student Activity Fee	2	92.61	185.22	92.61	185.22	0.00	0.0%
	Student Facility Fee #1	2	182.50	365.00	182.50	365.00	0.00	0.0%
	Student Facility Fee #2			-	-	-		
	Student Health Fee	2	64.00	128.00	64.00	128.00	0.00	0.0%
	Cultural and Recreational Services Fee			-		-		
	Speaker Series Fee		-	-		-		
	Parking and/or Transit Fee		-	-		-		
	School Newspaper Fee		-	-		-		
	Student Government Fee		-	-		-		
	Other Mandatory Fees (List Below)							
	Student Malpractice Insurance Fee	2	62.50	125.00	62.50	125.00	0.00	0.0%
	Board Exam Prep Fee	2	250.00	500.00	250.00	500.00	0.00	0.0%
	Wellness Fee	2	87.50	175.00	87.50	175.00	0.00	0.0%
	Subtotal Auxiliary (700 Fund) Mandatory Fees	*2*	*739.11*	*1,478.22*	*739.11*	*1,478.22*	*0.00*	*0.0%*
	C. Total Mandatory Fees	**2**	**1,291.11**	**2,582.22**	**1,291.11**	**2,582.22**	**0.00**	**0.0%**
III.	***Total Resident Tuition and Mandatory Fees***	***2***	***14,189.41***	***28,378.82***	***14,189.41***	***28,378.82***	***0.00***	***0.0%***
IV.	***Total Nonresident Tuition and Mandatory Fees***	***2***	***27,940.39***	***55,880.78***	***27,940.39***	***55,880.78***	***0.00***	***0.0%***

V.	***Legislative Peer Comparison***	***Resident***	***Nonresident***	
	FY26 Peer Limit -- Professional Program*	**$42,114.00**	**$72,640.00**	
	Institutional Request for FY26	**$28,378.82**	**$55,880.78**	
	Difference from Peer Limit	**$13,735.18**	**$16,759.22**	
	Percentage of Peer Limit	**67.4%**	**76.9%**	
	Percentage Change from FY25**	**0.0%**	**0.0%**	

Enter corresponding peer limit for each professional program--see Professional Program Peer Limit list

****Provide detailed justification on narrative form for all tuition and mandatory fee increases.****

**** **Use of Revenue from Dedicated Fees** : Requests for new fees or increases to existing fees will be thoroughly reviewed to ensure that the fees are required to meet specific costs and not requested to obscure, in essence, a tuition increase.****

Oklahoma State Regents for Higher Education *Professional Program*

Tuition and Mandatory Fee Request

Institution:OSU CHS - Master of Physician Assistant Studies - FALL/SPRING SEMESTERS **Date Approved by Local Governing Board: pending (6.13.25)**

	Tuition and Mandatory Fees	Credit Hours or Semesters	FY25 Tuition & Fees		FY26 Tuition & Mandatory Fees			
			FY25 Rates	Cost for Full-Time Student	Proposed FY26 Rates	Cost for Full-Time Student	$ Chg from FY25	% Chg from FY25
I.	**Tuition:**							
	Physician Assistant							
	FY25 TUITION AND FEE TIMELINE	***2***	***6,075.00***	***12,150.00***	***6,075.00***	***12,150.00***	***0.00***	***0.0%***
	Nonresident Tuition	**2**	**7,200.00**	***14,400.00***	**7,200.00**	***14,400.00***	**0.00**	**0.0%**
	Total Nonresident Tuition	***2***	***13,275.00***	***26,550.00***	***13,275.00***	***26,550.00***	***0.00***	***0.0%***
II.	**Mandatory Fees**							
	A. E&G Part I (290 Fund)							
	Student Technology Services Fee	2	112.50	225.00	112.50	225.00	0.00	0.0%
	Library Automation and Materials Fee	2	162.00	324.00	162.00	324.00	0.00	0.0%
	Library Resources Fee		-	-	-	-		
	Educational Network Connectivity Fee		-	-	-	-		
	Academic Records Fee	2	36.00	72.00	36.00	72.00	0.00	0.0%
	Assessment Fee		-	-	-	-		
	Student ID Fee		-	-	-	-		
	Publications Fee		-	-	-	-		
	Safety Fee		-	-	-	-		
	Security Services Fee	2	64.80	129.60	64.80	129.60	0.00	0.0%
	Processing Fee		-	-	-	-		
	Academic Excellence Fee		-	-	-	-		
	Other Mandatory Fees (List Below)							
	PA Clinical Skills Equipment Fee	2	194.40	388.80	194.40	388.80	0.00	0.0%
			-	-	-	-		
	Subtotal E&G Part I (290 Fund) Mandatory Fees	*2*	*569.70*	*1,139.40*	*569.70*	*1,139.40*	*0.00*	*0.0%*
	B. Auxiliary (700 Fund)							
	Student Activity Fee	2	83.35	166.70	83.35	166.70	0.00	0.0%
	Student Facility Fee #1	2	164.25	328.50	164.25	328.50	0.00	0.0%
	Student Facility Fee #2		-	-	-	-		
	Student Health Fee	2	57.60	115.20	57.60	115.20	0.00	0.0%
	Cultural and Recreational Services Fee		-	-				
	Speaker Series Fee		-	-				
	Parking and/or Transit Fee		-	-				
	School Newspaper Fee		-	-				
	Student Government Fee		-	-				
	Other Mandatory Fees (List Below)							
	Student Malpractice Insurance Fee	2	56.25	112.50	56.25	112.50	0.00	0.0%
	Board Exam Prep Fee	2	225.00	450.00	225.00	450.00	0.00	0.0%
	Wellness Fee	2	78.75	157.50	78.75	157.50	0.00	0.0%
	Subtotal Auxiliary (700 Fund) Mandatory Fees	2	*665.20*	*1,330.40*	*665.20*	*1,330.40*	*0.00*	*0.0%*
	C. Total Mandatory Fees	**2**	**1,234.90**	**2,469.80**	**1,234.90**	**2,469.80**	**0.00**	**0.0%**
III.	***Total Resident Tuition and Mandatory Fees***	***2***	***7,309.90***	***14,619.80***	***7,309.90***	***14,619.80***	**0.00**	**0.0%**
IV.	***Total Nonresident Tuition and Mandatory Fees***	***2***	***14,509.90***	***29,019.80***	***14,509.90***	***29,019.80***	**0.00**	**0.0%**

V.	***Legislative Peer Comparison***	***Resident***	***Nonresident***	
	FY26 Peer Limit -- Professional Program*	**$20,855.00**	**$41,025.00**	
	Institutional Request for FY26	**$14,619.80**	**$29,019.80**	
	Difference from Peer Limit	**$6,235.20**	**$12,005.20**	
	Percentage of Peer Limit	**70.1%**	**70.7%**	
	Percentage Change from FY25**	**0.0%**	**0.0%**	

Enter corresponding peer limit for each professional program--see Professional Program Peer Limit list

****Provide detailed justification on narrative form for all tuition and mandatory fee increases.****

**** ***Use of Revenue from Dedicated Fees*** : Requests for new fees or increases to existing fees will be thoroughly reviewed to ensure that the fees are required to meet specific costs and not requested to obscure, in essence, a tuition increase.****

Oklahoma State Regents for Higher Education *Professional Program*

Tuition and Mandatory Fee Request

Institution:OSU CHS - Master of Physician Assistant Studies - SUMMER SEMESTERS O! Date Approved by Local Governing Board: pending (6.13.25)

	Tuition and Mandatory Fees	Credit Hours or Semesters	FY25 Tuition & Fees		FY26 Tuition & Mandatory Fees			
			FY25 Rates	Cost for Full-Time Student	Proposed FY26 Rates	Cost for Full-Time Student	$ Chg from FY25	% Chg from FY25
I.	**Tuition:** *Physician Assistant*							
	FY25 TUITION AND FEE TIMELINE	***1***	***1,350.00***	***1,350.00***	***1,350.00***	***1,350.00***	***0.00***	***0.0%***
	Nonresident Tuition	**1**	**1,600.00**	***1,600.00***	**1,600.00**	***1,600.00***	**0.00**	**0.0%**
	Total Nonresident Tuition	***1***	***2,950.00***	***2,950.00***	***2,950.00***	***2,950.00***	***0.00***	***0.0%***
II.	**Mandatory Fees**							
	A. E&G Part I (290 Fund)							
	Student Technology Services Fee	1	25.00	25.00	25.00	25.00	0.00	0.0%
	Library Automation and Materials Fee	1	36.00	36.00	36.00	36.00	0.00	0.0%
	Library Resources Fee	1	-	-	-	-		
	Educational Network Connectivity Fee	1	-	-	-	-		
	Academic Records Fee	1	8.00	8.00	8.00	8.00	0.00	0.0%
	Assessment Fee		-	-	-	-		
	Student ID Fee		-	-	-	-		
	Publications Fee		-	-	-	-		
	Safety Fee		-	-	-	-		
	Security Services Fee	1	14.40	14.40	14.40	14.40	0.00	0.0%
	Processing Fee		-	-	-	-		
	Academic Excellence Fee		-	-	-	-		
	Other Mandatory Fees (List Below)							
	PA Clinical Skills Equipment Fee	1	43.20	43.20	43.20	43.20	0.00	0.0%
			-	-	-	-		
	Subtotal E&G Part I (290 Fund) Mandatory Fees	*1*	*126.60*	*126.60*	*126.60*	*126.60*	*0.00*	*0.0%*
	B. Auxiliary (700 Fund)							
	Student Activity Fee	1	18.52	18.52	18.52	18.52	0.00	0.0%
	Student Facility Fee #1	1	36.50	36.50	36.50	36.50	0.00	0.0%
	Student Facility Fee #2		-					
	Student Health Fee	1	12.80	12.80	12.80	12.80	0.00	0.0%
	Cultural and Recreational Services Fee	1	-	-				
	Speaker Series Fee	1	-	-				
	Parking and/or Transit Fee	1	-	-				
	School Newspaper Fee	1	-	-				
	Student Government Fee	1	-	-				
	Other Mandatory Fees (List Below)	1						
	Student Malpractice Insurance Fee	1	12.50	12.50	12.50	12.50	0.00	0.0%
	Board Exam Prep Fee	1	50.00	50.00	50.00	50.00	0.00	0.0%
	Wellness Fee	1	17.50	17.50	17.50	17.50	0.00	0.0%
	Subtotal Auxiliary (700 Fund) Mandatory Fees	1	*147.82*	*147.82*	*147.82*	*147.82*	*0.00*	*0.0%*
	C. Total Mandatory Fees	**1**	**274.42**	**274.42**	**274.42**	**274.42**	**0.00**	**0.0%**
III.	***Total Resident Tuition and Mandatory Fees***	***1***	***1,624.42***	***1,624.42***	***1,624.42***	***1,624.42***	**0.00**	**0.0%**
IV.	***Total Nonresident Tuition and Mandatory Fees***	***1***	***3,224.42***	***3,224.42***	***3,224.42***	***3,224.42***	**0.00**	**0.0%**

V.	***Legislative Peer Comparison***	***Resident***	***Nonresident***	
	FY26 Peer Limit -- Professional Program*	**$20,855.00**	**$41,025.00**	
	Institutional Request for FY26	**$1,624.42**	**$3,224.42**	
	Difference from Peer Limit	**$19,230.58**	**$37,800.58**	
	Percentage of Peer Limit	**7.8%**	**7.9%**	
	Percentage Change from FY25**	**0.0%**	**0.0%**	

Enter corresponding peer limit for each professional program--see Professional Program Peer Limit list

****Provide detailed justification on narrative form for all tuition and mandatory fee increases.****

*** ***Use of Revenue from Dedicated Fees*** : *Requests for new fees or increases to existing fees will be thoroughly reviewed to ensure that the fees are required to meet specific costs and not requested to obscure, in essence, a tuition increase.****

Approval of Peace Officer Action (OSUIT)

Board approval is requested for the Peace Officer action listed below:

Commission:
Chad Chance - OSU Institute for Technology (OSUIT)

These actions are requested under the provisions of Title 74, Section 360.15 O.S. and the Board's regular commissioning procedures.

Approval of Actions Required to Refund Master Lease Program Bonds for Savings (OSU-STW)

Board approval is requested to submit the appropriate documents to OSRHE and take all necessary action to refund, through the Master Lease Program, the Master Real Property Lease 2015A Series bonds. These bonds originally financed the refunding of the Series 2004 Athletic Bonds, which were issued to finance the North Side renovations of Boone Pickens Stadium.

The university attempted to refund this debt with the May 2025 General Revenue Bond issuance, however, at the time we could not achieve enough savings to move forward. This approval is requested to provide flexibility should market conditions allow.

The potential refunding amount is currently estimated at $12,000,000, and the Bonds will be issued with principal sufficient to refinance all of these Master Lease Program Bonds, plus the cost of issuance. For any refunding to proceed, the Net Present Value savings as a percentage of the refunded principal must be greater than 3%, which is the minimum threshold of savings the Government Finance Officers Association identifies for assessing the appropriateness of a refunding.

Mitchell Emig, Administration & Finance Business Operations, is coordinating this item.

Approval for the College of Engineering, Architecture, and Technology to Dispose of Equipment Through Transfer to the University of South Florida (OSU-STW)

Board approval is requested to allow the College of Engineering, Architecture, and Technology (CEAT) to dispose of equipment through transfer to the University of South Florida (USF).

Dr. Mari Andiappan has accepted a position at USF and requests eleven pieces of equipment transfer with him. Five items, with a total original cost of $20,280, are titled to OSU, were purchased with departmental funds and had a remaining book value of $4,974 at the time of request. USF will pay OSU the book value of these items. Six items, with a total original cost of $11,869, were purchased with grant funds. The transfer of the equipment complies with the grantor's policies. USF will reimburse OSU for any costs to remove and transfer the equipment. The transfer will allow continuance of Dr. Andiappan's research in the area of plasmonic nanomaterials and high-dielectric metal oxide nanomaterials-based photocatalytic processes, solar energy conversion and storage, sustainable production of fuels, chemicals, and pharmaceuticals, and carbon dioxide conversion.

Faculty in CEAT have been surveyed concerning existing needs for this equipment in the foreseeable future, and it was determined no need exists to retain it for their use. All necessary approvals have been received according to University Policy and Procedure and the Department Head, Dean of the College, and Vice President of Research recommend this request be honored.

No funding is required.

Tammy Eck, Office of the Associate Vice President for Finance, and Kenneth Sewell, Division of the Vice President for Research, are coordinating this item.

Approval to Transfer Funds for the Acquisition of the Stillwater Young Men's Christian Association in Stillwater, Oklahoma (OSU-STW)

Board approval is requested to transfer $4,000,000 from State Fund 290, Educational and General Operations Revolving Fund, to State Fund 295, Capital Improvements Revolving Fund, for the acquisition of the Stillwater Young Men's Christian Association, in Stillwater, Oklahoma.

The Oklahoma State Regents for Higher Education requires approval of the institutional governing board for said institution to utilize Educational and General Funds (290) for capital expenditures. Those funds must be transferred to the Capital Revolving fund (295).

This acquisition was approved at the March 2025 Board meeting (G-3).

Tammy Eck, Office of the Associate Vice President for Finance, is coordinating this item.

Approval to Transfer Funds for the Scott Parker Wentz Cafeteria Remodel for the Nursing Program in Stillwater, Oklahoma (OSU-STW)

Board approval is requested to transfer $5,979,709 from State Fund 290, Educational and General Operations Revolving Fund, to State Fund 295, Capital Improvements Revolving Fund, for the Scott Parker Wentz cafeteria remodel project for the nursing program in Stillwater, Oklahoma.

The Oklahoma State Regents for Higher Education requires approval of the institutional governing board for said institution to utilize Educational and General Funds (290) for capital expenditures. Those funds must be transferred to the Capital Revolving fund (295).

This project was approved at the March 2024 Board meeting (J-2.a).

Tammy Eck, Office of the Associate Vice President for Finance, is coordinating this item.

Approval to Enter Into Ingress/Egress Agreements with Board of Commissioners for Payne County for Property Located in Stillwater, Oklahoma (OSU-STW)

Board approval is requested to enter into ingress/egress agreements with the Board of Commissioners for Payne County for property located in Stillwater, Oklahoma.

Board approval is also requested to allow the President, or their designee, to execute the documents.

These agreements will grant the Board of Commissioners for Payne County access to Board-owned lands to clear trees, run ditches, and slope banks in the designated areas. This will also allow County Commissioners to complete road improvements on the east and west sides of Sangre Road in areas generally described as:

> Tracts of land located in Section 8, T19N, R2E, of the Indian Meridian, Payne County, Oklahoma.

The requested work will be completed at no cost to the university, and the agreement will be effective until the date of completion and acceptance of project work by the Board of County Commissioners

The ingress/egress agreement documents will be reviewed by Board Legal Counsel prior to execution and will contain detailed legal descriptions and maps showing areas covered. Division of Agricultural Sciences and Natural Resources (DASNR) officials will be made aware of these proposed improvements.

No funding is required.

Suzanne Frits and Mitchell Emig, Administration and Finance Business Operations, Brandee Hancock, Deputy General Counsel, Chris Richards, DASNR, and Rhonda Markum, Board of Commissioners, Payne County District #3, are coordinating this item.

PAYNE COUNTY
BOARD OF COUNTY COMMISSIONERS
INGRESS AND EGRESS AGREEMENT

THE STATE OF OKLAHOMA §
§ KNOW ALL PERSONS BY THESE PRESENTS:
COUNTY OF PAYNE §

This Agreement is entered to be effective _____, 2025 by and between Board of Regents for the Oklahoma A & M College 220 Oklahoma State University Stillwater, OK 74078 ("GRANTOR" herein) and the PAYNE COUNTY BOARD OF COMMISSIONERS ("GRANTEE" herein).

WITNESSETH:

WHEREAS, GRANTOR is the owner of property described as:
19N, 02E, 08B252 4224 W. McElroy McElroy N West Side of Sangre #600006864
Clearing trees, running ditches and sloping banks for road improvement on Sangre Rd

WHEREAS, GRANTOR and GRANTEE are desirous of creating and maintaining an area for easement purposes, under certain terms of **Terms of Agreement:**

1. Landowner grants the use of land described above for the purpose of temporary construction and access for construction.

2. This agreement will be effective until date of completion and acceptance of said project by the Board of County Commissioners, Payne County, Oklahoma.

IN WITNESS HEREOF, the parties have agreed on said terms of agreement.

STATE OF OKLAHOMA §
§
COUNTY OF §

This instrument was signed and attested before me _____ day of _____ 2025,

by _____.
Landowner- Signature

_____
Notary Public SIGNATURE

My Commission Expires: _____ #_____

ATTEST:

GLENNA CRAIG
PAYNE COUNTY CLERK

BOARD OF COUNTY COMMISSIONERS
FOR THE COUNTY OF PAYNE, STATE OF OKLAHOMA

_____
CHAIRMAN

_____
VICE-CHAIRMAN

_____
MEMBER

West side of N. Sangre Road

PAYNE COUNTY
BOARD OF COUNTY COMMISSIONERS
INGRESS AND EGRESS AGREEMENT

THE STATE OF OKLAHOMA §
§ KNOW ALL PERSONS BY THESE PRESENTS:
COUNTY OF PAYNE §

This Agreement is entered to be effective _____, 2025 by and between Oklahoma State University 107 Whitehurst Hall Stillwater, OK 74078 ("GRANTOR" herein) and the PAYNE COUNTY BOARD OF COMMISSIONERS ("GRANTEE" herein).

WITNESSETH:

WHEREAS, GRANTOR is the owner of property described as:
19N, 02E, 08B253 1201 N. Sangre Rd. Corner Sangre/McElroy N E Side #600006865
Clearing trees, running ditches and sloping banks for road improvement.
East side of Sangre

WHEREAS, GRANTOR and GRANTEE are desirous of creating and maintaining an area for easement purposes, under certain terms of **Terms of Agreement**:

1. Landowner grants the use of land described above for the purpose of temporary construction and access for construction.

2. This agreement will be effective until date of completion and acceptance of said project by the Board of County Commissioners, Payne County, Oklahoma.

IN WITNESS HEREOF, the parties have agreed on said terms of agreement.

STATE OF OKLAHOMA §
§
COUNTY OF §

This instrument was signed and attested before me _____ day of _____ 2025,

by _____.
Landowner- Signature

_____
Notary Public SIGNATURE

My Commission Expires: _____ # _____

ATTEST:

BOARD OF COUNTY COMMISSIONERS
FOR THE COUNTY OF PAYNE, STATE OF OKLAHOMA

_____
GLENNA CRAIG
PAYNE COUNTY CLERK

_____
CHAIRMAN

_____
VICE-CHAIRMAN

_____
MEMBER

East side of N. Sangre Road

PAYNE COUNTY
BOARD OF COUNTY COMMISSIONERS
INGRESS AND EGRESS AGREEMENT

THE STATE OF OKLAHOMA §
§ KNOW ALL PERSONS BY THESE PRESENTS:
COUNTY OF PAYNE §

This Agreement is entered to be effective _____, 2025 by and between Oklahoma State University 137 Agricultural Hall Stillwater, OK 74078 ("GRANTOR" herein) and the PAYNE COUNTY BOARD OF COMMISSIONERS ("GRANTEE" herein).

WITNESSETH:

WHEREAS, GRANTOR is the owner of property described as:
19N, 02E, 16A001 2306 W. 6th Ave. #600010100
Clearing trees, running ditches and sloping banks for road improvement.
East side of Sangre approx. 3/4 mile from McElroy going South

WHEREAS, GRANTOR and GRANTEE are desirous of creating and maintaining an area for easement purposes, under certain terms of **Terms of Agreement**:

1. Landowner grants the use of land described above for the purpose of temporary construction and access for construction.

2. This agreement will be effective until date of completion and acceptance of said project by the Board of County Commissioners, Payne County, Oklahoma.

IN WITNESS HEREOF, the parties have agreed on said terms of agreement.

STATE OF OKLAHOMA §
§
COUNTY OF §

This instrument was signed and attested before me _____ day of _____ 2025,

by _____.
Landowner- Signature

_____
Notary Public SIGNATURE

My Commission Expires: _____ #_____

ATTEST:

GLENNA CRAIG
PAYNE COUNTY CLERK

BOARD OF COUNTY COMMISSIONERS
FOR THE COUNTY OF PAYNE, STATE OF OKLAHOMA

_____
CHAIRMAN

_____
VICE-CHAIRMAN

_____
MEMBER

East side of N. Sangre Road

Approval to Execute a Deed, Certificate of Acceptance, and Seller/Owner Affidavit for Property Located in Tulsa, Oklahoma, to Effectuate the Donation of Real Property to The United States Department of Veterans Affairs (OSU-CHS)

Board approval is requested to authorize the Board Chair to execute a deed, Certificate of Acceptance, and Seller/Owner Affidavit for property located in Tulsa, Oklahoma, to effectuate the donation of land to the United States Department of Veterans Affairs. The real property to be donated is 5.8927 acres, more or less.

Closing costs and required title insurance are not expected to exceed $200,000.

In 2021, the Board executed a Gift in Place Agreement and a Design and Development Agreement (DDA) to partner with Veterans Hospital in Tulsa, LLC, and the United States Department of Veterans Affairs to construct a new VA hospital in downtown Tulsa adjacent to the OSU Medical Center. The agreements contemplate transferring the property in stages, upon agreement of the parties, to allow the VA to begin contracting and activation activities prior to substantial completion of the facility. Also in 2021, the Board adopted a Resolution in which it resolved to transfer the property and structures to the VA.

This first action transfers the land only, with subsequent transfers of the completed structures and finalization of obligations in the Gift in Place and DDA to occur in the fall of 2025. The VA is prohibited from entering into certain agreements prior to ownership or possession of real property. Transferring the land at this time allows the VA to enter into multiple agreements for utility services, equipment purchases, and installation of VA-procured items. This also removes any potential liability from the university for costs associated with the provision of steam and chilled water to the VA hospital provided by Vicinity Energy.

Funding will be from donor funds on deposit with the OSU Foundation.

Eric Polak, OSU-CHS, and Amy Newton, Board Legal Counsel, are coordinating this item.

NO DOCUMENTARY STAMPS REQUIRED PURSUANT TO 68 O.S.§3202 (12)

GENERAL WARRANTY DEED

THIS INDENTURE, made this _____ day of _____, 2025, between **BOARD OF REGENTS FOR THE OKLAHOMA AGRICULTURAL AND MECHANICAL COLLEGES,** a public body corporate, "Grantor" and **UNITED STATES OF AMERICA**, "Grantee" at 810 Vermont Avenue, NW, Washington, DC 20420.

WITNESSETH, that in consideration of the sum of One Dollar ($1.00) and other good and valuable consideration receipt whereof is hereby acknowledged, the Grantor does by these presents grant, bargain, sell and convey unto the Grantee, its successors and assigns, all of the following described real estate, situated in the County of Tulsa, State of Oklahoma, to-wit:

See Exhibit "A" attached hereto.

TO HAVE AND TO HOLD THE SAME, together with all and singular the tenements, hereditaments and appurtenances thereto belonging or in any wise appertaining forever. And the Grantor, for its successors and assigns does hereby covenant, promise and agree to and with said Grantee, at the delivery of these presents that it be lawfully seized in its own right of an absolute and indefeasible estate of inheritance in fee simple, of and in all and singular the above granted and described premises, with the appurtenances; that the same are free, clear, and discharged and unencumbered of and from all former and other grants, titles, charges, estates, judgments, taxes, assessments and encumbrances, of whatsoever nature and kind, EXCEPT: easements and building restrictions of record, taxes and special assessments not yet due and minerals previously reserved or conveyed; and that Grantor will WARRANT AND FOREVER DEFEND the same unto the Grantee, its successors and assigns, against said Grantor, its successors or assigns and all and every person or persons whomsoever lawfully claiming or to claim the same.

IN WITNESS WHEREOF, The Grantor has hereunto set its hand the day and year above written.

BOARD OF REGENTS FOR THE OKLAHOMA AGRICULTURAL AND MECHANICAL COLLEGES

[SEAL]
ATTEST:

By:_____
Mr. Jimmy Harrel, Chair

By:_____
Mr. Jason Ramsey, Chief Executive Officer

STATE OF OKLAHOMA)
) ss.
COUNTY OF PAYNE)

This instrument was acknowledged before me on _____, 2025, by Mr. Jimmy Harrel, Chair of **BOARD OF REGENTS FOR THE OKLAHOMA AGRICULTURAL AND MECHANICAL COLLEGES,** a public body corporate.

_____
Notary Public

My Commission Expires:

_____

Commission No.:

_____

EXHIBIT "A"

A TRACT OF LAND IN THE SOUTHEAST QUARTER (SE1/4) OF SECTION TWO (2), TOWNSHIP NINETEEN (19) NORTH, RANGE TWELVE (12) EAST OF THE INDIAN BASE AND MERIDIAN, TULSA COUNTY, STATE OF OKLAHOMA, ACCORDING TO THE U. S. GOVERNMENT SURVEY THEREOF, CONSISTING OF PARTS OF VACATED BLOCKS ONE HUNDRED TWENTY-EIGHT (128) AND VACATED ONE HUNDRED FIFTY-SIX (156) OF THE ORIGINAL TOWNSITE, NOW CITY OF TULSA, TULSA COUNTY, STATE OF OKLAHOMA ACCORDING TO THE RECORDED PLAT NO. 510; AND PART OF VACATED BLOCK FORTY-FOUR (44) OF OWEN ADDITION TO TULSA, TULSA COUNTY, STATE OF OKLAHOMA, ACCORDING TO THE RECORDED AMENDED PLAT NO. 95, SAID BLOCKS BEING PARTIALLY VACATED IN DOCUMENT NUMBER 2024101325, AND BEING MORE PARTICULARLY DESCRIBED AS FOLLOWS, TO-WIT:

PROCEEDING FROM THE INTERSECTION OF THE CENTERLINES OF 3RD STREET AND HOUSTON AVENUE, THENCE S24°29'50"E A DISTANCE OF 110.00 FEET; THENCE S65°30'10"W A DISTANCE OF 60.00 FEET; THENCE S24°29'50"E AND PARALLEL TO THE CENTERLINE OF SOUTH HOUSTON AVENUE FOR A DISTANCE OF 287.25 FEET TO THE POINT OF BEGINNING; THENCE S24°29'50"E FOR A DISTANCE OF 488.90 FEET TO THE BEGINNING OF A CURVE, SAID CURVE TURNING TO THE RIGHT THROUGH AN ANGLE OF 113°48 03", HAVING A RADIUS OF 50.00 FEET, A CURVE LENGTH OF 99.31 FEET, AND WHOSE LONG CHORD BEARS S32°24'11"W FOR A DISTANCE OF 83.77 FEET; THENCE S89°18'10"W FOR A DISTANCE OF 120.02 FEET; THENCE S86°31'31"W FOR A DISTANCE OF 186.16 FEET; THENCE S89°18'10"W FOR A DISTANCE OF 345.34 FEET TO THE SOUTHWEST CORNER OF BLOCK 44, OWEN ADDITION; THENCE N01°14'50"W AND ALONG THE WESTERLY LINE OF VACATED BLOCK 44, OWEN ADDITION FOR A DISTANCE OF 157.25 FEET; THENCE N88°45'10"E FOR A DISTANCE OF 82.92 FEET; THENCE N01°14'50"W FOR A DISTANCE OF 143.02 FEET; THENCE N24°30'11"W FOR A DISTANCE OF 47.88 FEET; THENCE N65°29'49"E FOR A DISTANCE OF 388.26 FEET; THENCE N83°09'18"E FOR A DISTANCE OF 36.26 FEET; THENCE N65°29'49"E A DISTANCE OF 52.22 FEET TO THE POINT OF BEGINNING. SAID TRACT CONTAINS 5.8927 ACRES OR 256,686.29 SQUARE FEET, MORE OR LESS.

DRAFT 5/16/2025

CERTIFICATE OF ACCEPTANCE UNDER THE DESIGN AND DEVELOPMENT AGREEMENT BETWEEN U.S. DEPARTMENT OF VETERANS AFFAIRS, VHiT, LLC, AND THE BOARD OF REGENTS FOR THE OKLAHOMA AGRICULTURAL AND MECHANICL COLLEGES

This Certificate Acceptance ("Certificate") under that certain Design and Development Agreement between U.S. Department of Veterans Affairs ("VA"), VHiT, LLC (“VHiT”) and the Board of Regents for the Oklahoma Agricultural and Mechanical Colleges ("Board") dated as of August 27, 2021 (the "Agreement") as amended, is entered into effective as of (the "Effective Date"). Capitalized terms not otherwise defined in this Certificate shall have the definitions ascribed to them in the Agreement.

WHEREAS, pursuant to the Agreement, the VA agrees to accept the construction and donation of the Inpatient Facility ("the Project"), on the Oklahoma State University Academic Medical Campus in downtown Tulsa, Oklahoma, in accordance with the "CHIP IN Act," Public Law 114-294 consistent with VA's mission to serve the Nation's Veterans; and

WHEREAS, VHiT is working towards completion of the Project in accordance with the Agreement and the Agreed upon Procedures as applicable; and

WHEREAS, in order to facilitate more efficient completion of the Project, the Board wishes to donate the real property associated with the Project to the VA; and

WHEREAS, the Agreement provides that VA will accept the Board’s donation of the Project through written correspondence and the Board shall provide VA with documentation appropriate to transfer ownership of the Project; and

WHEREAS, the Parties agree that this Certificate satisfies the requirements under the Agreement to effectively transfer the real property portion of the Project from the Board to VA and serves as the required documentation of VA's acceptance of the Project; and

WHEREAS, the Parties anticipate final completion will occur in phases following the transfer of real property, with each transfer evidenced with warranties and assurances as outlined in the Design Development Agreement; and

WHEREAS, the Parties shall continue to fulfill and satisfy all other obligations and requirements under the Agreement until final completion of the Project as contemplated therein.

NOW THEREFORE, the Parties agree as follows:

1. Donation and Acceptance of Real Property. As of the Effective Date the Board hereby donates, and VA hereby accepts donation of real property that are included in the Project. A General Warranty deed in substantially the form as attached **Exhibit C** will be executed and delivered by the Board to and for the benefit of VA.

2. Title and Closing. The Board agrees to convey good, marketable, and insurable fee simple title to the United States of America, free from all liens, claims, or encumbrances, except for rights of record acceptable to the U.S. Government. Title shall be conveyed by General Warranty deed, and the legal description shall conform to the government-commissioned survey. The VA specifically makes the acceptance of real property and validity of this Certificate contingent on the Board clearing noted exceptions to the title commitment offered by Chicago Title Insurance Company, specifically exceptions 19, 20, 21, 28, 29, 30, 32, 34, 46, and 50. The title company shall provide an updated title commitme65nt reflecting the removal of these exceptions. The Board anticipates these items to be cleared on or about June 2, 2025.

Closing shall include the recordation of the General Warranty Deed in the Tulsa County Public Registry. Final donation and acceptance of the inpatient facility will be contingent upon VA's receipt of all documentation appropriate to transfer full ownership of the property improvements as outlined in Article 3 Section D of the Design Development Agreement and listed in Exhibit A of this certification.

3. Evidence of Title and Costs. VHiT shall provide a title chain and a title commitment for the benefit of the United States of America no less than forty-five (45) days prior to the effective date of this transfer. VHiT shall be responsible for all costs associated with title insurance, preparation and recordation of the deed, and any other applicable transfer taxes or fees due at or before closing.

The United States reserves the right to communicate directly with the title company to ensure compliance with VA requirements and to address and resolve any curative title matters as needed.

4. Phase 1 Documentation and Transfer Timeline. VHiT shall provide the VA with a written list of items completed in connection with the first phase of the acceptance of the Project. This list shall be submitted concurrently with, or prior to, VA's acceptance of the real property. VHiT shall also provide a list of all remaining items necessary to complete the Project. Including any outstanding work or deliverables under the Agreement. This list shall include the anticipated date on which the final transfer of all Project improvements and related rights will occur.

5. Parking Garage Lease. On or about January 24, 2022, Oklahoma State University Center for Health Sciences ("OSU-CHS") and the VA entered into a Parking Lease Agreement, attached hereto as **Exhibit E**, whereby OSU-CHS leased to the VA 300 parking spaces in a parking garage to use cost-free for a period of twenty (20) years. Such Parking Lease Agreement shall commence as of the Effective Date as provided therein.

6. Unqualified Acceptance. VA's acceptance of the Project under this Certificate is without exception and represents VA's unqualified determination that VHiT and the Board have fully performed all of their respective obligations under the Agreement thus far and reaffirms the

commitment of the VA, VHiT, and the Board to fulfill the further obligations under the Agreement.

IN WITNESS WHEREOF, the Parties have caused their duly authorized representative to execute and deliver this Certificate Acceptance.

UNITED STATES DEPARTMENT OF VETERANS AFFAIRS
By (print name): Dr. Michael Brennan
Sign Name:
Title: Executive Director, Office of Construction and Facilities Management
Date:

VHiT, LLC
By (print name):
Sign Name:
Title:
Date:

BOARD OF REGENTS FOR THE OKLAHOMA AGRICULTURAL AND MECHANICAL COLLEGES
By (print name):
Sign Name:
Title: Chair
Date:

Documentation Requirements for Final Building Transfer

As outlined in Article 3 Section D of the Design Development Agreement

1. Certificate of Substantial Completion
2. Code Agent Report
3. Certificate of Occupancy
4. Commissioning Report
5. Final As-built drawings
6. Systems and Materials Manuals
7. General Construction Warranties

BLUESTEM
ESCROW & TITLE

SELLER/OWNER AFFIDAVIT

State of Oklahoma

County of _____

On this ____ day of _____, 2025, the undersigned Affiant, in consideration of the issuance by Bluestem Escrow & Title, LLC, and its title insurance underwriter, of a policy or policies of title insurance insuring the real estate more particularly described herein, and being first duly sworn on oath, deposes and states as follows:

1. Affiant is the duly authorized representative of the owner ("Owner") of the real property ("Property") described in Commitment No. 2025.0501 issued by Bluestem Escrow & Title, LLC, as agent for the title insurer named therein (the "Commitment").

2. To the best of Affiant's knowledge, there is no action pending in relation to the Property in any state or federal court in the United States nor is there any state or federal court judgment or state or federal lien which would constitute a lien or charge upon the Property.

3. To the best of Affiant's knowledge, except as specifically set out in the Commitment, there are no unrecorded contracts, leases, easements or other agreements that would affect title to the Property, except as follows:

   ___ None

   _X__ The following leases to tenants in possession under unrecorded written or unwritten leases, which leases do <u>not</u> provide for a right of first refusal or option to purchase:

   <u>_Pursuant to contractual agreements with the VA and the Board of Regents on behalf of OSU-CHS, VHiT, LLC has been granted rights to the property in question for the purposes of constructing and developing a Veteran's Hospital which will be turned over to the VA at the completion of construction.</u>

If any lease contains an option to purchase, right of first refusal, right of first offer or similar rights of purchase, Owner must so specify or indicate "None" below:

__X__ None

____ The following rights are hereby disclosed:

_____

_____

4. To the best of Affiant's knowledge, except as set out in the preceding paragraph, Owner is in exclusive possession of the Property, and no other party has possession, or has right of possession under any tenancy, lease or other agreement, written or oral, other than pursuant to a recorded document.

5. To the best of Affiant's knowledge, no labor, services or materials have been furnished to or for the Property during the last 12 months, except as to labor, services and materials for routine maintenance which have been paid in full or will be paid in full in the ordinary course of business.

6. To the best of Affiant's knowledge, in regard to the Property, all prior years' ad valorem taxes, special assessments and personal property taxes have been paid and no claims are outstanding against Owner for any such taxes or assessments.

7. To the best of Affiant's knowledge, there are no outstanding sales contracts for the Property or the improvements located thereon, except as contemplated by the Commitment.

8. To the best of Affiant's knowledge, there are no known encroachments or boundary line disputes affecting the Property, except as specifically set out in the Commitment or as shown on the survey, if any, submitted for the transaction which is described in the Commitment.

9. To the best of Affiant's knowledge, there are no defects, liens, encumbrances, adverse claims or other matters first appearing in the public records or attaching subsequent to the effective date of the Commitment but prior to the date of this Affidavit.

This Affidavit is made by Affiant, individually and as duly authorized representative of Owner, for the purpose of inducing Bluestem Escrow & Title, LLC, and its title insurance underwriter, to issue a policy or policies of title insurance, knowing that said parties will rely on the truth of the statements made herein, and Owner expressly agrees to be the solely responsible party for any and all loss, including but not limited to attorney's fees and legal costs, arising from any inaccuracies contained herein.

_____

Name of Affiant: _____

Subscribed and sworn to before me this ___ day of _____, 2025, by _____.

_____
Notary Public

My commission expires:

_____

(Seal)

APPROVED:

Board of Regents for the Oklahoma Agricultural and Mechanical Colleges

By: _____

Name: Mr. Jimmy Harrel

Title: Chair

Attest:

By: _____

Mr. Jason Ramsey, Chief Executive Officer

(Seal)

M E M O R A N D U M

TO: Steve Stephens, General Counsel

FROM: Amy Newton, Assistant General Counsel

DATE: May 12, 2025

RE: Agreement Structure and Status Update for Construction of VA hospital, Psychiatric Hospital and Parking Garage in Academic Medical Campus Property in Tulsa

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INTRODUCTION

I am updating the working document initially drafted in December of 2020 and updated in December 2022, April 2023, August 2024, and February 2025 describing the relationships of the parties involved in the development of a Department of Veteran's Affairs ("VA") hospital, a Psychiatric hospital, and an accompanying parking garage in downtown Tulsa, OK, and the status of the various projects. I have included how the parties anticipate to contract (subject to Board approval as applicable), or have contracted, to accomplish the construction of the facilities and any necessary legal authority for doing so. I have incorporated information from the memorandum titled "Status Update Regarding Academic Medical Campus Property in Tulsa" drafted in April 2023 in order to consolidate the two memorandums. As the projects progress, the information contained in this memorandum is subject to change. I have attached a helpful flow chart to this memorandum that provides a visual aid to the transaction structure, as Exhibit "A".

VA HOSPITAL

The VA hospital is being developed pursuant to the Property Improvements Needed for Veterans Act of 2016, commonly referred to as the "CHIP-IN Act". The CHIP-IN Act requires collaboration between the VA and a non-federal partner by authorizing the VA to accept donations from non-federal entities to help fund and expedite the construction of health-care related capital projects. The non-federal entity provides either (1) real property that includes a constructed facility or that is to be used as the site of a facility constructed by the donor, or (2) a facility to be constructed by the donor on VA-controlled property.[1] The CHIP-IN application filed by Oklahoma State University Center for Health Sciences ("OSU-CHS") for the development of a VA hospital in downtown Tulsa was accepted by the VA.

The property being used to construct the VA Hospital is a 10.34 acre plot of land in downtown Tulsa, Oklahoma which contains the formerly-named Kerr-Edmonson Building. The

[1] [1] Megan Moloney, *VA seeks partnerships to build and improve health-care facilities*, VAntage Point (Oct. 19, 2017), https://www.blogs.va.gov/VAntage/42350/va-seeks-partnerships-build-improve-health-care-facilities/.

Kerr Edmonson building was transferred from the Office of Management and Enterprise Services ("OMES") to the Oklahoma A&M Board of Regents ("Board") on January 1, 2021. The Oklahoma legislature enacted legislation to effectuate the transfer for this purpose, codified at 61 O.S. § 327.3 (2020). The Board formally approved the property transfer and an agreement with OMES detailing the transfer on December 11, 2020. The Kerr Edmonson building, with an estimated value of $35 million, is in the process of being completely renovated into a 58 bed VA hospital.

Private donors are also contributing an initial $10 million dollars in community support towards the construction of the VA hospital. OSU-CHS is collaborating with Veteran's Hospital in Tulsa, LLC ("VHiT") to manage these private dollars and the relationship with the VA. Congress initially appropriated $120 million dollars for the construction of the VA hospital, to be combined with the initial $10 million dollars in community support. VHiT negotiated with the VA on the renovations necessary to the Kerr Edmonson building and will be responsible for any cost overruns of construction. Since VHiT holds the appropriated and donated construction funds for the facility, The Board entered into a gift in place agreement pursuant to OSU-CHS policy to allow VHiT to complete the necessary renovations to the Kerr Edmonson building. This gift in place agreement was approved by the Board on January 29, 2021, and supplemented on November 1, 2022, to account for utility payments on the building while construction is ongoing. To memorialize the Board's contribution to the CHIP-IN transaction, on April 23, 2021, the Board passed a Resolution declaring its intent to transfer the Kerr Edmondson Building to the VA upon completion of construction.

VHiT, the Board, and the VA entered into a Design and Development Agreement ("DDA") effective August 6, 2021, to memorialize the initial $120 million appropriated dollars and perform the renovations to the facility. The Board signed this DDA in its capacity as property owner. The above-referenced gift in place agreement and Board Resolution were included as exhibits to the DDA. Due to increased costs of materials in 2022, it became necessary for the VA to appropriate an additional $31.2 million dollars to the project. The National Defense Authorization Act and associated appropriation bill allowing this appropriation was passed in December 2022. VHiT also pledged an additional $10 million dollars in philanthropic support. Additionally, the parties have negotiated what they would like the lot split at the end of the construction of the project to be. These changes necessitated an amendment to the DDA, which the Board approved at the December 2, 2022, meeting and all parties executed on April 5, 2023. A second amendment to the DDA was needed in order to incorporate updated terms of the Davis Bacon Act, and to give VHiT authority to acquire and install equipment in the VA Hospital on the VA's behalf. The second amendment was executed by all parties in July 2024.

Since OMES used a quitclaim deed to transfer the property to the Board and did not provide title insurance, OSU-CHS obtained an abstract of the property to determine if there were underlying title issues that should be corrected. OSU-CHS received a voluminous abstract and retained Bluestem Title company to evaluate it and provide recommendations and title insurance on the property. Bluestem Title found the property had been originally platted as a neighborhood before being transferred to the State of Oklahoma decades ago and the property still contained easements for streets, alleyways, and utilities. This means that unless those

easements are vacated by the City of Tulsa, the City and likely other utility providers have the right to construct streets and run utilities through the property. This is an issue since there are three planned construction projects on this property that cross many of these unvacated easements. OSU-CHS has also been working with a surveyor to make sure that we have an up-to-date survey based on the abstract. OSU-CHS and the Office of Legal Counsel retained PrayWalker to accomplish the necessary judicial vacations of easements, streets and alleyways. The Board approved PrayWalker's plan to cure the title defects at its March 8, 2024, meeting. PrayWalker finalized a quiet title action in the District Court of Tulsa County, applied for and obtained seven (7) ordinances with the City of Tulsa to close various rights of way, has completed the quiet title action to accomplish partial vacation of plats with the District Court of Tulsa County, and has filed the final action to vacate and foreclose the right of the City of Tulsa to reopen the rights of way. The hearing on this action is scheduled for June 2, 2025. In addition to the title curative work cleaning up old easements, new easements are needed with various utility providers and the City of Tulsa to provide services to the new facilities. Board approval is being sought for each of these new easements, as they arise.

Vicinity Energy ("Vicinity") was selected to provide steam and chilled water service to the VA Hospital. To provide the service, Vicinity would have to construct roughly $10 million in infrastructure upgrades. Before they were willing to proceed with the infrastructure upgrades, Vicinity required a signed utility services agreement. Since the VA, the entity who will be using the services, does not currently own title to the property, they refused to sign an agreement with Vicinity prior to taking ownership. In order to have the improvements completed by the time the VA Hospital is slated to open, OSU-CHS agreed to enter into a utility services agreement with Vicinity. Charges under the agreement will not begin until Vicinity is ready to deliver services to the VA Hospital, anticipated to be late 2025 or early 2026, after OSU-CHS plans to transfer ownership to the VA, as discussed below. Upon assumption of ownership, the VA will enter into a utility services agreement with Vicinity, and the OSU-CHS agreement will terminate. In the unlikely event the Vicinity services are operational prior to transfer to the VA, VHiT has agreed to pay up to $800,000.00 of the utility costs, thereby shielding OSU-CHS from monetary liability. OSU-CHS received interim Board approval to execute the utility services agreement in July 2024, and it was formally approved at the September 2024 Board meeting.

OSU-CHS would like to construct and maintain an easement for a monument sign in front of the VA hospital to indicate the VA hospital's place in the OSU Academic Medical District. An easement for this was approved at the March 2025 Board meeting. The easement includes specific non-merger of title language and is granted from the Board to the Board, therefore, we will not have to seek agreement from the VA for the construction or maintenance of this sign. Additionally, a mutual access easement was also approved at the March 2025 Board meeting allowing access to common or open areas between the three anticipated lots, discussed herein. Similarly to the sign easement, this easement contains non-merger of title language and is granted to the Board, from the Board. Also prior to transferring the property, a lot split will be performed since the VA hospital is only on a portion of the overall property. Board approval was obtained for the lot split in September 2024. The legal descriptions for the three plats, and the application for the lot split, have been prepared by the above-mentioned surveyor and

reviewed by PrayWalker and the Board's Office of Legal Counsel. The application has been approved by the City of Tulsa as well and is anticipated to be filed next week.

Once the title work is complete, OSU-CHS would like the Board to consider transferring the plat of real property containing the VA Hospital to the VA. A donation of property prior to final completion of construction will benefit the parties in several ways. Having an ownership interest in the property will allow the VA to enter into a utility services contract with Vicinity, therefore shielding VHiT and OSU-CHS from incurring any costs for those services to the facility; it will allow the VA to make necessary purchases of fixtures and equipment that must be placed in the facility before it can be completed; and it will allow the VA to more easily have its own contractors on site for installation of equipment. The Gift in Place Agreement states that donation of the Site to VA prior to completion of the project may be agreed to in writing by each and all of VHiT, the Board and VA. Along with the Deed, we are including a certificate of acceptance in the Board request item to effectuate this written agreement between the parties. The VA and VHiT are in support of the earlier donation. VHiT, the VA, and the Board will still be bound by the terms of the DDA until the full completion of the project. The request to donate the real property to the VA will be on the June 2025 Board Agenda. The plat to be donated contains 5.8927 acres, and as a part of the donation, OSU-CHS will pay closing costs of the transaction. The Board will retain ownership of the two remaining plats of the property to develop the projects discussed below.

Once the renovations are complete, OSU-CHS and VHiT will execute a Certificate of Final Acceptance evidencing the successful completion of the Gift in Place Agreement executed by those parties. This Certificate will include the value of the project by including either the construction cost of the project, or the fair market value of the project, in accordance with OSU-CHS policy. Substantial completion of the project is anticipated to be in November 2025.

It is anticipated Congress will appropriate an additional $120 million to cover furniture, fixtures and equipment, as well as other start-up costs of the new facility. Pursuant to an Office of Legal Counsel memorandum prepared in November 2018 titled *Legal Analysis for CHIP-IN Property Transfer from State to Federal Government*, containing an in-depth legal analysis (attached hereto as Exhibit "B"), the transfer of the facility to the VA is not constitutionally prohibited by the Oklahoma Constitution.

PSYCHIATRIC HOSPITAL

On a portion of land not conveyed to the VA ("Psychiatric Hospital Site"), the Oklahoma State University Medical Authority ("OSUMA") plans to construct a 106-bed psychiatric hospital. In June 2023, the Board approved a long-term ground lease with OSUMA for the Psychiatric Hospital Site to allow OSUMA to construct the facility. The Oklahoma Department of Mental Health and Substance Abuse Services ("ODMHSAS") will fund the majority of the construction through $15 million of state appropriated dollars and 56 million of American Rescue Plan Act ("ARPA") funds. In addition, the Oklahoma State University Foundation will contribute $16 million from private donors to fund the construction. OSUMA has entered into an agreement with OSU Long Range Facilities Planning for its assistance with

this project. OSUMA has broad authority to enter into such agreements pursuant to the Oklahoma State University Medical Authority Act, provided such actions support the educational aims of OSU-CHS.

At the conclusion of construction, OSUMA plans to sublease the psychiatric hospital to ODMHSAS to operate. OSU-CHS and ODMHSAS will also enter into an academic affiliation agreement which will allow OSU-CHS medical students and residents to gain clinical experience at the facility, fulfilling the educational support mandate of OSUMA.

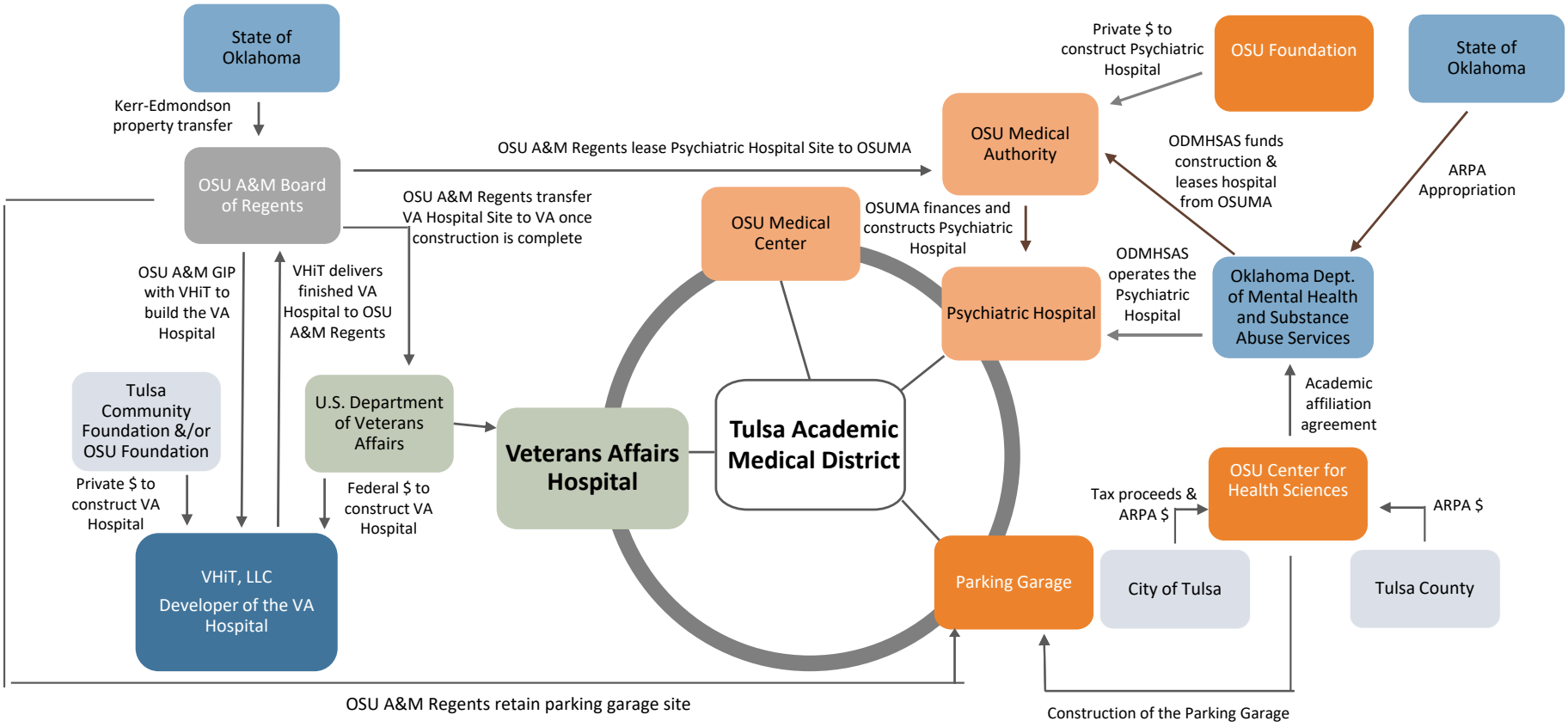
PARKING GARAGE

Lastly, also on a portion of the property which will be retained by the Board, an approximately 500-car parking garage is planned to service the new facilities. The parking garage will be funded by sales tax dollars collected by the City of Tulsa through the Improve Our Tulsa Capital Improvements Program, Ordinance No. 24180, Title 43L, ARPA funding, and OSUMA funding. The City of Tulsa has allocated $8 million in sales taxes and $4 million in ARPA funds to fund the construction. OSU-CHS and the City of Tulsa entered into a Capital Projects Agreement on March 31, 2021, pursuant to which OSU-CHS will construct the parking garage. OSU-CHS has received two $4m dollar disbursements from the City of Tulsa thus far. Tulsa County is contributing $4 million in ARPA funds, and OSUMA is contributing $500,000. If there are any cost overruns, OSU-CHS will be responsible for the additional costs. Langston University entered into a similar agreement in 2018 to construct the Allied Health facility in Tulsa. At the end of construction, OSU-CHS will retain ownership of and maintain the parking garage. The DDA contemplates a no cost lease of 300 parking spaces to the VA pursuant to the terms of the CHIP-IN Act. On January 21, 2022, the Board approved such a lease which shall become effective upon the transfer of the VA facility to the VA from the Board.

CONCLUSION

The complexity of each project requires careful coordination between all parties involved to ensure each project is completed successfully. The necessary steps are being taken to ensure the protection of the Board-owned property and that all Board rules are followed in the process. At the end of construction, downtown Tulsa will contain an OSU academic healthcare center that is well-equipped to serve the needs of many Oklahomans and provide clinical experience opportunities to OSU-CHS students.

Academic Medical District Diagram



M E M O R ANDU M

TO: Steve Stephens

FROM: Gaylan Towle II

DATE: November 5, 2018

RE: Legal Analysis for CHIP-IN Property Transfer from State to Federal Government

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LEGAL QUESTION

Does Article 10, § 15 of the Oklahoma Constitution prohibit the proposed transfer of state property by either the Oklahoma State University Medical Authority or Board of Regents for the Oklahoma A&M Colleges to the U.S. Department of Veterans Affairs for use as a new Veterans Affairs hospital?

LEGAL CONCLUSIONS

1. A donation or gift to the Federal Government does not come within the purview of Article 10, § 15 of the Oklahoma Constitution, and thus, it is not constitutionally prohibited.

2. Regardless of the fact that a donation or gift to the Federal Government is not prohibited by Article 10, § 15 of the Oklahoma Constitution, the proposed transfer of property likely does not constitute an unconstitutional donation or gift because the transfer is meant to provide many public benefits and promote economic development, which is a legitimate state function, and the benefits that are to be derived from that economic development constitute adequate consideration.

BACKGROUND

Oklahoma State University ("OSU") is presently considering a project related to the Communities Helping Invest through Property Improvements Needed for Veterans Act of 2016, commonly referred to as the "CHIP-IN Act" (the "Act"). The purpose of the Act is to develop strategic partnerships between the U.S. Department of Veterans Affairs (the "VA") and the communities it serves. Under the Act, the VA is seeking donations in either the form of "(1) real property that includes a constructed facility or that is to be used as the site of a facility constructed by the donor, or (2) a facility to be constructed by the donor on VA-controlled property." Megan Moloney, *VA seeks partnerships to build and improve health-care facilities*, VAntage Point (Oct. 19, 2017), https://www.blogs.va.gov/VAntage/42350/va-seeks-partnerships-build-improve-health-care-facilities/. OSU is planning to issue a notice of intent to file a CHIP-IN application under the Act by the end of 2018 for a project related to a new VA hospital at the current site of the Kerr-Edmondson state office buildings at 440 S. Houston in Tulsa, Oklahoma.

The plan is for Oklahoma's Office of Management and Enterprise Services ("OMES"),

which currently owns the property, to transfer that property to either the Oklahoma State University Medical Authority ("OSUMA") or the Board of Regents for the Oklahoma A&M Colleges (the "Board"). At that point, a development entity (created by the Zarrow Foundation and the Tulsa Community Foundation) will receive private and public funds (both state and federal) to (1) renovate the existing building on the property for purposes of creating a new VA hospital, and (2) construct a new mental health hospital on the property. The portion of the property that will be renovated for the new VA hospital will be transferred to the VA pursuant to the CHIP-IN Act. However, the mental health hospital will not be transferred to the Federal Government and will instead be leased to the Oklahoma Department of Mental Health and Substance Abuse for its use.

The Board has broad statutory authority to convey property, as long as the conveyance is done in the best interest of its institutions and does not constitute a constitutionally impermissible gift.[1] Pursuant to 70 O.S. § 3412(8), the Board has the power to "convey, exchange or dispose of, or otherwise manage or control, such property in the interest of such institutions." The Oklahoma Attorney General previously considered identical statutory[2] language with respect to the power of the Board of Regents of the Oklahoma College of Liberal Arts to convey real property and stated that this statutory authorization "grants broad discretion in the Board of Regents of O.C.L.A. with respect to the disposition of property of the college." Okla. A.G. Opin. No. 74-139 (Aug. 29, 1974). The Attorney General thus held that "[w]here the Board of Regents determines that property of the college should be disposed of in the interest of the institution, it thus has the express authority to do so." *Id.* The only caveat the Attorney General placed on any such disposition of property was that it could not be "made in such manner as to constitute a gift within the meaning of Article X, Section 15, Oklahoma Constitution, by reason of a lack of adequate consideration for the transfer." *Id.*

Therefore, if OMES transfers the proposed real property to the Board, it should have broad discretion to transfer that property to the VA, as long as there are no concerns under Article 10, § 15 of the Oklahoma Constitution. As explained below, the proposed transfer of property to the VA likely avoids any constitutional prohibitions.

LEGAL ANALYSIS

1. Article 10, § 15 of the Oklahoma Constitution Does Not Prohibit Donations or Gifts to the Federal Government.

Pursuant to Article 10, § 15(A) of the Oklahoma Constitution, the State is prohibited from making a "donation by gift, subscription to stock, by tax, or otherwise, to any company, association, or corporation." Therefore, as a preliminary matter, in order for this proposed transfer

[1] Although there does not appear to be similar language in the Oklahoma State University Medical Authority Act explicitly granting the same broad authority to OSUMA to convey property, there does not appear to be anything prohibiting such a conveyance either. *See* 63 O.S. § 3271 et seq. Therefore, both OSUMA and the Board should have the same viability for transferring the property to the VA.

[2] *See* 70 O.S. § 3606(h).

of property to be legally sufficient, it must not constitute an improper "gift," such that it would violate Article 10, § 15.

Regardless of the analysis necessary to determine whether the proposed transfer of property is a "gift" or not, the fact that the Federal Government will be the recipient of the proposed property transfer more than likely renders this transaction a non-issue in the eyes of the Oklahoma Constitution. In a previous official opinion of the Attorney General, it was held that since "[t]he Federal Government is not a company, association or corporation," then "Art. 10, § 15 does not prohibit a donation or gift to the Federal Government by the State of Oklahoma." Okla. A.G. Opin. No. 81-108 (Apr. 30, 1981). Thus, given that the proposed transfer contemplates either OSUMA or the Board donating a portion of the Kerr-Edmondson office building (once it has been acquired from OMES) to the VA, Article 10, § 15 should not be implicated.

2. The Proposed Transfer of Property Is Likely Not a Constitutionally Prohibited Donation or Gift Due to the Project's Public Benefits and Promotion of Economic Development.

For purposes of Article 10, § 15, an unconstitutional "gift" is defined as a "gratuitous transfer[] of property of the state voluntarily and without consideration." *In re Okla. Dev. Fin. Auth.*, 2004 OK 26, ¶ 22, 89 P.3d 1075, 1082 (quoting *Children's Home & Welfare Ass'n v. Childers*, 197 Okla. 243, 244, 171 P.2d 613, 614 (1946)). However, considering both the public benefits and promotion of economic development that are intertwined with the proposed transfer of property to the VA to be used as a hospital for veterans, it is likely that, under Oklahoma case law, the proposed transfer of property contains adequate consideration in order to defeat any classification as a gift in violation of Article 10, § 15.

In *Burkhardt v. City of Enid*, 1989 OK 45, 771 P.2d 608, the Supreme Court considered whether Enid's plan to purchase a university campus in town and lease the property back to the university at a rate below the market rate for commercial property was an unconstitutional "gift." The Court ultimately held that a series of "public benefits . . . constitute consideration to the city and refute any argument that the plan is a gift . . . to a private institution in violation of Article 10, section 17, of the Oklahoma Constitution."[3] *Burkhardt*, 1989 OK 45, ¶¶ 11-12, 771 P.2d at 611.

According to the Court, the following were public benefits that the citizens of Enid would receive both directly and indirectly from the planned expenditure of public funds: (1) "preservation of hundreds of jobs at the university and by the continued presence of students who spend in Enid," (2) "[t]he scholarship fund will enable more area students, including many who cannot afford to live away from home, to attend a local university," (3) "free use" by local residents "of most of the campus while the facilities are leased," (4) "[t]he presence of a university will undoubtedly have a significant effect upon the city's ability to attract new industry and new jobs," and (5) the city would "continue to enjoy the social, educational and cultural benefits that flow from near access to higher educational opportunities." *Id.* at ¶ 11, 771 P.2d at 611.

---

[3] This provision of the Oklahoma Constitution "is the version of art. 10 § 15 that applies to municipalities." *In re Okla. Dev. Fin. Auth.*, 2004 OK 26, ¶ 21, 89 P.3d at 1082 n.12. Moreover, *Burkhardt*'s reasoning "was applied to an analysis of art. 10 § 15 in *Matter of Petition of Univ. Hospitals Auth.*, 1997 OK 162, 953 P.2d 314, 320." *Id.*

In addition to the transaction's vast public benefits, the Court in *Burkhardt* was further persuaded by the obligations that the university assumed as part of the transfer. In particular, the university (1) had to make lease payments (albeit at a rate below the market rate), (2) "sold its assets to the city at less than market value and agreed to limitations on the use and control of the sale proceeds," and (3) agreed that in order to repurchase the campus, it would have to do so "at fair market value if the property appreciates and at the sales price plus cost of bonds and other financing if the property depreciates."[4] *Id.* at ¶ 13, 771 P.2d at 611–612.

Ultimately, the Court held that this proposed transaction was not an unconstitutional gift, but rather it was "a legitimate plan to further economic development by attracting industry to a city that provides higher education opportunities." *Id.* at ¶ 13, 771 P.2d at 611–12; *see also In re Okla. Dev. Fin. Auth.*, 2004 OK 26, ¶ 22, 89 P.3d at 1082-83 (citing *Burkhardt*) (holding that "the promotion of economic development is a legitimate state function and the benefits to be derived from economic development constitute adequate consideration to defeat assertions that economic incentives are in the nature of a 'gift'").

Taking into consideration the facts surrounding the present matter, the proposed transfer of property from either OSUMA or the Board to the VA offers inherent public benefits and promotion of economic development analogous to the facts of the *Burkhardt* case. First, the new VA hospital will offer a valuable opportunity to provide for the medical needs of one of the state's most underserved populations – veterans. Therefore, Oklahoma veterans, particularly those in the Tulsa area, will benefit immensely from a new healthcare facility that is aimed directly at providing them effective medical care. Second, across the street from the site of the new VA hospital is the Oklahoma State University Medical Center, which, in partnership with the Oklahoma State University Center for Health Sciences ("OSU-CHS"), is the nation's largest osteopathic teaching facility. OSU-CHS will be able to establish more spots in its residency programs via the new VA hospital, offering students greater opportunities for practical experience. Moreover, the transfer to the VA will provide OSU-CHS additional spots to staff faculty in the hospital, which provides a greater opportunity for OSU to recruit new specialists that it could not otherwise afford to bring in without the partnership with the VA.

Thus, the immense value of additional spots for OSU's students and faculty in the new VA facility, in conjunction with the benefits of the hospital to the state's underserved community of veterans, is arguably sufficient to provide "adequate consideration" since this transfer will promote "economic development by attracting industries to a city that provides higher education opportunities." *In re Okla. Dev. Fin. Auth.*, 2004 OK 26, ¶ 21, 89 P.3d at 1082 (citing *Burkhardt*, 771 P.2d at 611–12).

CONCLUSION

[4] These kinds of monetary obligations are not present in the proposed transfer from either OSUMA or the Board to the VA. Therefore, the argument here that the proposed transfer includes the requisite consideration to prevent any Article 10, § 15 issues will need to focus more on the immense public benefits that can be derived from the transfer, such as benefits to veterans and strategic higher education opportunities at OSU, as discussed *infra*.

Therefore, given that the proposed transfer will be from either OSUMA or the Board to the VA (an agency of the Federal Government), pursuant to Okla. A.G. Opin. No. 81-108, this proposed transfer should not implicate any otherwise prohibited "gift" in violation of Article 10, § 15 of the Oklahoma Constitution. Notwithstanding that premise, in light of the relevant case law outlined above, the proposed transfer is likely not an impermissible "gift" under Article 10, § 15 anyway due to adequate consideration for the property transfer in the form of public benefits and promotion of economic development.

Rick Davis, Chairman
Board of Regents for the Oklahoma
Agricultural and Mechanical Colleges

Document: Resolution Declaring an Intent to Transfer Kerr Edmondson Buildings to the Department of Veterans Affairs

Date of Board Approval: April 23, 2021

Institution: OSU-CHS

I have carefully reviewed the above referenced document which is submitted for your execution and find it is in proper and legal form. In my opinion, the execution and performance of the document will not violate any federal or state law under my interpretation or present judicial interpretation thereof. The execution and performance of said document and the purposes of said document and all actions to be taken, or refrained from being taken, by virtue thereof, are in strict conformity to the policy of the Board of Regents for the Oklahoma Agricultural and Mechanical Colleges and do not violate the terms of any contract of which I have personal knowledge.

Amy Newton

May 4, 2021
Date

Amy Newton
Senior Staff Attorney

I have carefully reviewed the above referenced document and, to the best of my knowledge, all statements of fact recited in the document are true and the execution and performance of said document and the purposes of said document and all actions to be taken, or refrained from being taken, by virtue thereof, have been authorized by and are in strict conformity to the rules and policies of the Board of Regents for the Oklahoma Agricultural and Mechanical Colleges.

Kayse M. Shrum, President and Dean

Jason Ramsey 05/05/2021 11:30 CDT
Jason Ramsey, Chief Executive Officer

RESOLUTION DECLARING AN INTENT TO TRANSFER KERR EDMONDSON BUILDINGS TO THE DEPARTMENT OF VETERANS AFFAIRS

WHEREAS, the Board of Regents for the Oklahoma Agricultural and Mechanical Colleges (the "Board of Regents"), the governing board of and acting for Oklahoma State University Center for Health Sciences (the "Institution"), desires to transfer ownership of the Robert S. Kerr and J. Howard Edmondson buildings ("Buildings") to the United States Department of Veteran's Affairs ("VA") pursuant to the Property Improvements Needed for Veteran's Act of 2016, 38 U.S.C. § 1803, (the "CHIP-IN Act") for the operation of a veterans hospital; and

WHEREAS, the Board of Regents is a constitutionally created entity of the State of Oklahoma vested with the executive authority to oversee, manage, and govern the operations of the agricultural and mechanical colleges of the State of Oklahoma; and

WHEREAS, VHiT, LLC ("VHiT"), as a charitable endeavor to the Tulsa community, desires to undertake in upgrading the Buildings and facilitating the development of certain other site improvements for a new Veteran's hospital through dedicated donor funds and federally appropriated funds made available through VA pursuant to the CHIP-IN Act; and

WHEREAS, VHiT proposes to make such upgrades and improvements prior to donation of the Buildings and associated real property to VA by the Board of Regents; and

WHEREAS, the Institution intends to enter into a Gift in Place Agreement with VHiT to complete the renovations necessary to transform the Buildings into a Veteran's hospital pursuant to a Design and Development Agreement between VHiT and the VA as authorized by the CHIP-IN Act; and

WHEREAS, the donation of the Buildings and associated real property is in the best interest of the Institution because the new Veteran's hospital will offer the Institution the ability to provide training for enhanced healthcare to veterans, thereby fulfilling the Institution's mission of providing medical care to underserved populations in Oklahoma, and will benefit the Institution and its clinical staff, medical students and medical residents by providing clinical and teaching opportunities, teaching rotations and medical residency opportunities. The proximity to the Institution's campus and to other associated academic healthcare facilities will enhance the number of clinical opportunities, collaborations, joint physician appointments, medical residencies and shared services than would otherwise be available to the Institution.

NOW, THEREFORE, THE BOARD OF REGENTS FOR THE INSTITUTION DOES HEREBY RESOLVE, ORDER AND DETERMINE AS FOLLOWS:

SECTION 1. In accordance with Oklahoma enrolled House Bill 4139 (2020), codified at 61 O.S. § 327.3, ownership and possession of the Buildings and associated real property was transferred to the Board of Regents for the purpose of donation to VA pursuant to the CHIP-IN Act.

SECTION 2. Pursuant to Institution Policy and Procedures Letter No. 7-70601 (Accepting Gifts of Physical Resources), Institution and VHiT shall enter into a Gift in Place Agreement

pursuant to which VHiT shall renovate the Buildings consistent with the Design and Development Agreement so they may function as a Veteran's hospital upon donation to VA.

SECTION 3. Upon completion of the required renovations, pursuant to the Gift in Place Agreement and Design and Development Agreement, the Board of Regents will donate the Buildings and associated real property to VA.

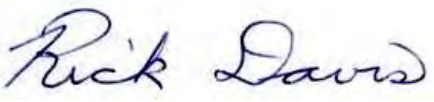
SECTION 4. The Board of Regents, pursuant to 70 O.S. § 3412(8), has the authority to acquire title to real property on behalf of the institutions under its jurisdiction, and convey or otherwise manage such property in the interest of such institutions.

SECTION 5. It is resolved by the Board of Regents that donation of the Buildings and associated real property, upon completion of renovations, to VA is in the best interest of the Institution and will benefit the Institution through the opportunity to provide training for enhanced healthcare to veterans, and will increase medical education opportunities for the Institution's students and residents and present a number of opportunities for collaboration, joint physician appointments, medical residencies and shared services that would otherwise be unavailable to the Institution.

SECTION 6. This Resolution is effective immediately upon its passage.

ADOPTED AND APPROVED this 23rd day of April, 2021.

BOARD OF REGENTS FOR THE OKLAHOMA AGRICULTURAL AND MECHANICAL COLLEGES



By: ~~Rick Davis 05/05/2021 11:19 CDT~~
Rick Davis
Chair

Attest:

~~Jason Ramsey 05/05/2021 11:30 CDT~~
Jason Ramsey
Chief Executive Officer

Approval to Execute a Utility Easement with Vicinity Energy for the Oklahoma Psychiatric Care Center in Tulsa, Oklahoma (OSU-CHS)

Board approval is requested for the Board Chair to execute a utility easement with Vicinity Energy for the Oklahoma Psychiatric Care Center currently under construction in Tulsa, Oklahoma.

The OSU Medical Authority has entered into a ground lease with the Board for land to construct the Oklahoma Psychiatric Care Center. This easement will allow Vicinity Energy to provide steam and chilled water service to the facility.

A previously approved item (I-4) on the April 2025 Board agenda dealt with a service extension agreement allowing Vicinity to construct the utility service on our property.

No funding is required.

Eric Polak, OSU-CHS, and Amy Newton, Board Legal Counsel, are coordinating this item.

UTILITY EASEMENT

KNOW ALL MEN BY THESE PRESENTS:

That the undersigned, **BOARD OF REGENTS FOR THE OKLAHOMA AGRICULTURAL AND MECHANICAL COLLEGES, a constitutionally created state entity under the laws of the State of Oklahoma, on behalf of Oklahoma State University Center for Health Sciences**, (Grantor), the owner of the legal and equitable title to the following described real estate, for and in consideration of the sum of TEN AND NO/100 ($10.00) DOLLARS, cash in hand paid by the **VICINITY ENERGY TULSA, LLC**, a Delaware limited liability company, ("Vicinity") and other good and valuable considerations, receipt of which is hereby acknowledged, does hereby grant and convey unto the said Vicinity, a perpetual easement, through, over, under and across the following described property:

SEE ATTACHED EXHIBIT "A"

for the purpose of permitting Vicinity to construct all piping and utilities thereon, through, over, under, and across said property, together with all necessary and convenient appurtenances thereto (collectively, the "Infrastructure"); and to use and maintain the same and of affording Vicinity, its officers, agents, employees, and/or all persons under contract with it, the right to enter upon said premises and strip of land for the purpose of surveying, excavating for, constructing, operating, repairing, and maintaining of such Infrastructure.

Vicinity is hereby given and granted the exclusive possession of said above described premises for the purposes aforesaid and Grantor, for itself, its successors and assigns, covenants and agrees that no building, structure, fence, wall or other above ground obstruction will be placed, erected, installed or permitted upon the above described land; and further covenants and agrees that in the event the terms of this paragraph are violated by the Grantor or any person in privity with it, such violation will be promptly corrected and eliminated immediately upon receipt of notice from Vicinity, or Vicinity shall have right to remove or otherwise eliminate such violation, and Grantor, its successors and assigns, shall promptly pay the actual cost thereof

TO HAVE AND TO HOLD such easement and right-of-way unto Vicinity, its successors or assigns, forever.

Dated this _____ day of _____, 2025.

BOARD OF REGENTS FOR THE OKLAHOMA AGRICULTURAL AND MECHANICAL COLLEGES

By: _____

Its:_____

ATTEST: _____

Name: _____
Title: _____
(Seal of the Board of Regents for the Oklahoma Agricultural and Mechanical Colleges)

STATE OF OKLAHOMA)
) SS.
COUNTY OF _____)

Before me, the undersigned, a Notary Public, in and for said County and State on this____day of _____, 2025, personally appeared_____, known to be the identical person who subscribed the name of **BOARD OF REGENTS FOR THE OKLAHOMA AGRICULTURAL AND MECHANICAL COLLEGES,** to the foregoing as its_____ (Title) and acknowledged to me that she/he executed the same as her/his free and voluntary act and deed and as the free and voluntary act and deed of **BOARD OF REGENTS FOR THE OKLAHOMA AGRICULTURAL AND MECHANICAL COLLEGES,** for the uses and purposes therein set forth.

Given under my hand and seal of office the day and year last above written.

_____
Notary Public

My commission expires: _____

By: _____

Name: _____

Title: _____

STATE OF _____)
) SS.
COUNTY OF _____)

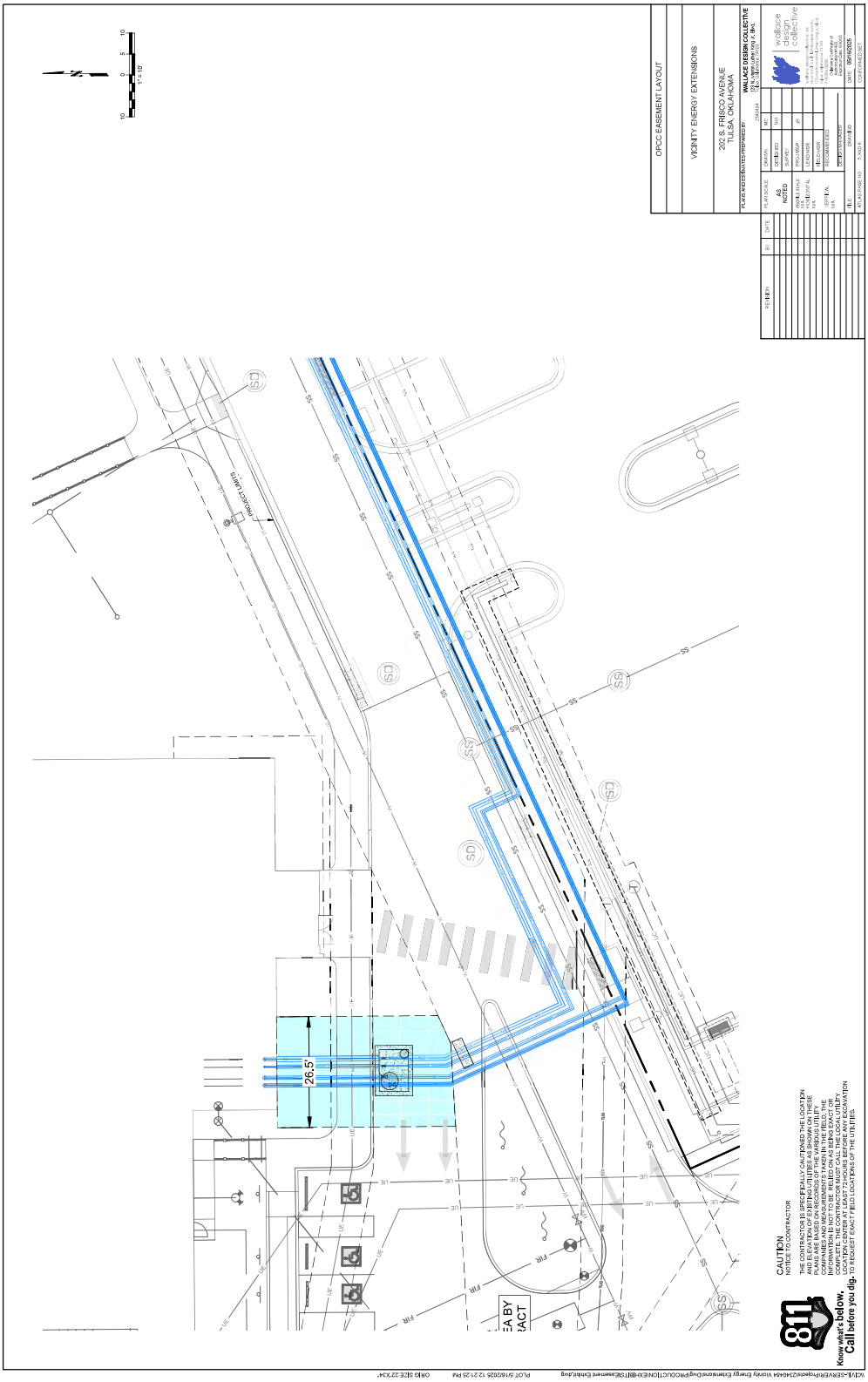
Before me, a Notary Public in and for said County and State, on the _____ day of _____, 2025, personally appeared _____to me known to be the identical person who accepted within and foregoing instrument as _____ (Title) of **VICINITY ENERGY TULSA, LLC**, a Delaware limited liability company, and acknowledged to me that she/he accepted the within and foregoing instrument as her/his free and voluntary act and deed and as the free and voluntary act and deed of Vicinity Energy Tulsa, LLC, for the uses and purposes therein set forth.

_____
Notary Public

My commission expires:

_____

CITY OF TULSA UTILITY EXHIBIT
VONTI ENERGY EXTENSIONS
202 S. FRISCO AVENUE
TULSA, OKLAHOMA
S. HOUSTON AVENUE
W. 7TH STREET
RIGHT OF WAY LINE
UTILITY EASEMENT
VHIT
MENTAL HEALTH
PROPERTY LINE
OPCC
CAUTION
811
Know what's below.
Call before you dig.


OPCC EASEMENT LAYOUT
VICINITY ENERGY EXTENSIONS
202 S. FRISCO AVENUE
TULSA, OKLAHOMA
WALLACE DESIGN COLLECTIVE
PLANS ASSEMBLED/PREPARED BY
PLANS ACCEPTED/PREPARED BY
PLAN SCALE
AS NOTED
DRAWN
SUPVD
APPROVED
RECOMMENDED
DATE
03/18/2025
CONFORMED SET
REVISIONS
NO.
DATE
BY
CAUTION
NOTICE TO CONTRACTOR
Know what's below.
Call before you dig.
TO REQUEST EXACT FIELD LOCATIONS OF THE UTILITIES
26.5'
PROJECT LIMITS

VICINITY EASEMENT EXHIBIT

Exhibit "A"

SHEET 1 OF 2

LEGAL DESCRIPTION

A TRACT OF LAND BEING A PART OF BLOCK FOURTY-FOUR (44), AMENDED PLAT OF OWEN ADDITION, PLAT NO. 95, ADDITION TO THE CITY OF TULSA, TULSA COUNTY, STATE OF OKLAHOMA, ACCORDING TO THE U.S. GOVERNMENT SURVEY THEREOF, AND BEING MORE PARTICULARLY DESCRIBED AS FOLLOWS, TO-WIT:

COMMENCING (P.O.C.) AT THE SOUTHEAST CORNER OF SAID BLOCK FOURTY-FOUR (44); THENCE S65°29'49"W FOR A DISTANCE OF 270.07 FEET; THENCE N00°27'59"W FOR A DISTANCE OF 51.25 FEET TO THE POINT OF BEGINNING (P.O.B.); THENCE CONTINUING N00°27'59"W FOR A DISTANCE OF 42.61 FEET; THENCE N89°30'23"E FOR A DISTANCE OF 26.50 FEET; THENCE S00°27'59"E FOR A DISTANCE OF 38.62 FEET; THENCE S65°29'49"W FOR A DISTANCE OF 7.32 FEET; THENCE S86°36'11"W FOR A DISTANCE OF 19.84 FEET TO THE POINT OF BEGINNING (P.O.B.)

BASIS OF BEARINGS

BASIS OF BEARINGS FOR THIS EXHIBIT IS THE OKLAHOMA STATE PLANE COORDINATE SYSTEM (NAD83 OKLAHOMA NORTH ZONE 3501). BASED LOCALLY ON THE SOUTH LINE OF BLOCK 44, AMENDED PLAT OF OWEN ADDITION PLAT NO.95, TULSA COUNTY AS S65°29'49"W

SURVEYOR'S CERTIFICATE

I, CLIFF BENNETT, OF WALLACE DESIGN COLLECTIVE, PC, CERTIFY THAT THE ATTACHED LEGAL DESCRIPTION CLOSES IN ACCORDANCE WITH THE EXISTING REQUIREMENTS AND IS A TRUE REPRESENTATION OF THE LEGAL DESCRIPTION AS DESCRIBED. THIS LEGAL DESCRIPTION MEETS THE MINIMUM STANDARDS FOR LEGAL DESCRIPTIONS AS ADOPTED BY THE OKLAHOMA STATE BOARD OF REGISTRATION FOR PROFESSIONAL ENGINEERS AND LAND SURVEYORS FOR THE STATE OF OKLAHOMA.

WITNESS MY HAND AND SEAL THIS 27TH DAY OF MAY 2025.

CLIFF BENNETT, P.L.S.
OKLAHOMA NO. 1815
CERT. OF AUTH. NO. 1460
EXP. DATE JUNE 30, 2025

SURVEYOR'S LAST SITE VISIT: MAY 22, 2025

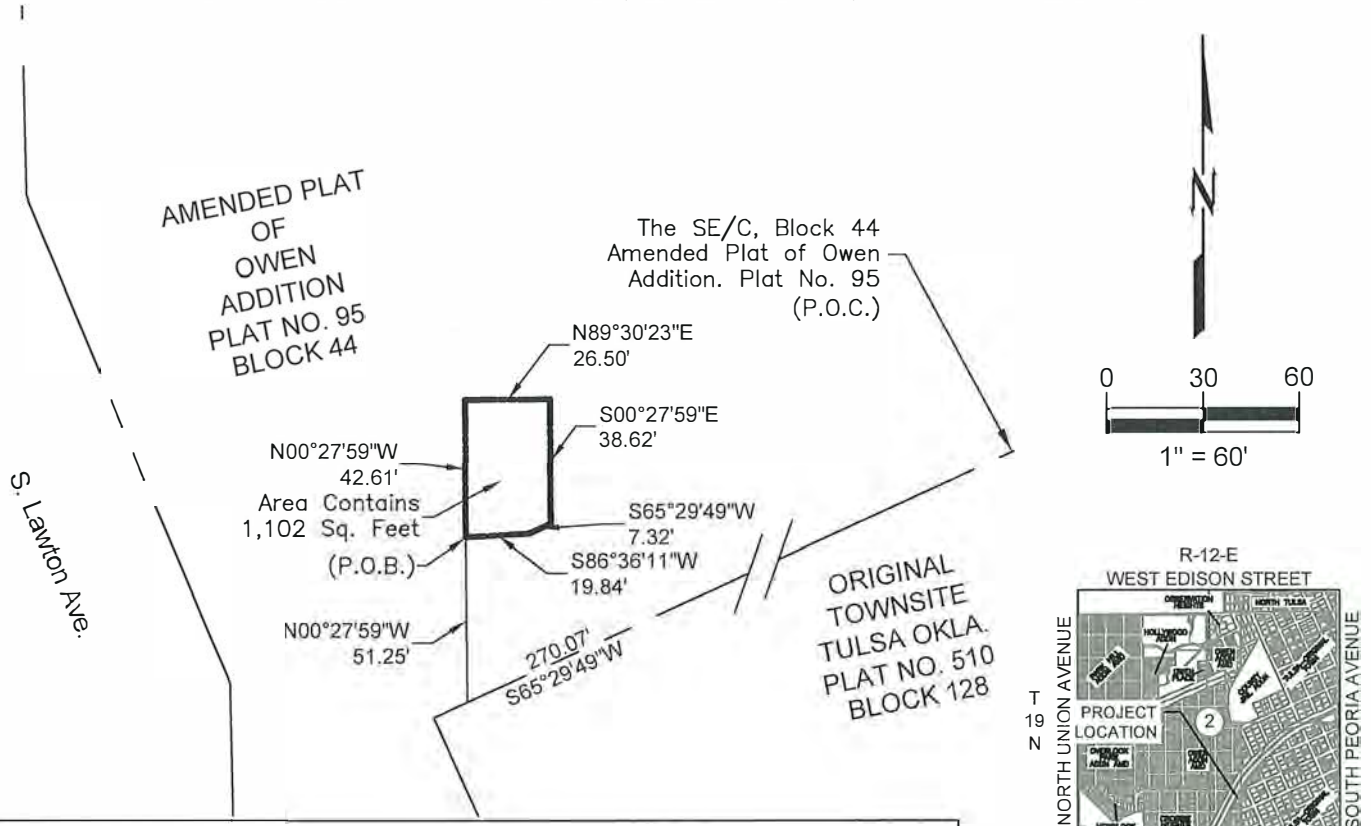
wallace design collective

wallace design collective, pc
structural · civil · landscape · survey
123 north martin luther king jr. boulevard
tulsa, oklahoma 74103
918.584.5858 · 800.364.5858
wallace.design

Vicinity Easement Exhibit "A"

SHEET 2 OF 2

A PART OF BLOCK 44, AMENDED PLAT OF OWEN ADDITION, PLAT NO.95
ADDITION TO THE CITY OF TULSA, TULSA COUNTY, STATE OF OKLAHOMA



LOCATION MAP
SCALE: NTS

LEGEND
P.O.B. = POINT OF BEGINNING
P.O.C. = POINT OF COMMENCEMENT

BASIS OF BEARINGS

THE BASIS OF BEARING FOR THIS SURVEY IS THE OKLAHOMA STATE PLANE COORDINATE SYSTEM (NAD83 OKLAHOMA NORTH ZONE 3501). SAID BEARINGS ARE BASED LOCALLY ON THE NORTH LINE OF BLOCK 44, AMENDED PLAT OF OWEN ADDITION PLAT NO.95, TULSA COUNTY AS S65°29'49"W.

SURVEYOR'S LAST SITE VISIT:

MAY 22, 2025

CERTIFICATION

I, CLIFF BENNETT, HEREBY CERTIFY THAT THE ABOVE REPRESENTS A SURVEY PERFORMED UNDER MY DIRECT SUPERVISION AND IS TRUE AND CORRECT TO THE BEST OF MY KNOWLEDGE AND BELIEF AS OF THIS DATE. THIS PLAT OF SURVEY MEETS THE MINIMUM TECHNICAL STANDARDS, AS ADOPTED BY THE BOARD OF REGISTRATION FOR PROFESSIONAL ENGINEERS AND LAND SURVEYORS FOR THE STATE OF OKLAHOMA.

WITNESS MY HAND AND SEAL THIS 27TH DAY OF MAY 2025.

CLIFF BENNETT P.L.S.
OKLAHOMA NO. 1815
CERT. OF AUTH. NO. 1460
EXP. DATE JUNE 30, 2025

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structural · civil · landscape · survey
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tulsa, oklahoma 74103
918.584.5858 · 800.364.5858
wallace.design

\\Chouteau-Server\Root\Jobs\Q-Misc\2340484.25 Vicinity Energy Extensions\2340484.25 Easement Exhibit.dwg PLOT:5/27/2025 4:44:21 PM ORIG SIZE:8.5"X11"

Exhibit "A"
CLOSURE REPORT

North: 424377.4088' East: 2558797.4258'

Segment #1 : Line

Course: N00° 27' 59"W Length: 42.61'

North: 424420.0174' East: 2558797.0790'

Segment #2 : Line

Course: N89° 30' 23"E Length: 26.50'

North: 424420.2457' East: 2558823.5780'

Segment #3 : Line

Course: S00° 27' 59"E Length: 38.62'

North: 424381.6270' East: 2558823.8924'

Segment #4 : Line

Course: S65° 29' 49"W Length: 7.32'

North: 424378.5911' East: 2558817.2316'

Exhibit "A"
CLOSURE REPORT

Segment #5 : Line

Course: S86° 36' 11"W Length: 19.84'

North: 424377.4155' East: 2558797.4265'

Perimeter: 134.89' Area: 1102.44 Sq. Ft.

Error Closure: 0.0067 Course: N05° 30' 03"E

Error North: 0.00667 East: 0.00064

Precision 1: 20132.84

wallace design collective

wallace design collective, pc
structural · civil · landscape · survey
123 north martin luther king jr. boulevard
tulsa, oklahoma 74103
918.584.5858 · 800.364.5858
wallace.design

Approval of Transfer Funds for the Emergency Repairs on Four Residence Halls on the OSU Institute for Technology Campus in Okmulgee, Oklahoma (OSUIT)

Board approval is requested to transfer $2,400,000 from State Fund 290, Educational and General Operations Revolving Fund, to State Fund 295, Capital Improvements Revolving Fund, for the emergency repairs on four residence halls on the OSU Institute for Technology campus in Okmulgee, Oklahoma.

The Oklahoma State Regents for Higher Education requires approval of the institutional governing board for said institution to utilize Educational and General Funds (290) for capital expenditures. Those funds must be transferred to the Capital Revolving fund (295).

At the April 2025 Board meeting, OSUIT received approval to borrow E&G funds to enable Residential Life to make emergency repairs to four residence halls and to enter into a Memorandum Of Understanding specifying the terms of repayment.

Tammy Eck, Office of the Associate Vice President for Finance, is coordinating this item.

Approval to Enter Into a Memorandum Of Understanding with Tulsa County to Allow OSU Tulsa and Tulsa County to Develop a Long-Term Ground Lease for the Site of a New Tulsa County OSU Cooperative Extension Office in Tulsa, Oklahoma (OSU-TUL)

Board approval is requested to enter into a Memorandum Of Understanding with Tulsa County to allow OSU Tulsa and Tulsa County to develop a long-term ground lease.

Tulsa County is seeking a long-term land lease for the site of a new Tulsa County OSU Cooperative Extension Office, currently housed at the Tulsa County Fairgrounds. The land to be leased is directly east of the Helmerich Payne Research Center as shown in Exhibit I to the Memorandum of Understanding.

A fifty-year ground lease is proposed. The ground lease will be presented to the Board for approval at a future meeting. OSU Tulsa will not incur any costs related to the construction, operation, and maintenance of the proposed facility.

This request replaces Item G-6 from the Board of Regents' meeting on April 26, 2019.

No funding is required.

Jayson Lusk, Division of Agricultural Sciences and Natural Resources, is coordinating this item.

Memorandum of Understanding Between

Tulsa County
and
Oklahoma State University - Tulsa

THIS MEMORANDUM OF UNDERSTANDING (this "MOU") is entered into effective the ____ day of _____, 2025, by the Board of Regents for the Oklahoma Agricultural and Mechanical Colleges, acting for and behalf of Oklahoma State University - Tulsa ("OSU-Tulsa") and Tulsa County ("Tulsa County").

WHEREAS, the Federal Smith Lever Act of 1914, as amended, authorized the establishment of Cooperative Extension work between the Land-Grant Colleges and the United States Department of Agriculture, and

WHEREAS, Boards of County Commissioners of the respective counties in Oklahoma are authorized by law to contract and agree with the United States Department of Agriculture and with Oklahoma State University ("OSU") for the conduct of said extension work, and

WHEREAS, OSU, by and through its duly appointed Board of Regents, has been authorized to oversee the provision of Cooperative Extension work throughout the State of Oklahoma, and has been statutorily mandated by the Oklahoma Legislature to expend state-appropriated funding to support Cooperative Extension services to each of the counties in Oklahoma,

WHEREAS, the County Commissioners of Tulsa County desire to construct a new facility on the campus of OSU-Tulsa to conduct said extension work (the "Extension Building"), and

WHEREAS, OSU-Tulsa desires to enter into a long-term ground lease agreement with Tulsa County to allow construction of the Extension Building.

In consideration of the mutual covenants and obligations contained in this MOU, the receipt and sufficiency of which the parties hereby acknowledge, OSU-Tulsa and Tulsa County agree as follows:

SECTION 1: <u>Purpose</u>

Tulsa County has secured $10,000,000 in funding for construction of the Extension Building. Tulsa County has consulted and continues to consult with OSU and OSU-Tulsa to identify the specific needs for the Extension Building. The purpose of this MOU is to identify the site for construction of the Extension Building and establish the length of the term of the proposed ground lease agreement.

SECTION 2: <u>Ground Lease for Construction of a Extension Building</u>

Tulsa County will enter into a ground lease to lease land from OSU-Tulsa as identified on the attached "Exhibit A" for the purposes of constructing the Extension Buliding on OSU-Tulsa's campus. The ground lease shall be for a term of fifty (50) years. The Extension

Building will be built by Tulsa County at its sole cost and expense with approval of design plans by OSU-Tulsa. OSU-Tulsa and Tulsa County will work cooperatively to facilitate Tulsa County's construction.

SECTION 3: Use and Occupancy

Tulsa County shall use and occupy the Extension Building exclusively for the operation of extension services and activities customarily incident thereto. Tulsa County will not permit any act contrary to law or OSU policy and campus rules.

SECTION 4: Execution of Documents

OSU-Tulsa and Tulsa County shall work cooperatively to develop and execute the documents necessary to effectuate this transaction. The parties acknowledge and agree that additional approval by the Board of Regents for the Oklahoma Agricultural and Mechanical Colleges is required for ground lease agreement contemplated by this MOU, and OSU-Tulsa will take appropriate steps to secure such approval.

SECTION 5: Limitation of Liability

OSU-Tulsa and Tulsa County mutually recognize that each party is a governmental entity subject to the provisions of the Governmental Tort Claims Act (51 OS § 151 et seq.). OSU-Tulsa and Tulsa County hereby mutually agree that each is and may be held severally liable for any and all claims, demands, and suits in law or equity, of any nature whatsoever, paying for damages or otherwise, arising from any negligent act or omission of any of their respective employees or officers which may occur during the prosecution or performance of this Agreement to the extent provided in the Governmental Tort Claims Act. Each party agrees to severally bear all costs of investigation and defense of claims arising under the Governmental Tort Claims Act and any judgments which may be rendered in such cause to the limits provided by law. Nothing in this section shall be interpreted or construed to waive any legal defense which may be available to a party or any exemption, limitation or exception which may be provided by the Governmental Tort Claims Act.

SECTION 6: Governing Law

The Parties hereto have entered into this Agreement in the State of Oklahoma. This Agreement and any subsequent amendments shall be construed and enforced in accordance with the laws of the State of Oklahoma. Each Party shall bear its own costs, attorney fees and expenses in defense or prosecution of any legal action taken pursuant to the terms of this Agreement.

SECTION 7: Counterparts

This lease may be executed in counterparts each of which shall be considered as an original and all such counterparts shall be but one agreement.

IN WITNESS WHEREOF, the Parties hereto have executed and delivered this Agreement as of the dated signatures.

BOARD OF REGENTS FOR THE OKLAHOMA AGRICULTURAL AND MECHANICAL COLLEGES, ACTING FOR AND ON BEHALF OF OKLAHOMA STATE UNIVERSITY - TULSA

_____ _____

Jimmy Harrel, Chair Date

TULSA COUNTY

_____ _____

Date

Exhibit A

Aerial View from Southeast

OSU Reference Document G-10

June 13, 2025

Tulsa County / OSU Extension

Initial Site Diagram | Aerial View From Southeast

2025.05.09

LILLY ARCHITECTS

Approval to Execute a Contract for Development Services with the Oklahoma State University Foundation (OSU SYSTEM)

Board approval is requested for the Presidents of the OSU System, or their designees, to execute annual contracts with the OSU Foundation for development and fund-raising services, subject to review and approval by Board Legal Counsel.

The agreements include a base charge of $4,740,000, plus other fees as assessed by the OSU Foundation, according to their policies.

Title 70 of the Oklahoma Statutes requires a written contract between the university and university-related foundations.

Funding will be provided by E&G funds.

Kelly Murphy, University Budget, is coordinating this item.

Approval to Execute a Contract for Management Services with the Oklahoma State University Alumni Association (OSU-STW)

Board approval is requested for the President of OSU, or a designee, to execute an annual contract with the OSU Alumni Association for management services, subject to review and approval by Board Legal Counsel.

The estimated amount of $690,000 will be paid to the Alumni Association in return for managing records and providing other critical services for OSU. Services include student recruitment activities, alumni publications, and regional meetings of alumni and friends to help publicize OSU programs and accomplishments.

Title 70 of the Oklahoma Statutes requires a written contract between the university and university-related foundations.

Funding will be provided by E&G funds.

Kelly Murphy, University Budget, is coordinating this item.

Approval to Execute a Memorandum Of Understanding with the Oklahoma State University Alumni Association (OSU-STW)

Board approval is requested for the President of OSU, or a designee, to execute a Memorandum of Understanding with the OSU Alumni Association for rental of space and services to be used by the Division of Enrollment Management for recruiting presentations and events, subject to review and approval by Board Legal Counsel.

The estimated amount of $200,000 will be paid to the Alumni Association in return for room rental, desk space at the Visitor Center, storage of materials, space for information sessions/tours, audiovisual/technology, and staffing of building personnel.

Title 70 of the Oklahoma Statutes requires a written contract between the university and university-related foundations.

Funding will be provided by E&G funds.

Kelly Murphy, University Budget, and Karen Chen, Vice President of Enrollment Management, are coordinating this item.

Approval to Enter Into a Contract with the City of Stillwater to Fund an Airline Services Agreement (OSU-STW)

Board approval is requested for OSU to join the City of Stillwater to enter into and fund an airline services agreement, for the purpose of inducing American Airlines to continue providing daily commercial air service between Stillwater Regional Airport and Dallas-Fort Worth International Airport.

Board approval is also requested for the President of OSU, or a designee, to execute said agreement with the City of Stillwater.

OSU's commitment for fiscal year 2026 is up to $1,000,000.

Funding will be provided by E&G funds.

Tammy Eck, Office of the Associate Vice President for Finance, is coordinating this item.

Approval of Changes to Oklahoma State University and OSU/A&M Retirement Plans (OSU-STW)

Board approval is requested to approve the following plan amendments and restatements to remain compliant with IRS regulations.

Amendments:

- Oklahoma State University Special 401(a) Defined Contribution Plan
- OSU/A&M Special 403(b) Defined Contribution Plan
- OSU/A&M Special Retention Plan
- OSU/A&M Trustee

Restatements - require board signature (no change to plans):

- OSU/A&M Special Supplemental Plan
- OSU/A&M 403(b) Plan

Upon Board approval, Benefits counsel, McAfee & Taft, will draft plan documents for Legal Counsel review.

No funding is required.

Christa Louthan, Human Resources, is coordinating this item.

Ratification of Interim Board Approval Requesting to Increase the Amount Approved to Contract with Pokes Marketing, LLC for the Acquisition of Name, Image, and Likeness Rights of OSU Student Athletes (OSU-STW)

Board approval is requested to ratify an Interim Board Approval Request to increase the amount previously approved to contract with Pokes Marketing, LLC, for the acquisition of name, image, and likeness rights of OSU student-athletes, pursuant to authority provided in Executive Order 2025-01.

Board approval is also requested to sign any required documents and make all payments required pursuant to the agreement.

Costs are not expected to exceed $18,000,000.

At the January 2025 Board meeting, OSU Athletics received approval to acquire the NIL rights for OSU student-athletes for a fee not expected to exceed $10,000,000. The NCAA and Big 12 Conference issued guidance making it advantageous for OSU to acquire additional rights from student-athletes prior to July 1, 2025, with payments due before the next meeting of the Board of Regents.

Funding will be from legally available funds.

Brandon Meyer, OSU Athletics, is coordinating this item.

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 Athletics

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.)

On January 31, 2025, the Board of Regents authorized the use of $10,000,000 (OSU FINC Committee Item 2) to acquire the NIL rights for OSU student-athletes as allowed by Executive Order 2025-01 issued by Governor Stitt in January 2025. The NCAA and Big 12 Conference issued guidance that makes it advantageous for OSU to acquire additional rights from student-athletes prior to July 1, 2025 with payments due before the next meeting of the Board of Regents. All additional funds required have been contributed to the OSU Foundation.

☐ (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 to authorize the President of OSU, or a designee, to authorize an increase in the amount available to acquire name, image and likeness rights of OSU student-athletes from Pokes Marketing LLC from February 1 to June 30, 2025, pursuant to authority provided in Executive Order 2025-01, sign any required documents and to make all payments required pursuant to the agreement. All documents will be reviewed by Board Legal Counsel prior to execution. Requesting an increase to $18,000,000 from the previously approved amount of $10,000,000

3. State the actual cost or best estimated cost required to complete the action for which interim approval is requested. $ 18,000,000

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.

Chad Weber
(Optional) Signature of Requesting Administrator

May 28, 2025
Date

(Required) Signature of President

June 2, 2025
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

06/03/2025
Date

Approval of Sole Source & Special Request Purchasing Items (OSU SYSTEM)

Board approval is requested for the following purchasing items. Previously approved annual items are indicated with an asterisk. All purchases will comply with Board of Regents for the Oklahoma Agricultural and Mechanical Colleges Policies and Procedures, as well as applicable state statutes:

*a. Authorization is requested for OSU Athletics to purchase the following items to be funded by Auxiliary Enterprises Funds:

1. Team travel, equipment, lodging, and related items in the estimated annual amount of $13,500,000 for season and post-season competition (tickets, bowl gifts, site hotels, travel, etc.). (sole source/special request/bid/contract)

2. Catering services for FY26 in the estimated annual amount of $5,500,000 from OSU Cowboy Dining, a subsidiary of Cowboy Athletics, for training tables, recruiting, club seats, and suites. (special request)

3. Trade-out agreements with various suppliers for advertising, hotel services, and other services in the estimated annual amount of $755,387 in exchange for $458,880 worth of athletic tickets. (special request)

*b. Authorization is requested for the Edmon Low Library to purchase books, periodical subscriptions, bibliographic services, database access, and book binding in the estimated annual amount of $9,250,000 from publishers, distributors, and state contract suppliers. Funding will be provided by Revolving and Appropriated Funds. (sole source/contract/bid)

*c. Authorization is requested for Information Technology to purchase the following items to be funded by Revolving and Appropriated Funds or Auxiliary Enterprises Funds:

1. Renewal of SCT Banner software maintenance agreement with Ellucian in the estimated annual amount of $1,900,000. (sole source/bid)

2. Renewal of Oracle Database software licenses from Oracle Corporation in the estimated annual amount of $1,600,000. (special request)

3. Renewal of Canvas course management software license with Instructure in the estimated annual amount of $650,000. (sole source)

d. Authorization is requested for Facilities Management to increase the previously approved estimated annual amount of $878,050 to $1,100,000 for waste and recycling collections from the current contractor, Republic Service, Inc. The increase is to cover increased volume and allowed contract increases. (special request)

*e. Authorization is requested to purchase annual maintenance, subscription for payment gateway, MarketPlace, Bill+Payment, cashiering, and hosting services from Touchnet Information Systems, Inc., in the estimated amount of $670,000 for OSU and the A&M System. Funding will be provided by Auxiliary Enterprises Funds. (sole source)

f. Authorization is requested for OSU Athletics to enter into a new four-year all-sport contract with Nike Usa, Inc. for clothing and uniforms in the estimated annual amount of $2,500,000 beginning July 1, 2025, and ending June 30, 2029. The current all-sport apparel contract with Nike is set to expire on June 30, 2025. Beginning with the new contract, OSU Athletics will transition to a purchasing model contract arrangement and anticipate procuring up to $5,000,000 in retail value annually which will translate to approximately $2,500,000 at wholesale pricing. OSU Athletics discussed other potential all-sport contracts with major companies, and Nike USA, Inc., was determined to be the best supplier. Funding will be provided by Auxiliary Enterprise Funds. The proposed contract is subject to Legal Counsel review and approval. (special request)

g. Authorization is requested for OSU Center for Health Sciences (OSU-CHS) to purchase annual subscriptions and support to maintain the simulation software platform from Education Management Solutions, LLC, in the estimated annual amount of $286,000 for the Tulsa and Tahlequah campuses. (sole source)

h. The Board previously approved Saint Francis Health System (SFHS) to provide services to OSU-CHS for the Epic electronic medical records and revenue cycle management system. SFHS has recently created a separate company, Saint Francis Connect, LLC, to manage these services and will be assigning contracts accordingly. OSU-CHS is requesting authorization to contract and purchase services from Saint Francis Connect, LLC. This is not a funding request but a change in supplier. The current annual maintenance cost is $570,000. (special request)

Approval of Revolving & Appropriated Funds Purchasing Items (OSU SYSTEM)

Board approval is requested for the following purchasing items. Previously approved annual items are indicated with an asterisk. All purchases will comply with Board of Regents for the Oklahoma Agricultural and Mechanical Colleges Policies and Procedures, as well as applicable State statutes:

a. General University

*1. Authorization is requested for Information Technology to purchase the following items to be funded by Revolving and Appropriated Funds or Auxiliary Enterprises Funds:

a. Microsoft Campus Agreement for faculty, staff, and students from Crayon Software Experts in the estimated annual amount of $2,700,000. (bid)

b. Computers, hardware, software, and accessories from Dell Marketing, L.P. in the estimated annual amount of $2,000,000. (contract/bid)

c. Telecommunications services, network services, network equipment, telecommunications equipment, licensing, maintenance, and support from various vendors including AT&T, AT&T Mobility, Presidio, and Worldwide Technologies in the estimated amount of $6,000,000. (contract/bid)

d. Adobe creative cloud and sign licensing, maintenance, and support from Dell in the estimated amount of $400,000. (contract/bid)

*2. Authorization is requested for various departments to purchase required property and liability, automobile liability and physical damage, aviation, cyber, business interruption, and directors' and officers' liability insurance from the State of Oklahoma OMES Risk Management Division and the OSU contracted broker, Gallagher, in the estimated annual amount of $13,300,000. Insurance will be provided by the State of Oklahoma self-insured property and liability programs. (state agency/contract)

3. Authorization is requested for Information Technology to purchase an uninterruptable power supply (UPS) in the Data Center in the estimated amount of $750,000. The current UPS is failing and unsupportable due to end-of-life status. (bid/contract)

4. Authorization is requested for Information Technology to purchase computer software from World Wide Technologies in the estimated annual amount of $600,000. (contract)

5. Authorization is requested for Human Resources to purchase the design and implementation of a new benefits administration system for the OSU A&M system in an estimated annual amount of $575,000 to PlanSource. The

contract is the result of a bid conducted on behalf of OSU A&M by our contracted benefits consultant, Lockton. The bid was originally awarded to the current benefits administration vendor, BenefitFocus. After performance issues and the inability to come to an agreement on contract terms with BenefitFocus, PlanSource was awarded the bid. The three-year contract, with an estimated annual amount of $575,000, totals $1,725,000 and will be renewed annually based upon mutual agreement. (contract)

*6. Authorization is requested for Information Technology to purchase an ID management solution in the estimated amount of $500,000. This will replace the aging CAS system currently in place. (contract/bid)

7. Authorization is requested for the Information Technology Department to modernize the OSU Stillwater campus data center in the estimated amount of $500,000. This will support the evolving technology needs of the OSU/A&M system. (contract/bid)

8. Authorization is requested for Brand Management to purchase a digital experience platform in the estimated amount of $500,000, which includes the new platform licensing, customer care and support, and a one-time implementation and migration cost. This will replace legacy content management system currently in place and will provide a more sustainable and robust digital experience platform for OSU's public facing websites. (contract/bid)

*9. Authorization is requested for Undergraduate Admissions to purchase the printing and mailing of variable data mailers from CX Marketing in the estimated amount of $400,000 (OSU contract)

10. Authorization is requested for Undergraduate Admissions to purchase the printing and mailing of junior communication flow mailers from Western Printing in the estimated amount of $400,000. (OSU contract)

*11. Authorization is requested for Information Technology to purchase Microsoft unified support licensing, maintenance, and support from Microsoft Corporation in the estimated amount of $300,000. (contract/bid)

b. OSU-Institute of Technology

*1. Authorization is requested to purchase computers, hardware, software, maintenance, and accessories in the estimated annual amount of $600,000. (contract/bid)

c. College of Veterinary Medicine

1. Authorization is requested to purchase custodial services in the estimated annual amount of $660,000. (contract)

2. Authorization is requested to lease a mobile MRI Unit for the Veterinary Teaching Hospital from MXR Imaging, Inc., in the estimated annual amount of $300,000. (bid)

d. OSU-Oklahoma City

*1. Authorization is requested to purchase computers and peripheral equipment for classroom upgrades and a technology upgrade replacement plan in the estimated annual amount of $1,000,000. This request also includes the addition of a one-time increase of $400,000 to upgrade 35 A/V environments including classrooms and labs. (OSU contract/OneNet/Apple/Dell contract)

e. OSU-Center for Health Sciences

1. Authorization is requested to purchase information technology equipment and services for computer rotations in the estimated annual amount of $300,000. (contract)

Approval of Auxiliary Enterprises Funds Purchasing Items (OSU SYSTEM)

Board approval is requested for the following purchasing items. Previously approved annual items are indicated with an asterisk. All purchases will comply with Board of Regents for the Oklahoma Agricultural and Mechanical Colleges Policies and Procedures, as well as applicable State statutes:

*a. Authorization is requested for OSU Athletics to purchase the following items:

1. Purchase event cleaning services from ABM for regular events, special events, and daily custodial services in the estimated annual amount of $1,100,000 to renew annually upon mutual agreement. (bid)

2. Purchase event security, crowd management, and event management services from Stadium People in the estimated annual amount of $900,000. Services will include ushering, ticket taking, and other event coordination functions. The contract will begin July 1, 2025. (bid)

3. Purchase labor, materials, equipment, and services for as-needed small construction services, not to exceed $1,000,000 annually from contracted vendors. Bid specifications include an option to renew for four additional one-year periods, this will be the 1st of 4 optional renewals. (bid)

4. Purchase student athletic accidental injury insurance for domestic and international students and third-party administrative coverage from Dissinger Reed in the estimated annual amount of $600,000. Bid was awarded in 2015; this would be renewal 10 of 10. (bid)

*b. Authorization is requested for OSU-CHS to increase the previously approved estimated annual amount of $1,565,000 to $1,721,500 for the purchase of additional medical malpractice insurance to be renewed annually. (bid)

c. Authorization is requested for Transportation Services to increase funding to Genuine Parts Company (dba NAPA) for onsite auto parts service in the estimated annual amount of $1,250,000 for parts and operations. The contract was competitively bid and awarded in September of 2017 and contains provisions to renew annually with mutual agreement. Board authorization is also requested to continue annual renewals until the contract is mutually ended or exceeds 15% of the approved amount. (bid)

d. Authorization is requested for the Parking and Transportation Services Department to purchase one CNG fuel transit bus for the estimated amount of $800,000. Funding will be provided primarily by a Federal Transit Administration (FTA) grant. Cost share of approximately 20% will be provided by Auxiliary Enterprise Funds. (FTA approved contract)

e. Authorization is requested for Fire Protection Publications to purchase interactive training modules, from LEAD Training, LLC., in the estimated amount of $500,000. This bid selection allows FPP to work with LEAD's qualified professionals to produce and develop quality interactive training modules for fire service professional skill levels such as hazardous materials awareness and operations, as well as pumping and aerial apparatus driver/operator. (bid)

Approval of Plant Funds Purchasing Items (OSU SYSTEM)

Board approval is requested for the following purchasing items. All purchases will comply with Board of Regents for the Oklahoma Agricultural and Mechanical Colleges Policies and Procedures, as well as applicable State statutes:

a. Authorization is requested for OSU-CHS to purchase information technology equipment and services to update the network infrastructure on the Tahlequah campus in the estimated amount of $481,000. (state contract)

b. Authorization is requested for the OSU Police Department to purchase and complete infrastructure upgrades to their emergency communication equipment in the estimated amount of $402,000. The purchase will be for 800 MHZ emergency handheld communications equipment and infrastructure. (state contract)

Recognition Agreements for Interior Spaces (OSU-STW)

The following recognition agreements are informational in nature and presented to the Board as such.

College of Education and Human Sciences			
Donor	**Building**	**Location**	**Name**
H.A. & Mary K. Chapman Foundation	Scott Parker Wentz Cafeteria	Level 1, Lab	Mary K. Chapman Nursing Simulation Laboratory

Stephanie Jones, University Planner, is coordinating this item.

OFFICE OF INTERNAL AUDIT

PROPOSED INTERNAL AUDIT PLAN

Fiscal Year 2026

Michelle Finley, Chief Audit Executive

Board of Regents for the Oklahoma Agricultural & Mechanical Colleges
Office of Internal Audit
Proposed Fiscal Year 2026 Plan

		% of Effort Estimate	Total Hours
Proposed Projects		30%	3,550
OSU	Student Fees		
OSU	E&G Funds		
OSU-CHS	OSU-CHS Related Entities Agreements		
OSU	Veterinary Medicine Authority Funds to OSU		
OSU/A&M SYSTEM	IT System Vulnerability/Penetration Scans		
OSU SYSTEM	Construction		
OSU	Advisory - Consulting Projects		
SYSTEM	Institutional and State Funding Comparisons/Trends		
Fiscal Year 2025 Projects In-process		10%	1,265
SYSTEM	IT Governance		
OSU	President's Office Transition		
OSU	State Appropriated Funds Received Outside OSRHE		
OSU	College of Agriculture Building Construction		
OSU	Sponsored Programs		
OSU	Athletic Ticket Office		
Audit Recommendation Follow-up		8%	1,000
SYSTEM	Historical Audit Recommendation Implementation Validation		
Investigations		27%	3,200
SYSTEM	EthicsPoint and Other Investigations		
Other Direct Hours and Consulting		17%	2,000
SYSTEM	Contingency and Consulting Projects		
Required Projects		5%	575
OSU	Transit Operations Certification for ODOT		
CSC	Alternate System for Settlement of Higher Education Claims		
LU	Alternate System for Settlement of Higher Education Claims		
NEO	Alternate System for Settlement of Higher Education Claims		
OPSU	Alternate System for Settlement of Higher Education Claims		
OSU	Alternate System for Settlement of Higher Education Claims		
Support Activities		3%	400
Automated Audit Workpapers			
Quality Assurance Activities			
Quarterly and Annual Reporting			
Annual Risk Assessment and Audit Plan			
	Total Effort	**100%**	**11,990**

System Audits will be performed at selected institution(s).
Some projects will be co-sourced with subject matter experts, as needed.

Contingent Projects	
OSU	Tax Reporting
OSU	Restricted Funds
OSU	Treasury Fund
OSU	Sponsored Programs
SYSTEM	General Computing Controls
OSU	Fire Protection Services

Annual Risk Assessment Methodology

Professional Standards

In the performance of its duties and as required by Oklahoma State Statutes, the Office of Internal Audit must conform to professional standards issued by the Institute of Internal Auditors. Per these standards, the Chief Audit Executive must:

- Perform a documented risk assessment at least annually;
- Establish a risk-based plan based upon results of a risk assessment;
- Determine priorities of the internal audit activity consistent with the organization's goals;
- Request direction and approval by the board of the risk-based plan and any significant interim changes to the plan.

This memo provides a summary of the Office of Internal Audit's approach to complying with these standards through the execution of an annual risk assessment and creation of the Office's Fiscal Year 2026 Audit Plan.

Risk Assessment Methodology

Audit Universe

The Office of Internal Audit's annual risk assessment began with the review of an Audit Universe representing the population of potential audit projects for institutions under the purview of the Board of Regents for the Oklahoma Agricultural and Mechanical Colleges. The Audit Universe is comprised of the following key categories of potential audit projects:

- Compliance-Related Audit Projects – Regulatory or statutory compliance requirements
- Process-Related Audit Projects – Significant processes that occur across institutions
- Information Technology-Related Audit Projects – Significant information technology processes that occur across institutions
- Budget-Based Auditable Units – Organizational units within each institution as defined by the fiscal budget

Risk Identification

The Annual Risk Assessment Process in Spring of 2025 included discussions with the presidents from all institutions as well as key senior leadership from the OSU System.

Emerging national risk trends garnered from seminars, professional literature, association meetings, chief audit executive roundtable events, changing legislation, new entities, evolving processes, and historical audit coverage were also considered during this risk assessment process.

Risk Ranking

Risks and associated potential audit projects were ranked after assimilating all sources of information gathered during the Risk Assessment process. The final risk ranking represents a reasoned judgment based upon all known factors and trends. The risk evaluation criteria is discussed below.

Audit Risk Evaluation Criteria

The evaluation of risk is primarily subjective, based upon knowledge gathered by the Office of Internal Audit over time and from multiple sources. Potential sources of information include, but are not limited to, the following:

- Discussion of strategic plans
- Input from key members of governance, multiple meetings with senior management, and institutional leadership
- Office of Internal Audit's professional judgment of audit risk
- Financial impact
- Results of prior audits

Board of Regents for the Oklahoma Agricultural and Mechanical Colleges
Office of Internal Audit
FY 2026 Audit Universe

Audit Project Areas

Process-Related Audit Projects

Financial Reporting
Appropriation Funding
Legislative Appropriation Request
System Implementation - Technology Upgrade
Treasury/Liquidity Monitoring & Cash Balances
Accounts Receivable
Accounts Payable
Fixed Asset Management
Purchasing
Contracts Management
Budgetary
Gift Collection
Tuition and Fees
Cash Handling
Purchasing Card Program
Employee Travel
Departmental Purchasing
Capital Projects Financing/Management
Space Utilization/Reporting
Investments
Payroll
Hiring/Termination
Enrollment Management
Crisis Management
System Policy/Fraud Policy/Other

Information Technology-Related Audit Projects

Applications
Business Continuity/Disaster Recovery
Access Management
Change Management/Patch Management
Databases
End Point Management
Human Resources
Information Security Management
Information Technology Governance
Mobile Devices
Network
Physical Security
Privacy/Records Management
Regulatory Requirements
Risk Management
Server Management and Security
Software Asset Management
Cyber Security - Threat and Vulnerability Management
Vendor/3rd Party Management
IT Governance

Compliance-Related Audit Projects

State Tax Requirements
Federal Tax Requirements
Payment Card Industry Data Security Standard
Political Activity
Open Records Act
Occupational Safety and Health Act
Charitable Contributions and Gifts
Philanthropy Protection Act
Gramm Leach Bliley Act
Family Educational Rights and Privacy Act
Department of Transportation
Americans with Disabilities Act
Fair and Accurate Credit Transaction Act
CHS Medical Agreements
Medical Waste Tracking Act
Health Information Technology for Economic and Clinical Health Act (HITECH) 2009
Health Insurance Portability and Accountability Act
Animal Subjects Protections
The Office of Laboratory Animal Welfare
Health Research Extension Act of 1985
Guide for the Care and Use of Laboratory Animals
U.S. Principles for the Utilization and Care of Vertebrate Animals Used in Testing, Research, and Training
Animal Welfare Regulations
Human Subjects Protections

Board of Regents for the Oklahoma Agricultural and Mechanical Colleges
Office of Internal Audit
FY 2026 Audit Universe

Audit Project Areas

Compliance-Related Audit Projects (cont'd)

Equal Employment Opportunity Laws
Title IX of the Education Amendment of 1972
Clery Act
Drug Free Schools and Communities Act
Higher Education Opportunity Act
Annual Fire Safety Report on Student Housing
Sponsored Program Compliance
Department of Homeland Security
  Chemicals of Interest
Animal Welfare Act
Laboratory Biosafety
Toxic Substances Control Act
Chemical Facility Anti-Terrorism Standards
Hazardous Materials Transportation Act
Intellectual Property/Technology Transfer
Export Administration Act
NCAA Bylaw Compliance
Medicaid Transformation Waiver
Medical Billing and Reimbursement
45 CFR 46: Protection of Human Subjects
Guidelines for Conduct of Research
  Involving Human Subjects at NIH
Nuremberg Code
World Medical Association Declaration of Helsinki
Export Controls
ITAR - International Traffic in Arms Regulations
EAR - Export Administration Regulations
OFAC - Office of Foreign Assets Control
Fundamental Research Exemption
Bayh-Dole Act
Cost Sharing
Vietnam Era Veterans Readjustment Assistance Act
Section 503 of the Rehabilitation Act of 1973
Fair Labor Standards Act
Immigration and Nationality Act
Employment Retirement Income Security Act
Family Medical Leave Act
Affordable Care Act

Oklahoma State University

Office of the President
Div. of Agricultural Sciences and Natural Resources
Arts and Sciences
Business Administration
Education, Health & Aviation
Engineering, Architecture and Technology
Center for Veterinary Health Sciences
Graduate College/Research and Technology
Library
International Studies and Outreach
Enrollment Management and Marketing
Scholarships and Financial Aid
Administration and Finance
Controller
- Accounting
- Bursar
- Risk Management
- Payroll
- Purchasing
- Budget and Asset Management

Information Technology/Information Management
Public Safety - Police/Transportation Services
Research
Athletics
- Football Attendance Certification
- Athletic Ticket Office
- Camps and Clinics
- Complimentary Admissions
- Eligibility
- Financial Aid
- POSSE
- Playing and Practice Season
- Recruiting
- Student Athlete Employment
- Team Travel
- Athletic Medical Clinics
- Rules Education
- Investigation and Self Reporting Rules
- Drug Policy
- Contracts

Board of Regents for the Oklahoma Agricultural and Mechanical Colleges
Office of Internal Audit
FY 2026 Audit Universe

Audit Project Areas

Oklahoma State University (cont'd)

Fin., Operational Risk, Compl., and Efficiency
Grants and Contracts Financial Administration
Registrar
Human Resources
Facilities Management
Long Range Facilities Planning/Construction Mgmt.
Student Affairs
Academic Services
Extension Service
Experiment Station

OSU Institute of Technology

Provost, OSU Polytech & Vice Provost Academic Affairs, OSU System
Library
Nursing
Division of Engineering Technologies
Division of Creative Arts Technologies
Division of Automotive and Heavy Equipment
Division of Construction Technologies
Division of Arts and Sciences
Division of Information Technologies
Auxiliary
Vice Provost
Vice President Fiscal Services
Vice President Operations
Vice President Student Services
Computer and Information Services
Sponsored Programs and Grants
Human Resources/Payroll/Personnel Services
Post Office
Physical Plant
Access and Accommodation Services

OSU - Oklahoma City

Provost, OSU Polytech & Vice Provost Academic Affairs, OSU System
Vice Provost for Academic Affairs
Division of Agriculture Technologies
Arts and Sciences
Division of Business Technologies
Division of Health Services
Division of Engineering Technologies
Vice President of Operations and Director of Workforce
Vice President of Budget and Finance
Division of Human Services
Auxiliary
Physical Plant
Student Services
Community Relations
Sponsored Programs and Grants

OSU Center for Health Sciences

Office of the President
Office of the Provost and Vice President
Dean of the OSU College of Osteopathic Medicine
Dean of the OSU COM at Cherokee Nation
Associate Dean for Biomedical Sciences
Associate Dean Curriculum & Acad. Success
Associate Dean of Acad. Affairs & Enroll. Mgmt.
Chief Operating Officer
OSU Physicians Clinics/Practice Plan
Vice President for Administration and Finance Vice President for Student Affairs
Vice Pres. for Research and Sponsored Programs/ Grants Related Entities/Cooperative Agreements
Compliance
Auxiliary Operations
Information Technology/Security
Human Resources
Construction/Physical Plant

Board of Regents for the Oklahoma Agricultural and Mechanical Colleges
Office of Internal Audit
FY 2026 Audit Universe

Audit Project Areas

OSU - Tulsa

- Office of the President/Provost
- Academic Affairs
- Continuing Education
- Library
- Tulsa-Scholarships and Financial Aid
- Research and Sponsored Programs/Grants
- Budget and Accounting
- Human Services
- Physical Plant
- Public Safety
- Marketing and Public Relations
- Computing Services
- Auxiliary Services
- Student Affairs

Connors State College

- Office of the President
- Information Technology
- Sponsored Programs and Grants
- Student Affairs
- Auxiliary Enterprises
- Fiscal Services/Business Office
- Financial Aid Office
- Human Resources
- Federal and State Aid
- Operation and Maintenance of Plant
- Agriculture
- Business
- Communication and Fine Arts
- General Instructional Support
- Math and Science
- Nursing
- Social Sciences
- Academic Support
- Library
- College Farm

Langston University

- Office of the President
- Fiscal Affairs
- Operation and Maintenance of Plant
- Agriculture
- Arts and Sciences
- Business
- Education
- General Instructional Support/Information Technology
- Nursing
- Online Program
- Physical Therapy
- LU Tulsa
- LU OKC
- Research and Sponsored Programs/Grants
- Public Service
- Academic Support
- Auxiliary
- Student Affairs
- Financial Aid

Northeastern Oklahoma A&M College

- Office of the President
- Chief Information Officer - Information Technology
- Academic Support
- Library
- Sponsored Programs and Grants
- Student Services
- Registrar
- Plant Operation and Maintenance
- Human Resources
- Auxiliary
- Agriculture
- Business and Technology
- Communication and Fine Arts
- General Instructional Support

Board of Regents for the Oklahoma Agricultural and Mechanical Colleges
Office of Internal Audit
FY 2026 Audit Universe

Audit Project Areas

Northeastern Oklahoma A&M College (cont'd)

- Financial Aid
- Dobson Trust Scholarship Support
- Fiscal Affairs
- Math and Science
- Nursing, Allied Health, and Physical Education
- Social Sciences

Oklahoma Panhandle State University

- Office of the President
- Information Technology
- Academic Support
- Library
- College Farm
- Student Services
- Registrar
- Financial Aid
- University College
- Fiscal Affairs
- Plant Operation and Maintenance
- Auxiliary
- Agriculture
- Sponsored Programs
- Business and Technology
- Education
- Liberal Arts
- Science, Math, and Nursing

Board of Regents

- OSU/A&M Regents Administrative/Executive Offices
- Government Relations
- OSU/A&M Regents Office of Internal Audit
- OSU/A&M Regents Legal Counsel

Affiliate Entities

- OSU Foundation
- Cowboy Athletics, Inc.
- OSU Medical Authority
- OSU Alumni Association
- OSU Medical Center Foundation
- The Innovation Foundation, Inc.
- University Center at Tulsa Authority
- OSU Medical Trust
- OSU Veterinary Medical Authority
- Cowboy Techologies, LLC
- Connors Development Foundation
- LU Foundation
- LU Economic Development Authority
- LU National Alumni Association
- NEO Development Foundation
- OPSU Foundation
- OPSU Alumni Association
- National Center for Addiction Studies and Treatment Foundation
- Foundation for the McKnight Center for the Performing Arts

PERSONNEL ITEM

for the

Offices of the A&M Board of Regents

June 13, 2025, Regular Board Meeting

The personnel item listed below is informational in nature and does not require action by the Board.

Executive/Administrative Office

None

Office of Internal Audit

- **Schlotthauer, Ann**, hired as Executive Administrative Associate in the Stillwater office at an annual salary of $55,000, effective May 12, 2025.

Office of Legal Counsel

None

University House Refresh/Repairs Cost Estimate
June 13, 2025

Approval is requested to authorize OSU to perform necessary repairs, routine maintenance, and refresh household items including furniture, rugs, and linens, at the University House in an amount up to $125,000. Estimated costs are provided below.

Item	Cost	Description	Source
Roof Inspection and Gutter Cleaning	$ 1,500	Routine Maintenance	Facilities Mgmt. Quote
HVAC Maintenance/Cleaning	$ 1,206	Routine Maintenance	Facilities Mgmt. Quote
Electrical Repairs	$ 7,500	Routine Maintenance	Facilities Mgmt. Quote
Garage Repairs – Pet Damage	$ 14,360	Repair	Facilities Mgmt. Quote
Patch and Paint Walls & Trim	$ 29,859	Refresh	Facilities Mgmt. Quote
Kitchen Cabinet Carpentry	$ 1,850	Refresh	Facilities Mgmt. Quote
Cabinet Refinish/Touchup	$ 2,500	Refresh	Facilities Mgmt. Quote
Furniture *Furn. spent to date: $ 29,140* *Remaining: $ 12.943*	$ 42,083	Refresh	Estimate provided by Jess Blevins
Rugs *Rugs spent to date: $ 5,482* *Remaining: $ 1,435* *Pet Damage: $ 1,000*	$ 7,917	Refresh	Estimate provided by Jess Blevins
Linens	$ 5,000	Refresh	Estimate provided by Jess Blevins
GRAND TOTAL:	**$ 113,775**		

The following pages contain additional supporting documents for the Regular Board Meeting on June 13, 2025.

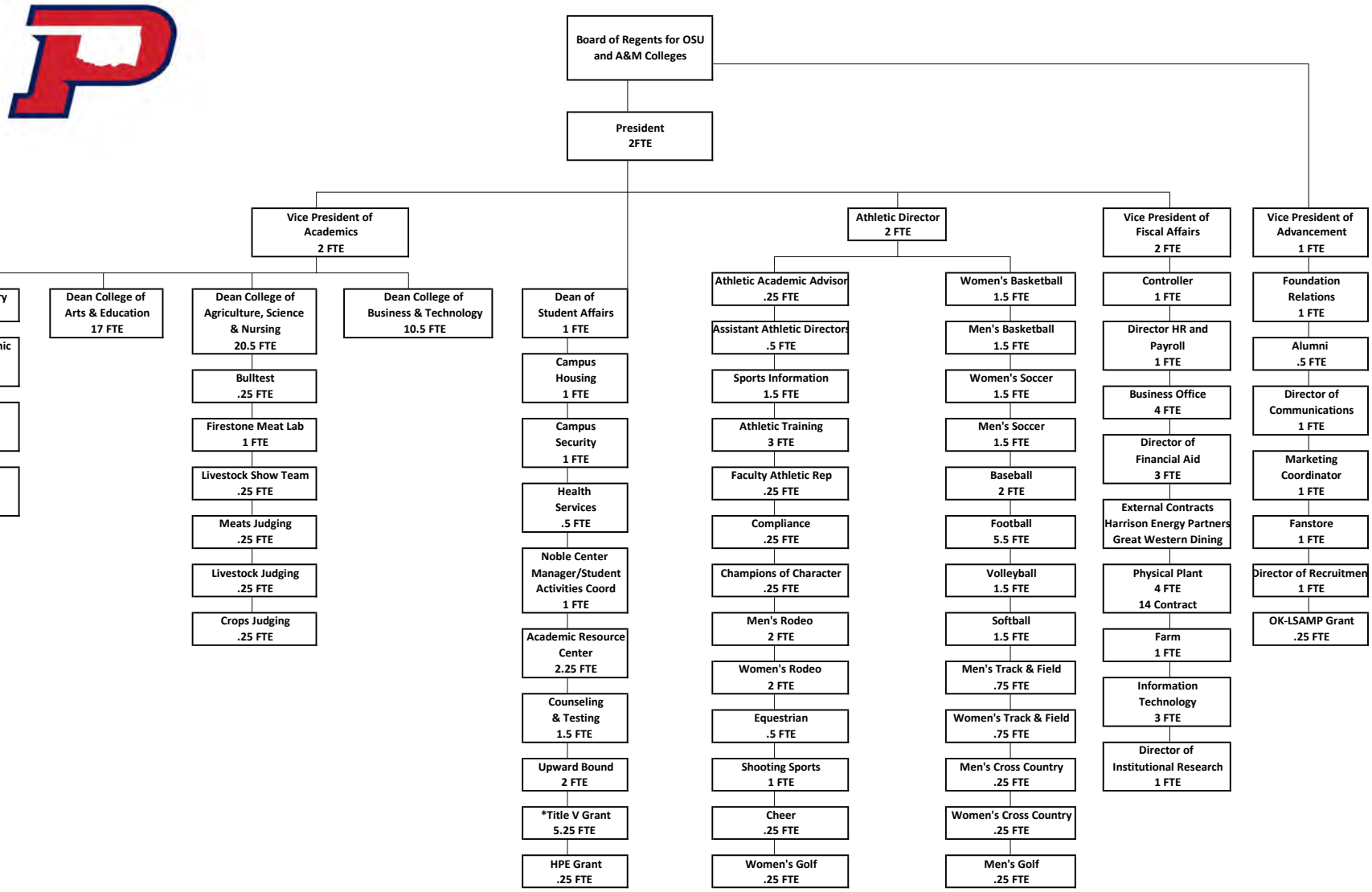
Please contact the Executive/Administrative Office for the A&M Board of Regents at (405) 945-3263 with any questions.

OKLAHOMA
PANHANDLE STATE
UNIVERSITY

BUDGET

Fiscal Year
2026

Organizational Chart



*Title V Grant ending 9/30/2025.

Oklahoma Panhandle State University

Budget Assumptions

Enrollment	Budgeted FY26	Actual FY25	Actual FY24
Full Time Equivalent for full year (30 hrs.)	1085	895	915

Narrative: *We are decreasing budgeted enrollment credit hours by 5.8%.*

Tuition & Fees			
Tuition	$ 8,099,223	$ 7,104,769	$ 7,285,199
Mandatory Fees	$ 2,366,366	$ 1,817,506	$ 1,854,208
In State - Tuition Waivers	$ (625,000)	$ (629,336)	$ (581,814)
Out of State - Tuition Waivers	$ (2,390,000)	$ (2,433,057)	$ (2,712,028)
Total	$ 7,450,589	$ 5,859,881	$ 5,845,565

Narrative: We are not requesting any changes in tuition and fees.

State Appropriations			
General Appropriations	$7,031,097	$6,921,664	$ 6,874,004
Restricted for Capital	$4,937,735	$5,173,312	$ 1,526,672
State Match	$$	$$	$ -
Other	$$	$$	$ -

Narrative: *Received deferred maintenance funding in FY25 and will receive deferred maintenance funds in FY26.*

Housing			
Occupancy	775	677	712
Revenue	$1,685,017	$1,472,189	$ 861,947

Narrative: *We are increasing the individual room rate 2-4% or $50 per semester to offset increased maintenance costs. We anticipate the requirement for freshman to live on campus will positively affect occupancy.*

Board			
Meal plan participation	474	442	528
Revenue	$812,401	$758,080	$ 849,631

Narrative: *We are increasing the meal plans at the same rate our food service provider is increasing the annual contract. This is a 6% increase or $216 per year for the average student.*

Other Notable Budget Assumptions

Narrative:

Oklahoma Panhandle State University
All Sources Revenue Analysis

Budget Revenue Analysis All Sources	"FY 2026" All Sources	"FY2025" All Sources	Change from Prior Year	Change %
Budgeted Revenue (All Sources)				
State Appropriations - All	$ 7,031,097	$ 6,921,664	$ 109,433	1.6%
Federal Appropriations	-	-	-	#DIV/0!
Tuition and Fees (Revolving Funds)	11,625,586	12,649,512	(1,023,926)	-8.1%
Gifts, Grants, Endowment	-	-	-	#DIV/0!
Sales and Services	-	-	-	#DIV/0!
Other	10,600	10,600	-	0.0%
Total E&G Revenue	18,667,283	19,581,776	(914,493)	-4.7%
Budgeted Use of E&G Reserves	-	-	-	#DIV/0!
Total E&G Revenue and Use of Reserves	18,667,283	19,581,776	(914,493)	-4.7%
Prior Year Ending E&G Reserve	1,303,356	1,147,246	156,110	13.6%
Budgeted Use of E&G Reserves	-	-	-	#DIV/0!
Calculated Ending E&G Reserve	1,303,356	1,147,246	156,110	13.6%
Auxiliary Revenues (excluding SFA funds)				
Housing	1,685,017	1,685,017	-	0.0%
Food Service	812,401	812,401	-	0.0%
Athletics	830,183	767,475	62,708	8.2%
Other	4,879,900	5,195,622	(315,722)	-6.1%
Total Auxiliary Revenues	8,207,501	8,460,515	(253,014)	-3.0%
Budgeted Use of Aux Reserves	-	-	-	#DIV/0!
Total Auxiliary Revenue and Use of Reserves	8,207,501	8,460,515	(253,014)	-3.0%
Prior Year Ending Aux Reserve	1,061,168	912,606	148,562	16.3%
Budgeted Use of Aux Reserves	-	-	-	#DIV/0!
Calculated Ending Aux Reserve	1,061,168	912,606	148,562	16.3%
Grants and Sponsored Programs	650,290	1,496,011	(845,721)	-56.5%
Total Revenue and Budgeted Reserve All Sources	**$ 27,525,074**	**$ 29,538,302**	**$ (2,013,228)**	-6.8%

(Note: SFA has been removed this year as a revenue source)

Oklahoma Panhandle State University
E&G Budget Year Comparison

E&G Budget Year over Year	"FY 2026" E&G Part I Budget	"FY2025" E&G Part I Budget	Change from Prior Year	Change %
Budgeted Education & General Revenue				
State Appropriations - Operations	$ 6,868,042	$ 6,795,274	$ 72,768	1.1%
State Appropriations - Grants, Contracts	163,055	126,390	36,665	29.0%
Federal Appropriations (Including HEERF)	-	-	-	#DIV/0!
Gross Tuition & Fees (excludes fee waivers)	11,625,586	12,649,512	(1,023,926)	-8.1%
Gifts, Grants, Endowment	-	-	-	#DIV/0!
Sales & Services	-	-	-	#DIV/0!
Other	10,600	10,600	-	0.0%
Total Current Year Budgeted E&G Revenue	18,667,283	19,581,776	(914,493)	-4.7%
Budgeted Education & General Expenditures				
Instruction	4,802,671	5,206,844	(404,173)	-7.8%
Research	-	-	-	#DIV/0!
Public Service	-	-	-	#DIV/0!
Academic Support	1,631,972	1,508,218	123,754	8.2%
Student Services	3,676,161	3,541,432	134,729	3.8%
Institutional Support	2,198,307	2,088,029	110,278	5.3%
Physical Plant (Excluding HEERF Capital Expenditures)	3,343,172	3,524,213	(181,041)	-5.1%
HEERF Capital Expenditures	-	-	-	#DIV/0!
Fee Waivers	3,015,000	3,713,040	(698,040)	-18.8%
Scholarships & Fellowships	-	-	-	#DIV/0!
Total Current Year Budgeted E&G Expenditures	18,667,283	19,581,776	(914,493)	-4.7%
Budgeted E&G Increase/(Decrease) Before Use of Reserves	-	-	-	#DIV/0!
Prior Year E&G Reserve (SRA3 Sch C, Line 3)	1,303,356	1,147,246	156,110	13.6%
Projected Ending E&G Reserve (SRA3 Sch C, Line 8)	**$ 1,303,356**	**$ 1,147,246**	**$ 156,110**	**13.6%**

Oklahoma Panhandle State University
E&G and Auxiliary Budget to Actual

E&G Budget Compared to Actual

	Budget FY 2025 E&G Part I	FY 2025 Actual YTD Thru 03/31/25	Difference (figures in red under budget)	Budget FY 2024 E&G Part I	Actual Year ending 6/30/2024	Difference (figures in red under budget)	Actual Year Ending 6/30/2023
Education & General (E&G) Revenue							
State Appropriations - Operations	$ 6,795,274	$ 5,299,691	(1,495,583)	$ 6,692,761	$ 6,692,761	0	$ 6,189,908
State Appropriations - Grants, Contracts	126,390	98,573	(27,817)	181,244	181,243	(1)	145,720
Federal Appropriations (Including HEERF)	-	-	0	124,562	124,562	0	202,268
Gross Tuition & Fees (excluding waivers)	12,649,512	8,963,274	(3,686,238)	12,671,208	10,054,442	(2,616,766)	11,478,690
Gifts, Grants, Endowment	-	-	0	-	-	0	-
Sales & Services	-	-	0	-	-	0	-
Other	10,600	8,347	(2,253)	10,600	253,739	243,139	10,377
Total Current Year E&G Revenue	19,581,776	14,369,885	(5,211,891)	19,680,375	17,306,747	(2,373,628)	18,026,964
Education & General Expenditures							
Instruction	5,206,844	3,127,646	(2,079,198)	6,037,548	5,546,215	(491,333)	5,944,546
Research	-	-	0	-	-	0	-
Public Service	-	-	0	-	-	0	-
Academic Support	1,508,218	994,881	(513,337)	1,136,790	928,477	(208,313)	928,057
Student Services	3,541,432	2,662,464	(878,968)	3,576,211	3,009,563	(566,648)	3,401,635
Institutional Support	2,088,029	1,438,615	(649,414)	2,065,469	1,874,003	(191,466)	1,984,517
Physical Plant	3,524,213	2,294,663	(1,229,550)	3,026,755	3,097,075	70,320	2,904,550
HEERF Capital Expenditures	-	-	0	124,562	124,562	0	202,268
Fee Waivers	3,713,040	2,903,007	(810,033)	3,713,040	3,293,843	(419,197)	3,741,286
Scholarships & Fellowships	-	-	0	-	-	0	-
Total Current Year Budgeted E&G Expenditures	19,581,776	13,421,275	(6,160,501)	19,680,375	17,873,737	(1,806,638)	19,106,859

Auxiliary Budget Compared to Actual

Auxiliary Revenues (excluding SFA funds)							
Housing	1,685,017	1,395,500	(289,517)	1,685,017	1,688,582	3,565	1,542,532
Food Service	812,401	762,361	(50,040)	812,401	708,662	(103,739)	803,280
Athletics	830,183	140,385	(689,798)	747,055	790,685	43,630	1,346,248
Other	4,879,900	2,567,293	(2,312,607)	5,216,042	4,673,180	(542,862)	4,427,306
Total Auxiliary Revenues	8,207,501	4,865,538	(3,341,963)	8,460,515	7,861,109	(599,406)	8,119,367
Auxiliary Expenditures							
Housing	1,685,017	669,326	(1,015,691)	1,685,017	1,647,004	(38,013)	1,444,738
Food Service (includes Food Service Vendor)	812,401	634,086	(178,315)	812,401	789,167	(23,234)	904,215
Athletics	830,183	566,601	(263,582)	747,055	880,747	133,692	1,324,819
Other	4,879,900	3,118,123	(1,761,777)	5,216,042	4,736,270	(479,772)	4,539,165
Total Auxiliary Disbursements	8,207,501	4,988,135	(3,219,366)	8,460,515	8,053,188	(407,327)	8,212,938
Net Difference in Revenues and Disbursements	-	(122,597)		-	(192,080)		(93,571)

Oklahoma State Regents for Higher Education

655 Research Parkway, Suite 200
Oklahoma City, OK 73104

EDUCATIONAL AND GENERAL BUDGET - FY2025-2026
PART I - PRIMARY BUDGET

Schedule A
Summary of Educational and General Expenditures by Function

Agency #	**530**		
Institution Name:	**Oklahoma Panhandle State University**	**Date Submitted:**	**June 11, 2025**
President:	**Dr. Julie Dinger**		

EXPENDITURES BY ACTIVITY/FUNCTION			
Activity Number	**Activity/Function**	**FY2025-2026 Amount**	**Percent of Total**
	Educational & General Budget - Part I:		
11	Instruction	4,802,671	25.7%
12	Research	-	0.0%
13	Public Service	-	0.0%
14	Academic Support	1,631,972	8.7%
15	Student Services	3,676,161	19.7%
16	Institutional Support	2,198,307	11.8%
17	Operation and Maintenance of Plant	3,343,172	17.9%
18	Scholarships and Fellowships	3,015,000	16.2%
	Total Expenditures by Activity/Function:	**18,667,283**	**100.0%**

FUNDING			
Fund Number	**Fund Name**	**FY2025-2026 Amount**	**Percent of Total**
	E&G Operating Revolving Fund:		
290	Revolving Funds	11,636,186	62.3%
290	State Appropriated Funds - Operations Budget	6,868,042	36.8%
290	State Appropriated Funds - Grants, Contracts and Reimbursements	163,055	0.9%
490	Federal Stimulus Funds - CARES and ARPA	-	0.0%
	Total Expenditures by Fund:	**18,667,283**	100.0%

EDUCATIONAL AND GENERAL BUDGET - FY2025-2026
PART I - PRIMARY BUDGET

Schedule A-1
Summary of Educational and General Expenditures by Function

Institution Name:	**Oklahoma Panhandle State University**

EXPENDITURES BY ACTIVITY/FUNCTION			
Activity Number	**Activity/Function**	**FY2025-2026 Amount**	**Percent of Total**
	Educational & General Budget - Part I:		
11	**Instruction**		
	General Academic Instruction	4,382,958	
	Vocational/Technical Instruction	-	
	Community Education	15,424	
	Preparatory/Remedial Instruction	296,165	
	Instructional Information Technology	108,124	
	Total Instruction:	**4,802,671**	**25.7%**
12	**Research**		
	Institutes and Research Centers	-	
	Individual and Project Research	-	
	Research Information Technology	-	
	Total Research:	**-**	**0.0%**
13	**Public Service**		
	Community Service	-	
	Cooperative Extension Service	-	
	Public Broadcasting Services	-	
	Public Service Information Technology	-	
	Total Public Service:	**-**	**0.0%**
14	**Academic Support**		
	Libraries	394,586	
	Museums and Galleries	-	
	Educational Media Services	798,968	
	Ancillary Support/Organized Activities	252,367	
	Academic Administration	159,020	
	Academic Personnel Development	-	
	Course and Curriculum Development	-	
	Academic Support Information Technology	27,031	
	Total Academic Support:	**1,631,972**	**8.7%**

Schedule A-1 (continued) - Summary of Educational and General Expenditures by Function

Institution Name: **Oklahoma Panhandle State University**

EXPENDITURES BY ACTIVITY/FUNCTION			
Activity Number	**Activity/Function**	**FY2025-2026 Amount**	**Percent of Total**
15	**Student Services**		
	Student Services Administration	252,622	
	Social and Cultural Development	2,876,367	
	Counseling and Career Guidance	78,222	
	Financial Aid Administration	174,859	
	Student Admissions	-	
	Student Records	240,029	
	Student Health Services	-	
	Student Services Information Technology	54,062	
	Total Student Services:	**3,676,161**	**19.7%**
16	**Institutional Support**		
	Executive Management	1,369,431	
	Fiscal Operations	451,585	
	General Administration	121,550	
	Public Relations/Development	201,679	
	Administrative Information Technology	54,062	
	Total Institutional Support:	**2,198,307**	**11.8%**
17	**Operation and Maintenance of Plant**		
	Physical Plant Administration	268,164	
	Building Maintenance	440,768	
	Custodial Services	341,043	
	Utilities	1,372,000	
	Landscape and Grounds Maintenance	170,577	
	Major Repairs and Renovations	484,012	
	Safety & Security	239,577	
	Logistical Services	-	
	Operation & Maintenance Information Technology	27,031	
	Total Operation and Maintenance of Plant:	**3,343,172**	**17.9%**
18	**Scholarships and Fellowships**		
	Scholarships	-	
	Fellowships	-	
	Resident Tuition Waivers	625,000	
	Nonresident Tuition Waivers	2,390,000	
	Total Scholarships and Fellowships:	**3,015,000**	**16.2%**
	Total Expenditures by Activity/Function:	**18,667,283**	**100.0%**

Oklahoma State Regents for Higher Education

EDUCATIONAL AND GENERAL BUDGET - FY2025-2026

PART I - PRIMARY BUDGET

Schedule B

Summary of Educational and General Expenditures by Object

Institution:	Oklahoma Panhandle State University

EXPENDITURES BY OBJECT			
Object Number	**Object of Expenditure**	**FY2025-2026 Amount**	**Percent of Total**
1	Personnel Services:		
1a	Teaching Salaries	2,521,454	13.5%
1b	Professional Salaries	3,164,322	17.0%
1c	Other Salaries and Wages	1,086,974	5.8%
1d	Fringe Benefits	2,715,289	14.5%
1e	Professional Services	-	0.0%
	Total Personnel Service	**9,488,039**	**50.8%**
2	Travel	651,800	3.5%
3	Utilities	1,372,750	7.4%
4	Supplies and Other Operating Expenses *	4,104,083	22.0%
5	Property, Furniture and Equipment	3,105	0.0%
6	Library Books and Periodicals	32,506	0.2%
7	Scholarships and Other Assistance	3,015,000	16.2%
8	Transfer and Other Disbursements **	-	0.0%
	Total Expenditures by Object	**18,667,283**	**100.0%**

Oklahoma State Regents for Higher Education

EDUCATIONAL AND GENERAL BUDGET - FY2025-2026
PART I - PRIMARY BUDGET

Schedule C
REPORT OF EDUCATIONAL AND GENERAL REVENUE, EXPENDITURES, AND UNOBLIGATED RESERVE

Institution Name:	Oklahoma Panhandle State University

Revenue Description	FY2025-2026 Amount	Percent of Total
1. Beginning Fund Balance July 1, 2025 (Cash Basis)	**1,353,356**	
2. Expenditures for Prior Year Obligations	**50,000**	
3. Unobligated Reserve Balance July 1, 2025 (line 1 - line 2)	**1,303,356**	<--Formula
4. Projected FY2026 Receipts:		
State Appropriated Funds - For Operations	6,868,042	36.8%
State Appropriated Funds - For Grants, Contracts and Reimbursements	163,055	0.9%
Federal Appropriations	-	0.0%
Local Appropriations	-	0.0%
Resident Tuition (includes tuition waivers)	5,599,223	30.0%
Nonresident Tuition (includes tuition waivers)	2,500,000	13.4%
Student Fees - Mandatory and Academic Service Fees	3,526,363	18.9%
Gifts, Endowments and Bequests	-	0.0%
Other Grants, Contracts and Reimbursements	-	0.0%
Sales and Services of Educational Departments	-	0.0%
Organized Activities Related to Educational Departments	-	0.0%
Technical Education Funds	-	0.0%
Other Sources	10,600	0.1%
Federal Stimulus Funds - CARES and ARPA	-	0.0%
5. Total Projected FY2026 Receipts	**18,667,283**	**100.0%**
6. Total Available (line 3 + line 5)	**19,970,639**	<--Formula
7. Less Budgeted Expenditures for FY2026 Operations	**18,667,283**	<--Link to Sch A
8. Projected Unobligated Reserve Balance June 30, 2026 (line 6 - line 7)	**1,303,356**	<--Formula

Schedule C-1 Student Fees	Fund 290	Fund 700	Totals
Mandatory Fees	2,366,366	1,566,503	3,932,869
Academic Service Fees	1,159,997	590,552	1,750,549
Total Student Fees	3,526,363	2,157,055	5,683,418
Difference Between Student Fees in cells B40 and C23	-	**N/A**	**N/A**

OKLAHOMA STATE REGENTS FOR HIGHER EDUCATION

EDUCATIONAL AND GENERAL BUDGET - FY2025-2026

PART I - PRIMARY BUDGET

Schedule C - 2
Cash Flow Requirements and the Use of Reserves

Institution Name:	Oklahoma Panhandle State University	Percentage Requirements	Amount	Percentage
1	**Amount of Cash Flow Reserves Used in the FY2025 Budget Request**		-	
2	**Budgeted Amounts from Schedule C:**			
A.	Budgeted expenditures for FY2026		18,667,283	100.00%
B.	Projected Reserves at June 30, 2026		1,303,356	6.98%
3	**Cash Flow Requirements - State Regents and Accreditation Agencies:**	**% Requirement**	**$ Requirements**	**% of Total Requirement**
A.	State Regents Cash Flow Target at 8.3% (1/12th)	8.3%	1,555,545	100.00%
B.	Additional Cash Flow Requirements in Addition to the 8.3%			
	Total Additional Cash Flow Required by Accreditation Agencies (beyond the 8.3%)		-	0.00%
C.	Total Cash Flow Requirements for OSRHE and Other Accrediting Agencies		1,555,545	100.00%
D.	Amount of Projected Reserves After Cash Flow Requirements are Met		(252,189)	
4	**Institution's Priorities for the Use of the Projected Reserves**			

B.	Amount of Reserves	1,303,356	
	Uses of Reserve:		
	Provide narrative to describe how the institutional reserve will be used in the future. Each use must be classified in one of the following 8 classifications; OSRHE 1/12th, Accreditation, Campus Safety, Renovation, Capitol Projects, Equipment and Technology, Complete College America, or Other Purposes. See example worksheet.	Amounts	**Classification:**
1		1,555,545	OSRHE 1/12th
2		-	Accreditation
3			Campus Safety
4			Renovation
5			Capitol Projects
6			Equip & Technology
7			CCA
8			Other Purposes
	Total Priorities for Use of Reserves	1,555,545	(252,188.88)

Note: Add and expand rows as necessary to provide narrative to the above reserve priorities.

Oklahoma State Regents for Higher Education

EDUCATIONAL AND GENERAL BUDGET - FY2025-2026
PART II - SPONSORED BUDGET

Schedule A
Summary of Educational and General Sponsored Expenditures by Function

Institution Name:	Oklahoma Panhandle State University

EXPENDITURES BY ACTIVITY/FUNCTION			6/11/2025
Activity Number	**Activity/Function**	**FY2025-2026 Amount**	**Percent of Total**
	Educational & General Budget - Part II:		
	Instruction	$ -	0.0%
	Research	-	0.0%
	Public Service	572,208	88.0%
	Academic Support	-	0.0%
	Student Services	78,082	12.0%
	Institutional Support	-	0.0%
	Operation and Maintenance of Plant	-	0.0%
	Scholarships and Fellowships	-	0.0%
21	**Total E&G Part II:**	**$ 650,290**	**100.0%**

FUNDING			
Fund Number	**Fund Name**	**FY2025-2026 Amount**	**Percent of Total**
430	**Agency Relationship Fund**	$ 650,290	100.0%
	Total Expenditures by Fund:	**$ 650,290**	**100.0%**

Oklahoma State Regents for Higher Education

EDUCATIONAL AND GENERAL BUDGET - FY2025-2026
PART II - SPONSORED BUDGET

Schedule B
Summary of Educational and General Sponsored Expenditures by Object

Institution:	Oklahoma Panhandle State University

EXPENDITURES BY OBJECT			
Object Number	**Object of Expenditure**	**FY2025-2026 Amount**	**Percent of Total**
1	Personnel Services:		
1a	Teaching Salaries	$ -	0.0%
1b	Professional Salaries	155,582	23.9%
1c	Other Salaries and Wages	43,800	6.7%
1d	Fringe Benefits	47,817	7.4%
1e	Professional Services	-	0.0%
	Total Personnel Services	**$ 247,199.00**	**38.0%**
2	Travel	27,578	4.2%
3	Utilities	-	0.0%
4	Supplies and Other Operating Expenses	325,627	50.1%
5	Property, Furniture and Equipment	-	0.0%
6	Library Books and Periodicals	-	0.0%
7	Scholarships and Other Assistance	32,890	5.1%
8	Transfer and Other Disbursements	16,996	2.6%
	Total Expenditures by Object	**$ 650,290.00**	**100.0%**

Oklahoma State Regents for Higher Education

EDUCATIONAL AND GENERAL BUDGET - FY2025-2026
PART II - BUDGET FOR SPONSORED RESEARCH AND OTHER SPONSORED PROGRAMS

Schedule C
REPORT OF EDUCATIONAL AND GENERAL INCOME, EXPENDITURES, AND UNOBLIGATED RESERVE

Institution:	Oklahoma Panhandle State University

Receipt Description	FY2025-2026 Amount	Percent of Total
1. Beginning Fund Balance July 1, 2025 (Cash Basis)	**$ -**	
2. Expenditures for Prior Year Obligations	**$ -**	
3. Unobligated Reserve Balance July 1, 2025 (line 1 - line 2)	**$ -**	
4. Projected Receipts FY2026:		
Department of Agriculture	-	0.0%
Department of Commerce	-	0.0%
Department of Defense	-	0.0%
Department of Education	395,025	60.7%
Department of Energy	-	0.0%
Department of Health and Human Services	125,265	19.3%
Department of Homeland Security	-	0.0%
Department of Justice	-	0.0%
Department of Transportation	-	0.0%
National Aeronautics and Space Administration	-	0.0%
National Institutes of Health	-	0.0%
National Science Foundation	-	0.0%
Other Federal Agencies	-	0.0%
City and County Government	-	0.0%
Commercial and Commercial Related	-	0.0%
Foundations	-	0.0%
Other Non-Federal Sources	130,000	20.0%
Other Universities and Colleges	-	0.0%
State of Oklahoma	-	0.0%
5. Total Projected FY2026 Receipts	**$ 650,290**	100.0%
6. Total Available (line 3 + line 5)	**$ 650,290**	
7. Less Budgeted Expenditures for FY2026 Operations	**$ 650,290**	
8. Projected Unobligated Reserve Balance June 30, 2026 (line 6 - line 7)	**$ -**	

Oklahoma State Regents for Higher Education
655 Research Parkway, Suite 200
Oklahoma City, OK 73104
EDUCATIONAL AND GENERAL BUDGET
FISCAL YEAR FY2025-2026

Schedule F and G

STATEWIDE PROGRAM CODE: Higher Education (Input)

SUMMARY OF EXPENDITURES BY FUNCTION AND OBJECT

Agency #: 530 **Date Submitted:** June 11, 2025
Institution Name: Oklahoma Panhandle State University **Presidents Name** Dr. Julie Dinger

Object Codes	10	20	31	30	40	42	50	60	
Object	**Personnel Services**	**Travel**	**Utilities**	**Supplies & Other Operating Expenses**	**Property, Furniture, & Equipment**	**Library Books and Periodicals**	**Scholarships & Other Assistance Net of Waivers**	**Transfers & Other Disbursements**	**TOTALS**
Activity & Sub-Activity/Function:									
11 Instruction	4,259,580	65,592	-	477,499	-	-	-	-	4,802,671
12 Research									-
13 Public Service									-
14 Academic Support	631,874	38,510	-	929,082	-	32,506	-	-	1,631,972
15 Student Services	2,583,618	473,947	-	615,491	3,105	-	-	-	3,676,161
16 Institutional Support	1,582,385	63,931	-	551,991	-	-	-	-	2,198,307
17 Operation. & Maintenance. of Plant	430,582	9,820	1,372,750	1,530,020	-	-	-	-	3,343,172
18 Scholarships **(Net of Tuition Waivers)**	-	-	-	-	-	-	-	-	-
11 Total E&G Part I - Fund 290	**9,488,039**	**651,800**	**1,372,750**	**4,104,083**	**3,105**	**32,506**	**-**	**-**	**15,652,283**
Hyperion Account Code	**511130**	**521110**	**531160**		**541110**		**552110**	**562130**	
Entry into CORE E&G Part I - Fund 290	**9,488,039**	**651,800**		**5,476,833**		**35,611**	**-**	**-**	**15,652,283**
49 Total E&G Part I - Fund 490	-	-	-	-	-	-	-	-	-
49 Entry into CORE E&G Part I - Fund 490 (CARES)	-	-		-		-	-	-	-
97 Total E&G Part I - Fund 497	-	-	-	-	-	-	-	-	-
97 Entry into CORE E&G Part I - Fund 497 (ARP)	-	-		-		-	-	-	-
21 Total E&G Part II *Cells linked to Sch. B-II--->*	**247,199**	**27,578**	**-**	**325,627**	**-**	**-**	**32,890**	**16,996**	**650,290**
Hyperion Account Code	**511130**	**521110**	**531160**		**541110**		**552110**	**562130**	
Entry into CORE E&G Part II	**247,199**	**27,578**		**325,627**		**-**	**32,890**	**16,996**	**650,290**
Total Allotment	**9,735,238**	**679,378**	**1,372,750**	**4,429,710**	**3,105**	**32,506**	**32,890**	**16,996**	**16,302,573**

Schedule G

Hyperion Account Code			**511130**	**521110**	**531160**		**541110**		**552110**	**562130**	
700 Fund No.	**Activity No.**	**Sub-Activity No.**	**Personnel Services**	**Travel**	**Utilities**	**Supplies & Other Operating Expenses**	**Property, Furniture, & Equipment**	**Library Books and Periodicals**	**Scholarships & Other Assistance**	**Transfers & Other Disbursements**	**Total Budgeted Amount**
Fund 7XX			637,788	634,528	229,124	4,258,947	266,907	-	-	148,794	6,176,088
Fund 789	89		10,373,026	-	-	-	-	-	-	-	10,373,026
Fund 790	85		-	-	-	-	-	-	-	-	-

11 Entry into CORE E&G Part I - Fund 290	15,652,283
49 Entry into CORE E&G Part I - Fund 490 (CARES)	-
97 Entry into CORE E&G Part I - Fund 497 (ARP)	-
21 Entry into CORE E&G Part II	650,290
G Entry into CORE Fund 700	6,176,088
G Entry into CORE Fund 789	10,373,026
G Entry into CORE Fund 790	-
Total Allotment	32,851,687

Oklahoma State Regents for Higher Education

Consolidated Capital Budgets
Fiscal Year 2025-2026

Schedule H
Various Funds by Institution

Institution Agency # and Name:	**530**		**Oklahoma Panhandle State University**
Date Submitted:	**June 11, 2025**	**President:**	**Dr. Julie Dinger**

Fund No.	Activity No.	Sub-Activity No.	Total Budgeted Amount -- Account 5400000
295	90	00001	5,945,000
340	90	00001	$
450	90	00001	$
600	90	00001	1,100,000
650	90	00001	400,000
Other Funds -- Please List:			
	90	00001	$
	90	00001	$
	90	00001	$
	90	00001	$
	90	00001	$
TOTAL			**$ 7,445,000**

Oklahoma State Regents for Higher Education
FY2026 Educational and General Budget - SRA3 Background Data
Schedule 1 - Continuing Full-Time Faculty and Full-Time Staff Salary Changes

Institution Name:	**Oklahoma Panhandle State University**
Contact Person's Name and Phone #:	**Elizabeth McMurphy, 580-349-1566**

1. Percentage Salary Changes For Continuing Filled Positions

Percentage Salary Changes for Continuing Filled Positions	President	Number of Faculty [1]	Number of Administrative and Professional Staff (Exempt) [2]	Number of Other Staff (Non-exempt) [3]	Total
-% (Number receiving a salary decrease)	-	-	2	-	2
0% (Number receiving no salary change)	1	29	55	15	100
0.1% to 2.9%	-	1	-	-	1
3.0% to 4.9%	-	-	1	-	1
5.0% to 6.9%	-	1	4	-	5
7.0% to 9.9%	-	-	1	-	1
10.0% to 14.9%	-	2	3	-	5
15% or more	-	1	-	-	1
Total Number of Continuing Employees	1	34	66	15	116
Range of Percentage Changes:	For Pres - Use same %				
Lowest Percentage Change	0.00%	2.70%	-57.70%	0.00%	0.00%
Highest Percentage Change	0.00%	22.20%	24.50%	0.00%	0.00%
Average Percentage Change	0.00%	1.50%	-0.10%	0.00%	0.00%

Average Salary Change - For All Continuing Employees

	President	Faculty	Professional	Other Staff	Total
Total Number of Continuing Employees	1	34	66	15	116
Amount of Salary Change	-	21,254	3,726	-	24,979
Average Salary Change	0	625.1126471	56.44939394	0	215.340431

Average Salary Change - For All Continuing Employees Receiving a Salary Increase

Total Number of Employees With Salary Inc.	-	5	9	-	14
Amount of Salary Change	-	21,254	3,726	-	24,979
Average Salary Change	#DIV/0!	4,251	414	#DIV/0!	1,784

Board Approval date for Budget	Approval Date: -->	June 13, 2025
Effective Start Date of Salary Program	Starting Date: -->	July 1, 2025
Date President's Salary will be Considered	Consider Date: -->	June 13, 2025
Will your institution considering an employee salary or stipend program later in the fiscal year? If yes, explain in comment section below.	No	Date: ------> <-----Yes or No

2. Faculty and Employee Promotions

# of Employees Receiving Increases due to Promotions and Changes in Rank	-	4	1	-	5
Amount of Salary Increases provided due to Promotions and Changes in Rank	-	17,259.89	12,220.00	-	29,479.89
Average of Salary Increases Based on Promotions and Changes in Rank	#DIV/0!	4,314.97	12,220.00	#DIV/0!	5,895.98

3. Other Salary Adjustments - Such as Cell Phones, Etc.

# of Employees Receiving Increases due to Other Salary Adjustments	-	1	8	-	9
Amount of Salary Adjustments	-	3,993.94	33,726.00	-	37,719.94
Average of Salary Adjustments	#DIV/0!	3,993.94	4,215.75	#DIV/0!	4,191.10

Explanation: Other salary adjustments are per faculty salary card and merit-based considering contributions to department. Other salary adjustments for staff are merit-based, considering their contributions to the department and university as a whole, or for additional duties.

4. Stipend Program

# of Employees Receiving a Stipend	-	-	-	-	-
Amt of One-time Stipends	-	-	-	-	-
Average Stipend Increase	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!
Average Stipend Percentage Increase	0.0%	0.0%	0.0%	0.0%	0.0%

Write in the effective dates of the FY2026 stipend program:	Starting Date: ----->

5. Comments About Salaries, Promotions and/or Stipend Program:

(Drag Row 55 if more space needed)

Oklahoma State Regents for Higher Education
Schedule 1-A - Methodology for Changes in Compensation - FY2026

Institution Name: Oklahoma Panhandle State University

	METHODOLOGY FOR CHANGES IN COMPENSATION			
	What methodology is used for compensation changes?	**For Faculty**	**For Administrative and Professional Staff**	**For Other Staff**
1	Performance-based merit evaluation	Rank Change/Promotions	Promotions, Merit, and Added Duties	Promotions, Merit, and Added Duties
2	Across-the-board	None	None	None
3	Combination of performance-based and across-the-board	None	None	None
	List criteria for performance-based merit evaluation: (Add rows if needed)	**For Faculty**	**For Administrative and Professional Staff**	**For Other Staff**
1	Performance	Rank Change and Salary Card adjustments	Salary and/or title change	Salary and/or title change
2	Additional Duties	Salary and/or title change	Salary and/or title change	Salary and/or title change
3				
4				
5				
6				
	Elaborate if compensation changes are based on combination of performance-based and across-the-board changes:	**For Faculty**	**For Administrative and Professional Staff**	**For Other Staff**
1				
2				
3				
4				
5				
6				

Oklahoma State Regents for Higher Education
FY2026 Educational and General Budget Part I - SRA3 Background Data
Schedule 1-b - Salaries of Chief Administrative, Dean's and Professional Positions

Institution Name:	Oklahoma Panhandle State University			
President's Name				
Principal Position	**Actual FY2025**	**Budgeted FY2026**	**Dollar Change**	**Percentage Increase**
President (Salary Only - Exclude Allowances)	220,720	220,720	-	0.00%
Vice Presidents:				
Chief Administrative Officer			-	#DIV/0!
Chief Academic Officer	116,720	110,720	(6,000)	-5.14%
Chief Business Officer	110,720	110,720	-	0.00%
Chief Development Officer			-	#DIV/0!
Chief Student Affairs Officer			-	#DIV/0!
List Other Vice Presidents in Rows 69 through 75			-	#DIV/0!
Instruction:				
Deans (List): (Insert rows if needed)				
Agriculture, Science, and Nursing	95,720	95,720	-	0.00%
Business and Technology	57,444	64,164	6,720	11.70%
Education & Arts	66,099	74,515	8,416	12.73%
Liberal Arts/Humanities			-	#DIV/0!
Math & Science			-	#DIV/0!
Graduate College			-	#DIV/0!
List Other Deans in Rows 59 to 69.			-	#DIV/0!
			-	#DIV/0!
Academic Support:				
Academic Dean			-	#DIV/0!
Director/Dean of Library	59,884	59,884	0	0.00%
Student Services:				
Dean/Director of Student Services	75,720	75,720	-	0.00%
Chief Admissions Officer	48,720	45,720	(3,000)	-6.16%
Registrar	62,000	62,000	-	0.00%
Director of Financial Aid	53,500	53,500	-	0.00%
Institutional Support:				
Chief Legal Counsel			-	#DIV/0!
Controller or Accounting Professional	65,720	65,720	-	0.00%
Chief Public Relations Officer	61,920	53,270	(8,650)	-13.97%
Director of Institutional Research	55,900	55,900	-	0.00%
Director of Development			-	#DIV/0!
Physical Plant:				
Director of Physical Plant	95,120	95,120	-	0.00%
Technology:				
Chief Information Systems Officer	75,000	80,000	5,000	6.67%

Comments: Exclude all allowances from reported salaries.

Institution Comments:

NOTE: Schedules I, I-a and I-b must be resubmitted to this office when there is a change in your institution's salary program and anytime the president's salary amount is changed.

Oklahoma State Regents for Higher Education
FY2026 Educational and General Budget Part I - SRA3 Background Data
Schedule 1-b - Salaries of Chief Administrative, Dean's and Professional Positions

Principal Position	Actual FY2025	Budgeted FY2026	Dollar Change	Percentage Increase
Other Vice Presidents:				
Vice President of Advancement	120,720	120,720	-	0.00%
			-	#DIV/0!
			-	#DIV/0!
			-	#DIV/0!
			-	#DIV/0!
			-	#DIV/0!
			-	#DIV/0!
			-	#DIV/0!
			-	#DIV/0!
			-	#DIV/0!
			-	#DIV/0!
Other Deans:				
			-	#DIV/0!
			-	#DIV/0!
			-	#DIV/0!
			-	#DIV/0!
			-	#DIV/0!
			-	#DIV/0!
			-	#DIV/0!
			-	#DIV/0!
			-	#DIV/0!
			-	#DIV/0!
			-	#DIV/0!
Other Positions:				

Oklahoma State Regents for Higher Education
FY2026 Educational and General Budget Part I - SRA3 Background Data
Schedule II - Changes in Full-Time Faculty Positions

Institution Name:---------->	Oklahoma Panhandle State University

Report the full-time faculty positions that will increase or decrease the number of teaching faculty from that of the previous year. If a faculty member in a department has retired or resigned and is to be replaced by a new hire, do not report below.

New Full-Time Faculty Positions For FY2026

Rank (specify Professor, Assistant Professor, Associate Professor, Instructor, Lecturer)	Department	CIP 2010 -Primary Field of Study UDS Record 8 - Element 51	FTE	Budgeted Salaries
TOTAL New Faculty Positions:			0.0	-

Note: Use additional pages or insert rows as needed.

Reduction in Full-Time Faculty Positions for FY2026:

Rank (specify Professor, Assistant Professor, Associate Professor, Instructor, Lecturer)	Department	CIP 2010 -Primary Field of Study UDS Record 8 - Element 51	FTE	Budgeted Salaries
Instructor of Psychology	Behavioral & Social Science	42	1.00	37,107
Instructor of Business Administration	Business Administration	52	1.00	44,000
Instructor of Education	Education	13	1.00	40,800
Assistant Professor of Nursing	Nursing	51	1.00	55,770
Instructor of Art	Art	24	1.00	40,000
Assistant Professor of Music	Music	50	1.00	55,000
Associate Professor & Accompanist	Music	50	1.00	53,831
TOTAL Reduction in Faculty Positions for FY2026			7.0	326,508

Note: The changes in faculty positions will automatically update Schedule II-b.

Comments: The CIP Description should be reported at the 2 digit level. This is the primary Field of Study reported on UDS Record 8, Element 51.

Schedule II-1 - Number of Part-Time & Adjunct Faculty, Teaching & Research Graduate Assistants and Part-Time Professional and Other Staff

FY2026 - Number of Adjunct Faculty (Use Unduplicated Headcount)	FY2026 - Projected Number of Adjunct Faculty (Use Unduplicated Headcount)	Change in Budgeted Number of Headcount (Formula)	* Avg. credit hours taught per Adjunct	* Maximum Credit Hours Taught per Adjunct
62	62	0	5	16

FY2026 - Number of Part-Time Faculty (Use Unduplicated Headcount)	FY2026 - Projected Number of Part-Time Faculty (Use Unduplicated Headcount)	Change in Budgeted Number of Headcount (Formula)	* Avg. credit hours taught per Part-Time Faculty	* Maximum Credit Hours Taught per Part-Time Faculty
2	2	0	9	9

** FY2026 Number of Teaching Graduate Assistants (Use Unduplicated Headcount)	FY2026 - Projected Number of Graduate Teaching Assistants (Use Unduplicated Headcount)	Change in Budgeted Number of Headcount (Formula)	* Avg. credit hours taught per GA	* Maximum Credit Hours Taught per GA
0	0	0		

** FY2026 Number of Research Graduate Assistants (Use Unduplicated Headcount)	FY2026 - Projected Number of Graduate Teaching Assistants (Use Unduplicated Headcount)	Change in Budgeted Number of Headcount	N-A	N-A
0	0	0	N-A	N-A

FY2026 - Number of Part-Time Professional Staff (Use Unduplicated Headcount)	FY2026 - Projected Number of Professional Staff	Change in Budgeted Number of Headcount (Formula)	N-A	N-A
3	3	0	N-A	N-A

FY2026 - Number of Part-Time Other Staff (Use Unduplicated Headcount)	FY2026 - Projected Number of Other Staff	Change in Budgeted Number of Headcount (Formula)	N-A	N-A
15	15	0	N-A	N-A

FY2026 - Total Part-Time Employees (This is a formula)	FY2026 Projected # of Part-Time Employees (Formula)	Change in Budgeted Number of Headcount (Formula)	N-A	N-A
82	82	0	N-A	N-A

*** Report the average and maximum credit hours based on the fall semester.**

FY2026 Educational and General Budget Part I - SRA3 Background Data
Schedule II-a - Changes in Professional and Classified Positions

Institution Name:	Oklahoma Panhandle State University

List below the full-time professional and classified positions that will increase and/or decrease the number of professional and classified positions above that of the previous year's original budget. If an employee has retired or resigned and is to be replaced by a new hire, do not report below.

Increase in New Full-Time Professional Positions for FY2026

Position Title	E&G Activity/Function Budgeted	Number	Salary
Example: Recruitment Specialist	**Student Services**	**1**	**36,000**
TOTAL New Professional Positions:		0	-

Note: Insert additional rows or use additional pages if needed.

Reduction in Full-Time Professional Positions for FY2026:

Position Title	E&G Activity/Function Budgeted	Number	Salary
Recruiter	Academic Support	1	31,520
Head Cheer Coach	Student Services	1	30,000
TOTAL Reduction in Professional Positions for FY2026		2	61,520

Comments: Eliminated Team Cheer and transitioning to Club Cheer

Note: The changes in professional and classified positions will automatically update Schedule II-b.

Changes in Full-Time Classified Positions for FY2026:

	Increase	Decrease	Net Change
Changes in Full-Time Classified Staff			
Example: Change in Number of Positions:	3	2	1
Example: Change in Salary of Positions:	$60,000	$40,000	$20,000
Actual Changes in Number of Positions			0
Actual Changes in Salary of Positions			$0

Comments:

Number of Continuing Unfilled Positions Not Reported on Schedule I, II, or IIa

Number of Full-Time and Part-Time Positions	Comments (if any)	Number	Budgeted Salary
President		0	-
Faculty Positions		0	-
Professional Positions		0	-
Classified Positions		0	-
Totals		0	-

Note 1: This section excludes any positions previously reported on Schedule I, II, and Rows 10 through 43 on Schedule IIA

FY2026 Educational and General Budget Part I - SRA3 Background Data
Schedule II-b - Summary of Changes in Budgeted Faculty, Professional and Classified Positions

NOTE: THIS WORKSHEET IS LINKED TO SCHEDULES I, II & II-1 AND II-A. DO NOT INPUT DATA INTO THIS FORM.

Institution Name:	Oklahoma Panhandle State University

FULL-TIME POSITIONS TO BE ADDED AND/OR ELIMINATED IN FY2026

	Added Positions		Eliminated Positions		Net Changes	
Employee Classifications:	New Positions	Salary	Positions	Salary	Net Changes	Net Change in Salary
Faculty	0	0	7	326,508	(7)	(326,508)
Professional Staff	0	0	2	61,520	(2)	(61,520)
Classified Staff	0	0	0	0	0	0
TOTAL	0	0	9	388,028	(9)	(388,028)
				Crossfoot --->	(9)	(388,028)

Number of Full-Time and Part-Time Employees Paid or Partially Paid from E&G I Funds:

	From Sch I	From Sch II-b	From Sch II-b	Formula	From Sch II	From Sch II	Formula		
Employee Classification	Continuing Employees from Schedule I	New Positions	Eliminated Positions	Total Full-Time Employees	# of Part-Time Faculty, Adjunct, and Grad Assistants	# of Part-Time Professionals, Research Assistants and Other Staff	Total Full-Time and Part-Time Employees	Add Unfilled Positions on July 1, 2025	Total Budgeted Positions for FY2026
President	1			1			1	0	1
Faculty	34	0	7	27	64		91	0	91
Professional	64	0	2	62		3	65	0	65
Classified or Other Employees	15	0	0	15		15	30	0	30
Totals	114	0	9	105	64	18	187	0	187

FY2026 Educational and General Budget Part I - SRA3 Background Data
Schedule III - Course Section and Enrollment Data

Institution Name:	Oklahoma Panhandle State University

	ENROLLMENT DATA				COURSE SECTION DATA [1]	
Location [2]	Fall Semester 2024 (FY2025) FTE	Fall Semester 2024 (FY2025) Headcount	Fall Semester 2025 (FY2026) Projected FTE	Fall Semester 2025 (FY2026) Projected Headcount	Number of Course Sections Offered, Fall 2024 (FY2025)	Projected Number of Course Sections Offered, Fall 2025 (FY2026)
Main Campus	419	1,021	419	1,021	359	359
Branch Campus - List enrollment for each branch						
Total Branch Campuses	-	-	-	-	-	-
Centers						
Off-Campus						
Total	419	1,021	419	1,021	359	359

[1] ***Organized classes, excluding individual instruction and lab classes***

[2] ***Do not duplicate enrollment counts. A student enrolled on Main Campus and A branch campus should be reported in only one location.***

CHANGES IN ENROLLMENT DATA:

Changes in Student FTE - Fall Semesters	-	<--- Formula
Changes in Student Headcount - Fall Semesters	-	<--- Formula
Changes in Course Sections - Fall Semesters	-	<--- Formula

STUDENT/FACULTY RATIOS:

Please indicate your institution's student-to-faculty ratio:	5	<--- FY2025	Example: For a 18:1 ratio, report 18
(Calculation: FTE Student Enrollment divided by FTE Faculty)	5	<--- FY2026	Example: For a 19.5:1 ratio, report 20

ANNUALIZED STUDENT FTE (SUMMER, FALL & SPRING)

Actual Student FTE - Annualized	895	<--- FY2025
Projected Student FTE - Annualized	895	<--- FY2026
Change in Student FTE	-	<--- Formula
Percent Change in Student FTE	0.0%	<--- Formula

Oklahoma State Regents for Higher Education
FY2026 Educational and General Budget Part I - SRA3 Background Data
Schedule IV - Changes in Mandatory Costs - Update

Institution Name	Oklahoma Panhandle State University			
Description of Mandatory Costs:	**FY2026 Mandatory Costs Per Budget Needs Survey**	**Updated Projections to FY2026 Mandatory Costs**	**Changes from Original Projection**	**Comments: (If additional space is needed insert at bottom of form)**
A. Costs to Annualize FY2026 Salary Program		**N/A**	**N/A**	**Not Reported for the SRA3**
~~1. Salaries~~	~~64,142~~	**N/A**	**N/A**	**Not Reported for the SRA3**
~~2. Benefits and Payroll Taxes applicable to Salary Annualization~~	~~28,864~~	**N/A**	**N/A**	**Not Reported for the SRA3**
B. Changes in Costs of Fringe Benefits and Payroll Taxes: (Exclude benefits & taxes based on salary increases)	**FY2026 Mandatory Costs Per Budget Needs Survey**	**Updated Projections to FY2026 Mandatory Costs**	**Changes from Original Projection**	**Report Continuing Employees only - Do not report benefits & taxes for New Positions Budgeted in FY2026**
1. Social Security	-		-	
2. MQFE	-		-	
3. Health Insurance	77,190	73,135	(4,055)	10% increase for health insurance
4. Dental Insurance	-		-	
5. Life Insurance	-		-	
6. Long and Short Term Disability	-		-	
7. Oklahoma Teachers Retirement - Employee	-		-	
8. Oklahoma Teachers Retirement - Employer Share	-		-	
T 8a. Optional Retirement Plans - OU and OSU	-		-	
9. Workers Compensation	-		-	
10. Unemployment Compensation Payments	-		-	
11. Other Insurance and Payroll Taxes - From List Below	-	-	-	<--Column D is Linked to Cell D72 below
Total Cost of Fringe Benefits and Payroll Taxes	**77,190**	**73,135**	**(4,055)**	<--Formulas
C. Changes in Costs of Non-Compensation Requirements:				**Sub-Total Each Object of Expenditure**
1. Professional Services:				
Accounting and Audititing Services	1,596	900	(696)	Increase for auditing services
Legal Services	733	-	(733)	Increase for legal services
Engineer Services	-	-	-	
Other Professional Services - From List Below	294,373	83,063	(211,310)	<--Column D is Linked to Cell D95 below
Total Professional Services	**296,702**	**83,963**	**(212,739)**	<--Formulas
2. Utilities:				
Natural Gas	47,177	-	(47,177)	
Electricity	108,200	-	(108,200)	
Water, Sewage, Etc.	-	-	-	
Other Utilities:		-	-	
Total Utilities	**155,377**	**-**	**(155,377)**	<--Formulas
3. Travel:	**131,092**	**208,000**	**76,908**	<--Formulas
4. Supplies and Other Current Expenses:				
Equipment Maintenance/Service Contracts:	126,255	64,100	(62,155)	6% service provider increases (Example: dining services, HVAC, ma
Privatization Contracts (Housekeeping, Maintenance, etc.)	-	-	-	
Mandatory Institutional Memberships	22,542	76,300	53,758	Increase in Sooner Athletic Conference membership and game offici
Gasoline	23,580	-	(23,580)	36% increase in fleet fuel cost for activity programs and university o
Risk Management:				
Property Insurance	58,511	-	(58,511)	Premium increase
Vehicles	1,189	5,353	4,164	Premium increase
Aircraft	-	-	-	
Tort Liability	306	58	(248)	Premium increase
Director and Officers Liability	1,140	747	(393)	Premium increase
Other Insurance	22,284	30,878	8,594	Increase on Athletic Insurance
Telephone/Communications	-	6,601	6,601	Phone contract maintenance agreement
Other Supplies and Other Current Expenses - From List Below	2,960	8,892	5,932	<--Column D is Linked to Cell D80 below
Total Supplies and Other Current Expenses:	**258,767**	**192,929**	**(65,838)**	<--Formulas
5. Equipment, Property and Furniture:				
Information Technology Software and Equipment	74,724	130,592	55,868	Software, service contracts, and replacement of employee laptop dev
Other Equipment, Property and Furniture - From List Below	-	-	-	<--Column D is Linked to Cell D86 below
Total Mandatory Equipment, Property and Furniture	74,724	130,592	**55,868**	<--Formulas
6. Mantatory Library Periodicals and Subscriptions	**4,108**	**18,000**	**13,892**	Increase in electronic database subscriptions
7. Scholarships	**106,441**	**-**	**(106,441)**	Nursing and other activity program scholarships
8. Transfers and Other Disbursements	**-**	**-**	**-**	Need Description of "Transfers and Other Disbursements if reported
9. Total Non-Compensation Mandatory Costs	**1,027,211**	**633,484**	**(393,727)**	<--Formulas
10. Total Mandatory Cost Changes	**1,104,401**	**706,619**	**(397,782)**	<--Formulas
B.11. List other Benefits and Payroll Taxes: (Enter total in B11(Cell C23 and D23) above)				
1.			-	
2.			-	
3.			-	
4.			-	
Other Benefits and Payroll Taxes (From M69)		-	-	Cell D71 is linked to Cell M69
Total Other Benefits and Payroll Taxes: (Insert rows if needed)	**-**	**-**	**-**	<--Formulas (Linked to section B. 11 Above)
C.4. Report Other Supplies & OCE Costs: (Enter total in Cell C53 and D53 above)				
Credit Card Fees	-	-	-	
Postage costs	1,116	205	(911)	Increase for USPS postage rate increase
Governing Board Assessment	487	-	(487)	Increase for governing board services
Purchasing System, Cashiering Systems, Payroll and Accounting Shared Servi	1,357	8,687	7,330	Increase for purchasing system shared services and costs
Other Supplies & OCE Costs (From M78)	-	-	-	Cell D79 is linked to Cell M78
Total Other Supplies & OCE Costs: (Insert rows if needed)	**2,960**	**8,892**	**5,932**	<--Formulas (Linked to section C. 4 Above)
C.5. Report Other Equip, Property and Furniture Costs: (Enter total in Cell C58 and D58 above)				
	-	-	-	
	-	-	-	
Other Equipment, Property and Furniture (From M87)	-	-	-	Cell D85 is linked to Cell M87
Other Equipment, Property and Furniture: (Insert rows if needed)	**-**	**-**	**-**	<--Formulas (Linked to section C. 5 Above)
C.1. Report Other Professional Services: (Enter total in Cell C30 and D30 above)				
Online Program Service and Enrollment Management Provider	294,373	83,063	(211,310)	Online Program Management decrease and Enrollment Managemen
	-		-	
	-		-	
	-		-	
	-		-	
Other Professional Services (From M95)	-	-	-	Cell D94 is linked to Cell M95
Total Other Professional Services: (Insert rows if needed)	**294,373**	**83,063**	**(211,310)**	<--Formulas (Linked to Cell C27 Above)

FY2026 Educational and General Budget Part I - SRA3 Background Data
Schedule V - Tuition Waivers and Scholarships

Institution Name:	Oklahoma Panhandle State University

TUITION WAIVERS AND SCHOLARSHIPS - E&G I BUDGET				
	FY2025	FY2026	Dollar Change	Percent Change
Resident Tuition Waivers - 5%	$ 510,000	$ 510,000	$ -	0.0%
Resident Tuition Waivers - (outside the 5% limitation)	$ 115,000	$ 115,000	$ -	0.0%
Nonresident Tuition Waivers	$ 3,088,040	$ 2,390,000	$ (698,040)	-22.6%
Total Tuition Waivers	$ 3,713,040	$ 3,015,000	$ (698,040)	-18.8%
Scholarships (paid from E&G I funds)	$ -	$ -	$ -	#DIV/0!
Total Tuition Waivers and Scholarships	**$ 3,713,040**	**$ 3,015,000**	**$ (698,040)**	**-18.8%**

Note: The total for the FY2025 and FY2026 column (Cell C14) should be the same number reported on Schedule A, A-1, B and Schedule E of the SRA3.

Report the amount of resident and nonresident tuition waivers and scholarships granted to Graduate Teaching and Research Assistants that are included in the above totals.	$ -	$ -	$ -	#DIV/0!
Report the amount of tuition waivers granted to Concurrently Enroll High School Seniors. See worksheet named "Changes in FY2026".	$ 111,971	$ 111,971	$ -	0.0%
Comments:				

FY2026 Educational and General Budget Part I - SRA3 Background Data
Schedule VI - Institutional Response to the FY2026 Budget Request

Oklahoma Panhandle State University

Comments:

The main items in the budget request are 1) a 5.8% reduction in credit hour enrollment, 2) no changes in tuition and fees 3) a 2% increase in STEM Critical Workforce Occupations and Concurrent funding 4) a 6% increase in board rates, and 5) increased operating costs due to health insurance premiums, athletic insurance premium increases, and travel.

Note: Schedule VI-A provides specific budget actions taken to develop the FY2026 budget request. This schedule allows the President or Vice President to provide additional narrative about the impact of this budget request.

FY2026 Educational and General Budget - SRA3 Background Data
Schedule VI-A - Specific Budget Actions Taken in the Development of the FY2026 Budget

Institution Name:	Oklahoma Panhandle State University

Budget Actions: Actions Affecting Income:	Yes or No	# of Employees	Projected Dollar Impact on Budget	Comments - Describe Actions Taken - See Note Below
Increase Tuition and Mandatory Fees	No	N/A	-	
Increase Academic Service fees	No	N/A	-	
Use of Reserves	No	N/A	-	
Actions Affecting Expenditures:				
1. Furloughs	No		-	
2. Faculty Layoffs and/or Buyouts	No		-	
3. Staff Layoffs and/or Buyouts	No		-	
4. Reductions in Fringe Benefit Programs	No		-	
5. Eliminating Instructional Programs	Yes		167,349	Eliminated Music
6. Eliminating other non-instructional Programs	Yes		43,000	Eliminated Team Cheer and transition to Club Cheer
7. Other plans effecting employees	No		-	
8. Professional Services	Yes		83,063	Professional Services in Schedule of Mandatory Costs
9. Contracts	Yes		342,216	Contracts in Schedule of Mandatory Costs
8. Other Operating Expenditures	Yes		281,340	Other Operating Expenditures in Schedule of Mandatory Costs
9				
10				
11				
12				
Total Projected Dollar Impact on Budget			916,968	

You may insert additional rows if needed.
Report expenditure reductions as a positive amount.
Note: If you addressed any of these issues in other schedules, you may reference the schedule in the comment block above.

Comment Box:

Oklahoma State Regents for Higher Education
FY2026 Educational and General Budget Part I - SRA3 Background Data
Schedule XI - Legislative Response to FY2026 Budget Needs Request

Institution Name:

The FY2026 Budget Needs Survey included a worksheet named "Summary-Priorities Funding Form". In the last column, each institution was asked if they would seek "Direct Proposal Legislature" for each funding change. If your institution sought legislative support for your FY2026 budget needs, please provide a summary of the outcome of that request.

If your institution did not seek Legislative Support indicate "No Legislative Support Requested".

Legislative Request for Priority #_____

Drag row downward if additional space is needed.

Legislative Request for Priority #_____

Drag row downward if additional space is needed.

Legislative Request for Priority #_____

Drag row downward if additional space is needed.

Legislative Request for Priority #_____

Drag row downward if additional space is needed.

If additional legislative requests were made, please copy the above formats to the area below this row.

OKLAHOMA STATE REGENTS FOR HIGHER EDUCATION
EDUCATIONAL AND GENERAL BUDGET PART I
FISCAL YEAR 2025-2026
SCHEDULE E
EXPENDITURES BY ACTIVITY/FUNCTION, DEPARTMENT, POSITION AND OBJECT

INSTITUTION NUMBER: P INSTITUTION NAME: Oklahoma Panhandle State University PRESIDENT: DR. JULIE DINGER

POSITION TITLE	POSITION NUMBER	FUNDING PERCENT	POSITION PROPOSED BUDGET AMOUNT	FY 2025-2026 PROPOSED ACCOUNT BUDGET AMOUNT
ACTIVITY: 11 - Instruction				
FUNCTION: 2370 - General Academic Instruction				
130100 - Dean of Ag, Science & Nursing				
Dean Ag Science Math	001064	100.00000	$50,720.00	
Associate Dean Agric	001838	100.00000	$2,666.67	
Rodeo Advisor	001913	100.00000	$2,000.00	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$-2,000.67	
FRINGE BENEFITS			$20,679.00	
TOTAL PERSONNEL SERVICES				$74,065.00
TOTAL				$74,065.00
130101 - Dept Of Agriculture				
Assistant Prof AgriB	001009	100.00000	$52,000.00	
Asst. Professor Ag	001600	100.00000	$45,000.00	
OTHER TEACHING SALARIES			$11,979.00	
OTHER SALARIES AND WAGES			$39,701.00	
FRINGE BENEFITS			$46,657.00	
TOTAL PERSONNEL SERVICES				$195,337.00
TRAVEL				$1,300.00
SUPPLIES AND OTHER OPERATING EXPENSES				$5,947.00
TOTAL				$202,584.00
130102 - Agronomy				
Professor of Agonomy	001530	100.00000	$74,715.13	
PROJECTED SALARY SAVINGS-- OTHER TEACHING SALARIES			$0.87	
Crops Judging Instru	001978	100.00000	$4,000.00	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.00	
FRINGE BENEFITS			$37,026.00	
TOTAL PERSONNEL SERVICES				$115,742.00
TRAVEL				$1,300.00
SUPPLIES AND OTHER OPERATING EXPENSES				$4,300.00
TOTAL				$121,342.00

OKLAHOMA STATE REGENTS FOR HIGHER EDUCATION
EDUCATIONAL AND GENERAL BUDGET PART I
FISCAL YEAR 2025-2026
SCHEDULE E
EXPENDITURES BY ACTIVITY/FUNCTION, DEPARTMENT, POSITION AND OBJECT

INSTITUTION NUMBER: P INSTITUTION NAME: Oklahoma Panhandle State University PRESIDENT: DR. JULIE DINGER

POSITION TITLE	POSITION NUMBER	FUNDING PERCENT	POSITION PROPOSED BUDGET AMOUNT	FY 2025-2026 PROPOSED ACCOUNT BUDGET AMOUNT
ACTIVITY: 11 - Instruction , continued				
FUNCTION: 2370 - General Academic Instruction , continued				
130103 - Animal Science				
Instructor Animal Sc	001008	100.00000	$40,000.00	
Asst. Professor Anim	001502	100.00000	$45,549.03	
Animal Sci Adj Pt	001766	100.00000	$12,240.00	
OTHER TEACHING SALARIES			$1,226.97	
Director of Meat Lab	001660	88.37000	$37,999.10	
Meat Judging Instruc	001768	100.00000	$10,000.00	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$-8,663.10	
FRINGE BENEFITS			$67,804.00	
TOTAL PERSONNEL SERVICES				$206,156.00
TRAVEL				$7,289.00
SUPPLIES AND OTHER OPERATING EXPENSES				$4,211.00
TOTAL				$217,656.00
130104 - Vo-Ag Education				
Asst Professor Voc A	001507	100.00000	$45,000.00	
PROJECTED SALARY SAVINGS-- OTHER TEACHING SALARIES			$-2,000.00	
FRINGE BENEFITS			$19,175.00	
TOTAL PERSONNEL SERVICES				$62,175.00
TRAVEL				$1,388.00
SUPPLIES AND OTHER OPERATING EXPENSES				$1,544.00
TOTAL				$65,107.00
130201 - Accounting				
Instructor of Accoun	001015	100.00000	$44,000.00	
Pt-Tm Instr Acctng	001016	100.00000	$22,000.00	
Adjunct-Acctng	001017	100.00000	$6,915.00	
OTHER TEACHING SALARIES			$880.00	
OTHER SALARIES AND WAGES			$5,601.00	
FRINGE BENEFITS			$36,063.00	
TOTAL PERSONNEL SERVICES				$115,459.00
TRAVEL				$1,900.00
SUPPLIES AND OTHER OPERATING EXPENSES				$4,350.00
TOTAL				$121,709.00

OKLAHOMA STATE REGENTS FOR HIGHER EDUCATION
EDUCATIONAL AND GENERAL BUDGET PART I
FISCAL YEAR 2025-2026
SCHEDULE E
EXPENDITURES BY ACTIVITY/FUNCTION, DEPARTMENT, POSITION AND OBJECT

INSTITUTION NUMBER: P INSTITUTION NAME: Oklahoma Panhandle State University PRESIDENT: DR. JULIE DINGER

POSITION TITLE	POSITION NUMBER	FUNDING PERCENT	POSITION PROPOSED BUDGET AMOUNT	FY 2025-2026 PROPOSED ACCOUNT BUDGET AMOUNT
ACTIVITY: 11 - Instruction , continued				
FUNCTION: 2370 - General Academic Instruction , continued				
130202 - Business Administrat				
Asst Prof-Bus Admin	001020	100.00000	$44,794.97	
Asst. Prof -Business	001592	100.00000	$55,000.00	
Instr-Bus Admi	001771	100.00000	$47,454.00	
Adjunct-Bus Admin	001023	100.00000	$11,500.00	
OTHER TEACHING SALARIES			$27,842.03	
OTHER SALARIES AND WAGES			$2,570.00	
FRINGE BENEFITS			$62,102.00	
TOTAL PERSONNEL SERVICES				$251,263.00
TRAVEL				$1,451.00
SUPPLIES AND OTHER OPERATING EXPENSES				$2,040.00
TOTAL				$254,754.00
130203 - Computer Science				
Assoc Prof-Cis	001026	100.00000	$65,909.42	
Asst Prof of CIS, DC	001027	100.00000	$55,769.51	
Asst Prof-Cis	001640	100.00000	$51,444.04	
Adjunct-Cis	001028	100.00000	$23,358.00	
PROJECTED SALARY SAVINGS-- OTHER TEACHING SALARIES			$-200.97	
OTHER SALARIES AND WAGES			$14,561.00	
FRINGE BENEFITS			$89,337.00	
TOTAL PERSONNEL SERVICES				$300,178.00
TRAVEL				$16,814.00
SUPPLIES AND OTHER OPERATING EXPENSES				$8,258.00
TOTAL				$325,250.00
130204 - Industrial Tech				
Instructor Ind Arts	001749	100.00000	$48,031.15	
Vstng Inst Ind Arts	001750	100.00000	$42,000.00	
Adjunct Ind Tech	001351	100.00000	$2,472.00	
OTHER TEACHING SALARIES			$2,299.85	
OTHER SALARIES AND WAGES			$1,500.00	
FRINGE BENEFITS			$41,054.00	
TOTAL PERSONNEL SERVICES				$137,357.00

OKLAHOMA STATE REGENTS FOR HIGHER EDUCATION
EDUCATIONAL AND GENERAL BUDGET PART I
FISCAL YEAR 2025-2026
SCHEDULE E
EXPENDITURES BY ACTIVITY/FUNCTION, DEPARTMENT, POSITION AND OBJECT

INSTITUTION NUMBER: P INSTITUTION NAME: Oklahoma Panhandle State University PRESIDENT: DR. JULIE DINGER

POSITION TITLE	POSITION NUMBER	FUNDING PERCENT	POSITION PROPOSED BUDGET AMOUNT	FY 2025-2026 PROPOSED ACCOUNT BUDGET AMOUNT
ACTIVITY: 11 - Instruction , continued				
FUNCTION: 2370 - General Academic Instruction , continued				
130204 - Industrial Tech , continued				
TRAVEL				$572.00
SUPPLIES AND OTHER OPERATING EXPENSES				$8,267.00
TOTAL				$146,196.00
130205 - Dean of Business				
Dean-Business Admin	001591	100.00000	$12,720.00	
OTHER PROFESSIONAL SALARIES			$4,666.00	
FRINGE BENEFITS			$4,828.00	
TOTAL PERSONNEL SERVICES				$22,214.00
TOTAL				$22,214.00
130300 - Dean of Arts and Education				
Dean College of Arts	001077	100.00000	$12,720.00	
Assoc. Dean Arts & E	001892	100.00000	$2,666.00	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.00	
FRINGE BENEFITS			$4,344.00	
TOTAL PERSONNEL SERVICES				$19,730.00
TOTAL				$19,730.00
130301 - Behaviorial & Soc Sc				
Professor Psychology	001030	100.00000	$47,639.00	
Professor History	001031	100.00000	$46,600.00	
Asst. Prof History_P	001033	100.00000	$45,000.00	
Adjunct-Beh Sci	001042	100.00000	$45,000.00	
PROJECTED SALARY SAVINGS-- OTHER TEACHING SALARIES			$0.00	
OTHER SALARIES AND WAGES			$5,601.00	
FRINGE BENEFITS			$61,457.00	
TOTAL PERSONNEL SERVICES				$251,297.00
TRAVEL				$1,769.00
SUPPLIES AND OTHER OPERATING EXPENSES				$3,637.00
TOTAL				$256,703.00

OKLAHOMA STATE REGENTS FOR HIGHER EDUCATION
EDUCATIONAL AND GENERAL BUDGET PART I
FISCAL YEAR 2025-2026
SCHEDULE E
EXPENDITURES BY ACTIVITY/FUNCTION, DEPARTMENT, POSITION AND OBJECT

INSTITUTION NUMBER: P INSTITUTION NAME: Oklahoma Panhandle State University PRESIDENT: DR. JULIE DINGER

POSITION TITLE	POSITION NUMBER	FUNDING PERCENT	POSITION PROPOSED BUDGET AMOUNT	FY 2025-2026 PROPOSED ACCOUNT BUDGET AMOUNT
ACTIVITY: 11 - Instruction , continued				
FUNCTION: 2370 - General Academic Instruction , continued				
130302 - English				
Asst Professor of En	001043	100.00000	$54,455.11	
Instructor of Commun	001045	100.00000	$52,644.46	
Asst. Professor of E	001398	100.00000	$52,310.03	
Asst. Prof English	001761	100.00000	$50,000.00	
Adjunct-Comm	001046	100.00000	$38,602.00	
PROJECTED SALARY SAVINGS-- OTHER TEACHING SALARIES			$-0.60	
OTHER SALARIES AND WAGES			$3,600.00	
FRINGE BENEFITS			$99,101.00	
TOTAL PERSONNEL SERVICES				$350,712.00
TRAVEL				$1,523.00
SUPPLIES AND OTHER OPERATING EXPENSES				$1,918.00
TOTAL				$354,153.00
130303 - Music				
OTHER TEACHING SALARIES			$10,338.00	
FRINGE BENEFITS			$7,338.00	
TOTAL PERSONNEL SERVICES				$17,676.00
TRAVEL				$3,000.00
SUPPLIES AND OTHER OPERATING EXPENSES				$4,200.00
TOTAL				$24,876.00
130304 - Art				
Asst. Professor of A	001050	100.00000	$59,718.54	
Assistant Professor	001754	100.00000	$42,500.00	
Adjunct-Art	001578	100.00000	$1,320.00	
OTHER TEACHING SALARIES			$1,880.46	
OTHER SALARIES AND WAGES			$1,680.00	
FRINGE BENEFITS			$58,842.00	
TOTAL PERSONNEL SERVICES				$165,941.00
TRAVEL				$1,057.00
SUPPLIES AND OTHER OPERATING EXPENSES				$5,816.00
TOTAL				$172,814.00

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SCHEDULE E
EXPENDITURES BY ACTIVITY/FUNCTION, DEPARTMENT, POSITION AND OBJECT

INSTITUTION NUMBER: P INSTITUTION NAME: Oklahoma Panhandle State University PRESIDENT: DR. JULIE DINGER

POSITION TITLE	POSITION NUMBER	FUNDING PERCENT	POSITION PROPOSED BUDGET AMOUNT	FY 2025-2026 PROPOSED ACCOUNT BUDGET AMOUNT
ACTIVITY: 11 - Instruction , continued				
FUNCTION: 2370 - General Academic Instruction , continued				
130305 - Criminal Justice				
Crim Justice Adjunct	001665	100.00000	$25,000.00	
OTHER TEACHING SALARIES			$2,798.00	
OTHER SALARIES AND WAGES			$1,186.00	
FRINGE BENEFITS			$6,720.00	
TOTAL PERSONNEL SERVICES				$35,704.00
SUPPLIES AND OTHER OPERATING EXPENSES				$2,157.00
TOTAL				$37,861.00
130306 - Humanities				
TRAVEL				$407.00
SUPPLIES AND OTHER OPERATING EXPENSES				$400.00
TOTAL				$807.00
130401 - Math & Physics				
Asst Prof-Math	001057	100.00000	$57,588.51	
Assistant Professor	001093	100.00000	$51,513.53	
Instructor Math Phys	001747	100.00000	$56,819.00	
Adjunct Math	001059	100.00000	$20,946.00	
PROJECTED SALARY SAVINGS-- OTHER TEACHING SALARIES			$-2,588.04	
OTHER SALARIES AND WAGES			$1,000.00	
FRINGE BENEFITS			$72,555.00	
TOTAL PERSONNEL SERVICES				$257,834.00
SUPPLIES AND OTHER OPERATING EXPENSES				$1,375.00
TOTAL				$259,209.00
130402 - Chemistry				
Instr-Chem	001652	100.00000	$45,000.00	
OTHER TEACHING SALARIES			$2,100.00	
FRINGE BENEFITS			$28,072.00	
TOTAL PERSONNEL SERVICES				$75,172.00
SUPPLIES AND OTHER OPERATING EXPENSES				$3,964.00
TOTAL				$79,136.00

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POSITION TITLE	POSITION NUMBER	FUNDING PERCENT	POSITION PROPOSED BUDGET AMOUNT	FY 2025-2026 PROPOSED ACCOUNT BUDGET AMOUNT
ACTIVITY: 11 - Instruction , continued				
FUNCTION: 2370 - General Academic Instruction , continued				
130403 - Biology				
Asst Prof-Bio	001066	100.00000	$52,040.79	
Professor of Biology	001409	100.00000	$74,715.13	
Instructor of Biolog	001582	100.00000	$45,000.00	
Adjunct-Bio	001067	100.00000	$35,744.00	
OTHER TEACHING SALARIES			$5,030.08	
FRINGE BENEFITS			$87,326.00	
TOTAL PERSONNEL SERVICES				$299,856.00
TRAVEL				$4,020.00
SUPPLIES AND OTHER OPERATING EXPENSES				$15,627.00
TOTAL				$319,503.00
130404 - Earth Science				
Adjunct-Earth Sci	001074	100.00000	$30,820.00	
OTHER TEACHING SALARIES			$9,326.00	
PROJECTED SALARY SAVINGS-- OTHER SALARIES AND WAGES			$-3,920.00	
FRINGE BENEFITS			$9,142.00	
TOTAL PERSONNEL SERVICES				$45,368.00
TRAVEL				$600.00
SUPPLIES AND OTHER OPERATING EXPENSES				$2,582.00
TOTAL				$48,550.00
130405 - Nursing				
Asst. Professor -Nur	001070	100.00000	$52,710.19	
Assistant Professor	001829	100.00000	$49,000.00	
Online Instructor of	001914	100.00000	$45,000.00	
Assistant Professor	001936	100.00000	$47,500.00	
Adjunct-Nursing	001069	100.00000	$54,548.00	
OTHER TEACHING SALARIES			$28,836.81	
Director of Nursing	001414	100.00000	$30,000.00	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.00	
Nursing Admin Asst E	001942	100.00000	$15,000.00	
PROJECTED SALARY SAVINGS-- OTHER SALARIES AND WAGES			$0.00	
FRINGE BENEFITS			$111,469.00	
TOTAL PERSONNEL SERVICES				$434,064.00

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ACTIVITY: 11 - Instruction , continued				
FUNCTION: 2370 - General Academic Instruction , continued				
130405 - Nursing , continued				
TRAVEL				$3,920.00
SUPPLIES AND OTHER OPERATING EXPENSES				$7,545.00
TOTAL				$445,529.00
130406 - Fire Protection				
TRAVEL				$1,000.00
SUPPLIES AND OTHER OPERATING EXPENSES				$2,090.00
TOTAL				$3,090.00
130407 - EMS				
Hourly EMT Teacher	001852	100.00000	$9,800.00	
PROJECTED SALARY SAVINGS-- OTHER SALARIES AND WAGES			$-4,300.00	
FRINGE BENEFITS			$1,427.00	
TOTAL PERSONNEL SERVICES				$6,927.00
SUPPLIES AND OTHER OPERATING EXPENSES				$4,302.00
TOTAL				$11,229.00
130501 - Education				
Asst Prof Education	001081	100.00000	$45,000.00	
Instructor of Educat	001084	100.00000	$47,500.00	
Professor of Educati	001753	100.00000	$45,379.00	
OTHER TEACHING SALARIES			$10,645.00	
Field Placement Dir	001590	100.00000	$43,500.00	
Director School of E	001837	100.00000	$15,000.00	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$-5,638.00	
OTHER SALARIES AND WAGES			$5,000.00	
FRINGE BENEFITS			$83,198.00	
TOTAL PERSONNEL SERVICES				$289,584.00
TRAVEL				$15,000.00
SUPPLIES AND OTHER OPERATING EXPENSES				$16,996.00
TOTAL				$321,580.00

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ACTIVITY: 11 - Instruction , continued				
FUNCTION: 2370 - General Academic Instruction , continued				
130502 - Health & Physical Ed				
Instructor HPE	001090	100.00000	$44,794.97	
Instr-Hper	001588	100.00000	$36,000.00	
Adjunct-Hper	001098	100.00000	$25,875.00	
PROJECTED SALARY SAVINGS-- OTHER TEACHING SALARIES			$0.03	
FRINGE BENEFITS			$36,000.00	
TOTAL PERSONNEL SERVICES				$142,670.00
SUPPLIES AND OTHER OPERATING EXPENSES				$3,125.00
TOTAL				$145,795.00
130600 - Online Program Management				
OTHER TEACHING SALARIES			$46,200.00	
FRINGE BENEFITS			$20,218.00	
TOTAL PERSONNEL SERVICES				$66,418.00
SUPPLIES AND OTHER OPERATING EXPENSES				$225,780.00
TOTAL				$292,198.00
130900 - Department Chairs				
Dept Chair, Ind Tech	001825	100.00000	$2,000.00	
Department Chair	001839	100.00000	$26,000.00	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.00	
FRINGE BENEFITS			$10,448.00	
TOTAL PERSONNEL SERVICES				$38,448.00
TOTAL				$38,448.00
130901 - Early College High School Program				
OTHER TEACHING SALARIES			$600.00	
FRINGE BENEFITS			$270.00	
TOTAL PERSONNEL SERVICES				$870.00
TOTAL				$870.00
TOTAL 2370 - General Academic Instruction				$4,382,958.00

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POSITION TITLE	POSITION NUMBER	FUNDING PERCENT	POSITION PROPOSED BUDGET AMOUNT	FY 2025-2026 PROPOSED ACCOUNT BUDGET AMOUNT
ACTIVITY: 11 - Instruction , continued				
FUNCTION: 2400 - Community Education				
130701 - Adult & Continuing				
OTHER TEACHING SALARIES			$4,300.00	
OTHER SALARIES AND WAGES			$2,700.00	
FRINGE BENEFITS			$1,817.00	
TOTAL PERSONNEL SERVICES				$8,817.00
TRAVEL				$1,282.00
SUPPLIES AND OTHER OPERATING EXPENSES				$5,325.00
TOTAL				$15,424.00
TOTAL 2400 - Community Education				$15,424.00
FUNCTION: 2403 - Preparatory/Remedial Instruction				
130601 - Academic Resource Center				
OTHER PROFESSIONAL SALARIES			$146,883.00	
Academic Resource Co 001114		100.00000	$28,010.00	
OTHER SALARIES AND WAGES			$10,147.00	
FRINGE BENEFITS			$85,581.00	
TOTAL PERSONNEL SERVICES				$270,621.00
SUPPLIES AND OTHER OPERATING EXPENSES				$23,619.00
TOTAL				$294,240.00
130602 - Student Success				
Student Success Inst 001830		100.00000	$525.00	
PROJECTED SALARY SAVINGS-- OTHER TEACHING SALARIES			$0.00	
OTHER PROFESSIONAL SALARIES			$1,050.00	
FRINGE BENEFITS			$350.00	
TOTAL PERSONNEL SERVICES				$1,925.00
TOTAL				$1,925.00
TOTAL 2403 - Preparatory/Remedial Instruction				$296,165.00

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ACTIVITY: 11 - Instruction , continued				
FUNCTION: 2405 - Instructional Information Technol				
130510 - Information Tech-11				
SUPPLIES AND OTHER OPERATING EXPENSES				$108,124.00
TOTAL				$108,124.00
TOTAL 2405 - Instructional Information Technol				$108,124.00
TOTAL 11 - Instruction				$4,802,671.00
ACTIVITY: 14 - Academic Support				
FUNCTION: 2750 - Libraries				
170105 - Library Administrati				
Assoc Prof-Libry Dir	001105	100.00000	$59,884.20	
OTHER PROFESSIONAL SALARIES			$25.80	
Secy-Library	001109	100.00000	$25,800.00	
Library Tech Asst	001757	100.00000	$26,266.50	
Asst. Librarian	001867	100.00000	$45,660.00	
OTHER SALARIES AND WAGES			$30,076.50	
FRINGE BENEFITS			$67,420.00	
TOTAL PERSONNEL SERVICES				$255,133.00
TRAVEL				$4,140.00
SUPPLIES AND OTHER OPERATING EXPENSES				$102,807.00
LIBRARY BOOKS AND PERIODICALS				$32,506.00
TOTAL				$394,586.00
TOTAL 2750 - Libraries				$394,586.00
FUNCTION: 2770 - Educational and Media Services				
170130 - Technology/Telecomun				
OTHER PROFESSIONAL SALARIES			$5,000.00	
Network Systems Admi	001865	100.00000	$41,500.00	
PROJECTED SALARY SAVINGS-- OTHER SALARIES AND WAGES			$-887.00	
FRINGE BENEFITS			$18,162.00	
TOTAL PERSONNEL SERVICES				$63,775.00

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POSITION TITLE	POSITION NUMBER	FUNDING PERCENT	POSITION PROPOSED BUDGET AMOUNT	FY 2025-2026 PROPOSED ACCOUNT BUDGET AMOUNT
ACTIVITY: 14 - Academic Support , continued				
FUNCTION: 2770 - Educational and Media Services , continued				
170130 - Technology/Telecomun , continued				
TRAVEL				$3,000.00
SUPPLIES AND OTHER OPERATING EXPENSES				$87,688.00
TOTAL				$154,463.00
170133 - WebMaster				
Marketing Coordinato	001496	100.00000	$48,720.00	
OTHER PROFESSIONAL SALARIES			$480.00	
OTHER SALARIES AND WAGES			$1,500.00	
FRINGE BENEFITS			$26,708.00	
TOTAL PERSONNEL SERVICES				$77,408.00
TOTAL				$77,408.00
170134 - Online Classes & Enrollment Mgmt				
OTHER PROFESSIONAL SALARIES			$6,500.00	
FRINGE BENEFITS			$4,446.00	
TOTAL PERSONNEL SERVICES				$10,946.00
TRAVEL				$6,935.00
SUPPLIES AND OTHER OPERATING EXPENSES				$549,216.00
TOTAL				$567,097.00
TOTAL 2770 - Educational and Media Services				$798,968.00
FUNCTION: 2790 - Academic Administration				
170125 - Office of Recruitment				
Director of Recruitm	001199	100.00000	$45,720.00	
OTHER PROFESSIONAL SALARIES			$3,200.00	
OTHER SALARIES AND WAGES			$8,695.00	
FRINGE BENEFITS			$16,826.00	
TOTAL PERSONNEL SERVICES				$74,441.00
TRAVEL				$20,765.00
SUPPLIES AND OTHER OPERATING EXPENSES				$49,268.00
TOTAL				$144,474.00

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POSITION TITLE	POSITION NUMBER	FUNDING PERCENT	POSITION PROPOSED BUDGET AMOUNT	FY 2025-2026 PROPOSED ACCOUNT BUDGET AMOUNT
ACTIVITY: 14 - Academic Support , continued				
FUNCTION: 2790 - Academic Administration , continued				
170126 - International Coordi				
Int'L Coordinator	001669	100.00000	$9,720.00	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.00	
FRINGE BENEFITS			$2,706.00	
TOTAL PERSONNEL SERVICES				$12,426.00
TRAVEL				$870.00
SUPPLIES AND OTHER OPERATING EXPENSES				$1,250.00
TOTAL				$14,546.00
TOTAL 2790 - Academic Administration				$159,020.00
FUNCTION: 2810 - Organized Activities				
170115 - College Farm				
Dir Physical Plant	001224	21.03000	$15,797.74	
Farm Assistant	001938	50.00000	$20,000.00	
OTHER PROFESSIONAL SALARIES			$24,202.26	
OTHER SALARIES AND WAGES			$21,300.00	
FRINGE BENEFITS			$27,228.00	
TOTAL PERSONNEL SERVICES				$108,528.00
TRAVEL				$2,800.00
SUPPLIES AND OTHER OPERATING EXPENSES				$33,000.00
TOTAL				$144,328.00
170116 - OPREC				
SUPPLIES AND OTHER OPERATING EXPENSES				$70,147.00
TOTAL				$70,147.00
170118 - Bulltest				
Bulltest Manager	001727	100.00000	$10,000.00	
Farm Assistant	001938	50.00000	$20,000.00	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$-20,706.00	
FRINGE BENEFITS			$2,799.00	
TOTAL PERSONNEL SERVICES				$12,093.00
TOTAL				$12,093.00

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ACTIVITY: 14 - Academic Support , continued				
FUNCTION: 2810 - Organized Activities , continued				
170120 - Meat Lab				
OTHER SALARIES AND WAGES			$16,020.00	
FRINGE BENEFITS			$1,104.00	
TOTAL PERSONNEL SERVICES				$17,124.00
SUPPLIES AND OTHER OPERATING EXPENSES				$8,675.00
TOTAL				$25,799.00
TOTAL 2810 - Organized Activities				$252,367.00
FUNCTION: 2815 - Academic Support Information Tech				
170135 - Information Tech-14				
SUPPLIES AND OTHER OPERATING EXPENSES				$27,031.00
TOTAL				$27,031.00
TOTAL 2815 - Academic Support Information Tech				$27,031.00
TOTAL 14 - Academic Support				$1,631,972.00
ACTIVITY: 15 - Student Services				
FUNCTION: 2950 - Student Services Administration				
121110 - Institutional Resear				
Dir Assessment/Resea 001124		100.00000	$55,900.00	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.00	
Hourly Assessment Of 001856		100.00000	$20,000.00	
OTHER SALARIES AND WAGES			$224.00	
FRINGE BENEFITS			$38,259.00	
TOTAL PERSONNEL SERVICES				$114,383.00
TRAVEL				$1,920.00
SUPPLIES AND OTHER OPERATING EXPENSES				$2,050.00
TOTAL				$118,353.00

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ACTIVITY: 15 - Student Services , continued				
FUNCTION: 2950 - Student Services Administration , continued				
121115 - Director Stu Service				
Dean of Student Serv	001360	100.00000	$75,720.00	
OTHER PROFESSIONAL SALARIES			$720.00	
OTHER SALARIES AND WAGES			$4,280.00	
FRINGE BENEFITS			$31,357.00	
TOTAL PERSONNEL SERVICES				$112,077.00
TRAVEL				$3,020.00
SUPPLIES AND OTHER OPERATING EXPENSES				$19,172.00
TOTAL				$134,269.00
TOTAL 2950 - Student Services Administration				$252,622.00
FUNCTION: 2960 - Social and Cultural Development				
121118 - Act And Cultural Cnt				
Noble Center Manager	001923	100.00000	$40,720.00	
OTHER SALARIES AND WAGES			$37,977.00	
FRINGE BENEFITS			$24,927.00	
TOTAL PERSONNEL SERVICES				$103,624.00
TRAVEL				$1,000.00
SUPPLIES AND OTHER OPERATING EXPENSES				$13,447.00
TOTAL				$118,071.00
121130 - Shooting Sports				
OTHER PROFESSIONAL SALARIES			$37,200.00	
FRINGE BENEFITS			$20,298.00	
TOTAL PERSONNEL SERVICES				$57,498.00
TRAVEL				$52,800.00
SUPPLIES AND OTHER OPERATING EXPENSES				$13,500.00
TOTAL				$123,798.00

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ACTIVITY: 15 - Student Services , continued				
FUNCTION: 2960 - Social and Cultural Development , continued				
121150 - Athletic Administrat				
Asst AD	001142	100.00000	$7,000.00	
Faculty Athletic Rep	001144	100.00000	$2,500.00	
Champions Char Liais	001160	100.00000	$4,000.00	
Compliance Officer	001637	100.00000	$5,000.00	
Athletic Director	001694	100.00000	$75,000.00	
Athletic Academic Ad	001740	100.00000	$3,000.00	
OTHER PROFESSIONAL SALARIES			$2,280.00	
Sec'Y-Ath Admin	001682	88.87000	$24,474.80	
OTHER SALARIES AND WAGES			$12,897.20	
FRINGE BENEFITS			$73,608.00	
TOTAL PERSONNEL SERVICES				$209,760.00
TRAVEL				$10,000.00
SUPPLIES AND OTHER OPERATING EXPENSES				$230,342.00
TOTAL				$450,102.00
121151 - Sports Information				
Dir Sport Informatio	001756	100.00000	$38,000.00	
OTHER PROFESSIONAL SALARIES			$3,546.00	
Asst. SI, Part-time	001790	100.00000	$20,000.00	
OTHER SALARIES AND WAGES			$11,074.00	
FRINGE BENEFITS			$19,503.00	
TOTAL PERSONNEL SERVICES				$92,123.00
SUPPLIES AND OTHER OPERATING EXPENSES				$14,000.00
TOTAL				$106,123.00
121153 - Cheerleading				
Head Cheerleading Co	001827	100.00000	$6,000.00	
OTHER PROFESSIONAL SALARIES			$720.00	
FRINGE BENEFITS			$16,689.00	
TOTAL PERSONNEL SERVICES				$23,409.00
SUPPLIES AND OTHER OPERATING EXPENSES				$12,500.00
TOTAL				$35,909.00

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ACTIVITY: 15 - Student Services , continued				
FUNCTION: 2960 - Social and Cultural Development , continued				
121154 - Athletic Training				
Asst. Athletic Train	001531	100.00000	$38,000.00	
Athletic Trainer	001586	100.00000	$60,000.00	
Assistant Athletic T	001871	100.00000	$34,312.00	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$-7,244.00	
OTHER SALARIES AND WAGES			$10,000.00	
FRINGE BENEFITS			$49,618.00	
TOTAL PERSONNEL SERVICES				$184,686.00
SUPPLIES AND OTHER OPERATING EXPENSES				$10,000.00
TOTAL				$194,686.00
121155 - Football				
Head Football Coach	001476	100.00000	$65,000.00	
Asst Fb Coach	001707	78.37000	$25,235.14	
Asst Fb Coach	001710	100.00000	$35,000.00	
Temp Asst Ftbl Coach	001735	100.00000	$43,200.00	
Assistant Coach- Re	001984	100.00000	$6,000.00	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$-5,055.14	
FRINGE BENEFITS			$74,025.00	
TOTAL PERSONNEL SERVICES				$243,405.00
TRAVEL				$75,817.00
SUPPLIES AND OTHER OPERATING EXPENSES				$44,200.00
TOTAL				$363,422.00
121156 - Women's Soccer				
Head Wmn Soccer Coac	001833	100.00000	$45,000.00	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$-6,240.00	
OTHER SALARIES AND WAGES			$15,300.00	
FRINGE BENEFITS			$21,768.00	
TOTAL PERSONNEL SERVICES				$75,828.00
TRAVEL				$24,083.00
SUPPLIES AND OTHER OPERATING EXPENSES				$12,500.00
TOTAL				$112,411.00

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SCHEDULE E
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INSTITUTION NUMBER: P INSTITUTION NAME: Oklahoma Panhandle State University PRESIDENT: DR. JULIE DINGER

POSITION TITLE	POSITION NUMBER	FUNDING PERCENT	POSITION PROPOSED BUDGET AMOUNT	FY 2025-2026 PROPOSED ACCOUNT BUDGET AMOUNT
ACTIVITY: 15 - Student Services , continued				
FUNCTION: 2960 - Social and Cultural Development , continued				
121157 - Men's Soccer				
Head Men's Soccer	001855	100.00000	$36,000.00	
Asst. Men Soccer Coa	001882	100.00000	$15,300.00	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$-14,400.00	
OTHER SALARIES AND WAGES			$15,300.00	
FRINGE BENEFITS			$19,108.00	
TOTAL PERSONNEL SERVICES				$71,308.00
TRAVEL				$24,083.00
SUPPLIES AND OTHER OPERATING EXPENSES				$12,500.00
TOTAL				$107,891.00
121158 - Women's Track				
Head Wmn Track & Fie	001876	100.00000	$20,000.00	
Asst. Wmn Track & Fi	001878	100.00000	$7,650.00	
OTHER PROFESSIONAL SALARIES			$400.00	
FRINGE BENEFITS			$11,935.00	
TOTAL PERSONNEL SERVICES				$39,985.00
TRAVEL				$20,069.00
SUPPLIES AND OTHER OPERATING EXPENSES				$16,200.00
TOTAL				$76,254.00
121159 - Men's Track				
Head Men Track & Fie	001877	100.00000	$20,000.00	
Asst. Men Track & Fi	001879	100.00000	$7,650.00	
OTHER PROFESSIONAL SALARIES			$400.00	
FRINGE BENEFITS			$11,935.00	
TOTAL PERSONNEL SERVICES				$39,985.00
TRAVEL				$20,069.00
SUPPLIES AND OTHER OPERATING EXPENSES				$16,200.00
TOTAL				$76,254.00

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ACTIVITY: 15 - Student Services , continued				
FUNCTION: 2960 - Social and Cultural Development , continued				
121160 - Basketball-Mens				
Mbb Head Coach	001153	100.00000	$50,000.00	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$-4,100.00	
Asst Coach Mbb	001154	100.00000	$15,000.00	
OTHER SALARIES AND WAGES			$300.00	
FRINGE BENEFITS			$23,014.00	
TOTAL PERSONNEL SERVICES				$84,214.00
TRAVEL				$35,679.00
SUPPLIES AND OTHER OPERATING EXPENSES				$14,700.00
TOTAL				$134,593.00
121165 - Basketball-Womens				
Wbb Head Coach	001158	100.00000	$45,000.00	
OTHER PROFESSIONAL SALARIES			$1,620.00	
Asst Coach Wbb	001159	100.00000	$15,000.00	
OTHER SALARIES AND WAGES			$300.00	
FRINGE BENEFITS			$28,991.00	
TOTAL PERSONNEL SERVICES				$90,911.00
TRAVEL				$35,679.00
SUPPLIES AND OTHER OPERATING EXPENSES				$14,700.00
TOTAL				$141,290.00
121170 - Men's Rodeo				
Rodeo Head Coach	001709	100.00000	$94,560.00	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.00	
Rodeo Program Assist	001779	50.00000	$16,830.00	
PROJECTED SALARY SAVINGS-- OTHER SALARIES AND WAGES			$0.00	
FRINGE BENEFITS			$45,664.00	
TOTAL PERSONNEL SERVICES				$157,054.00
TRAVEL				$14,950.00
SUPPLIES AND OTHER OPERATING EXPENSES				$6,735.00
TOTAL				$178,739.00

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POSITION TITLE	POSITION NUMBER	FUNDING PERCENT	POSITION PROPOSED BUDGET AMOUNT	FY 2025-2026 PROPOSED ACCOUNT BUDGET AMOUNT
ACTIVITY: 15 - Student Services , continued				
FUNCTION: 2960 - Social and Cultural Development , continued				
121171 - Women's Rodeo				
Head Women's Rodeo C	001662	100.00000	$49,780.00	
OTHER PROFESSIONAL SALARIES			$720.00	
Rodeo Program Assist	001779	50.00000	$16,830.00	
PROJECTED SALARY SAVINGS-- OTHER SALARIES AND WAGES			$0.00	
FRINGE BENEFITS			$32,836.00	
TOTAL PERSONNEL SERVICES				$100,166.00
TRAVEL				$14,950.00
SUPPLIES AND OTHER OPERATING EXPENSES				$6,735.00
TOTAL				$121,851.00
121172 - Livestock Show Team				
Livestock Show Team	001981	100.00000	$7,000.00	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.00	
FRINGE BENEFITS			$3,150.00	
TOTAL PERSONNEL SERVICES				$10,150.00
TRAVEL				$3,000.00
SUPPLIES AND OTHER OPERATING EXPENSES				$3,000.00
TOTAL				$16,150.00
121173 - Livestock Judging Team				
Livestock Judging Co	001982	100.00000	$7,000.00	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.00	
FRINGE BENEFITS			$3,150.00	
TOTAL PERSONNEL SERVICES				$10,150.00
TOTAL				$10,150.00
121175 - Women'S Softball				
Softball Coach	001162	100.00000	$40,000.00	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$-3,280.00	
Asst Softball Coach	001769	100.00000	$15,000.00	
OTHER SALARIES AND WAGES			$2,360.00	
FRINGE BENEFITS			$24,697.00	
TOTAL PERSONNEL SERVICES				$78,777.00

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ACTIVITY: 15 - Student Services , continued				
FUNCTION: 2960 - Social and Cultural Development , continued				
121175 - Women'S Softball , continued				
TRAVEL				$37,463.00
SUPPLIES AND OTHER OPERATING EXPENSES				$12,500.00
TOTAL				$128,740.00
121180 - Men'S Baseball				
Head Coach Baseball	001584	100.00000	$41,310.00	
Asst. Baseball Coach	001916	100.00000	$10,000.00	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$-10,000.00	
Asst. Baseball Coach	001728	100.00000	$21,380.00	
OTHER SALARIES AND WAGES			$16,160.00	
FRINGE BENEFITS			$36,440.00	
TOTAL PERSONNEL SERVICES				$115,290.00
TRAVEL				$37,463.00
SUPPLIES AND OTHER OPERATING EXPENSES				$18,750.00
TOTAL				$171,503.00
121185 - Mens Golf				
Golf Coach	001173	100.00000	$6,500.00	
OTHER PROFESSIONAL SALARIES			$185.00	
FRINGE BENEFITS			$886.00	
TOTAL PERSONNEL SERVICES				$7,571.00
TRAVEL				$16,055.00
SUPPLIES AND OTHER OPERATING EXPENSES				$2,550.00
TOTAL				$26,176.00
121186 - Women'S Golf				
Golf Coach	001277	100.00000	$6,000.00	
OTHER PROFESSIONAL SALARIES			$685.00	
FRINGE BENEFITS			$886.00	
TOTAL PERSONNEL SERVICES				$7,571.00
TRAVEL				$16,055.00
SUPPLIES AND OTHER OPERATING EXPENSES				$2,550.00
TOTAL				$26,176.00

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POSITION TITLE	POSITION NUMBER	FUNDING PERCENT	POSITION PROPOSED BUDGET AMOUNT	FY 2025-2026 PROPOSED ACCOUNT BUDGET AMOUNT
ACTIVITY: 15 - Student Services , continued				
FUNCTION: 2960 - Social and Cultural Development , continued				
121188 - Womens Volleyball				
Coach Volleyball	001174	84.18000	$31,988.40	
OTHER PROFESSIONAL SALARIES			$4,731.60	
Asst Volleyball Coac	001532	100.00000	$15,000.00	
OTHER SALARIES AND WAGES			$300.00	
FRINGE BENEFITS			$18,456.00	
TOTAL PERSONNEL SERVICES				$70,476.00
TRAVEL				$24,083.00
SUPPLIES AND OTHER OPERATING EXPENSES				$12,500.00
TOTAL				$107,059.00
121190 - Mens Cross Country				
Asst. Men Cross Coun	001881	100.00000	$2,000.00	
OTHER PROFESSIONAL SALARIES			$123.00	
FRINGE BENEFITS			$671.00	
TOTAL PERSONNEL SERVICES				$2,794.00
SUPPLIES AND OTHER OPERATING EXPENSES				$2,550.00
TOTAL				$5,344.00
121191 - Womens Cross Country				
Asst. Wmn Cross Coun	001880	100.00000	$2,000.00	
OTHER PROFESSIONAL SALARIES			$123.00	
FRINGE BENEFITS			$671.00	
TOTAL PERSONNEL SERVICES				$2,794.00
SUPPLIES AND OTHER OPERATING EXPENSES				$2,550.00
TOTAL				$5,344.00
121196 - Coach Special				
OTHER PROFESSIONAL SALARIES			$32,482.00	
FRINGE BENEFITS			$5,849.00	
TOTAL PERSONNEL SERVICES				$38,331.00
TOTAL				$38,331.00
TOTAL 2960 - Social and Cultural Development				$2,876,367.00

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FUNCTION: 2970 - Counseling and Career Development				
121120 - Guidance & Counselin				
Dir Counsel Placemnt	001773	100.00000	$45,000.00	
Part-Time Counselor	001977	100.00000	$20,000.00	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$-18,800.00	
OTHER SALARIES AND WAGES			$4,000.00	
FRINGE BENEFITS			$19,199.00	
TOTAL PERSONNEL SERVICES				$69,399.00
TRAVEL				$721.00
SUPPLIES AND OTHER OPERATING EXPENSES				$4,997.00
PROPERTY FURNITURE AND EQUIPMENT				$3,105.00
TOTAL				$78,222.00
TOTAL 2970 - Counseling and Career Development				$78,222.00
FUNCTION: 2980 - Financial Aid Administration				
121135 - Financial Aid				
Dir Fin Aid	001129	100.00000	$53,500.00	
OTHER PROFESSIONAL SALARIES			$200.00	
Financial Aid Coordi	001130	100.00000	$35,000.00	
Financial Aid Clerk	001131	66.69000	$20,007.00	
PROJECTED SALARY SAVINGS-- OTHER SALARIES AND WAGES			$-3,605.00	
FRINGE BENEFITS			$62,639.00	
TOTAL PERSONNEL SERVICES				$167,741.00
TRAVEL				$2,000.00
SUPPLIES AND OTHER OPERATING EXPENSES				$5,118.00
TOTAL				$174,859.00
TOTAL 2980 - Financial Aid Administration				$174,859.00
FUNCTION: 2985 - Student Records				
121140 - Registration				
Registrar	001133	100.00000	$62,000.00	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$-10,280.00	
Academic Records Cle	001421	100.00000	$29,000.00	

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ACTIVITY: 15 - Student Services , continued				
FUNCTION: 2985 - Student Records , continued				
121140 - Registration , continued				
Academic Records Coo	001780	100.00000	$37,000.00	
OTHER SALARIES AND WAGES			$21,809.00	
FRINGE BENEFITS			$62,629.00	
TOTAL PERSONNEL SERVICES				$202,158.00
TRAVEL				$2,988.00
SUPPLIES AND OTHER OPERATING EXPENSES				$19,683.00
TOTAL				$224,829.00
121145 - Commencement				
SUPPLIES AND OTHER OPERATING EXPENSES				$15,200.00
TOTAL				$15,200.00
TOTAL 2985 - Student Records				$240,029.00
FUNCTION: 3005 - Student Services Information Tech				
121195 - Information Tech-15				
SUPPLIES AND OTHER OPERATING EXPENSES				$54,062.00
TOTAL				$54,062.00
TOTAL 3005 - Student Services Information Tech				$54,062.00
TOTAL 15 - Student Services				$3,676,161.00
ACTIVITY: 16 - Institutional Support				
FUNCTION: 3120 - Executive Management				
110105 - Gov & Coordinating B				
SUPPLIES AND OTHER OPERATING EXPENSES				$118,005.00
TOTAL				$118,005.00

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ACTIVITY: 16 - Institutional Support , continued				
FUNCTION: 3120 - Executive Management , continued				
110110 - President'S Office				
Secy-President Offic	001180	100.00000	$52,000.00	
President	001188	100.00000	$220,720.00	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.00	
FRINGE BENEFITS			$95,044.00	
TOTAL PERSONNEL SERVICES				$367,764.00
TRAVEL				$27,252.00
SUPPLIES AND OTHER OPERATING EXPENSES				$22,727.00
TOTAL				$417,743.00
110115 - Vp Business				
VP Fiscal Affairs	001185	100.00000	$110,720.00	
Purchasing Coor	001630	100.00000	$55,000.00	
OTHER PROFESSIONAL SALARIES			$10,540.00	
Admin Asst to VPFA	001186	100.00000	$38,000.00	
PROJECTED SALARY SAVINGS-- OTHER SALARIES AND WAGES			$-10,000.00	
FRINGE BENEFITS			$78,960.00	
TOTAL PERSONNEL SERVICES				$283,220.00
TRAVEL				$5,000.00
SUPPLIES AND OTHER OPERATING EXPENSES				$20,942.00
TOTAL				$309,162.00
110120 - Vp Academics				
VPASA	001177	100.00000	$110,720.00	
Admin Assistant to P	001580	100.00000	$50,000.00	
OTHER PROFESSIONAL SALARIES			$16,003.00	
FRINGE BENEFITS			$61,382.00	
TOTAL PERSONNEL SERVICES				$238,105.00
TRAVEL				$4,379.00
SUPPLIES AND OTHER OPERATING EXPENSES				$52,523.00
TOTAL				$295,007.00

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ACTIVITY: 16 - Institutional Support , continued				
FUNCTION: 3120 - Executive Management , continued				
110121 - HLC				
HLC Academic Support	001526	100.00000	$5,000.00	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.00	
FRINGE BENEFITS			$3,132.00	
TOTAL PERSONNEL SERVICES				$8,132.00
TRAVEL				$12,725.00
SUPPLIES AND OTHER OPERATING EXPENSES				$6,000.00
TOTAL				$26,857.00
110155 - Vice President of Outreach				
Vice President of Ad	001788	100.00000	$120,720.00	
Exec Dir Panhandle F	001932	73.52000	$54,198.94	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$-36,798.94	
FRINGE BENEFITS			$49,537.00	
TOTAL PERSONNEL SERVICES				$187,657.00
TRAVEL				$10,000.00
SUPPLIES AND OTHER OPERATING EXPENSES				$5,000.00
TOTAL				$202,657.00
TOTAL 3120 - Executive Management				$1,369,431.00
FUNCTION: 3125 - Fiscal Operations				
110125 - Business Office				
Controller	001190	100.00000	$32,400.00	
Dir Human Resources	001194	100.00000	$70,720.00	
Head Cashier	001593	100.00000	$30,000.00	
Bursar	001929	100.00000	$52,000.00	
OTHER PROFESSIONAL SALARIES			$38,134.00	
Accountant I	001729	100.00000	$27,500.00	
OTHER SALARIES AND WAGES			$5,500.00	
FRINGE BENEFITS			$110,455.00	
TOTAL PERSONNEL SERVICES				$366,709.00
TRAVEL				$2,000.00

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ACTIVITY: 16 - Institutional Support , continued				
FUNCTION: 3125 - Fiscal Operations , continued				
110125 - Business Office , continued				
SUPPLIES AND OTHER OPERATING EXPENSES				$82,876.00
TOTAL				$451,585.00
TOTAL 3125 - Fiscal Operations				$451,585.00
FUNCTION: 3130 - General Administration and Logist				
110135 - General Institutiona				
OTHER SALARIES AND WAGES			$4,916.00	
TOTAL PERSONNEL SERVICES				$4,916.00
SUPPLIES AND OTHER OPERATING EXPENSES				$94,834.00
TOTAL				$99,750.00
110140 - Transportation Dept				
TRAVEL				$2,200.00
SUPPLIES AND OTHER OPERATING EXPENSES				$19,600.00
TOTAL				$21,800.00
TOTAL 3130 - General Administration and Logist				$121,550.00
FUNCTION: 3135 - Public Relations/Development				
110145 - Public Relations				
Dir Campus Comm	001841	100.00000	$61,920.00	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.00	
OTHER SALARIES AND WAGES			$9,500.00	
FRINGE BENEFITS			$23,848.00	
TOTAL PERSONNEL SERVICES				$95,268.00
TRAVEL				$375.00
SUPPLIES AND OTHER OPERATING EXPENSES				$73,415.00
TOTAL				$169,058.00

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ACTIVITY: 16 - Institutional Support , continued				
FUNCTION: 3135 - Public Relations/Development , continued				
110150 - Alumni				
Director of Alumni	001831	80.55000	$24,165.00	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$-4,165.00	
OTHER SALARIES AND WAGES			$1,500.00	
FRINGE BENEFITS			$9,114.00	
TOTAL PERSONNEL SERVICES				$30,614.00
SUPPLIES AND OTHER OPERATING EXPENSES				$2,007.00
TOTAL				$32,621.00
TOTAL 3135 - Public Relations/Development				$201,679.00
FUNCTION: 3140 - Institutional Support Information				
110160 - Information Tech-16				
SUPPLIES AND OTHER OPERATING EXPENSES				$54,062.00
TOTAL				$54,062.00
TOTAL 3140 - Institutional Support Information				$54,062.00
TOTAL 16 - Institutional Support				$2,198,307.00
ACTIVITY: 17 - Operation & Maint of Plant				
FUNCTION: 3220 - Physical Plant Administration				
180105 - Phys Plt Admin & Sup				
TRAVEL				$320.00
SUPPLIES AND OTHER OPERATING EXPENSES				$265,844.00
TOTAL				$266,164.00
180127 - Aggie Efficiency Energy Mgmt Progra				
Energy Assessor	001823	100.00000	$1,600.00	
PROJECTED SALARY SAVINGS-- OTHER SALARIES AND WAGES			$0.00	
TOTAL PERSONNEL SERVICES				$1,600.00

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ACTIVITY: 17 - Operation & Maint of Plant , continued				
FUNCTION: 3220 - Physical Plant Administration , continued				
180127 - Aggie Efficiency Energy Mgmt Progra , continued				
SUPPLIES AND OTHER OPERATING EXPENSES				$400.00
TOTAL				$2,000.00
TOTAL 3220 - Physical Plant Administration				$268,164.00
FUNCTION: 3230 - Building Maintenance				
180125 - Phys Plt Oth General				
SUPPLIES AND OTHER OPERATING EXPENSES				$440,768.00
TOTAL				$440,768.00
TOTAL 3230 - Building Maintenance				$440,768.00
FUNCTION: 3240 - Custodial Services				
180120 - Phys Plt Janitorial				
TRAVEL				$300.00
SUPPLIES AND OTHER OPERATING EXPENSES				$340,743.00
TOTAL				$341,043.00
TOTAL 3240 - Custodial Services				$341,043.00
FUNCTION: 3250 - Utilities				
180126 - Phys Plt-Utilities				
UTILITIES				$1,372,000.00
TOTAL				$1,372,000.00
TOTAL 3250 - Utilities				$1,372,000.00

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ACTIVITY: 17 - Operation & Maint of Plant , continued				
FUNCTION: 326O - Landscape and Ground Maintenance				
18013O - Phys Plt Landsc&Grds				
TRAVEL				$2,200.00
UTILITIES				$750.00
SUPPLIES AND OTHER OPERATING EXPENSES				$167,627.00
TOTAL				$170,577.00
TOTAL 326O - Landscape and Ground Maintenance				$170,577.00
FUNCTION: 327O - Major Repairs and Renovations				
180115 - Phys Plt Repairs & A				
Dir Physical Plant	OO1224	78.97000	$59,322.26	
OTHER PROFESSIONAL SALARIES			$16,517.74	
Carpenter I	OO1216	100.00000	$33,971.14	
Maintenance Worker	OO1262	100.00000	$33,600.00	
Secretary Physical P	OO1656	100.00000	$30,600.00	
PROJECTED SALARY SAVINGS-- OTHER SALARIES AND WAGES			$0.86	
FRINGE BENEFITS			$88,269.00	
TOTAL PERSONNEL SERVICES				$262,281.00
TRAVEL				$7,000.00
SUPPLIES AND OTHER OPERATING EXPENSES				$214,731.00
TOTAL				$484,012.00
TOTAL 327O - Major Repairs and Renovations				$484,012.00
FUNCTION: 3275 - Safety and Security				
18011O - Phys Plt Police & Fi				
Chief Campus Police	OO1921	100.00000	$67,530.00	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$-720.00	
Hrly-Security Guards	OO1522	100.00000	$60,000.00	
OTHER SALARIES AND WAGES			$5,000.00	
FRINGE BENEFITS			$34,891.00	
TOTAL PERSONNEL SERVICES				$166,701.00
SUPPLIES AND OTHER OPERATING EXPENSES				$72,876.00
TOTAL				$239,577.00
TOTAL 3275 - Safety and Security				$239,577.00

OKLAHOMA STATE REGENTS FOR HIGHER EDUCATION
EDUCATIONAL AND GENERAL BUDGET PART I
FISCAL YEAR 2025-2026
SCHEDULE E
EXPENDITURES BY ACTIVITY/FUNCTION, DEPARTMENT, POSITION AND OBJECT

INSTITUTION NUMBER: P INSTITUTION NAME: Oklahoma Panhandle State University PRESIDENT: DR. JULIE DINGER

POSITION TITLE	POSITION NUMBER	FUNDING PERCENT	POSITION PROPOSED BUDGET AMOUNT	FY 2025-2026 PROPOSED ACCOUNT BUDGET AMOUNT
FUNCTION: 3285 - Physical Plant Information Techno				
180145 - Information Tech-17				
SUPPLIES AND OTHER OPERATING EXPENSES				$27,031.00
TOTAL				$27,031.00
TOTAL 3285 - Physical Plant Information Techno				$27,031.00
TOTAL 17 - Operation & Maint of Plant				$3,343,172.00
TOTAL PRIMARY BUDGET EXPENDITURES				$15,652,283.00

Auxiliary Budget
Fiscal Year 2025-2026

INSTITUTION NAME: OKLAHOMA PANHANDLE STATE UNIVERSITY

PRESIDENT: DR. JULIE DINGER

	EXPENSE									REVENUE		Total
	Supplies & Other Operating	Fringe Benefits	Other Salaries	Equipment	Professional Salaries	Travel	Transfers/Disbursements	Utilities	Total	Revenue	Total	
320370 - Psu Foundation	$1,000.00								**1,000.00**	($1,000.00)	**-1,000.00**	**0.00**
320380 - President'S Office	$10,000.00								**10,000.00**	($10,000.00)	**-10,000.00**	**0.00**
320450 - Pepsi Account	$10,000.00								**10,000.00**	($10,000.00)	**-10,000.00**	**0.00**
Total	**21,000.00**								21,000.00	**-21,000.00**	**-21,000.00**	**0.00**
320210 - Meat Lab	$54,941.00	$3,068.00	$7,500.00	$496.00	$5,000.00				**71,005.00**	($71,005.00)	**-71,005.00**	**0.00**
Total	**54,941.00**	**3,068.00**	**7,500.00**	**496.00**	**5,000.00**				71,005.00	**-71,005.00**	**-71,005.00**	**0.00**
320105 - Cafeteria	$807,401.00			$5,000.00					**812,401.00**	($812,401.00)	**-812,401.00**	**0.00**
Total	**807,401.00**			**5,000.00**					812,401.00	**-812,401.00**	**-812,401.00**	**0.00**
320355 - Vice President of Outreach	$6,000.00	$14,964.00			$53,320.00	$1,000.00			**75,284.00**	($75,284.00)	**-75,284.00**	**0.00**
320460 - Alumni Auxiliary		$2,000.00			$5,000.00				**7,000.00**	($7,000.00)	**-7,000.00**	**0.00**
Total	**6,000.00**	**16,964.00**			**58,320.00**	**1,000.00**			82,284.00	**-82,284.00**	**-82,284.00**	**0.00**
320309 - Classroom Resource Fee							$100,000.00		**100,000.00**	($100,000.00)	**-100,000.00**	**0.00**
Total							**100,000.00**		100,000.00	**-100,000.00**	**-100,000.00**	**0.00**
320497 - Rodeo Practice	$12,000.00								**12,000.00**	($12,000.00)	**-12,000.00**	**0.00**
320498 - Rodeo Stalls	$10,000.00								**10,000.00**	($10,000.00)	**-10,000.00**	**0.00**
320625 - Men's Rodeo	$2,250.00					$12,500.00			**14,750.00**	($14,750.00)	**-14,750.00**	**0.00**
320626 - Women's Rodeo	$2,250.00					$12,500.00			**14,750.00**	($14,750.00)	**-14,750.00**	**0.00**
Total	**26,500.00**					**25,000.00**			51,500.00	**-51,500.00**	**-51,500.00**	**0.00**
320311 - Noble Activity Cntr	$5,300.00			$700.00			$2,000.00		**8,000.00**	($8,000.00)	**-8,000.00**	**0.00**
Total	**5,300.00**			**700.00**			**2,000.00**		8,000.00	**-8,000.00**	**-8,000.00**	**0.00**
320735 - Intramurals	$1,316.00								**1,316.00**	($1,316.00)	**-1,316.00**	**0.00**
Total	**1,316.00**								1,316.00	**-1,316.00**	**-1,316.00**	**0.00**
320510 - OAEA	$200.00					$100.00			**300.00**	($300.00)	**-300.00**	**0.00**
Total	**200.00**					**100.00**			300.00	**-300.00**	**-300.00**	**0.00**
320435 - Industrial Arts-Wood	$1,500.00								**1,500.00**	($1,500.00)	**-1,500.00**	**0.00**
320786 - Programming Team						$16,000.00			**16,000.00**	($16,000.00)	**-16,000.00**	**0.00**
Total	**1,500.00**					**16,000.00**			17,500.00	**-17,500.00**	**-17,500.00**	**0.00**
320750 - Cultural Committee	$3,084.00								**3,084.00**	($3,084.00)	**-3,084.00**	**0.00**
Total	**3,084.00**								3,084.00	**-3,084.00**	**-3,084.00**	**0.00**
320205 - Farm Aux	$13,000.00			$5,000.00					**18,000.00**	($18,000.00)	**-18,000.00**	**0.00**
320215 - Equine-Aux	$14,750.00	$5,589.00	$3,770.00		$12,000.00	$3,000.00			**39,109.00**	($39,109.00)	**-39,109.00**	**0.00**
320345 - Bull Test	$29,036.00	$366.00	$3,150.00				$32,448.00		**65,000.00**	($65,000.00)	**-65,000.00**	**0.00**
320715 - Meats Judging						$3,500.00			**3,500.00**	($3,500.00)	**-3,500.00**	**0.00**
320720 - Crop Judging						$2,000.00			**2,000.00**	($2,000.00)	**-2,000.00**	**0.00**
320725 - Livestock Judging						$3,500.00			**3,500.00**	($3,500.00)	**-3,500.00**	**0.00**
Total	**56,786.00**	**5,955.00**	**6,920.00**	**5,000.00**	**12,000.00**	**12,000.00**	**32,448.00**		131,109.00	**-131,109.00**	**-131,109.00**	**0.00**
320124 - Auxilary Fee							$145,000.00		**145,000.00**	($145,000.00)	**-145,000.00**	**0.00**
320125 - Parking	$1,000.00	$30.00					$2,610.00		**3,640.00**	($3,640.00)	**-3,640.00**	**0.00**
320308 - Stu Safe,Sec,Life	$14,119.00						$416,381.00		**430,500.00**	($430,500.00)	**-430,500.00**	**0.00**
320310 - Student Union				$196,680.00			$279,642.00		**476,322.00**	($476,322.00)	**-476,322.00**	**0.00**
320370 - Psu Foundation	$2,000.00					$1,000.00			**3,000.00**	($3,000.00)	**-3,000.00**	**0.00**
320705 - Student Senate	$31,568.00					$3,002.00			**34,570.00**	($34,570.00)	**-34,570.00**	**0.00**
320710 - Student Activities Scholarships	$745,175.00								**745,175.00**	($745,175.00)	**-745,175.00**	**0.00**
320711 - Student Activities Coordination	$28,693.00		$7,700.00			$340.00			**36,733.00**	($36,733.00)	**-36,733.00**	**0.00**
Total	**822,555.00**	**30.00**	**7,700.00**	**196,680.00**		**4,342.00**	**843,633.00**		1,874,940.00	**-1,874,940.00**	**-1,874,940.00**	**0.00**
320115 - Dorm	$464,673.00	$26,093.00	$40,684.00		$42,345.00		$68,300.00		**642,095.00**	($642,095.00)	**-642,095.00**	**0.00**
320118 - Aggie Apts Opsu Cost	$61,605.00		$8,000.00				$537,397.00	$7,000.00	**614,002.00**	($614,002.00)	**-614,002.00**	**0.00**
320119 - Aggie Apt Annex	$28,000.00						$105,350.00		**133,350.00**	($133,350.00)	**-133,350.00**	**0.00**

Auxiliary Budget
Fiscal Year 2025-2026

INSTITUTION NAME: OKLAHOMA PANHANDLE STATE UNIVERSITY

PRESIDENT: DR. JULIE DINGER

	EXPENSE									REVENUE		Total
	Supplies & Other Operating	Fringe Benefits	Other Salaries	Equipment	Professional Salaries	Travel	Transfers/Disbursements	Utilities	Total	Revenue	Total	
320120 - Housing	$69,465.00	$31.00	$5,251.00	$7,800.00		$1,000.00	$212,023.00		295,570.00	($295,570.00)	-295,570.00	0.00
Total	**623,743.00**	**26,124.00**	**53,935.00**	**7,800.00**	**42,345.00**	**1,000.00**	**923,070.00**	**7,000.00**	1,685,017.00	**-1,685,017.00**	**-1,685,017.00**	**0.00**
320400 - Health Clinic	$5,718.00	$13,260.00			$30,720.00		$9,020.00		58,718.00	($58,718.00)	-58,718.00	0.00
320410 - Fitness Center							$1,200.00		1,200.00	($1,200.00)	-1,200.00	0.00
Total	**5,718.00**	**13,260.00**			**30,720.00**		**10,220.00**		59,918.00	**-59,918.00**	**-59,918.00**	**0.00**
320135 - Library Copier							$100.00		100.00	($100.00)	-100.00	0.00
Total							**100.00**		100.00	**-100.00**	**-100.00**	**0.00**
320340 - Adult & Continuing	$2,326.00						$7,674.00		10,000.00	($10,000.00)	-10,000.00	0.00
320453 - Apparel Royalties							$5,000.00		5,000.00	($5,000.00)	-5,000.00	0.00
Total	**2,326.00**						**12,674.00**		15,000.00	**-15,000.00**	**-15,000.00**	**0.00**
320455 - Testing-Aux	$5,000.00								5,000.00	($5,000.00)	-5,000.00	0.00
Total	**5,000.00**								5,000.00	**-5,000.00**	**-5,000.00**	**0.00**
320393 - Fee Waiver	$18,000.00								18,000.00	($18,000.00)	-18,000.00	0.00
Total	**18,000.00**								18,000.00	**-18,000.00**	**-18,000.00**	**0.00**
320795 - Publications	$45,368.00	$120.00	$6,287.00						51,775.00	($51,775.00)	-51,775.00	0.00
Total	**45,368.00**	**120.00**	**6,287.00**						51,775.00	**-51,775.00**	**-51,775.00**	**0.00**
320627 - Shooting Sports	$20,420.00								20,420.00	($20,420.00)	-20,420.00	0.00
Total	**20,420.00**								20,420.00	**-20,420.00**	**-20,420.00**	**0.00**
320206 - OPREC Auxiliary	$55,000.00			$15,000.00					70,000.00	($70,000.00)	-70,000.00	0.00
Total	**55,000.00**			**15,000.00**					70,000.00	**-70,000.00**	**-70,000.00**	**0.00**
320136 - Team Special						$23,100.00			23,100.00	($23,100.00)	-23,100.00	0.00
320305 - Sewer Lagoon	$50,000.00						$13,052.00		63,052.00	($63,052.00)	-63,052.00	0.00
320806 - Communication Fee							$22,861.00		22,861.00	($22,861.00)	-22,861.00	0.00
320920 - Fed Admin Allow		$2,588.00	$10,000.00						12,588.00	($12,588.00)	-12,588.00	0.00
Total	**50,000.00**	**2,588.00**	**10,000.00**			**23,100.00**	**35,913.00**		121,601.00	**-121,601.00**	**-121,601.00**	**0.00**
320100 - Auxillary Control							$201,973.00		201,973.00	($201,973.00)	-201,973.00	0.00
320385 - Business Office	$193,160.00								193,160.00	($193,160.00)	-193,160.00	0.00
320392 - Aux-Communications	$19,200.00								19,200.00	($19,200.00)	-19,200.00	0.00
320394 - Mileage Clearing	$158,698.00						$9,738.00		168,436.00	($168,436.00)	-168,436.00	0.00
320807 - Textbook Auxillary	$330,000.00								330,000.00	($330,000.00)	-330,000.00	0.00
321020 - Ups Feds Clearing	$6,000.00								6,000.00	($6,000.00)	-6,000.00	0.00
Total	**707,058.00**						**211,711.00**		918,769.00	**-918,769.00**	**-918,769.00**	**0.00**
320465 - Christmas Lights	$6,000.00								6,000.00	($6,000.00)	-6,000.00	0.00
Total	**6,000.00**								6,000.00	**-6,000.00**	**-6,000.00**	**0.00**
320427 - Dp-Technology	$208,159.00	$51,722.00	$59,704.00	$30,000.00	$75,000.00	$1,800.00			426,385.00	($426,385.00)	-426,385.00	0.00
Total	**208,159.00**	**51,722.00**	**59,704.00**	**30,000.00**	**75,000.00**	**1,800.00**			426,385.00	**-426,385.00**	**-426,385.00**	**0.00**
320130 - Walking Trail	$8,592.00			$1,231.00					9,823.00	($9,823.00)	-9,823.00	0.00
320131 - Vending-Laundry	$4,500.00						$8,438.00	$7,062.00	20,000.00	($20,000.00)	-20,000.00	0.00
320386 - Phys Plt Auxillary	$496,889.00	$2,410.00	$18,600.00	$5,000.00		$600.00		$215,062.00	738,561.00	($738,561.00)	-738,561.00	0.00
320387 - Gen Admin Auxillary	$33,000.00								33,000.00	($33,000.00)	-33,000.00	0.00
Total	**542,981.00**	**2,410.00**	**18,600.00**	**6,231.00**		**600.00**	**8,438.00**	**222,124.00**	801,384.00	**-801,384.00**	**-801,384.00**	**0.00**
320101 - Fanstore	$54,701.00	$16,015.00	$39,284.00						110,000.00	($110,000.00)	-110,000.00	0.00
Total	**54,701.00**	**16,015.00**	**39,284.00**						110,000.00	**-110,000.00**	**-110,000.00**	**0.00**
320605 - Athletic Administrat	$62,390.00					$537,086.00			599,476.00	($599,476.00)	-599,476.00	0.00
320607 - Athletic Training	$26,500.00								26,500.00	($26,500.00)	-26,500.00	0.00
320685 - Sports Information	$2,500.00					$12,500.00			15,000.00	($15,000.00)	-15,000.00	0.00
320691 - Athletics Auxiliary		$1,397.00	$11,000.00						12,397.00	($12,397.00)	-12,397.00	0.00

Auxiliary Budget
Fiscal Year 2025-2026

INSTITUTION NAME: OKLAHOMA PANHANDLE STATE UNIVERSITY

PRESIDENT: DR. JULIE DINGER

	EXPENSE									REVENUE		Total
	Supplies & Other Operating	Fringe Benefits	Other Salaries	Equipment	Professional Salaries	Travel	Transfers/Disbursements	Utilities	Total	Revenue	Total	
320695 - Athletics Housing Allowances					$53,820.00				**53,820.00**	($53,820.00)	**-53,820.00**	**0.00**
320699 - Athletic Concessions	$16,500.00								**16,500.00**	($16,500.00)	**-16,500.00**	**0.00**
Total	**107,890.00**	**1,397.00**	**11,000.00**		**53,820.00**	**549,586.00**			**723,693.00**	**-723,693.00**	**-723,693.00**	**0.00**
Total	**4,258,947.00**	**139,653.00**	**220,930.00**	**266,907.00**	**277,205.00**	**634,528.00**	**2,180,207.00**	**229,124.00**	**8,207,501.00**	**-8,207,501.00**	**-8,207,501.00**	**0.00**

Promotion	Job Change
New Employee	Vacant
Additional Duty	Merit

Last Name	First Name	FTE	FY-25 Total	FY-26 Increases	FY-26 Total	Position Title	Dept Name
Aguilar	Wendy	1.00000	$ 38,000.00	$ -	$ 38,000.00	Administrative Assistant to Fiscal Affairs & Assistant HR	Fiscal Affairs
Allison	Ian	1.00000	$ 38,000.00	$ -	$ 38,000.00	Sports Information Director	Sports Information
Anderson	Makenze	0.25000	$2,000.00	$ -	$ 2,000.00	Rodeo Advisor	College of Ag, Science & Nursing
Anderson	Makenze	0.75000	$26,010.00	$ -	$ 26,010.00	Academic Research Coordinator	Academic Resource Center
Arbuthnot	Tara	0.50000	$ 25,000.00	$ -	$ 25,000.00	Part-Time Criminal Justice Instructor	Criminal Justice
Aznar	Jorge R	1.00000	$ 49,586.31	$ 3,058.15	$ 52,644.46	Assistant Professor of English	English
Aznar	Jorge R	0.25000	$ 2,000.00	$ -	$ 2,000.00	Department Chair of English	English
Aznar	Jorge R	0.25000	$ 5,000.00	$ -	$ 5,000.00	HLC Coordinator - Director of Assessment	HLC
Batenhorst	Amanda	1.00000	$ 38,500.00	$ 5,000.00	$ 43,500.00	Field Placement & Education Administrative Assistant	Education
Bates	Jared	1.00000	$ 52,000.00	$ -	$ 52,000.00	Associate Professor of Agribusiness	Agriculture
Bates	Jared	0.25000	$ 2,000.00	$ -	$ 2,000.00	Department Chair of Agribusiness	Agriculture
Beasley	Amanda	0.75000	$ 44,000.00	$ -	$ 44,000.00	Professor of Practice of Accounting	Accounting
Beasley	Amanda	0.25000	$ 2,000.00	$ -	$ 2,000.00	Department Chair of Accounting	Accounting
Bellar	Meagen	1.00000	$ 34,280.00	$ -	$ 34,280.00	Prevention Services Director	Prevention Services Grant
Bellar	Meagen	0.50000	$ 15,000.00	$ -	$ 15,000.00	Assistant Softball Coach	Softball
Belt	Charles	1.00000	$ 50,000.00	$ -	$ 50,000.00	Head Men's Basketball Coach	Men's Basketball
Bensch	Curtis	0.25000	$ 4,000.00	$ -	$ 4,000.00	Crops Judging Coach	Crops Judging
Bensch	Curtis	1.00000	$ 74,715.13	$ -	$ 74,715.13	Professor of Agronomy	Agronomy
Bensch	Curtis	0.25000	$ 2,000.00	$ -	$ 2,000.00	Department Chair of Agronomy	Agronomy
Bird	Julia	1.00000	$42,228.00	$ 5,226.00	$ 47,454.00	Instructor to Assistant Professor of Business Administration	Business Administration
Black	Chyanna	1.00000	$ 70,720.00	$ 2,500.00	$ 73,220.00	Foundation Director	Foundation
Black	Skylar	1.00000	$ 21,380.00	$ -	$ 21,380.00	Assistant Baseball Coach	Baseball
Blanton	Ryan	1.00000	$ 120,720.00	$ -	$ 120,720.00	Vice President of Advancement	Advancement
Bowen	Cherry	1.00000	$ 60,000.00	$ -	$ 60,000.00	Head Athletic Trainer	Athletic Training
Bridges	Becky	0.50000	$ 15,000.00	$ -	$ 15,000.00	Nursing Admin Assistant and Enrollment	Nursing
Brien	Ricardo	1.00000	$ 52,167.00	$ -	$ 52,167.00	IT Support Specialist	Information Technology
Broaddus	Taryn	1.00000	$ 35,000.00	$ -	$ 35,000.00	Financial Aid Coordinator	Financial Aid
Brown	Rileigh	1.00000	$ 45,000.00	$ -	$ 45,000.00	Assistant Professor of Agriculture Communications	Agriculture
Byers	Daniel	1.00000	$ 39,500.00	$ 2,000.00	$ 41,500.00	Network Systems Administrator	Information Technology
Calel	Janet	1.00000	$ 32,640.00	$ -	$ 32,640.00	Fan Store Manager	Fan Store
Calloway	Kristy	1.00000	$ 52,710.19	$ -	$ 52,710.19	Associate Professor of Nursing	Nursing
Calloway	Kristy	0.25000	$ 10,000.00	$ -	$ 10,000.00	Director of Recruiting to Nursing Department	Nursing
Carter	Matthew	1.00000	$ 55,769.51	$ -	$ 55,769.51	Assistant Professor of Computer Information Systems	Computer Information Systems
Chowdhury	Hasib	1.00000	$ 55,000.00	$ -	$ 55,000.00	Assistant Professor of Business Administration	Business Administration
Collins	Justin	1.00000	$ 74,715.13	$ -	$ 74,715.13	Professor of Biology	Biology
Collins	Justin	0.25000	$ 2,000.00	$ -	$ 2,000.00	Department Chair of Biology	Biology
Collins	Allison	1.00000	$ 49,000.00	$ -	$ 49,000.00	Assistant Professor of Nursing	Nursing
Cramer	Jeffery	1.00000	$ 42,000.00	$ -	$ 42,000.00	Instructor of Industrial Technology	Industrial Technology
Crawley	Robert	1.00000	$ 20,000.00	$ -	$ 20,000.00	Advisor	Academic Resource Center
Crawley	Robert	0.50000	$ 20,000.00	$ -	$ 20,000.00	Counselor	Counseling, Testing & Guidance
Davis	Davonta	0.50000	$ 16,000.00	$ -	$ 16,000.00	Assistant Football Coach	Football
De la Fuente	Leslie Yesenia	1.00000	$ 46,000.00	$ -	$ 46,000.00	Upward Bound Program Facilitator	Upward Bound
Dinger	Julie	1.00000	$ 220,720.00	$ -	$ 220,720.00	President	President's Office
Ebelhar	Brandon	0.25000	$ 7,650.00	$ -	$ 7,650.00	Asst Women's Track and Field Coach	Track & Field
Ebelhar	Brandon	0.25000	$ 7,650.00	$ -	$ 7,650.00	Asst Men's Track and Field Coach	Track & Field
Ebelhar	Brandon	0.50000	$ 11,200.00	$ -	$ 11,200.00	Assistant Football Coach	Football
Esparza	Victor	1.00000	$ 75,000.00	$ -	$ 75,000.00	Athletic Director	Athletic Administration
Etbauer	Robert	1.00000	$ 94,560.00	$ (54,560.00)	$ 40,000.00	Rodeo Livestock Manager	Men's and Women's Rodeo
Etbauer	Sue	0.50000	$ 33,660.00	$ -	$ 33,660.00	Administrative Assistant to Men's and Women's Rodeo	Men's and Women's Rodeo
Fessler	Makenize	0.25000	$ 6,500.00	$ -	$ 6,500.00	Head Women's Golf Coach	Women's Golf
Fessler	Makenzie	0.50000	$ 15,000.00	$ -	$ 15,000.00	Assistant Men's Basketball Coach	Men's Basketball
Fox	JD	0.25000	$ 10,000.00	$ -	$ 10,000.00	Meat Judging Coach	Meats Judging
Fox	JD	1.00000	$ 43,000.00	$ -	$ 43,000.00	Director of Firestone Meat Lab	Meat Lab
Fulmer	Martin	1.00000	$ 50,000.00	$ -	$ 50,000.00	Assistant Professor of English	English
Garcia	Jadyn	0.50000	$ 7,500.00	$ -	$ 7,500.00	Part-Time Accountant I	Business Office
Garcia	George	1.00000	$ 33,971.10	$ -	$ 33,971.10	Carpenter I	Physical Plant
Garcia	Jadyn	1.00000	$ 30,000.00	$ -	$ 30,000.00	Financial Aid Clerk	Financial Aid
Gonzalez	Gabriel	1.00000	$ 36,000.00	$ -	$ 36,000.00	Head Men's Soccer Coach	Men's Soccer
Grabill	Linda	1.00000	$ 45,000.00	$ -	$ 45,000.00	Instructor of Chemistry	Chemistry
Green	Sarah	1.00000	$ 51,513.53	$ -	$ 51,513.53	Assistant Professor of Mathematics	Math & Physics
Hall	Marjory	1.00000	$ 50,943.68	$ 1,366.35	$ 52,310.03	Assistant Professor of English	English
Hall	Cyrus	0.50000	$ 20,000.00	$ -	$ 20,000.00	Head Women's Track and Field Coach	Track & Field
Hall	Cyrus	0.50000	$ 20,000.00	$ -	$ 20,000.00	Head Men's Track and Field Coach	Track & Field
Hall	Cyrus	0.50000	$ 2,000.00	$ -	$ 2,000.00	Head Men's Cross Country Coach	Men's Cross Country
Hall	Cyrus	0.25000	$ 2,000.00	$ -	$ 2,000.00	Head Women's Cross Country Coach	Women's Cross Country
Harris	Lindsey	0.50000	$ 15,000.00	$ -	$ 15,000.00	Assistant Women's Soccer Coach	Women's Soccer
Helms	Hue	1.00000	$ 48,031.15	$ -	$ 48,031.15	Instructor of Industrial Technology	Industrial Technology
Helms	Hue	0.25000	$ 2,000.00	$ -	$ 2,000.00	Department Chair of Industrial Technology	Industrial Technology
Heltzel	Cheyenne	1.00000	$65,720.00	$ 5,000.00	$ 70,720.00	Director of Human Resources & Payroll	Business Office
Homer	Zach	0.25000	$ 6,500.00	$ -	$ 6,500.00	Head Men's Golf Coach	Men's Golf
Hutchinson	Laura	1.00000	$ 75,720.00	$ -	$ 75,720.00	Dean of Student Services	Student Services and Housing
Johnson	Cassidy	1.00000	$ 7,000.00	$ -	$ 7,000.00	Livestock Show Team Coach	Livestock Show
Johnson	Robby	1.00000	$ 95,120.00	$ -	$ 95,120.00	Director of Physical Plant & Farm	Physical Plant
Johnson	Cassidy	1.00000	$ 40,000.00	$ -	$ 40,000.00	Visiting Instructor of Animal Science	Animal Science
Joy	Shawn	0.75000	$ 36,000.00	$ -	$ 36,000.00	Instructor of Health & Physical Education	Health & Physical Education
Joy	Shawn	0.25000	$ 7,000.00	$ -	$ 7,000.00	Assistant Athletic Director	Athletic Administration
Joy	Shawn	0.75000	$ 25,720.00	$ -	$ 25,720.00	Director of Alumni Relations	Alumni
Kaufman	Jarrett	1.00000	$ 46,845.72	$ 7,609.39	$ 54,455.11	Assistant to Associate Professor of English	English
Kaufman	Jarrett	0.25000	$ 15,774.00	$ -	$ 15,774.00	Developing Hispanic Serving Institutions Principal Director	Title V Grant, Developing Hispanic
Keith	Jeffery	1.00000	$ 33,600.00	$ -	$ 33,600.00	Assistant Director of Physical Plant	Physical Plant
Kerns	Kenzie	1.00000	$ 35,000.00	$ -	$ 35,000.00	Assistant Football Coach	Football
Kincannon	Tracy	0.75000	$ 50,720.00	$ -	$ 50,720.00	Dean of College of Ag, Science & Nursing	College of Ag, Science & Nursing
Kincannon	Tracy	0.25000	$ 45,000.00	$ -	$ 45,000.00	Assistant Professor of Vocational Agriculture Education	Agriculture Education
Kincannon	Cindy	1.00000	$40,000.00	$ -	$40,000.00	Advisor	Academic Resource Center
Kolar	Jessica	0.25000	$ 4,000.00	$ -	$ 4,000.00	Champions of Character	Athletic Administration
Kolar	Jessica	0.50000	$ 15,000.00	$ -	$ 15,000.00	Assistant Women's Basketball Coach	Women's Basketball
Kurtz	Sherman	0.50000	$ 6,000.00	$ -	$ 6,000.00	Recruiter	Football
Lawrence	Lindsay	1.00000	$ 55,000.00	$ -	$ 55,000.00	Purchasing Coordinator	Business Office
Levings	Katy	1.00000	$ 45,660.00	$ -	$ 45,660.00	Assistant Librarian	Library
Lewis	Charla	1.00000	$ 110,720.00	$ -	$ 110,000.00	Vice President of Academic Affairs	Academic Affairs
Lira Rodrigue	Omar	1.00000	$ 45,720.00	$ -	$ 45,720.00	Director of Recruitment	Recruitment
Martin	Steve	0.75000	$ 65,909.42	$ -	$ 65,909.42	Associate Professor of Computer Information Systems	Computer Information Systems
Martin	Steve	0.25000	$ 2,000.00	$ -	$ 2,000.00	Department Chair of Computer Information Systems	Computer Information Systems
Mayeda	Jared	1.00000	$ 41,310.00	$ -	$ 41,310.00	Head Baseball Coach	Baseball
McAlpine	Kenneth	1.00000	$ 45,000.00	$ -	$ 45,000.00	Head Women's Soccer Coach	Women's Soccer
McBee	Lauren	1.00000	$ 53,270.00	$ -	$ 53,270.00	Interim Director of Campus Communication	Campus Communications
McMurphy	Elizabeth	1.00000	$ 110,720.00	$ -	$ 110,720.00	Vice President of Fiscal Affairs	Fiscal Affairs
Merwin	Mistina	0.50000	$ 36,000.00	$ (30,000.00)	$ 6,000.00	Head Cheer Coach	Cheerleading

Merwin	Mistina	0.50000	$ 30,720.00	$ -	$ 30,720.00	Student Health Service Nurse	University Health Service
Miller	Corbett	1.00000	$ 65,000.00	$ -	$ 65,000.00	Head Football Coach	Football
Miyazaki	Atsuhito	1.00000	$ 38,000.00	$ -	$ 38,000.00	Assistant Athletic Trainer	Athletic Training
Moore	Erin	0.25000	$ 9,720.00	$ -	$ 9,720.00	International Coordinator	Academic Records
Moore	Erin	1.00000	$ 62,000.00	$ -	$ 62,000.00	Registrar	Academic Records
Muncrief	Nicole	1.00000	$ 45,000.00	$ -	$ 45,000.00	Instructor of Nursing	Nursing
Murrell	Michael J	0.75000	$18,006.06	$ 3,993.94	$ 22,000.00	Part-time Instructor of Accounting	Accounting
Myers	Ilani	1.00000	$ 38,000.00	$ -	$ 38,000.00	Head Volleyball Coach	Volleyball
Nalley	William	1.00000	$ 32,200.00	$ -	$ 32,200.00	Defensive Assistant Football Coach	Football
Nordquist	Stacy	0.25000	$ 15,000.00	$ -	$ 15,000.00	Education Director	Education
Nordquist	Stacy	0.90000	$ 44,794.97	$ -	$ 44,794.97	Assistant Professor of Health & Physical Education	Health & Physical Education
Nordquist	Stacy	0.25000	$ 2,000.00	$ -	$ 2,000.00	Department Chair of Health & Physical Education	Health & Physical Education
Nordquist	Stacy	0.25000	$ 12,720.00	$ -	$ 12,720.00	Dean of College of Arts and Education	College of Arts and Education
Ortiz	Jerome	1.00000	$ 75,000.00	$ 5,000.00	$ 80,000.00	Information Technology Director	Information Technology
Owens	Constance	0.75000	$60,000.00	$ -	$60,000.00	Director of Hispanic Student Center & Services	Hispanic Student Services
Pasque	Vicki	1.00000	$ 51,444.04	$ -	$ 51,444.04	Assistant Professor of Computer Information Systems	Computer Information Systems
Pasque	Vicki	0.25000	$ 12,720.00	$ -	$ 12,720.00	Dean of College of Business & Technology	College of Business & Technology
Pritchard	Jordan	1.00000	$ 27,540.00	$ -	$ 27,540.00	Administrative Assistant to Athletics	Athletic Administration
Radovanovic	Jana	1.00000	$ 30,000.00	$ -	$ 30,000.00	Cashier	Business Office
Ramirez	Andrew	1.00000	$ 67,530.00	$ -	$ 67,530.00	Chief of Campus Police	Campus Police
Ramos Morale	Karleeann	0.50000	$ 15,000.00	$ -	$ 15,000.00	Assistant Volleyball Coach	Volleyball
Rangel	Sol Andrea	1.00000	$ 57,030.00	$ -	$ 57,030.00	Director of Upward Bound	Upward Bound
Rebekah	Wagenbach	0.25000	$ 2,000.00	$ -	$ 2,000.00	Department Chair of Behavioral & Social Science	Behavioral & Social Science
Rice	Abigail	1.00000	$47,450.34	$ 2,549.66	$ 50,000.00	Administrative Assistant to Academic Affairs	Academic Affairs
Rodriguez	Natalie	0.25000	$ 4,000.00	$ -	$ 4,000.00	Mail Clerk & Facility Request Coordinator	Fiscal Affairs
Rodriguez	Natalie	1.00000	$ 30,600.00	$ -	$ 30,600.00	Administrative Assistant to Physical Plant	Physical Plant
Rose	Shelbie	1.00000	$ 49,780.00	$ 12,220.00	$ 62,000.00	Head Rodeo Coach	Men's and Women's Rodeo
Rose	Calandra	1.00000	$ 42,540.00	$ 9,460.00	$ 52,000.00	Administrative Assistant to President	President's Office
Schoenhals	Dillon	1.00000	$ 55,900.00	$ -	$ 55,900.00	Director of Institutional Research	Assessment
Scott	Tonnie	0.25000	$ 20,000.00	$ -	$ 20,000.00	Director of Nursing	Nursing
Scott	Tonnie	1.00000	$ 47,500.00	$ -	$ 47,500.00	Assistant Professor of Nursing	Nursing
Scott	Rachel	1.00000	$ 25,800.00	$ -	$ 25,800.00	Acquisitions Library Assistant	Library
Sewell	Kasey	0.25000	$ 20,000.00	$ -	$ 20,000.00	Assessment Coordinator	Assessment
Sewell	Kasey	1.00000	$ 45,900.00	$ -	$ 45,900.00	Instructional Designer, Title V Grant	Title V Grant, Developing Hispanic
Smith	Dasha	1.00000	$ 53,500.00	$ -	$ 53,500.00	Director of Financial Aid	Financial Aid
Stork	Nikki	1.00000	$ 39,784.00	$ 2,216.00	$ 42,000.00	Academic Records Clerk	Academic Records
Strain	Gwen	1.00000	$ 56,819.00	$ -	$ 56,819.00	Instructor of Mathematics	Math & Physics
Tolle	Crystal	0.25000	$ 2,000.00	$ -	$ 2,000.00	Department Chair of Animal Science	Animal Science
Tolle	Crystal	0.25000	$ 10,000.00	$ -	$ 10,000.00	Bull Test Manager	Farm & Bull Test
Tolle	Crystal	1.00000	$ 7,000.00	$ -	$ 7,000.00	Livestock Judging Coach	Livestock Judging
Tolle	Crystal.	1.00000	$ 45,549.03	$ -	$ 45,549.03	Assistant Professor of Animal Science	Animal Science
Trevino	Morgan	1.00000	$ 40,720.00	$ -	$ 40,720.00	Noble Center Manager and Student Actitivies Coordinator	Student Services and Housing
Tucker	Shawna	0.75000	$ 57,588.51	$ -	$ 57,588.51	Assistant Professor of Mathematics	Math & Physics
Tucker	Shawna	0.25000	$ 2,000.00	$ -	$ 2,000.00	Department Chair of Mathematics	Math & Physics
Uhrick	Sharon	1.00000	$ 29,000.00	$ -	$ 29,000.00	Academic Records Clerk	Academic Records
Vacant	Assistant Rodeo Coach	1.00000	$ 40,000.00	$ -	$ 40,000.00	Assistant Rodeo Coach	Men's and Women's Rodeo
Vacant	Assistant Sports Information	0.50000	$ 20,000.00	$ -	$ 20,000.00	Assistant Sports Information	Sports Information
Vacant	Assistant Baseball Coach	0.50000	$ 10,000.00	$ -	$ 10,000.00	Assistant Baseball Coach	Baseball
Vacant	Assistant Professor of Education	1.00000	$ 45,000.00	$ -	$ 45,000.00	Assistant Professor of Education	Education
Vacant	Department Chair of Education	0.25000	$ 2,000.00	$ -	$ 2,000.00	Department Chair of Education	Education
Vacant	Assistant Professor of History	1.00000	$ 46,600.00	$ -	$ 46,600.00	Assistant Professor of History	Behavioral & Social Science
Vacant	Instructor of Biology	1.00000	$ 45,000.00	$ -	$ 45,000.00	Instructor of Biology	Biology
Vacant	Property Manager	1.00000	$ 40,720.00	$ -	$ 40,720.00	Property Manager	Student Services and Housing
Vacant	Faculty Athletic Representative	0.25000	$ 2,500.00	$ -	$ 2,500.00	Faculty Athletic Representative	Athletics
Vacant	Athletic Academic Advisor	0.25000	$ 3,000.00	$ -	$ 3,000.00	Athletic Academic Advisor	Athletics
Vacant	Athletics Compliance Officer	0.25000	$ 5,000.00	$ -	$ 5,000.00	Athletics Compliance Officer	Athletic Administration
Vacant	Department Chair of Art	0.25000	$ 2,000.00	$ -	$ 2,000.00	Department Chair of Art	Art
Vacant	Marketing Coordinator	1.00000	$ 48,720.00	$ -	$ 48,720.00	Marketing Coordinator	Campus Communications
Vacant	Assistant Professor of Business Administration	1.00000	$ 44,794.97	$ -	$ 44,794.97	Assistant Professor of Business Administration	Business Administration
Vacant	Assistant Professor of Psychology	1.00000	$ 47,639.00	$ -	$ 47,639.00	Assistant Professor of Psychology	Psychology
Vacant	Associate Professor of Art	1.00000	$ 59,718.54	$ -	$ 59,718.54	Associate Professor of Art	Art
Vacant	Assistant Professor of Art	1.00000	$ 42,500.00	$ -	$ 42,500.00	Assistant Professor of Art	Art
Vacant	Assistant Professor of Biology	1.00000	$ 52,040.79	$ -	$ 52,040.79	Assistant Professor of Biology	Biology
Vacant	Assistant Professor of Education	1.00000	$ 45,378.84	$ -	$ 45,378.84	Assistant Professor of Education	Education
Vacant	Department Chair of Business Administration	0.25000	$ 2,000.00	$ -	$ 2,000.00	Department Chair of Business Administration	Business Administration
Vacant	Director of Library	1.00000	$ 59,884.20	$ -	$ 59,884.20	Director of Library	Library
Vacant	Farm Hand	1.00000	$ 40,000.00	$ -	$ 40,000.00	Farm Hand	Farm
Vacant	OK-LSAMP Grant Principal Director	0.25000	$ 4,000.00	$ -	$ 4,000.00	OK-LSAMP Grant Principal Director	OK-LSAMP Grant
Vacant	Assistant Men's Soccer Coach	0.50000	$ 15,300.00	$ -	$ 15,300.00	Assistant Men's Soccer Coach	Men's Soccer
Vacant	Administrative Assistant for Agriculture	1.00000	$ 36,520.00	$ -	$ 36,520.00	Administrative Assistant for Agriculture	Agriculture
Vacant	Head Shooting Sports Coach	1.00000	$ 36,000.00	$ -	$ 36,000.00	Head Shooting Sports Coach	Shooting Sports
Vacant	Director of Counseling & Testing	1.00000	$ 35,000.00		$ 35,000.00	Director of Counseling & Testing- Part Time	Counseling, Testing & Guidance
Unruh	Laci	0.50000	$ 10,000.00		$ 10,000.00	Director of Counseling & Testing- Part Time	Counseling, Testing & Guidance
Villegas	Robert	1.00000	$ 45,000.00	$ -	$ 45,000.00	Assistant Professor of Education	Education
Wagenbach	Rebekah	0.25000	$ 10,000.00	$ -	$ 10,000.00	Academic Innovation and Community Engagement Coordin	Academic Affairs
Wagenbach	Rebekah	1.00000	$ 45,000.00	$ -	$ 45,000.00	Assistant Professor of History & Political Science	Behavioral & Social Science
Wagenbach	Rebekah	0.25000	$ 2,000.00	$ -	$ 2,000.00	Department Chair of Behavioral & Social Science	Behavioral & Social Science
Walker	James	1.00000	$ 40,000.00	$ -	$ 40,000.00	Head Softball Coach	Softball
Ward	Kasey	0.50000	$ 12,240.00	$ -	$ 12,240.00	Head Equestrian Coach	Equestrian
Wiech	Rebekah	1.00000	$ 34,000.00	$ -	$ 34,000.00	Associate Athletic Trainer	Athletic Training
Williams	Jessica	0.50000	$ 20,000.00	$ -	$ 20,000.00	Part-Time Accountant I	Business Office
Wiltzius	Maria	1.00000	$ 45,000.00	$ -	$ 45,000.00	Head Women's Basketball Coach	Women's Basketball
Wright	Larry	1.00000	$ 26,264.20	$ -	$ 26,264.20	Library Technician	Library
Yoder	Dalton	0.50000	$ 16,000.00	$ -	$ 16,000.00	Football Assistant Coach	Football
			$ 6,364,246.36	$ (17,360.51)	$ 6,346,165.85		

Northeastern Oklahoma A&M

Budget Assumptions

Enrollment	Budgeted FY26	Actual FY25	Actual FY24
Full Time Equivalent for full year (30 hrs.)	1581	1550	1471

Narrative: 2% increase vs FY25 Budget

Tuition & Fees			
Tuition	$ 114.00	$ 109.00	$ 100.00
Mandatory Fees	$ 64.75	$ 64.75	$ 64.75
In State - Tuition Waivers	$ -	$ -	$ -
Out of State - Tuition Waivers	$ 205.00	$ 205.00	$ 205.00
Total	$ 383.75	$ 378.75	$ 369.75

Narrative: We propose a $5 per credit hour for tuition. This equals a 2.9% increase in the total tuition and mandatory fee costs. The increase in tuition is not expected to impact the majority of our student population since it adds a modest $75 per semester for someone taking 15 credit hours.

State Appropriations			
General Appropriations	$ 8,243,080	$ 8,239,009	$ 7,919,684
Restricted for Capital	$ 1,000,000	$ 1,000,000	$ 900,000
State Match	$ -	$ -	$ -
Other	$ 1,019,638	$ 463,432	$ -

Narrative: Appropriations are staying flat. The amount to help offset insurance costs $121K will be repeated and $125K for STEM has been allocated . Other revenue in FY26 includes $795K for ARPA money that has not been spent in FY25

Housing			
Occupancy	1256	1122	1108
Revenue	$ 2,182,539	$ 1,903,636	$ 1,856,878

Narrative: *We are increasing by a flat rate in tr of $50 for all base dorms and $50 for the Suites. With enrollment showing to be equal to or greater than FY25 we are not anticipating* a decrease in occupancy but will be pushing to fill the dorms more.

Board			
Meal plan participation	1252	1118	1094
Revenue	$ 2,534,326	$ 2,133,678	$ 2,310,821

Narrative: The food service contractor instituted an increase of 4.1% of all meal plans.

Other Notable Budget Assumptions

Narrative:

Northeastern Oklahoma A&M
All Sources Revenue Analysis

Budget Revenue Analysis All Sources	"FY 2026" All Sources	"FY2025" All Sources	Change from Prior Year	Change %
Budgeted Revenue (All Sources)				
State Appropriations - All	$ 8,243,080	$ 8,239,009	$ 4,071	0.0%
Federal Appropriations	-	-	-	0.0%
Tuition and Fees (Revolving Funds)	10,743,816	9,941,178	802,638	8.1%
Gifts, Grants, Endowment	-	-	-	0.0%
Sales and Services	-	-	-	0.0%
Other	1,019,638	1,484,187	(464,549)	-31.3%
Total E&G Revenue	20,006,534	19,664,374	342,160	1.7%
Budgeted Use of E&G Reserves	-	-	-	0.0%
Total E&G Revenue and Use of Reserves	20,006,534	19,664,374	342,160	1.7%
Prior Year Ending E&G Reserve	3,808,400	3,808,400	-	0.0%
Budgeted Use of E&G Reserves	-	-	-	0.0%
Calculated Ending E&G Reserve	3,808,400	3,808,400	-	0.0%
Auxiliary Revenues (excluding SFA funds)				
Housing	2,677,539	1,973,697	703,842	35.7%
Food Service	2,878,897	2,315,823	563,074	24.3%
Athletics	1,232,375	1,206,450	25,925	2.1%
Other	3,001,676	2,972,144	29,532	1.0%
Total Auxiliary Revenues	9,790,487	8,468,114	1,322,373	15.6%
Budgeted Use of Aux Reserves	5,739	250,000	-	0.0%
Total Auxiliary Revenue and Use of Reserves	9,796,226	8,718,114	1,078,112	12.4%
Prior Year Ending Aux Reserve	1,163,470	1,150,000	13,470	1.2%
Budgeted Use of Aux Reserves	(5,739)	(250,000)	244,261	-97.7%
Calculated Ending Aux Reserve	1,157,731	900,000	257,731	28.6%
Grants and Sponsored Programs	2,183,182	2,270,660	(87,478)	-3.9%
Total Revenue and Budgeted Reserve All Sources	**$ 31,985,942**	**$ 30,653,148**	**$ 1,332,794**	4.3%

(Note: this year Student Financial Aid has been removed as a separate revenue line item)

Northeastern Oklahoma A&M
E&G Budget Year Comparison

E&G Budget Year over Year	"FY 2026" E&G Part I Budget	"FY2025" E&G Part I Budget	Change from Prior Year	Change %
Budgeted Education & General Revenue				
State Appropriations - Operations	$ 7,982,001	$ 8,006,445	$ (24,444)	-0.3%
State Appropriations - Grants, Contracts	261,079	232,564	28,515	12.3%
Federal Appropriations (Including HEERF)	-	-	-	0.0%
Gross Tuition & Fees (excludes fee waivers)	10,743,816	9,941,178	802,638	8.1%
Gifts, Grants, Endowment	-	-	-	0.0%
Sales & Services	-	-	-	0.0%
Other	1,019,638	1,484,187	(464,549)	-31.3%
Total Current Year Budgeted E&G Revenue	20,006,534	19,664,374	342,160	1.7%
Budgeted Education & General Expenditures				
Instruction	6,853,389	7,352,728	(499,339)	-6.8%
Research	-	-	-	0.0%
Public Service	-	-	-	0.0%
Academic Support	1,248,184	1,333,760	(85,576)	-6.4%
Student Services	1,254,752	1,262,194	(7,442)	-0.6%
Institutional Support	2,471,407	2,291,225	180,182	7.9%
Physical Plant (Excluding HEERF Capital Expenditures)	3,231,462	3,167,920	63,542	2.0%
HEERF Capital Expenditures	-	-	-	0.0%
Fee Waivers	4,552,240	3,891,452	660,788	17.0%
Scholarships & Fellowships	395,100	365,095	30,005	8.2%
Total Current Year Budgeted E&G Expenditures	20,006,534	19,664,374	342,160	1.7%
Budgeted E&G Increase/(Decrease) Before Use of Reserves	73,023	-	73,023	0.0%
Prior Year E&G Reserve (SRA3 Sch C, Line 3)	3,808,400	3,808,400	-	0.0%
Projected Ending E&G Reserve (SRA3 Sch C, Line 8)	**$ 3,881,423**	**$ 3,808,400**	**$ 73,023**	**1.9%**

Northeastern Oklahoma A&M
E&G and Auxiliary Budget to Actual

E&G Budget Compared to Actual

	Budget FY 2025 E&G Part I	FY 2025 Actual YTD Thru 03/31/25	Difference (figures in red under budget)	Budget FY 2024 E&G Part I	Actual Year ending 6/30/2024	Difference (figures in red under budget)	Actual Year Ending 6/30/2023
Education & General (E&G) Revenue							
State Appropriations - Operations	$ 8,006,445	$ 6,201,585	(1,804,860)	$ 7,735,684	$ 7,885,663	149,979	$ 7,523,212
State Appropriations - Grants, Contracts	232,564	232,564	0	184,000	184,000	0	-
Federal Appropriations (Including HEERF)	-	-	0	-	-	0	-
Gross Tuition & Fees (excluding waivers)	9,941,178	9,793,527	(147,651)	8,988,688	9,943,299	954,611	8,917,571
Gifts, Grants, Endowment	-	-	0	-	-	0	-
Sales & Services	-	-	0	-	-	0	-
Other	1,484,187	17,930	(1,466,257)	1,721,742	533,679	(1,188,063)	381,929
Total Current Year E&G Revenue	19,664,374	16,245,606	(3,418,768)	18,630,114	18,546,641	(83,473)	16,822,712
Education & General Expenditures							
Instruction	7,352,728	5,060,629	(2,292,099)	6,995,339	6,002,215	(993,124)	5,452,075
Research	-	-	0	-	-	0	-
Public Service	-	-	0	-	-	0	-
Academic Support	1,333,760	1,003,361	(330,399)	1,395,753	1,222,992	(172,761)	1,097,328
Student Services	1,262,194	852,597	(409,597)	973,308	1,045,701	72,393	942,887
Institutional Support	2,291,225	1,579,199	(712,026)	2,251,144	1,952,500	(298,644)	1,898,785
Physical Plant	3,167,920	1,865,465	(1,302,455)	3,566,590	2,623,097	(943,493)	3,026,542
HEERF Capital Expenditures	-	-	0	-	-	0	-
Fee Waivers	3,891,452	4,264,192	372,740	3,422,980	3,725,514	302,534	3,386,282
Scholarships & Fellowships	365,095	34,002	(331,093)	350,000	337,662	(12,339)	-
Total Current Year Budgeted E&G Expenditures	19,664,374	14,659,446	(5,004,928)	18,955,114	16,909,680	(2,045,434)	15,803,899

Auxiliary Budget Compared to Actual

Auxiliary Revenues (excluding SFA funds)							
Housing	1,973,697	1,900,586	(73,111)	2,049,000	1,962,189	(86,811)	1,667,535
Food Service	2,315,823	2,321,193	5,370	2,186,000	2,333,399	147,399	1,965,079
Athletics	1,206,450	1,113,597	(92,853)	1,034,725	1,203,420	168,695	1,090,300
Other	2,972,144	2,382,649	(589,495)	4,108,564	2,655,186	(1,453,379)	3,636,764
Total Auxiliary Revenues	8,468,114	7,718,024	(750,090)	9,378,289	8,154,193	(1,224,096)	8,359,678
Auxiliary Expenditures							
Housing	1,729,732	1,296,354	(433,378)	1,822,509	1,717,420	(105,089)	1,397,608
Food Service (includes Food Service Vendor)	2,163,621	1,784,491	(379,130)	2,036,000	2,104,258	68,258	1,861,675
Athletics	2,363,082	1,963,442	(399,640)	2,322,447	2,527,025	204,578	2,088,881
Other	2,461,679	1,730,947	(730,732)	3,736,543	1,987,505	(1,749,038)	3,252,844
Total Auxiliary Disbursements	8,718,114	6,775,234	(1,942,880)	9,917,499	8,336,208	(1,581,291)	8,601,009
Net Difference in Revenues and Disbursements	(250,000)	942,790		(539,210)	(182,015)		(241,331)

NORTHEASTERN OKLAHOMA A&M COLLEGE

TUITION, FEES, ROOM & BOARD

Fiscal Year 2025-2026

	FY25-26	FY24-25
Tuition	114.00	109.00
Library Resources	1.65	1.65
Student Technology	10.50	10.50
Infrastructure	2.25	2.25
Assessment	2.00	2.00
E&G Fees	16.40	16.40
Student Activity	25.00	25.00
Student Government	2.00	2.00
Intramural	1.00	1.00
Facility	8.35	8.35
Student Union	11.50	11.50
Student Health Fee	0.50	0.50
AUX FEES	48.35	48.35
TOTAL	178.75	173.75

TUITION AND MANDATORY FEES

Room & Board Rates

	FY25-26	FY24-25
Traditional Dormitory - Double	$1,250	$1,200
Traditional Dormitory - Single	$1,775	$1,725
Milligan Housing	$1,800	$1,800
Milligan Housing - Single	$2,325	$2,325
Suites - 4 Bedroom	$2,325	$2,275
Suites - 2 Bedroom	$2,545	$2,495

Each semester residents are charged $51 laundry fee, $51 IT fee, and $52 maintenance fee

19 Meal / $75 Flex Cash	$2,262	$2,173
14 Meal / $125 Flex Cash	$2,097	$2,014
12 Meal / $100 Flex Cash	$1,938	$1,862
10 Meal / $100 Flex Cash*	$1,643	$1,578
Pre-semester Meals Package**	$155	$0

*This plan is available to suite residents only.
** Optional for early move-ins

NEO A&M COLLEGE

SALARY RECOMMENDATIONS - FY 2025-2026

ORGANIZATION	DEPARTMENT	NAME	TITLE OR POSITION	2024-2025 Salary	2025-2026 PROPOSED SALARY	INCREASE PREVIOUS YEAR
E&G PERSONNEL						
PRESIDENT	PRESIDENT'S OFFICE	CUMMINS, KENDRA	EXECUTIVE ASSISTANT TO PRESIDENT	$ 44,000.00	$ 44,000.00	0.00%
PRESIDENT	DEVELOPMENT OFFICE	ORCUTT, RYAN	EXECUTIVE DIRECTOR OF DEVELOPMENT FOUNDATION	$ 72,000.00	$ 77,000.00	6.94%
DEVELOPMENT FOUNDATION/ALUMNI	DEVELOPMENT OFFICE	HACKETT, LUKE	DEVELOPMENT SPECIALIST	$ 32,032.00	$ 32,032.00	0.00%
DEVELOPMENT FOUNDATION/ALUMNI	DEVELOPMENT OFFICE	IVERSON, CHRISTOPHER	ALUMNI COORDINATOR	$ 29,925.00	$ 29,925.00	0.00%
DEVELOPMENT FOUNDATION/ALUMNI	PUBLIC RELATIONS	FABIAN, JONAH	COORDINATOR OF PUBLIC INFORMATION & MARKETING	$ 42,000.00	$ 42,000.00	0.00%
DEVELOPMENT FOUNDATION/ALUMNI	PUBLIC RELATIONS	DAWSON, JAMES	MEDIA AND CREATIVE SERVICES MANAGER	$ 51,000.00	$ 51,000.00	0.00%
PRESIDENT	ATHLETICS - ATHLETIC DIRECTOR	RENFRO, JOE	ATHLETIC DIRECTOR/HEAD WRESTLING COACH	$ 74,025.00	$ 74,025.00	0.00%
PRESIDENT	ATHLETICS - ATHLETIC DIRECTOR	SAUL, SHELBY	ATHLETIC COMMUNICATION AND COMPLIANCE	$ 38,000.00	$ 38,000.00	0.00%
PRESIDENT	ATHLETICS - ATHLETIC TRAINING	CRISSMAN, KAYLA	ATHLETIC TRAINER	$ 58,000.00	$ 58,000.00	0.00%
PRESIDENT	VP - ACADEMIC AFFAIRS	GROVER, DUSTIN	VICE PRESIDENT OF ACADEMIC AFFAIRS	$ 99,750.00	$ 99,750.00	0.00%
VICE PRESIDENT ACADEMIC AFFAIRS	VP - ACADEMIC AFFAIRS	MCMAIN, AIMEE	ADMINISTRATIVE ASSISTANT FOR VICE PRESIDENT OF ACADEMIC AFFAIRS	$ 31,449.60	$ 31,449.60	0.00%
VICE PRESIDENT ACADEMIC AFFAIRS	ACADEMIC SUPPORT CTR	SMITH, ALLISON	COORDINATOR OF TUTOR CENTER	$ 37,440.00	$ 37,440.00	0.00%
ACADEMIC TUTORING CENTER	ACADEMIC SUPPORT CTR	OPEN	ACADEMIC SUPPORT ASSISTANT FOR MATH/SCIENCE	$ 34,944.00	$ 34,944.00	0.00%
ACADEMIC TUTORING CENTER	ACADEMIC SUPPORT CTR	WILLIAMS, JAN	ACADEMIC SUPPORT ASSISTANT FOR ENGLISH	$ 35,817.60	$ 35,817.60	0.00%
VICE PRESIDENT ACADEMIC AFFAIRS	INFO. TECH- ACADEMIC	SMITH, CHRISTOPHER	IT DIRECTOR	$ 60,900.00	$ 60,900.00	0.00%
TECHNOLOGY SERVICES	INFO. TECH- ACADEMIC	EDWARDS, CHANDLER	SENIOR IT SUPPORT SPECIALIST	$ 44,000.00	$ 44,000.00	0.00%
TECHNOLOGY SERVICES	INFO. TECH-ACADEMIC	REECE, BRAXTON	COMPUTER TECHNICIAN	$ 35,699.88	$ 35,699.88	0.00%
TECHNOLOGY SERVICES	INFO. TECH- ACADEMIC	OPEN	COMPUTER TECHNICIAN	$ 34,528.00	$ 34,528.00	0.00%
VICE PRESIDENT ACADEMIC AFFAIRS	AGRICULTURE	BOOTH, DR. MARY	DEPARTMENT CHAIR AND INSTRUCTOR - AGRICULTURE	$ 71,604.84	$ 72,139.08	0.75%
AGRICULTURE DEPARTMENT	AGRICULTURE	GLENN, TAMMY	ADMINISTRATIVE ASSISTANT - AGRICULTURE	$ 21,996.00	$ 21,996.00	0.00%
AGRICULTURE DEPARTMENT	AGRICULTURE	OPEN	INSTRUCTOR - AGRICULTURE AND HERDSMAN	$ 45,529.22	$ 46,421.42	1.96%
AGRICULTURE DEPARTMENT	AGRICULTURE	HAYNES, MATTIE	INSTRUCTOR - AGRICULTURE AND HEAD LIVESTOCK JUDGE COACH AND HERDSMA	$ 45,292.28	$ 47,544.48	4.97%
AGRICULTURE DEPARTMENT	AGRICULTURE	MCLOCHLIN, HANNAH	INSTRUCTOR - AGRICULTURE AND HEAD HORSE JUDGING COACH AND HERDSMAN	$ 45,778.82	$ 48,031.02	4.92%
AGRICULTURE DEPARTMENT	AGRICULTURE	UNGEHEUER, KOLBY	HEAD RODEO COACH	$ 44,748.20	$ 44,748.20	0.00%
VICE PRESIDENT ACADEMIC AFFAIRS	BIOLOGICAL SCIENCE	DIXON, STEVE	DEPARTMENT CHAIR AND INSTRUCTOR - MATH	$ 65,590.82	$ 66,125.06	0.81%
MATH AND SCIENCE DEPARTMENT	MATH AND SCIENCE	CANTWELL, CASEY	ADMINISTRATIVE ASSISTANT - MATH AND SCIENCE	$ 26,754.00	$ 26,754.00	0.00%
MATH AND SCIENCE DEPARTMENT	BIOLOGICAL SCIENCE	CRAPSE, FRED	INSTRUCTOR - BIOLOGICAL SCIENCES	$ 50,543.98	$ 50,989.18	0.88%
MATH AND SCIENCE DEPARTMENT	BIOLOGICAL SCIENCE	ROHDE, DR. JULIEANNA	INSTRUCTOR - BIOLOGICAL SCIENCES	$ 59,672.70	$ 59,672.70	0.00%
MATH AND SCIENCE DEPARTMENT	MATH	KELLOGG, ERIN	INSTRUCTOR - MATH	$ 49,318.62	$ 49,763.82	0.90%
MATH AND SCIENCE DEPARTMENT	MATH	PATTERSON, MELISSA	INSTRUCTOR - MATH	$ 49,763.82	$ 50,209.02	0.89%
MATH AND SCIENCE DEPARTMENT	MATH	DAY, ANDREW	INSTRUCTOR - MATH	$ 43,976.22	$ 44,421.42	1.01%
MATH AND SCIENCE DEPARTMENT	PHYSICAL SCIENCE	WHITEHILL, ANDY	INSTRUCTOR - CHEMISTRY	$ 57,994.70	$ 58,439.90	0.77%
MATH AND SCIENCE DEPARTMENT	PHYSICAL SCIENCE	CLAGGETT, BRADLEY	INSTRUCTOR - PHYSICAL SCIENCE	$ 44,866.62	$ 45,311.82	0.99%
MATH AND SCIENCE DEPARTMENT	PHYSICAL SCIENCE	ROBINSON, JESSICA	INSTRUCTOR - PHYSICAL SCIENCE	$ 47,092.62	$ 47,537.82	0.95%
VICE PRESIDENT ACADEMIC AFFAIRS	ASSO. DEGREE NURSING	BLANKENSHIP, JEANETTE	DIRECTOR OF NURSING AND DEPARTMENT CHAIR	$ 73,645.10	$ 73,493.58	-0.21%
NURSING, ALLIED HEALTH AND PHYSICAL EDUCATION DEPARTMEN	ASSO. DEGREE NURSING	JAMES, DONELLA	ADMINISTRATIVE ASSISTANT - NURSING, ALLIED HEALTH AND PHYSICAL EDUCATIC	$ 25,584.00	$ 27,664.00	8.13%
NURSING, ALLIED HEALTH AND PHYSICAL EDUCATION DEPARTMEN	ASSO. DEGREE NURSING	FROMAN, MELEEN	ASSISTANT DIRECTOR OF NURSING AND INSTRUCTOR - NURSING	$ 59,973.42	$ 60,418.62	0.74%
NURSING, ALLIED HEALTH AND PHYSICAL EDUCATION DEPARTMEN	ASSO. DEGREE NURSING	KEETON BROWN, CYNTHI/	INSTRUCTOR - NURSING	$ 62,430.30	$ 62,875.50	0.71%
NURSING, ALLIED HEALTH AND PHYSICAL EDUCATION DEPARTMEN	ASSO. DEGREE NURSING	PANTER, SUSAN	INSTRUCTOR - NURSING	$ 59,644.62	$ 60,089.82	0.75%

NEO A&M COLLEGE

SALARY RECOMMENDATIONS - FY 2025-2026

ORGANIZATION	DEPARTMENT	NAME	TITLE OR POSITION	2024-2025 Salary	2025-2026 PROPOSED SALARY	INCREASE PREVIOUS YEAR
NURSING, ALLIED HEALTH AND PHYSICAL EDUCATION DEPARTMEN	ASSO. DEGREE NURSING	SEIGEL, DEBORAH	INSTRUCTOR - NURSING	$ 57,863.82	$ 58,309.02	0.77%
NURSING, ALLIED HEALTH AND PHYSICAL EDUCATION DEPARTMEN	ASSO. DEGREE NURSING	WILSON, ANGELA	INSTRUCTOR - NURSING	$ 54,302.22	$ 54,747.42	0.82%
NURSING, ALLIED HEALTH AND PHYSICAL EDUCATION DEPARTMEN	ASSO. DEGREE NURSING	WINFREY, KASEY	INSTRUCTOR - NURSING	$ 52,076.22	$ 52,521.42	0.85%
NURSING, ALLIED HEALTH AND PHYSICAL EDUCATION DEPARTMEN	ASSO. DEGREE NURSING	WICKLIFFE, SCHENOAH	INSTRUCTOR - NURSING	$ 51,185.82	$ 51,631.02	0.87%
NURSING, ALLIED HEALTH AND PHYSICAL EDUCATION DEPARTMEN	RN FASTTRACK/NTC KANSAS	ALLEN, JAN	COORDINATOR OF LPN TO RN PROGRAM MIAMI AND KANSAS CAMPUS	$ 74,211.34	$ 74,745.58	0.72%
NURSING, ALLIED HEALTH AND PHYSICAL EDUCATION DEPARTMEN	RN FASTTRACK/NTC KANSAS	OGLE, JULIE	INSTRUCTOR - NURSING FAST TRACK	$ 64,611.14	$ 65,145.38	0.83%
NURSING, ALLIED HEALTH AND PHYSICAL EDUCATION DEPARTMEN	MEDICAL LAB TECH.	MAYFIELD, JESSICA	DIRECTOR OF MLT AND INSTRUCTOR - MEDICAL LAB TECHNICIAN	$ 50,647.42	$ 51,092.62	0.88%
NURSING, ALLIED HEALTH AND PHYSICAL EDUCATION DEPARTMEN	MEDICAL LAB TECH.	BURNETT, BETHANY	INSTRUCTOR - MEDICAL LAB TECHNICIAN	$ 44,099.28	$ 44,544.48	1.01%
NURSING, ALLIED HEALTH AND PHYSICAL EDUCATION DEPARTMEN	PHYSICAL THERAPIST ASSISTANT	SMATHERS, DR. DAWN	DIRECTOR OF PTA AND INSTRUCTOR - PHYSCIAL THERAPIST ASSISTANT	$ 63,335.50	$ 63,780.70	0.70%
NURSING, ALLIED HEALTH AND PHYSICAL EDUCATION DEPARTMEN	PHYSICAL THERAPIST ASSISTANT	BRIDGES, KLAYTON	INSTRUCTOR - PHYSICAL THERAPIST ASSISTANT AND CLINICAL COORDINATOR	$ 48,757.02	$ 49,202.22	0.91%
NURSING, ALLIED HEALTH AND PHYSICAL EDUCATION DEPARTMEN	HPER	BELL, LISA	INSTRUCTOR - HPER AND HEAD WOMEN'S SOCCER COACH	$ 50,606.01	$ 51,051.21	0.88%
NURSING, ALLIED HEALTH AND PHYSICAL EDUCATION DEPARTMEN	HPER	WARD, ROGER	INSTRUCTOR - HPER AND HEAD BASEBALL COACH	$ 58,754.02	$ 58,754.02	0.00%
VICE PRESIDENT ACADEMIC AFFAIRS	BUSINESS/MARKETING	BECKER, CALVIN	DEPARTMENT CHAIR OF BUSINESS AND TECHNOLOGY AND INSTRUCTOR - BUSINES	$ 62,919.62	$ 63,453.86	0.85%
BUSINESS & TECHNOLOGY DEPARTMENT	BUSINESS/MARKETING	CLAPP, JACQUE	ADMINISTRATIVE ASSISTANT - BUSINESS AND TECHNOLGY	$ 23,400.00	$ 23,400.00	0.00%
BUSINESS & TECHNOLOGY DEPARTMENT	BUSINESS/MARKETING	HACKWELL, LORI	INSTRUCTOR - BUSINESS	$ 52,435.02	$ 52,435.02	0.00%
BUSINESS & TECHNOLOGY DEPARTMENT	BUSINESS/MARKETING	CANTWELL, WHITNEY	INSTRUCTOR - ECONOMICS	$ 46,537.18	$ 46,982.38	0.96%
BUSINESS & TECHNOLOGY DEPARTMENT	BUSINESS/MARKETING	ABELL, TISHA	INSTRUCTOR - BUSINESS	$ 41,708.88	$ 42,154.08	1.07%
BUSINESS & TECHNOLOGY DEPARTMENT	COMPUTER SCIENCE TECH	HAMMONS, EDWIN	INSTRUCTOR - COMPUTER SCIENCE	$ 58,667.82	$ 58,667.82	0.00%
VICE PRESIDENT ACADEMIC AFFAIRS	SOCIAL SCIENCE	POWERS, LASHAWNA	DEPARTMENT CHAIR OF SOCIAL SCIENCE AND FINE ARTS AND INSTRUCTOR - HISTO	$ 48,873.42	$ 66,558.62	36.19%
COMMUNICATIONS & FINE ARTS DEPARTMENT	LIBERAL ARTS	PATTERSON, BARBARA	SECRETARY FOR SCHOOL OF COMMUNICATIONS AND FINE ARTS	$ 23,484.99	$ 23,484.99	0.00%
COMMUNICATIONS & FINE ARTS DEPARTMENT	SOCIAL SCIENCE	ADAMS, JORDAN	INSTRUCTOR - SOCIAL SCIENCE	$ 48,311.82	$ 48,757.02	0.92%
COMMUNICATIONS & FINE ARTS DEPARTMENT	SOCIAL SCIENCE	OPEN	INSTRUCTOR - SOCIAL SCIENCE	$ 66,350.70	$ 66,350.70	0.00%
COMMUNICATIONS & FINE ARTS DEPARTMENT	SOCIAL SCIENCE	DAVIS, BRENT	INSTRUCTOR - HISTORY	$ 43,976.22	$ 44,421.42	1.01%
COMMUNICATIONS & FINE ARTS DEPARTMENT	EARLY CHILDHOOD EDU.	JACKSON, ASHLEE	INSTRUCTOR - EARLY CHILDHOOD EDUCATION	$ 53,660.38	$ 54,105.58	0.83%
COMMUNICATIONS & FINE ARTS DEPARTMENT	PSYCHOLOGY & SOCIOLOGY	KURTZ, LORI	INSTRUCTOR - PSYCHOLOGY AND COUNSELOR	$ 53,691.62	$ 54,136.82	0.83%
COMMUNICATIONS & FINE ARTS DEPARTMENT	PSYCHOLOGY & SOCIOLOGY	ADAMS, BRENDA	INSTRUCTOR - SOCIOLOGY	$ 44,421.42	$ 44,866.62	1.00%
COMMUNICATIONS & FINE ARTS DEPARTMENT	PSYCHOLOGY & SOCIOLOGY	ADAMS, KEELEY	INSTRUCTOR - PSYCHOLOGY	$ 44,866.62	$ 45,311.82	0.99%
COMMUNICATIONS & FINE ARTS DEPARTMENT	LANGUAGES & LITERATURE	OPEN	INSTRUCTOR - ENGLISH & READING	$ 61,898.70	$ 61,898.70	0.00%
COMMUNICATIONS & FINE ARTS DEPARTMENT	LANGUAGES & LITERATURE	MARTINOUS, MOSES	INSTRUCTOR - ENGLISH	$ 49,318.62	$ 49,763.82	0.90%
COMMUNICATIONS & FINE ARTS DEPARTMENT	LANGUAGES & LITERATURE	MURPHY, CARLA	INSTRUCTOR - READING AND ADA COORDINATOR	$ 57,769.98	$ 58,215.18	0.77%
COMMUNICATIONS & FINE ARTS DEPARTMENT	LANGUAGES & LITERATURE	WEAVER, JAMIE	INSTRUCTOR - ENGLISH	$ 52,435.02	$ 52,435.02	0.00%
COMMUNICATIONS & FINE ARTS DEPARTMENT	MUSIC	COMPTON, ADAM	INSTRUCTOR - INSTRUMENTAL MUSIC AND BAND DIRECTOR	$ 54,550.78	$ 54,550.78	0.00%
COMMUNICATIONS & FINE ARTS DEPARTMENT	MUSIC	TAYLOR, DR. TATIANA	INSTRUCTOR - VOCAL MUSIC AND CHOIR DIRECTOR	$ 53,439.90	$ 53,885.10	0.83%
COMMUNICATIONS & FINE ARTS DEPARTMENT	MUSIC	STACKLE. MACKENZIE	FINE ARTS ASSISTANT	$ 15,576.92	$ 21,760.44	39.70%
VICE PRESIDENT ACADEMIC AFFAIRS	LEARNING RESOURCE CTR	HAYES, LESLIE	COORDINATOR OF LIBRARY SERVICES	$ 52,500.00	$ 52,500.00	0.00%
LIBRARY SERVICES	LEARNING RESOURCE CTR	TURNER, SERITA	LIBRARY ASSISTANT	$ 24,857.20	$ 24,857.20	0.00%
LIBRARY SERVICES	LEARNING RESOURCE CTR	CLARKSON, TYA	LIBRARY ASSISTANT	$ 14,300.00	$ 14,300.00	0.00%
PRESIDENT	VP - FISCAL AFFAIRS	GLICK, BRANDON	VICE PRESIDENT OF FISCAL AFFAIRS	$ 97,000.00	$ 97,000.00	0.00%
HUMAN RESOURCES/BURSAR	HUMAN RESOURCES/BURSAR	SNYDER, HOLLIE	HUMAN RESOURCES GENERALIST AND BURSAR	$ 50,400.00	$ 50,400.00	0.00%
FISCAL AFFAIRS	BUSINESS OFFICE	MOUDY, CHERYL	CONTROLLER	$ 53,550.00	$ 53,550.00	0.00%

NEO A&M COLLEGE

SALARY RECOMMENDATIONS - FY 2025-2026

ORGANIZATION	DEPARTMENT	NAME	TITLE OR POSITION	2024-2025 Salary	2025-2026 PROPOSED SALARY	INCREASE PREVIOUS YEAR
FISCAL AFFAIRS	BUSINESS OFFICE	AUSTIN, JESSICA	ACCOUNTING CLERK	$ 34,660.08	$ 34,660.08	0.00%
FISCAL AFFAIRS	BUSINESS OFFICE	BAKER, CRYSTAL	ACCOUNTS PAYABLE CLKER	$ 28,392.00	$ 28,392.00	0.00%
FISCAL AFFAIRS	BUSINESS OFFICE	WILMOTH, CHARLES	PURCHASING ASSISTANAT	$ 25,203.36	$ 25,203.36	0.00%
FISCAL AFFAIRS	BUSINESS OFFICE	PARENTEAU, RANDI	STUDENT SUPPORT SPECIAILST	$ 30,014.40	$ 30,014.40	0.00%
FISCAL AFFAIRS	BUSINESS OFFICE	MILLER, MARIA	CASHIER	$ 24,024.00	$ 24,024.00	0.00%
VICE PRESIDENT FISCAL AFFAIRS	PHYSICAL PLANT ADMIN.	HARKINS, WARREN	DIRECTOR OF PHYSICAL PLANT	$ 60,000.00	$ 62,500.00	4.17%
PHYSICAL PLANT	BUILDING MAINTENANCE	CRAFTON, DANNY	MAINTENANCE TECH I	$ 24,960.00	$ 24,960.00	0.00%
PHYSICAL PLANT	BUILDING MAINTENANCE	OPEN	MAINTENANCE TECH III	$ 41,000.00	$ 41,000.00	0.00%
PHYSICAL PLANT	BUILDING MAINTENANCE	BAILEY, GERALD	MAINTENANCE TECH II	$ 39,520.00	$ 41,600.00	5.26%
PHYSICAL PLANT	BUILDING MAINTENANCE	OPEN	MAINTENANCE TECH II	$ 35,360.00	$ 35,360.00	0.00%
PHYSICAL PLANT	BUILDING MAINTENANCE	CUMMINS, THOMAS	MAINTENANCE TECH II	$ 32,240.00	$ 32,240.00	0.00%
PHYSICAL PLANT	BUILDING MAINTENANCE	PREWETT, BILL	PLUMBER	$ 33,067.94	$ 33,067.94	0.00%
PHYSICAL PLANT	BUILDING MAINTENANCE	PRYOR, JACK	ELECTRICIAN	$ 46,182.65	$ 46,182.65	0.00%
PHYSICAL PLANT	BUILDING MAINTENANCE	OSBURN, WILLIAM	PAINTER	$ 19,430.23	$ 19,430.23	0.00%
PHYSICAL PLANT	GROUNDS	MAST, BILL	GROUNDS SUPERVISOR	$ 31,200.00	$ 31,200.00	0.00%
PHYSICAL PLANT	GROUNDS	WARNER, JAYDON	GROUNDS TECHNICIAN	$ 24,960.00	$ 24,960.00	0.00%
PHYSICAL PLANT	GROUNDS	MOON, DAVID	GROUNDS TECHNICIAN	$ 26,520.00	$ 26,520.00	0.00%
PHYSICAL PLANT	GROUNDS	DUNN, MATHEW	GROUNDS TECHNICIAN	$ 24,960.00	$ 24,960.00	0.00%
PHYSICAL PLANT	AGRICULTURE	BLEVINS, DARREN	FARM MAINTENANCE	$ 31,200.00	$ 31,200.00	0.00%
PRESIDENT	VP - STUDENT SERVICES	ISHMAEL, AMY	VICE PRESIDENT FOR STUDENT AFFAIRS & ENROLLMENT MANAGEMENT	$ 99,620.71	$ 99,620.71	0.00%
VICE PRESIDENT STUDENT AFFAIRS & ENROLLMENT SERVICES	VP - STUDENT SERVICES	FLEES, ELIZABETH	STUDENT AFFAIRS COORDINATOR	$ 48,702.50	$ 48,702.50	0.00%
VICE PRESIDENT STUDENT AFFAIRS & ENROLLMENT SERVICES	HIGH SCHOOL/COLLEGE REL.	FAIRWEATHER, J CHARLES	DIRECTOR OF STUDENT RECRUITMENT	$ 49,875.00	$ 49,875.00	0.00%
RECRUITMENT	HIGH SCHOOL/COLLEGE REL.	SCHWENKE, SHANNON	RECRUITMENT AND CUSTOMER RELATIONS COORDINATOR	$ 31,990.40	$ 31,990.40	0.00%
RECRUITMENT	HIGH SCHOOL/COLLEGE REL.	WILKINS, CORBIN	COLLEGE RECRUITER	$ 28,392.00	$ 28,392.00	0.00%
RECRUITMENT	HIGH SCHOOL/COLLEGE REL.	MYERS, JANA	COLLEGE RECRUITER	$ 28,392.00	$ 28,392.00	0.00%
VICE PRESIDENT STUDENT AFFAIRS & ENROLLMENT SERVICES	GROVE HIGHER ED CTR	BARNETT, ALYSON	GROVE CENTER OPERATIONS & ONLINE STUDENT SERVICES ASSISTANT	$ 29,952.00	$ 29,952.00	0.00%
VICE PRESIDENT STUDENT AFFAIRS & ENROLLMENT SERVICES	FINANCIAL AID	FISHER, DAVID	DIRECTOR OF FINANCIAL AID	$ 52,460.32	$ 52,460.32	0.00%
STUDENT FINANCIAL AID & VETERAN AFFAIRS	FINANCIAL AID	KEY, KAREN	ASSISTANT DIRECTOR OF FINANCIAL AID	$ 41,233.70	$ 41,233.70	0.00%
STUDENT FINANCIAL AID & VETERAN AFFAIRS	FINANCIAL AID	OPEN	FINANCIAL AID COUNSELOR AND VERIFICATION SPECIALIST	$ 24,960.00	$ 24,960.00	0.00%
VICE PRESIDENT STUDENT AFFAIRS & ENROLLMENT SERVICES	REGISTRAR	MAYFIELD, ASHLEY	REGISTRAR	$ 44,000.00	$ 44,000.00	0.00%
ADMISSIONS & REGISTRAR	REGISTRAR	GRIGSBY, JENNIFER	ASSISTANT REGISTRAR	$ 32,032.00	$ 32,032.00	0.00%
ADMISSIONS & REGISTRAR	REGISTRAR	REHR, CANDACE	ADMISSIONS CLERK	$ 22,880.00	$ 22,880.00	0.00%
VICE PRESIDENT STUDENT AFFAIRS & ENROLLMENT SERVICES	SUCCESS CENTER	PENNINGTON, BOBBIE	SUCCESS CENTER COORDINATOR	$ 54,795.00	$ 54,795.00	0.00%
SUCCESS CENTER	SUCCESS CENTER	KNIGHT, CRISTEN	ADMINISTRATIVE ASSITANT - SUCCESS CENTER	$ 26,977.60	$ 26,977.60	0.00%
SUCCESS CENTER	SUCCESS CENTER	ATKINS, PAUL	STUDENT ENGAGEMENT, INTERVENTION SPECIALIST AND DISCIPLINE COORDINAT(	$ 47,458.48	$ 47,458.46	0.00%
SUCCESS CENTER	SUCCESS CENTER	THOMPSON, TERESA	SUCCESS COACH	$ 36,836.80	$ 36,836.80	0.00%
SUCCESS CENTER	SUCCESS CENTER	RHOADES, VANESSA	SUCCESS COACH	$ 34,441.68	$ 34,441.68	0.00%
VICE PRESIDENT STUDENT AFFAIRS & ENROLLMENT SERVICES	VP - STUDENT SERVICES	OSBURN, JENNIFER	CAMPUS NURSE	$ 45,142.41	$ 45,142.41	0.00%
VICE PRESIDENT STUDENT AFFAIRS & ENROLLMENT SERVICES	SAFETY & SECURITY	LAMBERT, GEORGE	DIRECTOR - DEPARTMENT OF PUBLIC SAFETY	$ 60,000.00	$ 60,000.00	0.00%
CAMPUS POLICE/PHYSICAL PLANT	SAFETY & SECURITY/PHYSICAL PLANT	ENGELBRECHT, DEENIA	ADMINISTRATIVE ASSISTANT - MAINTENANCE/DEPARTMENT OF PUBLIC SAFETY	$ 27,809.50	$ 27,809.50	0.00%

NEO A&M COLLEGE

SALARY RECOMMENDATIONS - FY 2025-2026

ORGANIZATION	DEPARTMENT	NAME	TITLE OR POSITION	2024-2025 Salary	2025-2026 PROPOSED SALARY	INCREASE PREVIOUS YEAR
CAMPUS POLICE	SAFETY & SECURITY	PFEFFER, ERIC	SERGEANT	$ 36,407.28	$ 36,407.28	0.00%
CAMPUS POLICE	SAFETY & SECURITY	WAGONER, CLAYTON	CAMPUS POLICE OFFICER	$ 34,944.00	$ 34,944.00	0.00%
CAMPUS POLICE	SAFETY & SECURITY	CRAVENS, RON	CAMPUS POLICE OFFICER	$ 32,214.00	$ 32,214.00	0.00%
CAMPUS POLICE	FLEET	JACKSON, WILLIAM	BUS DRIVER	$ 22,932.00	$ 22,932.00	0.00%
POST OFFICE	BOOKSTORE	CAIN, EDGAR	MAIL AND BOOKSTORE CLERK	$ 29,473.60	$ 29,473.60	0.00%
AUXILIARY ENTERPRISE						
ATHLETICS	ATHLETICS - FOOTBALL	CRISSUP, ZACHARY	HEAD FOOTBALL COACH	$ 63,000.00	$ 63,000.00	0.00%
ATHLETICS	ATHLETICS - FOOTBALL	CANNON, MICHAEL	ASSISTANT FOOTBALL COACH	$ 45,000.00	$ 45,000.00	0.00%
ATHLETICS	ATHLETICS - FOOTBALL	KELLY, SEAN	ASSISTANT FOOTBALL COACH	$ 45,000.00	$ 45,000.00	0.00%
ATHLETICS	ATHLETICS - FOOTBALL	OPEN	ASSISTANT FOOTBALL COACH	$ 45,000.00	$ 45,000.00	0.00%
ATHLETICS	ATHLETICS - FOOTBALL	WARREN, JOHN	ASSISTANT FOOTBALL COACH	$ 32,000.00	$ 32,000.00	0.00%
ATHLETICS	ATHLETICS - FOOTBALL	REYNOLDS, JACOB	ASSISTANT FOOTBALL COACH	$ 15,000.00	$ 15,000.00	0.00%
ATHLETICS	ATHLETICS - BASEBALL	OPEN	ASSISTANT BASEBALL COACH	$ 15,000.00	$ 15,000.00	0.00%
ATHLETICS	ATHLETICS - BASEBALL	OPEN	ASSISTANT BASEBALL COACH	$ 15,000.00	$ 15,000.00	0.00%
ATHLETICS	ATHLETICS - DANCE/CHEER	HART, ANNA	HEAD DANCE AND CHEER COACH	$ 16,000.00	$ 16,000.00	0.00%
ATHLETICS	ATHLETICS - MEN'S SOCCER	DOUTHITT, TYLER	ASSISTANT MEN'S SOCCER COACH	$ 15,000.00	$ 15,000.00	0.00%
ATHLETICS	ATHLETICS - WOMEN'S SOCCER	KARLESKINT, FORTUNE	ASSISTANT WOMEN'S SOCCER COACH	$ 15,000.00	$ 15,000.00	0.00%
ATHLETICS	ATHLETICS - VOLLEYBALL	WALL, SARAH	HEAD VOLLEYBALL COACH	$ 22,880.00	$ 22,880.00	0.00%
ATHLETICS	ATHLETICS - VOLLEYBALL	FINK, IVY	ASSISTANT VOLLEYBALL COACH	$ 15,000.00	$ 15,000.00	0.00%
ATHLETICS	ATHLETICS - WRESTLING	WHITE, JACKSON	ASSISTANT WRESTLING COACH	$ 15,000.00	$ 15,000.00	0.00%
ATHLETICS	ATHLETICS - E-SPORTS	SILVA VILAR, THALES	E-SPORTS COACH	$ 15,000.00	$ 15,000.00	0.00%
ATHLETICS	ATHLETICS - RODEO	CARDER, ADDEE	ASSISTANT RODEO COACH	$ 8,000.00	$ 8,000.00	0.00%
VICE PRESIDENT STUDENT AFFAIRS & ENROLLMENT SERVICES	WELLNESS CENTER AND ATHLETICS - SOFTBALL	BURNETT, BAILEY	AQUATICS COORDINATOR AND HEAD SOFTBALL COACH	$ 44,000.00	$ 44,000.00	0.00%
VICE PRESIDENT STUDENT AFFAIRS & ENROLLMENT SERVICES	WELLNESS CENTER AND ATHLETICS - MENS BASKETBALL	MILLS, BLAKE	SAC COORDINATOR AND INTERIM HEAD MEN'S BASKETBALL COACH	$ 40,000.00	$ 40,000.00	0.00%
STUDENT HOUSING	HOUSING - DOBSON/HARRILL AND ATHLETICS - WOMENS BASKETBA	ROWLAND, JIM	HOUSING DIRECTOR AND HEAD WOMEN'S BASKETBALL COACH	$ 51,517.45	$ 51,517.45	0.00%
STUDENT HOUSING	HOUSING - DOBSON/HARRILLAND ATHLETICS - SOFTBALL	ISHMAEL, ABBY	HEAD RESIDENT DOBSON/ASSISTANT	$ 24,100.00	$ 24,100.00	0.00%
STUDENT HOUSING	HOUSING - DOBSON/HARRILL AND ATHLETICS - WOMENS BASKETBA	JONES, SHILLALIE	HEAD RESIDENT HARRILL/ASSISTANT WOMEN'S BASKETBALL COACH	$ 24,100.00	$ 24,100.00	0.00%
STUDENT HOUSING	HOUSING - DYER HALL AND ATHLETICS - FOOTBALL	SHARP, SAMUEL	HEAD RESIDENT DIRECTOR DYER/ASSISTANT FOOTBALL COACH	$ 25,000.00	$ 25,000.00	0.00%
STUDENT HOUSING	HOUSING - VANN HALL AND ATHLETICS - MENS BASKETBALL	MITCHELL, HOLLIS	HEAD RESIDENT DIRECTOR VANN/ASSISTANT MEN'S BASKETBALL COACH	$ 24,100.00	$ 24,100.00	0.00%
STUDENT HOUSING	HOUSING - RUSSELL HALL AND ATHLETICS - WRESTING	SEAGO, SETH	HEAD RESIDENT DIRECTOR RUSSELL/ASSISTANT WRESTLING COACH	$ 24,100.00	$ 24,100.00	0.00%
STUDENT HOUSING	HOUSING - MILLIGAN AND ATHLETICS - MEN'S SOCCER	YOUNG, ADAM	HEAD RESIDENT DIRECTOR MILLIGAN AND HEAD MEN'S SOCCER COACH	$ 28,420.26	$ 28,420.26	0.00%
STUDENT HOUSING	HOUSING - STUDENT COMPLEX	STOKES, VICKI	HEAD RESIDENT STUDENT HOUSING COMPLEX	$ 23,320.00	$ 25,400.00	8.92%
VICE PRESIDENT STUDENT AFFAIRS & ENROLLMENT SERVICES	BOOKSTORE	VANOVER, KATHRYN	BOOKSTORE MANAGER	$ 48,951.00	$ 48,951.00	0.00%
PROGRAMS						
VICE PRESIDENT ACADEMIC AFFAIRS	CHILD DEV PRGRM	JORDAN, MARY	SCHOLARS FOR EXCELLENCE COORDINATOR	$ 42,000.00	$ 42,000.00	0.00%
VICE PRESIDENT ACADEMIC AFFAIRS	STUDENT SUPPORT SERV.	WILLIAMS, TERESA	DIRECTOR	$ 51,000.00	$ 51,000.00	0.00%
STUDENT SUPPORT SERV.	STUDENT SUPPORT SERV.	MORRIS, AMBER	ADVISOR	$ 35,568.00	$ 35,568.00	0.00%
STUDENT SUPPORT SERV.	STUDENT SUPPORT SERV.	BALL, KATRINA	ACADEMIC SPECIALIST	$ 35,484.80	$ 35,484.80	0.00%
STUDENT SUPPORT SERV.	STUDENT SUPPORT SERV.	LONG, DONNIE	SUCCESS COACH	$ 32,988.80	$ 32,988.80	0.00%
VICE PRESIDENT ACADEMIC AFFAIRS	ADULT LITERACY	MARTIN, CHERYLE	DIRECTOR/INSTRUCTOR	$ 50,400.00	$ 50,400.00	0.00%

NEO A&M COLLEGE

SALARY RECOMMENDATIONS - FY 2025-2026

ORGANIZATION	DEPARTMENT	NAME	TITLE OR POSITION	2024-2025 Salary	2025-2026 PROPOSED SALARY	INCREASE PREVIOUS YEAR
TITLE III	TITLE III - EXPANDING ACCESS	VANOVER, ROCHELLE	SUPPORT RESOURCES COORDINATOR	$ 37,346.40	$ 37,346.40	0.00%
TITLE III	TITLE III - HEPS AND CCAMPIS	HUGHES, JOANIE	CCAMPIS/SOR/HEPS COORDINATOR	$ 30,992.00	$ 30,992.00	0.00%
VICE PRESIDENT ACADEMIC AFFAIRS	TITLE III - NEW/SUPPORTING MAJORITY	BAUER, JOY	PROJECT DIRECTOR FOR TITLE III	$ 75,993.72	$ 86,375.38	13.66%
TITLE III	TITLE III - NEW/SUPPORTING MAJORITY	RHINEHART, MISTY	ADMINISTRATIVE ASSISTANT - TITLE III	$ 37,974.00	$ 37,974.00	0.00%
TITLE III	TITLE III - NEW MAJORITY	SNELL, SHANI	FACULTY SUPPORT SPECIALIST	$ 42,398.24	$ 42,398.24	0.00%
TITLE III	TITLE III - NEW MAJORITY	DAY, GRETTA	SUPPORT NETWORK DEVELOPER	$ 38,000.00	$ 38,000.00	0.00%
TITLE III	TITLE III - NEW MAJORITY	BRAND, NATASHA	STUDENT SUCCESS SPECIALIST	$ 27,848.96	$ 27,848.96	0.00%
VICE PRESIDENT STUDENT AFFAIRS & ENROLLMENT SERVICES	UPWARD BOUND	WENGERT, JONATHAN	DIRECTOR - UPWARD BOUND	$ 50,000.00	$ 50,000.00	0.00%
UPWARD BOUND	UPWARD BOUND	HOOVER, SAM	ACADEMIC COORDINATOR	$ 35,800.00	$ 35,800.00	0.00%

EXECUTIVE SUMMARY
&
PROPOSED BUDGET
FISCAL YEAR 2025-2026

CONNORS
— STATE COLLEGE —

Executive Summary

The proposed Connors State College FY26 budget reflects an E&G operational expense budget of $15.28M and projected revenue of $15.33M under a 7% increased enrollment program. State appropriation allocation provided level appropriations in base funding, a small increase in annual allocation of $289.4K for STEM programs, as well as continued 100% concurrent funding for Seniors and Juniors Concurrent students. Budgeted Tuition and fees revenue has been aligned with a recent increase in enrollment, and appropriate adjustments have been made to both E&G and Auxiliary funds. The auxiliary program is stable with adjustments for the new start up Meat Judging program and the new Market (flower, gifts, and meat shop). We are optimistic about the upcoming enrollment and anticipate a continued trend towards online and hybrid classes, and have geared our workforce and resources to meet that need. The FY26 budget also addresses the infrastructure needs of the college with a focus on Life/Safety, Security, HVAC improvements, and parking lots using capital funds gained from one-time legislative 'Deferred Maintenance' funds. We will also continue to tap into external funding sources and partnerships to achieve growth in the Nursing and Allied Health Care program offerings and expand both the reach and degree production in all of these.

CSC is requesting a small $4.00 tuition rate increase with a corresponding request to decrease the mandatory fees by $3.00 as part of a strategy to rebalance these. There is no increase in Academic fees or room rates. There is a slight increase of 4.1% in meal rates to match Sodexo rate increases. The total credit hour cost for tuition and mandatory fees rises to $159.00 in-state and $319.76 out-of-state.

The Connors State College FY26 budget is designed to support the College's comprehensive mission and accomplish the following specific initiatives:

Student Experience: Continuing to provide an optimal educational experience for our diverse student and community population, as well as expanding educational opportunities to attract new students.

Campus Safety and Efficiency: Maintaining and innovating appropriate campus safety measures for all Connors State College campuses. This budget continues to not only support the gains made in campus safety and security over the past several years but also allows for the strategic replacement of equipment, which is mission-critical or safety-related.

Resource Management: Refining and maintaining policies, procedures, measures, and personnel to effectively utilize and grow the public and private resources of the college. This budget strategically maintains costs associated with the Banner Enterprise Resource Planning student, financial, and human resources system, and supports initiatives to decrease aged accounts receivable, create innovative and effective cost-cutting strategies, and increase opportunities for alternate revenue production.

Enrollment Management - Increase enrollment and credit hour production. Innovate both academically and in Auxiliary enterprises to create new opportunities like E-sports and Soccer when possible. Enhance student access by reviewing enrollment and student success plans, strategies, policies, and procedures to identify and mitigate barriers to enrollment. Identify and implement effective activities that have a positive effect on enrollment.

Graduate Production: Increase the total number of degrees and certificates awarded with a focus on student learning.

College and Community Engagement: Cultivating campus, community, alumni, and industry relationships that leverage the college as an effective resource and partner to the individuals, communities, state, and region we serve. This budget supports increasing the involvement of Connors' personnel in campus, community, state, and national activities.

Faculty/Staff Retention: CSC will continue to bring staff and faculty salary schedules in line with public school salary schedules and other 2-year nursing program salaries to make CSC employee compensation very competitive. This year will reflect Staff and Faculty COLA of 1% to try and maintain recent gains in this area.

Facilities and Infrastructure Management: Maintaining and upgrading campus facilities consistent with the Connors State College Master Plan. This budget supports the life cycle maintenance of all campus buildings, vehicles, and equipment, as well as costs associated with maintaining critical campus infrastructure at high levels of excellence at the Warner and Three Rivers Port campuses.

College and Community Engagement- Continue to build campus, community, alumni, and industry relationships that enhance regional economic development. Continue to develop initiatives that promote and enhance alumni, friends, and future alumni in supporting the mission and goals of the college.

CONNORS
STATE COLLEGE
Building Futures One At A Time Since 1908

Fiscal Year 2025 – 2026

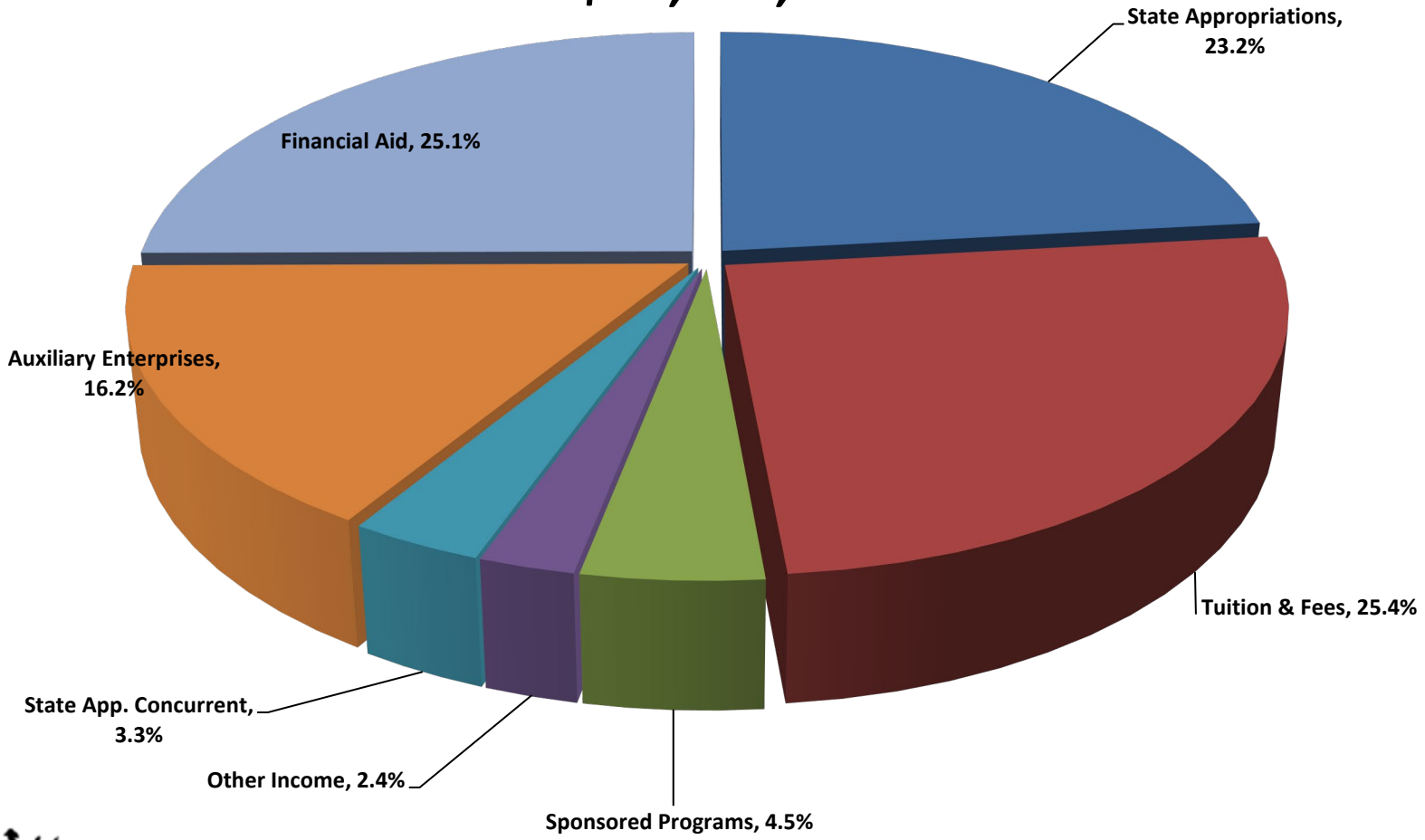
Connors State College
FY2026 Budget Strategy

- Funding Outlook – fairly level; COLA not provided
  - State Appropriation -Operations; Level
    - Increased STEM Funding +$135K /
  - 100% Concurrent Reimb. funding; +$126K
- Challenges
  - Continue/Maintain Enrollment Increases
    - 7% increase in FY25 vs FY24 credit hours
    - Monitoring Institution/CSC service area disputes – bill passed
  - Absorbing Fixed and other mandatory cost increases
    - Added/absorbed Meats Judging program – grant ended
    - Absorbed an additional 10% Health premiums cost
    - Utilities Cost Increases
- Priorities
  - Maintain Reserves at optimum levels; maintain a reactive posture
  - Maintain and improve academic mission & student experience
  - Demonstrate commitment to the Connors faculty and staff
  - Maintain Campus Infrastructure

Connors State College
FY2026 Budget Strategy

- Action Plan
  - Personnel Actions
    - Filling additional Nursing A.D. /instructor slot
    - Faculty and Staff = 1% COLA
    - Maintain 2020 /pre-COVID staffing levels
  - Infrastructure
    - Repair and maintain existing facilities – Legislative funding
    - HVAC upgrades in CLB & Gatlin (prior year CARES projects)
    - CLB elevator, Gatlin Chiller, Parking lots, Security system
  - Tuition and Fees : $1/Credit Hr Tuition Increase
    - $3/Cr.Hr. swap from fees to tuition
  - Board/Meal plan: +4.1% meal prices

Connors State College
Total Revenues – FY2026
$28,224,974



Building Futures One At A Time Since 1908

Connors State College
Summary of E & G Revenue

Function	FY2026 Budget	FY2025 Budget	$ Change	% Change
State Approp. Operating	6,553,934	6,553,934	0	0.0%
State Approp. Gr./Reimb	931,444	713,001	218,443	30.6%
Tuition & Fees	7,155,869	6,534,981	620,888	9.5%
Other(Program Reimb)	695,689	701,557	-5,868	0.8%
Totals	15,336,936	14,503,473	833,463	5.74%

Connors State College
E & G Expenditures by Object

Object	FY2026 Budget	FY2025 Budget	$ Change	% Change
Salaries + Fringe Benefits	8,581,103	7,888,802	692,301	8.8%
Contractual Services	2,488,981	2,568,981	-80,001	-3.1%
Travel	65,110	65,110	0	0.0%
Utilities	659,500	600,500	59,000	9.8%
Supplies, Property, Furniture & Equip.	2,024,067	1,869,067	155,000	8.3%
Library Books and Periodicals	91,443	91,443	0	0.0%
Waivers & Scholarships	1,374,943	1,170,000	204,943	17.5%
Totals	15,285,146	14,253,902	1,031,244	7.2%

Connors State College
FY2026
Tuition & Mandatory Fees

Resident Status	(FY2026) Per-Credit Hour	(FY2026) Annual	(FY2025) Per-Credit Hour	(FY2025) Annual	Increase Per-Credit Hour $ Amt.
Resident Tuition	$ 109.00	$ 3,270.00	$ 105.00	$ 3,150.00	$ 120.00
Mandatory Fees	$ 50.00	$ 1,500.00	$ 53.00	$ 1,590.00	-$ 90.00
Resident Total	$ 159.00	$ 4,770.00	$ 158.00	$ 4,740.00	$ 30.00
Nonresident Tuition	$ 160.76	$ 4,822.80	$ 160.76	$ 4,822.80	$ 0.00
Nonresident Total	$ 319.76	$ 9,592.80	$ 318.76	$ 9,562.80	$ 30.00

Connors State College
Summary of Auxiliary Budget

Sources	FY26 Revenue Budget	FY25 Revenue Budget	$ Variance	FY26 Expense Budget	FY25 Expense Budget	$ Variance
Bookstore	100,000	70,000	30,000	72,448	21,115	51,333
Athletics/St.Act.	932,894	932,894	0	1,400,150	1,489,953	-89,803
Food Service	1,012,318	967,318	45,000	825,284	779,347	45,937
Student Union	495,439	495,439	0	237,990	237,990	0
Housing/Dorms	1,287,269	1,269,566	17,703	378,490	359,491	18,999
Ag Programs	642,223	403,083	239,140	1,170,676	922,123	248,553
Other Activities	91,026	139,918	-48,892	459,703	397,181	62,522
Total	4,561,169	4,278,218	282,951	4,544,742	4,207,200	337,542

FY25 Total Projected P/L = 71,018

Connors State College
Total Credit Hours by Fiscal Year

Fiscal Year	Total Credit Hours
FY2019	46,281
FY2020	46,904
FY2021	44,320
FY2022	42,374
FY2023	39,791
FY2024	44,408
FY2025 Est.	47,312
FY2026 Budget	44,500

FY26

RESIDENT BOARD PLANS 2025 - 2026 (PRICED PER SEMESTER)			
200 Block Meals (50 cowboy bucks)	1735.00	H003	20100
175 Block Meals (50 cowboy bucks)	1603.00	H004	20100
295 Block Meals (50 cowboy bucks)	2212.00	H001	20100
50 Block Gap (***RESTRICTIONS APPLY***)	440.00	H005	20100

FY25

RESIDENT BOARD PLANS 2024 - 2025 (PRICED PER SEMESTER)			
200 Block Meals (50 cowboy bucks)	1667.00	H003	20100
175 Block Meals (50 cowboy bucks)	1540.00	H004	20100
295 Block Meals (50 cowboy bucks)	2125.00	H001	20100
50 Block Gap (***RESTRICTIONS APPLY***)	440.00	H005	20100

Oklahoma State Regents for Higher Education

655 Research Parkway, Suite 200
Oklahoma City, OK 73104

EDUCATIONAL AND GENERAL BUDGET - FY2025-2026
PART I - PRIMARY BUDGET

Schedule A
Summary of Educational and General Expenditures by Function

Agency #	**165**		
Institution Name:	**Connors State College**	**Date Submitted:**	**June 10, 2025**
President:	**Dr. Ron Ramming**		

EXPENDITURES BY ACTIVITY/FUNCTION			
Activity Number	**Activity/Function**	**FY2025-2026 Amount**	**Percent of Total**
	Educational & General Budget - Part I:		
11	Instruction	5,056,485	33.1%
12	Research	-	0.0%
13	Public Service	-	0.0%
14	Academic Support	1,812,198	11.9%
15	Student Services	1,773,346	11.6%
16	Institutional Support	2,186,957	14.3%
17	Operation and Maintenance of Plant	3,081,218	20.2%
18	Scholarships and Fellowships	1,374,943	9.0%
	Total Expenditures by Activity/Function:	**15,285,146**	**100.0%**

FUNDING			
Fund Number	**Fund Name**	**FY2025-2026 Amount**	**Percent of Total**
	E&G Operating Revolving Fund:		
290	Revolving Funds	7,799,768	51.0%
290	State Appropriated Funds - Operations Budget	6,553,934	42.9%
290	State Appropriated Funds - Grants, Contracts and Reimbursements	931,444	6.1%
490	Federal Stimulus Funds - CARES	-	0.0%
	Total Expenditures by Fund:	**15,285,146**	100.0%

EDUCATIONAL AND GENERAL BUDGET - FY2025-2026
PART I - PRIMARY BUDGET

Schedule A-1
Summary of Educational and General Expenditures by Function

Institution Name:	Connors State College

EXPENDITURES BY ACTIVITY/FUNCTION			
Activity Number	**Activity/Function**	**FY2025-2026 Amount**	**Percent of Total**
	Educational & General Budget - Part I:		
11	**Instruction**		
	General Academic Instruction	4,434,135.38	
	Vocational/Technical Instruction	-	
	Community Education	-	
	Preparatory/Remedial Instruction	66,339	
	Instructional Information Technology	556,011	
	Total Instruction:	**5,056,485**	**33.1%**
12	**Research**		
	Institutes and Research Centers	-	
	Individual and Project Research	-	
	Research Information Technology	-	
	Total Research:	**-**	**0.0%**
13	**Public Service**		
	Community Service	-	
	Cooperative Extension Service	-	
	Public Broadcasting Services	-	
	Public Service Information Technology	-	
	Total Public Service:	**-**	**0.0%**
14	**Academic Support**		
	Libraries	373,473	
	Museums and Galleries	-	
	Educational Media Services	-	
	Ancillary Support/Organized Activities	645,560	
	Academic Administration	370,519	
	Academic Personnel Development	-	
	Course and Curriculum Development	6,150	
	Academic Support Information Technology	416,496	
	Total Academic Support:	**1,812,198**	**11.9%**

Schedule A-1 (continued) - Summary of Educational and General Expenditures by Function

Institution Name: **Connors State College**

EXPENDITURES BY ACTIVITY/FUNCTION			
Activity Number	**Activity/Function**	**FY2025-2026 Amount**	**Percent of Total**
15	**Student Services**		
	Student Services Administration	207,650	
	Social and Cultural Development	197,838	
	Counseling and Career Guidance	70,950	
	Financial Aid Administration	305,696	
	Student Admissions	266,457	
	Student Records	516,177	
	Student Health Services	76,670	
	Student Services Information Technology	131,908	
	Total Student Services:	**1,773,346**	**11.6%**
16	**Institutional Support**		
	Executive Management	424,397	
	Fiscal Operations	1,154,092	
	General Administration	380,441	
	Public Relations/Development	159,027	
	Administrative Information Technology	69,000	
	Total Institutional Support:	**2,186,957**	**14.3%**
17	**Operation and Maintenance of Plant**		
	Physical Plant Administration	-	
	Building Maintenance	1,352,900	
	Custodial Services	-	
	Utilities	619,250	
	Landscape and Grounds Maintenance	234,362	
	Major Repairs and Renovations	535,968	
	Safety & Security	338,738	
	Logistical Services	-	
	Operation & Maintenance Information Technology	-	
	Total Operation and Maintenance of Plant:	**3,081,218**	**20.2%**
18	**Scholarships and Fellowships**		
	Scholarships - HEERF CARES ACT	-	
	Fellowships	-	
	Resident Tuition Waivers	928,673	
	Nonresident Tuition Waivers	446,270	
	Total Scholarships and Fellowships:	**1,374,943**	**9.0%**
	Total Expenditures by Activity/Function:	**15,285,146**	**100.0%**

Oklahoma State Regents for Higher Education

EDUCATIONAL AND GENERAL BUDGET - FY2025-2026
PART I - PRIMARY BUDGET
Schedule B
Summary of Educational and General Expenditures by Object

Institution:	Connors State College

EXPENDITURES BY OBJECT			
Object Number	**Object of Expenditure**	**FY2025-2026 Amount**	**Percent of Total**
1	Personnel Services:		
1a	Teaching Salaries	2,799,061	18.3%
1b	Professional Salaries	1,783,150	11.7%
1c	Other Salaries and Wages	1,703,815	11.1%
1d	Fringe Benefits	2,295,077	15.0%
1e	Professional Services	0	0.0%
	Total Personnel Service	**8,581,103**	**56.1%**
2	Travel	65,110	0.4%
3	Utilities	659,500	4.3%
4	Supplies and Other Operating Expenses *	3,886,783	25.4%
5	Property, Furniture and Equipment	626,265	4.1%
6	Library Books and Periodicals	91,443	0.6%
7	Scholarships and Other Assistance	1,374,943	9.0%
8	Transfer and Other Disbursements **	-	0.0%
	Total Expenditures by Object	**15,285,146**	**100.0%**

Oklahoma State Regents for Higher Education

EDUCATIONAL AND GENERAL BUDGET - FY2025-2026
PART I - PRIMARY BUDGET

Schedule C
REPORT OF EDUCATIONAL AND GENERAL REVENUE, EXPENDITURES, AND UNOBLIGATED RESERVE

Institution Name:	Connors State College

Revenue Description	FY2025-2026 Amount	Percent of Total
1. Beginning Fund Balance July 1, 2025 (Cash Basis)	**3,531,551**	
2. Expenditures for Prior Year Obligations	**249,000**	
3. Unobligated Reserve Balance July 1, 2025 (line 1 - line 2)	**3,282,551**	<--Formula
4. Projected FY2026 Receipts:		
State Appropriated Funds - For Operations	6,553,934	42.7%
State Appropriated Funds - For Grants, Contracts and Concurrent Reimbursements	931,444	6.1%
Federal Appropriations	-	0.0%
Local Appropriations	-	0.0%
Resident Tuition (includes tuition waivers)	$4,850,500	31.6%
Nonresident Tuition (includes tuition waivers)	$457,041	3.0%
Student Fees - Mandatory and Academic Service Fees	1,848,328	12.1%
Gifts, Endowments and Bequests	-	0.0%
Other Grants, Contracts and Reimbursements	670,797	4.4%
Sales and Services of Educational Departments	-	0.0%
Organized Activities Related to Educational Departments	-	0.0%
Technical Education Funds	-	0.0%
Other Sources	24,892	0.2%
Federal Stimulus Funds - CARES	-	
5. Total Projected FY2026 Receipts	**15,336,936**	**100.0%**
6. Total Available (line 3 + line 5)	**18,619,487**	<--Formula
7. Less Budgeted Expenditures for FY2026 Operations	**15,285,146**	<--Link to Sch A
8. Projected Unobligated Reserve Balance June 30, 2026 (line 6 - line 7)	**3,334,341**	<--Formula

Schedule C-1 Student Fees	Fund 290	Fund 700	Totals
Mandatory Fees	667,500	1,557,500	2,225,000
Academic Service Fees	1,180,828	-	1,180,828
Total Student Fees	1,848,328	1,557,500	3,405,828
Difference Between Student Fees in cells B23 and C40	**-**	**N/A**	**N/A**

OKLAHOMA STATE REGENTS FOR HIGHER EDUCATION

EDUCATIONAL AND GENERAL BUDGET - FY2025-2026

PART I - PRIMARY BUDGET

Schedule C - 2
Cash Flow Requirements and the Use of Reserves

Institution Name:	Connors State College	Percentage Requirements	Amount	Percentage
1	**Amount of Cash Flow Reserves Used in the FY2025 Budget Request**		(51,790)	
2	**Budgeted Amounts from Schedule C:**			
A.	Budgeted expenditures for FY2025		15,285,146	100.00%
B.	Projected Reserves at June 30, 2025		3,334,341	21.81%

		%	$	% of Total
3	**Cash Flow Requirements - State Regents and Accreditation Agencies:**	**Requirement**	**Requirements**	**Requirement**
A.	State Regents Cash Flow Target at 8.3% (1/ 12th)	8.3%	1,273,711	100.00%
B.	Additional Cash Flow Requirements in Addition to the 8.3%			
	Total Additional Cash Flow Required by Accreditation Agencies (beyond the 8.3%)		-	0.00%
C.	Total Cash Flow Requirements for OSRHE and Other Accrediting Agencies		1,273,711	100.00%
D.	Amount of Projected Reserves After Cash Flow Requirements are Met		2,060,629	

4	**Institution's Priorities for the Use of the Projected Reserves**		
B.	Amount of Reserves	3,334,341	
	Uses of Reserve:		
	Provide narrative to describe how the institutional reserve will be used in the future. Each use must be classified in one of the following 8 classifications; OSRHE 1/ 12th, Accreditation, Campus Safety, Renovation, Capitol Projects, Equipment and Technology, Complete College America, or Other Purposes.	Amounts	**Classification:**
1		1,273,711	OSRHE 1/ 12th

Oklahoma State Regents for Higher Education

EDUCATIONAL AND GENERAL BUDGET - FY2025-2026
PART II - SPONSORED BUDGET

Schedule A
Summary of Educational and General Sponsored Expenditures by Function

Institution Name:	Connors State College

EXPENDITURES BY ACTIVITY/FUNCTION			
Activity Number	**Activity/Function**	**FY2025-2026 Amount**	**Percent of Total**
	Educational & General Budget - Part II:		
	Instruction	$ -	0.0%
	Research	-	0.0%
	Public Service	-	0.0%
	Academic Support	360,623	28.5%
	Student Services	718,692	56.7%
	Institutional Support	-	0.0%
	Operation and Maintenance of Plant	-	0.0%
	Scholarships and Fellowships	188,000	14.8%
21	**Total E&G Part II:**	**$ 1,267,315**	**100.0%**

FUNDING			
Fund Number	**Fund Name**	**FY2024-2025 Amount**	**Percent of Total**
430	**Agency Relationship Fund**	$ 1,267,315	100.0%
	Total Expenditures by Fund:	**$ 1,267,315**	**100.0%**

Oklahoma State Regents for Higher Education

EDUCATIONAL AND GENERAL BUDGET - FY2025-2026
PART II - SPONSORED BUDGET

Schedule B
Summary of Educational and General Sponsored Expenditures by Object

Institution:	Connors State College

EXPENDITURES BY OBJECT			
Object Number	**Object of Expenditure**	**FY2025-2026 Amount**	**Percent of Total**
1	Personnel Services:		
1a	Teaching Salaries	$ -	0.0%
1b	Professional Salaries	537,397	42.4%
1c	Other Salaries and Wages	48,640	3.8%
1d	Fringe Benefits	159,133	12.6%
1e	Professional Services	265,075	20.9%
	Total Personnel Services	**1,010,245**	**79.7%**
2	Travel	51,890	4.1%
3	Utilities	-	0.0%
4	Supplies and Other Operating Expenses	17,180	1.4%
5	Property, Furniture and Equipment	-	0.0%
6	Library Books and Periodicals	-	0.0%
7	Scholarships and Other Assistance	188,000	14.8%
8	Transfer and Other Disbursements	-	0.0%
	Total Expenditures by Object	**1,267,315**	**100.0%**

Oklahoma State Regents for Higher Education

EDUCATIONAL AND GENERAL BUDGET - FY2025-2026
PART II - BUDGET FOR SPONSORED RESEARCH AND OTHER SPONSORED PROGRAMS

Schedule C
REPORT OF EDUCATIONAL AND GENERAL INCOME, EXPENDITURES, AND UNOBLIGATED RESERVE

Institution:	Connors State College

Receipt Description	FY2025-2026 Amount	Percent of Total
1. Beginning Fund Balance July 1, 2022 (Cash Basis)	**$ -**	
2. Expenditures for Prior Year Obligations	**$ -**	
3. Unobligated Reserve Balance July 1, 2023 (line 1 - line 2)	**$ -**	
4. Projected Receipts FY2020:		
Department of Agriculture	-	0.0%
Department of Commerce	-	0.0%
Department of Defense	-	0.0%
Department of Education	1,270,293	100.0%
Department of Energy	-	0.0%
Department of Health and Human Services	-	0.0%
Department of Homeland Security	-	0.0%
Department of Justice	-	0.0%
Department of Transportation	-	0.0%
National Aeronautics and Space Administration	-	0.0%
National Institutes of Health	-	0.0%
National Science Foundation	-	0.0%
Other Federal Agencies	-	0.0%
City and County Government	-	0.0%
Commercial and Commercial Related	-	0.0%
Foundations		#VALUE!
Other Non-Federal Sources		0.0%
Other Universities and Colleges	-	0.0%
State of Oklahoma		0.0%
5. Total Projected FY2023 Receipts	**$ 1,270,293**	#VALUE!
6. Total Available (line 3 + line 5)	**$ 1,270,293**	
7. Less Budgeted Expenditures for FY2023 Operations	**$ 1,267,315**	
8. Projected Unobligated Reserve Balance June 30, 2023 (line 6 - line 7)	**$ 2,978**	

FISCAL YEAR 2025-2026

Schedule E
EXPENDITURES BY ACTIVITY/FUNCTION, DEPARTMENT, POSITION AND OBJECT

Institution I Institution Name: Connors State College President: Dr. Ron Ramming Date Submitted: June 10, 2025

Activity/Function by Department, Position, and Object							
						Budget	REVENUE
						FY 2026	
ACTIVITY 11 - INSTRUCTION							
	130110	**Academic Agriculture**					
	130110	602000	Instructor/Livestock coach	75%	Daniel Lujan	38,270	x
	130111	602000	Instructor			0	x
	130110	602000	Instructor/Assisit. Livestock coach	75%	McKenzie Sinclair	38,270	x
	130110	602000	Instructor			0	x
	130110	602000	Instructor/Horticulture		Debby Golden	55,000	x
	130111	602000	Instructor			0	x
	130110	600100	Other Teaching Salaries			13,200	x
	130110	602470	Student Wages			11,630	x
	130110	602700	Fringe Benefits			57,495	
	130110			**Total Personnel Services**		**213,864**	
	130110	700500	Travel			1,000	
	130110	700380	Books			300	
	130110	700390	Property Furniture & Equipment			5,000	
	130110	700300	Supplies			8,214	
	130110	700600	Communications			1,000	
	130110	700840	Other Current Expenses			200	
				TOTAL		**229,578**	
	130115	**Wildlife**					
	130115	602000	Instructor / Shooting sports Coach	75%	Nick Hayes	39,455	x
	130115	602470	Student Wages			5,500	x
	130115	602700	Fringe Benefits			15,882	
				Total Personnel Services		**60,837**	
		700300	Supplies			6,000	
		700840	Other Current Expense			2,000	
				TOTAL		**68,837**	

	130120	**Equine Technology**					
	130120	602000	Equine Director/Instructor	75%	Jake Walker	38,294	x

Page 11	**130120**	602000	Instructor / Assist. Rodeo Coach	75%	vacant - Jimmie Bryant	35,706	x
	130120	602060	Overload			1,600	x
	130120	602010	Other Teaching Salaries			400	x
	130120	602470	Student Wages			4,000	x
	130120	602700	Fringe Benefits			29,800	
	130120			**Total Personnel Services**		**109,799**	
	130120	700500	Travel			1,000	
	130120	700390	Property Furniture & Equipment			1,100	
	130120	700300	Supplies			3,500	
	130120	700710	Contractual Services			5,000	
	130120	700840	Other Current Expenses			3,300	
				TOTAL		**123,699**	
	130125	**Horticulture Program**					
	130125	602000	Instructor		Kara Focht	32,225	x
	130125	602010	Other Teaching salaries			3,280	
	130125	602470	Student Wages		vacant	7,000	x
	130125	602700	Fringe Benefits			15,877	x
				Total Personnel Services		**58,382**	
	130125	700380	Books			125	
	130125	700390	Property Furniture & Equipment			1,100	
	130125	700300	Supplies			5,745	
	130125	700600	Communications			175	
	130125	700840	Other Current Expenses			100	
				TOTAL		**65,627**	
	130210	**Academic Business**					
	130210	602000	Instructor		vacant	45,000	
	130210	602000	Instructor		Vacant: ref: John Maly	0	x
	130210	602000	Instructor		Rhonda Wilson	62,461	x
	130210	602060	Overload			2,460	x
	130210	602010	Other Teaching Salaries			17,000	x
	130210	602020	Summer Salaries			10,700	x
	130210	602470	Student Wages			750	x
	130210	700710	Contractual Services			1,200	x
	130210	602700	Fringe Benefits			50,724	x
				Total Personnel Services		**190,295**	
	130210	700380	Books			750	
	130210	700390	Property Furniture & Equipment			1,000	

	130210	700300	Supplies			3,643	
	130210	700500	Travel			300	
	130210	700600	Communications			1,200	
	130210	700840	Other Current Expenses			0	

				TOTAL		**197,188**	
Page 12							
	130315	**Remedial Resources**					
	130315	602000	Instructor		Madeline Baker	44,607	
	130315	602000	Instructor		Vacant - Ref: Robin O'Quinn	0	x
	130315	60200	Overload			1,500	
	130315	602010	Other Teaching Salaries			0	x
	130315	602020	Summer Salaries			0	x
	130315	602700	Fringe Benefits			17,982	x
				Total Personnel Services		**64,089**	
	130315	700500	Travel			500	
	130315	700300	Supplies			1,500	
	130315	700600	Communications			150	
	130315	700840	Other Current Expenses			100	
				TOTAL		**66,339**	
	130320	**General Education**	**English / communication**				
	130320	602000	Instructor		George Staten	52,567	x
	130320	602000	Instructor		LeAnn Garland	51,059	x
	130320	602000	Instructor		Tomi Grimes	46,980	x
	130320	602000	Instructor		Rachel McElhaney	44,164	x
	130320	602000	Instructor				x
	130320	602000	Instructor			0	
	130320	602000	Instructor		Bobby Foreman 75%	34,280	x
	130320	602060	Overload			2,840	x
	130320	602010	Other Teaching Salaries			13,115	x
	130320	602020	Summer Salaries			9,000	x
	130320	602470	Student Wages			1,087	x
	130320	602700	Fringe Benefits			96,664	x
				Total Personnel Services		**351,756**	
	130320	700500	Travel			1,229	
	130320	700380	Books			500	
	130320	700300	Supplies			25,000	
	130320	700600	Communications			1,575	
	130320	700710	Contractual Expenses			3,000	
	130320	700840	Other Current Expenses			2,000	
				TOTAL		**385,060**	
	130321	**Speech and Drama**					

	130321	602000	Instructor		Brent Adrian	56,531	x
	130321	602060	Overload			5,490	x
	130321	602010	Other Teaching Salaries			1,230	x
	130321	602020	Summer Salaries			1,200	x
	130321	602470	Student Wages			0	x
	130321	602700	Fringe Benefits			24,344	x

Page 13				**Total Personnel Services**		**88,795**	
	130321	700380	Books			100	
	130321	700390	Property Furniture & Equipment			705	
	130321	700300	Supplies			300	
	130321	700600	Communications			200	
	130321	700840	Other Current Expenses			200	
				TOTAL		**90,300**	
	130340	**Humanities**					
	130340	602000	Instructor		Vacant - unfunded	0	
	130340	602000	Instructor		Brittany Seay	44,164	
	130340	602000	Instructor + Div chair		Lori Palmer	59,368	x
	130320	602060	Overload			5,520	x
	130340	602010	Other Teaching Salaries			14,760	x
	130340	602020	Summer Salaries			7,335	x
	130340	602700	Fringe Benefits			48,386	x
				Total Personnel Services		**179,533**	
	130340	700390	Property Furniture & Equipment			1,372	
	130340	700300	Supplies			1,417	
	130340	700600	Communications			775	
	130340	700840	Other Current Expenses			50	
				TOTAL		**183,147**	
	130410	**Nursing**					
	130410	602000	Instructor	1.00	Shannon Tucker	65,031	x
	130410	602000	Instructor	2.00	Patricia Gulager	64,266	x
	130410	602000	Instructor	3.00	Toni Finch	67,582	x
	130410	602000	Instructor	4.00	Holli Hamby	62,226	x
	130410	602000	Instructor	5.00	Lenora hadley	64,246	
	130410	602000	Instructor	6.00	Angela Powell	61,206	x
	130410	602000	Instructor	7.00	Denise Crakale	68,857	x
	130410	602000	Instructor	8.00	Vacant - Brenda Lassiter	67,837	x
		602000	Instructor	9.00	Vacant - Assistant Director	67,837	x
	130410	602000	Instructor/Sim Lab/Clinical Coord		Joe Crain	42,028	x
	130411	602001	Instructor/Sim Lab specialist		Alec Finch	22,620	x
	130410	602000	Instructor		Lead Faculty stipends	6,000	x
	130410	602000	Instructor / Cherokee agrmt				0
	130410	602000	Instructor / Cherokee agrmt				0

	130410	602220	**Director of Nursing**		Sandra Watson	85,000	x
	130410	602220	**PTA Coordinator**		Jeanne Gallien-Gorman	81,568	73,068
	130410	602220	**OTA Coordinator**		Meghan Teitz	76,679	69,679
	130410	602060	Overload			47,000	x
	130410	602400	Classified Clerical		Tracy Lieblang	39,100	x
	130410	602020	Summer Salaries			0	x
	130410	602010	Adjunct			90,000	x
	130410	602400					
	130410	602470	Student Wages			1,000	x
	130410	602700	Fringe Benefits			377,273	x
				Total Personnel Services		**1,457,356**	

Page 14	**130410**	700500	Travel			3,531	
	130410	700380	Books			500	
	130410	700390	Property Furniture & Equipment			16,000	
	130410	700300	Supplies			105,000	
	130410	700600	Communications			386	
	130410	700710	Contractual Services			9,600	
	130410	700840	Other Current Expenses			23,700	
	130410	500103	Cherokee Nurse Agreement/Reimbursement				0
	130410	500104	Student Computers/ Reimbursement				150,000
	130410	500105	OTA /PTA Salaries Reimbursement - ICTC				See above reimb.
				TOTAL		**1,616,073**	
	102135	**708400**	**ICTC Cooperative Program Enrollment**			150,000	150,000
	130600	**Health and Physical Education**					
	130600	602000	Instructor		Vacant	0	
	130600	602000	Instructor		Perry Keith 75%	44,110	
	130600	602000	Instructor/Athletic Trainer				
	130600	602060	Overload			1,800	
	130600	602010	Other Teaching Salaries			10,220	
	130600	602400	Hourly Wages-Fitness Center		vacant	0	
	130600	602410	Hourly Wages-Fitness Center		vacant -ref: Cyndee Nance	0	
	130600	602400	Hourly Wages-Fitness Center				
	130600	602470	Student Wages			0	
	130600	602700	Fringe Benefits			20,689	
				Total Personnel Services		**76,819**	
	130600	700380	Books			25	
	130600	700390	Property Furniture & Equipment			0	
	130600	700300	Supplies			1,250	
	130600	700600	Communications			1,000	
	130600	700840	Other Current Expenses			600	
				TOTAL		**79,694**	
	130710	**General Science**					
	130710	602000	Instructor Chemistry		Sarah Faubion	42,835	
	130710	602000	Instructor		Vacant - Abraham Jyoti	55,495	x
	130710	602000	Instructor				x
	130710	602060	Overload			1,200	x
	130710	602010	Other Teaching Salaries			4,280	x
	130710	602020	Summer Salaries			1,200	x

	130710	602700	Fringe Benefits			40,286	x
				Total Personnel Services		**145,296**	
	130710	700380	Books			1,250	
	130710	700390	Property Furniture & Equipment			1,000	
	130710	700300	Supplies			1,000	
	130710	700600	Communications			0	
	130710	700840	Other Current Expenses			1,000	
				TOTAL		**149,546**	
	130720	**Biological Science**					

Page 15	**130720**	602000	Instructor			0	x
	130720	602000	Instructor Biology		Ryan Carlton	54,992	x
	130720	602000	Instructor Bioilogy		Joseph Moberly	43,278	**x**
	130720	602000	Instructor Bioilogy		Jessie Farquar	42,835	**x**
	130720	602060	Overload			7,000	x
	130720	602010	Other Teaching Salaries			18,200	x
	130720	602020	Summer Salaries			1,200	x
	130720	602470	Student Wages			0	x
	130720	602700	Fringe Benefits			62,687	x
				Total Personnel Services		**230,192**	
	130720	700300	Supplies			8,100	
	130720	700600	Communications			1,500	
	130720	700840	Other Current Expenses			600	
				TOTAL		**240,392**	
	130730	**Mathematics**					
	130730	602000	Instructor math		Lynette Rock	63,023	x
	130730	602000	Instructor math		Caleb Taylor	44,164	x
	130730	602000	Instructor Developmental math		Heather Lester	57,283	x
	130730	602000	Instructor math			0	x
	130730	602000	Instructor math		Steven Sly	44,143	x
	130730	602000	Instructor math		Jennifer Blackford	52,457	x
	130730	602060	Overload			4,800	x
	130730	602010	Other Teaching Salaries			20,461	x
	130730	602020	Summer Salaries			8,000	x
	130730	602470	Student Wages			925	x
	130730	602700	Fringe Benefits			111,546	x
				Total Personnel Services		**406,802**	
	130730	700500	Travel			1,000	
	130730	700390	Property Furniture & Equipment			3,000	
	130730	700300	Supplies			4,500	
	130730	700600	Communications			1,000	
	130730	700840	Other Current Expenses			600	
				TOTAL		**416,902**	
	130810	**History**					
	130810	602000	Instructor		Jason Kearney	48,542	x
	130810	602060	Overload			5,000	x
	130810	602010	Other Teaching Salaries			70,000	x

	130810	602020	Summer Salaries			3,600	x
	130810	602700	Fringe Benefits			37,725	x

				Total Personnel Services		**164,867**	
Page 16	**130810**	700500	Travel			500	
	130810	700380	Books			500	
	130810	700390	Property Furniture & Equipment			400	
	130810	700300	Supplies			1,000	
	130810	700600	Communications			325	
	130810	700840	Other Current Expenses			0	
				TOTAL		**167,592**	
	130820	**Psychology**					
	130820	602000	Instructor Psychology		Jennifer Brewer	43,720	**x**
	130820	602060	Overload			0	x
	130820	602010	Other Teaching Salaries			18,000	x
	130820	602020	Summer Salaries			0	x
	130820	602700	Fringe Benefits			19,751	x
				Total Personnel Services		**81,471**	
	130820	700500	Travel			1,000	
	130820	700390	Property Furniture & Equipment			1,100	
	130820	700300	Supplies			1,500	
	130820	700600	Communications			600	
	130820	700840	Other Current Expenses			250	
				TOTAL		**85,921**	
	130830	**Sociology**					
	130830	602000	Instructor - Division Chair		Vacant - Shyanne Ledford	0	x
	130830	602000	Instructor		vacant	0	x
	130830	602060	Overload			600	x
	130830	602010	Other Teaching Salaries			10,830	x
	130830	602020	Summer Salaries			1,200	x
	130830	602700	Fringe Benefits			450	
				Total Personnel Services		**13,080**	
	130830	700500	Travel			500	
	130830	700300	Supplies			1,545	
	130831	700390	Property Furniture & Equipment			500	
	130830	700600	Communications			750	
	130830	700840	Other Current Expenses			1,350	
				TOTAL		**17,725**	
	130850	**Government**					

	130850	602000	Instructor		Andrew Gaber	50,838	x
	130850	602060	Overload			1,200	x
	130850	602010	Other Teaching Salaries			7,465	x

Page 17	**130850**	602020	Summer Salaries			1,800	x
	130850	602700	Fringe Benefits			21,397	x
				Total Personnel Services		**82,700**	
	130850	700300	Supplies			1,545	
	130850	700600	Communications			225	
	130850	700840	Other Current Expenses			1,283	
				TOTAL		**85,753**	
	130900	**General Instructional Support**					
	130900	700500	Travel			0	
				TOTAL		**0**	
	130910	**Instruction-Information Technology**					
	130910	602000	Instructor		Gina Jones	60,046	x
	130910	602000	Instructor		Callie Connolly	44,607	**x**
	130910	602060	Overload			0	
	130910	602010	Other Teaching Salaries			0	
	130910	602020	Summer Salaries			2,000	
	130910	602700	Fringe Benefits			41,115	
				Total Personnel Services		**147,768**	
	130910	700390	Property Furniture & Equipment			500	
	130910	700300	Supplies			2,500	
	130910	700600	Communications			650	
	130911	700601	Contracts			404,393	
	130910	700840	Other Current Expenses			200	
				TOTAL		**556,011**	
	131010	**Child Development**					
	131010	602000	Instructor		Anna Soba - Reimb. From State Regent	47,282	**47,282**
	131010	602060	Overload			1,800	
	131010	602010	Other Teaching Salaries			0	
	131010	602020	Summer Salaries			1,200	
	131010	602700	Fringe Benefits			19,513	
				Total Personnel Services		**69,795**	
	131010	700300	Supplies			1,000	
	131010	700600	Communications			0	
	131010	700840	Other Current Expenses			1,000	
				TOTAL		**71,795**	

	131020	**Criminal Justice**					
	131020	602000	Instructor			0	**0**
	131020	602060	Overload			1,200	
	131020	602010	Other Teaching Salaries			3,690	
	131020	602020	Summer Salaries			1,200	
	131020	602700	Fringe Benefits			1,218	
				Total Personnel Services		**7,308**	
	131020	700300	Supplies			1,000	
	131020	700600	Communications			0	
	131020	700840	Other Current Expenses			1,000	
				TOTAL		**9,308**	
	ACTIVITY 11 - INSTRUCTION TOTALS					**5,056,485**	490,029
ACTIVITY 14-ACADEMIC SUPPORT							
	140110	**Academic Administration-Warner**					

	140110	602200	Vice President Academic Affairs		Chris McBeath	94,563	x
Page 18	**140110**	602200	Associate V.P.		vacant		
	140110	602400	Executive Assistant/Coord.		Scott White	28,266	
	140110	602470	Student Wages			0	
	140110	602700	Fringe Benefits			34,664	
				Total Personnel Services		**157,493**	
	140110	700500	Travel			2,000	
	140110	700390	Property Furniture & Equipment			2,000	
	140110	700300	Supplies			4,000	
	140110	700600	Communications			1,500	
	140110	704760	Office Rental			0	
	140110	700710	Contractual Services			26,000	
	140110	700840	Other Current Expenses			4,500	
				TOTAL		**197,493**	
	140120	**Academic Administration-Muskogee**					
	140120	602200	Port Campus Administrator		Jody Butler	47,584	
	140120	602200	Prison Coordinator stipend		Gina Jones	11,065	
	140120	602400	Early College Coord.		Trent Todd	39,355	
	140120	602400	Assessment Coord.		Heather Lester	5,000	
	140120	602470	Student Wages			0	
	140120	602700	Fringe Benefits			40,172	
				Total Personnel Services		**143,176**	
	140120	700500	Travel			1,750	
	140120	700390	Property Furniture & Equipment			3,100	
	140120	700300	Supplies			1,000	
	140120	704760	Rent			0	
	140120	700600	Communications			1,000	
	140120	706001	Contractual Services			21,500	
	140120	700840	Other Current Expenses			1,500	
				TOTAL		**173,026**	
	140125	**Assessment**					
	140125	602200	Assessment Coord. - stipend		see Academic Admin.		
	140125	602470	Student Wages			0	
	140125	602700	Fringe Benefits			0	
				Total Personnel Services		**0**	
	140125	700300	Supplies			1,000	
	140125	700500	Travel			1,000	

	140125	700600	Communications			650	
	140125	700710	Contractual Service			2,500	
	140125	700840	Other Current Expense			1,000	
				TOTAL		**6,150**	
	140140	**External Affairs / Institutional Advancement**					

	140140	602200	Director of Foundation		Krystal Lane	66,288	
Page 19	**140140**	602400	Executive Assistant		Brandy McElyea	34,615	
	140140	602470	Student Wages			0	
	140140	602700	Fringe Benefits			39,352	
	140140	602400	Grant Writer			0	
				Total Personnel Services		**140,255**	
	140140	700500	Travel			5,000	
	140140	700390	Property Furniture & Equipment			3,900	
	140140	700300	Supplies			9,000	
	140140	704760	Office Rental			0	
	140140	700710	Contractual Services			10,000	
	140140	700840	Other Current Expenses			46,250	
				TOTAL		**214,405**	
	140200	**Libraries**					
	140200	602220	Head Librarian		Ona Britton-Spears	54,122	
	140200	602220	Librarian		Vacant	0	
	140200	602400	Assistant Librarian		Vacant - Kelly O'Neal	25,828	
	140200	602400	Library Technician		Cybil Theodore	26,887	
	140200	602400	Library Technician		Ida Etamad	27,960	
	140200	602400	Library Technician		Mattie Bright	29,779	
	140200	602470	Student Wages			7,250	
	140200	602700	Fringe Benefits			64,837	
				Total Personnel Services		**236,663**	
	140200	700500	Travel			0	
	140200	700380	Books			91,443	
	140200	700390	Property Furniture & Equipment			10,600	
	140200	700300	Supplies			4,900	
	140200	700600	Communications			1,420	
	140200	700710	Contractual Services			16,004	
	140200	700840	Other Current Expenses			12,443	
				TOTAL		**373,473**	
	140300	**College Farm**					
	140300	602400	Farm Manager		Roger Morton	38,713	
	140300	602400	PT Farm Worker		Konner Upton	22,620	
	140300	602400	Farm Worker		Austin Carter	29,500	

	140300	602400	Farm Worker		Joel Curtis	29,500	
	140300	602400	PT Farm Worker		vacant	15,382	
	140300	602400	Show Team coach/Lab Assist		Stetson May @75%	30,563	
	140300	602470	Student Wages		Vacant	9,200	
	140300	602700	Fringe Benefits			65,676	
				Total Personnel Services		**241,154**	

	140300	700300	Supplies			186,000	
Page 20	**140300**	700390	Property, Furniture and Equipment			0	
	140300	700600	Communications			0	
	140300	700710	Contractual Services			3,000	
	140300	700840	Other Current Expenses			1,000	
				TOTAL		**431,154**	
	140500	**Academic Support-Information Technology**					
	140500	602220				0	
	140500	602220	Director of Info. Technology		Kevin Isom	54,439	
	140500	602220	IT Technician		Erin Bruner	36,941	
	140501	602221	IT Technician		Michael Raper	37,078	
	140500	602400	Desktop Technician		Calvin Chapman	37,455	
	140500	602470	Student Wages			9,135	
	140500	602700	Fringe Benefits			65,528	
				Total Personnel Services		**240,576**	
	140500	700500	Travel			1,000	
	140500	700390	Property Furniture & Equipment			50,920	
	140500	700300	Supplies			1,000	
	140500	700600	Communications			1,000	
	140500	704760	Office Rental			0	
	140500	700710	Contractual Services				
	140500	700840	Other Current Expenses			122,000	
				TOTAL		**416,496**	
	ACTIVITY 14 ACADEMIC SUPPORT TOTALS					**1,812,198**	
ACTIVITY	**120100**	**Student Affairs**					
	120100	602200					
	120100	602400	Coord. Student Affairs		vacant	0	
	120100	602470	Student Wages			0	
	120100	602700	Fringe Benefits			0	
				Total Personnel Services		**0**	
	120100	700500	Travel			2,500	
	120100	700390	Property Furniture & Equipment			10,000	
	120100	700300	Supplies			5,000	

	120100	700600	Communications			1,500	
	120100	704760	Office Rental			0	
	120100	700710	Contractual Services			1,092	
	120100	700840	Other Current Expenses			6,000	
				TOTAL		**26,092**	
	120110	**Campus Life**					
	120110	602220	Dean of Students		Jake Lawson	80,800	

Page 21	**120110**	602400	Special Projects for President		Mike Jackson	46,713	
	120110	602220	Coordinator of Res. Life		vacant -Heather Bumgarner	0	
	120110	602470	Student Wages			0	
	120110	602700	Fringe Benefits			49,730	
				Total Personnel Services		**177,243**	
	120110	700300	Supplies			3,752	
			Contractual Services			563	
				TOTAL		**181,558**	
	120200	**Recruitment/Advising/Success Coaches**					
	120200	602220	Director Recruitment/Enrollment		Valerie Hays	52,621	
	120200	602220	Recruiter/Success Coach		Allie Marks	36,085	
	120200	602220	Recruiter/Success Coach		Amber McKibben	36,045	
	120200	602220	Recruiter/Success Coach		Paige Shaffer	37,560	
	120200	602220	Recruiter/Success Coach		Garcie Kreis	34,269	
	120200	602220	Recruiter/Success Coach		Lacie Hill	34,782	
	120200	602220	Recruiter/Success Coach		Ashleigh Hart	35,793	
	120200	602470	Student Wages-Recruitment			5,000	
	120200	602700	Fringe Benefits			104,640	
				Total Personnel Services		**376,795**	
	120200	700500	Travel			2,000	
	120200	700390	Property Furniture & Equipment			0	
	120200	700300	Supplies			17,725	
	120200	700600	Communications			12,800	
	120200	704760	Office Rental			0	
	120200	700710	Contractual Services			104,200	
	120200	700840	Other Current Expenses			2,657	
				TOTAL		**516,177**	
	120250	**Enrollment Services (Admissions)**					
	120250	602220	Registrar		Tosha Stout	55,162	
	120250	602220	Asst. Registrar		Charlotte Beaver	37,321	
	120250	602220	Admissions Officer		Vacant - vice Jennifer Brewer		
	120250	602400	Admissions Clerk		Coral Pennington	29,736	
	120250	602400	Registrar Clerk		Margaret Wainman	30,334	
	120250	602400	Admissions Clerk		Carnita Cooper	22,620	
	120250	602470	Student Wages			4,350	
	120250	602700	Fringe Benefits			68,709	

				Total Personnel Services		**248,232**	
	120250	700500	Travel			1,000	
	120250	700390	Property Furniture & Equipment			4,500	
	120250	700300	Supplies			8,500	
	120250	700600	Communications			25	
	120250	704760	Office Rental			0	
	120250	704761	Contractual Services			3,500	
	120250	700840	Other Current Expenses			700	
				TOTAL		**266,457**	
	120260	**Student Success Center (SSS Grant)**					

Page 22	**120260**	602220	Director - Grant funded	GRANT	Christina Connor $47,219	0	
	120260	602410	Math Tutor grant funded	GRANT	Jehan Day $37,001	0	
	120260	602470	Advisor/tutor grant funded	GRANT	Gracie Hyslope $24,363	0	
	120260	602471	Advisor/tutor grant funded	GRANT	Andrea Salsbury $37956	0	
	120260	602472	Advisor/tutor grant funded	GRANT	Emma Sikes $23532	0	
	120260	602700	Fringe Benefits			0	
				Total Personnel Services		**0**	
	120260	700500	Travel			4,000	
	120260	700390	Property Furniture & Equipment			3,000	
				Total		**7,000**	
		Advisement, early college, graduation& Testing					
	120270	700300	Graduation			25,000	
	120280	700300	Early College			10,000	
	120305	602220	Advisor	GRANT		0	
	120305	602220	Advisor			0	
	120305	602221	Advisor			0	
	120305	602221	Advisor			0	
	120305	602221	Advisor				
	120305	602700	Fringe Benefits			14,000	
				Total Personnel Services		**49,000**	
	120305	700500	Travel			1,000	
	120305	700390	Property Furniture & Equipment			2,450	
	120305	700300	Supplies			2,000	
	120305	700600	Communications			550	
	120305	704760	Office Rental			0	
	120305	700710	Contractual Services			1,600	
	120305	700840	Other Current Expenses			350	
				TOTAL		**56,950**	
	120310	**VA Coordinator**					
	120310	602410	VA Coordinator - Part time			0	
	120310	602700	Fringe Benefits			0	
				Total Personnel Services		**0**	
	120310	700500	Travel			800	
	120310	700300	Supplies			1,000	
	120310	700600	Communications			800	
	120310	700840	Other Current Expenses			300	
				TOTAL		**2,900**	

	120400	**Health Services**					
	120400	602220	Physician				
	120400	602400	School Nurse			0	
	120400	602700	Fringe Benefits			0	
				Total Personnel Services		**0**	
	120400	700300	Supplies			1,550	
	120400	700600	Communications			120	
	120400	700840	Other Current Expenses			75,000	
				TOTAL		**76,670**	
	120500	**Financial Aid Administration**					
	120500	602220	Director of Financial Aid		Vacant	60,000	

	120500	602400	Financial Aid Officer		Ballenger, Tina	38,590	
	120500	602400	Financial Aid Officer		Hanah Walker	28,608	
	120500	602400	Financial Aid Officer / Prison		Katie Bogard	36,360	
	120500	602400	Financial Aid Officer - PT		vacant	21,750	
	120501	602401	Financial Aid Officer		Angel Lewis	29,847	
	120500	602470	Student Wages			2,175	
	120500	602700	Fringe Benefits			72,466	
				Total Personnel Services		**289,796**	
	120500	700500	Travel			3,500	
	120500	700390	Property Furniture & Equipment			3,000	
	120500	700300	Supplies			3,000	
	120500	700600	Communications			1,000	
	120500	704760	Office Rental			0	
	120500	700710	Contractual Services			1,000	
	120500	700840	Other Current Expenses			1,500	
				TOTAL		**302,796**	
	120600	**Institutional Research**					
	120600	602220	Focus Analyst		Doug Hart	40,986	$0
	120600	602220	Focus Programmer		Jonathan Walker - NEO Reimb@50%	42,869	$20,000
	120600	602470	Student Wages			0	
	120600	602700	Fringe Benefits			32,703	
				Total Personnel Services		**116,558**	
	120600	700500	Travel			2,500	
	120600	700390	Property Furniture & Equipment			5,000	
	120600	700300	Supplies			6,000	
	120600	700600	Communications			1,750	
	120600	704760	Office Rental			0	
	120600	700840	Other Current Expenses			100	
				TOTAL		**131,908**	
	120622	**Vocational Counselor's Office (Carl Perkins)**		**All expenses are reimbursed**			
	120622	602220	Counselor		Vacant -Brandy McElyea	0	
	120622	602700	Fringe Benefits		0.00	0	
				Total Personnel Services		**0**	
	120622	700500	Travel			500	
	120622	700380	Books			0	
	120622	700390	Property Furniture & Equipment			0	
	120622	700300	Supplies			0	

	120622	700600	Communications			0	
	120622	700710	Contractual Services		84,000.00	84,000	84,000
	120622	700840	Other Current Expenses			0	
				TOTAL		**84,500**	
	120871	**TIER/FOCUS Program**		**All expenses are reimbursed**			
	120871	602220	Program Coordinator/Instructor		Tamela Day	47,268	47,268
	120871	602220	Instructor		Patty Thornburg	29,500	29,500
	120871	602400	Secretary				
	120871	602410	Substitute Instructor		Vacant: Robert Richardson		

	120871	602410	Substitute Instructor		Gregory Sinclair	0
Page 24	**120871**	700710	Contractual Services			0
	120871	602700	Fringe Benefits			29,940
				Total Personnel Services		**106,708**
	120871	700500	Travel	Travel		0
	120871	700710	Contractual Services			1,225
	120871	700390	Property Furniture & Equipment			500
	120871	700300	Supplies			1,500
	120871	700600	Communications			1,500
	120871	700700	Utilities			1,905
				TOTAL		**113,338**
	120900	**General Student Services Support**				
	120900	602220	Interpreter and ADA		Vacant - Eileen Thomas	0
	120900	602700	Fringe Benefits			0
				Total Personnel Services		**0**
	120900	700840	Other Current Expenses			7,000
				TOTAL		**7,000**
	120650	**Distance Ed**				
	120650	602220	Distance Ed Specialist			
	120650	602700	Fringe Benefits			0
	120650			**Total Personnel Services**		**0**
	120650	700500	Travel			0
	120650	700300	Supplies			
	120650	700600	Communications			0
	120650	700840	Other Current Expenses			0
				TOTAL		**0**
	ACTIVITY 15 STUDENT SERVICES TOTALS					**1,773,346**
TOTAL STUDENT SERVICES:						
ACTIVITY	**111000**	**Executive Management**				
	111000	602200	President		President: R. Ramming	220,000
	111000	602200	President-Personal			600
	111000	602200	President-Auto Allowance			0
	111000	602700	Fringe Benefits			59,562

$180,768

				Total Personnel Services		**280,162**
	111000	700710	Contractual Services			5,000
	111000	700840	Other Current Expenses			2,000
				TOTAL		**287,162**
	112000	**General Administrative Services**				
	112000	602400	Executive Assistant		Derotha Rivenbark	36,952
	112000	602470	Student Wages			1,795
	112000	602703	Emeritus-Vice President		AD Stone	12,686
	112000	602703	Emeritus-President			0
	112000	602700	Fringe Benefits			19,520
				Total Personnel Services		**70,953**
	112000	700500	Travel			12,000
	112000	700390	Property Furniture & Equipment			2,000
	112000	700300	Supplies			6,000
	112000	700600	Communications			3,000
	112000	700710	Contractual Services			17,082
	112000	700840	Other Current Expenses			26,200
				TOTAL		**137,235**
	113000	**Fiscal Operations**				
	113000	602220	Vice President for Fiscal Serv		Mike Lewis	102,831
	113000	602220	Controller		Elizabeth Faith Todd	56,000
	113000	602220	Senior Accountant		Carrie Singleton	44,476
	113001	602220				
	113000	602400	Accounts Payable Clerk		Kimberly Morgan	36,298
	113000	602400	Purchasing Specialist		vacant - Lee McConnell	33,583
	113000	602400	P/T seasonal temp		vacant -	0
	113000	602400	Accountant		Vacant -	0
	113000	602400				0
	113000	602400	Exec assist		Vacant	0
	113000	602470	Student Wages			2,000
	113000	602700	Fringe Benefits			92,327
				Total Personnel Services		**367,515**
	113000	700500	Travel			5,000
	113000	700380	Books			325
	113000	700390	Property Furniture & Equipment			7,000
	113000	700300	Supplies			2,500
	113000	700600	Communications			8,000

	113000	704760	Office Rental			0	
	113000	700710	Contractual Services			326,364	
	113000	700840	Other Current Expenses			20,000	
				TOTAL		**736,704**	
	113100	**Office of the Bursar**					
	113100	602220	Bursar		Angie Lane	50,930	
	113100	602220	Assistant Bursar-Warner		Shawnna Tatum (Carrier)	38,845	
	113100	602400	Cashier - Muskogee		Brooklyn Shreve	27,986	
	113100	602400	Cashier - Port Campus		Amber Hankins	27,486	
	113100	602400	A/R Collections Specialist - Muskogee		Angela Missey	30,311	
	113100	602400	PT mail room/concessions clerk		Sherry Todd	22,620	
	113100	602400	PT Accounting assistant		Jada Vandiver	28,486	
	113100	602470	Student Wages			2,000	
	113100	602700	Fringe Benefits			88,399	
				Total Personnel Services		**317,063**	
	113100	700500	Travel			5,000	
	113100	700380	Books			325	
	113100	700390	Property Furniture & Equipment			5,000	
	113100	700300	Supplies			10,000	
	113100	700600	Communications			0	
	113100	704760	Office Rental			0	
	113100	700710	Contractual Services			60,000	
	113100	700840	Other Current Expenses			20,000	
				TOTAL		**417,388**	
	113005	**Administrative Information Technology**					
	113005	602220	Database Administrator		A&M Shared Services Heath Hodges $	30,000	
	113005	602400	Tech Support		vacant	0	15,000
	113005	602470	Student Wages-Doc Img			0	
	113005	700710	Contractual Services				
	113005	602700	Fringe Benefits			0	
				Total Personnel Services		**30,000**	
	113005	700500	Travel			0	
	113005	700380	Books			0	
	113005	700390	Property Furniture & Equipment			35,000	
	113005	700300	Supplies			3,500	
	113005	700600	Communications			500	
	113005	704760	Office Rent			0	

	113005	700840	Other Current Expenses			
				TOTAL		**69,000**
	114000	**Printing**				
	114000	602220	Printer			0
	114000	602470	Student Wages			0
	114000	700710	Contractual Services			0
	114000	602700	Fringe Benefits			
				Total Personnel Services		**0**
	114000	700500	Travel			0
	114000	700380	Books			0
	114000	700390	Property Furniture & Equipment			0
	114000	700300	Supplies			0
	114000	700600	Communications			0
	114000	700840	Other Current Expenses			0
				TOTAL		**0**
	115000	**Public Relations**				
	115000	602220	Director		Krystal Lane - stipend	5,000
	115000	602220	Web Master		Matthew Harmon	37,897
	115000	602220	Staff Writer		Vacant	20,000
	115000	602220	Creative SVCS SPCLST	~~contract~~	vacant -Stacy Pearce	0
	115000	602470	Student Wages			2,936
	115000	602700	Fringe Benefits			24,794
				Total Personnel Services		**90,627**
	115000	700300	Supplies			16,300
	115000	700500	Travel			1,000
	115000	700600	Communications			600
	115000	700710	Contractual Services			20,500
	115000	700840	Other Current Expense			30,000
				TOTAL		**159,027**
	117000	**Human Resources**				
	117000	602220	Human Resources Manager		Nicole Mote	65,650
	117000	602400	Human Resource Specialist		Amanda Girty	35,149
	117000	602400	P/T Human Resources Assist		tBD	20,000
	117000	602401	Payroll		vacant - Patty Weber	0
	117000	602400	Seasonal Bonus		All Staff	85,000
	117000	602470	Health Benefits Increases		All Staff	68,000

	117000	602700	Fringe Benefits			70,232	
				Total Personnel Services		**344,031**	
	117000	700500	Travel			1,000	
	117000	700380	Books			0	
	117000	700390	Property Furniture & Equipment			1,550	
	117000	700300	Supplies			5,210	
	117000	700600	Communications			1,500	
	117000	704760	Office Rental			0	
	117000	700710	Contractual Services			6,400	
	117000	700840	Other Current Expenses			20,750	
				TOTAL		**380,441**	
						0	
Activity 16 -INSTITUTIONAL SUPPORT Totals:						**2,186,957**	**0**
ACTIVITY 17-	**180100**	**Physical Plant Administration**					
	180100	602470	Student Wages			0	
	180100	602700	Fringe Benefits			0	
				Total Personnel Services		**0**	
	180100	700300	Supplies			0	
	180100	700600	Communications			0	
	180100	700710	Contractual Services			0	
	180100	700840	Other Current Expenses			0	
				TOTAL		**0**	
	180200	**Building and Equipment Maintenance**					
	180200	602400	Maintenance V-2				
	180200	602400	Classified				
	180200	602400	Classified				
	180200	602400	Maintenance V-2				
	180200	602700	Fringe Benefits				
				Total Personnel Services		**0**	
	180200	700500	Travel			2,000	
	180200	700380	Books			0	
	180200	700390	Property Furniture & Equipment			50,000	
	180200	700300	Supplies			247,900	
	180200	700600	Communications			2,000	
	180200	700710	Contractual Services			1,050,000	

	180200	700840	Other Current Expenses			1,000
				TOTAL		**1,352,900**
	180300	**Grounds Maintenance**				
	180300	602410	Bus Driver		Misc. employees	11,960
	180300	602410	Bus Driver		Jerry Fields	22,620
	180300	602410	Bus Driver		Jerome Jones	5,000
	180300	602220	Garden Maintenance part time		Debby Golden	6,000
	180300	602410	Grounds Maintenance part time		Jonathan Lewis	21,600
	180300	602410	Grounds Maintenance supervisor		Tony Ruckman	35,560
	180300	602410	Grounds Maintenance part time		Joe Lopez	29,750
	180300	602470	Student Wages			9,500
	180300	602700	Fringe Benefits			32,372
				Total Personnel Services		**174,362**
	180300	700500	Travel			0
	180300	700380	Books			0
	180300	700390	Property Furniture & Equipment			20,000
	180300	700300	Supplies			25,000
	180300	700600	Communications			0
	180300	700710	Contractual Services			15,000
	180300	700840	Other Current Expenses			0
				TOTAL		**234,362**
	180400	**Custodial Services**				
	180400	602400	Custodian-Bus Driver		vacant	
	180400	602700	Fringe Benefits			
				Total Personnel Services		**0**
	180400	700500	Travel			0
	180400	700380	Books			0
	180400	700390	Property Furniture & Equipment			0
	180400	700300	Supplies			0
	180400	700600	Communications			0
	180400	700710	Contractual Services			0
	180400	700840	Other Current Expenses			0
				TOTAL		**0**
	180500	**Utilities**				
	180500	700700	Utilities - Electric			350,250
		700700	Utilities - Gas			120,000

		700700	Utilities - water			85,000
		706000	Phone			64,000
				TOTAL		**619,250**
	180600	**Campus Preservation and**	**Rejuvenation**			
	180600	602400	Hourly Wages			0
	180600	602470	Student Wages			0
	180600	700710	Contractual Services			114,000
	180600	602700	Fringe Benefits			0
				Total Personnel Services		**114,000**
	180600	700500	Travel			0
	180600	700380	Books			0
	180600	700390	Property Furniture & Equipment			0
	180600	700300	Supplies			50,000
	180600	700600	Communications			0
	180600	700840	Other Current Expenses			0
				TOTAL		**164,000**
	180700	**Security Services**				
	180700	602220	Campus Officer		James Medenhall	39,541
	180700	602460	Campus Officer		Charles Sheets	30,661
	180700	602220	Campus Officer		Randy Donelson	30,921
	180700	602470	Student Wages			2,364
	180700	602700	Fringe Benefits			39,651
				Total Personnel Services		**143,138**
	180700	700300	Supplies			15,000
	180700	700600	Communications			600
	180700	700710	Contractual Services			175,000
	180700	700840	Other Current Expenses			5,000
				TOTAL		**338,738**
	180800	708980	NAH Debt Service			371,968
				TOTAL		**371,968**
TOTAL OPERATION AND MAINTENANCE OF PLANT						**3,081,218**

ACTIVITY 18-SCHOLARSHIPS AND FELLOWSHIPS						
		***102910-102986 -Fee Waivers**				
			Resident Fee Waivers - 3.5% Limited			444,005
			Concurrent H.S. Fee Waivers			484,668
			Non-Resident Fee Waivers			446,270
Fund 490			Cares Act Stimulus funds			
TOTAL SCHOLARSHIPS AND FELLOWSHIPS				**TOTAL**		**1,374,943**
TOTAL PRIMARY BUDGET EXPENDITURES						**15,285,146**

Revenue/Reimb
670,797

Total Approved Increases
True total E&G funds 15,285,146

EDUCATIONAL AND GENERAL BUDGET PART II
FISCAL YEAR 2025-2026

Schedule E
EXPENDITURES BY ACTIVITY/FUNCTION, DEPARTMENT, POSITION AND OBJECT

Institution Number: 165 Institution Name: Connors State College President: Dr. Ron Ramming

Activity/Function by Department, Position, and Object				Teaching	Professional	Other Salaries	Fringe	prof ser	travel	supplies	PPE	scholarships	
	559600	**Title III NASNTI**											
555922	2219	Personnel	All		360,623								
555922	2219	Curriculum Specialist	vacant		0								
555922	2220	Curriculum Coordinator	Rebecca Clovis										
555922	2220	Computer Business instructor	**vacant**										
555922	2220	Admin Assistant @50%	Jennifer Brewer										
555922	2400	Other Salaries and Wages											
555922	2700	Fringe Benefits					86,846						
			Total Personnel Services										
555922	5000	Travel							13,440				
555922	3000	Supplies and other operating expenses								9,330			
555922	3900	Property Furniture & Equipment									0		
555922	700710	Contractual services						36,500					
555922	8400	Other Current Expenses					0	207,500			0		
			TOTAL	0	360,623	0	86,846	244,000	13,440	9,330	0		**714,239**
	558324	**Student Support Services**											
558322	2220	Director	Christina Connor		48,586								
558322	2220	Academic Advisor	Callie Connolly		39,274								
558322	2220	Career Transfer Advisor	Jehan Day		39,274								
558322	2400	Tutor Coordinator/Secretary	Kimberly Morgan			27,000							
558322	2400	Teachers											
558322	2470	Student Wages				16,240							
558322	2700	Fringe Benefits					72,287						
558322			**Total Personnel Services**										
558322	5000	Travel							7,240				
558322	3000	Supplies and other operating expenses								1,350			
558322	8400	Indirect Costs						20475					
558322	8400	Other Current Expenses							285	6,500			
558322	8400	Scholarships										28,000	
			TOTAL		127,134	43,240	72,287	20,475	7,525	7,850	0	28,000	**306,511**
TANF													
120875	2220	Director			49,140								
120875	2220												
120875	2220												
120875	2400												
120875	2400												
120875	2470	Student Wages			500								
120875	2700	Fringe Benefits				5,400							
120875			**Total Personnel Services**										
120875	5000	Travel							30,925				
120875	3000	Supplies											
120875	3001	Property furniture and equipment											
120875	8400	Indirect Costs											
120875	700710	Contracts/Construction						600					
120875	8400	Scholarships										160000	
0			**TOTAL**		49,640	5,400	0	600	30,925	0	0	160,000	**$246,565**
			GRAND TOTAL	**0.00**	**537,397.00**	**48,640.00**	**159,133.00**	**265,075.00**	**51,890.00**	**17,180.00**	**0.00**	**188,000.00**	**1,267,315**

Oklahoma State Regents for Higher Education

Educational and General Budget - Fiscal Year 2025-2026

Part I - Primary Budget

Schedule E-1 - Salaries

Expenditures by Activity/Function, Department And Position

Institution No. & Name 165 - CSC President: Dr. Ronald Ramming

EXPENDITURES BY ACTIVITY/FUNCTION, DEPARTMENT AND POSITION

FY2025-2026 Proposed

Department	Position			Teaching Salaries	Professional Salaries	Non Professional Salaries
Academic Agriculture	Instructor	Sinclair, McKenzie	51,026	51,026		
Academic Agriculture	Instructor	Lujan, Daniel	51,537	40,704		
Academic Agriculture	Instructor	Vacant by Debby Golden 100%	64,088	64,088		
Academic Agriculture	Other Teaching Salaries		13,200	13,200		
	Total Teaching Salaries			169,018	0	0
Academic Business	Instructor	Rhonda Wilson	56,566	56,566		
Academic Business	Other Teaching Salaries		17,000	17,000		
Academic Business	Overload		2,460	2,460		
Academic Business	Summer Salaries		10,700	10,700		
	Total Teaching Salaries			86,726		
Biological Science	Instructor	Farquhar, Jessica	42,835	42,835		
Biological Science	Instructor	Ryan Carlton	54,992	54,992		
Biological Science	Instructor	Moberly, Joseph	43,278	43,278		
Biological Science	Other Teaching Salaries		18,200	18,200		
Biological Science	Overload		7,000	7,000		
Biological Science	Summer Salaries		1,200	1,200		
	Total Teaching Salaries			167,505		
Child Development	Other Teaching Salaries		0	12,000		
Child Development	Overload		1,800	2,000		
Child Development	Summer Salaries		1,200	1,200		
	Total Teaching Salaries			15,200		
Equine Technology	Instructor	Walker, Jake	51,058	51,058		
Equine Technology	Instructor	Vacant by Bryant, Jimmie	47,607	47,607		
Equine Technology	Other Teaching Salaries		400	400		
Equine Technology	Overload		1,600	1,600		
	Total Teaching Salaries			100,665		
General Education	Instructor	McElhaney, Rachael	44,164	44,164		
General Education	Instructor	Staten, George	52,567	52,567		
General Education	Instructor	Tomi Grimes	46,980	46,980		
General Education	Instructor	LeAnn Garland	51,059	51,059		
General Education	Instructor	Bobby Foreman 75%	34,280	34,280		
General Education	Other Teaching Salaries		13,115	13,115		
General Education	Overload		2,840	2,840		
General Education	Summer Salaries		9,000	9,000		

Oklahoma State Regents for Higher Education

Educational and General Budget - Fiscal Year 2025-2026

Part I - Primary Budget

Schedule E-1 - Salaries

Expenditures by Activity/Function, Department And Position

Institution No. & Name 165 - CSC President: Dr. Ronald Ramming

EXPENDITURES BY ACTIVITY/FUNCTION, DEPARTMENT AND POSITION				FY2025-2026 Proposed
	Total Teaching Salaries			**254,005**
General Science	**Instructor**	**Vacany by Abraham, Jyoti**	**55,495**	**55,495**
General Science	**Instructor**	**Faubion, Sarah**	**42,835**	**42,835**
General Science	**Other Teaching Salaries**		**4,280**	**4,280**
General Science	**Overload**		**1,200**	**1,200**
General Science	**Summer Salaries**		**1,200**	**1,200**
	Total Teaching Salaries			**105,010**
Government	**Instructor**	**Andrew Gaber**	**45,788**	**45,788**
Government	**Other Teaching Salaries**		**3,060**	**3,060**
Government	**Overload**		**1,200**	**1,200**
Government	**Summer Salaries**		**1,800**	**1,800**
	Total Teaching Salaries			**51,848**
Health and Physical Educ	**Instructor**	**Perry Keith 75%**	**44,110**	**44,110**
Health and Physical Educ	**Instructor**	**Burdge, Emilee**	**23,590**	**23,590**
Health and Physical Educ	**Other Teaching Salaries**		**10,220**	**10,220**
Health and Physical Educ	**Overload**		**1,800**	**1,800**
	Total Teaching Salaries			**79,720**
History	**Instructor**	**Kearney, Jason**	**49,027**	**49,027**
History	**Other Teaching Salaries**		**70,000**	**70,000**
History	**Overload**		**5,000**	**5,000**
History	**Summer Salaries**		**3,600**	**3,600**
	Total Teaching Salaries			**127,627**

Oklahoma State Regents for Higher Education

Educational and General Budget - Fiscal Year 2025-2026

Part I - Primary Budget

Schedule E-1 - Salaries

Expenditures by Activity/Function, Department And Position

Institution No. & Name 165 - CSC President: Dr. Ronald Ramming

EXPENDITURES BY ACTIVITY/FUNCTION, DEPARTMENT AND POSITION				FY2025-2026 Proposed
Horticulture Program	**Instructor**	**Focht, Kara**	**32,225**	**32,225**
Horticulture Program	**Other Teaching Salaries**		**3,280**	**3,280**
	Total Teaching Salaries			**35,505**
Humanities	**Instructor**	**Brittany Seay**	**41,465**	**41,465**
Humanities	**Instructor**	**Lori Palmer**	**53,484**	**53,484**
Humanities	**Other Teaching Salaries**		**14,760**	**14,760**
Humanities	**Overload**		**5,520**	**5,520**
Humanities	**Summer Salaries**		**7,335**	**7,335**
	Total Teaching Salaries			**122,564**
Instruction-Information T	**Instructor**	**Gina Jones**	**60,046**	**60,046**
Instruction-Information T	**Instructor**	**Connolly, Callie**	**44,607**	**44,607**
Instruction-Information T	**Other Teaching Salaries**		**0**	**0**
Instruction-Information T	**Overload**		**0**	**0**
Instruction-Information T	**Summer Salaries**		**2,000**	**2,000**
	Total Teaching Salaries			**106,653**
Mathematics	**Instructor**	**Lynette Rock**	**56,777**	**56,777**
Mathematics	**Instructor**	**Sly, Steven**	**44,143**	**44,143**
Mathematics	**Instructor**	**Heather Lester**	**57,283**	**57,283**
Mathematics	**Instructor**	**Taylor, Caleb**	**44,164**	**44,164**
Mathematics	**Instructor**	**Blackford, Jennifer**	**52,457**	**52,457**
Mathematics	**Other Teaching Salaries**		**20,461**	**20,461**
Mathematics	**Overload**		**4,800**	**4,800**
Mathematics	**Summer Salaries**		**8,000**	**8,000**
	Total Teaching Salaries			**288,085**
Nursing	**Instructor**	**Finch, Toni**	**67,582**	**67,582**

Oklahoma State Regents for Higher Education

Educational and General Budget - Fiscal Year 2025-2026

Part I - Primary Budget

Schedule E-1 - Salaries

Expenditures by Activity/Function, Department And Position

Institution No. & Name 165 - CSC President: Dr. Ronald Ramming

EXPENDITURES BY ACTIVITY/FUNCTION, DEPARTMENT AND POSITION				FY2025-2026 Proposed		
Nursing	**Instructor**	**Hadley, Lenora**	**64,246**	**64,246**		
Nursing	**Instructor**	**Crakale, Denise**	**68,857**	**68,857**		
Nursing	**Instructor**	**Tietz, Meghan**	**75,920**		**75,920**	
Nursing	**Instructor**	**Powell, Angela**	**61,206**	**61,206**		
Nursing	**Instructor**	**Gulager, Patricia**	**64,266**	**64,266**		
Nursing	**Instructor**	**Tucker, Shannon**	**65,031**	**65,031**		
Nursing	**Instructor**	**Vacant by Lasiter, Brenda**	**67,837**	**67,837**		
Nursing	**Director**	**Watson, Sandra**	**85,000**	**85,000**		
Nursing	**Instructor**	**Jeanne Gorman**	**80,760**		**80,760**	
Nursing	**Asst Director**	**Vacant**	**65,000**			
Nursing	**Instructor**	**Hamby, Holli**	**62,226**	**62,226**		
			0	**0**		
	Adjunct		**90,000**	**90,000**		
Nursing	**Overload**		**15,000**	**15,000**		
Nursing	**Summer Salaries**		**0**	**0**		
	Total Teaching Salaries			**711,251**	**156,680**	**0**
Psychology	**Instructor**	**Brewer, Jennifer**	**43,720**	**43,720**		
Psychology	**Other Teaching Salaries**		**18,000**	**18,000**		
Psychology	**Overload**		**0**	**0**		
Psychology	**Summer Salaries**		**0**	**0**		
	Total Teaching Salaries			**61,720**		
Remedial Resources	**Instructor**	**Baker, Madeline**	**44,607**	**44,607**		
Remedial Resources	**Overload**		**1,500**	**1,500**		
Remedial Resources	**Other Teaching Salaries**		**0**	**0**		
Remedial Resources	**Summer Salaries**		**0**	**0**		
	Total Teaching Salaries			**46,107**		
Sociology	**Instructor - Division Chair**	**Vacant**	**0**	**0**		
Sociology	**Other Teaching Salaries**		**10,830**	**10,830**		
Sociology	**Overload**		**600**	**600**		
Sociology	**Summer Salaries**		**1,200**	**1,200**		
	Total Teaching Salaries			**12,630**		
Speech and Drama	**Instructor**	**Adrian, Brent**	**56,531**	**56,531**		
Speech and Drama	**Other Teaching Salaries**		**1,230**	**1,230**		
Speech and Drama	**Overload**		**5,490**	**5,490**		
Speech and Drama	**Summer Salaries**		**1,200**	**1,200**		

Oklahoma State Regents for Higher Education

Educational and General Budget - Fiscal Year 2025-2026

Part I - Primary Budget

Schedule E-1 - Salaries

Expenditures by Activity/Function, Department And Position

Institution No. & Name 165 - CSC President: Dr. Ronald Ramming

EXPENDITURES BY ACTIVITY/FUNCTION, DEPARTMENT AND POSITION				FY2025-2026 Proposed		
	Total Teaching Salaries			**64,451**		
TIER/FOCUS Program	**Instructor**	**Vacant**	**3,751**			**3,751**
	Total Teaching Salaries			**0**	**0**	**3,751**
Wildlife	**Instructor**	**Hayes, Nick**	**39,455**	**39,455**		
Wildlife	**Instructor**	**King, John**	**38,208**			
	Total Teaching Salaries			**39,455**		
Academic Administration-	**Vice President Academic Affairs**	**McBeath, Chris**	**94,563**		**94,563**	
Academic Administration-	**Early College Coord/Dual Enrollmer**	**Todd, Trent**	**39,355**		**38,966**	
	Total Professional Salaries				**94,563**	
Academic Support-Inform	**Director/Network Administrator**	**Kevin Isom**	**54,439**		**30,700**	
Academic Support-Inform	**Network Technician**	**Burner, Erin**	**36,941**		**36,941**	
Academic Support-Inform	**Network Technician**	**Chapman, Calvin**	**37,455**		**37,455**	
Academic Support-Inform	**Server Admin -- Shared Services**	**Raper, Michael Shared Services**	**37,078**		**37,078**	
	Total Professional Salaries				**142,174**	
Administration-Muskogee	**Port Campus Administrator**	**Jody Butler**	**47,584**		**45,288**	
	Total Professional Salaries				**45,288**	
Campus Life	**Coordinator of Res. Life**	**Keith, Korey**	**40,167**		**40,167**	
Campus Life			**0**		**0**	
	Total Professional Salaries				**40,167**	
Child Development	**Child Development/Scholars Coord**	**Sobba, Anna**	**47,282**		**47,282**	
			0		**0**	
	Total Professional Salaries				**47,282**	
College Farm	**Farm Manager**	**May, Stetson**	**40,905**		**40,905**	
College Farm	**Bull Sale**		**2,000**		**2,000**	
	Total Professional Salaries				**42,905**	
Enrollment Services	**Asst. Registrar**	**C. Beaver**	**37,321**		**37,321**	

Oklahoma State Regents for Higher Education

Educational and General Budget - Fiscal Year 2025-2026

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Schedule E-1 - Salaries

Expenditures by Activity/Function, Department And Position

Institution No. & Name 165 - CSC President: Dr. Ronald Ramming

EXPENDITURES BY ACTIVITY/FUNCTION, DEPARTMENT AND POSITION				FY2025-2026 Proposed	
Enrollment Services	**Registrar**	**Stout, Tosha**	**55,162**	**55,162**	
	Total Professional Salaries			**92,483**	
Executive Management	**President**	**Dr. Ramming**	**235,000**	**235,000**	
Executive Management	**President-Auto Allowance**		**0**	**0**	
Executive Management	**Vacancy President-Housing Allowance**		**0**	**0**	
Executive Management	**President-Personal**		**0**	**0**	
	Total Professional Salaries			**235,000**	
Financial Aid Administrat	**Director of Financial Aid**	**Vacant by Mattie Keys**	**60,600**	**60,600**	
Financial Aid Administrat	**Assistant Financial Aid Director**	**Ballinger, Tina**	**38,590**	**38,208**	
	Total Professional Salaries			**98,808**	
Fiscal Operations	**Controller**	**Todd, Elizabeth**	**56,000**	**56,000**	
Fiscal Operations	**Sr. Accountant**	**Singleton, Carie**	**44,476**	**44,476**	
Fiscal Operations	**Bursar**	**Angie Lane**	**50,930**	**50,930**	
Fiscal Operations	**Vice President for Fiscal Serv**	**Mike Lewis**	**102,831**	**102,831**	
	Total Professional Salaries			**254,237**	
General Administrative Se	**Emeritus-President**	**Westbrook**	**0**	**0**	
General Administrative Se	**Emeritus-Vice President**	**Widow of AD Stone**	**12,686**		**12,686**
	Total Professional Salaries			**0**	**12686**
General Student Services	**Interpreter and ADA**		**0**	**0**	
	Total Professional Salaries			**0**	
Human Resources	**Human Resources Manager**	**Mote, Nicole**	**65,650**	**65,650**	
	Total Professional Salaries			**65,650**	
External Affairs	**Assoc. VP of External Affairs**	**Krystal Lane**	**61,288**	**55,080**	
	Total Professional Salaries			**55,080**	
Institutional Research	**Coordinator of LMS**	**Hart, Doug**	**40,986**	**40,986**	
Institutional Research	**Programmer/Analyst**	**Jonathan Walker**	**42,869**	**42,869**	
	Total Professional Salaries			**83,855**	
Libraries	**Head Librarian**	**Ona Britton-Spears**	**54,122**	**54,122**	
	Total Professional Salaries			**54,122**	
				0	
Public Relations	**MARKETING AND COMMUNICATION C**	**Harmon, Matthew**	**37,897**	**37,897**	
Public Relations	**Marketing Administrator**	**Lane, Krystle**	**5,000**	**5,000**	
	Total Professional Salaries			**42,897**	
Recruitment	**Director of Recruitment**	**Hayes, Valerie**	**52,621**	**52,621**	
Recruitment	**Recruiter**	**Kreis, Gracie**	**34,269**		**34,269**
Recruitment	**Recruiter**	**McKibben, Amber**	**36,045**		**36,045**

Oklahoma State Regents for Higher Education

Educational and General Budget - Fiscal Year 2025-2026

Part I - Primary Budget

Schedule E-1 - Salaries

Expenditures by Activity/Function, Department And Position

Institution No. & Name 165 - CSC President: Dr. Ronald Ramming

EXPENDITURES BY ACTIVITY/FUNCTION, DEPARTMENT AND POSITION				FY2025-2026 Proposed		
Recruitment	Student Success Coach	Vacant by Hart, Ashleigh	35,793			35,793
Recruitment	Student Success Coach	Hill, Lacie	34,782			34,782
Recruitment	Student Success Coach	Marks, Allie	36,085			36,085
Recruitment	Student Success Coach	Shaffer, Paige	37,560		37,560	
	Total Professional Salaries				90,181	
Student Affairs	Vice President of Student Affairs	Lawson, Jake	80,800		80,800	0
	Total Professional Salaries				80,800	0
Student Support Services	Director	Conner, Christina	0		0	
Student Support Services	Academic Advisor	Vacant by Salsbury, Andrea	0		0	
Student Support Services	Student Advisor	Day, Jehan	0		0	
Student Support Services	Admin Asst	Hamil, Amanda	0			
	Total Professional Salaries				0	
TIER/FOCUS Program	Program Coordinator/Instructor	Darnell, Heather	47,268		47,268	
	Total Professional Salaries				47,268	
Academic Administration-	Administrative Assistant	White, Scott	28,266			28,266
	Total Non-Professional Salaries					28,266
Academic Agriculture	Student Wages		11,630			11,630
	Total Non-Professional Salaries					11,630
Academic Business	Student Wages		750			750
	Total Non-Professional Salaries					750
Academic Support-Inform	Student Wages		9,135			9,135
	Total Non-Professional Salaries					9,135
Administration-Muskogee	Administrative Asst - Muskogee		0		0	0
Administration-Muskogee	Port Campus Administrator		0		0	0
	Total Non-Professional Salaries				0	0
Assessment	Student Wages		0			0
	Total Non-Professional Salaries					0
Campus Life	Student Wages		0			0
	Total Non-Professional Salaries					26,900
College Farm	Classified		0			0
College Farm	Show Team Coach/Asst Farm Manag	Vacant by May, Stetson	27,000			27,000
College Farm	Farm Worker	Carter, Austen	29,500			29,500
College Farm	Farm Maintenance	Curtis, Joel	29,500			
College Farm	Building & Equip Maint		0			0
College Farm	Communications		0			0

Oklahoma State Regents for Higher Education

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Schedule E-1 - Salaries

Expenditures by Activity/Function, Department And Position

Institution No. & Name 165 - CSC President: Dr. Ronald Ramming

EXPENDITURES BY ACTIVITY/FUNCTION, DEPARTMENT AND POSITION				FY2025-2026 Proposed
College Farm	PT Farm Worker	Vacant by Upton, Konner	22,620	22,620
College Farm	PT Farm Worker		0	0
College Farm	Student Wages		0	0
	Total Non-Professional Salaries			79,120
Enrollment Services	Admissions Clerk	Wainman, Margaret	30,334	30,334
Enrollment Services	Admissions Clerk	Pennington, Coral	29,736	29,736
Enrollment Services	Admissions Clerk (PT)	Cooper, Carnita	22,620	22,620
Enrollment Services	Student Wages		4,350	4,350
	Total Non-Professional Salaries			87,040
Equine Technology	Student Wages		4,000	4,000
	Total Non-Professional Salaries			4,000
General Education	Student Wages		1,087	1087
	Total Non-Professional Salaries			1,087
Financial Aid Administrat	Financial Aid Counselor/2nd Chance	Bogard, Katie	36,360	36,360
Financial Aid Administrat	Financial Aid Specialist	Lewis, Angel	29,847	29,847
Financial Aid Administrat	Financial Aid Specialist	Missey, Angela	30,311	
Financial Aid Administrat	Financial Aid Specialist	Walker, Hannah	29,618	
Financial Aid Administrat	Financial Aid Counselor PT	Vacant by Hyslope, Gracie	22,620	22,620
Financial Aid Administrat	Student Wages		2,175	2,175
	Total Non-Professional Salaries			91,002
Fiscal Operations	Accountant		0	0
Fiscal Operations	Assistant Bursar-Warner	Tatum, Shawna	38,845	38,845
Fiscal Operations	Purchasing Specialist	McConnell, Lee	33,583	33,583
Fiscal Operations	Muskogee Cashier	Hankins, Amber	27,486	27,486
Fiscal Operations	Warner Cashier	Shreve, Brooklynn	27,986	27,986
Fiscal Operations	Warner Cashier	Vandiver, Jayda	28,486	28,486
Fiscal Operations	Mail room clerk	Todd, Sherry	22,620	22,620
Fiscal Operations	Accounts Payable	Morgan, Kimberly	36,298	36,298
Fiscal Operations	Student Wages		2,000	2,000
	Total Non-Professional Salaries			217,304
General Administrative Sc	Executive Assistant	Derotha Rivenbark	36,952	36,952
General Administrative Sc	Student Wages		1,795	1,795
	Total Non-Professional Salaries			38,747
Grounds Maintenance	Bus Driver (PT)	Jerome Jones	11,960	11,960
Grounds Maintenance	Grounds Maintenance Supervisor	Ruckman, Anthony	35,560	35,560
Grounds Maintenance	Bus Driver (PT)	Roberts, Jeremy	11,960	11,960
Grounds Maintenance	Bus Driver (PT)	Fields, Jerry	15,150	15,150
Grounds Maintenance	Garden Maintenance (PT)	Lewis, Jonathan	22,620	22,620
Grounds Maintenance	Garden Maintenance	Lopez, Jose	29,750	29,750
Grounds Maintenance	Garden Maintenance	Vacant by Golden, Debby	6,000	6,000

Oklahoma State Regents for Higher Education

Educational and General Budget - Fiscal Year 2025-2026

Part I - Primary Budget

Schedule E-1 - Salaries

Expenditures by Activity/Function, Department And Position

Institution No. & Name 165 - CSC President: Dr. Ronald Ramming

EXPENDITURES BY ACTIVITY/FUNCTION, DEPARTMENT AND POSITION				FY2025-2026 Proposed
Grounds Maintenance	Student Wages		9,500	9,500
	Total Non-Professional Salaries			142,500
Health and Physical Educ:	Athletic Trainer	Vacant by Burdge, Emilee	39,976	39,976
	Total Non-Professional Salaries			39,976
Horticulture Program	Student Wages		7,000	7,000
	Total Non-Professional Salaries			7,000
Human Resources	HR Representative	Girty, Amanda	36,663	36,663
Human Resources	Payroll	Vacant by Patty Weber	32,018	32,018
Human Resources	Student Wages		2,465	2,465
	Total Non-Professional Salaries			71,146
External Affairs	Executive Assistant	Brandy McElyea	34,615	34,615
	Total Non-Professional Salaries			34,615
Institutional Research	Student Wages		0	0
	Total Non-Professional Salaries			0
Libraries	Library Technician	Theodore, Cybil	26,887	26,887
Libraries	Library Technician	Etemad, Ida	27,960	27,960
Libraries	Library Technician	Bright, Mattie	29,779	29,779
Libraries	Student Wages		7,250	7,250
	Total Non-Professional Salaries			91,876
Mathematics	Student Wages		925	925
	Total Non-Professional Salaries			925
Nursing	Coordinator of Nursing	Lieblang, Tracy	39,100	39,100
Nursing	Sim Lab Operator (PT)	Finch, Alec	22,620	
	Student Wages		1,000	1,000
Nursing	Sim Lab Tech	Crain, Joseph	42,028	42,028
	Total Non-Professional Salaries			82,128
Public Relations	Student Wages		2,936	2,936
	Total Non-Professional Salaries			2,936
Recruitment	Student Wages-Recruitment		5,000	5,000
	Total Non-Professional Salaries			5,000
Security Services	Campus Officer	Sheets, Charles	30,313	30,313
Security Services	Campus Officer	Randy Donelson	30,576	30,576
Security Services	Campus Officer	James Medenhall	39,645	39,645
Security Services	Student Wages		2,364	2,364
	Total Non-Professional Salaries			102,898

Oklahoma State Regents for Higher Education

Educational and General Budget - Fiscal Year 2025-2026

Part I - Primary Budget

Schedule E-1 - Salaries

Expenditures by Activity/Function, Department And Position

Institution No. & Name 165 - CSC President: Dr. Ronald Ramming

EXPENDITURES BY ACTIVITY/FUNCTION, DEPARTMENT AND POSITION				FY2025-2026 Proposed
Student Success Center	**Math Tutor - PT**	**0**		**7,400**
	Student Wages	**0**		**0**
	Total Non-Professional Salaries			**7,400**
TIER/FOCUS Program	**Job Coach**	**0**		**0**
TIER/FOCUS Program	**Substitute Instructor**	**0**		**0**
TIER/FOCUS Program	**Substitute Instructor**	**0**		**0**
	Total Non-Professional Salaries			**0**
VA Coordinator	**VA Coordinator - Part time**	**0**		**0**
	Total Non-Professional Salaries			**0**
Vocational Counselor's Of	**Counselor**	**0**	**Vacant**	**0**
	Total Non-Professional Salaries			**0**
Wildlife	**Student Wages**	**5,500**		
	Total Non-Professional Salaries			**#REF!**

TOTAL BUDGET RECAP: (THIS IS THE SUM OF ALL FUNCTIONS)								
TOTAL TEACHING SALARIES		**$**	**2,645,748.00**				**$**	**2,645,748.00**
TOTAL PROFESSIONAL SALARIES				**$**	**1,788,922.00**		**$**	**1,788,922.00**
TOTAL NONPROFESSIONAL SALARIES						**$** **1,274,855.00**	**$**	**1,274,855.00**
TOTAL SALARIES FOR INSTITUTION							**$**	**5,709,526.00**
	6,043,547							
	Control	**$**	**2,500,779.88**	**$**	**1,648,628.32**	**$** **1,334,887.50**	**$**	**5,484,294.71**

Oklahoma State Regents for Higher Education

Educational and General Budget - Fiscal Year 2025-2026

Part I - Primary Budget

Schedule E-2

Expenditures by Activity/Function, Department And Object

Institution No. 16500 Connors State College President: Dr. Ron Ramming Submitted: June 10, 2025

EXPENDITURES BY ACTIVITY/FUNCTION, DEPARTMENT AND OBJECT		FY 2025-2026 Proposed
ACTIVITY 11 - INSTRUCTION		
COLLEGE OF BUSINESS		
Teaching Salaries		76,026
Professional Salaries		-
Non Professional Salaries		750
Fringe Benefits		29,175
Professional Services		1,200
TOTAL PERSONNEL SERVICES	$	105,951
Travel		300
Supplies and Other Operating Expenses		6,593
TOTAL	$	114,044
ACADEMIC AGRICULTURE		
Teaching Salaries		179,851
Professional Services		-
Non Professional Salaries		11,630
Fringe Benefits		72,763
TOTAL PERSONNEL SERVICES	$	264,244
Travel		1,000
Supplies and Other Operating Expenses		14,714
TOTAL	$	279,958
WILDLIFE		
Teaching Salaries		77,663
Non Professional Salaries		5,500
Fringe Benefits		31,602
TOTAL PERSONNEL SERVICES		114,765
Supplies and Other Operating Expenses		6,000
Property, Furniture and Equipment		2,000

Oklahoma State Regents for Higher Education

Educational and General Budget - Fiscal Year 2025-2026

Part I - Primary Budget

Schedule E-2

Expenditures by Activity/Function, Department And Object

Institution No. 16500 Connors State College President: Dr. Ron Ramming Submitted: June 10, 2025

EXPENDITURES BY ACTIVITY/FUNCTION, DEPARTMENT AND OBJECT	FY 2025-2026 Proposed
TOTAL	$ 122,765

Oklahoma State Regents for Higher Education

Educational and General Budget - Fiscal Year 2025-2026

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Schedule E-2

Expenditures by Activity/Function, Department And Object

Institution No. 16500 Connors State College President: Dr. Ron Ramming Submitted: June 10, 2025

EXPENDITURES BY ACTIVITY/FUNCTION, DEPARTMENT AND OBJECT		FY 2025-2026 Proposed
EQUINE TECHNOLOGY		
Teaching Salaries		100,665
Non Professional Salaries		4,000
Fringe Benefits		39,773
TOTAL PERSONNEL SERVICES	$	104,665
Travel	$	1,000
Supplies and Other Operating Expenses	$	12,900
TOTAL	$	158,338
HORTICULTURE PROGRAM		
Teaching Salaries		35,505
Non Professional Salaries		7,000
Fringe Benefits		16,152
TOTAL PERSONNEL SERVICES	$	58,657
Travel		-
Supplies and Other Operating Expenses		7,245
TOTAL	$	65,902
REMEDIAL RESOURCES		
Teaching Salaries		46,107
Fringe Benefits		17,521
TOTAL PERSONNEL SERVICES	$	63,628
Travel	$	500
Supplies and Other Operating Expenses	$	1,750
TOTAL	$	65,878
GENERAL EDUCATION / ENGLISH		
Teaching Salaries		254,005
Non Professional Salaries		1,087

Oklahoma State Regents for Higher Education

Educational and General Budget - Fiscal Year 2025-2026

Part I - Primary Budget

Schedule E-2

Expenditures by Activity/Function, Department And Object

Institution No. 16500 Connors State College President: Dr. Ron Ramming Submitted: June 10, 2025

EXPENDITURES BY ACTIVITY/FUNCTION, DEPARTMENT AND OBJECT		FY 2025-2026 Proposed
Fringe Benefits		96,935
TOTAL PERSONNEL SERVICES	$	352,027
Travel		1,229
Supplies and Other Operating Expenses		32,075
TOTAL	$	385,331

Oklahoma State Regents for Higher Education

Educational and General Budget - Fiscal Year 2025-2026

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Schedule E-2

Expenditures by Activity/Function, Department And Object

Institution No. 16500 Connors State College President: Dr. Ron Ramming Submitted: June 10, 2025

EXPENDITURES BY ACTIVITY/FUNCTION, DEPARTMENT AND OBJECT		FY 2025-2026 Proposed
NURSING		
Teaching Salaries		626,251
Professional Salaries		150,000
Non Professional Salaries		104,748
Fringe Benefits		334,780
TOTAL PERSONNEL SERVICES	$	1,215,779
Travel	$	3,531
Supplies and Other Operating Expenses	$	141,986
TOTAL	$	1,361,296
ICTC cooperative programs expenses	$	156,680
HEALTH AND PHYSICAL EDUCATION		
Teaching Salaries		79,720
Fringe Benefits		30,294
TOTAL PERSONNEL SERVICES	$	110,014
Travel	$	-
Supplies and Other Operating Expenses	$	2,875
TOTAL	$	112,889
HUMANITIES		
Teaching Salaries		122,564
Fringe Benefits		46,574
TOTAL PERSONNEL SERVICES	$	169,138
Travel	$	-
Supplies and Other Operating Expenses	$	3,614
TOTAL	$	172,752
SPEECH COMMUNICATION		
Teaching Salaries		64,451

Oklahoma State Regents for Higher Education

Educational and General Budget - Fiscal Year 2025-2026

Part I - Primary Budget

Schedule E-2

Expenditures by Activity/Function, Department And Object

Institution No. 16500 Connors State College President: Dr. Ron Ramming Submitted: June 10, 2025

EXPENDITURES BY ACTIVITY/FUNCTION, DEPARTMENT AND OBJECT		FY 2025-2026 Proposed
Fringe Benefits		24,491
TOTAL PERSONNEL SERVICES	$	88,942
Travel	$	-
Supplies and Other Operating Expenses	$	1,505
TOTAL	$	90,447
GENERAL/BIOLOGICAL SCIENCE		
Teaching Salaries		272,515.00
Fringe Benefits		103,556
TOTAL PERSONNEL SERVICES	$	376,071
Travel		0
Supplies and Other Operating Expenses		14,450
TOTAL	$	390,521

Oklahoma State Regents for Higher Education

Educational and General Budget - Fiscal Year 2025-2026

Part I - Primary Budget

Schedule E-2

Expenditures by Activity/Function, Department And Object

Institution No. 16500 Connors State College President: Dr. Ron Ramming Submitted: June 10, 2025

EXPENDITURES BY ACTIVITY/FUNCTION, DEPARTMENT AND OBJECT	FY 2025-2026 Proposed
HISTORY/GOVERNMENT	
Teaching Salaries	179,475
Fringe Benefits	68,201
TOTAL PERSONNEL SERVICES	$ 247,676
Travel	500
Supplies and Other Operating Expenses	5,278
TOTAL	$ 253,454
MATHEMATICS	
Teaching Salaries	$ 288,085
Non Professional Salaries	$ 925
Fringe Benefits	$ 109,824
TOTAL PERSONNEL SERVICES	$ 398,834
Travel	$ 1,000
Supplies and Other Operating Expenses	$ 9,100
TOTAL	$ 408,934
INSTRUCTION-INFORMATION TECHNOLOGY	
Teaching Salaries	106,653
Fringe Benefits	40,528
TOTAL PERSONNEL SERVICES	$ 147,181
Travel	$ -
Supplies and Other Operating Expenses	$ 3,850
TOTAL	$ 151,031
CHILD DEVELOPMENT	
Teaching Salaries	3,000
Professional Salaries	47,282
Fringe Benefits	19,107

Oklahoma State Regents for Higher Education

Educational and General Budget - Fiscal Year 2025-2026

Part I - Primary Budget

Schedule E-2

Expenditures by Activity/Function, Department And Object

Institution No. 16500 Connors State College President: Dr. Ron Ramming Submitted: June 10, 2025

EXPENDITURES BY ACTIVITY/FUNCTION, DEPARTMENT AND OBJECT	FY 2025-2026 Proposed
TOTAL PERSONNEL SERVICES	$ 69,389
Travel	$ -
Supplies and Other Operating Expenses	$ 2,000
TOTAL	$ 71,389
SOCIOLOGY/PYSCHOLOGY	
Teaching Salaries	74,350
Fringe Benefits	28,253
TOTAL PERSONNEL SERVICES	$ 102,603
Travel	$ 1,500
Supplies and Other Operating Expenses	$ 7,595
TOTAL	$ 111,698
TOTAL INSTRUCTION BY OBJECT:	
Teaching Salaries	2,586,886
Professional Salaries	150,000
Non Professional Salaries	171,413
Fringe Benefits	1,073,754
Professional Services	1,200
TOTAL PERSONNEL SERVICES	3,983,253
Travel	10,560
Supplies and Other Operating Expenses	432,210
TOTAL INSTRUCTION	**4,426,023**

Use format above to report expenditures by Activity/Function, Department And Object for remaining functions.

TOTAL BUDGETED INSTITUTIONAL EXPENDITURES BY OBJECT:	
Personnel Services:	
Teaching Salaries	2,500,780

Oklahoma State Regents for Higher Education

Educational and General Budget - Fiscal Year 2025-2026

Part I - Primary Budget

Schedule E-2

Expenditures by Activity/Function, Department And Object

Institution No. 16500 Connors State College President: Dr. Ron Ramming Submitted: June 10, 2025

EXPENDITURES BY ACTIVITY/FUNCTION, DEPARTMENT AND OBJECT	FY 2025-2026 Proposed
Professional Salaries	1,648,628
Non Professional Salaries and Wages	1,334,888
Fringe Benefits	1,929,179
Professional Services	2,329,981
Total Personnel Service	9,743,455
Travel	65,110
Utilities	580,500
Supplies and Other Operating Expenses *	1,181,745
Property, Furniture and Equipment	626,265
Library Books and Periodicals	91,443
Scholarships and Other Assistance	991,440
Transfer and Other Disbursements	0
Total Expenditures by Object	13,279,958

Oklahoma State Regents for Higher Education
655 Research Parkway, Suite 200
Oklahoma City, OK 73104

EDUCATIONAL AND GENERAL BUDGET
FISCAL YEAR FY2025-2026

Schedule F and G

STATEWIDE PROGRAM CODE: Higher Education (Input)

SUMMARY OF EXPENDITURES BY FUNCTION AND OBJECT

Agency #: 165 **Date Submitted:** June 10, 2025
Institution Name: Connors State College **Presidents Name** Dr. Ron Ramming

Object Codes ⟶	10	20	31	30	40	42	50	60	
Object	**Personnel Services**	**Travel**	**Utilities**	**Supplies & Other Operating Expenses**	**Property, Furniture, & Equipment**	**Library Books and Periodicals**	**Scholarships & Other Assistance Net of Waivers**	**Transfers & Other Disbursements**	**TOTALS**
Activity & Sub-Activity/Function:									
11 Instruction	4,199,602	10,560	6,725	804,821	34,777				5,056,485
12 Research									-
13 Public Service									-
14 Academic Support	1,159,318	10,750	1,000	479,167	70,520	91,443			1,812,198
15 Student Services	1,404,332	17,800	19,425	303,339	28,450				1,773,346
16 Institutional Support	1,500,351	24,000	12,500	599,556	50,550				2,186,957
17 Operation. & Maintenance. of Plant	317,500	2,000	619,850	1,699,900	441,968				3,081,218
18 Scholarships **(Net of Tuition Waivers)**	-	-	-	-	-	-		-	-
11 Total E&G Part I - Fund 290	**8,581,103**	**65,110**	**659,500**	**3,886,783**	**626,265**	**91,443**	**-**	**-**	**13,910,203**
Hyperion Account Code	**511130**	**521110**	**531160**		**541110**		**552110**	**562130**	
Entry into CORE E&G Part I - Fund 290	**8,581,103**	**65,110**	**4,546,283**		**717,708**		**-**	**-**	**13,910,203**
49 Total E&G Part I - Fund 490		**-**	**-**	**-**	**-**	**-**	**-**	**-**	**-**
49 Entry into CORE E&G Part I - Fund 490	**-**	**-**					**-**	**-**	**-**
97 Total E&G Part I - Fund 497	**-**			**600**	**-**				**600**
97 Entry into CORE E&G Part I - Fund 497	**-**	**-**					**-**	**-**	**600**
21 Total E&G Part II *Cells linked to Sch. B-II--->*	**690,130**	**20,965**	**-**	**264,475**	**17,180**	**-**	**28,000**	**-**	**1,020,750**
Hyperion Account Code	**511130**	**521110**	**531160**		**541110**		**552110**	**562130**	
Entry into CORE E&G Part II	**690,130**	**20,965**	**264,475**		**17,180**		**28,000**	**-**	**1,020,750**
Total Allotment	**9,271,233**	**86,075**	**659,500**	**4,151,258**	**643,445**	**91,443**	**28,000**	**-**	**14,930,953**

Schedule G

Hyperion Account Code			**511130**	**521110**	**531160**		**541110**		**552110**	**562130**	
700 Fund No.	**Activity No.**	**Sub-Activity No.**	**Personnel Services**	**Travel**	**Utilities**	**Supplies & Other Operating Expenses**	**Property, Furniture, & Equipment**	**Library Books and Periodicals**	**Scholarships & Other Assistance**	**Transfers & Other Disbursements**	**Total Budgeted Amount**
Fund 7XX			1,364,559	280,247	192,304	1,935,274	105,815	-	7,750,989	-	11,629,188
Fund 789	89	00001	10,635,792	-	-	-	-	-	-	-	10,635,792
Fund 790	85	00002	-	-	-	-	-	-	-	-	-

11 Entry into CORE E&G Part I - Fund 290	13,910,203
49 Entry into CORE E&G Part I - Fund 490 (CARES)	-
97 Entry into CORE E&G Part I - Fund 497 (ARP)	600
21 Entry into CORE E&G Part II	1,020,750
G Entry into CORE Fund 700	11,629,188
G Entry into CORE Fund 789	10,635,792
G Entry into CORE Fund 790	-
Total Allotment	37,196,533

Proof for E&G Part I:									
11 - Total Fund 290	8,581,103	65,110	659,500	3,886,783	626,265	91,443	-	-	13,910,203
Amount From Sch B	8,581,103	65,110	659,500	3,886,783	626,265	91,443	1,374,943	-	15,285,146
Difference	-	-	-	-	-	-	(1,374,943)	-	(1,374,943)
NOTE: difference should be the amount of reported tuition waivers									

Proof for E&G Part II:									
11 - Total Fund 430	690,130	20,965	-	264,475	17,180	-	28,000	-	1,020,750
Amount From Sch B	1,010,245	51,890	-	17,180	-	-	188,000	-	1,267,315
Difference	(320,115)	(30,925)	-	247,295	17,180	-	(160,000)	-	(246,565)
NOTE: difference should be the amount of reported tuition waivers									

Oklahoma State Regents for Higher Education

Consolidated Capital Budgets
FISCAL YEAR 2025-2026

Schedule H
Various Funds by Institution

Institution Agency # and Name:	**165**		**Connors State College**
Date Submitted:	**June 10, 2025**	**President: ---->**	**Dr. Ron Ramming**

Fund No.	Activity No.	No.	Total Budgeted Amount -- Account 5400000
295	90	00001	1,000,000
340	90	00001	$
450	90	00001	$
600	90	00001	$
650	90	00001	$
Other Funds -- Please List:			
	90	00001	$
	90	00001	$
	90	00001	$
	90	00001	$
	90	00001	$
TOTAL			**$ 1,000,000**

AUXILIARY ENTERPRISES
FISCAL YEAR 2025-2026

EXPENDITURES BY ACTIVITY/FUNCTION, DEPARTMENT, POSITION AND OBJECT

Institution Number: 165 Institution Name: Connors State College

President: Dr. Ron Ramming **Date Submitted: June 10, 2025**

FY26
Proposed Budget

325080-Food Service				
	Revenue			
325080	500749		Other Income/Camps	42,318
325080	500758		Board	1,000,000
325080	500773		Commission	0
325080	709983		Transfer to Student Activities	(30,000)
			Total Revenue	**1,012,318**
	Expenditures			
325080	700300		Supplies	0
325080	700390		Property, Furniture, & Equipment	3,534
325080	700600		Telephone and Communications	500
325080	700700		Utilities & Maintenance	20,000
325080	700840		Food Costs - Camps	40,000
325080	700840		Food Costs	761,250
			Total Expenses	**825,284**
	Total Expenditures and Transfers Out			**825,284**
	INCREASE OR (DECREASE) IN FUND BALANCE			
			378,490	
323340-Dormitories - McClarren Hall				
	Revenue			
323340	500740		Rental - residential	277,929
323340	500749		Other Income-UBIT (Camps)	3,500
323340	500790		Vending Machines	-
323340	709983		Transfer to Student Activities	(90,000)
			Total Revenue	**191,429**
	Expenditures			
323340	602400		Dorm Staff Salary vant - Ref: Christian Jones	19,533

323340	602700		Fringe Benefits	8,790
323340	700390		Property, Furniture, & Equipment	35,000
323340	700700		Utilities	35,394
323340	700710		Contractual Services	700
323340	700840		Other Operating Expense	500
			Total Expenses	**99,917**
	Total Expenditures and Transfers Out			**99,917**
	INCREASE OR (DECREASE) IN FUND BALANCE			
323320/25-Dormitories - Millers Crossing				
	Revenue			
323320	500740		Rental-Residential	876,948
	500940		Summer Camps	50,000
323320	709983		Transfer to Student Activities	(350,000)
			Total Revenue	**576,948**
	Expenditures			
323325	602400		Residence Manager Bill Muse Jr.	0
323325	602410		Residence Manager Audrey Mannon	27,108
323325	602700		Fringe Benefits	12,199
323325	700300		Supplies	17,000
323325	700390		Property, Furniture, & Equipment	19,131
323325	700600		Communications	-
323325	707001		Utilities	81,243
323325	700710		Contractual Services	57,000
323325	708980		Debt Service	44,493
323325	700840		Misc. Operating Expense	1,400
			Total Expenses	**259,574**
	INCREASE OR (DECREASE) IN FUND BALANCE			
325160-Bookstore				
	Revenue			
325160	500940		Other Misc. Income	100,000

325160	709983		Transfer to Student Activities	0
			Total Revenue	**100,000**
	Expenditures			
325160	622000		Bookstore and Mercantile clerk - Patrick	30,538
	602700		Fringe benefits	11,910
325160	700300		Supplies/overcharges	25,000
325160	700840		Scholarship overrun	
325160	700700		Utilities	5,000
			Total Expenses	**72,448**
			Total Expenditures and Transfers Out	**72,448**
	INCREASE OR (DECREASE) IN FUND BALANCE			
325000-Student Union				
	Revenue			
325000	500146		Student Fees	491,439
325000	500376		Other Income	4,000
325000	709983		Transfer to Student Activities	(100,000)
			Total Revenue	**395,439**
	Expenditures			
325000	602470		Student Wages	0
325000	602700		Fringe Benefits	0
325000	700300		Supplies & Other	550
325000	700700		Utilities	28,117
325000	700710		Contractual Services	750
325000	707200		Repair and Maintenance	19,150
325000	708980		Debt Service	189,423
			Total Expenses	**237,990**
			Total Expenditures and Transfers Out	**237,990**
	INCREASE OR (DECREASE) IN FUND BALANCE			
325400-Fitness and Wellness Fee				
	Revenue			
325400	500141		Facility Fee	29,010

			Total Revenue	**29,010**
	Expenditures			
325400	602410			0
325400	602410		Attendant - part time	1,026
325400	602470		Student Wages	7,262
325400	602700		Benefits	1,559
325400	700300		Supplies	5,000
325400	700390		Property Plant Equipment	5,000
			Total Expenses	**19,847**
325401 - Athletic Training				
	Expenditures			
	602410		Athletic trainer contracts	45,976
	602470		Student Wages	4,200
	602700		Benefits	18,309
325401	700300		Supplies & Other	5,000
325401	700600		Communications	200
			Total Expenses	**73,685**
325200-Repair and Replacement				
	Revenue			
325200	500392		Sale of Surplus Property	5,000
			Total Revenue	**5,000**
	Expenditures			
325200	700300		Supplies & Other	0
325200	700390		Property, Furniture, & Equipment	1,000
			Total Expenses	**1,000**
	INCREASE OR (DECREASE) IN FUND BALANCE			
Student Activities				
	Revenue			
323100	500749		Camp Fee	-
323100	500940		Miscellaneous Income	-
323101	500800		Gate-Men's Basketball	1,745
323101	500803		Gate-Men's Basketball-Season Tickets	-
323102	500800		Gate-Women's Basketball	1,635
323102	500803		Gate-Women's Basketball-Season Tickets	-

323103	500800		Gate-Baseball	56
323142	500140		Student Activity Fees	724,500
323142	500147		Student Government Fee	84,000
323142	500148		Cultural Enrichment Fee	115,500
323145	500858		Insurance-Student's Accident	5,000
323148	500430		Livestock Sales	-
325630	500090		Interscholastic Competition	458
			Total Revenue	**932,894**
325080	500983		Transfer From Food Service	30,000
323340	500983		Transfer from Dorms	440,000
323100	500983		Transfer from Bookstore	0
325000	500983		Transfer from Student Union	100,000
			Total Revenues and Transfers in	**1,502,894**
				1,444,449
Expenditures by Activity				
323101-Men's Basketball				
323101	602220		Head Coach 75%, rmg 25% in 3-23145 Muse	53,485
323101	602220		Asst Coach- Bill jr/RA	34,673
323101	602401		Stipends	0
323101	602470		Student Workers	3,845
323101	602700		Fringe Benefits	34,728
323101	700300		Supplies	7,500
323101	700390		Property, Furniture, & Equipment	0
323101	700500		Travel	11,760
323101	700500		Travel-Fleet Vehicle	0
323101	700600		Postage & Communications	2,500
323101	700710		Contractual Services	10,000
323101	709270		Scholarships	72,488
323101	700840		Other Expenses	0
			Total Expenses	**230,979**
323102-Women's Basketball				
323102	602220		Head Coach-100% Jaylen Thompson	38,713
323102	602200		Assistant Coach - Grant Ward	32,465
323102	602201		Stipends	0
323102	602470		Student Workers	2,900
323102	602700		Fringe Benefits	27,759

323102	700300		Supplies	5,600
323102	700500		Travel	15,288
323102	700500		Travel-Fleet Vehicle	0
323102	700600		Postage & Communications	400
323102	700710		Contractual Services	10,000
323102	709270		Scholarships	78,488
323102	700840		Other Expenses	350
			Total Expenses	**211,963**
323103-Baseball				
323103	602220		Head Coach 50% in 130600 - Keith	14,703
323103	602220		Asst Coach - Jackson Field	30,457
323103	602221		Stipend	0
323103	602470		Student Workers	50,000
323103	602700		Fringe Benefits	22,112
323103	700300		Supplies	16,000
323103	700500		Travel	23,520
323103	700500		Travel-Fleet Vehicle	0
323103	700600		Postage & Communications	900
323103	700710		Contractual Services	0
323103	700840		Other (event officials	8,500
323103	709270		Scholarships	63,648
			Total Expenses	**229,841**
323105-Cheerleader/Dance				
323103	602410		Head Cheer coach Clint Maxcey	10,000
323104	602411		Assistant Cheer coach Aaron Foreman	6,000
323105	700300		Supplies	3,000
323105	700500		Travel	3,528
323105	700600		Postage & Communications	50
323105	700710		Contractual Services	0
323105	709270		Scholarships	28,327
323105	700840		Other Expenses	1,300
			Total Expenses	**52,205**
323109 - Cross Country				
	602410		Head Cross country coach Korey Keith	8,080

	602700		Fringe Benefits	3,636
	700300		Supplies	3,000
	700500		Travel	5,880
	700710		Contractual Services	0
	709270		Scholarships	20,000
	700840		Other Expenses	1,500
			Total Expenses	**42,096**
323106-Home Game Expense				
323106	602410		Part time	1,000
323106	602700		Fringe Benefits	86
323106	700300		Supplies - vip food	4,000
323107	700711		Contractual Services-Event Staff	4,000
			Total Expenses	**9,086**
323107-College Brain Bowl				
323107	700300		Supplies	750
323107	700840		Other Current Expense	250
			Total Expenses	**1,000**
323112-Hospitality Room				
323112	700710		Contractual Services	1,000
			Total Expenses	**1,000**
323113-General Agriculture				
323113	709270		Scholarships	1,000
			Total Expenses	**1,000**
323115-Honors Awards Assembly				
323115	700300		Supplies	875
			Total Expenses	**875**
323114-Livestock Judging				
323114	602220		Head Livestock judging coach: Daniel Lujan @.25%	12,884
323114	602400		Assistant Coach	25,000
323114	602470		Student Workers	6,400
323114	602700		Fringe Benefits	14,775
323114	700300		Supplies	846
323114	700500		Travel	57,000
323114	700500		Travel-Fleet Vehicle	

323114	700600		Postage & Communications	500
323114	700710		Contractual Services	905
323114	709270		Scholarships	70,720
			Total Expenses	**189,030**
323118-Show Team				
323118	602220		Head Show Team coach @25% Stetson May	**8,188**
323118	602700		Fringe Benefits	**3,193**
323118	700390		Supplies	25,000
323118	700710		Contractual Services	4,800
323118	700500		Travel	26,175
323118	709270		Scholarships	35,360
			Total Expenses	**102,716**
323120-E-Sports				
323120	602220		Head E-Sports coach Christian Jones	**8,080**
323120	602700		Fringe Benefits	3,232
323120	700710		Contractual Services	1,500
323120	700500		Travel	3,500
323120	709270		Scholarships	18,000
			Total Expenses	**34,312**
323125-Men's Soccer	602220		Soccer Head Coach - Adam Skolnick	**51,765**
323139	602220		Soccer Assistant Mens coach - Robert Benge	34,148
323139	602700		Fringe Benefits	33,506
323139	700300		Supplies	6,000
323139	700500		Travel	10,000
323139	700710		Contractual Services	6,000
323139	700840		Other Current Expenses	2,000
323139	709270		Scholarships	25,000
			Total Expenses	**168,419**
323125-Women's Soccer				
323139	602220		Soccer Assistant Womens coach	0
323139	602700		Fringe Benefits	0
323139	700300		Supplies	6,000
323139	700500		Travel	10,000
323139	700710		Contractual Services	6,000

323139	700840		Other Current Expenses	2,000
323139	709270		Scholarships	25,000
			Total Expenses	**49,000**
323129-Softball				
323129	602220		Coach @25% Bobby Foreman	11,427
323130	602220		Assistant Coach @ Mckenna Sikes	31,784
323129	602470		Student Workers	5,000
323129	602700		Fringe Benefits	16,852
323129	700300		Supplies	10,800
323129	700500		Travel	13,809
323129	700840		Travel-Fleet Vehicle	3,617
323129	700600		Postage & Communications	700
323129	700710		Contractual Services	3,200
323129	700840		Other Expenses	0
323129	700840		Other Expenses-Sales Tax	0
323129	709270		Scholarships	84,676
			Total Expenses	**181,865**
323131-Phi Theta Kappa				
323131	700300		Supplies & Other	2,000
323131	700500		Travel	2,500
323131	700500		Travel-Fleet Vehicle	0
323131	700710		Contractual Services	0
323131	700840		Other Current Expenses	0
			Total Expenses	**4,500**
323136-Aggie Day				
323136	700300		Supplies & Other	4,000
323136	709215		Scholarship	1,000
			Total Expenses	**5,000**
323137-Junior Aggie Day				
323137	700300		Supplies & Other	1,400
323137	700840		Other Current Expense	750
			Total Expenses	**2,150**

323140-Student Activities-Warner				
323140	602220		Coord. of Residential Life - Korey	40,167
323140	602220		Coord of Student Activities - Christiaan Jones	39,341
323140	602470		Student Workers(20 hrs wk-32 wks)	960
323140	602700		Fringe Benefits	31,008
323140	700300		Supplies & Other	7,500
323140	700500		Travel	500
323140	700600		Postage & Communications	500
323140	700710		Contractual Services	4,000
323140	700840		Other Current Expenses	7,300
323140	704326		Van Leases	28,800
			Total Expenses	**160,076**
323141-Student Activities-Muskogee				
323141	700300		Supplies & Other	5,000
323141	700600		Postage & Communications	200
323141	700710		Contractual Services	5,000
323141	700840		Other Expenses	200
			Total Expenses	**10,400**
323145-Athletic Director				
323145	602220		Athletic Dir. 25%, rmg 75% in 3-23101 Muse	17,828
323145	602410		PT writer /sports information Wayne Bunch	5,800
323145	602700		Fringe Benefits	6,953
323145	700300		Supplies & Other	4,000
323145	700500		Travel	700
323145	700500		Travel-Fleet Vehicle	0
323145	700600		Communications	287
323145	708230		Contractual Services-Medical	7,000
323145	700710		Contractual Services-Other	0
323145	708720		Insurance-Students Accident	5,000
323145	708720		Insurance-Athletic Injury Secondary	53,353
323145	700840		Other Expenses	3,100
			Total Expenses	**104,021**
323117-Drama Team				

323117	700300		Supplies & Other	0
323117	700500		Travel	0
323117	700600		Postage & Communications	0
323117	700710		Contractual Services	500
323117	700840		Other Current Expenses	0
323117	709270		Scholarships	0
			Total Expenses	**500**
3-23138-Shooting Sports Team				
323138	602220		Wildlife/shooting Team coach @25% Nick Hayes	**13,152**
323139	602221		Wildlife/shooting Team coach PT Chris Driskill	**22,620**
323138	602700		Fringe Benefits	**13,951**
323138	700300		Supplies	15,000
323138	700500		Travel	25,872
323138	700710		Contractual Services	12,650
323138	700840		Other Current Expenses	4,000
323138	709270		Scholarships	13,000
			Total Expenses	**120,245**
3-23139-Archery Team				
323139	602220		Archery coach/ South Ranch manager - John King	38,208
323139	602700		Fringe Benefits	17,194
323139	700300		Supplies	2,500
323139	700500		Travel	9,408
323139	700710		Contractual Services	0
323139	700840		Other Current Expenses	2,000
323139	709270		Scholarships	10,000
			Total Expenses	**79,310**
323148-Rodeo Team				
323148	602220		Rodeo Coach @25% Jimmie Bryant	**11,902**
323148	602720		Fringe Benefits	**4,642**
323148	602470		Student Wages	4,500
323148	602700		Fringe Benefits	400
323148	700300		Supplies	10,300
323148	700500		Travel	17,640
323148	700500		Travel-Fleet Vehicle	0

323148	700600		Postage & Communications	850
323148	700710		Contractual Services	6,000
323148	700840		Other Current Exp-Rodeo Calves	6,400
323148	709212		Stipends	14,000
323148	709270		Scholarships	69,836
			Total Expenses	**146,470**
323149-Student Senate				
323149	700300		Supplies	1,000
323149	700500		Travel	5,500
323149	700500		Travel-Fleet Vehicle	0
323149	700600		Postage & Communications	0
323149	700710		Contractual Services	550
323149	700840		Other Expenses	2,250
			Total Expenses	**9,300**
323150-President's Leadership Class				
323150	602470		Student Wages	10,000
323150	700300		Supplies	500
323150	700500		Travel	7,500
323150	700500		Travel-Fleet Vehicle	0
323150	700600		Postage & Communications	100
323150	700840		Other Expenses	1,000
			Total Expenses	**19,100**
325630-Interscholastic Meet				
325630	700300		Supplies & Other	2,500
			Total Expense	**2,500**
Total Student Activity Expenses				**1,400,150**
Total Ag related program Expense				1,170,676
Total Ag related program Revenue				**642,223**
323310-Housing (Faculty and Staff)				
	Revenue			

323310	500750		Rentals	78,892
323310	500751		Miscellaneous	0
323310	500752		Damages	0
			Total Revenue	**78,892**
	Expenditures			
323310	700300		Supplies	2,000
323310	700390		Property, Furniture & Equipment	2,000
323310	700700		Utilities	10,000
323310	700710		Contractual Services	0
323310	700840		Other Operating Expenses	5,000
			Total Expenses	**19,000**
			Total Expenditures and Transfers Out	**19,000**
	INCREASE OR (DECREASE) IN FUND BALANCE			
321100-Bull Test Program				
	Revenue			
321100	500430		Livestock/Poultry Sales-Consignment	300,000
321100	500630		Animal Care	0
321100	500946		Feed Sls & Pen Rental	0
			Total Revenue	**300,000**
	Expenditures			
321100	602470		Workstudy	2,175
321100	602700		Fringe Benefits	400
321100	700300		Supplies & Consignment Payments	175,000
321100	700500		Travel	1,000
321100	700600		Postage & Communications	1,000
321100	700700		Utilities	5,000
321100	700710		Contractual Services	25,000
321100	700840		Other Expenses	3,000
			Total Expenditures and Transfers Out	**212,575**
	INCREASE OR (DECREASE) IN FUND BALANCE			
321110-Equine Care				
	Revenue			
321110	500630		Animal Care	27,066

321110	500946		Feed Sls & Pen Rental	500
			Total Revenue	**27,566**
	Expenditures			
321110	602220		Equine director - Jake Walker @25%	12,765
321110	602220		Equine assistant - vacant @50%	35,706
321110	602700		Fringe Benefits	18,904
321110	700300		Supplies	14,501
321110	700600		Postage & Communications	1,522
			Total Expenditures and Transfers Out	**83,398**
	INCREASE OR (DECREASE) IN FUND BALANCE			
325040-Market Flower/Gifts/Meats				
	Revenue			
325040	500471		Sale of Meat Products	75,000
			Sale of Flower & Plant items	96,176
			Sale of Gift items	50,000
			Total Revenue	**221,176**
325040	Expenditures			
325040	60220		Market/gift shop manager - Kristin Marshall	37,426
325041	60221		Market/gift shop manager - Michelle carman	28,013
325040	602700		Fringe Benefits	26,176
325040	700300		Supplies & Other	55,000
323148	709270		Scholarships	20,000
			Total Expense	**166,615**
325050-Horticulture Program				
	Expenditures			
325050	60220		Horticulture Tech - Kara Focht	32,225
325051	60221		PT Horticulture Tech - Addie Focht	22,620
325050	602700		Fringe Benefits	21,938
325050	700300		Supplies & Other	15,000
			Total Expense	**91,783**
	INCREASE OR (DECREASE) IN FUND BALANCE			
321150-Harding Ranch				
	Revenue			

321150	500940		Mineral Lease	25
			Total Revenue	**25**
	Expenditures			
321150	700300		Supplies & Other	0
			Total Expense	**0**
	INCREASE OR (DECREASE) IN FUND BALANCE			
325010-Lake				
	Revenue			
325010	500470		Sale of Water(Monthly fee for access if needed)	630
			Total Revenue	**630**
	Expenditures			
325010	700300		Supplies & Other	250
			Total Expenses	**250**
	INCREASE OR (DECREASE) IN FUND BALANCE			
325700 - Administrative Expense				
	Revenue			
325700	500940		Other Reimbursements	15,000
			Total Revenue	**15,000**
	Expenditures			
325700	700710		Contractual Services - Ramona Munsell/T3 Computer science	60,003
325700	700840		Other Current Expenses	5,000
325777	709270		Scholarships	0
			Total Expense	**65,003**
	INCREASE OR (DECREASE) IN FUND BALANCE			
323570-Continuing Education				
	Revenue			
323570	500090		Fees	8,250
323570	500940		Other Misc Income	0
			Total Revenue	**8,250**
	Expenditures			
323570	602400		Hourly Employees	5,000

323570	602470		Student Worker	0
323570	602700		Fringe Benefits	1,500
323570	700300		Supplies & Other	0
323570	700500		Travel	150
323570	700600		Postage & Communications	0
323570	700710		Contractual Services	0
323570	700840		Other Expenses	0
			Total Expenses	**6,650**
	INCREASE OR (DECREASE) IN FUND BALANCE			
323135-Meats Judging				
323570	602400		Coaching Stipend	10000
323570	700300		Supplies & Other	5,000
323570	700500		Travel	25,000
323570	700600		Postage & Communications	0
323570	700710		Contractual Services	1,800
323570	700840		Other Expenses	6,000
323570	709270		Scholarship	16000
			Total Meat judging Expenditures	**63800**
321140-Auxiliary Farm Account				
	Revenue			
321140	500430		Livestock/Poultry Sale	92,851
321140	500940		Other Misc Income	0
			Total Revenue and Transfers In	**92,851**
	Expenditures			
321140	700300		Supplies & Other	25,000
321140	700390		Property, Furn & Equip	21,000
321140	700500		Travel	400
321140	700700		Utilities	5,100
321140	700710		Contractual Services	11,500
321140	700840		Other Current - Leased vehicles	10,200
			Total Expenditures and Transfers Out	**73,200**
	INCREASE OR (DECREASE) IN FUND BALANCE			
325610-Concession				

	Revenue			
325610	500430		Concession Sales	2,241
			Total Revenue	**2,241**
	Expenditures			
325610	602400		Hourly wages	0
325610	602470		Fringe Benefits	0
325610	700300		Supplies	2,241
325610	700710		Contractual Services	0
325610	700500		Travel-Fleet Vehicles	0
325610	700840		Other Expenses	0
325610	709620		Other Expenses-Sales Tax	0
			Total Expenses	**2,241**
	INCREASE OR (DECREASE) IN FUND BALANCE			
325750-Grant Expense				
	Revenue			
325020	500301		Interest-Bank Deposit	0
325020	500981		Benefits Deposited	0
			Total Revenue	**0**
	Expenditures			
325020	700840		Printing	25
			Total Expenses	**25**
	INCREASE OR (DECREASE) IN FUND BALANCE			
325640-ACT TESTING				
	Revenue			
325640	500120		Revenue	1,500
325640	500301		Interest-Bank Deposit	0
			Total Revenue	**1,500**
	Expenditures			
325640	700300		Supplies	1,500
325640	700600		Postage & Communication	0
325640	700840		Other Current Expenses	0
			Total Expenses	**1,500**
325640	700840		Transfer to Student Activities	0
			Total Expenditures and Transfers Out	**1,500**
	INCREASE OR (DECREASE) IN FUND BALANCE			

Financial Aid				
660222 PELL Grants				
	Revenue			
660222	500203		Federal Grant	5,134,510
			Total Revenue	**5,134,510**
	Expenditures			
660222	709222		Student Aid Disbursed	5,134,510
			Total Expenses	**5,134,510**
	INCREASE OR (DECREASE) IN FUND BALANCE			
630114 SEOG				
	Revenue			
630114	500203		Federal Grant	128,973
			Total Revenue	**128,973**
	Expenditures			
630114	709222		Student Aid Disbursed	128,973
			Total Expenses	**128,973**
	INCREASE OR (DECREASE) IN FUND BALANCE			
630314 FEDERAL WORK STUDY				
	Revenue			
630314	500203		Federal Grant	120,000
			Total Revenue	**120,000**
	Expenditures			
630314	602470		Student Wages Paid	120,000
			Total Expenses	**120,000**
	INCREASE OR (DECREASE) IN FUND BALANCE			
651008 Oklahoma Promise (OHLAP)				
	Revenue			
651114	500213		State Grant	517,745
			Total Revenue	**517,745**
	Expenditures			
651114	709222		Student Aid Disbursed	517,745

			Total Expenses	**517,745**
651118 Ok. Tuition Aid Grant (OTAG)				
	Revenue			
651114	500213		State Grant	207,288
			Total Revenue	**207,288**
	Expenditures			
651114	709222		Student Aid Disbursed	207,288
			Total Expenses	**207,288**
	INCREASE OR (DECREASE) IN FUND BALANCE			
650135 BIA Scholarships				
	Revenue			
651114	500213		State Grant	975,930
			Total Revenue	**975,930**
	Expenditures			
651114	709222		Student Aid Disbursed	975,930
			Total Expenses	**975,930**
OVERALL INCREASE OR (DECREASE) IN AUXILIARY FUND BALANCE				
	SUB-TOTAL REVENUE			**11,645,615**
	SUB-TOTAL EXPENDITURES			**11,629,188**
			NET INCREASE (DECREASE) IN FUND BALANCE FY2023	16,427

Total Approved Increases

	4,561,169
	7,084,446
revenue	11,645,615

	4,544,742
	7,084,446
expense	11,629,188

16,427

Oklahoma State Regents for Higher Education

Tuition and Mandatory Fee Request

Community College Undergraduate

Institution: Connors State College **Date Approved by Local Governing Board: June 10, 2025**

	Tuition and Mandatory Fees	Credit Hours or Semesters	FY25 Tuition & Fees		FY26 Tuition & Mandatory Fees			
			FY25 Rates	Cost for 30 Credit Hours	Proposed FY26 Rates	Cost for 30 Credit Hours	$ Chg from FY25	% Chg from FY25
I.	**Tuition:**							
	Total Resident Tuition	***30***	***105.00***	***3,150.00***	***109.00***	***3,270.00***	***120.00***	***3.8%***
	Nonresident Tuition	**30**	**160.76**	**4,822.80**	**160.76**	**4,822.80**	**0.00**	**0.0%**
	Total Nonresident Tuition	***30***	***265.76***	***7,972.80***	***269.76***	***8,092.80***	***120.00***	***1.5%***
II.	**Mandatory Fees**							
	A. E&G Part I (290 Fund)							
	Student Technology Services Fee	30	14.00	420.00	11.00	330.00	(90.00)	-21.4%
	Library Automation and Materials Fee	30		-		-	0.00	#DIV/0!
	Library Resources Fee	30		-		-	0.00	#DIV/0!
	Educational Network Connectivity Fee	30		-		-	0.00	#DIV/0!
	Academic Records Fee	30	1.00	30.00	1.00	30.00	0.00	0.0%
	Assessment Fee	30	3.00	90.00	3.00	90.00	0.00	0.0%
	Student ID Fee	2	10.00	20.00	10.00	20.00	0.00	0.0%
	Publications Fee	2		-		-	0.00	#DIV/0!
	Safety Fee	30		-		-	0.00	#DIV/0!
	Security Services Fee	30		-		-	0.00	#DIV/0!
	Academic Excellence Fee	30		-		-	0.00	#DIV/0!
	Other Mandatory Fees (List Below)							
		30		-		-	0.00	#DIV/0!
		30		-		-	0.00	#DIV/0!
		30		-		-	0.00	#DIV/0!
	State Regents' Consideration and Approval of FY2	*30*	*Regents*	*560.00*	*15.67*	*470.00*	*(90.00)*	*-16.1%*
	B. Auxiliary (700 Fund)							
	Student Activity Fee	30	17.25	517.50	17.25	517.50	0.00	0.0%
	Student Facility Fee #1	30	13.00	390.00	13.00	390.00	0.00	0.0%
	Student Facility Fee #2	30	-	-	-	-	0.00	#DIV/0!
	Student Health Fee	2	10.00	20.00	10.00	20.00	0.00	0.0%
	Cultural and Recreational Services Fee	30	2.75	82.50	2.75	82.50	0.00	0.0%
	Speaker Series Fee	30	-	-	-	-	0.00	#DIV/0!
	Parking and/or Transit Fee	2	10.00	20.00	10.00	20.00	0.00	0.0%
	School Newspaper Fee	30	-	-	-	-	0.00	#DIV/0!
	Student Government Fee	30	2.00	60.00	2.00	60.00	0.00	0.0%
	Other Mandatory Fees (List Below)							
		30		-		-	0.00	#DIV/0!
		30		-		-	0.00	#DIV/0!
		30		-		-	0.00	#DIV/0!
	Subtotal Auxiliary(700 Fund) Mandatory Fees	*30*	*36.33*	*1,090.00*	*36.33*	*1,090.00*	*-*	*0.0%*
	C. Total Mandatory Fees	***30***	***55.00***	***1,650.00***	***52.00***	***1,560.00***	***(90.00)***	***-5.5%***
III.	***Total Resident Tuition & Mandatory Fees***	***30***	***160.00***	***4,800.00***	***161.00***	***4,830.00***	***30.00***	***0.6%***
IV.	***Total Nonresident Tuition & Mandatory Fees***	***30***	***320.76***	***9,622.80***	***321.76***	***9,652.80***	***30.00***	***0.3%***

V.	***Legislative Peer Comparison***	***Resident***	***Nonresident***	
	FY26 Peer Limit -- Community Colleges	**$7,564.00**	**$12,748.00**	
	Institutional Request for FY26	**$4,830.00**	**$9,652.80**	
	Difference from Peer Limit	**$2,734.00**	**$3,095.20**	
	Percentage of Peer Limit	**63.9%**	**75.7%**	
	Percentage Change from FY25**	**0.6%**	**0.3%**	

****Provide detailed justification on narrative form for all tuition and mandatory fee increases.****

**** **Use of Revenue from Dedicated Fees** : Requests for new fees or increases to existing fees will be thoroughly reviewed to ensure that the fees are required to meet specific costs and not requested to obscure, in essence, a tuition increase.****

CONNORS STATE COLLEGE
CONNORS
STATE COLLEGE

JUNE 13, 2025

FY 2026 BUDGET

BOARD OF REGENTS FOR THE OKLAHOMA AGRICULTURAL AND MECHANICAL COLLEGES

Langston University

Budget Assumptions

Enrollment	Budgeted FY26	Actual FY25	Actual FY24
Full Time Equivalent for full year (30 hrs.)	1777	1777	1674

Narrative: We are anticipating stable enrollment.

Tuition & Fees			
Tuition	$ 15,073,535	$ 15,967,390	$ 16,014,064
Mandatory Fees	5,136,725	3,285,350	4,290,501
In State - Tuition Waivers	(772,500)	(755,847)	(607,259)
Out of State - Tuition Waivers	(3,431,960)	(3,332,453)	(3,271,507)
Total	$ 16,005,800	$ 15,164,440	$ 16,425,799

Narrative: We are requesting an increase of 3% equaling approximately $570,000, net of waivers. The impact on a full-time resident student taking 12 or more hours per semester will be approximately $202 annually.

State Appropriations			
General Appropriations	$ 14,444,863	$10,118,957	$14,142,066
Restricted for Capital	-	-	-
State Match	5,221,733	3,916,300	5,221,733
Other	5,728,974	1,376,439	168,585
Total	$ 25,395,570	$ 15,411,696	$ 19,532,384

Narrative: *We have received notification of an increase in the amount of restricted agricultural research/extension funding of $3,000,000, which will flow to the University through the State Department of Agriculture, Food and Forestry.*

Housing			
Occupancy	1,320	1,320	1,373
Revenue	$ 10,451,410	$ 9,429,423	$ 9,494,167

Narrative: *We are requesting an increase in room rates of 3% or $218 annually to offset increased maintenance and utility costs. We do not anticipate this negatively affecting occupancy.*

Board			
Meal plan participation	1,281	1,281	1,223
Revenue	$ 4,738,000	$ 4,618,825	$ 4,280,398

Narrative: We are requesting an increase in meal plan rates of 3% or $108 annually to offset increased food prices.

Other Notable Budget Assumptions

Narrative:

Langston University
All Sources Revenue Analysis

Budget Revenue Analysis All Sources	"FY 2026" All Sources	"FY2025" All Sources	Change from Prior Year	Change %
Budgeted Revenue (All Sources)				
State Appropriations - All	$ 25,395,570	$ 22,334,881	$ 3,060,689	13.7%
Federal Appropriations	10,000,000	19,000,000	(9,000,000)	-47.4%
Tuition and Fees (Revolving Funds)	16,712,220	16,800,310	(88,090)	-0.5%
Gifts, Grants, Endowment	3,400,000	4,382,800	(982,800)	-22.4%
Sales and Services	-	-	-	#DIV/0!
Other	970,850	153,890	816,960	530.9%
Total E&G Revenue	56,478,640	62,671,881	(6,193,241)	-9.9%
Budgeted Use of E&G Reserves	-	-	-	#DIV/0!
Total E&G Revenue and Use of Reserves	56,478,640	62,671,881	(6,193,241)	-9.9%
Prior Year Ending E&G Reserve	2,698,658	2,698,658	-	0.0%
Budgeted Use of E&G Reserves	-	-	-	#DIV/0!
Calculated Ending E&G Reserve	2,698,658	2,698,658	-	0.0%
Auxiliary Revenues (excluding SFA funds)				
Housing	10,451,410	10,217,000	234,410	2.3%
Food Service	4,738,000	4,469,170	268,830	6.0%
Athletics	161,000	168,925	(7,925)	-4.7%
Other	4,033,010	3,660,201	372,809	10.2%
Total Auxiliary Revenues	19,383,420	18,515,296	868,124	4.7%
Budgeted Use of Aux Reserves	-	-	-	#DIV/0!
Total Auxiliary Revenue and Use of Reserves	19,383,420	18,515,296	868,124	4.7%
Prior Year Ending Aux Reserve	7,152,174	7,152,174	-	0.0%
Budgeted Use of Aux Reserves	-	-	-	#DIV/0!
Calculated Ending Aux Reserve	7,152,174	7,152,174	-	0.0%
Grants and Sponsored Programs	29,000,000	28,700,000	300,000	1.0%
Total Revenue and Budgeted Reserve All Sources	##########	**$ 109,887,177**	**$ (5,025,117)**	-4.6%

(Note: this year Student Financial Aid has been removed as a separate revenue line item)

Langston University
E&G Budget Year Comparison

E&G Budget Year over Year	"FY 2026" E&G Part I Budget	"FY2025" E&G Part I Budget	Change from Prior Year	Change %
Budgeted Education & General Revenue				
State Appropriations - Operations	$ 19,726,985	$ 19,666,296	$ 60,689	0.3%
State Appropriations - Grants, Contracts	168,585	168,585	-	0.0%
State Appropriations Received Outside the OSRHE (ODAFF, etc	5,500,000	2,500,000	3,000,000	120.0%
Federal Appropriations (Including HEERF)	10,000,000	19,000,000	(9,000,000)	-47.4%
Gross Tuition & Fees (excludes fee waivers)	16,712,220	16,800,310	(88,090)	-0.5%
Gifts, Grants, Endowment	3,400,000	4,382,800	(982,800)	-22.4%
Sales & Services	-	-	-	#DIV/0!
Other	970,850	153,890	816,960	530.9%
Total Current Year Budgeted E&G Revenue	56,478,640	62,671,881	(6,193,241)	-9.9%
Budgeted Education & General Expenditures				
Instruction	8,639,533	8,251,821	387,712	4.7%
Research	2,507,761	2,588,894	(81,133)	-3.1%
Public Service	8,036,538	5,645,225	2,391,313	42.4%
Academic Support	2,240,698	2,293,548	(52,850)	-2.3%
Student Services	3,731,412	3,468,085	263,327	7.6%
Institutional Support	5,642,719	5,651,428	(8,709)	-0.2%
Physical Plant (Excluding HEERF Capital Expenditures)	5,087,407	5,597,290	(509,883)	-9.1%
HEERF Capital Expenditures	10,000,000	19,000,000	(9,000,000)	-47.4%
Fee Waivers	4,204,460	3,972,710	231,750	5.8%
Scholarships & Fellowships	6,388,112	6,202,880	185,232	3.0%
Total Current Year Budgeted E&G Expenditures	56,478,640	62,671,881	(6,193,241)	-9.9%
Budgeted E&G Increase/(Decrease) Before Use of Reserves	-	-	-	#DIV/0!
Prior Year E&G Reserve (SRA3 Sch C, Line 3)	2,698,658	2,698,658	-	0.0%
Projected Ending E&G Reserve (SRA3 Sch C, Line 8)	**$ 2,698,658**	**$ 2,698,658**	**$ -**	**0.0%**

Langston University
E&G and Auxiliary Budget to Actual

E&G Budget Compared to Actual

	Budget FY 2025 E&G Part I	FY 2025 Actual YTD Thru 03/31/25	Difference (figures in red under budget)	Budget FY 2024 E&G Part I	Actual Year ending 6/30/2024	Difference (figures in red under budget)	Actual Year Ending 6/30/2023
Education & General (E&G) Revenue							
State Appropriations - Operations	$ 19,666,296	$ 14,035,257	(5,631,039)	$ 19,362,928	#########	871	#########
State Appropriations - Grants, Contracts	168,585	126,439	(42,146)	168,585	168,585	0	168,585
State Appropriations Received Outside the OSRHE (ODAFF, et	2,500,000	1,250,000	(1,250,000)	-	-	0	-
Federal Appropriations (Including HEERF)	19,000,000	6,656,108	(12,343,892)	19,300,000	-	(19,300,000)	-
Gross Tuition & Fees (excluding waivers)	16,800,310	15,967,390	(832,920)	16,107,809	16,014,064	(93,745)	16,088,853
Gifts, Grants, Endowment	4,382,800	4,093,894	(288,906)	1,820,000	2,160,583	340,583	3,328,613
Sales & Services	-	-	0	-	-	0	-
Other	153,890	1,330,012	1,176,122	328,284	2,180,542	1,852,258	960,802
Total Current Year E&G Revenue	62,671,881	43,459,100	(19,212,781)	57,087,606	39,887,573	(17,200,033)	37,501,671
Education & General Expenditures							
Instruction	8,251,821	7,484,720	(767,101)	8,510,019	9,425,028	915,009	7,875,608
Research	2,588,894	2,184,796	(404,098)	3,492,782	3,009,000	(483,782)	1,830,844
Public Service	5,645,225	1,457,150	(4,188,075)	3,122,826	1,475,451	(1,647,375)	1,128,193
Academic Support	2,293,548	1,892,529	(401,019)	2,278,685	2,159,090	(119,595)	1,977,206
Student Services	3,468,085	3,125,312	(342,773)	4,195,136	3,952,001	(243,135)	3,618,598
Institutional Support	5,651,428	4,053,571	(1,597,857)	4,976,519	5,877,123	900,604	4,570,250
Physical Plant	5,597,290	8,371,157	2,773,867	5,797,787	10,051,501	4,253,714	7,326,988
HEERF Capital Expenditures	19,000,000	6,656,108	(12,343,892)	19,300,000	-	(19,300,000)	-
Fee Waivers	3,972,710	4,088,301	115,591	3,699,989	3,878,766	178,777	4,102,992
Scholarships & Fellowships	6,202,880	5,746,707	(456,173)	3,849,069	6,035,226	2,186,157	6,412,662
Total Current Year Budgeted E&G Expenditures	62,671,881	45,060,351	(17,611,530)	59,222,812	45,863,186	(13,359,626)	38,843,341

Auxiliary Budget Compared to Actual

Auxiliary Revenues (excluding SFA funds)							
Housing	10,518,000	9,429,423	(1,088,577)	9,095,562	9,494,167	398,605	8,663,440
Food Service	4,429,000	4,618,825	189,825	4,646,846	4,280,398	(366,448)	4,198,445
Athletics	168,925	298,115	129,190	275,000	177,195	(97,805)	134,171
Other	3,399,371	6,467,108	3,067,737	4,849,395	6,713,956	1,864,561	6,571,214
Total Auxiliary Revenues	18,515,296	20,813,471	2,298,175	18,866,803	20,665,716	1,798,913	19,567,270
Auxiliary Expenditures							
Housing	6,866,070	8,329,077	1,463,007	6,787,921	8,159,551	1,371,630	6,120,848
Food Service (includes Food Service Vendor)	3,340,000	2,937,009	(402,991)	4,036,176	2,856,935	(1,179,241)	3,116,475
Athletics	1,905,969	1,554,726	(351,243)	1,130,233	1,922,163	791,930	1,708,062
Other	6,403,257	2,956,828	(3,446,429)	6,912,473	4,263,992	(2,648,481)	5,732,015
Total Auxiliary Disbursements	18,515,296	15,777,640	(2,737,656)	18,866,803	17,202,641	(1,664,162)	16,677,400
Net Difference in Revenues and Disbursements	-	3,434,580		(2,135,206)	(2,512,538)		1,548,200

Oklahoma State Regents for Higher Education

655 Research Parkway, Suite 200
Oklahoma City, OK 73104

EDUCATIONAL AND GENERAL BUDGET - FY2025-2026
PART I - PRIMARY BUDGET

Schedule A
Summary of Educational and General Expenditures by Function

Agency #	**420**
Institution Name:	**Langston University**
President:	**Dr. Ruth Jackson**

Date Submitted: **June 13, 2025**

EXPENDITURES BY ACTIVITY/FUNCTION			
Activity Number	**Activity/Function**	**FY2025-2026 Amount**	**Percent of Total**
	Educational & General Budget - Part I:		
11	Instruction	8,639,533	17.6%
12	Research	2,507,761	5.1%
13	Public Service	8,036,538	16.4%
14	Academic Support	2,240,698	4.6%
15	Student Services	3,731,412	7.6%
16	Institutional Support	5,642,719	11.5%
17	Operation and Maintenance of Plant	7,719,279	15.7%
18	Scholarships and Fellowships	10,592,572	21.6%
	Total Expenditures by Activity/Function:	**49,110,512**	**100.0%**

FUNDING			
Fund Number	**Fund Name**	**FY2025-2026 Amount**	**Percent of Total**
	E&G Operating Revolving Fund:		
290	Revolving Funds	23,714,942	48.3%
290	State Appropriated Funds - Operations Budget	25,166,596	51.2%
290	State Appropriated Funds - Grants, Contracts and Reimbursements	228,974	0.5%
490	Federal Stimulus Funds - CARES and ARPA	-	0.0%
	Total Expenditures by Fund:	**49,110,512**	100.0%

EDUCATIONAL AND GENERAL BUDGET - FY2025-2026
PART I - PRIMARY BUDGET

Schedule A-1
Summary of Educational and General Expenditures by Function

Institution Name:	**Langston University**

EXPENDITURES BY ACTIVITY/FUNCTION			
Activity Number	**Activity/Function**	**FY2025-2026 Amount**	**Percent of Total**
	Educational & General Budget - Part I:		
11	**Instruction**		
	General Academic Instruction	7,932,869	
	Vocational/Technical Instruction	-	
	Community Education	-	
	Preparatory/Remedial Instruction	-	
	Instructional Information Technology	706,664	
	Total Instruction:	**8,639,533**	**17.6%**
12	**Research**		
	Institutes and Research Centers	2,507,761.00	
	Individual and Project Research	-	
	Research Information Technology	-	
	Total Research:	**2,507,761**	**5.1%**
13	**Public Service**		
	Community Service	8,036,538	
	Cooperative Extension Service	-	
	Public Broadcasting Services	-	
	Public Service Information Technology	-	
	Total Public Service:	**8,036,538**	**16.4%**
14	**Academic Support**		
	Libraries	394,483	
	Museums and Galleries	-	
	Educational Media Services	-	
	Ancillary Support/Organized Activities	511,500	
	Academic Administration	1,334,715	
	Academic Personnel Development	-	
	Course and Curriculum Development	-	
	Academic Support Information Technology	-	
	Total Academic Support:	**2,240,698**	**4.6%**

Schedule A-1 (continued) - Summary of Educational and General Expenditures by Function

Institution Name: **Langston University**

EXPENDITURES BY ACTIVITY/FUNCTION			
Activity Number	**Activity/Function**	**FY2025-2026 Amount**	**Percent of Total**
15	**Student Services**		
	Student Services Administration	231,797	
	Social and Cultural Development	1,262,195	
	Counseling and Career Guidance	321,805	
	Financial Aid Administration	453,117	
	Student Admissions	1,142,116	
	Student Records	306,866	
	Student Health Services	-	
	Student Services Information Technology	13,516.00	
	Total Student Services:	**3,731,412**	**7.6%**
16	**Institutional Support**		
	Executive Management	3,114,868	
	Fiscal Operations	1,015,839	
	General Administration	674,040	
	Public Relations/Development	676,736	
	Administrative Information Technology	161,236.00	
	Total Institutional Support:	**5,642,719**	**11.5%**
17	**Operation and Maintenance of Plant**		
	Physical Plant Administration	876,161	
	Building Maintenance	1,200,000	
	Custodial Services	2,286,880	
	Utilities	1,037,202	
	Landscape and Grounds Maintenance	1,102,524	
	Major Repairs and Renovations	45,000	
	Safety & Security	881,512	
	Logistical Services	-	
	Operation & Maintenance Information Technology	290,000.00	
	Total Operation and Maintenance of Plant:	**7,719,279**	**15.7%**
18	**Scholarships and Fellowships**		
	Scholarships	6,388,112	
	Fellowships	-	
	Resident Tuition Waivers	4,204,460	
	Nonresident Tuition Waivers	-	
	Total Scholarships and Fellowships:	**10,592,572**	**21.6%**
	Total Expenditures by Activity/Function:	**49,110,512**	**100.0%**

Oklahoma State Regents for Higher Education

EDUCATIONAL AND GENERAL BUDGET - FY2025-2026

PART I - PRIMARY BUDGET

Schedule B

Summary of Educational and General Expenditures by Object

Institution:	Langston University

EXPENDITURES BY OBJECT			
Object Number	**Object of Expenditure**	**FY2025-2026 Amount**	**Percent of Total**
1	Personnel Services:		
1a	Teaching Salaries	$ 5,441,001.00	11.1%
1b	Professional Salaries	$ 7,032,784.00	14.3%
1c	Other Salaries and Wages	$ 1,534,989.00	3.1%
1d	Fringe Benefits	$ 4,903,057.00	10.0%
1e	Professional Services	-	0.0%
	Total Personnel Service	**18,911,831**	**38.5%**
2	Travel	$ 220,434.00	0.4%
3	Utilities	$ 1,228,112.00	2.5%
4	Supplies and Other Operating Expenses *	$ 17,688,803.00	36.0%
5	Property, Furniture and Equipment	$ 371,160.00	0.8%
6	Library Books and Periodicals	$ 126,100.00	0.3%
7	Scholarships and Other Assistance	$ 10,564,072.00	21.5%
8	Transfer and Other Disbursements **	-	0.0%
	Total Expenditures by Object	**49,110,512**	**100.0%**

Oklahoma State Regents for Higher Education

EDUCATIONAL AND GENERAL BUDGET - FY2025-2026
PART I - PRIMARY BUDGET

Schedule C
REPORT OF EDUCATIONAL AND GENERAL REVENUE, EXPENDITURES, AND UNOBLIGATED RESERVE

Institution Name:	Langston University

Revenue Description	FY2025-2026 Amount	Percent of Total
1. Beginning Fund Balance July 1, 2025 (Cash Basis)	**3,195,160**	
2. Expenditures for Prior Year Obligations	**-**	
3. Unobligated Reserve Balance July 1, 2025 (line 1 - line 2)	**3,195,160**	**<--Formula**
4. Projected FY2026 Receipts:		
State Appropriated Funds - For Operations	25,166,596	54.1%
State Appropriated Funds - For Grants, Contracts and Reimbursements	228,974	0.5%
Federal Appropriations	-	0.0%
Local Appropriations	-	0.0%
Resident Tuition (includes tuition waivers)	8,660,240	18.6%
Nonresident Tuition (includes tuition waivers)	6,413,295	13.8%
Student Fees - Mandatory and Academic Service Fees	1,671,035	3.6%
Gifts, Endowments and Bequests	2,400,000	5.2%
Other Grants, Contracts and Reimbursements	1,813,800	3.9%
Sales and Services of Educational Departments	-	0.0%
Organized Activities Related to Educational Departments	-	0.0%
Technical Education Funds	-	0.0%
Other Sources	124,700	0.3%
Federal Stimulus Funds - CARES and ARPA	-	0.0%
5. Total Projected FY2026 Receipts	**46,478,640**	**100.0%**
6. Total Available (line 3 + line 5)	**49,673,800**	**<--Formula**
7. Less Budgeted Expenditures for FY2026 Operations	**49,110,512**	**<--Link to Sch A**
8. Projected Unobligated Reserve Balance June 30, 2026 (line 6 - line 7)	**563,288**	**<--Formula**

Schedule C-1 **Student Fees**	**Fund 290**	**Fund 700**	**Totals**
Mandatory Fees	-	1,671,035	1,671,035
Academic Service Fees			-
Total Student Fees	-	1,671,035	1,671,035
Difference Between Student Fees in cells B40 and C23	1,671,035	**N/A**	**N/A**

OKLAHOMA STATE REGENTS FOR HIGHER EDUCATION

EDUCATIONAL AND GENERAL BUDGET - FY2025-2026

PART I - PRIMARY BUDGET

Schedule C - 2

Cash Flow Requirements and the Use of Reserves

Institution Name:	Langston University	Percentage Requirements	Amount	Percentage
1	**Amount of Cash Flow Reserves Used in the FY2025 Budget Request**		2,631,872	
2	**Budgeted Amounts from Schedule C:**			
A.	Budgeted expenditures for FY2026		49,110,512	100.00%
B.	Projected Reserves at June 30, 2026		563,288	1.15%

		% Requirement	$ Requirements	% of Total Requirement
3	**Cash Flow Requirements - State Regents and Accreditation Agencies:**			
A.	State Regents Cash Flow Target at 8.3% (1/12th)	8.3%	4,092,379	100.00%
B.	Additional Cash Flow Requirements in Addition to the 8.3%			
	Total Additional Cash Flow Required by Accreditation Agencies (beyond the 8.3%)		-	0.00%
C.	Total Cash Flow Requirements for OSRHE and Other Accrediting Agencies		4,092,379	100.00%
D.	Amount of Projected Reserves After Cash Flow Requirements are Met		(3,529,091)	

4 Institution's Priorities for the Use of the Projected Reserves

B.	Amount of Reserves	563,288	
	Uses of Reserve:		
	Provide narrative to describe how the institutional reserve will be used in the future. Each use must be classified in one of the following 8 classifications; OSRHE 1/12th, Accreditation, Campus Safety, Renovation, Capitol Projects, Equipment and Technology, Complete College America, or Other Purposes. See example worksheet.	Amounts	**Classification:**
1		4,092,379	OSRHE 1/12th
2		-	Accreditation
3			Campus Safety
4			Renovation
5			Capitol Projects
6			Equip & Technology
7			CCA
8			Other Purposes
	Total Priorities for Use of Reserves	4,092,379	(3,529,091.10)

Note: Add and expand rows as necessary to provide narrative to the above reserve priorities.

Oklahoma State Regents for Higher Education

EDUCATIONAL AND GENERAL BUDGET - FY2025-2026
PART II - SPONSORED BUDGET

Schedule A
Summary of Educational and General Sponsored Expenditures by Function

Institution Name:	Langston University

EXPENDITURES BY ACTIVITY/FUNCTION			6/13/2025
Activity Number	**Activity/Function**	**FY2025-2026 Amount**	**Percent of Total**
	Educational & General Budget - Part II:		
	Instruction	$ 250,000	0.8%
	Research	8,500,000	27.7%
	Public Service	9,500,000	30.9%
	Academic Support	-	0.0%
	Student Services	-	0.0%
	Institutional Support	400,000	1.3%
	Operation and Maintenance of Plant	3,810,500	12.4%
	Scholarships and Fellowships	8,250,000	26.9%
21	**Total E&G Part II:**	**$ 30,710,500**	**100.0%**

FUNDING			
Fund Number	**Fund Name**	**FY2025-2026 Amount**	**Percent of Total**
430	**Agency Relationship Fund**	$ 30,710,500	100.0%
	Total Expenditures by Fund:	**$ 30,710,500**	**100.0%**

Oklahoma State Regents for Higher Education

EDUCATIONAL AND GENERAL BUDGET - FY2025-2026
PART II - SPONSORED BUDGET

Schedule B
Summary of Educational and General Sponsored Expenditures by Object

Institution:	**Langston University**

EXPENDITURES BY OBJECT			
Object Number	**Object of Expenditure**	**FY2025-2026 Amount**	**Percent of Total**
1	Personnel Services:		
1a	Non-Teaching Salaries	$ 4,000,795.00	13.0%
1b	Professional Salaries	$ 4,537,281.00	14.8%
1c	Other Salaries and Wages	$ 1,227,683.00	4.0%
1d	Fringe Benefits	$ 3,418,016.00	11.1%
1e	Professional Services	-	0.0%
	Total Personnel Services	**$ 13,183,775.00**	**42.9%**
2	Travel	$ 288,825.00	0.9%
3	Utilities	$ 387,055.00	1.3%
4	Supplies and Other Operating Expenses	$ 7,297,166.00	23.8%
5	Property, Furniture and Equipment	$ 599,211.00	2.0%
6	Library Books and Periodicals	$ 123,350.00	0.4%
7	Scholarships and Other Assistance	$ 8,078,500.00	26.3%
8	Transfer and Other Disbursements	752,618	2.5%
	Total Expenditures by Object	**$ 30,710,500.00**	**100.0%**

Oklahoma State Regents for Higher Education

EDUCATIONAL AND GENERAL BUDGET - FY2025-2026
PART II - BUDGET FOR SPONSORED RESEARCH AND OTHER SPONSORED PROGRAMS

Schedule C
REPORT OF EDUCATIONAL AND GENERAL INCOME, EXPENDITURES, AND UNOBLIGATED RESERVE

Institution:	Langston University

Receipt Description	FY2025-2026 Amount	Percent of Total
1. Beginning Fund Balance July 1, 2025 (Cash Basis)	**$ -**	
2. Expenditures for Prior Year Obligations	**$ -**	
3. Unobligated Reserve Balance July 1, 2025 (line 1 - line 2)	**$ -**	
4. Projected Receipts FY2026:		
Department of Agriculture	12,085,597	39.4%
Department of Commerce	-	0.0%
Department of Defense	-	0.0%
Department of Education	12,127,509	39.5%
Department of Energy	-	0.0%
Department of Health and Human Services	1,121,269	3.7%
Department of Homeland Security	-	0.0%
Department of Justice	5,000	0.0%
Department of Transportation	113,250	0.4%
National Aeronautics and Space Administration	1,112,500	3.6%
National Institutes of Health	1,349,800	4.4%
National Science Foundation	375,225	1.2%
Other Federal Agencies	125,350	0.4%
City and County Government	-	0.0%
Commercial and Commercial Related	-	0.0%
Foundations	50,000	0.2%
Other Non-Federal Sources	1,699,701	5.5%
Other Universities and Colleges	444,270	1.4%
State of Oklahoma	101,029	0.3%
5. Total Projected FY2026 Receipts	**$ 30,710,500**	100.0%
6. Total Available (line 3 + line 5)	**$ 30,710,500**	
7. Less Budgeted Expenditures for FY2026 Operations	**$ 30,710,500**	
8. Projected Unobligated Reserve Balance June 30, 2026 (line 6 - line 7)	**$ 0**	

Oklahoma State Regents for Higher Education
655 Research Parkway, Suite 200
Oklahoma City, OK 73104

EDUCATIONAL AND GENERAL BUDGET
FISCAL YEAR FY2025-2026

Schedule F and G

STATEWIDE PROGRAM CODE: Higher Education (Input)

SUMMARY OF EXPENDITURES BY FUNCTION AND OBJECT

Agency #: 420 **Date Submitted:** June 13, 2025
Institution Name: Langston University **Presidents Name** Dr. Ruth Jackson

Object Codes	10	20	31	30	40	42	50	60	
Object	**Personnel Services**	**Travel**	**Utilities**	**Supplies & Other Operating Expenses**	**Property, Furniture, & Equipment**	**Library Books and Periodicals**	**Scholarships & Other Assistance Net of Waivers**	**Transfers & Other Disbursements**	**TOTALS**
Activity & Sub-Activity/Function:									
11 Instruction	$7,739,253.00	$49,830.00	$0.00	$740,299.00	$110,151.00	$0.00	$0.00	$0.00	8,639,533
12 Research	$1,232,047.00	$19,868.00	$56,919.00	$1,048,417.00	$150,510.00	$0.00	$0.00	$0.00	2,507,761
13 Public Service	$1,019,978.00	$19,186.00	$10,330.00	$6,967,045.00	$19,999.00	$0.00	$0.00	$0.00	8,036,538
14 Academic Support	$1,448,848.00	$32,250.00	$0.00	$633,500.00	$0.00	$126,100.00	$0.00	$0.00	2,240,698
15 Student Services	$2,938,242.00	$57,800.00	$0.00	$734,870.00	$500.00	$0.00	$0.00	$0.00	3,731,412
16 Institutional Support	$3,738,951.00	$41,500.00	$0.00	$1,843,268.00	$19,000.00	$0.00	$0.00	$0.00	5,642,719
17 Operation. & Maintenance. of Plant	$766,012.00	$0.00	$1,160,863.00	$5,721,404.00	$71,000.00	$0.00	$0.00	$0.00	7,719,279
18 Scholarships **(Net of Tuition Waivers)**	$28,500.00	$0.00	$0.00	$0.00	$0.00	$0.00	$6,359,612.00	$0.00	6,388,112
11 Total E&G Part I - Fund 290	**18,911,831**	**220,434**	**1,228,112**	**17,688,803**	**371,160**	**126,100**	**6,359,612**	**-**	**44,906,052**
Hyperion Account Code	**511130**	**521110**	**531160**		**541110**		**552110**	**562130**	
Entry into CORE E&G Part I - Fund 290	**18,911,831**	**220,434**		**18,916,915**		**497,260**	**6,359,612**	**-**	**44,906,052**
49 Total E&G Part I - Fund 490	**-**	**-**	**-**	**-**	**-**	**-**	**-**	**-**	**-**
49 Entry into CORE E&G Part I - Fund 490 (CARES)	**-**	**-**		**-**		**-**	**-**	**-**	**-**
97 Total E&G Part I - Fund 497	**-**	**-**	**-**	**-**	**-**	**-**	**-**	**-**	**-**
97 Entry into CORE E&G Part I - Fund 497 (ARP)	**-**	**-**		**-**		**-**	**-**	**-**	**-**
21 Total E&G Part II *Cells linked to Sch. B-II--->*	**13,183,775**	**288,825**	**387,055**	**7,297,166**	**599,211**	**123,350**	**8,078,500**	**752,618**	**30,710,500**
Hyperion Account Code	**511130**	**521110**	**531160**		**541110**		**552110**	**562130**	
Entry into CORE E&G Part II	**13,183,775**	**288,825**		**7,684,221**		**722,561**	**8,078,500**	**752,618**	**30,710,500**
Total Allotment	**32,095,606**	**509,259**	**1,615,167**	**24,985,969**	**970,371**	**249,450**	**14,438,112**	**752,618**	**75,616,552**

Schedule G

Hyperion Account Code			**511130**	**521110**	**531160**		**541110**		**552110**	**562130**	
700 Fund No.	**Activity No.**	**Sub-Activity No.**	**Personnel Services**	**Travel**	**Utilities**	**Supplies & Other Operating Expenses**	**Property, Furniture, & Equipment**	**Library Books and Periodicals**	**Scholarships & Other Assistance**	**Transfers & Other Disbursements**	**Total Budgeted Amount**
Fund 7XX			3,452,036	2,733,045	2,394,437	19,672,315	14,640,458	-	84,829	22,880	43,000,000
Fund 789	89		**40,000,000**	**-**	**-**	**-**	**-**	**-**	**-**	**-**	40,000,000
Fund 790	85		-	-	-	-	-	-	-	-	-

11 Entry into CORE E&G Part I - Fund 290	44,906,052
49 Entry into CORE E&G Part I - Fund 490 (CARES)	-
97 Entry into CORE E&G Part I - Fund 497 (ARP)	-
21 Entry into CORE E&G Part II	30,710,500
G Entry into CORE Fund 700	43,000,000
G Entry into CORE Fund 789	40,000,000
G Entry into CORE Fund 790	-
Total Allotment	158,616,552

Oklahoma State Regents for Higher Education

Consolidated Capital Budgets
Fiscal Year 2025-2026

Schedule H
Various Funds by Institution

Institution Agency # and Name:	420		Langston University
Date Submitted:	June 13, 2025	President:	Dr. Ruth Jackson

Fund No.	Activity No.	Sub-Activity No.	Total Budgeted Amount -- Account 5400000
295	90	00001	$500,000
340	90	00001	$
450	90	00001	$
600	90	00001	$3,250,000
650	90	00001	$5,150,000
Other Funds -- Please List:			
495	90	00001	$12,500,000
	90	00001	$
	90	00001	$
	90	00001	$
	90	00001	$
TOTAL			**$ 21,400,000**

OKLAHOMA STATE REGENTS FOR HIGHER EDUCATION
EDUCATIONAL AND GENERAL BUDGET PART I
FISCAL YEAR 2025-2026
SCHEDULE E
EXPENDITURES BY ACTIVITY/FUNCTION, DEPARTMENT, POSITION AND OBJECT

INSTITUTION NUMBER: L INSTITUTION NAME: Langston University PRESIDENT: DR. RUTH R. JACKSON

POSITION TITLE	POSITION NUMBER	FUNDING PERCENT	POSITION PROPOSED BUDGET AMOUNT	FY 2025-2026 PROPOSED ACCOUNT BUDGET AMOUNT
ACTIVITY: 11 - Instruction				
FUNCTION: 2370 - General Academic Instruction				
121009 - Academic Innovations				
TRAVEL				$1,000.00
SUPPLIES AND OTHER OPERATING EXPENSES				$46,500.00
PROPERTY FURNITURE AND EQUIPMENT				$23,500.00
TOTAL				$71,000.00
130001 - Retired				
OTHER PROFESSIONAL SALARIES			$45,187.00	
FRINGE BENEFITS			$17,100.00	
TOTAL PERSONNEL SERVICES				$62,287.00
TOTAL				$62,287.00
130100 - Dean - Agriculture				
A	001031	20.00000	$14,657.80	
A	001036	20.00000	$14,390.00	
A	001115	20.00000	$15,420.00	
A	001140	20.00000	$14,390.00	
D	001150	20.00000	$15,390.00	
A	001239	20.00000	$14,504.80	
A	001321	20.00000	$15,420.00	
D	001345	30.00000	$24,012.00	
W	001476	20.00000	$14,000.00	
A	001987	20.00000	$19,128.00	
OTHER TEACHING SALARIES			$45,659.40	
R	002015	20.00000	$13,200.00	
OTHER PROFESSIONAL SALARIES			$31,433.00	
FRINGE BENEFITS			$7,600.00	
TOTAL PERSONNEL SERVICES				$259,205.00
TOTAL				$259,205.00
130101 - Agriculture				
OTHER TEACHING SALARIES			$6,180.00	
TOTAL PERSONNEL SERVICES				$6,180.00
TOTAL				$6,180.00

OKLAHOMA STATE REGENTS FOR HIGHER EDUCATION
EDUCATIONAL AND GENERAL BUDGET PART I
FISCAL YEAR 2025-2026
SCHEDULE E
EXPENDITURES BY ACTIVITY/FUNCTION, DEPARTMENT, POSITION AND OBJECT

INSTITUTION NUMBER: L INSTITUTION NAME: Langston University PRESIDENT: DR. RUTH R. JACKSON

POSITION TITLE	POSITION NUMBER	FUNDING PERCENT	POSITION PROPOSED BUDGET AMOUNT	FY 2025-2026 PROPOSED ACCOUNT BUDGET AMOUNT
ACTIVITY: 11 - Instruction , continued				
FUNCTION: 2370 - General Academic Instruction , continued				
130102 - Family/Consumer Sci				
I	001114	100.00000	$50,470.00	
I	001938	100.00000	$64,740.00	
PROJECTED SALARY SAVINGS-- OTHER TEACHING SALARIES			$0.00	
FRINGE BENEFITS			$30,720.00	
TOTAL PERSONNEL SERVICES				$145,930.00
SUPPLIES AND OTHER OPERATING EXPENSES				$500.00
TOTAL				$146,430.00
130103 - Technology				
A	001083	100.00000	$61,829.87	
I	001336	9.09000	$5,252.47	
A	001365	100.00000	$56,650.00	
I	001161	100.00000	$30,362.34	
PROJECTED SALARY SAVINGS-- OTHER TEACHING SALARIES			$1.32	
FRINGE BENEFITS			$63,605.00	
TOTAL PERSONNEL SERVICES				$217,701.00
SUPPLIES AND OTHER OPERATING EXPENSES				$675.00
TOTAL				$218,376.00
130200 - Dean Arts & Science				
&	001452	4.67000	$3,002.66	
OTHER TEACHING SALARIES			$171,997.34	
D	001932	12.07000	$8,080.87	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.13	
A	001638	100.00000	$39,139.32	
PROJECTED SALARY SAVINGS-- OTHER SALARIES AND WAGES			$-0.32	
FRINGE BENEFITS			$81,589.00	
TOTAL PERSONNEL SERVICES				$303,809.00
SUPPLIES AND OTHER OPERATING EXPENSES				$2,700.00
TOTAL				$306,509.00

OKLAHOMA STATE REGENTS FOR HIGHER EDUCATION
EDUCATIONAL AND GENERAL BUDGET PART I
FISCAL YEAR 2025-2026
SCHEDULE E
EXPENDITURES BY ACTIVITY/FUNCTION, DEPARTMENT, POSITION AND OBJECT

INSTITUTION NUMBER: L INSTITUTION NAME: Langston University PRESIDENT: DR. RUTH R. JACKSON

POSITION TITLE	POSITION NUMBER	FUNDING PERCENT	POSITION PROPOSED BUDGET AMOUNT	FY 2025-2026 PROPOSED ACCOUNT BUDGET AMOUNT
ACTIVITY: 11 - Instruction , continued				
FUNCTION: 2370 - General Academic Instruction , continued				
130201 - Biology				
A	001192	100.00000	$53,513.36	
A	001257	50.74000	$27,907.00	
A	001440	100.00000	$56,000.00	
OTHER TEACHING SALARIES			$27,093.64	
FRINGE BENEFITS			$103,917.00	
TOTAL PERSONNEL SERVICES				$268,431.00
SUPPLIES AND OTHER OPERATING EXPENSES				$5,000.00
TOTAL				$273,431.00
130202 - Communications				
I	001072	100.00000	$49,203.06	
I	001221	100.00000	$59,740.00	
I	001428	100.00000	$48,537.72	
I	001612	100.00000	$47,586.00	
I	001504	100.00000	$67,500.00	
PROJECTED SALARY SAVINGS-- OTHER TEACHING SALARIES			$0.22	
FRINGE BENEFITS			$81,217.00	
TOTAL PERSONNEL SERVICES				$353,784.00
TRAVEL				$100.00
SUPPLIES AND OTHER OPERATING EXPENSES				$2,500.00
TOTAL				$356,384.00
130203 - English/Foreign Lang				
P	001032	100.00000	$63,036.00	
I	001087	100.00000	$48,925.00	
A	001562	100.00000	$52,000.00	
S	001645	100.00000	$50,638.92	
A	001091	100.00000	$52,000.00	
A	001701	100.00000	$52,000.00	
I	001734	100.00000	$49,440.00	
PROJECTED SALARY SAVINGS-- OTHER TEACHING SALARIES			$0.08	
FRINGE BENEFITS			$160,295.00	
TOTAL PERSONNEL SERVICES				$528,335.00

OKLAHOMA STATE REGENTS FOR HIGHER EDUCATION
EDUCATIONAL AND GENERAL BUDGET PART I
FISCAL YEAR 2025-2026
SCHEDULE E
EXPENDITURES BY ACTIVITY/FUNCTION, DEPARTMENT, POSITION AND OBJECT

INSTITUTION NUMBER: L INSTITUTION NAME: Langston University PRESIDENT: DR. RUTH R. JACKSON

POSITION TITLE	POSITION NUMBER	FUNDING PERCENT	POSITION PROPOSED BUDGET AMOUNT	FY 2025-2026 PROPOSED ACCOUNT BUDGET AMOUNT
ACTIVITY: 11 - Instruction , continued				
FUNCTION: 2370 - General Academic Instruction , continued				
130203 - English/Foreign Lang , continued				
TRAVEL				$100.00
SUPPLIES AND OTHER OPERATING EXPENSES				$1,400.00
TOTAL				$529,835.00
130204 - Fine Arts				
I	001063	100.00000	$92,700.00	
I	001312	100.00000	$55,000.00	
I	001336	90.91000	$52,530.53	
I	002028	100.00000	$58,000.00	
I	002088	100.00000	$55,000.00	
PROJECTED SALARY SAVINGS-- OTHER TEACHING SALARIES			$0.47	
FRINGE BENEFITS			$86,191.00	
TOTAL PERSONNEL SERVICES				$399,422.00
SUPPLIES AND OTHER OPERATING EXPENSES				$2,600.00
TOTAL				$402,022.00
130205 - Mathematics				
A	001024	100.00000	$67,189.06	
A	001092	100.00000	$52,916.62	
A	001320	100.00000	$100,395.00	
A	001449	100.00000	$54,400.00	
A	001512	100.00000	$56,616.62	
A	001821	100.00000	$53,687.72	
PROJECTED SALARY SAVINGS-- OTHER TEACHING SALARIES			$-0.02	
FRINGE BENEFITS			$77,009.00	
TOTAL PERSONNEL SERVICES				$462,214.00
SUPPLIES AND OTHER OPERATING EXPENSES				$1,600.00
TOTAL				$463,814.00
130207 - Physical Science				
A	001195	100.00000	$54,000.00	
A	001196	100.00000	$57,680.00	
A	001898	100.00000	$56,015.89	

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INSTITUTION NUMBER: L INSTITUTION NAME: Langston University PRESIDENT: DR. RUTH R. JACKSON

POSITION TITLE	POSITION NUMBER	FUNDING PERCENT	POSITION PROPOSED BUDGET AMOUNT	FY 2025-2026 PROPOSED ACCOUNT BUDGET AMOUNT
ACTIVITY: 11 - Instruction , continued				
FUNCTION: 2370 - General Academic Instruction , continued				
130207 - Physical Science , continued				
PROJECTED SALARY SAVINGS-- OTHER TEACHING SALARIES			$0.11	
FRINGE BENEFITS			$48,339.00	
TOTAL PERSONNEL SERVICES				$216,035.00
TRAVEL				$1,000.00
SUPPLIES AND OTHER OPERATING EXPENSES				$2,000.00
TOTAL				$219,035.00
130208 - Social Sci/Correctio				
V	001198	100.00000	$50,000.00	
I	001237	97.58000	$47,741.02	
A	001253	100.00000	$47,000.00	
A	001343	100.00000	$54,841.32	
A	002031	100.00000	$55,040.72	
PROJECTED SALARY SAVINGS-- OTHER TEACHING SALARIES			$-0.06	
FRINGE BENEFITS			$82,835.00	
TOTAL PERSONNEL SERVICES				$337,458.00
TRAVEL				$5,000.00
SUPPLIES AND OTHER OPERATING EXPENSES				$1,000.00
TOTAL				$343,458.00
130209 - Dean Honors Program				
C	001656	80.00000	$43,620.91	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.09	
FRINGE BENEFITS			$20,720.00	
TOTAL PERSONNEL SERVICES				$64,341.00
SUPPLIES AND OTHER OPERATING EXPENSES				$4,000.00
TOTAL				$68,341.00
130300 - Dean School Business				
OTHER TEACHING SALARIES			$75,000.00	
FRINGE BENEFITS			$9,690.00	
TOTAL PERSONNEL SERVICES				$84,690.00

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ACTIVITY: 11 - Instruction , continued				
FUNCTION: 2370 - General Academic Instruction , continued				
130300 - Dean School Business , continued				
TRAVEL				$2,500.00
SUPPLIES AND OTHER OPERATING EXPENSES				$3,600.00
PROPERTY FURNITURE AND EQUIPMENT				$1,000.00
TOTAL				$91,790.00
130301 - Acctng/Economics/Fin				
C	001819	100.00000	$77,456.00	
OTHER TEACHING SALARIES			$40,000.00	
S	002071	100.00000	$52,000.00	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.00	
A	002113	100.00000	$32,999.37	
PROJECTED SALARY SAVINGS-- OTHER SALARIES AND WAGES			$0.63	
FRINGE BENEFITS			$73,964.00	
TOTAL PERSONNEL SERVICES				$276,420.00
TRAVEL				$30.00
SUPPLIES AND OTHER OPERATING EXPENSES				$1,000.00
TOTAL				$277,450.00
130302 - Bus Admin/Mngmnt				
A	001014	100.00000	$66,660.57	
C	001625	100.00000	$89,511.12	
A	001322	100.00000	$79,143.80	
OTHER TEACHING SALARIES			$70,856.51	
A	001461	100.00000	$33,835.97	
PROJECTED SALARY SAVINGS-- OTHER SALARIES AND WAGES			$0.03	
FRINGE BENEFITS			$102,278.00	
TOTAL PERSONNEL SERVICES				$442,286.00
TRAVEL				$500.00
SUPPLIES AND OTHER OPERATING EXPENSES				$2,000.00
TOTAL				$444,786.00

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ACTIVITY: 11 - Instruction , continued				
FUNCTION: 2370 - General Academic Instruction , continued				
130303 - Computer Science				
A	001454	100.00000	$66,950.00	
A	001493	100.00000	$53,925.20	
OTHER TEACHING SALARIES			$2,500.80	
FRINGE BENEFITS			$51,481.00	
TOTAL PERSONNEL SERVICES				$174,857.00
TRAVEL				$700.00
SUPPLIES AND OTHER OPERATING EXPENSES				$1,350.00
TOTAL				$176,907.00
130400 - Dean School Of Ed				
A	001035	100.00000	$56,650.00	
OTHER TEACHING SALARIES			$27,500.00	
FRINGE BENEFITS			$30,400.00	
TOTAL PERSONNEL SERVICES				$114,550.00
TRAVEL				$3,000.00
SUPPLIES AND OTHER OPERATING EXPENSES				$10,250.00
TOTAL				$127,800.00
130402 - Teacher Educ / Bale				
FRINGE BENEFITS			$13,516.00	
TOTAL PERSONNEL SERVICES				$13,516.00
TOTAL				$13,516.00
130403 - Psychology				
P	001224	100.00000	$53,031.14	
A	001226	100.00000	$53,031.14	
A	001627	100.00000	$53,031.14	
PROJECTED SALARY SAVINGS-- OTHER TEACHING SALARIES			$0.58	
FRINGE BENEFITS			$60,992.00	
TOTAL PERSONNEL SERVICES				$220,086.00
SUPPLIES AND OTHER OPERATING EXPENSES				$500.00
TOTAL				$220,586.00

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ACTIVITY: 11 - Instruction , continued				
FUNCTION: 2370 - General Academic Instruction , continued				
130406 - Health & Phys Educ				
I	001056	100.00000	$54,560.00	
V	001152	100.00000	$56,650.00	
A	001521	100.00000	$62,432.42	
PROJECTED SALARY SAVINGS-- OTHER TEACHING SALARIES			$0.58	
FRINGE BENEFITS			$65,604.00	
TOTAL PERSONNEL SERVICES				$239,247.00
SUPPLIES AND OTHER OPERATING EXPENSES				$650.00
TOTAL				$239,897.00
130490 - Education/Grad Schoo				
A	001348	100.00000	$60,000.00	
PROJECTED SALARY SAVINGS-- OTHER TEACHING SALARIES			$0.00	
FRINGE BENEFITS			$40,724.00	
TOTAL PERSONNEL SERVICES				$100,724.00
TRAVEL				$8,000.00
TOTAL				$108,724.00
130501 - Physical Therapy				
P	001125	100.00000	$92,137.62	
A	001199	100.00000	$85,728.96	
A	001744	100.00000	$85,000.00	
A	002025	93.00000	$83,700.00	
A	001113	100.00000	$84,048.00	
PROJECTED SALARY SAVINGS-- OTHER TEACHING SALARIES			$0.42	
A	001306	100.00000	$38,279.59	
PROJECTED SALARY SAVINGS-- OTHER SALARIES AND WAGES			$-2,679.59	
FRINGE BENEFITS			$108,039.00	
TOTAL PERSONNEL SERVICES				$574,254.00
TOTAL				$574,254.00

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ACTIVITY: 11 - Instruction , continued				
FUNCTION: 2370 - General Academic Instruction , continued				
130502 - Nursing				
OTHER TEACHING SALARIES			$222,581.00	
A	001314	100.00000	$38,000.00	
OTHER PROFESSIONAL SALARIES			$3,200.00	
FRINGE BENEFITS			$31,261.00	
TOTAL PERSONNEL SERVICES				$295,042.00
TRAVEL				$1,400.00
SUPPLIES AND OTHER OPERATING EXPENSES				$18,600.00
TOTAL				$315,042.00
130503 - Health Care Admin ??				
OTHER TEACHING SALARIES			$11,000.00	
FRINGE BENEFITS			$7,600.00	
TOTAL PERSONNEL SERVICES				$18,600.00
SUPPLIES AND OTHER OPERATING EXPENSES				$8,350.00
PROPERTY FURNITURE AND EQUIPMENT				$750.00
TOTAL				$27,700.00
130506 - Nursing - Ardmore				
I	001337	100.00000	$56,650.00	
A	001516	100.00000	$70,000.00	
OTHER TEACHING SALARIES			$25,000.00	
A	001511	100.00000	$31,518.00	
PROJECTED SALARY SAVINGS-- OTHER SALARIES AND WAGES			$0.00	
TOTAL PERSONNEL SERVICES				$183,168.00
PROPERTY FURNITURE AND EQUIPMENT				$25,000.00
TOTAL				$208,168.00
130910 - Tulsa-Academic Ad				
FRINGE BENEFITS			$1,140.00	
TOTAL PERSONNEL SERVICES				$1,140.00
TOTAL				$1,140.00

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ACTIVITY: 11 - Instruction , continued				
FUNCTION: 2370 - General Academic Instruction , continued				
130911 - Tulsa- Nursing				
	001054	100.00000	$113,530.72	
A	001255	100.00000	$70,040.00	
A	001757	100.00000	$55,000.00	
PROJECTED SALARY SAVINGS-- OTHER TEACHING SALARIES			$-36,880.72	
A	001997	100.00000	$34,997.41	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.59	
A	001463	100.00000	$32,785.42	
PROJECTED SALARY SAVINGS-- OTHER SALARIES AND WAGES			$0.58	
FRINGE BENEFITS			$39,015.00	
TOTAL PERSONNEL SERVICES				$308,489.00
TRAVEL				$500.00
SUPPLIES AND OTHER OPERATING EXPENSES				$28,506.00
TOTAL				$337,495.00
130912 - Tulsa - Education				
OTHER TEACHING SALARIES			$28,577.00	
FRINGE BENEFITS			$1,607.00	
TOTAL PERSONNEL SERVICES				$30,184.00
TOTAL				$30,184.00
130913 - Lu Tulsa - Business				
FRINGE BENEFITS			$12,678.00	
TOTAL PERSONNEL SERVICES				$12,678.00
TOTAL				$12,678.00
130917 - Tulsa Contract Agree				
PROPERTY FURNITURE AND EQUIPMENT				$22,166.00
TOTAL				$22,166.00

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ACTIVITY: 11 - Instruction , continued				
FUNCTION: 2370 - General Academic Instruction , continued				
130920 - Okc- Academic Aff				
OTHER TEACHING SALARIES			$20,500.00	
FRINGE BENEFITS			$20,900.00	
TOTAL PERSONNEL SERVICES				$41,400.00
TOTAL				$41,400.00
130921 - Okc Rehab Counseling				
A	001132	100.00000	$74,802.68	
A	001590	100.00000	$67,448.52	
R	001599	12.00000	$10,394.64	
A	001680	100.00000	$60,094.32	
A	001711	100.00000	$68,349.77	
A	001801	100.00000	$75,449.00	
A	001808	97.81000	$58,777.94	
OTHER TEACHING SALARIES			$32,175.13	
A	001317	100.00000	$30,152.22	
P	001777	65.00000	$114,949.90	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.88	
G	001068	83.50000	$29,802.91	
A	001953	100.00000	$11,472.41	
PROJECTED SALARY SAVINGS-- OTHER SALARIES AND WAGES			$0.68	
FRINGE BENEFITS			$144,556.00	
TOTAL PERSONNEL SERVICES				$778,427.00
SUPPLIES AND OTHER OPERATING EXPENSES				$7,700.00
TOTAL				$786,127.00
130930 - Other Instruction Mc				
OTHER TEACHING SALARIES			$35,000.00	
FRINGE BENEFITS			$10,332.00	
TOTAL PERSONNEL SERVICES				$45,332.00
TOTAL				$45,332.00

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ACTIVITY: 11 - Instruction , continued				
FUNCTION: 2370 - General Academic Instruction , continued				
130950 - Reach Higher				
OTHER TEACHING SALARIES			$25,000.00	
D	001932	13.08000	$8,757.06	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.94	
FRINGE BENEFITS			$7,600.00	
TOTAL PERSONNEL SERVICES				$41,358.00
TOTAL				$41,358.00
130960 - Online Bba				
OTHER TEACHING SALARIES			$2,500.00	
FRINGE BENEFITS			$1,482.00	
TOTAL PERSONNEL SERVICES				$3,982.00
TRAVEL				$1,000.00
SUPPLIES AND OTHER OPERATING EXPENSES				$500.00
TOTAL				$5,482.00
130990 - Accreditation Expens				
TRAVEL				$25,000.00
SUPPLIES AND OTHER OPERATING EXPENSES				$7,053.00
TOTAL				$32,053.00
130999 - Other Operating Expe				
I	001237	2.42000	$1,183.98	
R	001599	2.00000	$1,732.44	
A	001808	2.19000	$1,316.06	
PROJECTED SALARY SAVINGS-- OTHER TEACHING SALARIES			$0.52	
FRINGE BENEFITS			$2,707.00	
TOTAL PERSONNEL SERVICES				$6,940.00
TOTAL				$6,940.00

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ACTIVITY: 11 - Instruction , continued				
FUNCTION: 2370 - General Academic Instruction , continued				
131200 - NASA/OSU/LU Cost Share				
OTHER TEACHING SALARIES			$1,757.00	
OTHER SALARIES AND WAGES			$5,000.00	
FRINGE BENEFITS			$5,830.00	
TOTAL PERSONNEL SERVICES				$12,587.00
SUPPLIES AND OTHER OPERATING EXPENSES				$5,000.00
TOTAL				$17,587.00
TOTAL 2370 - General Academic Instruction				$7,932,869.00
FUNCTION: 2405 - Instructional Information Technol				
130994 - Infor Tech - Sct				
SUPPLIES AND OTHER OPERATING EXPENSES				$567,265.00
PROPERTY FURNITURE AND EQUIPMENT				$32,735.00
TOTAL				$600,000.00
130995 - Infor Tech - Instru				
S	001341	100.00000	$72,000.00	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.00	
FRINGE BENEFITS			$22,164.00	
TOTAL PERSONNEL SERVICES				$94,164.00
SUPPLIES AND OTHER OPERATING EXPENSES				$7,500.00
PROPERTY FURNITURE AND EQUIPMENT				$5,000.00
TOTAL				$106,664.00
TOTAL 2405 - Instructional Information Technol				$706,664.00
TOTAL 11 - Instruction				$8,639,533.00

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ACTIVITY: 12 - Research				
FUNCTION: 2541 - Institutes and Research Centers				
151119 - Res Match to NI191445XXXXG011				
FRINGE BENEFITS			$35,991.00	
TOTAL PERSONNEL SERVICES				$35,991.00
TOTAL				$35,991.00
151121 - FY21 Match to Evans-Allen:Res Admin				
OTHER SALARIES AND WAGES			$5,000.00	
FRINGE BENEFITS			$184,527.00	
TOTAL PERSONNEL SERVICES				$189,527.00
TRAVEL				$19,868.00
UTILITIES				$56,919.00
SUPPLIES AND OTHER OPERATING EXPENSES				$933,237.00
PROPERTY FURNITURE AND EQUIPMENT				$143,510.00
TOTAL				$1,343,061.00
151124 - FY24 State Match Evans-Allen Res Ad				
OTHER PROFESSIONAL SALARIES			$184,369.00	
TOTAL PERSONNEL SERVICES				$184,369.00
TOTAL				$184,369.00
151130 - FY20 Match Evans-Allen Goat Mgmt				
FRINGE BENEFITS			$55,940.00	
TOTAL PERSONNEL SERVICES				$55,940.00
SUPPLIES AND OTHER OPERATING EXPENSES				$95,180.00
TOTAL				$151,120.00
151131 - FY21 Evans-Allen Goat Mgmt State Ma				
OTHER SALARIES AND WAGES			$5,000.00	
TOTAL PERSONNEL SERVICES				$5,000.00
TOTAL				$5,000.00

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ACTIVITY: 12 - Research , continued				
FUNCTION: 2541 - Institutes and Research Centers , continued				
151133 - FY23 Match Evans-Allen: Goat-Sheep				
PROPERTY FURNITURE AND EQUIPMENT				$7,000.00
TOTAL				$7,000.00
151134 - FY24 State Match RES Goat Mgmt				
OTHER PROFESSIONAL SALARIES			$205,200.00	
OTHER SALARIES AND WAGES			$117,936.00	
TOTAL PERSONNEL SERVICES				$323,136.00
TOTAL				$323,136.00
151144 - FY24 State RES Daylily				
OTHER PROFESSIONAL SALARIES			$24,012.00	
OTHER SALARIES AND WAGES			$13,551.00	
TOTAL PERSONNEL SERVICES				$37,563.00
TOTAL				$37,563.00
151154 - FY24 State Match RES Microbiome				
OTHER PROFESSIONAL SALARIES			$89,595.00	
TOTAL PERSONNEL SERVICES				$89,595.00
TOTAL				$89,595.00
151164 - FY24 State Match RES Aquaculture				
OTHER PROFESSIONAL SALARIES			$28,195.00	
OTHER SALARIES AND WAGES			$18,621.00	
TOTAL PERSONNEL SERVICES				$46,816.00
TOTAL				$46,816.00
151171 - FY21 Match to Research:Horticulture				
OTHER PROFESSIONAL SALARIES			$13,519.00	
FRINGE BENEFITS			$5,137.00	
TOTAL PERSONNEL SERVICES				$18,656.00
TOTAL				$18,656.00

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151174 - FY24 State Match RES Horticulture				
OTHER PROFESSIONAL SALARIES			$36,765.00	
TOTAL PERSONNEL SERVICES				$36,765.00
TOTAL				$36,765.00
151184 - FY24 State Match RES Agribusiness				
R	002015	30.00000	$19,800.00	
OTHER PROFESSIONAL SALARIES			$18,285.00	
TOTAL PERSONNEL SERVICES				$38,085.00
TOTAL				$38,085.00
151194 - FY24 State Match RES Communication				
OTHER PROFESSIONAL SALARIES			$12,227.00	
TOTAL PERSONNEL SERVICES				$12,227.00
TOTAL				$12,227.00
151203 - FY23 Match Evans-Allen:Product Devl				
SUPPLIES AND OTHER OPERATING EXPENSES				$20,000.00
TOTAL				$20,000.00
151214 - FY24 State Match Res Soils& Env Sci				
OTHER PROFESSIONAL SALARIES			$16,440.00	
TOTAL PERSONNEL SERVICES				$16,440.00
TOTAL				$16,440.00
151224 - FY24 State Match Res Large Animals				
OTHER PROFESSIONAL SALARIES			$7,000.00	
TOTAL PERSONNEL SERVICES				$7,000.00
TOTAL				$7,000.00

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ACTIVITY: 12 - Research , continued				
FUNCTION: 2541 - Institutes and Research Centers , continued				
151999 - Other Expense				
OTHER TEACHING SALARIES			$134,937.00	
TOTAL PERSONNEL SERVICES				$134,937.00
TOTAL				$134,937.00
TOTAL 2541 - Institutes and Research Centers				$2,507,761.00
TOTAL 12 - Research				$2,507,761.00
ACTIVITY: 13 - Public Service				
FUNCTION: 2605 - Community Service				
163102 - Extension 2017 Match				
FRINGE BENEFITS			$1,786.00	
TOTAL PERSONNEL SERVICES				$1,786.00
TOTAL				$1,786.00
163119 - Ext State Match to NI191444XXXXG019				
FRINGE BENEFITS			$50,801.00	
TOTAL PERSONNEL SERVICES				$50,801.00
TOTAL				$50,801.00
163120 - FY20 Extension State Match - Admin				
FRINGE BENEFITS			$60,168.00	
TOTAL PERSONNEL SERVICES				$60,168.00
SUPPLIES AND OTHER OPERATING EXPENSES				$444,496.00
TOTAL				$504,664.00

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INSTITUTION NUMBER: L INSTITUTION NAME: Langston University PRESIDENT: DR. RUTH R. JACKSON

POSITION TITLE	POSITION NUMBER	FUNDING PERCENT	POSITION PROPOSED BUDGET AMOUNT	FY 2025-2026 PROPOSED ACCOUNT BUDGET AMOUNT
ACTIVITY: 13 - Public Service , continued				
FUNCTION: 2605 - Community Service , continued				
163121 - FY21 Extension State Match - Admin				
FRINGE BENEFITS			$108,841.00	
TOTAL PERSONNEL SERVICES				$108,841.00
TRAVEL				$19,186.00
UTILITIES				$10,330.00
SUPPLIES AND OTHER OPERATING EXPENSES				$189,183.00
PROPERTY FURNITURE AND EQUIPMENT				$19,999.00
TOTAL				$347,539.00
163122 - FY22 Extension State Match - Admin				
OTHER TEACHING SALARIES			$21,244.00	
OTHER PROFESSIONAL SALARIES			$44,238.00	
TOTAL PERSONNEL SERVICES				$65,482.00
SUPPLIES AND OTHER OPERATING EXPENSES				$5,000.00
TOTAL				$70,482.00
163124 - FY24 Extension State Match-Admin				
OTHER PROFESSIONAL SALARIES			$14,759.00	
TOTAL PERSONNEL SERVICES				$14,759.00
TOTAL				$14,759.00
163131 - FY21 Ext State Match: 4-H & Youth				
OTHER SALARIES AND WAGES			$32,400.00	
FRINGE BENEFITS			$4,929.00	
TOTAL PERSONNEL SERVICES				$37,329.00
TOTAL				$37,329.00
163132 - FY22 Ext State Match: 4H & Youth				
OTHER PROFESSIONAL SALARIES			$114,846.00	
TOTAL PERSONNEL SERVICES				$114,846.00
TOTAL				$114,846.00

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POSITION TITLE	POSITION NUMBER	FUNDING PERCENT	POSITION PROPOSED BUDGET AMOUNT	FY 2025-2026 PROPOSED ACCOUNT BUDGET AMOUNT
ACTIVITY: 13 - Public Service , continued				
FUNCTION: 2605 - Community Service , continued				
163141 - FY21 Ext State Match: Horticulture				
SUPPLIES AND OTHER OPERATING EXPENSES				$5,000.00
TOTAL				$5,000.00
163142 - FY22 Ext State Match: Horticulture				
OTHER PROFESSIONAL SALARIES			$13,360.00	
OTHER SALARIES AND WAGES			$13,124.00	
TOTAL PERSONNEL SERVICES				$26,484.00
TOTAL				$26,484.00
163152 - FY22 Ext State Match: Goat				
OTHER PROFESSIONAL SALARIES			$73,454.00	
OTHER SALARIES AND WAGES			$14,960.00	
TOTAL PERSONNEL SERVICES				$88,414.00
TOTAL				$88,414.00
163163 - FY23 Ext State Match - Aquaculture				
OTHER PROFESSIONAL SALARIES			$7,195.00	
TOTAL PERSONNEL SERVICES				$7,195.00
TOTAL				$7,195.00
163172 - FY22 Ext State Match: Agribusiness				
OTHER PROFESSIONAL SALARIES			$21,853.00	
TOTAL PERSONNEL SERVICES				$21,853.00
TOTAL				$21,853.00
163180 - FY20 Extension Match - Communicatio				
FRINGE BENEFITS			$4,266.00	
TOTAL PERSONNEL SERVICES				$4,266.00
TOTAL				$4,266.00

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ACTIVITY: 13 - Public Service , continued				
FUNCTION: 2605 - Community Service , continued				
163182 - FY22 Ext State Match: Communication				
C	002065	20.00000	$9,600.00	
OTHER PROFESSIONAL SALARIES			$17,027.00	
C	002114	100.00000	$47,000.00	
PROJECTED SALARY SAVINGS-- OTHER SALARIES AND WAGES			$0.00	
TOTAL PERSONNEL SERVICES				$73,627.00
SUPPLIES AND OTHER OPERATING EXPENSES				$1,000.00
TOTAL				$74,627.00
163192 - FY22 Ext State Match:Comm Nutrition				
P	001804	20.00000	$14,390.00	
OTHER PROFESSIONAL SALARIES			$4,010.00	
TOTAL PERSONNEL SERVICES				$18,400.00
TOTAL				$18,400.00
163224 - FY24 EXT State Match - Large Animal				
OTHER PROFESSIONAL SALARIES			$14,000.00	
TOTAL PERSONNEL SERVICES				$14,000.00
TOTAL				$14,000.00
163999 - Other Operating Exp				
OTHER PROFESSIONAL SALARIES			$311,727.00	
TOTAL PERSONNEL SERVICES				$311,727.00
SUPPLIES AND OTHER OPERATING EXPENSES				$6,322,366.00
TOTAL				$6,634,093.00
TOTAL 2605 - Community Service				$8,036,538.00
TOTAL 13 - Public Service				$8,036,538.00

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POSITION TITLE	POSITION NUMBER	FUNDING PERCENT	POSITION PROPOSED BUDGET AMOUNT	FY 2025-2026 PROPOSED ACCOUNT BUDGET AMOUNT
ACTIVITY: 14 - Academic Support				
FUNCTION: 2750 - Libraries				
151201 - Res Library Books				
LIBRARY BOOKS AND PERIODICALS				$81,000.00
TOTAL				$81,000.00
170001 - Library				
A	001261	100.00000	$70,000.00	
P	001507	100.00000	$27,810.00	
L	001813	100.00000	$27,532.37	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.63	
L	001121	100.00000	$28,691.23	
A	001448	100.00000	$32,982.97	
OTHER SALARIES AND WAGES			$20,000.80	
FRINGE BENEFITS			$53,165.00	
TOTAL PERSONNEL SERVICES				$260,183.00
SUPPLIES AND OTHER OPERATING EXPENSES				$8,200.00
LIBRARY BOOKS AND PERIODICALS				$5,100.00
TOTAL				$273,483.00
170004 - Library-Endeavor				
LIBRARY BOOKS AND PERIODICALS				$40,000.00
TOTAL				$40,000.00
TOTAL 2750 - Libraries				$394,483.00
FUNCTION: 2780 - Ancillary Support				
143002 - University Radio/Tv				
SUPPLIES AND OTHER OPERATING EXPENSES				$10,000.00
TOTAL				$10,000.00
170002 - Library Ancil Supp				
TRAVEL				$1,500.00
SUPPLIES AND OTHER OPERATING EXPENSES				$500,000.00
TOTAL				$501,500.00
TOTAL 2780 - Ancillary Support				$511,500.00

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POSITION TITLE	POSITION NUMBER	FUNDING PERCENT	POSITION PROPOSED BUDGET AMOUNT	FY 2025-2026 PROPOSED ACCOUNT BUDGET AMOUNT
FUNCTION: 2790 - Academic Administration				
170910 - Acad Support Tulsa				
OTHER TEACHING SALARIES			$20,000.00	
A	001264	100.00000	$39,350.22	
OTHER PROFESSIONAL SALARIES			$10,000.78	
FRINGE BENEFITS			$21,071.00	
TOTAL PERSONNEL SERVICES				$90,422.00
TRAVEL				$4,250.00
TOTAL				$94,672.00
170920 - Administration Okc				
C	001825	100.00000	$56,000.00	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.00	
O	001142	100.00000	$22,279.47	
PROJECTED SALARY SAVINGS-- OTHER SALARIES AND WAGES			$0.53	
FRINGE BENEFITS			$33,850.00	
TOTAL PERSONNEL SERVICES				$112,130.00
SUPPLIES AND OTHER OPERATING EXPENSES				$77,300.00
TOTAL				$189,430.00
174001 - Membership				
SUPPLIES AND OTHER OPERATING EXPENSES				$15,000.00
TOTAL				$15,000.00
174002 - Vpaa				
A	001554	100.00000	$92,700.00	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.00	
A	001350	88.65000	$39,891.70	
PROJECTED SALARY SAVINGS-- OTHER SALARIES AND WAGES			$0.30	
FRINGE BENEFITS			$114,054.00	
TOTAL PERSONNEL SERVICES				$246,646.00
TRAVEL				$1,500.00
SUPPLIES AND OTHER OPERATING EXPENSES				$23,000.00
TOTAL				$271,146.00

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ACTIVITY: 14 - Academic Support , continued				
FUNCTION: 2790 - Academic Administration , continued				
174100 - Academic Deans				
D	001003	100.00000	$127,332.72	
D	001191	100.00000	$125,000.00	
D	001241	100.00000	$132,585.72	
D	001766	100.00000	$132,585.00	
A	001332	100.00000	$125,000.00	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.56	
FRINGE BENEFITS			$96,963.00	
TOTAL PERSONNEL SERVICES				$739,467.00
TOTAL				$739,467.00
174400 - Centralized Travel				
TRAVEL				$25,000.00
TOTAL				$25,000.00
TOTAL 2790 - Academic Administration				$1,334,715.00
TOTAL 14 - Academic Support				$2,240,698.00
ACTIVITY: 15 - Student Services				
FUNCTION: 2950 - Student Services Administration				
121001 - Vp Students Affairs				
TRAVEL				$9,000.00
SUPPLIES AND OTHER OPERATING EXPENSES				$41,000.00
TOTAL				$50,000.00
121008 - Dean Of Students				
D	001048	100.00000	$113,300.00	
A	001787	100.00000	$17,441.67	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.33	
FRINGE BENEFITS			$43,555.00	
TOTAL PERSONNEL SERVICES				$174,297.00

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ACTIVITY: 15 - Student Services , continued				
FUNCTION: 2950 - Student Services Administration , continued				
121008 - Dean Of Students , continued				
TRAVEL				$3,000.00
SUPPLIES AND OTHER OPERATING EXPENSES				$4,500.00
TOTAL				$181,797.00
TOTAL 2950 - Student Services Administration				$231,797.00
FUNCTION: 2960 - Social and Cultural Development				
121002 - Student Life				
FRINGE BENEFITS			$14,873.00	
TOTAL PERSONNEL SERVICES				$14,873.00
TOTAL				$14,873.00
121100 - Athletics				
A	001009	100.00000	$50,000.00	
A	001012	100.00000	$50,000.00	
A	001028	100.00000	$95,814.72	
H	001043	100.00000	$50,000.00	
I	001100	100.00000	$36,599.30	
H	001102	100.00000	$150,000.00	
H	001148	100.00000	$75,000.00	
A	001165	100.00000	$48,000.00	
H	001415	100.00000	$72,100.00	
O	001533	100.00000	$41,200.00	
H	001644	100.00000	$52,736.00	
A	001706	100.00000	$42,000.00	
A	001721	100.00000	$65,000.00	
A	001783	100.00000	$40,000.00	
I	001944	100.00000	$87,550.00	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$-0.02	
G	002089	100.00000	$20,000.80	
A	001586	100.00000	$48,000.00	
OTHER SALARIES AND WAGES			$2,000.20	
FRINGE BENEFITS			$221,321.00	
TOTAL PERSONNEL SERVICES				$1,247,322.00
TOTAL				$1,247,322.00

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TOTAL 2960 - Social and Cultural Development				$1,262,195.00
FUNCTION: 2970 - Counseling and Career Development				
121660 - Counseling Ctr				
C	001596	100.00000	$55,000.00	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.00	
FRINGE BENEFITS			$38,988.00	
TOTAL PERSONNEL SERVICES				$93,988.00
TOTAL				$93,988.00
121701 - Assess & Placement				
D	001366	100.00000	$66,950.00	
A	001743	100.00000	$92,700.00	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.00	
FRINGE BENEFITS			$60,667.00	
TOTAL PERSONNEL SERVICES				$220,317.00
SUPPLIES AND OTHER OPERATING EXPENSES				$7,500.00
TOTAL				$227,817.00
TOTAL 2970 - Counseling and Career Development				$321,805.00
FUNCTION: 2980 - Financial Aid Administration				
121301 - Financial Aid				
C	001030	100.00000	$40,000.00	
C	001188	100.00000	$40,000.00	
A	001216	100.00000	$50,000.00	
C	001513	100.00000	$40,000.00	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$-44,000.00	
A	001004	100.00000	$29,999.41	
A	001477	100.00000	$29,999.41	
S	001480	100.00000	$29,999.41	
C	002038	100.00000	$40,000.00	
PROJECTED SALARY SAVINGS-- OTHER SALARIES AND WAGES			$0.77	
FRINGE BENEFITS			$105,718.00	
TOTAL PERSONNEL SERVICES				$361,717.00

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ACTIVITY: 15 - Student Services , continued				
FUNCTION: 2980 - Financial Aid Administration , continued				
121301 - Financial Aid , continued				
SUPPLIES AND OTHER OPERATING EXPENSES				$3,000.00
TOTAL				$364,717.00
121302 - Fin Aid Prof Service				
SUPPLIES AND OTHER OPERATING EXPENSES				$22,500.00
TOTAL				$22,500.00
121303 - Financial Aid-Tulsa				
A	001281	100.00000	$50,000.00	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.00	
FRINGE BENEFITS			$15,400.00	
TOTAL PERSONNEL SERVICES				$65,400.00
TRAVEL				$500.00
TOTAL				$65,900.00
TOTAL 2980 - Financial Aid Administration				$453,117.00
FUNCTION: 2985 - Student Records				
121501 - Registrar				
D	001333	100.00000	$36,635.04	
R	001786	100.00000	$66,950.00	
OTHER PROFESSIONAL SALARIES			$9,999.96	
R	001826	100.00000	$21,728.46	
R	001963	100.00000	$28,321.98	
PROJECTED SALARY SAVINGS-- OTHER SALARIES AND WAGES			$0.56	
FRINGE BENEFITS			$123,430.00	
TOTAL PERSONNEL SERVICES				$287,066.00
TRAVEL				$300.00
SUPPLIES AND OTHER OPERATING EXPENSES				$19,500.00
TOTAL				$306,866.00
TOTAL 2985 - Student Records				$306,866.00

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ACTIVITY: 15 - Student Services , continued				
FUNCTION: 2990 - Student Admissions				
121006 - Director Enrollment				
A	001145	100.00000	$31,499.33	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.67	
OTHER SALARIES AND WAGES			$5,000.00	
FRINGE BENEFITS			$62,041.00	
TOTAL PERSONNEL SERVICES				$98,541.00
TRAVEL				$5,000.00
SUPPLIES AND OTHER OPERATING EXPENSES				$593,530.00
TOTAL				$697,071.00
121402 - Admissions				
R	001606	100.00000	$36,000.00	
C	001656	20.00000	$10,905.23	
D	001751	100.00000	$65,000.00	
I	002104	50.00000	$20,000.00	
A	002105	100.00000	$56,000.00	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$-0.23	
A	001307	100.00000	$29,999.47	
C	001733	100.00000	$32,783.58	
PROJECTED SALARY SAVINGS-- OTHER SALARIES AND WAGES			$-0.05	
FRINGE BENEFITS			$110,517.00	
TOTAL PERSONNEL SERVICES				$361,205.00
TRAVEL				$40,000.00
SUPPLIES AND OTHER OPERATING EXPENSES				$43,340.00
PROPERTY FURNITURE AND EQUIPMENT				$500.00
TOTAL				$445,045.00
TOTAL 2990 - Student Admissions				$1,142,116.00
FUNCTION: 3005 - Student Services Information Tech				
121995 - Infor Tech-Stu Serv				
FRINGE BENEFITS			$13,516.00	
TOTAL PERSONNEL SERVICES				$13,516.00
TOTAL				$13,516.00
TOTAL 3005 - Student Services Information Tech				$13,516.00

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TOTAL 15 - Student Services				$3,731,412.00
ACTIVITY: 16 - Institutional Support				
FUNCTION: 3120 - Executive Management				
116001 - Governing Board				
SUPPLIES AND OTHER OPERATING EXPENSES				$1,149,518.00
TOTAL				$1,149,518.00
116002 - Pres Office				
P	001402	100.00000	$323,000.00	
OTHER PROFESSIONAL SALARIES			$14,520.00	
A	001795	100.00000	$34,199.33	
PROJECTED SALARY SAVINGS-- OTHER SALARIES AND WAGES			$0.67	
FRINGE BENEFITS			$420,635.00	
TOTAL PERSONNEL SERVICES				$792,355.00
TRAVEL				$20,000.00
SUPPLIES AND OTHER OPERATING EXPENSES				$135,000.00
TOTAL				$947,355.00
116003 - Vp Fiscal Affairs				
A	001446	100.00000	$38,620.70	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.30	
FRINGE BENEFITS			$39,923.00	
TOTAL PERSONNEL SERVICES				$78,544.00
TRAVEL				$4,500.00
SUPPLIES AND OTHER OPERATING EXPENSES				$36,000.00
TOTAL				$119,044.00
116006 - Asst Vp Fiscal Affai				
FRINGE BENEFITS			$50,099.00	
TOTAL PERSONNEL SERVICES				$50,099.00
TOTAL				$50,099.00

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ACTIVITY: 16 - Institutional Support , continued				
FUNCTION: 3120 - Executive Management , continued				
116007 - Fiscal Affairs Tulsa				
FRINGE BENEFITS			$6,758.00	
TOTAL PERSONNEL SERVICES				$6,758.00
TOTAL				$6,758.00
116008 - Other Executive Mgmt				
A	001000	100.00000	$170,000.00	
V	001822	100.00000	$164,800.00	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.00	
FRINGE BENEFITS			$141,374.00	
TOTAL PERSONNEL SERVICES				$476,174.00
TOTAL				$476,174.00
116110 - VP of Operations				
O	001022	100.00000	$51,300.00	
D	001770	100.00000	$90,000.00	
D	001990	100.00000	$75,000.00	
OTHER PROFESSIONAL SALARIES			$50,000.00	
FRINGE BENEFITS			$44,620.00	
TOTAL PERSONNEL SERVICES				$310,920.00
SUPPLIES AND OTHER OPERATING EXPENSES				$55,000.00
TOTAL				$365,920.00
TOTAL 3120 - Executive Management				$3,114,868.00
FUNCTION: 3125 - Fiscal Operations				
116101 - Comptrollers Office				
A	001130	100.00000	$55,000.00	
A	001301	100.00000	$76,220.00	
B	002005	100.00000	$55,000.00	
P	002006	100.00000	$45,000.00	
	002080	100.00000	$125,000.00	

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ACTIVITY: 16 - Institutional Support , continued				
FUNCTION: 3125 - Fiscal Operations , continued				
116101 - Comptrollers Office , continued				
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$-100,000.00	
FRINGE BENEFITS			$149,837.00	
TOTAL PERSONNEL SERVICES				$406,057.00
TRAVEL				$7,500.00
SUPPLIES AND OTHER OPERATING EXPENSES				$37,500.00
PROPERTY FURNITURE AND EQUIPMENT				$18,000.00
TOTAL				$469,057.00
116102 - Business Office				
I	001007	100.00000	$49,440.00	
C	001782	100.00000	$33,799.35	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.65	
FRINGE BENEFITS			$73,644.00	
TOTAL PERSONNEL SERVICES				$156,884.00
SUPPLIES AND OTHER OPERATING EXPENSES				$29,500.00
TOTAL				$186,384.00
116103 - Purchasing				
OTHER PROFESSIONAL SALARIES			$45,000.00	
FRINGE BENEFITS			$38,836.00	
TOTAL PERSONNEL SERVICES				$83,836.00
SUPPLIES AND OTHER OPERATING EXPENSES				$10,000.00
TOTAL				$93,836.00
116301 - Accounts Payable				
A	001215	100.00000	$63,398.40	
A	001739	100.00000	$76,635.04	
OTHER PROFESSIONAL SALARIES			$35,980.56	
FRINGE BENEFITS			$40,548.00	
TOTAL PERSONNEL SERVICES				$216,562.00
TOTAL				$216,562.00

OKLAHOMA STATE REGENTS FOR HIGHER EDUCATION
EDUCATIONAL AND GENERAL BUDGET PART I
FISCAL YEAR 2025-2026
SCHEDULE E
EXPENDITURES BY ACTIVITY/FUNCTION, DEPARTMENT, POSITION AND OBJECT

INSTITUTION NUMBER: L INSTITUTION NAME: Langston University PRESIDENT: DR. RUTH R. JACKSON

POSITION TITLE	POSITION NUMBER	FUNDING PERCENT	POSITION PROPOSED BUDGET AMOUNT	FY 2025-2026 PROPOSED ACCOUNT BUDGET AMOUNT
ACTIVITY: 16 - Institutional Support , continued				
FUNCTION: 3125 - Fiscal Operations , continued				
116410 - Collections				
SUPPLIES AND OTHER OPERATING EXPENSES				$50,000.00
TOTAL				$50,000.00
TOTAL 3125 - Fiscal Operations				$1,015,839.00
FUNCTION: 3130 - General Administration and Logist				
116201 - Human Resources				
S	001318	100.00000	$53,790.72	
D	001951	100.00000	$95,000.00	
T	002012	100.00000	$70,000.00	
D	002013	100.00000	$60,000.00	
S	001730	100.00000	$39,999.29	
OTHER PROFESSIONAL SALARIES			$40,000.99	
FRINGE BENEFITS			$90,467.00	
TOTAL PERSONNEL SERVICES				$449,258.00
SUPPLIES AND OTHER OPERATING EXPENSES				$23,000.00
TOTAL				$472,258.00
116203 - Copy Center				
SUPPLIES AND OTHER OPERATING EXPENSES				$25,000.00
TOTAL				$25,000.00
116910 - Administration-Tulsa				
A	002003	100.00000	$100,000.00	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.00	
TOTAL PERSONNEL SERVICES				$100,000.00
TOTAL				$100,000.00
116940 - Institution Research				
FRINGE BENEFITS			$31,782.00	
TOTAL PERSONNEL SERVICES				$31,782.00

OKLAHOMA STATE REGENTS FOR HIGHER EDUCATION
EDUCATIONAL AND GENERAL BUDGET PART I
FISCAL YEAR 2025-2026
SCHEDULE E
EXPENDITURES BY ACTIVITY/FUNCTION, DEPARTMENT, POSITION AND OBJECT

INSTITUTION NUMBER: L INSTITUTION NAME: Langston University PRESIDENT: DR. RUTH R. JACKSON

POSITION TITLE	POSITION NUMBER	FUNDING PERCENT	POSITION PROPOSED BUDGET AMOUNT	FY 2025-2026 PROPOSED ACCOUNT BUDGET AMOUNT
ACTIVITY: 16 - Institutional Support , continued				
FUNCTION: 3130 - General Administration and Logist, continued				
116940 - Institution Research , continued				
SUPPLIES AND OTHER OPERATING EXPENSES				$45,000.00
TOTAL				$76,782.00
TOTAL 3130 - General Administration and Logist				$674,040.00
FUNCTION: 3135 - Public Relations/Development				
116204 - Marketing/Publ				
A	001442	100.00000	$51,500.00	
S	001593	100.00000	$52,740.08	
OTHER PROFESSIONAL SALARIES			$48,000.92	
FRINGE BENEFITS			$44,767.00	
TOTAL PERSONNEL SERVICES				$197,008.00
TRAVEL				$2,000.00
SUPPLIES AND OTHER OPERATING EXPENSES				$111,000.00
PROPERTY FURNITURE AND EQUIPMENT				$1,000.00
TOTAL				$311,008.00
116501 - Vp Inst Adv & Dvpmnt				
G	001522	100.00000	$46,350.00	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.00	
A	001350	11.35000	$5,107.40	
OTHER SALARIES AND WAGES			$4,892.60	
FRINGE BENEFITS			$69,130.00	
TOTAL PERSONNEL SERVICES				$125,480.00
TRAVEL				$7,500.00
SUPPLIES AND OTHER OPERATING EXPENSES				$8,250.00
TOTAL				$141,230.00
116502 - Alumni Affairs				
D	001419	100.00000	$72,100.00	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.00	
FRINGE BENEFITS			$27,398.00	
TOTAL PERSONNEL SERVICES				$99,498.00
TOTAL				$99,498.00

OKLAHOMA STATE REGENTS FOR HIGHER EDUCATION
EDUCATIONAL AND GENERAL BUDGET PART I
FISCAL YEAR 2025-2026
SCHEDULE E
EXPENDITURES BY ACTIVITY/FUNCTION, DEPARTMENT, POSITION AND OBJECT

INSTITUTION NUMBER: L INSTITUTION NAME: Langston University PRESIDENT: DR. RUTH R. JACKSON

POSITION TITLE	POSITION NUMBER	FUNDING PERCENT	POSITION PROPOSED BUDGET AMOUNT	FY 2025-2026 PROPOSED ACCOUNT BUDGET AMOUNT
116888 - Marketing Contracts				
SUPPLIES AND OTHER OPERATING EXPENSES				$125,000.00
TOTAL				$125,000.00
TOTAL 3135 - Public Relations/Development				$676,736.00
FUNCTION: 3140 - Institutional Support Information				
116995 - Infor Tech-Administr				
S	001282	100.00000	$41,200.00	
C	001536	50.00000	$62,500.00	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.00	
FRINGE BENEFITS			$54,036.00	
TOTAL PERSONNEL SERVICES				$157,736.00
SUPPLIES AND OTHER OPERATING EXPENSES				$3,500.00
TOTAL				$161,236.00
TOTAL 3140 - Institutional Support Information				$161,236.00
TOTAL 16 - Institutional Support				$5,642,719.00
ACTIVITY: 17 - Operation & Maint of Plant				
FUNCTION: 3220 - Physical Plant Administration				
187002 - Insurance				
SUPPLIES AND OTHER OPERATING EXPENSES				$700,000.00
TOTAL				$700,000.00
187403 - Gas Credit Cards				
SUPPLIES AND OTHER OPERATING EXPENSES				$45,000.00
TOTAL				$45,000.00
187404 - Other Prof Services				
SUPPLIES AND OTHER OPERATING EXPENSES				$5,000.00
TOTAL				$5,000.00

OKLAHOMA STATE REGENTS FOR HIGHER EDUCATION
EDUCATIONAL AND GENERAL BUDGET PART I
FISCAL YEAR 2025-2026
SCHEDULE E
EXPENDITURES BY ACTIVITY/FUNCTION, DEPARTMENT, POSITION AND OBJECT

INSTITUTION NUMBER: L INSTITUTION NAME: Langston University PRESIDENT: DR. RUTH R. JACKSON

POSITION TITLE	POSITION NUMBER	FUNDING PERCENT	POSITION PROPOSED BUDGET AMOUNT	FY 2025-2026 PROPOSED ACCOUNT BUDGET AMOUNT
ACTIVITY: 17 - Operation & Maint of Plant , continued				
FUNCTION: 3220 - Physical Plant Administration , continued				
187910 - Lu Tulsa Plant				
UTILITIES				$114,067.00
TOTAL				$114,067.00
187911 - Tulsa Plant-Nursing				
UTILITIES				$9,594.00
PROPERTY FURNITURE AND EQUIPMENT				$2,500.00
TOTAL				$12,094.00
TOTAL 3220 - Physical Plant Administration				$876,161.00
FUNCTION: 3230 - Building Maintenance				
187415 - WFF Facilities				
SUPPLIES AND OTHER OPERATING EXPENSES				$1,000,000.00
TOTAL				$1,000,000.00
187418 - University Maintenance Subcontracto				
SUPPLIES AND OTHER OPERATING EXPENSES				$125,000.00
TOTAL				$125,000.00
187920 - Lu Okc Plant				
SUPPLIES AND OTHER OPERATING EXPENSES				$75,000.00
TOTAL				$75,000.00
TOTAL 3230 - Building Maintenance				$1,200,000.00
FUNCTION: 3240 - Custodial Services				
187417 - WFF Custodial				
SUPPLIES AND OTHER OPERATING EXPENSES				$2,286,880.00
TOTAL				$2,286,880.00
TOTAL 3240 - Custodial Services				$2,286,880.00

OKLAHOMA STATE REGENTS FOR HIGHER EDUCATION
EDUCATIONAL AND GENERAL BUDGET PART I
FISCAL YEAR 2025-2026
SCHEDULE E
EXPENDITURES BY ACTIVITY/FUNCTION, DEPARTMENT, POSITION AND OBJECT

INSTITUTION NUMBER: L INSTITUTION NAME: Langston University PRESIDENT: DR. RUTH R. JACKSON

POSITION TITLE	POSITION NUMBER	FUNDING PERCENT	POSITION PROPOSED BUDGET AMOUNT	FY 2025-2026 PROPOSED ACCOUNT BUDGET AMOUNT
ACTIVITY: 17 - Operation & Maint of Plant , continued				
FUNCTION: 3250 - Utilities				
187301 - Phys Plant Utilities				
UTILITIES				$1,037,202.00
TOTAL				$1,037,202.00
TOTAL 3250 - Utilities				$1,037,202.00
FUNCTION: 3260 - Landscape and Ground Maintenance				
187416 - WFF Grounds				
SUPPLIES AND OTHER OPERATING EXPENSES				$1,102,524.00
TOTAL				$1,102,524.00
TOTAL 3260 - Landscape and Ground Maintenance				$1,102,524.00
FUNCTION: 3270 - Major Repairs and Renovations				
187500 - Pp Other Maintenance				
SUPPLIES AND OTHER OPERATING EXPENSES				$9,000.00
PROPERTY FURNITURE AND EQUIPMENT				$1,000.00
TOTAL				$10,000.00
187999 - Other Operating Exp				
SUPPLIES AND OTHER OPERATING EXPENSES				$35,000.00
TOTAL				$35,000.00
TOTAL 3270 - Major Repairs and Renovations				$45,000.00
FUNCTION: 3275 - Safety and Security				
187600 - Safety And Security				
A	001355	100.00000	$55,000.00	
C	001581	100.00000	$74,160.00	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$-55,000.00	
P	001059	100.00000	$37,929.40	
P	001060	100.00000	$70,011.46	

OKLAHOMA STATE REGENTS FOR HIGHER EDUCATION
EDUCATIONAL AND GENERAL BUDGET PART I
FISCAL YEAR 2025-2026
SCHEDULE E
EXPENDITURES BY ACTIVITY/FUNCTION, DEPARTMENT, POSITION AND OBJECT

INSTITUTION NUMBER: L INSTITUTION NAME: Langston University PRESIDENT: DR. RUTH R. JACKSON

POSITION TITLE	POSITION NUMBER	FUNDING PERCENT	POSITION PROPOSED BUDGET AMOUNT	FY 2025-2026 PROPOSED ACCOUNT BUDGET AMOUNT
ACTIVITY: 17 - Operation & Maint of Plant , continued				
FUNCTION: 3275 - Safety and Security , continued				
187600 - Safety And Security , continued				
P	001070	100.00000	$39,720.60	
P	001071	100.00000	$37,935.24	
P	001073	100.00000	$35,005.73	
P	001075	100.00000	$34,999.32	
P	001080	100.00000	$34,999.32	
P	001489	100.00000	$36,050.00	
P	001490	100.00000	$35,005.73	
P	001550	100.00000	$34,999.32	
P	001552	100.00000	$37,935.24	
D	001578	100.00000	$33,528.96	
D	001579	100.00000	$30,201.00	
D	001799	100.00000	$30,201.00	
D	001235	100.00000	$30,949.80	
PROJECTED SALARY SAVINGS-- OTHER SALARIES AND WAGES			$-50,111.12	
FRINGE BENEFITS			$182,491.00	
TOTAL PERSONNEL SERVICES				$766,012.00
SUPPLIES AND OTHER OPERATING EXPENSES				$70,500.00
PROPERTY FURNITURE AND EQUIPMENT				$45,000.00
TOTAL				$881,512.00
TOTAL 3275 - Safety and Security				$881,512.00
FUNCTION: 3285 - Physical Plant Information Techno				
187995 - Infor Tech-O/M Plant				
SUPPLIES AND OTHER OPERATING EXPENSES				$267,500.00
PROPERTY FURNITURE AND EQUIPMENT				$22,500.00
TOTAL				$290,000.00
TOTAL 3285 - Physical Plant Information Techno				$290,000.00
TOTAL 17 - Operation & Maint of Plant				$7,719,279.00

OKLAHOMA STATE REGENTS FOR HIGHER EDUCATION
EDUCATIONAL AND GENERAL BUDGET PART I
FISCAL YEAR 2025-2026
SCHEDULE E
EXPENDITURES BY ACTIVITY/FUNCTION, DEPARTMENT, POSITION AND OBJECT

INSTITUTION NUMBER: L INSTITUTION NAME: Langston University PRESIDENT: DR. RUTH R. JACKSON

POSITION TITLE	POSITION NUMBER	FUNDING PERCENT	POSITION PROPOSED BUDGET AMOUNT	FY 2025-2026 PROPOSED ACCOUNT BUDGET AMOUNT
ACTIVITY: 18 - Scholarship and Fellowship				
FUNCTION: 3410 - Scholarships				
129701 - Pres/Regents Schol				
FRINGE BENEFITS			$28,500.00	
TOTAL PERSONNEL SERVICES				$28,500.00
SCHOLARSHIPS AND OTHER ASSISTANCE				$1,145,772.00
TOTAL				$1,174,272.00
129702 - Scholarships				
SCHOLARSHIPS AND OTHER ASSISTANCE				$1,182,904.00
TOTAL				$1,182,904.00
129703 - Mcabe Honor Schol				
SCHOLARSHIPS AND OTHER ASSISTANCE				$1,861,880.00
TOTAL				$1,861,880.00
129704 - Admissions Scholarsh				
SCHOLARSHIPS AND OTHER ASSISTANCE				$10,079.00
TOTAL				$10,079.00
129705 - Need Based Scholarsh				
SCHOLARSHIPS AND OTHER ASSISTANCE				$530.00
TOTAL				$530.00
129706 - Enroll Mgnt Scholar				
SCHOLARSHIPS AND OTHER ASSISTANCE				$95,481.00
TOTAL				$95,481.00
129707 - Athletic Scholarship				
SCHOLARSHIPS AND OTHER ASSISTANCE				$1,112,400.00
TOTAL				$1,112,400.00

OKLAHOMA STATE REGENTS FOR HIGHER EDUCATION
EDUCATIONAL AND GENERAL BUDGET PART I
FISCAL YEAR 2025-2026
SCHEDULE E
EXPENDITURES BY ACTIVITY/FUNCTION, DEPARTMENT, POSITION AND OBJECT

INSTITUTION NUMBER: L INSTITUTION NAME: Langston University PRESIDENT: DR. RUTH R. JACKSON

POSITION TITLE	POSITION NUMBER	FUNDING PERCENT	POSITION PROPOSED BUDGET AMOUNT	FY 2025-2026 PROPOSED ACCOUNT BUDGET AMOUNT
ACTIVITY: 18 - Scholarship and Fellowship , continued				
FUNCTION: 3410 - Scholarships , continued				
129708 - Usda Scholarships				
SCHOLARSHIPS AND OTHER ASSISTANCE				$144,282.00
TOTAL				$144,282.00
129709 - Ok Promise Scholarsh				
SCHOLARSHIPS AND OTHER ASSISTANCE				$806,284.00
TOTAL				$806,284.00
TOTAL 3410 - Scholarships				$6,388,112.00
FUNCTION: 3420 - Resident Tuition Waivers				
102990 - Undergraduate Fee Wv				
RESIDENT TUITION WAIVERS				$772,500.00
NON-RESIDENT TUITION WAIVERS				$3,431,960.00
TOTAL				$4,204,460.00
TOTAL 3420 - Resident Tuition Waivers				$4,204,460.00
TOTAL 18 - Scholarship and Fellowship				$10,592,572.00
TOTAL PRIMARY BUDGET EXPENDITURES				$49,110,512.00

Oklahoma State Regents for Higher Education
Tuition and Mandatory Fee Request

Regional University
Undergraduate

Institution: Langston University (UNDERGRADUATE) **Date Approved by Local Governing Board: 6/13/2025**

	Tuition and Mandatory Fees	Credit Hours or Semesters	FY25 Tuition & Fees		FY26 Tuition & Mandatory Fees				FY26 Guaranteed Tuition & Mandatory Fees			
			FY25 Rates	Cost for 30 Credit Hours	Proposed FY26 Rates	Cost for 30 Credit Hours	$ Chg from FY25	% Chg from FY25	Proposed FY26 Gtd Rate	Cost for 30 Credit Hours	$ Chg from FY25	% Chg from FY25
I.	**Tuition:**											
	Total Resident Tuition	***30***	***155.11***	***4,653.30***	***159.76***	***4,792.80***	***139.50***	***3.0%***	*183.72*	*5,511.72*	858.42	18.45%
	Nonresident Tuition								*Diff from FY26 NG Rate*		***718.92***	***15.0000%***
	Total Nonresident Tuition	**30**	***413.55***	***12,406.50***	***425.95***	***12,778.50***	***372.00***	***3.0%***				
II.	**Mandatory Fees**								***Same as Mandatory Fees for FY26 Non-Guaranteed Tuition Rate***			
	A. E&G Part I (290 Fund)											
	Student Technology Services Fee											
	Library Automation and Materials Fee											
	Library Resources Fee											
	Educational Network Connectivity Fee											
	Academic Records Fee											
	Assessment Fee											
	Student ID Fee											
	Publications Fee											
	Safety Fee											
	Security Services Fee											
	Academic Excellence Fee											
	Other Mandatory Fees (List Below)											
	Marticulation Fee	30	31.09	932.70	32.02	960.68	27.98	3.0%	32.02	960.68	27.98	3.0%
	Subtotal E&G Part I(290 Fund) Mandatory Fees	*30*	*31.09*	*932.70*	*32.023*	*960.68*	*27.98*	*3.0%*	*32.02*	*960.68*	*27.98*	*3.0%*
	B. Auxiliary (700 Fund)											
	Student Activity Fee											
	Student Facility Fee #1											
	Student Facility Fee #2											
	Student Health Fee											
	Cultural and Recreational Services Fee											
	Speaker Series Fee											
	Parking and/or Transit Fee											
	School Newspaper Fee											
	Student Government Fee	2	107.66	215.32	110.89	221.78	6.46	3.0%	110.89	221.78	6.46	3.0%
	Other Mandatory Fees (List Below)											
	Student Activity Fee	30	23.51	705.30	24.22	726.46	21.16	3.0%	24.22	726.46	21.16	3.0%
	Publications, Health & Cultural & Recreation	2	108.33	216.66	111.58	223.16	6.50	3.0%	111.58	223.16	6.50	3.0%
	Wellness Fee	2	103.33	206.66	106.43	212.86	6.20	3.0%	106.43	212.86	6.20	3.0%
	Subtotal Auxiliary(700 Fund) Mandatory Fees	*30*	*44.80*	*1,343.94*	*46.14*	*1,384.26*	*40.32*	*3.0%*	*46.14*	*1,384.26*	*40.32*	*3.0%*
	C. Total Mandatory Fees	***30***	***75.89***	***2,276.64***	***78.16***	***2,344.939***	***68.30***	***3.0%***	**78.16**	**2,344.94**	**68.30**	**3.0%**
III.	***Total Resident Tuition & Mandatory Fees***	***30***	***231.00***	***6,929.94***	***237.92***	***7,137.74***	***207.80***	***3.0%***	***261.89***	***7,856.66***	***926.72***	***13.4%***
IV.	***Total Nonresident Tuition & Mandatory Fees***	***30***	***489.44***	***14,683.14***	***504.11***	***15,123.44***	***440.30***	***3.0%***	***Diff from FY26 NG Rate***		***718.92***	***10.07%***

V.	***Legislative Peer Comparison***	***Resident***	***Nonresident***	
	FY26 Peer Limit -- Regional Universities	**$9,504.00**	**$19,841.00**	***Guaranteed Tuition Rate shall not exceed 115% of the nonguaranteed tuition rate.***
	Institutional Request for FY26	**$7,137.74**	**$15,123.44**	
	Difference from Peer Limit	**$2,366.26**	**$4,717.56**	
	Percentage of Peer Limit	**75.1%**	**76.2%**	
	Percentage Change from FY25**	**3.0%**	**3.0%**	

****Provide detailed justification on narrative form for all tuition and mandatory fee increases.****

**** ***Use of Revenue from Dedicated Fees*** : Requests for new fees or increases to existing fees will be thoroughly reviewed to ensure that the fees are required to meet specific costs and not requested to obscure, in essence, a tuition increase.****

Oklahoma State Regents for Higher Education
Tuition and Mandatory Fee Request

Regional University
Undergraduate

Institution: Langston University Tulsa and OKC (UNDERGRADUATE) **Date Approved by Local Governing Board: 6/13/2025**

	Tuition and Mandatory Fees	Credit Hours or Semesters	FY25 Tuition & Fees		FY26 Tuition & Mandatory Fees				FY26 Guaranteed Tuition & Mandatory Fees			
			FY25 Rates	Cost for 30 Credit Hours	Proposed FY26 Rates	Cost for 30 Credit Hours	$ Chg from FY25	% Chg from FY25	Proposed FY26 Gtd Rate	Cost for 30 Credit Hours	$ Chg from FY25	% Chg from FY25
I.	**Tuition:**											
	Total Resident Tuition	***30***	***155.11***	***4,653.30***	***159.76***	***4,792.80***	***139.50***	***3.0%***	*183.72*	*5,511.72*	858.42	18.45%
	Nonresident Tuition								*Diff from FY26 NG Rate*		***718.92***	***15.0000%***
	Total Nonresident Tuition	**30**	***413.55***	***12,406.50***	***425.95***	***12,778.50***	***372.00***	***3.0%***				
II.	**Mandatory Fees**								***Same as Mandatory Fees for FY26 Non-Guaranteed Tuition Rate***			
	A. E&G Part I (290 Fund)											
	Student Technology Services Fee											
	Library Automation and Materials Fee											
	Library Resources Fee											
	Educational Network Connectivity Fee											
	Academic Records Fee											
	Assessment Fee											
	Student ID Fee											
	Publications Fee											
	Safety Fee											
	Security Services Fee											
	Academic Excellence Fee											
	Other Mandatory Fees (List Below)											
	Marticulation Fee	30	31.09	932.70	32.02	960.68	27.98	3.0%	32.02	960.68	27.98	3.0%
	Subtotal E&G Part I(290 Fund) Mandatory Fees	*30*	*31.09*	*932.70*	*32.02*	*960.68*	*27.98*	*3.0%*	*32.02*	*960.68*	*27.98*	*3.0%*
	B. Auxiliary (700 Fund)											
	Student Activity Fee											
	Student Facility Fee #1											
	Student Facility Fee #2											
	Student Health Fee											
	Cultural and Recreational Services Fee											
	Speaker Series Fee											
	Parking and/or Transit Fee											
	School Newspaper Fee											
	Student Government Fee											
	Other Mandatory Fees (List Below)											
	Student Activity Fee	30	23.51	705.30	24.22	726.46	21.16	3.0%	24.22	726.46	21.16	3.0%
	Publications, Health & Cultural & Recreation	2	19.70	39.40	20.29	40.58	1.18	3.0%	20.29	40.58	1.18	3.0%
	Urban Campus Fee	30	21.59	647.70	22.91	687.22	39.52	-	22.91	687.22	39.52	-
	Subtotal Auxiliary(700 Fund) Mandatory Fees	*30*	*46.41*	*1,392.40*	*48.48*	*1,454.26*	*61.86*	*4.4%*	*48.48*	*1,454.26*	*61.86*	*4.4%*
	C. Total Mandatory Fees	***30***	***77.50***	***2,325.10***	***80.50***	***2,414.94***	***89.84***	***3.9%***	**80.50**	**2,414.94**	**89.84**	**3.9%**
III.	***Total Resident Tuition & Mandatory Fees***	***30***	***232.61***	***6,978.40***	***240.26***	***7,207.74***	***229.34***	***3.3%***	***264.22***	***7,926.66***	***948.26***	***13.6%***
IV.	***Total Nonresident Tuition & Mandatory Fees***	***30***	***491.05***	***14,731.60***	***506.45***	***15,193.44***	***461.84***	***3.1%***	***Diff from FY26 NG Rate***		***718.92***	***9.97%***

V.	***Legislative Peer Comparison***	***Resident***	***Nonresident***	
	FY26 Peer Limit -- Regional Universities	**$9,504.00**	**$19,841.00**	***Guaranteed Tuition Rate shall not exceed 115% of the nonguaranteed tuition rate.***
	Institutional Request for FY26	**$7,207.74**	**$15,193.44**	
	Difference from Peer Limit	**$2,296.26**	**$4,647.56**	
	Percentage of Peer Limit	**75.8%**	**76.6%**	
	Percentage Change from FY25**	**3.3%**	**3.1%**	

****Provide detailed justification on narrative form for all tuition and mandatory fee increases.****

**** ***Use of Revenue from Dedicated Fees*** : Requests for new fees or increases to existing fees will be thoroughly reviewed to ensure that the fees are required to meet specific costs and not requested to obscure, in essence, a tuition increase.****

Oklahoma State Regents for Higher Education
Tuition and Mandatory Fee Request

Regional University
Undergraduate

Institution: Langston University Ardmore (UNDERGRADUATE) **Date Approved by Local Governing Board: 6/13/2025**

	Tuition and Mandatory Fees	Credit Hours or Semesters	FY25 Tuition & Fees		FY26 Tuition & Mandatory Fees				FY26 Guaranteed Tuition & Mandatory Fees			
			FY25 Rates	Cost for 30 Credit Hours	Proposed FY26 Rates	Cost for 30 Credit Hours	$ Chg from FY25	% Chg from FY25	Proposed FY26 Gtd Rate	Cost for 30 Credit Hours	$ Chg from FY25	% Chg from FY25
I.	**Tuition:**											
	Total Resident Tuition	***30***	***155.11***	***4,653.30***	***159.76***	***4,792.80***	***139.50***	***3.0%***	*183.72*	*5,511.72*	858.42	18.45%
	Nonresident Tuition								*Diff from FY26 NG Rate*		***718.92***	***15.0000%***
	Total Nonresident Tuition	**30**	***413.55***	***12,406.50***	***425.95***	***12,778.50***	***372.00***	***3.0%***				
II.	**Mandatory Fees**											
	A. E&G Part I (290 Fund)								***Same as Mandatory Fees for FY26 Non-Guaranteed Tuition Rate***			
	Student Technology Services Fee											
	Library Automation and Materials Fee											
	Library Resources Fee											
	Educational Network Connectivity Fee											
	Academic Records Fee											
	Assessment Fee											
	Student ID Fee											
	Publications Fee											
	Safety Fee											
	Security Services Fee											
	Academic Excellence Fee											
	Other Mandatory Fees (List Below)											
	Marticulation Fee	30	31.09	932.70	32.02	960.68	27.98	3.0%	32.02	960.68	27.98	3.0%
	Subtotal E&G Part I(290 Fund) Mandatory Fees	*30*	*31.09*	*932.70*	*32.02*	*960.68*	*27.98*	*3.0%*	*32.02*	*960.68*	*27.98*	*3.0%*
	B. Auxiliary (700 Fund)											
	Student Activity Fee											
	Student Facility Fee #1	30	42.23	1,266.90	43.50	*1,304.91*	*38.01*					
	Student Facility Fee #2											
	Student Health Fee											
	Cultural and Recreational Services Fee											
	Speaker Series Fee											
	Parking and/or Transit Fee											
	School Newspaper Fee											
	Student Government Fee											
	Other Mandatory Fees (List Below)											
	Student Activity Fee	30	23.51	705.30	24.22	726.46	21.16	3.0%	24.22	726.46	21.16	3.0%
	Publications, Health & Cultural & Recreation	2	19.70	39.40	20.29	40.58	1.18	3.0%	20.29	40.58	1.18	3.0%
	Subtotal Auxiliary(700 Fund) Mandatory Fees	*30*	*67.05*	*2,011.60*	*69.06*	*2,071.95*	*60.35*	*3.0%*	*69.06*	*2,071.95*	*60.35*	*3.0%*
	C. Total Mandatory Fees	***30***	***98.14***	***2,944.30***	***101.09***	***3,032.63***	***88.33***	***3.0%***	**101.09**	**3,032.63**	**88.33**	**3.0%**
III.	***Total Resident Tuition & Mandatory Fees***	***30***	***253.25***	***7,597.60***	***260.85***	***7,825.43***	***227.83***	***3.0%***	***284.81***	***8,544.35***	***946.75***	***12.5%***
IV.	***Total Nonresident Tuition & Mandatory Fees***	***30***	***511.69***	***15,350.80***	***527.04***	***15,811.13***	***460.33***	***3.0%***	***Diff from FY26 NG Rate***		***718.92***	***9.19%***

V.	***Legislative Peer Comparison***	***Resident***	***Nonresident***	
	FY26 Peer Limit -- Regional Universities	**$9,504.00**	**$19,841.00**	***Guaranteed Tuition Rate shall not exceed 115% of the nonguaranteed tuition rate.***
	Institutional Request for FY26	**$7,825.43**	**$15,811.13**	
	Difference from Peer Limit	**$1,678.57**	**$4,029.87**	
	Percentage of Peer Limit	**82.3%**	**79.7%**	
	Percentage Change from FY25**	**3.0%**	**3.0%**	

****Provide detailed justification on narrative form for all tuition and mandatory fee increases.****

**** ***Use of Revenue from Dedicated Fees*** : Requests for new fees or increases to existing fees will be thoroughly reviewed to ensure that the fees are required to meet specific costs and not requested to obscure, in essence, a tuition increase.****

Oklahoma State Regents for Higher Education
Tuition and Mandatory Fee Request

Regional University
Graduate

Institution: Langston University (GRADUATE) **Date Approved by Local Governing Board: 6/13/2025**

	Tuition and Mandatory Fees	Credit Hours or Semesters	FY25 Tuition & Fees		FY26 Tuition & Mandatory Fees			
			FY25 Rates	Cost for 24 Credit Hours	Proposed FY26 Rates	Cost for 24 Credit Hours	$ Chg from FY25	% Chg from FY25
I.	**Tuition:**							
	Total Resident Tuition	***24***	***199.76***	***4,794.24***	***205.75***	***4,938.00***	***143.76***	***3.0%***
	Total Nonresident Tuition	***24***	***495.46***	***11,891.04***	***510.33***	***12,247.92***	***356.88***	***3.0%***
II.	**Mandatory Fees**							
	A. E&G Part I (290 Fund)							
	Student Technology Services Fee							
	Library Automation and Materials Fee							
	Library Resources Fee							
	Educational Network Connectivity Fee							
	Academic Records Fee							
	Assessment Fee							
	Student ID Fee							
	Publications Fee							
	Safety Fee							
	Security Services Fee							
	Processing Fee							
	Academic Excellence Fee							
	Other Mandatory Fees (List Below)							
	Marticulation Fee	24	31.09	746.16	32.02	768.54	22.38	3.0%
	Subtotal E&G Part I (290 Fund) Mandatory Fees	*24*	*31.09*	*746.16*	*32.02*	*768.54*	*22.38*	*3.0%*
	B. Auxiliary (700 Fund)							
	Student Activity Fee							
	Student Facility Fee #1							
	Student Facility Fee #2							
	Student Health Fee							
	Cultural and Recreational Services Fee							
	Speaker Series Fee							
	Parking and/or Transit Fee							
	School Newspaper Fee							
	Student Government Fee	2	107.66	215.32	110.89	221.78	6.46	3.0%
	Other Mandatory Fees (List Below)							
	Student Activity Fee	24	23.51	564.24	24.22	581.17	16.93	3.0%
	Publications, Health & Cultural & Recreation	2	108.33	216.66	111.58	223.16	6.50	3.0%
	Wellness Fee	2	103.33	206.66	106.43	212.86	6.20	3.0%
	Subtotal Auxiliary (700 Fund) Mandatory Fees	*24*	*50.12*	*1,202.88*	*51.62*	*1,238.97*	*36.09*	*3.0%*
	C. Total Mandatory Fees	***24***	***81.21***	***1,949.04***	***83.65***	***2,007.51***	***58.47***	***3.0%***
III.	***Total Resident Tuition and Mandatory Fees***	***24***	***280.97***	***6,743.28***	***289.40***	***6,945.51***	***202.23***	***3.0%***
IV.	***Total Nonresident Tuition and Mandatory Fees***	***24***	***576.67***	***13,840.08***	***593.98***	***14,255.43***	***415.35***	***3.0%***

V.	***Legislative Peer Comparison***	***Resident***	***Nonresident***	
	FY26 Peer Limit -- Regional Universities	**$9,885.00**	**$17,401.00**	
	Institutional Request for FY26	**$6,945.51**	**$14,255.43**	
	Difference from Peer Limit	**$2,939.49**	**$3,145.57**	
	Percentage of Peer Limit	**70.3%**	**81.9%**	
	Percentage Change from FY25**	**3.0%**	**3.0%**	

****Provide detailed justification on narrative form for all tuition and mandatory fee increases.****

**** ***Use of Revenue from Dedicated Fees*** : Requests for new fees or increases to existing fees will be thoroughly reviewed to ensure that the fees are required to meet specific costs and not requested to obscure, in essence, a tuition increase.****

Oklahoma State Regents for Higher Education
Tuition and Mandatory Fee Request

Regional University
Graduate

Institution: Langston University Tulsa and OKC (GRADUATE) **Date Approved by Local Governing Board: 6/13/2025**

	Tuition and Mandatory Fees	Credit Hours or Semesters	FY25 Tuition & Fees		FY26 Tuition & Mandatory Fees			
			FY25 Rates	Cost for 24 Credit Hours	Proposed FY26 Rates	Cost for 24 Credit Hours	$ Chg from FY25	% Chg from FY25
I.	**Tuition:**							
	Total Resident Tuition	***24***	***199.76***	***4,794.24***	***205.75***	***4,938.00***	***143.76***	***3.0%***
	Total Nonresident Tuition	***24***	***495.46***	***11,891.04***	***510.33***	***12,247.92***	***356.88***	***3.0%***
II.	**Mandatory Fees**							
	A. E&G Part I (290 Fund)							
	Student Technology Services Fee							
	Library Automation and Materials Fee							
	Library Resources Fee							
	Educational Network Connectivity Fee							
	Academic Records Fee							
	Assessment Fee							
	Student ID Fee							
	Publications Fee							
	Safety Fee							
	Security Services Fee							
	Processing Fee							
	Academic Excellence Fee							
	Other Mandatory Fees (List Below)							
	Marticulation Fee	24	31.09	746.16	32.02	768.54	22.38	3.0%
	Subtotal E&G Part I (290 Fund) Mandatory Fees	*24*	*31.09*	*746.16*	*32.02*	*768.54*	*22.38*	*3.0%*
	B. Auxiliary (700 Fund)							
	Student Activity Fee							
	Student Facility Fee #1							
	Student Facility Fee #2							
	Student Health Fee							
	Cultural and Recreational Services Fee							
	Speaker Series Fee							
	Parking and/or Transit Fee							
	School Newspaper Fee							
	Student Government Fee							
	Other Mandatory Fees (List Below)							
	Student Activity Fee	24	23.51	564.24	24.22	581.17	16.93	3.0%
	Publications, Health & Cultural & Recreation	2	19.70	39.40	20.29	40.58	1.18	3.0%
	Urban Campus	24	21.59	518.16	22.91	549.77	31.61	
	Subtotal Auxiliary (700 Fund) Mandatory Fees	*24*	*46.74*	*1,121.80*	*48.81*	*1,171.52*	*49.72*	*4.4%*
	C. Total Mandatory Fees	***24***	***77.83***	***1,867.96***	***80.84***	***1,940.07***	***72.11***	***3.9%***
III.	***Total Resident Tuition and Mandatory Fees***	***24***	***277.59***	***6,662.20***	***286.59***	***6,878.07***	***215.87***	***3.2%***
IV.	***Total Nonresident Tuition and Mandatory Fees***	***24***	***573.29***	***13,759.00***	***591.17***	***14,187.99***	***428.99***	***3.1%***

V.	***Legislative Peer Comparison***	***Resident***	***Nonresident***	
	FY26 Peer Limit -- Regional Universities	**$9,885.00**	**$17,401.00**	
	Institutional Request for FY26	**$6,878.07**	**$14,187.99**	
	Difference from Peer Limit	**$3,006.93**	**$3,213.01**	
	Percentage of Peer Limit	**69.6%**	**81.5%**	
	Percentage Change from FY25**	**3.2%**	**3.1%**	

****Provide detailed justification on narrative form for all tuition and mandatory fee increases.****

**** **Use of Revenue from Dedicated Fees** : Requests for new fees or increases to existing fees will be thoroughly reviewed to ensure that the fees are required to meet specific costs and not requested to obscure, in essence, a tuition increase.****

Oklahoma State Regents for Higher Education *Professional Program*
Tuition and Mandatory Fee Request

Institution: Langston University-Physical Therapy **Date Approved by Local Governing Board: 6/13/2025**

	Tuition and Mandatory Fees	Credit Hours or Semesters	FY25 Tuition & Fees		FY26 Tuition & Mandatory Fees			
			FY25 Rates	Cost for Full-Time Student	Proposed FY26 Rates	Cost for Full-Time Student	$ Chg from FY25	% Chg from FY25
I.	**Tuition:**							
	Resident Tuition	***44***	***251.95***	***11,085.80***	***259.51***	***11,418.44***	***332.64***	***3.0%***
	Total Nonresident Tuition	***44***	***622.35***	***27,383.40***	***641.02***	***28,204.88***	***821.48***	***3.0%***
II.	**Mandatory Fees**							
	A. E&G Part I (290 Fund)							
	Student Technology Services Fee							
	Library Automation and Materials Fee							
	Library Resources Fee							
	Educational Network Connectivity Fee							
	Academic Records Fee							
	Assessment Fee							
	Student ID Fee							
	Publications Fee							
	Safety Fee							
	Security Services Fee							
	Processing Fee							
	Academic Excellence Fee							
	Other Mandatory Fees (List Below)							
	Matriculation Fee	44	31.09	1,367.96	32.02	1,409.00	41.04	3.0%
	Subtotal E&G Part I (290 Fund) Mandatory Fees	*44*	*31.09*	*1,367.96*	*32.02*	*1,409.00*	*41.04*	*3.0%*
	B. Auxiliary (700 Fund)							
	Student Activity Fee							
	Student Facility Fee #1							
	Student Facility Fee #2							
	Student Health Fee							
	Cultural and Recreational Services Fee							
	Speaker Series Fee							
	Parking and/or Transit Fee							
	School Newspaper Fee							
	Student Government Fee	2	107.66	215.32	110.89	221.78	6.46	3.0%
	Other Mandatory Fees (List Below)							
	Student Activity Fee	44	23.51	1,034.44	24.22	1,065.47	31.03	3.0%
	Publications, Health & Cultural & Recreation	2	108.33	216.66	111.58	223.16	6.50	3.0%
	Wellness Fee	2	103.33	206.66	106.43	212.86	6.20	3.0%
	Subtotal Auxiliary (700 Fund) Mandatory Fees	*44*	*38.02*	*1,673.08*	*39.17*	*1,723.27*	*50.19*	*3.0%*
	C. Total Mandatory Fees	***44***	***69.11***	***3,041.04***	***71.19***	***3,132.27***	***91.23***	***3.0%***
III.	***Total Resident Tuition and Mandatory Fees***	***44***	***321.06***	***14,126.84***	***330.70***	***14,550.71***	**423.87**	**3.0%**
IV.	***Total Nonresident Tuition and Mandatory Fees***	***44***	***691.46***	***30,424.44***	***712.21***	***31,337.15***	**912.71**	**3.0%**

V.	***Legislative Peer Comparison***	***Resident***	***Nonresident***	
	FY26 Peer Limit -- Regional Universities	**$21,371.00**	**$45,083.00**	
	Institutional Request for FY26	**$14,550.71**	**$31,337.15**	
	Difference from Peer Limit	**$6,820.29**	**$13,745.85**	
	Percentage of Peer Limit	**68.1%**	**69.5%**	
	Percentage Change from FY25**	**3.0%**	**3.0%**	

Enter corresponding peer limit for each professional program--see Professional Program Peer Limit list

****Provide detailed justification on narrative form for all tuition and mandatory fee increases.****

**** ***Use of Revenue from Dedicated Fees*** : Requests for new fees or increases to existing fees will be thoroughly reviewed to ensure that the fees are required to meet specific costs and not requested to obscure, in essence, a tuition increase.****

Oklahoma State Regents for Higher Education
FY26 Tuition and Mandatory Fee Request
Flat-Rate Tuition

Institution: LANGSTON UNIVERSITY- FLAT **Date Approved by Local Governing Board: 6/13/2025**

	Tuition and Mandatory Fees	Credit Hours or Semesters	FY25 Tuition & Fees		FY26 Tuition & Mandatory Fees			
			FY25 Rates	Cost for 30 Credit Hours	Proposed FY26 Rates	Cost for 30 Credit Hours	$ Chg from FY25	% Chg from FY25
I.	**Undergraduate Resident**							
	Credit Hour Rate	***0-11***	***231.00***	***6,929.94***	***237.92***	***7,137.74***	***207.80***	***3.0%***
	Flat-Rate Per Semester	***12-18***	***231.00***	***3,464.97***	***237.92***	***3,568.87***	***103.90***	***3.0%***
	Flat-Rate Per Year	***30***	***231.00***	***6,929.94***	***237.92***	***7,137.74***	***207.80***	***3.0%***

	Tuition and Mandatory Fees	Credit Hours	FY25 Tuition & Fees		FY26 Tuition & Mandatory Fees			
			Per Credit Hour Rate	Cost for Total Credit Hours	Per Credit Hour Rate	Cost for Total Credit Hours	$ Chg from FY25	% Chg from FY25
II.	**FY26 Flat-Rate Tuition**							
	Per Credit Hour Rate	1	231.00	231.00	237.92	237.92	6.93	3.00%
		2	231.00	462.00	237.92	475.85	6.93	3.00%
		3	231.00	692.99	237.92	713.77	6.93	3.00%
		4	231.00	923.99	237.92	951.70	6.93	3.00%
		5	231.00	1,154.99	237.92	1,189.62	6.93	3.00%
		6	231.00	1,385.99	237.92	1,427.55	6.93	3.00%
		7	231.00	1,616.99	237.92	1,665.47	6.93	3.00%
		8	231.00	1,847.98	237.92	1,903.40	6.93	3.00%
		9	231.00	2,078.98	237.92	2,141.32	6.93	3.00%
		10	231.00	2,309.98	237.92	2,379.25	6.93	3.00%
		11	231.00	2,540.98	237.92	2,617.17	6.93	3.00%
		12	288.75	3,464.97	297.41	3,568.87	8.66	3.00%
		13	266.54	3,464.97	274.53	3,568.87	7.99	3.00%
		14	247.50	3,464.97	254.92	3,568.87	7.42	3.00%
		15	231.00	3,464.97	237.92	3,568.87	6.93	3.00%
		16	216.56	3,464.97	223.05	3,568.87	6.49	3.00%
		17	203.82	3,464.97	209.93	3,568.87	6.11	3.00%
		18	192.50	3,464.97	198.27	3,568.87	5.77	3.00%
		19	194.52	3,695.97	200.36	3,806.79	5.83	3.00%
		20	196.35	3,926.97	202.24	4,044.72	5.89	3.00%
		21	198.00	4,157.96	203.94	4,282.64	5.94	3.00%
		22	199.50	4,388.96	205.48	4,520.57	5.98	3.00%
		23	200.87	4,619.96	206.89	4,758.49	6.02	3.00%
		24	202.12	4,850.96	208.18	4,996.42	6.06	3.00%

Oklahoma State Regents for Higher Education
FY26 Tuition and Mandatory Fee Request
Flat-Rate Tuition

Institution: LANGSTON UNIVERSITY- NON RES. FLAT **Date Approved by Local Governing Board: 6/13/2025**

	Tuition and Mandatory Fees	Credit Hours or Semesters	FY25 Tuition & Fees		FY26 Tuition & Mandatory Fees			
			FY25 Rates	Cost for 30 Credit Hours	Proposed FY26 Rates	Cost for 30 Credit Hours	$ Chg from FY25	% Chg from FY25
I.	**Undergraduate Non-Resident**							
	Credit Hour Rate	***0-11***	***489.44***	***14,683.14***	***504.11***	***15,123.44***	***440.30***	***3.0%***
	Flat-Rate Per Semester	***12-18***	***489.44***	***7,341.57***	***504.11***	***7,561.72***	***220.15***	***3.0%***
	Flat-Rate Per Year	***30***	***489.44***	***14,683.14***	***504.11***	***15,123.44***	***440.30***	***3.0%***

	Tuition and Mandatory Fees	Credit Hours	FY25 Tuition & Fees		FY26 Tuition & Mandatory Fees			
			Per Credit Hour Rate	Cost for Total Credit Hours	Per Credit Hour Rate	Cost for Total Credit Hours	$ Chg from FY25	% Chg from FY25
II.	**FY26 Flat-Rate Tuition**							
	Per Credit Hour Rate	1	489.44	489.44	504.11	504.11	14.68	2.999%
		2	489.44	978.88	504.11	1,008.23	14.68	2.999%
		3	489.44	1,468.31	504.11	1,512.34	14.68	2.999%
		4	489.44	1,957.75	504.11	2,016.46	14.68	2.999%
		5	489.44	2,447.19	504.11	2,520.57	14.68	2.999%
		6	489.44	2,936.63	504.11	3,024.69	14.68	2.999%
		7	489.44	3,426.07	504.11	3,528.80	14.68	2.999%
		8	489.44	3,915.50	504.11	4,032.92	14.68	2.999%
		9	489.44	4,404.94	504.11	4,537.03	14.68	2.999%
		10	489.44	4,894.38	504.11	5,041.15	14.68	2.999%
		11	489.44	5,383.82	504.11	5,545.26	14.68	2.999%
		12	611.80	7,341.57	630.14	7,561.72	18.35	2.999%
		13	564.74	7,341.57	581.67	7,561.72	16.93	2.999%
		14	524.40	7,341.57	540.12	7,561.72	15.72	2.999%
		15	489.44	7,341.57	504.11	7,561.72	14.68	2.999%
		16	458.85	7,341.57	472.61	7,561.72	13.76	2.999%
		17	431.86	7,341.57	444.81	7,561.72	12.95	2.999%
		18	407.87	7,341.57	420.10	7,561.72	12.23	2.999%
		19	412.16	7,831.01	424.52	8,065.83	12.36	2.999%
		20	416.02	8,320.45	428.50	8,569.95	12.48	2.999%
		21	419.52	8,809.88	432.10	9,074.06	12.58	2.999%
		22	422.70	9,299.32	435.37	9,578.18	12.68	2.999%
		23	425.60	9,788.76	438.36	10,082.29	12.76	2.999%
		24	428.26	10,278.20	441.10	10,586.41	12.84	2.999%

Oklahoma State Regents for Higher Education
FY26 Tuition and Mandatory Fee Request
Flat-Rate Tuition

Institution: LANGSTON UNIVERSITY TULSA AND OKC- FLAT **Date Approved by Local Governing Board: 6/13/2025**

	Tuition and Mandatory Fees	Credit Hours or Semesters	FY25 Tuition & Fees		FY26 Tuition & Mandatory Fees			
			FY25 Rates	Cost for 30 Credit Hours	Proposed FY26 Rates	Cost for 30 Credit Hours	$ Chg from FY25	% Chg from FY25
I.	**Undergraduate Resident**							
	Credit Hour Rate	***0-11***	***232.61***	***6,978.40***	***240.26***	***7,207.74***	***229.34***	***3.3%***
	Flat-Rate Per Semester	***12-18***	***232.61***	***3,489.20***	***240.26***	***3,603.87***	***114.67***	***3.3%***
	Flat-Rate Per Year	***30***	***232.61***	***6,978.40***	***240.26***	***7,207.74***	***229.34***	***3.3%***

	Tuition and Mandatory Fees	Credit Hours	FY25 Tuition & Fees		FY26 Tuition & Mandatory Fees			
			Per Credit Hour Rate	Cost for Total Credit Hours	Per Credit Hour Rate	Cost for Total Credit Hours	$ Chg from FY25	% Chg from FY25
II.	**FY26 Flat-Rate Tuition**							
	Per Credit Hour Rate	1	232.61	232.61	240.26	240.26	7.64	3.3%
		2	232.61	465.23	240.26	480.52	7.64	3.3%
		3	232.61	697.84	240.26	720.77	7.64	3.3%
		4	232.61	930.45	240.26	961.03	7.64	3.3%
		5	232.61	1,163.07	240.26	1,201.29	7.64	3.3%
		6	232.61	1,395.68	240.26	1,441.55	7.64	3.3%
		7	232.61	1,628.29	240.26	1,681.81	7.64	3.3%
		8	232.61	1,860.91	240.26	1,922.06	7.64	3.3%
		9	232.61	2,093.52	240.26	2,162.32	7.64	3.3%
		10	232.61	2,326.13	240.26	2,402.58	7.64	3.3%
		11	232.61	2,558.75	240.26	2,642.84	7.64	3.3%
		12	290.77	3,489.20	300.32	3,603.87	9.56	3.3%
		13	268.40	3,489.20	277.22	3,603.87	8.82	3.3%
		14	249.23	3,489.20	257.42	3,603.87	8.19	3.3%
		15	232.61	3,489.20	240.26	3,603.87	7.64	3.3%
		16	218.08	3,489.20	225.24	3,603.87	7.17	3.3%
		17	205.25	3,489.20	211.99	3,603.87	6.75	3.3%
		18	193.84	3,489.20	200.21	3,603.87	6.37	3.3%
		19	195.88	3,721.81	202.32	3,844.13	6.44	3.3%
		20	197.72	3,954.43	204.22	4,084.38	6.50	3.3%
		21	199.38	4,187.04	205.94	4,324.64	6.55	3.3%
		22	200.89	4,419.65	207.50	4,564.90	6.60	3.3%
		23	202.27	4,652.27	208.92	4,805.16	6.65	3.3%
		24	203.54	4,884.88	210.23	5,045.42	6.69	3.3%

Oklahoma State Regents for Higher Education
FY26 Tuition and Mandatory Fee Request
Flat-Rate Tuition

Institution: LANGSTON UNIVERSITY TULSA AND OKC- NON RES FLAT **Date Approved by Local Governing Board: 6/13/2025**

	Tuition and Mandatory Fees	Credit Hours or Semesters	FY25 Tuition & Fees		FY26 Tuition & Mandatory Fees			
			FY25 Rates	Cost for 30 Credit Hours	Proposed FY26 Rates	Cost for 30 Credit Hours	$ Chg from FY25	% Chg from FY25
I.	**Undergraduate Non-Resident**							
	Credit Hour Rate	***0-11***	***491.05***	***14,731.60***	***506.45***	***15,193.44***	***461.84***	***3.1%***
	Flat-Rate Per Semester	***12-18***	***491.05***	***7,365.80***	***506.45***	***7,596.72***	***230.92***	***3.1%***
	Flat-Rate Per Year	***30***	***491.05***	***14,731.60***	***506.45***	***15,193.44***	***461.84***	***3.1%***

	Tuition and Mandatory Fees	Credit Hours	FY25 Tuition & Fees		FY26 Tuition & Mandatory Fees			
			Per Credit Hour Rate	Cost for Total Credit Hours	Per Credit Hour Rate	Cost for Total Credit Hours	$ Chg from FY25	% Chg from FY25
II.	**FY26 Flat-Rate Tuition**							
	Per Credit Hour Rate	1	491.05	491.05	506.45	506.45	15.39	3.1%
		2	491.05	982.11	506.45	1,012.90	15.39	3.1%
		3	491.05	1,473.16	506.45	1,519.34	15.39	3.1%
		4	491.05	1,964.21	506.45	2,025.79	15.39	3.1%
		5	491.05	2,455.27	506.45	2,532.24	15.39	3.1%
		6	491.05	2,946.32	506.45	3,038.69	15.39	3.1%
		7	491.05	3,437.37	506.45	3,545.14	15.39	3.1%
		8	491.05	3,928.43	506.45	4,051.58	15.39	3.1%
		9	491.05	4,419.48	506.45	4,558.03	15.39	3.1%
		10	491.05	4,910.53	506.45	5,064.48	15.39	3.1%
		11	491.05	5,401.59	506.45	5,570.93	15.39	3.1%
		12	613.82	7,365.80	633.06	7,596.72	19.24	3.1%
		13	566.60	7,365.80	584.36	7,596.72	17.76	3.1%
		14	526.13	7,365.80	542.62	7,596.72	16.49	3.1%
		15	491.05	7,365.80	506.45	7,596.72	15.39	3.1%
		16	460.36	7,365.80	474.79	7,596.72	14.43	3.1%
		17	433.28	7,365.80	446.87	7,596.72	13.58	3.1%
		18	409.21	7,365.80	422.04	7,596.72	12.83	3.1%
		19	413.52	7,856.85	426.48	8,103.17	12.96	3.1%
		20	417.40	8,347.91	430.48	8,609.61	13.09	3.1%
		21	420.90	8,838.96	434.10	9,116.06	13.20	3.1%
		22	424.09	9,330.01	437.39	9,622.51	13.30	3.1%
		23	427.00	9,821.07	440.39	10,128.96	13.39	3.1%
		24	429.67	10,312.12	443.14	10,635.41	13.47	3.1%

Oklahoma State Regents for Higher Education
FY26 Tuition and Mandatory Fee Request
Flat-Rate Tuition

Institution: LANGSTON UNIVERSITY (ARDMORE)- FLAT **Date Approved by Local Governing Board: 6/13/2025**

	Tuition and Mandatory Fees	Credit Hours or Semesters	FY25 Tuition & Fees		FY26 Tuition & Mandatory Fees			
			FY25 Rates	Cost for 30 Credit Hours	Proposed FY26 Rates	Cost for 30 Credit Hours	$ Chg from FY25	% Chg from FY25
I.	**Undergraduate Resident**							
	Credit Hour Rate	***0-11***	***253.25***	***7,597.60***	***260.85***	***7,825.43***	***227.83***	***3.0%***
	Flat-Rate Per Semester	***12-18***	***253.25***	***3,798.80***	***260.85***	***3,912.71***	***113.91***	***3.0%***
	Flat-Rate Per Year	***30***	***253.25***	***7,597.60***	***260.85***	***7,825.43***	***227.83***	***3.0%***

	Tuition and Mandatory Fees	Credit Hours	FY25 Tuition & Fees		FY26 Tuition & Mandatory Fees			
			Per Credit Hour Rate	Cost for Total Credit Hours	Per Credit Hour Rate	Cost for Total Credit Hours	$ Chg from FY25	% Chg from FY25
II.	**FY26 Flat-Rate Tuition**							
	Per Credit Hour Rate	1	253.25	253.25	260.85	260.85	7.59	3.0%
		2	253.25	506.51	260.85	521.70	7.59	3.0%
		3	253.25	759.76	260.85	782.54	7.59	3.0%
		4	253.25	1,013.01	260.85	1,043.39	7.59	3.0%
		5	253.25	1,266.27	260.85	1,304.24	7.59	3.0%
		6	253.25	1,519.52	260.85	1,565.09	7.59	3.0%
		7	253.25	1,772.77	260.85	1,825.93	7.59	3.0%
		8	253.25	2,026.03	260.85	2,086.78	7.59	3.0%
		9	253.25	2,279.28	260.85	2,347.63	7.59	3.0%
		10	253.25	2,532.53	260.85	2,608.48	7.59	3.0%
		11	253.25	2,785.79	260.85	2,869.32	7.59	3.0%
		12	316.57	3,798.80	326.06	3,912.71	9.49	3.0%
		13	292.22	3,798.80	300.98	3,912.71	8.76	3.0%
		14	271.34	3,798.80	279.48	3,912.71	8.14	3.0%
		15	253.25	3,798.80	260.85	3,912.71	7.59	3.0%
		16	237.43	3,798.80	244.54	3,912.71	7.12	3.0%
		17	223.46	3,798.80	230.16	3,912.71	6.70	3.0%
		18	211.04	3,798.80	217.37	3,912.71	6.33	3.0%
		19	213.27	4,052.05	219.66	4,173.56	6.40	3.0%
		20	215.27	4,305.31	221.72	4,434.41	6.46	3.0%
		21	217.07	4,558.56	223.58	4,695.26	6.51	3.0%
		22	218.72	4,811.81	225.28	4,956.11	6.56	3.0%
		23	220.22	5,065.07	226.82	5,216.95	6.60	3.0%
		24	221.60	5,318.32	228.24	5,477.80	6.65	3.0%

Oklahoma State Regents for Higher Education
FY26 Tuition and Mandatory Fee Request
Flat-Rate Tuition

Institution: LANGSTON UNIVERSITY (ARDMORE)- NON RES FLAT **Date Approved by Local Governing Board: 6/13/2025**

	Tuition and Mandatory Fees	Credit Hours or Semesters	FY25 Tuition & Fees		FY26 Tuition & Mandatory Fees			
			FY25 Rates	Cost for 30 Credit Hours	Proposed FY26 Rates	Cost for 30 Credit Hours	$ Chg from FY25	% Chg from FY25
I.	**Undergraduate Non-Resident**							
	Credit Hour Rate	***0-11***	***511.69***	***15,350.80***	***527.04***	***15,811.13***	***460.33***	***3.0%***
	Flat-Rate Per Semester	***12-18***	***511.69***	***7,675.40***	***527.04***	***7,905.56***	***230.16***	***3.0%***
	Flat-Rate Per Year	***30***	***511.69***	***15,350.80***	***527.04***	***15,811.13***	***460.33***	***3.0%***

	Tuition and Mandatory Fees	Credit Hours	FY25 Tuition & Fees		FY26 Tuition & Mandatory Fees			
			Per Credit Hour Rate	Cost for Total Credit Hours	Per Credit Hour Rate	Cost for Total Credit Hours	$ Chg from FY25	% Chg from FY25
II.	**FY26 Flat-Rate Tuition**							
	Per Credit Hour Rate	1	511.69	511.69	527.04	527.04	15.34	3.0%
		2	511.69	1,023.39	527.04	1,054.08	15.34	3.0%
		3	511.69	1,535.08	527.04	1,581.11	15.34	3.0%
		4	511.69	2,046.77	527.04	2,108.15	15.34	3.0%
		5	511.69	2,558.47	527.04	2,635.19	15.34	3.0%
		6	511.69	3,070.16	527.04	3,162.23	15.34	3.0%
		7	511.69	3,581.85	527.04	3,689.26	15.34	3.0%
		8	511.69	4,093.55	527.04	4,216.30	15.34	3.0%
		9	511.69	4,605.24	527.04	4,743.34	15.34	3.0%
		10	511.69	5,116.93	527.04	5,270.38	15.34	3.0%
		11	511.69	5,628.63	527.04	5,797.41	15.34	3.0%
		12	639.62	7,675.40	658.80	7,905.56	19.18	3.0%
		13	590.42	7,675.40	608.12	7,905.56	17.70	3.0%
		14	548.24	7,675.40	564.68	7,905.56	16.44	3.0%
		15	511.69	7,675.40	527.04	7,905.56	15.34	3.0%
		16	479.71	7,675.40	494.10	7,905.56	14.39	3.0%
		17	451.49	7,675.40	465.03	7,905.56	13.54	3.0%
		18	426.41	7,675.40	439.20	7,905.56	12.79	3.0%
		19	430.90	8,187.09	443.82	8,432.60	12.92	3.0%
		20	434.94	8,698.79	447.98	8,959.64	13.04	3.0%
		21	438.59	9,210.48	451.75	9,486.68	13.15	3.0%
		22	441.92	9,722.17	455.17	10,013.72	13.25	3.0%
		23	444.95	10,233.87	458.29	10,540.75	13.34	3.0%
		24	447.73	10,745.56	461.16	11,067.79	13.43	3.0%

Oklahoma State Regents for Higher Education
Impact of Tuition and Fee Increases on Students' Ability to Pay--Institutional Responses

Institution: Langston University **Name & E-mail Address: Nykkia Harris, nykkia.harris@langston.edu**

Title 70 O.S., Section 3218.2B provides as follows:
By January 1 of each year, the Oklahoma State Regents for Higher Education shall submit a report to the Governor, the President Pro Tempore of the Senate, the Speaker of the House of Representatives, and the minority floor leaders and education committee chairs of both houses of the Oklahoma Legislature, of the actions taken in regard to and the schedule of tuition and fees approved for The Oklahoma State System of Higher Education for the current academic year. The annual report shall include data on the impact of any tuition or fee increases on the ability of students to meet the costs of attendance, enrollment patterns, availability of financial aid, and any other data considered relevant by the State Regents.

To assist this office in compiling this annual report, please provide information on the impact of any tuition or fee increases on your students by responding to the questions below with detailed information.

1 Describe the projected impact of tuition and fee increases on the ability of your students to meet the costs of attendance.

Any increase in cost of attendance is difficult for Langston University students as the preponderance of them are heavily reliant on financial aid. As such, the University is cognizant of the effect of tuition and fee increases on its students, as evidenced by Langston remaining the lowest cost regional university in Oklahoma. Every effort is made to keep required increases as low as possible, while still providing students with necessary academic and living activities to have a positive college experience. However, reductions in state appropriations over time has required the University to increase tuition and mandatory fees to mitigate the impact of inflation and increasing insurance costs, but we have done so at the lowest possible increase to students.

2 Describe the projected impact of tuition and fee increases on your institution's enrollment pattern for FY26.

We do not anticipate the proposed increases in tuition and fees to have a substantial impact on the enrollment, as Langston is the lowest cost provider amongst regional universities in Oklahoma and amongst the lowest when compared to 1890 HBCU's. We make every effort to keep the college affordable and to be a best value provider for our students.

3 Describe the projected impact of tuition and fee increases on the availability of financial aid to offset costs. What efforts will your institution undertake to increase need-based financial aid proportionately to tuition and fee increases? (Need-based financial aid shall include, but shall not be limited to, awards for the Oklahoma Higher Learning Access Program, Oklahoma Tuition Aid Grants, federal need-based financial aid, tuition waivers and private donations.)

Title IV aid will meet the needs of most students. Additionally, many resident students qualify for Oklahoma's Promise. Nonresident student will have the most difficulty; however, institutionally funded waivers and scholarships have been increased at the same rate as tuition and fees. Additional scholarship support is available from Langston University Foundation.

4 Describe cost effective measures which your institution will implement in FY26.

The budget for FY26 has been scrutinized and rightsized to align with anticipated revenues. Supply chain shortages, post-COVID price increases, and hiring challenges require the University to absorb increased costs for goods/service and investments in technology.

5 Describe your institution's communication of tuition and fee requests to student government organizations, other student groups, and students at large.

The President's Office has maintained contact with student leadership and the student body throughout the year and met with student leaders to discuss the proposed FY26 tuition and f***ee increases*** . Even with the proposed increases, Langston remains the lowest cost provider amongst regional universities in Oklahoma and amongst the lowest when compared to 1890 HBCU's. We make every effort to keep the college affordable and to be a best value provider for our students.

6 Provide detailed justification for all tuition and mandatory fee increases, regardless of the amount of increase.

Supply chain shortages, post-COVID price increases, and hiring challenges require the University to absorb increased costs for goods/service and investments in technolgy. Overall economic challenges make increases inevitable, yet Langston remains the lowest cost provider amongst regional universities in Oklahoma and amongst the lowest when compared to 1890 HBCU's. We make every effort to keep the college affordable and to be a best value provider for our students.

******Use of Revenue from Dedicated Fees: Requests for new fees or increases to existing fees will be thoroughly reviewed to ensure that the fees are required to meet specific costs and not requested to obscure, in essence, a tuition increase.******

Oklahoma State Regents for Higher Education

FY26 Legislative Peer Limits for Tuition and Mandatory Fees

Professional Programs	FY26 Peer Limit for Resident Tuition and Mandatory Fees	FY26 Peer Limit for Nonresident Tuition and Mandatory Fees
University of Oklahoma		
College of Law	$29,827	$43,442
OU Health Sciences Center		
Doctor of Medicine	$39,327	$69,936
Doctor of Dental Science	$42,844	$77,337
Physician's Associate	$20,855	$41,025
PharmD	$26,258	$42,016
Occupational Therapy	$19,765	$41,875
Physical Therapy -- Doctoral	$21,371	$45,083
Doctor of Audiology	$16,104	$34,521
Public Health	$13,041	$25,748
Nursing -- Doctor of Nursing Practice	$15,702	$29,466
Master of Science in Nursing	$15,243	$30,588
Oklahoma State University		
Center for Health Sciences	$42,114	$72,640
College of Veterinary Medicine	$31,534	$62,016
Northeastern State University		
College of Optometry	$34,293	$46,663
Northwestern Oklahoma State University		
Nursing -- Doctor of Nursing Practice	$17,442	$27,065
Southwestern Oklahoma State University		
Master of Science in Nursing	$18,148	$24,478
PharmD	$26,955	$39,488
Langston University		
Physical Therapy -- Doctoral	$21,371	$45,083
University of Central Oklahoma		
Doctor of Science - Forensic Science	$11,932	$23,289

70 O.S. Section 3218.9, provides that the limits for professional program resident and nonresident tuition and mandatory fees shall be less than the average of resident and nonresident tuition and mandatory fees for like-type professional programs at public institutions.

At their meeting in June 2025, State Regents will consider FY26 undergraduate and graduate tuition and mandatory fee requests from institutions which are within the legislative limits posted above.

Matriculation Fee

To be effective Fall 2025

Mandatory Fees: *Fees required of all students for enrollment to receive instruction at an institution of The State System. Such fees shall be used to support the mission of the institution and shall support service facilities, such as student unions, health care infirmaries, recreational facilities, for any lawful purpose to enhance quality of student life including, but not limited to, facility debt service, student scholarships, student awards, travel, entertainment, guest speakers, and student organizations, or for any academic purpose or service as designated by the institution including, but not limited to, assessment fees and library resources fees. The State Regents shall maintain information on established mandatory fees, which shall include, but shall not be limited to, the basis for the amount of the fee, the amount of total revenue to be collected from the fee, and the use of the revenue collected.* ***Changes, Additions, and Deletions of Mandatory Fees Require State Regents' Approval.*** *OSRHE Policy and Procedures Manual, Budget and Fiscal Affairs, Section 4.18.1.C and D. Legislation: Title 70 Sections 3218.8 and 3218.9*

Matriculation Fees *are assessed to fund costs for resources and services provided to students, regardless of location. Resources and services include assessment, academic records, security, career services, counseling, student technology, library automation, and library resources.*

Institution Name	Langston University
Name of Fee	Matriculation Fee

Change in Mandatory Fee Rate			**Fee to be assessed as indicated below (Check all that apply)**					
Current Fee	$	31.09	Per Credit Hour	X	Lower Division	X		
Proposed Fee	$	32.02	Per Course		Upper Division	X		
Change	$	0.93	Per Semester		Graduate Level	X		
Is this a new Fee? Yes/No-->	NO		Annually		Professional	X		
Date Fee was last Changed	June 2024		**Date Approved by Local Governing Board: --->**			6/13/2025		

Comments: Even with the proposed increase, Langston remains the lowest cost provider amongst regional universities in Oklahoma and amongst the lowest when compared to 1890 HBCU's. We make every effort to keep the college affordable and to be a best value provider for our students.□

Describe the basis for the amount of the fee: The fee is designed to defray costs associated with student assessment, academic records, security, career services, counseling, student technology, library automation, and library resources.

Describe the use of revenue collected: The fee offsets the cost of the student services described above.

Consequence if fee is not approved: Reduction in student services.

Was student comment solicited on this fee change and use of this fee?	YES or NO ---->	Yes	

Explain: President Jackson has maintained contact with student leadership and the student body throughout the year.

Projected New Revenue for FY26	$	47,159
Estimated Revenue for FY25	$	1,571,975
Total Projected Revenue for FY26	$	1,619,134

Oklahoma State Regents for Higher Education
Request for Changes to Mandatory Fees

Student Government Fee

To be effective Fall 2025

Mandatory Fees: *Fees required of all students for enrollment to receive instruction at an institution of The State System. Such fees shall be used to support the mission of the institution and shall support service facilities, such as student unions, health care infirmaries, recreational facilities, for any lawful purpose to enhance quality of student life including, but not limited to, facility debt service, student scholarships, student awards, travel, entertainment, guest speakers, and student organizations, or for any academic purpose or service as designated by the institution including, but not limited to, assessment fees and library resources fees. The State Regents shall maintain information on established mandatory fees, which shall include, but shall not be limited to, the basis for the amount of the fee, the amount of total revenue to be collected from the fee, and the use of the revenue collected.* ***Changes, Additions, and Deletions of Mandatory Fees Require State Regents' Approval.*** *OSRHE Policy and Procedures Manual, Budget and Fiscal Affairs, Section 4.18.1.C and D. Legislation: Title 70 Sections 3218.8 and 3218.9*

Student Government Fee *is assessed on behalf of the Student Government Association (SGA). All revenues are provided to the SGA to support activities benefiting the student body.*

Institution Name	Langston University
Name of Fee	Student Government Fee

Change in Mandatory Fee Rate		**Fee to be assessed as indicated below (Check all that apply)**					
Current Fee	$ 107.66	Per Credit Hour		Lower Division	X		
Proposed Fee	$ 110.89	Per Course		Upper Division	X		
Change	$ 3.23	Per Semester	X	Graduate Level	X		
Is this a new Fee? Yes/No-->	NO	Annually		Professional	X		
Date Fee was last Changed	June 2024	**Date Approved by Local Governing Board: --->**			6/13/2025		

Comments: Even with the proposed increase, Langston remains the lowest cost provider amongst regional universities in Oklahoma and amongst the lowest when compared to 1890 HBCU's. We make every effort to keep the college affordable and to be a best value provider for our students. This fee will be charged on the Langston Campus only.□

Describe the basis for the amount of the fee: The fee is allocated to the Student Government Association and used by them to support activities benefitting the student body.

Describe the use of revenue collected: The fee offsets the cost of the student services described above.

Consequence if fee is not approved: Reduction in student services.

Was student comment solicited on this fee change and use of this fee?	YES or NO ---->	Yes	

Explain: President Jackson has maintained contact with student leadership and the student body throughout the year.

Projected New Revenue for FY26	$ 10,155
Estimated Revenue for FY25	$ 338,500
Total Projected Revenue for FY26	$ 348,655

Oklahoma State Regents for Higher Education Request for Changes to Mandatory Fees

Student Activity Fee

To be effective Fall 2025

Mandatory Fees: *Fees required of all students for enrollment to receive instruction at an institution of The State System. Such fees shall be used to support the mission of the institution and shall support service facilities, such as student unions, health care infirmaries, recreational facilities, for any lawful purpose to enhance quality of student life including, but not limited to, facility debt service, student scholarships, student awards, travel, entertainment, guest speakers, and student organizations, or for any academic purpose or service as designated by the institution including, but not limited to, assessment fees and library resources fees. The State Regents shall maintain information on established mandatory fees, which shall include, but shall not be limited to, the basis for the amount of the fee, the amount of total revenue to be collected from the fee, and the use of the revenue collected.* ***Changes, Additions, and Deletions of Mandatory Fees Require State Regents' Approval.*** *OSRHE Policy and Procedures Manual, Budget and Fiscal Affairs, Section 4.18.1.C and D. Legislation: Title 70 Sections 3218.8 and 3218.9*

Student Activity Fees *are assessed to support debt service, facility operations, student support services, athletics, and other student activities.*

Institution Name	Langston University
Name of Fee	Student Activity Fee

Change in Mandatory Fee Rate			**Fee to be assessed as indicated below (Check all that apply)**					
Current Fee	$	23.51	Per Credit Hour	X	Lower Division	X		
Proposed Fee	$	24.22	Per Course		Upper Division	X		
Change	$	0.71	Per Semester		Graduate Level	X		
Is this a new Fee? Yes/No-->	NO		Annually		Professional	X		
Date Fee was last Changed	June 2024		**Date Approved by Local Governing Board: --->**			6/13/2025		

Comments: Even with the proposed increase, Langston remains the lowest cost provider amongst regional universities in Oklahoma and amongst the lowest when compared to 1890 HBCU's. We make every effort to keep the college affordable and to be a best value provider for our students.

Describe the basis for the amount of the fee: The fee is designed to defray costs associated with debt service, facility operations, student support, and other student activities.

Describe the use of revenue collected: The fee offsets the cost of the student services described above.

Consequence if fee is not approved: Reduction in student services.

Was student comment solicited on this fee change and use of this fee?	YES or NO ---->	Yes

Explain: President Jackson has maintained contact with student leadership and the student body throughout the year.

Projected New Revenue for FY26	$	25,851
Estimated Revenue for FY25	$	861,700
Total Projected Revenue for FY26	$	887,551

Oklahoma State Regents for Higher Education Request for Changes to Mandatory Fees

Publications, Health, Cultural & Recreation Fee - Langston Campus

To be effective Fall 2025

Mandatory Fees: *Fees required of all students for enrollment to receive instruction at an institution of The State System. Such fees shall be used to support the mission of the institution and shall support service facilities, such as student unions, health care infirmaries, recreational facilities, for any lawful purpose to enhance quality of student life including, but not limited to, facility debt service, student scholarships, student awards, travel, entertainment, guest speakers, and student organizations, or for any academic purpose or service as designated by the institution including, but not limited to, assessment fees and library resources fees. The State Regents shall maintain information on established mandatory fees, which shall include, but shall not be limited to, the basis for the amount of the fee, the amount of total revenue to be collected from the fee, and the use of the revenue collected.* ***Changes, Additions, and Deletions of Mandatory Fees Require State Regents' Approval.*** *OSRHE Policy and Procedures Manual, Budget and Fiscal Affairs, Section 4.18.1.C and D. Legislation: Title 70 Sections 3218.8 and 3218.9*

Publications, Health, Cultural & Recreation fees are *assessed to offset costs for health staff and facilities, provide support for the student newspaper and yearbook, as well as cultural and recreational activities.*

Institution Name	Langston University
Name of Fee	Publications, Health, Cultural & Recreation Fee

Change in Mandatory Fee Rate			**Fee to be assessed as indicated below (Check all that apply)**					
Current Fee	$	108.33	Per Credit Hour		Lower Division	X		
Proposed Fee	$	111.58	Per Course		Upper Division	X		
Change	$	3.25	Per Semester	X	Graduate Level	X		
Is this a new Fee? Yes/No-->		NO	Annually		Professional	X		
Date Fee was last Changed		June 2024	**Date Approved by Local Governing Board: --->**				6/13/2025	

Comments: Even with the proposed increase, Langston remains the lowest cost provider amongst regional universities in Oklahoma and amongst the lowest when compared to 1890 HBCU's. We make every effort to keep the college affordable and to be a best value provider for our students. This fee will be charged on the Langston Campus only.

Describe the basis for the amount of the fee: The fee is designed to defray costs associated with student health services, student newspaper and yearbook, as well as cultural and recreation activities.

Describe the use of revenue collected: The fee offsets the cost of the student services described above.

Consequence if fee is not approved: Reduction in student services.

Was student comment solicited on this fee change and use of this fee?	YES or NO ---->	Yes

Explain: President Jackson has maintained contact with student leadership and the student body throughout the year.

Projected New Revenue for FY26	$	10,218
Estimated Revenue for FY25	$	340,600
Total Projected Revenue for FY26	$	350,818

Publications, Health, Cultural & Recreation Fee - Urban Campuses

To be effective Fall 2025

Mandatory Fees: *Fees required of all students for enrollment to receive instruction at an institution of The State System. Such fees shall be used to support the mission of the institution and shall support service facilities, such as student unions, health care infirmaries, recreational facilities, for any lawful purpose to enhance quality of student life including, but not limited to, facility debt service, student scholarships, student awards, travel, entertainment, guest speakers, and student organizations, or for any academic purpose or service as designated by the institution including, but not limited to, assessment fees and library resources fees. The State Regents shall maintain information on established mandatory fees, which shall include, but shall not be limited to, the basis for the amount of the fee, the amount of total revenue to be collected from the fee, and the use of the revenue collected.* ***Changes, Additions, and Deletions of Mandatory Fees Require State Regents' Approval.*** *OSRHE Policy and Procedures Manual, Budget and Fiscal Affairs, Section 4.18.1.C and D. Legislation: Title 70 Sections 3218.8 and 3218.9*

Publications, Health, Cultural & Recreation fees are *assessed to offset costs for health staff and facilities, provide support for the student newspaper and yearbook, as well as cultural and recreational activities.*

Institution Name	Langston University
Name of Fee	Publications, Health, Cultural & Recreation Fee

Change in Mandatory Fee Rate			**Fee to be assessed as indicated below (Check all that apply)**					
Current Fee	$	19.70	Per Credit Hour		Lower Division	X		
Proposed Fee	$	20.29	Per Course		Upper Division	X		
Change	$	0.59	Per Semester	X	Graduate Level	X		
Is this a new Fee? Yes/No-->	NO		Annually		Professional			
Date Fee was last Changed	June 2024		**Date Approved by Local Governing Board: --->**			6/13/2025		

Comments: Even with the proposed increase, Langston remains the lowest cost provider amongst regional universities in Oklahoma and amongst the lowest when compared to 1890 HBCU's. We make every effort to keep the college affordable and to be a best value provider for our students. This fee will be charged on the Oklahoma City (UG and grad), Tulsa (UG and grad), and Ardmore (UG and grad) Campus' only.

Describe the basis for the amount of the fee: The fee is designed to defray costs associated with student health services, student newspaper and yearbook, as well as cultural and recreation activities.

Describe the use of revenue collected: The fee offsets the cost of the student services described above.

Consequence if fee is not approved: Reduction in student services.

Was student comment solicited on this fee change and use of this fee?	YES or NO ---->	Yes

Explain: President Jackson has maintained contact with student leadership and the student body throughout the year.

Projected New Revenue for FY26	$	228
Estimated Revenue for FY25	$	7,600
Total Projected Revenue for FY26	$	7,828

Oklahoma State Regents for Higher Education Request for Changes to Mandatory Fees

Wellness Fee

To be effective Fall 2025

Mandatory Fees: *Fees required of all students for enrollment to receive instruction at an institution of The State System. Such fees shall be used to support the mission of the institution and shall support service facilities, such as student unions, health care infirmaries, recreational facilities, for any lawful purpose to enhance quality of student life including, but not limited to, facility debt service, student scholarships, student awards, travel, entertainment, guest speakers, and student organizations, or for any academic purpose or service as designated by the institution including, but not limited to, assessment fees and library resources fees. The State Regents shall maintain information on established mandatory fees, which shall include, but shall not be limited to, the basis for the amount of the fee, the amount of total revenue to be collected from the fee, and the use of the revenue collected.* ***Changes, Additions, and Deletions of Mandatory Fees Require State Regents' Approval.*** *OSRHE Policy and Procedures Manual, Budget and Fiscal Affairs, Section 4.18.1.C and D. Legislation: Title 70 Sections 3218.8 and 3218.9*

Wellness Fee *is assessed to equip exercise rooms, cardio areas, weight training rooms, meeting rooms, a clinic and offices.*

Institution Name	Langston University
Name of Fee	Wellness Fee

Change in Mandatory Fee Rate			**Fee to be assessed as indicated below (Check all that apply)**					
Current Fee	$	103.33	Per Credit Hour		Lower Division	X		
Proposed Fee	$	106.43	Per Course		Upper Division	X		
Change	$	3.10	Per Semester	X	Graduate Level	X		
Is this a new Fee? Yes/No-->		NO	Annually		Professional	X		
Date Fee was last Changed		June 2024	**Date Approved by Local Governing Board: --->**				6/13/2025	

Comments: Even with the proposed increase, Langston remains the lowest cost provider amongst regional universities in Oklahoma and amongst the lowest when compared to 1890 HBCU's. We make every effort to keep the college affordable and to be a best value provider for our students. This fee will be charged on the Langston Campus only.

Describe the basis for the amount of the fee: The fee is designed to defray costs associated with student wellness.

Describe the use of revenue collected: The fee offsets the cost of the student services described above.

Consequence if fee is not approved: Reduction in student services.

Was student comment solicited on this fee change and use of this fee?	YES or NO ---->	Yes	

Explain: President Jackson has maintained contact with student leadership and the student body throughout the year.

Projected New Revenue for FY26	$	9,747
Estimated Revenue for FY25	$	324,900
Total Projected Revenue for FY26	$	334,647

Oklahoma State Regents for Higher Education Request for Changes to Mandatory Fees

Urban Campus Fee

To be effective Fall 2025

Mandatory Fees: *Fees required of all students for enrollment to receive instruction at an institution of The State System. Such fees shall be used to support the mission of the institution and shall support service facilities, such as student unions, health care infirmaries, recreational facilities, for any lawful purpose to enhance quality of student life including, but not limited to, facility debt service, student scholarships, student awards, travel, entertainment, guest speakers, and student organizations, or for any academic purpose or service as designated by the institution including, but not limited to, assessment fees and library resources fees. The State Regents shall maintain information on established mandatory fees, which shall include, but shall not be limited to, the basis for the amount of the fee, the amount of total revenue to be collected from the fee, and the use of the revenue collected.* ***Changes, Additions, and Deletions of Mandatory Fees Require State Regents' Approval.*** *OSRHE Policy and Procedures Manual, Budget and Fiscal Affairs, Section 4.18.1.C and D. Legislation: Title 70 Sections 3218.8 and 3218.9*

Urban Campus Fees *are assessed to Oklahoma City and Tulsa operations, administrative functions, and instructional costs.*

Institution Name	Langston University
Name of Fee	Urban Campus Fee

Change in Mandatory Fee Rate			**Fee to be assessed as indicated below (Check all that apply)**					
Current Fee	$	22.24	Per Credit Hour	X	Lower Division	X		
Proposed Fee	$	22.91	Per Course		Upper Division	X		
Change	$	0.67	Per Semester		Graduate Level	X		
Is this a new Fee? Yes/No-->	NO		Annually		Professional			
Date Fee was last Changed	June 2024		**Date Approved by Local Governing Board: --->**			6/13/2025		

Comments: Even with the proposed increase, Langston remains the lowest cost provider amongst regional universities in Oklahoma and amongst the lowest when compared to 1890 HBCU's. We make every effort to keep the college affordable and to be a best value provider for our students. This fee will be charged on the Oklahoma City and Tulsa Campuses only.

Describe the basis for the amount of the fee: The fee is designed to defray costs associated with the operations, administration, and instructional costs of Langston's urban campuses in Oklahoma City and Tulsa.

Describe the use of revenue collected: The fee offsets the cost of the student services described above.

Consequence if fee is not approved: Reduction in student services.

Was student comment solicited on this fee change and use of this fee?	YES or NO ---->	Yes	

Explain: President Jackson has maintained contact with student leadership and the student body throughout the year.

Projected New Revenue for FY26	$	2,780
Estimated Revenue for FY25	$	92,650
Total Projected Revenue for FY26	$	95,430

Facility Fee - Ardmore

To be effective Fall 2025

Mandatory Fees: *Fees required of all students for enrollment to receive instruction at an institution of The State System. Such fees shall be used to support the mission of the institution and shall support service facilities, such as student unions, health care infirmaries, recreational facilities, for any lawful purpose to enhance quality of student life including, but not limited to, facility debt service, student scholarships, student awards, travel, entertainment, guest speakers, and student organizations, or for any academic purpose or service as designated by the institution including, but not limited to, assessment fees and library resources fees. The State Regents shall maintain information on established mandatory fees, which shall include, but shall not be limited to, the basis for the amount of the fee, the amount of total revenue to be collected from the fee, and the use of the revenue collected.* ***Changes, Additions, and Deletions of Mandatory Fees Require State Regents' Approval.*** *OSRHE Policy and Procedures Manual, Budget and Fiscal Affairs, Section 4.18.1.C and D. Legislation: Title 70 Sections 3218.8 and 3218.9*

Urban Campus Fees *are assessed to Oklahoma City and Tulsa operations, administrative functions, and instructional costs.*

Institution Name	Langston University
Name of Fee	Facility Fee

Change in Mandatory Fee Rate			**Fee to be assessed as indicated below (Check all that apply)**					
Current Fee	$	42.23	Per Credit Hour	X	Lower Division	X		
Proposed Fee	$	43.50	Per Course		Upper Division	X		
Change	$	1.27	Per Semester		Graduate Level	X		
Is this a new Fee? Yes/No-->	NO		Annually		Professional			
Date Fee was last Changed	June 2024		**Date Approved by Local Governing Board: --->**			6/13/2025		

Comments: Even with the proposed increase, Langston remains the lowest cost provider amongst regional universities in Oklahoma and amongst the lowest when compared to 1890 HBCU's. We make every effort to keep the college affordable and to be a best value provider for our students. This fee will be charged on the Ardmore stie only.

Describe the basis for the amount of the fee: The fee is designed to defray facility costs associated with operating Langston's Ardmore site.

Describe the use of revenue collected: The fee offsets the facility costs described above.

Consequence if fee is not approved: Reduction in student services.

Was student comment solicited on this fee change and use of this fee?	YES or NO ---->	Yes	

Explain: President Jackson has maintained contact with student leadership and the student body throughout the year.

Projected New Revenue for FY26	$	537
Estimated Revenue for FY25	$	17,900
Total Projected Revenue for FY26	$	18,437

Auxiliary Enterprise Fund Summary

Fiscal Year: 2026

Proposed Budget				EXPENSE									REVENUE		Total
				1-Professional Salaries	2-Other Salaries	3-Fringe Benefits	4-Supplies & Other Operating Exp	5-Property, Furniture & Equipment	6-Travel	7-Utilities	9-Transfers & Other Distr	Total	Revenue	Total	
L - Langston University	LU10 - Office of President	739100 - Athletic Director	323000 - Athletic Revenue										($155,000)	($155,000)	($155,000)
			323001 - Allocated Rev Athl							$412,000		$412,000			$412,000
			323050 - Athletics Special						$60,000			$60,000			$60,000
			323100 - Athletics Admin	$97,074	$72,500	$50,872	$132,000	$3,000	$5,000			$360,446	($1,000)	($1,000)	$359,446
			323110 - Womens Basketball				$25,000		$50,000			$75,000	($5,000)	($5,000)	$70,000
			323120 - Womens Track						$2,500			$2,500			$2,500
			323130 - Football				$85,000	$1,000	$60,000			$146,000			$146,000
			323140 - Mens Basketball				$32,000		$25,000			$57,000			$57,000
			323145 - JV Basketball				$140,000		$10,000			$150,000			$150,000
			323160 - Mens Track				$2,000		$500			$2,500			$2,500
			323170 - Men'S Indoor Track				$7,500		$2,500			$10,000			$10,000
			323180 - Athletic Training				$89,000	$6,000	$5,000			$100,000			$100,000
			323200 - Women'S Indoor Track				$3,500	$3,000	$11,000			$17,500			$17,500
			323210 - Women'S Softball				$25,000		$7,500			$32,500			$32,500
			323220 - Women'S Volleyball				$15,000		$10,000			$25,000			$25,000
			323300 - Sports Information				$15,000	$5,500	$2,000			$22,500			$22,500
			323400 - Cheerleaders				$17,000		$8,000			$25,000			$25,000
			323450 - Athletic Team Travel						$250,000			$250,000			$250,000
			Total	**$97,074**	**$72,500**	**$50,872**	**$588,000**	**$18,500**	**$509,000**	**$412,000**		**$1,747,946**	**($161,000)**	**($161,000)**	**$1,586,946**
		Total		**$97,074**	**$72,500**	**$50,872**	**$588,000**	**$18,500**	**$509,000**	**$412,000**		**$1,747,946**	**($161,000)**	**($161,000)**	**$1,586,946**
	LU20 - VP Academic Affairs	712100 - LU - Tulsa	321750 - Tulsa Admin Cost										($1,000)	**($1,000)**	($1,000)
			Total										**($1,000)**	**($1,000)**	**($1,000)**
		716100 - Dean of School of Nursing	326645 - School Of Nurs Lab				$33,500					$33,500	($33,500)	**($33,500)**	$0
			326666 - Nursing Lab-Tulsa				$7,800					$7,800	($7,200)	**($7,200)**	$600
			Total				**$41,300**					$41,300	**($40,700)**	**($40,700)**	**$600**
		718100 - Dean of School of Physical Therapy	326654 - Clinical Ed Fee-Pt				$8,300					$8,300	($8,300)	**($8,300)**	$0
			326656 - Clinical Sci Lab-Pt				$8,300					$8,300	($8,300)	**($8,300)**	$0
			Total				**$16,600**					$16,600	**($16,600)**	**($16,600)**	$0
		Total					**$57,900**					$57,900	**($58,300)**	**($58,300)**	**($400)**
	LU21 - Dean of Arts & Sciences	710100 - Dean of Arts & Sciences	326660 - Technology Lab Fee				$150	$150				$300	($300)	**($300)**	$0
			Total				**$150**	**$150**				$300	**($300)**	**($300)**	$0
		710110 - Biology	326610 - Biology Lab				$4,900					$4,900	($4,900)	**($4,900)**	$0
			Total				**$4,900**					$4,900	**($4,900)**	**($4,900)**	$0
		710112 - Communications	326625 - Communications Lab				$1,100		$1,100			$2,200	($2,200)	**($2,200)**	$0
			Total				**$1,100**		**$1,100**			$2,200	**($2,200)**	**($2,200)**	$0
		710116 - Fine Arts	326620 - Music Lab				$9,500					$9,500	($9,500)	**($9,500)**	$0
			326621 - Band Lab				$13,500					$13,500	($13,500)	**($13,500)**	$0
			327171 - Choir-Travel				$3,125		$1,875			$5,000			$5,000
			327172 - Band-Travel				$115,000	$10,000	$75,000			$200,000	($2,250)	**($2,250)**	$197,750
			327173 - Choir Uniforms				$9,000	$1,000				$10,000			$10,000
			Total				**$150,125**	**$11,000**	**$76,875**			$238,000	**($25,250)**	**($25,250)**	$212,750
		710118 - Math	326675 - Math Lab					$8,500				$8,500	($8,500)	**($8,500)**	$0
			326676 - Mit Computer Lab				$2,800					$2,800	($2,800)	**($2,800)**	$0
			Total				**$2,800**	**$8,500**				$11,300	**($11,300)**	**($11,300)**	$0
		710120 - Physical Science	326615 - Physical Science Lab				$7,000	$5,200				$12,200	($12,200)	**($12,200)**	$0
			Total				**$7,000**	**$5,200**				$12,200	**($12,200)**	**($12,200)**	$0
		Total					**$166,075**	**$24,850**	**$77,975**			$268,900	**($56,150)**	**($56,150)**	$212,750
	LU24 - Dean for School of Education	714100 - Dean for School of Education	326635 - School Of Ed Lab				$750					$750	($750)	**($750)**	$0
			Total				**$750**					$750	**($750)**	**($750)**	$0
		Total					**$750**					$750	**($750)**	**($750)**	$0
	LU25 - Dean of School of Business	717114 - Computer Science	326630 - School Of Bus Lab				$1,900	$1,900				$3,800	($3,800)	**($3,800)**	$0
			Total				**$1,900**	**$1,900**				$3,800	**($3,800)**	**($3,800)**	$0
		Total					**$1,900**	**$1,900**				$3,800	**($3,800)**	**($3,800)**	$0
	LU80 - VP Fiscal & Administrative Affairs	741000 - VP Fiscal & Administrative Affairs	322100 - Cafeteria				$100,000			$283,250	$2,631,832	$3,015,082	($4,738,000)	**($4,738,000)**	($1,722,918)
			322418 - Specialty University Projects				$100,000					$100,000			$100,000
			326230 - Aux Adm President				$2,000		$3,000			$5,000			$5,000
			326235 - Ceremonial Occasions				$15,000					$15,000			$15,000
			326300 - Commencement & Inst Functions				$45,000	$15,000				$60,000			$60,000
			326510 - Alladin - Food Service				$3,200,000					$3,200,000			$3,200,000
			327240 - Stud Aff Security				$2,000	$1,000				$3,000			$3,000
			328103 - LU Stu Act/Fac Fee										($849,029)	**($849,029)**	($849,029)
			328104 - LU Pubh/CultRec Fees										($351,230)	**($351,230)**	($351,230)
			328203 - TU Stu Act/Fac Fees										($36,050)	**($36,050)**	($36,050)
			328204 - TU Pubh/CultRec Fees										($3,090)	**($3,090)**	($3,090)
			328303 - OKC Stu Act/Fac Fees										($30,900)	**($30,900)**	($30,900)
			328304 - OKC Pubh/CultRec Fee										($4,120)	**($4,120)**	($4,120)
			328403 - ARDMORE STU ACT/FAS FEE										($10,300)	**($10,300)**	($10,300)
			328404 - ARDMORE PUBH/CULT REC FEE										($21,218)	**($21,218)**	($21,218)
			329850 - Distance Learning Fee										($1,149,480)	**($1,149,480)**	($1,149,480)
			329860 - Commitment Fee				$7,500					$7,500	($105,000)	**($105,000)**	($97,500)
			Total				**$3,471,500**	**$16,000**	**$3,000**	**$283,250**	**$2,631,832**	$6,405,582	**($7,298,417)**	**($7,298,417)**	**($892,835)**
		742100 - Comptroller / Financial Services	325300 - Student Union				$41,720			$206,000		$247,720			$247,720
			326000 - Aux Work Funds							$386,250		$386,250	($490,170)	**($490,170)**	($103,920)
			326005 - Aux Capital Projects				$500,000					$500,000			$500,000
			Total				**$541,720**			**$592,250**		$1,133,970	**($490,170)**	**($490,170)**	$643,800
		Total					**$4,013,220**	**$16,000**	**$3,000**	**$875,500**	**$2,631,832**	$7,539,552	**($7,788,587)**	**($7,788,587)**	**($249,035)**
	LU90 - Dean of Students	744150 - Housing	320501 - Cottages							$51,500		$51,500			$51,500
			320502 - Douglas Property							$6,180		$6,180			$6,180

			321250 - Aux Adm Expense											($33,000)	**($33,000)**	**($33,000)**
			321600 - Univ Owned Housing											($236,900)	**($236,900)**	**($236,900)**
			326100 - UNIVERSITY OWNED HOUSING	$374,057	$50,000	$127,217	$3,210,126	$300,000	$10,000	$1,236,000	$2,653,000	**$7,960,400**	($10,214,510)	**($10,214,510)**	**($2,254,110)**
			326101 - Housing Operations		$175,000	$52,500	$170,000		$40,000			**$437,500**			**$437,500**
			Total	**$374,057**	**$225,000**	**$179,717**	**$3,380,126**	**$300,000**	**$50,000**	**$1,293,680**	**$2,653,000**	**$8,455,580**	**($10,484,410)**	**($10,484,410)**	**($2,028,830)**
		750310 - Student Life	327000 - Recreation/Wellness	$36,507		$10,952	$12,798	$1,500				**$61,757**			**$61,757**
			327100 - WELLNESS CENTER FEE										($334,750)	**($334,750)**	**($334,750)**
			327101 - SGA Act Fee Income										($483,173)	**($483,173)**	**($483,173)**
			327110 - Sga Activity Fee		$3,500	$1,050	$250,000		$25,000			**$279,550**	($1,700)	**($1,700)**	**$277,850**
			327170 - Stu Affairs Vpsa		$45,000	$13,500						**$58,500**			**$58,500**
			327180 - Dean Of Students				$28,450		$2,500			**$30,950**			**$30,950**
			327200 - Student Life - Student Activities	$66,950		$20,085	$100,000					**$187,035**			**$187,035**
			327210 - Stu Activity Tulsa				$6,000		$1,500			**$7,500**			**$7,500**
			327220 - Stu Activity Okc				$10,000					**$10,000**			**$10,000**
			327250 - Student Life				$80,000		$10,000			**$90,000**	($3,200)	**($3,200)**	**$86,800**
			327281 - Special Student Init				$32,000		$8,000			**$40,000**	($250)	**($250)**	**$39,750**
			327288 - Homecoming		$3,000	$900	$252,500					**$256,400**	($350)	**($350)**	**$256,050**
			Total	**$103,457**	**$51,500**	**$46,487**	**$771,748**	**$1,500**	**$47,000**			**$1,021,692**	**($823,423)**	**($823,423)**	**$198,269**
		750414 - Student Health Center - Infirmary	324100 - Student Health Ctr				$191,100		$1,400			**$192,500**			**$192,500**
			Total				**$191,100**		**$1,400**			**$192,500**			**$192,500**
		752000 - VP Institutional Advancement & Dev	326205 - Civic Plaza Ii							$61,800		**$61,800**			**$61,800**
			Total							**$61,800**		**$61,800**			**$61,800**
		Total		**$477,514**	**$276,500**	**$226,204**	**$4,342,974**	**$301,500**	**$98,400**	**$1,355,480**	**$2,653,000**	**$9,731,572**	**($11,307,833)**	**($11,307,833)**	**($1,576,261)**
	LUC1 - VP Operations	738100 - Director of Public Relations	327550 - Publications				$23,000					**$23,000**			**$23,000**
			Total				**$23,000**					**$23,000**			**$23,000**
		753000 - Executive Dir Enrollment Manager	327500 - Fin Aid Adm Cost				$4,000		$6,000			**$10,000**	($7,000)	**($7,000)**	**$3,000**
			Total				**$4,000**		**$6,000**			**$10,000**	**($7,000)**	**($7,000)**	**$3,000**
		Total					**$27,000**		**$6,000**			**$33,000**	**($7,000)**	**($7,000)**	**$26,000**
	Total			**$574,588**	**$349,000**	**$277,076**	**$9,197,819**	**$362,750**	**$694,375**	**$2,642,980**	**$5,284,832**	**$19,383,420**	**($19,383,420)**	**($19,383,420)**	**$0**
Total				$574,588	$349,000	$277,076	$9,197,819	$362,750	$694,375	$2,642,980	$5,284,832	$19,383,420	($19,383,420)	($19,383,420)	$0

LANGSTON UNIVERSITY

STUDENT COST OF ATTENDANCE

TUITION, MANDATORY FEES, HOUSING, AND MEAL PLAN

Cost	FY 2021	FY 2022	FY 2023	FY 2024	FY 2025	$ Change	% Change
RESIDENT STUDENT							
Tuition (Note 1)	$4,342.21	$4,342.21	$4,428.90	$4,653.30	$4,792.80	$139.50	3.0%
Mandatory Fees (Note 1)	2,160.50	2,160.50	2,210.32	2,276.64	2,345.00	68.36	3.0%
Apartment Rent (average)	6,840.77	6,943.37	7,012.81	7,295.33	7,514.00	218.67	3.0%
Meal Plan	3,349.96	3,349.96	3,450.46	3,500.00	3,714.00	214.00	6.1%
Cost of Attendance per Year	$16,693.44	$16,796.04	$17,102.49	$17,725.27	$18,365.80	$640.53	3.6%
Cost of Attendance per Semester	$8,346.72	$8,398.02	$8,551.24	$8,862.64	$9,182.90	$320.26	3.6%
NON-RESIDENT STUDENT							
Tuition (Note 1)	$11,721.90	$11,721.90	$12,026.20	$12,406.50	$12,778.50	$372.00	3.0%
Mandatory Fees (Note 1)	2,160.50	2,160.50	2,210.32	2,276.64	2,345.00	68.36	3.0%
Apartment Rent (average)	6,840.77	6,943.37	7,012.81	7,295.33	7,514.00	218.67	3.0%
Meal Plan	3,349.96	3,349.96	3,450.46	3,500.00	3,714.00	214.00	6.1%
Cost of Attendance per Year	$24,073.13	$24,175.73	$24,699.79	$25,478.47	$26,351.50	$873.03	3.4%
Cost of Attendance per Semester	$12,036.56	$12,087.87	$12,349.89	$12,739.24	$13,175.75	$436.51	3.4%

Note 1: Assumes an undergraduate student on the Langston Campus taking up to 30-credit hours.

LANGSTON UNIVERSITY

STUDENT COST OF ATTENDANCE

% CHANGE IN TUITION, MANDATORY FEES, HOUSING, AND MEAL PLAN

Cost	FY 2021	FY 2022	FY 2022	FY 2023	FY 2024	FY 2025	5-Year Avg.
RESIDENT STUDENT							
Tuition (Note 1)	2.5%	2.5%	0.0%	2.0%	5.1%	3.0%	2.5%
Mandatory Fees (Note 1)	0.9%	2.3%	0.0%	2.3%	3.0%	3.0%	2.1%
Apartment Rent (average)	3.0%	4.8%	1.5%	1.0%	4.0%	3.0%	2.9%
Meal Plan	3.0%	2.0%	0.0%	3.0%	1.4%	6.1%	2.5%
Cost of Attendance per Year	2.6%	3.3%	0.6%	1.8%	3.6%	3.6%	2.6%
Cost of Attendance per Semester	2.6%	3.3%	0.6%	1.8%	3.6%	3.6%	2.6%
NON-RESIDENT STUDENT							
Tuition (Note 1)	1.4%	0.6%	0.0%	2.6%	3.2%	3.0%	1.9%
Mandatory Fees (Note 1)	0.9%	2.3%	0.0%	2.3%	3.0%	3.0%	2.1%
Apartment Rent (average)	3.0%	4.8%	1.5%	1.0%	4.0%	3.0%	2.9%
Meal Plan	3.0%	2.0%	0.0%	3.0%	1.4%	6.1%	2.5%
Cost of Attendance per Year	2.0%	2.1%	0.4%	2.2%	3.2%	3.4%	2.3%
Cost of Attendance per Semester	2.0%	2.1%	0.4%	2.2%	3.2%	3.4%	2.3%

LANGSTON UNIVERSITY

PROPOSED HOUSING RATES

Fiscal Year 2026

Student Housing Facility	Contract Period	FY 2023 Approved Rates		FY 2024 Approved Rates		FY 2025 Approved Rates		FY 2026 Proposed Rates		FY 2026 $ Increase / Semester		% Change
		Fall / Spring	Summer	Fall / Spring	Summer	Fall / Spring	Summer	Fall / Spring	Summer	Fall / Spring	Summer	
Single Student Residences:												
Young Hall												
Private Room	5 months	$ 2,949.44	$ 1,489.32	$ 3,097.00	$ 1,564.00	$ 3,252.00	$ 1,642.00	$ 3,350.00	$ 1,691.00	$ 98.00	$ 49.00	3.0%
Double Occupancy	5 months	$ 2,151.95	$ 1,086.63	$ 2,260.00	$ 1,141.00	$ 2,373.00	$ 1,198.00	$ 2,444.00	$ 1,234.00	$ 71.00	$ 36.00	3.0%
Centennial Court Apartments	5 months	$ 3,345.04	$ 1,351.27	$ 3,379.00	$ 1,365.00	$ 3,480.00	$ 1,406.00	$ 3,584.00	$ 1,448.00	$ 104.00	$ 42.00	3.0%
Scholars Inn Apartments												
2 Bedroom	5 months	$ 3,671.39	$ 1,483.10	$ 3,708.00	$ 1,498.00	$ 3,819.00	$ 1,543.00	$ 3,934.00	$ 1,589.00	$ 115.00	$ 46.00	3.0%
3 Bedroom	5 months	$ 3,502.78	$ 1,414.98	$ 3,538.00	$ 1,429.00	$ 3,644.00	$ 1,472.00	$ 3,753.00	$ 1,516.00	$ 109.00	$ 44.00	3.0%
Family Residences:												
Cimarron Apartments												
Unfurnished, with A/C	12 months	$ 3,447.06	$ 1,413.36	$ 3,482.00	$ 1,428.00	$ 3,586.00	$ 1,471.00	$ 3,694.00	$ 1,515.00	$ 108.00	$ 44.00	3.0%
Commons Apartments												
Family	10 months	$ 4,656.13	$ 1,880.89	$ 4,703.00	$ 1,900.00	$ 4,844.00	$ 1,957.00	$ 4,989.00	$ 2,016.00	$ 145.00	$ 59.00	3.0%
Single Student - Double Occupancy	10 months	$ 3,600.10	$ 1,454.30	$ 3,636.00	$ 1,469.00	$ 3,745.00	$ 1,513.00	$ 3,857.00	$ 1,558.00	$ 112.00	$ 45.00	3.0%
Cottage (faculty & staff only)												
Large (1)	12 months	$ 3,431.29	$ 1,372.52	$ 3,466.00	$ 1,373.00	$ 3,570.00	$ 1,414.00	$ 3,677.00	$ 1,456.00	$ 107.00	$ 42.00	3.0%
Other (4)	12 months	$ 3,284.16	$ 1,313.67	$ 3,317.00	$ 1,327.00	$ 3,417.00	$ 1,367.00	$ 3,520.00	$ 1,408.00	$ 103.00	$ 41.00	3.0%

(a) Occupancy in traditional residence halls will be allowed in "overflow" situations only. All single students will be initially directed to Centennial Court and Scholars Inn.

(b) A nonrefundable $250 housing commitment fee is assessed to new students, incoming freshman and transfers.

(c) A nonrefundable $100 onboarding fee is assessed to new family, graduate, and faculty/staff housing applicants.

(d) A nonrefundable $15 laundry service fee is assessed students residing in housing.

LANGSTON UNIVERSITY

PROPOSED DAILY HOUSING RATES

SPECIAL HOUSING RATES / SPECIAL PROGRAM RATES / NON-STUDENT RATE

Fiscal Year 2026

Student Housing Facility	Langston Student Rate	Non-Langston Student Rate	Group Rate
Single Student Residences:			
Young Hall			
Private Room	$23.74	$42.36	$32.68
Double Occupancy	$21.79	$36.32	$29.05
Centennial Court Apartments	$29.96	$52.15	$40.44
Scholars Inn Apartments			
2 Bedroom	$32.18	$56.30	$44.37
3 Bedroom	$31.06	$54.37	$42.98
Family Residences:			
Commons Apartments			
Family	$42.16	$73.21	N/A

LANGSTON UNIVERSITY

PROPOSED MEAL PLAN RATES

Fiscal Year 2026

Plan Description	FY 2023 Approved Rates Fall / Spring	FY 2024 Approved Rates Fall / Spring	FY 2025 Approved Rates Fall / Spring	FY 2026 Proposed Rates Fall / Spring	FY 2026 $ Increase / Semester Fall / Spring	% Change
PLAN A (Incoming Freshman)						
19 meals per week with $100 Langston Bucks per semester	$1,725.23	$1,750.00	$1,803.00	$1,857.00	$54.00	3.0%
Special Session Meal (Lion Camp)	$248.13	$250.00	$258.00	$266.00	$8.00	3.0%
PLAN B (Continuing Students)						
14 meals per week with $200 Langston Bucks per semester	$1,725.23	$1,750.00	$1,803.00	$1,857.00	$54.00	3.0%
PLAN C (Commuter Students)						
Commuter Plan (Langston Bucks) (commuter / family housing only)	$787.95	$787.95	$812.00	$836.00	$24.00	3.0%

LANGSTON UNIVERSITY
ORGANIZATIONAL CHART
SENIOR LEADERSHIP

BOARD OF REGENTS FOR OKLAHOMA A&M COLLEGES AND UNIVERSITIES

PRESIDENT
Ruth Ray Jackson

- **DIRECTOR OF ATHLETICS** — Donnita Drain Rogers
- **VICE PRESIDENT FOR OPERATIONS** — Theresa Powell
- **DEAN OF STUDENTS** — Joshua Busby
- **VICE PRESIDENT FOR ACADEMIC AFFAIRS** — Alonzo Peterson
- **EXECUTIVE DIRECTOR INFORMATION TECHNOLOGY SERVICES** — Ayana Talley
- **CONTROLLER** — Nykkia Harris
- **INTERIM EXECUTIVE DIRECTOR LANGSTON UNIVERSITY FOUNDATION** — Joshua Busby

LANGSTON • OKLAHOMA CITY • TULSA • ARDMORE

ID	Name	Rank/TenurePosition Title	Depart #	Department	Term	Classification	Annual Salary
Accounts Payable							
A10420780	Coleman, Nyree	Accounts Payable Coordinator	742112	Accounts Payable	12	Exempt	$40,000.00
A20270386	Douglas, Gayla	Accounts Payable Coordinator	742112	Accounts Payable	12	Exempt	$36,635.04
A10422672	Maker, Melissa	Accounts Payable Director	742112	Accounts Payable	12	Exempt	$55,000.00
A11652521	Preston, Elaine	Executive Assistant	742112	Accounts Payable	12	Exempt	$63,398.40
Administrator of Extension							
A20155070	Anderson, Micah	Extension Agent/Horticultuture	751100	Administrator of Extension	12	Exempt	$48,284.72
A20075473	Arati, James	Agribusiness Extension Specialist and Sm	751100	Administrator of Extension	12	Exempt	$76,000.00
A10417548	Campbell-Daughty, Rashell	Program Leader	751100	Administrator of Extension	12	Exempt	$72,524.00
A10050552	Carter, Charlotte	Assoc Exten Outreach Educator	751100	Administrator of Extension	12	Exempt	$52,847.12
A10011582	Carter, Lovie	Ext.Spec. I Outlook	751100	Administrator of Extension	12	Exempt	$40,568.00
A10433208	Davis, Joshua	Extension Specialist	751100	Administrator of Extension	12	Exempt	$42,080.00
A10420489	Golden, Jewellena	Administrative Assistant I	751100	Administrator of Extension	12	Non-Exempt	$53,108.24
A20273806	Lindert, Angelina	Product Development Assistant	751100	Administrator of Extension	12	Exempt	$43,000.00
A10133292	Porter, Lainey	Extension Educator Business an	751100	Administrator of Extension	12	Exempt	$46,000.00
A11768201	Rashidi, Amir	4-H Youth Dev Exten Educator	751100	Administrator of Extension	12	Exempt	$41,000.00
A11726880	Salomon, Rose	Horticulture Education and Research Cen	751100	Administrator of Extension	12	Exempt	$40,000.00
A20236246	Scott, Keisha	Urban Agric Technician	751100	Administrator of Extension	12	Non-Exempt	$32,809.32
A11384088	Todd, Joshua	Extension Educator	751100	Administrator of Extension	12	Exempt	$42,080.00
A20245783	Williams, Donnesha	Extension Educator/4H Youth De	751100	Administrator of Extension	12	Exempt	$40,500.00
A10006919	Williams, Melvin	Nutrition Edc Assist	751100	Administrator of Extension	12	Non-Exempt	$34,670.06
A20360116	Williams, Tiffany	Program Leader/Ext Specialist	751100	Administrator of Extension	12	Exempt	$71,950.00
A10048866	Wilson, Dorothy	State Prgm Ldr/4-H/Dir III	751100	Administrator of Extension	12	Exempt	$89,284.39
A10052346	Wilson, Jeremiah	Asst Director I	751100	Administrator of Extension	12	Exempt	$58,580.60
Administrator of Research							
A20519875	Akbar, Haji	Research Scientist	751000	Administrator of Research	12	Exempt	$70,000.00
A20416547	Alvarado, Carlos	Dairy Product Specialist	751000	Administrator of Research	12	Exempt	$75,040.00
A20505298	Baker, Harvey	Honey BeeKeeper Extension Educ	751000	Administrator of Research	12	Exempt	$48,999.07
A20523670	Bakhsh, Allah	Visiting Research Scientist	751000	Administrator of Research	12	Exempt	$45,000.00
A20420562	Boateng, Richardson	Associate Farm Mgr, Plant Sci	751000	Administrator of Research	12	Exempt	$66,800.00
A10448991	Brown, Nathan	Animal Tech	751000	Administrator of Research	12	Non-Exempt	$37,953.82
A11452393	Bryant, Glenda	Animal Tech	751000	Administrator of Research	12	Non-Exempt	$36,847.40
A11314429	De Silva, Nirodha	Assistant Professor	751000	Administrator of Research	12	Exempt	$73,289.00
A20509422	De Silva, Thena Handi Kamal	Research Technician - Climate	751000	Administrator of Research	12	Exempt	$41,000.00
A20106958	Desta, Hiywot	Dairy Farm Technician	751000	Administrator of Research	12	Exempt	$41,635.04

A20479806	Dinegdie, Gemechu	Visiting Research Scientist	751000	Administrator of Research	12	Exempt	$40,500.00
A10049648	Downey, Chris	Ext Spec	751000	Administrator of Research	12	Exempt	$45,368.25
A20509661	Fernandez-Guillen, Thais	Research Associate	751000	Administrator of Research	12	Exempt	$40,000.00
A20216344	Frederick, Ty	Technician Outreach Specialist	751000	Administrator of Research	12	Exempt	$45,000.00
A20437447	Ghnenis, Adel	Assistant Professor Animal Sci	751000	Administrator of Research	12	Exempt	$77,100.00
A20465747	Giscombe, Shannon	Agribusiness Research and Exte	751000	Administrator of Research	12	Exempt	$60,000.00
A20259885	Gosh, Kamal	Asst Prof/Fisheries & All Aqua	751000	Administrator of Research	12	Exempt	$71,950.00
A11803789	Gulich, Dereje	Visiting Research Scientist	751000	Administrator of Research	12	Exempt	$41,635.04
A10450854	Hernandez, Rori	Extension Specialist	751000	Administrator of Research	12	Exempt	$46,200.00
A20194976	Johnson, Felicia	Lab Technician	751000	Administrator of Research	12	Non-Exempt	$31,988.04
A10594689	Jones, David	Research Associate	751000	Administrator of Research	12	Exempt	$45,170.00
A20412926	Kandel, Devi	Assistant Professor	751000	Administrator of Research	12	Exempt	$75,040.00
A10008339	Matand, Kanyand	Dir/Biotechno Ctr	751000	Administrator of Research	12	Exempt	$80,040.00
A20070153	McCallum, Malcolm	Water Mgmt Specialis	751000	Administrator of Research	12	Exempt	$70,000.00
A11689771	McLeod, Anthony	Animal Technician	751000	Administrator of Research	12	Non-Exempt	$39,999.29
A10006317	Merkel, Roger	Associate Prof/T	751000	Administrator of Research	12	Exempt	$77,100.00
A20317242	Nyairo, Newton	Assistant Professor	751000	Administrator of Research	12	Exempt	$71,950.00
A10042800	Patra, Amlan	Research Scientist I	751000	Administrator of Research	12	Exempt	$73,800.00
A10058293	Payton Miller, Tracey	Assistant Professor	751000	Administrator of Research	12	Exempt	$72,524.00
A11188201	Portugal, Italo	Research Tech	751000	Administrator of Research	12	Exempt	$50,385.92
A20519877	Poudel, Prakash	Research Scientist	751000	Administrator of Research	12	Exempt	$70,000.00
A10053276	Puchala, Ryszard	Research Scientist	751000	Administrator of Research	12	Exempt	$74,549.42
A20415336	Sonibare, Adekayode Olanrewaju	Visiting Research Scientist	751000	Administrator of Research	12	Exempt	$41,635.04
A10027401	Stevenson, Henry	Farm Worker III	751000	Administrator of Research	12	Non-Exempt	$46,552.32
A10049874	Stevenson, Henry	Animal Tech	751000	Administrator of Research	12	Non-Exempt	$49,805.00
A11351629	Stevenson, Stanton	Animal Technician	751000	Administrator of Research	12	Non-Exempt	$45,170.00
A20237752	Sullivan, Emmanuel	Farm Technician	751000	Administrator of Research	12	Non-Exempt	$46,200.00
A11807372	Tejeji, Hirut	Reseach Scientist and Extention Specialis	751000	Administrator of Research	12	Exempt	$66,000.00
A10422384	Tilahun, Yonathan	Specialist	751000	Administrator of Research	12	Exempt	$74,549.72
A20253485	Toerien, Chanelle	Research Lab Coor	751000	Administrator of Research	12	Exempt	$62,680.00
A10073299	Tovar-Luna, Ignacio	Visiting Research Scientist	751000	Administrator of Research	12	Exempt	$46,200.00
A20483020	Verner, Anthony	Animal Technician	751000	Administrator of Research	12	Non-Exempt	$39,000.00
A10008829	Wang, Zaisen	Director	751000	Administrator of Research	12	Exempt	$76,950.00
A10063885	Watson Iii, Cleovis	Lab Tech III	751000	Administrator of Research	12	Non-Exempt	$48,284.78
A20411497	Woldemariam, Dawit	Asst Res Farm Op Mgr	751000	Administrator of Research	12	Exempt	$62,680.00
Admission/Recruitment/Outreach Svcs							

A20246117	Dorsey, Ahmia	Recuriter	753400	Admission/Recruitment/Outreach Svcs	12	Exempt	$36,000.00
A20023143	Durham, Mateo	Administrative Assistant	753400	Admission/Recruitment/Outreach Svcs	12	Non-Exempt	$29,999.47
A20471443	Gordon, Jocha	Director	753400	Admission/Recruitment/Outreach Svcs	12	Exempt	$65,000.00
A20263998	Wulz, Carol	Coordinator	753400	Admission/Recruitment/Outreach Svcs	12	Non-Exempt	$32,783.58
Assistant VP Student Success							
A11575024	Davis, Dytisha	Temporary Professional Staff	753101	Assistant VP Student Success	12	Exempt	$92,700.00
Athletic Director							
A11775411	Bonine, Hayden	Administrative Specialist	739100	Athletic Director	12	Non-Exempt	$36,599.30
A20525429	Bruner, Ashley	Assistant Head Coach, Women's Basketb	739100	Athletic Director	12	Exempt	$48,000.00
A10043638	Drain, Donnita	Athletic Director	739100	Athletic Director	12	Exempt	$95,814.72
A20524418	Goggans, Adam	Defensive Linebacker Coord/Assistant Fo	739100	Athletic Director	12	Exempt	$40,000.00
A10061824	Hall, James	Associate Head Coach, Track & Field	739100	Athletic Director	12	Exempt	$48,000.00
A10427797	Harris, Anthony	Athletics Game Day/Event Specialist	739100	Athletic Director	12	Exempt	$20,000.80
A10069234	Hilliard, James	Hd Track&Field Coach	739100	Athletic Director	12	Exempt	$72,100.00
A20571513	Kaerwer, Kevin	Associate Head Coach, Men's Basketball	739100	Athletic Director	12	Exempt	$50,000.00
A20327095	Kinslow, Anetra	Actg Dir/Asst AD	739100	Athletic Director	12	Exempt	$53,788.66
A10073397	Miller, Calvin	Defensive Coordinator/Assist Football Co	739100	Athletic Director	12	Exempt	$42,000.00
A10010214	Morgan, Quinton	Interim Head Coach	739100	Athletic Director	12	Exempt	$87,550.00
A10547168	Palmoore, Jeremy	Offensive Line Coach/Assist Football Coa	739100	Athletic Director	12	Exempt	$41,200.00
A20571069	Quinlan, Joseph	Offensive Line Coordinator/Asst Football (	739100	Athletic Director	12	Exempt	$50,000.00
A11817743	Taylor, Kyle	Acting	739100	Athletic Director	12	Exempt	$43,284.68
A20410782	Vincent, Christopher	Head Women's Basketball Coach	739100	Athletic Director	12	Exempt	$75,000.00
A20391260	Walker, Darnell	Head Wsb Coach	739100	Athletic Director	12	Exempt	$52,736.00
A20406922	Warren, Jonathan	Assistant Coach II	739100	Athletic Director	12	Exempt	$65,000.00
A20518268	Washington, Jazmine	Head Volleyball Coach	739100	Athletic Director	12	Exempt	$50,000.00
A20406919	Wright, Christopher	Head Coach	739100	Athletic Director	12	Exempt	$150,000.00
Band							
A20190199	Allen, Jonathon	Inst/Asst Band Dir	733100	Band	12	Exempt	$57,783.00
A20186473	Gordon, Mark	Inst/Dir Of Bands	733100	Band	12	Exempt	$92,700.00
A20526784	Hughbanks, Meichen	Instructor	733100	Band	12	Exempt	$55,000.00
A10452170	Stevenson, Brandon	Instructor	733100	Band	12	Exempt	$55,000.00
Biology							
A10053174	Abraham, Kjoy	Associate Prof/T	710110	Biology	9	Exempt	$53,513.36
A10068200	Backoulou, Georges	Assistant Professor	710110	Biology	9	Exempt	$52,500.00
A10055093	Baker, Willie	Instructor/Not	710110	Biology	9	Exempt	$48,537.70
A10018336	Howard-Smith, Christianna	Assistant Professor	710110	Biology	9	Exempt	$56,000.00

A10063730	Quinn, Byron	Asst Prof/Chr Bio	710110	Biology	12	Exempt	$55,000.00
Career Services							
A20409812	Wright, Alexandrea	Director/Career Services	740110	Career Services	12	Exempt	$66,950.00
Chief Information Officer							
A11784225	Clark, Benjamin	Senior System Administrator	736100	Chief Information Officer	12	Exempt	$72,000.00
A10408982	Muhammad, Venecia	Senior Tech	736100	Chief Information Officer	12	Exempt	$41,200.00
A10052000	Talley, Ayana	Chief Info Officer	736100	Chief Information Officer	12	Exempt	$125,000.00
Communications							
A20442127	Bunch, Kimani	Instructor/Radio Station Mgr	710112	Communications	12	Exempt	$59,740.00
A10019262	Johnson, Lonnie	Inst/Chr Comm	710112	Communications	9	Exempt	$48,537.72
A10428208	Ross, Carylon	Instructor/Tt	710112	Communications	9	Exempt	$67,500.00
A20314281	Thompson, Daniel	Instructor	710112	Communications	9	Exempt	$47,586.00
Comptroller / Financial Services							
A11777982	Anderson, Aaron	Asst Comptroller	742100	Comptroller / Financial Services	12	Exempt	$76,220.00
A20468202	Downey, MiChell	Budget Analyst	742100	Comptroller / Financial Services	12	Exempt	$55,000.00
A10051302	Harris, Nykkia	Controller	742100	Comptroller / Financial Services	12	Exempt	$125,000.00
A11455582	McBride, Justin	Purchasing Buyer	742100	Comptroller / Financial Services	12	Exempt	$45,000.00
Computer Science							
A10055970	Grayson, Ralph	Assistant Prof/Tt	717114	Computer Science	9	Exempt	$53,925.20
A10005442	Osei, Richard	Assistant Professor	717114	Computer Science	9	Exempt	$66,950.00
Computer Technology Integration							
A11435076	Savory, Victoria	Faculty Development Assistant	753102	Computer Technology Integration	12	Non-Exempt	$28,576.32
A10001909	Sharp, Alexandra	Instrctnl Designer	753102	Computer Technology Integration	12	Exempt	$57,787.12
Counseling Center							
A10006412	Robinson, Demetria	Counselor	750412	Counseling Center	12	Exempt	$55,000.00
Dean for School of Education							
A10072264	Myrick, Jennifer	Academic Advisor	714100	Dean for School of Education	12	Exempt	$55,000.00
A10049120	Patterson Harris, , Emily V.	Dean/Assoc Prof SOEd	714100	Dean for School of Education	12	Exempt	$127,332.72
A20193566	Towns-Newby, Leonard	Assistant Professor	714100	Dean for School of Education	12	Exempt	$60,000.00
A10416328	Washington, Ruth	Aministrative Specialist	714100	Dean for School of Education	12	Non-Exempt	$28,576.36
Dean of Arts & Sciences							
A10011501	Coleman, John	Dean AA	710100	Dean of Arts & Sciences	12	Exempt	$125,000.00
A11313656	Moncriffe, Doristina	Adm Asst	710100	Dean of Arts & Sciences	12	Non-Exempt	$39,139.32
Dean of Libraries							
A10028756	Coleman, Shefra	Public Services Asst	724110	Dean of Libraries	12	Non-Exempt	$27,810.00
A20196282	Corbett, Caitlin	Assoc Prof/Dean of Libraries	724110	Dean of Libraries	12	Exempt	$70,000.00

A10051240	Franks, Patrick	Lib Assoc	724110	Dean of Libraries	12	Non-Exempt	$27,532.37
A10432658	Mayes, Misty	Adm Asst	724110	Dean of Libraries	12	Non-Exempt	$32,982.97
A10404499	Reid, Sarah	Library Associate	724110	Dean of Libraries	12	Non-Exempt	$28,691.23
Dean of School of Agriculture							
A20513417	Anderson, Deon	Animal Technician	719100	Dean of School of Agriculture	12	Non-Exempt	$37,399.97
A20519905	Atilola, Bolanle	Research Associate Professor	719100	Dean of School of Agriculture	12	Exempt	$66,000.00
A20456445	Castro Torres, Linda	Logistic and Technology Assist	719100	Dean of School of Agriculture	12	Non-Exempt	$46,200.00
A20169449	Harrison, Jeremiah	Communications Staff Writer	719100	Dean of School of Agriculture	12	Exempt	$48,000.00
A20462506	Kibet, Leonard	Associate Professor of Soil &	719100	Dean of School of Agriculture	12	Exempt	$95,640.00
A20565414	Lounis, Ali	Communications Staff Writer	719100	Dean of School of Agriculture	12	Exempt	$47,000.00
A20094996	Moore-Davis, Sonya	Land Grant Media & Comm Coor	719100	Dean of School of Agriculture	12	Exempt	$61,135.00
A20442614	Okai, Barbara	Research Associate Agribusines	719100	Dean of School of Agriculture	12	Exempt	$55,000.00
A20177714	Saywon, Kenyette	Executive Secretary II	719100	Dean of School of Agriculture	12	Exempt	$43,260.00
A20565629	Spear, Justin	Animal Technican	719100	Dean of School of Agriculture	12	Non-Exempt	$39,999.29
A20135021	Whittaker, Wesley	Dean Of Agriculture	719100	Dean of School of Agriculture	12	Exempt	$147,585.00
Dean of School of Business							
A10550012	Chowdhury, Shah	Chr Acct/Fin/Econ	717100	Dean of School of Business	9	Exempt	$77,456.00
A20494844	Green, Daryl	Acting Dean Business	717100	Dean of School of Business	12	Exempt	$125,000.00
A10001348	Hamilton, Michael	Associate Prof/T	717100	Dean of School of Business	9	Exempt	$66,660.57
A10074903	Huang, I'Lin	Associate Prof/T	717100	Dean of School of Business	9	Exempt	$79,143.80
A11220135	Mambula I, Charles	Chair - Management	717100	Dean of School of Business	9	Exempt	$89,511.12
A11777048	O'Bryan, Dawn	Administrative Assistant II	717100	Dean of School of Business	12	Non-Exempt	$52,000.00
A10065865	Stanley, Nicole	Adm Asst	717100	Dean of School of Business	12	Non-Exempt	$33,835.97
A20555451	Young, Barbara	Administrative Assistant I	717100	Dean of School of Business	12	Non-Exempt	$32,999.37
Dean of School of Nursing							
A11692131	Blalock, Melvin	Instructor	716100	Dean of School of Nursing	9	Exempt	$56,880.72
A10003593	Bolding, Tamara	Administrative Assistant	716100	Dean of School of Nursing	12	Non-Exempt	$34,997.41
A20262184	Brown, Sandra	Assistant Professor	716100	Dean of School of Nursing	9	Exempt	$61,800.00
A10685436	Chandler, Jenna	Instructor	716100	Dean of School of Nursing	9	Exempt	$56,650.00
A10400769	Fisher, Carrie	Assistant Professor, NTT	716100	Dean of School of Nursing	9	Exempt	$55,000.00
A20442125	George, LaDella	Instructor/Assistant Professor	716100	Dean of School of Nursing	9	Exempt	$70,000.00
A10022556	Hunter, Teressa	Dean Sch Of Nurs	716100	Dean of School of Nursing	12	Exempt	$132,585.72
A10436044	Johnson, Carolyn	Academ Advisor/Coach	716100	Dean of School of Nursing	12	Exempt	$40,000.00
A20524024	Montague, Alexis	Assistant Professor, NTT	716100	Dean of School of Nursing	9	Exempt	$55,000.00
A10049220	Oguin, Deborah	Adm Asst	716100	Dean of School of Nursing	12	Non-Exempt	$32,785.42
A11122507	Reed, Tanjanique	Assistant Professor	716100	Dean of School of Nursing	9	Exempt	$58,000.00

A10043618	Robinson, Elaine	Aministrative Specialist	716100	Dean of School of Nursing	12	Non-Exempt	$38,000.00
A10178266	Scott, Julie	Assistant Professor	716100	Dean of School of Nursing	12	Exempt	$70,040.00
A20389426	Shields, Timothy	Instructor	716100	Dean of School of Nursing	9	Exempt	$56,650.00
A11717275	Swanson, Ayrianna	Assistant Professor, NTT	716100	Dean of School of Nursing	9	Exempt	$55,000.00
A20221602	Vladyka, Becky	Admin Assist/Aca Advisor	716100	Dean of School of Nursing	12	Non-Exempt	$31,518.00
Dean of School of Physical Therapy							
A10023534	Chaudry, Aliya	Professor	718100	Dean of School of Physical Therapy	12	Exempt	$92,137.62
A11547072	Corbett, Samantha	Aministrative Specialist	718100	Dean of School of Physical Therapy	12	Non-Exempt	$38,279.59
A10425053	Ford, Violet	Assistant Professor	718100	Dean of School of Physical Therapy	12	Exempt	$90,000.00
A10001629	Leahy, Theresa	Assistant Prof/Not	718100	Dean of School of Physical Therapy	12	Exempt	$85,728.96
A10036191	Ognibene, Misty	Admiss & Development Coor	718100	Dean of School of Physical Therapy	12	Exempt	$52,440.00
A10037920	Pollard, Elicia	Dean Pt/Assc Prf	718100	Dean of School of Physical Therapy	12	Exempt	$132,585.00
A20164673	Quarshie, Alwyn	Assoc Director of Clinical Education	718100	Dean of School of Physical Therapy	12	Exempt	$85,000.00
A10433922	Sylvester, Anthony	DIRECTOR II	718100	Dean of School of Physical Therapy	12	Exempt	$97,850.00
A10677915	Sylvester, Donna	Assistant Professor	718100	Dean of School of Physical Therapy	12	Exempt	$84,048.00
Dean of Students							
A10075106	Busby, Joshua	Dean Of Students	750000	Dean of Students	12	Exempt	$113,300.00
A11705037	Pule, Guiamil	Administrative Specialist I	750000	Dean of Students	12	Exempt	$17,441.67
Director of Alumni Affairs							
A10073424	Belmon, Rachel	Director	752300	Director of Alumni Affairs	12	Exempt	$72,100.00
Director of Financial Aid							
A20322844	Black, Rhonda	Student Loan Admin Assist	753200	Director of Financial Aid	12	Non-Exempt	$29,999.41
A10028396	Coppage, Nacasaw	Asst Dir/Comp/Report	753200	Director of Financial Aid	12	Exempt	50000
A11802073	Keener, Esther	Admin Assistant - Records	753200	Director of Financial Aid	12	Non-Exempt	$29,999.41
A11211150	Maxfield, Deonna	Counselor	753200	Director of Financial Aid	12	Exempt	$40,000.00
A10598239	Mayberry, Teresa	Counselor	753200	Director of Financial Aid	12	Exempt	$40,000.00
A20314387	Paige, Thia	Adm Asst	753200	Director of Financial Aid	12	Non-Exempt	$29,999.41
A10063131	Peterson, Carol	Assoc Dir	753200	Director of Financial Aid	12	Exempt	$50,000.00
A10587291	Youngblood, Courtney	Coordinator	753200	Director of Financial Aid	12	Exempt	$40,000.00
Director of Public Relations							
A10442261	Clemoens, Brandon	Sr Graphic Designer	738100	Director of Public Relations	12	Exempt	$52,740.08
A20092662	Melero, Eleanor	Media Relations Specialist	738100	Director of Public Relations	12	Exempt	$48,000.00
A11796901	Turner, Jet	Assistant Director	738100	Director of Public Relations	12	Exempt	$51,500.00
Drafting / Electronics							
A20294026	Everett, Darius	Grants Project Coordinator	710126	Drafting / Electronics	12	Exempt	$50,000.00
A11182507	Fondjo-Fotou, Franklin	Assoc Prof-Chair/Technology	710126	Drafting / Electronics	9	Exempt	$61,829.87

A11605978	Guwaeder, Abdulmunim	Assistant Professor/Technology	710126	Drafting / Electronics	9	Exempt	$56,650.00
A10023089	White, Marcio	Instructor	710126	Drafting / Electronics	9	Exempt	$30,362.34
Education & Professional Programs							
A20424075	Abney, Angela	Assist Prof - Ed Prep Pr	714110	Education & Professional Programs	9	Exempt	$56,650.00
A10025032	Lewis, Kara	Administrative Assistant I	714110	Education & Professional Programs	12	Non-Exempt	$36,000.00
English & Foreign Language							
A11194758	Childs, Donisha	Instructor	710114	English & Foreign Language	9	Exempt	$49,445.20
A10414092	Edwards, Marlon	Instructor	710114	English & Foreign Language	9	Exempt	$48,925.00
A20523997	Farmen, Layne	Assistant Professor, NTT	710114	English & Foreign Language	9	Exempt	$52,000.00
A20556892	Graham, Ciara	Assistant Professor, NTT	710114	English & Foreign Language	9	Exempt	$52,000.00
A20336972	Habig, Stewart	Assistant Professor	710114	English & Foreign Language	9	Exempt	$52,000.00
A11799965	Howard, Michael	& Coor Eng Wri Lab	710114	English & Foreign Language	12	Exempt	$64,296.72
A10051098	Love, Andre	Instructor	710114	English & Foreign Language	9	Exempt	$49,500.00
A20442023	Mann, Yaisa	Instructor	710114	English & Foreign Language	9	Exempt	$49,440.00
A11457855	Regueiro, Manuel	Spanish	710114	English & Foreign Language	9	Exempt	$50,638.92
A20442132	Ross, Cindy	Professor	710114	English & Foreign Language	9	Exempt	$63,036.00
Executive Dir Enrollment Manager							
A10000722	Burge, Heath	Assistant Vice President	753000	Executive Dir Enrollment Manager	12	Exempt	$92,700.00
A10288424	Hayles, Juanita	Administrative Assistant	753000	Executive Dir Enrollment Manager	12	Non-Exempt	$31,499.33
A20505764	Johnson, Kurston	Counselor I	753000	Executive Dir Enrollment Manager	12	Exempt	$40,000.00
A11661891	Schoats-Stoutermire, Troy	Recruiter	753000	Executive Dir Enrollment Manager	12	Exempt	$56,000.00
A20245767	Thomas, Mai-ya	International Admissions Processor	753000	Executive Dir Enrollment Manager	12	Non-Exempt	$40,000.00
Family and Consumer Science							
A20442136	Malone, Michelle	Instructor	719114	Family and Consumer Science	9	Exempt	$50,470.00
A10055591	Maytubby, Emisha	Instructor	719114	Family and Consumer Science	9	Exempt	$64,740.00
Fine Arts							
A20555433	Ezeakacha, Chukwuebuka	Assistant Professor, TT	710116	Fine Arts	9	Exempt	$58,000.00
Health and Physical Ed							
A11800354	Delk, Desmond	Assistant Prof/Tt	714120	Health and Physical Ed	9	Exempt	$62,432.42
A11522948	Mays, Brittany	Instructor/Not	714120	Health and Physical Ed	9	Exempt	$54,560.00
A10022656	Winters, John	Visiting Associate Professor	714120	Health and Physical Ed	9	Exempt	$56,650.00
Honors Program							
A10075520	Gregory, Kyle	Coordinator	710124	Honors Program	12	Exempt	$54,526.14
Housing							
A11556954	Buckman, Eugene	Dean of Students, Residential Life	744150	Housing	12	Exempt	$75,000.00
A10418666	Carter, Traveno	Acting Resident Director	744150	Housing	12	Exempt	$36,635.04

A20158728	Dawson, Alyssa	Resident Director	744150	Housing	12	Exempt	$55,000.00
A11808912	Gatheright, Sherry	Adm Spe/Res Lif/Hous	744150	Housing	12	Exempt	$32,785.42
A10062390	Massey, Desmond	Associate Director	744150	Housing	12	Exempt	$58,000.00
A20022406	Murff, NaKayla	Resident Director	744150	Housing	12	Exempt	$40,000.00
A20483019	Smith, Dayla	Administrative Assistant I	744150	Housing	12	Non-Exempt	$40,000.00
A20447488	Wallace, Marc	Resident Director	744150	Housing	12	Exempt	$36,635.00
Institutional Research & Planning							
A20359248	Marple, Tiffany	Analyst	740000	Institutional Research & Planning	12	Exempt	$51,500.00
A20218213	Quijada Pinango, Jessica	Resource & Operations Manager	740000	Institutional Research & Planning	12	Exempt	$75,000.00
A20074298	Simpson, Sonya	Analyst/Programmer	740000	Institutional Research & Planning	12	Exempt	$56,650.00
LU - OKC							
A10220763	Greer, Tyeese	Office Clerk	711100	LU - OKC	12	Non-Exempt	$22,279.47
A10731067	Jones, Tristan	Coordinator	711100	LU - OKC	12	Exempt	$56,000.00
#REF!							
A10012473	Sharp, Diana	Adm Spec	712100	LU - Tulsa	12	Exempt	$39,350.22
A20462570	Smith-Keys, Sherry	Associate Vice President for C	712100	LU - Tulsa	12	Exempt	$100,000.00
Math							
A11311165	Fondjo, Vicky	Associate Professor	710118	Math	9	Exempt	$53,687.72
A10428895	Johnson, Latoya	Assistant Professor	710118	Math	9	Exempt	$52,500.00
A20294684	Kaur, Amandeep	Assistant Professor	710118	Math	9	Exempt	$47,895.00
A20075785	Kounsil, Arminder	Assistant Professor, NTT	710118	Math	9	Exempt	$54,400.00
A10005194	McMahon, Timothy	Associate Prof/T	710118	Math	12	Exempt	$67,189.06
A10007505	Sivanesan, Sivalingam	Assistant Prof/Tt	710118	Math	9	Exempt	$52,916.62
A11093117	Tadesse, Abebaw	Associate Prof/Ot	710118	Math	9	Exempt	$56,616.62
Office of President							
A20504401	Carey, Charlotte	Administrative Specialist	700100	Office of President	12	Exempt	$43,500.00
A11686550	Jackson, Ruth	President	700100	Office of President	12	Exempt	$323,000.00
A20269009	Parker, Krystal	Administrative Specialist	700100	Office of President	12	Non-Exempt	$34,199.33
Physical Science							
A11464332	Davis, Lindsay	Assistant Professor	710120	Physical Science	9	Exempt	$54,000.00
A11470377	Johnson, Ryan	Asoc Prof/Chr Chem	710120	Physical Science	9	Exempt	$57,680.00
A10001935	Lewis, Sharon	Associate Prof/T	710120	Physical Science	9	Exempt	$56,015.89
A10419190	Ognibene, Cherie	Instructor	710120	Physical Science	9	Exempt	$47,227.00
Psychology							
A10074660	Abraham, Susan	Professor/T	714114	Psychology	9	Exempt	$53,031.14
A10002580	Albright, Elizabeth	Assistant Prof/Tt	714114	Psychology	9	Exempt	$53,031.14

A20192504	Murray, Lawrence	Associate Prof/T	714114	Psychology	9	Exempt	$53,031.14
Rehab Counseling							
A11504208	Brown, Ebony	Grant Admin	711112	Rehab Counseling	12	Non-Exempt	$35,692.11
A11560399	Cochrane, Ellouise	Admin Clerk	711112	Rehab Counseling	12	Non-Exempt	$11,472.41
A10412342	Cunningham, Nyree	Research Assistant Professor	711112	Rehab Counseling	12	Exempt	$65,000.00
A11394317	Herron, Ruben	Assistant Prof/Not	711112	Rehab Counseling	12	Exempt	$60,094.32
A20500669	Khan, Irfanullah	Post Doc Fellow	711112	Rehab Counseling	12	Exempt	$56,057.00
A10008017	Lewis, Phillip	Associate Prof/Tt	711112	Rehab Counseling	12	Exempt	$74,802.68
A11364648	Manyibe, Bernard	Subject Matter Specialist	711112	Rehab Counseling	12	Exempt	$14,999.81
A11335920	Manyibe, Edward	Rsch Ap/Cap Bldg Dir	711112	Rehab Counseling	12	Exempt	$86,621.97
A10003748	Moore, Corey	Prof/Chr Rehab	711112	Rehab Counseling	12	Exempt	$176,846.00
A11502987	Muhammad, Atashia	Res Assoc/Trang Coor	711112	Rehab Counseling	12	Exempt	$60,094.00
A20450621	Nyamao, James	Research Associate	711112	Rehab Counseling	12	Exempt	$48,880.00
A20553954	Riddick, Nancy	Assistant Professor, TT	711112	Rehab Counseling	12	Exempt	$75,449.00
A10076176	Sassin, John	Ast Prof/Cord Rehab	711112	Rehab Counseling	12	Exempt	$67,448.52
A11368002	Wang, Penghua	Research Assist Prof/Statistic	711112	Rehab Counseling	12	Exempt	$67,980.00
A10051479	Washington, Andre	Asst Prof/Clin Exp	711112	Rehab Counseling	12	Exempt	$68,349.77
A10208610	Wilkerson, Nicole	Administrative Specialist	711112	Rehab Counseling	12	Non-Exempt	$30,152.22
Social Science / Corrections							
A10893834	Campbell, Jeffrey	Assistant Prof/T	710122	Social Science / Corrections	12	Exempt	$47,000.00
A20316323	Elix, Jerry	Instructor	710122	Social Science / Corrections	9	Exempt	$48,925.00
A20074440	Johnson, Margaret	Assistant Professor of Humanit	710122	Social Science / Corrections	9	Exempt	$55,040.72
A20462875	Lorigan, Kerri	Visiting Instructor	710122	Social Science / Corrections	9	Exempt	$50,000.00
A11729692	Spurlock, Charles	Assistant Prof/Ntt	710122	Social Science / Corrections	9	Exempt	$54,841.32
Student and Employee Services							
A20470694	Bailey, Marquita	Deputy Title IX Coordinator	743100	Student and Employee Services	12	Exempt	$60,000.00
A10018471	Higgins, Soncearay	Title IX Coordinator	743100	Student and Employee Services	12	Exempt	$70,000.00
A10034284	Hughes, Connie	Sr. Payroll Analyst	743100	Student and Employee Services	12	Exempt	$53,790.72
A11603036	Sarhan, Ban	Systems Payroll Analyst	743100	Student and Employee Services	12	Non-Exempt	$39,999.29
A10015223	Sourie, Shauntae	Director of Human Resources	743100	Student and Employee Services	12	Exempt	$95,000.00
A10064218	Todd, Brandy	Interim Student Accounts Coord	743100	Student and Employee Services	12	Exempt	$49,440.00
A20466978	Wilson, Shanika	HR Generalist	743100	Student and Employee Services	12	Exempt	$50,000.00
A20256606	Yohe, Brooke	Collections Coor	743100	Student and Employee Services	12	Non-Exempt	$33,799.35
Student Life							
A10395670	Harris, Eric	Student Life Facilities & Recr	750310	Student Life	12	Exempt	$36,506.80
A20521816	Williams, Aeryel	Assistant Dean of Students for Student En	750310	Student Life	12	Exempt	$66,950.00

Student Support Services							
A20359918	Evans, Parris	Academic/Career Coordinator	750500	Student Support Services	12	Non-Exempt	$55,000.00
A10044447	Lewis, Deshnick	Director	750500	Student Support Services	12	Exempt	$75,000.00
A10400583	Mayberry, Priscilla	Academic Coordinator	750500	Student Support Services	12	Exempt	$55,000.00
Title III							
A20164674	Dinh, Bryan	Lab Assistant	725100	Title III	4	Exempt	$25,600.00
A10023522	Harris, Ardenna	Director	725100	Title III	12	Exempt	$83,732.82
A20169924	Miller, Dashari	Science Lab Technician	725100	Title III	12	Non-Exempt	$45,998.32
University College							
A10017691	Allen, Clara	Univ Coll Counselor	753500	University College	12	Exempt	$43,260.00
A10335300	Arnce, Amber	Secretary	753500	University College	12	Non-Exempt	$31,823.39
A11376343	Fields, Bobby	Univ Coll Counselor	753500	University College	12	Exempt	$42,000.00
A20525878	Francis, Brian	Academic Advisor/Success Coach	753500	University College	12	Exempt	$42,000.00
A11729864	O'Bryan, Kelly	Director	753500	University College	12	Exempt	$66,950.00
A11676731	Odom, Shainea	Univ Coll Counselor	753500	University College	12	Exempt	$42,000.00
University Police Chief							
A20574192	Alcon, Dustin	Dispatcher	737100	University Police Chief	12	Non-Exempt	$30,201.00
A10613672	Aufleger, Stephen	Police Officer	737100	University Police Chief	12	Non-Exempt	$37,929.40
A11642526	Benton, Brian	Police Officer	737100	University Police Chief	12	Non-Exempt	$37,935.24
A20489181	Bragan, Shawn	Police Officer	737100	University Police Chief	12	Non-Exempt	$35,005.73
A20407051	Buckner, Jeremy	Police Officer	737100	University Police Chief	12	Non-Exempt	$34,999.32
A11649825	Bull, Jerald	Police Officer	737100	University Police Chief	12	Non-Exempt	$35,005.73
A20386499	Desilets, Brittany	Police Officer	737100	University Police Chief	12	Non-Exempt	$34,999.32
A11132541	Galbraith, Cornelious	Police Officer	737100	University Police Chief	12	Non-Exempt	$39,720.60
A20307365	King, Robert	Police Officer	737100	University Police Chief	12	Non-Exempt	$35,005.73
A2046793	Murphy, Jaycon	Police Officer	737100	University Police Chief	12	Non-Exempt	$34,999.32
A20296447	Reece, Megan	Dispatcher	737100	University Police Chief	12	Non-Exempt	$30,949.80
A20285328	Romine, Whitney	Dispatcher	737100	University Police Chief	12	Non-Exempt	$33,528.96
A20239343	Solomon, Henry	Police Officer	737100	University Police Chief	12	Non-Exempt	$36,050.00
A20138173	Spiva, Brandi	Police Officer	737100	University Police Chief	12	Non-Exempt	$37,935.24
A10055206	Stewart, Curtis	Chief of Police	737100	University Police Chief	12	Exempt	$74,160.00
A10069830	Vaughn, Mark	Assistant Police Chief	737100	University Police Chief	12	Exempt	$55,000.00
A11714602	Vinluan, Brian	Police Officer	737100	University Police Chief	12	Non-Exempt	$35,005.73
A11469662	Woods, Kymberlee	Dispatcher	737100	University Police Chief	12	Non-Exempt	$30,201.00
University Radio / Tv							
A10043713	Flannigan, Kimberlee	Instr/Rdo Stat Dir	732100	University Radio / Tv	9	Exempt	$49,203.06

University Registrar							
A10012025	Mack, Royce	Registrar Assistant	753100	University Registrar	12	Non-Exempt	$21,728.46
A10075165	Outlaw, Jeanese	Registrar I	753100	University Registrar	12	Exempt	$66,950.00
A20407267	Paige, Timisia	Records Coordinator	753100	University Registrar	12	Exempt	$28,321.98
A10032961	Williams, Quincy	Data Control Analyst	753100	University Registrar	12	Exempt	$36,635.04
VP Academic Affairs							
A10424140	Bush, Nakia	Administrative Assistant	711000	VP Academic Affairs	12	Non-Exempt	$44,999.10
A10703962	Henderson, Jason	Coordinator	711000	VP Academic Affairs	12	Exempt	$59,740.00
A10010020	Peterson, Alonzo	Academic Affairs	711000	VP Academic Affairs	12	Exempt	$170,000.00
A11435076	Savory, Victoria	Faculty Development Assistant	711000	VP Academic Affairs	12	Non-Exempt	$5,153.27
VP Fiscal & Administrative Affairs							
A20462441	Lanthia, Tabitha	Administrative Specialist II	741000	VP Fiscal & Administrative Affairs	12	Exempt	$38,620.70
VP Institutional Advancement & Dev							
A11141185	Bray, Jillian	Annual Giving Ofc	752000	VP Institutional Advancement & Dev	12	Exempt	$43,284.72
A10279816	Woodberry, Staci	Gifts Mgr/Dev Spec	752000	VP Institutional Advancement & Dev	12	Exempt	$46,350.00
VP Operations							
A11587301	Powell, Theresa	VP for Operations	753001	VP Operations	12	Exempt	$164,800.00
A20462956	Sheets, Heleen	Director of Public Relations	753001	VP Operations	12	Exempt	$75,000.00
A10218642	Woodward, Kimberly	Operations Area Coordinator	753001	VP Operations	12	Exempt	$51,300.00
	Vacant, Position	Director I	753001	VP Operations	12	Exempt	$90,000.00
							$ 18,371,825.89

OKLAHOMA STATE UNIVERSITY

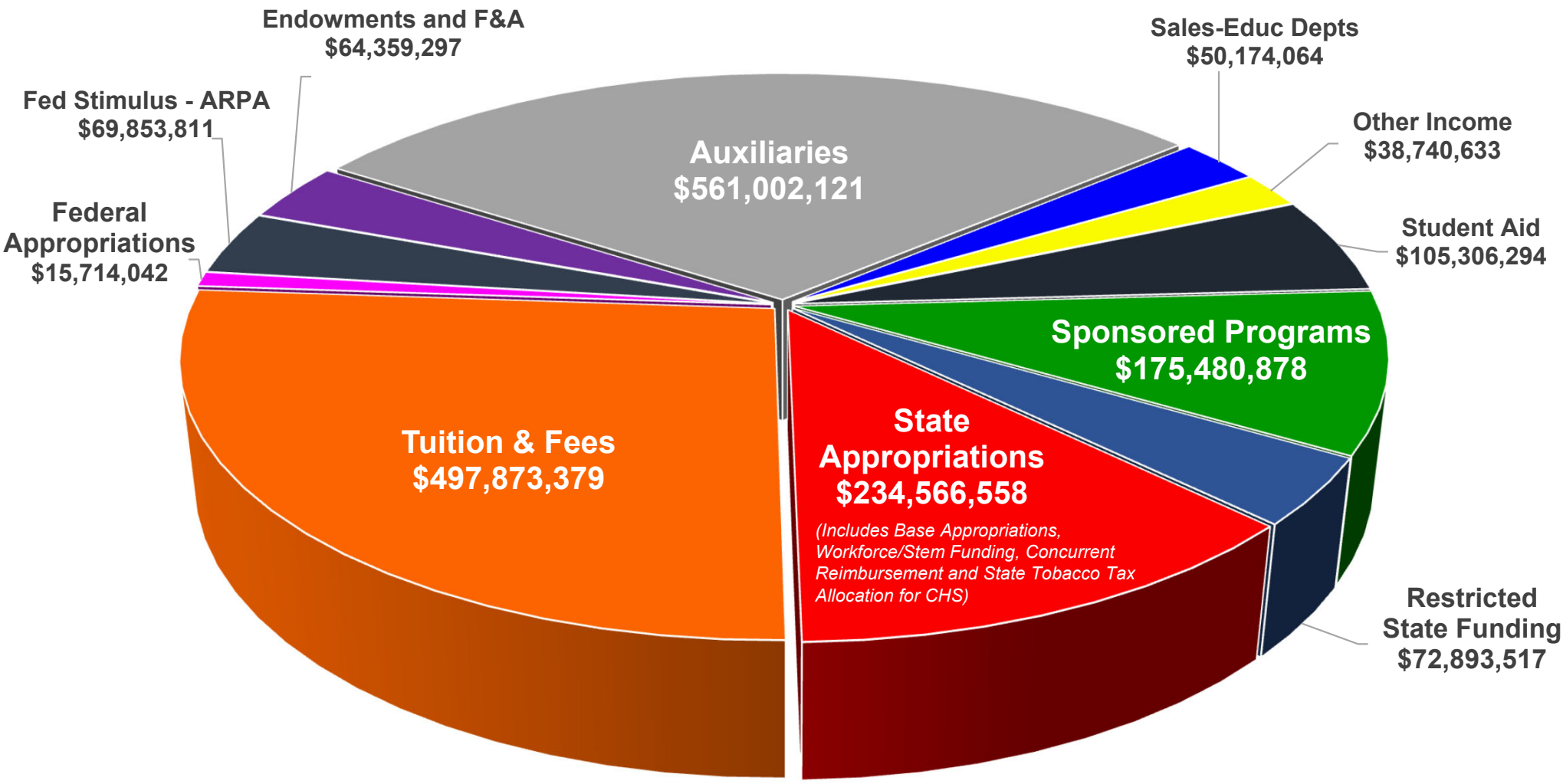
Executive Summary
and
Supplemental Materials

Fiscal Year 2025-2026

OKLAHOMA STATE UNIVERSITY SYSTEM
SUMMARY OF REVENUE & EXPENDITURES
FISCAL YEAR ENDING JUNE 30, 2026

	OSU GENERAL UNIVERSITY	OKLAHOMA AGRICULTURAL EXP STATION	OKLAHOMA COOPERATIVE EXT. SERVICE	OSU INSTITUTE OF TECHNOLOGY	COLLEGE OF VETERINARY MEDICINE	OSU OKLAHOMA CITY	OSU CENTER FOR HEALTH SCIENCES	OSU TULSA	OSU SYSTEM TOTAL
BUDGETED REVENUE:									
STATE APPROPRIATIONS	$120,749,943	$22,162,361	$23,525,406	$12,987,728	$9,289,695	$13,035,609	$13,427,106	$9,403,458	$224,581,306
STATE APPROP-WORKFORCE/STEM INITIATIVES	1,657,287	-	-	308,481	125,000	354,376	396,488	-	2,841,632
STATE APPROP-GRANTS,CNTRCT & REIMB	939,292	-	-	591,354	-	612,974	5,000,000	-	7,143,620
FEDERAL APPROPRIATIONS	-	5,140,045	10,573,997	-	-	-	-	-	15,714,042
TUITION & FEES	409,586,440	-	-	15,827,888	14,321,863	13,123,073	34,135,756	10,878,359	497,873,379
GIFTS, GRANTS, REIMBRSMT	45,947,265	7,154,000	-	1,117,000	5,741,000	555,782	2,899,000	945,250	64,359,297
RESTRICTED STATE FUNDING	10,200,000	2,070,000	6,068,352	-	19,351,532	-	35,203,633	-	72,893,517
SALES-EDUC DEPARTMENTS	737,283	-	6,000,000	-	8,056,000	-	35,380,781	-	50,174,064
ORGANIZED ACTIVITIES	3,372,994	-	-	-	-	-	-	-	3,372,994
OTHER INCOME	16,644,719	4,500,000	-	125,786	685,369	305,200	485,241	160,000	22,906,315
FEDERAL STIMULUS FUNDS - ARPA	24,203,811	-	-	-	-	-	45,650,000	-	69,853,811
TOTAL BUDGETED REVENUE	634,039,034	41,026,406	46,167,755	30,958,237	57,570,459	27,987,014	172,578,005	21,387,067	1,031,713,977
PRIOR YEAR BALANCES BUILT INTO BUDGET	2,500,000	1,400,000	2,500,000	2,117,914	-	2,400,000	-	1,543,410	12,461,324
TOTAL EDUCATION & GENERAL REVENUE	**$636,539,034**	**$42,426,406**	**$48,667,755**	**$33,076,151**	**$57,570,459**	**$30,387,014**	**$172,578,005**	**$22,930,477**	**$1,044,175,301**
SPONSORED PROGRAMS	90,820,598	14,000,000	4,600,000	6,543,470	10,350,000	2,166,810	47,000,000	-	175,480,878
AUX ENT-STUDENT ACTIVITY	319,069,787	2,803,000	2,162,000	15,821,190	362,739	7,976,446	212,281,174	525,785	561,002,121
STUDENT AID	85,946,294	-	-	8,360,000	-	11,000,000	-	-	105,306,294
TOTAL FUNDS AVAILABLE	**$1,132,375,713**	**$59,229,406**	**$55,429,755**	**$63,800,811**	**$68,283,198**	**$51,530,270**	**$431,859,179**	**$23,456,262**	**$1,885,964,594**
BUDGETED EXPENDITURES:									
INSTRUCTION	$187,018,637	-	-	$15,482,905	$22,335,699	$17,278,155	$68,235,040	$8,541,521	$318,891,957
RESEARCH	85,827,388	42,426,406	-	-	10,092,336	-	10,517,253	2,922,792	151,786,175
PUBLIC SERVICE	13,227,567	-	48,667,755	-	15,496,572	-	7,775,855	114,096	85,281,845
LIBRARIES	18,744,742	-	-	1,017,426	-	385,212	1,803,379	991,180	22,941,939
ACADEMIC SUPPORT	71,964,687	-	-	1,991,815	2,519,044	1,591,911	5,202,132	1,441,174	84,710,763
STUDENT SERVICES	34,100,713	-	-	3,865,382	562,382	3,149,562	2,008,918	2,087,775	45,774,732
INSTITUTIONAL SUPPORT	25,932,402	-	-	2,621,744	1,500,774	3,674,718	11,589,040	1,941,048	47,259,726
PHYSICAL PLANT	93,394,236	-	-	5,886,879	5,063,652	2,656,560	61,649,945	4,740,891	173,392,163
SCHOLARSHIPS & FELLOWSHIPS	106,328,662	-	-	2,210,000	-	1,650,896	3,796,443	150,000	114,136,001
TOTAL EDUCATION & GENERAL EXPENDITURES	**$636,539,034**	**$42,426,406**	**$48,667,755**	**$33,076,151**	**$57,570,459**	**$30,387,014**	**$172,578,005**	**$22,930,477**	**$1,044,175,301**
SPONSORED PROGRAMS	90,820,598	14,000,000	4,600,000	6,543,470	10,350,000	2,166,810	47,000,000	-	175,480,878
AUX ENT-STUDENT ACTIVITY	319,069,787	2,803,000	2,162,000	15,821,190	362,739	7,976,446	212,281,174	525,785	561,002,121
STUDENT AID	85,946,294	-	-	8,360,000	-	11,000,000	-	-	105,306,294
TOTAL BUDGETED EXPENDITURES	**$1,132,375,713**	**$59,229,406**	**$55,429,755**	**$63,800,811**	**$68,283,198**	**$51,530,270**	**$431,859,179**	**$23,456,262**	**$1,885,964,594**

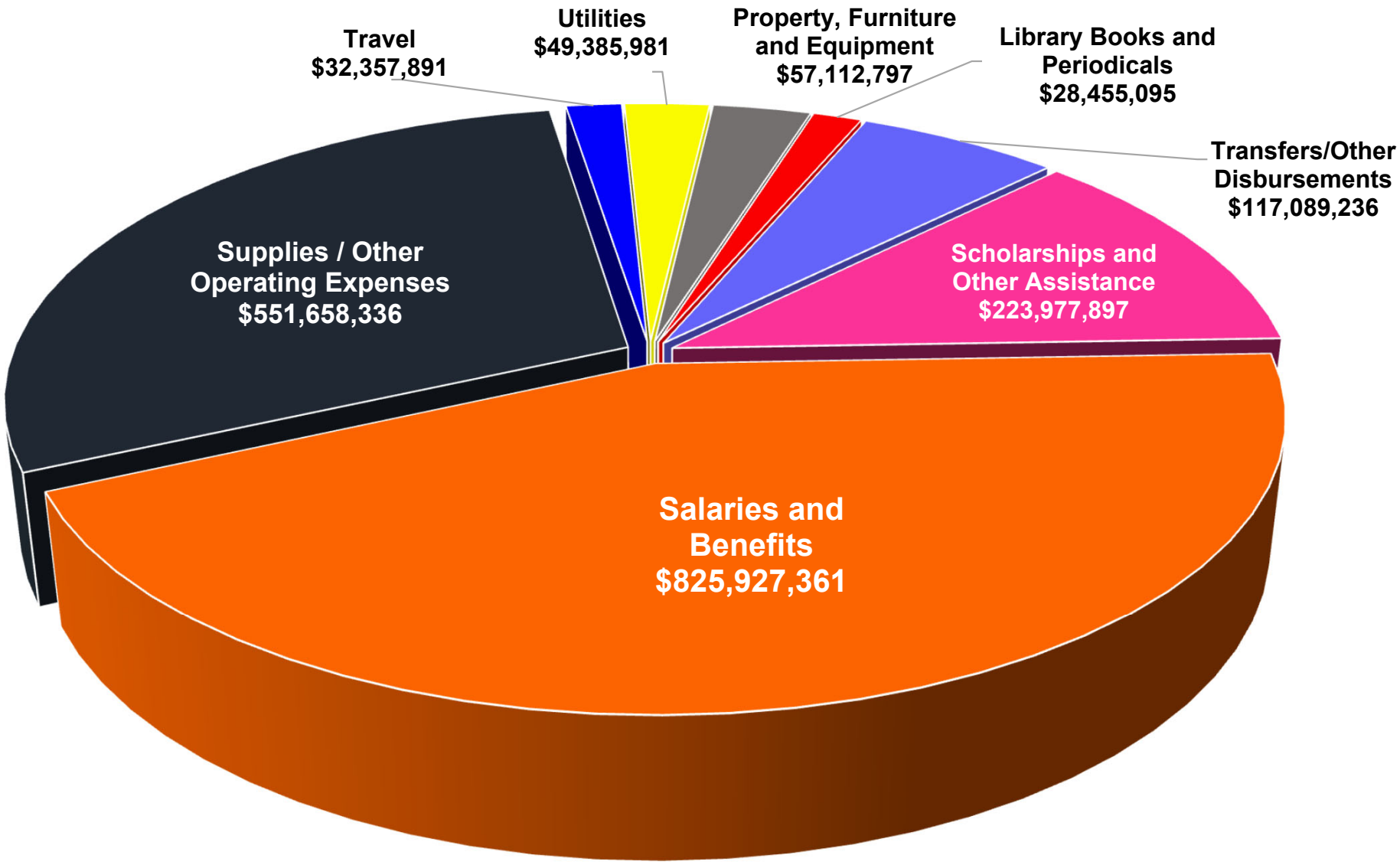
Sources Of Revenue – All Agencies



FY 2026 Total Revenue = $1.89 Billion

Projected Fall 2025 System Enrollment = 36,667

Expenses By Object – All Agencies



FY 2026 Total Expenses = $1.89 Billion

OKLAHOMA STATE UNIVERSITY SYSTEM
ALLOCATIONS THROUGH OSRHE

Agency	FY 2026 Allocation Base (FLAT)	Critical Workforce/ STEM Development Initiative[1]	Grants, Contracts and Reimbursements[2]	Subtotal (Operations)	Section 13 Offset[3]	Deferred Maintenance Allocation[3]	Grand Total
OSU General University	$ 120,749,943	$ 1,657,287	$ 939,292	$ 123,346,522	$ -	$ -	$ 123,346,522
Oklahoma Agricultural Experiment Station	22,162,361	-	-	22,162,361	-	-	22,162,361
Oklahoma Cooperative Extension Service	23,525,406	-	-	23,525,406	-	-	23,525,406
OSU Institute of Technology	12,987,728	308,481	591,354	13,887,563	1,000,000	2,412,835	17,300,398
College of Veterinary Medicine	9,289,695	125,000	-	9,414,695	-	-	9,414,695
OSU Oklahoma City	13,035,609	354,376	612,974	14,002,959	1,000,000	2,714,582	17,717,541
OSU Center for Health Sciences	13,427,106	396,488	5,000,000	18,823,594	-	-	18,823,594
OSU Tulsa	9,403,458	-	-	9,403,458	1,000,000	-	10,403,458
Totals	**$ 224,581,306**	**$ 2,841,632**	**$ 7,143,620**	**$ 234,566,558**	**$ 3,000,000**	**$ 5,127,417**	**$ 242,693,975**

NOTES:
Does not include Restricted State Funding.

[1]*Critical Workforce / STEM Development*
--To be used at the discretion of institutions for STEM programs leading to degrees on Oklahoma's Top 100 Critical Occupations.
-- This initiative was reviewed after year three and adjustments were made to some of the allocations.
-- This funding will continue to be reviewed every three years for possible reallocation.

[2]*Grants, Contracts and Reimbursements include concurrent waiver reimbursements for OSU GU, OSU IT and OSU OKC and an allocation from state tax on tobacco for OSU CHS.*

[3] *Section 13 Offset and Deferred Maintenance Allocations both go directly into project funds and are therefore not reflected in the E&G Budget.*

Tuition & Mandatory Fees

No Changes

Agency Tuition By Level & Residency	FY 2025 Per-Credit Hour	FY 2025 Annual	FY 2026 Per-Credit Hour	FY 2026 Annual	% Peer Limit	Change Per-Credit Hour	Change Percent	Change Annual
OSU General University & OSU Tulsa:								
Undergraduate Resident	$308.10	$9,243	$308.10	$9,243	68.7%	$0.00	0.0%	$0
Undergraduate Nonresident	$825.45	$24,764	$825.45	$24,764	66.4%	$0.00	0.0%	$0
Graduate Resident	$361.35	$8,672	$361.35	$8,672	68.4%	$0.00	0.0%	$0
Graduate Nonresident	$1,007.30	$24,175	$1,007.30	$24,175	81.1%	$0.00	0.0%	$0
100% Online Degree Programs*								
Graduate Resident	$489.00	$11,736	$489.00	$11,736	NA	$0.00	0.0%	$0
Graduate Nonresident	$530.00	$12,720	$530.00	$12,720	NA	$0.00	0.0%	$0
College of Veterinary Medicine:								
Resident		$23,679		$23,679	75.1%		0.0%	$0
Nonresident		$50,044		$50,044	80.7%		0.0%	$0
OSU Institute of Technology:								
Undergraduate Resident	$192.45	$5,774	$192.45	$5,774	42.9%	$0.00	0.0%	$0
Undergraduate Nonresident	$379.45	$11,384	$379.45	$11,384	30.5%	$0.00	0.0%	$0
OSU Oklahoma City:								
Undergraduate Resident	$159.98	$4,799	$159.98	$4,799	35.7%	$0.00	0.0%	$0
Undergraduate Nonresident	$401.03	$12,031	$401.03	$12,031	32.2%	$0.00	0.0%	$0
OSU Center for Health Sciences:								
Graduate Resident	$272.11	$6,531	$272.11	$6,531	51.5%	$0.00	0.0%	$0
Graduate Nonresident	$918.06	$22,033	$918.06	$22,034	73.9%	$0.00	0.0%	$0
Graduate Nonresident - Online Degree Programs	$402.31	$9,656	$402.31	$9,656	NA	$0.00	0.0%	$0
Master of Physician Assistant Studies Resident		$16,244		$16,244	77.9%	$0.00	0.0%	$0
Master of Physician Assistant Studies Nonresident		$32,244		$32,244	78.6%	$0.00	0.0%	$0
Professional Resident		$28,379		$28,379	67.4%		0.0%	$0
Professional Nonresident		$55,881		$55,881	76.9%		0.0%	$0

Note: Annual amounts are based on 30 credit hours for undergraduate rates and 24 credit hours for graduate rates.

**100% Online Degree Program rate combines tuition, mandatory fees and academic service fees into a single tuition amount to make communications more transparent and pricing more competitive for students in 100% online degree programs.*

OKLAHOMA STATE UNIVERSITY SYSTEM
FALL 2024 VS. ESTIMATED FALL 2025 ENROLLMENT

	Stillwater Campus		Stillwater / Tulsa Shared[1]		Tulsa		CHS[2] Graduate Certificates		CVM		OSUIT		OKC		CHS		TOTALS	
	Fall '24	Fall '25	Fall '24	Fall '25	Fall '24	Fall '25	Fall '24	Fall '25	Fall '24	Fall '25	Fall '24	Fall '25	Fall '24	Fall '25	Fall '24	Fall '25	Fall '24	Fall '25
HEADCOUNT	**23,540**	**23,790**	**2,560**	**2,560**	**620**	**650**	**96**	**96**	**425**	**425**	**2,396**	**2,516**	**3,964**	**4,162**	**2,270**	**2,468**	**35,871**	**36,667**
UNDERGRADUATE	20,028	20,278	2,093	2,093	230	240	0	0	0	0	2,396	2,516	3,964	4,162	0	0	28,711	29,289
GRADUATE	3,512	3,512	467	467	390	410	96	96	0	0	0	0	0	0	1,594	1,800	6,059	6,285
PROFESSIONAL	0	0	0	0	0	0	0	0	425	425	0	0	0	0	676	668	1,101	1,093
SCH	**322,916**	**325,736**			**14,310**	**15,150**	**686**	**686**	**8,347**	**8,075**	**25,938**	**27,235**	**33,406**	**35,076**	**28,935**	**31,000**	**434,538**	**442,958**
UNDERGRADUATE	297,753	300,573			9,830	10,250	0	0	0	0	25,938	27,235	33,406	35,076	0	0	366,927	373,134
GRADUATE	25,163	25,163			4,480	4,900	686	686	0	0	0	0	0	0	12,268	14,000	42,597	44,749
PROFESSIONAL	0	0			0	0	0	0	8,347	8,075	0	0	0	0	16,667	17,000	25,014	25,075
STUDENT FTE	**21,947**	**22,135**			**1,029**	**1,092**	**57**	**57**	**425**	**425**	**1,729**	**1,816**	**2,227**	**2,338**	**1,698**	**1,835**	**29,113**	**29,698**

[1] Stillwater / Tulsa Shared includes headcounts of those students taking courses on both campuses. SCH and FTE is distributed directly to the appropriate campus.
[2] Students enrolled only in a CHS Graduate Certificate program are counted in Stillwater/Tulsa headcounts for official reporting purposes.

OKLAHOMA STATE UNIVERSITY

Salary and Wage Budget

Fiscal Year 2025-2026

OKLAHOMA STATE UNIVERSITY SYSTEM

FY 2026 SALARY AND WAGE BUDGET

The Salary and Wage Budget consists of a personnel list of all faculty, administrative/professional and classified employees. Two indices are included; one is an alphabetical list by employee name and the other is a list of organizations.

Columnar information:

1. Employee Name

2. Title

3. Position gives the position identification number.

4. FTE reflects the percentage of an employee's time and effort for each assignment on a full-year basis.

5. Commitment reflects the total annual salary be be paid during FY 2026.

All elements of this budget including the salary and wage recommendations contained herein are subject to any pending or future budget decisions and personnel actions including, but not limited to, appointment, reassignment, reclassification, promotion, dismissal or termination of appointment, resignation, change in rate of compensation, and retirement.

University Budget
June 2025

Employee Name	Title	Position	FTE	Commitment
100002 - Office of the President				
Andrews, Sharon	Housekeeper, Exec Residence	633758	0.75	$28,896.37
				$28,896.37
Barnicoat, Elizabeth	Exec Coordinator, Communications	AS6900	1.00	$70,000.00
				$70,000.00
Blevins, Jessica	Coordinator, Events	AS9237	1.00	$52,000.00
				$52,000.00
Collier, April	Exec Financial Assistant	AS7901	1.00	$56,226.00
				$56,226.00
Davis, Sadie	Exec Assistant	534286	1.00	$72,100.00
				$72,100.00
Hess, James	President, OSU System	110001	1.00	$650,000.00
				$650,000.00
Mason, Kurtis	Director, Business Development & Licensing	331926	1.00	$135,000.00
				$135,000.00
Runner, Halie	Ast to First Cowgirl	AS7789	1.00	$57,772.68
				$57,772.68
Wikle, Thomas	Ombuds Officer	AS6861	0.50	$70,000.00
				$70,000.00
Wingo, Richelle	Director, Presidential Affairs	AS7479	1.00	$144,200.00
				$144,200.00
Wray, Kyle	Sr Vice President, System Affairs	120179	1.00	$378,567.00
				$378,567.00
100005 - Provost and Sr Vice President				
Collins, William	Director, Polytech	AS6949	1.00	$150,000.00
				$150,000.00
Francisco, Christopher	Sr Vice Provost/Professor	120133	1.00	$268,620.00
				$268,620.00
Jones, Diane	Specialist, Curriculum	AS8642	1.00	$53,280.00
				$53,280.00
Kreutzer, Jeffery	Sr Administrative Support Specialist	633103	1.00	$34,974.00
				$34,974.00
Mendez, Jeanette	Provost/Sr Vice President/Professor	112801	1.00	$411,012.00
				$411,012.00
Nicklas, Gabrielle	Director, Provost Affairs	AS6751	1.00	$90,000.00
				$90,000.00
Rossander, Stephanie	Director, Business Operations	AS6771	1.00	$120,000.00
				$120,000.00

Employee Name	Title	Position	FTE	Commitment
Taylor, Rebecca	Ast Vice President, Priorities & Stategic Initiatives	AS7434	1.00	$133,800.00
				$133,800.00
Thrasher, Candace	Manager, Academic Integrity & Outreach	534073	1.00	$80,400.00
				$80,400.00
Varnell, Ashley	Exec Administrative Associate	632990	1.00	$62,400.00
				$62,400.00
White, Patricia	Sr Administrative Support Specialist	635247	0.75	$32,760.00
				$32,760.00
100006 - Vice President Administration & Finance				
Cross, Angela	Exec Administrative Assistant	633366	1.00	$52,000.00
				$52,000.00
Deaver, Geneva	Exec Assistant	AS8561	1.00	$98,000.00
				$98,000.00
Jackson, Ashley	Ast Vice President, Administration & Finance	AS6828	1.00	$175,000.00
				$175,000.00
Kuwitzky, Christopher	Sr Vice President, Administration & Finance	130040	1.00	$400,000.00
				$400,000.00
100007 - Vice President for Student Affairs				
Garrison, Nicholas	Coordinator, Fiscal Operations	AS7336	1.00	$66,990.00
				$66,990.00
Goodwin, Shawna	Director, Administrative Operations	AS7881	1.00	$115,035.11
				$115,035.11
Manning-Ouellette, Amber	Interim VP, Student Affairs/Aso Professor	110126	1.00	$220,008.00
				$220,008.00
Stump, Debra	Exec Administrative Assistant	635159	1.00	$56,160.00
				$56,160.00
100008 - Vice President for Research				
Agarwal, Pratul	Aso Vice President, Research	120249	1.00	$205,020.00
				$205,020.00
Baker, Joshua	Manager, Facility Services	AS7950	1.00	$83,544.00
				$83,544.00
Boettcher, Collin	Ast Director, Research Security	AS8253	1.00	$100,008.00
				$100,008.00
Brown, Sylvia	Specialist, Industry Sponsored Contract	AS6781	1.00	$105,000.00
				$105,000.00
Bullock, Kellen	System Analyst	AS9215	1.00	$59,000.00
				$59,000.00

Employee Name	Title	Position	FTE	Commitment
Elliott, Conner	Building Maintenance Mechanic I	AS7709	1.00	$40,560.00
				$40,560.00
Findley, Brianna	Sr Administrative Support Specialist	AS6999	1.00	$39,728.00
				$39,728.00
George, Fancy	Grant Writer	AS8803	1.00	$57,000.00
				$57,000.00
Hardiman, Richard	Manager, Network Operations	534659	1.00	$82,000.00
				$82,000.00
Hill, Ellie	Exec Administrative Assistant	AS9969	1.00	$47,320.00
				$47,320.00
Johnson, Brent	Sr Specialist II, Resarch	AS8519	1.00	$53,040.00
				$53,040.00
Johnson, Christine	Aso Vice President, Research	120154	1.00	$180,240.00
				$180,240.00
Linde, Evan	Research Cyberinformatics Analyst	534907	1.00	$65,820.00
				$65,820.00
McCroskey, Kevin	System Administrator	533232	1.00	$60,372.00
				$60,372.00
Merriman, Lauren	Specialist, Industry Sponsored Contract	AS9531	1.00	$111,240.00
				$111,240.00
Morris, Justin	Grant Writer	AS9515	1.00	$60,000.00
				$60,000.00
Murphy, Chelsea	Research Scientist Bioinformatics	AS8804	1.00	$80,964.00
				$80,964.00
Najar, Fares	Research Scientist Bioinformatics	535169	1.00	$105,240.00
				$105,240.00
Pogue, Jason	Director, Fiscal Operations	AS8094	1.00	$133,020.00
				$133,020.00
Sewell, Kenneth	Vice President Research/Professor	110249	1.00	$310,380.00
				$310,380.00
Stephens, Jennifer	Administrative Support Specialist I	631039	1.00	$34,980.00
				$34,980.00
Swaringim-Griffin, Julie	Ast Vice President, Research	329106	1.00	$115,728.00
				$115,728.00
Torres, Melvin	Ast Vice President, Research	AS6946	1.00	$170,000.00
				$170,000.00
Van Den Bussche, Ronald	Sr Aso Vice President, Research	120246	1.00	$221,100.00
				$221,100.00

Employee Name	Title	Position	FTE	Commitment
Whitworth, Lisa	Manager, Research Lab	531968	1.00	$57,696.00
				$57,696.00
Williamson, Nichole	Exec Administrative Assistant	AS8154	1.00	$41,600.00
				$41,600.00
Wilson, Melinda	Sponsored Programs Analyst	AS8521	1.00	$49,128.00
				$49,128.00
100009 - Access and Community Impact				
Brice, Kylor	Administrative Assistant	AS7211	1.00	$41,198.00
				$41,198.00
Kirksey, Jason	Vice President/Aso Professor	120148	1.00	$208,440.00
				$208,440.00
McDonald, Patricia	Exec Administrative Associate	AS7007	1.00	$57,771.00
				$57,771.00
100010 - Enrollment Management				
Chen, Hsiaoling	Vice President, Enrollment Management	331922	1.00	$231,360.00
				$231,360.00
Munson, Michelle	Exec Assistant	AS8049	1.00	$80,000.00
				$80,000.00
Strah, Traci	Exec Administrative Assistant	AS8050	1.00	$52,037.23
				$52,037.23
100100 - Fin Op Risk Compliance & Efficiency				
Bartholomew, Caren	Director, FORCE	330052	1.00	$135,000.00
				$135,000.00
Beets, Tyler	Web Developer	AS9668	1.00	$55,379.00
				$55,379.00
Boorla, Chitra	Manager, Compliance & Merchant Services	AS8550	1.00	$70,000.00
				$70,000.00
Bradford, Rylie	Administrative Assistant	637136	1.00	$31,720.00
				$31,720.00
Carter, Kimberly	Risk Analyst	AS7411	1.00	$61,000.00
				$61,000.00
Crutcher, Laura	Technical Writer	AS7389	1.00	$56,000.00
				$56,000.00
Dang, An	Web Developer	AS8547	1.00	$55,379.00
				$55,379.00
Ellison, Blake	Programming Analyst	534292	1.00	$77,000.00
				$77,000.00
Johnson, Kyle	Application Administrator	534681	1.00	$59,089.00

Employee Name	Title	Position	FTE	Commitment
				$59,089.00
Luginbill, Jeannie	Lead Document Imaging Assistant	632053	1.00	$47,840.00
				$47,840.00
Rhodes, Lindsay	Specialist, Merchant Services	AS9435	1.00	$40,040.00
				$40,040.00
Robinson, Shoko	Enterprise Manager	AS7148	1.00	$75,000.00
				$75,000.00
Siu, Denver	Web Developer	AS7149	1.00	$52,200.00
				$52,200.00
Smith, John	Chief Operations Risk & Compliance Officer	330734	1.00	$178,664.00
				$178,664.00
Stangl, Nicholas	Web Developer	AS8105	1.00	$57,040.00
				$57,040.00
Stoddard, James	Manager, Risk Compliance	AS7414	1.00	$90,000.00
				$90,000.00
Sumner, Carol	Document Imaging Assistant	633165	1.00	$30,260.09
				$30,260.09
Wu, Sheng-Jui	Information Analyst	AS8537	1.00	$59,200.00
				$59,200.00
100101 - Field & Research Services Unit				
Anderson, Keith	Specialist, Research	534766	1.00	$50,169.00
				$50,169.00
Boles, Kenneth	Ast Station Superintendent	BS9897	1.00	$56,901.00
				$56,901.00
Carroll, James	Agricultural Technician III	637153	1.00	$42,751.00
				$42,751.00
Chavez, Gregorio	Field Assistant Equipment Operator	631482	1.00	$38,957.00
				$38,957.00
Evans, Ryan	Farm Ranch Hand II	BS9916	1.00	$42,413.00
				$42,413.00
Farris, Rodney	Sr Station Superintendent	330878	1.00	$82,249.00
				$82,249.00
Forman, Jenni	Sr Administrative Support Specialist	633753	1.00	$36,703.00
				$36,703.00
Freeman, Willis	Farm Ranch Hand II	BS9724	1.00	$33,280.00
				$33,280.00
Frie, Bart	Station Superintendent	531727	1.00	$64,604.00
				$64,604.00

Employee Name	Title	Position	FTE	Commitment
Gladden, Val	Coordinator, Controlled Environment	530387	1.00	$68,306.00
				$68,306.00
Heinemann, Robert	Sr Station Superintendent	331887	1.00	$86,286.00
				$86,286.00
Hope, Jeffery	Specialist, Equipment	633544	1.00	$44,751.00
				$44,751.00
Houston, Harley	Field Assistant Equipment Operator	633545	1.00	$36,222.00
				$36,222.00
Hurt, Lawrence	Sr Field Supervisor	631111	1.00	$42,639.00
				$42,639.00
Leighton, Brennan	Agriculturalist	BS9821	1.00	$51,357.00
				$51,357.00
Lokey, Kirk	Building Maintenance Mechanic II	BS9717	1.00	$42,542.00
				$42,542.00
Meek, Cassandra	Ast Station Superintendent	BS9818	1.00	$56,156.00
				$56,156.00
Mohiuddin, Ikraam	Farm Equipment Mechanic	631946	1.00	$49,270.00
				$49,270.00
Moore, Tylar	Farm Hand I	BS9575	1.00	$30,000.00
				$30,000.00
Murley, Cameron	Sr Station Superintendent	534915	1.00	$70,430.00
				$70,430.00
Newell, Theodore	Ast Station Superintendent	BS9819	1.00	$53,199.00
				$53,199.00
Parker, Ronna	Sr Administrative Support Assistant	634019	1.00	$35,025.00
				$35,025.00
Pettijohn, Michael	Sr Station Superintendent	330317	1.00	$74,982.00
				$74,982.00
Pierson, Tyler	Ast Station Superintendent	BS9825	1.00	$45,074.00
				$45,074.00
Rankin, Glenda	Sr Administrative Support Assistant	631587	1.00	$33,807.00
				$33,807.00
Reece, Shannon	Research Station Mechanic	635003	1.00	$43,603.00
				$43,603.00
Richards, Christopher	Professor/Sr Director	BF9606	1.00	$179,169.00
				$179,169.00
Schulz, Michael	Station Superintendent	BS9922	1.00	$62,544.00
				$62,544.00

Employee Name	Title	Position	FTE	Commitment
Sisson, Blake	Ast Station Superintendent	BS9824	1.00	$49,377.00
				$49,377.00
Smith, Kamren	Farm Hand II	BS9576	1.00	$37,280.00
				$37,280.00
Sparks, David	Field Supervisor	BS9985	1.00	$43,096.00
				$43,096.00
Stejskal, Lisa	Sr Administrative Support Specialist	633379	1.00	$45,176.00
				$45,176.00
Vaughan, James	Station Superintendent	533893	1.00	$59,956.00
				$59,956.00
Venard, Chester	Ast Station Superintendent	BS9823	1.00	$49,110.00
				$49,110.00
Victor, David	Field Supervisor	633412	1.00	$37,622.00
				$37,622.00
Walker, Jason	Field Supervisor	BS9932	1.00	$43,572.00
				$43,572.00
Watkins, Kenneth	Station Superintendent	331876	1.00	$60,500.00
				$60,500.00
Weatherby, Taylor	Farm Hand I	BS9577	1.00	$30,000.00
				$30,000.00
Wehrenberg, Erich	Sr Station Superintendent	331890	1.00	$83,194.00
				$83,194.00
100102 - Dept of Wellness				
Aaron, Douglas	Manager, Facility Services	AS9772	1.00	$56,254.07
				$56,254.07
Bailey, Kathryn	Coordinator, Wellness	AS8749	1.00	$46,053.00
				$46,053.00
Bailey, Taylor	Coordinator, Wellness	AS8610	1.00	$46,053.00
				$46,053.00
Beard, Kimberly	Ast Director, Wellness	AS9634	1.00	$65,493.00
				$65,493.00
Beck, Matthew	Aso Director, Wellness	331975	1.00	$90,584.37
				$90,584.37
Benson, Jordan	Multimedia Producer	AS8585	1.00	$47,652.70
				$47,652.70
Bermea, Brandon	Program Manager	AS6961	1.00	$52,200.00
				$52,200.00
Draper, Ryane	Ast Director, Wellness	AS9371	1.00	$60,358.00

Employee Name	Title	Position	FTE	Commitment
				$60,358.00
Duffield, Delaney	Specialist, Communications	AS7513	1.00	$45,000.00
				$45,000.00
Flowers, Billy	Custodial Foreman	633070	1.00	$42,544.64
				$42,544.64
Fragel, Daniel	Ast Director, Wellness	AS7930	1.00	$61,315.00
				$61,315.00
Gregg, Elizabeth	Ast Director, Business Operations	AS7476	1.00	$89,775.00
				$89,775.00
Harvey, Birchfield	Specialist, Facility Operations	AS8816	1.00	$39,998.40
				$39,998.40
Hess, Glen	Housekeeper I	631393	1.00	$28,912.00
				$28,912.00
Kistler, Vana	Housekeeper II	631336	1.00	$30,914.00
				$30,914.00
Lane Jr, Jimmy	Housekeeper I	630982	1.00	$30,368.00
				$30,368.00
Linsenmeyer, Jason	Ast Director, Wellness	AS9267	1.00	$68,407.89
				$68,407.89
Luttrell, Bobby	Manager, IT	AS7732	1.00	$68,225.00
				$68,225.00
Marlow, Linda	Housekeeper III	633466	1.00	$33,644.00
				$33,644.00
Marlow, Philip	Housekeeper III	633476	1.00	$33,644.00
				$33,644.00
Martin, Gabriela	Graphic Designer II	AS7896	1.00	$46,947.40
				$46,947.40
Misener, D	Ast Vice President/Chief Wellness Officer	AS7535	1.00	$169,950.00
				$169,950.00
Moser, Logan	Specialist I, Computer	AS7483	1.00	$44,512.00
				$44,512.00
Penland, Elizabeth	Manager, Membership & Business Services	AS6790	1.00	$52,200.00
				$52,200.00
Pratt, Kari	Aso Director, Wellness	AS7416	1.00	$82,400.00
				$82,400.00
Richardson, Clifford	Coordinator, Wellness	AS7082	1.00	$45,000.00
				$45,000.00
Riley, Sheila	Housekeeper I	631861	1.00	$30,499.04

Employee Name	Title	Position	FTE	Commitment
				$30,499.04
Rodriguez, Esteban	Coordinator, Wellness	AS8748	1.00	$45,000.00
				$45,000.00
Siler, Samantha	Ast Director, Marketing	AS7904	1.00	$74,513.00
				$74,513.00
Slusser, Patta	Housekeeper I	631969	1.00	$28,184.00
				$28,184.00
Smith, Michael	Housekeeper I	633076	1.00	$27,040.00
				$27,040.00
Spencer, David	Housekeeper III	631760	1.00	$34,372.00
				$34,372.00
Swensen, Mitchell	Coordinator, Wellness	AS8140	1.00	$46,720.00
				$46,720.00
Thomas, Erica	Housekeeper I	632428	1.00	$27,768.00
				$27,768.00
Valle, Reagan	Coordinator, Health Education	AS8587	1.00	$45,000.00
				$45,000.00
Ward, Justin	Intramural Fields Technician	AS8778	1.00	$36,400.00
				$36,400.00
Wetzel, Amber	Sr Administrative Support Specialist	632672	1.00	$40,040.00
				$40,040.00
100103 - FSS-Recycling				
Hensley, James	Material Mover II	633340	1.00	$32,468.80
				$32,468.80
Kyle, Patrick	Material Mover II	632666	1.00	$35,214.40
				$35,214.40
100104 - Institutional Research & Analytics				
Andya, Fregenet	Data Analyst	AS7388	1.00	$62,727.00
				$62,727.00
Burns, Larry	Chief Data Officer	AS9848	1.00	$137,500.00
				$137,500.00
Han, Kwideok	Data Scientist	533613	1.00	$74,135.00
				$74,135.00
Hawkins, Mary	Aso VP A&F/Dir, Institutional Res & Analytics	330033	1.00	$204,850.00
				$204,850.00
Kitchens, John	Ast Director, Institutional Research & Analytics	330051	1.00	$109,150.00
				$109,150.00
Kumari, Nitu	Data Analyst	AS7212	1.00	$60,750.00

Employee Name	Title	Position	FTE	Commitment
				$60,750.00
Meints, Kimberly	Coordinator, Student Success Data	AS7767	1.00	$74,700.00
				$74,700.00
Miller, Christine	Programming Analyst	533085	1.00	$70,000.00
				$70,000.00
Montgomery, Marlene	Programming Analyst/Project Manager	533615	1.00	$87,000.00
				$87,000.00
Nalajala, Thanmai	Data Analyst	AS7133	1.00	$60,900.00
				$60,900.00
Pandey, Ranjit	Data Analyst	AS8880	1.00	$68,700.00
				$68,700.00
Puthoor Suresh, Anjana	Data Analyst	AS6821	1.00	$60,900.00
				$60,900.00
Sherin, Kristin	Exec Administrative Assistant	633805	1.00	$46,186.00
				$46,186.00
Williams, Madeleine	Coordinator, IRA	AS8828	1.00	$72,200.00
				$72,200.00
100106 - CEAT Professional Development				
Bolin, Curtis	Specialist II, Computer	633010	1.00	$48,880.00
				$48,880.00
Coker, Amber	Manager, Outreach Education	534264	1.00	$72,000.00
				$72,000.00
Grossnickle, Riley	Administrative Support Specialist I	AS9811	1.00	$33,800.00
				$33,800.00
Grossnickle, Vannessa	Program Specialist	AS9064	1.00	$41,600.00
				$41,600.00
Hicks, Eric	Coordinator, Outreach Education	AS7673	1.00	$50,040.00
				$50,040.00
Johnson, Kimberly	Program Manager	534363	1.00	$82,752.00
				$82,752.00
Johnson, Wendy	Coordinator, Events	AS7075	1.00	$46,080.00
				$46,080.00
Lyons, Nicole	Administrative Support Specialist I	AS9047	1.00	$33,072.00
				$33,072.00
Peaslee, Jacob	Program Manager	AS7076	1.00	$60,000.00
				$60,000.00
Shepherd, Samantha	Coordinator, Outreach Education	AS7714	1.00	$55,980.00
				$55,980.00

Employee Name	Title	Position	FTE	Commitment
Stewart, Jessica	Director, Outreach Program	AS6883	1.00	$113,712.00
				$113,712.00
Szirmay, Ryan	Lab Manager	AS7116	1.00	$75,000.00
				$75,000.00
Young, Jodie	Coordinator, Fiscal Operations	AS7037	1.00	$49,380.00
				$49,380.00
100108 - Human Development & Family Sciences				
Bishop, Alexander	Professor	211931	1.00	$89,569.80
	Professor	211931	0.00	$5,000.00
	Professor	211931	0.00	$3,300.00
				$97,869.80
Bodick, Robert	Program Coordinator	AS7338	1.00	$54,000.00
				$54,000.00
Brosi, Matthew	Professor	210429	1.00	$97,076.87
	Professor	210429	0.00	$32,358.96
	Professor	210429	0.00	$5,000.00
				$134,435.83
Brown, Sariya	Field Coordinator/Success Coach	AS7586	1.00	$33,280.00
				$33,280.00
Caldwell Carpenter, Jillian	Ast Professor	AF7887	1.00	$68,000.00
				$68,000.00
Cavins, Chloe	Program Coordinator	AS6965	1.00	$52,500.00
				$52,500.00
Clark, Karen	Administrative Associate	AS8671	1.00	$45,656.45
				$45,656.45
Cotton, Cassandra	Program Coordinator	AS7172	1.00	$45,500.00
				$45,500.00
Cox, Ronald	Professor	211208	1.00	$117,011.03
	Professor	211208	0.00	$10,000.00
				$127,011.03
Criss, Michael	Aso Professor	212624	1.00	$80,022.85
				$80,022.85
Fitzgerald, Michael	Ast Professor	212620	1.00	$76,397.10
				$76,397.10
Foshee, Stacy	Teacher Assistant	AS9449	1.00	$26,100.00
				$26,100.00
Gallus, Kami	Professor	212616	1.00	$97,882.35
				$97,882.35

Employee Name	Title	Position	FTE	Commitment
Gardner, Brandt	Aso Professor	210230	1.00	$88,535.12
				$88,535.12
Gullatt, Karen	Teacher	531617	1.00	$56,700.00
				$56,700.00
Hendrex, Caitlin	Program Manager	AS7361	1.00	$70,780.00
				$70,780.00
Howell, Elijah	Food Service Aide	631581	0.75	$23,400.00
				$23,400.00
Huckabay, Nikki	Teaching Instructor	AF8094	1.00	$51,543.00
				$51,543.00
James, Hannah	Program Manager	AS7895	1.00	$70,780.00
				$70,780.00
Jennings, Jamie	Teacher Assistant	632658	1.00	$26,970.00
				$26,970.00
Jespersen, Hilary	Program Coordinator	AS6951	1.00	$45,960.00
				$45,960.00
Johnson, Sarah	Teacher Assistant	AS9270	1.00	$26,361.00
				$26,361.00
Jones, Garrett	Administrative Support Assistant I	AS7467	0.50	$14,196.00
				$14,196.00
Jones, Jennifer	Ast Professor	211027	1.00	$98,248.65
	Ast Professor	211027	0.00	$12,000.00
				$110,248.65
Kim, Joseph	Ast Professor	211036	1.00	$75,500.00
				$75,500.00
Larzelere, Robert	Professor/Parenting Professorship	210227	0.25	$24,389.83
				$24,389.83
Lin, Hua	Research Ast Professor	AF8102	1.00	$63,852.00
				$63,852.00
Lopez-Saenz, Odalis	Field Coordinator/Success Coach	AS7585	1.00	$37,440.00
				$37,440.00
Major, Sandy	Instructor Professional Practice	AF9642	1.00	$69,377.47
				$69,377.47
McCabe, Amanda	Teaching Ast Professor	AF8028	1.00	$55,000.00
				$55,000.00
McInturff, Crystal	Teacher	534368	1.00	$51,000.00
				$51,000.00
Moore, Lauren	Teacher Assistant	AS9945	1.00	$26,976.00

Employee Name	Title	Position	FTE	Commitment
				$26,976.00
Morgan, Preston	Ast Professor	AF8210	1.00	$75,020.72
	Ast Professor	AF8210	0.00	$8,335.64
				$83,356.36
Morris, Chloe	Teaching Instructor	221886	1.00	$54,810.75
				$54,810.75
Moseley, Callie	Administrative Assistant	AS8674	1.00	$41,600.00
				$41,600.00
Munoz, Noah	Supervisor, Food Services	632828	1.00	$33,280.00
				$33,280.00
Murray, Sarah	Coordinator, Graduate Program	AS7229	1.00	$51,418.00
				$51,418.00
Napier, Margaret	Teacher	531960	1.00	$57,200.00
				$57,200.00
Nova Castro, Laura	Field Coordinator/Success Coach	AS9073	1.00	$40,705.60
				$40,705.60
Reagin, Shelly	Teacher	534065	1.00	$41,980.00
				$41,980.00
Rickner, Lisa	Teacher Assistant	632660	1.00	$26,970.00
				$26,970.00
Samuels, Cecelia	Post Doc Fellow	AF7920	1.00	$65,000.00
				$65,000.00
Seals, Jada	Field Coordinator/Success Coach	AS7584	1.00	$34,320.00
				$34,320.00
Shepard, Whitney	Aso Professor/Ad Aging Professor	211535	1.00	$85,958.28
				$85,958.28
Shinault, Corliss	Teacher Assistant	AS7577	0.95	$26,622.00
				$26,622.00
Stepp, Jennifer	Teaching Ast Professor	221885	1.00	$65,975.23
	Teaching Ast Professor	221885	0.00	$3,600.00
				$69,575.23
Still, Erica	Program Coordinator	AS7381	1.00	$54,590.00
				$54,590.00
Stout, Michael	Aso Professor	211171	1.00	$99,062.70
	Aso Professor	211171	0.00	$10,000.00
				$109,062.70
Thomas, Elizabeth	Project Coordinator	AS7005	1.00	$49,275.20
				$49,275.20

Employee Name	Title	Position	FTE	Commitment
Tripp, Paula	Clinical Aso Professor	221786	1.00	$84,994.48
	Clinical Aso Professor	221786	0.00	$4,721.92
	Clinical Aso Professor	221786	0.00	$2,700.00
				$92,416.40
Tucker, Emily	Program Director/Ast instructional Professional	AF8189	1.00	$88,825.00
				$88,825.00
Tuttle, Brooke	Director, CFR	AS8162	1.00	$97,812.56
				$97,812.56
Wang, Mengya	Ast Professor	AF7978	1.00	$90,000.00
				$90,000.00
Ward, Kacey	Program Manager	AS7069	1.00	$67,142.00
				$67,142.00
Waterhouse, Tammy	Teacher	533990	1.00	$49,665.00
				$49,665.00
Welch, Tim	Teaching Ast Professor	AF901	1.00	$90,000.00
				$90,000.00
Yandell, Gabriel	Visiting Professor	AF8097	1.00	$65,000.00
				$65,000.00
100109 - Languages & Literatures				
Alvarez-Sancho, Isabel	Professor	213285	1.00	$82,908.00
				$82,908.00
Brown, Alice	Lecturer	AF9000	1.00	$44,001.00
				$44,001.00
Castillo, Elias	Lecturer	AF9273	1.00	$42,003.00
				$42,003.00
Cavallin Calanche, Claudia	Lecturer	AF9234	1.00	$44,001.00
				$44,001.00
Chen, Cheng	Teaching Instructor	AF9078	1.00	$50,004.00
				$50,004.00
Cullick, Rachael	Teaching Professor	AF9609	1.00	$69,777.00
				$69,777.00
Ekman, Erik	Dept Head/Professor	217265	1.00	$96,183.00
	Dept Head/Professor	217265	0.00	$21,374.00
				$117,557.00
Ellis, Jon	Aso Professor	218288	1.00	$72,270.00
				$72,270.00
Evans, Logan	Lecturer	AF9646	1.00	$44,001.00
				$44,001.00

Employee Name	Title	Position	FTE	Commitment
Farrow, Theresa	Lecturer	AF9295	1.00	$41,004.00
				$41,004.00
Garza, Hector	Lecturer	AF8212	1.00	$45,297.00
				$45,297.00
Glasgow, Tiffany	Sr Administrative Support Assistant	633170	1.00	$33,108.00
				$33,108.00
Gray, Rebecca	Ast Professor	AF9257	1.00	$65,007.00
				$65,007.00
Hale, Kimberly	Ast Professor	AF9200	1.00	$64,611.00
				$64,611.00
Hollis, Rachel	Teaching Ast Professor	AF9015	1.00	$52,506.00
				$52,506.00
Howland, Nicholas	Administrative Support Assistant II	632857	1.00	$30,908.80
				$30,908.80
Kajiyama Thornton, Hiroka	Lecturer	220380	1.00	$40,005.00
				$40,005.00
Logan, Brittanie	Lecturer	220380	1.00	$42,003.00
				$42,003.00
Ludwig, Jonathan	Teaching Professor	AF9602	1.00	$69,984.00
				$69,984.00
Marek, Gabriela	Teaching Associate	221562	1.00	$41,058.00
				$41,058.00
Oneill, Matthew	Teaching Ast Professor	AF9161	1.00	$52,407.00
				$52,407.00
Prema, Laurielle	Lecturer	222036	1.00	$41,319.00
				$41,319.00
Ready, Carol	Ast Professor	217243	1.00	$68,382.00
				$68,382.00
Robinson, Megan	Administrative Assistant	632538	1.00	$45,840.00
				$45,840.00
Rozo, Juan Carlos	Ast Professor	213279	1.00	$64,701.00
				$64,701.00
Salazar Calvo, Giovanni	Ast Professor	213283	1.00	$65,007.00
				$65,007.00
Sitya Nin, Carolina	Ast Professor	213280	1.00	$67,887.00
				$67,887.00
Turcat, Eric	Professor	213287	1.00	$81,873.00
				$81,873.00

Employee Name	Title	Position	FTE	Commitment
Ucar, Nurettin	Visiting Ast Professor	AF8027	1.00	$44,001.00
				$44,001.00
Weimer, Christopher	Professor	210340	1.00	$89,082.00
				$89,082.00
Wood, Donald	Teaching Ast Professor	AF9014	1.00	$52,506.00
				$52,506.00
Woodall-Greene, Taylor	Ast Professor	AF9489	1.00	$68,130.00
				$68,130.00
	100110 - Teaching, Learning & Ed Sciences			
Baker, Lisa	Administrative Associate	AS8678	1.00	$46,000.00
				$46,000.00
Broome, Bridget	Teaching Instructor	AF8125	1.00	$51,500.00
				$51,500.00
Cole, Kansas	Teaching Instructor	AF8159	1.00	$66,000.00
				$66,000.00
Cribbs, Jennifer	Professor	210419	1.00	$96,019.82
	Professor	210419	0.00	$5,000.00
				$101,019.82
Davis, Brandi	Coordinator, Graduate Program	AS7317	1.00	$49,920.00
				$49,920.00
Donovan, Sarah	Aso Professor	AF9573	1.00	$83,893.54
				$83,893.54
Duhon, Gary	Professor	210051	1.00	$105,065.08
	BRIDGE Stipend	210051	0.00	$28,800.00
				$133,865.08
Dunn, Amy	Teaching Instructor	AF8124	1.00	$51,644.20
				$51,644.20
Dyke, Erin	Ast Professor	210417	1.00	$83,095.28
	Ast Professor	210417	0.00	$5,000.00
				$88,095.28
El Sabbagh, Jinan	Visiting Ast Professor	AF8017	1.00	$60,000.00
				$60,000.00
Fisher, Robin	Lecturer	222184	1.00	$53,478.14
				$53,478.14
Hathcock, Stephanie	Aso Professor	213205	1.00	$82,614.44
	Aso Professor	213205	0.00	$27,538.14
	Aso Professor	213205	0.00	$12,000.00
	Aso Professor	213205	0.00	$5,000.00

Employee Name	Title	Position	FTE	Commitment
				$127,152.58
Hicks, Jolie	Teaching Ast Professor	AF9267	1.00	$67,000.00
				$67,000.00
Lake, Jamie	Teaching Ast Professor	AF8130	1.00	$61,800.00
				$61,800.00
Levings, Julee	Academic Advisor II	534918	1.00	$44,000.00
				$44,000.00
Lewer, Kimberly	Administrative Assistant	631476	1.00	$39,520.00
				$39,520.00
Martin-Young, Dawn	Teaching Ast Professor	AF8128	1.00	$61,800.00
				$61,800.00
Metzger, Jill	Clinical Ast Professor	221618	1.00	$63,718.34
				$63,718.34
Nowell, Shanedra	Aso Professor	212421	1.00	$83,352.69
				$83,352.69
O'Laughlin, Lindsey	Teaching Ast Professor	AF7894	1.00	$69,000.00
	Teaching Ast Professor	AF7894	0.00	$15,333.33
				$84,333.33
Parsons, MSue	Aso Professor/Jacq-Mun Chair	212410	1.00	$84,623.65
				$84,623.65
Poncy, Brian	Professor	210455	1.00	$89,543.84
				$89,543.84
Powers Zwanch, Karen	Aso Professor	213443	1.00	$83,432.54
				$83,432.54
Sanders, Jennifer	Professor	AF9398	1.00	$105,467.63
				$105,467.63
Schell, Candace	Aso Professor	212467	1.00	$83,354.60
				$83,354.60
Schneider, Jennifer	Ast Professor	AF9266	1.00	$77,042.00
				$77,042.00
Schutte, Gregory	Ast Professor	210421	1.00	$75,000.00
				$75,000.00
Shaw, Donita	Professor	213409	1.00	$107,672.78
	Professor	213409	0.00	$5,000.00
				$112,672.78
Smythe, Jon	Ast Professor	212480	1.00	$73,331.88
				$73,331.88
Stewart, Maria	Ast Professor	AF8160	1.00	$78,000.00

Employee Name	Title	Position	FTE	Commitment
				$78,000.00
Tennell, Courtney	Teaching Instructor	AF7952	1.00	$65,000.00
				$65,000.00
Terantino, Joseph	Aso Professor	AF9695	1.00	$82,495.58
				$82,495.58
Thomas, Staci	Aso Professor	AF7985	1.00	$62,000.00
				$62,000.00
Vasinda, Sheri	Professor	212479	1.00	$96,121.09
	Professor	212479	0.00	$5,000.00
				$101,121.09
Wang, Hongyu	Professor	212414	1.00	$99,988.03
	Professor	212414	0.00	$10,000.00
				$109,988.03
Wang, Qiuying	Professor	211542	1.00	$93,853.19
	Professor	211542	0.00	$5,000.00
				$98,853.19
Watts, Jessica	Teaching Ast Professor	AF8193	1.00	$62,031.75
				$62,031.75
Weaver, John	Teaching Ast Professor	AF8106	1.00	$79,164.64
	Director, OK-Thrive	AF8106	0.00	$9,600.00
				$88,764.64
Whalon, Kelly	Professor	212440	1.00	$100,000.00
	Professor	212440	0.00	$5,000.00
				$105,000.00
Williamson, Jayne	Teaching Instructor	AF8169	1.00	$55,000.00
				$55,000.00
100112 - CEAT Facilities Support				
Back II, Curtis	Building Maintenance Mechanic II	632636	1.00	$42,432.00
				$42,432.00
Webb, Danny	Building Maintenance Mechanic II	AS9031	1.00	$42,848.00
				$42,848.00
Wheeler, Patrick	Manager, Facility Services	330364	1.00	$73,956.00
				$73,956.00
100113 - Registrar				
Bearer, Grace	Specialist, Certification Support	AS6906	1.00	$37,584.00
				$37,584.00
Beverage, Samantha	Administrative Support Specialist I	AS9488	1.00	$31,320.00
				$31,320.00

Employee Name	Title	Position	FTE	Commitment
Buschman, Tiffany	Administrative Support Specialist II	AS7974	1.00	$32,259.60
				$32,259.60
Christ, Timothy	Coordinator, Academic Records	AS8083	1.00	$52,997.26
				$52,997.26
Davis, Corey	Specialist, Certification Support	AS9611	1.00	$38,786.69
				$38,786.69
Davis, Rhonda	Administrative Support Specialist I	633915	1.00	$35,024.25
				$35,024.25
Davis, Trenton	Ast Registrar	332058	1.00	$58,687.93
				$58,687.93
Evans, Leslie	Sr Aso Registrar	AS9739	1.00	$91,239.18
				$91,239.18
Ferguson, Jennifer	Coordinator, Classroom Scheduling	AS8651	1.00	$54,550.86
				$54,550.86
Frick, Zakery	Administrative Support Specialist I	637942	1.00	$31,320.00
				$31,320.00
Garvin, Tristian	Application Administrator	AS7370	1.00	$52,530.00
				$52,530.00
Hanson, Cathy	Administrative Associate	AS8646	1.00	$51,910.25
				$51,910.25
Hayter, Emily	Coordinator, Certification	AS7637	1.00	$52,054.08
				$52,054.08
Hoang, Leca	Administrative Support Specialist I	AS9654	1.00	$32,321.88
				$32,321.88
Hu, Ming	Document Imaging Assistant	633228	1.00	$31,320.00
				$31,320.00
Huff, Aubry	Application Administrator	AS8164	1.00	$52,530.00
				$52,530.00
Jenkins, Bobby	Aso Registrar	332095	1.00	$82,141.16
				$82,141.16
Lee, Peggy	Administrative Support Specialist II	AS9810	1.00	$32,322.24
				$32,322.24
Lee, Samantha	Administrative Support Specialist II	AS9996	1.00	$33,227.39
				$33,227.39
McElroy, Chelsea	Program Coordinator	AS7928	1.00	$60,500.00
				$60,500.00
Moore, Cedar	Coordinator, Athletic Eligibility	AS7638	1.00	$46,440.00
				$46,440.00

Employee Name	Title	Position	FTE	Commitment
Moore, Jeni	Administrative Support Specialist II	AS6860	1.00	$31,320.00
				$31,320.00
Myers, Jonathan	Ast Registrar	AS8165	1.00	$58,687.93
				$58,687.93
Packham, Jeffrey	Coordinator, Publications	530364	1.00	$55,292.43
				$55,292.43
Peaster, Rita	Registrar	120104	1.00	$141,360.00
				$141,360.00
Raine, Molly	Administrative Support Specialist II	633146	1.00	$33,094.80
				$33,094.80
Stearns, Riley	Administrative Support Specialist I	632996	1.00	$31,320.00
				$31,320.00
Todd, Amber	Ast Registrar	331524	1.00	$62,000.78
				$62,000.78
Williams, Alexandra	Administrative Support Specialist I	633477	1.00	$33,291.91
				$33,291.91
Willoughby, Tiegan	Application Administrator	AS7367	1.00	$52,530.00
				$52,530.00
100115 - Communication Sciences & Disorders				
Ashley, Lisa	Clinical Ast Professor	AF9656	1.00	$61,470.00
				$61,470.00
Baldwin, Leslie	Clinical Ast Professor	AF9016	1.00	$62,001.00
				$62,001.00
Canada, Kerry	Financial Assistant I	AS7723	1.00	$35,360.00
				$35,360.00
Carpenter, Kristen	Clinical Ast Professor	AF9240	1.00	$62,001.00
				$62,001.00
Courouleau, Trevor	Clinical Aso Professor	221926	1.00	$120,540.00
				$120,540.00
Freeman, Valerie	Aso Professor	216289	1.00	$90,702.00
				$90,702.00
Hanshew, Errin	Administrative Assistant	633494	1.00	$43,680.00
				$43,680.00
Harris, Mandie	Clinical Ast Professor	AF9243	1.00	$63,000.00
				$63,000.00
Hennen, Caryl	Clinical Ast Professor	AF9241	1.00	$62,001.00
				$62,001.00
Ladd, Melody	Sr Administrative Support Assistant	633080	1.00	$29,473.60

Employee Name	Title	Position	FTE	Commitment
				$29,473.60
Mahalingam, Shenbagavalli	Teaching Ast Professor	AF9048	1.00	$70,002.00
				$70,002.00
Norton, Sherri	Clinical Ast Professor	AF9729	1.00	$59,688.00
				$59,688.00
Parveen, Sabiha	Aso Professor	211037	1.00	$89,847.00
				$89,847.00
Richtsmeier, Peter	Interim Head/Aso Professor	214201	1.00	$109,274.00
	Interim Head/Aso Professor	214201	0.00	$19,868.00
	Interim Head/Aso Professor	214201	0.00	$4,895.00
				$134,037.00
Tetnowski, John	Professor/Sias Chair	AF9496	1.00	$136,656.00
				$136,656.00
Whitehead, Megan	Lecturer	221887	1.00	$67,661.00
				$67,661.00
Zhang, Yu	Ast Professor	210479	1.00	$81,504.00
				$81,504.00
100116 - Student Success Advising & LASSO				
Aaron, Dawn	Academic Advisor II	AS7049	1.00	$45,000.00
				$45,000.00
Addington, Tracey	Sr Academic Advisor I	534471	0.80	$41,600.00
				$41,600.00
Anunobi, Chisom	Academic Advisor III	AS9434	1.00	$47,000.00
				$47,000.00
Barragan Horta, Verenis	Academic Advisor III	AS7052	1.00	$47,000.00
				$47,000.00
Beem, Christy	Manager, Student Services	AS7109	1.00	$58,800.00
				$58,800.00
Birkhead, Kaitlyn	Sr Academic Advisor I	533460	1.00	$50,500.00
				$50,500.00
Booth, Amanda	Manager, Student Services	AS7110	1.00	$57,120.00
				$57,120.00
Bradshaw, Brianna	Academic Advisor III	AS9433	1.00	$47,000.00
				$47,000.00
Branch, Amber	Academic Advisor III	AS6764	1.00	$47,000.00
				$47,000.00
Brunson, Kiera	Sr Academic Advisor I	534470	1.00	$49,350.00
				$49,350.00

Employee Name	Title	Position	FTE	Commitment
Bryant, Ammie	Academic Advisor III	AS7048	1.00	$47,000.00
				$47,000.00
Bryant, Donyail	Academic Advisor I	AS7062	1.00	$41,175.36
				$41,175.36
Cole, Lauren	Sr Administrative Support Specialist	632953	1.00	$39,463.20
				$39,463.20
Cooper, Melissa	Manager, Student Services	AS7111	1.00	$58,800.00
				$58,800.00
Coulter, Carmen	Sr Academic Advisor I	AS7057	1.00	$49,000.00
				$49,000.00
Delatte, Isabella	Academic Advisor III	543751	1.00	$47,000.00
				$47,000.00
Eveland, Megan	Academic Advisor II	AS7054	1.00	$44,000.00
				$44,000.00
Fleming, Erica	Coordinator, Academic Support Center	AS8652	1.00	$49,350.00
				$49,350.00
Gorritti Medina, Ashley	Academic Advisor I	AS7061	1.00	$41,175.36
				$41,175.36
Harring, Charles	Manager, Student Services	AS7112	1.00	$58,800.00
				$58,800.00
Herhold, Travis	Manager, Student Services	AS7113	1.00	$58,800.00
				$58,800.00
Hess, Madalyn	Academic Advisor I	534472	1.00	$47,000.00
				$47,000.00
Holmes, Nicholas	Ast Provost	AS7093	1.00	$120,000.00
				$120,000.00
Layton, Scott	Sr Academic Advisor II	AS7046	1.00	$55,000.00
				$55,000.00
Leech, Kelli	Coordinator, Communications	AS7349	1.00	$47,250.00
				$47,250.00
Link, Daniel	Ast Director, Student & Academic Services	331948	1.00	$63,000.00
				$63,000.00
Littlefield, Emma	Administrative Support Specialist II	633656	1.00	$35,078.40
				$35,078.40
Long, Olivia	Ast Director, LASSO	332135	1.00	$58,800.00
				$58,800.00
McDowell, Kara	Academic Advisor II	AS7053	1.00	$44,000.00
				$44,000.00

Employee Name	Title	Position	FTE	Commitment
Osburn, Skyler	Academic Advisor I	534661	1.00	$48,200.00
				$48,200.00
Peterson, Amy	Academic Advisor II	AS7063	1.00	$44,000.00
				$44,000.00
Ramming, Robert	Academic Advisor II	AS7059	1.00	$44,000.00
				$44,000.00
Ruark, Mary	Academic Advisor II	AS7055	1.00	$45,000.00
				$45,000.00
Sewell, Jaelyn	Academic Advisor III	AS7060	1.00	$47,000.00
				$47,000.00
Shaw, Caleigh	Sr Academic Advisor I	AS7050	1.00	$49,000.00
				$49,000.00
Shelton, Roger	Sr Academic Advisor I	AS9197	1.00	$51,000.00
				$51,000.00
Sisson, Andrea	Academic Advisor II	AS7064	1.00	$44,000.00
				$44,000.00
Snell, Ashleigh	Academic Advisor III	533461	1.00	$47,000.00
				$47,000.00
Speight, Ciara	Coordinator, Academic Support Center	AS8653	1.00	$51,000.00
				$51,000.00
Stevenson, Amaya	Academic Advisor II	AS7047	1.00	$45,000.00
				$45,000.00
Stewart, Michael	Academic Advisor II	AS7051	1.00	$44,000.00
				$44,000.00
Sutton, Deborah	Sr Academic Advisor I	534379	1.00	$49,000.00
				$49,000.00
Tracy, Nicole	Manager, Student Services	AS7114	1.00	$58,800.00
				$58,800.00
Willis, Samantha	Academic Advisor III	AS7058	1.00	$47,000.00
				$47,000.00
Wood, Jo	Administrative Associate	AS7758	1.00	$48,300.00
				$48,300.00
100117 - Application Development				
Allen, Christopher	Application Developer	AS8435	1.00	$53,735.98
				$53,735.98
Bullard, Randy	Jr Application Developer	633620	1.00	$44,928.10
				$44,928.10
Champion, Charles	Sr Application Developer	533603	1.00	$67,367.15

Employee Name	Title	Position	FTE	Commitment
				$67,367.15
Chiconas, Nicholas	Application Developer	AS8430	1.00	$53,045.00
				$53,045.00
Coleman, Pamela	Director, App Development	AS7685	1.00	$118,632.81
				$118,632.81
Crossland, Justin	Application Developer	AS8565	1.00	$53,045.00
				$53,045.00
Garis, Jacob	Specialist, Technical Support	AS9581	1.00	$39,520.00
				$39,520.00
Ge, Lin	Application Developer	AS8440	1.00	$53,045.00
				$53,045.00
Gollapudi, Praveen Kumar	Application Developer	AS8428	1.00	$74,518.62
				$74,518.62
Kinder, Bryson	Sr Application Developer	533561	1.00	$67,367.15
				$67,367.15
Mauldin, Barry	Application Developer	AS8432	1.00	$74,086.55
				$74,086.55
Moore, Dylan	Application Developer	AS8439	1.00	$53,045.00
				$53,045.00
Nord, Jason	Application Developer	AS8431	1.00	$62,995.40
				$62,995.40
Phillips, Judith	Manager, Application Developer	533532	1.00	$89,290.15
				$89,290.15
Sebert, John	Ast Director, Information Technology	AS7119	1.00	$95,000.00
				$95,000.00
Sires, Kyle	Sr Application Developer	533465	1.00	$76,625.19
				$76,625.19
Suryadi, Fery	Application Developer	AS8429	1.00	$64,491.30
				$64,491.30
Threadgill, Theodore	Specialist, ID Management	AS7926	1.00	$39,786.29
				$39,786.29
Wilson, Brenda	Sr Application Developer	533479	1.00	$82,614.52
				$82,614.52
Woods, Lisa	Manager, Application Developer	533412	1.00	$78,069.39
				$78,069.39
100119 - Electrical & Computer Engineering				
Bolin, Fransisca	Administrative Associate	AS7722	1.00	$50,820.00
				$50,820.00

Employee Name	Title	Position	FTE	Commitment
Cheng, Qi	Aso Professor	AF9187	1.00	$117,000.00
	Aso Professor	AF9187	0.00	$13,000.00
				$130,000.00
Das, Hritom	Ast Professor	AF7997	1.00	$112,500.00
				$112,500.00
Fan, Guoliang	Head/Professor	112551	1.00	$196,295.00
	Head/Professor	112551	0.00	$38,500.00
				$234,795.00
Ghasemzadeh, Pejman	Ast Professor	AF8085	1.00	$107,100.00
				$107,100.00
Hu, Anqiao	Ast Professor	AF9554	1.00	$117,648.00
	Ast Professor	AF9554	0.00	$10,457.60
				$128,105.60
Jehangir, Syed	Ast Professor	AF7999	1.00	$112,131.00
				$112,131.00
Lannan, Nathaniel	Ast Professor Professional Practice	AF9509	1.00	$91,746.00
				$91,746.00
Mattison, Scott	Ast Professor	AF8151	1.00	$110,700.00
				$110,700.00
Mouser, Ryan	Lab Coordinator	532094	1.00	$45,000.00
				$45,000.00
Ohara, John	Aso Professor	210224	1.00	$138,438.00
	Aso Professor	210224	0.00	$15,382.00
				$153,820.00
Piao, Daqing	Professor	210527	1.00	$128,997.00
				$128,997.00
Pouya, Hamid	Ast Professor	AF9552	1.00	$119,907.00
	Ast Professor	AF9552	0.00	$13,323.00
				$133,230.00
Prenzlow, Richard	Sr Administrative Support Specialist	AS9008	1.00	$39,936.00
				$39,936.00
Ross, Curtis	Sr Specialist, Accounting	633836	1.00	$41,600.00
				$41,600.00
Shahabuddin, Shahriar	Ast Professor	AF7998	1.00	$112,500.00
	Ast Professor	AF7998	0.00	$8,967.39
				$121,467.39
Sheng, Weihua	Professor	210670	1.00	$141,300.00
	Professor	210670	0.00	$15,700.00

Employee Name	Title	Position	FTE	Commitment
				$157,000.00
Stine, James	Professor/Earl & Carolyn Glimp Professorship	212552	1.00	$191,268.00
	Professor/Earl & Carolyn Glimp Professorship	212552	0.00	$21,252.00
				$212,520.00
Strecker, Karl	Post Doc Fellow	AF9066	1.00	$90,000.00
				$90,000.00
Young, Jeffrey	Professor	211040	1.00	$163,521.00
	Professor	211040	0.00	$18,169.00
				$181,690.00
Zhang, Weili	Professor	210465	1.00	$134,397.00
				$134,397.00
Zhang, Ying	Ast Professor	AF8044	1.00	$115,524.00
	Ast Professor	AF8044	0.00	$12,836.00
				$128,360.00
	100120 - Bursar's Office			
Allen, Sharon	Specialist, Accounting	630946	1.00	$30,576.00
				$30,576.00
Atkinson, Rochelle	Financial Assistant II	631536	1.00	$31,200.00
				$31,200.00
Bates, Jessica	Manager, Bursar Services	AS7925	1.00	$55,000.00
				$55,000.00
Beets, Laurie	Chief Bursar	330530	1.00	$155,079.00
				$155,079.00
Bryant, Laura	Sr Specialist, Acounting	630332	1.00	$40,962.69
				$40,962.69
Buford, Cindy	Coordinator, Teller Operations	AS8545	1.00	$47,499.00
				$47,499.00
Fry, Alisa	Administrative Associate	631620	1.00	$41,224.00
				$41,224.00
Harmon, Leica	Accountant II	AS8223	1.00	$53,000.00
				$53,000.00
Kindschi, Joanne	Sr Specialist, Acounting	633991	1.00	$40,315.90
				$40,315.90
Lee-Hatch, Jennifer	Administrative Support Specialist II	637613	1.00	$31,200.00
				$31,200.00
Martinez, Tessa	Sr Financial Assistant	AS7931	1.00	$34,257.60
				$34,257.60
McCluskey, Deven	Financial Counselor	AS7988	1.00	$37,564.80

Employee Name	Title	Position	FTE	Commitment
				$37,564.80
Miller, Kimmie	Ast Director, Student Loan Management	331045	1.00	$79,122.00
				$79,122.00
Milstead, Micha	Teller	636135	1.00	$29,120.00
				$29,120.00
Morgan, Sierra	Teller	633760	1.00	$29,640.00
				$29,640.00
Mugg, Rebecca	Teller	630952	1.00	$32,240.00
				$32,240.00
Prudhomme, Alphonso	Accountant II	AS8555	1.00	$54,000.00
				$54,000.00
Schultz, Ginger	Accountant III	AS8194	1.00	$60,500.00
				$60,500.00
Sharpton, Susan	Manager, Bursar Services	AS8970	1.00	$59,433.00
				$59,433.00
Taylor, Hollie	Specialist, Accounting	630941	1.00	$32,302.40
				$32,302.40
Vierps, Danyelle	Financial Assistant I	630969	1.00	$31,493.28
				$31,493.28
White, Wilma	Ast Bursar	330970	1.00	$84,400.00
				$84,400.00
100121 - Cloud and Infrastructure Services				
Hancock, Ricky	Manager, IT Systems	AS6877	1.00	$74,468.75
				$74,468.75
Hauschild, Dylan	Enterprise System Administrator II	533604	1.00	$52,000.00
				$52,000.00
Hook, Byron	Manager, IT Systems	AS7519	1.00	$81,376.95
				$81,376.95
Hultman, Mark	Sr System Administrator	531016	1.00	$67,980.00
				$67,980.00
Johnson II, Mark	Enterprise System Administrator II	534686	1.00	$53,560.00
				$53,560.00
Johnson, William	Enterprise System Administrator I	AS8444	1.00	$41,204.80
				$41,204.80
Jones, Darion	Enterprise System Administrator I	AS8443	1.00	$42,244.80
				$42,244.80
Locker, Christopher	Enterprise System Administrator II	AS9344	1.00	$55,125.89
				$55,125.89

Employee Name	Title	Position	FTE	Commitment
Masri, Aidan	Enterprise System Administrator II	533692	1.00	$53,560.00
				$53,560.00
Medina, Matthew	Enterprise System Administrator I	AS8473	1.00	$41,204.80
				$41,204.80
Sauer, Dane	Enterprise System Administrator II	AS8881	1.00	$58,487.52
				$58,487.52
Smith, Raymond	Sr System Administrator/Interim Ast Director	531013	1.00	$88,200.00
				$88,200.00
Turpen, Michael	Enterprise System Administrator II	533887	1.00	$54,636.35
				$54,636.35
100122 - Center for International Trade Development				
Lopez, Maria	Trade Marketing Analyst	AS8120	1.00	$59,570.00
				$59,570.00
Ranson, Henry	Director, Center for International Trade Development	AS8897	1.00	$139,898.00
				$139,898.00
Stanly Jeyaraj, Annette Sharon	Data Analyst	AS6948	1.00	$58,800.00
				$58,800.00
Walker, Mark	Specialist I, International Trade	AS8279	1.00	$73,811.00
				$73,811.00
100123 - Bennett Dining				
Brinker, Shaun	Ast Manager, Dining	AS8626	1.00	$45,000.00
				$45,000.00
Cardin, Hannah	Food Service Aide	631331	1.00	$28,598.87
				$28,598.87
Cleveland, Randall	Supervisor, Food Services	632405	1.00	$33,280.00
				$33,280.00
Hoang, Paige	Supervisor, Food Services	630775	1.00	$33,280.00
				$33,280.00
Jackson, Richard	Manager, University Dining Services	535221	1.00	$56,244.06
				$56,244.06
Johnson, Andreus	Supervisor, Food Services	632126	1.00	$33,280.00
				$33,280.00
Major, Joy	Supervisor, Food Services	AS6937	1.00	$39,615.00
				$39,615.00
Nolasco, Cindy	Supervisor, Food Services	630754	1.00	$33,280.00
				$33,280.00
Rackley Hare, Lethan	Supervisor, Food Services	AS7258	1.00	$33,280.00

Employee Name	Title	Position	FTE	Commitment
				$33,280.00
Roberson, Katherine	Supervisor, Food Services	631333	1.00	$35,639.61
				$35,639.61
Standefer, Sherry	Sr Financial Assistant	632312	1.00	$39,062.21
				$39,062.21
Williams, Darrell	Food Service Aide	AS9695	1.00	$29,976.22
				$29,976.22
100124 - Brand Management				
Bishop, Jordan	Editor	AS8464	1.00	$55,000.00
				$55,000.00
Breshears, Andrew	Aso Director, Brand Management	AS7787	1.00	$100,000.00
				$100,000.00
Burke, Mack	Aso Director, Brand Management	AS7788	1.00	$94,000.00
				$94,000.00
Classen, Codee	Graphic Designer	AS7780	1.00	$60,000.00
				$60,000.00
Cleary, Michael	Aso Director, Brand Management	AS7822	1.00	$95,000.00
				$95,000.00
Cox, Natalie	Specialist, Communications	AS7772	1.00	$48,000.00
				$48,000.00
Cramer, Cody	Ast Director, OSU System Communications	AS6720	1.00	$80,000.00
				$80,000.00
Davis, Jeremy	Aso Director, Brand Management	332105	1.00	$94,000.00
				$94,000.00
Ensor, Christian	Ast Director, OSU System Marketing	AS6722	1.00	$80,000.00
				$80,000.00
Gahagans, Phillip	Advertising Strategist	AS7484	1.00	$63,000.00
				$63,000.00
Garcia, Kinsey	Sr Administrative Support Specialist	AS8424	1.00	$40,000.48
				$40,000.48
Giles, Cody	Graphic Designer	AS7464	1.00	$60,000.00
				$60,000.00
Hagen, Hayley	Ast Director, Brand Management	AS6753	1.00	$80,000.00
				$80,000.00
Henry, Kaitlyn	Coordinator, Marketing Strategies	AS7171	1.00	$60,000.00
				$60,000.00
Hildebrandt, Adam	Aso TV Producer	AS8466	1.00	$62,000.00
				$62,000.00

Employee Name	Title	Position	FTE	Commitment
Hill, Harrison	Coordinator, Communications	AS7170	1.00	$56,700.00
				$56,700.00
Hoback, William	Specialist, Communications	AS7727	1.00	$48,500.00
				$48,500.00
Hopper, Jeffrey	Manager, Communications	AS7074	1.00	$65,000.00
				$65,000.00
Horton, Megan	Aso Vice President, Brand Management	AS6901	1.00	$185,000.00
				$185,000.00
Latham, Lance	Chief Communications Officer	AS7900	1.00	$151,410.00
				$151,410.00
Latta, Elizabeth	Specialist, Communications	AS7120	0.50	$24,960.00
				$24,960.00
Lawson, Gary	University Photographer	AS8469	1.00	$55,000.00
				$55,000.00
Little, Kaitlin	Sr Web Designer	AS7769	1.00	$66,000.00
				$66,000.00
Lyon, Sarah	Specialist, Web	AS7806	1.00	$48,000.16
				$48,000.16
Malec, David	Creative Manager	AS6836	1.00	$70,000.00
				$70,000.00
Matthews, Stephen	Graphic Designer	AS7463	1.00	$55,000.00
				$55,000.00
McElroy, Mckinzie	Multimedia Producer	AS7830	1.00	$53,000.00
				$53,000.00
Michael, Joshua	Web Developer	AS7173	1.00	$65,000.00
				$65,000.00
Mindedahl, Page	Specialist, Communications	AS7784	1.00	$48,000.00
				$48,000.00
Moberly, Karolyn	Specialist, Advertising	AS7821	1.00	$55,000.00
				$55,000.00
Nodorft, Kendall	Specialist, Communications	AS7754	1.00	$48,000.00
				$48,000.00
Parker, Chance	Web Developer	AS7770	1.00	$61,425.00
				$61,425.00
Peters, Kara	Exec Assistant	AS7674	1.00	$73,812.00
				$73,812.00
Petrotta, Randi	Chief Marketing Officer	AS6823	1.00	$151,410.00
				$151,410.00

Employee Name	Title	Position	FTE	Commitment
Piper, Vitella	University Photogragher	AS8465	1.00	$55,000.00
				$55,000.00
Rigsby, Shannon	Aso Director, Brand Management	AS7537	1.00	$95,000.00
				$95,000.00
Rogers, Elizabeth	Administrative Support Specialist I	633533	1.00	$33,508.80
				$33,508.80
Scattergood-White, Alyssa	Graphic Designer	AS6856	1.00	$58,000.00
				$58,000.00
Trainor, Sydney	Specialist, Communications	AS7176	1.00	$49,000.00
				$49,000.00
100125 - College of Education & Human Sciences				
Bobier, Cort	Specialist II, Computer	AS6805	1.00	$48,000.00
				$48,000.00
Bowman, Allison	Accountant III	535066	1.00	$62,148.42
				$62,148.42
Campbell, Allison	Accountant III	AS8298	1.00	$75,000.00
				$75,000.00
Collins, Tammy	Sr Specialist, Accounting	AS9699	1.00	$53,580.80
				$53,580.80
Hamilton, Janell	Exec Administrative Assistant	AS8677	1.00	$50,192.56
				$50,192.56
Harrison, T	Sr Web Designer	AS8663	1.00	$56,232.00
				$56,232.00
Harwell, Peter	Specialist III, Computer	AS7098	1.00	$50,856.00
				$50,856.00
Haseley, Ashley	Program Director	531881	1.00	$74,000.00
				$74,000.00
Haseley, Cynthia	Director/Accountant IV	331046	1.00	$148,610.28
				$148,610.28
Hebert III, Leonard	Manager, Facility Services	AS9467	1.00	$72,172.50
				$72,172.50
Ivey, Dustin	Supervisor, IT	532098	1.00	$63,420.33
				$63,420.33
Jones, Miranda	Accountant II	AS6876	1.00	$50,000.00
				$50,000.00
Jordan, Quincy	Accountant III	534703	1.00	$58,000.00
				$58,000.00
Kerr, Kelly	Multimedia Producer	AS8667	1.00	$55,704.00

Employee Name	Title	Position	FTE	Commitment
				$55,704.00
Lang, Christine	Director, Communication Services	331426	1.00	$80,000.00
				$80,000.00
Loper, Kayla	Director, Academic Programs	AS7521	1.00	$74,160.00
				$74,160.00
Lowery, Andrew	Manager, IT	331304	1.00	$85,000.00
				$85,000.00
McDowell, Kirsi	Coordinator, Communications	AS6910	1.00	$54,075.00
				$54,075.00
Millard, Keri	Sr Manager, Business Operations	AS7968	1.00	$81,689.30
				$81,689.30
Noteware, Susan	Accountant II	AS6955	1.00	$50,000.00
				$50,000.00
Pedersen, Jon	Dean/Professor	110201	1.00	$279,120.00
	Dean/Regents Professor	110201	0.00	$12,000.00
				$291,120.00
Pinkerton, Steven	Accountant II	AS8666	1.00	$56,668.44
				$56,668.44
Prier, Darius	Aso Dean	AF8161	1.00	$131,840.00
	Aso Dean, Equity and Inclusion	AF8161	0.00	$12,000.00
				$143,840.00
Purcell, Brittney	Specialist, Communication	AS8676	1.00	$45,000.00
				$45,000.00
Quick, Ryan	Accountant III	AS9579	1.00	$75,000.00
				$75,000.00
Tilley, Alesha	Sr Specialist, Accounting	AS7543	1.00	$41,222.69
				$41,222.69
100128 - Biosystems/Agricultural Engineering				
Abit, Pamela	Grant Manager	BS9596	1.00	$72,000.00
				$72,000.00
Alexander, Benjamin	Sr Application Engineer	430466	1.00	$103,704.00
				$103,704.00
Alian, Sara	Teaching Ast Professor	BF9937	1.00	$72,168.00
				$72,168.00
Atiyeh, Hasan	Professor	210781	1.00	$118,271.00
				$118,271.00
Bowser, Timothy	Professor	210125	1.00	$129,360.00
				$129,360.00

Employee Name	Title	Position	FTE	Commitment
Busby, Jessica	Specialist, Communications	BS9706	1.00	$46,350.00
				$46,350.00
Chinn, Mari	Dept Head/Professor BAE	BF9904	1.00	$195,610.00
	Interim Director Bio PEC	BF9904	0.00	$9,000.00
				$204,610.00
Datta, Sumon	Ast Professor	BF9593	1.00	$89,000.00
				$89,000.00
Dunford, Nurhan	Professor	210118	1.00	$118,440.00
				$118,440.00
Fleming, Michael	Instrument Technician	632752	1.00	$47,430.00
				$47,430.00
Frazier, Robert	Aso Professor	210810	1.00	$101,000.00
				$101,000.00
Hamilton, Doug	Aso Professor	214103	1.00	$104,895.00
				$104,895.00
Jafarzadegan, Keighobad	Ast Professor	BF9592	1.00	$95,000.00
				$95,000.00
James, Brenda	Sr Administrative Support Specialist	BS9702	1.00	$33,363.20
				$33,363.20
Kara, Mualla	Manager, Research Lab	331888	1.00	$59,474.00
				$59,474.00
Keith, Dakota	Coordinator, Academicemic Program	BS9631	1.00	$54,590.00
				$54,590.00
Krishnamurthy, Rajesh	Aso Professor Professional Practice	BF9502	1.00	$110,811.00
				$110,811.00
Kumar, Ajay	Professor	210860	1.00	$113,297.00
				$113,297.00
Long, John	Aso Professor	211051	1.00	$118,367.00
				$118,367.00
Mangalgiri, Kiranmayi	Ast Professor	BF9662	1.00	$91,787.00
				$91,787.00
Mao, Yu	Professor	210564	1.00	$115,412.00
				$115,412.00
McFarland, Sharon	Administrative Associate	BS9699	1.00	$45,570.00
				$45,570.00
Mirchi, Ali	Aso Professor Water Resource Engineering	BF9947	1.00	$131,275.08
	IPGS Professorship Chair	BF9947	0.00	$8,500.00
				$139,775.08

Employee Name	Title	Position	FTE	Commitment
Moore, Kevin	Ast Professor	BF9633	1.00	$97,017.00
				$97,017.00
Pickering, Austin	Application Engineer	430520	1.00	$86,052.00
				$86,052.00
Preston, Joseph	Manager, Instrument Shops	330503	1.00	$60,619.00
				$60,619.00
Sadler, Jeff	Ast Professor	BF9632	1.00	$90,000.00
				$90,000.00
Semtner, Nick	Instrument Technician	632332	1.00	$47,205.00
				$47,205.00
Wang, Ning	Professor	214154	1.00	$129,169.00
				$129,169.00
100129 - Div of Agricultural Sciences & Natural Resources				
Ahles, Amelia	Post Doc Fellow	BF9513	1.00	$70,000.00
				$70,000.00
Arnold, Chelsea	Director, Student Academic Services	530095	1.00	$75,000.00
				$75,000.00
Arshakian, Arakssi	Director, Student Academic Services	330230	1.00	$72,100.00
				$72,100.00
Bacon, Samuel	Coordinator, Student Retention	BS9660	1.00	$46,481.00
				$46,481.00
Bales, Patty	Accountant II	CS9745	1.00	$51,500.00
				$51,500.00
Bay, Pamela	Coordinator, MIAP	534451	1.00	$43,526.00
				$43,526.00
Bellmer, Danielle	Ast Dean/Professor	BF9905	1.00	$170,000.00
				$170,000.00
Beshirs, Raychell	Specialist I, Computer	BS9778	1.00	$36,400.00
				$36,400.00
Bishop, Pamela	Specialist, Accounting	BS9592	1.00	$35,360.00
				$35,360.00
Blood, Anita	Exec Administrative Associate	BS9587	1.00	$51,563.00
				$51,563.00
Bloomer, Toni	Specialist, Graduate Certification	BS9767	1.00	$45,000.00
				$45,000.00
Bonjour, Edmond	Director/Aso Extension Specialist	221486	1.00	$86,656.00
	OK Agriculture Leadership Endowed Professorship	221486	0.00	$7,502.00

Employee Name	Title	Position	FTE	Commitment
				$94,158.00
Bourlon, Angela	Specialist, Business Operations	BS9649	1.00	$40,955.20
				$40,955.20
Budzene, Gwenlynn	Coordinator, Business Operations	CS9757	1.00	$59,850.00
				$59,850.00
Buntin, Richards	Accountant III	CS946	1.00	$54,000.00
				$54,000.00
Bush, Joby	Coordinator, Ast Facility/Program Rodeo	BS9580	1.00	$48,000.00
				$48,000.00
Butler, Theresa	Specialist, Accounting	BS9948	0.75	$26,738.40
				$26,738.40
Campbell, Joshua	Extension State Program Specialist	CS9702	1.00	$77,160.00
				$77,160.00
Carpenter, Jane	Sr Director, Agriculture Affairs	BS9599	1.00	$108,168.00
				$108,168.00
Catoe, Jennifer	Exec Administrative Associate	BS9707	1.00	$56,175.00
				$56,175.00
Chiusano, Shawn	Specialist II, Computer	BS9801	1.00	$52,086.00
				$52,086.00
Clary, Cynda	Aso Dean/Professor	112101	1.00	$254,798.00
				$254,798.00
Cole, Stacy	Coordinator, Agriculture Conference Services	BS9771	1.00	$51,676.00
				$51,676.00
Comstock, Chesley	Program Director Student Services	BS9744	1.00	$62,000.00
				$62,000.00
Conrad, Reagan	Extension Program Assistant	CS9707	0.50	$15,600.00
				$15,600.00
Cooper, Brianna	Specialist, Academic Program	BS9641	1.00	$45,001.44
				$45,001.44
Cummings, Cynthia	Accountant III	BS9804	1.00	$65,727.39
				$65,727.39
Davis, Melinda	Specialist, Accounting	BS9868	1.00	$35,696.00
				$35,696.00
Diaz, Joseph	Ast Vice President/Sr Financial Officer	120171	1.00	$147,706.00
				$147,706.00
Doye, Damona	Aso Vice President/Professor	BF9949	1.00	$257,551.00
				$257,551.00
Duffey, Toby	Administrative Assistant	CS9905	1.00	$32,760.00

Employee Name	Title	Position	FTE	Commitment
				$32,760.00
Dunagan, Benjamin	Accountant III	BS9620	1.00	$60,154.50
				$60,154.50
Dunagan, Noah	Specialist, Accounting	631797	1.00	$30,763.20
				$30,763.20
Fathepure, Shakuntala	System Analyst	BS9600	1.00	$63,550.00
				$63,550.00
Field, Jackson	Specialist I, Computer	CS9693	1.00	$39,520.00
				$39,520.00
Gailey, Jada	Ast Director, Sponsored Programs	BS9664	1.00	$87,857.00
				$87,857.00
Gateley, Kolbey	Sr Specialist, Accounting	632496	1.00	$39,228.80
				$39,228.80
German, Michelle	Director, Sponsored Programs	330887	1.00	$101,587.76
				$101,587.76
Gregory, Cassandra	Specialist, Communications	BS9754	1.00	$39,998.40
				$39,998.40
Hamby, Carl	Specialist, Technical Support	531367	1.00	$47,475.00
				$47,475.00
Hanan, Jacki	Sr Specialist, Accounting	631009	1.00	$44,158.80
				$44,158.80
Harris, Debra	Accountant III	BS9774	1.00	$60,484.82
				$60,484.82
Hasbrouck, Robin	Sr Specialist, Accounting	BS9864	1.00	$43,759.00
				$43,759.00
Head, Aliana	Specialist, Communications	BS9585	1.00	$40,996.80
				$40,996.80
Herrick, Kegan	Specialist, Communications	CS9901	1.00	$45,034.30
				$45,034.30
Hickman, Coleman	Director, Student Academic Services	BS9586	1.00	$80,000.00
				$80,000.00
Hickman, Karen	Professor/Director, Environment Science Prog	BF9911	1.00	$164,491.00
				$164,491.00
Hicks, Jannice	Sr Specialist, Accounting	633480	1.00	$39,157.00
				$39,157.00
Hlaing, Ye Wana	Specialist II, Sponsored Programs	BS9746	1.00	$47,775.00
				$47,775.00
Hollingsworth, Cody	Coordinator, Facility/Program Rodeo	534756	1.00	$67,499.00

Employee Name	Title	Position	FTE	Commitment
				$67,499.00
Hood, Emmily	Accountant I	BS9552	1.00	$41,870.40
				$41,870.40
Howey, David	Sr Financial Coordinator	BS9753	1.00	$87,000.00
				$87,000.00
Hufford, Joyce	Specialist, Accounting	637784	1.00	$45,079.00
				$45,079.00
Hunter, Dwayne	Sr Director, Agriculture IT	330403	1.00	$108,022.91
				$108,022.91
Janus, Megan	Coordinator, Academic Programs	BS9780	1.00	$60,000.00
				$60,000.00
Jenkins, Milford	Exec Director Oklahoma 4-H Foundation	331891	1.00	$121,350.39
				$121,350.39
Kelley, Kayla	Specialist, Event	BS9563	1.00	$43,680.00
				$43,680.00
Kifer, Christina	Sr Specialist, Accounting	632743	1.00	$38,417.60
				$38,417.60
Kilschautzky, Torsten	Specialist, Communications	BS9783	1.00	$44,491.20
				$44,491.20
Kingsley, Jacqueline	Ast Extension Specialist	CF9998	1.00	$66,351.00
				$66,351.00
Kopsky, Elizabeth	Accountant I	BS9550	1.00	$39,000.00
				$39,000.00
LaBar, Julie	Ast Professor	BF9621	1.00	$76,694.00
				$76,694.00
Lemmons, Shannon	Accountant II	BS9773	1.00	$60,000.00
				$60,000.00
Lengel, Herbert	Coordinator, Employer & Alumni Relations	BS9662	1.00	$65,456.50
				$65,456.50
Lewis, Bronson	Specialist II, Computer	BS9693	1.00	$40,144.00
				$40,144.00
Lewis, Misty	Sr Specialist, Accounting	BS9924	1.00	$41,558.40
				$41,558.40
Lewis, Patsy	Director/Accountant IV	BS9772	1.00	$88,907.24
				$88,907.24
Lingo Fancher, Tamyra	Accountant II	BS9564	1.00	$56,598.50
				$56,598.50
Little, Stephanie	Administrative Support Specialist I	632776	1.00	$34,049.00

Employee Name	Title	Position	FTE	Commitment
				$34,049.00
Livsey, Christopher	Project Manager, Construction	533829	1.00	$82,161.00
				$82,161.00
Long, Aaron	Specialist, Sponsored Programs	BS9695	1.00	$47,000.00
				$47,000.00
Lusk, Jayson	DASNR Vice President/Dean/Director	112100	1.00	$400,020.00
				$400,020.00
Maddox, Kadyn	Exec Administrative Assistant	CS9906	1.00	$50,000.00
				$50,000.00
Milanese, Kyle	Specialist I, Computer	BS9904	1.00	$44,886.00
				$44,886.00
Mixon, Robert	Specialist II, Computer	BS9630	1.00	$38,043.20
				$38,043.20
Mukembo, Joseph	Specialist II, Computer	BS9582	1.00	$43,492.80
				$43,492.80
Newberry, Cheryl	Specialist, Program & Personnel Development	CF9997	1.00	$95,472.00
				$95,472.00
Newport, Kristy	Sr Specialist, Accounting	BS9739	1.00	$42,536.00
				$42,536.00
Peneaux, Beth	Ast Director, Sponsored Programs	BS9711	1.00	$75,000.00
				$75,000.00
Perry, Diana	Sr Administrative Support Assistant	631311	1.00	$34,008.00
				$34,008.00
Phipps, Amy	Coordinator, Business Operations	BS9568	1.00	$48,193.60
				$48,193.60
Poppe III, Kenneth	Specialist, Accounting	BS9995	1.00	$40,705.60
				$40,705.60
Pricer, Jandra	Manager, Agriculture Conference Services	530990	1.00	$70,356.60
				$70,356.60
Rader, Jerri	Coordinator, Events	BS9591	1.00	$51,294.00
				$51,294.00
Raper, Randy	Ast Vice President/DASNR Facilties/Professor	BF9627	1.00	$240,394.00
				$240,394.00
Rasmussen, Kenton	Accountant I	BS9551	1.00	$44,720.00
				$44,720.00
Rasmussen, Michael	Manager, IT	BS9557	1.00	$68,690.00
				$68,690.00
Reinert, Mia	Academic Advisor II	BS9546	1.00	$46,000.00

Employee Name	Title	Position	FTE	Commitment
				$46,000.00
Rich, Karl	Professor/Director	BF9501	1.00	$186,405.00
	Humphreys Endowment	BF9501	0.00	$10,000.00
				$196,405.00
Robedeaux, Mandi	Exec Administrative Associate	BS9775	1.00	$61,425.00
				$61,425.00
Ronspiez, Beth	Specialist, Accounting	CS9668	0.75	$26,520.00
				$26,520.00
Sargent, Bailey	Specialist II, Sponsored Programs	BS9731	1.00	$53,308.51
				$53,308.51
Senseman, Scott	Aso Vice President/Professor	BF9661	1.00	$255,018.00
				$255,018.00
Sewell, Callie	Accountant II	BS9712	1.00	$47,576.00
				$47,576.00
Shoemaker, Jennifer	Accountant II	BS9644	1.00	$56,365.51
				$56,365.51
Simmons, Brandi	Manager, Facility Services	BS9621	1.00	$82,000.00
				$82,000.00
Smith, Arthur	Coordinator, Communications	BS9558	1.00	$50,000.00
				$50,000.00
Smith, Donald	Specialist II, Computer	BS9716	1.00	$41,496.00
				$41,496.00
Smith, Tina	Accountant I	BS9619	1.00	$39,624.00
				$39,624.00
Snider, LaTricia	Director, DASNR HR	330677	1.00	$123,240.14
				$123,240.14
Spiva, D	Specialist, Accounting	632187	1.00	$44,769.00
				$44,769.00
Stevenson, Denise	Sr Specialist, Accounting	BS9607	1.00	$40,913.60
				$40,913.60
Sumner, Heather	Specialist I, Sponsored Programs	BS9555	1.00	$41,995.20
				$41,995.20
Templin, Lori	Coordinator, Graduate Certification	AS9621	1.00	$50,426.00
				$50,426.00
Vierling, Kelly	Administrative Support Assistant II	631622	0.50	$13,520.00
				$13,520.00
Voorhees, Matthew	Manager, Facility Services	BS9601	1.00	$80,400.00
				$80,400.00

Employee Name	Title	Position	FTE	Commitment
Wade, Jennie	Director/Accountant IV	CS9953	1.00	$90,176.00
				$90,176.00
Walls, Vanessa	Accountant I	BS9612	1.00	$45,000.00
				$45,000.00
Warren, David	Sr Director, Integrated Digital Strategies	BS9923	1.00	$170,458.00
				$170,458.00
Warren, Jason	Professor/Ast Director/State Program Leader	110006	1.00	$140,010.00
				$140,010.00
Wells, Tiers	Administrative Associate	BS9572	1.00	$45,000.00
				$45,000.00
White, Tara	Accountant I	BS9565	1.00	$39,998.40
				$39,998.40
Wilhite, Holly	Specialist I, Sponsored Programs	BS9640	1.00	$47,000.00
				$47,000.00
Williams, Phillip	Web Designer	BS9782	1.00	$49,791.00
				$49,791.00
Williams, Sharon	Specialist, Accounting	BS9878	1.00	$40,518.40
				$40,518.40
Willis, Jessica	Specialist, Technical Support	633486	1.00	$44,088.00
				$44,088.00
Wilson, Michael	Web Designer	BS9777	1.00	$48,338.00
				$48,338.00
Wray, Laura	Aso Director, Integrated Digital Strategies	CS9880	1.00	$82,664.00
				$82,664.00
York, Joan	Ast Extension Specialist	CF9994	1.00	$68,241.60
				$68,241.60
100132 - Horticulture & Landscape Architecture				
Anella, Louis	Professor/Director, Botanic Garden	214133	1.00	$137,330.00
				$137,330.00
Battershell, Mark	Extension Assistant	CS9665	1.00	$51,500.00
				$51,500.00
Beartrack, Matthew	Extension Associate	BS9656	1.00	$49,553.30
				$49,553.30
Biang, JoHannah	Ast Professor	BF9516	1.00	$92,000.00
				$92,000.00
Carrier, Lynda	Extension Associate	BS9758	1.00	$55,837.33
				$55,837.33
Carroll, Becky	Sr Extension Specialist	BF9922	1.00	$73,965.00

Employee Name	Title	Position	FTE	Commitment
				$73,965.00
Chrz, Donna	Sr Specialist, Research	BS9836	1.00	$45,000.00
				$45,000.00
Connally, Andrea	Extension Program Educator	CS9976	1.00	$55,582.00
				$55,582.00
Dunn, Bruce	Professor	210001	1.00	$113,451.00
				$113,451.00
Essary, Aaron	Ast Extension Specialist	BF9875	1.00	$63,860.00
				$63,860.00
Feng, Pu	Agriculturalist	BS9871	0.75	$27,042.00
				$27,042.00
Fontanier, Charles	Aso Professor	211543	1.00	$105,279.00
				$105,279.00
Galloway, Dianna	Sr Administrative Support Specialist	BS9728	1.00	$41,144.25
				$41,144.25
Gerken, David	Extension Program Educator	CS9977	1.00	$63,104.00
				$63,104.00
Gray, Cherry Grace	Administrative Support Specialist II	BS9658	1.00	$38,480.00
				$38,480.00
Han, Holly	Ast Manager, Botanic Garden	BS9584	1.00	$42,850.08
				$42,850.08
Hentges, Casey	Aso Extension Specialist	224134	1.00	$74,232.00
				$74,232.00
Hillock, David	Sr Extension Specialist	220134	1.00	$75,852.00
				$75,852.00
Holmes, Michael	Professor	214161	1.00	$105,911.00
				$105,911.00
Kathi, Shivani Reddy	Ast Professor	BF9548	1.00	$90,000.00
				$90,000.00
Lastovica, Parker	Extension Assistant	CS9664	1.00	$45,000.00
				$45,000.00
Luo, Qing	Aso Professor	211107	1.00	$104,775.00
				$104,775.00
Maness, Niels	Professor	215123	1.00	$120,548.00
				$120,548.00
Martin, Dennis	Professor	219061	1.00	$122,358.00
	Huffine Professorship in Turfgrass Science	219061	0.00	$7,502.00
				$129,860.00

Employee Name	Title	Position	FTE	Commitment
Mason, Tyler	Ast Professor	BF9549	1.00	$90,000.00
				$90,000.00
McGlynn, William	Professor/Endowed Professorship	210127	1.00	$109,801.00
				$109,801.00
Mendoza, Shelby	Extension Assistant	CS9711	1.00	$38,105.60
				$38,105.60
Mihalko, Cheryl	Professor	213100	1.00	$100,700.00
				$100,700.00
Mitchell, Shelley	Sr Extension Specialist	222018	1.00	$77,260.00
				$77,260.00
Moss, Justin	Head/Professor	112197	1.00	$200,148.90
	Director/OSU Student Farm	112197	0.00	$15,000.00
				$215,148.90
Rasmussen, Amanda	Administrative Associate	BS9741	1.00	$45,000.00
				$45,000.00
Sanders, Brenda	Extension Assistant	BS9752	0.75	$39,015.60
				$39,015.60
Schmitz, Steven	Extension Associate	BS9650	1.00	$47,655.30
				$47,655.30
Schnelle, Michael	Professor/Endowed Professorship	213101	1.00	$109,996.00
	Shackelford Endowed Professorship	213101	0.00	$7,502.00
				$117,498.00
Singleton, Bailey	Extension Assistant	CS9754	1.00	$45,000.00
				$45,000.00
Stanphill, Stephen	Sr Agriculturalist	BS9876	1.00	$53,115.04
				$53,115.04
Xiang, Mingying	Ast Professor	BF9637	1.00	$90,954.00
				$90,954.00
Yu, Shuhao	Research Ast Professor	BF9625	1.00	$61,048.00
				$61,048.00
Zhang, Bo	Aso Professor	210277	1.00	$107,859.00
				$107,859.00
Zhang, Lu	Ast Professor	BF9944	1.00	$91,477.00
	JD Scott Professorship	BF9944	0.00	$7,502.00
				$98,979.00
100136 - Physics				
Anderson, Stephanie	Administrative Associate	AS8301	1.00	$41,600.00
				$41,600.00

Employee Name	Title	Position	FTE	Commitment
Babu, Kaladi	Regents Professor	211089	1.00	$139,239.00
				$139,239.00
Bandy, Donna	Professor	215222	1.00	$91,116.00
				$91,116.00
Beauchamp, Blake	Sr Research Engineer	AS8172	1.00	$70,308.00
				$70,308.00
Begg, Samuel	Post Doc Fellow	AF7977	1.00	$55,008.00
				$55,008.00
Benton, Eric	Professor	211668	1.00	$110,412.00
				$110,412.00
Bhardwaj, Akanksha	Post Doc Fellow	AF9379	1.00	$31,336.00
				$31,336.00
Bilitewski, Thomas	Ast Professor	210359	1.00	$89,622.00
				$89,622.00
Borunda, Mario	Professor	AF9113	1.00	$106,659.00
				$106,659.00
Brdar, Vedran	Ast Professor	215218	1.00	$88,002.00
				$88,002.00
Burton, Erikk	Post Doc Fellow	AF7967	1.00	$43,896.00
				$43,896.00
Caoile, Marjorie	Sr Financial Assistant	632991	0.75	$27,424.80
				$27,424.80
Cash, Wesley	Instrument Maker II	AS9046	1.00	$43,180.80
				$43,180.80
Chattopadhyay, Dibya Sankar	Post Doc Fellow	AF9041	1.00	$50,004.00
				$50,004.00
Chen, Wenlei	Ast Professor	AF9046	1.00	$85,005.00
				$85,005.00
Crosby, Jacob	Ast Research Engineer	AF7945	1.00	$60,000.00
				$60,000.00
De Rojas, Julius	Ast Professor	217268	1.00	$88,002.00
				$88,002.00
Edwards, Melissa	Lab Coordinator	531858	1.00	$51,048.00
				$51,048.00
Goncalves Netto, Dorival	Aso Professor	215212	1.00	$99,450.00
				$99,450.00
Hadidi Masouleh, Mohammadreza	Sr Specialist II, Resarch	AS8819	1.00	$48,000.00
				$48,000.00

Employee Name	Title	Position	FTE	Commitment
Haley, Joseph	Professor	215213	1.00	$109,188.00
				$109,188.00
Javed, Umar	Visiting Ast Professor	AF9086	1.00	$60,003.00
				$60,003.00
Khanov, Alexander	Professor	210802	1.00	$100,971.00
				$100,971.00
Kovalenko, Sergey	Specialist, Computer Software CERN	AS8765	1.00	$38,209.60
				$38,209.60
Lahiri, Mayukh	Ast Professor	215224	1.00	$91,494.00
				$91,494.00
Larios, William	Instrument Maker I	633761	1.00	$32,656.00
				$32,656.00
Liu, Yingmei	Professor/Noble Foundation Chair	217206	1.00	$113,436.00
				$113,436.00
Ma, Yanhui	Post Doc Fellow	221625	1.00	$50,004.00
				$50,004.00
McIlroy, David	Professor	114299	1.00	$153,207.00
				$153,207.00
Meyers, Derek	Ast Professor	211009	1.00	$93,771.00
				$93,771.00
Rizatdinova, Flera	Dept Head/Professor	211671	1.00	$117,117.00
	Dept Head/Professor	211671	0.00	$26,026.00
	Dept Head/Professor	211671	0.00	$4,895.00
				$148,038.00
Rosenberger, Albert	Professor	215214	1.00	$101,241.00
				$101,241.00
Senaratne, Upul	Teaching Ast Professor	AF9049	1.00	$67,005.00
				$67,005.00
Vaughn, Larry	Manager, Instrument & Machine Shop	330517	1.00	$61,092.00
				$61,092.00
Verma, Jitendra Kumar	Post Doc Fellow	AF9321	1.00	$55,008.00
				$55,008.00
Welch, Steven	Sr Research Engineer	534494	1.00	$91,020.00
				$91,020.00
Xie, Aihua	Professor	210283	1.00	$99,108.00
				$99,108.00
Zhou, Donghua	Aso Professor	215223	1.00	$93,177.00
				$93,177.00

Employee Name	Title	Position	FTE	Commitment
Zoldak, Kimberly	Teaching Ast Professor	AF9209	1.00	$72,153.00
				$72,153.00
100137 - Facilities Management IT				
Anthony, Joseph	System Administrator	AS9316	1.00	$59,646.34
				$59,646.34
Fields, Brett	Specialist III, Computer	AS8478	1.00	$46,746.00
				$46,746.00
Mapitigama, Suminda	Manager, IT	332065	1.00	$87,003.00
				$87,003.00
Sage, Paul	System Administrator	534912	1.00	$53,892.00
				$53,892.00
100142 - Materials Science and Engineering				
Fahem, Ali	Research Ast Professor	AF8225	1.00	$63,036.00
				$63,036.00
Kim, Doyoung	Ast Professor	210934	1.00	$104,265.00
	Ast Professor	210934	0.00	$11,585.00
				$115,850.00
Lu, Feng	Research Scientist	534836	1.00	$102,720.00
				$102,720.00
Salam, Ehsan	Sr Specialist, Accounting	AS7146	1.00	$41,600.00
				$41,600.00
Sarin, Pankaj	Aso Professor	210999	1.00	$113,526.00
	Aso Professor	210999	0.00	$4,500.00
				$118,026.00
Singh, Raj	Regents Professor	210692	1.00	$310,509.00
	Regents Professor	210692	0.00	$23,500.00
				$334,009.00
Singh, Raman	Aso Dean	120251	1.00	$246,660.00
	Aso Dean	120251	0.00	$24,000.00
				$270,660.00
Smay, James	Professor/School Head	AF8155	1.00	$176,748.00
	Professor/School Head	AF8155	0.00	$16,500.00
				$193,248.00
Vaidyanathan, Krishnan	Professor/Varnadow Professorship	210693	1.00	$190,719.00
	Professor/Varnadow Professorship	210693	0.00	$21,191.00
				$211,910.00
Washburn, Bethany	Administrative Associate	AS7935	1.00	$46,500.00
				$46,500.00

Employee Name	Title	Position	FTE	Commitment
100145 - Information Security Services				
Barnes, Matthew	Ast Director, Information Technology	AS7071	1.00	$108,000.00
				$108,000.00
Bellah, Courtney	Manager, IT Systems	AS9817	1.00	$65,000.00
				$65,000.00
Byers, Daniel	IT Security Engineer	533884	1.00	$79,939.87
				$79,939.87
Edgmand, Craig	Manager, IT Systems	332001	1.00	$105,977.41
				$105,977.41
Fleming, John	Lead IT Security Engineer	AS7850	1.00	$85,000.00
				$85,000.00
Griffith, Shirley	Manager, IT Systems	534374	1.00	$76,125.00
				$76,125.00
McBryde, Lailani	Specialist, IT Security	632402	1.00	$42,598.40
				$42,598.40
Rogers, John	Lead IT Security Engineer	531017	1.00	$104,737.50
				$104,737.50
Smith, Aaron	Director, IT Security/Information Security Srvcs	331116	1.00	$137,500.00
				$137,500.00
Wynn, Landon	IT Security Engineer	AS8161	1.00	$72,000.00
				$72,000.00
Yarrapureddy, Harshavardhan Reddy	SOC Analyst	631675	1.00	$39,520.00
				$39,520.00
100146 - Electrical Distribution				
Alley, Jacob	Electrician I	637315	1.00	$50,356.80
				$50,356.80
Camp, Jeff	Electrician I	632510	1.00	$50,398.40
				$50,398.40
Johnson, Jon	Ast Supervisor	632506	1.00	$65,520.00
				$65,520.00
Marshall, Justin	Electrician II	637443	1.00	$53,295.91
				$53,295.91
Mose, Victor	Electrician III	632505	1.00	$62,676.33
				$62,676.33
Murdock, Craig	Electrician II	635270	1.00	$51,970.55
				$51,970.55
Norrie, Russell	Supervisor	632501	1.00	$74,256.00
				$74,256.00

Employee Name	Title	Position	FTE	Commitment
Romero, Ryan	Electrician III	633354	1.00	$56,259.42
				$56,259.42
Taylor, Brandon	Electrician I	637050	1.00	$48,193.60
				$48,193.60
Winters, Michael	Electrician II	637512	1.00	$57,470.40
				$57,470.40
100147 - IT Business Office				
Brown, Tamara	Accountant II	AS8442	1.00	$58,889.38
				$58,889.38
Evens, Gwyn	Sr Administrative Support Specialist	632107	1.00	$41,496.00
				$41,496.00
Hodges, Heath	Chief Information Officer/A&M	AS9835	1.00	$150,792.00
				$150,792.00
Matal, Tyler	Accountant I	AS7222	1.00	$43,992.00
				$43,992.00
McCann, Charles	Deputy Chief Information Officer	AS7441	1.00	$157,500.00
				$157,500.00
Metzger, Charles	Director, IT Business Development	AS7066	1.00	$136,997.94
				$136,997.94
Murthy, Rajendra	Chief Information Officer	AS8174	1.00	$270,375.00
				$270,375.00
Musselman, Kristi	Ast Director, Fiscal Operations	AS7019	1.00	$73,292.74
				$73,292.74
Stalik, Ashley	Administrative Assistant	AS7985	1.00	$37,440.00
				$37,440.00
100148 - FSS-Keys				
Agila, Francis	Locksmith I	633944	1.00	$33,800.00
				$33,800.00
Hamm, Daniel	Locksmith I	630845	1.00	$34,878.27
				$34,878.27
Holbert, Robert	Locksmith I	AS8898	1.00	$33,800.00
				$33,800.00
Holland, Sammy	Locksmith II	AS7630	1.00	$40,809.60
				$40,809.60
McGuire, Kathy	Ast Manager, Facilities Support Services	531227	1.00	$58,450.45
				$58,450.45
100149 - SU Meeting & Conference Services				
Barnes, Adam	Ast Director, Event and Conference Services	AS9263	1.00	$83,143.21

Employee Name	Title	Position	FTE	Commitment
				$83,143.21
Decker, Josiah	Specialist, Event	AS9314	1.00	$32,136.00
				$32,136.00
Gulick, Blaine	Specialist, Event	AS8798	1.00	$32,136.00
				$32,136.00
Harden, Hudson	Specialist, Catering Event	633728	1.00	$29,120.00
				$29,120.00
Hatcher, Ryan	Coordinator, AV Projects	AS8596	1.00	$45,000.00
				$45,000.00
Noll, Shaun	Manager, Meeting & Conference Services	534707	1.00	$56,794.94
				$56,794.94
Payne, Kylie	Specialist, Event	631718	1.00	$32,136.00
				$32,136.00
100152 - Aerospace Studies-Air Force ROTC				
Cronister, Melinda	Administrative Support Specialist I	633947	1.00	$39,520.00
				$39,520.00
100154 - University Counseling Services				
Anderson, Amy	Counselor, Substance Abuse	AS9135	1.00	$68,841.80
				$68,841.80
Billings, Emily	Clinical Counselor	AS7995	1.00	$85,356.00
				$85,356.00
Bolin, Madison	Clinical Counselor	AS8747	1.00	$63,349.50
				$63,349.50
Challenger, Carol	Sr Clinical Counselor	330885	1.00	$81,921.74
				$81,921.74
Cornforth, Devon	Administrative Support Assistant II	AS8874	1.00	$31,200.00
				$31,200.00
Covington, Nathan	Clinical Counselor	AS7260	1.00	$55,000.00
				$55,000.00
Dennis, Rhiannon	Clinical Counselor	AS9306	1.00	$70,437.00
				$70,437.00
Dunnigan, Joseph	Director, University Counseling Services	AS6848	1.00	$113,400.00
				$113,400.00
Fullmer, Joanna	Clinical Counselor	AS7633	1.00	$65,625.00
				$65,625.00
Ishoy, Jonathan	Clinical Counselor	AS9127	1.00	$66,836.70
				$66,836.70
Larabee, Andrea	Sr Clinical Counselor	332133	1.00	$78,020.71

Employee Name	Title	Position	FTE	Commitment
				$78,020.71
May, Courtney	Clinical Counselor	AS9177	1.00	$68,841.80
				$68,841.80
Niccum, Kara	Counselor, Substance Abuse	AS9157	0.75	$61,304.09
				$61,304.09
Parker Nunley, Brandi	Clinical Counselor	AS8906	1.00	$68,841.80
				$68,841.80
Rickard, Zachary	Administrative Support Assistant I	AS7520	1.00	$29,120.00
				$29,120.00
Scott, Stephen	Clinical Counselor	AS9305	1.00	$70,907.05
				$70,907.05
Smith Williams, Carol	Sr Administrative Support Specialist	AS7508	1.00	$39,374.40
				$39,374.40
100157 - Human Resources				
Bain, Susan	Director, Benefits	331776	1.00	$114,000.00
				$114,000.00
Barker, Jeffrey	Programming Analyst	533109	1.00	$70,000.00
				$70,000.00
Bunney, Deborah	Manager, Talent Acquisition	AS9381	1.00	$77,046.06
				$77,046.06
Burton, Crystal	Coordinator, Benefits	AS6817	1.00	$60,000.00
				$60,000.00
Chartier, Swoozey	Compensation Analyst	AS9502	1.00	$66,769.80
				$66,769.80
Cost, Kendria	Program Director	AS8542	1.00	$79,647.07
				$79,647.07
Douglas, Roberta	Manager, Talent Development	AS7432	1.00	$75,500.00
				$75,500.00
Fite, Joy	Accountant III	AS7204	1.00	$71,505.00
				$71,505.00
Forester, Randalin	Benefit/Training Analyst	AS8061	1.00	$53,000.00
				$53,000.00
Goodwin, Philip	Director, Talent Development	AS9298	1.00	$121,852.20
				$121,852.20
Green, Emily	Human Resources Assistant II	633719	1.00	$43,347.20
				$43,347.20
Hawkins, Jennifer	Human Resources Technician	633658	1.00	$44,096.00
				$44,096.00

Employee Name	Title	Position	FTE	Commitment
Hope, Cristina	Specialist, Benefits	AS9277	1.00	$56,784.00
				$56,784.00
Hoy, Amy	Manager, Retirement	AS9410	1.00	$82,555.20
				$82,555.20
Jha, Puja	HRIS Analyst	AS7763	1.00	$64,079.40
				$64,079.40
Louthan, Christa	Ast VP Admin & Fin/Chief Human Res Officer	130056	1.00	$195,400.00
				$195,400.00
Miner Paul, Kelsie	Human Resources Consultant	AS8909	1.00	$80,000.00
				$80,000.00
Moody, Jennifer	Sr Director, Total Rewards	333019	1.00	$135,187.50
				$135,187.50
Parker, Rebecca	Sr Human Resources Associate	AS8812	1.00	$51,688.00
				$51,688.00
Priegel, Kayla	Human Resources Consultant	AS8947	1.00	$58,710.00
				$58,710.00
Roosa, Brittany	Coordinator, Benefits	AS6847	1.00	$57,000.00
				$57,000.00
Rutherford, Jensena	Human Resources Consultant	AS9657	1.00	$89,250.00
				$89,250.00
Scott, Elizabeth	Immigration Services Consultant	AS7548	1.00	$61,645.50
				$61,645.50
Seagraves, Jalise	Human Resources Technician	631317	1.00	$40,518.40
				$40,518.40
Splattstoesser, Rebecca	Benefits Representative	635251	1.00	$41,288.00
				$41,288.00
Sturgeon, Melissa	Director, Human Resources Consultant Services	331773	1.00	$120,506.29
				$120,506.29
Tan, Kar	Sr System Administrator	AS7235	1.00	$70,000.00
				$70,000.00
Taylor, Alicea	Benefits Representative	AS8280	1.00	$40,414.40
				$40,414.40
Teal, Jake	Human Resources Technician	631080	1.00	$42,598.40
				$42,598.40
Townsend, Erica	Human Resources Consultant	AS8942	1.00	$84,000.00
				$84,000.00
Venable, Toby	Specialist, Absence Management	633866	1.00	$49,275.20

Employee Name	Title	Position	FTE	Commitment
				$49,275.20
Weaver, Erin	Coordinator, Communications	AS7141	1.00	$54,000.00
				$54,000.00
Wehrenberg, Nathan	Accountant I	AS9763	1.00	$43,680.00
				$43,680.00
White, Coral	Exec Administrative Associate	630337	1.00	$63,000.00
				$63,000.00
Wilcoxson, Ryan	Human Resources Technician	631607	1.00	$44,096.00
				$44,096.00
Yepez, Maria	Human Resources Consultant	AS7816	1.00	$80,000.00
				$80,000.00
	100159 - Plant & Soil Sciences			
Abit, Sergio	Professor	212153	1.00	$117,509.00
	Warth Distinguished Professorship	212153	0.00	$7,500.00
				$125,009.00
Adamson, Daniel	Ast Professor	BF9514	1.00	$92,000.00
				$92,000.00
Alderman, Phillip	Aso Professor	211141	1.00	$99,698.00
				$99,698.00
Arnall, Daryl	Professor/Endowed Professorship	210812	1.00	$114,186.00
	Walter R Sitlington Chair	210812	0.00	$10,010.00
				$124,196.00
Bayles, Melanie	Coordinator, Academic Program	BS9846	1.00	$48,970.00
				$48,970.00
Brown, Amy	Research Associate	BF9524	1.00	$89,250.00
				$89,250.00
Calhoun, Steven	Exec Director OCIA	BS9638	1.00	$74,376.00
				$74,376.00
Carver, Brett	Regents Professoressor/Endowed Chair	213136	1.00	$168,253.00
	OK Wheat Research Chair A	213136	0.00	$10,010.00
				$178,263.00
Chim, Bee Khim	Ast Professor	BF9519	1.00	$94,000.00
				$94,000.00
Cox, Connor	Sr Agriculturalist	BS9583	1.00	$51,568.00
				$51,568.00
Davis, Patrick	Lab Technician	632483	1.00	$43,680.00
				$43,680.00
De Oliveira Silva, Amanda	Ast Professor	214112	1.00	$97,077.00

Employee Name	Title	Position	FTE	Commitment
				$97,077.00
Deng, Shiping	Professor/Santl Warth Professorship	210122	1.00	$112,943.00
	Samtelmann/Warth Endowed Professorship	210122	0.00	$7,502.00
				$120,445.00
Dexter, Lesleigh	Administrative Associate	BS9855	1.00	$54,400.00
				$54,400.00
Dudak, Jennifer	Ast Professor	BF9938	1.00	$92,000.00
				$92,000.00
Fang, Tilin	Sr Specialist II, Resarch	BS9851	1.00	$50,008.90
				$50,008.90
Galvin, Liberty	Ast Professor	BF9543	1.00	$92,000.00
				$92,000.00
Grant, Roy	Sr Agriculturalist	BS9704	1.00	$48,000.00
				$48,000.00
Griffith, James	Lab Technician	BS9901	1.00	$41,600.00
				$41,600.00
Haggard, Beatrix	Aso Professor	210804	1.00	$102,851.00
	PE Harrill Professorship	210804	0.00	$7,500.00
				$110,351.00
Hall, Leslie	Sr Lab Technician	633690	1.00	$50,290.24
				$50,290.24
Hammer, John	Sr Agriculturalist	BS9859	1.00	$45,000.00
				$45,000.00
Harris, Stephen	Sr Agriculturalist	BS9857	1.00	$54,600.00
				$54,600.00
Henderson, Kendal	Lab Coordinator	534298	1.00	$57,991.00
				$57,991.00
Johnson, Tina	Sr Specialist, Research	BS9850	1.00	$46,818.00
				$46,818.00
Knori, Matt	Sr Agriculturalist	BS9856	1.00	$45,000.00
				$45,000.00
Krueger, Alexandria	Lab Technician	BS9726	1.00	$43,680.00
				$43,680.00
Krueger, Erik	Sr Specialist, Research	BS9628	0.75	$53,235.00
				$53,235.00
Li, Chongyang	Ast Professor	BF9918	1.00	$92,000.00
				$92,000.00
Lofton, Joshua	Aso Professor	210519	1.00	$100,159.00

Employee Name	Title	Position	FTE	Commitment
				$100,159.00
Lynch, Tyler	Sr Agriculturalist	BS9847	1.00	$51,072.00
				$51,072.00
Malone, Janelle	Extension Assistant	BS9849	1.00	$48,156.00
				$48,156.00
McCorey Minahan, Jill	Accountant I	BS9627	1.00	$46,000.00
				$46,000.00
McCray, Barbara	Administrative Assistant	637502	1.00	$54,468.96
				$54,468.96
Mekonnen, Techale	Post Doc Fellow	BF9487	1.00	$48,810.00
				$48,810.00
Moulton, James	Lab Technician	BS9616	1.00	$41,600.00
				$41,600.00
Ochsner, Tyson	Regents Professor	210813	1.00	$124,676.00
	Arthur L Reed Chair	210813	0.00	$10,010.00
				$134,686.00
Phillips, Steven	Aso Professor	BF9600	1.00	$112,000.00
	Aso Professor	BF9600	0.00	$7,502.00
				$119,502.00
Pugh, Brian	Ast Extension Specialist	CF9992	1.00	$110,000.00
				$110,000.00
Ray, Jason	Sr Agriculturalist	BS9860	1.00	$45,007.00
				$45,007.00
Schmidt, Kaitlin	Sr Administrative Support Specialist	BS9870	1.00	$34,612.68
				$34,612.68
Sharma, Sumit	Ast Professor	BF9537	1.00	$93,060.00
				$93,060.00
Sharry, Raedan	Post Doc Fellow	BF9640	1.00	$45,000.00
				$45,000.00
Stepp, Nathan	Sr Agriculturalist	BS9854	1.00	$47,894.00
				$47,894.00
Tadege, Million	Professor	BF9486	1.00	$118,860.00
	Jones Professorship Agronomic Science	BF9486	0.00	$7,502.00
				$126,362.00
Thomas, Matthew	Sr Agriculturalist	BS9858	1.00	$51,568.00
				$51,568.00
Thomason, Wade	Dept Head/Professor	112145	1.00	$208,200.00
				$208,200.00

Employee Name	Title	Position	FTE	Commitment
Wang, Yan	Sr Specialist, Research	BS9852	1.00	$45,000.00
				$45,000.00
Watira, Tezera	Post Doc Fellow	BF9547	1.00	$66,000.00
				$66,000.00
Wen, Jiangqi	Research Professor	BF9485	1.00	$84,592.20
				$84,592.20
Williams, Sharon	Sr Administrative Support Specialist	BS9604	1.00	$33,207.20
				$33,207.20
Wright, Jeffrey	Coordinator, Production Operations OFSS	530411	1.00	$71,820.00
				$71,820.00
Wu, Yanqi	Regents Professor	212163	1.00	$120,533.00
	Meibergen Endowed Professorship	212163	0.00	$7,502.00
				$128,035.00
Wylie, Allan	Lab Coordinator	BS9605	1.00	$47,500.00
				$47,500.00
Yan, Liuling	Regents Professor/Endowed Professorship	212160	1.00	$153,264.00
	Hodges Endowed Professorship	212160	0.00	$7,502.00
				$160,766.00
Zhang, Shulan	Sr Lab Technician	BS9536	1.00	$48,048.00
				$48,048.00
Zhuo, Chunliu	Research Associate	BF9535	1.00	$60,000.00
				$60,000.00
100160 - Entomology & Plant Pathology				
Anderson, Mikaela	Specialist II, Research	BS9574	1.00	$47,840.00
				$47,840.00
Aoun, Meriem	Ast Professor	BF9652	1.00	$92,966.00
				$92,966.00
Barrera Medina, LaFonda	Administrative Associate	BS9727	1.00	$55,003.00
				$55,003.00
Black, Kelli	Specialist, Research	530155	1.00	$38,493.00
				$38,493.00
Cammack, Jonathan	Ast Professor	BF9532	1.00	$95,000.00
				$95,000.00
Coburn, Lisa	Manager, Tick Rearing Facility	531316	1.00	$67,071.00
				$67,071.00
Espindola Camacho, Andres	Ast Professor	BF9610	1.00	$92,700.00
				$92,700.00
Faris, Ashleigh	Ast Professor	BF9541	1.00	$95,000.00

Employee Name	Title	Position	FTE	Commitment
				$95,000.00
Fleury, Alicia	Specialist, Arthropod Rearing	BS9634	0.75	$34,320.00
				$34,320.00
Giles, Kristopher	Regents Professor	210145	1.00	$146,163.00
				$146,163.00
Hayashida, Rafael	Post Doc Fellow	BF9607	1.00	$62,000.00
				$62,000.00
Hillock, Sharon	Sr Administrative Support Specialist	BS9920	1.00	$39,104.00
				$39,104.00
Hoback, William	Professor	210663	1.00	$120,851.00
	Neustadt-Sarkeys Professorship	210663	0.00	$7,502.00
				$128,353.00
Jiang, Haobo	Regents Professor	210228	1.00	$125,943.00
	Stevens Chair in Agriculture Biotech II	210228	0.00	$10,010.00
				$135,953.00
Jibrin, Mustafa	Ast Professor	BF9598	1.00	$90,000.00
				$90,000.00
Kard, Bradford	Professor/Endowed Professorship	210138	1.00	$122,608.00
	S & H Pest Control Endowed Chair	210138	0.00	$10,010.00
				$132,618.00
Konemann, Charles	Lab Technician	632494	0.50	$18,720.00
				$18,720.00
Luper, Charles	Extension Associate	BS9817	1.00	$42,598.40
				$42,598.40
Ma, Li	Professor	210862	1.00	$103,024.00
				$103,024.00
Marek, Stephen	Aso Professor	210486	1.00	$84,601.00
				$84,601.00
Noble, Stephenie	Administrative Support Assistant I	BS9588	0.50	$14,560.00
				$14,560.00
Noden, Bruce	Professor	212181	1.00	$112,601.00
				$112,601.00
Ochoa Corona, Francisco	Professor	210819	1.00	$102,119.00
	Sarkeys Professorship III	210819	0.00	$7,502.00
				$109,621.00
Olson, Brian	Sr Agriculturalist	BS9812	1.00	$47,973.00
				$47,973.00
Olson, Jennifer	Aso Extension Specialist	221296	1.00	$66,043.00

Employee Name	Title	Position	FTE	Commitment
				$66,043.00
Opit, George	Professor	213180	1.00	$102,294.00
				$102,294.00
Reed, Melissa	Post Doc Fellow	BF9544	1.00	$55,000.00
				$55,000.00
Rodrigues Duffeck, Maira	Ast Professor	BF9521	1.00	$90,000.00
				$90,000.00
Royko, Zachary	Sr Agriculturalist	BS9652	1.00	$39,187.20
				$39,187.20
Seuhs, Steven	Aso Extension Specialist	BF9957	1.00	$60,259.00
				$60,259.00
Shelton, Kevin	Aso Extension Specialist	BF9942	1.00	$73,181.00
				$73,181.00
Shufran, Andrine	Aso Extension Specialist	221282	1.00	$64,730.00
				$64,730.00
Smith, Maxwell	Ast Extension Specialist	BF9616	1.00	$60,000.00
				$60,000.00
Talley, Justin	Dept Head/Professor	110179	1.00	$182,058.00
	Interim Director IBMF	110179	0.00	$9,000.00
				$191,058.00
Walker, Nathan	Professor	210161	1.00	$100,801.00
				$100,801.00
Wallace, Sara	Extension Assistant	BS9996	1.00	$51,844.00
				$51,844.00
Wang, Yang	Lab Manager	BS9570	1.00	$67,548.00
				$67,548.00
100162 - Residential Life Administration				
Artho, Mindy	System Administrator	AS6845	1.00	$76,000.00
				$76,000.00
Bandy, Connor	Administrative Support Specialist I	631197	1.00	$30,576.00
				$30,576.00
Batista Balderrama, Ana	Administrative Associate	AS8831	1.00	$47,359.59
				$47,359.59
Burns, Dalen	Administrative Support Specialist I	AS6993	1.00	$30,576.00
				$30,576.00
Cottongim, Charmaine	Sr Administrative Support Specialist	630810	1.00	$33,100.08
				$33,100.08
Daniels, Nicholas	Specialist, Technical Support	633644	1.00	$41,600.00

Employee Name	Title	Position	FTE	Commitment
				$41,600.00
Davis, Laura	Programming Analyst	534207	1.00	$60,789.27
				$60,789.27
Ellis, Emma	Administrative Support Assistant II	632955	1.00	$29,735.99
				$29,735.99
Hamilton, Ryan	Residential Community Educator	AS8580	1.00	$52,767.00
				$52,767.00
Hunsucker, Michael	Interim Director University Housing	120015	1.00	$95,067.00
				$95,067.00
Johns, Abigail	Administrative Support Specialist I	AS6992	1.00	$30,576.00
				$30,576.00
Knott, Sally	Aso Director, Residental Life	330066	1.00	$95,026.56
				$95,026.56
Lee, Jordan	Residential Community Educator	AS8579	1.00	$52,767.00
				$52,767.00
MacCollister, Cole	Residential Community Educator	AS8581	1.00	$52,767.00
				$52,767.00
McClure, Ross	Aso Director, Residental Life	AS6813	1.00	$85,000.00
				$85,000.00
Nava Valerio, Manelic	Residential Community Educator	AS8569	1.00	$45,884.00
				$45,884.00
Sanchez Kong, Enrique	Ast Director, Residential Life	AS7453	1.00	$66,289.00
				$66,289.00
Short, Andrea	Coordinator, Student Engagement	AS7368	1.00	$61,583.00
				$61,583.00
Smith, Amanda	Manager, Residential Life	AS6758	1.00	$58,000.00
				$58,000.00
Vaverka, Joseph	Residential Community Educator	AS8578	1.00	$52,876.00
				$52,876.00
Winters, Bailey	Residential Community Educator	AS7715	1.00	$46,902.08
				$46,902.08
100163 - RL Marketing & Conference Services				
Baughman, Shannon	Aso Director, Residental Life	331804	1.00	$102,575.08
				$102,575.08
Campbell, Cori	Graphic Designer I	AS9288	1.00	$52,416.00
				$52,416.00
Fletcher, Sherry	Coordinator, Communications	AS7096	1.00	$54,182.88
				$54,182.88

Employee Name	Title	Position	FTE	Commitment
Wichman, Kyle	Manager, Meeting & Conference Services	534727	1.00	$55,000.00
				$55,000.00
100166 - CEAT Student Services				
Ayres, Sarah	Ast Director, Student & Academic Services	331920	1.00	$65,040.00
				$65,040.00
Bale, Angela	Academic Advisor I	AS9429	1.00	$49,008.00
				$49,008.00
Carroll, Lori	Sr Academic Advisor I	AS9370	1.00	$54,900.00
				$54,900.00
Carter, Julie	Academic Advisor II	534750	1.00	$49,008.00
				$49,008.00
Jeane, Anndrea	Academic Advisor II	534994	1.00	$49,008.00
				$49,008.00
Malec, Susan	Sr Academic Advisor I	534098	1.00	$54,900.00
				$54,900.00
Millis, Lance	Director, Student Academic Services	331266	1.00	$80,544.00
				$80,544.00
Muth, Mary	Academic Advisor II	AS7860	1.00	$52,800.00
				$52,800.00
Queen, Kristen	Sr Academic Advisor II	AS9149	1.00	$54,900.00
				$54,900.00
Shockley, Matthew	Academic Advisor II	AS7460	1.00	$49,008.00
				$49,008.00
Soderstrom Junkens, Kristal	Sr Academic Advisor II	AS9161	1.00	$54,900.00
				$54,900.00
Suazo, Jessy	Administrative Assistant	AS8791	1.00	$39,520.00
				$39,520.00
Taylor, Matthew	Sr Academic Advisor I	AS9169	1.00	$54,900.00
				$54,900.00
Todhunter, Rachel	Sr Academic Advisor II	AS7107	1.00	$54,900.00
				$54,900.00
100167 - Business & Hospitality Services				
Barnard, Joshua	Director, Hospitality Services	534382	1.00	$130,000.00
				$130,000.00
Battles, Sheridan	Food Custodial Worker	AS9322	1.00	$27,040.00
				$27,040.00
Burroughs, Natalie	Cook	AS9282	1.00	$32,240.00
				$32,240.00

Employee Name	Title	Position	FTE	Commitment
Carter, James	Exec Chef	AS8250	1.00	$103,740.00
				$103,740.00
Choate, Lizbeth	Cook	633284	1.00	$28,080.00
				$28,080.00
Clark, Carrie	Supervisor, Food Services	632429	1.00	$34,132.80
				$34,132.80
Clevenger, Morgan	Housekeeping Supervisor	AS9797	1.00	$32,760.00
				$32,760.00
Coker, Brance	Ast Manager, Food & Beverage Services	534516	1.00	$95,524.00
				$95,524.00
Crout, Logan Robert	Cook	AS9283	1.00	$32,760.00
				$32,760.00
Daffern, Melanie	Housekeeping Supervisor	639133	1.00	$33,280.00
				$33,280.00
Duke, Grace	Cook	AS9286	1.00	$28,080.00
				$28,080.00
Erickson, Melanie	Supervisor, Food Services	AS7777	1.00	$40,560.00
				$40,560.00
Ferrarone, Alyssa	Coordinator, Guest Services	AS7526	1.00	$59,409.60
				$59,409.60
Gazin, John	Catering Manager	AS8560	1.00	$54,167.00
				$54,167.00
Gonzales, Jonathan	Housekeeper I	AS9362	0.75	$21,840.00
				$21,840.00
Gordon, Clayton	Specialist, Grill Cook	633711	1.00	$36,608.00
				$36,608.00
Gough, Rebecca	Housekeeper I	632448	0.75	$21,060.00
				$21,060.00
Gribben, RaShawn	Food Service Supervisor	632281	1.00	$31,200.00
				$31,200.00
Harris, Cord	Supervisor, Maintenance Services	AS8869	1.00	$56,680.00
				$56,680.00
Harris, Heath	Building Maintenance Mechanic II	631850	1.00	$36,920.00
				$36,920.00
Jones, Christopher	Food Custodial Worker	AS9318	1.00	$28,080.00
				$28,080.00
Jones, Davonte	Cook	AS9287	1.00	$30,160.00
				$30,160.00

Employee Name	Title	Position	FTE	Commitment
Koons, Jacelyn	Catering Manager	AS7443	1.00	$55,895.00
				$55,895.00
Laboy Ortiz, Dalymar	Exec Housekeeper	630652	1.00	$41,516.80
				$41,516.80
Laboy Ortiz, Janelys	Housekeeper I	632449	0.75	$20,514.00
				$20,514.00
Laboy Ortiz, Jose	Hotel House Steward	AS9315	1.00	$33,300.80
				$33,300.80
McVey, Kyle	Sous Chef	AS8139	1.00	$43,680.00
				$43,680.00
Mohiuddin, Shawna	Bakery Pastry Chef	AS9932	1.00	$34,403.20
				$34,403.20
Morales, Tobias	Housekeeper I	632445	0.75	$21,840.00
				$21,840.00
Murray, Irene	Guest Services Attendant	633386	0.74	$20,040.38
				$20,040.38
Prickett, Ansley	Coordinator, Guest Services	AS8602	1.00	$51,800.00
				$51,800.00
Ritz, Trena	Hotel Night Clerk	639129	1.00	$35,838.40
				$35,838.40
Rodriguez, Catalina	Cook	AS9285	1.00	$28,475.20
				$28,475.20
Smith, Corbin	Sous Chef	AS9365	1.00	$40,560.00
				$40,560.00
Taylor, Evan	Cook	633385	1.00	$29,120.00
				$29,120.00
Williams, Gracie	Cook	AS9283	1.00	$28,600.00
				$28,600.00
Willis, Kamari	Supervisor, Food Services	633851	1.00	$40,560.00
				$40,560.00
Wilson, Vangeline	Housekeeper I	632450	0.75	$21,060.00
				$21,060.00
100168 - International Students & Scholars				
Garling Prud'homme, Joy	Ast Director, International Students & Scholars	AS7847	1.00	$68,250.00
				$68,250.00
Huang, Dongmei	Specialist, Accounting	633387	1.00	$39,000.00
				$39,000.00
Kim, Soojeong	Coordinator, International Programs	AS7870	1.00	$49,440.00

Employee Name	Title	Position	FTE	Commitment
				$49,440.00
Kim, Surl Hee	Specialist, International Program	633864	1.00	$39,520.00
				$39,520.00
Lanier, Stephen	Coordinator, International Programs	AS8216	1.00	$50,200.00
				$50,200.00
Luck, Kee	Coordinator, International Programs	AS7869	1.00	$49,550.00
				$49,550.00
Nessel, Alisa	Administrative Assistant	632563	1.00	$32,240.00
				$32,240.00
Rollins, Hang	Coordinator, International Programs	531422	1.00	$49,440.00
				$49,440.00
Walker, Elisabeth	Director, International Students & Scholars	331099	1.00	$81,900.00
				$81,900.00
Williams, Tayler	Specialist, International Program	AS7099	1.00	$39,520.00
				$39,520.00
Xie, Sisi	Specialist, International Program	AS9709	1.00	$39,520.00
				$39,520.00
	100169 - Long Range Facilities Planning			
Armijo, Gary	Construction Inspector II	632397	1.00	$50,718.15
				$50,718.15
Barnard, Karen	Administrative Support Specialist I	631791	1.00	$42,411.20
				$42,411.20
Brooks, Denise	Sr Specialist, Accounting	633660	1.00	$63,537.64
				$63,537.64
Crain, Kirby	Project Manager, Construction	534007	1.00	$86,170.43
				$86,170.43
Criswell, Jacqueline	Administrative Assistant	AS8150	1.00	$56,989.92
				$56,989.92
Daniel, Cherdena	Sr Interior Designer	531628	1.00	$80,000.00
				$80,000.00
Ebey, April	Ast Director, Construction Services	331842	1.00	$108,614.60
				$108,614.60
Enmeier, Brett	Project Manager, Construction	534234	1.00	$87,212.04
				$87,212.04
Maker, Madeline	Project Manager, Construction	533924	1.00	$86,520.00
				$86,520.00
Mullon, Atticus	Project Manager, Construction	531341	1.00	$91,927.50
				$91,927.50

Employee Name	Title	Position	FTE	Commitment
Pearson, Cade	Ast Director, Construction Services	AS7507	1.00	$113,300.00
				$113,300.00
Phillips, Jana	University Architect	533995	1.00	$110,062.17
				$110,062.17
Thomas, Philip	Director, Long Range Facilities Planning	AS8173	1.00	$187,000.00
				$187,000.00
Tipling, Hope	Commissioning Engineer	534273	1.00	$85,463.31
				$85,463.31
100170 - Res Life-W/W/B/P/PJ Administration				
Barrera-Taylor, Angelia	Ast Director, Residential Life	331978	1.00	$66,000.00
				$66,000.00
Ouattara, Andrea	Ast Director, Residential Life	332013	1.00	$66,000.00
				$66,000.00
100171 - Career Services				
Anderson, Hannah	Coordinator, Career Services	AS6871	1.00	$44,720.00
				$44,720.00
Bennett, Avery	Coordinator, Events	AS6810	1.00	$43,992.00
				$43,992.00
Blankenship, Julie	Coordinator, Career Services	AS6871	1.00	$43,056.00
				$43,056.00
Budnik, Brendan	Coordinator, Career Services	AS6892	1.00	$41,995.20
				$41,995.20
Chandra Hiri, Durga Mohith	System Administrator	AS8911	1.00	$56,500.00
				$56,500.00
Cook, Madison	Coordinator, Career Services	AS7556	1.00	$47,008.00
				$47,008.00
Ebert, Kellie	Director, Career Services	331127	1.00	$105,987.00
				$105,987.00
Gallagher, Breanna	Manager, Career Services	AS8575	1.00	$58,611.05
				$58,611.05
Harbuck, Taylor	Ast Director, Career Services	AS7213	1.00	$73,000.00
				$73,000.00
Hartline, Sara	Coordinator, Employer Development	AS8746	1.00	$45,827.99
				$45,827.99
Jones, Colton	Manager, Business Operations	AS7357	1.00	$56,700.00
				$56,700.00
Means, Keli	Coordinator, Career Services	AS8607	1.00	$53,000.00
				$53,000.00

Employee Name	Title	Position	FTE	Commitment
Moss, Ashley	Coordinator, Career Services	AS7162	1.00	$45,510.40
				$45,510.40
Stacy, Bailey	Coordinator, Communications	AS8594	1.00	$59,325.00
				$59,325.00
Vallaster, Laura	Ast Director, Career Services	331273	1.00	$77,447.85
				$77,447.85
Van Pelt, London	Coordinator, Career Services	AS6889	1.00	$44,096.00
				$44,096.00
Wampler, Amy	Coordinator, Career Services	AS8608	1.00	$46,009.60
				$46,009.60
Zacher, Corian	Coordinator, Career Services	AS6803	1.00	$47,000.00
				$47,000.00
100172 - Intl Fire Service Acred Congress				
Howes, Lori	Coordinator, Outreach Education	AS8535	1.00	$50,004.00
				$50,004.00
Mars, Callie	Coordinator, Outreach Education	AS7983	1.00	$39,832.00
				$39,832.00
Sadler, Eldonna	Manager, IFSAC	AS9431	1.00	$61,476.00
				$61,476.00
100173 - Library				
Albert, Abigail	Library Coordinator	AS8600	1.00	$46,200.00
				$46,200.00
Alvarado Albertorio, Frances	Ast Professor	210654	1.00	$74,000.00
				$74,000.00
Austin, Charles	Library Lead	AS7328	1.00	$63,000.00
				$63,000.00
Austin, Shannon	Sr Specialist I, Computer	AS8576	1.00	$51,624.56
				$51,624.56
Autry, Jamie	Coordinator, Administrative Operations	633823	1.00	$60,569.60
				$60,569.60
Baigude, Nabuqi	Library Technician II	AS7966	1.00	$39,312.00
				$39,312.00
Ball, Barry	Specialist III, Computer	AS8896	1.00	$56,437.68
				$56,437.68
Bennett, Cynthia	Library Manager	AS9831	1.00	$57,141.76
				$57,141.76
Bieri, Joshua	Accountant II	AS7285	1.00	$46,200.00
				$46,200.00

Employee Name	Title	Position	FTE	Commitment
Bodenhamer, Jenny	Ast Professor	AF9561	1.00	$65,920.00
				$65,920.00
Brown, Autumn	Ast Professor	AF8034	1.00	$66,560.00
				$66,560.00
Bryson, Eric	Specialist, Technical Support	AS7371	0.75	$34,398.00
				$34,398.00
Byrd, Liam	Library Technician I	639321	1.00	$33,745.92
				$33,745.92
Cain-Wood, Bonnie	Manager, Communications Services	535154	1.00	$82,677.92
				$82,677.92
Caine III, Homer	Program Coordinator	AS7587	0.50	$30,284.80
				$30,284.80
Caldwell, Hazel	Exec Administrative Assistant	630143	1.00	$57,532.80
				$57,532.80
Chang, Huifen	Professor	210658	1.00	$88,389.45
				$88,389.45
Clifton, Ainsley	Specialist, Archivist	AS6815	1.00	$44,990.40
				$44,990.40
Colquhoun, Cristina	Ast Professor Professional Practice	AF9261	1.00	$64,342.72
				$64,342.72
Compton, Jennifer	Aso Professor	AF7950	1.00	$75,000.00
				$75,000.00
Cottom, Jessica	Ast Director, Business Operations	AS9079	1.00	$87,547.44
				$87,547.44
Cunningham, Lowell	Specialist, Facility Operations	633795	1.00	$49,254.40
				$49,254.40
Daglaris, Patrick	Aso Professor	210903	1.00	$83,054.00
				$83,054.00
Dearing, Zachary	Specialist I, Computer	AS7540	1.00	$44,096.00
				$44,096.00
Degeorge, John	Manager, Facility Services	331977	1.00	$79,654.64
				$79,654.64
Drees, Kevin	Aso Professor	212015	1.00	$65,671.77
				$65,671.77
Dyke, Kevin	Aso Professor	AF9836	1.00	$76,628.51
				$76,628.51
Essmiller, Kathleen	Aso Professor	AF9406	1.00	$76,133.00
				$76,133.00

Employee Name	Title	Position	FTE	Commitment
Finchum, Tanya	Professor	212014	1.00	$87,736.48
				$87,736.48
Foister, Karolana	Library Coordinator	AS8210	1.00	$42,785.60
				$42,785.60
Fortenberry, Amanda	Manager, Library Auxiliary Building	534998	1.00	$55,000.00
				$55,000.00
Fortney, Hannah	Library Coordinator	AS8211	1.00	$42,785.60
				$42,785.60
Fortney, Kyle	Specialist III, Computer	531630	1.00	$56,780.88
				$56,780.88
Hall, Brenda	Sr Administrative Support Specialist	630172	1.00	$39,865.28
				$39,865.28
Hedges, Benjamin	Ast Professor	AF8146	1.00	$61,867.52
				$61,867.52
Hilley, Whitney	Aso Professor	212021	1.00	$96,631.51
				$96,631.51
Hoffner, Bailey	Ast Professor Professional Practice	AF8040	1.00	$64,890.00
				$64,890.00
Hull, Deborah	Ast Professor Professional Practice	AF8103	1.00	$83,715.84
				$83,715.84
Hunt, Amy	Library Coordinator	AS8209	1.00	$40,747.20
				$40,747.20
Iakovakis, Clarke	Aso Professor	AF9746	1.00	$90,781.00
				$90,781.00
Johnson, Sheila	Dean/Professor/Clerico Professorship	112000	1.00	$218,640.00
				$218,640.00
Jones, Paige	Sr Manager, Fiscal Operations	AS7081	1.00	$68,250.00
				$68,250.00
Kirsch, Danielle	Ast Professor	AF7946	1.00	$66,000.00
				$66,000.00
Lackey, Galadriel	Sr Library Technician II	634831	1.00	$48,196.72
				$48,196.72
Larson, Mary	Aso Dean/Kniff Professorship	120157	1.00	$151,794.19
				$151,794.19
Latour, Suzanne	Professor	212031	1.00	$103,399.64
				$103,399.64
Macken, Megan	Dept Head/Aso Professor	211148	1.00	$120,000.00
				$120,000.00

Employee Name	Title	Position	FTE	Commitment
Mahapatabendige, Charmal	Research Professional	AF9758	1.00	$75,712.00
				$75,712.00
Maloney, Cheryl	Specialist, Archivist	AS6816	1.00	$44,990.40
				$44,990.40
Mautino, Sara	Ast Professor	AF8061	1.00	$62,400.00
				$62,400.00
Milligan, Sarah	Head/Professor	210832	1.00	$109,313.90
				$109,313.90
Monroe, Brogan	Specialist, Facility Operations	633840	1.00	$42,183.86
				$42,183.86
Motwani, Nikhil	Research Professional	AF8157	1.00	$75,712.00
				$75,712.00
Nabicht, Jennifer	Library Technician I	633460	1.00	$34,944.00
				$34,944.00
Negelein, Robert	Specialist, Library	532000	1.00	$45,029.92
				$45,029.92
Neurohr, Karen	Professor	210553	1.00	$92,026.38
				$92,026.38
Nykolaiszyn, Juliana	Aso Dean/Professor/Puter Professorship	110004	1.00	$145,000.00
				$145,000.00
Ochoa Morales, Daniel	Library Coordinator	AS8597	1.00	$43,721.60
				$43,721.60
Perry, Rebecca	Library Technician I	634691	1.00	$33,743.84
				$33,743.84
Price, Susan	Library Technician III	AS9898	0.50	$16,872.96
				$16,872.96
Prud'homme, Patrice-Andre	Director, Digital Curation/Aso Professor	211153	1.00	$88,054.70
				$88,054.70
Ramos, Lailah	Library Coordinator	AS8599	1.00	$48,672.00
				$48,672.00
Reiter, Holly	Aso Professor	211193	1.00	$89,647.08
				$89,647.08
Rickner, Nathan	Specialist II, Computer	533169	1.00	$47,884.72
				$47,884.72
Ringsmuth, Simon	Ast Professor	AF8175	1.00	$72,380.00
				$72,380.00
Robinson, William	Sr Library Technician II	AS8196	1.00	$42,078.40
				$42,078.40

Employee Name	Title	Position	FTE	Commitment
Ross, Ellen	Manager, Library Cataloging	535228	1.00	$62,365.68
				$62,365.68
Rosser, Christopher	Ast Professor	AF9483	1.00	$65,000.00
				$65,000.00
Shuffield, Catherine	Manager, Sponsored Programs	AS7592	1.00	$74,630.40
				$74,630.40
Silverstein, Rebekah	Ast Professor	AF8011	1.00	$60,000.00
				$60,000.00
Strothmann, Amalia	Professor	AF9523	1.00	$100,000.00
				$100,000.00
Stroud, Wesley	Ast Professor	AF8070	1.00	$70,344.00
				$70,344.00
Thornton, Nina	Multimedia Producer	AS8583	1.00	$57,064.00
				$57,064.00
Upson, Matthew	Professor	AF7931	1.00	$117,000.00
				$117,000.00
Weber, Rebecca	Aso Professor	211188	1.00	$73,678.80
				$73,678.80
White, Karen	Sr Editor	AS7425	1.00	$58,084.00
				$58,084.00
Yoo, Kuang	Manager, IT	332128	1.00	$84,364.80
				$84,364.80
100174 - Biochemistry & Molecular Biology				
Aryal, Uma	Ast Professor	BF9499	1.00	$112,000.00
				$112,000.00
Asghar, Waleed	Post Doc Fellow	BF9605	1.00	$42,000.00
				$42,000.00
Banakar, Raviraj	Post Doc Fellow	BF9604	1.00	$48,000.00
				$48,000.00
Canaan, Patricia	Professor	211737	1.00	$105,850.00
				$105,850.00
Caselman, Shanelle	Administrative Support Specialist I	BS9629	1.00	$33,716.80
				$33,716.80
Chen, Charles	Aso Professor	211094	1.00	$130,000.00
				$130,000.00
Cheng, Yong	Ast Professor	BF9901	1.00	$89,800.00
	Sirny Professorship/Faculty Fellow	BF9901	0.00	$2,500.00
				$92,300.00

Employee Name	Title	Position	FTE	Commitment
Craven, Kelly	Ast Professor	BF9624	1.00	$77,250.00
				$77,250.00
Deng, Junpeng	Professor	210644	1.00	$128,774.00
	Sarkeys Professorship II	210644	0.00	$7,502.00
				$136,276.00
Feng, Feng	Ast Professor	BF9902	1.00	$89,653.00
				$89,653.00
Gosney, Catherine	Administrative Support Assistant I	BS9595	1.00	$30,742.40
				$30,742.40
Gustafson, John	Head/Professor	112104	1.00	$214,973.70
				$214,973.70
Hall, Judy	Instructor	212113	1.00	$55,156.00
				$55,156.00
Hartson, Steven	Technician	BV8965	0.50	$30,000.00
				$30,000.00
Lei, Xia	Ast Professor	BF9921	1.00	$84,898.00
				$84,898.00
Mahazu, Samiratu	Post Doc Fellow	BF9507	1.00	$45,500.00
				$45,500.00
Mahmood, Kashif	Research Ast Professor	BF9628	1.00	$49,441.05
				$49,441.05
Mattison, Ashley	Ast Professor	211177	1.00	$88,000.00
				$88,000.00
Matts, Robert	Regents Professor	213160	1.00	$140,104.00
				$140,104.00
Mysore, Kirankumar	Professor	BF9602	1.00	$149,682.75
				$149,682.75
Rogers, Janet	Manager, BMB CORE Facility	BS9802	1.00	$51,458.00
				$51,458.00
Ruhl, Donald	Aso Professor	210940	1.00	$88,341.00
				$88,341.00
Sunkar, Ramanjulu	Regents Professor	210643	1.00	$135,567.00
	Stevens Chair in Agriculture Biotech I	210643	0.00	$10,010.00
				$145,577.00
Tan, Xuejuan	Research Ast Professor	BF9531	1.00	$63,351.00
				$63,351.00
Vaughan, David	Administrative Support Specialist II	632048	1.00	$36,441.60
				$36,441.60

Employee Name	Title	Position	FTE	Commitment
Wilson, Kevin	Aso Professor	210760	1.00	$83,110.00
				$83,110.00
Zhang, Jingyi	Post Doc Fellow	BF9872	1.00	$48,500.00
				$48,500.00
100175 - English Language Institute				
Bee, Ophelia	Administrative Assistant	AS9075	1.00	$32,760.00
				$32,760.00
Boersma, Emily	Director, English Language Institute	319073	1.00	$80,483.00
				$80,483.00
100176 - Fire Service Training				
Adair, Vanessa	Specialist, Accounting	633380	1.00	$40,352.00
				$40,352.00
Bertels, Allison	Administrative Support Specialist I	AS6974	1.00	$37,440.00
				$37,440.00
Burdg, Zechariah	Mobile Support Technician	631756	1.00	$45,760.00
				$45,760.00
Caldwell, Dannie	Specialist, Fire Training	AS8299	1.00	$48,464.00
				$48,464.00
Carpenter, John	Ast Director, Fire Service Training	AS8731	1.00	$82,800.00
				$82,800.00
Howard, Jessica	Administrative Support Specialist I	AS8197	1.00	$37,440.00
				$37,440.00
Huff, Mark	Specialist, Fire Training	534029	1.00	$48,204.00
				$48,204.00
Kutz, Marcy	Program Specialist	AS7883	1.00	$44,096.00
				$44,096.00
Manley, Riki	Specialist, Business Operations	AS9254	1.00	$45,240.00
				$45,240.00
Metcalf, Paddy	Manager, Fire Service Training Programs	534272	1.00	$71,964.00
				$71,964.00
Reed, Caroline	Director, Fire Service Training	330329	1.00	$98,328.00
				$98,328.00
Rice, Cynthia	Coordinator, Events	AS7619	1.00	$50,088.00
				$50,088.00
Snell, Jeremiah	Manager, Fire Service Training Programs	AS8181	1.00	$71,964.00
				$71,964.00
Thorpe, Donald	Specialist, Fire Training	AS7972	1.00	$47,424.00
				$47,424.00

Employee Name	Title	Position	FTE	Commitment
Vietta, John	Manager, Fire Service Training Programs	AS7636	1.00	$71,040.00
				$71,040.00
Weinkauf, Michael	Mobile Support Technician	AS8182	1.00	$52,000.00
				$52,000.00
West, Bryan	Manager, Fire Service Training Programs	AS7378	1.00	$71,964.00
				$71,964.00
Whitten, James	Mobile Support Technician	639373	1.00	$46,800.00
				$46,800.00
Youngblood, Tara	Ast Director, Fire Service Training	AS8267	1.00	$82,800.00
				$82,800.00
100177 - Hospitality & Tourism Management				
Anderson, Susan	Manager, Events & Outreach	AS8790	1.00	$77,556.00
				$77,556.00
Ceschini, Silvio	Instructor Professional Practice	AF8229	1.00	$86,292.00
				$86,292.00
Chung, Yea	Aso Professor	210077	1.00	$104,346.00
	PHD Coordinator	210077	0.00	$4,500.00
	PHD Coordinator	210077	0.00	$500.00
				$109,346.00
Cochran, Mark	Ast Professor Professional Practice	221810	1.00	$90,873.00
				$90,873.00
Collins, Anthony	Lecturer	AF9226	1.00	$84,627.00
				$84,627.00
Im, Jinyoung	Professor	210349	1.00	$106,488.00
	William S Spears Fellowship	210349	0.00	$3,600.00
	Spears Fellowship	210349	0.00	$400.00
				$110,488.00
Peterson, Ashley	Instructor Professional Practice	AF9460	1.00	$75,375.00
				$75,375.00
Potts, Erin	Sr Administrative Support Specialist	AS7183	1.00	$39,520.00
				$39,520.00
Ruby, Steven	Aso Professor Professional Practice	221174	1.00	$96,948.00
				$96,948.00
Slevitch, Elisaveta	Aso Professor	210676	1.00	$110,268.00
	Aso Professor	210676	0.00	$13,052.00
	Lanphere Professorship	210676	0.00	$7,200.00
				$130,520.00
Suess, Cortney	Aso Professor	210016	1.00	$146,997.00

Employee Name	Title	Position	FTE	Commitment
	Spears Professor	210016	0.00	$7,200.00
				$154,197.00
Tao, Chen-Wei	Professor	AF9945	1.00	$103,491.00
	Coordinator, MS	AF9945	0.00	$4,500.00
	Spears Fellowship	AF9945	0.00	$3,600.00
	Spears Fellowship	AF9945	0.00	$900.00
				$112,491.00
Thapa, Brijesh	Head/Professor	AF9376	1.00	$187,596.00
	Head/Professor	AF9376	0.00	$45,888.00
	Davis Chair	AF9376	0.00	$10,800.00
	Dept Head	AF9376	0.00	$8,100.00
				$252,384.00
Thiery, Donald	Chef & Coordinator Culinary Experierntial Learning	535185	1.00	$61,770.00
				$61,770.00
Tomas, Stacy	Aso Professor Professional Practice	AF8163	1.00	$94,923.00
				$94,923.00
West, Steven	Aso Professor Professional Practice	AF9374	1.00	$89,478.00
				$89,478.00
100178 - Energy Services Administration				
Burgess, Jennifer	Administrative Assistant	AS8891	1.00	$42,723.20
				$42,723.20
Ladd, Ruby	Administrative Program Manager	AS8445	1.00	$59,077.09
				$59,077.09
Neal, Brandon	Director, Energy Services	AS7315	1.00	$140,842.00
				$140,842.00
Sparks, Joni	Administrative Support Specialist II	632859	1.00	$33,300.80
				$33,300.80
100180 - FSS-Moves/Special Events				
Carrier, Ryan	Material Mover I	AS9010	1.00	$29,931.20
				$29,931.20
Cox, Landon	Material Mover I	637388	1.00	$29,120.00
				$29,120.00
Dockray, Aaron	Lead Material Mover	632649	1.00	$34,320.00
				$34,320.00
Henry, Robert	Ast Supervisor, FSS	632653	1.00	$44,561.92
				$44,561.92
Moody, James	Material Mover II	633279	1.00	$34,091.20

Employee Name	Title	Position	FTE	Commitment
				$34,091.20
Nelson, Tariq	Material Mover I	AS9012	1.00	$29,120.00
				$29,120.00
Pittser, Samuel	Material Mover I	636385	1.00	$29,120.00
				$29,120.00
Seals, David	Material Mover II	636110	1.00	$34,091.20
				$34,091.20
Tucker, Kobe	Material Mover I	AS9011	1.00	$31,200.00
				$31,200.00
100181 - SU Administrative Services				
Baldwin, Lisa	Coordinator, Financial	533262	1.00	$51,579.26
				$51,579.26
Bigge, Heather	Specialist, Business Operations	AS7445	1.00	$35,361.60
				$35,361.60
Bookout, Kailey	Manager, Communication Services	AS7756	1.00	$61,648.30
				$61,648.30
Braver, Elias	Multimedia Producer	AS8584	1.00	$45,000.00
				$45,000.00
Conway, Christopher	Sr System Administrator	533212	1.00	$70,534.40
				$70,534.40
Germundson, Megan	Coordinator, Marketing	AS8595	1.00	$46,224.00
				$46,224.00
Hamlett, Amanda	Coordinator, Marketing	AS8593	1.00	$48,552.00
				$48,552.00
Johnson, Brandie	Sr Specialist, Accounting	AS7786	1.00	$41,266.37
				$41,266.37
Masters, Amanda	Accountant II	AS7387	1.00	$57,000.00
				$57,000.00
McKinney, Rachel	Sr Financial Assistant	AS6812	1.00	$31,200.00
				$31,200.00
McWilliams, Alyssa	Specialist, Accounting	632430	1.00	$33,280.00
				$33,280.00
Murray, Jenna	Coordinator, Communications	AS8740	1.00	$46,224.00
				$46,224.00
Peaster, Michael	Ast Director, Student Union IT	AS9265	1.00	$94,019.88
				$94,019.88
Queen, Steven	Specialist I, Computer	AS7912	1.00	$38,028.43
				$38,028.43

Employee Name	Title	Position	FTE	Commitment
Schreiber, Chad	System Administrator	534128	1.00	$64,856.46
				$64,856.46
Shotwell, Deborah	Ast Director, Marketing	AS9264	1.00	$80,910.02
				$80,910.02
Tornakian, Christapor	Sr Financial Assistant	631870	1.00	$32,136.00
				$32,136.00
Van Pelt, Tonishia	Manager, Administrative Operations	534695	1.00	$74,961.81
				$74,961.81
Washington, Baylee	Specialist, Business Operations	AS7466	1.00	$39,769.60
				$39,769.60
Willingham, Candace	Specialist, Business Operations	AS9929	1.00	$56,165.14
				$56,165.14
Zhang, Yijing	Computer Program Analyst	533363	1.00	$59,073.95
				$59,073.95
	100182 - FSS-Signs			
Chambers, Jacob	Supervisor	AS9356	1.00	$53,414.40
				$53,414.40
Crawford, Ricky	Ast Supervisor, FSS	637569	1.00	$44,137.60
				$44,137.60
Friese, Micah	Signmaker I	637640	1.00	$30,368.52
				$30,368.52
Hardin, Timothy	Signmaker II	AS7793	1.00	$32,618.04
				$32,618.04
Saunders, Davis	Signmaker III	630156	1.00	$39,366.60
				$39,366.60
Wheeler, Patrick	Signmaker I	637639	1.00	$30,160.00
				$30,160.00
	100183 - Credit Outreach			
Good, Shona	Director, Online Learning	331913	1.00	$99,924.00
				$99,924.00
He, Long	Instructional Design Developer	AS9027	1.00	$66,960.00
				$66,960.00
Jackson, Brandon	Multimedia Producer	AS9762	1.00	$45,988.80
				$45,988.80
Mills, Amanda	Manager, Outreach Education	AS8681	1.00	$58,656.00
				$58,656.00
Oakes, Randa	Sr Administrative Support Specialist	633342	1.00	$38,667.20
				$38,667.20

Employee Name	Title	Position	FTE	Commitment
Sherin, Jerimy	Manager, Digital Project	AS9624	1.00	$62,220.00
				$62,220.00
100184 - Aso Vice President for Finance				
Eck, Tamera	Aso Vice President, Administration & Finance	331120	1.00	$220,000.00
				$220,000.00
Friesen, Casey	Accountant III	AS8186	1.00	$65,000.00
				$65,000.00
Marvin, Lynette	Exec Administrative Associate	AS7327	1.00	$56,700.00
				$56,700.00
100186 - CT-Asbestos				
Hartsfield, John	Lab Technician	635175	1.00	$52,920.41
				$52,920.41
Johnson, Gregg	Ast Supervisor, Asbestos	634681	1.00	$52,953.51
				$52,953.51
100187 - FSS-Pest Control				
Jardot, Tyler	Exterminator I	632688	1.00	$36,192.00
				$36,192.00
Kinzie, Charles	Exterminator II	630814	1.00	$37,648.00
				$37,648.00
100189 - Athletics				
Abbott, Blake	Coordinator, Athletic Strength & Conditioning	331584	1.00	$75,000.00
				$75,000.00
Allen, Nick	BMM II	AS6789	1.00	$45,240.00
				$45,240.00
Allen, Zachary	Prospect Analyst	AS8636	1.00	$70,000.00
				$70,000.00
Anderson, Kathryn	Ast Coach, Equestrian	534781	1.00	$51,500.00
				$51,500.00
Apodaca, Daniel	Ast Coach Strength	331624	1.00	$80,000.00
				$80,000.00
Aubrey, Chris	Night Custodian	AS7567	1.00	$27,040.00
				$27,040.00
Aubrey, David	Custodian I	634232	1.00	$28,392.00
				$28,392.00
Avdeyev, Sergey	Ast Coach, Men's Tennis	330984	1.00	$90,000.00
				$90,000.00
Aych, Theron	Ast Coach, Football	AS6791	1.00	$100,000.00
				$100,000.00

Employee Name	Title	Position	FTE	Commitment
Ayres, Ellen	Aso Athletic Director, POSSE	534336	1.00	$114,736.34
				$114,736.34
Baisden, Dylan	Manager, Football Creative Services	AS9784	1.00	$65,000.00
				$65,000.00
Ballero, Kayla	Graphic Designer II	AS7829	1.00	$47,893.46
				$47,893.46
Barraza, Alanna	Coordinator, Marketing	AS7978	1.00	$45,000.00
				$45,000.00
Bassett, John	Ast Coach	AS6797	1.00	$100,000.00
				$100,000.00
Bayliff, Garrett	Ast Coach, Strength	AS9764	1.00	$77,250.00
				$77,250.00
Beach, Douglas	Director, Facilities	534788	1.00	$73,158.12
				$73,158.12
Bell, Aaron	HVAC Refrigeration Mechanic II	AS9443	1.00	$63,668.80
				$63,668.80
Bergeron, Gregory	Ast Coach, Women's Softball	330980	1.00	$100,000.00
				$100,000.00
Billman, Clay	Athletic Coordinator	531889	1.00	$65,000.54
				$65,000.54
Blackburn, Tyler	Multimedia Producer	AS9391	1.00	$45,320.00
				$45,320.00
Blackshire, Pamela	Supervisor, Custodial	AS9258	1.00	$44,574.89
				$44,574.89
Bockness, Payton	Specialist I, Computer	AS6914	1.00	$40,955.20
				$40,955.20
Bolding, Austin	Ast Athletic Field Superintendent	632929	1.00	$45,531.20
				$45,531.20
Bombarger, Detrick	Aso Director, Fan Engagement & Marketing	AS7603	1.00	$53,000.00
				$53,000.00
Bostick, Robyne	Coordinator, Player Development	532701	1.00	$100,000.00
				$100,000.00
Bowen, Clint	Video Analyst, Football	AS7841	1.00	$80,000.00
				$80,000.00
Bracken, Lindsay	Head Coach, Cheer	534601	1.00	$39,831.61
				$39,831.61
Bradford, Richard	Director, Football Recruitment	AS8086	1.00	$400,000.00
				$400,000.00

Employee Name	Title	Position	FTE	Commitment
Brainard, Jody	Ast Coach, Equestrian	AS6766	1.00	$65,000.00
				$65,000.00
Brainard, Laura	Ast Coach, Equestrian	AS8983	1.00	$74,578.66
				$74,578.66
Bratton, Alan	Head Coach, Men's Golf	330147	1.00	$100,000.08
				$100,000.08
Brock, Andrew	Custodian III	634007	1.00	$31,116.80
				$31,116.80
Brock, Brakston	Aso Athletic Director, Dev, Ops & Strategies	AS6929	1.00	$105,000.00
				$105,000.00
Brooks-Sena, Isaiah	Coordinator, Video	534172	1.00	$75,000.00
				$75,000.00
Brown, Andrea	Coordinator, Administrative Operations	AS6920	1.00	$45,000.00
				$45,000.00
Brown, Gregory	Ast Coach, Football	330571	1.00	$100,000.00
				$100,000.00
Brown, Madison	Technical Director/Producer	AS8784	1.00	$61,000.00
				$61,000.00
Burke, Robert	Plumber II	AS9949	1.00	$48,048.00
				$48,048.00
Calcagno, Gary	Coach, Strength	330576	1.00	$138,000.00
				$138,000.00
Caldwell, Tyler	Ast Coach, Wrestling	AS7293	1.00	$92,000.00
				$92,000.00
Cameron, Michael	Athletic Coordinator	530069	1.00	$51,687.05
				$51,687.05
Carmichael, Colin	Head Coach, Soccer	331178	1.00	$99,999.96
				$99,999.96
Carver, Kelby	Ast Athletic Director, Events	AS6759	1.00	$72,000.00
				$72,000.00
Cobb, Lee	Coordinator, Player Development	AS8946	1.00	$60,000.00
				$60,000.00
Coombs, Nate	Ast Manager, Tickets	AS7853	1.00	$45,000.00
				$45,000.00
Cooper, Jeffrey	Technical Director/Producer	AS8783	1.00	$45,320.00
				$45,320.00
Cooper, Ryne	Custodian I	632472	1.00	$27,200.00
				$27,200.00

Employee Name	Title	Position	FTE	Commitment
Craft, Dennicia	Ast Director, Athletic Operations	533292	1.00	$79,783.06
				$79,783.06
Crosby, Casey	Ast Athletic Director, Business Operations	535149	1.00	$65,000.00
				$65,000.00
Cunningham, Andrew	Coordinator, Events	AS6735	1.00	$55,000.00
				$55,000.00
Davidson, Cordell	Building Maintenance Mechanic I	633281	1.00	$41,860.00
				$41,860.00
Davis, Ashley	Ast Coach, Basketball	331984	1.00	$125,000.00
				$125,000.00
Davis, Matthew	Director, Facilities	AS9853	1.00	$76,084.35
				$76,084.35
Deal, Christopher	Web Developer	534498	1.00	$90,000.00
				$90,000.00
Dede, Karibi	Ast Coach, Football	330393	1.00	$100,000.00
				$100,000.00
Diaz, Bethany	Ast Custodian Foreman	AS7922	1.00	$32,195.66
				$32,195.66
Durkin, Alexandra	Ast Coach, Equestrian	AS7001	1.00	$40,000.00
				$40,000.00
Eberle, Caroline	Ast Coach, Women's Softball	330906	1.00	$90,000.00
				$90,000.00
Edwards, Marcus	Ast Coach, Strength	331119	1.00	$169,000.00
				$169,000.00
Edwards, Wesley	Equipment Manager	530550	1.00	$98,000.00
				$98,000.00
Eggen, Stanley	Video Analyst, Football	AS7465	1.00	$80,000.00
				$80,000.00
Elkington, Justin	Ast Coach, Women's Soccer	331625	1.00	$61,707.45
				$61,707.45
Ellis, Colby	Analyst	AS8638	1.00	$60,000.00
				$60,000.00
Ernst, Derek	Ast Coach, Golf	331974	1.00	$100,000.00
				$100,000.00
Eulitt, Ty	Computer Technician	631209	1.00	$35,672.00
				$35,672.00
Factor, Chyenne	Coordinator, Player Development	AS7000	1.00	$48,000.00
				$48,000.00

Employee Name	Title	Position	FTE	Commitment
Focht, Christopher	Building Maintenance Mechanic II	AS9500	1.00	$40,213.96
				$40,213.96
Foteh, Joseph	Video Analyst, Football	AS9493	1.00	$80,000.00
				$80,000.00
Fowlkes, Mallory	Ast Coach, Strength	331872	1.00	$75,000.00
				$75,000.00
Fredrick, Abbie	Ast Coach, Track/Cross Country	AS6947	1.00	$50,000.00
				$50,000.00
Gajewski, Kenneth	Head Coach, Women's Softball	330563	1.00	$120,000.00
				$120,000.00
Garner, Grant	Graduate Student Coach	AS7307	1.00	$90,000.00
				$90,000.00
Gibbs, Gary	Video Analyst, Football	AS9494	1.00	$55,000.00
				$55,000.00
Gibson, Jacob	Ast Manager, Tickets	AS8633	1.00	$45,000.00
				$45,000.00
Ginther, Mark	Ast Coach, Baseball	330566	1.00	$100,000.00
				$100,000.00
Gish, Daniel	Director, Tickets	AS9292	1.00	$55,000.00
				$55,000.00
Glass, Robert	Ast Athletic Director, Strength	331663	1.00	$192,200.00
				$192,200.00
Glidden, David	Video Analyst, Football	AS7838	1.00	$75,000.00
				$75,000.00
Godfrey, Victor	Ast Coach, Track/Cross Country	331675	1.00	$75,000.00
				$75,000.00
Gonzales, Joshua	Prospect Analyst	AS8635	1.00	$80,000.00
				$80,000.00
Gordon, Justin	Prospect Analyst	AS8297	1.00	$70,000.00
				$70,000.00
Grantham, Jeffrey	Ast Coach/Defensive Coordinator	330574	1.00	$200,000.00
				$200,000.00
Gundy, Gunnar	Video Analyst, Football	AS6794	1.00	$60,000.00
				$60,000.00
Gundy, Kennedy	Video Analyst, Football	AS6801	1.00	$75,000.00
				$75,000.00
Gundy, Michael	Head Coach, Football	330164	1.00	$500,000.04
				$500,000.04

Employee Name	Title	Position	FTE	Commitment
Guster Jr, Robert	Ast Coach, Basketball	AS8953	1.00	$150,000.00
				$150,000.00
Hancock, Karen	Ast Coach, Women's Soccer	331159	1.00	$180,000.00
				$180,000.00
Harbour, Mason	Ast Coach, Track/Cross Country	AS7252	1.00	$50,000.00
				$50,000.00
Harding, Jawauna	Aso Athletic Director	AS7762	1.00	$95,056.64
				$95,056.64
Harring, Tia	Ast Athletic Director	AS7692	1.00	$68,958.50
				$68,958.50
Harvey, Seth	Ast Athletic Field Superintendent	633333	1.00	$45,468.80
				$45,468.80
Henke, Thomas	Aso Athletic Field Superintendent	AS8038	1.00	$70,081.20
				$70,081.20
Henriquez, Mark	Plumber I	AS9501	1.00	$41,180.14
				$41,180.14
Hetherington, Colby	HVAC Refrigeration Mechanic I	AS9499	1.00	$52,416.00
				$52,416.00
Higgins, Stacy	Ast Custodian Foreman	AS7919	1.00	$30,160.00
				$30,160.00
Hill, Jerod	Graphic Designer II	535246	1.00	$60,000.00
				$60,000.00
Hinson, Barry	Aso Athletic Director, NIL	AS7658	1.00	$154,500.00
				$154,500.00
Hobbs, James	Equipment Operator	AS7390	1.00	$43,680.00
				$43,680.00
Hofferber, Logan	Ast Athletic Director, Ticket & Rev Gen	AS6780	1.00	$72,000.00
				$72,000.00
Hoheisel, Nicholas	Ast Coach, Strength	AS9719	1.00	$77,000.00
				$77,000.00
Holliday, Joshua	Head Coach, Baseball	330148	1.00	$200,000.04
				$200,000.04
Holmgren, Bryan	Aso Director, Media Relations	531649	1.00	$68,000.00
				$68,000.00
Hoyt, Jacinta	Head Coach, Women's Basketball	330565	1.00	$250,000.00
				$250,000.00
Hoyt, Terran	Director, Women's Basketball Administration	AS8103	1.00	$60,000.00
				$60,000.00

Employee Name	Title	Position	FTE	Commitment
Jackson, Ally	Coordinator, Player Development	AS7680	1.00	$45,000.00
				$45,000.00
Jackson, Rebekah	Director, Spirit Squad	534767	1.00	$54,591.55
				$54,591.55
Janish, Mackenzie	Ast Director, NIL	AS7452	1.00	$55,000.00
				$55,000.00
Jasso, Kelli	Custodian I	632651	1.00	$27,040.00
				$27,040.00
Johns, Kevin	Ast Coach, Football	331944	1.00	$100,000.00
				$100,000.00
Johnson, Roderick	Director, Football Administration	AS8093	1.00	$255,000.00
				$255,000.00
Jones, Kelby	Ast Coach, Basketball	330979	1.00	$130,000.00
				$130,000.00
Jones, Richetti	Coordinator, Player Development	AS8092	1.00	$90,000.00
				$90,000.00
Kelley, Alyssa	Aso Athletic Director, Fan Engagement	AS7893	1.00	$80,000.00
				$80,000.00
Kelley, Trendai	Network Technician	AS7768	1.00	$54,080.00
				$54,080.00
Kennedy, James	Ast Coach, Wrestling	331419	1.00	$100,000.00
				$100,000.00
Klintworth, John	Sr Aso Athletic Director, Media	330527	1.00	$164,800.00
				$164,800.00
Kuhn, Tyler	Ast Athletic Field Superintendent	633861	1.00	$45,464.08
				$45,464.08
Lang, Gavin	Aso Athletic Director, Media	530217	1.00	$113,297.75
				$113,297.75
Langley, Raymond	Ast Coach, Track/Cross Country	331043	1.00	$90,812.00
				$90,812.00
Latsey, Paul	Custodial Foreman	631847	1.00	$42,789.30
				$42,789.30
Layton, Austin	Equipment Operator	AS9174	1.00	$41,600.00
				$41,600.00
Lenz, Mali	Ast Manager, Tickets	AS7947	1.00	$45,000.00
				$45,000.00
Lewis, Jason	Sr Exec Aso Athletic Director	330402	1.00	$221,450.00
				$221,450.00

Employee Name	Title	Position	FTE	Commitment
Lickert, Christopher	Director, Athletic Production	332038	1.00	$113,297.94
				$113,297.94
Linton II, Darryl	Prospect Analyst	AS8637	1.00	$70,000.00
				$70,000.00
Lowe, Carter	Ast Manager, Tickets	AS8634	1.00	$45,000.00
				$45,000.00
Lutz, Steven	Head Coach, Men's Basketball	330162	1.00	$400,000.00
				$400,000.00
Mack, Jason	Custodian I	632650	1.00	$28,392.00
				$28,392.00
Magby, Len	Ast Manager, Equipment	AS9792	1.00	$72,000.00
				$72,000.00
Maguire, Sean	Athletic Coordinator	534845	1.00	$85,000.00
				$85,000.00
Marcum, Caleb	Custodian I	633459	1.00	$27,040.00
				$27,040.00
Marek, Chance	Ast Coach, Strength	AS7994	1.00	$71,500.00
				$71,500.00
Marlowe, Dean	Graduate Student Coach	AS7306	1.00	$75,000.00
				$75,000.00
Marr, Keri	Ast Athletic Director, Administrative Operations	534440	1.00	$70,040.00
				$70,040.00
Martin, Jesse	Sr Aso Athletic Director	331619	1.00	$175,000.00
				$175,000.00
Martinez, Houston	Custodian I	632474	1.00	$28,392.00
				$28,392.00
McDonnell, Giles	Ast Coach, Men's Track/Cross Country	331676	1.00	$87,400.00
				$87,400.00
McGinnity, Michael	Ast Manager, Equipment	533882	1.00	$47,500.00
				$47,500.00
McMahon, Wesley	Coordinator, Administrative Operations	AS6954	1.00	$45,000.00
				$45,000.00
McNamara, Ryan	Video Analyst, Football	AS6804	1.00	$150,000.00
				$150,000.00
McWhorter, Thomas	Athletic Coordinator	530245	1.00	$54,024.43
				$54,024.43
Mccaskill, Seth	Ast Director, Ticket Operations	AS7876	1.00	$45,000.00
				$45,000.00

Employee Name	Title	Position	FTE	Commitment
Meacham, Doug	Ast Coach/Offensive Coordinator	330569	1.00	$200,000.00
				$200,000.00
Meridith, Melissa	Exec Administrative Associate	AS8011	1.00	$73,202.10
				$73,202.10
Meyer, Mark	Sr Aso Athletic Director, Legal Counselor	332191	1.00	$258,156.76
				$258,156.76
Miller, Aaron	Ast Athletic Director/Accountant IV	331875	1.00	$87,550.00
				$87,550.00
Miller, James	Aso Head Coach	AS7010	1.00	$125,000.00
				$125,000.00
Mitchell, Andrew	Ast Coach, Football	330572	1.00	$100,000.00
				$100,000.00
Montgomery, Jack	Director, Video Analytics	AS7223	1.00	$45,000.00
				$45,000.00
Montinar, Jules	Ast Coach, Football	330564	1.00	$100,000.00
				$100,000.00
Montoni, Nicholas	Ast Coach, Strength	AS6944	1.00	$70,000.00
				$70,000.00
Nehles, Henner	Aso Coach, Women's Tennis	AS7242	1.00	$115,000.00
				$115,000.00
Newland, Darla	Custodian I	639586	1.00	$29,120.00
				$29,120.00
Nguyen, Sarah	Ast Performance Dietitian	AS7397	1.00	$69,000.00
				$69,000.00
Nolen, Stratton	Ast Coach, Men's Golf	AS7290	1.00	$100,000.00
				$100,000.00
Nolting, Kenneth	Building Maintenance Mechanic II	632351	1.00	$50,840.05
				$50,840.05
Norris, Katherine	Director, Administrative Operations	531052	1.00	$70,000.00
				$70,000.00
Norton, Alex	Coordinator, Video	533148	1.00	$60,000.00
				$60,000.00
O'Neal, Cameron	Prospect Analyst	AS8104	1.00	$70,000.00
				$70,000.00
Oliver, John	Ast Coach, Track/Cross Country	AS7253	1.00	$55,000.00
				$55,000.00
Osborn, Ryan	Ast Coach, Football	AS9496	1.00	$100,000.00
				$100,000.00

Employee Name	Title	Position	FTE	Commitment
Page, Andrew	Ast Coach, Basketball	330567	1.00	$125,000.00
				$125,000.00
Parker, Jessica	Coordinator, Administrative Operations	AS6953	1.00	$48,000.00
				$48,000.00
Parker, Tallen	Coordinator, Communications	535131	1.00	$54,075.00
				$54,075.00
Passmore, Timothy	Automation System Technician II	AS7908	1.00	$50,822.44
				$50,822.44
Patterson, Cory	Ast Coach, Football	330560	1.00	$100,000.00
				$100,000.00
Peacock, Cooper	Coordinator, Marketing	AS7729	1.00	$51,500.00
				$51,500.00
Pearsall, Bryan	Coordinator, Wrestling Recruitment	AS9715	1.00	$130,000.00
				$130,000.00
Peoples, Nathaniel	Ast Coach, Strength	332181	1.00	$118,000.00
				$118,000.00
Pethigammana.Mudunkotuwage, Samith	Custodian I	632905	1.00	$28,392.00
				$28,392.00
Petre, Sonya	Manager, IT	AS9360	1.00	$69,010.00
				$69,010.00
Petro, Anthony	Aso Athletic Director, Business Operations	AS7705	1.00	$125,000.00
				$125,000.00
Pickle, Jonathan	Operations Assistant, Football	534024	1.00	$105,000.00
				$105,000.00
Pollard, Katherine	Director, Equestrian Administration	AS8077	1.00	$45,000.00
				$45,000.00
Presley, Anne	Sr Specialist, Accounting	633664	1.00	$52,582.40
				$52,582.40
Proctor, Kamryn	Marketing Manager	533637	1.00	$53,000.00
				$53,000.00
Proctor, Thomas	Ast Athletic Director, Fan Relations	AS7688	1.00	$80,000.00
				$80,000.00
Pukstas, Zivile	Ast Coach, Women's Track/CC	331632	1.00	$87,400.00
				$87,400.00
Ramirez, Royette	Custodial Foreman	AS9214	1.00	$34,320.00
				$34,320.00
Ramsey, Zachary	Manager, Video Production	532011	1.00	$95,000.00

Employee Name	Title	Position	FTE	Commitment
				$95,000.00
Roberts, Brendan	Coordinator, Video	534586	1.00	$60,000.00
				$60,000.00
Roberts, Jacob	Director, Baseball Administration	AS8096	1.00	$50,000.00
				$50,000.00
Robertson, Greg	Head Coach, Women's Golf	331921	1.00	$99,999.96
				$99,999.96
Robinson, Erin	Ast Director, Athletics Accounting Operations	AS7886	1.00	$57,000.00
				$57,000.00
Robinson, Kobe	Ast Coach, Strength	AS9295	1.00	$65,000.00
				$65,000.00
Romero, Victor	Ast Coach, Baseball	AS7292	1.00	$55,000.00
				$55,000.00
Sanchez, Larry	Head Coach, Equestrian	331323	1.00	$165,000.00
				$165,000.00
Schmitt, Adam	Coordinator, Travel Operations	AS7687	1.00	$51,000.00
				$51,000.00
Schneweis, Tracy	Aso Athletic Field Superintendent	AS8037	1.00	$72,119.98
				$72,119.98
Shippy, Vanessa	Ast Coach, Women's Softball	AS7002	1.00	$100,000.00
				$100,000.00
Shoemaker, Chase	Custodian I	AS7846	1.00	$28,600.00
				$28,600.00
Short, Rodger	HVAC Refrigeration Mechanic II	AS8268	1.00	$55,685.37
				$55,685.37
Sigmon, Reid	Deputy Athletic Director/Chief Operating Office	330380	1.00	$396,533.52
				$396,533.52
Simpson, Madison	Director, Video Analytics	AS7681	1.00	$57,500.00
				$57,500.00
Skaggs, Addison	Ast Athletic Director, Digital Strategy	AS8098	1.00	$113,300.00
				$113,300.00
Smith, David	Head Coach, Track/Cross Country	330167	1.00	$99,999.96
				$99,999.96
Smith, Jordan	Web Designer	533543	1.00	$74,677.16
				$74,677.16
Smith, Mark	Ast Coach, Strength	332041	1.00	$130,000.00
				$130,000.00
Stanush, Stacy	Ast Athletic Director, Track Operations	534787	1.00	$90,000.00

Employee Name	Title	Position	FTE	Commitment
				$90,000.00
Stein, Dustin	Ast Coach	AS7003	1.00	$55,000.00
				$55,000.00
Stewart, Max	Ast Coach, Men's Tennis Sports Psyc	AS7241	1.00	$40,000.00
				$40,000.00
Sutton, Scott	Advisor to Coach	AS8293	1.00	$200,000.00
				$200,000.00
Swaney, Madelle	Ast Coach, Golf	534815	1.00	$75,000.00
				$75,000.00
Tanner, John	Engineering Technician	533988	1.00	$97,850.00
				$97,850.00
Taylor, David	Head Coach, Wrestling	330163	1.00	$175,000.00
				$175,000.00
Taylor, Dustin	Head Coach, Men's Tennis	330354	1.00	$110,000.00
				$110,000.00
Taylor, Dylan	Technical Director/Producer	543889	1.00	$45,000.00
				$45,000.00
Taylor, Tanner	Coordinator, Events	AS6735	1.00	$55,000.00
				$55,000.00
Tewell, Graham	Sr TV Producer/Director	534942	1.00	$69,525.00
				$69,525.00
Thacker, Joshua	Coordinator, Business Operations	AS8631	1.00	$45,000.00
				$45,000.00
Thomas, Joseph	Video Analyst, Football	AS9843	1.00	$92,000.00
				$92,000.00
Thompson, Kevie	Video Analyst, Football	AS7840	1.00	$150,000.00
				$150,000.00
Thurmond, David	Video Analyst, Football	332174	1.00	$60,000.00
				$60,000.00
Tialavea, Donald	Ast Coach, Football	330619	1.00	$100,000.00
				$100,000.00
Tonga, Benjamin	Specialist, Player Development	534747	1.00	$165,000.00
				$165,000.00
Tribble, Todd	Athletic Field Supt	534067	1.00	$109,272.66
				$109,272.66
Tush, Terry	Interim Exec Director	AS6846	1.00	$120,000.00
				$120,000.00
Ufkes, Addison	Program Coordinator	AS7959	1.00	$48,000.00

Employee Name	Title	Position	FTE	Commitment
				$48,000.00
Vaughn, Waylon	Custodian I	AS6834	1.00	$27,040.00
				$27,040.00
Vessels, Heath	Videographer	AS9629	1.00	$70,000.00
				$70,000.00
Vickers, Erika	Ast Athletic Director, Facilities and Admin	AS7693	1.00	$80,000.04
				$80,000.04
Vinson, Kylie	Coordinator, Marketing	AS7892	1.00	$50,000.00
				$50,000.00
Walker Jr, Gary	Video Analyst, Football	AS6802	1.00	$75,000.00
				$75,000.00
Wallace, Tracin	Graduate Student Coach	AS7308	1.00	$60,000.00
				$60,000.00
Walsh III, John	Video Analyst, Football	AS7839	1.00	$80,000.00
				$80,000.00
Walton, Robert	Ast Coach, Baseball	330828	1.00	$125,000.04
				$125,000.04
Waterfield, Richard	Coordinator, Photo Services	534790	1.00	$66,950.82
				$66,950.82
Waters, Kyle	Sr Aso Athletic Director, Facilities	332099	1.00	$191,839.15
				$191,839.15
Watson, Gregory	Ast Coach, Track/Cross Country	AS6909	1.00	$50,000.00
				$50,000.00
Weaver, Mark	Custodian I	633109	1.00	$27,200.00
				$27,200.00
Webb, Jeremy	Engineer Broadcast	AS7875	1.00	$71,080.30
				$71,080.30
Weiberg, Chad	Vice President, Athletic Program/Director	130003	1.00	$300,000.00
				$300,000.00
Wigg, Derek	Custodian I	639389	1.00	$28,392.00
				$28,392.00
Williams, Elijah	Building Maintenance Mechanic I	633629	1.00	$35,360.00
				$35,360.00
Williams, Justin	Ast Manager, Equipment	331406	1.00	$95,000.00
				$95,000.00
Wilson, Joboishe	Coordinator, Marketing	AS7971	1.00	$45,000.00
				$45,000.00
Winston, Cameron	Analyst	AS7825	1.00	$60,000.00

Employee Name	Title	Position	FTE	Commitment
				$60,000.00
Wynne, Morgyn	Ast Director, Donor Benefits	531888	1.00	$48,000.00
				$48,000.00
Yeats, Alannah	Director, Men's Basketball Administration	AS8119	1.00	$75,000.00
				$75,000.00
Yochum, Grace	Ast Coach, Women's Soccer	AS7094	1.00	$47,500.00
				$47,500.00
Young, Annie	Ast Coach, Golf	AS7291	1.00	$125,000.00
				$125,000.00
Young, Christopher	Head Coach, Women's Tennis	330568	1.00	$110,000.04
				$110,000.04
Zink, Lane	Ast Athletic Field Superintendent	633794	1.00	$47,694.40
				$47,694.40
	100190 - Theatre			
Baker, John	Adjunct Instructor	AD9506	1.00	$41,211.00
				$41,211.00
Bell, Lyndsee	Visiting Ast Professor	AF7944	1.00	$58,005.00
				$58,005.00
Brasuell, Troy	Dept Head/Aso Professor/Lemon Professorship	210104	1.00	$100,800.00
	Dept Head/Aso Professor/Lemon Professorship	210104	0.00	$22,400.00
	Dept Head/Aso Professor/Lemon Professorship	210104	0.00	$4,895.00
				$128,095.00
Butler, Brian	Ast Professor Professional Practice	AF9029	1.00	$54,504.00
				$54,504.00
Currell, Leslie	Ast Professor Professional Practice	AF9678	1.00	$61,758.00
				$61,758.00
Devore, Sandi	Marketing Assistant	633773	1.00	$35,651.20
				$35,651.20
Estala, Jason	Ast Professor	212283	1.00	$66,744.00
				$66,744.00
Field, James	Administrative Assistant	633573	1.00	$39,707.20
				$39,707.20
Frei, Eric	Ast Professor Professional Practice	AF9191	1.00	$58,248.00
				$58,248.00
Garcia, Fabian	Ast Professor	AF9184	1.00	$62,505.00
				$62,505.00
Giggey, Mary	Ast Professor Professional Practice	AF9195	1.00	$57,240.00
				$57,240.00

Employee Name	Title	Position	FTE	Commitment
Huffman, Larry	Adjunct Instructor	AD9514	1.00	$47,502.00
				$47,502.00
Hunt, Devon	Ast Professor	AF9288	1.00	$70,938.00
				$70,938.00
Kimbrough, Andrew	Professor	212289	1.00	$120,789.00
				$120,789.00
Korte, Joan	Aso Professor	AF9118	1.00	$86,004.00
				$86,004.00
Oliver, Jessica	Visiting Ast Professor	AF9653	1.00	$56,664.00
				$56,664.00
Smith, Matthew	Visiting Ast Professor	AF9090	1.00	$54,000.00
				$54,000.00
Weber, David	Ast Professor	AF9288	1.00	$65,007.00
				$65,007.00
	100192 - Chemistry			
Blum, Frank	Regents Professor/Bartlett Professorship	214270	1.00	$164,484.00
				$164,484.00
Bolliger, Jeanne	Ast Professor	211120	1.00	$85,203.00
				$85,203.00
Bunce, Richard	Regents Professor	214263	1.00	$113,886.00
				$113,886.00
Cook, Gabriel	Aso Professor	214281	1.00	$90,333.00
				$90,333.00
Eastman, Margaret	Lab Manager	331180	1.00	$80,760.00
				$80,760.00
Farrington, Kelly	Administrative Support Specialist I	632924	1.00	$32,136.00
				$32,136.00
Fazelpour, Elham	Post Doc Fellow	AF9092	1.00	$24,000.00
				$24,000.00
Fennell, Christopher	Dept Head/Aso Professor	211008	1.00	$106,434.00
	Dept Head/Aso Professor	211008	0.00	$23,652.00
	Dept Head/Aso Professor	211008	0.00	$4,895.00
				$134,981.00
Halihan, Martha	Lab Coordinator	535101	1.00	$59,616.00
				$59,616.00
Huang, Chung-Yang	Ast Professor	210871	1.00	$88,506.00
				$88,506.00
Hunt, Amy	Specialist, Inventory Control	630424	1.00	$40,908.00

Employee Name	Title	Position	FTE	Commitment
				$40,908.00
Jacobs, David	Lab Manager	330498	1.00	$63,228.00
				$63,228.00
Kerr, Tracy	Teaching Ast Professor	AF9465	1.00	$63,990.00
				$63,990.00
Kessler, Mira	Visiting Ast Professor	AF9009	1.00	$85,005.00
				$85,005.00
Krishnan, Sadagopan	Professor	210952	1.00	$105,723.00
				$105,723.00
Latifi, Reza	Teaching Aso Professor	AF9694	1.00	$67,860.00
				$67,860.00
Lavine, Barry	Regents Professor	210094	1.00	$106,524.00
				$106,524.00
Materer, Nicholas	Professor	114258	1.00	$119,772.00
				$119,772.00
McCullagh, Martin	Aso Professor	214283	1.00	$101,511.00
				$101,511.00
Miller, David	Ast Professor	AF9202	1.00	$87,561.00
				$87,561.00
Mohanty, Smita	Professor	214279	1.00	$120,222.00
				$120,222.00
Pitre, Spencer	Ast Professor	210031	1.00	$88,047.00
				$88,047.00
Roy, Priti	Post Doc Fellow	AF9185	1.00	$24,000.00
				$24,000.00
Schnitzler, Elijah	Ast Professor	211670	1.00	$87,849.00
				$87,849.00
Sona, Amanda	Teaching Ast Professor	AF9038	1.00	$68,004.00
				$68,004.00
Steele, Kristel	Sr Lab Technician	630856	1.00	$38,376.00
				$38,376.00
Tahsini, Laleh	Aso Professor	210580	1.00	$92,061.00
				$92,061.00
Teymoori, Roshanak	Spectroscopist	534493	1.00	$57,612.00
				$57,612.00
Tiemann, Roger	Specialist, Accounting	AS9090	1.00	$40,560.00
				$40,560.00
Vasquez, Yolanda	Aso Professor	214285	1.00	$94,725.00

Employee Name	Title	Position	FTE	Commitment
				$94,725.00
Von Zons, Tobias	Post Doc Fellow	AF9006	1.00	$36,670.00
				$36,670.00
Weaver, Jimmie	Professor	210579	1.00	$112,995.00
				$112,995.00
Weinert, Charles	Professor	214277	1.00	$100,026.00
				$100,026.00
Wright, Charles	Building Maintenance Mechanic II	632586	1.00	$55,931.20
				$55,931.20
Wright, Elaina	Administrative Associate	AS9887	1.00	$51,500.80
				$51,500.80
	100193 - Computer Science			
Al Buhamood, Sadiq	Teaching Ast Professor	AF9559	1.00	$97,155.00
				$97,155.00
Althoubi, Asaad	Teaching Ast Professor	AF9260	1.00	$95,004.00
				$95,004.00
Bhattacharya, Hrishikesh	Ast Professor	218234	1.00	$120,006.00
				$120,006.00
Cecil, Joe	Professor	211256	1.00	$150,615.00
				$150,615.00
Crick, Christopher	Aso Professor	214205	1.00	$127,872.00
				$127,872.00
Dai, Hokwok	Aso Professor	210047	1.00	$110,790.00
				$110,790.00
George, Kayikkalthop	Professor	114202	1.00	$143,658.00
				$143,658.00
Grover, Indu	Administrative Assistant	AS9076	1.00	$37,336.00
				$37,336.00
Jahan, Sharmin	Ast Professor	AF9206	1.00	$113,310.00
				$113,310.00
Jain, Sachin	Teaching Ast Professor	AF9382	1.00	$100,206.00
				$100,206.00
Joshi, Shital	Teaching Ast Professor	AF9560	1.00	$103,212.00
				$103,212.00
Larson, Theodore	Teaching Ast Professor	AF9039	1.00	$90,000.00
				$90,000.00
Mailler, Roger	Head/Professor	AF9115	1.00	$220,000.00
	Head/Professor	AF9115	0.00	$4,895.00

Employee Name	Title	Position	FTE	Commitment
				$224,895.00
Paranjothi, Anirudh	Ast Professor	AF9617	1.00	$113,310.00
				$113,310.00
Park, Nohpill	Aso Professor	210130	1.00	$118,566.00
				$118,566.00
Pu, Cong	Ast Professor	AF9205	1.00	$113,310.00
				$113,310.00
Sen, Atriya	Ast Professor	214204	1.00	$115,002.00
				$115,002.00
Shamsuddin, Rittika	Ast Professor	AF9557	1.00	$118,269.00
				$118,269.00
Sherbini, Mohammed	Supervisor, IT	531099	1.00	$70,020.00
				$70,020.00
Smith, Russell	Analyst	330406	1.00	$82,500.00
				$82,500.00
Thomas, Johnson	Professor	210057	1.00	$136,170.00
				$136,170.00
100195 - Art, Graphic Design & Art History				
Antonucci Deleones, Stefhania	Administrative Assistant	633280	1.00	$38,896.00
				$38,896.00
Baker, Robin	Teaching Ast Professor	AF9464	1.00	$64,701.00
				$64,701.00
Borland, Jennifer	Professor/Director, Center Humanities	212235	1.00	$108,162.00
	Professor/Director, Center Humanities	212235	0.00	$24,036.00
	Professor/Director, Center Humanities	212235	0.00	$2,750.00
				$134,948.00
Christofides, Marika	Teaching Ast Professor	AF9197	1.00	$55,008.00
				$55,008.00
Crow, Megan	Coordinator, VRC	AS7849	1.00	$41,745.60
				$41,745.60
Davis-Navrkal, Austin	Lab Coordinator	AS7379	1.00	$45,000.00
				$45,000.00
Ding, Yuchen	Visiting Ast Professor	AF9036	1.00	$54,000.00
				$54,000.00
Greenwalt, Karen	Ast Professor	212231	1.00	$74,583.00
				$74,583.00
Jahanshahi, Pouya	Aso Professor	216240	1.00	$80,730.00
				$80,730.00

Employee Name	Title	Position	FTE	Commitment
Lackey, Althea	Sr Administrative Support Assistant	632856	1.00	$32,760.00
				$32,760.00
Masrour, Elena	Visiting Ast Professor	AF9450	1.00	$54,000.00
				$54,000.00
Mattern, Andrew	Dept Head/Aso Professor/Vennerbe Chair	211131	1.00	$85,500.00
	Dept Head/Aso Professor/Vennerbe Chair	211131	0.00	$23,180.00
	Dept Head/Aso Professor/Vennerbe Chair	211131	0.00	$14,850.00
	Dept Head/Aso Professor/Vennerbe Chair	211131	0.00	$4,895.00
				$128,425.00
Mendoza, Nicholas	Aso Professor	211011	1.00	$85,500.00
				$85,500.00
Munankarmi, Nijal	Ast Professor	AF7992	1.00	$80,000.00
				$80,000.00
Murphy, Benjamin	Ast Professor	210240	1.00	$65,007.00
				$65,007.00
Ramirez, Jennifer	Visiting Ast Professor	AF9147	1.00	$53,500.00
				$53,500.00
Reese, Brandon	Professor	210447	1.00	$93,141.00
				$93,141.00
Renyer, Justen	Aso Professor	210159	1.00	$84,618.00
				$84,618.00
Roth, Elizabeth	Professor	212230	1.00	$108,936.00
				$108,936.00
Schwarz, Priscilla	Teaching Aso Professor	AF9199	1.00	$63,936.00
				$63,936.00
Sommer, Rebecca	Visiting Ast Professor	AF7936	1.00	$54,000.00
				$54,000.00
Teckemeyer, Jessica	Aso Professor	210861	1.00	$80,064.00
				$80,064.00
Wang, Ting	Aso Professor	211151	1.00	$85,815.00
				$85,815.00
Zhang, Shaoqian	Aso Professor	211341	1.00	$80,748.00
				$80,748.00
	100196 - KOSU			
Boyd, Kenneth	Manager, IT/Engineer KOSU	530373	1.00	$68,318.34
				$68,318.34
Cross, Michael	Host, KOSU	AS7613	1.00	$54,472.25
				$54,472.25

Employee Name	Title	Position	FTE	Commitment
Farris II, Terry	Manager, Digital Project	AS8461	1.00	$46,230.22
				$46,230.22
Hallum, Katie	News Reporter, Radio	AS6967	1.00	$45,000.00
				$45,000.00
Harms, Jeanette	Director, Development	AS6941	1.00	$78,500.00
				$78,500.00
Korth, Robert	Director, News	AS7612	1.00	$66,950.00
				$66,950.00
Lacroix, Ryan	Program Director/KOSU Content Developer	AS7856	1.00	$79,567.50
				$79,567.50
Liese, Sarah	News Reporter, Radio	AS8782	1.00	$52,850.00
				$52,850.00
Pfeifer, Sierra	News Reporter, Radio	AS6966	1.00	$45,000.00
				$45,000.00
Pope, Anna	News Reporter, Radio	AS7760	1.00	$50,000.00
				$50,000.00
Ramos, Lionel	State Government Reporter,	AS7143	1.00	$55,500.00
				$55,500.00
Self, Joanna	Administrative Assistant	632083	1.00	$37,922.52
				$37,922.52
Siatkowski, Abigail	Specialist, Digital	AS7024	1.00	$45,010.32
				$45,010.32
Smith, Rachel	Director, KOSU	331659	1.00	$114,000.00
				$114,000.00
Stanford, Jennifer	Specialist, Traffic KOSU	AS7851	1.00	$42,434.30
				$42,434.30
Todd, Mairead	Director, Development	AS6940	1.00	$75,000.00
				$75,000.00
Vierow, Michael	Program Manager	AS7809	1.00	$54,200.00
				$54,200.00
Viriyapah, Matthew	News Reporter, Radio	AS7511	0.73	$31,189.06
				$31,189.06
Wheeler, Graycen	News Reporter, Radio	AS8718	1.00	$50,000.00
				$50,000.00
100197 - A&S Tech Support, Web Services & Communications				
Aguilera, Anthony	Specialist II, Computer	AS8227	1.00	$44,678.40
				$44,678.40
Brinker, Susan	Sr Administrative Support Assistant	632385	1.00	$33,527.35

Employee Name	Title	Position	FTE	Commitment
				$33,527.35
Price, Cheryl	Specialist II, Computer	532007	1.00	$58,078.88
				$58,078.88
Scott, Daniel	Sr System Administrator	533631	1.00	$59,856.00
				$59,856.00
Stoutzenberger, Aaron	Specialist II, Computer	AS9077	1.00	$48,110.40
				$48,110.40
100198 - Risk and Property Management				
Hodges, Stephanie	Property Manager	533985	1.00	$75,000.00
				$75,000.00
McFee, Samuel	Ast Director, Risk Management	331104	1.00	$90,963.69
				$90,963.69
Skieens, Kiercy	Administrative Support Specialist II	633338	1.00	$39,520.00
				$39,520.00
Stallbaumer, Robert	Manager, Insurance	534446	1.00	$70,727.02
				$70,727.02
100203 - CEAT Learning Labs				
Conner, Joseph	Lecturer	210892	1.00	$104,427.00
	Lecturer	210892	0.00	$11,603.00
				$116,030.00
Fisher, Daniel	Professor/Director, Zink Center/Van Weather	212588	1.00	$263,637.00
				$263,637.00
Hall, Wendy	Lab Manager	AS6820	1.00	$75,000.00
				$75,000.00
Lewis, Warren	Aso Professor	AF9304	1.00	$103,707.00
				$103,707.00
Lucas, Raymond	Project Manager	AS6930	1.00	$63,000.00
				$63,000.00
Norton, Brian	Aso Professor	213521	1.00	$95,265.00
				$95,265.00
Potter, Shelley	Lab Coordinator	AS8080	1.00	$50,304.00
				$50,304.00
100204 - Water Plant				
Bachmann, Nickolas	Water Plant Operator I	632374	1.00	$42,598.40
				$42,598.40
Burgess, Marcus	Ast Supervisor, Production	AS9108	1.00	$66,414.40
				$66,414.40
Driskel, Joshua	Water Plant Operator III	632584	1.00	$50,903.42

Employee Name	Title	Position	FTE	Commitment
				$50,903.42
Fallon, Shane	Water Plant Operator I	632580	1.00	$44,283.20
				$44,283.20
Payne, Bryndon	Water Plant Operator I	632373	1.00	$45,864.00
				$45,864.00
Payne, Steven	Supervisor, Water Plant	632889	1.00	$76,055.20
				$76,055.20
Taylor, Timothy	Water Plant Operator I	630078	1.00	$42,598.40
				$42,598.40
Zhang, Duan	Water System Technician	632108	1.00	$45,240.00
				$45,240.00
	100205 - Environmental Health & Safety			
Blackburn, Abraham	Specialist, Lab Safety	633733	1.00	$51,856.79
				$51,856.79
Christy, Alex	Specialist, Communications	637542	1.00	$54,080.00
				$54,080.00
Duke, Cooper	Coordinator, Occupational Safety	AS7986	1.00	$60,200.04
				$60,200.04
Elmore, Gem	Specialist, Lab Safety	633932	1.00	$46,800.00
				$46,800.00
Freeman, Valta	Manager, EHS Programs	332088	1.00	$78,898.10
				$78,898.10
Hogan, Gregory	Safety Officer	531820	1.00	$60,926.31
				$60,926.31
Judge, Shanda	Chemical Hygiene Officer I	535081	1.00	$62,375.25
				$62,375.25
Kautz, Janell	Specialist, Lab Safety	637021	1.00	$45,760.00
				$45,760.00
Mayes, Hank	Specialist	634515	1.00	$44,335.20
				$44,335.20
Mikles, Tanner	Manager, EHS Programs	534235	1.00	$78,500.04
				$78,500.04
Nichols, Roy	Specialist, Fire & Life Safety	635258	1.00	$54,080.00
				$54,080.00
Petre, Gerald	University Fire Marshal	332094	1.00	$78,857.66
				$78,857.66
Russell, John	Specialist	633704	1.00	$44,678.40
				$44,678.40

Employee Name	Title	Position	FTE	Commitment
Southworth, Kimberly	Director, Environmental Health & Safety	331846	1.00	$107,000.00
				$107,000.00
Tillman, Cheryl	Specialist, Fire & Life Safety	633877	1.00	$52,508.44
				$52,508.44
Zanfardino, Charity	Administrative Assistant	632926	1.00	$39,332.80
				$39,332.80
100207 - Mechanical & Aerospace Engineering				
Arena, Andrew	Professor/Cunningham Chair	210002	1.00	$213,849.00
				$213,849.00
Avery, Alyssa	Teaching Ast Professor	AF7915	1.00	$84,006.00
				$84,006.00
Azoug, Aurelie	Aso Professor	214515	1.00	$122,517.00
				$122,517.00
Bach, Christian	Aso Professor	210133	1.00	$118,323.00
				$118,323.00
Bai, He	Aso Professor	211121	1.00	$119,934.00
	Aso Professor	211121	0.00	$13,326.00
				$133,260.00
Bair, Jacob	Ast Professor	AF9477	1.00	$114,930.00
				$114,930.00
Benzin, Leah	Accountant I	AS7436	1.00	$48,000.00
				$48,000.00
Bertels, Jeremy	R&D Engineer II	AS7837	1.00	$75,088.00
				$75,088.00
Croci, Darlene	Administrative Associate	AS7915	1.00	$51,000.00
				$51,000.00
Cunningham, Emily	Administrative Support Specialist I	633391	1.00	$32,968.00
				$32,968.00
Dancer, Colton	R&D Engineer II	AS7836	1.00	$81,120.00
				$81,120.00
Duncan, Britton	R&D Engineer II	AS7245	1.00	$75,088.00
				$75,088.00
Elbing, Brian	Aso Professor	213593	1.00	$162,198.00
				$162,198.00
Elliott, Paul	Research Ast Professor	AF7947	1.00	$100,008.00
				$100,008.00
Faruque, Imraan	Aso Professor	AF9965	1.00	$124,362.00
				$124,362.00

Employee Name	Title	Position	FTE	Commitment
Guldiken, Rasim	Head/Professor	112578	1.00	$187,000.00
	Head/Professor	112578	0.00	$33,000.00
				$220,000.00
Halder, Atanu	Ast Professor	AF8144	1.00	$97,917.00
				$97,917.00
Hammon, Emily	R&D Engineer II	AS7040	1.00	$74,048.00
				$74,048.00
Hanan, Jay	Aso Professor	211536	0.75	$76,673.25
				$76,673.25
Harimkar, Sandip	Dept Head/Professor	112578	1.00	$194,992.20
	Dept Head/Professor	112578	0.00	$9,000.00
				$203,992.20
Hassett, Anthony	Teaching Ast Professor	AF8195	1.00	$81,225.00
				$81,225.00
Hausselle, Jerome	Ast Professor	210941	1.00	$100,593.00
				$100,593.00
Ize, Rafael	R&D Engineer II	AS6818	1.00	$74,048.00
				$74,048.00
Jacob, Jamey	Professor/Hendrix Chair	211549	1.00	$239,445.00
	Professor/Hendrix Chair	211549	0.00	$43,032.00
				$282,477.00
Johnson, Aiyana	Sr Specialist, Accounting	AS9202	1.00	$40,560.00
				$40,560.00
Kalkan, Ali	Aso Professor	210649	1.00	$105,912.00
				$105,912.00
Kara, Kursat	Ast Professor	AF9537	1.00	$111,078.00
	Ast Professor	AF9537	0.00	$7,652.04
				$118,730.04
Klinedinst, Sydney	Program Specialist	AS7455	1.00	$43,680.00
				$43,680.00
Kolla, Srinivas Swaroop	Teaching Ast Professor	AF8184	1.00	$84,006.00
				$84,006.00
Li, Sicheng	Ast Professor	AF8005	1.00	$102,006.00
				$102,006.00
Lucca, Don	Regents Professor/Herrington	212593	1.00	$216,009.00
	Regents Professor/Herrington	212593	0.00	$24,001.00
				$240,010.00
Manimala, James	Aso Professor	211077	1.00	$120,096.00

Employee Name	Title	Position	FTE	Commitment
				$120,096.00
Manjunatha, Hemanth	Ast Professor	AF7981	1.00	$102,006.00
				$102,006.00
Maryami, Reza	Fellow	AF8018	1.00	$60,000.00
				$60,000.00
Moallem, Ehsan	Teaching Aso Professor	222221	1.00	$90,000.00
				$90,000.00
Moftakhari, Ardeshir	Ast Professor	AF8143	1.00	$96,000.00
	Ast Professor	AF8143	0.00	$10,666.67
				$106,666.67
Nautiyal, Pranjal	Ast Professor	AF8081	1.00	$96,000.00
				$96,000.00
Nelson, Margaret	Coordinator, NASA Grant	AS8271	1.00	$45,000.00
				$45,000.00
Palacio, Anthony	R&D Engineer I	AS7825	1.00	$78,000.00
				$78,000.00
Paul, Ryan	Ast Professor	AF9360	1.00	$102,447.00
	Ast Professor	AF9360	0.00	$11,383.00
				$113,830.00
Prasad, Chitrarth	Ast Professor	AF8095	1.00	$96,000.00
				$96,000.00
Rhoades, Randie	Sr Administrative Support Specialist	AS7598	1.00	$35,360.00
				$35,360.00
Risenhoover, Dorinda	Coordinator, Outreach Education	AS9133	0.89	$59,304.00
				$59,304.00
Rouser, Kurt	Aso Professor	210263	1.00	$119,070.00
				$119,070.00
Sachan, Ritesh	Ast Professor Manufacturing	AF9699	1.00	$118,206.00
	Ast Professor Manufacturing	AF9699	0.00	$13,134.00
				$131,340.00
Sallam, Khaled	Aso Head/Aso Professor	AF7929	1.00	$110,410.00
	Aso Head/Aso Professor	AF7929	0.00	$11,041.00
	Aso Head/Aso Professor	AF7929	0.00	$11,000.00
				$132,451.00
Santhanakrishnan, Arvind	Aso Professor	211045	1.00	$123,984.00
				$123,984.00
Spitler, Jeffrey	Regents Professor	214567	1.00	$181,683.00
	Regents Professor	214567	0.00	$20,187.00

Employee Name	Title	Position	FTE	Commitment
				$201,870.00
Wang, Shuodao	Aso Professor	210648	1.00	$125,028.00
				$125,028.00
Willis, Randy	R&D Engineer II	AS7842	1.00	$76,960.00
				$76,960.00
Xiang, Yujiang	Ast Professor Controls	AF9700	1.00	$110,340.00
				$110,340.00
Yarber, Tristin	R&D Engineer I	AS7246	1.00	$56,992.00
				$56,992.00
Zhao, Wei	Ast Professor	AF9293	1.00	$98,757.00
				$98,757.00
	100208 - OSU Global			
Aizpuru Kurezyn, Alejandro	Manager, International Programs	533585	1.00	$70,986.51
				$70,986.51
Brienen, Marten	Aso Professor	AF9510	1.00	$82,450.00
				$82,450.00
Bryan, Bailey	Sr Academic Advisor I	534372	1.00	$51,000.00
				$51,000.00
Coldiron, Marty	Coordinator, Fiscal Operations	AS7552	1.00	$54,600.00
				$54,600.00
Ferreira, Sheila	Specialist, Accounting	AS7218	1.00	$45,448.00
				$45,448.00
Fullerton, Jami	Aso Dean/Dir, Academic Progs/Professor	AF8053	1.00	$166,068.00
				$166,068.00
Hayes, Austin	Program Coordinator	AS7215	1.00	$49,350.00
				$49,350.00
Kluver, Alan	Dean/Professor	110248	1.00	$229,860.00
	Dean/Professor	110248	0.00	$7,632.00
				$237,492.00
Malek, Amy	Aso Professor	AF9493	1.00	$76,070.00
	Director/Chair IPGS	AF9493	0.00	$25,200.00
				$101,270.00
Northern, Ally	Administrative Assistant	631628	1.00	$47,236.80
				$47,236.80
Schoeneman, John	Ast Professor	AF8115	1.00	$72,306.00
	Interim Humphreys Chair	AF8115	0.00	$8,500.00
				$80,806.00
Segoviano, Ana	Administrative Assistant	AS6998	1.00	$37,128.00

Employee Name	Title	Position	FTE	Commitment
				$37,128.00
Shideler, Jim	Sr Administrative Support Specialist	633585	1.00	$45,000.00
				$45,000.00
Simpson, Jeff	Ast Dean/Director, Global Partnerships	AS7495	1.00	$117,355.00
				$117,355.00
Viars, Hailey	Specialist, Communications	AS8660	1.00	$52,500.00
				$52,500.00
100209 - Central Receiving				
Machart, Don	Material Scheduler	632648	1.00	$40,895.81
				$40,895.81
100211 - Dept of Animal & Food Sciences				
Amorim, Sabrina	Ast Professor	BF9526	1.00	$86,000.00
				$86,000.00
Annuschat, Darin	Herd Manager	BS9805	1.00	$50,088.00
				$50,088.00
Beck, Paul	Professor	BF9943	1.00	$138,407.00
	Dennis & Marta White Endowed Chair	BF9943	0.00	$10,010.00
				$148,417.00
Brinlee, Lilee	Ast Herd Manager	BS9566	1.00	$45,000.00
				$45,000.00
Busch, Cody	Feedplant Operator	631788	1.00	$32,325.00
				$32,325.00
Carter, Scott	Aso Professor	212171	1.00	$91,102.00
				$91,102.00
Castre, Katherine	Administrative Associate	BS9811	1.00	$45,730.00
				$45,730.00
Chapa, Marissa	Sr Herd Manager	AS8930	1.00	$55,539.00
				$55,539.00
Coakley, James	Herd Manager	BS9806	1.00	$55,303.00
				$55,303.00
Coffey, Richard	Head/Professor	112166	1.00	$243,294.00
				$243,294.00
Cooper, Jeremy	Farm Equipment Mechanic	633214	1.00	$45,494.00
				$45,494.00
Cooper, Steven	Aso Professor/Endowed Professorship	214123	1.00	$89,044.00
	Cline Endowed Professorship	214123	0.00	$7,502.00
				$96,546.00
Crane, Weston	Herd Manager	BS9770	1.00	$48,000.00

Employee Name	Title	Position	FTE	Commitment
				$48,000.00
Crosswhite, Justin	Ast Extension Specialist	220866	1.00	$77,879.00
				$77,879.00
Crosswhite, Mellissa	Ast Professor	BF9590	1.00	$86,856.00
				$86,856.00
Crosthwait, Matthew	Farm Shop Manager	BS9865	1.00	$50,045.00
				$50,045.00
Desilva, Udaya	Professor	212178	1.00	$115,060.00
				$115,060.00
Dotter, Wes	Specialist, Equipment	631974	1.00	$46,117.00
				$46,117.00
Eddington, Andrea	Sr Administrative Support Specialist	BS9661	1.00	$32,105.00
				$32,105.00
Edens, Jay	Sr Herd Manager	BS9872	1.00	$53,366.00
				$53,366.00
Fitch, Gerald	Professor	212172	1.00	$118,881.00
				$118,881.00
Foote, Andrew	Aso Professor	213114	1.00	$103,158.00
				$103,158.00
Garcia Ascolani, Mariana Eloisa	Post Doc Fellow	BS9626	1.00	$55,000.00
				$55,000.00
Gharai, Prabir Kumar	Post Doc Fellow	BF9512	1.00	$48,000.00
				$48,000.00
Hagen, Darren	Aso Professor	210949	1.00	$118,319.00
				$118,319.00
Hammons, Christian	Ast Herd Manager	BS9698	1.00	$45,000.00
				$45,000.00
Henley, Parker	Ast Professor	BF9909	1.00	$88,321.00
	Totusek Chair/Faculty Fellow	BF9909	0.00	$2,500.00
				$90,821.00
Henson, Mason	Ast Professor	BF9496	1.00	$87,000.00
				$87,000.00
Hiney, Kristina	Aso Professor	210167	1.00	$100,000.00
				$100,000.00
Hornbeck, John	Feedmill Manager	BS9809	1.00	$51,003.00
				$51,003.00
Hubbard, Grant	Sr Herd Manager	BS9807	1.00	$49,392.00
				$49,392.00

Employee Name	Title	Position	FTE	Commitment
Iqbal, Khursheed	Ast Professor	213112	1.00	$90,400.00
				$90,400.00
Jadeja, Ravirajsinh	Aso Professor	211102	1.00	$125,157.00
	Jurgensmeyer Research Professorship	211102	0.00	$7,502.00
				$132,659.00
Johnson, Logan	Ast Professor	BF9497	1.00	$90,000.00
				$90,000.00
Johnson, Mark	Professor	214162	1.00	$112,118.00
				$112,118.00
Jones, Holly	Sr Administrative Support Specialist	633538	1.00	$34,939.00
				$34,939.00
Lalman, David	Professor	214113	1.00	$138,004.00
	Harrington Chair in Animal Science	214113	0.00	$10,010.00
				$148,014.00
Lavicky, Amy	Sr Administrative Support Assistant	632426	1.00	$33,225.00
				$33,225.00
Mafi, Gretchen	Professor	210576	1.00	$124,089.00
	Boulware II Endowed Chair	210576	0.00	$10,010.00
				$134,099.00
Major, Michael	Herd Manager	BS9810	1.00	$52,441.00
				$52,441.00
Manley, Isaac	Ast Herd Manager	BS9701	1.00	$45,000.00
				$45,000.00
Messman, Riley	Ast Professor	BF9591	1.00	$84,000.00
				$84,000.00
Meyer, Meaghan	Ast Professor	BF9509	1.00	$84,000.00
				$84,000.00
Muriana, Peter	Professor/Endowed Professorship	210120	1.00	$130,524.00
	Gilliland Endowed Professorship	210120	0.00	$7,502.00
				$138,026.00
Nascimento Moraes, Joao Gabriel	Ast Professor	BF9892	1.00	$93,318.00
				$93,318.00
Pearl, Jake	Ast Herd Manager	BS9723	1.00	$45,000.00
				$45,000.00
Perdue, Gregory	Ast Herd Manager	BS9639	1.00	$45,000.00
				$45,000.00
Perry, Randy	Coordinator, Farm Operations	530037	0.75	$59,340.00
				$59,340.00

Employee Name	Title	Position	FTE	Commitment
Pezeshki, Adel	Aso Professor	211152	1.00	$97,418.00
	IPGS Professorship	211152	0.00	$3,751.00
	AFS Graduate of Distinction Professorship	211152	0.00	$3,751.00
				$104,920.00
Pfeiffer, Morgan	Ast Professor	BF9891	1.00	$90,071.00
				$90,071.00
Ramanathan, Ranjith	Professor	210954	1.00	$135,850.00
	Noltensmeyer Endowed Chair	210954	0.00	$10,000.00
				$145,850.00
Reuter, Richard	Professor	211117	1.00	$111,889.10
	Chiga Animal Science Professorship	211117	0.00	$7,502.00
				$119,391.10
Schultz, Isabella	Program Coordinator	535037	1.00	$45,000.00
				$45,000.00
Stein, Daniel	Aso Professor	210866	1.00	$103,707.00
				$103,707.00
Vanderlaan, Leanne	Sr Herd Manager	BS9918	1.00	$56,310.00
				$56,310.00
West, Micayla	Sr Herd Manager	BS9761	1.00	$48,000.00
				$48,000.00
White, Jason	Teaching Instructor	222235	1.00	$72,000.00
				$72,000.00
Whitworth, Barry	Sr Extension Specialist	BF9545	1.00	$103,400.00
				$103,400.00
Wilson, Blake	Aso Professor	211112	1.00	$98,752.00
	Hitch Family Professorship	211112	0.00	$7,502.00
				$106,254.00
Zhang, Guolong	Professor	210353	1.00	$117,907.35
	Boulware I Endowed Chair	210353	0.00	$10,010.00
				$127,917.35
	100213 - Political Science			
Adkison, Danny	Aso Professor	215270	1.00	$58,671.00
				$58,671.00
Billings, Dylan	Visiting Ast Professor	AF9444	1.00	$58,077.00
				$58,077.00
Bird, Christine	Ast Professor	AF9126	1.00	$82,503.00
				$82,503.00
Chemengen, Linda	Program Coordinator	AS9405	1.00	$43,680.00

Employee Name	Title	Position	FTE	Commitment
				$43,680.00
Coe, Brooke	Ast Professor	210286	1.00	$81,900.00
				$81,900.00
DeTamble, Ryan	Ast Professor	AF9059	1.00	$75,006.00
				$75,006.00
Graves, Stephen	Ast Professor	AF8076	1.00	$73,008.00
				$73,008.00
Hansen, Holley	Teaching Aso Professor	AF9364	1.00	$74,331.00
				$74,331.00
Harvey, Cole	Ast Professor	215263	1.00	$84,312.00
				$84,312.00
Jansa, Joshua	Aso Professor	215262	1.00	$85,806.00
				$85,806.00
Landry, Joshua	Ast Professor	AF7969	1.00	$74,502.00
				$74,502.00
Lane, Kierstean	Administrative Assistant	AS7009	1.00	$40,830.40
				$40,830.40
McKee, Seth	Professor	AF9311	1.00	$141,642.00
				$141,642.00
Nemeth, Stephen	Aso Professor	210675	1.00	$96,957.00
				$96,957.00
Purcell, Nicole	Visiting Ast Professor	AF9098	1.00	$55,008.00
				$55,008.00
Ringsmuth, Eve	Professor	210046	1.00	$103,914.00
				$103,914.00
Rudloff, Peter	Aso Professor	210342	1.00	$76,968.00
				$76,968.00
Sanborn IV, Howard	Head/Professor	115259	1.00	$165,374.00
	Head/Professor	115259	0.00	$4,895.00
				$170,269.00
Townsend, Erica	Aso Professor	215266	1.00	$95,751.00
	Aso Professor/Director, Africana Studies	215266	0.00	$4,500.00
				$100,251.00
100214 - Inclusive Excell Support & Engagement				
Hernandez Loyola, Maura	Ast Director, Student & Academic Services	AS7533	1.00	$57,750.00
				$57,750.00
100215 - Network and Telecom Services				
Arambula, Andrew	IT Field Technician	631198	1.00	$44,720.00

Employee Name	Title	Position	FTE	Commitment
				$44,720.00
Attaie, Nazifullah	Network Technician	633568	1.00	$44,137.60
				$44,137.60
Auld, Steven	Director, Project Management	AS7072	1.00	$95,000.00
				$95,000.00
Brooks, Jeremy	Network Engineer	534991	1.00	$83,816.25
				$83,816.25
Chiramana, Sai Priyanka	Network Engineer	533581	1.00	$70,000.00
				$70,000.00
Coleman, Emmett	Network Engineer	AS9830	1.00	$70,185.02
				$70,185.02
Edmondson, David	IT Field Technician	635219	1.00	$45,864.00
				$45,864.00
Fischer, Joshua	Network Technician	630497	1.00	$44,133.44
				$44,133.44
Fitzgerald, Kile	Specialist, Network	533499	1.00	$56,889.08
				$56,889.08
Frederick, Ryan	Ast Manager, Telecom	AS9199	1.00	$74,305.44
				$74,305.44
Gambill, Kevin	Network Technician	631088	1.00	$46,396.74
				$46,396.74
Gibson, Dale	Network Technician	633570	1.00	$45,642.11
				$45,642.11
James, Benjamin	Ast Manager, Telecom	AS9198	1.00	$74,305.44
				$74,305.44
Lively, Jay	Director, Network Telecom Services	AS7766	1.00	$124,564.44
				$124,564.44
Miley Jr, Daniel	IT Field Technician	639293	1.00	$45,457.44
				$45,457.44
Robinson, Rusty	Specialist, Technical Support	AS6756	1.00	$41,855.42
				$41,855.42
Sprott IV, Robert	Network Engineer	AS9220	1.00	$68,841.80
				$68,841.80
Welch, John	Network Technician	633924	1.00	$55,557.15
				$55,557.15
	100216 - Natural Resource Ecology & Management			
Allen, Kevin	Professor	BF9890	1.00	$139,783.00
				$139,783.00

Employee Name	Title	Position	FTE	Commitment
Andersson, Kent	Sr Specialist, Research	BS9841	1.00	$47,627.00
				$47,627.00
Bartlett, Angela	Administrative Assistant	BS9559	1.00	$48,006.40
				$48,006.40
Chitwood, Michael	Ast Professor	BF9899	1.00	$93,233.00
				$93,233.00
Davis, Craig	Professor/Endowed Chair	213253	1.00	$121,267.00
	Bollenbach Endowed Chair	213253	0.00	$10,010.00
				$131,277.00
Desantis, Ryan	Ast Professor	BF9635	1.00	$88,786.00
				$88,786.00
Dixit, Aalap	Ast Professor	BF9518	1.00	$87,000.00
				$87,000.00
Dunn, Melissa	Administrative Associate	BS9839	1.00	$56,983.00
				$56,983.00
Fairbanks, Wendelyn	Aso Professor	210917	1.00	$102,223.00
				$102,223.00
Flasch, Renee	Administrative Support Specialist I	633635	1.00	$38,532.00
				$38,532.00
Fuhlendorf, Samuel	Regents Professoressor/Endowed Chair	213130	1.00	$128,112.00
	Wildlife Conservation Endowed Chair	213130	0.00	$10,010.00
				$138,122.00
Goodman, Laura	Aso Professor	210234	1.00	$97,092.00
				$97,092.00
Harmon, Jason	Dept Head/Professor	112188	1.00	$195,000.00
				$195,000.00
Joshi, Omkar	Aso Professor	212189	1.00	$110,000.00
	Sarkeys Distinguished Professorship	212189	0.00	$7,502.00
				$117,502.00
Lemons, Marcia	Sr Administrative Support Assistant	633377	1.00	$31,443.00
				$31,443.00
Loss, Scott	Professor	212192	1.00	$115,711.00
				$115,711.00
McGarrigle, Samantha	Post Doc Fellow	BF9609	1.00	$50,424.00
				$50,424.00
Moeller, Anna	Research Ast Professor	BF9536	1.00	$83,000.00
				$83,000.00
Murray, Bryan	Ast Professor	214172	1.00	$87,885.00

Employee Name	Title	Position	FTE	Commitment
				$87,885.00
Nessel, Mark	Post Doc Fellow	BF9534	1.00	$50,424.00
				$50,424.00
O Connell, Timothy	Aso Professor	213238	1.00	$91,355.00
				$91,355.00
Scott, Morgan	Sr Administrative Support Specialist	BS9745	1.00	$43,680.00
				$43,680.00
Sewell, Thor	Sr Administrative Support Assistant	BS9602	0.75	$27,846.00
				$27,846.00
Shoup, Daniel	Professor	213240	1.00	$102,359.00
				$102,359.00
Thompson, Allison	Extension Assistant	BS9844	1.00	$46,562.00
				$46,562.00
Tiburcio Dias Belotti, Maria Carol	Post Doc Fellow	BF9508	1.00	$59,587.00
				$59,587.00
Turner, Mark	Ast Professor	BF9517	1.00	$90,000.00
				$90,000.00
Weir, John	Sr Extension Specialist	221051	1.00	$92,669.00
				$92,669.00
Wendt, John	Post Doc Fellow	BF9615	1.00	$67,001.00
				$67,001.00
Yang, Haoxuan	Post Doc Fellow	BF9523	1.00	$49,500.00
				$49,500.00
Yang, Jia	Ast Professor	BF9867	1.00	$86,656.00
				$86,656.00
Zhai, Lu	Ast Professor	BF9919	1.00	$90,156.00
				$90,156.00
Zou, Chris	Professor	210818	1.00	$111,378.00
				$111,378.00
100219 - Student Union Dining				
Amaya, Alexander	Cook	633912	1.00	$29,120.00
				$29,120.00
Bani-Ahmad, Mohammad	Supervisor, Food Services	AS7672	1.00	$33,280.83
				$33,280.83
Brewer, Richard	Ast Manager, Dining	AS7571	1.00	$45,000.00
				$45,000.00
Brown Jackson, Lawinifred	Cook	630742	1.00	$40,440.58
				$40,440.58

Employee Name	Title	Position	FTE	Commitment
Carleton IV, Howard	Supervisor, Food Services	639339	1.00	$34,325.56
				$34,325.56
Cole, Jared	Chef de Cuisine	AS7247	1.00	$47,000.00
				$47,000.00
Dearsmith, David	Cook	630404	1.00	$30,056.00
				$30,056.00
Estrada Lozano, Maria	Food Service Aide	AS7486	1.00	$28,080.00
				$28,080.00
Fenton, Peter	Food Custodial Worker	AS9914	1.00	$27,561.31
				$27,561.31
Francis, Thomas	Cook	633163	1.00	$29,120.00
				$29,120.00
Karimi, Sharifa	Cook	631313	1.00	$29,120.00
				$29,120.00
Lewis, Gregory	Food Custodial Worker	632153	1.00	$27,788.80
				$27,788.80
Liao, Shu	Supervisor, Food Services	630747	1.00	$34,325.56
				$34,325.56
Lowder, John	Supervisor, Warehouse	631201	1.00	$34,319.00
				$34,319.00
McKnight, Neal	Ast Manager, Dining	AS8621	1.00	$47,448.00
				$47,448.00
Pittman, Jennifer	Supervisor, Food Services	639254	1.00	$33,280.00
				$33,280.00
Qasimi, Malika	Baker	631215	1.00	$29,119.71
				$29,119.71
Shuaibu, Mu Azatu	Cook	631379	1.00	$29,120.00
				$29,120.00
Stewart, Steve	Stock Clerk I	637481	1.00	$27,040.00
				$27,040.00
Taylor, Glennae	Supervisor, Food Services	630851	1.00	$34,320.00
				$34,320.00
Tomlinson, Scott	Supervisor, Food Services	633392	1.00	$34,320.00
				$34,320.00
Vivar, Concepcion	Cashier	AS9956	1.00	$32,468.83
				$32,468.83
Washington, Kaylee	Administrative Support Specialist II	630766	1.00	$34,214.13
				$34,214.13

Employee Name	Title	Position	FTE	Commitment
Williams, Lawrence	Cook	AS7430	1.00	$29,120.83
				$29,120.83
Williams, Wanda	Supervisor, Food Services	630751	1.00	$42,943.55
				$42,943.55
Williamson, Richard	Manager, University Dining Services	534647	1.00	$64,898.48
				$64,898.48
Woods, Jacqueline	Supervisor, Food Services	633916	1.00	$34,320.00
				$34,320.00
100220 - Academic Services For Student-Athletes				
Adams, Agatha	Ast Director, Academic Services Athletics	330338	1.00	$89,460.00
				$89,460.00
Cook, Jonene	Specialist, Learning	534375	1.00	$55,470.00
				$55,470.00
Damicone, Amber	Specialist, Learning	535002	1.00	$54,377.00
				$54,377.00
Hickey, Mark	Specialist, Learning	533642	1.00	$50,106.00
				$50,106.00
Jones, Nicole	Manager, Student Academic Developemnt	535220	1.00	$76,530.00
				$76,530.00
Middlebrook, Emily	Specialist, Learning	AS9972	1.00	$55,105.00
				$55,105.00
Middlebrook, Marilyn	Director, Ath Academics/Aso Ath Director	330398	1.00	$134,772.00
				$134,772.00
Noteware, Michael	Coordinator, Learning Center	531531	1.00	$63,198.00
				$63,198.00
Quick, Chantelle	Sr Academic Advisor I	535001	1.00	$56,090.00
				$56,090.00
Ralston, Connie	Administrative Assistant	633126	1.00	$43,555.20
				$43,555.20
Randolph, Amy	Specialist, Learning	534171	1.00	$59,138.00
				$59,138.00
Treece, Kendall	Sr Academic Advisor I	AS6908	1.00	$51,300.00
				$51,300.00
100221 - HS Academic Services				
Bennett, David	Sr Academic Advisor II	AS7396	1.00	$52,224.00
				$52,224.00
Berger, Sarah	Academic Advisor I	AS6902	1.00	$40,000.90
				$40,000.90

Employee Name	Title	Position	FTE	Commitment
Blackburn, Jordan	Sr Academic Advisor II	AS8005	1.00	$51,000.00
				$51,000.00
Cartmell, Pamela	Academic Advisor II	AS8992	1.00	$48,100.87
				$48,100.87
Chandrashekar, Ramya	Coordinator, Student Retention	AS6775	1.00	$51,000.00
				$51,000.00
Crew, Michelle	Ast Director, Student & Academic Services	AS6964	1.00	$58,500.00
				$58,500.00
Eisensmith, Jennifer	Sr Academic Advisor II	535222	1.00	$51,996.57
				$51,996.57
Essmiller, Kennedy	Coordinator, Student Retention	AS7934	1.00	$50,000.00
				$50,000.00
Farr, Brecca	Ast Director, Student & Academic Services	AS6956	1.00	$75,373.15
				$75,373.15
Gordon, Nicholas	Sr Academic Advisor I	533492	1.00	$49,000.00
				$49,000.00
Gustafson, Sofia	Administrative Assistant	AS8135	1.00	$35,360.00
				$35,360.00
Hagen, Madison	Sr Academic Advisor II	530773	1.00	$51,000.00
				$51,000.00
Joyce, Thomas	Academic Advisor II	533493	1.00	$49,000.00
				$49,000.00
King, Scott	Director, Student Academic Services	332172	1.00	$80,000.00
				$80,000.00
Kirkpatrick, Jason	Sr Academic Advisor I	534873	1.00	$49,000.00
				$49,000.00
Kuehn, Donna	Administrative Assistant	AS7088	1.00	$41,600.00
				$41,600.00
Marek, Chad	Coordinator, Events	AS7121	1.00	$50,000.00
				$50,000.00
Miller, Nicole	Sr Academic Advisor II	535051	1.00	$51,491.74
				$51,491.74
Montgomery, Rae	Coordinator, Outreach Education	533498	1.00	$48,500.00
				$48,500.00
Pack, Grace	Coordinator, Prospective Student Services	531995	1.00	$46,237.50
				$46,237.50
Pogue, Catherine	Academic Advisor II	535079	1.00	$44,799.00
				$44,799.00

Employee Name	Title	Position	FTE	Commitment
Price, Laura	Sr Academic Advisor II	533818	1.00	$52,787.13
				$52,787.13
Quadrelli, Lacey	Sr Academic Advisor II	AS8990	1.00	$51,000.00
				$51,000.00
Ritter, Bryan	Specialist, Graduate Certification	AS8272	1.00	$50,861.25
				$50,861.25
Sanogo, Adrie	Aso Dean/Aso Professor	120177	1.00	$129,324.18
	Aso Dean/Aso Professor	120177	0.00	$12,000.00
				$141,324.18
Seuhs, Kristi	Director, Student Academic Services	331630	1.00	$80,768.04
				$80,768.04
Smith, Patrick	Manager, Prospective Student Services	AS6994	1.00	$65,000.00
				$65,000.00
Snethen, Todd	Sr Academic Advisor II	533455	1.00	$59,334.30
				$59,334.30
Still, Natalie	Administrative Support Specialist I	AS7337	0.75	$23,400.00
				$23,400.00
Talbert, Kandice	Coordinator, Student Retention	534818	1.00	$49,000.00
				$49,000.00
Trejo, Destiny	Coordinator, Student Retention	AS8673	1.00	$48,000.00
				$48,000.00
Whitfield, Elizabeth	Administrative Associate	531989	1.00	$54,284.13
				$54,284.13
Williams, Ashley	Coordinator, Online Education	AS8807	1.00	$51,025.54
				$51,025.54
	100223 - Management			
Aamodt, Jason	Ast Professor Professional Practice	210271	1.00	$90,000.00
				$90,000.00
Aime, Federico	Professor	210552	1.00	$223,200.00
	Professor	210552	0.00	$26,000.00
	William S Spears Chair	210552	0.00	$10,800.00
				$260,000.00
Basu, Raja	Aso Professor	213337	1.00	$171,900.00
				$171,900.00
Bowler, William	Aso Professor	210662	1.00	$148,050.00
	Aso Professor	210662	0.00	$34,500.00
	MBA Director Watson Graduate School	210662	0.00	$7,200.00
				$189,750.00

Employee Name	Title	Position	FTE	Commitment
Brant Coonce, Jennifer	Ast Professor Professional Practice	AF9661	1.00	$92,547.00
	Ast Professor Professional Practice	AF9661	0.00	$20,566.00
	Business Ethics Teaching Fellowship	AF9661	0.00	$1,500.00
				$114,613.00
Deka Kalita, Bandita	Ast Professor	AF8152	1.00	$184,500.00
	Ast Professor	AF8152	0.00	$41,000.00
				$225,500.00
Dimotakis, Nikolaos	Professor/Young Chair	210414	1.00	$214,200.00
	Professor/Young Chair	210414	0.00	$25,000.00
	Raymond A Young Chair	210414	0.00	$10,800.00
				$250,000.00
Dinkel, Christopher	Ast Professor	211053	1.00	$108,000.00
	Ast Professor	211053	0.00	$24,000.00
				$132,000.00
Edwards, Bryan	Professor	212382	1.00	$232,650.00
	Joe Synar Chair	212382	0.00	$13,200.00
	Dept Head	212382	0.00	$9,900.00
				$255,750.00
Fei, Congcong	Lab Coordinator	AS6841	1.00	$50,028.00
				$50,028.00
Finch, Bryan	Aso Professor Professional Practice	222152	1.00	$93,150.00
				$93,150.00
Fitzgerald, Tara	Ast Professor Professional Practice	AF9474	1.00	$69,750.00
				$69,750.00
Greco, Lindsey	Aso Professor/Spears Professorship	212396	1.00	$186,300.00
	Aso Professor/Spears Professorship	212396	0.00	$21,500.00
	Spears Professor	212396	0.00	$7,200.00
				$215,000.00
Kim, Rosa	Ast Professor	AF8216	1.00	$183,501.00
				$183,501.00
Klock, Elizabeth	Ast Professor	AF8078	1.00	$182,250.00
	Ast Professor	AF8078	0.00	$40,500.00
				$222,750.00
Light, Aaron	Ast Professor Professional Practice	AF8030	1.00	$81,000.00
	Ast Professor Professional Practice	AF8030	0.00	$9,500.00
	Eastin Fellowship	AF8030	0.00	$4,500.00
				$95,000.00
Mahar, Marla	Lecturer	221413	0.75	$44,500.00

Employee Name	Title	Position	FTE	Commitment
				$44,500.00
Milner, Daniel	Ast Professor	211106	1.00	$179,550.00
	Ast Professor	211106	0.00	$39,900.00
				$219,450.00
Nerger, Gina	Ast Professor	210686	1.00	$113,040.00
				$113,040.00
Norman, Makenzie	Lecturer	220809	1.00	$40,000.00
				$40,000.00
Pappas, James	Dept Head/Aso Professor	210300	1.00	$159,849.00
				$159,849.00
Pearl, Sumathi	Ast Professor Professional Practice	AF9462	1.00	$96,750.00
	Ast Professor Professional Practice	AF9462	0.00	$11,500.00
	Director, HRM Programs	AF9462	0.00	$6,750.00
				$115,000.00
Phipps, Stephanie	Ast Professor Professional Practice	222146	1.00	$108,000.00
				$108,000.00
Pivateau, Geoffrey	Aso Professor	210023	1.00	$104,400.00
	Aso Professor	210023	0.00	$12,400.00
	Puterbaugh Professorship	210023	0.00	$7,200.00
	Director	210023	0.00	$4,500.00
				$128,500.00
Porck, Jeanine	Aso Professor	211190	1.00	$184,950.00
	Aso Professor	211190	0.00	$21,750.00
	Spears Chair	211190	0.00	$10,800.00
				$217,500.00
Royce, Stephanie	Ast Professor Professional Practice/Dir, EPHD	222153	1.00	$132,000.00
				$132,000.00
Schaap, Kristina	Lecturer	221897	1.00	$40,000.00
				$40,000.00
Seo, Eunkwang	Ast Professor	211649	1.00	$183,501.00
				$183,501.00
Sims, Paul	Lecturer	222244	1.00	$40,000.00
				$40,000.00
Urich, Andrew	Aso Professor	212384	1.00	$140,085.00
	Eastin Center Chair	212384	0.00	$13,200.00
				$153,285.00
Washington, Alexis	Aso Professor	210956	1.00	$178,200.00
	Aso Professor	210956	0.00	$21,000.00

Employee Name	Title	Position	FTE	Commitment
	Spears Chair	210956	0.00	$10,800.00
				$210,000.00
100224 - Undergraduate Admissions				
Alward, Charles	Sr Evaluator I	AS7471	1.00	$45,427.20
				$45,427.20
Ard, Sierra	Evaluator I	AS9208	1.00	$40,560.00
				$40,560.00
Barten, Brittany	Coordinator, CRM	AS7546	1.00	$53,950.00
				$53,950.00
Battaglia, Michelle	Specialist, Communications	AS7277	1.00	$45,000.00
				$45,000.00
Bennett, Darion	Evaluator I	633633	1.00	$38,000.00
				$38,000.00
Bowman, Casady	Ast Director, Undrgraduate Admissions	331005	1.00	$69,351.18
				$69,351.18
Brownlow, Johnny	Data Analyst	AS8463	1.00	$47,858.17
				$47,858.17
Callahan, Nancy	Sr Evaluator I	AS9378	1.00	$46,715.25
				$46,715.25
Coulter-Pennington, Melodie	Coordinator, Communications	AS7678	1.00	$51,000.00
				$51,000.00
Dyer, James	Coordinator, CRM	AS7547	1.00	$53,950.00
				$53,950.00
Elam, Dustin	Evaluator I	AS9469	1.00	$36,982.40
				$36,982.40
Eng, Rachel	Aso Director, Communications	AS7920	1.00	$98,107.80
				$98,107.80
Evans, Francesca	Evaluator I	AS9251	1.00	$40,919.36
				$40,919.36
Freed, Blayklee	Ast Director, Communications	AS7269	1.00	$65,000.00
				$65,000.00
Gordon, Janey	Administrative Associate	AS7890	1.00	$52,500.00
				$52,500.00
Guyton, Alexis	Data Analyst	AS7279	1.00	$50,825.00
				$50,825.00
Harmon, Beau	Evaluator I	533836	1.00	$41,217.32
				$41,217.32
Harris, Venesha	Evaluator II	AS7267	1.00	$42,000.00

Employee Name	Title	Position	FTE	Commitment
				$42,000.00
Hartman, Jeffrey	Director, Undrgraduate Admissions	130007	1.00	$139,692.60
				$139,692.60
Hay, Jordan	Evaluator I	AS9816	1.00	$38,000.00
				$38,000.00
Herhold, Taylor	Sr Evaluator I	AS9340	1.00	$43,385.06
				$43,385.06
Lamb, Nathanael	Specialist, Communications	AS7276	1.00	$45,000.00
				$45,000.00
Martin, Lucy	Specialist, Admissions Review	534638	0.75	$33,282.13
				$33,282.13
McClellan, Shylynn	Evaluator I	AS9675	1.00	$37,003.20
				$37,003.20
McCutchan, Kiersten	Specialist, Communications	AS7536	1.00	$45,000.00
				$45,000.00
McLain, Carlie	Evaluator I	535218	1.00	$41,217.32
				$41,217.32
Minyard, Jeremy	Ast Director, Undrgraduate Admissions	331946	1.00	$68,852.25
				$68,852.25
Moore, Derek	Sr Evaluator I	535217	1.00	$45,964.98
				$45,964.98
Moua, Niki	Specialist, Communications	AS7745	1.00	$45,000.00
				$45,000.00
Oldenburg, Casey	Coordinator, Admissions Review	534894	1.00	$58,454.30
				$58,454.30
Ramirez Saenz, Fernanda Areli	Specialist, International Program	535224	1.00	$42,835.10
				$42,835.10
She, Xiaohong	Specialist, CRM	AS7834	1.00	$47,730.32
				$47,730.32
Smith, Lisa	Coordinator, Communications	AS9385	1.00	$56,269.91
				$56,269.91
Toney, Erin	System Administrator	AS6890	1.00	$67,000.00
				$67,000.00
Vue, Cindy	Specialist, CRM	AS7473	1.00	$46,844.00
				$46,844.00
Westermier, Ashley	Process Coordinator	530097	1.00	$56,602.94
				$56,602.94
Wong, Yi Wen	Coordinator, Communications	AS7524	1.00	$53,550.00

Employee Name	Title	Position	FTE	Commitment
				$53,550.00
Zhong, Qiu	Database Analyst	AS9116	1.00	$51,062.39
				$51,062.39
100225 - Museum of Art				
Bradshaw, Kelly	Administrative Associate	AS9313	1.00	$42,515.20
				$42,515.20
Brasuell, Meghan	Program Director, Prairie Arts	AS8509	1.00	$65,304.00
				$65,304.00
Brown, Lacy	Coordinator, Fiscal Operations	AS7569	1.00	$52,580.00
				$52,580.00
Clark, Cynthia	Registrar & Collections Manager	AS9782	1.00	$52,000.00
				$52,000.00
Ihde, Casey	Curator	AS8655	1.00	$55,105.00
				$55,105.00
Johnson, Jennifer	Coordinator, Arts Education	AS8514	1.00	$45,000.00
				$45,000.00
Kaiser, Melissa	Administrative Assistant	AS9726	1.00	$38,979.00
				$38,979.00
King, Michael	Preparator	AS9953	1.00	$49,431.82
				$49,431.82
Olds, Kirsten	Director, Art Museum	331775	1.00	$200,004.00
				$200,004.00
Shelton, Carla	Aso Director, Museum Collection & Chief Reg	AS9828	1.00	$65,100.00
				$65,100.00
100227 - Nutritional Sciences				
Amaya, Lauren	Teaching Aso Professor	AF9823	1.00	$73,841.80
	Teaching Aso Professor	AF9823	0.00	$16,409.28
	Teaching Aso Professor	AF9823	0.00	$3,600.00
				$93,851.08
Bae, Jiyoung	Ast Professor	AF8154	1.00	$82,400.00
				$82,400.00
Chowanadisai, Winyoo	Aso Professor	211091	1.00	$85,074.81
	Aso Professor	211091	0.00	$18,905.51
				$103,980.32
Debow, Patricia	Sr Specialist, Accounting	632270	1.00	$48,215.74
				$48,215.74
Emerson, Sam	Aso Professor	AF9957	1.00	$89,496.80
				$89,496.80

Employee Name	Title	Position	FTE	Commitment
Evans, Christina	Ast Extension Specialist	AF8050	1.00	$67,000.00
				$67,000.00
Evans, Shirley	Teaching Aso Professor	AF9526	1.00	$73,841.80
				$73,841.80
Gabel, Candance	Sr Extension Specialist	220059	1.00	$112,716.34
				$112,716.34
Hammack, Mary	Administrative Associate	AS7831	1.00	$41,641.60
				$41,641.60
He, Hui	Lab Coordinator	AS9106	1.00	$52,787.50
				$52,787.50
Hepworth, Allison	Ast Professor	212672	1.00	$81,625.50
				$81,625.50
Hermann, Janice	Professor	219036	1.00	$141,831.71
				$141,831.71
Hildebrand, Deana	Professor	211075	1.00	$126,473.39
	Professor	211075	0.00	$6,000.00
				$132,473.39
Hord, Norman	Dept Head/Professor	AF9658	1.00	$150,000.00
	Dept Head/Professor	AF9658	0.00	$12,000.00
				$162,000.00
Humphrey, Jeremy	Grant Coordinator	534644	1.00	$59,663.08
				$59,663.08
Jackson, Parker	Coordinator, Outreach Programs	AS9301	1.00	$45,000.00
				$45,000.00
Jackson, Sharlie	Administrative Support Specialist I	AS7006	1.00	$37,440.00
				$37,440.00
Joyce, Jillian	Aso Professor	212651	1.00	$85,047.36
	Aso Professor	212651	0.00	$4,800.00
				$89,847.36
Kim, Yoo	Ast Professor	AF9527	1.00	$82,197.15
				$82,197.15
Liebe, Rachel	Ast Professor	AF8071	1.00	$75,000.00
				$75,000.00
Lin, Dingbo	Professor	210584	1.00	$104,282.50
	Professor	210584	0.00	$5,000.00
				$109,282.50
Lucas, Edralin	Professor	210339	1.00	$101,468.04
	Professor	210339	0.00	$5,000.00

Employee Name	Title	Position	FTE	Commitment
				$106,468.04
Maples, Diana	Sr Administrative Support Specialist	633946	1.00	$34,344.96
				$34,344.96
Martinez, Marah	Program Coordinator	AS7422	1.00	$46,000.00
				$46,000.00
Mayo, Kara	Specialist, Curriculum	AS7084	1.00	$54,590.00
				$54,590.00
Okronipa, Harriet	Ast Professor	AF9264	1.00	$83,065.63
				$83,065.63
Palmer, Catherine	Teaching Ast Professor	AF9648	1.00	$75,488.44
				$75,488.44
Peabody, Taylor	Program Coordinator	AS9474	1.00	$52,966.00
				$52,966.00
Perez, Leonardo	Program Coordinator	AS7203	1.00	$54,500.00
				$54,500.00
Rhone, Michael	Teaching Instructor	222232	1.00	$56,457.14
				$56,457.14
Ring, Cassidy	Project Manager	AS9408	1.00	$71,900.00
				$71,900.00
Romano, Diana	Aso Extension Specialist	222090	1.00	$68,024.91
				$68,024.91
Wallace, Lacey	Ast Extension Specialist	AF8000	1.00	$74,120.00
				$74,120.00
Wollenberg, Gena	Teaching Professor	220759	1.00	$80,517.48
	Teaching Professor	220759	0.00	$17,892.77
				$98,410.25
	100228 - Psychology			
Abramson, Charles	Regents Professor	216205	1.00	$134,541.00
				$134,541.00
Alexander, Patricia	Program Coordinator	531071	1.00	$59,184.00
				$59,184.00
Andrade, Angela	Teaching Aso Professor	AF9179	1.00	$76,968.00
				$76,968.00
Bailes, Lauren	Ast Professor	216204	1.00	$82,008.00
				$82,008.00
Baraldi, Amanda	Aso Professor	216212	1.00	$84,951.00
				$84,951.00
Barlaan, Devin	Teaching Ast Professor	AF9624	1.00	$59,004.00

Employee Name	Title	Position	FTE	Commitment
	Teaching Ast Professor	AF9624	0.00	$19,668.00
				$78,672.00
Bourgeois, Lisa	Administrative Associate	AS7360	1.00	$51,504.00
				$51,504.00
Chaney, John	Regents Professor	216208	1.00	$156,609.00
				$156,609.00
Ciciolla, Lucia	Aso Professor	216215	1.00	$93,447.00
				$93,447.00
Cole, Ashley	Aso Professor	AF9399	1.00	$95,652.00
				$95,652.00
Craven, Jennifer	Professor	210583	1.00	$103,536.00
				$103,536.00
Duncan, Christina	Professor	AF9071	1.00	$138,006.00
				$138,006.00
Elwood, Terrisa	Teaching Instructor	AF9622	1.00	$46,872.00
				$46,872.00
Grant, Demond	Professor	218226	1.00	$107,613.00
				$107,613.00
Grice, James	Professor	216219	1.00	$99,162.00
				$99,162.00
Hanrahan, Sasha	Teaching Ast Professor	AF9623	1.00	$46,962.00
				$46,962.00
Hayakawa, Sayuri	Ast Professor	216207	1.00	$80,352.00
				$80,352.00
Hollingsworth, Sarah	Teaching Ast Professor	AF9624	1.00	$56,367.00
				$56,367.00
Jordan, Evan	Teaching Ast Professor	AF9363	1.00	$70,380.00
				$70,380.00
Kennison, Shelia	Professor	218230	1.00	$120,006.00
				$120,006.00
Kerr, Kara	Ast Professor	AF9345	1.00	$88,443.00
				$88,443.00
Labrecque-Ricks, Jennifer	Teaching Aso Professor	AF9607	1.00	$70,506.00
				$70,506.00
Leffingwell, Thad	Interim Head/Professor	AF9110	1.00	$187,858.00
	Interim Head/Professor	AF9110	0.00	$9,900.00
				$197,758.00
Linsenmeyer, Megan	Teaching Instructor	AF9625	1.00	$45,864.00

Employee Name	Title	Position	FTE	Commitment
				$45,864.00
Melancon, Celinda	Aso Professor	216206	1.00	$97,569.00
				$97,569.00
Morris, Amanda	Regents Professor/George Kaiser Chair	213295	1.00	$131,985.00
				$131,985.00
Pedersen, Constance	Specialist, Accounting	AS8144	1.00	$41,496.00
				$41,496.00
Shadlow, Joanna	Teaching Professor	AF9178	1.00	$82,404.00
				$82,404.00
Shields, Jennifer	Visiting Ast Professor	AF9010	1.00	$60,003.00
				$60,003.00
Sweatt, Stephanie	Professor	216211	1.00	$116,919.00
				$116,919.00
Sznycer, Daniel	Ast Professor	AF9397	1.00	$88,416.00
				$88,416.00
Walker, Mary	Teaching Aso Professor	AF9626	1.00	$61,812.00
				$61,812.00
Waples, Julie	Visiting Ast Professor	AF9087	1.00	$55,008.00
				$55,008.00
Weinland, Kathryn	Teaching Aso Professor	AF9627	1.00	$67,995.00
				$67,995.00
Wells, Tony	Professor	219230	1.00	$104,463.00
				$104,463.00
Wingate, Laricka	Professor	216214	1.00	$108,684.00
				$108,684.00
Yu, Chi-Lin	Ast Professor	AF9010	1.00	$82,008.00
				$82,008.00
Yu, Dian	Ast Professor	216221	1.00	$78,003.00
				$78,003.00
100230 - Dept of Wellness Sponsored Programs				
Al Harake, Jamilah	Grant Coordinator	AS8603	1.00	$45,423.00
				$45,423.00
Antonio, Marcine	Grant Coordinator	AS7607	1.00	$42,530.01
				$42,530.01
Black, Margaret	Ast Director, Wellness	AS7206	1.00	$70,000.00
				$70,000.00
Bryant, Karrie	Sr Specialist, Prevention	AS8034	1.00	$47,244.85
				$47,244.85

Employee Name	Title	Position	FTE	Commitment
Busby, Mikayla	Administrative Support Specialist I	AS7025	1.00	$32,240.00
				$32,240.00
Busteed, Margaret	Program Manager	534852	1.00	$60,000.00
				$60,000.00
Caldwell, Melinda	Grant Manager	AS9158	1.00	$60,000.00
				$60,000.00
Carr, Latrisha	Specialist, Prevention	AS9725	1.00	$38,064.00
				$38,064.00
Colclasure, Carolina	Grant Manager	534851	1.00	$56,312.57
				$56,312.57
Creech, Jennifer	Program Manager	AS6778	1.00	$54,400.00
				$54,400.00
Denny, Casey	Grant Coordinator	AS6867	1.00	$45,000.00
				$45,000.00
Esmeyer, Shannon	Sr Administrative Support Specialist	631498	1.00	$42,681.92
				$42,681.92
Fennell-Conch, Allison	Ast Director, SERC	AS7201	1.00	$85,000.00
				$85,000.00
Foster, Ofelia	Specialist, Administration Operations	AS7889	1.00	$41,600.00
				$41,600.00
Fowler, Gwendolyn	Administrative Services Specialist	AS6811	1.00	$39,998.40
				$39,998.40
Fox, Cassandra	Instructional Design Developer	AS7812	1.00	$58,000.00
				$58,000.00
Gladden, Shelley	Ast Director, Wellness	AS7169	1.00	$76,487.79
				$76,487.79
Gold, Sarah	Specialist, Prevention	AS9714	1.00	$40,996.80
				$40,996.80
Graffman, Michael	Grant Manager	AS9159	1.00	$60,000.00
				$60,000.00
Haley, Peyton	Program Manager	AS6779	1.00	$64,640.00
				$64,640.00
Hansen-Breuer, Cheri	Grant Coordinator	AS8007	1.00	$41,715.00
				$41,715.00
Harris, Terri	Sr Administrative Support Specialist	637806	1.00	$39,388.96
				$39,388.96
Hesser, Stephanie	Program Specialist	AS7811	1.00	$46,340.11
				$46,340.11

Employee Name	Title	Position	FTE	Commitment
Keiter, Robert	Coordinator, Program SERC	AS8962	1.00	$68,841.80
				$68,841.80
Keller, Shelby	Grant Coordinator	AS9400	1.00	$52,000.00
				$52,000.00
Lester, Charles	Ast Director, Wellness	AS7205	1.00	$70,000.00
				$70,000.00
Lucas, Averie	Program Manager	531725	1.00	$66,836.70
				$66,836.70
McElroy-Griffith, Megan	Program Manager	531927	1.00	$70,000.00
				$70,000.00
Morris, Ali	Sr Specialist, Prevention	AS8033	1.00	$41,712.53
				$41,712.53
Potts, Bethany	Program Coordinator	AS6875	1.00	$54,600.00
				$54,600.00
Prescott, Lisa	Grant Coordinator	533562	1.00	$55,431.20
				$55,431.20
Robinson, Allyson	Director, Sponsored Programs	AS7408	1.00	$90,382.50
				$90,382.50
Rohwer, Natalie	Program Manager	AS7090	0.75	$54,212.93
				$54,212.93
Ruleford, Louise	Program Specialist	AS7652	1.00	$40,497.60
				$40,497.60
Scoggins, KCee	Specialist, Prevention	AS7808	1.00	$39,332.80
				$39,332.80
Sosa, Christian	Program Specialist	AS6859	1.00	$41,600.00
				$41,600.00
Stine, Angel	Program Manager	AS6748	1.00	$54,400.00
				$54,400.00
Thiel, Adam	Coordinator, Accessibility Technology	AS9442	1.00	$58,349.50
				$58,349.50
Thompson, Chelsey	Program Specialist	AS7023	0.75	$28,860.00
				$28,860.00
Warden, Larissa	Grant Coordinator	AS6866	0.75	$33,758.40
				$33,758.40
Williams, Jennifer	Equipment Driver	AS6858	1.00	$36,400.00
				$36,400.00
Winslett, Carrie	Grant Coordinator	AS9401	1.00	$49,000.00
				$49,000.00

Employee Name	Title	Position	FTE	Commitment
Woods, Amy	Certified Occupational Therapy Assistant	AS9244	1.00	$59,662.89
				$59,662.89
Young, Angela	Manager, Sponsored Programs	AS8205	1.00	$77,445.70
				$77,445.70
Young, Kimberly	Program Specialist	AS8764	1.00	$40,823.43
				$40,823.43
100231 - Office of Communication & Marketing				
Alcala, Mitchell	Specialist, Communications	531251	1.00	$56,650.00
				$56,650.00
Ballard, Dakota	Coordinator, Communications	BS9581	1.00	$56,000.00
				$56,000.00
Boswell-Gore, Alisa	Coordinator, Communications	BS9743	1.00	$56,208.00
				$56,208.00
Eberle, Hayley	Manager, Communication Services	BS9764	1.00	$68,703.00
				$68,703.00
Ellis, Gail	Coordinator, Communications	530218	1.00	$60,647.00
				$60,647.00
Fahleson, Sophia	Specialist, Communications	BS9737	1.00	$45,000.00
				$45,000.00
Farris, Daniel	TV Producer/Director	BS9792	1.00	$50,144.00
				$50,144.00
Gedon, Patricia	Sr Specialist, Communications	BS9906	1.00	$58,605.00
				$58,605.00
Gregor, Kacie	Coordinator, Communications	BS9756	1.00	$46,795.35
				$46,795.35
Gross, Mandy	Sr Manager, Communications	BS9735	1.00	$80,860.00
				$80,860.00
Hair, Kurtis	TV Producer/Director	BS9790	1.00	$50,168.00
				$50,168.00
Hardaway, Alyssa	Specialist, Communications	BS9738	1.00	$45,000.00
				$45,000.00
Hokit, Elizabeth	Multimedia Producer	CS9875	1.00	$42,500.00
				$42,500.00
Knight, Kristin	Manager, Communication Services	534765	1.00	$60,078.00
				$60,078.00
Mattox, Jami	Manager, Communication Services	BS9763	1.00	$64,396.00
				$64,396.00
Mohammadi, Parizaad	Video Editor	CS9753	1.00	$40,164.80

Employee Name	Title	Position	FTE	Commitment
				$40,164.80
Mourer, Melissa	Aso Director, Agriculture Communications	BS9765	1.00	$88,620.84
				$88,620.84
Schmidt, Jacob	Multimedia Producer	CS9749	1.00	$45,017.00
				$45,017.00
Schupp, Sierra	Coordinator, Communications	BS9553	1.00	$53,000.00
				$53,000.00
Shoulders, Macy	Coordinator, Marketing	BS9760	1.00	$42,500.00
				$42,500.00
Stout, Lyndall	Director, Communication Services	330678	1.00	$142,063.32
				$142,063.32
Sutherland, Jennifer	Administrative Assistant	BS9882	0.75	$31,200.00
				$31,200.00
Woods, Craig	Manager, Video Production	530887	1.00	$66,569.00
				$66,569.00
	100232 - Fire Protection Publications			
Andrews, Terry	Ast Manager, Marketing	AS8266	1.00	$65,040.00
				$65,040.00
Bigler, Beckie	Project Specialist	AS9724	1.00	$52,000.00
				$52,000.00
Blocker, Jefferey	Shipping & Receiving Clerk	639318	1.00	$39,520.00
				$39,520.00
Braggs, Errick	Sr Graphic Designer III	530451	1.00	$57,698.09
				$57,698.09
Brock, Bennett	Sr Graphic Designer III	531121	1.00	$56,990.90
				$56,990.90
Clapp, Holly	Coordinator, IP	AS7310	1.00	$48,048.00
				$48,048.00
Clausing, Clinton	Project Specialist	AS7180	1.00	$59,924.80
				$59,924.80
Coakley, Kallie	Specialist I, Computer	AS7779	1.00	$37,752.00
				$37,752.00
Covington, Garrison	Graphic Designer II	AS7749	1.00	$48,505.60
				$48,505.60
Cramer, Ryan	Specialist, Business Operations	631921	1.00	$39,520.00
				$39,520.00
Daniels, Misty	Ast Director, Fire Protection Publications	AS7318	1.00	$90,000.00
				$90,000.00

Employee Name	Title	Position	FTE	Commitment
Dawson, Samantha	Sr Specialist, Accounting	633463	1.00	$42,328.00
				$42,328.00
Dugan, Lindsey	Project Specialist	534612	1.00	$49,482.25
				$49,482.25
Edmondson, Julie	Manager, Fire Protection Publications	AS7299	1.00	$60,000.00
				$60,000.00
Fell, Jeffrey	Sales Associate	534903	1.00	$57,600.00
				$57,600.00
Finley, Adam	Shipping & Receiving Clerk	637326	1.00	$35,360.00
				$35,360.00
Fulgenzi, Beth	Project Specialist	AS8247	0.75	$48,048.00
				$48,048.00
Gantt, Hannah	Specialist, Marketing	AS7976	1.00	$41,080.00
				$41,080.00
Glover, Adam	Project Specialist	AS7045	1.00	$47,008.00
				$47,008.00
Griffith, Clayton	Project Manager, Fire Protection Publications	AS8168	1.00	$66,264.00
				$66,264.00
Grischkowsky, Timothy	Specialist, Technical Support	AS7451	1.00	$41,080.00
				$41,080.00
Hannan, Craig	Director, Fire Protection Publications	330939	1.00	$132,108.00
				$132,108.00
Hannan, Missy	Project Manager, Fire Protection Publications	533910	1.00	$65,880.00
				$65,880.00
Haynie, John	Specialist III, Computer	533941	1.00	$55,848.00
				$55,848.00
Hicks, David	Sr Graphic Designer	AS9417	1.00	$55,536.00
				$55,536.00
Hill, Aaron	System Analyst	AS9523	1.00	$47,892.00
				$47,892.00
Hubbard, Clarence	Sr System Analyst	535024	1.00	$65,508.00
				$65,508.00
Jenkins, Allen	Sr Graphic Designer III	AS8052	1.00	$60,736.00
				$60,736.00
Keith, Matthew	Instructional Design Developer	AS7905	1.00	$55,008.00
				$55,008.00
Kimmel, Amelia	Instructional Design Developer	AS7309	1.00	$55,008.00
				$55,008.00

Employee Name	Title	Position	FTE	Commitment
Kistler, Derek	Sr Administrative Support Specialist	531731	1.00	$39,520.00
				$39,520.00
Konrad, John	Sales Associate	533923	1.00	$65,520.00
				$65,520.00
Kreutzer, Laura	Project Specialist	534346	1.00	$49,400.00
				$49,400.00
Krone, David	Project Manager, Fire Protection Publications	AS7297	1.00	$66,564.00
				$66,564.00
Leaver, Desirea	Specialist I, Computer	AS8145	1.00	$39,416.00
				$39,416.00
Lenahan, Ashley	Project Specialist	AS7264	1.00	$49,920.00
				$49,920.00
Lomenick, James	Multimedia Producer	AS9337	1.00	$47,736.00
				$47,736.00
Longan-Mills, Jamie	Project Specialist	AS9827	1.00	$50,024.00
				$50,024.00
Marcum, Tommy	Sales Associate	535071	1.00	$64,020.00
				$64,020.00
McCoy Newlin, Elizabeth	Specialist I, Computer	AS7580	1.00	$37,440.00
				$37,440.00
Meints, Josiah	Project Specialist	AS9618	1.00	$49,920.00
				$49,920.00
Moore, Janice	Specialist I, Computer	AS7579	1.00	$38,896.00
				$38,896.00
Neher, Cale	Specialist I, Computer	AS8518	1.00	$35,360.00
				$35,360.00
Palmer, Sarah	Project Specialist	AS7284	1.00	$46,800.00
				$46,800.00
Parker, Clinton	Sr Graphic Designer	AS7963	1.00	$60,736.00
				$60,736.00
Peters, Anthony	Project Manager, Fire Protection Publications	534792	1.00	$65,000.00
				$65,000.00
Phillips, Clint	Project Manager, Fire Protection Publications	AS7198	1.00	$64,008.00
				$64,008.00
Prentice, David	Project Specialist	534390	1.00	$50,856.00
				$50,856.00
Ratcliff, Tammy	Project Specialist	AS8264	1.00	$49,504.00
				$49,504.00

Employee Name	Title	Position	FTE	Commitment
Robbins, Ryan	Specialist, Accounting	AS7697	1.00	$41,600.00
				$41,600.00
Sanchez Ostos, Reinaldo	Project Manager, Fire Protection Publications	AS8905	1.00	$63,000.00
				$63,000.00
Saunders, Amber	Specialist, Events	AS9776	1.00	$41,600.00
				$41,600.00
Shirzad, Farzana	Specialist, Accounting	AS7234	1.00	$43,680.00
				$43,680.00
Smith, Kim	Project Specialist	534721	1.00	$49,920.00
				$49,920.00
Snyder, Elizabeth	Project Manager, Fire Protection Publications	AS7283	1.00	$63,000.00
				$63,000.00
Stine White, Rachel	Project Specialist	AS8146	1.00	$46,072.00
				$46,072.00
Sturzenbecker, Michael	Sr Manager, Sales Operations	AS7311	1.00	$85,500.00
				$85,500.00
Teague, David	Coordinator, Business Operations	534741	1.00	$55,162.00
				$55,162.00
Todhunter, Kevin	Coordinator, E-Commerce	AS7894	1.00	$50,688.00
				$50,688.00
Vencill, Vallory	Project Manager, Fire Protection Publications	534603	1.00	$63,996.00
				$63,996.00
Vierling, Brandon	Shipping & Receiving Clerk	AS7348	1.00	$33,280.00
				$33,280.00
Weaver, Jennifer	Administrative Associate	AS6934	1.00	$44,096.00
				$44,096.00
Wieder, Michael	Aso Director, Fire Protection Publications	330492	1.00	$100,500.00
				$100,500.00
Williams, Alyssa	Project Specialist	AS7913	1.00	$50,856.00
				$50,856.00
Wylie, Lauren	Specialist I, Computer	AS7962	1.00	$41,600.00
				$41,600.00
100234 - Construction & Contract Services				
Bennett, Jennifer	Sr Project Manager, Construction	534008	1.00	$99,023.40
				$99,023.40
Bernabe, Emilio	Construction Project Associate	AS8802	1.00	$55,000.00
				$55,000.00
Decker, Cooper	Project Manager, Construction	AS9705	1.00	$75,020.40

Employee Name	Title	Position	FTE	Commitment
				$75,020.40
Dickens, Douglas	Contract Technician	AS8076	1.00	$45,236.78
				$45,236.78
Dreiling, Gabriel	Director, Facilities Management	330982	1.00	$122,216.29
				$122,216.29
Mekonnen, Genet	Customer Quality Control Inspector	633826	1.00	$35,360.00
				$35,360.00
Nash, Billy	Project Manager, Construction	530916	1.00	$78,354.67
				$78,354.67
Price, Joanna	Customer Quality Control Inspector	632736	1.00	$41,479.92
				$41,479.92
Taylor, William	Project Manager, Construction	531924	1.00	$76,735.00
				$76,735.00
Todd, Bobbi	Administrative Assistant	632927	1.00	$42,656.07
				$42,656.07
Trunk, Kimberly	Contract Manager	AS9845	1.00	$80,074.26
				$80,074.26
Valdez, Daniel	Construction Observer	639086	1.00	$47,840.00
				$47,840.00
Wilson, Aubrey	Project Manager, Construction	534135	1.00	$83,412.20
				$83,412.20
100235 - University Research Compliance				
Bickell, Ashley	Compliance Analyst	AS7017	1.00	$65,000.00
				$65,000.00
Cosden, Gina	Program Manager	AS7366	1.00	$68,004.00
				$68,004.00
Cunningham, Debbie	Ast Vice President, Research	AS7209	1.00	$170,000.00
				$170,000.00
Dixon, David	Ast Safety Officer Radiation	AS7295	1.00	$60,008.00
				$60,008.00
Epperley, Brittany	Manager, IACUC	331491	1.00	$80,000.00
				$80,000.00
Fewell, Aaron	Research Safety Officer	331960	1.00	$78,000.00
				$78,000.00
Girardi, Ingrid	Specialist, Biosafety	633980	1.00	$46,654.40
				$46,654.40
Hall, Ashleigh	Ast Director, Research	AS7020	1.00	$90,000.00
				$90,000.00

Employee Name	Title	Position	FTE	Commitment
Jordan, Brandon	Research Safety Officer	331958	1.00	$87,000.00
				$87,000.00
Kinzie, Jaclyn	Manager, IRB	331971	1.00	$70,000.00
				$70,000.00
Powers, Beth	Coordinator, IRB	533827	1.00	$52,000.00
				$52,000.00
Stevens, Nicholas	Manager, IT	AS7181	1.00	$75,000.00
				$75,000.00
Vaghela, Dipali	Compliance Analyst	AS6807	1.00	$60,008.00
				$60,008.00
100236 - English				
Amory, Michael	Ast Professor	213259	1.00	$74,448.00
				$74,448.00
Brennen, Gregory	Teaching Ast Professor	AF9019	1.00	$60,003.00
				$60,003.00
Burns, Kathleen	Ast Professor	AF7994	1.00	$74,007.00
				$74,007.00
Carter, Sari	Visiting Ast Professor	AF9173	1.00	$42,237.00
				$42,237.00
Cheng, An	Professor	110231	1.00	$113,472.00
				$113,472.00
Childers, Sarah	Aso Professor	218223	1.00	$76,050.00
				$76,050.00
Choi, Stephanie	Ast Professor	213264	1.00	$70,002.00
				$70,002.00
Cox, Dinah	Teaching Aso Professor	AF9691	1.00	$63,522.00
				$63,522.00
Estes, Robert	Specialist, Accounting	635088	1.00	$42,492.00
				$42,492.00
Hollenbach, Lisa	Aso Professor	218268	1.00	$76,176.00
				$76,176.00
Horton, Hoomana	Teaching Ast Professor	AF9155	1.00	$61,812.00
				$61,812.00
Howerton, Eric	Teaching Aso Professor	AF9692	1.00	$60,039.00
				$60,039.00
Howerton, Judean	Administrative Associate	531738	1.00	$52,056.00
				$52,056.00
Hughes, Alexander	Visiting Ast Professor	AF9803	1.00	$43,506.00

Employee Name	Title	Position	FTE	Commitment
				$43,506.00
Jennings, Sophie	Administrative Support Assistant I	AS8111	1.00	$33,280.00
				$33,280.00
Johnson, Shelby	Ast Professor	213274	1.00	$65,934.00
				$65,934.00
Jones, Bryan	Visiting Ast Professor	AF9803	1.00	$43,506.00
				$43,506.00
Jones, Edward	Regents Professor	213255	1.00	$101,295.00
				$101,295.00
Junnier, Frances	Teaching Ast Professor	AF9065	1.00	$50,004.00
				$50,004.00
Kwak, Gene	Ast Professor	AF8234	1.00	$66,006.00
				$66,006.00
Lee, Kyu Jeoung	Adjunct Instructor	AD9446	1.00	$32,004.00
				$32,004.00
Lewis, Lisa	Professor	213257	1.00	$98,055.00
				$98,055.00
Link, Stephanie	Aso Professor	213266	1.00	$79,191.00
				$79,191.00
Loss, Sara	Teaching Aso Professor	AF9362	1.00	$62,010.00
				$62,010.00
Maxwell, Brenda	Administrative Support Specialist II	633098	1.00	$34,777.60
				$34,777.60
McNeal, Frances	Ast Professor	AF9188	1.00	$70,056.00
				$70,056.00
Menne, Jeffrey	Dept Head/Professor	213262	1.00	$92,232.00
	Dept Head/Professor	213262	0.00	$20,496.00
	Dept Head/Professor	213262	0.00	$9,900.00
				$122,628.00
Moder, Carol	Professor	210259	1.00	$131,247.00
				$131,247.00
Morse, Daniel	Visiting Ast Professor	221986	1.00	$43,506.00
				$43,506.00
Murphy, Timothy	Regents Professor/Ht Wentz Professorship	218267	1.00	$140,589.00
				$140,589.00
Parkison, Aimee	Professor	210144	1.00	$90,999.00
				$90,999.00
Prchal, Charissa	Administrative Support Specialist I	AS9271	1.00	$37,585.60

Employee Name	Title	Position	FTE	Commitment
				$37,585.60
Rogers, Cynthia	Visiting Ast Professor	AF9803	1.00	$43,506.00
				$43,506.00
Ross, Ariel	Teaching Ast Professor	AF9693	1.00	$51,507.00
				$51,507.00
Sears, Richard	Teaching Ast Professor	AF9162	1.00	$51,588.00
				$51,588.00
Serbinovskaya, Alexandra	Adjunct Instructor	AD9447	0.75	$26,670.00
				$26,670.00
Sias, Reva	Aso Professor	211038	1.00	$80,001.00
				$80,001.00
Silva, Chelsea	Ast Professor	213258	1.00	$74,511.00
				$74,511.00
Slesinger, Ryan	Teaching Ast Professor	AF9690	1.00	$52,542.00
				$52,542.00
Smith, Lindsey	Professor	213273	1.00	$98,775.00
	Professor	213273	0.00	$3,960.00
				$102,735.00
Sperb, Jason	Visiting Ast Professor	AF9422	1.00	$43,668.00
				$43,668.00
Takacs, Stacy	Professor	210469	1.00	$97,821.00
				$97,821.00
Tracy-Ventura, Nicole	Aso Professor	210307	1.00	$84,006.00
				$84,006.00
Turcat, Jessica	Teaching Ast Professor	AF9128	1.00	$51,507.00
				$51,507.00
Uhlin, Graig	Aso Professor	211669	1.00	$77,913.00
				$77,913.00
Wilhelm, Lindsay	Ast Professor	213272	1.00	$74,799.00
				$74,799.00
Wood, Seth	Lecturer	AF9223	1.00	$43,506.00
				$43,506.00
100237 - Family Resource Center				
Carver-Cyr, Elizabeth	Aso Director, Residental Life	AS7487	1.00	$74,787.47
				$74,787.47
Chitwood, Michelle	Administrative Support Specialist II	636593	1.00	$39,956.80
				$39,956.80
100238 - Student Union Directors Office				

Employee Name	Title	Position	FTE	Commitment
Brown, Tracie	Ast Vice President, SU Business Affairs	AS7545	1.00	$175,104.12
				$175,104.12
100239 - Graduate Programs				
Chabinak, Sarah	Manager, Graduate Programs	535199	1.00	$67,728.00
				$67,728.00
Cooper, Deborah	Sr Administrative Support Specialist	635147	1.00	$45,083.13
				$45,083.13
Kern, Kenneth	Director, Graduate Programs	AS8133	1.00	$94,860.00
				$94,860.00
Louis, Alan	Coordinator, Graduate Program	AS7882	1.00	$48,564.00
				$48,564.00
Miller, Balinda	Administrative Support Specialist II	633155	1.00	$37,128.00
				$37,128.00
Murphy, Emily	Sr Academic Advisor I	534599	1.00	$49,716.00
				$49,716.00
Sison, David	Academic Advisor III	AS6971	1.00	$48,500.00
				$48,500.00
Tello, Rodrigo	Manager, Graduate Programs	AS9753	1.00	$63,024.00
				$63,024.00
100240 - Energy Management				
Bowyer, Michael	Automation System Technician I	636813	1.00	$46,259.20
				$46,259.20
Bradley, Charles	Supervisor, Automation Systems	637685	1.00	$72,820.80
				$72,820.80
Bradley, Robert	Automation System Technician II	637811	1.00	$48,838.40
				$48,838.40
Foster, Timothy	Automation System Technician I	634041	1.00	$43,680.00
				$43,680.00
Horner, Bobby	Energy Manager	AS9874	1.00	$60,781.03
				$60,781.03
Johnson, Tammy	Lead Energy Manager	AS7196	1.00	$79,144.00
				$79,144.00
Kail, Gregory	Automation System Technician I	636076	1.00	$45,822.40
				$45,822.40
Kinsler, Weslee	Automation System Technician II	634136	1.00	$51,500.80
				$51,500.80
Moorman, Tah	Automation System Technician III	631145	1.00	$61,318.40
				$61,318.40

Employee Name	Title	Position	FTE	Commitment
Norvelle, Sarah	Energy Manager	331851	1.00	$51,988.22
				$51,988.22
Romero, Casey	Ast Director, Facilities Management	AS7217	1.00	$105,660.83
				$105,660.83
Streets, Thomas	Automation System Technician III	635136	1.00	$59,072.00
				$59,072.00
Weeks, Steven	Energy Manager	535121	1.00	$60,761.95
				$60,761.95
100241 - University Health Services				
Alford, Mindy	Phlebotomist	AS7720	1.00	$34,320.00
				$34,320.00
Callison, Kiefer	Medical Office Assistant I	636928	1.00	$32,344.00
				$32,344.00
Culver, Carrie	Mid-Level Practitioner	330087	1.00	$103,607.59
				$103,607.59
Eller, Tierra	Coordinator, Communications	AS8611	0.75	$51,316.05
				$51,316.05
Elliott, Annie	RN I	633364	1.00	$52,000.00
				$52,000.00
Faggins, Joy	Patient Care Representative	630041	1.00	$34,236.80
				$34,236.80
Felder, Jessica	Medical Lab Technician	636820	1.00	$41,600.00
				$41,600.00
Foster, Jessica	Medical Office Assistant II	630937	1.00	$33,820.80
				$33,820.80
Fultz, Tammy	LPN I	630924	1.00	$42,425.37
				$42,425.37
Gallaway, Jennifer	Mid-Level Practitioner	AS9255	1.00	$107,467.05
				$107,467.05
Green, Darren	Physician	331604	1.00	$201,521.89
				$201,521.89
Harris, Allison	Coordinator, Lab & X-ray	AS9121	1.00	$53,287.50
				$53,287.50
Henneha, Jackie	Director, University Health Services	AS7578	1.00	$144,200.00
				$144,200.00
Hill, Connie	Mid-Level Practitioner	AS9045	1.00	$105,594.84
				$105,594.84
Jones, Haley	RN II	AS7943	0.80	$49,429.45

Employee Name	Title	Position	FTE	Commitment
				$49,429.45
Kennedy, Jason	LPN I	AS9085	1.00	$42,556.80
				$42,556.80
King, Kennedi	Medical Office Assistant I	637079	1.00	$31,496.19
				$31,496.19
Kipgen, Wynter	Director, Medical	AS7991	1.00	$215,000.00
				$215,000.00
Lee, Brittany	Coordinator, Events	AS7335	1.00	$54,886.13
				$54,886.13
Lowrey, Holly	Medical Lab Technician	636868	1.00	$41,454.40
				$41,454.40
Meyer, Carrie	LPN I	631324	1.00	$42,848.00
				$42,848.00
Miner, Tiffany	LPN I	633473	1.00	$44,347.49
				$44,347.49
Nemec, Shawna	Lead Nursing Clinical	AS7404	1.00	$55,825.00
				$55,825.00
Nicholson, Craig	Manager, IT	331980	1.00	$73,732.55
				$73,732.55
O'Daniel, Suzanne	Medical Office Assistant II	632313	1.00	$38,417.60
				$38,417.60
Payne, Kym	LPN I	632916	1.00	$42,470.71
				$42,470.71
Phan, Stacey	Physician	330088	1.00	$174,425.15
				$174,425.15
Pryor, Eva	LPN I	632195	1.00	$42,425.37
				$42,425.37
Rice, R	Pharmacist	531579	1.00	$121,635.99
				$121,635.99
Richardson, Tamara	EAP Psychologist	AS9511	1.00	$84,817.47
				$84,817.47
Skouby, Michael	Manager, Pharmacy	533670	1.00	$127,497.63
				$127,497.63
Stewart, Rose	Medical Office Assistant IV	633135	1.00	$43,035.20
				$43,035.20
Street, Julia	Mid-Level Practitioner	AS7910	1.00	$100,000.00
				$100,000.00
Sullivan, Jason	Manager, Business Operations	AS7824	1.00	$64,608.81

Employee Name	Title	Position	FTE	Commitment
				$64,608.81
Swinford, Dawn	Mid-Level Practitioner	330040	1.00	$106,036.44
				$106,036.44
Thompson, Alexa	Medical Office Assistant I	AS7263	1.00	$31,200.00
				$31,200.00
Turner, Alyssa	Aso Director, Clinical Operations UHS	AS9595	1.00	$110,808.69
				$110,808.69
Vandenbark, Angela	Medical Office Assistant I	636928	1.00	$34,320.00
				$34,320.00
White, Nicole	Specialist, Fiscal Operations	AS7035	1.00	$45,240.00
				$45,240.00
	100242 - Geography			
Bays, Brad	Aso Professor	219232	1.00	$71,892.00
				$71,892.00
Colley, Donald	Teaching Instructor	AF9777	1.00	$58,040.00
				$58,040.00
Comer, Jonathan	Dept Head/Professor	210019	1.00	$110,925.00
	Dept Head/Professor	210019	0.00	$24,650.00
	Dept Head/Professor	210019	0.00	$4,895.00
				$140,470.00
Cordova, Carlos	Professor	210278	1.00	$100,188.00
				$100,188.00
Dempsey, Danielle	Teaching Ast Professor	AF9103	1.00	$55,008.00
				$55,008.00
Gholizadeh, Hamed	Aso Professor	215235	1.00	$96,309.00
	Aso Professor	215235	0.00	$5,004.00
				$101,313.00
Goodnight, Barbara	Administrative Assistant	630400	1.00	$45,219.20
				$45,219.20
Greiner, Alyson	Professor	115237	1.00	$116,892.00
				$116,892.00
Hanks, Reuel	Professor/Humphres Chair	215238	1.00	$101,754.00
	Professor/Humphres Chair	215238	0.00	$12,800.00
				$114,554.00
Hill, Rory	Ast Professor	AF9119	1.00	$73,008.00
				$73,008.00
Hu, Tao	Ast Professor	AF9219	1.00	$84,636.00
				$84,636.00

Employee Name	Title	Position	FTE	Commitment
Larson, Michael	Manager, Geography Systems	530532	1.00	$68,532.00
				$68,532.00
Lavanchy, Gary	Ast Professor	211111	1.00	$84,186.00
				$84,186.00
Wang, Jing	Lab Coordinator	531474	1.00	$53,076.00
				$53,076.00
Wheeler, Brittany	Visiting Ast Professor	AF9024	1.00	$60,003.00
				$60,003.00
Xue, Yao	Visiting Ast Professor	AF7895	1.00	$55,008.00
				$55,008.00
Yu, Hongbo	Aso Professor	211666	1.00	$85,941.00
				$85,941.00
Zhou, Yuting	Ast Professor	210688	1.00	$84,186.00
				$84,186.00
100243 - CEAT Marketing & Communications				
Buford, Anne	Multimedia Producer	AS8733	1.00	$52,800.00
				$52,800.00
DeVous, Brandy	Multimedia Producer	AS7013	1.00	$48,000.00
				$48,000.00
Holubar, Tanner	Specialist, Communications	AS7070	1.00	$49,008.00
				$49,008.00
James, Desa	Coordinator, Communications	AS7160	1.00	$54,000.00
				$54,000.00
McDaniel, Savannah	Specialist, Events	AS7195	1.00	$43,680.00
				$43,680.00
Portman, Erin	Ast Manager, Marketing	AS7200	1.00	$67,992.00
				$67,992.00
Wheeler, Kristi	Manager, Marketing & Communication Services	534469	1.00	$78,156.00
				$78,156.00
100244 - Institute for Teaching & Learning Excellence				
Alexander, Paul	Analyst	AS8645	1.00	$51,500.00
				$51,500.00
Basye, Jacob	Graphic Designer II	AS8189	1.00	$52,000.00
				$52,000.00
Bowyer, Jason	AV Technician	AS9136	1.00	$37,960.00
				$37,960.00
Butler, Brenden	AV Technician	AS7954	1.00	$35,825.00
				$35,825.00

Employee Name	Title	Position	FTE	Commitment
Callaham, Katherine	Sr Financial Assistant	632037	1.00	$31,700.00
				$31,700.00
Cole, Timothy	Aso TV Producer	AS8137	1.00	$49,215.00
				$49,215.00
Comte, Rene	Sr Administrative Support Specialist	633328	1.00	$38,563.20
				$38,563.20
Cronister, Tyler	AV Technician	AS7955	1.00	$36,025.50
				$36,025.50
Crutcher, Daniel	Manager, Technical Design	534502	1.00	$64,500.00
				$64,500.00
Currin, Brian	AV Technician	AS6857	1.00	$37,710.40
				$37,710.40
Deaver, Austin	Communications Engineer Assistant	637191	1.00	$44,387.00
				$44,387.00
Dickey, Kristi	Specialist, Teaching Support	534848	1.00	$68,100.00
				$68,100.00
Dukes, Susan	Sr Financial Assistant	638033	1.00	$39,075.00
				$39,075.00
Eggers, Erick	Sr TV Producer/Director	331137	1.00	$62,865.00
				$62,865.00
Gray, Roxanne	Administrative Support Assistant II	635144	1.00	$31,217.00
				$31,217.00
Hendricks, Nicole	Specialist, Student Services	AS6973	1.00	$48,048.00
				$48,048.00
Howerton, Kenneth	Sr AV Technician	AS8901	1.00	$50,049.00
				$50,049.00
Huber, Jeffrey	Director, Education Technology	AS9487	1.00	$82,128.00
				$82,128.00
Jackson, Haley	Multimedia Producer	AS7298	1.00	$44,000.85
				$44,000.85
Jennings, William	Coordinator, AV Projects	AS7517	1.00	$50,400.00
				$50,400.00
Jester, Robert	Sr AV Technician	AS9510	1.00	$44,067.00
				$44,067.00
Jones, Stacy	Specialist, Instructional Support	AS8658	1.00	$47,784.00
				$47,784.00
Kirksey, Garrett	Multimedia Producer	AS7864	1.00	$44,000.85
				$44,000.85

Employee Name	Title	Position	FTE	Commitment
Kloiber, Cameron	TV Producer/Director	AS8659	1.00	$52,753.00
				$52,753.00
Kraybill, Brooke	Specialist, Academic Program	AS6933	1.00	$47,720.40
				$47,720.40
Kraybill, Jesse	Sr AV Technician	AS7528	1.00	$41,387.00
				$41,387.00
Mc Pherson, Marques	System Administrator	535147	1.00	$55,747.38
				$55,747.38
McCully, Jeremy	Communications Analyst	534500	1.00	$61,587.58
				$61,587.58
Morris, Gina	Specialist, Teaching Support	534849	1.00	$68,096.85
				$68,096.85
Onstott, Mason	Project Manager	AS8647	1.00	$64,995.00
				$64,995.00
Ormsbee, Christine	Vice Provost/Professor/Director	110056	1.00	$268,620.00
				$268,620.00
Pearson, Wade	Manager, Video Production	534515	1.00	$81,484.47
				$81,484.47
Perry, Chloe	Program Specialist	AS8040	1.00	$43,264.00
				$43,264.00
Prater, Sarah	Specialist, Student Services	AS6972	1.00	$47,265.92
				$47,265.92
Pursley, Caitlin	Specialist, Teaching Support	534511	1.00	$57,750.00
				$57,750.00
Redmond, Dontae	Coordinator, AV Projects	AS6863	1.00	$50,400.00
				$50,400.00
Ropp, Alysia	Specialist, Teaching Support	AS7605	1.00	$60,154.07
				$60,154.07
Sallee, Stephanie	Accountant III	AS8649	1.00	$55,670.06
				$55,670.06
Sanders, John	Sr TV Producer/Director	331256	1.00	$64,020.57
				$64,020.57
Terry, Peter	Sr Specialist, Instructional Support	AS7302	1.00	$65,000.00
				$65,000.00
Thrasher, Zachary	AV Technician	AS6808	0.50	$17,680.00
				$17,680.00
Unruh Dawes, Brenda	Director, Academic Programs	AS9637	1.00	$91,560.00
				$91,560.00

Employee Name	Title	Position	FTE	Commitment
Wilson, Toby	Sr Graphic Designer I	AS8644	1.00	$57,000.00
				$57,000.00
Worley, Justin	Coordinator, Event Services	AS7268	1.00	$58,002.00
				$58,002.00
100245 - University Mailing Services				
Burrow, Derick	Mail Processor I	632910	1.00	$29,120.00
				$29,120.00
Dilbeck, Becky	Mail Processor II	632907	0.75	$24,882.00
				$24,882.00
Forquer, Heather	Manager, Procurement Service	AS6922	1.00	$69,860.00
				$69,860.00
Harper, Elias	Mail Processor I	633962	1.00	$29,120.00
				$29,120.00
Herring, Delaina	Administrative Support Specialist I	633095	1.00	$30,763.20
				$30,763.20
Horn, Jesse	Mail Processor I	AS6773	1.00	$29,120.00
				$29,120.00
Muller, John	Mail Processor II	637752	1.00	$36,483.20
				$36,483.20
Mutai, Daniel	Mail Processor I	631065	1.00	$29,120.00
				$29,120.00
Rushing, Jordan	Ast Manager, Procurement Services	AS8562	1.00	$52,000.00
				$52,000.00
Simank, Trudy	Postal Supervisor	634866	1.00	$41,953.27
				$41,953.27
Stemple, Laura	Specialist, Accounting	630938	1.00	$35,776.00
				$35,776.00
Stubblefield, George	Postal Supervisor	637074	1.00	$46,155.20
				$46,155.20
Wilson, Lorie	Mail Processor I	631070	1.00	$29,931.20
				$29,931.20
100248 - University Assessment & Testing				
Bertucci, Carla	Specialist, Assessment	AS8753	1.00	$42,577.60
				$42,577.60
Carey, Seltrie	Administrative Assistant	633132	1.00	$35,360.00
				$35,360.00
Charron, Salome	Specialist, Assessment	AS8872	1.00	$39,915.20
				$39,915.20

Employee Name	Title	Position	FTE	Commitment
Chung, Chihming	Ast Vice Provost	AS7244	1.00	$120,000.00
				$120,000.00
Corbett, Tracy	Specialist III, Computer	AS8641	1.00	$45,000.00
				$45,000.00
Fuchs, Bradley	Sr Administrative Support Specialist	AS9184	1.00	$33,113.60
				$33,113.60
Graham, Hannah	Sr Administrative Support Specialist	633367	1.00	$34,944.00
				$34,944.00
Holcomb, Kaitlynn	Coordinator, Program Assessment	AS7273	1.00	$47,250.00
				$47,250.00
Humphrey, Deborah	Sr Administrative Support Specialist	AS9857	1.00	$34,444.80
				$34,444.80
Hunger, Kelva	Aso Director, Assessment & Analysis	AS7564	1.00	$65,670.00
				$65,670.00
Knecht, James	Aso Director	331904	1.00	$76,540.00
				$76,540.00
Moore, Kellie	Sr Administrative Support Specialist	AS9182	1.00	$31,200.00
				$31,200.00
Shelton, Andrea	Sr Administrative Support Specialist	632700	1.00	$32,136.00
				$32,136.00
100250 - Mathematics				
Asgari, Mahdi	Aso Professor	214229	1.00	$84,276.00
				$84,276.00
Barchini, Leticia	Professor	210024	1.00	$124,614.00
				$124,614.00
Brown, Lee	Teaching Aso Professor	AF9688	1.00	$70,533.00
				$70,533.00
Buss, Eric	Lecturer	AF9027	1.00	$45,000.00
				$45,000.00
Cook, Danielle	Administrative Support Specialist II	633314	1.00	$36,067.20
				$36,067.20
Cook, John	Aso Professor	211124	1.00	$88,227.00
				$88,227.00
Curry, Sean	Ast Professor	210244	1.00	$86,481.00
				$86,481.00
Dorko, Allison	Teaching Aso Professor	AF9685	1.00	$75,294.00
				$75,294.00
Dosev, Detelin	Teaching Ast Professor	AF9687	1.00	$59,076.00

Employee Name	Title	Position	FTE	Commitment
				$59,076.00
Doyle, John	Aso Professor	214238	1.00	$92,625.00
				$92,625.00
Emory, Melissa	Ast Professor	214223	1.00	$78,327.00
				$78,327.00
Fili, Paul	Aso Professor	211633	1.00	$95,103.00
				$95,103.00
Fox, Maria	Ast Professor	214237	1.00	$76,005.00
				$76,005.00
Francisco, Cynthia	Teaching Aso Professor	AF9675	1.00	$66,618.00
				$66,618.00
Ghosh, Amit	Professor	217239	1.00	$104,202.00
				$104,202.00
He, Alexander	Post Doc Fellow	AF9449	1.00	$55,008.00
				$55,008.00
He, Cuiyu	Ast Professor	214236	1.00	$78,840.00
				$78,840.00
Ju, Ning	Aso Professor	210317	1.00	$85,167.00
				$85,167.00
Kable, Anthony	Professor	219273	1.00	$144,072.00
				$144,072.00
Ku, Jaeun	Professor	214241	1.00	$99,756.00
				$99,756.00
Lebl, Jiri	Professor	210683	1.00	$101,250.00
				$101,250.00
Lee, Dami	Ast Professor	AF7963	1.00	$77,004.00
				$77,004.00
Lesnevich, Nathan	Post Doc Fellow	AF9248	1.00	$55,008.00
				$55,008.00
Luo, Yanwen	Ast Professor	214235	1.00	$76,005.00
				$76,005.00
Mantini, Lisa	Professor	214242	1.00	$112,302.00
				$112,302.00
Martins Stolerman, Lucas	Ast Professor	AF9230	1.00	$79,740.00
				$79,740.00
McFarlin, Angela	Administrative Associate	633950	1.00	$53,872.00
				$53,872.00
Mermin, Jeffrey	Aso Professor	214224	1.00	$88,110.00

Employee Name	Title	Position	FTE	Commitment
				$88,110.00
Mills, Melissa	Teaching Aso Professor	AF9686	1.00	$77,256.00
				$77,256.00
Mukherjee, Jayan	Ast Professor	AF9619	1.00	$76,005.00
				$76,005.00
Myers, John	Professor	214243	1.00	$96,102.00
				$96,102.00
Nair, Ritika	Post Doc Fellow	AF9657	1.00	$55,008.00
				$55,008.00
Noell, Alan	Professor	216280	1.00	$106,605.00
				$106,605.00
Oehrtman, Michael	Professor/Noble Professorship	210313	1.00	$108,432.00
				$108,432.00
Patel, Anand	Aso Professor	214234	1.00	$91,566.00
				$91,566.00
Pritsker, Igor	Professor/Vaughn Professorship Number Theory	210100	1.00	$121,842.00
				$121,842.00
Richmond, Edward	Aso Professor	214232	1.00	$89,190.00
				$89,190.00
Schweig, Jay	Dept Head/Aso Professor	210628	1.00	$91,368.00
	Dept Head/Aso Professor	210628	0.00	$20,304.00
	Dept Head/Aso Professor	210628	0.00	$4,895.00
				$116,567.00
Segerman, Henry	Aso Professor	210958	1.00	$91,449.00
				$91,449.00
Stinnett, Mary	Sr Administrative Support Specialist	633977	1.00	$41,100.80
				$41,100.80
Tallman, Michael	Aso Professor	211183	1.00	$97,668.00
	Aso Professor	211183	0.00	$2,250.00
				$99,918.00
Tree, Donna	Teaching Ast Professor	AF9689	1.00	$62,415.00
				$62,415.00
Wu, Jiahong	Regents Professor/At&T Professsorship	214245	1.00	$131,994.00
				$131,994.00
Yan, Xukai	Ast Professor	214226	1.00	$86,364.00
				$86,364.00
Zhang, Xu	Aso Professor	214221	1.00	$93,798.00

Employee Name	Title	Position	FTE	Commitment
				$93,798.00
Zytoon, Ahmed Mefleh.Mahmmud	Post Doc Fellow	AF9946	1.00	$55,008.00
				$55,008.00
	100251 - Entrepreneurship			
Barringer, Bruce	Head/Professor/Mitchell Chair	120226	1.00	$301,290.00
	Dept Head EEE	120226	0.00	$9,900.00
				$311,190.00
Butler, Jonathan	Aso Professor Professional Practice	222281	1.00	$119,052.00
	Aso Professor Professional Practice	222281	0.00	$26,456.00
				$145,508.00
Bylund, Per	Aso Professor	211174	1.00	$173,583.00
	Aso Professor	211174	0.00	$20,487.00
	Pope Chair	211174	0.00	$10,800.00
				$204,870.00
Gajan, Richard	Professor Professional Practice	221587	1.00	$140,616.00
	Heidebrecht MBA Faculty Fellow	221587	0.00	$4,500.00
	Professor Professional Practice	221587	0.00	$500.00
				$145,616.00
Madison, Kristen	Professor	210931	1.00	$216,630.00
	Professor	210931	0.00	$25,270.00
	Student Ventures Chair	210931	0.00	$10,800.00
				$252,700.00
McSweeney, Kevin	Ast Professor	AF8074	1.00	$162,000.00
	Ast Professor	AF8074	0.00	$36,000.00
				$198,000.00
Moore, Curtis	Professor	211108	1.00	$186,588.00
	Professor	211108	0.00	$21,932.00
	Jordan Chair in Entrepreneurship	211108	0.00	$10,800.00
				$219,320.00
Payne, G Tyge	Aso Professor	211198	1.00	$310,050.00
	Aso Professor	211198	0.00	$10,800.00
				$320,850.00
Rutherford, Matthew	Professor	211043	1.00	$239,535.00
	Professor	211043	0.00	$28,315.00
	Johnny Pope Chair	211043	0.00	$10,800.00
	PhD Coordinator EEE	211043	0.00	$4,500.00
				$283,150.00
Thomison, David	Professor Professional Practice	221588	1.00	$161,406.00

Employee Name	Title	Position	FTE	Commitment
	Professor Professional Practice	221588	0.00	$36,368.00
	Heidebrecht MBA Faculty Fellow	221588	0.00	$4,500.00
				$202,274.00
Watters, Craig	Aso Professor Professional Practice	221243	1.00	$161,975.00
	International Chair in Entrepreneurship	221243	0.00	$13,200.00
	Director, Institute for GSE	221243	0.00	$7,700.00
				$182,875.00
Yates, Victoria	Ast Professor	AF8138	1.00	$166,860.00
				$166,860.00
100252 - Management Science & Information Systems				
Amiri, Ali	Professor	210105	1.00	$137,745.00
				$137,745.00
Bagheri, Ali	Ast Professor Professional Practice	221974	1.00	$92,655.00
				$92,655.00
Baham, Corey	Aso Professor	211207	1.00	$170,865.00
	Aso Professor	211207	0.00	$20,285.00
	Spears Professor	211207	0.00	$7,200.00
	PHD Coordinator	211207	0.00	$4,500.00
				$202,850.00
Bao, Chenzhang	Ast Professor	210318	1.00	$170,775.00
	Spears Fellowship	210318	0.00	$3,600.00
	Spears Fellowship	210318	0.00	$400.00
				$174,775.00
Bardhan, Soumendu	Professional Practice Faculty	AF8021	1.00	$81,000.00
				$81,000.00
Baucum, Matt	Ast Professor	212317	1.00	$175,050.00
				$175,050.00
Bhatti, Samia	Ast Professor	212317	1.00	$150,000.00
				$150,000.00
Biros, David	Aso Professor	211679	1.00	$178,290.00
	Aso Professor	211679	0.00	$20,610.00
	Fleming Companies Inc Professorship	211679	0.00	$7,200.00
				$206,100.00
Burkman, James	Professor Professional Practice	221637	1.00	$143,775.00
	Coordinator, MS-MIS	221637	0.00	$4,500.00
				$148,275.00
Cary, Bradford	Lecturer	AF9310	1.00	$76,500.00
				$76,500.00

Employee Name	Title	Position	FTE	Commitment
Davis, Robert	Aso Professor Professional Practice	222154	1.00	$95,400.00
	Data Analytics Fellow	222154	0.00	$3,600.00
				$99,000.00
Delen, Dursun	Regents Professor/Spears Chair	210319	1.00	$216,270.00
	Regents Professor/Spears Chair	210319	0.00	$52,860.00
	William S Spears Chair	210319	0.00	$10,800.00
	Research Director, Ctr for Health Sys Innovation	210319	0.00	$6,300.00
	Neal Patterson Chair	210319	0.00	$4,500.00
				$290,730.00
Jiang, Wenting	Ast Professor	211090	1.00	$150,003.00
	Ast Professor	211090	0.00	$33,334.00
				$183,337.00
Lee, Jin	Aso Professor	210315	1.00	$139,095.00
				$139,095.00
Luo, Xiao	Aso Professor	213318	1.00	$166,500.00
	Aso Professor	213318	0.00	$37,400.00
	Spears Fellowship	213318	0.00	$3,600.00
				$207,500.00
Luse, Andrew	Aso Professor	212390	1.00	$174,330.00
	Aso Professor	212390	0.00	$20,570.00
	Spears Chair	212390	0.00	$10,800.00
				$205,700.00
Morgan, Jason	Instructor Professional Practice	AF8118	1.00	$83,700.00
				$83,700.00
Sharda, Ramesh	Professor	212390	0.00	$68,130.00
				$68,130.00
Strom, Kim	Instructor Professional Practice	AF9566	1.00	$104,958.00
	Instructor Professional Practice	AF9566	0.00	$12,062.00
	Data Analytics Fellow	AF9566	0.00	$3,600.00
				$120,620.00
Weiser, Mark	Professor	214303	1.00	$158,220.00
				$158,220.00
Wilson, Ricky	Head/Professor/Paul Miller Professorship	210464	1.00	$222,145.00
	Dept Head MSIS	210464	0.00	$9,900.00
	W Paul Miller Professorship	210464	0.00	$8,800.00
	Heidebrecht MBA Faculty Fellow	210464	0.00	$5,000.00
				$245,845.00

Employee Name	Title	Position	FTE	Commitment
Yin, Xuecheng	Ast Professor	AF8038	1.00	$155,250.00
	Ast Professor	AF8038	0.00	$34,500.00
				$189,750.00
100253 - Lake Carl Blackwell				
Bigelow, Breanna	Housekeeper I	AS7157	0.50	$14,040.00
				$14,040.00
Brewster, Ali	Administrative Support Assistant I	AS7142	0.50	$13,520.00
				$13,520.00
Brinker, Brian	Park Manager	533263	1.00	$63,328.59
				$63,328.59
Clark, Melissa	Administrative Support Assistant I	AS7797	1.00	$28,080.00
				$28,080.00
Edmonson, Eric	Groundskeeper LCB	630300	1.00	$30,680.00
				$30,680.00
Loffi, Ruth	Specialist, Administration Operations	631347	1.00	$45,385.60
				$45,385.60
Luethy, Joshua	Administrative Support Assistant I	630762	1.00	$31,200.00
				$31,200.00
McBane, Christopher	Groundskeeper LCB	AS7718	1.00	$30,284.80
				$30,284.80
Medina-Morris, Fatima	Housekeeper I	AS9571	1.00	$30,576.00
				$30,576.00
Newport, Micheal	Heavy Equipment Operator I	633605	1.00	$39,520.00
				$39,520.00
Nicholas, Justin	Heavy Equipment Operator II	633762	1.00	$44,865.60
				$44,865.60
Rifenberry, Anthony	Groundskeeper LCB	AS9380	1.00	$30,284.80
				$30,284.80
Stokesberry, Jessica	Park Ranger	AS8908	1.00	$31,200.00
				$31,200.00
Wells, Megan	Landscape Maintenance Technician II	AS6774	1.00	$34,320.00
				$34,320.00
Willson, Jennifer	Financial Assistant II	AS9299	1.00	$34,257.60
				$34,257.60
Wilson, Rodney	Ast Manager, Park	630439	1.00	$53,435.20
				$53,435.20
100254 - Dept of Economics				
Azam, Mehtabul	Aso Professor	212359	1.00	$130,356.00

Employee Name	Title	Position	FTE	Commitment
	Aso Professor	212359	0.00	$15,684.00
	Aso Professor	212359	0.00	$10,800.00
				$156,840.00
Du, Rui	Ast Professor	210563	1.00	$137,592.00
				$137,592.00
Gonzalez Sanchez, Eric	Ast Professor Professional Practice	AF9327	1.00	$85,401.00
				$85,401.00
Kazianga, Harounan	Professor	212371	1.00	$154,845.00
	Professor	212371	0.00	$18,005.00
	Carson Priority Excellence Professorship	212371	0.00	$7,200.00
				$180,050.00
Kim, Jaebeom	Professor/Endowed Chair	212369	1.00	$152,586.00
	Professor/Endowed Chair	212369	0.00	$38,108.00
	Carson Chair	212369	0.00	$10,800.00
	Dept Head, Economics	212369	0.00	$8,100.00
				$209,594.00
Kim, Minhae	Ast Professor	AF8153	1.00	$125,145.00
				$125,145.00
Lahiri, Bidisha	Aso Professor	210685	1.00	$133,146.00
	PHD Coordinator	210685	0.00	$4,500.00
				$137,646.00
Morris, Michael	Ast Professor Professional Practice	221967	1.00	$83,781.00
	Heidebrecht MBA Faculty Fellow	221967	0.00	$4,500.00
	Heidebrecht MBA Faculty Fellow	221967	0.00	$500.00
				$88,781.00
Rickman, Dan	Regents Professor/OG&E Chair	213397	1.00	$232,290.00
	OG&E Chair	213397	0.00	$10,800.00
				$243,090.00
Shen, Wenyi	Aso Professor	210772	1.00	$126,612.00
	Aso Professor	210772	0.00	$14,868.00
	Stinchcomb Professor	210772	0.00	$7,200.00
				$148,680.00
Su, Qinghe	Ast Professor Professional Practice	AF9313	1.00	$86,000.04
				$86,000.04
Sun, Xiaojin	Aso Professor	212352	1.00	$143,505.00
	Aso Professor	212352	0.00	$32,290.00
	Spears Fellowship	212352	0.00	$3,600.00
				$179,395.00

Employee Name	Title	Position	FTE	Commitment
Wang, Hongbo	Director, CAER/Lecturer	222139	1.00	$66,000.00
				$66,000.00
Zhou, Qiyao	Ast Professor	212368	1.00	$131,004.00
	Ast Professor	212368	0.00	$29,112.00
				$160,116.00
100256 - Marketing & International Business				
Arens, Zachary	Aso Professor	213321	1.00	$163,818.00
	PHD Coordinator	213321	0.00	$4,500.00
	PHD Coordinator	213321	0.00	$500.00
				$168,818.00
Arnold, Todd	Professor/Trennepohl Chair	211532	1.00	$184,338.00
	Professor/Trennepohl Chair	211532	0.00	$21,932.00
	Gary L Trennepohl Chair	211532	0.00	$10,800.00
	Heidebrecht MBA Faculty Fellow	211532	0.00	$4,500.00
				$221,570.00
Baucum, Melissa	Ast Professor	213304	1.00	$175,500.00
				$175,500.00
Brown, Tom	Dept Head/Professor/Noble Foundation Chair	213300	1.00	$228,159.00
	Professor	213300	0.00	$54,902.00
	Noble Foundation Chair in Marketing Strategies	213300	0.00	$10,800.00
	Dept Head, Marketing	213300	0.00	$8,100.00
				$301,961.00
Chakraborty, Goutam	SAS Professorship	213307	1.00	$187,839.00
	SAS Professorship	213307	0.00	$22,271.00
	SAS Professorship	213307	0.00	$7,200.00
	Director, BANDS Program	213307	0.00	$5,400.00
				$222,710.00
Fang, Xiang	Aso Professor	210481	1.00	$135,324.00
	Aso Professor	210481	0.00	$16,336.00
	Helm Professorship	210481	0.00	$7,200.00
	Director, International Business	210481	0.00	$2,250.00
				$161,110.00
Flaherty-Pappas, Karen	Professor/Spears Chair	210213	1.00	$182,538.00
	Professor/Spears Chair	210213	0.00	$21,482.00
	William S Spears Chair	210213	0.00	$10,800.00
				$214,820.00
Grover, Aditi	Aso Professor Professional Practice	221937	1.00	$93,942.00
				$93,942.00

Employee Name	Title	Position	FTE	Commitment
Hsieh, Tsung-Yiou	Ast Professor	211099	1.00	$175,500.00
				$175,500.00
Kuzmeski, Maribeth	Aso Professor Professional Practice	221891	1.00	$111,573.00
				$111,573.00
Kuzmeski, Richard	Ast Professor Professional Practice/Ast Director	AF8058	1.00	$84,600.00
				$84,600.00
Lawrence, Justin	Aso Professor	AF9763	1.00	$212,967.00
	Aso Professor	AF9763	0.00	$24,863.00
	Spears Chair	AF9763	0.00	$10,800.00
				$248,630.00
Marinelli Affonso, Felipe	Ast Professor	214302	1.00	$175,500.00
	Ast Professor	214302	0.00	$39,000.00
				$214,500.00
McGaugh, Miriam	Ast Professor Professional Practice	222265	1.00	$92,664.00
				$92,664.00
Nuckolls, Jennifer	Sr Administrative Support Specialist	633654	1.00	$38,979.20
				$38,979.20
Pogue, Christopher	Lecturer	AF8037	0.75	$30,000.04
				$30,000.04
Rackley, Jerry	Ast Dept Head	AF9270	1.00	$94,014.00
	Ast Dept Head	AF9270	0.00	$10,446.00
				$104,460.00
Roman, Whitney	Ast Professor Professional Practice	AF9433	1.00	$93,060.00
	Director, CSSE	AF9433	0.00	$7,200.00
				$100,260.00
Shepherd, Steven	Aso Professor	210279	1.00	$182,610.00
	Aso Professor	210279	0.00	$21,490.00
	Spears Chair	210279	0.00	$10,800.00
				$214,900.00
Sukhdial, Ajay	Aso Professor	210079	1.00	$102,501.00
				$102,501.00
Wu, Yuechen	Ast Professor	AF9674	1.00	$180,531.00
				$180,531.00
100257 - Office of Multicultural Affairs				
Altermatt, Broghan	Coordinator, Student Services	AS7911	1.00	$50,985.00
				$50,985.00
Kim, Younglong	Coordinator, Student Services	AS8948	1.00	$50,985.00
				$50,985.00

Employee Name	Title	Position	FTE	Commitment
Pulliam, Keith	Coordinator, Student Services	AS9302	1.00	$50,615.17
				$50,615.17
Velazquez Almazan, Zaira	Ast Director, Student & Academic Services	AS6772	1.00	$58,000.00
				$58,000.00
100258 - Scholarships and Financial Aid				
Ashley, Morgan	Lead Data Exam Clerk	633197	1.00	$44,847.20
				$44,847.20
Baker, Katy	Coordinator, Scholarship	AS7275	1.00	$53,652.44
				$53,652.44
Baldridge, Jase	Sr Financial Aid Counselor	AS8455	1.00	$47,380.00
				$47,380.00
Berryhill, Khalil	Financial Aid Counselor I	AS7178	1.00	$42,230.14
				$42,230.14
Blackwell, Kobe	Financial Planning Coach I	AS7345	1.00	$42,230.14
				$42,230.14
Blew, Chad	Director, Scholarships & Financial Aid	332082	1.00	$143,599.60
				$143,599.60
Boyd, Lori	Ast Director, Scholarships & Financial Aid	331509	1.00	$72,113.13
				$72,113.13
Braun, Gretchen	Sr Financial Aid Counselor I	AS8447	1.00	$46,000.00
				$46,000.00
Chai, Jixin	Data Analyst	AS8451	1.00	$60,512.50
				$60,512.50
Cox, Rosalea	Sr Financial Aid Counselor	AS8454	1.00	$46,350.00
				$46,350.00
Cronister, Cali	Financial Planning Coach I	AS7346	1.00	$46,020.40
				$46,020.40
Dale, Susan	Administrative Associate	AS7551	1.00	$48,121.65
				$48,121.65
Davenport, Nathan	Sr Financial Aid Counselor	AS7249	1.00	$47,380.00
				$47,380.00
Diazvalle, Maria	Sr Financial Aid Counselor	AS8453	1.00	$52,666.32
				$52,666.32
Dickens, Suzanne	Manager, Student Services	AS7625	1.00	$51,944.40
				$51,944.40
Dudley, Jade	Financial Aid Counselor I	AS6792	1.00	$42,230.14
				$42,230.14
Eddlemon, Kaylan	Sr Financial Aid Counselor I	AS7177	0.80	$36,800.00

Employee Name	Title	Position	FTE	Commitment
				$36,800.00
Etsch, Jennifer	Ast Director, Scholarships & Financial Aid	331410	1.00	$72,113.13
				$72,113.13
Eveland, Cole	Financial Planning Coach I	AS7257	1.00	$42,230.14
				$42,230.14
Foote, Tammy	Ast Director, Scholarships & Financial Aid	330074	1.00	$72,113.13
				$72,113.13
Giles, Patricia	Financial Planning Coach I	AS7256	1.00	$42,230.14
				$42,230.14
Graumann, Jack	Sr Financial Aid Counselor I	AS8457	1.00	$46,000.00
				$46,000.00
Hanrahan, Sean	Manager, Student Services	AS7624	1.00	$53,953.20
				$53,953.20
Hudson, Katie	Financial Planning Coach II	AS7344	1.00	$46,020.40
				$46,020.40
Leal, Raigen	Sr Financial Aid Counselor	AS7266	1.00	$47,380.00
				$47,380.00
Lofton, Robert	Aso Director, Scholarships & Financial Aid	331397	1.00	$98,160.49
				$98,160.49
Long, Gabriel	Finanacial Planning Coach I	AS7124	1.00	$42,230.14
				$42,230.14
Lorenz, Ashley	Ast Director, Scholarships & Financial Aid	AS7461	1.00	$67,121.18
				$67,121.18
Millis, Linda	Aso Director, Scholarships & Financial Aid	330073	1.00	$98,160.49
				$98,160.49
Raab, Robert	Aso Director, Scholarships & Financial Aid	AS7207	1.00	$85,000.00
				$85,000.00
Rakey, Shila	Manager, Financial Planning	AS6917	1.00	$50,100.00
				$50,100.00
Schmidt, Maegen	Data Exam Clerk	632674	1.00	$33,092.80
				$33,092.80
Scoles, Nathaniel	Aso Director, Scholarships & Financial Aid	330071	1.00	$98,160.49
				$98,160.49
Scott, Joshua	Financial Aid Counselor I	AS6793	1.00	$42,230.14
				$42,230.14
Smith, Charly	Ast Director, Communications	AS9211	1.00	$72,113.13
				$72,113.13
Smith, David	Financial Planning Coach I	AS7134	1.00	$42,230.14

Employee Name	Title	Position	FTE	Commitment
				$42,230.14
Song, Yan	Sr System Administrator	AS7696	1.00	$76,786.50
				$76,786.50
Southwell, Taylor	Data Exam Clerk	632904	1.00	$31,500.00
				$31,500.00
Tearney, Jesse	Coordinator, Scholarship	AS8450	1.00	$53,652.44
				$53,652.44
Tipton, Michelle	Accountant II	AS8458	1.00	$49,630.73
				$49,630.73
Tyler, Karena	Manager, Financial Planning	AS6918	1.00	$53,950.00
				$53,950.00
Vargo, Dustin	Data Exam Clerk	632957	1.00	$33,418.40
				$33,418.40
Walter, Martha	Sr Financial Aid Counselor I	AS8072	1.00	$46,000.00
				$46,000.00
Wilbourn, Cassidy	Financial Aid Counselor I	AS6855	1.00	$42,230.14
				$42,230.14
Xu, Chen	Data Analyst	534578	1.00	$52,000.00
				$52,000.00
Zink, Skylar	Sr Financial Aid Counselor	AS7570	1.00	$49,842.94
				$49,842.94
Zlatnik, Kai	Financial Planning Coach I	AS7255	1.00	$42,230.14
				$42,230.14
100261 - SU Building Operations Administration				
Al-Harake, Mounzer	Ast Director, Building Operations	330507	1.00	$111,256.73
				$111,256.73
Bays, Joseph	Custodian I	639220	1.00	$27,039.58
				$27,039.58
Bilyeu, Bryan	Custodian I	639221	1.00	$27,560.40
				$27,560.40
Blair, Samual	Ast Custodian Foreman	630711	1.00	$32,720.06
				$32,720.06
Bolish, Janet	Custodian I	639218	1.00	$28,081.43
				$28,081.43
Camren, Christopher	Ast Supervisor, Maintenance Services	AS7382	1.00	$49,275.20
				$49,275.20
Casey, Chris	Custodian I	630716	1.00	$27,560.40
				$27,560.40

Employee Name	Title	Position	FTE	Commitment
Courtright, Jonathan	Custodian I	630725	1.00	$27,562.33
				$27,562.33
Dingle, Daniel	Custodian I	630730	1.00	$27,560.84
				$27,560.84
Dwinell, Billy	Parking Garage Attendant	636050	1.00	$29,877.99
				$29,877.99
Ferguson, Jack	Custodian II	630722	1.00	$34,581.19
				$34,581.19
James, Shawn	Supervisor, Maintenance Services	AS7380	1.00	$53,560.00
				$53,560.00
Johnson, Sheryl	Sr Administrative Support Specialist	633247	1.00	$43,167.28
				$43,167.28
Johnson, Stephen	Customer Quality Control Inspector	630734	1.00	$36,307.22
				$36,307.22
Krenn, Tony	Custodian I	639219	1.00	$30,459.44
				$30,459.44
Lann, Michael	Building Maintenance Mechanic I	AS9097	1.00	$36,307.22
				$36,307.22
Marlow, Scott	Building Maintenance Mechanic II	630701	1.00	$40,190.96
				$40,190.96
Martinez, Vanessa	Custodian I	630727	1.00	$27,040.00
				$27,040.00
Massey, Shelli	Custodian I	630731	1.00	$31,186.55
				$31,186.55
Maxwell, Robert	Building Maintenance Mechanic I	630702	1.00	$36,307.22
				$36,307.22
Pinkerton, Jayla	Parking Garage Attendant	630695	1.00	$27,040.16
				$27,040.16
Skinner, Scott	Building Maintenance Mechanic I	639246	1.00	$36,307.22
				$36,307.22
Solis, Jose	Custodian I	639222	1.00	$27,040.00
				$27,040.00
Spencer, Scott	Custodian I	630746	1.00	$29,970.61
				$29,970.61
Spiva, Jeffery	Painter I	639364	1.00	$40,301.30
				$40,301.30
Stephens, Jaime	Parking Garage Attendant	AS8756	1.00	$27,040.11
				$27,040.11

Employee Name	Title	Position	FTE	Commitment
Surber, Stephen	Custodian I	630713	1.00	$30,462.29
				$30,462.29
Tuyishime, Aline	Custodian I	630726	1.00	$27,560.40
				$27,560.40
Twiner, Billy	Custodian I	639217	1.00	$27,040.00
				$27,040.00
Ventris, Taylor	Custodian I	634647	1.00	$27,851.20
				$27,851.20
	100262 - Industrial Engineering			
Abbott, Tammy	Sr Specialist, Accounting	AS7750	1.00	$40,872.00
				$40,872.00
Balasundaram, Balabhaskar	Professor	210109	1.00	$137,124.00
				$137,124.00
Buchanan, Austin	Aso Professor	211116	1.00	$127,161.00
				$127,161.00
Collins, Terry	Aso Professor	212575	1.00	$102,528.00
				$102,528.00
Deep, Akash	Ast Professor	211079	1.00	$98,042.00
	Ast Professor	211079	0.00	$10,893.56
				$108,935.56
Fili, Mohammad	Visiting Ast Professor	AF9067	1.00	$72,000.00
				$72,000.00
Heragu, Sunderesh	Professor	AF7930	1.00	$221,400.00
				$221,400.00
Hu, Guiping	Dept Head/Professor	112566	1.00	$220,000.00
	Dept Head	112566	0.00	$16,500.00
				$236,500.00
Jurewicz, Katherina	Ast Professor	AF9348	1.00	$101,826.00
				$101,826.00
Kamath, Manjunath	Professor	210041	1.00	$129,483.00
	Professor	210041	0.00	$4,500.00
				$133,983.00
Liu, Chenang	Ast Professor	AF9521	1.00	$107,640.00
	Ast Professor	AF9521	0.00	$11,960.00
				$119,600.00
Liu, Tieming	Professor	212574	1.00	$123,642.00
				$123,642.00
McAleavy, Alison	Administrative Support Specialist I	AS8744	1.00	$35,048.00

Employee Name	Title	Position	FTE	Commitment
				$35,048.00
Nuamah, Joseph	Ast Professor	AF9520	1.00	$99,009.00
				$99,009.00
Ramanan, Paritosh	Ast Professor	214534	1.00	$102,456.00
	Ast Professor	214534	0.00	$6,630.00
				$109,086.00
Ramesh, Srikanthan	Ast Professor	AF8139	1.00	$98,042.00
				$98,042.00
Saravanan, Pratima	Ast Professor	AF8010	1.00	$96,000.00
	Ast Professor	AF8010	0.00	$10,667.00
				$106,667.00
Wang, Lizhi	Professor	AF9070	1.00	$171,000.00
	Professor	AF9070	0.00	$19,000.00
				$190,000.00
100263 - Procurement Services				
Beckwith, Leslie	Sr Financial Assistant	635065	1.00	$34,070.40
				$34,070.40
Caselman, Kelly	Material Expediter	AS8833	1.00	$39,748.80
				$39,748.80
Comeaux Jr, Philip	Stock Clerk III	636180	1.00	$33,421.44
				$33,421.44
Cook, Jeffrey	Sr Financial Assistant	639593	1.00	$34,638.24
				$34,638.24
Duckworth, Robin	Supervisor, Supply	633812	1.00	$49,623.21
				$49,623.21
Hughes, Sheri	Stock Clerk III	633178	1.00	$33,421.44
				$33,421.44
Jarvis, Gary	Specialist, Inventory Control	633788	1.00	$41,991.04
				$41,991.04
Luginbill, Brady	Stock Clerk III	AS8892	1.00	$34,070.40
				$34,070.40
Moody, Melissa	Sr Financial Assistant	633260	1.00	$34,070.40
				$34,070.40
Privett, Evan	Stock Clerk I	630816	1.00	$30,160.00
				$30,160.00
100266 - CEAT Sponsored Programs & Research				
Bajjala Kumbure Geda, Dulani	Research Scientist	AF9446	1.00	$79,356.00
				$79,356.00

Employee Name	Title	Position	FTE	Commitment
Bennett, Maison	Specialist I, Sponsored Programs	AS7866	1.00	$45,000.00
				$45,000.00
Bikkina, Lakshmi Prasanthi	Specialist II, Sponsored Programs	AS9552	1.00	$47,040.00
				$47,040.00
Bunting, Charles	Aso Dean/Professor	113555	1.00	$210,384.00
	Aso Dean Additive Pay	113555	0.00	$24,000.00
				$234,384.00
Clausing, Jennifer	Sr Coordinator, Sponsored Programs	530765	1.00	$60,960.00
				$60,960.00
Deb, Bipasha	Manager, Sponsored Programs	AS7254	1.00	$63,000.00
				$63,000.00
Frailey, Logan	Administrative Associate	AS6885	1.00	$46,404.00
				$46,404.00
Lane, Jennifer	Specialist II, Sponsored Programs	AS7583	1.00	$48,960.00
				$48,960.00
Maitlen, Anna	Coordinator, Sponsored Programs	533559	1.00	$52,836.00
				$52,836.00
Morin Flores, Yajaira	Specialist II, Sponsored Programs	AS7867	1.00	$48,000.00
				$48,000.00
Reynolds, Pamela	Proposal Editor & Writer	534664	1.00	$62,580.00
				$62,580.00
Riggs, Mitzi	Sr Coordinator, Sponsored Programs	AS9990	1.00	$73,440.00
				$73,440.00
Westmoreland, Jamie	Aso Director, Sponsored Pograms	AS9687	1.00	$84,000.00
				$84,000.00
100267 - Parking & Transportation Services				
Abbott, Richard	Bus Driver	630848	1.00	$41,600.00
				$41,600.00
Ames, Tonya	Bus Driver	631158	1.00	$41,600.00
				$41,600.00
Bailey, Joseph	Manager, Transportation Service	AS7021	1.00	$84,892.50
				$84,892.50
Box, Candace	Administrative Assistant	630621	1.00	$52,320.94
				$52,320.94
Brim, Jon	Bus Driver	631883	0.75	$32,760.00
				$32,760.00
Brown, Jessica	Parking Enforcement Officer	632669	1.00	$38,480.00
				$38,480.00

Employee Name	Title	Position	FTE	Commitment
Burch, Marty	Automotive Technician I	AS8979	1.00	$42,078.40
				$42,078.40
Byram, Jacob	Sr Administrative Support Assistant	AS9025	1.00	$35,360.00
				$35,360.00
Campbell, W	Supervisor, Parking & Transit	630413	1.00	$56,160.00
				$56,160.00
Chapman, Lyndal	Bus Driver	631190	1.00	$41,600.00
				$41,600.00
Clarke, Bart	Bus Driver	631159	1.00	$41,600.00
				$41,600.00
Culver, Bradley	Automotive Technician I	631186	1.00	$41,360.93
				$41,360.93
Davis, Grady	Ast Manager, Transportation Services	AS8505	1.00	$52,932.92
				$52,932.92
Dawes, Belita	Bus Driver	631188	1.00	$41,600.00
				$41,600.00
DeGroot, Mackenzie	Lead Bus Driver	630758	1.00	$45,760.00
				$45,760.00
Doggett, Jay	Manager, Transportation Services	533378	1.00	$80,850.00
				$80,850.00
Duncan, Gregory	Bus Driver	630808	1.00	$41,600.00
				$41,600.00
Elliott, Earl	Ast Manager, Transportation Services	AS6962	1.00	$69,300.00
				$69,300.00
Giehll, Edward	Bus Driver	631204	1.00	$43,680.00
				$43,680.00
Hale, Michael	Bus Driver	631155	1.00	$41,600.00
				$41,600.00
Herd, Tara	Bus Driver	631881	1.00	$41,600.00
				$41,600.00
Hickerson, Lane	Bus Driver	630849	1.00	$41,600.00
				$41,600.00
Hodge, Michael	Parts Technician II	633590	1.00	$36,235.15
				$36,235.15
Hoge, Richard	Supervisor, Transit Maintenance	632049	1.00	$56,160.00
				$56,160.00
King, Daniel	Automotive Technician I	AS7602	1.00	$40,249.17
				$40,249.17

Employee Name	Title	Position	FTE	Commitment
Lunsford, Benjamin	Financial Assistant II	630862	1.00	$34,944.00
				$34,944.00
Malone, Delbert	Automotive Technician I	631004	1.00	$35,966.10
				$35,966.10
Marshall, James	Bus Driver	631396	1.00	$41,600.00
				$41,600.00
Martin, Shannon	Bus Driver	631156	1.00	$41,600.00
				$41,600.00
McDonald, Michael	Supervisor, Parking & Transit	630792	1.00	$56,160.00
				$56,160.00
Meyer, Stephen	Ast Manager, Transportation Services	AS7375	1.00	$62,000.00
				$62,000.00
Morse, Philip	Automotive Technician I	632117	1.00	$37,953.55
				$37,953.55
Newton, Richard	Manager, Transportation Service	330493	1.00	$84,892.50
				$84,892.50
ODriscoll, Oisin	Lead Parking Enforcement Officer	AS9881	1.00	$41,496.00
				$41,496.00
Olmstead, Kevin	Bus Driver	631203	1.00	$41,600.00
				$41,600.00
Onopa, Helen	Sr Administrative Support Assistant	631002	1.00	$35,360.00
				$35,360.00
Onopa, Joshua	Lead Bus Driver	630807	0.75	$34,320.00
				$34,320.00
Prillaman, Daniel	Bus Driver	AS8902	0.75	$31,200.00
				$31,200.00
Rasmussen, Kellie	Sr Financial Assistant	631042	1.00	$45,395.31
				$45,395.31
Rice, Griffon	Parking Enforcement Officer	632790	1.00	$38,480.00
				$38,480.00
Roberson, Anthony	Bus Driver	632652	1.00	$37,440.00
				$37,440.00
Rowden, Belinda	Sr Administrative Support Specialist	639009	1.00	$36,597.60
				$36,597.60
Schenck, Ashlyn	Sr Administrative Support Assistant	630622	1.00	$35,360.00
				$35,360.00
Snow, Brandon	Supervisor, Parking & Transit	631271	1.00	$53,518.40
				$53,518.40

Employee Name	Title	Position	FTE	Commitment
Spaulding, Carl	Bus Driver	639594	0.75	$31,200.00
				$31,200.00
Spradling, Steven	Director, Parking & Transportation	330776	1.00	$122,329.37
				$122,329.37
Stauffer, Stephen	Automotive Technician I	630871	1.00	$31,200.00
				$31,200.00
Steininger, Sheryl	Sr Administrative Support Assistant	630623	1.00	$35,360.00
				$35,360.00
Tipton, Cary	Bus Driver	632667	1.00	$43,680.00
				$43,680.00
Wang, Zheng	Specialist I, Computer	AS8504	1.00	$66,667.81
				$66,667.81
Warford, Blake	Bus Driver	631157	1.00	$41,600.00
				$41,600.00
Warren, Brianna	Bus Driver	630809	1.00	$41,600.00
				$41,600.00
Webb, Helen	Administrative Support Assistant I	631123	1.00	$35,360.00
				$35,360.00
Webb, James	Bus Driver	633597	1.00	$43,680.00
				$43,680.00
Weber, Paul	Bus Driver	632363	1.00	$41,600.00
				$41,600.00
Young, John	Bus Driver	630801	1.00	$43,680.00
				$43,680.00
Zetterberg, Misty	Leasing Agent	630873	1.00	$35,194.72
				$35,194.72
100270 - Institute For Agri Biosciences				
Allen, Randy	Professor/Director, Lab/Endowed Chair	210767	1.00	$190,878.00
	Sitlington II Endowed Chair	210767	0.00	$10,010.00
				$200,888.00
100271 - New Product Dev Cntr/Invn Asst Svc				
Brown, Matthew	Specialist, Program	AS9577	1.00	$41,600.00
				$41,600.00
Prouty, Jodi	Ast Director, New Product Development Center	AS9203	1.00	$80,040.00
				$80,040.00
Taylor, Robert	Research Professor/Director	220978	1.00	$185,184.00
				$185,184.00
Vinyard, Jennifer	Sr Design Engineer	331961	1.00	$92,724.00

Employee Name	Title	Position	FTE	Commitment
				$92,724.00
Whitefield, Justin	Design Engineer	AS7118	1.00	$75,000.00
				$75,000.00
100272 - CEAT Online Learning				
Cooper, Kristi	Coordinator, Outreach Education	AS9394	1.00	$44,512.00
				$44,512.00
Cragun, Nathan	Manager, Outreach Education	531654	1.00	$68,196.00
				$68,196.00
Miller, Danielle	Specialist, Accounting	633157	1.00	$36,920.00
				$36,920.00
Tarrant, Marshall	Specialist II, Computer	AS8109	1.00	$43,472.00
				$43,472.00
Yerbic, James	Coordinator, Outreach Education	AS9447	1.00	$53,768.00
				$53,768.00
100274 - Philosophy				
Blake-Turner, Christopher	Ast Professor	AF9117	1.00	$64,008.00
				$64,008.00
Blake-Turner, Joanna	Ast Professor	AF9025	1.00	$64,008.00
				$64,008.00
Doyle, Jessica	Teaching Instructor	AF9069	1.00	$45,000.00
				$45,000.00
Drohan, Christopher	Teaching Aso Professor	AF9683	1.00	$52,362.00
				$52,362.00
Fairen, Glen	Teaching Ast Professor	AF9123	1.00	$55,008.00
				$55,008.00
Good, Rebecca	Sr Administrative Support Assistant	631388	0.75	$24,792.00
				$24,792.00
Heitz, Marty	Aso Professor	210250	1.00	$74,970.00
				$74,970.00
Holmes, Hannah	Administrative Assistant	AS7615	1.00	$44,990.40
				$44,990.40
Igrek, Apple	Aso Professor	212263	1.00	$63,333.00
				$63,333.00
Kim, Jin Young	Ast Professor	AF9089	1.00	$65,007.00
				$65,007.00
Neels, Richard	Ast Professor	212260	1.00	$66,654.00
				$66,654.00
Recker, Doren	Aso Professor	212259	1.00	$85,626.00

Employee Name	Title	Position	FTE	Commitment
				$85,626.00
Reitan, Eric	Professor	212261	1.00	$99,000.00
				$99,000.00
Rice, Justin	Teaching Aso Professor	AF9682	1.00	$51,165.00
				$51,165.00
Soltani, Adam	Adjunct Instructor	AD9548	1.00	$39,204.00
				$39,204.00
Spaulding, Shannon	Dept Head/Professor	210055	1.00	$102,123.00
	Dept Head/Professor	210055	0.00	$22,694.00
	Dept Head/Professor	210055	0.00	$4,895.00
				$129,712.00
Stewart, Heather	Ast Professor	211676	1.00	$69,579.00
				$69,579.00
Trippett, Daniel	Lecturer	221748	1.00	$46,467.00
				$46,467.00
Ware, Lawrence	Teaching Ast Professor	AF9684	1.00	$48,411.00
	TAP/Co Director, Africana Studies	AF9684	0.00	$2,250.00
				$50,661.00
	100275 - Engineering Technology			
Abouzahr, Imadeddine	Aso Professor	213506	1.00	$91,161.00
	Aso Professor	213506	0.00	$4,500.00
				$95,661.00
Alexander, Aaron	Aso Professor	213500	1.00	$110,718.00
	Aso Professor	213500	0.00	$9,000.00
				$119,718.00
Bayat, Jahan	Ast Professor Professional Practice	AF7940	1.00	$90,000.00
				$90,000.00
Byram, Barbara	Administrative Associate	AS7645	1.00	$44,200.00
				$44,200.00
Charter, Virginia	Aso Professor	211081	1.00	$106,641.00
	Aso Professor	211081	0.00	$7,846.63
				$114,487.63
Chen, Chen	Ast Professor	AF8092	1.00	$87,210.00
	Ast Professor	AF8092	0.00	$6,460.32
				$93,670.32
Christian, Paul	Ast Professor Professional Practice	AF8056	1.00	$82,503.00
				$82,503.00
Cook, Marllon	Ast Professor	AF8068	1.00	$87,525.00

Employee Name	Title	Position	FTE	Commitment
	Ast Professor	AF8068	0.00	$9,725.00
				$97,250.00
Harper, Danesha	Administrative Support Specialist I	630264	1.00	$35,048.00
				$35,048.00
Hoskins, Bryan	Aso Professor	210994	1.00	$102,078.00
	Aso Professor	210994	0.00	$10,187.00
				$112,265.00
Hunt, Kimberly	Specialist, Accounting	AS9124	1.00	$46,280.00
				$46,280.00
Jujuly, Muhammad Masum	Teaching Ast Professor	AF7995	1.00	$83,007.00
	Teaching Ast Professor	AF7995	0.00	$1,666.60
				$84,673.60
King Lewis, Amy	Ast Professor	AF9269	1.00	$89,757.00
	Ast Professor	AF9269	0.00	$9,000.00
				$98,757.00
Li, Xiangyu	Ast Professor	AF9543	1.00	$82,782.00
	Ast Professor	AF9543	0.00	$9,198.00
				$91,980.00
McAleavy, Anthony	Ast Professor	AF9463	1.00	$83,187.00
	Ast Professor	AF9463	0.00	$9,243.00
				$92,430.00
McCombs, Michael	Research Associate	AF9303	1.00	$43,155.00
	Research Associate	AF9303	0.00	$4,795.00
				$47,950.00
Mosier, Rachel	Aso Professor	211080	1.00	$98,568.00
	Aso Professor	211080	0.00	$6,000.00
				$104,568.00
Nuckolls, Ellis	Ast Professor	213505	1.00	$78,300.00
				$78,300.00
Park, Haejun	Ast Professor	211205	1.00	$102,330.00
	Ast Professor	211205	0.00	$11,370.00
				$113,700.00
Robison, Melvin	Sr Research Engineer	AS7240	1.00	$84,000.00
				$84,000.00
Rodriguez Coca, Diana	Ast Professor	AF9408	1.00	$95,895.00
	Ast Professor	AF9408	0.00	$4,776.00
				$100,671.00
Shen, Ruiqing	Ast Professor	213502	1.00	$89,001.00

Employee Name	Title	Position	FTE	Commitment
				$89,001.00
Stockel, Leslie	Aso Professor Professional Practice	222274	1.00	$103,914.00
	Aso Professor Professional Practice	222274	0.00	$9,000.00
				$112,914.00
Vora, Hitesh	Aso Professor	211092	1.00	$119,070.00
	Aso Professor	211092	0.00	$13,230.00
				$132,300.00
Wang, Yafeng	Ast Professor	AF7984	1.00	$89,001.00
	Ast Professor	AF7984	0.00	$6,592.01
				$95,593.01
Yates, Heather	Professor	210297	1.00	$121,995.00
				$121,995.00
Yoon, Soo	Ast Professor	AF9365	1.00	$95,895.00
				$95,895.00
100276 - A&S Student Personnel				
Beyl, Meredith	Sr Academic Advisor I	AS7771	1.00	$49,008.00
				$49,008.00
Bonner, Clarissa	Sr Academic Advisor I	535156	1.00	$49,008.00
				$49,008.00
Brandon, Jeannie	Specialist, Curriculum	AS7795	1.00	$45,000.00
				$45,000.00
Burke, Vincent	Sr Academic Advisor I	530870	1.00	$52,572.00
				$52,572.00
Conner, Jennifer	Coordinator, Student Engagement	AS7365	1.00	$46,008.00
				$46,008.00
Cooper, Jamie	Sr Academic Advisor I	534972	1.00	$49,008.00
				$49,008.00
Daggy, Silvia	Sr Academic Advisor II	530958	1.00	$55,992.00
				$55,992.00
Equinox, Brooke	Sr Academic Advisor I	AS9024	1.00	$49,140.00
				$49,140.00
Francis, Mary	Sr Academic Advisor I	531049	1.00	$55,008.00
				$55,008.00
Gary, Jillian	Sr Coordinator, Career Services	AS7735	1.00	$54,600.00
				$54,600.00
Hamman, Caleb	Sr Academic Advisor I	AS9358	1.00	$51,624.00
				$51,624.00
Howard, Elizabeth	Sr Academic Advisor I	533210	1.00	$49,008.00

Employee Name	Title	Position	FTE	Commitment
				$49,008.00
Huether Schoenknecht, Ulrike	Sr Academic Advisor II	533485	1.00	$53,148.00
				$53,148.00
Kambs, Breana	Academic Advisor III	533486	1.00	$47,004.00
				$47,004.00
Lickteig, Carrina	Sr Academic Advisor I	AS8045	1.00	$49,008.00
				$49,008.00
Mann, Britney	Sr Academic Advisor II	AS9350	1.00	$60,156.00
				$60,156.00
Martindale, Amy	Ast Dean, Student Academic Services	329104	1.00	$144,624.00
				$144,624.00
Mehan, Sandra	Specialist, Graduate Certification	AS8507	1.00	$54,384.00
				$54,384.00
Mutschelknaus, Sarah	Sr Academic Advisor II	AS9026	1.00	$51,120.00
				$51,120.00
Orr, Sheri	Sr Academic Advisor II	534793	1.00	$53,256.00
				$53,256.00
Pruitt, Laken	Sr Academic Advisor I	530957	1.00	$49,680.00
				$49,680.00
Rhodey, Vicki	Sr Academic Advisor II	530416	1.00	$55,512.00
				$55,512.00
Rose, Shawn	Aso Director, Student Academic Services	331175	1.00	$75,648.00
				$75,648.00
Templeton, Joel	Coordinator, Career Services	AS8147	1.00	$45,000.00
				$45,000.00
Valentine, Anthony	Ast Director, Student & Academic Services	AS7456	1.00	$63,000.00
				$63,000.00
Wieden, Clinton	Sr Academic Advisor I	AS9016	1.00	$49,452.00
				$49,452.00
Williams, Nina	Sr Academic Advisor I	AS8054	1.00	$49,008.00
				$49,008.00
	100277 - In-House Construction			
Anderson, Errick	Supervisor, Construction Services	AS7973	1.00	$62,986.56
				$62,986.56
Dupree, Paul	Painter III	637347	1.00	$45,136.00
				$45,136.00
Evans, Darren	Carpenter II	633408	1.00	$44,928.00
				$44,928.00

Employee Name	Title	Position	FTE	Commitment
Evans, Richard L	Painter II	AS8155	1.00	$40,976.00
				$40,976.00
Evans, Richard T	Carpenter II	632561	1.00	$47,617.84
				$47,617.84
James, Scott	Electrician III	637493	1.00	$54,356.95
				$54,356.95
Krehbiel, Daryl	Ast Supervisor, Construction	631872	1.00	$55,120.00
				$55,120.00
Mayes, Monty	Carpenter II	637730	1.00	$46,211.44
				$46,211.44
Paaluhi Jr, Derek	Carpenter I	632554	1.00	$39,457.60
				$39,457.60
Quisenberry, Terry	Painter II	633575	1.00	$39,520.00
				$39,520.00
Sandoval, Estephan	Carpenter I	633299	1.00	$37,440.00
				$37,440.00
Stanley, Adam	Manager, Construction Services	AS8963	1.00	$77,212.04
				$77,212.04
	100278 - Graduate College			
Atkinson, Elena	Admissions Officer II	630639	1.00	$44,056.00
				$44,056.00
Boyington, Jay	Manager, Graduate Student Processes	AS9226	1.00	$76,550.63
				$76,550.63
Daniel, Grace	Sr Administrative Support Specialist	AS9041	1.00	$41,600.00
				$41,600.00
Ferguson, Amy	Exec Administrative Assistant	AS8475	1.00	$48,446.05
				$48,446.05
Keenan, Brett	Admissions Officer II	633230	1.00	$40,040.00
				$40,040.00
Kennedy, Jodie	Sr Manager, Business Operations	530091	1.00	$88,070.15
				$88,070.15
Lamon, Cynthia	Director, Graduate Program	AS7848	1.00	$109,640.41
				$109,640.41
Lovern, Matthew	Aso Dean, Graduate College	211034	1.00	$169,744.00
				$169,744.00
Morgan, Melanie	Dean/Professor	112807	1.00	$270,000.00
				$270,000.00
Powers, Carol	Ast Dean	AS8148	1.00	$107,171.50

Employee Name	Title	Position	FTE	Commitment
				$107,171.50
Rich, Patricia	Specialist, Graduate Operations Support	AS8474	1.00	$46,658.00
				$46,658.00
Scott, Holly	Specialist I, Matriculation & Program	534643	1.00	$48,500.00
				$48,500.00
Sheehan, Rebecca	Aso Dean/Professor	112808	1.00	$144,600.00
				$144,600.00
Shepard, Richard	Sr Specialist I, Matriculation & Program	533047	1.00	$61,241.00
				$61,241.00
Shreffler, Rachel	Sr Admissions Officer II	AS6826	1.00	$58,656.00
				$58,656.00
Smith, Frances	Manager, Graduate Student Processes	AS6849	1.00	$68,000.00
				$68,000.00
Smith, Jaylene	Sr Financial Assistant	633081	1.00	$46,050.72
				$46,050.72
Stoodley, Scott	Director/Adjunct Instructor	331552	0.75	$112,392.57
				$112,392.57
Taylor, Chelsie	Specialist I, Matriculation & Program	535018	1.00	$45,400.00
				$45,400.00
	100280 - University Budget			
Beck, Lacy	Administrative Assistant	AS7669	1.00	$37,440.00
				$37,440.00
Cooper, Rebecca	Budget Analyst	534800	1.00	$99,360.00
				$99,360.00
Murphy, Kelly	Director, Budget	331186	1.00	$176,000.00
				$176,000.00
Spradling, Shannon	Sr Manager, Business Operations	AS9238	1.00	$89,442.00
				$89,442.00
Williams, Karen	Budget Analyst	AS8907	1.00	$75,600.00
				$75,600.00
	100281 - History			
Arata, Laura	Aso Professor	211049	1.00	$77,445.00
				$77,445.00
Bello, Taiwo	Ast Professor	AF9120	1.00	$75,006.00
				$75,006.00
Boles, Richard	Aso Professor	215246	1.00	$84,573.00
	Aso Professor/Interim Director	215246	0.00	$2,250.00
				$86,823.00

Employee Name	Title	Position	FTE	Commitment
Carlson, Thomas	Aso Professor	210285	1.00	$75,861.00
				$75,861.00
Dandrea, David	Professor	212246	1.00	$86,283.00
				$86,283.00
Du, Yongtao	Aso Professor	215252	1.00	$75,339.00
				$75,339.00
Eberle, Jared	Lecturer	AF9124	1.00	$52,002.00
				$52,002.00
Eisenberg, Merle	Ast Professor	AF9231	1.00	$72,558.00
				$72,558.00
Flynt, Mette	Ast Professor	AF9258	1.00	$80,766.00
				$80,766.00
Foss, Sarah	Aso Professor	215251	1.00	$74,547.00
				$74,547.00
Fry, Diana	Administrative Support Specialist I	AS9222	1.00	$34,486.40
				$34,486.40
Graham, Emily	Aso Professor	215256	1.00	$78,624.00
				$78,624.00
Gray, David	Teaching Aso Professor	AF9598	1.00	$65,277.00
				$65,277.00
Griswold, Sarah	Ast Professor	AF9616	1.00	$69,273.00
				$69,273.00
Hosmer, Brian	Head/Professor	115239	1.00	$181,368.00
	Head/Professor	115239	0.00	$4,895.00
				$186,263.00
Jorsch, Thomas	Teaching Ast Professor	AF9252	1.00	$62,127.00
				$62,127.00
Kaplan, Rebecca	Ast Professor	AF9229	1.00	$74,286.00
				$74,286.00
Karibo, Holly	Aso Professor	211073	1.00	$80,055.00
				$80,055.00
Kinder, John	Professor	210292	1.00	$88,713.00
	Aso Professor	210292	0.00	$2,250.00
				$90,963.00
Kosc, Gregory	Teaching Faculty	AF9121	1.00	$55,008.00
				$55,008.00
Kosc, Kallie	Ast Professor	215257	1.00	$71,433.00
				$71,433.00

Employee Name	Title	Position	FTE	Commitment
Lavery, Jason	Professor	215245	1.00	$110,034.00
				$110,034.00
Miller, Douglas	Aso Professor	210808	1.00	$77,715.00
				$77,715.00
Nash, Tonia	Professor	210441	1.00	$92,988.00
				$92,988.00
Oliver, Susan	Administrative Assistant	630390	1.00	$46,608.00
				$46,608.00
Pereira, Matthew	Teaching Ast Professor	AF9532	1.00	$58,995.00
				$58,995.00
Prince, Justin	Lecturer	AD9504	1.00	$53,001.00
				$53,001.00
Schauer, Matthew	Aso Professor	212254	1.00	$74,016.00
				$74,016.00
Wells, Brandy	Aso Professor	217289	1.00	$85,266.00
				$85,266.00
100282 - Sociology				
Alvord, Daniel	Ast Professor	AF9127	1.00	$77,004.00
				$77,004.00
Atcuson-Coley, Jonathan	Aso Professor	210585	1.00	$92,007.00
				$92,007.00
Constantin, Mary	Ast Professor	AF9409	1.00	$78,372.00
				$78,372.00
Diamond, Alexander	Ast Professor	215282	1.00	$77,004.00
				$77,004.00
Estep, John	Administrative Support Specialist I	AS9164	1.00	$36,067.20
				$36,067.20
Fitzgerald, Jared	Ast Professor	215285	1.00	$82,827.00
				$82,827.00
Fullerton, Andrew	Professor	215284	1.00	$102,231.00
				$102,231.00
Heiserman, Nicholas	Ast Professor	210188	1.00	$77,004.00
				$77,004.00
Hekmatpour, Peyman	Teaching Ast Professor	AF9176	1.00	$69,084.00
				$69,084.00
Jahanshahi, Farshid	Visiting Ast Professor	222076	0.75	$33,628.50
				$33,628.50
Liang, Bin	Professor	211835	1.00	$102,555.00

Employee Name	Title	Position	FTE	Commitment
				$102,555.00
Long, Michael	Professor	211678	1.00	$136,305.00
				$136,305.00
McElroy, Jericho	Teaching Ast Professor	AF9047	1.00	$70,002.00
				$70,002.00
McLaughlin, Heather	Aso Professor	210877	1.00	$85,167.00
				$85,167.00
Mix, Tamara	Professor/Dresser Professorship	115273	1.00	$141,228.00
	Professor/Dresser Professorship	115273	0.00	$5,004.00
				$146,232.00
Mwita, Jacob	Teaching Ast Professor	AF9040	1.00	$68,004.00
				$68,004.00
Perkins, Stephen	Aso Professor	215278	1.00	$85,482.00
				$85,482.00
Railey, Ashley	Ast Professor	AF9182	1.00	$78,363.00
				$78,363.00
Roth, Adam	Ast Professor	AF9759	1.00	$78,597.00
				$78,597.00
Schmitz, Rachel	Aso Professor	215275	1.00	$84,501.00
				$84,501.00
Schwarz, Corinne	Ast Professor	AF9470	1.00	$78,579.00
				$78,579.00
Sittner, Kelley	Dept Head/Professor	215279	1.00	$133,408.00
	Dept Head/Professor	215279	0.00	$9,900.00
				$143,308.00
Sweet, Deborah	Administrative Support Specialist I	630363	1.00	$29,976.00
				$29,976.00
Teel, Barbie	Administrative Associate	531444	1.00	$52,092.00
				$52,092.00
Whitham, Monica	Aso Professor	215286	1.00	$85,176.00
				$85,176.00
100283 - Media & Strategic Communications				
Abernathy, Andrew	Ast Professor	213217	1.00	$72,000.00
				$72,000.00
Avance, Rosemary	Ast Professor	210449	1.00	$76,986.00
				$76,986.00
Bernhardt, Jinger	Ast Professor Professional Practice	AF9106	1.00	$70,002.00
				$70,002.00

Employee Name	Title	Position	FTE	Commitment
Christian, Karen	Coordinator, Academicemic Program	530964	1.00	$62,556.00
				$62,556.00
Coldiron, Melissa	Administrative Associate	534717	1.00	$48,743.06
				$48,743.06
Collins, Steven	Aso Professor	AF9088	1.00	$80,001.00
				$80,001.00
Cooley, Asya	Aso Professor	210893	1.00	$85,572.00
				$85,572.00
Cooley, Skye	Aso Professor	213218	1.00	$86,256.00
				$86,256.00
Farrell, Rebecca	Administrative Support Assistant I	632852	1.00	$30,638.40
				$30,638.40
Greene, Landon	Radio TV Engineer	AS7590	1.00	$47,316.00
				$47,316.00
Hodgson, John	Aso Professor	213220	1.00	$68,301.00
				$68,301.00
Jalli, Nuurrianti	Ast Professor Professional Practice	222141	1.00	$70,002.00
				$70,002.00
Johnson, Jared	Dept Head/Aso Professor/Director	213216	1.00	$92,151.00
	Dept Head/Aso Professor/Director	213216	0.00	$20,478.00
	Dept Head/Aso Professor/Director	213216	0.00	$4,895.00
				$117,524.00
Johnson, Nancy	Specialist, Accounting	AS9296	1.00	$38,667.20
				$38,667.20
Kim, Sujin	Ast Professor	AF8022	1.00	$79,173.00
				$79,173.00
Lim, Rachel	Ast Professor	AF9417	1.00	$79,992.00
				$79,992.00
Liu, Yiben	Ast Professor	213221	1.00	$77,463.00
				$77,463.00
McGuire, John	Professor/Welch Chair Sports	213225	1.00	$96,093.00
	Professor/Welch Chair Sports	213225	0.00	$10,008.00
				$106,101.00
McKinnon, Lori	Professor/Welch Chair	210081	1.00	$95,481.00
	Professor/Welch Chair	210081	0.00	$10,008.00
				$105,489.00
McLemore, Dylan	Aso Professor	AF9122	1.00	$85,005.00
				$85,005.00

Employee Name	Title	Position	FTE	Commitment
Murray, Raymond	Aso Professor	210507	1.00	$84,042.00
				$84,042.00
Ogle, Walter	Visiting Aso Professor	AF9095	1.00	$60,003.00
				$60,003.00
Roberto, Iara	Ast Professor Professional Practice	AF7968	1.00	$70,002.00
				$70,002.00
Senat, Eugene	Aso Professor	213229	1.00	$82,233.00
				$82,233.00
Shin, Sumin	Ast Professor	AF9157	1.00	$74,160.00
				$74,160.00
100285 - Aso Dean of Grad Programs & Special Projects				
Callicoat, Jeffrey	Teaching Aso Professor	AF9481	1.00	$91,116.00
				$91,116.00
Emerson, Laura	Teaching Aso Professor	AF9796	1.00	$90,000.00
				$90,000.00
Ferrer Toledo, Hugo	Professional Practice Faculty	AF8182	1.00	$104,760.00
				$104,760.00
Glenn, Jennifer	Teaching Aso Professor	222034	1.00	$115,947.00
	Teaching Aso Professor	222034	0.00	$9,000.00
				$124,947.00
Leach, Lisa	Administrative Associate	AS6921	1.00	$48,000.00
				$48,000.00
Southard, Laura	Teaching Aso Professor	AF8221	1.00	$95,346.00
				$95,346.00
Veenstra, John	Aso Dean	AF7955	1.00	$246,720.00
	Aso Dean, Faculty Affairs	AF7955	0.00	$24,000.00
				$270,720.00
100286 - Geology				
Burkett, Ashley	Ast Professor	216255	1.00	$86,634.00
				$86,634.00
Chen, Xiaofeng	Ast Professor	AF9045	1.00	$86,004.00
				$86,004.00
Earls, Sandra	Administrative Associate	637453	1.00	$47,135.09
				$47,135.09
Ford, Trenity	Teaching Ast Professor	AF9042	1.00	$67,005.00
				$67,005.00
Grammer, Michael	Regents Professor/Chesapeake Chair	210926	1.00	$146,475.00
				$146,475.00

Employee Name	Title	Position	FTE	Commitment
Halihan, Todd	Professor/Sun Wheeler Chair	214290	1.00	$121,842.00
	Professor/Sun Wheeler Chair	214290	0.00	$10,008.00
				$131,850.00
Hileman, Mary	Adjunct Ast Professor	221431	1.00	$53,910.00
				$53,910.00
Igwebuike, Ndubuisi	Post Doc Fellow	AF7913	1.00	$43,896.00
				$43,896.00
Jaiswal, Priyank	Professor	210444	1.00	$106,380.00
				$106,380.00
Katumwehe, Andrew	Ast Professor	210843	1.00	$91,008.00
				$91,008.00
Kirby, Aaron	Sr Specialist, Research	AS7395	1.00	$45,000.00
				$45,000.00
Knapp, James	Professor/Boone Pickens Chair of Geoscience	AF9577	1.00	$145,530.00
				$145,530.00
Koch, Jennifer	Administrative Support Assistant I	633262	1.00	$29,993.60
				$29,993.60
Lao Davila, Daniel	Professor	210556	1.00	$102,969.00
				$102,969.00
Pashin, Jack	Regents Professor/Devon Energy Chair	210927	1.00	$149,535.00
				$149,535.00
Quan, Tracy	Professor	214292	1.00	$106,839.00
				$106,839.00
Riedinger, Natascha	Aso Professor	211056	1.00	$90,279.00
				$90,279.00
Sickbert, Timothy	Lab Coordinator	533844	1.00	$53,796.00
				$53,796.00
Spencer, Brandon	Teaching Ast Professor	AF9819	1.00	$82,522.00
				$82,522.00
Vilcaez Perez, Javier	Aso Professor	211055	1.00	$89,235.00
				$89,235.00
Xavier, Babita	Administrative Support Assistant II	AS9181	1.00	$30,576.00
				$30,576.00
Xu, Tingying	Ast Professor	AF9511	1.00	$90,504.00
				$90,504.00
Zhang, Yipeng	Ast Professor	217281	1.00	$85,005.00
				$85,005.00
100287 - 4H Youth Development Programs				

Employee Name	Title	Position	FTE	Commitment
Allen, Cathy	Sr Extension Specialist	221161	1.00	$93,461.00
				$93,461.00
Aragon, Melinda	Extension State Program Specialist	CS9699	1.00	$66,000.00
				$66,000.00
Beck, Stephen	State 4H Program Lead/Sr Extension Specialist	BF9900	1.00	$159,741.00
	4H Centennial Endowed Professorship	BF9900	0.00	$7,502.00
				$167,243.00
Dady, Leslie	Administrative Associate	CS9684	1.00	$50,000.00
				$50,000.00
Haxton, Leah	Program Coordinator	BS9646	1.00	$47,000.00
				$47,000.00
Knoepfli, Karla	Sr Extension Specialist	220712	1.00	$92,884.00
				$92,884.00
Pratt, Ruth	Extension State Program Specialist	CS9686	1.00	$62,000.00
				$62,000.00
Taylor, Cathleen	Aso Extension Specialist	220484	1.00	$64,200.00
				$64,200.00
Taylor, Gail	Administrative Support Specialist I	CS9762	1.00	$30,978.00
				$30,978.00
Wagner, Stran	Extension Educator 4H	CS9928	1.00	$49,000.00
				$49,000.00
Wardlaw, Kelly	Ast Extension Specialist	210821	1.00	$76,358.00
	Farm Bureau Professorship/Faculty Fellow	210821	0.00	$2,500.00
				$78,858.00
100290 - Aso Dean of Academic Programs & Student Services				
Banuelos, Leonardo	Coordinator, Prospective Student Services	AS9013	1.00	$48,000.00
				$48,000.00
Haken-Hughes, Andrea	Coordinator, Career Services	AS9556	1.00	$60,000.00
				$60,000.00
Miles, Danielle	Coordinator, Prospective Student Services	AS7857	1.00	$52,284.00
				$52,284.00
Miller, Ryan	Coordinator, Student Engagement	AS7863	1.00	$54,444.00
				$54,444.00
Morales, Brenda	Manager, Student Services	AS9231	1.00	$65,040.00
				$65,040.00
Quirey, Valerie	Administrative Associate	AS7813	1.00	$45,960.00
				$45,960.00
Ramming, Carisa	Aso Dean	AF8067	1.00	$192,000.00

Employee Name	Title	Position	FTE	Commitment
	Aso Dean, Engagement & Inclusion	AF8067	0.00	$24,000.00
				$216,000.00
Simpson-Jimenez, Samary	Coordinator, Prospective Student Services	AS7022	1.00	$50,004.00
				$50,004.00
Smith, Elizabeth	Program Coordinator	AS7236	1.00	$54,000.00
				$54,000.00
100293 - Catering				
Alvarez Sanchez, Arlette	Cook	631448	1.00	$31,620.92
				$31,620.92
Arnold, Chelsea	Ast Manager, Catering	AS8630	1.00	$45,000.00
				$45,000.00
Brown, Jessica	Sr Specialist, Catering & Events	633857	1.00	$36,400.00
				$36,400.00
De Loa Hernandez, Jasmin	Food Service Aide	AS7384	1.00	$28,080.00
				$28,080.00
Driskel, Jordan	Catering Manager	534614	1.00	$50,469.96
				$50,469.96
Ferris, Robert	Exec Chef	534163	1.00	$89,681.52
				$89,681.52
Gauvain, Brianna	Ast Manager, Catering	AS8629	1.00	$45,000.00
				$45,000.00
Holman, Jessica	Sr Chef de Cuisine	AS7067	1.00	$52,596.00
				$52,596.00
Horner, Alissianna	Food Service Aide	AS7560	1.00	$28,080.00
				$28,080.00
Knotts, Anna	Supervisor, Food Services	639512	1.00	$34,944.00
				$34,944.00
Loafman, Kristen	Supervisor, Catering	632103	1.00	$34,833.18
				$34,833.18
Rodriguez, Louis	Cook	AS8131	1.00	$29,703.91
				$29,703.91
Smith, Stephen	Food Service Aide	AS7383	1.00	$29,411.20
				$29,411.20
100294 - Office of Educator Support				
Graham, Dillon	Program Coordinator	AS7682	1.00	$55,000.58
				$55,000.58
Ivey, Toni	Professor	AF9355	1.00	$113,093.84
	Professor	AF9355	0.00	$6,000.00

Employee Name	Title	Position	FTE	Commitment
				$119,093.84
McKinney, Alexa	Program Coordinator	AS9663	1.00	$48,000.00
				$48,000.00
Orr, Heather	Coordinator, Program Assessment	AS7759	1.00	$58,349.50
				$58,349.50
Powell, Casey	Coordinator, Education Certification	AS8989	1.00	$48,329.99
				$48,329.99
Thomas, Katherine	Manager, Clinical Education	AS9756	1.00	$68,054.74
				$68,054.74
Weaver, Nina	Coordinator, Outreach Programs	AS6987	1.00	$47,000.00
				$47,000.00
100296 - Trio Programs				
Elmquist, Aimee	Grant Coordinator	534424	1.00	$45,000.00
				$45,000.00
Gandy, Victoria	Grant Coordinator	AS8252	1.00	$45,000.00
				$45,000.00
Garrett, Diana	Grant Manager	AS8586	1.00	$60,000.00
				$60,000.00
Krush, Terrance	Grant Coordinator	AS8263	1.00	$45,000.00
				$45,000.00
McCarrell, Teresa	Coordinator, Student Services	AS9463	1.00	$25,000.00
				$25,000.00
McKinney, Jayce	Grant Coordinator	534442	1.00	$45,000.00
				$45,000.00
Perkins, Jessica	Administrative Assistant	637275	1.00	$40,705.60
				$40,705.60
Privett, Jennifer	Grant Manager	534423	1.00	$61,800.00
				$61,800.00
Schroeder, Richard	Grant Manager	AS8758	1.00	$60,000.00
				$60,000.00
Stevenson, Nicole	Grant Manager	AS9422	1.00	$60,000.00
				$60,000.00
Van Pelt, Dominic	Grant Coordinator	AS8258	1.00	$45,000.00
				$45,000.00
Wilson Jr, Clyde	Aso Vice President, Access & Community Impact	331682	1.00	$173,000.00
				$173,000.00
100297 - Honors College				

Employee Name	Title	Position	FTE	Commitment
Andrews, John	Teaching Ast Professor	AF8121	1.00	$51,500.00
				$51,500.00
Colston, Nicole	Teaching Ast Professor	AF7953	1.00	$65,000.00
				$65,000.00
Farnsworth Hoback, Kerri	Academic Advisor III	AS8745	1.00	$45,500.00
				$45,500.00
Frohock, Richard	Aso Dean	AF9958	1.00	$143,400.00
				$143,400.00
Garbutt, Keith	Dean/Professor	110235	1.00	$211,476.00
				$211,476.00
Hearn, Andrea	Sr Academic Advisor II	533687	1.00	$51,300.00
				$51,300.00
Hill-Williamson, Ebonie	Manager, Student Services	AS7622	1.00	$57,500.00
				$57,500.00
Miller, Stephanie	Teaching Ast Professor	AF9610	1.00	$62,154.00
				$62,154.00
Parr, Katherine	Academic Advisor I	AS7642	1.00	$39,000.00
				$39,000.00
Russell, Diamond	Academic Advisor I	AS6898	1.00	$41,995.20
				$41,995.20
Schauer, Shelley	Exec Administrative Assistant	633772	1.00	$50,128.00
				$50,128.00
Tapp, Aryanna	Academic Advisor I	533845	1.00	$38,001.60
				$38,001.60
Thomas, Christine	Academic Advisor III	AS7640	1.00	$45,500.00
				$45,500.00
Vu, Isabella	Academic Advisor I	AS9686	1.00	$38,001.60
				$38,001.60
100300 - Center for Global Learning				
Ball, Samuel	Director, Global Studies	AS7742	1.00	$74,700.00
				$74,700.00
Barker, Daniel	Academic Advisor III	AS9466	1.00	$44,550.78
				$44,550.78
Daniels, Mary	Sr Academic Advisor II	534146	1.00	$59,635.80
				$59,635.80
Parrott, Judith	Sr Academic Advisor I	AS7115	0.50	$23,400.00
				$23,400.00
Sawyer, Scott	Program Coordinator	AS8063	1.00	$57,330.00

Employee Name	Title	Position	FTE	Commitment
				$57,330.00
Wulz, Brandon	Specialist, International Program	AS9465	1.00	$45,690.00
				$45,690.00
	100301 - Adair County Ext Center			
Christie, Karen	Extension Administrative Support Specialist	CS9936	1.00	$36,941.00
				$36,941.00
Fuson, Naomi	Extension Educator FCS/4H/CED	CS9648	1.00	$56,158.92
	CED - Adair County	CS9648	0.00	$2,400.00
				$58,558.92
Mitchell, Johnny	Extension Educator Agriculture/4H	430001	1.00	$69,375.00
				$69,375.00
VanDevender, Sharon	Nutrition Education Assistant	630593	1.00	$32,822.40
				$32,822.40
	100302 - Alfalfa County Ext Center			
Ferrell, Megan	Extension Educator FCS/4H	CS9759	1.00	$47,361.00
				$47,361.00
Hansel, Delana	Extension Administrative Support Specialist	633293	1.00	$36,196.00
				$36,196.00
Metcalf, Erin	Extension Educator Agriculture/4H/CED	CS9687	1.00	$49,607.00
	CED - Alfalfa County	CS9687	0.00	$2,400.00
				$52,007.00
	100303 - Atoka County Ext Center			
Eaves, Leslie	Extension Administrative Support Specialist	BS9680	1.00	$34,055.00
				$34,055.00
Mixon, Lindsey	Extension Educator FCS/4H	CS9640	1.00	$43,500.00
	Multi County Stipend	CS9640	0.00	$3,000.00
				$46,500.00
	100304 - Beaver County Ext Center			
McMinn, Connie	Extension Administrative Support Specialist	CS9930	1.00	$35,148.00
				$35,148.00
Sizelove, Loren	Extension Educator Agriculture/4H	430010	1.00	$73,031.00
	Extension Educator Agriculture/4H/Int CED	430010	0.00	$2,400.00
				$75,431.00
	100305 - Beckham County Ext Center			
Wynn, Kathie	Extension Educator Agriculture/4H/CED	430012	1.00	$62,500.00
	CED Stipend	430012	0.00	$2,400.00
				$64,900.00
	100306 - Blaine County Ext Center			

Employee Name	Title	Position	FTE	Commitment
Ayers, Cassie	Extension Educator FCS 4H	CS9659	1.00	$45,000.00
				$45,000.00
Puentes, Hagen	Extension Educator Agriculture/4H/CED	CS9674	1.00	$43,260.00
	CED - Blaine County	CS9674	0.00	$2,400.00
				$45,660.00
100307 - Bryan County Ext Center				
Dillingham, Cheryle	Nutrition Education Assistant	634917	1.00	$38,459.20
				$38,459.20
Gracy, Davin	Extension Educator Agriculture/4H	430016	1.00	$48,030.00
				$48,030.00
James, Tommie	Extension Educator FCS/4H	430401	1.00	$71,973.00
				$71,973.00
Kelly, Amy	Nutrition Education Assistant	635232	0.80	$24,960.00
				$24,960.00
Nichols, Kristen	Extension Administrative Support Specialist	633200	1.00	$32,323.00
				$32,323.00
100308 - Caddo County Ext Center				
Boyer-Hood, Alexis	Extension Administrative Support Specialist	633901	1.00	$33,280.00
				$33,280.00
Richey, Joyce	Nutrition Education Assistant	637697	1.00	$40,560.00
				$40,560.00
Scott, Quentin	Extension Educator Agriculture/4H	430022	1.00	$42,000.00
				$42,000.00
Walker, Celine	Extension Educator 4H	430272	1.00	$45,195.00
				$45,195.00
100309 - Canadian County Ext Center				
Barger, Marissa	Extension Administrative Support Assistant	633092	1.00	$32,900.00
				$32,900.00
Branson, Todd	Extension Educator 4H	CS9923	1.00	$62,891.00
				$62,891.00
Jung, Donna	Extension Educator FCS/4H	430402	1.00	$70,237.00
				$70,237.00
Keck, Courtney	Extension Educator Horticultre/4H	430524	1.00	$56,216.00
				$56,216.00
Twyman, Kailyn	Extension Educator 4H	CS9704	1.00	$42,756.00
				$42,756.00
Walton, Carisa	Extension Administrative Support Specialist	633450	1.00	$44,927.00
				$44,927.00

Employee Name	Title	Position	FTE	Commitment
Worthington, Kyle	Extension Educator Agriculture/4H/CED	430025	1.00	$77,292.00
	CED - Canadian County	430025	0.00	$4,080.00
				$81,372.00
100310 - Carter County Ext Center				
Barber, Whittiny	Nutrition Education Assistant	632186	1.00	$31,761.60
				$31,761.60
Edmondson, Lauren	Extension Educator 4H	430506	1.00	$49,500.00
				$49,500.00
Humphrey, Travis	Coordinator, Field Program	CS9736	1.00	$50,000.00
				$50,000.00
Nichols, Kristine	Extension Administrative Support Specialist	633372	1.00	$35,852.00
				$35,852.00
Smith, Stephanie	Extension Educator Agriculture/4H	CS9701	1.00	$43,599.00
				$43,599.00
Wells, Danielle	Extension Educator FCS/4H/CED	430027	1.00	$50,028.00
	Interim CED Carter County	430027	0.00	$2,760.00
				$52,788.00
Willis, Jonathan	Coordinator, Field Program	CS9737	1.00	$44,283.20
				$44,283.20
100311 - Cherokee County Ext Center				
Clark, Sherry	Extension Educator Agriculture/4H	430029	1.00	$77,000.00
				$77,000.00
Mackall, Deannadra	Extension Administrative Support Specialist	CS9925	1.00	$38,284.00
				$38,284.00
Schaefer, Carolan	Extension Educator 4H Development	430189	1.00	$51,415.00
				$51,415.00
Winn, Heather	Extension Educator FCS/4H/CED	430030	1.00	$82,300.00
	Interim CED Cherokee County	430030	0.00	$2,760.00
				$85,060.00
100312 - Choctaw County Ext Center				
Bailey, Kristy	Extension Educator Special Projects	CS9919	1.00	$55,956.00
	Multi County Stipend	CS9919	0.00	$3,000.00
	Interim CED Pushmataha County	CS9919	0.00	$2,400.00
	Interim CED Choctaw County	CS9919	0.00	$2,400.00
				$63,756.00
Kellum, Jena	Extension Educator Agriculture/4H	430032	1.00	$58,500.00
	Multi County Stipend	430032	0.00	$3,000.00
				$61,500.00

Employee Name	Title	Position	FTE	Commitment
Smith, Angelica	Nutrition Education Assistant	631614	1.00	$31,761.60
				$31,761.60
100313 - Cimarron County Ext Center				
Ortega, Kierra	Extension Educator Agriculture/4H/CED	430504	1.00	$47,286.00
	CED - Cimarron County	430504	0.00	$2,400.00
				$49,686.00
Soell, Samantha	Extension Administrative Support Specialist	632757	1.00	$35,105.00
				$35,105.00
100314 - Cleveland County Ext Center				
Beevers, Delanie	Extension Educator 4H	430036	1.00	$50,019.00
				$50,019.00
Dekalb-Myers, Courtney	Extension Educator Horticultre/4H	430285	1.00	$55,946.00
	Interim CED Cleveland County	430285	0.00	$3,420.00
				$59,366.00
Hare, Jennifer	Extension Administrative Support Specialist	CS9973	1.00	$38,849.00
				$38,849.00
Medlock, Brenda	Extension Educator FCS/4H	430038	1.00	$65,564.00
				$65,564.00
Reed, Kristina	Extension Educator 4H	CS9671	1.00	$47,508.00
				$47,508.00
Secraw, Bradley	Extension Educator Agriculture/4H	430037	1.00	$55,523.00
				$55,523.00
Stubbs, Joseph	Extension Program Assistant	CS9884	1.00	$30,256.00
				$30,256.00
100315 - Coal County Ext Center				
Price, Audra	Extension Administrative Support Specialist	BS9678	1.00	$36,466.00
				$36,466.00
Russell, Casey	Extension Educator Agriculture/4H/CED	430313	1.00	$55,413.00
	Interim CED Atoka County	430313	0.00	$2,400.00
	CED - Coal County	430313	0.00	$2,400.00
				$60,213.00
Sam, Madison	Nutrition Education Assistant	636788	1.00	$31,761.60
				$31,761.60
100316 - Comanche County Ext Center				
Coapland, Cynthia	Extension Educator 4H	430043	1.00	$46,500.00
				$46,500.00
Cochran, Anna	Nutrition Education Assistant	637161	1.00	$33,384.00
				$33,384.00

Employee Name	Title	Position	FTE	Commitment
Espinosa, Lisa	Extension Administrative Support Specialist	632723	1.00	$35,225.00
				$35,225.00
Hart, Carol	Extension Educator 4H/CED	430047	1.00	$58,493.00
	Multi County Stipend	430047	0.00	$3,000.00
	Interim CED Caddo County	430047	0.00	$2,760.00
				$64,253.00
Theis, Allison	Extension Educator Agriculture/4H/CED	CS9685	1.00	$46,907.00
	Extension Educator Agriculture/4H/CED	CS9685	0.00	$2,760.00
				$49,667.00
100317 - Cotton County Ext Center				
Davis, Kimbreley	Extension Educator Agriculture/4H/CED	430522	1.00	$76,280.00
	CED - Cotton County	430522	0.00	$2,400.00
				$78,680.00
Williams, Amanda	Extension Administrative Support Specialist	CS9900	1.00	$32,991.00
				$32,991.00
100318 - Craig County Ext Center				
Lee, Tari	Extension Educator FCS/4H/CED	430050	1.00	$63,045.00
	CED - Craig County	430050	0.00	$2,400.00
				$65,445.00
Stipes, Christina	Extension Administrative Support Specialist	633368	1.00	$34,320.00
				$34,320.00
100319 - Creek County Ext Center				
Dawson, Stacey	Extension Educator FCS/4H	430140	1.00	$50,991.00
				$50,991.00
Harrelson, Michael	Coordinator, Field Program	CS9733	1.00	$42,993.60
				$42,993.60
McDougal, Stephanie	Extension Program Assistant	632784	1.00	$33,912.00
				$33,912.00
Myers, Randi	Extension Educator 4H/CED	430053	1.00	$54,446.00
	CED - Creek County	430053	0.00	$2,760.00
				$57,206.00
Parada, Immer	Coordinator, Field Program	CS9734	1.00	$44,283.20
				$44,283.20
Toothman, Olivia	Extension Educator Agriculture/4H	430405	1.00	$53,078.00
				$53,078.00
100320 - Custer County Ext Center				
Bryen, Larry	County Extension Director/CED	CS9652	1.00	$66,304.00
	CED - Custer County	CS9652	0.00	$2,400.00

Employee Name	Title	Position	FTE	Commitment
				$68,704.00
Chester, Susan	Extension Administrative Support Specialist	BS9686	1.00	$41,492.00
				$41,492.00
Hunter, Ashlyn	Extension Educator 4H	430056	1.00	$45,000.00
				$45,000.00
Rauh, Lesa	Extension Educator FCS/4H	430404	1.00	$61,133.00
				$61,133.00
100321 - Delaware County Ext Center				
Downing, Dani	Extension Educator Agriculture/FCS/CED	CS9735	1.00	$50,172.00
	Extension Educator Agriculture/FCS/CED	CS9735	0.00	$2,400.00
				$52,572.00
Meridith, Penny	Extension Educator FCS/4H	430287	1.00	$55,766.00
				$55,766.00
Xiong-Pha, Chee	Extension Administrative Support Specialist	CS9988	0.75	$27,084.00
				$27,084.00
100322 - Dewey County Ext Center				
Bailey, Verna	Extension Educator FCS/4H/CED	430489	1.00	$73,658.00
	CED - Dewey County	430489	0.00	$2,400.00
				$76,058.00
Nowlin, Mary	Extension Administrative Support Specialist	BS9685	1.00	$36,246.00
				$36,246.00
100323 - Ellis County Ext Center				
Bay, Dana	Extension Educator Agriculture/4H	430413	1.00	$58,866.00
				$58,866.00
Latta, Lynda	Extension Educator FCS/4H/CED	430004	1.00	$86,722.00
	CED - Ellis County	430004	0.00	$2,400.00
				$89,122.00
Word, Brenda	Extension Administrative Support Specialist	CS9939	1.00	$34,347.00
				$34,347.00
100324 - Garfield County Ext Center				
Barker, Theodore	Coordinator, Field Program	CS9731	1.00	$48,410.00
				$48,410.00
Groneweg, Donna	Extension Administrative Support Specialist	BS9927	1.00	$36,364.00
				$36,364.00
Mayfield, Heather	Extension Administrative Support Assistant	CS9881	1.00	$33,478.00
				$33,478.00
Mea, Noreena	Nutrition Education Assistant	631182	1.00	$32,240.00
				$32,240.00

Employee Name	Title	Position	FTE	Commitment
Nelson, Ricky	Extension Educator Agriculture/4H/CED	430067	1.00	$80,890.00
	CED - Garfield County	430067	0.00	$2,760.00
				$83,650.00
Nickels, Jessica	Extension Educator 4H	430215	1.00	$63,481.00
				$63,481.00
Osburn, Nicholas	Coordinator, Field Program	CS9651	1.00	$42,993.60
				$42,993.60
Rhodes, Joy	Extension Educator FCS/4H	430066	1.00	$82,535.00
				$82,535.00
100325 - Garvin County Ext Center				
Hanneman, Heather	Extension Administrative Support Specialist	CS9874	1.00	$32,075.00
				$32,075.00
Koesler, Melissa	Extension Educator Agriculture/4H/CED	430069	1.00	$52,653.00
	CED - Garvin County	430069	0.00	$2,400.00
				$55,053.00
Mullendore, Tracie	Extension Program Assistant	633449	1.00	$36,054.00
				$36,054.00
Selman, Julie	Extension Educator FCS/4H	430068	1.00	$52,545.00
				$52,545.00
100326 - Grady County Ext Center				
Burrows, Kelly	Extension Educator Agriculture/4H	430071	1.00	$56,650.00
				$56,650.00
DuBois, Riley	Extension Educator FCS/4H	430073	1.00	$46,316.00
				$46,316.00
Moore, Jennifer	Extension Program Specialist	CS9950	1.00	$35,782.00
				$35,782.00
Reed, Lorranna	Extension Administrative Support Specialist	BS9684	1.00	$38,416.00
				$38,416.00
Taylor, Elizabeth	Extension Educator 4H/CED	430185	1.00	$56,976.00
	CED - Grady County	430185	0.00	$2,760.00
				$59,736.00
100327 - Grant County Ext Center				
Franke, Emily	Extension Educator Agriculture/4H	430075	1.00	$47,250.00
	CED Stipend	430075	0.00	$2,400.00
				$49,650.00
Perry, Alexandra	Extension Administrative Support Specialist	633543	1.00	$32,323.00
				$32,323.00
100328 - Greer County Ext Center				

Employee Name	Title	Position	FTE	Commitment
Lively, Cheryl	Extension Educator FCS/4H/CED	430077	1.00	$62,159.00
	Multi County Stipend	430077	0.00	$4,000.00
	CED - Harmon County	430077	0.00	$2,400.00
	CED - Greer County	430077	0.00	$2,400.00
				$70,959.00
Toole, Carol	Extension Administrative Support Specialist	BS9683	1.00	$39,908.00
				$39,908.00
100329 - Harmon County Ext Center				
Richardson, Dana	Extension Administrative Support Specialist	CS9766	1.00	$34,771.00
				$34,771.00
100330 - Harper County Ext Center				
Bryant, Jody	Extension Educator Agriculture/4H/CED	430081	1.00	$58,500.00
	CED - Harper County	430081	0.00	$2,400.00
				$60,900.00
Mack, Misty	Extension Administrative Support Specialist	633375	1.00	$32,954.00
				$32,954.00
100331 - Haskell County Ext Center				
Kates, Donna	Nutrition Education Assistant	633526	0.75	$25,022.40
				$25,022.40
Michels, Adele	Extension Administrative Support Specialist	CS9761	1.00	$35,885.00
				$35,885.00
Rossi, Nykoli	Extension Program Assistant	CS9746	0.75	$26,788.00
				$26,788.00
Tolbert, Tiffany	Extension Educator FCS/Special Projects	CS9710	1.00	$56,004.00
				$56,004.00
100332 - Hughes County Ext Center				
Hamilton, Emily	Extension Educator 4H	CS9967	1.00	$51,187.00
	Multi County Stipend	CS9967	0.00	$3,000.00
				$54,187.00
McCorkle, Coy	Extension Educator Agriculture/4H/CED	430085	1.00	$62,653.00
	Multi County Stipend	430085	0.00	$3,000.00
	CED - Seminole County	430085	0.00	$2,400.00
	CED - Hughes County	430085	0.00	$2,400.00
				$70,453.00
100333 - Jackson County Ext Center				
Cossey, Elizabeth	Extension Program Assistant	CS9703	1.00	$36,941.00
				$36,941.00
Dollins, Jennifer	Extension Administrative Support Specialist	633691	1.00	$37,273.00

Employee Name	Title	Position	FTE	Commitment
				$37,273.00
Salmon, Halee	Extension Educator Agriculture/4H	430089	1.00	$56,480.00
	CED - Jackson County	430089	0.00	$2,400.00
				$58,880.00
	100334 - Jefferson County Ext Center			
Brown, Tara	Extension Educator FCS/4H/CED	430090	1.00	$59,275.00
	CED - Jefferson County	430090	0.00	$2,400.00
				$61,675.00
Whitsett, Linda	Extension Administrative Support Specialist	633114	1.00	$36,955.00
				$36,955.00
	100335 - Johnston County Ext Center			
Cribbs, Emily	Extension Educator 4H	BS9866	1.00	$48,030.00
	Extension Educator 4H	BS9866	0.00	$3,000.00
				$51,030.00
Pitmon, Sharyne	Extension Administrative Support Specialist	632735	1.00	$36,941.00
				$36,941.00
Varner, Keegan	Extension Educator Agriculture/4H/CED	430306	1.00	$63,141.00
	Multi County Stipend	430306	0.00	$3,000.00
	Interim CED Bryan County	430306	0.00	$2,400.00
	CED - Johnston County	430306	0.00	$2,400.00
				$70,941.00
	100336 - Kay County Ext Center			
Denning, Cathy	Coordinator, Field Program	CS9729	1.00	$48,925.00
				$48,925.00
Dominguez-Rios, Edgar	Coordinator, Field Program	CS9666	1.00	$45,000.00
				$45,000.00
Evans, Lori	Extension Administrative Support Assistant	633488	0.75	$24,242.00
				$24,242.00
Hammer, Veronica	Nutrition Education Assistant	CS9889	1.00	$31,200.00
				$31,200.00
Overman, MacKinzie	Extension Educator Agriculture/4H/CED	CS9647	1.00	$48,940.00
	CED - Kay County	CS9647	0.00	$2,760.00
				$51,700.00
Robinson, Lisa	Extension Educator FCS/4H	CS9985	1.00	$53,500.00
				$53,500.00
Rolando, Rachel	Extension Educator 4H	430093	1.00	$45,195.00
				$45,195.00
Stephens, Carole	Extension Administrative Support Specialist	632779	1.00	$36,148.00

Employee Name	Title	Position	FTE	Commitment
				$36,148.00
100337 - Kingfisher County Ext Center				
Johnson, Marci	Extension Administrative Support Specialist	CS9935	1.00	$33,930.00
				$33,930.00
Kennedy, Bryan	Extension Educator Agriculture/4H/CED	430096	1.00	$64,948.00
	CED - Kingfisher County	430096	0.00	$2,760.00
				$67,708.00
Leitner, Heather	Extension Educator 4H	430095	1.00	$53,312.00
				$53,312.00
Peterman, Lindy	Extension Educator FCS/4H	430097	1.00	$53,623.00
				$53,623.00
100338 - Kiowa County Ext Center				
Tacker, Travis	Extension Educator Agriculture/4H/CED	430419	1.00	$53,437.00
	Multi County Stipend	430419	0.00	$3,000.00
	CED - Kiowa County	430419	0.00	$2,400.00
				$58,837.00
Workman, Charyl	Extension Administrative Support Specialist	BS9853	1.00	$34,182.00
				$34,182.00
100339 - Latimer County Ext Center				
Price, Rhonda	Extension Administrative Support Specialist	BS9955	1.00	$34,830.00
				$34,830.00
Shipman, Crystal	Extension Educator Agriculture/4H/CED	CS9920	1.00	$57,196.00
	CED - Latimer County	CS9920	0.00	$2,400.00
				$59,596.00
100340 - Leflore County Ext Center				
Evans, Brooklyn	Extension Educator 4H	CS9696	1.00	$49,479.00
				$49,479.00
Jones, Liana	Extension Educator Agriculture/4H	430106	1.00	$53,164.00
				$53,164.00
McRay, Lisa	Extension Administrative Support Specialist	CS9764	1.00	$43,646.00
				$43,646.00
Nelson, R	Nutrition Education Assistant	630032	1.00	$33,363.20
				$33,363.20
Russell, Carole	Extension Educator FCS/4H/CED	430104	1.00	$72,922.00
	CED - LeFlore County	430104	0.00	$2,760.00
				$75,682.00
100341 - Lincoln County Ext Center				
Linker, Cody	Extension Educator Agriculture/FCS/CED	CS9679	1.00	$53,895.00

Employee Name	Title	Position	FTE	Commitment
	CED - Lincoln County	CS9679	0.00	$2,760.00
				$56,655.00
Phillips, Sharon	Extension Administrative Support Assistant	632783	1.00	$35,964.00
				$35,964.00
Sestak, Ross	Extension Educator 4H	430494	1.00	$68,639.00
				$68,639.00
Spinks, Spencer	Extension Educator FCS/4H	430108	1.00	$60,500.00
				$60,500.00
100342 - Logan County Ext Center				
Andrew, Dawn	Extension Educator FCS/4H/CED	CS9689	1.00	$57,008.00
	CED - Logan County	CS9689	0.00	$2,760.00
				$59,768.00
Chapa, Lizzie	Extension Educator Agriculture/4H	430110	1.00	$43,000.00
				$43,000.00
Craddock, Linda	Extension Program Assistant	633087	0.63	$18,767.00
				$18,767.00
Gilliam, Arielle	Extension Administrative Support Specialist	CS9878	1.00	$35,786.00
				$35,786.00
Thomason, Karlie	Extension Educator 4H	CS9660	1.00	$43,500.00
				$43,500.00
100343 - Love County Ext Center				
Minyard, Lauren	Extension Educator Agriculture/4H/CED	430312	1.00	$54,672.00
	CED - Love County	430312	0.00	$2,400.00
				$57,072.00
Snow, Andrea	Extension Educator FCS/4H	430486	1.00	$57,000.00
				$57,000.00
Speaks, Kathy	Extension Administrative Support Specialist	BS9676	1.00	$37,919.00
				$37,919.00
100344 - McClain County Ext Center				
Conner, Nicole	Extension Educator 4H/CED	CS9669	1.00	$47,520.00
				$47,520.00
Dumas, Emily	Extension Educator 4H	430423	1.00	$46,180.00
				$46,180.00
McDaniel, Justin	Extension Educator Agriculture/4H/CED	430169	1.00	$68,310.00
	CED - McClain County	430169	0.00	$2,760.00
				$71,070.00
Mills, Melissa	Extension Administrative Support Assistant	632398	1.00	$33,280.00
				$33,280.00

Employee Name	Title	Position	FTE	Commitment
Vandaveer, Laura	Extension Administrative Support Specialist	633295	1.00	$41,058.00
				$41,058.00
Wollenberg, Connie	Extension Educator FCS/4H	430115	0.80	$38,792.00
				$38,792.00
100345 - McCurtain County Ext Center				
Bain, Bradley	Extension Educator Agriculture/4H/CED	430118	1.00	$83,399.00
	CED - McCurtain County	430118	0.00	$2,760.00
				$86,159.00
Citty, Casey	Extension Educator 4H	430446	1.00	$44,588.00
				$44,588.00
Spring, Sandra	Extension Administrative Support Specialist	633218	1.00	$32,601.00
				$32,601.00
Tunnell, Alex	Nutrition Education Assistant	630992	1.00	$31,200.00
				$31,200.00
Wetzel, Hannah	Extension Educator FCS/4H	CS9918	1.00	$43,868.00
				$43,868.00
100346 - McIntosh County Ext Center				
Marston, Michelle	Extension Educator FCS/4H	430117	1.00	$54,805.00
				$54,805.00
Pouncil, Courtney	Extension Administrative Support Specialist	633373	1.00	$33,280.00
				$33,280.00
Ward, Pamela	Extension Educator CED	CS9716	1.00	$54,240.00
	CED - Mcintosh County	CS9716	0.00	$2,400.00
				$56,640.00
100347 - Major County Ext Center				
Baldwin, Dana	Extension Educator FCS/4H	430123	1.00	$77,364.00
	CED - Major County	430123	0.00	$2,400.00
				$79,764.00
Locke, Jamie	Extension Administrative Support Specialist	632287	1.00	$33,478.00
				$33,478.00
Robertson, Shelby	Extension Educator 4H Multi County	CS9715	1.00	$45,195.00
				$45,195.00
100348 - Marshall County Ext Center				
Burnezky, Crystal	Nutrition Education Assistant	CS9752	1.00	$31,200.00
				$31,200.00
Lewis, Amanda	Extension Educator FCS/4H	430125	1.00	$51,613.00
	Multi County Stipend	430125	0.00	$3,000.00
	Interim CED Marshall County	430125	0.00	$2,400.00

Employee Name	Title	Position	FTE	Commitment
				$57,013.00
Stepp, Susan	Extension Administrative Support Specialist	BS9675	1.00	$37,024.00
				$37,024.00
100349 - Mayes County Ext Center				
Courtney, Logan	Extension Program Assistant	CS9698	0.50	$16,739.00
				$16,739.00
Hauenstein, April	Extension Educator FCS/4H	CS9907	1.00	$55,810.00
				$55,810.00
McClendon, Melissa	Extension Administrative Support Specialist	632734	1.00	$34,632.00
				$34,632.00
Nicholson, Lisa	Extension Educator 4H	430562	1.00	$68,174.00
				$68,174.00
Rose, Michael	Extension Educator Agriculture/4H/CED	430126	1.00	$77,906.00
	CED - Mayes County	430126	0.00	$2,760.00
				$80,666.00
100350 - Murray County Ext Center				
Hicks, Ryan	Extension Educator Agriculture/4H	CS9676	1.00	$48,750.00
				$48,750.00
Jones, Blair	Extension Program Assistant	BS9674	1.00	$35,786.00
				$35,786.00
Moulis, Rosann	Extension Administrative Support Specialist	633217	1.00	$33,286.00
				$33,286.00
Sharp, Deborah	Extension Educator FCS/4H	CS9756	0.75	$48,103.15
	Interim County Extension Director	CS9756	0.00	$2,400.00
				$50,503.15
100351 - Muskogee County Ext Center				
Campbell, Ariel	Extension Educator Agriculture/4H	430134	1.00	$44,062.50
				$44,062.50
Carter-Brown, Michelle	Nutrition Education Assistant	631001	1.00	$38,937.60
				$38,937.60
Fewel, Terra	Extension Program Assistant	CS9986	0.50	$17,389.00
				$17,389.00
Garcia, Megan	Nutrition Education Assistant	630594	1.00	$31,200.00
				$31,200.00
Helliker, Tammy	Extension Administrative Support Specialist	BS9691	1.00	$33,477.60
				$33,477.60
Horn, Robbie	Coordinator, Field Program	CS9643	1.00	$43,492.80
				$43,492.80

Employee Name	Title	Position	FTE	Commitment
Montero Mendez, Alexander	Coordinator, Field Program	CS9728	1.00	$47,000.00
				$47,000.00
Richardson, Janet	Extension Educator FCS/4H	430133	1.00	$63,625.00
	Interim CED Muskogee County	430133	0.00	$2,400.00
				$66,025.00
100352 - Noble County Ext Center				
Ball, Lindsey	Extension Educator FCS/4H	CS9755	1.00	$46,800.00
				$46,800.00
Johnson, Melanie	Extension Administrative Support Specialist	633206	1.00	$34,543.00
				$34,543.00
Robertson, Sarah	Extension Educator 4H	430546	1.00	$44,393.00
				$44,393.00
Webb, Jerry	Extension Educator Agriculture/4H/CED	430135	1.00	$69,731.00
	CED - Noble County	430135	0.00	$2,760.00
				$72,491.00
100353 - Nowata County Ext Center				
Martin, Tara	Extension Educator Agriculture/4H/CED	CS9645	1.00	$50,850.00
	Multi County Stipend	CS9645	0.00	$3,000.00
	CED - Nowata County	CS9645	0.00	$2,400.00
				$56,250.00
Wesson, Richard	Nutrition Education Assistant	CS9683	1.00	$31,200.00
				$31,200.00
Wishall, Selina	Extension Administrative Support Specialist	633082	1.00	$34,655.00
				$34,655.00
100354 - Okfuskee County Ext Center				
Callahan, Brice	Extension Educator Agriculture/4H	CS9898	1.00	$50,511.00
				$50,511.00
Herring, Alicia	Extension Administrative Support Specialist	CS9982	1.00	$36,142.00
				$36,142.00
Sestak, Amanda	Extension Educator 4H/CED	430550	1.00	$51,507.00
	CED - Okfuskee County	430550	0.00	$2,760.00
				$54,267.00
100355 - Oklahoma County Ext Center				
Conner, Taylor	Extension Educator FCS/4H	430142	1.00	$54,355.00
				$54,355.00
Fleet, Andrew	Extension Educator Water Conservation/4H	CS9663	1.00	$43,128.00
				$43,128.00
Goodbary, Lori	CNEP Area Coordinator	430146	1.00	$61,713.00

Employee Name	Title	Position	FTE	Commitment
				$61,713.00
Hamblin, Lisa	Extension Educator FCS/4H	430148	1.00	$82,531.00
				$82,531.00
Hines, Ladonna	County Extension Director	430141	1.00	$109,274.00
	CED - Oklahoma County	430141	0.00	$7,200.00
				$116,474.00
Huddleston, Mason	Extension Educator Agriculture	CS9955	1.00	$43,500.00
				$43,500.00
Kimbrough, Dana	Extension Administrative Support Assistant	CS9673	1.00	$31,200.00
				$31,200.00
Knudsen, Caitlyn	Extension Administrative Support Assistant	633522	1.00	$35,963.20
				$35,963.20
Kuss, Danyelle	Extension Educator Multi County Specialist	CS9914	1.00	$66,000.00
				$66,000.00
Laughlin, Julia	Extension Educator Horticultre/4H	430553	1.00	$76,524.00
				$76,524.00
LeClaire, Liliana	Extension Program Assistant	CS9763	1.00	$36,941.00
				$36,941.00
Lewis, Leticia	Extension Administrative Support Specialist	BS9642	1.00	$33,280.00
				$33,280.00
Maldonado, Aleshia	Coordinator, Field Program	CS9649	1.00	$45,311.76
				$45,311.76
McCullough, Louvella	Nutrition Education Assistant	637999	1.00	$37,897.60
				$37,897.60
Moody, Gracie	Nutrition Education Assistant	630107	1.00	$31,200.00
				$31,200.00
Pickens, Della	Nutrition Education Assistant	635213	1.00	$32,635.20
				$32,635.20
Ryan, Mary	Nutrition Education Assistant	632714	0.75	$23,821.20
				$23,821.20
Wellson, Amy	Nutrition Education Assistant	631670	1.00	$31,761.60
				$31,761.60
Woodard, Serena	Extension Educator 4H	430531	1.00	$44,004.00
				$44,004.00
Yount, Cody	Extension Educator 4H	430143	1.00	$55,724.00
				$55,724.00
100356 - Okmulgee County Ext Center				
Ashley, Audra	Extension Administrative Support Specialist	CS9911	1.00	$34,320.00

Employee Name	Title	Position	FTE	Commitment
				$34,320.00
Gibbons, Alesia	Extension Educator FCS/4H	430055	1.00	$69,795.00
				$69,795.00
Kell, Perry	Extension Educator Agriculture/4H	430150	1.00	$48,750.00
	Interim CED Okmulgee County	430150	0.00	$2,400.00
				$51,150.00
Klassen, Ella	Extension Educator FCS/Special Projects	CS9654	1.00	$46,312.00
				$46,312.00
Lofton, Shelby	Extension Educator Agriculture/4H	CS9681	1.00	$45,375.00
				$45,375.00
100357 - Osage County Ext Center				
Butcher, Ember	Extension Educator 4H	CS9690	1.00	$44,660.00
				$44,660.00
Hollman, Trudy	Extension Program Assistant	CS9979	1.00	$32,985.00
				$32,985.00
Patrick, Lexi	Extension Educator Agriculture/4H	CS9981	1.00	$44,250.00
				$44,250.00
Thomas, Sara	Extension Administrative Support Specialist	BS9690	1.00	$34,320.00
				$34,320.00
100358 - Ottawa County Ext Center				
Cox, Spirit	Extension Program Assistant	633215	1.00	$27,883.00
				$27,883.00
Enyart, Kathy	Extension Educator FCS/4H/CED	430015	1.00	$80,159.00
	CED - Ottawa County	430015	0.00	$2,400.00
				$82,559.00
Foster, Jamie	Extension Educator FCS/4H	CS9682	1.00	$48,250.00
				$48,250.00
Palmer, Reba	Extension Educator Agriculture/4H	430414	1.00	$46,800.00
				$46,800.00
Richard, Donna	Extension Administrative Support Specialist	CS9996	1.00	$36,297.00
				$36,297.00
Williams, Samantha	Nutrition Education Assistant	CS9697	1.00	$31,200.00
				$31,200.00
100359 - Pawnee County Ext Center				
Brown, Trinity	Extension Educator FCS/4H/CED	430477	1.00	$56,169.00
	Interim CED Osage County	430477	0.00	$2,760.00
	CED - Pawnee County	430477	0.00	$2,400.00
				$61,329.00

Employee Name	Title	Position	FTE	Commitment
Clovis, Rickey	Extension Educator Agriculture/4H	430157	1.00	$76,326.00
	Multi County Stipend	430157	0.00	$3,000.00
				$79,326.00
Weaver, Jayden	Extension Administrative Support Specialist	633904	1.00	$31,790.00
				$31,790.00
100360 - Payne County Ext Center				
Garza, Eric	Coordinator, Field Program	CS9724	1.00	$50,000.00
				$50,000.00
Hawkesworth, Hannah	Extension Educator Special Projects	CS9876	1.00	$50,010.00
				$50,010.00
Hunt, Tina	Extension Administrative Support Specialist	633527	1.00	$39,387.80
				$39,387.80
Leister, Summer	Extension Educator 4H/CED	CS9658	1.00	$60,754.00
	CED - Payne County	CS9658	0.00	$4,080.00
				$64,834.00
Patterson, Jennifer	Extension Educator Agriculture/4H	430160	1.00	$67,580.00
				$67,580.00
Payne, Laura	Extension Educator Horticultre/4H	BS9696	1.00	$59,400.00
				$59,400.00
Rash, Dea	Extension Educator FCS/4H	430161	1.00	$84,108.00
				$84,108.00
Ruiz, Laura	Coordinator, Field Program	CS9723	1.00	$48,410.00
				$48,410.00
100361 - Pittsburg County Ext Center				
Baker, Pauline	Nutrition Education Assistant	630019	1.00	$33,696.00
				$33,696.00
Cantrell, David	Extension Educator Agriculture/4H/CED	430163	1.00	$74,421.00
	CED - Pittsburg County	430163	0.00	$4,080.00
				$78,501.00
Hamilton, Makayla	Extension Administrative Support Assistant	CS9962	0.75	$22,944.00
				$22,944.00
Henkel, Brianna	Nutrition Education Assistant	639113	1.00	$32,822.40
				$32,822.40
Holt, Ciara	Nutrition Education Assistant	CS9675	0.75	$23,400.00
				$23,400.00
Lockwood, Rachel	Extension Educator FCS/4H	430164	1.00	$64,758.00
				$64,758.00
Lowber, Linda	CNEP Area Coordinator	430453	1.00	$50,459.00

Employee Name	Title	Position	FTE	Commitment
				$50,459.00
Owen, Gregory	Extension Educator 4H	430166	1.00	$100,451.00
				$100,451.00
Wills, Donna	Extension Administrative Support Assistant	CS9883	0.75	$24,244.00
				$24,244.00
Wilson, Stephanie	Extension Administrative Support Assistant	630794	1.00	$41,416.00
				$41,416.00
100362 - Pontotoc County Ext Center				
Choate, Elizabeth	Nutrition Education Assistant	630036	1.00	$31,200.00
				$31,200.00
Hubbard, Erin	Extension Educator Agriculture/4H	CS9890	1.00	$50,301.00
				$50,301.00
Kelley, Janna	Extension Educator FCS/4H/CED	430168	1.00	$107,499.00
	CED - Pontotoc County	430168	0.00	$2,760.00
	Interim SE District FCS Program Coordinator	430168	0.00	$2,500.00
				$112,759.00
Kiker, Kasey	Extension Administrative Support Specialist	BS9672	1.00	$33,280.00
				$33,280.00
Walker, Rebecca	Extension Educator 4H	430167	1.00	$80,296.00
				$80,296.00
100363 - Pottawatomie County Ext Center				
Dennis, Pamela	Nutrition Education Assistant	630993	1.00	$35,755.20
				$35,755.20
Jasper, Kacie	Extension Educator 4H	430172	1.00	$50,294.00
				$50,294.00
King, Seth	Extension Educator Agriculture/4H	CS9688	1.00	$59,508.00
				$59,508.00
McDaniel, Sonya	Extension Educator FCS/4H/CED	430170	1.00	$93,690.00
	CED - Pottawatomie County	430170	0.00	$3,420.00
				$97,110.00
Moore, Debra	Extension Administrative Support Specialist	BS9671	1.00	$49,089.00
				$49,089.00
Smith, Carla	Extension Educator Horticultre/4H	430530	1.00	$52,636.00
				$52,636.00
Strong, Jessica	Extension Administrative Support Assistant	CS9655	1.00	$32,240.00
				$32,240.00
Twedell, Lisa	Nutrition Education Assistant	CS9717	1.00	$31,761.60
				$31,761.60

Employee Name	Title	Position	FTE	Commitment
100364 - Pushmataha County Ext Center				
Alford, Amanda	Extension Administrative Support Specialist	CS9885	1.00	$32,002.00
				$32,002.00
Hall, Brooke	Extension Educator 4H	CS9882	1.00	$46,500.00
	Multi County Stipend	CS9882	0.00	$3,000.00
				$49,500.00
100365 - Roger Mills Ext Center				
Calvert, Doris	Extension Administrative Support Specialist	633452	1.00	$37,839.00
				$37,839.00
Cook, Danny	Extension Educator Agriculture/4H/CED	430176	1.00	$74,226.00
	CED - Roger Mills County	430176	0.00	$2,400.00
				$76,626.00
100366 - Rogers County Ext Center				
Bishop, Kyle	Coordinator, Field Program	CS9721	1.00	$43,492.80
				$43,492.80
Dobbs, Holly	Extension Educator Horticultre/4H	430511	1.00	$56,500.00
				$56,500.00
Garcia Casillas, Nyrma	Coordinator, Field Program	CS9722	1.00	$47,000.00
				$47,000.00
King, Penny	Extension Educator FCS/4H	430179	1.00	$51,109.00
				$51,109.00
Patterson, Donna	Extension Educator Agriculture/4H/CED	430177	1.00	$67,017.00
	CED - Rogers County	430177	0.00	$3,420.00
				$70,437.00
St John, Andrea	Extension Administrative Support Specialist	BS9689	1.00	$57,097.00
				$57,097.00
Thompson, Rachel	Extension Educator 4H	430282	1.00	$48,025.00
				$48,025.00
100367 - Seminole County Ext Center				
Anderson, Megan	Extension Educator FCS/4H	430529	1.00	$53,268.00
	Multi County Stipend	430529	0.00	$3,000.00
				$56,268.00
100368 - Sequoyah County Ext Center				
Risley, Janis	Extension Educator FCS/4H	CS9867	0.50	$31,494.84
				$31,494.84
Trennepohl, Todd	Extension Educator Agriculture/4H/CED	CS9656	1.00	$49,881.00
	CED - Sequoyah County	CS9656	0.00	$2,400.00
				$52,281.00

Employee Name	Title	Position	FTE	Commitment
Wall, Miriam	Extension Educator FCS/Special Projects	CS9712	1.00	$51,360.00
				$51,360.00
100369 - Stephens County Ext Center				
Gandy-Jones, Brenda	Extension Educator FCS/4H/CED	430186	1.00	$76,104.00
	CED - Stephens County	430186	0.00	$2,760.00
				$78,864.00
Harlow, Rebecca	Extension Administrative Support Specialist	BS9682	1.00	$32,121.00
				$32,121.00
Milligan, Shylan	Extension Educator Agriculture/4H	CS9899	1.00	$61,050.00
	Multi County Stipend	CS9899	0.00	$3,000.00
				$64,050.00
Renfro, Kaylie	Extension Educator 4H	430184	1.00	$45,195.00
				$45,195.00
100370 - Texas County Ext Center				
Hicks, R	Extension Educator Agriculture/4H	430190	1.00	$90,207.00
				$90,207.00
McBride, Lisa	Extension Administrative Support Specialist	CS9993	0.75	$26,582.00
				$26,582.00
Ming, Ashley	Extension Educator 4H	430561	1.00	$46,902.00
				$46,902.00
Smith, Robbi	Extension Educator FCS/4H/CED	430191	1.00	$62,000.00
	CED - Texas County	430191	0.00	$2,760.00
				$64,760.00
100371 - Tillman County Ext Center				
Biggs Howard, Erin	Extension Educator Agriculture/4H/CED	430193	1.00	$53,675.00
	CED - Tilman County	430193	0.00	$2,400.00
				$56,075.00
Keasler, Martha	Extension Administrative Support Specialist	CS9888	1.00	$34,049.00
				$34,049.00
100372 - Tulsa County Ext Center				
Arnold, Kimberlee	Extension Educator 4H	430311	1.00	$52,883.00
				$52,883.00
Bose, Malabika	Nutrition Education Assistant	639029	1.00	$32,843.20
				$32,843.20
Dawson, Janis	County Extension Director	CS9903	1.00	$92,674.00
	CED - Tulsa County	CS9903	0.00	$7,200.00
				$99,874.00
Gies, Catherine	Extension Administrative Support Specialist	633557	1.00	$42,376.00

Employee Name	Title	Position	FTE	Commitment
				$42,376.00
Hough, Hannah	Extension Educator Agriculture/4H	CS9931	1.00	$51,080.00
				$51,080.00
Ingram, Thomas	Extension Program Assistant	CS9922	0.75	$25,350.00
				$25,350.00
Jervis, Brian	Extension Educator Horticultre/4H	430196	1.00	$71,629.00
				$71,629.00
Jones, Stacey	Extension Educator FCS/4H	430156	1.00	$57,750.00
				$57,750.00
Martinez, Maritza	Coordinator, Field Program	CS9720	1.00	$49,440.00
				$49,440.00
McCause, Lacey	Coordinator, Field Program	CS9719	1.00	$46,200.00
				$46,200.00
Nicholson, Kylie	Extension Educator Multi County Specialist	CS9913	1.00	$56,100.00
				$56,100.00
Owens, Debra	Extension Administrative Support Assistant	633518	1.00	$35,043.00
				$35,043.00
Peetoom, Laurie	Extension Administrative Support Assistant	BS9687	1.00	$33,433.00
				$33,433.00
Wallace, Misti	Nutrition Education Assistant	634625	1.00	$31,200.00
				$31,200.00
White, Baylee	Extension Educator 4H	430199	1.00	$45,125.00
				$45,125.00
100373 - Wagoner County Ext Center				
Clay, Dana	Extension Administrative Support Assistant	CS9924	1.00	$32,323.00
				$32,323.00
Jackson, Jana	Extension Administrative Support Specialist	CS9994	1.00	$38,095.00
				$38,095.00
Pardue, Dusti	Extension Educator 4H	430505	1.00	$47,537.00
				$47,537.00
Smith, Kathleen	Extension Program Assistant	CS9915	0.50	$16,922.00
				$16,922.00
Stanley, Virginia	Extension Educator FCS/4H/CED	430127	1.00	$77,356.00
	CED - Wagoner County	430127	0.00	$2,760.00
				$80,116.00
Tomah, Lawrence	Extension Educator Agriculture/4H	430205	1.00	$52,500.00
				$52,500.00
100374 - Washington County Ext Center				

Employee Name	Title	Position	FTE	Commitment
Harbour, Jenifer	Extension Educator 4H	430207	1.00	$58,164.00
	Multi County Stipend	430207	0.00	$3,000.00
				$61,164.00
Harpe, Jillian	Extension Educator FCS/4H	430209	1.00	$46,500.00
				$46,500.00
Jorgensen, Makayla	Extension Administrative Support Specialist	633369	1.00	$35,209.00
				$35,209.00
McCall, Kennedy	Extension Educator Agriculture/4H	CS9644	1.00	$52,843.00
	Interim CED	CS9644	0.00	$2,760.00
				$55,603.00
100375 - Washita County Ext Center				
Brittain, Paige	Extension Educator Agriculture/4H	CS9767	1.00	$45,297.00
				$45,297.00
Spalding, Kristy	Extension Educator FCS/4H/CED	430212	1.00	$88,937.00
	CED - Washita County	430212	0.00	$2,400.00
				$91,337.00
Thomas, Kelley	Extension Administrative Support Specialist	CS9678	1.00	$31,200.00
				$31,200.00
100376 - Woods County Ext Center				
Boyett, Aleesha	Extension Program Assistant	CS9951	0.63	$19,500.00
				$19,500.00
Hittle, Katherine	Extension Educator Agriculture/4H	430214	1.00	$46,265.00
				$46,265.00
Holliday, Susan	Extension Educator FCS/4H	430213	1.00	$58,196.00
	CED - Woods County	430213	0.00	$2,400.00
				$60,596.00
McMurphy, Lisa	Extension Administrative Support Specialist	633124	1.00	$36,941.00
				$36,941.00
100377 - Woodward County Ext Center				
Hedges, Jennifer	Extension Educator FCS/4H	430216	1.00	$55,275.00
				$55,275.00
Lynes-Matt, Melanie	Extension Educator Agriculture/4H/CED	430499	1.00	$62,182.00
	CED - Woodward County	430499	0.00	$2,400.00
				$64,582.00
Stoll, Marie	Extension Administrative Support Specialist	633453	1.00	$34,632.00
				$34,632.00
100378 - Kerr-Drummond Dining				
Bailey, Michaela	Supervisor, Food Services	631653	1.00	$34,534.29

Employee Name	Title	Position	FTE	Commitment
				$34,534.29
Blount, Jon	Administrative Support Specialist II	639480	1.00	$38,500.80
				$38,500.80
Bradley, Rayley	Supervisor, Food Services	631971	1.00	$33,280.00
				$33,280.00
Brown, Teresa	Manager, University Dining Services	534339	1.00	$57,336.80
				$57,336.80
Burns, Tammy	Supervisor, Food Services	639549	1.00	$39,045.38
				$39,045.38
Contreras, Adriana	Supervisor, Kitchen	AS6899	1.00	$35,131.20
				$35,131.20
Hammond, Mike	Stock Clerk I	631405	1.00	$32,575.70
				$32,575.70
Hunter, Darrell	Food Service Aide	632441	1.00	$28,588.99
				$28,588.99
Malalage, Tharushika	Supervisor, Food Services	632434	1.00	$34,319.06
				$34,319.06
Matzek, Derek	Supervisor, Food Services	637351	1.00	$34,318.76
				$34,318.76
Sumpter, Janet	Ast Manager, Dining	AS8627	1.00	$45,960.00
				$45,960.00
Taylor, Billy	Ast Manager, Dining	AS8628	1.00	$45,000.00
				$45,000.00
Wijesinghe Arachchige, Sandya	Cashier	632111	1.00	$28,932.80
				$28,932.80
Zhang, Caifeng	Food Service Aide	633512	1.00	$31,321.82
				$31,321.82
100380 - Dean of Business Administration				
Anderson, Donna	Coordinator, Administrative Operations	AS9218	1.00	$61,006.40
				$61,006.40
Beckner, Jennifer	Administrative Associate	AS7097	1.00	$51,500.00
				$51,500.00
Bishop, Krystal	Administrative Associate	AS8700	1.00	$50,928.00
				$50,928.00
Brasor, Blake	Sr Graphic Designer I	AS8693	1.00	$52,692.00
				$52,692.00
Brown, Kimberly	Sr Administrative Support Specialist	633621	1.00	$39,624.00
				$39,624.00

Employee Name	Title	Position	FTE	Commitment
Bullard, Tina	Specialist, Accounting	AS7410	1.00	$43,680.00
				$43,680.00
Carter, Megan	Administrative Support Specialist II	633920	1.00	$40,144.00
				$40,144.00
Driskel, Kimberlee	Duplicating Machine Operator II	630560	1.00	$41,028.00
				$41,028.00
Dunagan, Amelia	Specialist, Business Operations	AS8878	1.00	$52,478.40
				$52,478.40
Enns, Stacia	Sr Administrative Support Specialist	633603	1.00	$42,016.00
				$42,016.00
Ensign, Meredith	Administrative Support Specialist II	AS9050	1.00	$38,089.60
				$38,089.60
Erdmann, Marjorie	Director, CHSI	332091	1.00	$90,864.00
				$90,864.00
Forsbeck, Tina	Administrative Support Specialist II	632706	1.00	$38,230.40
				$38,230.40
Goldagi, Stephanie	Specialist, Facility Operations	633727	1.00	$41,724.80
				$41,724.80
Graham, Susan	Accountant III	AS8685	1.00	$72,228.00
				$72,228.00
Griffin, Darcy	Accountant I	AS6970	1.00	$55,128.00
				$55,128.00
Gripe, Ginger	Director, Business Operations	AS7661	1.00	$151,560.00
				$151,560.00
Hart, Hallie	Coordinator, Communications	AS8679	1.00	$47,256.00
				$47,256.00
Higdon, Cheryl	Sr Financial Assistant	AS9059	1.00	$39,582.40
				$39,582.40
Howard, Robert	Director, Communication Services	332166	1.00	$93,660.00
				$93,660.00
Johnson, Sarah	Ast Dean/Professor Professional Practice	AF9458	1.00	$121,715.00
	Aso Dean, Undergrad Learning	AF9458	0.00	$9,900.00
				$131,615.00
Jungermann, Angela	Coordinator, Scholarship	AS7975	1.00	$61,008.00
				$61,008.00
Lightner, Teresa	Aso Dean, Business Intelligence	120213	1.00	$266,079.00
	William S Spears Chair	120213	0.00	$16,500.00
	Aso Dean, Business Intelligence	120213	0.00	$11,000.00

Employee Name	Title	Position	FTE	Commitment
				$293,579.00
Mason, Marlys	Aso Dean/Professor/Spears Chair	112301	1.00	$239,679.00
	William S Spears Chair	112301	0.00	$16,500.00
	Aso Dean, Undergrad Programs	112301	0.00	$11,000.00
				$267,179.00
Maxey, Charles	System Administrator	535053	1.00	$61,920.00
				$61,920.00
McCrory, Robert	Manager, IT	331370	1.00	$83,412.00
				$83,412.00
McGuire, Bernadette	Coordinator, Financial	AS8691	1.00	$49,188.00
				$49,188.00
Moore, Kross	Sr Financial Assistant	633287	1.00	$32,760.00
				$32,760.00
Moore, Suzanne	Sr Manager, Fiscal Operations	534064	1.00	$84,876.00
				$84,876.00
Mukherjee, Soumil	System Analyst	AS9078	1.00	$69,348.00
				$69,348.00
Murphy, Aaron	Sr Graphic Designer I	AS8682	1.00	$47,712.00
				$47,712.00
Paiva, William	Exec Director-In-Residence	221954	1.00	$335,544.00
				$335,544.00
Paramel, Ipe	Project Manager, CHSI	535240	1.00	$61,284.00
				$61,284.00
Parrish, Jeannette	Sr Manager, Business Operations	535193	1.00	$95,880.00
				$95,880.00
Payne, James	Dean/Professor	112300	1.00	$353,520.00
	Myers Chair	112300	0.00	$54,000.00
	Dean Stipend	112300	0.00	$30,000.00
				$437,520.00
Pitts, Aaron	Specialist III, Computer	AS6769	1.00	$48,110.40
				$48,110.40
Russell, Avery	Specialist, Communications	AS7798	1.00	$39,686.40
				$39,686.40
Schreiber, Valentine	System Administrator	533514	1.00	$65,520.00
				$65,520.00
Sharda, Ramesh	Professor	211023	1.00	$273,285.00
	ConocoPhillips Chair in Management Technology	211023	0.00	$10,800.00

Employee Name	Title	Position	FTE	Commitment
				$284,085.00
Smith, Melinda	Administrative Support Specialist II	633714	1.00	$41,995.20
				$41,995.20
Tower, Marc	Ast Dean/Professor Professional Practice	AF8174	1.00	$162,624.00
	Stevenson Chair	AF8174	0.00	$13,200.00
	Ast Dean Stipend	AF8174	0.00	$8,800.00
				$184,624.00
Wanger, Mary	Exec Administrative Associate	533366	1.00	$62,625.00
				$62,625.00
Weathers, Julie	Director, Assessment Strategies	331064	1.00	$163,068.00
				$163,068.00
Wehr, Cody	Sr Specialist I, Computer	AS7130	1.00	$56,040.00
				$56,040.00
Weiberg, Cole	Multimedia Producer	AS9125	1.00	$39,646.30
				$39,646.30
Withey, Trena	Manager, Facility Services	AS7581	1.00	$60,564.00
				$60,564.00
100381 - District Director's Office NE				
Clawson, Scott	Area Extension Specialist Ag Econ	430242	1.00	$88,426.00
				$88,426.00
Cripps, Kimberly	CNEP Area Coordinator	430197	1.00	$72,042.88
				$72,042.88
Jeffers, Ladonna	Dist Administrative Assistant	CS9933	1.00	$56,974.00
				$56,974.00
Johnson, Nancy	Dist Director	430221	1.00	$126,211.66
				$126,211.66
Lewis, Leslie	Dist 4H Youth Development Program Specialist	CS9870	1.00	$79,207.00
				$79,207.00
McDonald, Mary	Extension Administrative Support Specialist	633125	1.00	$38,095.00
				$38,095.00
Miller, Brenda	Dist FCS Program Specialist	430223	1.00	$106,097.00
	Dist FCS Program Specialist	430223	0.00	$2,500.00
				$108,597.00
Perry, Tammy	Extension Educator Multi County Specialist	CS9742	1.00	$56,650.00
				$56,650.00
Wallace, Bobby Joe	Extension Administrative Support Specialist	CS9695	1.00	$36,941.00
				$36,941.00
Ward, Earl	Area Extension Specialist Livestock	430241	1.00	$86,003.00

Employee Name	Title	Position	FTE	Commitment
				$86,003.00
100382 - District Director's Office W				
Amador Leal Gonzalez, Alberto	Area Extension Specialist Ag Econ	430237	1.00	$56,062.00
				$56,062.00
Buller, Rebecca	Extension Administrative Support Specialist	BS9681	1.00	$46,473.00
				$46,473.00
Bushong, Joshua	Area Extension Specialist Agronomy	430578	1.00	$70,460.00
				$70,460.00
Durheim, Terri	Dist Administrative Assistant	CS9713	1.00	$53,102.00
				$53,102.00
Engel, Erin	CNEP Area Coordinator	430508	0.75	$45,000.00
				$45,000.00
Monteith, Megan	Area Extension Specialist	CS9927	1.00	$79,633.00
				$79,633.00
New, Marty	Area Extension Specialist Livestock	430253	1.00	$86,067.00
	Dist ANR Leader	430253	0.00	$5,000.00
				$91,067.00
Rhodes, Jimmy	Dist Director	430294	1.00	$112,000.00
				$112,000.00
Zook, Dana	Dist ANR Leader	430238	0.00	$5,000.00
				$5,000.00
100383 - District Director's Office SE				
Bess, Claude	Dist Director	430228	1.00	$150,531.55
				$150,531.55
Coffia, Kasey	Extension Administrative Support Specialist	BS9669	1.00	$32,240.00
				$32,240.00
Freking, Brian	Area Extension Specialist Livestock	430256	1.00	$95,048.00
	Interim CED Haskell County	430256	0.00	$2,400.00
				$97,448.00
Ingram, Reva	CNEP Area Coordinator	430162	1.00	$45,000.00
				$45,000.00
Randolph, Sara	Dist 4H Youth Development Program Specialist	CS9869	1.00	$78,132.00
				$78,132.00
Ratcliff, Kelsey	Area Extension Specialist	CS9926	1.00	$68,130.00
				$68,130.00
Richardson, Sherry	Extension Administrative Support Assistant	BS9668	1.00	$40,627.00
				$40,627.00
Rose, Laura	Dist Administrative Associate	BS9786	1.00	$61,073.00

Employee Name	Title	Position	FTE	Commitment
				$61,073.00
Trammell, Micheal	Area Extension Specialist Agronomy	CS9694	1.00	$88,814.00
	Lead Natural Resources Program	CS9694	0.00	$5,000.04
				$93,814.04
100386 - Equal Opportunity				
Landrum, Jackson	Coordinator, Equal Opportunity	AS9224	1.00	$79,440.19
				$79,440.19
Milek, Jamie	Director, Equal Opportunity/Title IX Coordinator	AS8795	1.00	$117,832.00
				$117,832.00
Minges, Lissette	Coordinator, Equal Opportunity	AS7491	1.00	$65,000.00
				$65,000.00
Warde, Laura	Coordinator, Equal Opportunity	AS9334	1.00	$68,134.50
				$68,134.50
100387 - Statistics				
Alford, Jana	Lecturer	AF9608	1.00	$53,163.00
				$53,163.00
Goad, Carla	Professor	214253	1.00	$105,606.00
				$105,606.00
Habiger, Joshua	Professor	214255	1.00	$125,217.00
				$125,217.00
Kaukis, Nicholas	Teaching Ast Professor	AF9057	1.00	$75,006.00
				$75,006.00
Kindschi, Brenda	Sr Administrative Support Specialist	630403	1.00	$43,068.00
				$43,068.00
Liang, Ye	Aso Professor	210341	1.00	$92,988.00
				$92,988.00
Martin, Melinda	Dept Head/Professor	214250	1.00	$179,080.00
	Dept Head/Professor	214250	0.00	$7,700.00
				$186,780.00
Parks, Jean	Sr Administrative Support Assistant	633632	1.00	$32,947.20
				$32,947.20
Rudra, Pratyaydipta	Aso Professor	214251	1.00	$91,026.00
				$91,026.00
Samarakoon, Nishantha	Teaching Ast Professor	AF9357	1.00	$67,302.00
				$67,302.00
Wang, Zeyi	Ast Professor	211132	1.00	$107,001.00
				$107,001.00
Yi, Sangyoon	Ast Professor	AF9198	1.00	$82,341.00

Employee Name	Title	Position	FTE	Commitment
				$82,341.00
Zhu, Lan	Professor	214252	1.00	$110,511.00
				$110,511.00
100390 - FGSH Operating				
Baustert, Bradley	Manager, IT	AS9688	1.00	$72,777.14
				$72,777.14
100391 - A&S Business				
Austell, Cecilia	Administrative Assistant	637051	1.00	$46,595.10
				$46,595.10
Barkil, Danielle	Accountant III	AS7150	1.00	$67,008.00
				$67,008.00
Burch, Tina	Coordinator, Training	AS9625	1.00	$63,689.60
				$63,689.60
Dalton, Amanda	Sr Specialist, Accounting	AS7648	1.00	$45,697.60
				$45,697.60
Garrett, Angela	Sr Specialist, Accounting	AS8995	1.00	$45,697.60
				$45,697.60
Lovelace, Autumn	Administrative Support Specialist II	AS9193	1.00	$35,152.00
				$35,152.00
Muhammad, Nancy	Administrative Assistant	AS8243	1.00	$42,640.00
				$42,640.00
Reedy, Teresa	Coordinator, Business Office	530775	1.00	$85,020.00
				$85,020.00
100393 - Facilities Management Administration				
Alexander, Daniel	Manager, Facility Support Services	534968	1.00	$63,300.00
				$63,300.00
Broyles, Brigett	Coordinator, Administrative Operations	AS7632	1.00	$53,045.00
				$53,045.00
Duckworth, Angela	Administrative Assistant	632925	1.00	$40,560.00
				$40,560.00
Hoff Ooten, Teresa	Administrative Associate	AS7609	1.00	$50,000.00
				$50,000.00
Leeming, Gregory	Project Manager	AS8973	1.00	$80,500.00
				$80,500.00
Pasmore, Sheila	Administrative Support Specialist I	AS8566	1.00	$36,400.00
				$36,400.00
Secrest, Larry	Manager, Safety Program	AS7665	1.00	$76,384.80
				$76,384.80

Employee Name	Title	Position	FTE	Commitment
Shell, Charles	Chief Facility Officer	330832	1.00	$200,000.00
				$200,000.00
Sweeden, Jeffrey	Director, Facilities Management	330913	1.00	$122,457.41
				$122,457.41
	100395 - Finance			
Bansal, Amit	Instructor Professional Practice	AF8198	1.00	$95,481.00
	Instructor Professional Practice	AF8198	0.00	$11,409.00
	Director	AF8198	0.00	$7,200.00
				$114,090.00
Burt, Aaron	Ast Professor	210691	1.00	$230,004.00
				$230,004.00
Byers, Joe	Ast Professor Professional Practice	221654	1.00	$146,934.00
				$146,934.00
Carter, David	Professor/OBA Chair	212358	1.00	$231,902.00
	OBA Association Chair of Commerical Bank Management	212358	0.00	$13,200.00
	Dept Head	212358	0.00	$9,900.00
				$255,002.00
Fu, Anshuang	Ast Professor	AF8049	1.00	$230,004.00
				$230,004.00
Grieser, William	Aso Professor	210143	1.00	$261,297.00
				$261,297.00
Lee, Allissa	Aso Professor Professional Practice	AF9314	1.00	$153,000.00
				$153,000.00
Piccotti, Louis	Aso Professor	212357	1.00	$195,066.00
	Aso Professor	212357	0.00	$22,874.00
	Spears Chair	212357	0.00	$10,800.00
				$228,740.00
Roseman, Brian	Aso Professor	210428	1.00	$214,524.00
	Aso Professor	210428	0.00	$25,036.00
	Watson Chair	210428	0.00	$10,800.00
				$250,360.00
Simkins, Betty	Professor/Williams Companies Professorship	213361	1.00	$231,057.00
	Professor	213361	0.00	$26,873.00
	Williams Companies Chair	213361	0.00	$10,800.00
				$268,730.00
Sisneros, Eric	Ast Professor Professional Practice	AF9662	1.00	$138,753.00
	Ast Professor Professional Practice	AF9662	0.00	$15,417.00

Employee Name	Title	Position	FTE	Commitment
				$154,170.00
Wang, Qin	Aso Professor/Helm Professorship	210896	1.00	$184,446.00
	Aso Professor	210896	0.00	$22,194.00
	Spears Chair	210896	0.00	$10,800.00
	Heidebrecht MBA Faculty Fellow	210896	0.00	$4,500.00
				$221,940.00
Wood, Katherine	Ast Professor	210107	1.00	$230,004.00
				$230,004.00
Yan, Shu	Aso Professor	210029	1.00	$188,100.00
	Aso Professor	210029	0.00	$22,600.00
	OneOK Chair	210029	0.00	$10,800.00
	PhD Coordinator	210029	0.00	$4,500.00
				$226,000.00
Zhang, Jun	Aso Professor	210294	1.00	$178,452.00
	Aso Professor	210294	0.00	$20,628.00
	Spears Professor	210294	0.00	$7,200.00
				$206,280.00
100396 - Utilities Distribution				
Ferguson, Eric	Plumber II	632876	1.00	$47,694.40
				$47,694.40
Howard, Norman	Supervisor	639381	1.00	$73,507.20
				$73,507.20
Lowry, Will	Plumber II	633563	1.00	$47,694.40
				$47,694.40
Marcum, Christopher	Plumber I	630308	1.00	$38,480.00
				$38,480.00
Nickels, Nathan	Plumber II	639501	1.00	$58,510.40
				$58,510.40
Page, Joshua	Ast Supervisor	632109	1.00	$62,400.00
				$62,400.00
Paine, Josiah	Plumber I	633554	1.00	$40,872.00
				$40,872.00
Pearce, Merle	Plumber I	633569	1.00	$43,680.00
				$43,680.00
Williams, Bill	Plumber II	639502	1.00	$53,851.20
				$53,851.20
Wolfe, Austin	Plumber I	639503	1.00	$40,310.40
				$40,310.40

Employee Name	Title	Position	FTE	Commitment
100398 - Ok-Lsamp				
McIntire, Rebecca	Grant Coordinator	AS7355	1.00	$53,550.00
				$53,550.00
Miller, Gina	Grant Manager	534445	1.00	$72,136.05
				$72,136.05
100401 - Work Control				
Carter, Rachel	Dispatcher Facility Support	631500	1.00	$37,897.60
				$37,897.60
Pangborn, Ora	Dispatcher Facility Support	639027	1.00	$35,963.20
				$35,963.20
100402 - A&S Research Administration				
Bridenstine, Elizabeth	Coordinator, Sponsored Programs	AS7657	1.00	$52,008.00
				$52,008.00
Eaton, Rachael	Program Director	AS8817	1.00	$79,068.00
				$79,068.00
Estes, Camillia	Coordinator, Sponsored Programs	AS8767	1.00	$58,008.00
				$58,008.00
Leach, Alisha	Specialist I, Sponsored Programs	AS8768	1.00	$51,000.00
				$51,000.00
Parli, Shawn	Specialist II, Sponsored Programs	AS7555	1.00	$48,504.00
				$48,504.00
Plummer, Steven	Specialist I, Sponsored Programs	AS7319	1.00	$41,329.60
				$41,329.60
Raja, Ramitha	Sr Coordinator, Sponsored Programs	AS7921	1.00	$63,000.00
				$63,000.00
Recchia, Remigius	Coordinator, Sponsored Programs	AS8082	1.00	$56,004.00
				$56,004.00
Tallent, Emilie	Ast Director, Sponsored Programs	AS8206	1.00	$65,004.00
				$65,004.00
100403 - NCAA Compliance				
Burgman, Jada	Ast Director, NCAA Compliance	AS7677	1.00	$47,000.00
				$47,000.00
Dyson, Benjamin	Sr Aso Athletic Director, Compliance	330946	1.00	$135,000.00
				$135,000.00
Glaser, John	Ast Director, NCAA Compliance	AS7675	1.00	$47,000.00
				$47,000.00
Jerson, Chasse	Director, NCAA Compliance	AS7676	1.00	$62,000.00
				$62,000.00

Employee Name	Title	Position	FTE	Commitment
Latsey, Sharlene	Administrative Support Assistant II	633104	1.00	$30,144.00
				$30,144.00
Medill, Cheryl	Ast Athletic Director, NCAA Compliance	AS7671	1.00	$66,000.00
				$66,000.00
100405 - Extension & Engagement				
Acurio Padilla, Silvia	Program Specialist	AS9324	1.00	$43,680.00
				$43,680.00
Barta, Suzette	Coordinator, Community Engagement	535201	1.00	$68,841.80
				$68,841.80
Fuxa, Robin	Director, Grant Program	331793	1.00	$75,000.00
				$75,000.00
Gregson, Ty	Ast Extension Specialist	AF8047	1.00	$67,000.00
				$67,000.00
Nolting, Kimberly	Administrative Associate	AS8675	1.00	$46,221.04
				$46,221.04
Peek, Gina	Aso Dean/Ast Director, OCES/FCS	112671	1.00	$122,352.91
	Aso Dean	112671	0.00	$12,000.00
				$134,352.91
Robinson, Sharon	Administrative Support Specialist I	AS8875	1.00	$35,328.82
				$35,328.82
Williams, Kimberly	Program Coordinator	534430	1.00	$62,645.06
				$62,645.06
100407 - CT-MEP				
Ard, Dakota	Alarm Technician II	AS9319	1.00	$39,291.20
				$39,291.20
Barton, Robert	Plumber II	637123	1.00	$45,240.00
				$45,240.00
Behrends, Michael	Millwright	632595	1.00	$47,475.44
				$47,475.44
Boyd, Jeffrey	Electrician I	637314	1.00	$50,960.00
				$50,960.00
Cagle, Kyle	HVAC Refrigeration Mechanic I	633529	1.00	$44,990.40
				$44,990.40
Caselman, Craig	Ast Supervisor, HVAC	632581	1.00	$60,180.02
				$60,180.02
Clemons, Dale	Plumber II	635288	1.00	$47,840.00
				$47,840.00
Conley, Devin	Alarm Technician I	AS9204	1.00	$35,360.00

Employee Name	Title	Position	FTE	Commitment
				$35,360.00
Fisher Jr, David	HVAC Refrigeration Mechanic I	632886	1.00	$46,790.02
				$46,790.02
Fox, Layne	HVAC Refrigeration Mechanic II	AS9475	1.00	$54,781.07
				$54,781.07
Gorton, James	Electrician I	633630	1.00	$40,560.00
				$40,560.00
Hansen, Eric	Ast Supervisor, Zone	630312	1.00	$52,228.80
				$52,228.80
Heldreth, Brad	Alarm Technician I	633492	1.00	$35,984.00
				$35,984.00
Hoffman, Kelly	HVAC Refrigeration Mechanic II	631114	1.00	$51,669.23
				$51,669.23
Holloway, Ryder	Alarm Technician I	634185	1.00	$35,360.00
				$35,360.00
Lacy, Jordan	HVAC Refrigeration Mechanic I	632594	1.00	$43,680.00
				$43,680.00
McDonald, Micah	Ast Supervisor, Elec Plumbing	637558	1.00	$54,080.00
				$54,080.00
Nickens, Richard	HVAC Refrigeration Mechanic II	632582	1.00	$51,674.69
				$51,674.69
Olsen, Joakim	Supervisor, MEP	633611	1.00	$63,586.43
				$63,586.43
Ray, Russell	Supervisor, HVAC	AS7287	1.00	$62,400.00
				$62,400.00
Sanders, Brian	Zone Manager	AS9928	1.00	$90,000.00
				$90,000.00
Schnakenberg, Tyson	Building Maintenance Mechanic II	632589	1.00	$39,634.40
				$39,634.40
Stebler, Sean	HVAC Refrigeration Mechanic II	637728	1.00	$55,147.38
				$55,147.38
Tang, John	Plumber II	636016	1.00	$48,193.72
				$48,193.72
Thornton, Todd	Ast Supervisor, MEP	AS9691	1.00	$52,000.00
				$52,000.00
Vitone, Anthony	Electrician III	632507	1.00	$51,417.60
				$51,417.60
Wheeler, Roderick	Welder	635190	1.00	$50,828.04

Employee Name	Title	Position	FTE	Commitment
				$50,828.04
Wilson, Joseph	Building Maintenance Mechanic II	637824	1.00	$39,520.00
				$39,520.00
100408 - The Office of Central Procurement				
Alexander, Tara	Buyer I	AS8924	1.00	$49,862.00
				$49,862.00
Dale, Carey	Sr Administrative Support Specialist	630980	1.00	$39,977.60
				$39,977.60
Gokey, Cheryl	Purchasing Assistant	630305	1.00	$32,229.33
				$32,229.33
Hergenreder, Jessica	Administrative Support Specialist II	AS7532	1.00	$34,278.40
				$34,278.40
Hergenreder, Rebecca	Sr Specialist, Accounting	AS8157	1.00	$41,434.46
				$41,434.46
James, Carla	PCard Administrator	AS9081	1.00	$54,833.00
				$54,833.00
Schlotthauer, Scott	Aso Vice President/Chief Procurement Officer	330582	1.00	$210,000.00
				$210,000.00
Teel, Joe	Aso Director, Purchasing	330096	1.00	$100,000.00
				$100,000.00
Tornakian, Marlene	Buyer I	AS8926	1.00	$45,895.00
				$45,895.00
Watts, Donald	Sr Buyer	AS8927	1.00	$57,401.00
				$57,401.00
Wessel, Matthew	Sr Buyer	AS8925	1.00	$60,951.00
				$60,951.00
100410 - Adams Market Dining				
Gorritti, Jose	Supervisor, Food Services	AS9966	1.00	$33,280.53
				$33,280.53
Kirkwood, Michael	Manager, University Food Service	534397	1.00	$55,681.80
				$55,681.80
100411 - Dept of Design & Merchandising				
Boorady, Lynn	Head/Professor	120163	1.00	$155,925.20
	Head/Professor	120163	0.00	$24,000.00
	Dept Head/Professor	120163	0.00	$12,000.00
				$191,925.20
Chandrasekera, Tilanka	Professor	210226	1.00	$100,322.71
	Aso Professor	210226	0.00	$5,000.00

Employee Name	Title	Position	FTE	Commitment
	Aso Professor	210226	0.00	$4,800.00
	Aso Professor	210226	0.00	$2,700.00
				$112,822.71
Goforth, Delaina	Administrative Support Specialist II	631027	1.00	$37,262.42
				$37,262.42
Hebert, Paulette	Professor/Humphreys Endowment	210856	1.00	$107,190.70
	Professor/Humphreys Endowment	210856	0.00	$12,800.00
				$119,990.70
Jang, Juyeun	Ast Professor	AF9263	1.00	$73,000.00
				$73,000.00
Jayadas, Aditya	Aso Professor	211083	1.00	$90,272.09
	Ast Professor	211083	0.00	$4,800.00
				$95,072.09
Kelleher, Rachel	Administrative Associate	AS9580	1.00	$41,350.82
				$41,350.82
Kim, Kyuree	Ast Professor	211546	1.00	$75,000.00
	Ast Professor	211546	0.00	$8,333.33
				$83,333.33
Limbaugh, Diane	Teaching Instructor	220995	1.00	$61,617.10
	Teaching Instructor	220995	0.00	$2,700.00
				$64,317.10
Mandal, Sumit	Aso Professor	AF9706	1.00	$84,876.13
	Aso Professor	AF9706	0.00	$8,875.13
				$93,751.26
Nazmy, Hebatalla	Ast Professor	AF7983	1.00	$77,500.00
				$77,500.00
Park, Hyejune	Aso Professor	210668	1.00	$87,975.13
	Aso Professor	210668	0.00	$5,000.00
	Aso Professor	210668	0.00	$2,700.00
				$95,675.13
Peksoz, Semra	Aso Professor	211547	1.00	$78,821.49
				$78,821.49
Petrova, Adriana	Aso Professor	210680	1.00	$86,948.93
				$86,948.93
Roberts, Emily	Aso Professor	212630	1.00	$79,482.43
				$79,482.43
Wijetunge, Mallkarachchige	Ast Professor	210826	1.00	$72,000.00
				$72,000.00

Employee Name	Title	Position	FTE	Commitment
Yu, Yanan	Ast Professor	212638	1.00	$75,000.00
				$75,000.00
100413 - UDS Administration				
Anson, Patricia	Dietitian	534565	1.00	$65,004.00
				$65,004.00
Crow, Megan	Administrative Support Specialist II	633312	1.00	$34,214.13
				$34,214.13
Enarson, Chase	Ast Director, University Dining	331976	1.00	$98,742.41
				$98,742.41
Hsu, Pei	Director, University Dining Services	331871	1.00	$125,754.63
				$125,754.63
Idrus, Rusnani	Manager, Dining Technology	AS9147	1.00	$58,860.07
				$58,860.07
McCollum, Scott	Ast Director, Dining Services	332130	1.00	$92,452.50
				$92,452.50
Vierling, Caylie	Coordinator, Culinary	AS8588	1.00	$45,000.00
				$45,000.00
Wagner, Michael	Specialist II, Computer	AS7522	1.00	$45,840.00
				$45,840.00
100418 - Agricultural Economics				
Alexander, Carrie	Sr Administrative Support Assistant	633204	1.00	$33,704.00
				$33,704.00
Bir, Courtney	Ast Professor	BF9916	1.00	$105,049.00
				$105,049.00
Borsuah, Keima	Extension Assistant	534459	1.00	$48,653.00
				$48,653.00
Brorsen, Wade	Regents Professor/Endowed Chair	212126	1.00	$186,425.00
	Jacques Endowed Chair	212126	0.00	$10,010.00
				$196,435.00
Casey, Kareta	Sr Administrative Support Assistant	638053	1.00	$43,771.00
				$43,771.00
Chung, Chanjin	Professor/Breedlove Professorship	213172	1.00	$135,225.00
	Breedlove Endowed Professorship	213172	0.00	$7,502.00
				$142,727.00
DeVuyst, Cheryl	Dept Head/Professor	BF9903	1.00	$196,309.00
				$196,309.00
DeVuyst, Eric	Professor	210824	1.00	$134,700.00
	Rainbolt Chair of Agriculture Finance	210824	0.00	$10,010.00

Employee Name	Title	Position	FTE	Commitment
				$144,710.00
Deol, Suhina	Post Doc Fellow	BF9527	1.00	$65,000.00
				$65,000.00
Ferrell, Shannon	Professor	214150	1.00	$135,954.00
				$135,954.00
Hagerman, Amy	Aso Professor Agriculture & Food Policy	BF9952	1.00	$112,472.00
				$112,472.00
Harmon, Gloria	Technical Writer	BS9692	1.00	$61,826.28
				$61,826.28
Harper, Majenta	Specialist II, Local Government	CS9738	1.00	$48,951.00
				$48,951.00
Hertt, Sunilyn	Specialist III, Local Government	CS9932	1.00	$72,143.16
				$72,143.16
Hinkle, Jean	Extension State Program Specialist	CS9677	1.00	$85,000.00
	Specialist, Local Government	CS9947	0.00	$6,135.96
				$91,135.96
Hobbs, J	Aso Extension Specialist	221474	1.00	$95,259.00
				$95,259.00
Holcomb, Rodney	Professor/Endowed Professorship	210493	1.00	$178,200.00
	McLaughlin Family Food Safety	210493	0.00	$10,010.00
				$188,210.00
Hughes, Marie	Administrative Assistant	BS9618	1.00	$45,864.00
				$45,864.00
Jones, Rodney	Professor	211933	1.00	$120,684.00
	OK Farm Credit Endowed Chair	211933	0.00	$10,010.00
				$130,694.00
Karbs, Arin	Sr Administrative Support Specialist	CS9661	1.00	$33,280.00
				$33,280.00
Kenkel, Philip	Regents Professoressor/Endowed Chair	210066	1.00	$137,713.00
	Fitzwater Endowed Chair	210066	0.00	$10,010.00
				$147,723.00
Kolady, Deepthi	Aso Professor	BF9612	1.00	$100,000.00
				$100,000.00
Ladd, Brent	Extension Assistant	BS9799	1.00	$50,392.00
				$50,392.00
Lambert, Dayton	Professor	BF9946	1.00	$143,160.00
	Sparks Chair	BF9946	0.00	$10,010.00
	Coordinator, Graduate Student	BF9946	0.00	$6,000.00

Employee Name	Title	Position	FTE	Commitment
				$159,170.00
Lambert, Lixia	Ast Professor	BF9924	1.00	$103,448.00
				$103,448.00
Mapitigama, Jendi	Sr Administrative Support Specialist	633298	1.00	$42,348.80
				$42,348.80
Norwood, Elizabeth	Teaching Ast Professor	BF9885	1.00	$78,441.00
				$78,441.00
Norwood, Franklin	Professor	210462	1.00	$143,534.00
	Pollard/P&K Endowed Professorship	210462	0.00	$7,502.00
				$151,036.00
Peel, Derrell	Professor/Endowed Professorship	213197	1.00	$149,000.00
	Breedlove Endowed Professorship	213197	0.00	$7,502.00
				$156,502.00
Radmehr, Riza	Post Doc Fellow	BF9620	1.00	$50,400.00
				$50,400.00
Raper, Kellie	Professor	210575	1.00	$120,439.00
				$120,439.00
Raven, Brad	Specialist II, Local Government	CS9929	1.00	$73,179.60
				$73,179.60
Riley, John	Aso Professor	211109	1.00	$115,569.00
	Coordinator, Undergraduate	211109	0.00	$5,000.00
				$120,569.00
Schaefer, Kurt	Aso Professor	BF9645	1.00	$110,678.00
				$110,678.00
Schneider, Lindsey	Coordinator, Academic Program	BS9796	1.00	$52,000.00
				$52,000.00
Shear, Hannah	Ast Professor	BF9663	1.00	$104,396.00
				$104,396.00
Siems, Sara	Extension Assistant	BS9934	1.00	$57,490.00
				$57,490.00
Stevenson, Shelly	Administrative Support Assistant I	BS9879	0.75	$29,640.00
				$29,640.00
Thapa, Bhawna	Ast Professor	BF9599	1.00	$97,603.00
				$97,603.00
Vitale, Jeffrey	Aso Professor	210574	1.00	$100,902.00
				$100,902.00
Whitacre, Brian	Professor	210460	1.00	$143,104.00
	Neustadt Chair in Agricultural Economics	210460	0.00	$10,010.00

Employee Name	Title	Position	FTE	Commitment
				$153,114.00
Whitney, Anna	Coordinator, Academic Program	BS9797	1.00	$54,848.00
				$54,848.00
100419 - University Accounting & Controller				
Chudasama, Nilamba	Aso Controller	AS6770	1.00	$92,000.00
				$92,000.00
Dang, Tam	Accountant III	AS8540	1.00	$62,000.00
				$62,000.00
Green, Lesley	Sr Financial Assistant	631497	1.00	$32,739.20
				$32,739.20
Hesser, Rita	Controller/Director, University Accounting	330512	1.00	$170,890.00
				$170,890.00
Knight, Kevin	Financial Assistant I	630987	1.00	$31,279.57
				$31,279.57
Lawler, Edward	Financial Assistant I	AS8755	1.00	$29,640.00
				$29,640.00
Magby, Lynn	Sr Financial Assistant	639393	1.00	$31,283.20
				$31,283.20
Mbah Mbole Atsang, Yolande	Accountant II	AS8554	1.00	$55,000.00
				$55,000.00
McCoy, Charles	Accountant IV	530585	1.00	$72,000.00
				$72,000.00
Moccia-Wolff, Maria	Accountant IV	AS8721	1.00	$77,000.00
				$77,000.00
Parham, Kathie	Sr Financial Assistant	639569	1.00	$37,751.27
				$37,751.27
Perry, Sarah	Sr Financial Assistant	632664	1.00	$31,012.80
				$31,012.80
Price, Tiffany	Sr Specialist, Acounting	632030	1.00	$49,483.20
				$49,483.20
Ramsey, Tamara	Accountant II	AS9281	1.00	$60,000.00
				$60,000.00
Richardson, Sandra	Financial Assistant I	AS6795	1.00	$31,200.00
				$31,200.00
Shuckakosee, Amber	Administrative Support Assistant I	636096	1.00	$29,120.00
				$29,120.00
Staten, Michele	Accountant III	AS8536	1.00	$62,000.00
				$62,000.00

Employee Name	Title	Position	FTE	Commitment
Talbot, Danyelle	Accountant II	AS8159	1.00	$55,000.00
				$55,000.00
Venard, Lynette	Accountant IV	531721	1.00	$76,000.00
				$76,000.00
Walker, Kyle	Financial Assistant I	633158	1.00	$29,640.00
				$29,640.00
Walker, Stephanie	Sr Financial Assistant	630195	1.00	$30,617.60
				$30,617.60
Walters, Jeffrey	Accountant III	AS8808	1.00	$63,000.00
				$63,000.00
Ward, Beth	Accountant IV	AS6958	1.00	$71,000.00
				$71,000.00
Welch, Rebekah	Sr Financial Assistant	634518	1.00	$33,592.00
				$33,592.00
Wright, Heath	Accountant II	AS8549	1.00	$55,000.00
				$55,000.00
Wynn, Jessica	Accountant II	AS7233	1.00	$52,500.00
				$52,500.00
100420 - Technology Support				
Cornforth, James	Computer Technician	630201	1.00	$33,800.00
				$33,800.00
Hise, Chandler	Computer Technician	631250	1.00	$35,942.40
				$35,942.40
Howell, Shannon	Ast Manager, Tech Support	AS9035	1.00	$74,263.00
				$74,263.00
Justus, Jacqui	Interim Manager/Specialist Technical Support	633922	1.00	$40,414.40
				$40,414.40
Landtroop, Michael	Specialist, Technical Support	633923	1.00	$34,944.00
				$34,944.00
Neal, Elijah	Specialist, Customer Service	AS7166	1.00	$29,120.00
				$29,120.00
Nuttall, Brian	Ast Manager, Tech Support	AS7782	1.00	$56,650.00
				$56,650.00
Powell, Justin	Specialist, Technical Support	639315	1.00	$37,960.00
				$37,960.00
Riley, Jennifer	Specialist, Technical Support	638044	1.00	$41,241.20
				$41,241.20
Sanchez, Cristian	Specialist, Exec Technical Support	632159	1.00	$48,880.00

Employee Name	Title	Position	FTE	Commitment
				$48,880.00
Schlegel, Phillip	Helpdesk Analyst	632643	1.00	$41,516.80
				$41,516.80
Spencer, Ryan	Specialist, Exec Technical Support	632708	1.00	$48,880.00
				$48,880.00
Whitley, Timothy	Director, Technology Support	331578	1.00	$125,000.00
				$125,000.00
100421 - Food & Ag Prod Res & Tech Center				
Albers-Nelson, Mary	Program Manager	BS9654	1.00	$78,489.62
				$78,489.62
Baker, Stephanie	Program Manager	BS9608	1.00	$89,250.00
				$89,250.00
Conley, Bart	Program Manager	BS9573	1.00	$110,250.00
				$110,250.00
Escoubas, Joseph	Dept Head/Professor	110123	1.00	$190,796.00
				$190,796.00
Graves, Andrea	Marketing Manager	331790	1.00	$78,824.10
				$78,824.10
Jackson, Joel	Director, Outreach Program	331231	1.00	$105,429.48
				$105,429.48
Johnson, Erin	Marketing Manager	331197	1.00	$72,725.39
				$72,725.39
Johnson, Sheary	Administrative Associate	BS9547	1.00	$54,269.74
				$54,269.74
Moore, Aaron	Manager, Facility Services	534677	1.00	$83,068.44
				$83,068.44
Scott, Darren	Program Manager	BS9655	1.00	$67,305.00
				$67,305.00
Smith, Karen	Administrative Support Specialist I	631746	1.00	$43,391.00
				$43,391.00
100422 - Center for the Future of Work				
Blackburn, Amy	Director, Outreach Programs	AS7030	1.00	$113,400.00
				$113,400.00
Day, Brianna	Program Specialist	633574	1.00	$36,774.40
				$36,774.40
DeBord, Kelle	Ast Director, Outreach	AS7562	1.00	$70,104.00
				$70,104.00
Franklin, Christopher	Program Specialist	633196	1.00	$37,793.60

Employee Name	Title	Position	FTE	Commitment
				$37,793.60
Hesler, Sherry	Administrative Associate	531447	1.00	$50,460.80
				$50,460.80
Hightower, Alexis	Coordinator, Outreach Education	AS8680	1.00	$45,360.00
				$45,360.00
Inselman, Maci	Ast Manager, Outreach Programs	AS7239	1.00	$51,900.00
				$51,900.00
Ramsey, Rebecca	Ast Manager, Outreach Programs	AS8695	1.00	$52,836.00
				$52,836.00
Ray, Lindsey	Manager, Outreach Programs	AS8688	1.00	$63,936.00
				$63,936.00
Sanders, Crystal	Coordinator, Outreach Education	AS8640	1.00	$47,508.00
				$47,508.00
Wehr, Kaylie	Coordinator, Communications	AS7576	1.00	$56,004.00
				$56,004.00
	100423 - SU Bookstore Administration			
Baker, Melanie	Retail Merchandise Assistant	AS9850	1.00	$30,266.90
				$30,266.90
Bennett, Roger	Supervisor, Orange Tech	AS7591	1.00	$39,013.10
				$39,013.10
Bowman, Shawn	Retail Merchandise Assistant	634194	1.00	$30,266.90
				$30,266.90
Bunch, Cortney	Supervisor, Retail Merchandise	AS7272	1.00	$38,230.40
				$38,230.40
Caldwell, Stevi	Supervisor, Retail Merchandise	AS9308	0.75	$25,740.00
				$25,740.00
Carroll, Dakota	Supervisor, Orange Tech	633079	1.00	$40,394.66
				$40,394.66
Conway, Kassidy	Aso Director, Retail Operations	AS7559	1.00	$82,400.00
				$82,400.00
DeLeon, Immanuel	Supervisor, Retail Merchandise	630672	1.00	$34,320.00
				$34,320.00
Dumler, Jessica	Supervisor, Retail Merchandise	630679	1.00	$37,562.81
				$37,562.81
Duncan, Peyton	Manager, Retail Operations	AS9320	1.00	$56,700.00
				$56,700.00
Johnson, Heather	Ast Manager, Retail Operations	AS7438	1.00	$47,250.00
				$47,250.00

Employee Name	Title	Position	FTE	Commitment
Knight, Jennifer	Ast Manager, Apparel Procurement	AS8624	1.00	$48,385.20
				$48,385.20
Lench, Christina	Manager, Retail Operations	AS7437	1.00	$56,700.00
				$56,700.00
Mulberger, David	Manager, Course Content Delivery	AS7805	1.00	$62,400.00
				$62,400.00
Patterson, Henry	Retail Merchandise Assistant	AS9290	1.00	$30,160.00
				$30,160.00
Watts, Rhonda	Specialist, Accounting	634846	1.00	$45,531.20
				$45,531.20
100424 - Oklahoma Epscor				
Bryan, Honey	Coordinator, Events	534288	1.00	$53,250.00
				$53,250.00
Laney, Amanda	Administrative Assistant	633576	1.00	$39,312.00
				$39,312.00
100425 - Music				
Adams, Brant	Professor	211189	1.00	$127,926.00
				$127,926.00
Arnold, Saundra	Administrative Support Specialist II	AS8857	1.00	$34,320.00
				$34,320.00
Bester, Christiaan	Ast Professor	AF9389	1.00	$65,008.00
				$65,008.00
Bickford, Wendy	Ast Professor	216269	1.00	$68,508.00
				$68,508.00
Bovenschen, Wayne	Aso Professor	210044	1.00	$69,507.00
				$69,507.00
Chapman, Marsha	Sr Administrative Support Specialist	639584	1.00	$41,664.00
				$41,664.00
Chiang, Pi-Ju	Lecturer	AF9719	1.00	$44,397.00
				$44,397.00
Compton, Paul	Professor	212282	1.00	$82,422.00
				$82,422.00
Condacse, Anne-Marie	Professor	212277	1.00	$83,790.00
				$83,790.00
Cooper, Joseph	Ast Professor	210508	1.00	$65,934.00
				$65,934.00
Crawford, Mitchell	Studio Engineer	AS7296	1.00	$45,000.00
				$45,000.00

Employee Name	Title	Position	FTE	Commitment
Dewey, Glenn	Ast Professor	AF9203	1.00	$63,882.00
				$63,882.00
Dickey, Thomas	Aso Professor	216273	1.00	$73,593.00
				$73,593.00
Flynn, Kevin	Visiting Ast Professor	AF7943	1.00	$44,001.00
				$44,001.00
Genevro, Bradley	Professor	212273	1.00	$116,640.00
				$116,640.00
Golliver-Mohiuddin, April	Professor	211267	1.00	$82,188.00
				$82,188.00
Goodwin, Allan	Ast Professor	212271	1.00	$83,116.00
				$83,116.00
Haygood, Christopher	Aso Professor	212269	1.00	$93,006.00
				$93,006.00
Hier, David	Ast Professor	AF9298	1.00	$65,007.00
				$65,007.00
Holba, Dianne	Financial Assistant II	634153	1.00	$34,020.00
				$34,020.00
Kambs, Benjamin	Ast Professor	AF9053	1.00	$70,002.00
				$70,002.00
Karaca, Igor	Professor	212279	1.00	$84,456.00
				$84,456.00
Karaca, Natasa	Clinical Aso Professor	222287	1.00	$55,206.00
				$55,206.00
King Sarver, Sarah	Ast Professor	AF8060	1.00	$68,004.00
				$68,004.00
Lanners, Heather	Professor	212275	1.00	$81,999.00
				$81,999.00
Lopez Compton, Refugia	Professor	210523	1.00	$82,440.00
				$82,440.00
Martinez, Mitchell	Visiting Ast Professor	AF9012	1.00	$62,001.00
				$62,001.00
Mrykalo, Vincent	Piano Technician	AS8275	1.00	$57,262.40
				$57,262.40
Murphy, Erin	Aso Professor	210730	1.00	$71,460.00
				$71,460.00
Perry, Mark	Aso Professor	211087	1.00	$67,500.00
				$67,500.00

Employee Name	Title	Position	FTE	Commitment
Poole, Thomas	Aso Professor	211145	1.00	$66,447.00
				$66,447.00
Potter, Howard	Professor	210849	1.00	$116,856.00
				$116,856.00
Robinson, Ryan	Aso Professor	210537	1.00	$79,209.00
				$79,209.00
Salinas, John	Ast Professor	AF9056	1.00	$68,004.00
				$68,004.00
Sanders, Steve	Aso Professor	212266	1.00	$67,572.00
				$67,572.00
Santillan, Monica	Program Specialist	AS7707	1.00	$45,052.80
				$45,052.80
Sato, Tomomi	Teaching Ast Professor	AF9043	1.00	$55,008.00
				$55,008.00
Scott, Dale	Professor	210102	1.00	$82,395.00
				$82,395.00
Seguin, Shawn	Visiting Ast Professor	AF9137	1.00	$53,001.00
				$53,001.00
Sidwell, Benjamin	Coordinator, Tech Production	AS7224	1.00	$47,004.00
				$47,004.00
Skara, Jacqueline	Ast Professor	210524	1.00	$66,393.00
				$66,393.00
Smith, Jeremy	Visiting Ast Professor	AF9590	1.00	$59,719.00
				$59,719.00
Stevens, Holli	Sr Administrative Support Specialist	AS8921	1.00	$41,267.20
				$41,267.20
Toles, Elizabeth	Visiting Ast Professor	AF7957	1.00	$44,001.00
				$44,001.00
Unrau, Lucia	Dept Head/Professor	116285	1.00	$182,000.00
	Dept Head/Professor	116285	0.00	$4,895.00
				$186,895.00
Vanzant, Chris	Coordinator, Facility Services	AS8512	1.00	$49,956.00
				$49,956.00
100427 - Ag Education, Communication & Leadership				
Allison, Nicola	Administrative Assistant	BS9569	1.00	$43,680.00
				$43,680.00
Brown, Courtney	Ast Professor	BF9618	1.00	$88,118.00
				$88,118.00

Employee Name	Title	Position	FTE	Commitment
Cartmell, David	Professor	210366	1.00	$145,256.00
				$145,256.00
Cline, Lauren	Ast Professor	BF9642	1.00	$91,847.00
				$91,847.00
Coleman, Bradley	Ast Professor	BF9644	1.00	$88,118.00
				$88,118.00
Eck, Christopher	Ast Professor	BF9643	1.00	$91,847.00
				$91,847.00
Edwards, Michael	Professor	212130	1.00	$131,206.00
				$131,206.00
Harvey, Linnea	Program Coordinator	BS9653	1.00	$57,868.49
				$57,868.49
King, Audrey	Ast Professor	BF9935	1.00	$88,118.00
				$88,118.00
Legg, Shelly	Professor	210316	1.00	$128,367.00
				$128,367.00
McCarroll, Kiahnna	Sr Administrative Support Specialist	BS9556	1.00	$41,600.00
				$41,600.00
Ramsey, Jon	Professor	210929	1.00	$121,558.00
	Professor	210929	0.00	$5,000.00
				$126,558.00
Riggs, Angel	Aso Professor	211052	1.00	$92,548.00
				$92,548.00
Robinson, Jeremy	Dept Head/Professor	112127	1.00	$195,000.00
				$195,000.00
Sandberg, Kenna	Lecturer	BF9928	1.00	$55,000.00
				$55,000.00
Settle, Quisto	Aso Professor	211432	1.00	$108,206.00
				$108,206.00
Smith, Nathaniel	Teaching Instructor	BF9933	1.00	$67,172.00
				$67,172.00
Terry, Howard	Professor	BF9510	1.00	$187,415.00
	Howell Endowed Professorship	BF9510	0.00	$7,502.00
				$194,917.00
Travis, Kaylee	Lecturer	BF9897	1.00	$60,341.00
				$60,341.00
100431 - Cowboy Enterprises				
Aker, Amanda	License Associate	AS9926	1.00	$115,737.60

Employee Name	Title	Position	FTE	Commitment
				$115,737.60
Hopper, Billy	License Associate	331685	1.00	$138,300.00
				$138,300.00
Lively, Aaron	Coordinator, Business Development	AS7197	1.00	$70,000.00
				$70,000.00
Nickel, John	Ast Director, Cowboy Innovations Accel & Tech	AS8101	1.00	$84,279.00
				$84,279.00
Rajendran, Jai Hariprasad	Director, Digital Innovations Communications	AS6928	1.00	$130,000.00
				$130,000.00
Will, Daniel	Aso Vice President, Cowboy Enterprises	AS6969	1.00	$230,000.00
				$230,000.00
100433 - CEAT Information Technology Services				
Atkinson, Ian	Specialist I, Computer	AS9883	1.00	$43,680.00
				$43,680.00
Dickey, Michelle	Specialist I, Computer	AS8244	1.00	$45,032.00
				$45,032.00
Melancon, Michael	Manager, IT	AS7958	1.00	$75,888.00
				$75,888.00
Semtner, Nicholas	Specialist II, Computer	AS6882	1.00	$43,680.00
				$43,680.00
Wilhite, Zachary	Specialist I, Computer	AS9908	1.00	$48,880.00
				$48,880.00
100436 - Payroll Services				
Condon, Hillary	Payroll Technician	AS9341	1.00	$41,204.80
				$41,204.80
Craig, Brenda	Payroll Processor	630945	1.00	$36,400.00
				$36,400.00
Dougherty, Jennifer	Ast Director, Payroll Services	330248	1.00	$72,000.00
				$72,000.00
Higgins, Debra	Payroll Clerk	AS9941	1.00	$35,360.00
				$35,360.00
Layton, Leigha	Administrative Assistant	AS9903	1.00	$34,320.00
				$34,320.00
Northern, Jessica	Payroll Technician	AS7403	1.00	$39,520.00
				$39,520.00
Rhodes, Rebecca	Director, Payroll Services	331267	1.00	$146,432.00
				$146,432.00
Savory, Tonia	Payroll Analyst	AS7952	1.00	$55,000.00

Employee Name	Title	Position	FTE	Commitment
				$55,000.00
Schlegel, Sarah	Payroll Clerk	639279	1.00	$34,548.80
				$34,548.80
Smart, Jennifer	Payroll Processor	AS8858	1.00	$38,480.00
				$38,480.00
Steele, Lauren	Payroll Processor	AS9567	1.00	$39,000.00
				$39,000.00
100437 - HS Research & Graduate Studies				
Abid, Samar	Coordinator, Sponsored Programs	531147	1.00	$54,631.20
				$54,631.20
Brown, Erin	Specialist II, Sponsored Programs	AS7280	1.00	$52,290.00
				$52,290.00
Clarke, Stephen	Sr Aso Dean/Professor	112643	1.00	$181,780.70
	Sr Aso Dean/Professor	112643	0.00	$12,000.00
				$193,780.70
Kirven-Bobier, Ashley	Manager, Student Services	534825	1.00	$66,150.00
				$66,150.00
Linton, Brandy	Administrative Associate	AS7694	1.00	$41,204.80
				$41,204.80
Watson, Kayley	Specialist II, Sponsored Programs	AS9343	1.00	$58,000.00
				$58,000.00
100438 - Accounting				
Baker, Angela	Instructor Professional Practice	222296	1.00	$98,262.00
	Instructor Professional Practice	222296	0.00	$12,418.00
	Director, Communications	222296	0.00	$6,750.00
				$117,430.00
Cather, William	Ast Professor	210765	1.00	$209,999.97
				$209,999.97
Cox, Rachel	Instructor Professional Practice	AF9677	1.00	$99,882.00
	Business Ethics Teaching Fellowship	AF9677	0.00	$1,500.00
				$101,382.00
Domnick, Rachel	Instructor Professional Practice	221860	1.00	$99,882.00
	Instructor Professional Practice	221860	0.00	$11,831.33
	Outreach to MS Students	221860	0.00	$3,000.00
	CPA Advisor	221860	0.00	$1,800.00
				$116,513.33
Gramling, Audrey	Professor	AF9838	1.00	$234,864.00
	Professor	AF9838	0.00	$27,296.00

Employee Name	Title	Position	FTE	Commitment
	Anadarko Chair Stipend	AF9838	0.00	$10,800.00
				$272,960.00
Laux, Rick	Ast Professor	211191	1.00	$211,500.00
	Ast Professor	211191	0.00	$23,900.00
	Johnson Fellowship	211191	0.00	$3,600.00
				$239,000.00
Lawson, Bradley	Aso Professor	212325	1.00	$210,240.00
	Aso Professor	212325	0.00	$25,060.00
	Lanny G Chasteen Chair	212325	0.00	$10,800.00
	PhD Coordinator	212325	0.00	$4,500.00
				$250,600.00
Nabar, Sandeep	Aso Professor	212327	1.00	$186,795.00
	Heidebrecht MBA Faculty Fellow	212327	0.00	$4,500.00
	Heidebrecht MBA Faculty Fellow	212327	0.00	$500.00
				$191,795.00
Schwartz, William	Aso Professor	213327	1.00	$184,203.00
				$184,203.00
Sisneros, Craig	Ast Professor	210687	1.00	$208,575.00
	Ast Professor	210687	0.00	$23,975.00
	Patrick Dorr Professorship	210687	0.00	$7,200.00
				$239,750.00
Spencer, Angela	Dept Head/Aso Professor	211122	1.00	$253,385.00
	Wilton T Anderson Chair	211122	0.00	$13,200.00
	Dept Head	211122	0.00	$9,900.00
				$276,485.00
Stuart, Michael	Aso Professor	AF8236	1.00	$225,405.00
	Aso Professor	AF8236	0.00	$25,845.00
	Arthur Andersen Professorship	AF8236	0.00	$7,200.00
				$258,450.00
Tan, Jacqueline	Ast Professor	AF8228	1.00	$209,999.97
				$209,999.97
Vowell, Alyssa	Ast Dept Head/Instructor Professional Practice	221566	1.00	$104,571.00
	Ast Dept Head/Instructor Professional Practice	221566	0.00	$11,619.00
				$116,190.00
Ward, Julie	Instructor Professional Practice	AF8235	1.00	$96,417.00
	Instructor Professional Practice	AF8235	0.00	$10,713.00
				$107,130.00
Wolfe, Michael	Aso Professor	212344	1.00	$222,615.00

Employee Name	Title	Position	FTE	Commitment
	Aso Professor	212344	0.00	$25,535.00
	Cudd Professorship	212344	0.00	$7,200.00
				$255,350.00
100439 - Center For Local Govt Technology				
Albert, Austim	Specialist, CAMA	AS7515	1.00	$43,680.00
				$43,680.00
Bass, Johnathon	Specialist I, CAMA	AS9187	1.00	$45,760.00
				$45,760.00
Bayless, Ashley	Specialist I, CAMA	AS9141	1.00	$44,304.00
				$44,304.00
Clyburn, Adam	Specialist I, CAMA	AS9144	1.00	$45,136.00
				$45,136.00
Cook, Logan	Specialist II, CAMA	AS8932	1.00	$55,432.00
				$55,432.00
Dye, Jonathan	Specialist I, CAMA	AS9142	1.00	$41,600.00
				$41,600.00
Hale, Mary	Specialist I, CAMA	AS8933	1.00	$44,304.00
				$44,304.00
Helvy, Crystal	Specialist I, CAMA	AS8934	1.00	$43,680.00
				$43,680.00
Holley, Sarah	Sr Specialist, CAMA	AS9185	1.00	$62,004.00
				$62,004.00
House, Kevin	Program Manager	AS9229	1.00	$76,380.00
				$76,380.00
Jantzen, Kalee	Specialist II, CAMA	AS9140	1.00	$53,872.00
				$53,872.00
Kennedy, Cody	Specialist II, Center for Local Govt Technology	AS9057	1.00	$62,256.00
				$62,256.00
Kimbrough, Bridget	Specialist I, CAMA	AS9145	1.00	$44,304.00
				$44,304.00
Kirkpatrick, Ryan	Specialist I, CAMA	AS7927	1.00	$45,032.00
				$45,032.00
Louthan, Julie	Sr Specialist, Center for Local Govt Technology	AS8261	1.00	$61,536.00
				$61,536.00
Metcalf, Jana	Coordinator, Business Operations	AS7594	1.00	$50,448.00
				$50,448.00
Mutschelknaus, Jessica	Specialist, Accounting	632466	1.00	$45,760.00
				$45,760.00

Employee Name	Title	Position	FTE	Commitment
Patterson, Gregory	Specialist I, CAMA	AS9146	1.00	$43,368.00
				$43,368.00
Price, Melinda	Specialist I, CAMA	AS8936	1.00	$43,680.00
				$43,680.00
Richards , Steffani	Specialist, CAMA	AS6884	1.00	$41,600.00
				$41,600.00
Santino, Jennifer	Specialist I, CAMA	AS8935	1.00	$49,088.00
				$49,088.00
Seals, Kathryn	Coordinator, Events	AS9673	1.00	$45,120.00
				$45,120.00
Skidmore, Kera Don	Ast Director, CLTG	AS6822	1.00	$80,400.00
				$80,400.00
Snyder, Gary	Director, Center for Local Govt Technology	330986	1.00	$106,092.00
				$106,092.00
Tadych, Karen	Specialist II, Center for Local Govt Technology	AS9148	1.00	$56,592.00
				$56,592.00
Trammell, Kasey	Sr Specialist, CAMA	AS6839	1.00	$62,004.00
				$62,004.00
100440 - Civil & Environmental Engineering				
Anderson, Kimberly	Administrative Support Assistant II	633101	1.00	$34,320.00
				$34,320.00
Delatte, Norbert	Head/Professor/Chair	112531	1.00	$196,350.00
	School Head/Professor	112531	0.00	$16,500.00
				$212,850.00
Elkashef, Mohamed	Ast Professor	AF9276	1.00	$101,970.00
				$101,970.00
Emerson, Robert	Aso Professor	212547	1.00	$120,348.00
				$120,348.00
Foltz, Mary	Ast Professor	AF9277	1.00	$101,970.00
				$101,970.00
Giffin, Brian	Ast Professor	AF8072	1.00	$94,005.00
				$94,005.00
Gonzalez Estrella, Jorge	Ast Professor	AF9941	1.00	$120,258.00
				$120,258.00
Kenawy, Maha	Ast Professor	211016	1.00	$96,000.00
				$96,000.00
Krzmarzick, Mark	Aso Professor	214506	1.00	$116,172.00
				$116,172.00

Employee Name	Title	Position	FTE	Commitment
Leflore, Kristopher	Sr Specialist II, Resarch	AS7423	1.00	$52,008.00
				$52,008.00
Ley, M	Regents Professor/Cooper W&W Steel Chair	210764	1.00	$180,792.00
				$180,792.00
Li, Joshua Qiang	Aso Professor	211076	1.00	$119,493.00
				$119,493.00
Perez Mesa, Gabriel	Ast Professor	210898	1.00	$98,001.00
				$98,001.00
Russell, Bruce	Professor	212536	1.00	$129,537.00
				$129,537.00
Schussler, Jaime	Ast Professor	AF8171	1.00	$97,650.00
				$97,650.00
Scott, Justin	Post Doc Fellow	AF9961	1.00	$62,145.60
				$62,145.60
Shan, Yongwei	Aso Professor	211644	1.00	$107,406.00
				$107,406.00
Soliman, Mohamed	Aso Professor	211138	1.00	$118,278.00
				$118,278.00
Tikalsky, Paul	Professor	AF8008	1.00	$381,960.00
				$381,960.00
Vizcarrondo Guerrero, Jorge	Specialist, Accounting	AS9936	1.00	$40,040.00
				$40,040.00
Wilber, Gregory	Aso Professor	212537	1.00	$108,432.00
				$108,432.00
100442 - Police Dept				
Abad, Jacob	Sr Police Officer	630610	1.00	$75,192.00
				$75,192.00
Alvarado, Enrico	Police Officer	631332	1.00	$68,432.00
				$68,432.00
Anderson, Alissa	Administrative Support Assistant I	AS9119	1.00	$35,360.00
				$35,360.00
Andrade, Cameron	Police Officer	AS8287	1.00	$43,680.00
				$43,680.00
Balfanz, Richard	Sergeant	630173	1.00	$83,366.40
				$83,366.40
Beckner, Michael	Chief Of Police	330717	1.00	$140,000.00
				$140,000.00
Bell, James	Communications Officer II	637336	1.00	$38,459.20

Employee Name	Title	Position	FTE	Commitment
				$38,459.20
Blankinship, Andrew	Police Officer	633628	1.00	$48,422.40
				$48,422.40
Buntin, Brett	Communications Officer I	632162	1.00	$35,360.00
				$35,360.00
Burns, Curtis	Lieutenant	630598	1.00	$95,408.35
				$95,408.35
Chandler, William	Captain	530714	1.00	$104,057.81
				$104,057.81
Cook, Zachary	Sr Police Officer	632963	1.00	$72,800.00
				$72,800.00
Davis, James	Police Officer	630614	1.00	$62,408.11
				$62,408.11
Dawson, John	Sr Police Officer	633233	1.00	$75,192.00
				$75,192.00
Eastman, Travis	Supervisor, Communications	631752	1.00	$53,050.97
				$53,050.97
Freer, Michael	Police Officer	AS8289	1.00	$44,096.00
				$44,096.00
Froese, Casey	Communications Officer I	631285	1.00	$37,440.00
				$37,440.00
Galbraith, Michael	Captain	AS8838	1.00	$99,438.16
				$99,438.16
Gamble, Raley	Administrative Support Assistant I	AS7855	1.00	$30,160.00
				$30,160.00
Gillilan, W	Captain	AS8840	1.00	$103,779.20
				$103,779.20
Gipson, Andrew	Communications Officer III	632169	1.00	$46,388.96
				$46,388.96
Gorton, Justin	Sergeant	633234	1.00	$82,180.80
				$82,180.80
Gripe, Steven	Lieutenant	AS7085	1.00	$79,768.00
				$79,768.00
Grotheer, Leslie	Sr Police Officer	630601	1.00	$78,690.35
				$78,690.35
Hansen, Shannon	Administrative Assistant	630620	1.00	$36,420.80
				$36,420.80
Hart, Justin	Lieutenant	630605	1.00	$93,537.60

Employee Name	Title	Position	FTE	Commitment
				$93,537.60
Hollinsworth, Jade	Communications Officer I	630627	1.00	$37,440.00
				$37,440.00
Jackson, Pamela	Administrative Assistant	AS8285	1.00	$42,290.16
				$42,290.16
Johnson, Morgan	Police Officer	630596	1.00	$46,030.40
				$46,030.40
Leach, Clint	Police Officer	630603	1.00	$63,650.70
				$63,650.70
Leach, Dakota	Police Officer	AS7631	1.00	$46,030.40
				$46,030.40
Love, Jessica	Communications Officer III	632164	1.00	$47,413.88
				$47,413.88
McCool, Haley	Police Officer	636336	1.00	$54,204.80
				$54,204.80
McCool, Kyle	Sergeant	630171	1.00	$85,867.39
				$85,867.39
McDonald, Lori	Communications Officer II	631286	1.00	$38,084.80
				$38,084.80
Odell, Blake	Sergeant	639136	1.00	$83,366.40
				$83,366.40
Page, Briana	Police Officer	AS9925	1.00	$48,900.80
				$48,900.80
Patterson, William	Police Officer	630612	1.00	$60,049.60
				$60,049.60
Queen, Kayle	Sergeant	636886	1.00	$85,867.39
				$85,867.39
Ragle, Deanna	Police Officer	AS8291	1.00	$44,096.00
				$44,096.00
Ray, Daniel	Captain	AS8839	1.00	$103,779.20
				$103,779.20
Reigh, Riley	Lieutenant	636887	1.00	$91,145.60
				$91,145.60
Royston, Christopher	Police Officer	636891	1.00	$60,049.60
				$60,049.60
Simpson, Chance	Sr Police Officer	630613	1.00	$76,226.59
				$76,226.59
Smith, Haidan	Police Officer	AS8288	1.00	$41,600.00

Employee Name	Title	Position	FTE	Commitment
				$41,600.00
Spears, Aaron	Police Officer	639137	1.00	$62,982.40
				$62,982.40
Storm, Leah	Lieutenant	636890	1.00	$93,537.60
				$93,537.60
Walling, Marc	Police Officer	632962	1.00	$72,800.00
				$72,800.00
100443 - Ed Fndn, Ldrshp & Aviation				
Adigun, Olajumoke	Ast Professor	210411	1.00	$75,705.00
				$75,705.00
Bailey, Lucy	Professor	210170	1.00	$88,979.76
				$88,979.76
Bliss, Timm	Professor	210014	1.00	$91,257.56
				$91,257.56
Blum, Denise	Professor	212420	1.00	$83,468.92
				$83,468.92
Brun, Theresa	Ast Manager, Flight School	AS7122	1.00	$56,000.00
				$56,000.00
Capurro, Carolina	Teaching Ast Professor	AF8055	1.00	$65,000.00
				$65,000.00
Casebolt, Mallory	Aso Professor	210252	1.00	$81,627.75
	Aso Professor	210252	0.00	$10,000.00
				$91,627.75
Clement, Ryan	Aviation Maintenance Technician	AS7431	1.00	$49,920.00
				$49,920.00
Cole, Ki	Aso Professor	213416	1.00	$78,684.83
				$78,684.83
Curry, Katherine	Professor	210506	1.00	$97,841.70
	Professor	210506	0.00	$10,000.00
				$107,841.70
Depperschmidt, Chad	Head/Aso Professor	110268	1.00	$126,085.60
	Aso Professor/School Head	110268	0.00	$12,000.00
	Aso Professor/School Head	110268	0.00	$10,000.00
				$148,085.60
Durfee, Adriana	Aviation Maintenance Technician	AS8787	1.00	$53,844.51
				$53,844.51
Egure, Dominic	Post Doc Fellow	AF7892	1.00	$45,000.00
				$45,000.00

Employee Name	Title	Position	FTE	Commitment
Fiegener, Ashlyn	Ast Professor	212453	1.00	$77,805.44
	Ast Professor	212453	0.00	$5,000.00
				$82,805.44
Fortney, Lance	Manager, Flight School	534587	1.00	$99,823.26
				$99,823.26
Gardner-Vandy, Kathryn	Ast Professor	AF9535	1.00	$78,740.00
				$78,740.00
Goodfriend, Steven	Ast Chief Flight Instructor	AS7497	1.00	$60,000.00
				$60,000.00
Grim, Amber	Administrative Support Specialist II	637759	1.00	$38,013.50
				$38,013.50
Harry, Dion	Ast Professor	AF7972	1.00	$75,500.00
				$75,500.00
Hawkins, Kena	Program Coordinator	AS7506	1.00	$49,920.00
				$49,920.00
Jang, Hyun Sung	Teaching Ast Professor	AF8059	1.00	$63,000.00
				$63,000.00
Kearney, Kerri	Professor	210229	1.00	$88,302.95
	Professor	210229	0.00	$5,000.00
				$93,302.95
Khojasteh, Jam	Professor	211007	1.00	$89,786.05
				$89,786.05
Kim, Keunjae	Ast Professor	212413	1.00	$76,000.00
				$76,000.00
Lee, Hyeryung	Ast Professor	211004	1.00	$74,500.00
				$74,500.00
Loffi, Jon	Professor	212466	1.00	$88,025.20
				$88,025.20
McAuliff, Debora	Specialist, Accounting	637281	1.00	$41,770.84
				$41,770.84
McBride, Kimberly	Administrative Associate	AS7184	1.00	$43,368.00
				$43,368.00
Molzahn, Michael	Aviation Maintenance Technician	637393	1.00	$55,447.99
				$55,447.99
Moore, Tami	Aso Professor	210511	1.00	$73,070.69
				$73,070.69
Murray, Don	Ast Professor	210456	1.00	$76,220.00
				$76,220.00

Employee Name	Title	Position	FTE	Commitment
Olsen, Jentre	Ast Professor	AF9564	1.00	$78,018.59
				$78,018.59
Quintel, Lavoe	Lecturer	AD9679	1.00	$58,938.66
				$58,938.66
Rolaff, Casey	Chief Aviation Maintenance Technician	637374	1.00	$68,532.40
				$68,532.40
Spence, Tyler	Ast Professor	213401	1.00	$76,000.00
				$76,000.00
Stansberry, Susan	Professor/Aso Director	212477	1.00	$101,471.90
				$101,471.90
Thiele, Jessica	Specialist, Inventory Control	AS9094	1.00	$41,723.24
				$41,723.24
Thompson, Penny	Professor	210533	1.00	$88,405.81
				$88,405.81
Uhlman, Mark	Chief Flight Instructor	531750	1.00	$77,319.41
				$77,319.41
Vogler Cragun, Jane	Aso Professor	211012	1.00	$78,266.84
				$78,266.84
Wardlaw, Bret	Ast Chief Aviation Maintenance Technician	633508	1.00	$58,256.14
				$58,256.14
Wilkinson, Austin	Aviation Maintenance Technician	AS9023	1.00	$54,108.45
				$54,108.45
Will, Lisa	Visiting Ast Professor	AF9436	1.00	$62,000.00
				$62,000.00
Yang, Chia-Chen	Aso Professor	213417	1.00	$81,795.39
				$81,795.39
Yough, Michael	Professor	212439	1.00	$89,937.75
	Professor	212439	0.00	$12,800.00
				$102,737.75
Zhao, Guoping	Professor	210459	1.00	$88,760.06
				$88,760.06
100444 - Campus Life Administration				
Alexander, Scott	Director, Student Support	AS7011	1.00	$94,000.00
				$94,000.00
Ball, Alek	Coordinator, Student Support	AS9091	1.00	$48,058.75
				$48,058.75
Bates, Jeffrey	Director, Stud Conduct/Dep Title IX Coord	AS9711	1.00	$92,000.00
				$92,000.00

Employee Name	Title	Position	FTE	Commitment
Blevins, Brian	Coordinator, Campus Life	AS8762	1.00	$47,000.00
				$47,000.00
Bourgeois, Michael	Coordinator, Student Support	AS9093	1.00	$47,000.00
				$47,000.00
Comer, Alexandra	Coordinator, Campus Life	AS8761	1.00	$45,000.00
				$45,000.00
Cook, Anna	Administrative Support Specialist II	632174	1.00	$34,840.00
				$34,840.00
Cypert II, Samuel	Coordinator, Fiscal Operations	AS7918	1.00	$49,000.00
				$49,000.00
Domnick, Casey	Ast Director, Fraternity & Sorority Affairs	AS7730	1.00	$65,264.86
				$65,264.86
Echols, Melisa	Coordinator, Campus Life	AS8572	1.00	$47,955.33
				$47,955.33
Gazaway, Amy	Ast Director, Campus Life	AS7221	1.00	$70,000.00
				$70,000.00
Gragg, Francesca	Ast Director, Campus Life	332134	1.00	$66,630.49
				$66,630.49
Greythorne, Elizabeth	Administrative Support Specialist II	630321	1.00	$36,462.40
				$36,462.40
Hargrove, Garrett	Coordinator, Campus Life	AS8570	1.00	$46,000.00
				$46,000.00
Irwin, Kara	Coordinator, Student Support	AS7193	1.00	$49,500.00
				$49,500.00
Krouse, Rebecca	Coordinator, Student Support	AS7888	1.00	$48,500.00
				$48,500.00
Leffingwell, Claire	Coordinator, Student Support & Conduct	AS8757	1.00	$46,847.93
				$46,847.93
Ley, Jessica	Sr Coordinator, Student Support	AS6988	1.00	$57,000.00
				$57,000.00
Mariott, Aleigha	Ast Vice President, Campus Life	AS7534	1.00	$145,600.00
				$145,600.00
McClure, Britteny	Coordinator, Student Support	AS8868	1.00	$52,050.00
				$52,050.00
Osiek, Haley	Coordinator, Campus Life	AS8739	1.00	$47,146.07
				$47,146.07
Paratore, Mckinley	Coordinator, Campus Life	AS7442	1.00	$46,693.68
				$46,693.68

Employee Name	Title	Position	FTE	Commitment
Rees, Brittney	Administrative Support Specialist II	632174	1.00	$31,200.00
				$31,200.00
Rivera, Vincent	Coordinator, Academic Support Center	AS9452	1.00	$52,992.00
				$52,992.00
Robinson, Johnny	Director, Campus Life	331463	1.00	$94,439.65
				$94,439.65
Warnock, Derrick	Coordinator, Campus Life	AS9328	1.00	$46,000.00
				$46,000.00
Williams, Matthew	Ast Director, Campus Life	AS6862	1.00	$60,000.00
				$60,000.00
Wingfield, Darius	Coordinator, Campus Life	AS8810	1.00	$46,000.00
				$46,000.00
100446 - Scholar Development & Undergraduate Research				
Sullins, Jessica	Director, Scholar Development	332043	1.00	$76,980.00
				$76,980.00
Wilson Tasci, Latasha	Program Manager	AS7639	1.00	$55,500.00
				$55,500.00
100447 - Dean of Engineering				
Brice, Michelle	Coordinator, Administrative Operations	AS7649	1.00	$49,056.00
				$49,056.00
Huang, Hanchen	Dean/Professor/Humphrey Chair	112500	1.00	$410,004.00
				$410,004.00
Intemann, Stacey	Specialist, Administration Operations	AS8847	1.00	$46,592.00
				$46,592.00
Kerr-Hunter, Jean	Director, Business Operations	AS8865	1.00	$153,000.00
				$153,000.00
Lowe, Amanda	Exec Administrative Associate	AS7596	1.00	$63,000.00
				$63,000.00
Nasery, Sayed Noorhassa	Accountant I	AS7582	0.75	$33,306.00
				$33,306.00
Proctor, Tori	Accountant II	AS7643	1.00	$46,356.00
				$46,356.00
Space, Sage	Sr Specialist, Accounting	AS7616	1.00	$45,760.00
				$45,760.00
Stewart, Brenda	Sr Specialist, Accounting	633828	1.00	$48,776.00
				$48,776.00
Stewart, Michelle	Coordinator, Fiscal Operations	AS7604	1.00	$52,500.00
				$52,500.00

Employee Name	Title	Position	FTE	Commitment
Sullivan, Timothy	Sr Manager, Administrative Operations	530853	1.00	$78,744.00
				$78,744.00
100448 - Grants & Contracts Financial Administration				
Cawood-Stokes, Deborah	Sr Financial Assistant	630432	1.00	$32,433.89
				$32,433.89
Faulkner, Lisa	Interim Director GCFA	AS8835	1.00	$135,000.00
				$135,000.00
Gaches, Kaci	Accountant III	AS8557	1.00	$60,000.00
				$60,000.00
Gutierrez, Bryan	Accountant I	AS9280	1.00	$48,000.00
				$48,000.00
Johnston, Maggie	Accountant III	AS8538	1.00	$60,000.00
				$60,000.00
Klaus, Katelyn	Accountant II	AS8556	1.00	$53,000.00
				$53,000.00
Maker, Jamie	Accountant II	AS8559	1.00	$52,500.00
				$52,500.00
Martens, Cynthia	Accountant II	AS8553	1.00	$70,000.00
				$70,000.00
Medellin, Abigail	Accountant II	AS7126	1.00	$52,500.00
				$52,500.00
Miller, Melissa	Accountant III	AS8558	1.00	$61,000.00
				$61,000.00
Price, Caroline	Accountant II	AS7566	1.00	$52,500.00
				$52,500.00
Sherwood, Andrea	Ast Director, Grants & Contract Fiscal Admin	530749	1.00	$76,477.00
				$76,477.00
Sites, Geoffrey	Accountant III	AS8552	1.00	$60,000.00
				$60,000.00
Stewart, Kristi	Accountant IV	AS7033	1.00	$70,000.00
				$70,000.00
Widener, Torey	Specialist, Accounting	AS7937	1.00	$38,480.00
				$38,480.00
100449 - O'Collegian				
Andrews, Max	Director, Student Media	AS9212	1.00	$89,124.00
				$89,124.00
Dawson, Michael	Coordinator, Student Publications	534239	1.00	$67,776.00
				$67,776.00

Employee Name	Title	Position	FTE	Commitment
Radford, Lorean	Specialist, Accounting	632404	1.00	$44,241.60
				$44,241.60
Songboer, FNU	Digital Producer	633867	1.00	$55,080.00
				$55,080.00
100451 - Architecture				
Brown, Bailey	Ast Professor	212513	1.00	$74,700.00
				$74,700.00
Campbell, Alexander	Ast Professor	AF8148	1.00	$91,800.00
	Ast Professor	AF8148	0.00	$8,506.32
				$100,306.32
Frush, Michael	Ast Professor	213588	1.00	$79,200.00
	Ast Professor	213588	0.00	$5,755.19
				$84,955.19
Hajra, Bodhisatta	Ast Professor	211339	1.00	$95,004.00
				$95,004.00
Horton, David	Lab Coordinator	AS6963	1.00	$61,500.00
				$61,500.00
Hughes, Michelle	Sr Administrative Support Specialist	630290	1.00	$35,360.00
				$35,360.00
Macken, Jared	Ast Professor	AF9469	1.00	$79,146.00
				$79,146.00
Mansy, Khaled	Professor	212508	1.00	$119,997.00
				$119,997.00
McCoy, Christina	Ast Professor	AF9515	1.00	$93,042.00
				$93,042.00
Mitchell, Blake	Ast Professor	210290	1.00	$74,700.00
				$74,700.00
Peiffer, Keith	Ast Professor	AF9993	1.00	$95,634.00
	Ast Professor	AF9993	0.00	$482.31
				$96,116.31
Phillips, John	Head/Professor	112502	1.00	$154,352.00
	Head/Professor	112502	0.00	$16,500.00
				$170,852.00
Piccone, James	Ast Professor	212515	1.00	$79,200.00
	Ast Professor	212515	0.00	$4,250.40
				$83,450.40
Ra, Sarah	Ast Professor	AF9514	1.00	$80,019.00
	Ast Professor	AF9514	0.00	$711.28

Employee Name	Title	Position	FTE	Commitment
				$80,730.28
Ra, Seung	Professor	210651	1.00	$104,661.00
				$104,661.00
Rabens, Michael	Aso Professor	210528	1.00	$79,056.00
				$79,056.00
Richardson, Nathan	Professor	212507	1.00	$104,193.00
				$104,193.00
Stivers, Jerry	Aso Professor	212511	1.00	$97,929.00
				$97,929.00
Wooldridge, Chelsea	Administrative Associate	AS7664	1.00	$47,400.00
				$47,400.00
Yowell, John	Ast Professor	AF9991	1.00	$90,693.00
				$90,693.00
100452 - Health Sci, Couns & Couns Psyc				
Abel, Emily	Ast Professor	213208	1.00	$76,000.00
				$76,000.00
Beijan, Lisa	Teaching Ast Professor	AF8126	1.00	$65,769.60
				$65,769.60
Calhoun, Stacy	Lab Coordinator	AS7386	1.00	$48,000.00
				$48,000.00
Cannon, Lisa	Ast Professor	AF7954	1.00	$85,000.00
				$85,000.00
Chen, Xuewei	Ast Professor	210467	1.00	$78,904.44
				$78,904.44
Cluck, Alana	Ast Professor/Director	AF9987	1.00	$85,500.00
	Ast Professor/Director	AF9987	0.00	$28,888.89
	Ast Professor/Director	AF9987	0.00	$6,000.00
				$120,388.89
Cottom, Polly	Clinical Ast Professor	AF7928	1.00	$83,000.00
				$83,000.00
Fisher, Christine	Ast Professor	AF8002	1.00	$85,000.00
				$85,000.00
Floyd, Deborah	Clinical Ast Professor	AF8023	1.00	$87,000.00
				$87,000.00
Hammer, Tonya	Professor	211029	1.00	$111,000.00
	Professor	211029	0.00	$5,000.00
				$116,000.00
Han, Ho	Aso Professor	AF9659	1.00	$79,830.77

Employee Name	Title	Position	FTE	Commitment
				$79,830.77
Herndon, Lisa	Administrative Associate	AS7303	1.00	$47,519.68
				$47,519.68
Hurst, Rebecca	Clinical Ast Professor	AF8015	1.00	$75,000.00
				$75,000.00
Johnson, Sarah	Clinical Ast Professor	AF9536	1.00	$82,903.68
	Clinical Ast Professor	AF9536	0.00	$4,800.00
				$87,703.68
Kendall, Tracy	Clinical Ast Professor	AF8013	1.00	$80,000.00
				$80,000.00
Kim, Heontae	Ast Professor	210354	1.00	$75,000.00
				$75,000.00
Knutson, Douglas	Ast Professor	AF8222	1.00	$84,983.68
	Ast Professor	AF8222	0.00	$9,442.63
	Ast Professor	AF8222	0.00	$5,000.00
				$99,426.31
Lancaster, Jenifer	Clinical Ast Professor	AF7937	1.00	$80,000.00
				$80,000.00
Madison, Trista	Clinical Ast Professor	AF7925	1.00	$80,000.00
				$80,000.00
Mayes, Amy	Teaching Instructor	AF9778	1.00	$82,000.00
				$82,000.00
McGaha, Valerie	Aso Professor	210152	1.00	$72,828.00
				$72,828.00
McMaughan, Darcy	Aso Professor	AF9587	1.00	$84,432.70
	Aso Professor/Interim Scholarship Head	AF9587	0.00	$28,144.23
	Aso Professor/Interim Scholarship Head	AF9587	0.00	$12,000.00
	Aso Professor	AF9587	0.00	$5,000.00
				$129,576.93
Nealis, Britni	Administrative Support Specialist	AS7238	1.00	$35,496.00
				$35,496.00
Romans, John	Professor	AF9438	1.00	$149,817.60
				$149,817.60
Rusinov, Victoria	Clinical Ast Professor	AF7965	1.00	$84,000.00
				$84,000.00
Salazar, Yuracy	Visiting Ast Professor	AF7891	1.00	$80,000.00
				$80,000.00
Sharma, Jyotsana	Aso Professor	210032	1.00	$76,925.86

Employee Name	Title	Position	FTE	Commitment
				$76,925.86
Silwal, Anita	Ast Professor	213104	1.00	$81,000.00
				$81,000.00
Ward, Ashley	Clinical Ast Professor	AF7926	1.00	$80,000.00
				$80,000.00
Welch, Ginger	Clinical Aso Professor	222181	1.00	$105,643.00
				$105,643.00
Wilson, Crystal	Ast Director, HCCP	AS9766	1.00	$68,217.01
				$68,217.01
Youn, Jisoo	Ast Professor	AF9349	1.00	$74,000.00
				$74,000.00
100453 - Dean of Arts and Sciences				
Bowman, Erin	Director, Business Operations	AS7123	1.00	$136,008.00
				$136,008.00
Brienen, Rebecca	Aso Dean/Professor	110007	1.00	$203,232.00
	Aso Dean/Professor	110007	0.00	$6,000.00
				$209,232.00
Cro, Melinda	Dean	112200	1.00	$260,004.00
	Dean	112200	0.00	$30,000.00
				$290,004.00
Knapp, Camelia	Aso Dean/Professor	112202	1.00	$229,932.00
	Aso Dean/Professor	112202	0.00	$12,232.00
	Aso Dean/Professor/Brown Monnett Chair	112202	0.00	$6,000.00
				$248,164.00
Moffatt, Wesley	Manager, Facility Services	332129	1.00	$92,100.00
				$92,100.00
Scanlan, Lori	Administrative Assistant	631491	1.00	$46,884.00
				$46,884.00
Thomas, Cynthia	Exec Administrative Associate	AS8794	1.00	$69,720.00
				$69,720.00
Wackler, Diane	Administrative Support Specialist I	633685	1.00	$31,969.60
				$31,969.60
100456 - Microbiology & Molecular Genetics				
Beckmann, Sabrina	Ast Professor	AF9548	1.00	$99,612.00
				$99,612.00
Budd, Connie	Coordinator, Teaching Labs	534167	1.00	$52,356.00
				$52,356.00
Burnap, Robert	Regents Professor/Vennerberg Chair	210257	1.00	$148,725.00

Employee Name	Title	Position	FTE	Commitment
				$148,725.00
Cabeen, Matthew	Aso Professor	212210	1.00	$99,405.00
				$99,405.00
Childress, Kaleb	Lab Technician	AS7231	1.00	$35,048.00
				$35,048.00
Conway, Tyrrell	Regents Professor	110206	1.00	$212,166.00
				$212,166.00
Dollarhide, Cody	Sr Financial Assistant	633161	1.00	$34,944.00
				$34,944.00
Elshahed, Mostafa	Regents Professor	210205	1.00	$125,262.00
				$125,262.00
Fathepure, Babu	Professor	210256	1.00	$106,488.00
				$106,488.00
Hadwiger, Jeff	Professor	210305	1.00	$118,413.00
				$118,413.00
Hoff, Wouter	Professor	210538	1.00	$110,655.00
				$110,655.00
Kirchberger, Paul	Ast Professor	AF9279	1.00	$87,471.00
				$87,471.00
Lutter, Erika	Aso Professor	211010	1.00	$101,565.00
				$101,565.00
Marley, Garry	Manager, Research Lab	330867	1.00	$57,324.00
				$57,324.00
Mitra, Avishek	Ast Professor	AF9400	1.00	$96,156.00
				$96,156.00
Morgenstein, Randy	Aso Professor	210834	1.00	$97,191.00
				$97,191.00
Patrauchan, Marianna	Professor	210635	1.00	$103,536.00
				$103,536.00
Perez Perez, Mercedes	Manager, Research Lab	AS7185	1.00	$58,008.00
				$58,008.00
Prade, Rolf	Professor	218262	1.00	$112,599.00
				$112,599.00
Schoenknecht, Luise	Administrative Assistant	633952	1.00	$38,417.60
				$38,417.60
Stubbendieck, Reed	Ast Professor	AF9280	1.00	$87,471.00
				$87,471.00
Wozniak, Karen	Aso Professor	211640	1.00	$98,604.00

Employee Name	Title	Position	FTE	Commitment
				$98,604.00
Youssef, Noha	Professor	211025	1.00	$105,678.00
				$105,678.00
100458 - Aso Dean of Engr Extension				
Dew, Jovette	Director, Outreach Program	AS7980	1.00	$118,260.00
				$118,260.00
Duncan, Jeana	Administrative Associate	AS7498	1.00	$45,384.00
				$45,384.00
Kirtley, Charles	Aso Dean	120242	1.00	$168,000.00
	Aso Dean	120242	0.00	$24,000.00
				$192,000.00
Mays, Brandy	Program Manager, Outreach	AS7858	1.00	$75,648.00
				$75,648.00
Tran, MyLoan	Program Manager, Outreach	AS7859	1.00	$76,380.00
				$76,380.00
100459 - Chemical Engineering				
Aichele, Clint	Ast Professor/Courson Chair	212526	1.00	$158,094.00
	Ast Professor/Courson Chair	212526	0.00	$9,995.05
				$168,089.05
Al Dushaishi, Mohammed	Ast Professor	AF9424	1.00	$118,269.00
	Ast Professor	AF9424	0.00	$13,141.00
				$131,410.00
Bikkina, Prem	Aso Professor	211084	1.00	$134,118.00
	Aso Professor	211084	0.00	$9,999.24
				$144,117.24
Cho, Hong Je	Ast Professor	AF8140	1.00	$97,335.00
				$97,335.00
Ettehadi, Ali	Post Doc Fellow	AF9366	1.00	$72,000.00
				$72,000.00
Fahlenkamp, Heather	Head/Professor/Cont Research Chair	112518	1.00	$243,595.00
	School Head	112518	0.00	$16,500.00
				$260,095.00
Feng, Yu	Ast Professor	211143	1.00	$114,480.00
	Ast Professor	211143	0.00	$12,496.13
				$126,976.13
Fortney, Pamela	Accountant I	AS7819	1.00	$49,008.00
				$49,008.00
Hareland, Geir	Professor/Anadarko Chair	210551	1.00	$194,670.00

Employee Name	Title	Position	FTE	Commitment
	Professor/Anadarko Chair	210551	0.00	$6,980.00
				$201,650.00
Henderson, Natalie	Specialist, Prospective Student Services	AS6989	1.00	$44,200.00
				$44,200.00
Jiang, Zheyu	Ast Professor	AF9271	1.00	$104,778.00
	Ast Professor	AF9271	0.00	$3,824.85
				$108,602.85
Jones, Amanda	Administrative Associate	AS7752	1.00	$45,000.00
				$45,000.00
Kim, Seokjhin	Ast Professor	211140	1.00	$111,780.00
	Ast Professor	211140	0.00	$2,354.83
				$114,134.83
Lee, HunJoo	Ast Professor	AF9284	1.00	$110,655.00
	Ast Professor	AF9284	0.00	$12,295.00
				$122,950.00
Madihally, Sundara	Professor	210295	1.00	$131,211.00
	Professor	210295	0.00	$2,988.70
				$134,199.70
Meduri, Praveen	Ast Professor	AF9636	1.00	$104,004.00
	Ast Professor	AF9636	0.00	$7,703.23
				$111,707.23
Mishra, Rashmi	Post Doc Fellow	AF8147	1.00	$55,200.00
				$55,200.00
Pradhan, Sushobhan	Post Doc Fellow	AF8127	1.00	$60,000.00
				$60,000.00
Radonjic, Mileva	Aso Professor/Samson Chair	AF9696	1.00	$177,894.00
	Aso Professor/Samson Chair	AF9696	0.00	$19,766.00
				$197,660.00
Ramsey, Joshua	Professor	212522	1.00	$155,997.00
	Professor	212522	0.00	$5,581.23
				$161,578.23
Shah, Jindal	Aso Professor	210995	1.00	$140,571.00
	Aso Professor	210995	0.00	$7,809.50
				$148,380.50
Tree, David	Professor	211021	1.00	$119,817.00
				$119,817.00
Vaidyanathan, Nirmala	Administrative Support Specialist I	AS7477	1.00	$35,360.00
				$35,360.00

Employee Name	Title	Position	FTE	Commitment
White, Jeffery	Professor	AF9673	1.00	$167,346.00
				$167,346.00
100460 - Enterprise Sys and Data Center Ops				
Arnold, Donald	Operations Technologist	AS9918	1.00	$41,080.80
				$41,080.80
Davis, Jim	Database Administrator	632277	0.50	$46,361.54
				$46,361.54
Haines, Kyle	Coordinator, IT Operations	637004	1.00	$35,215.42
				$35,215.42
Holly, Jeffrey	Operations Technologist	AS9917	1.00	$30,428.07
				$30,428.07
Kerntke, Matthew	Database Administrator	533774	1.00	$64,573.07
				$64,573.07
Minton, Daniel	Coordinator, IT Operations	631859	1.00	$34,774.94
				$34,774.94
Painter, Christopher	Coordinator, IT Operations	636172	1.00	$43,747.81
				$43,747.81
Powell, Kerris	Enterprise Manager/Interim Ast Director	AS7458	1.00	$106,187.24
				$106,187.24
Taylor, Shelley	Database Administrator	AS8939	1.00	$55,073.44
				$55,073.44
Williams, Brenda	Enterprise Manager	AS7459	1.00	$103,094.20
				$103,094.20
100461 - College of Arts & Science Outreach				
Adams, Rebecca	Specialist, Communications	AS8171	1.00	$39,998.40
				$39,998.40
Barnes, Caitlin	Director, Outreach Programs	AS8957	1.00	$92,700.00
				$92,700.00
Blackford, Olivia	Specialist, Communications	AS8170	1.00	$39,998.40
				$39,998.40
Gosney, Elizabeth	Manager, Communication Services	AS7700	1.00	$74,628.00
				$74,628.00
Halcomb, Bethany	Coordinator, Prospective Student Services	AS8759	1.00	$50,160.00
				$50,160.00
Hass, Brenda	Coordinator, Fiscal Operations	535202	1.00	$52,920.00
				$52,920.00
Hines, Alisa	Web Designer	AS7501	1.00	$44,304.00
				$44,304.00

Employee Name	Title	Position	FTE	Commitment
Howerton, Kimberly	Coordinator, Events	AS8813	1.00	$57,252.00
				$57,252.00
Jones, Gary	Manager, IT	331398	1.00	$78,000.00
				$78,000.00
Knight, Lindsey	Instructional Design Developer	AS8110	1.00	$53,580.00
				$53,580.00
Lewis, Bobbi	Aso Professor	120248	1.00	$107,388.00
				$107,388.00
Mattix, Keith	Multimedia Producer	AS9195	1.00	$45,000.00
				$45,000.00
Morgan, Mark	Sr System Administrator	AS8856	1.00	$68,352.00
				$68,352.00
Muzik, Angelica	Instructional Design Developer	AS7393	1.00	$58,716.00
				$58,716.00
O'Mealey, Shane	Manager, Outreach Programs	AS8511	1.00	$67,212.00
				$67,212.00
Sneed, Angela	Coordinator, Outreach Programs	AS8508	1.00	$63,336.00
				$63,336.00
Vakili, Shiva	Sr Web Designer	AS7012	1.00	$55,008.00
				$55,008.00
Wallace, Jason	Graphic Designer I	535196	1.00	$51,348.00
				$51,348.00
100462 - RL Facilities Maintenance				
Williams, James	Laundry Manager	637335	1.00	$32,388.43
				$32,388.43
Wuertz, Colton	Supervisor, Warehouse	633961	1.00	$38,563.20
				$38,563.20
100464 - Student Success-PreProfessional & Concurrent				
Jones, Justin	Administrative Assistant	633657	1.00	$38,376.00
				$38,376.00
Kavalier, Kelly	Director, Pre-Professional Academic Supp Svcs	AS9814	1.00	$70,200.00
				$70,200.00
Kulling, Kristen	Coordinator, Academic Support Center	535104	1.00	$55,320.00
				$55,320.00
Laughlin, Caitlin	Coordinator, Academic Support Center	AS8281	1.00	$52,102.80
				$52,102.80
100465 - Biology				
Bachelot, Benedicte	Ast Professor	AF9383	1.00	$85,698.00

Employee Name	Title	Position	FTE	Commitment
				$85,698.00
Belden, Jason	Interim Head/Professor	210004	1.00	$118,692.00
	Interim Head/Professor	210004	0.00	$27,266.00
	Interim Head/Professor	210004	0.00	$4,005.00
				$149,963.00
Bolek, Matthew	Aso Professor	210006	1.00	$84,996.00
				$84,996.00
Buckley, Desire	Ast Professor	210088	1.00	$79,128.00
				$79,128.00
Buitrago Suarez, Uriel	Teaching Ast Professor	AF9299	1.00	$63,180.00
				$63,180.00
Casadei, Elisa	Ast Professor	213245	1.00	$82,008.00
				$82,008.00
Castilla Alvarez, Antonio	Ast Professor	219269	1.00	$84,006.00
				$84,006.00
Coleman, Nancy	Specialist, Accounting	633073	1.00	$38,272.00
				$38,272.00
De Andrade Machado, Fabio	Ast Professor	AF9274	1.00	$79,938.00
				$79,938.00
Doust, Andrew	Professor/Faculty Fellow	AF9214	1.00	$153,261.00
				$153,261.00
Dzialowski, Andrew	Professor	210082	1.00	$100,143.00
				$100,143.00
Emberts, Zachary	Ast Professor	AF9145	1.00	$80,352.00
				$80,352.00
Fishbein, Mark	Head/Regents Professor	212218	1.00	$108,333.00
				$108,333.00
Gilbert, Neil	Ast Professor	AF9054	1.00	$86,004.00
				$86,004.00
Goree, Destiny	Administrative Support Specialist I	633478	1.00	$36,400.00
				$36,400.00
Greer, Rebecca	Teaching Aso Professor	AF9225	1.00	$68,670.00
				$68,670.00
Grindstaff, Jennifer	Professor	210000	1.00	$97,425.00
				$97,425.00
Harmon, Moria	Lecturer	221591	1.00	$45,000.00
				$45,000.00
Hoekstra, Luke	Visiting Ast Professor	AF9452	1.00	$60,003.00

Employee Name	Title	Position	FTE	Commitment
				$60,003.00
Howard, Cody	Ast Professor	210848	1.00	$82,404.00
				$82,404.00
Jeyasingh, Punidan	Professor	210817	1.00	$99,900.00
				$99,900.00
Jones, Richard	Visiting Ast Professor	AF9315	1.00	$60,003.00
				$60,003.00
Kshirsagar, Akhil	Post Doc Fellow	AF9167	1.00	$58,008.00
				$58,008.00
Luna, Maria	Program Coordinator	AS7565	1.00	$51,984.00
				$51,984.00
Luttbeg, Bernard	Professor	210815	1.00	$97,164.00
				$97,164.00
Ma, Shilin	Post Doc Fellow	AF9772	1.00	$50,004.00
				$50,004.00
McMurry, Scott	Regents Professor	212753	1.00	$120,618.00
				$120,618.00
Mccullagh, Elizabeth	Ast Professor	AF9525	1.00	$84,114.00
				$84,114.00
Minghetti, Matteo	Aso Professor	211119	1.00	$88,767.00
				$88,767.00
Mulder, Iola	Administrative Associate	533200	1.00	$50,292.00
				$50,292.00
Munoz Sandoval, Matias Igor	Post Doc Fellow	AF9026	1.00	$57,900.00
				$57,900.00
Neighbors, Taylor	Administrative Support Specialist II	633965	1.00	$40,684.80
				$40,684.80
Parker, Nicole	Teaching Ast Professor	AF9319	1.00	$63,441.00
				$63,441.00
Reichert, Michael	Professor	210816	1.00	$89,793.00
				$89,793.00
Shaughnessy, Ciaran	Ast Professor	211002	1.00	$82,008.00
				$82,008.00
Stephens, Patrick	Ast Professor	AF9220	1.00	$83,997.00
				$83,997.00
Thaden, Emily	Lecturer	AF9194	1.00	$45,000.00
				$45,000.00
Towner, Mary	Aso Professor	211001	1.00	$87,912.00

Employee Name	Title	Position	FTE	Commitment
				$87,912.00
Waldman, Bruce	Professor	113231	1.00	$124,155.00
				$124,155.00
Wiggins, Jodie	Teaching Ast Professor	AF9415	1.00	$66,735.00
				$66,735.00
Wiggins, Will	Teaching Ast Professor	AF9818	1.00	$64,953.00
				$64,953.00
Wilder, Shawn	Aso Professor	211048	1.00	$90,090.00
				$90,090.00
Wiley, Erin	Ast Professor	210710	1.00	$87,003.00
				$87,003.00
Wogan, Guinevere	Ast Professor	213252	1.00	$83,448.00
				$83,448.00
Yang, Ming	Professor	210326	1.00	$95,751.00
				$95,751.00
Yankunas, Ann	Sr Financial Assistant	637135	0.50	$19,398.00
				$19,398.00
Zhang, Bo	Ast Professor	AF9275	1.00	$79,659.00
				$79,659.00
100466 - Landscape Design Services				
Beitz, Mary	Coordinator, Sustainability	534566	1.00	$58,401.00
				$58,401.00
Ouellette, Nickolis	Manager, Landscape Services	AS7684	1.00	$79,440.19
				$79,440.19
Shaw, Trevor	University Landscape Design	AS7214	1.00	$50,078.76
				$50,078.76
100467 - Landscape Installation Services				
Feddersen, Colby	Supervisor, Landscape Services	632703	1.00	$43,680.00
				$43,680.00
Gipson, Caitlin	University Arborist	AS8894	1.00	$50,754.57
				$50,754.57
Purvis, Marvin	Landscape Maintenance Technician II	632942	1.00	$34,361.60
				$34,361.60
Reed, Peyton	Horticulturist	534932	1.00	$41,600.00
				$41,600.00
Shatswell, Deanna	Greenhouse Technician II	632627	1.00	$36,296.00
				$36,296.00
Stephens, John	Coordinator, Greenhouse Nursery	534506	1.00	$50,476.02

Employee Name	Title	Position	FTE	Commitment
				$50,476.02
Sutliff, Aaron	Landscape Maintenance Technician I	632746	1.00	$29,120.00
				$29,120.00
Troppman, Tyler	Horticulturist	632617	1.00	$42,448.44
				$42,448.44
Wetmore, Caleb	Ast Manager, Landscape Services	534315	1.00	$70,000.00
				$70,000.00
100468 - Landscape Maintenance Services				
Aguilar, John	Landscape Maintenance Technician I	632939	1.00	$31,012.80
				$31,012.80
Amtower, Jocelyn	Landscape Maintenance Technician III	AS7601	1.00	$33,280.00
				$33,280.00
Barnes, Craig	Manager, Landscape Services	AS9648	1.00	$70,000.00
				$70,000.00
Coldiron, Hunter	Landscape Maintenance Technician III	632626	1.00	$33,280.00
				$33,280.00
Corbett, Chelsea	Landscape Maintenance Technician I	636328	1.00	$29,120.00
				$29,120.00
Dale, Cory	Supervisor, Landscape Services	AS7686	1.00	$47,236.80
				$47,236.80
Dawes, Trace	Landscape Maintenance Technician II	632943	1.00	$31,200.00
				$31,200.00
Dees, Malcolm	Landscape Maintenance Technician I	AS9536	1.00	$29,120.00
				$29,120.00
Emerson, Robert	Landscape Maintenance Technician III	632944	1.00	$35,547.20
				$35,547.20
Fagan, Steven	Landscape Maintenance Technician I	630349	1.00	$29,120.00
				$29,120.00
George, Gregory	Landscape Maintenance Technician I	635265	1.00	$29,120.00
				$29,120.00
George, Kevin	Landscape Maintenance Technician I	632880	1.00	$31,532.80
				$31,532.80
Gum, Garrett	Landscape Maintenance Technician I	632640	1.00	$29,120.00
				$29,120.00
Hawkins, Darrell	Landscape Maintenance Technician III	632642	1.00	$34,049.60
				$34,049.60
Hook, Brian	Landscape Maintenance Technician III	630093	1.00	$34,049.60
				$34,049.60

Employee Name	Title	Position	FTE	Commitment
Johnson, Jared	Landscape Maintenance Technician I	632807	1.00	$29,120.00
				$29,120.00
Lambert, James	Landscape Maintenance Technician III	632610	1.00	$35,859.20
				$35,859.20
Lowery, Nathan	Landscape Maintenance Technician II	632985	1.00	$31,200.00
				$31,200.00
Martinez, Lukas	Irrigation Supervisor,	AS8234	1.00	$49,108.80
				$49,108.80
McVey, Matthew	Landscape Maintenance Technician II	632984	1.00	$31,200.00
				$31,200.00
Moore, Steven	Landscape Maintenance Technician II	632622	1.00	$32,614.40
				$32,614.40
Moorman, Joshua	Landscape Maintenance Technician II	632634	1.00	$32,614.40
				$32,614.40
Ooley, Kyle	Supervisor, Landscape Services	AS7621	1.00	$49,316.80
				$49,316.80
Punches, James	Specialist, IPM	635237	1.00	$40,747.20
				$40,747.20
Redding, Eric	Landscape Maintenance Technician II	632625	1.00	$31,200.00
				$31,200.00
Rylant, Marty	Landscape Maintenance Technician I	636030	1.00	$29,120.00
				$29,120.00
Sample, Johnny	Landscape Maintenance Technician III	632619	1.00	$33,280.00
				$33,280.00
Shoffstall, Aaron	Landscape Maintenance Technician I	AS9636	1.00	$31,012.80
				$31,012.80
Splattstoesser, Darin	Landscape Maintenance Technician I	632637	1.00	$31,200.00
				$31,200.00
Standifer, Chandler	Landscape Maintenance Technician I	632615	1.00	$29,120.00
				$29,120.00
Stanton, Nicholas	Landscape Maintenance Technician I	637646	1.00	$29,120.00
				$29,120.00
Sterba, Michael	Landscape Maintenance Technician I	637924	1.00	$29,120.00
				$29,120.00
Ventris, Joseph	Supervisor, Landscape Services	AS7725	1.00	$47,236.80
				$47,236.80
White, Kenneth	Horticulturist	534655	1.00	$50,128.00
				$50,128.00

Employee Name	Title	Position	FTE	Commitment
Wilshire, Cody	Landscape Maintenance Technician I	632630	1.00	$33,280.00
				$33,280.00
Wolf, Kenneth	Landscape Maintenance Technician I	632614	1.00	$29,120.00
				$29,120.00
Wood, Jay	Landscape Maintenance Technician II	632644	1.00	$34,278.40
				$34,278.40
Woods, Bryndan	Landscape Maintenance Technician I	632624	1.00	$29,120.00
				$29,120.00
100469 - Landscape Services Administration				
Lee, John	Director, Facilities Management	AS9855	1.00	$118,965.00
				$118,965.00
Phibbs, Patricia	Administrative Assistant	636341	1.00	$41,537.60
				$41,537.60
100470 - Landscape Shop Support Services				
Barrett, Dustin	Supervisor, Shop Support Services	632655	1.00	$57,228.66
				$57,228.66
Corbett, Edward	Material Mover I	636003	1.00	$29,120.00
				$29,120.00
Hall, Vernon	Heavy Equipment Operator II	636811	1.00	$44,512.00
				$44,512.00
Lea, Aaron	Material Mover I	632665	1.00	$29,931.20
				$29,931.20
Mitchell, Scott	Small Engine Mechanic	632598	1.00	$41,219.78
				$41,219.78
Wilson, Raymond	Heavy Equipment Mechanic	633862	1.00	$49,920.00
				$49,920.00
100471 - O&M Zone 1				
Anderson, James	Plumber I	630839	1.00	$40,144.00
				$40,144.00
Brown, Michael	Building Maintenance Mechanic II	AS7485	1.00	$37,440.00
				$37,440.00
Driskel, Derek	Electrician I	AS9061	1.00	$40,560.00
				$40,560.00
Morgan, Matthew	Zone Manager	530360	1.00	$74,600.00
				$74,600.00
Penny, Michael	Building Maintenance Mechanic II	AS8931	1.00	$38,022.40
				$38,022.40
Reece, Dennis	Building Maintenance Mechanic I	637732	1.00	$37,440.00

Employee Name	Title	Position	FTE	Commitment
				$37,440.00
Riley, John	Ast Supervisor, Zone	633809	1.00	$54,080.00
				$54,080.00
Robben, Jason	Plumber II	639154	1.00	$50,799.36
				$50,799.36
Sampson, Joshua	Building Maintenance Mechanic II	632599	1.00	$37,440.00
				$37,440.00
Tucker, Chad	Supervisor, Zone	633608	1.00	$57,147.58
				$57,147.58
Vialpando, Salvator	Building Maintenance Mechanic I	AS9232	1.00	$34,278.40
				$34,278.40
Ware, Charles	Electrician I	637513	1.00	$45,760.00
				$45,760.00
Wolfe, Gage	Building Maintenance Mechanic II	632509	1.00	$38,022.40
				$38,022.40
Yager, Michael	Building Maintenance Mechanic I	637808	1.00	$36,139.72
				$36,139.72
100472 - O&M Zone 2				
Altman, Ryan	Supervisor, Zone	633607	1.00	$62,899.20
				$62,899.20
Anderson, Isaac	Building Maintenance Mechanic I	AS9303	1.00	$34,278.40
				$34,278.40
Brumley, Thomas	Electrician II	637149	1.00	$45,760.00
				$45,760.00
Burress, Brian	Painter II	637349	1.00	$37,689.96
				$37,689.96
Flack, Seth	Electrician II	637560	1.00	$45,760.00
				$45,760.00
Givens, Jacob	Building Maintenance Mechanic II	632413	1.00	$37,440.00
				$37,440.00
Glaze, Mark	Painter II	636620	1.00	$43,885.89
				$43,885.89
Harden, Herschel	Carpenter II	637064	1.00	$41,616.12
				$41,616.12
Jardot, Jason	Carpenter II	632547	1.00	$42,515.93
				$42,515.93
Knight, Michael	Electrician I	633510	1.00	$40,560.00
				$40,560.00

Employee Name	Title	Position	FTE	Commitment
Pace, Dakotah	Plumber II	636100	1.00	$45,240.00
				$45,240.00
Petri, Jeremiah	Zone Manager	534964	1.00	$74,000.00
				$74,000.00
Poe, Dustin	Plumber II	635189	1.00	$49,753.60
				$49,753.60
Riveira, Nathaniel	Building Maintenance Mechanic II	AS9304	1.00	$40,491.36
				$40,491.36
Stemm, Matt	Building Maintenance Mechanic II	637089	1.00	$38,022.40
				$38,022.40
Thornton, Craig	Ast Supervisor, Zone	632514	1.00	$54,080.00
				$54,080.00
100473 - O&M Zone 3				
Allen Jr, Kenneth	Building Maintenance Mechanic II	636181	1.00	$38,022.40
				$38,022.40
Allen, Chase	Plumber II	633943	1.00	$49,400.00
				$49,400.00
Allen, Kenneth	Plumber II	638023	1.00	$49,379.20
				$49,379.20
Boyd, Raymond	Supervisor, Zone	633604	1.00	$56,160.00
				$56,160.00
Byram, James	Building Maintenance Mechanic I	639323	1.00	$37,065.60
				$37,065.60
Collins, Preston	Electrician I	AS7757	1.00	$40,289.60
				$40,289.60
Davis, Larin	Zone Manager	534965	1.00	$78,000.00
				$78,000.00
Edwards, Bobby	Supervisor, Zone	630855	1.00	$56,845.37
				$56,845.37
Francies, Matthew	Building Maintenance Mechanic II	639233	1.00	$40,601.60
				$40,601.60
Harvey, Reed	Building Maintenance Mechanic I	632590	1.00	$34,299.20
				$34,299.20
Henry, Thomas	Building Maintenance Mechanic II	637350	1.00	$38,022.40
				$38,022.40
Kienholz, Ronald	Electrician II	636677	1.00	$45,787.37
				$45,787.37
Legg, Salymn	Building Maintenance Mechanic I	630831	1.00	$34,278.40

Employee Name	Title	Position	FTE	Commitment
				$34,278.40
Lewis, Keenan	Carpenter II	630828	1.00	$39,520.00
				$39,520.00
Lofton, Ricky	Plumber II	630837	1.00	$47,840.00
				$47,840.00
Malalage, Anula	Building Maintenance Mechanic III	630083	1.00	$45,011.20
				$45,011.20
Moody, David	HVAC Refrigeration Mechanic I	637299	1.00	$50,373.91
				$50,373.91
Peaslee, Levi	Painter I	632549	1.00	$33,654.40
				$33,654.40
Rebelo, Joseph	Building Maintenance Mechanic II	AS7791	1.00	$37,440.00
				$37,440.00
Ribble, Jackie	HVAC Refrigeration Mechanic II	635112	1.00	$53,730.88
				$53,730.88
Rowton, Raymond	Building Maintenance Mechanic I	637809	1.00	$35,092.51
				$35,092.51
Seals, James	Painter II	635276	1.00	$39,174.61
				$39,174.61
Sebring, Robert	Building Maintenance Mechanic II	633942	1.00	$37,440.00
				$37,440.00
Sitterly, Jeffrey	Plumber I	637442	1.00	$40,144.00
				$40,144.00
Snell, Jared	Building Maintenance Mechanic I	630820	1.00	$34,278.40
				$34,278.40
Spence, Dale	Building Maintenance Mechanic II	630819	1.00	$40,735.17
				$40,735.17
Vazquez, Emanuel	Ast Supervisor, Zone	AS8563	1.00	$51,979.20
				$51,979.20
Vialpando, Eric	Ast Supervisor, Zone	630429	1.00	$51,979.20
				$51,979.20
Vincent, Steven	Carpet Maintenance Technician II	632029	1.00	$41,198.08
				$41,198.08
Watts, Edward	Carpenter II	634104	1.00	$39,520.00
				$39,520.00
100474 - Utilities Engineering				
Contreras Nieto, Cristian	Manager, Utilities Engineering	331691	1.00	$122,450.00
				$122,450.00

Employee Name	Title	Position	FTE	Commitment
Dehigolle Gedara, Amali	Utility Engineer III	534908	1.00	$98,849.38
				$98,849.38
Jayathunga Mudiyanselage, Lahiru	Utility Engineer III	534806	1.00	$98,936.98
				$98,936.98
Smith, Kyle	Campus Surveyor	632407	1.00	$53,518.40
				$53,518.40
100475 - Utilities Production				
Baker, Jeffrey	Central Plant Operator III	636986	1.00	$54,927.09
				$54,927.09
Black, Jeffrey	Production Maintenance Mechanic I	632055	1.00	$43,404.38
				$43,404.38
Brown, Lawrence	Ast Supervisor, Production	AS7391	1.00	$67,496.00
				$67,496.00
Castleberry, Alan	Central Plant Operator III	637861	1.00	$52,416.00
				$52,416.00
Coffelt, Riley	Central Plant Operator II	630838	1.00	$45,552.00
				$45,552.00
Crull, Jason	Central Plant Operator II	633560	1.00	$45,543.14
				$45,543.14
Driskel, Joey	Central Plant Operator IV	632865	1.00	$58,368.97
				$58,368.97
Driskel, Johnny	Central Plant Operator IV	632866	1.00	$57,887.60
				$57,887.60
Driskel, Matthew	Supervisor, Production Maintenance Mechanic	632862	1.00	$76,949.95
				$76,949.95
Fore, Chase	Central Plant Operator III	633777	1.00	$49,920.00
				$49,920.00
Hasbrouck, Richard	Central Plant Operator IV	632872	1.00	$53,227.20
				$53,227.20
Hillier, Charles	Central Plant Operator II	639063	1.00	$45,543.14
				$45,543.14
Hodge, Harold	Production Maintenance Mechanic II	632877	1.00	$50,107.20
				$50,107.20
Janney, Andrew	Central Plant Operator II	633562	1.00	$45,543.14
				$45,543.14
Kepple, Matthew	Supervisor, Utility Production	633558	1.00	$76,055.20
				$76,055.20
McKnight, Nicholas	Manager, Utilities Production	530320	1.00	$77,700.00

Employee Name	Title	Position	FTE	Commitment
				$77,700.00
Pitts, David	Central Plant Operator II	631509	1.00	$45,547.42
				$45,547.42
Pugh, Anthony	Central Plant Operator II	632469	1.00	$45,547.42
				$45,547.42
Ramsey, Cory	Production Maintenance Mechanic I	632583	1.00	$43,784.00
				$43,784.00
Smith, James	Central Plant Operator II	632128	1.00	$45,864.00
				$45,864.00
Smith, Kenneth	Central Plant Operator II	632867	1.00	$45,552.00
				$45,552.00
Story, Lucas	Central Plant Operator II	633550	1.00	$45,552.00
				$45,552.00
Wright, Alex	Central Plant Operator II	632868	1.00	$49,191.27
				$49,191.27
	100476 - Business Operations			
Bearry, Jonathon	Specialist, Business Operations	AS7421	1.00	$46,966.40
				$46,966.40
Bellah, Jamie	Coordinator, Fiscal Operations	AS7523	1.00	$55,125.00
				$55,125.00
Chambers, Madalyn	Computer Program Analyst	530691	1.00	$61,047.00
				$61,047.00
Cofield, Wallace	System Analyst	AS6912	1.00	$53,550.00
				$53,550.00
Feddersen, Jenelle	Ast Director, Facilities Management Projects	AS7948	1.00	$109,806.00
				$109,806.00
Fultz, Anne	Accountant II	AS8480	1.00	$60,101.00
				$60,101.00
Goddard, Garrett	System Analyst	AS8479	1.00	$56,227.50
				$56,227.50
Horn, Michael	Specialist, Preventive Maintenance	634046	1.00	$53,798.66
				$53,798.66
Jessell, Ragan	System Analyst	533580	1.00	$56,967.75
				$56,967.75
Krueger, Michael	System Analyst	AS6726	1.00	$65,936.00
				$65,936.00
Li, Yankun	Ast Director, Fiscal Operations	AS9783	1.00	$122,080.00
				$122,080.00

Employee Name	Title	Position	FTE	Commitment
McClary, Steven	Sr Computer Program Analyst	531900	1.00	$82,657.50
				$82,657.50
Morgan, Alaina	Sr Specialist, Accounting	632937	1.00	$40,352.00
				$40,352.00
Nerdal, Jon	Sr Computer Program Analyst	534162	1.00	$66,024.00
				$66,024.00
Smith, Mildred	Director, Facilities Management	331945	1.00	$126,086.46
				$126,086.46
	100477 - CT-Structural Trades			
Bowyer, Christopher	Painter I	637733	1.00	$37,876.80
				$37,876.80
Davis Jr, Elton	Painter II	AS7226	1.00	$37,876.80
				$37,876.80
French, Michael	Supervisor, Structural	AS7650	1.00	$56,160.00
				$56,160.00
Gale, Jacob	Painter II	635162	1.00	$37,877.63
				$37,877.63
Hagler, Sheldon	Roofer II	632562	1.00	$37,440.00
				$37,440.00
Johnson, Jerehmy	Exterior Building Restoration Technician	AS8118	1.00	$36,400.00
				$36,400.00
Kelley, Robert	Exterior Building Restoration Technician	634085	1.00	$38,022.40
				$38,022.40
Krause, Anthony	Painter III	637731	1.00	$43,451.20
				$43,451.20
McBride, Kirk	Painter II	632569	1.00	$37,876.80
				$37,876.80
Milburn, Carroll	Painter II	637346	1.00	$37,876.80
				$37,876.80
Reusser, Clayton	Painter III	632566	1.00	$43,513.60
				$43,513.60
Roark, James	Roofer II	637496	1.00	$37,440.00
				$37,440.00
Todd, Heath	Carpenter II	AS9060	1.00	$41,702.26
				$41,702.26
Toland, Tyler	Zone Manager	534966	1.00	$74,000.00
				$74,000.00
Valentine, Justin	Roofer II	632550	1.00	$37,440.00

Employee Name	Title	Position	FTE	Commitment
				$37,440.00
Van Ness, Benjamin	Painter I	635164	1.00	$33,978.46
				$33,978.46
Warner, Daniel	Ast Supervisor, Structural	635012	1.00	$51,896.00
				$51,896.00
Webb, Lawrence	Painter I	637735	1.00	$33,654.40
				$33,654.40
100479 - Animal Resources				
Ballard, Janelle	Manager, Animal Care Program	534804	1.00	$83,412.00
				$83,412.00
Christensen, Daniel	Clinical Ast Professor/Ast Dir, Animal Res	AF7973	1.00	$175,000.00
				$175,000.00
Cook, Jarrett	Animal Care Associate	633725	1.00	$31,200.00
				$31,200.00
Freeman, Scott	Lab Animal Supervisor	630428	1.00	$64,480.00
				$64,480.00
Hinsdale, Myron	Clinical Professor/Director, Animal Resources	AF7974	1.00	$200,000.00
				$200,000.00
Kreider, Noah	Animal Care Associate	AS8108	1.00	$31,200.00
				$31,200.00
Land, Nicole	Sr Specialist, Accounting	639398	1.00	$38,480.00
				$38,480.00
Noak, Nehemiah	Vet Assistant	AS7923	1.00	$34,944.00
				$34,944.00
Patterson, Dally	Animal Care Associate	633730	1.00	$31,200.00
				$31,200.00
Pratz, Kindel	Ast Lab Animal Technician	639522	1.00	$35,048.00
				$35,048.00
Ramseyer, Nathan	Lab Animal Technician	AS9942	1.00	$42,120.00
				$42,120.00
Sage, Corey	Vet Technician III	633619	1.00	$48,984.00
				$48,984.00
Shafer, Sierra	Ast Lab Animal Technician	632118	1.00	$31,200.00
				$31,200.00
Simmons, Olivia	Vet Assistant	AS7610	1.00	$37,960.00
				$37,960.00
100480 - Study Abroad				
Brummer, Jalyssa	Manager, Outreach Education	AS7987	1.00	$65,040.00

Employee Name	Title	Position	FTE	Commitment
				$65,040.00
Johnson, Nathan	Coordinator, Domestic Programs	AS7428	1.00	$46,008.00
				$46,008.00
Kelley, Caitlin	Director, Outreach Program	AS7932	1.00	$93,936.00
				$93,936.00
Shriver, Gayle	Program Specialist	AS8965	1.00	$40,705.60
				$40,705.60
Stevens, Kyle	Program Coordinator	AS8698	1.00	$55,656.00
				$55,656.00
100481 - Center for Sovereign Nations				
Rogers, Kaila	Director, Ctr Svrgn Nation	332098	1.00	$84,000.00
				$84,000.00
100482 - Kinesiology, App Health & Recreation				
Alexander, Andrew	Ast Professor	213201	1.00	$75,000.00
				$75,000.00
Baker, Breanne	Ast Professor	210678	1.00	$80,564.60
				$80,564.60
Brenner, Tiffany	Visiting Ast Professor	222079	1.00	$54,000.00
				$54,000.00
Dao, Brittany	Ast Professor	213204	1.00	$68,500.00
				$68,500.00
Dawes, James	Aso Professor	AF9579	1.00	$92,416.87
				$92,416.87
Groom, Mitchell	Administrative Associate	AS7105	1.00	$42,244.80
				$42,244.80
Hammer, Shane	Ast Professor	210637	1.00	$77,868.00
				$77,868.00
Jacobson, Bert	Professor/Unit Head	AF9813	1.00	$160,157.14
	School Head	AF9813	0.00	$5,000.00
	School Head	AF9813	0.00	$800.00
				$165,957.14
Lindenmeier, Donna	Aso Professor	216261	1.00	$76,794.73
				$76,794.73
McCubbin, Kelley	Teaching Ast Professor	AF9550	1.00	$58,303.86
				$58,303.86
Miller, Jason	Teaching Ast Professor	AF8073	1.00	$65,000.00
				$65,000.00
Passmore, Timmy	Professor/Masters Coordinator	210090	1.00	$88,402.87

Employee Name	Title	Position	FTE	Commitment
	Professor/Interim School Head	210090	0.00	$29,467.62
	Interim School Head	210090	0.00	$12,000.00
				$129,870.49
Smith, Douglas	Professor/Unit Head	210463	1.00	$94,711.40
				$94,711.40
Trevino, Michael	Aso Professor	AF9745	1.00	$79,924.33
				$79,924.33
100484 - Free Enterprise				
Trost, Steven	Director/Adjunct Ast Professor	AD9591	1.00	$135,540.00
				$135,540.00
100485 - North Dining Facility				
Brimhall, Julie	Supervisor, Food Services	AS9982	1.00	$37,232.00
				$37,232.00
Carrisalez, Orlando	Supervisor, Food Services	AS9961	1.00	$35,923.86
				$35,923.86
De Martinez, Marselina	Food Service Aide	639527	1.00	$33,965.09
				$33,965.09
Gustafson, Janis	Food Service Aide	630779	1.00	$28,588.99
				$28,588.99
Hensley, Marc	Ast Manager, Dining	AS8623	1.00	$47,256.00
				$47,256.00
Heyl, Scott	Ast Manager, Dining	AS8625	1.00	$47,256.00
				$47,256.00
Johnson, Garry	Cook	633780	1.00	$31,620.92
				$31,620.92
Lettkeman, Aaron	Supervisor, Food Services	AS9958	1.00	$33,280.00
				$33,280.00
Luo, Jiajun	Supervisor, Kitchen	AS7998	1.00	$35,366.20
				$35,366.20
Payne, Braden	Supervisor, Food Services	AS9289	1.00	$33,280.00
				$33,280.00
Starnes, Kathy	Administrative Support Specialist II	631223	1.00	$34,784.62
				$34,784.62
Withiam, Tawny	Supervisor, Food Services	AS9998	1.00	$33,800.30
				$33,800.30
100486 - Water Center				
Barker, Breanna	Specialist, Communications	BS9713	1.00	$48,000.00
				$48,000.00

Employee Name	Title	Position	FTE	Commitment
Beck, Tracy	Specialist, Water Center Program	BS9862	0.50	$24,976.80
				$24,976.80
Borsuah, Josephus	Sr Specialist, Research	BS9613	1.00	$64,300.00
				$64,300.00
Lam, Wa Kun	Sr Software Developer	BS9598	1.00	$68,400.00
				$68,400.00
Propst, Timothy	Technicial Writer	BS9718	1.00	$64,242.00
				$64,242.00
Wagner, Kevin	Professor/Director, OWRC/EPSCoR	210566	1.00	$183,600.00
	Thomas E Berry Professorship	210566	0.00	$7,502.00
				$191,102.00
100487 - University Planner				
Jones, Stephanie	Manager, CAFM	AS7595	1.00	$70,000.00
				$70,000.00
Keenan, Emily	Digital Archivist	AS7997	1.00	$58,000.00
				$58,000.00
Stauffer, Daniel	Utility CAFM Technician I	638079	1.00	$50,398.40
				$50,398.40
100488 - Biosecurity and Microbial Forensics				
Do Nascimento, Daniele	Post Doc Fellow	BF9506	1.00	$45,000.00
				$45,000.00
Sharma, Poonam	Research Ast Professor	BF9886	1.00	$56,238.00
				$56,238.00
100489 - Admin & Finance Business Operations				
Bright, Moore	Coordinator, Debt Management	AS6888	1.00	$58,000.00
				$58,000.00
Delatte, Margaret	Manager, Fiscal Project	AS8982	1.00	$84,013.08
				$84,013.08
Emig, Mitchell	Director, Admin & Finance Business Operations	AS9931	1.00	$175,000.00
				$175,000.00
100490 - One Health				
Hwang, Hong	Sr Core Sequence Technician	AS7089	1.00	$70,000.00
				$70,000.00
Justice, Megan	Data Scientist	AS6984	1.00	$95,000.00
				$95,000.00
Robert Jeyasingh, Samuel P	Director, Lab	AS7129	1.00	$150,000.00
				$150,000.00
100491 - Dept of Business Administration				

Employee Name	Title	Position	FTE	Commitment
Badiyan, Angela	Manager, Career Services	533451	1.00	$60,180.00
				$60,180.00
Bahr, Alicia	Coordinator, Career Servicess	AS7377	1.00	$47,257.60
				$47,257.60
Bergbower, Holly	Coordinator, Career Services	AS8697	1.00	$51,168.00
				$51,168.00
Darmon, Robin	Director, Eastin Center	AS9512	1.00	$93,096.00
				$93,096.00
Harrison, Amanda	Coordinator, Career Services	AS8699	1.00	$49,212.80
				$49,212.80
James, Bailey	Coordinator, Career Services	AS8166	1.00	$43,076.80
				$43,076.80
Urich, Andrew	Director, Eastin Center	AF8046	0.00	$5,500.00
				$5,500.00
100492 - Student Success CRM				
Bansal, Anjali	Specialist, CRM	AS7761	1.00	$50,000.00
				$50,000.00
Hill, Apryl	Specialist, CRM	AS7125	1.00	$52,500.00
				$52,500.00
Mariott, David	Director, CRM	AS8068	1.00	$137,500.00
				$137,500.00
Powell, Austin	Specialist, Communications	AS8021	1.00	$52,600.88
				$52,600.88
Weaver, Betsey	Ast Director, University CRM	AS6843	1.00	$73,000.00
				$73,000.00
100493 - Tax and Compliance Services				
Coplen, Caleb	Accountant II	AS8548	1.00	$54,000.00
				$54,000.00
Iyonsi, Trisha	Accountant III	AS7490	1.00	$70,000.00
				$70,000.00
Perry, Hannah	Accountant I	AS6942	1.00	$50,000.00
				$50,000.00
Stephenson, Ariel	Accountant II	AS8543	1.00	$60,000.00
				$60,000.00
Tucker, Scott	Director, Tax Compliance Services	AS7953	1.00	$141,947.00
				$141,947.00
Weinrich, Danielle	Accountant III	AS9279	1.00	$70,000.00
				$70,000.00

Employee Name	Title	Position	FTE	Commitment
Zhang, Yi	Accountant II	AS7282	1.00	$51,500.00
				$51,500.00
100494 - Project Management Office				
Funk Stewart, Jessica	Project Manager	AS7706	1.00	$67,500.00
				$67,500.00
100496 - Riata				
McCullough, Paula	Manager, Outreach Programs	534632	1.00	$62,004.00
				$62,004.00
Mills, Chad	Director, Outreach Programs	AS7933	1.00	$94,356.00
				$94,356.00
Teague, Sarah	Manager, Outreach Programs	535200	1.00	$66,888.00
				$66,888.00
Wilson, Julie	Program Specialist	AS8696	1.00	$48,214.40
				$48,214.40
100497 - Business Student Success Center				
Arambula, Courtney	Coordinator, Prospective Student Services	AS7358	1.00	$45,864.00
				$45,864.00
Berger, Lucille	Academic Advisor II	AS8841	1.00	$50,700.00
				$50,700.00
Christian, Lori	Ast Director, Student & Academic Services	331801	1.00	$64,680.00
				$64,680.00
Conner, Donald	Academic Advisor II	AS7449	1.00	$44,000.00
				$44,000.00
Harris, Jennifer	Academic Advisor III	535008	1.00	$49,000.00
				$49,000.00
Hetrick, Holly	Academic Advisor II	534813	1.00	$45,760.00
				$45,760.00
Hitch, Sara	Aso Director, Student Academic Services	AS7504	1.00	$75,000.00
				$75,000.00
Kersten, Edwina	Sr Academic Advisor I	AS8192	1.00	$49,000.00
				$49,000.00
King, Erin	Specialist, Graduate Certification	534702	1.00	$46,116.00
				$46,116.00
Lancaster, Samantha	Sr Academic Advisor I	535003	1.00	$52,956.00
				$52,956.00
Lane, Alicia	Coordinator, Prospective Student Services	AS8241	1.00	$49,800.00
				$49,800.00
Lyles, Christina	Sr Academic Advisor II	AS6825	1.00	$55,200.00

Employee Name	Title	Position	FTE	Commitment
				$55,200.00
Mansell Meadows, Katelyn	Academic Advisor I	535006	1.00	$40,456.00
				$40,456.00
Marrufo, Reymundo	Coordinator, Student Retention	AS7626	1.00	$50,664.00
				$50,664.00
McIntyre, Marissa	Ast Dean	332093	1.00	$120,780.00
				$120,780.00
Medina-Benningfield, Jessica	Manager, Student Services	AS7906	1.00	$63,504.00
				$63,504.00
Morse, Samuel	Ast Director, Student & Academic Services	AS9454	1.00	$62,004.00
				$62,004.00
Nabors, Craig	Academic Advisor II	AS6754	1.00	$44,000.00
				$44,000.00
Owens, Vanessa	Sr Academic Advisor II	533434	1.00	$55,980.00
				$55,980.00
Perry, Darian	Academic Advisor III	533433	1.00	$47,000.00
				$47,000.00
Pool, Marissa	Academic Advisor II	AS6913	1.00	$44,000.00
				$44,000.00
Quadrelli, Ty	Academic Advisor II	535007	1.00	$44,000.00
				$44,000.00
Ramsey, Shannon	Sr Academic Advisor I	AS7659	1.00	$52,956.00
				$52,956.00
Sanecki, Kathaleen	Academic Advisor II	AS6829	1.00	$44,000.00
				$44,000.00
Singleton, Amber	Academic Advisor III	AS7450	1.00	$47,000.00
				$47,000.00
Tillman, Michele	Sr Academic Advisor I	535009	1.00	$49,000.00
				$49,000.00
Weiser, Angela	Sr Academic Advisor II	534660	1.00	$58,704.00
				$58,704.00
	100498 - Hargis Leadership Institute			
Bowlan, Mik	Administrative Associate	AS7969	1.00	$42,078.40
				$42,078.40
Cheves, Tashia	Ast Director, Student Life	AS7488	1.00	$65,730.48
				$65,730.48
Fuller, Lanie	Coordinator, Scholarship Programs	AS7077	1.00	$45,000.00
				$45,000.00

Employee Name	Title	Position	FTE	Commitment
Nebgen, Hoyt	Coordinator, McKnight Scholarship	AS7018	1.00	$45,000.00
				$45,000.00
Speight, Yokolanda	Ast Director, Student Life	AS7248	1.00	$65,508.00
				$65,508.00
Taylor, Joshua	Director, Leadership Institute	AS8085	1.00	$100,000.00
				$100,000.00
100500 - Hamm Institute				
Angolano, Jason	Director, Hamm Lab	AS6874	1.00	$180,000.00
				$180,000.00
Bluntzer, Ann	Director, Operations	AS7843	1.00	$320,000.00
				$320,000.00
Garcia, Sergio	Manager, Facility Services	AS8274	1.00	$87,200.00
				$87,200.00
McBee, Dara	Business Operations Officer	AS6935	1.00	$150,000.00
				$150,000.00
Moore, Rico	Building Maintenance Mechanic I	AS8220	1.00	$58,240.00
				$58,240.00
Pitt, Payten	Manager, Technical Project	AS6782	1.00	$100,000.00
				$100,000.00
100501 - Division of Health Affairs				
Schloss IV, William	Chief Operating Officer Health Affairs	AS7468	0.00	$0.00
				$0.00
100502 - OAIRE OK Aerospace Institute				
Blakley, Teresa	Coordinator, Fiscal Operations	AS6943	1.00	$47,000.00
				$47,000.00
Britto Hupsel De Azevedo, Gus	Research Ast Professor	AF8190	1.00	$94,560.00
				$94,560.00
Buntin, Sherri	Coordinator, STEM OAIRE	AS7372	1.00	$58,000.00
				$58,000.00
Burba, Allan	R&D Engineer II OAIRE	AS7734	1.00	$90,300.00
				$90,300.00
Carmaan, Canaan	R&D Engineer OAIRE	AS6776	1.00	$77,000.00
				$77,000.00
Cole, Teira	Manager, Program Operations OAIRE	AS7138	1.00	$147,000.00
				$147,000.00
Daniel, Charles	Supervisor, Engineer OAIRE	AS7363	1.00	$114,400.00
				$114,400.00
Drake, Joshua	R&D Engineer II OAIRE	AS7499	1.00	$90,000.00

Employee Name	Title	Position	FTE	Commitment
				$90,000.00
Fernandez, Jeremy	Manager, Industry Consortium	AS7038	1.00	$121,000.00
				$121,000.00
Fore, Charlotte	Program Manager/Engineer OAIRE	AS7321	1.00	$123,600.00
				$123,600.00
Gassen, Daniel	R&D Engineer II OAIRE	AS7331	1.00	$97,185.00
				$97,185.00
Haddox, Abby	R&D Engineer I OAIRE	AS7154	1.00	$88,400.00
				$88,400.00
Hough, Emalee	R&D Engineer I OAIRE	AS7210	1.00	$88,400.00
				$88,400.00
Larsen, Robert	Program Manager/Engineer OAIRE	AS7186	1.00	$126,000.00
				$126,000.00
Lucas, Ryan	R&D Engineer I OAIRE	AS6879	1.00	$85,000.00
				$85,000.00
McNamara, Kathleen	R&D Engineer II OAIRE	AS7739	0.75	$74,160.00
				$74,160.00
Melvin, Joshua	R&D Engineer II OAIRE	AS7333	1.00	$88,580.00
				$88,580.00
Natalie, Victoria	Director, Operations	AS7480	1.00	$210,000.00
				$210,000.00
Noles, Natalie	Program Manager/Engineer OAIRE	AS6997	1.00	$115,500.00
				$115,500.00
Oliver, Ryan	R&D Engineer III OAIRE	AS7156	1.00	$121,000.00
				$121,000.00
Parnell, Samuel	R&D Engineer II OAIRE	AS7332	1.00	$126,000.00
				$126,000.00
Price, Christopher	R&D Engineer OAIRE	AS7330	1.00	$85,000.00
				$85,000.00
Ramsdale, Peter	R&D Engineer I OAIRE	AS7100	1.00	$85,000.00
				$85,000.00
Rathman, Christopher	R&D Engineer I OAIRE	AS7102	1.00	$80,000.00
				$80,000.00
Revard, Braydon	R&D Engineer I OAIRE	AS7334	1.00	$88,400.00
				$88,400.00
Rutherford, Carson	R&D Engineer I OAIRE	AS7101	1.00	$81,370.00
				$81,370.00
Schaefer, Rita	Administrative Support Specialist I	AS7194	1.00	$37,440.00

Employee Name	Title	Position	FTE	Commitment
				$37,440.00
Schafer, Chelsea	Program Manager/Engineer OAIRE	AS6996	1.00	$105,000.00
				$105,000.00
Schwarz, Jarrett	R&D Engineer I OAIRE	AS7155	1.00	$77,000.00
				$77,000.00
Smith, Woody	Supervisor, Engineer OAIRE	AS7187	1.00	$150,800.00
				$150,800.00
Spencer, James	Director, Operations	AS7482	1.00	$240,000.00
				$240,000.00
Swan, Christopher	Manager, Engineer OAIRE	AS6959	1.00	$150,000.00
				$150,000.00
Szabo, Matthew	Manager, Engineer OAIRE	AS7364	1.00	$152,250.00
				$152,250.00
Taylor, Justin	Coordinator, Facility Services	AS7190	1.00	$56,791.25
				$56,791.25
Walsh, Andrew	R&D Engineer II OAIRE	AS7628	1.00	$94,500.00
				$94,500.00
Wilson, Andrew	Program Manager/Engineer OAIRE	AS7320	1.00	$123,600.00
				$123,600.00
Winkler, Kaci	Exec Assistant	AS6850	1.00	$82,000.00
				$82,000.00
Wolfe, Richard	Ast Director, Operations	AS6986	1.00	$170,000.00
				$170,000.00
	100503 - HPNRI Human Performance			
Asadi, Azarang	Data Scientist	AS6873	1.00	$110,000.00
				$110,000.00
Bird, Matthew	Coordinator, HPNRI	AS7314	1.00	$110,000.00
				$110,000.00
Boolani, Ali	Aso Director, Strategies	AS7220	1.00	$165,000.00
				$165,000.00
Bowersock, Collin	Principal Scientist	AS6983	1.00	$105,000.00
				$105,000.00
Gross, Jeremy	Coordinator, HPNRI	AS6896	1.00	$70,000.00
				$70,000.00
Harshvardhan, FNU	Implementation Scientist	AS6905	1.00	$148,000.00
				$148,000.00
Luetkemeyer, Carmen	Administrative Associate	AS7243	1.00	$48,000.00
				$48,000.00

Employee Name	Title	Position	FTE	Commitment
Walker, Lance	Director, Operations	AS7444	1.00	$278,100.00
				$278,100.00
Weidmayer, Ann	Registered Dietitian	AS6838	1.00	$75,000.00
				$75,000.00
Zhang, Ziyang	Post Doc Fellow	AF7939	1.00	$71,500.00
				$71,500.00
100504 - Distribution Systems				
Galloway, Jeremy	Sr Utility Locator Tech	639474	1.00	$44,532.80
				$44,532.80
McKnight, Greg	Manager, Distribution Systems	533848	1.00	$88,705.76
				$88,705.76
Poulton, Jamie	Utility Locator Tech	630825	1.00	$38,771.20
				$38,771.20
100505 - Student Accessibility Services				
Cheek, Cameron	Coordinator, Disability Service	AS7351	1.00	$55,000.00
				$55,000.00
Hawkins, Joshua	Ast Director, Wellness	AS7167	1.00	$72,845.31
				$72,845.31
Larison, Angie	Specialist, Accessibility	AS8950	1.00	$41,912.00
				$41,912.00
100506 - Enterprise Application Administration				
Harpe, Shawn	Manager, IT Systems/Interim Ast Director	AS7518	1.00	$90,560.20
				$90,560.20
Lindhorst, Richard	Manager, IT Systems	339501	1.00	$75,542.02
				$75,542.02
Morgan, Garry	Supervisor, IT	533908	1.00	$54,582.64
				$54,582.64
Zhang, Da	Database Administator	533466	1.00	$69,616.76
				$69,616.76
100507 - Student Success				
Clement, Karen	Specialist, Facility Operations	632416	1.00	$47,520.00
				$47,520.00
Emmons, Tracy	Coordinator, Instruction & Training	AS7103	1.00	$60,900.00
				$60,900.00
Kerstetter, Twambilire	Coordinator, Instruction & Training	AS7104	1.00	$56,160.00
				$56,160.00
Pinion, Audrey	Administrative Associate	AS7027	1.00	$48,300.00
				$48,300.00

Employee Name	Title	Position	FTE	Commitment
Tuller, Shannon	Aso Provost	AF8051	1.00	$216,000.00
				$216,000.00
Webb, Merry	Administrative Support Specialist I	AS9089	0.75	$26,364.00
				$26,364.00
100508 - EIT Shared Services				
Meier, Tina	Director, IT	331580	1.00	$129,585.45
				$129,585.45
100509 - Undergraduate Recruitment				
Acuna-Brito, Francisco	Admissions Counselor I	534159	1.00	$40,040.00
				$40,040.00
Alvarado, Lesley	Specialist, Recruitment	AS6945	1.00	$45,011.20
				$45,011.20
Arce Gomora, Ahylin	Admissions Counselor I	AS7474	1.00	$42,500.00
				$42,500.00
Ard, Paige	Coordinator, Customer Service	AS7145	1.00	$47,500.00
				$47,500.00
Blue, Chloe	Admissions Counselor I	AS9678	1.00	$44,881.20
				$44,881.20
Boyd, Calyn	Coordinator, New Student Orientation	AS7938	1.00	$50,225.38
				$50,225.38
Brown, Allie	Sr Admissions Counselor II	AS9373	1.00	$59,606.37
				$59,606.37
Brownlow, Lindsey	Ast Director, Orientation & Transfer Students	AS8177	1.00	$71,760.00
				$71,760.00
Bulgarelli, London	Admissions Counselor II	AS7481	1.00	$69,992.00
				$69,992.00
Burchfield, Traci	Administrative Support Specialist I	632998	1.00	$34,008.00
				$34,008.00
Camp, Caleb	Specialist, International Recruitment	AS7721	1.00	$50,614.40
				$50,614.40
Carter, Reagon	Admissions Counselor I	AS9369	1.00	$40,040.00
				$40,040.00
Combs, Copan	Admissions Counselor I	AS9388	1.00	$60,320.00
				$60,320.00
Davis, Kala	Ast Director, Undrgraduate Admissions	331911	1.00	$72,212.40
				$72,212.40
Denney, Jennifer	Admissions Counselor I	AS9355	1.00	$46,009.60
				$46,009.60

Employee Name	Title	Position	FTE	Commitment
Duval, Justin	Sr Admissions Counselor II	AS7826	1.00	$65,068.47
				$65,068.47
Edwards, Suzanne	Sr Admissions Counselor II	AS9368	1.00	$60,151.67
				$60,151.67
Haley, Justin	Admissions Counselor I	AS9389	1.00	$44,553.60
				$44,553.60
Hattabaugh, Heather	Admissions Counselor I	AS7131	1.00	$40,040.00
				$40,040.00
Heiner, Breea	Admissions Counselor I	AS7956	1.00	$44,990.40
				$44,990.40
Hendrix, Ashten	Admissions Counselor I	AS9351	1.00	$43,591.60
				$43,591.60
Henry, Jordan	Sr Admissions Counselor I	534248	1.00	$51,045.68
				$51,045.68
Hentges, Jennie	Coordinator, Events	AS7530	1.00	$47,500.00
				$47,500.00
Johnson, Dylan	Admissions Counselor I	AS9367	1.00	$45,988.80
				$45,988.80
Kepple, Mckenzie	Ast Director, Recruit Services	332085	1.00	$70,011.50
				$70,011.50
Loveless, Bailee	Admissions Counselor I	AS9727	1.00	$40,040.00
				$40,040.00
Mark, Lanaasbah	Admissions Counselor I	AS9680	1.00	$50,428.56
				$50,428.56
Mason, Abby	Administrative Associate	AS6895	1.00	$51,500.00
				$51,500.00
McBride, Hannah	Specialist, Recruitment	AS9428	1.00	$43,680.00
				$43,680.00
McClendon, Jennifer	Director, Undergradate Recruitment	AS6915	1.00	$155,000.00
				$155,000.00
Miller, Evan	Specialist, Event	AS9379	1.00	$41,600.00
				$41,600.00
Pitt, Megan	Manager, Recruitment	AS7470	1.00	$61,849.65
				$61,849.65
Pitts, Kelsey	Aso Director, Undergraduate Admissions	AS7270	1.00	$80,000.00
				$80,000.00
Pizana, Miguel	Specialist, Recruitment	AS9300	1.00	$51,655.76
				$51,655.76

Employee Name	Title	Position	FTE	Commitment
Poteet, Janie	Admissions Counselor I	530268	1.00	$40,040.00
				$40,040.00
Powell, James	Ast Director, Recruit Services	AS9250	1.00	$72,212.40
				$72,212.40
Powell, Kaitlyn	Ast Director, Undergraduate Admissions	AS7529	1.00	$66,560.00
				$66,560.00
Reigh, Elizabeth	Aso Director, Undergraduate Admissions	332049	1.00	$100,404.79
				$100,404.79
Rojas, Kathryn	Specialist, Event	AS9326	1.00	$42,993.60
				$42,993.60
Samuels, Andrew	Admissions Counselor I	AS7728	1.00	$42,434.30
				$42,434.30
Skiba, Steven	Admissions Counselor I	534853	1.00	$46,145.98
				$46,145.98
Solis, Tais	Specialist, International Recruitment	535267	1.00	$47,500.00
				$47,500.00
Stephenson, Alexis	Admissions Counselor II	AS9376	1.00	$52,561.60
				$52,561.60
Swain, Heather	Coordinator, Events	AS7949	1.00	$48,000.00
				$48,000.00
Thoma, Jennifer	Admissions Counselor I	AS8928	1.00	$49,211.12
				$49,211.12
Wehmeyer, Sydney	Administrative Support Specialist I	AS9608	1.00	$34,008.00
				$34,008.00
Winegarden, Breanna	Admissions Counselor I	AS7951	1.00	$44,772.29
				$44,772.29
Wolfberg, Danielle	Aso Director, Undergraduate Admissions	AS7494	1.00	$82,500.00
	Aso Director, Undergraduate Admissions	AS7494	0.00	$720.00
				$83,220.00
140001 - Vice President Operations				
Benge, Chris	Vice President & Director	DS9870	1.00	$255,864.00
				$255,864.00
140101 - Admissions and Records				
Cindle, Randy	Lead Admissions Counselor	DS9835	1.00	$38,771.20
				$38,771.20
Cox, Eric	Admissions Counselor	639092	1.00	$33,633.60
				$33,633.60
Finch, Robin	Front Desk Attendant	633045	1.00	$22,443.20

Employee Name	Title	Position	FTE	Commitment
				$22,443.20
Hiseley, Edward	Admissions Counselor	DS9840	1.00	$33,633.60
				$33,633.60
Louderback, April	Admissions Counselor	DS9842	1.00	$33,633.60
				$33,633.60
Tin, Jacqualyn	Admissions Counselor	DS9839	1.00	$33,633.60
				$33,633.60
Wilson, Nichole	Coordinator, College Connection	DS9836	1.00	$35,360.00
				$35,360.00
140102 - Institutional Research				
Canan, Michelle	Director, Institutional Research	531152	1.00	$74,136.00
				$74,136.00
Owens, Michelle	Institutional Data Analyst	DS9910	1.00	$50,028.00
				$50,028.00
140104 - School of Arts Sciences & Health				
Allison, James	Instructor Business	230001	1.00	$60,732.00
				$60,732.00
Antwine, Latasha	Instructor Nursing	230165	1.00	$74,964.00
				$74,964.00
Asmussen, Angela	Instructor Communications	230127	1.00	$63,516.00
				$63,516.00
Bailey, Rebecca	Student Success & Career Advisor	DS9921	1.00	$44,400.00
				$44,400.00
Baldridge, Barbra	Lead Dishwasher & Cashier	634376	1.00	$27,040.00
				$27,040.00
Been, Angela	Instructor Communications	230112	1.00	$55,728.00
				$55,728.00
Bennett, Robert	Instructor Mathematics	230198	1.00	$60,648.00
				$60,648.00
Bible, Kathryn	Instructor/Simulation Lab Coordinator	230179	1.00	$85,632.00
				$85,632.00
Blair, Rhonda	Student Success & Career Advisor	DS9885	1.00	$41,352.00
				$41,352.00
Bulik, Lise	Coordinator, Culinary Arts Facilities	DS9853	1.00	$38,001.60
				$38,001.60
Campbell, Jodi	Ast Dean/Director, Nursing	DS9956	1.00	$98,004.00
				$98,004.00
Cash, Teresa	Instructor Social Sciences	230141	1.00	$60,732.00

Employee Name	Title	Position	FTE	Commitment
				$60,732.00
Clark, Sandra	Instructor Nursing	230211	1.00	$69,264.00
				$69,264.00
Clifton, Peggy	Student Success & Career Advisor	DS9884	1.00	$38,004.00
				$38,004.00
Cole, Tara	Instructor Communications	230145	1.00	$62,004.00
				$62,004.00
Douglas, Jlynn	Utility Steward (Culinary)	632603	1.00	$23,088.00
				$23,088.00
Dreyer, Melissa	Ast Dean, Arts, Sciences & Health	DS9962	1.00	$92,508.00
				$92,508.00
Glass, Donna	Instructor Communications	230041	1.00	$61,152.00
				$61,152.00
Hatch, Cynthia	Instructor Social Sciences	230060	1.00	$57,504.00
				$57,504.00
Hebert, Joseph	Instructor Science/Physics	230093	1.00	$62,148.00
				$62,148.00
Hicks, Jennifer	Instructor Business	230167	1.00	$60,732.00
				$60,732.00
Hollison, Chandra	Dishwasher	631257	1.00	$23,150.40
				$23,150.40
Ibarra, Sarah	Instructor Communications	230013	1.00	$53,004.00
				$53,004.00
Johnsey, Nancy	Instructor Nursing	230210	1.00	$78,384.00
				$78,384.00
Johnson, Charlie	Instructor Nursing	230204	1.00	$74,904.00
				$74,904.00
L'Heureux, Ronald	Instructor Culinary Arts	230332	1.00	$69,312.00
				$69,312.00
Mauldin, L	Instructor Mathematics	230077	1.00	$60,084.00
				$60,084.00
McGehee, Marion	Instructor Nursing	230058	1.00	$84,756.00
				$84,756.00
Miller, Curtis	Instructor Social Sciences	230142	1.00	$60,252.00
				$60,252.00
Nimmo, Brenda	Instructor Culinary Arts	230217	1.00	$58,320.00
				$58,320.00
Olivieri, Kathleen	Ast Dean, Arts, Sciences & Health	DS9960	1.00	$95,004.00

Employee Name	Title	Position	FTE	Commitment
				$95,004.00
Omealey, Shelly	Instructor Mathematics	230212	1.00	$58,596.00
				$58,596.00
Ortiz, Erik	Instructor Social Sciences	230063	1.00	$54,000.00
				$54,000.00
Ortiz, Heather	Interim Dean, School of Arts, Sciences & Health	DS9855	1.00	$115,008.00
				$115,008.00
Perryman, David	Instructor Culinary Arts	230132	1.00	$61,692.00
				$61,692.00
Petree, April	Instructor Nursing	230153	1.00	$72,600.00
				$72,600.00
Powell, Jarod	Instructor Mathematics	230116	1.00	$65,184.00
				$65,184.00
Reynolds, Amy	Instructor Communications	230057	1.00	$60,876.00
				$60,876.00
Roberts, Hayden	Ast Dean, Arts, Sciences & Health	DS9961	1.00	$101,496.00
				$101,496.00
Robison, Amber	Instructor Science	230059	1.00	$58,476.00
				$58,476.00
Robison, Charles	Instructor Science	230216	1.00	$61,680.00
				$61,680.00
Rubert, Steven	Instructor Social Sciences	230033	1.00	$61,980.00
				$61,980.00
Smith, Jennifer	Instructor Humanities	230035	1.00	$71,832.00
				$71,832.00
Sullivan, Peter	Instructor Chemistry/Science	230052	1.00	$61,716.00
				$61,716.00
Tuggle, Adrian	Student Success & Career Advisor	DS9886	1.00	$41,352.00
				$41,352.00
Ware, Aaron	Instructor Culinary Arts	230047	1.00	$60,504.00
				$60,504.00
Williams, Tammy	Instructor Communications	230053	1.00	$61,692.00
				$61,692.00
140105 - School of Creative & Information Technology				
Bach, Desirae	Instructor Multi-Media/Graphic	230136	1.00	$52,632.00
				$52,632.00
Beattie, Kimberly	Student Success & Career Advisor	DS9903	1.00	$39,276.00
				$39,276.00

Employee Name	Title	Position	FTE	Commitment
Book, Trudy	Student Success & Career Advisor	DS9872	1.00	$43,116.00
				$43,116.00
Galindo, Antonio	Instructor 3D & Animation	230151	1.00	$52,500.00
				$52,500.00
Howard, Kimberly	Sr Administrative Assistant	637711	1.00	$31,200.00
				$31,200.00
Licht, Howard	Instructor Information Technologies	230050	1.00	$73,164.00
				$73,164.00
Morris, Gregory	Instructor Information Technologies	230123	1.00	$62,844.00
				$62,844.00
Pranger, Mark	Instructor Information Technologies	230007	1.00	$76,620.00
				$76,620.00
Schmidt, Daniel	Instructor Information Technologies	230103	1.00	$62,004.00
				$62,004.00
Schnell, Michael	Instructor Information Technologies	230163	1.00	$65,040.00
				$65,040.00
Weber, Brett	Instructor Information Technologies	230784	1.00	$63,480.00
				$63,480.00
140106 - Student Life				
Allen, Kyle	Activities Coordinator	DS9973	1.00	$40,955.20
				$40,955.20
Crawford, Kamie	Director, Student Life	531041	1.00	$58,248.00
				$58,248.00
Hubbard, Hope	Staff Assistant	637769	1.00	$30,451.20
				$30,451.20
Sandoval, Gabriel	Coordinator, Sports/Wellness	DS9915	1.00	$40,560.00
				$40,560.00
Turnham, Jared	Facilities & eSports Assistant	DS9907	0.75	$16,707.60
				$16,707.60
140107 - School Engineering & Construction Tech				
Boatner, Joseph	Instructor ACR	230208	1.00	$57,264.00
				$57,264.00
Brown, Peter	Instructor Natural Gas Compression	230105	1.00	$95,436.00
				$95,436.00
Buttle, Samuel	Instructor ACR	230064	1.00	$56,004.00
				$56,004.00
Carlock, Melody	Student Success & Career Advisor	DS9866	1.00	$37,704.00
				$37,704.00

Employee Name	Title	Position	FTE	Commitment
Cullum, Amanda	Instructor Electric/Instrumentation	230026	1.00	$62,736.00
				$62,736.00
Cunningham, Darrel	Instructor Electric/Instrumentation	230094	1.00	$66,840.00
				$66,840.00
Duff, Dollene	Student Success & Career Advisor	DS9902	1.00	$42,336.00
				$42,336.00
Fowler, Whitney	Instructor Electrical Construction	230008	1.00	$59,004.00
				$59,004.00
Garrison, Melissa	Student Success & Career Advisor	DS9854	1.00	$36,504.00
				$36,504.00
Gordon, James	Instructor Construction Management	230067	1.00	$58,260.00
				$58,260.00
Gormley, Taylor	Instructor Natural Gas Compression	230222	1.00	$59,004.00
				$59,004.00
Hamman, Bryce	Instructor High Voltage (CDL)	DF9994	1.00	$55,500.00
				$55,500.00
Harrold, Paula	Ast Dean, Engineering & Construction Tech	DS9958	1.00	$90,000.00
				$90,000.00
Husband, Gage	Instructor High Voltage	230149	1.00	$55,008.00
				$55,008.00
Ize, Carlos	Instructor Electric/Instrumentation	230177	1.00	$61,596.00
				$61,596.00
Kimzey, Kellie	Internship Coordinator	DS9837	1.00	$47,508.00
				$47,508.00
King, Boyd	Instructor ACR	230021	1.00	$61,284.00
				$61,284.00
King, James	Instructor Design/Drafting	230081	1.00	$59,508.00
				$59,508.00
Lamm, Christopher	Instructor ACR	230048	1.00	$59,196.00
				$59,196.00
Little, Jesse	Instructor Electric/Instrumentation	230125	1.00	$54,000.00
				$54,000.00
Mosco, Heath	Instructor Electrical Construction	230162	1.00	$60,372.00
				$60,372.00
Rosson, Alexander	Instructor ACR	230106	1.00	$55,908.00
				$55,908.00
Salter, Peter	Instructor High Voltage	230005	1.00	$60,000.00
				$60,000.00

Employee Name	Title	Position	FTE	Commitment
Smith, Brad	Instructor Environmental Health & Safety	230224	1.00	$66,360.00
				$66,360.00
Thornton, Christopher	Instructor Pipeline Integrity	230221	1.00	$57,408.00
				$57,408.00
Titsworth, Scottie	Instructor Construction Management	230046	1.00	$58,008.00
				$58,008.00
West, John	Instructor Civil Engineering	230234	1.00	$53,004.00
				$53,004.00
White, Karl	Instructor High Voltage	230102	1.00	$58,716.00
				$58,716.00
Williams, Matthew	Instructor Electric/Instrumentation	DF9996	1.00	$54,000.00
				$54,000.00
Williams, Michael	Instructor Electric/Instrumentation	230160	1.00	$59,700.00
				$59,700.00
Williams, Wendell	Instructor High Voltage	230074	1.00	$60,000.00
				$60,000.00
Woodard, Darren	Ast Dean, Engineering & Construction Tech	DS9959	1.00	$96,396.00
				$96,396.00
Wright, Levi	Program Support Strategist	DS9938	1.00	$45,000.00
				$45,000.00
140109 - Special Events & Programs				
Berryhill, Bryce	Ast Director, PSS	DS9947	1.00	$45,000.00
				$45,000.00
Huntsberger, Kimberly	Coordinator, Student Experience	DS9891	1.00	$39,582.40
				$39,582.40
140110 - Financial Aid & Scholarships				
Austin, Kathleen	Financial Aid Counselor	631729	1.00	$29,640.00
				$29,640.00
Diamond, Dana	Ast Director, SFS	DS9936	1.00	$45,000.00
				$45,000.00
McCrary, Deborah	Sr Financial Aid Assistant	634242	1.00	$37,740.00
				$37,740.00
Miller, Jonathon	Coordinator, Financial Aid & Scholarships	630121	1.00	$31,699.20
				$31,699.20
Quillin, Edmond	Coordinator, Loan	634327	1.00	$29,931.20
				$29,931.20
Short, James	Director, Financial Aid & Scholarships	531031	1.00	$96,432.00
				$96,432.00

Employee Name	Title	Position	FTE	Commitment
Whomble, Sandy	Sr Financial Aid Assistant	634331	1.00	$38,868.00
				$38,868.00
140112 - Economic Development & Training Center				
Dinsmore, Brandon	Tribal Outreach/Workforce Specialist	DS9849	1.00	$56,208.00
				$56,208.00
Dinsmore-Hearn, Anna	Director, Workforce & Economic Development	DS9863	1.00	$72,348.00
				$72,348.00
Quillin, Katelynn	Education Navigator (M-Power)	DS9852	1.00	$50,436.00
				$50,436.00
Stephens, Joseph	Specialist, Operations & Safety	DS9848	1.00	$57,060.00
				$57,060.00
Walker, Brenda	Budget Analyst	DS9847	0.75	$45,000.00
				$45,000.00
140113 - Grounds Maintenance				
Carlson, Michael	Groundskeeper	634365	1.00	$24,419.20
				$24,419.20
Crawford, Mark	Motor Pool/Ground Utility	633053	1.00	$24,918.40
				$24,918.40
Kearns, Cody	Groundskeeper	639429	1.00	$24,232.00
				$24,232.00
Lynch, Jackie	General Maintenance	637414	1.00	$29,640.00
				$29,640.00
McGowin, Chad	Grounds Maintenance Mechanic	634353	1.00	$32,406.40
				$32,406.40
York, Allen	Manager, Grounds Maintenance	DS9935	1.00	$53,700.00
				$53,700.00
Zink, Megan	Horticulture Technician	630994	1.00	$39,728.00
				$39,728.00
140116 - Prospective Student Services				
Cullum, Michael	Prospective Student Services Recruiter	DS9894	1.00	$37,024.00
				$37,024.00
Guthrie, Travis	Specialist, CRM	DS9869	1.00	$39,332.80
				$39,332.80
Hill, Russell	Prospective Student Services Recruiter	DS9898	1.00	$37,024.00
				$37,024.00
Matthews, Zachary	Prospective Student Services Recruiter	DS9846	1.00	$37,003.20
				$37,003.20
Moore, Jerry	Prospective Student Services Recruiter	DS9850	1.00	$37,003.20

Employee Name	Title	Position	FTE	Commitment
				$37,003.20
Murphy, Jacob	Sr Director, Enrollment Management	533744	1.00	$80,004.00
				$80,004.00
Parker, Jaden	Prospective Student Services Recruiter	DS9830	1.00	$37,003.20
				$37,003.20
Ross, Kendel	Prospective Student Services Recruiter	DS9851	1.00	$37,003.20
				$37,003.20
White, Leona	Prospective Student Services Recruiter	DS9845	1.00	$37,003.20
				$37,003.20
140117 - Academic Excellence & Distance Learning				
Bradley, Christian	Director, Academic & Instructional	DS9833	1.00	$70,008.00
				$70,008.00
Lamunyon, Karla	Specialist, Instructional Design	DS9992	1.00	$52,008.00
				$52,008.00
140118 - OSUIT Bookstore				
Fain, Lisa	Manager, Retail Operations	DS9856	1.00	$39,707.20
				$39,707.20
Lowry, Debbie	Coordinator, Course Materials	637044	1.00	$27,040.00
				$27,040.00
140120 - School of Transportation and HEVI				
Brigham, Richard	Instructor Toyota T-Ten	230086	1.00	$56,508.00
				$56,508.00
Burden, Jesse	Instructor GM/STC	230036	1.00	$58,296.00
				$58,296.00
Burke, Tara	Sr Administrative Assistant	634339	1.00	$33,280.00
				$33,280.00
Gibble, Mark	Ast Dean, Transportation & Heavy Equipment	DS9957	1.00	$84,504.00
				$84,504.00
Gray, Bryan	Instructor Ford ASSET	230207	1.00	$55,992.00
				$55,992.00
Holman, Michaela	Student Success & Career Advisor	DS9901	1.00	$36,000.00
				$36,000.00
Hoover, John	Instructor CAT	230133	1.00	$64,560.00
				$64,560.00
Johnson, Sherri	Dean, Transportation & Heavy Equipment	DS9964	1.00	$105,000.00
				$105,000.00
Killman, Terry	Instructor Western Equipment	230164	1.00	$59,988.00
				$59,988.00

Employee Name	Title	Position	FTE	Commitment
Kloch, Gregory	Instructor Truck Technician	230124	1.00	$61,596.00
				$61,596.00
Penrod, David	Instructor GM (ASEP)	230111	1.00	$56,268.00
				$56,268.00
Reinhardt, Clarence	Instructor Truck Technician	DF9998	1.00	$68,640.00
				$68,640.00
Replogle, Shawn	Instructor ProTech	230115	1.00	$57,912.00
				$57,912.00
Salfrank, Christopher	Instructor Toyota T-Ten	230092	1.00	$57,588.00
				$57,588.00
Stevens, Carl	Instructor Komatsu	230214	1.00	$63,000.00
				$63,000.00
Trantham, Kenneth	Instructor CAT	230098	1.00	$68,112.00
				$68,112.00
Vierra, Jason	Instructor Chrysler/MOPAR	230032	1.00	$56,508.00
				$56,508.00
Wornkey, Cody	Instructor NAEDA/Komatsu	230155	1.00	$63,000.00
				$63,000.00
140121 - Residential Life				
Brown, Garret	Coordinator, Residential Community	DS9880	1.00	$37,627.20
				$37,627.20
Crow, David	Night Clerk	DS9988	1.00	$22,880.00
				$22,880.00
Day, Jade	Community Facilitator	630834	1.00	$29,640.00
				$29,640.00
Hulgan, Joshua	Director, Residential Life	531040	1.00	$67,008.00
				$67,008.00
Parrott, Gage	Desk Clerk	631726	1.00	$22,276.80
				$22,276.80
Phillips, Gregory	Desk Clerk	631733	1.00	$22,276.80
				$22,276.80
Rogers, Melissa	Community Facilitator	630472	1.00	$29,640.00
				$29,640.00
Underwood, Desiree	Housing Operations Assistant	639294	1.00	$32,240.00
				$32,240.00
Wilson, Alan	Desk Clerk	631732	1.00	$22,276.80
				$22,276.80
Wilson, Morgan	Desk Clerk	631728	1.00	$22,276.80

Employee Name	Title	Position	FTE	Commitment
				$22,276.80
140122 - University Motor Pool				
Kearns, Harlon	Supervisor, Motor Pool	533208	1.00	$38,736.00
				$38,736.00
140125 - Physical Plant Administration				
Hughes, Timothy	Director, Physical Plant	531038	1.00	$83,016.00
				$83,016.00
Roberts, Connie	Sr Administrative Assistant	631446	1.00	$34,320.00
				$34,320.00
Vaughn, Kameron	Warehouse Attendant	634911	1.00	$30,201.60
				$30,201.60
140126 - Assessment & Testing				
Long, Teresa	Administrative Support Specialist I	636779	1.00	$29,556.80
				$29,556.80
McDowell, Rendi	Director, Assessment Services	531985	1.00	$52,704.00
				$52,704.00
140127 - Public Safety				
Chance, Chad	Police Officer	634293	1.00	$37,440.00
				$37,440.00
Jesse, Bunnie	University Police Sergeant	634259	1.00	$47,465.60
				$47,465.60
Makinson, Gary	University Police Officer	632604	1.00	$42,640.00
				$42,640.00
Matthews, Samuel	University Police Officer	639558	1.00	$42,868.80
				$42,868.80
Mayfield, Jaylen	University Police Officer	630813	1.00	$37,440.00
				$37,440.00
Wooliver, Matthew	Director/Chief Of Police	531923	1.00	$66,660.00
				$66,660.00
140128 - Bursar's Office				
Gaither, Paige	Bursar	530674	1.00	$53,208.00
				$53,208.00
Mangum, Alicia	Cashier/Billing Clerk	639452	1.00	$27,560.00
				$27,560.00
Scott, Debra	Ast Bursar	631465	1.00	$34,320.00
				$34,320.00
Simons, Rhonda	Coordinator, Collections	631166	1.00	$30,992.00
				$30,992.00

Employee Name	Title	Position	FTE	Commitment
140130 - OSUIT Cafeteria				
Beckett, Robert	Weekend Cook	634387	1.00	$28,412.80
				$28,412.80
Caudle, Michael	Cook	631462	1.00	$27,851.20
				$27,851.20
Cosby, Taneisha	Manager, Dining Services	DS9934	1.00	$45,000.00
				$45,000.00
Cullum, Catrina	Cook	631721	1.00	$27,851.20
				$27,851.20
Edwards, Keresa	Dishwasher & Utility	631739	1.00	$22,276.80
				$22,276.80
Ellis, Jessica	Ast Manager, Food Services	DS9911	1.00	$33,924.80
				$33,924.80
Fuller, Kari	Dishwasher & Utility	631457	1.00	$24,502.40
				$24,502.40
Ikley, Lucievania	Utility Steward	634479	1.00	$22,443.20
				$22,443.20
Jordan, Gartesia	Food Sales Clerk	631740	1.00	$22,276.80
				$22,276.80
Lansdale, Miranda	Administrative Assistant	631464	1.00	$32,240.00
				$32,240.00
Lansdale, River	Food Sales Clerk	631734	1.00	$22,276.80
				$22,276.80
Meyer, Nicholas	Cook	632607	1.00	$31,969.60
				$31,969.60
Nickerson, Tabbetha	Utility Steward	631458	1.00	$22,276.80
				$22,276.80
Perkins, Jacquline	Utility Steward	634277	1.00	$22,276.80
				$22,276.80
Wright, Sandra	Lead Cook	634382	1.00	$34,382.40
				$34,382.40
140132 - OSUIT Child Care Center				
Darnell, Maggie	Childcare Assistant	631342	0.75	$20,592.00
				$20,592.00
McGraw, Katherine	Manager, Child Care Center	DS9897	1.00	$45,000.00
				$45,000.00
Parker, Susan	Childcare Assistant	631352	0.75	$21,309.60
				$21,309.60

Employee Name	Title	Position	FTE	Commitment
Sullins, Mary Ann	Childcare Assistant	631353	1.00	$31,075.20
				$31,075.20
Wadsworth, Pamela	Childcare Assistant	631350	0.75	$20,592.00
				$20,592.00
Zinno, Mary	Childcare Assistant	631351	0.75	$21,309.60
				$21,309.60
140133 - Marketing				
Brownfield, Kerri	Specialist, Marketing	DS9824	1.00	$55,008.00
				$55,008.00
Gammon, Joshua	Specialist, Integrated Marketing	DS9998	1.00	$55,500.00
				$55,500.00
Nichols, Caleb	Videographer	DS9977	1.00	$49,608.00
				$49,608.00
140134 - OSUIT Common Area Store				
Birdcreek, Janet	Food Sales Clerk	634284	1.00	$28,704.00
				$28,704.00
Hunt, Sharon	Food Sales Clerk	632605	0.75	$16,832.40
				$16,832.40
Warren, Joel	Food Sales Clerk	631720	1.00	$22,276.80
				$22,276.80
140136 - Purchasing				
Arnold, Darrin	Specialist, Purchasing	DS9932	1.00	$49,044.00
				$49,044.00
Boyd, Michelle	Director, Purchasing	531876	1.00	$65,004.00
				$65,004.00
140138 - Provost				
Butcher, Claudette	Academic Success Coach	DS9825	1.00	$41,870.40
				$41,870.40
Hill, William	Vice Provost	120214	1.00	$150,000.00
				$150,000.00
Martell, Katherine	Sr Academic Assistant	632606	1.00	$35,880.00
				$35,880.00
Walker, Megan	Director, Student Retention & Success	DS9843	1.00	$60,000.00
				$60,000.00
140140 - Human Resources				
Cook, Brooke	Ast Director, Human Resources	DS9829	1.00	$56,004.00
				$56,004.00
North, Paula	Director, Human Resources	533555	1.00	$86,580.00

Employee Name	Title	Position	FTE	Commitment
				$86,580.00
140141 - Vice President Student Services				
Agnew, Ina	Vice President, Student Services	120166	1.00	$139,704.00
				$139,704.00
140142 - Post Office				
Sadler, Melissa	Manager, Postal Services	637369	1.00	$28,662.40
				$28,662.40
Tinsley, Mirieh	Mail Messenger	638047	1.00	$22,880.00
				$22,880.00
140144 - Fiscal Services				
Jasper, Kristin	Vice President, Fiscal Services	130095	1.00	$155,004.00
				$155,004.00
140149 - Accounting				
Nichols, Luke	Financial Assistant	633056	1.00	$37,440.00
				$37,440.00
140150 - Registrar Office				
Beattie, John	Graduation Coordinator	639576	1.00	$34,424.00
				$34,424.00
Bowles Palacioz, Crystal	Registrar	530812	1.00	$80,004.00
				$80,004.00
Farrimond, Sommer	Coordinator, Veteran Services	DS9930	1.00	$41,849.60
				$41,849.60
Gregorio, Kyle	Ast Registrar	DS9931	1.00	$52,500.00
				$52,500.00
Northcross, LaDonna	Specialist, Registrar Support	DS9990	1.00	$35,360.00
				$35,360.00
Wahnee, Jessica	Specialist, Registrar Support	DS9834	1.00	$34,320.00
				$34,320.00
140153 - Tutorial Center				
Bible, Alan	Tutor Math	534222	1.00	$41,004.00
				$41,004.00
Spurlock, Chad	Director, CRC/ADA	533750	0.90	$66,768.00
				$66,768.00
Warner, Rae Ann	Tutor English/OAA Support	534219	1.00	$45,024.00
				$45,024.00
140154 - Student Union				
Byrd, James	Director, Student Union & Auxiliary	533194	1.00	$82,416.00
				$82,416.00

Employee Name	Title	Position	FTE	Commitment
Fitzl, Kendra	Administrative Assistant	639543	1.00	$37,689.60
				$37,689.60
140156 - Custodial Services				
Banks, Venaquez	Custodial Supervisor,	634268	1.00	$34,299.20
				$34,299.20
Barnett, Freddie	Custodian	634264	1.00	$27,372.80
				$27,372.80
Carnell, Sebastian	Custodian	639525	1.00	$23,400.00
				$23,400.00
Chezem, Ruby	Custodian	631735	1.00	$23,400.00
				$23,400.00
Dickerson, Christopher	Custodial Supervisor,	630057	1.00	$39,520.00
				$39,520.00
Edwards, Brian	Custodian	634397	1.00	$23,400.00
				$23,400.00
Fry, Josette	Custodian	639613	1.00	$32,427.20
				$32,427.20
Gallimore, Christopher	Custodian	634299	1.00	$23,400.00
				$23,400.00
Hanners, Mercedes	Custodian	637939	1.00	$23,400.00
				$23,400.00
Hellard Dunson, Cassondra	Custodian	634215	1.00	$29,120.00
				$29,120.00
Henderson, Sherry	Custodian	634260	1.00	$23,400.00
				$23,400.00
Holcomb, Cassandra	Custodian	637515	1.00	$26,249.60
				$26,249.60
Kittrell, Gaige	Custodian	639250	1.00	$23,400.00
				$23,400.00
Knox, Sheila	Lead Custodian	634372	1.00	$39,644.80
				$39,644.80
Lacy, Raymontray	Custodian	634407	1.00	$23,400.00
				$23,400.00
McDaniel, Roderick	Lead Custodian	634008	1.00	$32,240.00
				$32,240.00
McKnight, Misty	Custodian	636768	1.00	$29,120.00
				$29,120.00
Smith, Cameron	Custodian	637288	1.00	$23,400.00

Employee Name	Title	Position	FTE	Commitment
				$23,400.00
Southern, Barry	Manager, General Facility Services	DS9868	1.00	$52,800.00
				$52,800.00
Wertman, Jeffrey	Custodian	634398	1.00	$23,400.00
				$23,400.00
140157 - Construction/Maintenance				
Adams, Jerry	Facility Maintenance Assistant	630481	1.00	$37,481.60
				$37,481.60
Akem, Akem	HVAC Refrigeration Technician	636066	1.00	$56,929.60
				$56,929.60
Alsover, Russell	Electrician	633047	1.00	$56,305.60
				$56,305.60
Cook, William	General Maintenance	634360	1.00	$27,851.20
				$27,851.20
Donathan, Luke	Painter	634716	1.00	$34,590.40
				$34,590.40
Duff, James	Coordinator, HVACR & Energy Management	DS9875	1.00	$61,152.00
				$61,152.00
Ivins, Billy	Carpenter	636523	1.00	$37,835.20
				$37,835.20
Marshall, Robert	Sr Manager, Maintenance Operations	DS9978	1.00	$72,000.00
				$72,000.00
McGowin, Gary	Lead Painter	634266	1.00	$45,988.80
				$45,988.80
Milner, John	Plumber	631460	1.00	$54,496.00
				$54,496.00
Raley, Richard	Facility Maintenance Assistant	631736	1.00	$32,281.60
				$32,281.60
Rathjen, Michael	General Maintenance	DS9893	1.00	$28,121.60
				$28,121.60
Singleton, Larry	Electrician	634256	1.00	$43,680.00
				$43,680.00
Thomason, Waylon	Plumber	DS9859	1.00	$53,768.00
				$53,768.00
140160 - Library				
Carter, Karen	Library Technology Assistant	630049	1.00	$28,080.00
				$28,080.00
Cundiff, Caitlin	Student Success Librarian	DS9924	1.00	$43,164.00

Employee Name	Title	Position	FTE	Commitment
				$43,164.00
Darling, David	LRC Technical Assistant	DS9878	1.00	$27,560.00
				$27,560.00
Duncan, Jenny	Director, Library & LRC Services	530677	1.00	$68,772.00
				$68,772.00
Girkin, Clinton	Library Archivist	DS9862	1.00	$41,604.00
				$41,604.00
140161 - Technology Services				
Boudinot, Keith	Systems Analyst	DS9926	1.00	$50,928.00
				$50,928.00
Cloe, Ethan	Specialist, Infrastructure Support	DS9882	1.00	$41,017.60
				$41,017.60
Crow, Joshua	Specialist, IT Support	DS9890	1.00	$37,752.00
				$37,752.00
Gilroy, Lisa	Manager, Technology Services	533069	1.00	$65,136.00
				$65,136.00
Ivie, Matthew	Specialist, IT Support	DS9889	1.00	$39,873.60
				$39,873.60
McBlair, Joshua	Infrastructure Administrator	DS9982	1.00	$55,008.00
				$55,008.00
Robinson, John	Specialist, Infrastructure Support	DS9981	1.00	$40,560.00
				$40,560.00
Ruskoski, Curtis	Specialist, Infrastructure Support	DS9923	1.00	$39,520.00
				$39,520.00
Sloan, Robert	Specialist, IT Support	DS9887	1.00	$40,310.40
				$40,310.40
Stryker, Thomas	Director, Technology Services	DS9861	1.00	$75,000.00
				$75,000.00
Watson, Eric	Database Administator	DS9925	1.00	$42,016.00
				$42,016.00
140163 - Counseling Services				
Rouk, Kaitlin	Counselor	530271	1.00	$60,852.00
				$60,852.00
140164 - Access & Accommodation Services				
Rogers, Beth	Interpreter	DS9942	1.00	$53,856.00
				$53,856.00
140165 - Dean of Students				
Debock, Devin	Dean of Students	120217	1.00	$94,008.00

Employee Name	Title	Position	FTE	Commitment
				$94,008.00
150101 - Dean of Veterinary Medicine				
Anderson, Jordan	Manager, Sponsored Programs	AS8529	1.00	$73,369.00
				$73,369.00
Barnes, Bradley	Manager, IT	331050	1.00	$112,808.86
				$112,808.86
Bishop, Bethani	Specialist, Admissions Review	AS8256	1.00	$39,520.00
				$39,520.00
Bonet, Dawn	Program Specialist	AS7274	1.00	$46,987.20
				$46,987.20
Bryson, Merry	Manager, Software Services	534426	1.00	$107,072.49
				$107,072.49
Casson, Audra	Accountant III	AS6831	1.00	$59,000.00
				$59,000.00
Chesbro, Michael	Animal Caretaker III	AS7618	1.00	$29,003.52
				$29,003.52
Close, Brandy	Clinical Ast Professor	AF8194	1.00	$137,812.50
				$137,812.50
Coffield, Kelsey	Administrative Assistant	633291	1.00	$41,600.00
				$41,600.00
Douthit, Jeremy	Manager, Facility Services	AS8292	1.00	$89,434.80
				$89,434.80
Floyd, Vanessa	Specialist, Fiscal Operations	AS9345	1.00	$49,857.60
				$49,857.60
Furrh, Trevor	Supervisor, Construction Services	AS6833	1.00	$52,000.00
				$52,000.00
Gaches, Julie	Specialist I, Sponsored Programs	AS7716	1.00	$48,019.00
				$48,019.00
Gatlin, Mark	Supervisor, Maintenance Services	AS8208	1.00	$63,277.37
				$63,277.37
Grossnickle, Thomas	Painter II	AS7127	1.00	$41,787.20
				$41,787.20
Hoffman, Brenda	Sr Specialist, Accounting	AS7516	1.00	$40,289.60
				$40,289.60
Horn, Bailey	Specialist, Marketing	AS6767	1.00	$41,995.20
				$41,995.20
Howey, Kristi	Director, Business Operations	330478	1.00	$144,604.00
				$144,604.00

Employee Name	Title	Position	FTE	Commitment
Kelly, Beth	Coordinator, Graduate Program	AS7897	0.75	$34,320.00
				$34,320.00
Kuehn, Ronny	Sr Specialist II, Computer	AS7599	1.00	$63,636.30
				$63,636.30
Kurena, Troy	Building Maintenance Mechanic II	AS8043	1.00	$39,720.10
				$39,720.10
Malayer, Jerry	Aso Dean	112744	1.00	$171,182.43
	Aso Dean	112744	0.00	$38,040.54
				$209,222.97
Manley, Jacob	Specialist I, Computer	AS7597	1.00	$40,352.00
				$40,352.00
Maynard, Roxanne	Clinical Counselor	AS9450	1.00	$73,674.00
				$73,674.00
Means, Dustin	Building Maintenance Mechanic II	AS8044	1.00	$42,411.20
				$42,411.20
Naff, Adam	Specialist, Academic Program	AS9905	1.00	$46,675.20
				$46,675.20
Pereira, Russell	Building Maintenance Mechanic II	AS8016	1.00	$43,243.20
				$43,243.20
Phillips, Jason	Specialist, Technical Support	AS9812	1.00	$35,360.00
				$35,360.00
Polk, Lena	Sr Administrative Support Specialist	AS7655	1.00	$36,795.20
				$36,795.20
Porter, Andrew	Sr Administrative Support Specialist	AS7823	1.00	$39,374.40
				$39,374.40
Porter, Tyler	Application Developer	534745	1.00	$54,232.50
				$54,232.50
Reed, Kinsey	Specialist, Communications	AS7810	1.00	$47,380.00
				$47,380.00
Rich, Magda	Program Coordinator	AS7402	1.00	$59,049.90
				$59,049.90
Ridley, Tacy	Sr Administrative Support Specialist	AS7818	1.00	$37,440.00
				$37,440.00
Ritchey, Jerry	Dean/Professor	112700	1.00	$261,564.00
				$261,564.00
Rudd, Jennifer	Aso Dean	AF9612	1.00	$182,135.79
				$182,135.79
Scarbrough, Dorothy	Ast Director, Business Operations	332010	1.00	$118,379.00

Employee Name	Title	Position	FTE	Commitment
				$118,379.00
Seabridge, Scott	Project Manager, Construction	AS7278	1.00	$82,569.74
				$82,569.74
Shields, Deborah	Exec Administrative Assistant	AS9484	1.00	$53,336.51
				$53,336.51
Srader, Chasity	Coordinator, Prospective Student Services	534684	1.00	$55,400.00
				$55,400.00
Suriano, Stephanie	Sr Vet Technician	AS7965	1.00	$52,000.00
				$52,000.00
Teague, Anna	Manager, Student Services	AS8527	1.00	$65,400.00
				$65,400.00
Tessmann, Terry	Welder	630009	1.00	$44,501.13
				$44,501.13
Thompson, Daniel	Ast Director	AS7879	1.00	$101,871.00
				$101,871.00
Townley, Steven	Building Maintenance Mechanic II	AS8015	1.00	$43,655.04
				$43,655.04
Walton, David	Specialist, Fiscal Operations	AS9603	1.00	$46,446.40
				$46,446.40
Warner, Carey	Administrative Associate	534588	1.00	$71,105.00
				$71,105.00
Webb, Kameron	Instructional Design Developer	AS8893	1.00	$65,000.00
				$65,000.00
Williams, Tanner	Specialist, Facility Operations	AS7029	1.00	$46,800.00
				$46,800.00
Willis, Melissa	Administrative Assistant	AS8213	1.00	$41,535.58
				$41,535.58
Wilson, Robin	Director, Student Academic Services	330736	1.00	$84,330.42
				$84,330.42
Worrell, Sharon	Specialist, Event	632502	1.00	$46,271.93
				$46,271.93
	150102 - Veterinary Pathobiology			
Barrantes Murillo, Daniel	Resident	AF9021	1.00	$55,000.00
				$55,000.00
Channappanavar, Rudragouda	Ast Professor	AF8211	1.00	$122,175.82
	Ast Professor	AF8211	0.00	$27,150.18
				$149,326.00
Cowan, Shannon	Manager, Vet Lab	AS8525	1.00	$55,963.50

Employee Name	Title	Position	FTE	Commitment
				$55,963.50
Duensing, Kelsey	Resident	AF9540	1.00	$50,000.00
				$50,000.00
Duncan, Kathryn	Ast Professor	212735	1.00	$140,000.00
				$140,000.00
Elmayet, Fouad	Research Ast Professor	AF9005	1.00	$57,750.00
				$57,750.00
Fielder, Susan	Clinical Ast Professor	222192	1.00	$138,975.83
				$138,975.83
Ford, Alexandra	Clinical Ast Professor	211101	1.00	$141,400.00
				$141,400.00
Frank, Teria	Administrative Support Assistant I	632965	1.00	$32,510.04
				$32,510.04
Furman, Mahala	Resident First Year	AF9052	1.00	$50,000.00
				$50,000.00
Gibson, Judy	Financial Assistant I	636873	1.00	$41,487.32
				$41,487.32
Harnvoravongchai, Phurt	Visiting Ast Professor	AF9081	1.00	$45,000.00
				$45,000.00
Harrison, Kelly	Ast Professor	AF9002	1.00	$125,000.00
				$125,000.00
Jones, Clinton	Professor/Endowed Chair	210098	1.00	$216,144.72
	Professor/Endowed Chair	210098	0.00	$72,048.24
				$288,192.96
Maggioli, Mayara	Ast Professor	AF9177	1.00	$115,486.88
	Ast Professor	AF9177	0.00	$25,663.75
				$141,150.63
McElliott, Valerie	Clinical Ast Professor	AF8069	1.00	$144,914.93
				$144,914.93
Meinkoth, James	Professor	212746	1.00	$176,953.81
				$176,953.81
Montelongo, Marie	Manager, Vet Lab	530577	1.00	$59,544.60
				$59,544.60
More, Sunil Nivrutti	Ast Professor	AF9329	1.00	$139,569.20
				$139,569.20
Myers, Sarah	Resident	AF9549	1.00	$59,874.00
				$59,874.00
Oomens, Antonius	Aso Professor	210539	1.00	$122,430.40

Employee Name	Title	Position	FTE	Commitment
	Aso Professor	210539	0.00	$27,206.76
				$149,637.16
Ostler Jr, Jeffery	Ast Professor	AF9001	1.00	$125,000.00
				$125,000.00
Regmi, Girija	Resident	220810	1.00	$50,000.00
				$50,000.00
Rizzi, Theresa	Dept Head/Clinical Professor	221315	1.00	$197,708.00
				$197,708.00
Sankara Narayanan, Sai Aravindh	Resident First Year	AF9534	1.00	$50,000.00
				$50,000.00
Santos, Vanessa Claire	Post Doc Fellow	AF9022	1.00	$43,888.00
				$43,888.00
Scaria, Joy	Aso Professor	AF8170	1.00	$148,400.00
	Aso Professor	AF8170	0.00	$16,488.89
				$164,888.89
Scimeca, Ruth	Ast Professor	AF9328	1.00	$144,500.00
				$144,500.00
Sisney, Diana	Administrative Assistant	630111	1.00	$52,499.97
				$52,499.97
Starkey, Lindsay	Aso Professor	AF9828	1.00	$170,000.00
				$170,000.00
Sundstrom, Kellee	Project Manager, Research	AS7041	1.00	$75,000.00
				$75,000.00
Taylor, Brianne	Clinical Ast Professor	213706	1.00	$150,000.00
				$150,000.00
Taylor, Jared	Professor	213709	1.00	$160,432.74
				$160,432.74
Vicosa Bauermann, Fernando	Aso Professor	212734	1.00	$143,999.55
	Aso Professor	212734	0.00	$47,999.85
				$191,999.40
Villasenor, Adriana	Resident	AF9395	1.00	$50,000.00
				$50,000.00
Whitmore, Melanie	Post Doc Fellow	AF7962	1.00	$45,000.00
				$45,000.00
Willis, Erin	Resident First Year	AF9722	1.00	$50,000.00
				$50,000.00
150103 - Veterinary Clinical Sciences				
Abanto, Rebecca	Resident	221391	1.00	$50,000.00

Employee Name	Title	Position	FTE	Commitment
				$50,000.00
Alan, Juli	Vet Technician Supervisor I	639603	1.00	$52,125.75
				$52,125.75
Armour, Ellysa	Vet Assistant	AS8304	1.00	$41,600.00
				$41,600.00
Bailey, David	Clinical Ast Professor	211275	1.00	$125,000.00
				$125,000.00
Beavers, Kelli	Clinical Ast Professor	AF8004	1.00	$145,000.00
				$145,000.00
Biddick, Allison	Teaching Ast Professor	AF8114	1.00	$150,075.00
				$150,075.00
Biggs, Rosslyn	Ast Ext Specialist/Director, Continuing Ed	AF9516	1.00	$142,381.63
	Ast Ext Specialist/Director, Continuing Ed	AF9516	0.00	$20,000.00
				$162,381.63
Bini, Gianluca	Ast Professor	211185	1.00	$200,000.00
				$200,000.00
Boileau, Melanie	Professor	AF8031	1.00	$150,936.66
				$150,936.66
Burba, Daniel	Professor/McCasland Professorship/Chair	212712	1.00	$195,359.07
				$195,359.07
Cantrell, Katherine	Lecturer	AF9140	1.00	$95,000.00
				$95,000.00
Carter, Kimberly	Clinical Aso Professor	221700	1.00	$120,101.55
				$120,101.55
Christian, Sage	Farm Ranch Hand	AS7713	1.00	$39,312.00
				$39,312.00
Coday, Mollye	Vet Technician II	632870	1.00	$34,777.60
				$34,777.60
Conti Patara, Andreza	Ast Professor	AF9180	1.00	$210,000.00
				$210,000.00
Cragun, Amy	Sr Administrative Support Specialist	633623	0.75	$30,404.40
				$30,404.40
Dawson, Lionel	Professor	212711	1.00	$149,071.61
				$149,071.61
Demars, Paul	Clinical Aso Professor	222226	1.00	$118,473.93
				$118,473.93
Denby, Carrie	Sr Administrative Support Specialist	AS7216	1.00	$41,496.00
				$41,496.00

Employee Name	Title	Position	FTE	Commitment
Di Donato Catandi, Giovana	Ast Professor	AF9724	1.00	$145,000.00
				$145,000.00
Doden, Greta	Resident	223711	1.00	$50,000.00
				$50,000.00
Fadel, Leandro	Clinical Ast Professor	AF9713	1.00	$133,900.00
				$133,900.00
Fanucchi, Leticia	Ast Professor	212718	1.00	$143,325.00
				$143,325.00
Farris, Taylor	Ast Professor	AF9475	1.00	$140,000.00
				$140,000.00
Furnish, Elizabeth	Sr Specialist II, Research	AS6783	1.00	$56,200.00
				$56,200.00
Gilliam, John	Clinical Professor	221385	1.00	$154,985.36
				$154,985.36
Gilliam, Lyndi	Professor	210736	1.00	$154,413.01
				$154,413.01
Guthrie, Daneeya	Lecturer	AF9085	0.50	$52,000.00
				$52,000.00
Hampton, Amber	Resident	AF9454	1.00	$50,000.00
				$50,000.00
Henslee, Nancy	Clinical Ast Professor	AF8186	1.00	$117,667.20
				$117,667.20
Holyoak, Gilbert	Professor	AF9972	1.00	$191,113.08
				$191,113.08
Jennings, Alexis	Clinical Ast Professor	222227	1.00	$140,000.00
				$140,000.00
Jimenez Medrano, Myriam	Ast Professor	210092	1.00	$145,000.00
				$145,000.00
Kelley, Dale	Ast Professor	210176	1.00	$148,000.00
				$148,000.00
Kennedy, Shari	Ast Professor	AF8003	1.00	$146,000.00
				$146,000.00
Kershaw, Lucinda	Administrative Associate	AS8472	1.00	$52,015.48
				$52,015.48
Kittle, Malorie	Vet Assistant	AS7182	1.00	$39,436.80
				$39,436.80
Lani, Nicholas	Resident	221902	1.00	$50,000.00
				$50,000.00

Employee Name	Title	Position	FTE	Commitment
Lemos Brandao, Joao Manuel	Professor	AF9585	1.00	$169,182.12
				$169,182.12
Liska, Dana	Clinical Ast Professor	AF8181	1.00	$190,000.00
				$190,000.00
Manship, Arlie	Clinical Ast Professor	212717	1.00	$144,200.00
				$144,200.00
McCool, Emily	Clinical Ast Professor	AF9101	1.00	$155,399.97
				$155,399.97
McCready, Julianne	Clinical Ast Professor	AF9725	1.00	$151,300.00
				$151,300.00
Merari, Ariana	Clinical Ast Professor	AF7986	1.00	$140,000.00
				$140,000.00
Montgomery, Julia	Dept Head/Professor	AF9538	1.00	$200,000.00
				$200,000.00
Murray, Michael	Clinical Ast Professor	AF8063	1.00	$125,000.00
				$125,000.00
Nichols, Christine	Ast Director, Outreach	AS8966	1.00	$62,650.00
				$62,650.00
Panato Back, Franciele	Clinical Ast Professor	212722	1.00	$130,000.00
				$130,000.00
Peakheart, Sarah	Clinical Ast Professor	221699	1.00	$116,875.23
				$116,875.23
Raczkoski, Brandon	Clinical Ast Professor/Analytics	AF9368	1.00	$144,184.13
				$144,184.13
Raymond, Melissa	Clinical Ast Professor	212780	1.00	$125,000.00
				$125,000.00
Righi, Megan	Resident	221278	1.00	$50,000.00
				$50,000.00
Rodrigues De Oliveira, Marcelo	Clinical Ast Professor	AF8137	1.00	$130,000.00
				$130,000.00
Rodts Palenik, Olivia	Intern	222021	1.00	$45,000.00
				$45,000.00
Sayler, Brittnee	Resident	221825	1.00	$50,000.00
				$50,000.00
Schoonover, Michael	Aso Professor	213724	1.00	$188,380.72
				$188,380.72
Sommer-Kohrt, Taylor	Intern	AF9239	1.00	$45,000.00
				$45,000.00

Employee Name	Title	Position	FTE	Commitment
Sypniewski, Lara	Clinical Aso Professor/Henthorn	220981	1.00	$135,457.65
	Clinical Aso Professor/Henthorn	220981	0.00	$12,314.33
				$147,771.98
Trail, Kaitlyn	Intern	220536	1.00	$45,000.00
				$45,000.00
Trindade Costa, Ana Petra	Clinical Faculty	AF7990	1.00	$227,899.98
				$227,899.98
Walker, Kelsey	Clinical Ast Professor	AF9166	1.00	$145,000.00
				$145,000.00
Wallace, Paul	Lecturer	AF8020	1.00	$95,000.00
				$95,000.00
Welch, Caitlin	Sr Financial Assistant	AS9457	1.00	$38,563.20
				$38,563.20
Wilbourn, Dennis	Ranch Coordinator	AS8523	1.00	$54,085.57
				$54,085.57
Williams, Megan	Aso Professor	AF9960	1.00	$172,537.00
				$172,537.00
Wyrick, Jennifer	Clinical Ast Professor	222137	1.00	$120,000.00
				$120,000.00
150104 - Ok Animal Disease Diagnostic Lab				
Allen, Jason	Sr Lab Technician	AS7313	1.00	$37,980.80
				$37,980.80
Allen, Noah	Sr Lab Technician	633498	1.00	$40,643.20
				$40,643.20
Autry, Rachel	Sr Lab Technician	632802	1.00	$37,980.80
				$37,980.80
Bassham, Brandy	Lab Technician	AS9120	1.00	$33,987.20
				$33,987.20
Bennett, Blaine	Manager, Vet Lab	535187	1.00	$52,000.00
				$52,000.00
Bloszinsky, Lucas	Lab Supervisor	AS6739	1.00	$43,243.20
				$43,243.20
Brown, Clare	Clinical Ast Professor	220964	1.00	$145,000.00
				$145,000.00
Bush, Kelsey	Sr Lab Technician	633766	1.00	$36,192.00
				$36,192.00
Carter, Angela	Coordinator, Business Operations	530830	1.00	$61,007.00
				$61,007.00

Employee Name	Title	Position	FTE	Commitment
Caseltine, Shannon	Lab Supervisor	639579	1.00	$43,576.00
				$43,576.00
Coleman, Janisue	Coordinator, Lab Quality Control	AS7914	1.00	$64,236.00
				$64,236.00
Cooper, Emily	Ast Director, OADDL	331153	1.00	$112,691.00
				$112,691.00
Cox, Ella	Lab Technician	AS8975	1.00	$33,987.20
				$33,987.20
Crockett, Taytum	Lab Technician	AS7691	1.00	$39,124.80
				$39,124.80
Cullen, Lindsey	Medical Office Technician	633472	1.00	$36,420.80
				$36,420.80
Danker, Andrew	Sr Lab Technician	631356	1.00	$38,209.60
				$38,209.60
Daugherty, Cheyenne	Sr Lab Technician	AS8797	1.00	$37,980.80
				$37,980.80
Deal, Clay	Sr Lab Technician	630394	1.00	$39,124.80
				$39,124.80
Gupta, Sushim	Clinical Ast Professor	AF7904	1.00	$125,000.00
				$125,000.00
Hamilton, Brianna	Manager, Vet Lab	AS8531	1.00	$51,411.36
				$51,411.36
Hoyt, Amy	Manager, Vet Lab	AS8524	1.00	$60,371.00
				$60,371.00
Looper, Emily	Lab Supervisor	AS7312	1.00	$44,595.20
				$44,595.20
Madden, Robin	Manager, Vet Lab	AS8532	1.00	$65,568.00
				$65,568.00
Minor, Darlene	Sr Lab Technician	AS7161	1.00	$37,544.00
				$37,544.00
Ramachandran, Akhilesh	Aso Professor	210346	1.00	$195,388.79
				$195,388.79
Randall, Jordan	Sr Lab Technician	631713	1.00	$37,980.80
				$37,980.80
Rowden, Michele	Specialist, Accounting	633567	1.00	$43,908.80
				$43,908.80
Saliki, Jeremiah	Professor/Director	112765	1.00	$205,325.23
				$205,325.23

Employee Name	Title	Position	FTE	Commitment
Smith, Sara	Lab Supervisor	AS9044	1.00	$43,243.20
				$43,243.20
Stair, Eron	Sr Lab Technician	630880	1.00	$41,038.40
				$41,038.40
Stanley, Crystal	Sr Lab Technician	AS8824	1.00	$39,894.40
				$39,894.40
Talent, Scott	Manager, Vet Lab	AS8533	1.00	$52,580.00
				$52,580.00
Taylor, Stephanie	Supervisor, Medical Records	AS6844	1.00	$42,993.60
				$42,993.60
Voth, Kaitlyn	Administrative Support Specialist I	AS6982	1.00	$34,361.60
				$34,361.60
Windiate, Victoria	Specialist, Informatic Safety	332086	1.00	$65,779.00
				$65,779.00
150105 - Ok Vet Medical Teaching Hospital				
Aguilera, Kelly	Vet Assistant	632059	1.00	$37,440.00
				$37,440.00
Aleman, Mayte	Vet Technician Supervisor I	633227	1.00	$55,719.71
				$55,719.71
Allen, Nancy	Administrative Associate	AS7941	1.00	$52,040.23
				$52,040.23
Bickell, Carolyn	Animal Caretaker III	634021	1.00	$37,278.80
				$37,278.80
Black, Kelly	Clinical Ast Professor/Director	AF9588	1.00	$185,000.00
				$185,000.00
Boger, Abigail	Animal Caretaker II	632015	1.00	$27,040.00
				$27,040.00
Branson, Mary	Sr Vet Technician	AS8772	1.00	$59,009.60
				$59,009.60
Bright, Levi	Vet Technician I	AS8980	1.00	$37,440.00
				$37,440.00
Bryant, Avagail	Vet Technician II	632467	1.00	$37,440.00
				$37,440.00
Burch, Kristy	Sr Financial Assistant	631997	1.00	$37,951.66
				$37,951.66
Byfield, Ariel	Vet Assistant	633134	1.00	$54,080.00
				$54,080.00
Caputo, Christian	Vet Assistant	AS8303	0.50	$18,720.00

Employee Name	Title	Position	FTE	Commitment
				$18,720.00
Chitwood, Crystal	Administrative Support Specialist I	632906	1.00	$36,025.60
				$36,025.60
Cloud, Jennifer	Administrative Support Specialist II	633479	1.00	$34,320.00
				$34,320.00
Collom, Cody	Vet Technician Supervisor II	AS7654	1.00	$70,697.49
				$70,697.49
Costes, Donna	Vet Rad Technician I	AS9872	1.00	$43,680.00
				$43,680.00
Cramer, Sonya	Central Sterile Technician	633949	1.00	$33,800.00
				$33,800.00
Culver, Lauren	Vet Assistant	632540	1.00	$37,440.00
				$37,440.00
Davis, Elisa	Vet Technician I	AS8075	1.00	$41,600.00
				$41,600.00
Douthit, Virginia	Administrative Support Specialist I	AS8294	1.00	$32,307.39
				$32,307.39
Evans, Olivia	Vet Assistant	AS9744	0.50	$18,720.00
				$18,720.00
Ford, Justin	Sr Vet Technician	632077	1.00	$37,440.00
				$37,440.00
Gallery, Lisa	Vet Technician III	632462	1.00	$61,594.52
				$61,594.52
Garnatz, Torie	Vet Technician Supervisor II	632470	1.00	$58,507.40
				$58,507.40
Green, Elissa	Vet Technician II	AS8825	1.00	$56,160.00
				$56,160.00
Habenstein-Massey, Samantha	Vet Assistant	AS7199	1.00	$41,600.00
				$41,600.00
Hash, Zoey	Vet Assistant	AS7158	1.00	$37,440.00
				$37,440.00
Hatfield, Saige	Vet Assistant	632027	1.00	$37,440.00
				$37,440.00
Henager, Tammy	Animal Caretaker II	634152	1.00	$36,566.40
				$36,566.40
Hiatt, Katee	Vet Technician II	AS9923	1.00	$45,760.00
				$45,760.00
Hicks, Justin	Vet Technician II	632158	1.00	$57,012.80

Employee Name	Title	Position	FTE	Commitment
				$57,012.80
Hicks, Miranda	Vet Technician III	633827	1.00	$57,012.80
				$57,012.80
Hilburn, Darcey	Vet Assistant	AS7872	0.35	$13,104.00
				$13,104.00
Hudson, Dianne	Vet Technician III	633649	1.00	$68,685.76
				$68,685.76
Hughey, Callie	Vet Technician II	633335	1.00	$37,440.00
				$37,440.00
Humes, Ryane	Vet Technician III	631964	0.50	$18,720.00
				$18,720.00
Kelso, Chiquita	Administrative Support Specialist II	633014	1.00	$35,360.00
				$35,360.00
Lann, Haleigh	Supervisor, Client Services	AS8929	1.00	$49,920.00
				$49,920.00
Lara, Edgar	Vet Technician III	633613	1.00	$37,440.00
				$37,440.00
Maxwell, Shannon	Sr Vet Technician	AS9752	1.00	$58,011.20
				$58,011.20
McCarley, Cody	Vet Technician II	631966	1.00	$56,160.00
				$56,160.00
McCormick, Sarah	Vet Assistant	633285	1.00	$37,440.00
				$37,440.00
McGregor, Jentry	Vet Technician II	633652	1.00	$48,713.60
				$48,713.60
McKenzie, Suzanne	Vet Technician Supervisor II	AS9102	1.00	$74,910.57
				$74,910.57
Moisant, Heather	Specialist, Billing	AS8203	1.00	$39,520.00
				$39,520.00
Moles, Miranda	Vet Assistant	AS7873	1.00	$37,440.00
				$37,440.00
Morris, Emily	Animal Caretaker III	630079	1.00	$27,040.00
				$27,040.00
Newport, Wendy	Hospital Administration	330376	1.00	$113,568.00
				$113,568.00
Nunes, Rebecca	Central Sterile Technician	AS8760	1.00	$33,800.00
				$33,800.00
Risley, Kaylynn	Vet Assistant	632471	0.25	$9,360.00

Employee Name	Title	Position	FTE	Commitment
				$9,360.00
Rockwell, Kacie	Vet Rad Technician III	AS8143	1.00	$64,882.16
				$64,882.16
Ross, Stacey	Specialist, Medical Logistics	634105	1.00	$36,400.00
				$36,400.00
Schoonover, William	Vet Assistant	AS8302	0.50	$18,720.00
				$18,720.00
Sisk-Miley, Jennifer	Sr Vet Technician	AS9720	1.00	$49,920.00
				$49,920.00
Smith, Trevor	Central Sterile Technician	632854	1.00	$37,440.00
				$37,440.00
Spatz, Megan	Vet Rad Technician III	AS8074	1.00	$62,689.54
				$62,689.54
Steanson, Aimee	Sr Financial Assistant	AS9409	1.00	$36,046.56
				$36,046.56
Sturm, Sabrina	Vet Technician I	AS9733	1.00	$37,440.00
				$37,440.00
Thomas, Felicia	Vet Rad Technician III	AS9101	1.00	$58,240.00
				$58,240.00
Tickel Loftis, Kaely	Financial Assistant I	AS8019	1.00	$31,496.19
				$31,496.19
Townley, Linda	Sr Administrative Support Specialist	633963	1.00	$38,108.35
				$38,108.35
Trevett, Donovan	Animal Caretaker II	636848	1.00	$27,040.00
				$27,040.00
Turner, Danielle	Specialist, Medical Logistics	637017	1.00	$39,520.00
				$39,520.00
Twomey, Madison	Vet Assistant	632072	1.00	$37,440.00
				$37,440.00
Twomey, Tiffany	Sr Vet Technician	632882	1.00	$58,968.00
				$58,968.00
Walker, Scott	Animal Care Foreman	633663	1.00	$39,624.00
				$39,624.00
Wells, Sharon	Coordinator, Dispensary	531813	1.00	$48,721.55
				$48,721.55
Whitlow, Wendy	Animal Caretaker III	633928	1.00	$30,045.60
				$30,045.60
Yarbrough-Tessman, Vickie	Coordinator, Hospital Logistics	530811	1.00	$58,240.00

Employee Name	Title	Position	FTE	Commitment
				$58,240.00
Yates, Heather	Vet Technician Supervisor I	633276	1.00	$56,244.45
				$56,244.45
Yonge, Savannah	Vet Assistant	AS8090	1.00	$37,440.00
				$37,440.00
Zehr, Jacqueline	Vet Assistant	633646	0.80	$33,163.52
				$33,163.52
150108 - Physiological Sciences				
Ahmad, Firoz	Post Doc Fellow	AF7942	1.00	$50,000.00
				$50,000.00
Akkerman, Jill	Aso Professor	212754	1.00	$164,162.72
				$164,162.72
Aravindan, Natarajan	Professor	AF8141	1.00	$159,000.00
	Professor	AF8141	0.00	$53,000.00
				$212,000.00
Borin, Veniamin	Post Doc Fellow	AF9405	1.00	$60,000.00
				$60,000.00
Butcher, Joshua	Ast Professor	AF9644	1.00	$123,499.30
				$123,499.30
Chen, Guang-Ping	Aso Professor	210367	1.00	$98,281.77
				$98,281.77
Cheng, Henrique	Aso Professor	212755	1.00	$146,750.00
				$146,750.00
Davis, Michael	Professor/Oxley Equine Professorship	210266	1.00	$166,201.33
	Professor/Oxley Equine Professorship	210266	0.00	$18,466.81
				$184,668.14
Deng, Xufang	Ast Professor	211046	1.00	$121,928.50
	Ast Professor	211046	0.00	$13,547.61
				$135,476.11
Huang, Chaoqun	Research Aso Professor	221554	1.00	$81,763.59
				$81,763.59
Jha, Sudhakar	Aso Professor	AF9308	1.00	$123,585.00
				$123,585.00
Kesavan, Yasodha	Post Doc Fellow	AF8093	1.00	$52,000.00
				$52,000.00
Lacombe, Veronique	Professor	210948	1.00	$149,178.42
	Professor	210948	0.00	$12,000.00
				$161,178.42

Employee Name	Title	Position	FTE	Commitment
Langford-Loftis, Erin	Project Manager, Research	AS7159	1.00	$60,000.00
				$60,000.00
Liang, Yurong	Research Faculty	AF9004	1.00	$65,000.00
				$65,000.00
Liu, Lin	Professor/Endowed Chair/Director	212763	1.00	$166,808.78
	Professor/Endowed Chair	212763	0.00	$55,602.93
	Professor/Endowed Chair	212763	0.00	$14,588.00
				$236,999.71
Majumder, Ranabir	Post Doc Fellow	AF8009	1.00	$55,000.00
				$55,000.00
Maples, Danny	Research Ast Professor	AF9075	1.00	$84,102.52
				$84,102.52
Maxwell, Lara	Aso Professor	120244	1.00	$151,821.34
				$151,821.34
Patil, Girish	Teaching Ast Professor	AF8196	1.00	$106,742.00
				$106,742.00
Periyasamy, Loganayaki	Post Doc Fellow	AF7922	1.00	$48,000.00
				$48,000.00
Pivinski, Christopher	Research Technician	634892	1.00	$37,606.64
				$37,606.64
Schler, Lana	Administrative Support Specialist II	632982	1.00	$39,235.81
				$39,235.81
Schultz, Jessica	Coordinator, Equine Research Park	AS8920	1.00	$47,726.95
				$47,726.95
Singh, Neeraj	Ast Professor	AF8187	1.00	$115,000.00
				$115,000.00
Subramanian, Madhan	Aso Professor	210487	1.00	$130,824.27
				$130,824.27
Thangarasu, Rajakumar	Post Doc Fellow	AF8014	1.00	$50,000.00
				$50,000.00
Vaddadi, Kishore	Research Faculty	AF9003	1.00	$65,000.00
				$65,000.00
Van Der Merwe, Deon	Teaching Ast Professor	AF8129	0.50	$78,750.00
				$78,750.00
Williams, Kerrie	Sr Financial Assistant	632986	1.00	$33,280.00
				$33,280.00
150109 - Veterinary Clinical Programs				
Furr, Martin	Ast Dean	AF9008	1.00	$200,809.99

Employee Name	Title	Position	FTE	Commitment
				$200,809.99
160001 - Office of the President & Provost				
Bradley, Connie	Coordinator	638089	1.00	$40,809.60
				$40,809.60
Buchanan, Vinetta	Project Coordinator	FS8996	1.00	$55,000.00
				$55,000.00
Landreth, Paige	Exec Assistant	331606	1.00	$58,633.39
				$58,633.39
Vanderslice, Ronna	Provost/Vice President	130220	1.00	$240,000.00
				$240,000.00
160101 - Community Engagement				
Rowan, Kristen	Coordinator, Training & Development	FS9993	1.00	$46,661.66
				$46,661.66
160102 - Financial Aid				
Alleman, Danielle	Financial Aid Counselor	632524	1.00	$39,395.20
				$39,395.20
Anderson, Alexus	Financial Aid Counselor	FS9903	1.00	$37,273.60
				$37,273.60
Daniels, Trudesaa	Financial Aid Counselor	FS9969	1.00	$39,395.20
				$39,395.20
Dean, Nneka	Financial Aid Officer	FS9995	1.00	$44,449.60
				$44,449.60
Lucas, Elizabeth	Sr Director	330144	1.00	$67,485.60
				$67,485.60
McElroy, Julia	Financial Aid Counselor	630554	1.00	$38,771.20
				$38,771.20
Perkins, Deborah	Financial Aid Counselor	FS9964	1.00	$39,395.20
				$39,395.20
160104 - Crime Victim/Survivor Services				
Mullen, Jacqueline	Dept Head/Ast Professor	210289	1.00	$58,430.00
				$58,430.00
160106 - Horticulture				
Birch, Emma	Horticulture Technician	631261	1.00	$29,764.80
				$29,764.80
Holman, Jackson	Greenhouse Manager	FS9912	1.00	$40,181.97
				$40,181.97
Howard, Haldor	Aso Professor	210330	1.00	$56,827.88
				$56,827.88

Employee Name	Title	Position	FTE	Commitment
Weeaks, Justin	Dept Head/Ast Professor	212988	1.00	$71,121.65
				$71,121.65
160108 - Police Science				
Whitten, Dustin	Dept Head/Ast Professor	FF9993	1.00	$61,877.00
				$61,877.00
160109 - Human Resources				
Burgett, Lynne	Coordinator, Human Resources	633438	1.00	$50,044.80
				$50,044.80
Flores, Victoria	Specialist, Human Resources	631781	1.00	$36,420.80
				$36,420.80
Herren, Melissa	Sr Director, Human Resources	330856	1.00	$80,181.25
				$80,181.25
James Jr, Theodore	Specialist, Human Resources	FS9998	1.00	$33,571.20
				$33,571.20
Maytubby, Richard	Specialist, Human Resources	637749	1.00	$33,571.20
				$33,571.20
160110 - Testing & Assessment				
Dosher, Michelle	Manager, Testing & Assessment	FS9999	1.00	$43,576.00
				$43,576.00
Harris, Arrion	Specialist, Testing	631095	1.00	$30,950.40
				$30,950.40
Porcelli, Leah	Specialist, Testing	630284	0.88	$27,081.60
				$27,081.60
160113 - Operations Vice President				
Johnson, Matthew	Operations Administrative Specialist	FS9911	1.00	$29,764.80
				$29,764.80
Widell, Michael	Vice President Operations/Director, Workforce	120228	1.00	$165,927.80
				$165,927.80
160114 - Public Safety Management				
Robinson, Larry	Dept Head/Professor	211656	1.00	$95,213.00
				$95,213.00
160115 - School of STEM				
Shaw, Clifford	Coordinator, STEM Divisional Outreach	FS9910	1.00	$44,447.87
				$44,447.87
Webb, Patricia	Administrative Assistant	636175	1.00	$35,859.20
				$35,859.20
160117 - Enterprise Systems & Business Intelligence				
Chamberlin, Glenna	Developer II	FS9981	1.00	$50,523.20

Employee Name	Title	Position	FTE	Commitment
				$50,523.20
Nguyenvo, Ken	Developer	FS9968	1.00	$41,267.20
				$41,267.20
Northam, Makayla	CRM Administrator/Developer	FS9902	1.00	$49,148.00
				$49,148.00
Wolf, Lucas	Developer	FS9927	1.00	$39,686.40
				$39,686.40
160118 - Academic Advisement				
Dawson, Maribeth	Advisor Transitional Academic	FS9961	1.00	$43,566.86
				$43,566.86
Hamm, Grantham	Academic Advisor	331933	1.00	$37,278.00
				$37,278.00
Hefner, Amber	Academic Advisor	FS8983	1.00	$46,000.00
				$46,000.00
King, Jessica	Academic Advisor	332151	1.00	$37,278.00
				$37,278.00
McElroy Walls, Lauren	Academic Advisor	331935	1.00	$42,317.34
				$42,317.34
Millsap, Makenzie	Academic Advisor	331986	1.00	$37,278.00
				$37,278.00
Morrison, Bailey	Academic Advisor	331934	1.00	$37,278.00
				$37,278.00
Rawlings, Amy	Academic Advisor	330731	1.00	$38,764.54
				$38,764.54
Richardson, Jacqueline	Director, Academic Advisement	331430	1.00	$52,674.50
				$52,674.50
Wilkins, Rheannan	Academic Advisor	331103	1.00	$39,396.34
				$39,396.34
Wilkins, Vickie	Academic Advisor	331985	1.00	$38,764.54
				$38,764.54
160119 - Operations Vice President				
Craig-O'Brien, Lauren	Aso State Director	FS9971	1.00	$69,500.00
				$69,500.00
Moore, Ariel	Sr Director, Center Social Innovation	FS9930	1.00	$66,775.80
				$66,775.80
Petty, Maggie	Office Coordinator	FS9931	1.00	$33,009.60
				$33,009.60
Standfill, John	Data Specialist - CFSI	FS9922	1.00	$29,764.80

Employee Name	Title	Position	FTE	Commitment
				$29,764.80
160120 - Facilities Operations				
Brown, Kenneth	MEP Trades Supervisor	633183	1.00	$49,150.40
				$49,150.40
Ewing III, William	Sr Director, Facility Operations	331726	1.00	$77,119.58
				$77,119.58
Sackett, George	Building Specialist/Maintenance Technician	639423	1.00	$33,571.20
				$33,571.20
Thomas, Anthony	Maintenance Technician I	631773	1.00	$30,222.40
				$30,222.40
Wiggins, Russell	Building Specialist/Maintenance Technician	631435	1.00	$32,510.40
				$32,510.40
Willis, Leon	Maintenance Technician I	634990	1.00	$30,950.40
				$30,950.40
160121 - Engineering Technologies				
King, Tommy	Instructor	FF9979	1.00	$65,000.00
				$65,000.00
Rodriguez Hernandez, Oscar	Dept Head/Ast Professor	210888	1.00	$118,000.00
				$118,000.00
160122 - Mathematics				
Bales, Cindy	Aso Professor	210253	1.00	$58,445.23
				$58,445.23
Mills, David	Aso Professor	210567	1.00	$51,997.00
				$51,997.00
Monks, Amy	Dept Head/Aso Professor	213902	1.00	$63,351.00
				$63,351.00
Peele, Christopher	Instructor	FF9988	1.00	$46,475.00
				$46,475.00
160123 - School of Professional Studies				
Bell, Tamera	Administrative Assistant	632263	1.00	$32,198.40
				$32,198.40
Gheriani, Hala	Dean, Professional Studies	FF9976	1.00	$85,000.00
				$85,000.00
160124 - Security				
Doe, Nicholas	Safety Coordinator/Security Officer	FS9950	1.00	$33,571.20
				$33,571.20
Gregory, Derek	Security Officer	637987	1.00	$33,030.40
				$33,030.40

Employee Name	Title	Position	FTE	Commitment
Hyde, Nicole	Security Officer	FS9982	1.00	$33,550.40
				$33,550.40
La Plant, Scott	Manager, Safety & Security	FS9957	1.00	$44,449.60
				$44,449.60
Pepper, Kiel	Director, Safety & Security	331822	1.00	$52,574.50
				$52,574.50
Ross, Jessie	Administrative Assistant	632522	1.00	$30,950.40
				$30,950.40
Stoll, Fred	Security Officer	638065	1.00	$33,030.40
				$33,030.40
Suttles, Kenneth	Security Officer	FS9952	1.00	$34,195.20
				$34,195.20
Tucker, Ernest	Security Officer	637972	1.00	$30,950.40
				$30,950.40
Wise, Charles	Security Officer	631771	1.00	$32,510.40
				$32,510.40
160125 - Grounds Maintenance				
Brown, Cedric	Grounds Manager	FS9994	1.00	$49,556.51
				$49,556.51
Tennial, Joshua	Grounds Technician	630517	1.00	$30,950.40
				$30,950.40
160126 - Academic Affairs				
Burkala, Evan	Vice Provost	FS8991	1.00	$150,000.00
				$150,000.00
160127 - Student Success & Opportunity Center				
Hardin, Abbey	Director, Student Retention	FS9904	1.00	$65,000.00
				$65,000.00
Jones, Maggie	Academic Success Coach	FS8990	1.00	$38,792.00
				$38,792.00
Rodriguez, Giovana	Academic Success Coach	FS9946	1.00	$41,204.80
				$41,204.80
Ruby, Jillian	Tutor Writing	FS9917	1.00	$38,765.28
				$38,765.28
160128 - Communications & Marketing				
Carter, Clinton	Video & Digital Content Producer	FS9925	1.00	$49,147.90
				$49,147.90
Damrill, Jacque	Aso Vice President	331425	1.00	$110,000.00
				$110,000.00

Employee Name	Title	Position	FTE	Commitment
Price, Matthew	Director	331835	1.00	$55,371.13
				$55,371.13
Walton, James	Manager, Web Communication	331468	1.00	$61,051.82
				$61,051.82
160130 - Early Care Education				
Hutchison, Petra	Aso Professor	210621	1.00	$55,014.02
				$55,014.02
Leigh, Kimie	Dept Head/Aso Professor	210968	1.00	$87,288.49
				$87,288.49
Rosson, Jeff	Coordinator	FS9926	1.00	$50,298.44
				$50,298.44
160131 - Information Technology				
Allen, Michael	Instructor	FF9981	1.00	$50,200.00
				$50,200.00
Biswell, Diana	Dept Head/Ast Professor	211427	1.00	$87,593.00
				$87,593.00
Hurst, Natasha	Aso Professor	210375	1.00	$61,896.00
				$61,896.00
160133 - Institute Effective & Assessment				
Cooper, Zachary	Ast Director	331723	1.00	$47,010.18
				$47,010.18
Crawford, YiYing	Director	331601	1.00	$55,000.00
				$55,000.00
Irby, Nicholas	Sr Director, Institute Effective & Accreditation	331997	1.00	$88,099.38
				$88,099.38
160134 - Talent Search				
Mendoza, Carmela	Sr Director	331567	1.00	$58,080.46
				$58,080.46
Montoya, Marco	Office Assistant	630618	1.00	$30,950.40
				$30,950.40
Rose, Deserail	Advisor/Coordinator	FS9970	1.00	$34,736.00
				$34,736.00
160135 - Business Administration				
McConnell, Lisa	Aso Professor	212993	1.00	$62,163.72
				$62,163.72
Powers, Sheryl	Aso Professor	210478	1.00	$53,822.00
				$53,822.00
Smith, Anthony	Dept Head/Aso Professor	212991	1.00	$74,360.00

Employee Name	Title	Position	FTE	Commitment
				$74,360.00
Strange, John	Aso Professor	210960	1.00	$56,818.00
				$56,818.00
160136 - Health & Wellness				
Duren, Ross	Health & Wellness Counselor	FS9923	1.00	$66,445.35
				$66,445.35
160138 - Paramedicine				
Aguilar, Robert	Instructor	210241	1.00	$52,450.00
				$52,450.00
Drake, Cynthia	Administrative Assistant	FS8988	1.00	$32,281.60
				$32,281.60
Hunter, Justin	Aso Professor	210453	1.00	$68,616.00
				$68,616.00
Mitchell, Samantha	Lab Coordinator	FS9945	1.00	$47,840.00
				$47,840.00
Strange, Frankie	Ast Professor/Program Director	FF9998	1.00	$81,865.00
				$81,865.00
Stroud, Katrina	Clinical Coordinator	633439	1.00	$55,889.60
				$55,889.60
160139 - Library				
Dosh, Janita	Librarian Instructional Services	331694	1.00	$45,003.09
				$45,003.09
Greenwood, Evan	Access Services Coordinator	634987	1.00	$36,129.60
				$36,129.60
McClintock, Marnay	Library Assistant	635211	0.50	$15,475.20
				$15,475.20
Smith, Griffin	Library Technician	631432	1.00	$31,200.00
				$31,200.00
Wardsworth, Emilee	Library Assistant	637185	0.50	$15,475.20
				$15,475.20
160140 - Nursing				
Barker, Charlotte	Aso Professor	210207	1.00	$60,935.00
				$60,935.00
Collins, Casey	Instructor	212935	1.00	$45,881.00
				$45,881.00
Duerksen, Jennifer	Aso Professor	210200	1.00	$62,144.01
				$62,144.01
Dyer, Kristen	Aso Professor	211663	1.00	$49,234.00

Employee Name	Title	Position	FTE	Commitment
				$49,234.00
Edwards, Tracy	Dept Head/Aso Professor	210114	1.00	$97,497.00
				$97,497.00
Florence-Clark, Gayla	Aso Professor	210613	1.00	$73,579.00
				$73,579.00
Herron, Jamie	Instructor	210615	1.00	$51,875.00
				$51,875.00
Kalman, Stella	Ast Professor	210627	1.00	$66,018.00
				$66,018.00
Koonce, Stella	Instructor	212931	1.00	$49,438.00
				$49,438.00
Maynard, Kimberly	Instructor	210373	1.00	$48,964.00
				$48,964.00
McAfee, Alisha	Instructor	210559	1.00	$56,425.00
				$56,425.00
McCoy, Randi	Instructor	FF9983	1.00	$54,475.00
				$54,475.00
Morris, Wendy	Ast Professor	210260	1.00	$57,297.12
				$57,297.12
Murray, Lorie	Ast Professor	210690	1.00	$55,730.00
				$55,730.00
Pickle, Cristina	Instructor	212997	1.00	$61,300.00
				$61,300.00
Rials, Julie	Ast Professor	FF9982	1.00	$74,991.00
				$74,991.00
Sederis, Penny	Ast Professor	210674	1.00	$64,291.00
				$64,291.00
Smith, Angela	Ast Professor	210332	1.00	$57,109.68
				$57,109.68
Stevens, Vicky	Ast Professor	210116	1.00	$57,200.84
				$57,200.84
Swinney, Edwina	Administrative Assistant	636765	1.00	$48,422.40
				$48,422.40
Teel, Sandra	Aso Professor	210885	1.00	$71,229.00
				$71,229.00
Zielke, Christine	Instructor	FF9977	1.00	$55,853.00
				$55,853.00
160141 - Purchasing				

Employee Name	Title	Position	FTE	Commitment
Freeman, Kimberly	Coordinator, Purchasing	633192	1.00	$37,939.20
				$37,939.20
Gunn, Michelle	Director	FS8987	1.00	$53,000.00
				$53,000.00
Kitchens, Charity	Specialist, Procurement Program	637709	1.00	$32,115.20
				$32,115.20
Raymond, Tamra	Purchasing Travel Assistant	FS9960	1.00	$32,510.40
				$32,510.40
160142 - Student Services AVP				
Troutman, Nakia	Aso Vice President, Enroll Mgmt & Students	FS8995	1.00	$124,500.00
				$124,500.00
160143 - User Support & Training Services				
Kay, Mary	Support Specialist	632253	1.00	$33,571.20
				$33,571.20
Kim, Tae	Manager, Technology Support	FS9975	1.00	$39,686.40
				$39,686.40
Maness, Austin	Support Specialist	631162	1.00	$32,281.60
				$32,281.60
Mays, Jalen	Support Specialist	631141	1.00	$32,281.60
				$32,281.60
Wilson, Shauna	Support Specialist	631782	1.00	$32,281.60
				$32,281.60
Wingo, Weston	Support Specialist	631779	1.00	$33,571.20
				$33,571.20
160144 - Diagnostic Imaging				
Bubb, Karen	Dept Head/Ast Professor	210612	1.00	$97,238.80
				$97,238.80
Krueger, Caryn	Instructor	FF9995	1.00	$76,450.15
				$76,450.15
McNair, Kara	Instructor	FF9985	1.00	$59,808.24
				$59,808.24
Stewart, Christina	Instructor	210969	1.00	$76,450.15
				$76,450.15
160145 - Academic Affairs AVP				
Fisk, Jimmy	Coordinator, College Connection	FS9914	1.00	$43,014.40
				$43,014.40
160146 - Interpreter Training				
Fannon, Jennifer	ASL Lab Technician	637249	0.75	$23,212.80

Employee Name	Title	Position	FTE	Commitment
				$23,212.80
Mitchell, James	Dept Head/Instructor	FF9975	1.00	$55,442.00
				$55,442.00
160147 - Event Services				
Skaggs, Bonnie	Coordinator, Events & Wellness Support	638003	1.00	$37,648.00
				$37,648.00
Yip, Phung	Sr Director	FS9941	1.00	$56,400.00
				$56,400.00
160148 - Admissions				
Boyington, Alexandra	Specialist, Admissions	FS9933	1.00	$33,571.20
				$33,571.20
Chavez, Alexia	Specialist, Student Services	637870	0.50	$14,882.40
				$14,882.40
Clayton, Sara	Specialist, Admissions	FS9900	1.00	$33,571.20
				$33,571.20
Decker, Anderson	Specialist, Student Services	FS9901	1.00	$30,950.40
				$30,950.40
Hoheisel, Mayte	Director, Admissions	331833	1.00	$62,000.00
				$62,000.00
McAskill, Betsy	Lead Specialist, Admissions	FS9985	1.00	$38,771.20
				$38,771.20
Williams, Briley	Specialist, Admissions	637872	1.00	$33,571.20
				$33,571.20
160149 - Upward Bound				
Flatley, Briana	Program Manager	FS9967	1.00	$49,147.90
				$49,147.90
Kelso, Donovan	Sr Director, SOAR & UB	331151	1.00	$67,454.40
				$67,454.40
160150 - Registrar & Records				
Allen, Amber	Specialist, Registrar	633190	1.00	$35,256.00
				$35,256.00
Lankford, Hank	Registrar	331294	1.00	$70,000.00
				$70,000.00
Linder, Amanda	Specialist, Registrar	FS8999	1.00	$33,571.20
				$33,571.20
Murk, April	Specialist, Registrar	631053	1.00	$32,281.60
				$32,281.60
160151 - Healthcare Management				

Employee Name	Title	Position	FTE	Commitment
Akkerman, Cindy	Dept Head/Ast Professor	210620	1.00	$66,449.00
				$66,449.00
160152 - Wellness Center				
Galloway, Kevin	Manager, Wellness Center	633182	1.00	$39,520.00
				$39,520.00
Roberts, Jamie	Specialist, Wellness Center Operations	630232	1.00	$33,571.20
				$33,571.20
160153 - Budget & Finance Vice President				
Nguyen, Chin Fen	Accountant	332071	1.00	$56,030.00
				$56,030.00
Reece, Ronda	Vice President Budget/Finance	130087	1.00	$148,000.00
				$148,000.00
Smith, Brenda	Coordinator, Campus Budget	332069	1.00	$55,284.13
				$55,284.13
160154 - Construction Technology				
Clinefelter, Terry	Dept Head/Aso Professor	210882	1.00	$91,499.00
				$91,499.00
160155 - Recruitment				
Arvizo-Gonzalez, Alan	Specialist, Recruitment	631428	1.00	$37,731.20
				$37,731.20
160156 - S.O.A.R.				
Henderson, Sherri	Specialist, English	633433	0.75	$25,178.40
				$25,178.40
Moon, Mary	Specialist, Math	632269	0.75	$25,178.40
				$25,178.40
Morgan, Joy	Program Manager	FS9915	1.00	$51,000.00
				$51,000.00
160157 - Student Life				
Mendoza, Evelin	Coordinator, Student Life	FS9936	1.00	$41,267.20
				$41,267.20
Triplett, Jonathan	Director, Student Life	331208	1.00	$52,574.50
				$52,574.50
160158 - Veterinary Technology				
Clanton, Shawna	Vet Technician/Clinical Coordinator	FS9937	0.80	$31,566.08
				$31,566.08
Floyd, Jarett	Dept Head/Instructor	210280	1.00	$67,909.00
				$67,909.00
Grimes, Melissa	Instructor	210884	1.00	$65,000.00

Employee Name	Title	Position	FTE	Commitment
				$65,000.00
Miser, Jennifer	RVT/Compliance Officer	639107	1.00	$39,520.00
				$39,520.00
160159 - School of Human Services				
Smith, Tiffany	Dean/Aso Professor	113907	1.00	$100,000.00
				$100,000.00
Stricklin, Janet	Administrative Assistant	636949	1.00	$45,177.60
				$45,177.60
160160 - Behavioral Science				
Collins, Steven	Professor	210626	1.00	$68,099.38
				$68,099.38
Peters, Elizabeth	Aso Professor	210962	1.00	$53,724.00
				$53,724.00
Shivers, Lathonya	Ast Professor	211837	1.00	$59,330.00
				$59,330.00
Weaver, Dorothy	Dept Head/Professor	210431	1.00	$84,762.00
				$84,762.00
160161 - Institutional Grants				
Nix, Ellen	Director, Institutional Grants	331991	1.00	$67,950.00
				$67,950.00
160162 - Infrastructure Services				
Barr, Richard	Chief Information Officer	331073	1.00	$73,996.46
				$73,996.46
Davis, Christian	Network Security Analyst	FS9913	1.00	$57,650.00
				$57,650.00
Ford, Christian	Network Analyst	633317	1.00	$42,827.20
				$42,827.20
Hickey, Thomas	Sr Director, Network Infrastructure	331332	1.00	$62,330.59
				$62,330.59
Jones, Bradley	Network Security Analyst	FS8993	1.00	$55,000.00
				$55,000.00
Seymour, Cade	Network Analyst	630198	1.00	$42,889.60
				$42,889.60
160163 - Creative Services				
Nascimbeni, Stephen	Coordinator, Creative Services	632044	1.00	$41,267.20
				$41,267.20
Tracy, Jay	Manager, Creative Services	FS9916	1.00	$45,534.07
				$45,534.07

Employee Name	Title	Position	FTE	Commitment
Williams, April	Creative Services Assistant	631431	1.00	$33,571.20
				$33,571.20
160164 - Business Services				
DeSpain, Amber	Director	331056	1.00	$50,000.00
				$50,000.00
Hlinicky, Jennifer	Specialist, Student Accounting	633319	1.00	$33,571.20
				$33,571.20
Pisano, Jared	Specialist, Student Accounting	633318	1.00	$33,571.20
				$33,571.20
Ross, Kenee	Coordinator, Business Services	FS9929	1.00	$44,720.00
				$44,720.00
160166 - Science				
Meleco, Anthony	Aso Professor	210432	1.00	$55,577.00
				$55,577.00
Miller, Courtney	Anatomy Lab Technician	633321	1.00	$33,571.20
				$33,571.20
Morford, Kevin	Ast Professor	FF9999	1.00	$57,507.00
				$57,507.00
Pillar-Little Jr, Timothy	Ast Professor	210616	1.00	$55,987.00
				$55,987.00
Rhodes, Luke	Dept Head/Ast Professor	210887	1.00	$83,822.00
				$83,822.00
Scherer, Dean	Professor	211652	1.00	$76,863.23
				$76,863.23
Singh, Adrian	Ast Professor	FF9986	1.00	$64,234.00
				$64,234.00
Swift, Lyle	Instructor/Program Director	FF9974	1.00	$72,000.00
				$72,000.00
Vermeulen, John	Coordinator, Science Lab	631366	1.00	$36,774.40
				$36,774.40
Yost, Lauren	Ast Professor	210971	1.00	$51,527.00
				$51,527.00
Ziegler, Jadith	Instructor	212922	1.00	$54,800.00
				$54,800.00
160167 - Humanities				
Ainsworth, Breeman	Dept Head/Aso Professor	210973	1.00	$78,868.00
				$78,868.00
Johnston, Tamra	Aso Professor	210050	1.00	$51,882.00

Employee Name	Title	Position	FTE	Commitment
				$51,882.00
Newman, Gregory	Professor	FF9973	1.00	$163,800.00
				$163,800.00
Stone, Jason	Aso Professor	210377	1.00	$66,536.00
				$66,536.00
Vleugels, Cynthia	Aso Professor	210197	1.00	$57,743.24
				$57,743.24
160168 - Addiction Counseling				
Fronheiser, Joey	Dept Head/Professor	FF9980	1.00	$101,979.01
				$101,979.01
160170 - Surveying				
Hightower, Ryan	Dept Head/Instructor	210166	1.00	$78,294.42
				$78,294.42
160173 - English				
Ferguson, Teri	Professor	210889	1.00	$77,024.00
				$77,024.00
Kuelzer-Eckhout, Luanne	Professor	210959	1.00	$65,311.00
				$65,311.00
Nephew, Alissa	Dept Head/Aso Professor	210622	1.00	$71,253.00
				$71,253.00
Piper, Sarah	Aso Professor	211126	1.00	$55,074.00
				$55,074.00
Snyder, Michael	Ast Professor	210891	1.00	$53,301.00
				$53,301.00
160174 - School of Health Sciences				
Ridenour, Penny	Dean/Ast Professor	112995	1.00	$88,453.00
				$88,453.00
Smith, Starlyn	Administrative Assistant	636755	1.00	$32,198.40
				$32,198.40
160175 - Access and Community Impact				
Bingham, Christopher	Director, Access and Community Impact	330874	1.00	$53,787.50
				$53,787.50
Lomo, Tatiana	Coordinator, Access & Community Impact	FS8986	1.00	$40,877.78
				$40,877.78
160176 - Fire Protection				
Bennett, Joe	Ast Professor/Program Director	210617	1.00	$78,409.00
				$78,409.00
160177 - CTLE				

Employee Name	Title	Position	FTE	Commitment
Alkire, Spike	Digital Media Technologist	FS9919	1.00	$55,371.13
				$55,371.13
Mitchell, Mark	Instructional Designer	FS9932	1.00	$60,808.24
				$60,808.24
Williams-Dias, Tammara	Sr Director, Instructional Design	331987	1.00	$85,818.96
				$85,818.96
170001 - President				
Meyer, Calleigh	Director/Ast to President	GS9502	1.00	$90,688.34
				$90,688.34
Nemecek, Caroline	Staff Attorney	GS9729	1.00	$104,000.00
				$104,000.00
Newton, Amy	Ast General Counsel	GS9832	1.00	$120,000.00
				$120,000.00
Reynolds, Ann	Paralegal/Legal Assistant	GS9588	1.00	$62,000.00
				$62,000.00
Stephens, Johnny	President CHS/Int Pres Tulsa/Sr VP/Professor	331706	1.00	$513,765.00
	President CHS/Int Pres Tulsa/Sr VP/Professor	331706	0.00	$50,000.00
	President CHS/Int Pres Tulsa/Sr VP/Professor	331706	0.00	$25,000.00
				$588,765.00
170101 - Pediatrics				
Adame, Jennifer	Clinical Assistant I	GS9435	1.00	$38,506.43
				$38,506.43
Aguilera Perez, Maritza	Clinical Assistant II	GS9107	1.00	$34,278.40
				$34,278.40
Arreola, Baylee	Clinical Ast Professor	211069	1.00	$199,969.04
				$199,969.04
Bean, Kimberly	Coordinator, Student	GS9375	1.00	$46,434.78
				$46,434.78
Bode, Laura	Clinical Aso Professor/VC	210925	1.00	$225,522.03
				$225,522.03
Burdg, Jessica	Coordinator, Insurance	GS9418	1.00	$40,435.20
				$40,435.20
Campbell, Travis	Clinical Professor	210757	1.00	$244,136.45
				$244,136.45
Clary, Christine	Clinical Professor	210909	1.00	$242,659.70
				$242,659.70
Davis, Katie	Clinical Assistant II	630611	1.00	$33,072.00
				$33,072.00

Employee Name	Title	Position	FTE	Commitment
Dixon, Christel	Clinical Aso Professor	GF9910	1.00	$220,374.63
				$220,374.63
Ferguson, Kendall	Clinical Assistant I	GS9401	1.00	$34,278.40
				$34,278.40
Flores-Luna, Megan	Medical Assistant II	633349	1.00	$37,440.00
				$37,440.00
Foster, Amanda	Chair/Clinical Professor	210599	1.00	$259,989.76
				$259,989.76
Fugate, Colony	Clinical Professor	210593	1.00	$248,352.50
				$248,352.50
Haro, Daisy	Lead Medical Assistant II	633352	1.00	$45,457.44
				$45,457.44
Lara Mora, Mirna	Phlebotomist	GS9187	1.00	$38,480.00
				$38,480.00
Martinez, Veronica	Patient Services Representative II	631165	1.00	$42,911.83
				$42,911.83
Mediano, Janeth	Patient Services Representative II	637916	1.00	$39,729.81
				$39,729.81
Ortiz Tena, Virginia	Patient Services Representative II	GS9260	1.00	$37,169.60
				$37,169.60
Perello Velasquez, Irma	Clinical Assistant II	GS9143	1.00	$34,216.00
				$34,216.00
Phung, Binh	Clinical Aso Professor	210922	1.00	$220,367.47
				$220,367.47
Rector, Heather	Clinical Professor	210750	1.00	$246,837.56
				$246,837.56
Reed, Terri	Clinical Ast Professor	210598	1.00	$200,340.57
				$200,340.57
Richert, Jennifer	Medical Assistant I	633029	1.00	$34,320.00
				$34,320.00
Rivera Rivera, Yazmin	Clinical Assistant I	631982	1.00	$38,506.43
				$38,506.43
Siegfried, Amber	Practice Administrator	GS9508	1.00	$78,676.34
				$78,676.34
Smallen, Angela	Billing Assistant II	632129	1.00	$43,661.87
				$43,661.87
Smith, Mikia	Patient Services Representative II	630471	1.00	$36,163.71
				$36,163.71

Employee Name	Title	Position	FTE	Commitment
Snyder, Jodi	LPN II	630476	1.00	$52,185.15
				$52,185.15
Tolentino, Philip	Clinical Ast Professor	GF9807	1.00	$194,000.00
				$194,000.00
Treantafilos Gaza, Sarah	Phlebotomist	GS9119	1.00	$41,600.00
				$41,600.00
170102 - Physician Assistant Studies				
Abernathy, Courtney	Clinical Ast Professor	GF9853	1.00	$123,805.97
				$123,805.97
Carver, Sydnee	Academic Assistant III	GS9492	1.00	$40,319.97
				$40,319.97
Harrison, Amy	Clinical Ast Professor/Director, PA PGM	GF9958	1.00	$159,198.08
				$159,198.08
Kadour, Kinda	Coordinator, Clinical	GS9692	1.00	$44,576.70
				$44,576.70
Kunze, Crystal	Academic Assistant III	GS9318	1.00	$39,312.00
				$39,312.00
McCrary, Ashley	Clinical Ast Professor/Director	GF9902	1.00	$123,805.97
				$123,805.97
Stauffer, Jennifer	Clinical Ast Professor	GF9901	1.00	$125,865.97
				$125,865.97
Stephen, Rebecca	Clinical Ast Professor	GF9900	1.00	$123,805.97
				$123,805.97
170103 - Information Technology				
Amooei, Ehsan	Support Specialist II	GS9739	1.00	$46,685.74
				$46,685.74
Ashlock, Cole	Support Specialist I	GS9342	1.00	$40,170.00
				$40,170.00
Bartlebaugh, Hunter	Support Specialist I	631577	1.00	$40,913.60
				$40,913.60
Bayer, Mason	Support Specialist I	633592	1.00	$42,312.40
				$42,312.40
Brownfox, Marquette	Support Specialist II	639528	1.00	$48,484.80
				$48,484.80
Bush, Jonathan	Support Specialist I	633592	1.00	$41,776.80
				$41,776.80
Carter, Andrew	Support Specialist II	GS9740	1.00	$46,685.74
				$46,685.74

Employee Name	Title	Position	FTE	Commitment
Conner, Keri	Coordinator, Technology Procurement/Inventory	GS9117	1.00	$60,000.00
				$60,000.00
Flynn Jr, Bennie	Specialist, Infrastructure	534034	1.00	$63,141.04
				$63,141.04
Gorden, Earl	Support Specialist II	GS9823	1.00	$52,439.15
				$52,439.15
Harvey, James	Support Specialist II	GS9870	1.00	$46,196.80
				$46,196.80
Holmes, Heidi	Aso Vice President	331715	1.00	$249,221.42
				$249,221.42
Hooper, Brennan	Support Specialist II	GS9822	1.00	$42,055.31
				$42,055.31
Hughes, Ian	Support Specialist I	GS9565	1.00	$41,984.08
				$41,984.08
Jones, Edmund	IT System Engineer	534831	1.00	$82,400.00
				$82,400.00
Keesee, Dewan	IT Security Analyst	GS9889	1.00	$75,000.00
				$75,000.00
Kunze, Connor	Helpdesk Representative II	GS9785	1.00	$37,963.21
				$37,963.21
Pepek, Christopher	Voice Engineer	GS9819	1.00	$70,000.00
				$70,000.00
Redden, Tyler	Manager, IT	GS9781	1.00	$80,261.33
				$80,261.33
Robinson, Michael	Sr AV Technician	GS9431	1.00	$56,645.06
				$56,645.06
Rodriguez, Sergio	Support Specialist II	GS9878	1.00	$42,098.16
				$42,098.16
Schapp, Mason	Helpdesk Representative	GS9647	1.00	$37,963.21
				$37,963.21
Sims, Michael	Helpdesk Representative	GS9745	1.00	$39,644.79
				$39,644.79
Torres, Jose	Support Specialist II	GS9727	1.00	$47,892.37
				$47,892.37
VanOrsdol, Carlene	Network Engineer	GS9597	1.00	$92,066.62
				$92,066.62
Wheeler, Bruce	Network Architect	530008	1.00	$94,760.00
				$94,760.00

Employee Name	Title	Position	FTE	Commitment
Wilroy, Zachary	Support Specialist I	GS9685	1.00	$41,984.08
				$41,984.08
Windle, Gary	Network Engineer	533596	1.00	$92,458.89
				$92,458.89
Wixson, Douglas	IT Security Analyst	GS9889	1.00	$78,785.62
				$78,785.62
170104 - Biomedical Sciences				
Davis, Randall	Aso Dean/Director/Professor	211672	1.00	$214,540.73
				$214,540.73
170106 - IMSS				
Archerbald, Scott	Peer Advocate	GS9682	1.00	$34,093.08
				$34,093.08
Bozell, Amanda	Clinical Ast Professor	GF9790	1.00	$132,800.00
				$132,800.00
Bozell, Bryan	Clinical Ast Professor	GF9998	1.00	$132,810.04
				$132,810.04
Brady, Austin	Clinical Case Manager	GS9427	1.00	$50,797.59
				$50,797.59
Enriquez, Ilse	Patient Services Representative II	GS9148	1.00	$35,152.00
				$35,152.00
Graham, Tracy	Clinical Case Manager II	533877	1.00	$53,321.58
				$53,321.58
Lopez, Lisa	Clinical Case Manager I	631360	1.00	$49,275.20
				$49,275.20
Morford, Angela	Patient Services Representative II	633670	1.00	$36,163.71
				$36,163.71
Nesterenko, Julie	Therapist	GS9872	1.00	$73,804.00
				$73,804.00
Romero, Lupita	Medical Assistant II	GS9948	1.00	$45,926.40
				$45,926.40
Sanders, Rachel	Clinical Case Manager I	GS9816	1.00	$48,588.80
				$48,588.80
Shofner, Shelby	Coordinator, MA	GS9189	1.00	$36,400.00
				$36,400.00
Spencer, Holly	Accounting Specialist IV	GS9991	1.00	$47,054.35
				$47,054.35
Townsend, Angela	Coordinator, Quality Data Entry II	633032	1.00	$34,668.19
				$34,668.19

Employee Name	Title	Position	FTE	Commitment
Tune, Stanley	Clinical Case Manager III	633850	1.00	$59,390.15
				$59,390.15
Wells, Myette	Patient Services Representative II	GS9573	1.00	$34,008.00
				$34,008.00
Wong, William	Supervisor, Clinical Case	534278	1.00	$66,328.70
				$66,328.70
170107 - Rural Health				
Bert, Elizabeth	Program Manager	GS9179	1.00	$55,100.00
				$55,100.00
Bhattarai, Indu	Data Analyst	GS9178	1.00	$56,650.00
				$56,650.00
Bracaglia, Keisha	Coordinator I, Grant Project	GS9161	1.00	$42,848.00
				$42,848.00
Breslin, Florence	Program Director	GS9568	1.00	$135,061.06
				$135,061.06
Brooks, Lara	Rural Health Analyst	534958	1.00	$73,434.34
				$73,434.34
Brown, Holly	Specialist, Program Evaluation	GS9504	1.00	$44,552.71
				$44,552.71
Campbell, Jerry	Specialist, Peer Support	GS9340	1.00	$49,862.30
				$49,862.30
Chiaf, Ashleigh	Project Manager	GS9329	1.00	$69,010.00
				$69,010.00
Condley, Matthew	Project Manager	GS9327	1.00	$72,141.20
				$72,141.20
Croff, Julie	Professor/Exec Director	GF9946	1.00	$253,071.20
				$253,071.20
Cullers, Chetana	Ast Director	GS9558	1.00	$77,250.00
				$77,250.00
Davalos Martin, Ana	Research Assistant I	GS9165	1.00	$41,787.20
				$41,787.20
Doherty, Emily	Post Doc Fellow	GF1769	1.00	$53,045.00
				$53,045.00
Kaiser, Corie	Director	120204	1.00	$91,295.49
				$91,295.49
King Coughlan, Salena	Project Manager	GS9157	1.00	$69,010.00
				$69,010.00
Landgraf, Chad	Ast Director	533597	1.00	$88,868.41

Employee Name	Title	Position	FTE	Commitment
				$88,868.41
Love, Jordan	Project Director	GS9513	1.00	$87,418.16
				$87,418.16
McCance, Dallas	Director	GS9794	1.00	$95,668.25
				$95,668.25
McKenzie, Emily	Project Director	GS9343	1.00	$92,298.30
				$92,298.30
Moyers, Susette	Research Scientist	GS9249	1.00	$77,250.00
				$77,250.00
Mumey, John	Manager, Global Health	GS9713	1.00	$60,014.05
				$60,014.05
Neilson, Nicole	Program Director/AHEC	GS9888	1.00	$79,889.34
				$79,889.34
Plante Burks, Stephanie	Project Manager	GS9310	1.00	$73,934.12
				$73,934.12
Rodriguez, Valeria	Research Assistant I	GS9165	1.00	$40,705.60
				$40,705.60
SalasBartolo, Jennifer	Program Specialist II	GS9151	1.00	$36,400.00
				$36,400.00
Schmidt, Mallory	Project Manager	GS9407	1.00	$73,212.71
				$73,212.71
Schumacher, Krista	Coordinator, Rural Research & Grant Dev	535094	1.00	$77,098.09
				$77,098.09
Sherrill, Jeanie	Project Manager	GS9758	1.00	$82,400.00
				$82,400.00
Sparks, Lauren	Ast Director	GS9359	1.00	$67,775.80
				$67,775.80
Sun, Wenjie	Clinical Aso Professor	GF9906	1.00	$132,219.97
				$132,219.97
Thomas, Paul	Project Manager	GS9751	1.00	$78,785.62
				$78,785.62
Walton, Peter	Program Evaluator	534624	1.00	$80,146.72
				$80,146.72
Westover, Jennifer	Administrative Assistant III	GS9821	1.00	$41,054.57
				$41,054.57
Wheeler, Denna	Chair/Clinical Professor	211215	1.00	$188,840.20
				$188,840.20
Wyatt, Meredith	Project Manager	GS9257	1.00	$72,100.00

Employee Name	Title	Position	FTE	Commitment
				$72,100.00
Wyrick, Stephanie	Specialist, Peer Support	GS9493	1.00	$49,172.72
				$49,172.72
Zabel, Randel	Director	GS9883	1.00	$94,596.77
				$94,596.77
170110 - Surgery				
Bailes, Kristin	Coordinator II, Residency Program	GS9152	1.00	$50,731.20
				$50,731.20
Baker, Donna	Specialist, Insurance Authorization/Referral II	GS9652	1.00	$39,720.10
				$39,720.10
Bradley, Adam	Clinical Aso Professor	211210	1.00	$347,767.26
				$347,767.26
Cupps, Laura	LPN II	632145	1.00	$48,877.78
				$48,877.78
Diener, Brian	Professor/Vice Chair	210602	1.00	$381,847.19
				$381,847.19
Doyle, Kiana	Medical Assistant II	632836	1.00	$36,400.00
				$36,400.00
Duckett, Laurie	Clinical Professor	GF9822	1.00	$330,000.00
				$330,000.00
Freeman, Kimbra	Practice Administrator	GS9156	1.00	$73,130.00
				$73,130.00
Glenn, Carla	Patient Services Representative II	GS9317	1.00	$35,110.40
				$35,110.40
McNally, Jill	Patient Services Representative II	631681	1.00	$37,161.46
				$37,161.46
Mettler, Katie	Clinical Ast Professor	210913	1.00	$307,000.00
				$307,000.00
Robbins, Hal	Clinical Professor	210912	1.00	$382,195.27
				$382,195.27
Thomas, Michael	Clinical Professor/Chair	210589	1.00	$451,211.46
				$451,211.46
170111 - Osteopathic Manipulative Medicine				
Allison, Rebecca	Program Coordinator II	633026	1.00	$54,781.17
				$54,781.17
Barron, Kimberly	Clinical Ast Professor	GF9936	1.00	$214,926.25
				$214,926.25
Ching, Leslie	Clinical Aso Professor	211157	1.00	$214,987.14

Employee Name	Title	Position	FTE	Commitment
				$214,987.14
Cook, David	Clinical Ast Professor	GF9874	1.00	$189,924.00
				$189,924.00
Dionne, Julie	Clinical Ast Professor/Vice Chief	210747	1.00	$200,772.44
				$200,772.44
Espinoza, Jesse	Academic Assistant II	GS9703	1.00	$40,289.60
				$40,289.60
Henderson, Cameron	Clinical Ast Professor	GF9818	1.00	$195,621.72
				$195,621.72
Largent, Janell	Clinical Ast Professor	GF9879	1.00	$195,622.44
				$195,622.44
Morris, Christine	Patient Services Representative	632146	1.00	$41,138.99
				$41,138.99
Ridgway, Philip	Clinical Ast Professor	GF9806	1.00	$195,621.72
				$195,621.72
Terska, Megan	LPN II	631237	1.00	$57,012.80
				$57,012.80
Thai, Mark	Clinical Professor/Exec Director	210754	1.00	$291,567.59
				$291,567.59
Thompson, Courtney	Clinical Ast Professor	GF9827	1.00	$208,997.30
				$208,997.30
Wilson, Jennifer	Chair/Clinical Aso Professor	211220	1.00	$236,398.94
				$236,398.94
	170112 - Compliance Office			
Childers, Matthew	Records Custodian II	GS9776	1.00	$44,849.45
				$44,849.45
Hess, Dondrea	Ast OCC/Student Health Nurse	GS9655	1.00	$52,276.06
				$52,276.06
Hunter, Barrett	Director	GS9826	1.00	$114,801.89
				$114,801.89
Maxey, Sarah	HIPAA Analyst	GS9804	1.00	$62,730.74
				$62,730.74
Teague, Mariah	Ast OCC/Student Health Nurse	GS9540	1.00	$45,457.44
				$45,457.44
Teel, Erika	OCC/Student Health Nurse	633933	1.00	$76,384.80
				$76,384.80
White, Patricia	Manager, Safety	533859	1.00	$97,842.70
				$97,842.70

Employee Name	Title	Position	FTE	Commitment
170113 - Enrollment Management				
Cochran, Teri	Director	534619	1.00	$84,872.00
				$84,872.00
Cozad, Robert	Director	GS9419	1.00	$95,481.00
				$95,481.00
Eastham, Danny	Coordinator III, Financial Aid	GS9704	1.00	$44,112.02
				$44,112.02
Graham, Deborah	Administrative Assistant II	GS9683	1.00	$40,257.31
				$40,257.31
Hackler, Jeffrey	Aso Dean/Clinical Aso Professor	332111	1.00	$228,660.00
				$228,660.00
Hawkins, Caitlyn	Specialist, Events & Communication	GS9267	1.00	$42,098.16
				$42,098.16
Hicks, Heather	Exec Assistant II	GS9621	1.00	$48,006.40
				$48,006.40
Jackson, Jayden	Specialist I, Recruitment	GS9784	0.98	$39,714.74
				$39,714.74
Luckenbach, William	Coordinator, Student Records	633806	1.00	$42,940.57
				$42,940.57
Perdue, Mattie	Specialist I, Recruitment	GS9192	1.00	$43,929.60
				$43,929.60
Ponkilla, Nicole	Ast Director	GS9275	1.00	$63,654.00
				$63,654.00
Sumner, Amanda	Registrar	531686	1.00	$78,783.98
				$78,783.98
Taylor, Shannon	Financial Aid Counselor III	633683	1.00	$49,474.11
				$49,474.11
Wells, JuLee	Director	332029	1.00	$78,787.71
				$78,787.71
Yoder, Lindsey	Managing Director	120206	1.00	$100,785.50
				$100,785.50
170114 - Clinical Financial Services				
Adair, Mary	Data Engineer	GS9150	1.00	$110,000.00
				$110,000.00
Ahl, Carol	Billing Representative IV	632841	1.00	$63,593.72
				$63,593.72
Alvarez, Jennifer	Specialist II, Referral	GS9351	1.00	$37,440.00
				$37,440.00

Employee Name	Title	Position	FTE	Commitment
Aziere, Mandie	Specialist II, Referral	639106	1.00	$40,752.60
				$40,752.60
Coker, Kristy	Specialist II, Referral	GS9555	1.00	$42,952.00
				$42,952.00
Dodson, Robin	Coordinator, Virtual Care	GS9274	1.00	$43,383.60
				$43,383.60
Fundyk, Nataljia	Specialist II, Referral	GS9255	1.00	$35,360.00
				$35,360.00
Gray, Jennifer	Billing Representative I	GS9886	1.00	$52,686.40
				$52,686.40
Henderson, Latoya	Patient Account Representative II	630239	1.00	$44,347.68
				$44,347.68
Holder, Julie	Director	GS9397	1.00	$131,119.00
				$131,119.00
Landry, Kayley	Specialist III, Referral	630119	1.00	$39,377.31
				$39,377.31
Marshall, Dorine	Billing Representative IV	632218	1.00	$61,762.18
				$61,762.18
McCalope, Towanda	Patient Account Representative II	632136	1.00	$48,126.30
				$48,126.30
McCullough, Jayme	Specialist III, Referral	GS9389	1.00	$40,555.63
				$40,555.63
McGowin, Autumn	Manager	633819	1.00	$54,639.85
				$54,639.85
McMillan, Karissa	Billing Representative II	639507	1.00	$51,957.06
				$51,957.06
Melanson, Melanie	Patient Account Representative III	630420	1.00	$56,797.83
				$56,797.83
Overfield, Samantha	Administrator/Clinic Outreach Credit	639382	1.00	$81,803.87
				$81,803.87
Parmeter, Jessica	Patient Account Representative III	632227	1.00	$55,619.20
				$55,619.20
Perryman, Sherry	Billing Representative III	632130	1.00	$63,048.23
				$63,048.23
Russell, Tracey	Patient Account Representative II	GS9197	1.00	$44,347.68
				$44,347.68
Shouse, Ronda	Patient Account Representative III	639493	1.00	$59,798.02
				$59,798.02

Employee Name	Title	Position	FTE	Commitment
Thompson, Alexis	Patient Account Representative II	632198	1.00	$41,184.00
				$41,184.00
Thompson, Tami	Specialist II, Referral	631329	1.00	$43,704.96
				$43,704.96
Trout, Angelia	Patient Account Representative II	631687	1.00	$55,684.12
				$55,684.12
Wabaunsee, Jacklyn	Credentialing Specialist	GS9950	1.00	$57,437.74
				$57,437.74
Wallace, Matthew	Data Analyst	GS9166	1.00	$62,000.00
				$62,000.00
Weiher, Vanessa	Health Worker Virtual Care	GS9273	1.00	$49,339.47
				$49,339.47
White, Nikki	Billing Representative I	GS9125	1.00	$39,936.00
				$39,936.00
Willhoite, Rachelle	Patient Account Representative II	633258	1.00	$47,592.70
				$47,592.70
Williams, Tressa	CFS Administrator	639538	1.00	$73,130.00
				$73,130.00
170115 - Outreach				
Taylor, Bria	Managing Director	533702	1.00	$103,289.43
				$103,289.43
170116 - Human Resources				
Bailey, Helen	Specialist IV, Human Resources	633820	1.00	$53,277.23
				$53,277.23
Childers, Jamie	Human Resources Consultant III	GS9891	1.00	$71,136.95
				$71,136.95
Hightower, Jayde	Human Resources Consultant II	533502	1.00	$69,064.59
				$69,064.59
Kellerman, Jeffrey	Human Resources Consultant III	GS9853	1.00	$79,154.39
				$79,154.39
Lopez, Alexandra	Specialist III, Human Resources	631241	1.00	$39,366.08
				$39,366.08
Porter, Nicole	Specialist III, Human Resources	GS9337	1.00	$43,792.53
				$43,792.53
Tappana, Tina	Ast Vice President	332112	1.00	$144,815.37
				$144,815.37
170117 - Telehealth				
Hagan, Heather	Analyst/Telehealth IV	633416	1.00	$48,776.00

Employee Name	Title	Position	FTE	Commitment
				$48,776.00
Thompson, Chad	Support Specialist II Telehealth	633593	1.00	$41,596.51
				$41,596.51
170118 - Dept of Forensic Sciences				
Beaman, Jason	Clinical Aso Professor/Chair	211070	1.00	$364,201.60
				$364,201.60
Childers, Hannah	Coordinator, Academic	GS9432	1.00	$46,440.90
				$46,440.90
Emery, Phylis	Program Coordinator I	631034	1.00	$55,984.31
				$55,984.31
Frucci, John	Ast Professor/Director	GF9915	1.00	$159,253.87
				$159,253.87
Fu, Jun	Clinical Ast Professor	GF9828	1.00	$107,150.90
				$107,150.90
Green, Matthew	Clinical Ast Professor	GF1762	1.00	$107,150.90
				$107,150.90
Magalassi, Billy	Range Manager	GS9895	1.00	$103,321.71
				$103,321.71
Reuterfors, Kelley	Manager, Academic Programs	GS9788	1.00	$63,378.17
				$63,378.17
Wagner, Jarrad	Professor/Director	210738	1.00	$166,697.85
				$166,697.85
170120 - Administrative Affairs				
Andrues, Shannon	Sponsored Projects Financial Aid	GS9981	1.00	$65,000.00
				$65,000.00
Arce, Kimberly	Post Award Grant Administrator II	GS9159	1.00	$58,401.00
				$58,401.00
Baker, Rylee	Dispatcher/Security I	GS9412	1.00	$37,939.20
				$37,939.20
Ballard, Miranda	Security Officer I	GS9653	1.00	$41,168.34
				$41,168.34
Byfield, Sheli	Program Analyst II	533868	1.00	$70,530.86
				$70,530.86
Captain, Shanna	Aso Director	GS9386	1.00	$82,400.00
				$82,400.00
Childers, Christopher	Security Officer II	633424	1.00	$43,190.78
				$43,190.78
Coalwell, Judith	Security Officer II	633927	1.00	$42,265.60

Employee Name	Title	Position	FTE	Commitment
				$42,265.60
Coats, Jenee	Security Officer III	GS9687	1.00	$44,595.20
				$44,595.20
Cochrane, Spencer	Specialist, Security Technician	GS9171	1.00	$39,062.40
				$39,062.40
Cook, Andrea	Patient Account Representative II	633252	1.00	$52,115.72
				$52,115.72
Cooper, Carrie	Director	535089	1.00	$125,143.97
				$125,143.97
Cowles, Randall	Specialist, Credentialing	631560	1.00	$48,482.51
				$48,482.51
Criglar, Darrick	Security Officer I	633673	1.00	$37,918.40
				$37,918.40
Dauphin, Rhyan	Security Officer II	GS9367	1.00	$43,190.78
				$43,190.78
Esmond, Zachary	Lead Security Officer I	GS9840	1.00	$42,203.20
				$42,203.20
Falbo, Vincent	Security Officer I	633423	1.00	$40,123.20
				$40,123.20
Johnson, Jim	Security Officer II	633427	1.00	$41,558.40
				$41,558.40
Jurko, Kristy	Post Award Grant Administrator II	GS9158	1.00	$59,162.38
				$59,162.38
Lowther, Don	Director	332030	1.00	$156,771.51
				$156,771.51
Mattix, Kristin	Bookstore Manager	GS9874	1.00	$43,371.00
				$43,371.00
McDonough, Mivida	Lead Dispatcher Security I	GS9411	1.00	$39,141.65
				$39,141.65
Milstead, Scott	Security Officer I	GS9670	1.00	$39,062.40
				$39,062.40
Mora, Rocio	Administrative Assistant II	GS9277	1.00	$38,306.11
				$38,306.11
Moss, Nicolas	Bookstore Associate	GS9645	1.00	$40,705.60
				$40,705.60
Paden, Colton	Security Officer II	GS9728	1.00	$46,404.38
				$46,404.38
Perry, Alex	Security Officer I	GS9654	1.00	$41,221.70

Employee Name	Title	Position	FTE	Commitment
				$41,221.70
Polak, Eric	Vice President	331611	1.00	$315,524.93
				$315,524.93
Reagan, Trevis	Data Scientist	GS9256	1.00	$68,804.00
				$68,804.00
Santos, Christopher	Lead Security Officer II	633421	1.00	$46,832.86
				$46,832.86
Sauer, Michael	Director	GS9582	1.00	$123,805.97
				$123,805.97
Sharp, Jason	Security Officer I	GS9806	1.00	$39,055.95
				$39,055.95
Shaw, Ebony	Credentialing Specialist	GS9491	1.00	$42,275.42
				$42,275.42
Shields, Josephine	Coordinator, MEDICAID	533483	1.00	$55,127.23
				$55,127.23
Sinclair, Kandis	Patient Account Representative II	631357	1.00	$48,866.76
				$48,866.76
Starghill, Tyrese	Dispatcher II	GS9639	1.00	$35,360.00
				$35,360.00
Stewart, Staci	Specialist, Claims Revision	632842	1.00	$47,252.16
				$47,252.16
Swimmer, Cindy	Aso Director	GS9748	1.00	$82,400.00
				$82,400.00
Tinkler, Terri	Coordinator, Administration/Finance Analyst	GS9763	1.00	$58,926.40
				$58,926.40
Wagers, Matthew	Security Officer II	GS9669	1.00	$42,140.80
				$42,140.80
Wheeler, Victoria	Manager, Financial Reporting	533696	1.00	$70,278.73
				$70,278.73
Whitcraft, Kaleb	Data Scientist	GS9572	1.00	$68,804.00
				$68,804.00
Windle, Patricia	Manager	533280	1.00	$75,048.34
				$75,048.34
Zietz, Danielle	Post Award Grant Administrator I	GS9753	1.00	$57,600.00
				$57,600.00
170122 - Continuing Medical Education				
Brownlee Doughty, Mary	Coordinator II, CME	GS9364	1.00	$44,133.44
				$44,133.44

Employee Name	Title	Position	FTE	Commitment
Byron, JaNaiza	Coordinator II, CME	GS9421	1.00	$43,030.10
				$43,030.10
Groom, Ashley	Director	GS9842	1.00	$81,490.89
				$81,490.89
Kerr, Rachel	Coordinator II, CME	GS9123	1.00	$41,600.00
				$41,600.00
Phillips, Noreen	Coordinator IV, CME	GS9973	1.00	$52,884.51
				$52,884.51
Yoder, Michelle	Coordinator IV, CME	633413	1.00	$52,651.19
				$52,651.19
170123 - Facilities Management				
Adkins, Ashley	Aso Vice President	332113	1.00	$179,636.32
				$179,636.32
Akers, Michael	Controls Technician	GS9626	1.00	$60,777.60
				$60,777.60
Ballard, Frank	Building Engineer II	633671	1.00	$67,504.30
				$67,504.30
Ballard, Noah	Maintenance Technician I	GS9405	1.00	$40,144.82
				$40,144.82
Boyd, David	Building Engineer II	GS9370	1.00	$62,129.60
				$62,129.60
Bryant, Steven	Building Engineer II	GS9584	1.00	$65,128.96
				$65,128.96
Carpenter, Kodee	Mechanical Journeyman II	GS9585	1.00	$53,996.80
				$53,996.80
Chuculate, Philip	Electrical Journeyman	GS9903	1.00	$56,264.00
				$56,264.00
Crosby, Cortis	Carpenter III	GS9613	1.00	$52,638.77
				$52,638.77
Crouch, Daniel	Supervisor, Skilled Trades	633811	1.00	$78,291.20
				$78,291.20
Cyrus III, Oliver	Building Engineer Technician II	GS9366	1.00	$44,776.16
				$44,776.16
Davis, Tyler	Building Engineer II	GS9801	1.00	$56,160.00
				$56,160.00
Dotson, Jimmy	Supervisor, Plant Operations	GS9372	1.00	$79,102.40
				$79,102.40
Everett, Gunner	Building Engineer 3rd Class	630944	1.00	$45,204.64

Employee Name	Title	Position	FTE	Commitment
				$45,204.64
Fairfield, Paul	Locksmith I	GS9510	1.00	$48,892.43
				$48,892.43
Fawcett, Christopher	Building Engineer Technician II	GS9520	1.00	$40,919.84
				$40,919.84
Geiger, Kurtis	Coordinator, Asset & Space Utilization	GS9417	1.00	$47,361.60
				$47,361.60
Green, Rick	Mechanical Journeyman II	GS9638	1.00	$57,630.56
				$57,630.56
Greer, Bambi	Coordinator II, Operations	GS9764	1.00	$51,688.00
				$51,688.00
Grigsby, Jeffrey	Supervisor, Plant Operations	GS9345	1.00	$79,040.00
				$79,040.00
Harris, Jeffrey	Building Engineer Technician II	GS9349	1.00	$40,791.30
				$40,791.30
Holmes, Angelyn	Director	534963	1.00	$109,272.70
				$109,272.70
Kesti, John	Plumbing Journeyman	GS9814	1.00	$56,264.00
				$56,264.00
Knight, Mark	Building Engineer I	GS9371	1.00	$64,435.92
				$64,435.92
Larson, Tanner	Building Engineer Technician II	GS9587	1.00	$40,913.60
				$40,913.60
Lim, Ju	Coordinator, Facilities	GS9559	1.00	$41,894.63
				$41,894.63
Long, Denver	Plant Manager/Chief Engineer	639475	1.00	$85,425.22
				$85,425.22
McBride, Travis	Manager	GS9497	1.00	$78,344.89
				$78,344.89
McNally, Jason	Supervisor	639094	1.00	$58,233.93
				$58,233.93
Molett, Hyman	Maintenance Technician Supervisor	631402	1.00	$56,782.25
				$56,782.25
Overman, Paul	Building Engineer III	GS9369	1.00	$70,870.59
				$70,870.59
Pearce, Marty	Carpenter II	GS9614	1.00	$45,232.99
				$45,232.99
Pike, Samuel	Carpenter II	GS9611	1.00	$45,528.69

Employee Name	Title	Position	FTE	Commitment
				$45,528.69
Pilkington, Trenton	Building Engineer II	GS9332	1.00	$59,580.14
				$59,580.14
Simmons, Tommy	Maintenance Mechanic	GS9694	1.00	$42,120.00
				$42,120.00
Thiel, Richard	Building Engineer II	GS9583	1.00	$63,208.58
				$63,208.58
Thompson, Corey	Supervisor, Plant Operations	GS9511	1.00	$76,697.92
				$76,697.92
Thompson, Tyler	Director, Building Operations/Chief Engineer	GS9827	1.00	$111,126.70
	Building Engineer 3rd Class	638045	1.00	$41,600.00
				$152,726.70
Tyler, Gary	Building Engineer Technician II	GS9362	1.00	$43,838.43
				$43,838.43
Walker, Marqui	Maintenance Technician I	GS9578	1.00	$36,420.80
				$36,420.80
Watson, Tiller	Maintenance Technician I	GS9690	1.00	$35,242.48
				$35,242.48
Weiss, Casey	Coordinator II, Inventory	630247	1.00	$46,238.40
				$46,238.40
Wijesinghe, Nisantha	Building Engineer II	GS9586	1.00	$65,913.29
				$65,913.29
Williams, Derrick	Maintenance Technician II	630210	1.00	$37,440.00
				$37,440.00
Zuniga, Matthew	Building Engineer 3rd Class	GS9963	1.00	$45,057.18
				$45,057.18
170124 - Health Care Administration				
Benn, Amanda	Program Manager	543959	1.00	$82,604.10
				$82,604.10
Dempsey, Erin	Lab Technician	GS9679	1.00	$39,720.10
				$39,720.10
Dover, Bailey	Coordinator, Academic Advisor II	GS9111	1.00	$45,000.00
				$45,000.00
Keener, Ashley	Clinical Ast Professor	GF9829	1.00	$116,699.00
				$116,699.00
Miller, Barbara	Chair/Ast Professor	GF9979	1.00	$218,918.84
				$218,918.84
Proctor, Silas	Lead Lab Technician	GS9892	1.00	$42,048.94

Employee Name	Title	Position	FTE	Commitment
				$42,048.94
Varughese, Zack	Clinical Professor	GF9978	1.00	$172,202.85
				$172,202.85
Wallis, Thomas	Program Manager	GS9813	1.00	$60,250.00
				$60,250.00
Wang, Wei	Program Manager	GS9149	1.00	$52,403.10
				$52,403.10
Yates, Martha	Post Doc Fellow	GF9793	1.00	$66,950.00
				$66,950.00
170128 - Health Information Technology				
Adams, Amy	Ast Director	535091	1.00	$112,956.14
				$112,956.14
Barnes, Tamara	Health Information Technology Analyst	533698	1.00	$65,563.62
				$65,563.62
Carpenter, Melody	Health Information Technology Analyst	534615	1.00	$65,563.62
				$65,563.62
Emerson, Kurtis	Medical Information Analyst	GS9817	1.00	$61,167.96
				$61,167.96
Frieden, Cody	Network Manager	533180	1.00	$112,333.66
				$112,333.66
Rainey, Samantha	Application Trainer	534475	1.00	$60,000.00
				$60,000.00
170130 - Clinical Education				
Bergman, Kristi	Regional Administrator II	GS9625	1.00	$59,740.00
				$59,740.00
Brownlee, Hannah	Regional Administrator II	GS9705	1.00	$57,680.00
				$57,680.00
Bryant, Alexandra	Regional Administrator IV	GS9718	1.00	$66,786.90
				$66,786.90
Burrow, Jamie	Coordinator IV, Clinical Education	633681	1.00	$50,181.65
				$50,181.65
Floyd, Rebecca	Coordinator III, Clinical Education	GS9913	1.00	$44,757.22
				$44,757.22
Goodell, Melissa	Manager	331721	1.00	$59,764.51
				$59,764.51
Green, Ginger	Regional Administrator IV	GS9715	1.00	$62,617.20
				$62,617.20
Hartness, Catherine	Coordinator II, Clinical Education	GS9768	1.00	$44,444.30

Employee Name	Title	Position	FTE	Commitment
				$44,444.30
Loveless, Michelle	Manager	GS9714	1.00	$73,850.18
				$73,850.18
Neugebauer, Brenda	Regional Administrator II	GS9719	1.00	$56,689.11
				$56,689.11
Partin, Lori	Coordinator II, Clinical Education	633680	1.00	$46,190.37
				$46,190.37
Patterson, Taylor	Coordinator I, Contract & Administration	GS9567	1.00	$53,435.20
				$53,435.20
Pratt, Hanna	Regional Administrator II	GS9708	1.00	$56,000.00
				$56,000.00
Thornburgh, Nancy	Director	GS9860	1.00	$87,550.00
				$87,550.00
Thurman, Christopher	Aso Dean/Professor	210476	1.00	$384,299.36
				$384,299.36
170132 - Library Services				
Ashley, Kayla	Librarian I	GS9276	1.00	$51,350.00
				$51,350.00
Green, Michelle	Librarian II	GS9575	1.00	$56,984.10
				$56,984.10
London, Linda	Librarian IV	533707	1.00	$73,479.32
				$73,479.32
Murray, Scott	Librarian IV	GS9711	1.00	$69,042.45
				$69,042.45
Olsen, Joann	Librarian I	GS9709	1.00	$54,124.37
				$54,124.37
Pete, Sheila	Library Technology Assistant IV	636223	1.00	$51,206.53
				$51,206.53
Settle, Sonja	Director	GS9680	1.00	$105,000.00
				$105,000.00
Thompson, Lou	Librarian IV	GS9706	1.00	$72,280.93
				$72,280.93
170133 - Educational Resources & Development				
Ballard, Dawn	Manager	GS9983	1.00	$77,830.53
				$77,830.53
Bazile, Tywaneka	Academic Assistant II	GS9261	1.00	$38,306.11
				$38,306.11
Cochran, Rhonda	Manager	GS9717	1.00	$68,649.50

Employee Name	Title	Position	FTE	Commitment
				$68,649.50
Ernst, David	Instructional Designer	GS9735	1.00	$64,324.43
				$64,324.43
Fair, Sharon	Academic Assistant II	GS9600	1.00	$40,214.14
				$40,214.14
Fisher, Jennifer	Instructional Designer	534487	1.00	$61,800.00
				$61,800.00
Gaylor, Dylan	Academic Assistant II	633934	1.00	$37,440.00
				$37,440.00
Juergens, David	Instructional Designer	533711	1.00	$68,533.49
				$68,533.49
McDonald, Millie	Administrative Assistant II	GS9954	1.00	$39,893.47
				$39,893.47
Merisca, Vladimir	Instructional Designer	GS9757	1.00	$64,324.43
				$64,324.43
Moore, Brea	Manager	GS9984	1.00	$73,954.00
				$73,954.00
Pollak, Zachary	Academic Assistant II	633935	1.00	$40,077.25
				$40,077.25
Scholl, Eric	Coordinator, Educational Media Services	GS9707	1.00	$52,977.97
				$52,977.97
Westerfield, Betty	Academic Assistant IV	639111	1.00	$51,579.31
				$51,579.31
Zumwalt, Justin	Director	535096	1.00	$99,972.00
				$99,972.00
	170134 - Research Office			
Adams, Hailey	Coordinator, Grants Pre-Award	GS9116	1.00	$55,368.46
				$55,368.46
Andrews, Kayci	Coordinator II, Clinical Research	GS9153	1.00	$78,000.00
				$78,000.00
Barlow, Candida	Director, Clinical Research	GS9790	1.00	$133,900.00
				$133,900.00
Brightmire, Amber	Coordinator II, Clinical Research	534326	1.00	$60,000.00
				$60,000.00
Cooper, Ivy	Coordinator, Animal Care	GS9867	1.00	$48,794.01
				$48,794.01
Crandell, Rebecca	Ast Director	GS9869	1.00	$91,155.00
				$91,155.00

Employee Name	Title	Position	FTE	Commitment
Emrich, Sarah	Coordinator, Grants Pre-Award	GS9115	1.00	$58,359.80
				$58,359.80
Falkensten, Kadin	Coordinator II, Research Compliance	GS9868	1.00	$48,027.20
				$48,027.20
Hood, Amber	Director	332026	1.00	$123,620.80
				$123,620.80
Kehres, Patrick	Ast Director	GS9737	1.00	$92,926.16
				$92,926.16
Keirn, Susan	Ast Director	GS9118	1.00	$75,000.00
				$75,000.00
McCullough, Jordyn	Coordinator II, Clinical Research	534482	1.00	$60,000.00
				$60,000.00
Millington, Angela	Coordinator, Research III	534279	1.00	$81,904.11
				$81,904.11
Myers, Jonathan	Director	GS9880	1.00	$115,360.00
				$115,360.00
Oberlender, Renae	Administrative Assistant II	GS9382	1.00	$37,492.00
				$37,492.00
Owens, Lindsay	Coordinator, Shared Resources	GS9576	1.00	$46,757.29
				$46,757.29
Pogue, Michale	Director, Awards & Contracts	GS9281	1.00	$108,150.00
				$108,150.00
Standifird, Christin	Exec Assistant II	GS9884	1.00	$52,103.17
				$52,103.17
Underwood, Dawn	Vice President, Research	GS9535	1.00	$234,936.31
				$234,936.31
Willmann, Nancy	Coordinator III, Clinical Research	534062	1.00	$85,503.60
				$85,503.60
170135 - Pharmacology and Physiology				
Arias, Hugo	Clinical Professor	GF9923	1.00	$136,590.88
				$136,590.88
Core, Sheri	Clinical Ast Professor	GF9843	1.00	$113,676.39
				$113,676.39
Folmar, Kay	Academic Assistant II	GS9765	1.00	$40,370.73
				$40,370.73
Ford, Bart	Ast Professor	GF9871	1.00	$113,740.13
				$113,740.13
Hamdan, Halla	Research Assistant II	GS9251	1.00	$47,882.64

Employee Name	Title	Position	FTE	Commitment
				$47,882.64
Jeffers, Ann	Research Scientist II	631248	1.00	$61,800.00
				$61,800.00
Jones, Alexis	Clinical Aso Professor	GF9922	1.00	$125,044.03
				$125,044.03
Jones, Audrey	Research Assistant I	534037	1.00	$46,592.00
				$46,592.00
McCracken, Kelly	Research Assistant II	534331	1.00	$65,617.82
				$65,617.82
Mitra, Swarup	Ast Professor	GF9895	1.00	$113,739.81
				$113,739.81
Sloan, Dusti	Clinical Aso Professor	GF9872	1.00	$124,931.48
				$124,931.48
Stevens, Craig	Professor	210218	1.00	$192,645.24
				$192,645.24
Wallace, David	Chair/Professor	211059	1.00	$212,270.96
				$212,270.96
	170136 - Academic Affairs			
Bailey, MeLyssa	Exec Assistant III	GS9993	1.00	$46,273.91
				$46,273.91
Bentley, Sommer	Coordinator II, Residency Program	633244	1.00	$52,574.50
				$52,574.50
Bradberry, Sara	Aso Director	GS9428	1.00	$111,085.50
				$111,085.50
Brown, Laura	Coordinator IV, Residency Program	GS9996	1.00	$61,144.10
				$61,144.10
Calico, Melanie	Coordinator IV, Residency Program	GS9995	1.00	$53,624.27
				$53,624.27
Cheney, Christina	Exec Assistant IV	633357	1.00	$60,960.98
				$60,960.98
Clemons, Martha	Coordinator II, Residency Program	GS9994	1.00	$61,172.80
				$61,172.80
Colburn, Jennifer	Exec Assistant I	GS9955	1.00	$49,344.32
				$49,344.32
Cummins, Lisa	Quality Manager, CLER	GS9890	1.00	$73,158.08
				$73,158.08
Davidson, Brenda	Ast Dean	535087	1.00	$145,632.61
				$145,632.61

Employee Name	Title	Position	FTE	Commitment
Gilstrap, Carrie	Aso Dean/Clinical Professor	GF9942	1.00	$370,800.00
				$370,800.00
Hensley, Jacqulyn	Director, AIMS	GS9930	1.00	$95,130.14
				$95,130.14
Lund, Justin	Post Doc Fellow	GF1770	1.00	$65,000.00
				$65,000.00
Maxey, Tiffany	Coordinator I, Residency Program	GS9131	1.00	$46,800.00
				$46,800.00
O'Grady, Tanya	Specialist IV, Career Development	GS9710	1.00	$57,241.04
				$57,241.04
Rector, Kimberley	Ast Director	GS9430	1.00	$65,563.62
				$65,563.62
Romero, Melinda	Coordinator III, Access & Community Impact	GS9633	1.00	$45,364.80
				$45,364.80
Saffa, Sarah	Post Doc Fellow	GF1770	1.00	$65,000.00
				$65,000.00
Sells, Jodi	Coordinator, Rural Track II	GS9353	1.00	$52,574.50
				$52,574.50
Sherier, Allison	Post Doc Fellow	GF1752	1.00	$65,000.00
				$65,000.00
Showman, Jihrleah	Coordinator II, Residency Program	GS9352	1.00	$51,331.90
				$51,331.90
Smith, Kent	Aso Dean/Professor	332028	1.00	$172,501.89
				$172,501.89
Vanvolkinburg, Lesley	Ast Designated Institutional Official/Exec Director	331720	1.00	$140,524.69
				$140,524.69
Walker, Madison	Academic Counselor II	GS9696	1.00	$56,650.00
				$56,650.00
Walton, BriAnne	Coordinator II, Residency Program	GS9998	1.00	$52,574.50
				$52,574.50
Wapskineh, Tonya	Project Director	GS9399	1.00	$74,305.44
				$74,305.44
West, Kelli	Academic Counselor III/Supp Coord	GS9944	1.00	$60,942.53
				$60,942.53
Wilson Garcia, Jennifer	Coordinator III, Residency Program	GS9997	1.00	$57,330.62
				$57,330.62
Wymore, Randy	Aso Professor	210223	1.00	$206,000.00

Employee Name	Title	Position	FTE	Commitment
				$206,000.00
Young, LeRoy	Sr Aso Dean/Clinical Professor	GF9993	1.00	$229,603.80
				$229,603.80
Ziegler, Elisabeth	Academic Assistant III	GS9778	1.00	$41,350.40
				$41,350.40
170137 - Radiology				
Rainey, Ashleigh	Sonographer	633253	1.00	$88,266.88
				$88,266.88
170138 - Dept of Medicine				
Alexander, Dottie	Medical Assistant II	633348	1.00	$38,563.20
				$38,563.20
Alvarado, Janellys	Medical Assistant II	GS9750	1.00	$50,003.19
				$50,003.19
Anderson, Bradley	Clinical Ast Professor	GF9813	1.00	$217,223.20
				$217,223.20
Baker, Damon	Professor/Chair	210025	1.00	$332,034.63
				$332,034.63
Barnes, Miranda	Patient Services Representative	GS9128	1.00	$33,072.00
				$33,072.00
Boyer, Kryston	Clinical Ast Professor	GF9844	1.00	$573,946.90
				$573,946.90
Carabello, John	Clinical Aso Professor	211218	1.00	$682,870.40
				$682,870.40
Chronister, Justin	Clinical Aso Professor	211061	1.00	$249,812.36
				$249,812.36
Cobbs, Rachael	Clinical Ast Professor	GF9841	1.00	$217,223.20
				$217,223.20
Cook, Katherine	Professor	210753	1.00	$283,036.11
				$283,036.11
Cox, Jennifer	Clinical Ast Professor	GF9811	1.00	$217,223.20
				$217,223.20
Davenport, Karen	Procedure Scheduler II	GS9799	0.50	$21,137.71
				$21,137.71
Dick, Kindell	Coordinator, Residency Program	631983	1.00	$53,624.27
				$53,624.27
Dowling, Shana	Patient Services Representative II	GS9932	1.00	$34,008.00
				$34,008.00
Duvall, Dusty	Patient Services Representative II	GS9188	1.00	$35,110.40

Employee Name	Title	Position	FTE	Commitment
				$35,110.40
Evans, Angela	Coordinator, Resident/Administration Assistant	GS9248	1.00	$51,803.23
				$51,803.23
Garcia Diaz, Teresita	Patient Services Representative II	GS9294	1.00	$39,313.04
				$39,313.04
Gardner, Ericka	Procedure Scheduler II	GS9515	1.00	$41,849.60
				$41,849.60
Grivna, Kimberlee	LPN II	GS9637	1.00	$47,132.80
				$47,132.80
Hale, Andrew	Clinical Ast Professor	GF9867	1.00	$332,578.00
				$332,578.00
Isam, Brian	Patient Services Representative II	GS9783	1.00	$35,110.40
				$35,110.40
Jenkins, Lisa	Program Administrator	534039	1.00	$80,590.93
				$80,590.93
Johnson, Jay	Clinical Professor	211170	1.00	$422,730.43
				$422,730.43
Jordan, Latonya	Cardiology Supervisor	633666	1.00	$46,077.24
				$46,077.24
Karnama, Arash	Clinical Aso Professor	GF9850	1.00	$411,958.08
				$411,958.08
Kim, Steve	Clinical Aso Professor	211058	1.00	$660,149.92
				$660,149.92
Martinez, Jaden	Medical Assistant II	GS9141	1.00	$34,320.00
				$34,320.00
Morello Gearhart, Alessandra	Clinical Ast Professor	GF9877	1.00	$219,474.22
				$219,474.22
Padgett, Christa	Coordinator, Referral & Procedure	GS9530	1.00	$42,911.83
				$42,911.83
Padgett, Patricia	LPN III	633027	1.00	$54,571.66
				$54,571.66
Palmer, Thomas	Clinical Ast Professor	GF9812	1.00	$339,900.00
				$339,900.00
Pass, Amber	Sonographer	GS9292	1.00	$85,696.00
				$85,696.00
Pool, Jessica	Procedure Scheduler II	GS9331	1.00	$38,688.00
				$38,688.00
Ree, Joni	Practice Administrator	GS9175	1.00	$66,950.00

Employee Name	Title	Position	FTE	Commitment
				$66,950.00
Richardson, Kenneth	Practice Administrator	GS9388	1.00	$71,027.26
				$71,027.26
Robinson, Molleigh	Coordinator III, Residency Program	GS9947	1.00	$60,094.32
				$60,094.32
Salyer, Amanda	Manager	GS9114	1.00	$65,237.00
				$65,237.00
Salyers, Pyper	Patient Services Representative II	631563	1.00	$37,876.80
				$37,876.80
Sanchez Parra, Daniella	Medical Assistant I	633249	1.00	$38,563.20
				$38,563.20
Schooley, Connie	Medical Assistant II	GS9945	1.00	$40,823.43
				$40,823.43
Sells, Shatara	Patient Services Representative II	GS9907	1.00	$39,062.40
				$39,062.40
Simpson, Natalie	Coordinator, Insurance	GS9160	1.00	$37,107.20
				$37,107.20
Sixkiller, Alpha	Medical Assistant II	GS9803	1.00	$37,440.00
				$37,440.00
Smith, Kristina	Clinical Ast Professor	GF9809	1.00	$339,900.00
				$339,900.00
Som, Mousumi	Designated Institutional Official/Professor	210106	1.00	$322,691.99
				$322,691.99
Stafford, Reatta	Medical Assistant II	GS9773	0.80	$31,802.03
				$31,802.03
Surman, Deborah	Supervisor, Resident Coordinator	633596	1.00	$56,687.90
				$56,687.90
Tehee, Jennifer	Nurse Case Manager	GS9887	1.00	$50,003.19
				$50,003.19
Welborn, Melissa	Sonographer	GS9879	1.00	$86,083.06
				$86,083.06
Wildes, Daniel	Clinical Aso Professor	211219	1.00	$650,357.95
				$650,357.95
Wilkett, David	Clinical Professor/Section Chief	210755	1.00	$605,581.88
				$605,581.88
Woods, William	Clinical Aso Professor	211158	1.00	$265,192.38
				$265,192.38
Yamane, Shane	Clinical Aso Professor	GF9987	1.00	$650,352.75

Employee Name	Title	Position	FTE	Commitment
				$650,352.75
Zimmerman, Barbara	Practice Administrator	GS9525	1.00	$79,567.50
				$79,567.50
170139 - Family Medicine				
Aguirre-Martinez, Brenda	Patient Services Representative IV	632221	1.00	$48,594.01
				$48,594.01
Angel, McKenzie	Patient Services Representative III	GS9378	1.00	$37,877.63
				$37,877.63
Arrington, Malinda	Nurse Practitioner	533709	1.00	$128,750.00
				$128,750.00
Arroyo, Nancy	Patient Services Representative IV	631995	1.00	$47,366.66
				$47,366.66
Babia, Gabriella	Patient Services Representative II	632621	1.00	$34,008.00
				$34,008.00
Bartlett, Kylie	Clinical Assistant II	GS9815	1.00	$34,008.00
				$34,008.00
Bledsoe, Casey	Practice Administrator	GS9802	1.00	$77,971.00
				$77,971.00
Brown, Emily	Medical Assistant I	633037	1.00	$33,280.00
				$33,280.00
Browning, Kristin	Clinical Ast Professor	210915	1.00	$195,622.44
				$195,622.44
Bryant, Adam	Medical Assistant I	632236	1.00	$33,280.00
				$33,280.00
Carey, Amanda	Clinical Aso Professor	210742	1.00	$225,233.31
				$225,233.31
Carey, Steffen	Clinical Aso Professor/VC/Director	211251	1.00	$242,579.03
				$242,579.03
Casto, Jamie	Medical Assistant II	631263	1.00	$35,360.00
				$35,360.00
Cooney, Stephanie	Patient Services Representative II	632621	1.00	$37,161.46
				$37,161.46
Cotton, Lora	Chair/Professor/Director	210603	1.00	$297,135.25
				$297,135.25
Cramer, Shea	Nursing Supervisor	GS9936	1.00	$51,480.00
				$51,480.00
David, Crystal	Clinical Aso Professor	GF9990	1.00	$146,091.05
				$146,091.05

Employee Name	Title	Position	FTE	Commitment
DeLaney, Lorri	Patient Services Representative III	632834	1.00	$40,298.54
				$40,298.54
Dewey, Thomas	Clinical Ast Professor	GF1768	1.00	$195,621.47
				$195,621.47
Dodson, Shathar	Coordinator, Residency Program	631691	1.00	$47,582.70
				$47,582.70
Fairley, Antony	Medical Assistant I	630411	1.00	$34,320.00
				$34,320.00
Fowler, Matthew	Clinical Ast Professor	GF9891	1.00	$195,622.44
				$195,622.44
Garcia-Rios, Kennya	Patient Services Representative II	GS9305	1.00	$34,008.00
				$34,008.00
Griffin, Chelsey	Clinical Aso Professor	GF9967	1.00	$267,824.21
				$267,824.21
Hager, Jennifer	Patient Services Representative IV	632611	1.00	$43,070.93
				$43,070.93
Hall, Sarah	Professor	210758	1.00	$252,613.23
				$252,613.23
Hartline, Katelalyn	LPN I	631565	1.00	$43,876.35
				$43,876.35
Hernandez, Nettie	Patient Services Representative III	631421	1.00	$47,946.91
				$47,946.91
Holland, Christy	Medical Assistant I	633414	1.00	$33,280.00
				$33,280.00
Kratz, Erin	Clinical Aso Professor	210918	1.00	$225,233.79
				$225,233.79
Ledesma Torres, Elda	Patient Services Representative III	GS9873	1.00	$42,719.46
				$42,719.46
Lewis, Regina	Professor	210906	1.00	$238,040.29
				$238,040.29
Longshore, Heather	Manager	633598	1.00	$56,003.57
				$56,003.57
McNew, Cathy	Patient Services Representative II	GS9532	1.00	$37,980.80
				$37,980.80
Miller, John	Clinical Ast Professor	GF9890	1.00	$195,622.44
				$195,622.44
Moss, Shannon	Patient Services Representative III	632205	1.00	$41,198.35
				$41,198.35

Employee Name	Title	Position	FTE	Commitment
Nelson, Dezzarai	Medical Assistant I	GS9172	1.00	$34,278.40
				$34,278.40
Patterson, Shontay	Program Administrator	632229	1.00	$65,029.60
				$65,029.60
Peace, Phyllis	Nurse Practitioner	GS9173	1.00	$127,000.00
				$127,000.00
Polk, Sherrita	Clinical Ast Professor	GF9848	1.00	$195,622.44
				$195,622.44
Quigley, Megan	Medical Assistant II	632220	1.00	$41,738.54
				$41,738.54
Rank, Marinn	Clinical Ast Professor	GF9892	1.00	$195,622.44
				$195,622.44
Ray, Rachel	Clinical Ast Professor	GF9805	1.00	$240,000.00
				$240,000.00
Rose, Madison	Medical Assistant I	GS9204	1.00	$34,278.40
				$34,278.40
Royal, Brandee	Medical Assistant I	GS9636	1.00	$33,280.00
				$33,280.00
Sandoval, Steffany	Patient Services Representative IV	632201	1.00	$47,366.66
				$47,366.66
Smithwick, Teresa	LPN II	631103	1.00	$60,890.25
				$60,890.25
Statham, Jacqueline	Patient Services Representative II	631566	1.00	$38,525.18
				$38,525.18
Tiller, Glennda	Clinical Ast Professor	210914	1.00	$195,622.44
				$195,622.44
Vanderwerf, Jennifer	Physician Assistant	GS9174	1.00	$128,750.00
				$128,750.00
Walker, Lisa	Patient Services Representative I	630368	1.00	$34,756.80
				$34,756.80
Williams, Chelsie	Medical Assistant I	GS9333	1.00	$34,278.40
				$34,278.40
170140 - Budget and Finance				
Barnaby, Christina	Ast Director	534047	1.00	$78,785.62
				$78,785.62
Brown, Brandilyn	Ast Director	530189	1.00	$67,530.53
				$67,530.53
Davis, Elizabeth	Coordinator IV, Budget/Finance	631825	1.00	$52,253.99

Employee Name	Title	Position	FTE	Commitment
				$52,253.99
Dean, Markeesha	Specialist, Budget/Finance II	633678	1.00	$42,826.58
				$42,826.58
Edwards, Jennifer	Customer Service Representative II	639449	1.00	$37,440.00
				$37,440.00
Holmes, Kevin	Aso Vice President	331349	1.00	$163,909.05
				$163,909.05
Hubbard, Paula	Customer Service Representative I	631183	1.00	$39,644.79
				$39,644.79
Lawhorn, Robin	Coordinator, Bursar	GS9681	1.00	$45,069.79
				$45,069.79
Marshall, Denise	Director	530026	1.00	$96,159.98
				$96,159.98
Praytor, Valerie	Coordinator II, Budget/Finance	630867	1.00	$46,538.71
				$46,538.71
Rogers, Teri	Coordinator II, Budget/Finance	GS9595	1.00	$45,804.51
				$45,804.51
Sherrill, Teresa	Coordinator, Procurement	GS9414	1.00	$46,800.00
				$46,800.00
Stuart, Robyn	Coordinator, Procurement	GS9293	1.00	$48,880.00
				$48,880.00
Turner, Charyl	Coordinator II, Budget/Finance	GS9526	1.00	$48,899.85
				$48,899.85
	170141 - Anatomy & Cell Biology			
Anderson, Michael	Research Scientist II	GS9392	1.00	$67,780.06
				$67,780.06
Ballard, Hollynoelle	Professor	210920	1.00	$145,198.07
				$145,198.07
Barta, Daniel	Ast Professor	GF9925	1.00	$110,365.43
				$110,365.43
Browne, Ian	Clinical Ast Professor	GF9908	1.00	$110,365.43
				$110,365.43
Claxton, Alexander	Research Assistant III	533708	1.00	$55,016.83
				$55,016.83
Flora, Holley	Research Assistant II	GS9688	1.00	$52,389.70
				$52,389.70
Garrison, Thomas	Manager, Body Donor	GS9844	1.00	$59,122.98
				$59,122.98

Employee Name	Title	Position	FTE	Commitment
Gujar, Vikramsingh	Ast Professor	210054	1.00	$110,365.43
				$110,365.43
Herath, Dilani	Research Scientist I	534616	1.00	$69,460.19
				$69,460.19
Klukkert, Zachary	Ast Professor	210372	1.00	$110,365.43
				$110,365.43
Roades, Carol	Academic Assistant IV	GS9409	1.00	$43,169.36
				$43,169.36
Snively, Eric	Aso Professor	GF9926	1.00	$123,352.70
				$123,352.70
VanFleet, Bridget	Manager, Anatomy Lab	GS9736	1.00	$46,145.86
				$46,145.86
Vazquez Sanroman, Dolores	Aso Professor	GF9995	1.00	$123,414.50
				$123,414.50
Weil, Anne	Aso Professor	210733	1.00	$122,495.83
				$122,495.83
Williams, Natalie	Specialist, Body Donor	631117	1.00	$44,304.98
				$44,304.98
Wilson, Nedra	Aso Professor/Chair	210571	1.00	$147,838.05
				$147,838.05
170142 - Biochemistry & Microbiology				
Assefa, Senayet	Research Scientist II	533703	1.00	$71,596.68
				$71,596.68
Das, Subhas	Ast Professor	GF9929	1.00	$115,927.41
				$115,927.41
DuBois, Darlene	Academic Assistant IV	GS9865	1.00	$43,031.37
				$43,031.37
Huang, Ihsiu	Ast Professor	GF9928	1.00	$115,927.41
				$115,927.41
Johnson, Crystal	Ast Professor	210248	1.00	$115,927.41
				$115,927.41
Kaul, Rashmi	Professor	210064	1.00	$150,498.15
				$150,498.15
Koehler, Gerwald	Chair/Professor	210739	1.00	$174,118.91
				$174,118.91
Manjarrez, Jacob	Ast Professor	GF9934	1.00	$115,927.41
				$115,927.41
Maulik, Malabika	Clinical Ast Professor	GF1766	1.00	$115,927.41

Employee Name	Title	Position	FTE	Commitment
				$115,927.41
Reddig, William	Research Assistant III	639157	1.00	$63,481.32
				$63,481.32
Shults, Crystal	Research Scientist I	533704	1.00	$77,148.31
				$77,148.31
	170143 - Ob/Gyn			
Abbott, Lioudmila	Ultrasound/Sonographer	534481	1.00	$82,188.71
				$82,188.71
Alaniz, Ashley	Patient Services Representative I	633018	1.00	$37,513.42
				$37,513.42
Ayuzo, Karla	Medical Assistant II	GS9923	1.00	$38,563.20
				$38,563.20
Baker, Jazmin	Clinical Ast Professor	210908	1.00	$328,648.57
				$328,648.57
Baranowski, Shaun	Nurse Practitioner	GS9503	1.00	$120,199.97
				$120,199.97
Bradley, Sarah	Clinical Ast Professor	211245	1.00	$270,968.28
				$270,968.28
Brown, Erin	Clinical Aso Professor/Chair	GF9988	1.00	$372,170.71
				$372,170.71
Byers, Marya	Medical Assistant II	GS9674	1.00	$39,752.53
				$39,752.53
Cardenas, Melissa	Lead Patient Services Representative II	GS9900	1.00	$43,980.08
				$43,980.08
Edgar, Susan	Patient Services Representative II	GS9672	1.00	$37,956.97
				$37,956.97
Fielding, Lindsay	Practice Administrator	534840	1.00	$73,130.00
				$73,130.00
Griffin, Yonisha	Medical Assistant II	GS9269	1.00	$36,420.80
				$36,420.80
Guevara, Carlos	Clinical Aso Professor	GF9992	1.00	$361,513.43
				$361,513.43
Hamilton, Sarah	LPN II	632215	1.00	$48,932.42
				$48,932.42
Merdjanov, Anna	Medical Assistant I	633036	1.00	$33,280.00
				$33,280.00
Nijem, Lena	Patient Services Representative II	630452	1.00	$33,072.00
				$33,072.00

Employee Name	Title	Position	FTE	Commitment
Parks, Jennifer	Nursing Supervisor	GS9577	1.00	$68,845.30
				$68,845.30
Parks, Mark	Clinical Ast Professor	GF9862	1.00	$328,648.28
				$328,648.28
Pinales Pacheco, Carla	Medical Assistant III	GS9905	1.00	$45,343.80
				$45,343.80
Po, William	Clinical Professor	210748	1.00	$362,301.47
				$362,301.47
Robertson, Jennifer	Patient Services Representative III	631575	1.00	$39,013.10
				$39,013.10
Smith, Rachaelea	Procedure Scheduler II	633019	1.00	$42,275.42
				$42,275.42
Thomas, Lauren	Clinical Ast Professor	GF9903	1.00	$328,648.57
				$328,648.57
170144 - Psychiatry & Behavioral Science				
Anderson, Trevor	Clinical Ast Professor	GF9866	1.00	$283,250.00
				$283,250.00
Beasley, Lana	Director	GS9203	0.80	$130,810.00
				$130,810.00
Brent, Christina	Clinical Director	GS9429	1.00	$94,760.00
				$94,760.00
Brownell, Cade	School Psychologist	GS9168	1.00	$87,550.00
				$87,550.00
Burgard, Margo	Project Manager	GS9379	1.00	$61,192.71
				$61,192.71
Campbell, Jenifer	Patient Services Representative II	GS9139	1.00	$35,110.40
				$35,110.40
Christian, Shalee	Patient Services Representative II	GS9594	1.00	$37,161.46
				$37,161.46
Coffey, Sara	Clinical Aso Professor/Chair	GF9969	1.00	$386,250.00
				$386,250.00
Cuffy, Krashelle	Counselor	GS9169	1.00	$70,000.00
				$70,000.00
Cumming, Carrie	LPN II	GS9501	1.00	$50,003.19
				$50,003.19
Day, Joshua	Clinical Ast Professor	GF1757	1.00	$288,000.00
				$288,000.00
Denny, Gary	Staff Physician	GS9495	1.00	$283,250.00

Employee Name	Title	Position	FTE	Commitment
				$283,250.00
Deshpande, Swapna	Clinical Aso Professor	GF9814	1.00	$336,835.75
				$336,835.75
Dolan, Lorinda	Patient Services Representative II	GS9297	1.00	$36,163.71
				$36,163.71
Drenner, Audrey	Patient Services Representative II	GS9296	1.00	$35,110.40
				$35,110.40
Duerson, Sheridon	Medical Assistant I	GS9272	1.00	$34,278.40
				$34,278.40
Dunn, Kelly	Clinical Ast Professor	GF9960	1.00	$305,963.56
				$305,963.56
Ford, Alicia	Clinical Aso Professor	211166	1.00	$172,030.24
				$172,030.24
Gill, Reagan	Clinical Ast Professor	GF9847	1.00	$297,052.00
				$297,052.00
Glover, Ashley	Psychometrist	GS9138	1.00	$40,560.00
				$40,560.00
Goetsch, Brian	Clinical Ast Professor/Director	GF9907	1.00	$117,223.34
				$117,223.34
Gordon, Amy	Clinical Ast Professor	GF9821	1.00	$131,283.80
				$131,283.80
Haas, Rakel	Coordinator, Service/Resource	GS9302	1.00	$44,454.80
				$44,454.80
Hale, Jennifer	Clinical Ast Professor	GF9912	1.00	$98,754.20
				$98,754.20
Hartwell, Micah	Clinical Ast Professor	GF9905	1.00	$122,321.77
				$122,321.77
Hays Grudo, Jennifer	Professor/Director, CIRCA	GF9945	1.00	$234,195.87
				$234,195.87
Hudson, Madeline	Research Assistant	GS9906	1.00	$40,812.72
				$40,812.72
Jacob, Tvli	Clinical Ast Professor	GF9904	1.00	$93,417.23
				$93,417.23
Jespersen, Jens	Research Scientist	GS9147	1.00	$80,000.00
				$80,000.00
Johnson, Jessica	Project Director	GS9700	1.00	$84,413.17
				$84,413.17
Kitterman, Chase	School Psychologist	GS9167	1.00	$87,550.00

Employee Name	Title	Position	FTE	Commitment
				$87,550.00
Lu, Kaelyn	Clinical Ast Professor	GF9816	1.00	$296,640.00
				$296,640.00
Lyon, Desiree'	Clinical Ast Professor	GF9970	1.00	$288,000.00
				$288,000.00
Martin, Samuel	Clinical Aso Professor	211164	1.00	$403,849.62
				$403,849.62
McPherson, Emily	Project Manager	GS9163	1.00	$58,000.00
				$58,000.00
Miller, Amanda	Program Director	GS9308	1.00	$90,640.00
				$90,640.00
Montgomery, Megan	Academic Assistant II	633255	1.00	$35,360.00
				$35,360.00
Newbury, Karen	Counselor	GS9170	1.00	$73,000.00
				$73,000.00
Nickel, Ethan	Coordinator II, Research Program	GS9538	1.00	$53,624.27
				$53,624.27
Noe-Sharp, Paige	Coordinator II, VMAT	GS9356	1.00	$44,054.40
				$44,054.40
Norvell, Erin	Psychometrist	GS9138	1.00	$40,560.00
				$40,560.00
Pierce, Aaron	Clinical Professor	GF9997	1.00	$369,341.73
				$369,341.73
Powers, Stephanie	Manager	GS9720	1.00	$51,503.30
				$51,503.30
Rich, Sara	Clinical Ast Professor	GF9964	1.00	$128,425.44
				$128,425.44
Ross, Casey	LPN II	GS9862	1.00	$47,730.32
				$47,730.32
Ruiz, Nestor	Psychology Intern	GS9403	1.00	$28,828.80
				$28,828.80
Runfola, Kristine	Care Manager	GS9155	1.00	$70,000.00
				$70,000.00
Smith, Kaylen	Program Coordinator	GS9253	1.00	$45,804.51
				$45,804.51
Smith, Traci	Manager	GS9962	1.00	$51,503.30
				$51,503.30
Stallings, Rebecca	Program Director	GS9124	1.00	$75,000.00

Employee Name	Title	Position	FTE	Commitment
				$75,000.00
Stevens, Vivian	Professor	120180	1.00	$204,645.87
				$204,645.87
Tibbs, Rachel	Patient Services Representative II	GS9250	1.00	$34,064.16
				$34,064.16
Vassar, Ben	Clinical Aso Professor	211211	1.00	$136,638.62
				$136,638.62
Wickliffe, Osekpamen	Clinical Ast Professor	GF9824	1.00	$305,539.20
				$305,539.20
Williams, Barrett	Staff Psychologist	GS9436	1.00	$100,000.00
				$100,000.00
Williams, Lisa	Coordinator, Research Program	633844	1.00	$52,574.50
				$52,574.50
Wingo, Brooklyn	Patient Services Representative II	GS9893	1.00	$36,870.70
				$36,870.70
Wirginis, Rachel	Clinical Ast Professor	GF9820	1.00	$283,250.00
				$283,250.00
Yates, Michelle	Patient Services Representative II	GS9609	1.00	$36,163.71
				$36,163.71
170145 - Auxiliary Services				
Brooks, Gloria	Representative Budget/Finance II	GS9408	1.00	$40,508.48
				$40,508.48
Garrett III, Gerald	Representative Budget/Finance II	GS9566	1.00	$38,306.11
				$38,306.11
Ostiguin, Emilio	Manager, Loading Dock	GS9507	1.00	$48,588.80
				$48,588.80
Rountree, Wanda	Supervisor, Budget/Finance IV	639201	1.00	$61,908.85
				$61,908.85
170147 - External Affairs				
Barnard, Matthew	Photographer/Videographer III	GS9644	1.00	$59,089.22
				$59,089.22
Bullock, Amanda	Coordinator II, Marketing/Design	GS9383	1.00	$53,045.00
				$53,045.00
Collington, Monica	Ast VP, External Affairs & Strategic Comm	GS9755	1.00	$152,981.78
				$152,981.78
England, Elisabeth	Coordinator II, Website	531981	1.00	$55,592.64
				$55,592.64
Failing, Sydni	Exec Assistant II	GS9724	1.00	$45,760.00

Employee Name	Title	Position	FTE	Commitment
				$45,760.00
Hamilton, Melani	Managing Director	GS9914	1.00	$94,091.64
				$94,091.64
Hoagland, Michael	Event Manager	GS9792	1.00	$50,294.40
				$50,294.40
Johnson, Gabriel	Specialist II, Digital/Web	GS9201	1.00	$42,848.00
				$42,848.00
Macleod, James	Coordinator I, Digital/Social Media	GS9385	1.00	$49,982.19
				$49,982.19
Miller, Tonia	Coordinator, Outreach III	GS9851	1.00	$53,456.00
				$53,456.00
Plummer, Sara	Sr Coordinator, Communications III	GS9824	1.00	$65,766.69
				$65,766.69
Smith, Destry	Coordinator, Outreach II	GS9915	1.00	$47,923.20
				$47,923.20
Spielbusch, Kayley	Specialist, Digital Communications	GS9144	1.00	$44,200.00
				$44,200.00
Stimson, Kelly	Sr Graphic Designer III	GS9837	1.00	$66,197.64
				$66,197.64
Tucker, Dylan	Coordinator, Outreach II	GS9723	1.00	$47,539.86
				$47,539.86
Vick, Deanne	Ast Director	GS9659	1.00	$73,158.08
				$73,158.08
	170150 - Athletic Training			
Curato, Teloni	Academic Assistant I	GS9958	1.00	$40,077.25
				$40,077.25
Daniels, Michael	Athletic Trainer	GS9323	1.00	$68,654.00
				$68,654.00
Latos, Sara	Athletic Trainer	GS9979	1.00	$68,000.00
				$68,000.00
O'Brien, Matthew	Professor	211217	1.00	$134,654.34
				$134,654.34
Volberding, Jennifer	Chair/Professor	211155	1.00	$154,937.07
				$154,937.07
Warren, Aric	Professor	211247	1.00	$148,280.44
				$148,280.44
	170151 - Health Access Network			
Abla, Leslie	Manager, Health Access Network Care	GS9732	1.00	$68,958.50

Employee Name	Title	Position	FTE	Commitment
				$68,958.50
Amaro, Viviana	Supervisor, Health Access Network Referrals	633677	1.00	$56,279.04
				$56,279.04
Brisker, Eboni	Specialist, Referral	GS9556	1.00	$38,525.18
				$38,525.18
Brown, Leslie	Manager, Health Access Network Case	534484	1.00	$77,434.46
				$77,434.46
Brown, September	RN Case Manager	GS9731	1.00	$73,158.08
				$73,158.08
Campbell, Diana	Specialist II, Referral	GS9557	1.00	$41,225.60
				$41,225.60
Childers, Elizabeth	RN Case Manager	GS9606	1.00	$71,368.19
				$71,368.19
Crick, Elizabeth	Manager, Health Access Network Care I	GS9321	1.00	$71,292.48
				$71,292.48
DeVries, Jessica	Manager, Health Access Network Care	GS9380	1.00	$76,006.43
				$76,006.43
Diab, Angelia	Manager, Health Access Network Care	535093	1.00	$74,263.00
				$74,263.00
Graham, Rebecca	Care Manager II	GS9987	1.00	$84,260.07
				$84,260.07
James, Lindsay	Coordinator	GS9554	1.00	$74,332.16
				$74,332.16
Martin, Lisa	RN Case Manager	GS9691	1.00	$68,186.00
				$68,186.00
Mathew, Cassie	Manager, Health Access Network Care	GS9183	0.50	$30,908.80
				$30,908.80
Miller, Toby	Manager, Health Access Network Care	GS9500	1.00	$74,578.62
				$74,578.62
Norman, Julisa	Manager, Health Access Network Care I	GS9319	1.00	$64,714.90
				$64,714.90
North, Amanda	Manager, Health Access Network Care	GS9404	1.00	$54,063.46
				$54,063.46
Onstott, Emilee	Manager, Health Access Network Care II	GS9320	1.00	$72,406.43
				$72,406.43
Pierce, Bruce	Director	535090	1.00	$110,434.70
				$110,434.70
Pollard, Amanda	RN Case Manager	GS9730	0.60	$43,894.84

Employee Name	Title	Position	FTE	Commitment
				$43,894.84
Sanders, Laura	RN Case Manager	GS9841	1.00	$76,815.98
				$76,815.98
Sathyanarayanan, Shrie	Data Analyst	GS9752	1.00	$67,664.23
				$67,664.23
Self, Shannon	Manager, Health Access Network Care	534960	1.00	$74,578.62
				$74,578.62
Sharp, Jaclyn	Manager, Health Access Network Care II	GS9849	1.00	$74,714.46
				$74,714.46
Tallman, Shelby	Business Development/Financial Manager	GS9726	1.00	$79,588.08
				$79,588.08
Thedford, Vanessa	Manager, Health Access Network Care	GS9361	1.00	$54,063.46
				$54,063.46
West, Ginger	RN Case Manager	GS9986	1.00	$76,815.97
				$76,815.97
Wheeler Ballard, Paula	Manager, Health Access Network Care	535092	1.00	$78,352.30
				$78,352.30
170152 - Dept of Emergency Medicine				
Abernathy, Bobby	Clinical Aso Professor	211212	1.00	$463,200.00
				$463,200.00
Argo, Kenneth	Clinical Ast Professor	GF9921	1.00	$406,960.00
				$406,960.00
Bailey, Yakiji	Clinical Ast Professor	GF9918	1.00	$472,480.00
				$472,480.00
Baker, Joshua	Clinical Ast Professor	GF1764	1.00	$405,600.00
				$405,600.00
Bates, Michelle	Clinical Ast Professor	GF9831	1.00	$327,580.00
				$327,580.00
Blose, Michael	Clinical Ast Professor	GF9799	1.00	$445,992.00
				$445,992.00
Blose, Taylor	Clinical Ast Professor	GF9795	1.00	$411,192.00
				$411,192.00
Briggs, Jennifer	Clinical Ast Professor	GF9836	1.00	$346,731.96
				$346,731.96
Brown, Jamin	Clinical Ast Professor	GF9833	1.00	$380,520.00
				$380,520.00
Bryant, Tyson	Clinical Aso Professor	211213	1.00	$405,600.00
				$405,600.00

Employee Name	Title	Position	FTE	Commitment
Cannon, Michael	Clinical Professor	210724	1.00	$444,400.00
				$444,400.00
Carlson, John	Clinical Ast Professor	GF9888	1.00	$471,600.00
				$471,600.00
Cherry, Cass	Clinical Ast Professor	GF9920	1.00	$376,680.00
				$376,680.00
Cowley, Linden	Clinical Aso Professor	211066	1.00	$455,040.00
				$455,040.00
Duethman, Levi-Jon	Clinical Ast Professor	GF1765	1.00	$397,900.00
				$397,900.00
Evilsizer, Tyler	Clinical Ast Professor	GF9916	1.00	$348,300.00
				$348,300.00
Fennema, Gary	Clinical Ast Professor	GF9856	1.00	$298,800.00
				$298,800.00
Fisher, Anastasia	Clinical Aso Professor	211065	1.00	$435,040.00
				$435,040.00
Gardner, Gavin	Clinical Professor	211062	1.00	$458,800.00
				$458,800.00
Gearhart, David	Clinical Professor	210740	1.00	$474,400.00
				$474,400.00
Gearhart, Steven	Clinical Ast Professor	GF9889	1.00	$309,980.00
				$309,980.00
Hall, Alexander	Clinical Ast Professor	GF9797	1.00	$437,904.00
				$437,904.00
Harris, Charles	Clinical Aso Professor	211067	1.00	$443,520.00
				$443,520.00
Herrington, James	Clinical Aso Professor	211249	1.00	$358,800.00
				$358,800.00
Hnatusko, Shane	Clinical Ast Professor	GF9887	1.00	$422,640.00
				$422,640.00
Lane, Aaron	Chair/Clinical Professor	210723	1.00	$488,000.00
				$488,000.00
Lowe, Johnathon	Clinical Ast Professor	GF9835	1.00	$444,920.00
				$444,920.00
Luth, James	Clinical Ast Professor	GF9798	1.00	$457,560.00
				$457,560.00
Massey, Rebecca	Clinical Ast Professor	GF9882	1.00	$305,280.00
				$305,280.00

Employee Name	Title	Position	FTE	Commitment
Moore, Jason	Clinical Ast Professor/Chief	GF9860	1.00	$407,794.00
				$407,794.00
Moore, Mary	Clinical Aso Professor	GF9966	1.00	$495,460.00
				$495,460.00
Murray, Kelly	Clinical Professor	221163	1.00	$160,554.05
				$160,554.05
Nelson, Nathan	Clinical Ast Professor	GF9794	1.00	$345,312.00
				$345,312.00
Peaster, Jonathan	Clinical Ast Professor	GF1763	1.00	$374,400.00
				$374,400.00
Reed, Roy	Clinical Ast Professor	GF9832	1.00	$386,640.00
				$386,640.00
Robins, Jonathan	Clinical Ast Professor	GF9944	1.00	$403,200.00
				$403,200.00
Rockwell, William	Clinical Ast Professor	GF9804	1.00	$403,200.00
				$403,200.00
Roepke, Brianne	Clinical Ast Professor	GF9917	1.00	$459,200.00
				$459,200.00
Sims, Matthew	Clinical Ast Professor	GF9803	1.00	$533,680.00
				$533,680.00
Spencer, Heath	Clinical Ast Professor	GF9796	1.00	$447,120.00
				$447,120.00
Stiger, Matthew	Clinical Ast Professor	GF9961	1.00	$487,080.00
				$487,080.00
170153 - Chief Operating Officer				
Biby, Candice	Director	534474	1.00	$132,108.00
				$132,108.00
Cox, Melissa	Exec Director	534488	1.00	$180,250.00
				$180,250.00
Droze, Jared	Director	GS9800	1.00	$143,221.50
				$143,221.50
Finocchiaro, Courtney	Director	GS9191	1.00	$120,000.00
				$120,000.00
Green, Amy	Exec Assistant II	633807	1.00	$65,562.17
				$65,562.17
Jennings, Caroline	Grant/Report Writer	GS9127	1.00	$70,000.00
				$70,000.00
Muse, Karen	Director	534284	1.00	$131,127.24

Employee Name	Title	Position	FTE	Commitment
				$131,127.24
Pace, Stacie	Director	GS9325	1.00	$95,481.00
				$95,481.00
Schloss IV, William	Chief Operating Officer	GS9635	1.00	$304,051.29
				$304,051.29
Shea, Michael	Exec Director	GS9968	1.00	$185,194.00
				$185,194.00
Yelle, Matthew	Director	GS9402	1.00	$120,000.00
				$120,000.00
170154 - Ext Community Healthcare Outcomes				
Claybrook, Megan	Clinical Coordinator - ECHO III	GS9677	1.00	$47,218.50
				$47,218.50
Ferguson, Rhonda	Clinical Coordinator - ECHO II	GS9278	1.00	$43,212.21
				$43,212.21
Goodson, Jade	Ast Director	GS9646	1.00	$76,735.00
				$76,735.00
Jackson, Tara	Director	GS9992	1.00	$162,186.94
				$162,186.94
Moyer, Casey	Clinical Coordinator - ECHO II	GS9926	1.00	$45,326.97
				$45,326.97
Owen, Rebecca	Coordinator ECHO II	GS9279	1.00	$43,212.21
				$43,212.21
Resciniti, Nikkole	Clinical Coordinator - ECHO II	GS9649	1.00	$43,318.90
				$43,318.90
Rosales, Janet	Clinical Coordinator - ECHO II	GS9693	1.00	$45,328.79
				$45,328.79
Sinnes, Ava	Clinical Coordinator - ECHO II	GS9280	1.00	$41,776.80
				$41,776.80
Tucker, Jessica	Clinical Coordinator - ECHO II	GS9795	1.00	$45,053.07
				$45,053.07
Williams, LaKala	Coordinator, ECHO	GS9648	1.00	$39,520.00
				$39,520.00
170155 - Medical Education				
Alfrey, Tony	Professor	210924	1.00	$307,491.57
				$307,491.57
Bailey, Leah	Clinical Ast Professor	GF9930	1.00	$213,846.67
				$213,846.67
Baruch Finkel, Tamar	Clinical Aso Professor	GF9837	1.00	$263,710.90

Employee Name	Title	Position	FTE	Commitment
				$263,710.90
Cain, Amanda	Clinical Ast Professor	GF9830	1.00	$223,510.00
				$223,510.00
Calhoun, Brenda	Academic Assistant IV	GS9896	1.00	$56,620.84
				$56,620.84
Chronister, Stacy	Clinical Aso Professor	GF9954	1.00	$249,817.55
				$249,817.55
Clark, Laurie	Clinical Professor/Director	211162	0.80	$222,647.13
				$222,647.13
Farrar, Angela	Chair/Clinical Aso Professor	GF9938	1.00	$294,580.00
				$294,580.00
Fowler, Zachary	Clinical Ast Professor	211244	1.00	$213,846.67
				$213,846.67
Guipttons, David	Academic Assistant II	GS9406	1.00	$37,190.40
				$37,190.40
Harp, Eric	Clinical Aso Professor	211216	1.00	$259,705.54
				$259,705.54
Johnson, Janel	Clinical Ast Professor	GF9931	1.00	$213,846.67
				$213,846.67
Rudd, Kelly	Clinical Aso Professor	GF9859	1.00	$176,704.88
				$176,704.88
Segraves Duncan, Shawna	Professor	GF9932	1.00	$290,752.61
				$290,752.61
Vogel, John	Clinical Ast Professor	GF1760	1.00	$188,490.00
				$188,490.00
	170156 - Provost			
Ashwood, Kelsey	Coordinator III, Wellness	GS9754	1.00	$51,996.05
				$51,996.05
Bacon, Angela	Interim Ast Dean	120207	1.00	$125,663.61
				$125,663.61
Chaffin, Jesse	Manager, Health/Wellness	GS9769	1.00	$65,172.87
				$65,172.87
Cooper Jr, Matthew	Counselor Student	GS9734	1.00	$78,272.22
				$78,272.22
Grayson, Veronica	Coordinator II, Student Life	GS9574	1.00	$47,598.48
				$47,598.48
Hartman, Jennifer	Counselor Student II	GS9697	1.00	$72,202.71
				$72,202.71

Employee Name	Title	Position	FTE	Commitment
Livingston, Adriana	Manager	GS9615	1.00	$56,275.44
				$56,275.44
Marshall, Carolyn	Project Director	GS9490	1.00	$81,954.53
				$81,954.53
Quinten, Sarah	Coordinator II, Student Life	GS9759	1.00	$47,599.84
				$47,599.84
Shiew, Melanie	Coordinator II, Campus Rec	GS9629	1.00	$43,929.60
				$43,929.60
Stroup, Jeffrey	Provost/Sr VP/Professor/COO/OSU Med Auth	210731	1.00	$430,261.26
	Provost/Sr VP/Professor/COO/OSU Med Auth	210731	0.00	$25,000.00
				$455,261.26
Unruh, Justin	Coordinator III, Wellness	GS9581	1.00	$49,853.65
				$49,853.65
Veit, Danielle	Academic Assistant II	631364	1.00	$38,509.83
				$38,509.83
170157 - Graduate College				
Christensen, Aaron	Director	331702	1.00	$78,785.11
				$78,785.11
Fell, Hannah	Coordinator, Graduate Advisement	GS9743	1.00	$50,000.00
				$50,000.00
Vizza, Sarah	Manager	GS9437	1.00	$67,749.07
				$67,749.07
170158 - College of Osteopathic Medicine				
Akande, Olanrewaju	Athletic Trainer, BMX	GS9199	1.00	$70,040.00
				$70,040.00
Alexopulos, Jenny	Professor/Director	210725	1.00	$369,369.95
				$369,369.95
Andrews, Kevin	Counselor OSU Athletics	GS9415	1.00	$73,958.50
				$73,958.50
Archambo, Racheal	Insurance Assistant	GS9543	1.00	$35,027.20
				$35,027.20
Ashmore, Ashlei	Director	GS9847	1.00	$92,795.54
				$92,795.54
Barlow, Michael	Athletic Trainer, Track	GS9551	1.00	$79,567.50
				$79,567.50
Barrett, Dustin	Athletic Trainer	GS9599	1.00	$75,000.00
				$75,000.00
Baum, William	Athletic Trainer, Football	GS9546	1.00	$85,000.00

Employee Name	Title	Position	FTE	Commitment
				$85,000.00
Blankenship, Dennis	Dean/Clinical Professor	210606	1.00	$487,800.02
				$487,800.02
Blaske, Kevin	Head Athletic Trainer	GS9549	1.00	$130,000.00
				$130,000.00
Bray, Natasha	Dean, Cherokee Nation/Aso Dn/Clinical Prof	GF9989	1.00	$437,600.24
				$437,600.24
Carter, William	Athletic Trainer, Track	GS9262	1.00	$66,950.00
				$66,950.00
Clark, Luci	Academic Counselor III	GS9358	1.00	$60,942.53
				$60,942.53
Deitz, Megan	Counselor OSU Athletics	GS9377	1.00	$76,080.30
				$76,080.30
Dirksen, Rachel	Athletic Trainer, Spirit/OLY Sports	GS9350	1.00	$74,000.00
				$74,000.00
Flegler, Jeannine	Supervisor	GS9542	1.00	$57,925.14
				$57,925.14
Gerlt, Todd	Head Athletic Trainer, Women's Soccer	GS9553	1.00	$81,599.39
				$81,599.39
Goldstein, Nicholaus	Athletic Trainer, Wrestling	GS9505	1.00	$67,473.24
				$67,473.24
Iven, Val	Director, Sports Medicine	GS9545	1.00	$250,000.00
				$250,000.00
Jones, Kimberly	Academic Assistant III	GS9684	1.00	$42,162.43
				$42,162.43
Ketchum, Jennifer	Operations Administrator	GS9135	1.00	$70,000.00
				$70,000.00
Knight, Melenda	Aso Director	GS9322	1.00	$147,518.66
				$147,518.66
Lalaguna, Destiny	Athletic Trainer, FC Tulsa	GS9180	1.00	$70,000.00
				$70,000.00
Langston, Jessica	Career Counselor II	GS9357	1.00	$50,127.53
				$50,127.53
Larsen, Adam	Athletic Trainer, Football	GS9438	1.00	$73,000.00
				$73,000.00
Mahaffey, Brookke	Athletic Trainer, Track	GS9300	1.00	$74,160.00
				$74,160.00
McKenzie, Christopher	Athletic Trainer, Baseball	GS9270	1.00	$100,000.00

Employee Name	Title	Position	FTE	Commitment
				$100,000.00
Merryman, Lindsey	Physical Therapist	GS9395	1.00	$103,350.00
				$103,350.00
Nolan, Douglas	Aso Dean	GS9536	1.00	$355,136.28
				$355,136.28
Oliver, Cody	Project Manager	GS9133	1.00	$65,000.00
				$65,000.00
Outwater, Jordan	Athletic Trainer, Track	GS9561	1.00	$67,530.53
				$67,530.53
Paden, Brittany	Academic Assistant II	GS9760	1.00	$39,398.74
				$39,398.74
Parker, Scott	Athletic Trainer, Football	GS9552	1.00	$130,000.00
				$130,000.00
Patrizio, Sely	Athletic Trainer, Football	GS9439	1.00	$73,000.00
				$73,000.00
Polomis, Samantha	Athletic Trainer, Women's Basketball	GS9400	1.00	$78,506.60
				$78,506.60
Ratcliff, Keely	Physician Assistant	GS9254	1.00	$116,390.00
				$116,390.00
Richardson, Trevor	Psychologist/Sport Psychologist	GS9541	1.00	$135,061.06
				$135,061.06
Seawright, Jana	Exec Assistant III	GS9846	1.00	$48,139.73
				$48,139.73
Seiler, Kerri	Ast Athletic Trainer, Softball	GS9560	1.00	$90,176.50
				$90,176.50
Simmerman, Erin	Athletic Trainer, Equestrian	GS9301	1.00	$66,950.00
				$66,950.00
Turner, Kari	LPN II	GS9631	1.00	$46,800.00
				$46,800.00
170160 - Simulation Center				
Bacon, August	Program Coordinator III	633684	1.00	$45,094.40
				$45,094.40
Dupont-Mcalister, Chelsey	Specialist II, Simulation	GS9628	1.00	$54,590.00
				$54,590.00
Goodell, Paetyn	Technical Simulation	GS9137	1.00	$35,443.20
				$35,443.20
Hall, Kellie	Coordinator II, Simulation Programer	633601	1.00	$43,950.40
				$43,950.40

Employee Name	Title	Position	FTE	Commitment
Imler, Grant	Specialist I, Simulation	GS9338	1.00	$49,862.30
				$49,862.30
Knauls, Tenecia	Program Coordinator III	GS9494	1.00	$53,560.00
				$53,560.00
Knight, David	Specialist II, Simulation	534617	1.00	$69,605.56
				$69,605.56
Lorenzo, Natasha	Lead Specialist III, Simulation	GS9702	1.00	$65,209.57
				$65,209.57
McGrew, Jessica	Lead Program Coordinator AV System II	GS9580	1.00	$52,020.80
				$52,020.80
Nachbor, Jennifer	Ast Director	GS9829	1.00	$89,794.79
				$89,794.79
Scott, Jeannifer	Manager, Simulation	GS9761	1.00	$75,303.07
				$75,303.07
Wilkerson, Rebecca	Program Coordinator II	GS9671	1.00	$51,086.38
				$51,086.38
170161 - Center for Indigenous Health				
Baker, Tabitha	Research Technician	GS9410	1.00	$42,115.30
				$42,115.30
Clyma, Kaylee	Coordinator, Research Project	GS9522	1.00	$63,654.00
				$63,654.00
Crewse, Samantha	Grant Manager	GS9330	1.00	$65,572.36
				$65,572.36
Gabriel, Kristina	Coordinator, Research Project	GS9360	1.00	$47,740.50
				$47,740.50
Jernigan, Valarie	Professor/Exec Director	GF9933	1.00	$353,409.77
				$353,409.77
Li, Chao	Clinical Ast Professor	GF9845	1.00	$116,699.00
				$116,699.00
Pellersels, Tori	Director, Research EPID & Data	GS9810	1.00	$68,841.80
				$68,841.80
Shelton, Kelsey	Research Assistant	GS9193	1.00	$40,876.99
				$40,876.99
170163 - OSUBIC				
Alarbi, Ahlam	Lab Manager	GS9146	1.00	$60,000.00
				$60,000.00
Jackson, Rebecca	MRI Technician	GS9607	1.00	$77,254.94
				$77,254.94

Employee Name	Title	Position	FTE	Commitment
Lamichhane, Bidhan	Ast Director	GS9656	1.00	$115,000.00
				$115,000.00
McCoy, Jewel	Patient Services Representative II	GS9608	1.00	$35,110.40
				$35,110.40
Rillo, Sarah	MRI Technician	GS9426	1.00	$88,438.27
				$88,438.27
Simmons, William	Aso Professor/Director	GF9884	1.00	$299,966.83
				$299,966.83
Thompson, Kaitlyn	Coordinator, Research	GS9519	1.00	$62,285.44
				$62,285.44
180001 - Office of President				
Cooper, Kathryn	Exec Assistant II	633350	1.00	$49,870.79
				$49,870.79
180102 - Enrollment Development				
Geiger, Hope	Director, Academic Affairs & Graduate Studies	JS9949	1.00	$90,000.00
				$90,000.00
180103 - Marketing & Communication Services				
Burgan, Lorelei	Coordinator II, Events & Services	633351	0.88	$38,770.56
				$38,770.56
Campbell, Aaron	Coordinator II, Communications	JS9974	1.00	$47,740.50
				$47,740.50
Conroy, Patti	Project Coordinator II	630882	1.00	$41,660.85
				$41,660.85
Huston, Jamie	Director	533334	1.00	$99,149.67
				$99,149.67
Jensen, Ryan	Ast Director	530016	1.00	$67,897.60
				$67,897.60
McClendon, Alicia	Coordinator II, Digital Communications	GS9712	1.00	$47,740.50
				$47,740.50
Smith, Katie	Specialist, Communications & Events II	JS9961	1.00	$38,688.00
				$38,688.00
180105 - Facilities Management				
Oneill, Paul	Supervisor, OSU Tulsa Building Operations	630215	1.00	$102,772.80
				$102,772.80
180108 - Library				
Greco, Vanessa	Librarian I	JS9940	1.00	$50,003.20
				$50,003.20
Lillie, Jason	Library Technology Assistant II	630234	1.00	$40,999.14

Employee Name	Title	Position	FTE	Commitment
				$40,999.14
Parker, Phil	Library Technology Assistant III	631153	1.00	$44,510.93
				$44,510.93
Perez, Sheena	Librarian III	JS9988	1.00	$58,073.44
				$58,073.44
Ratcliffe, Chelsea	Librarian II	JS9954	1.00	$53,470.00
				$53,470.00
Shubitowski, Allison	Library Technology Assistant II	JS9941	1.00	$37,440.00
				$37,440.00
Wallace, Lynn	Director	533388	1.00	$93,974.52
				$93,974.52
180117 - Student Services				
Brown, Danielle	Coordinator, Wellness	633589	1.00	$46,391.57
				$46,391.57
Coffelt, Natasha	Coordinator, Career Services	JS9944	1.00	$52,000.00
				$52,000.00
Davis, An'Nissa	Lead Specialist I, Testing	631557	1.00	$40,405.31
				$40,405.31
Golnick, Todd	Specialist II, Learning	631836	0.88	$38,251.24
				$38,251.24
Lopez, Michelle	Coordinator, Student Life	JS9942	1.00	$42,120.00
				$42,120.00
McCrackin, Kimberly	Ast Director	533541	1.00	$65,000.00
				$65,000.00
Morris, Alnetta	Coordinator, Communication Engagement	JS9967	1.00	$43,915.52
				$43,915.52
Reagan-Neeley, Emonica	Ast Vice President	331357	1.00	$137,917.00
				$137,917.00
Ward, Chantele	Coordinator II, Student Disabilities	JS9995	1.00	$45,947.87
				$45,947.87
180122 - Advising				
Campbell, Christopher	Academic Counselor II	534950	1.00	$65,563.62
				$65,563.62
Curry Jr, Philip	Sr Academic Counselor I	630061	1.00	$49,156.17
				$49,156.17
Holmes, Colton	Academic Counselor I	533807	1.00	$47,929.04
				$47,929.04
Knight, Ron	Sr Academic Coordinator I	530059	1.00	$67,588.45

Employee Name	Title	Position	FTE	Commitment
				$67,588.45
Morris, Beverly	Director	JS9975	1.00	$90,000.00
				$90,000.00
Ray, Angel	Sr Academic Counselor I	533866	1.00	$48,352.22
				$48,352.22
180123 - Administration & Academic Operations				
Freeman, Craig	Vice Provost/Dean/Professor	JS9953	1.00	$249,523.68
				$249,523.68
Jennings, Imani	Administrative Assistant II	JS9947	1.00	$36,400.00
				$36,400.00
Litwack, Zachary	Interim Director	JS9962	1.00	$100,000.00
				$100,000.00
Mathis, Kelsey	Coordinator, Academic Enrollment Services	630307	0.85	$59,491.56
				$59,491.56
Ross, Glenda	Specialist, Campus & Communications	631556	1.00	$48,386.21
				$48,386.21
Taylor, Kristi	Administrative Assistant/Academic Enroll Srvcs	GS9324	1.00	$38,243.71
				$38,243.71
Young, Brittany	Administrative Assistant II	JS9952	1.00	$37,128.00
				$37,128.00
180124 - Academic Colleges				
Lewis, Mitchell	Ast Director	JS9943	1.00	$65,000.00
				$65,000.00
Noble, Gina	Director	JS9946	1.00	$103,000.00
				$103,000.00
Thayer, Michael	Director, Graduate Programs	AS7774	1.00	$143,985.35
				$143,985.35

OKLAHOMA STATE UNIVERSITY

Forms SR-A3

Fiscal Year 2025-2026

Oklahoma State Regents for Higher Education

655 Research Parkway, Suite 200
Oklahoma City, OK 73104

EDUCATIONAL AND GENERAL BUDGET - FY2025-2026
PART I - PRIMARY BUDGET

Schedule A
Summary of Educational and General Expenditures by Function

Agency #	**01000**
Institution Name:	**OSU-General University**
President:	**Dr. Jim Hess**

Date Submitted: **June 26, 2025**

EXPENDITURES BY ACTIVITY/FUNCTION			
Activity Number	**Activity/Function**	**FY2025-2026 Amount**	**Percent of Total**
	Educational & General Budget - Part I:		
11	Instruction	187,018,637	29.4%
12	Research	85,827,388	13.5%
13	Public Service	13,227,567	2.1%
14	Academic Support	90,709,429	14.3%
15	Student Services	34,100,713	5.4%
16	Institutional Support	25,932,402	4.1%
17	Operation and Maintenance of Plant	93,394,236	14.7%
18	Scholarships and Fellowships	106,328,662	16.7%
	Total Expenditures by Activity/Function:	**636,539,034**	**100.0%**

FUNDING			
Fund Number	**Fund Name**	**FY2025-2026 Amount**	**Percent of Total**
	E&G Operating Revolving Fund:		
290	Revolving Funds	488,988,701	76.8%
290	State Appropriated Funds - Operations Budget	120,749,943	19.0%
290	State Appropriated Funds - Grants, Contracts and Reimbursements	2,596,579	0.4%
490	Federal Stimulus Funds - CARES and ARPA	24,203,811	3.8%
	Total Expenditures by Fund:	**636,539,034**	100.0%

EDUCATIONAL AND GENERAL BUDGET - FY2025-2026
PART I - PRIMARY BUDGET

Schedule A-1

Summary of Educational and General Expenditures by Function

Institution Name:	**OSU-General University**

EXPENDITURES BY ACTIVITY/FUNCTION			
Activity Number	**Activity/Function**	**FY2025-2026 Amount**	**Percent of Total**
	Educational & General Budget - Part I:		
11	**Instruction**		
	General Academic Instruction	180,565,493	
	Vocational/Technical Instruction	-	
	Community Education	3,332,959	
	Preparatory/Remedial Instruction	-	
	Instructional Information Technology	3,120,185	
	Total Instruction:	**187,018,637**	**29.4%**
12	**Research**		
	Institutes and Research Centers	-	
	Individual and Project Research	85,827,388	
	Research Information Technology	-	
	Total Research:	**85,827,388**	**13.5%**
13	**Public Service**		
	Community Service	9,998,639	
	Cooperative Extension Service	-	
	Public Broadcasting Services	3,228,928	
	Public Service Information Technology	-	
	Total Public Service:	**13,227,567**	**2.1%**
14	**Academic Support**		
	Libraries	18,744,742	
	Museums and Galleries	940,697	
	Educational Media Services	12,910,296	
	Ancillary Support/Organized Activities	6,287,865	
	Academic Administration	42,385,414	
	Academic Personnel Development	2,964,804	
	Course and Curriculum Development	1,722,603	
	Academic Support Information Technology	4,753,008	
	Total Academic Support:	**90,709,429**	**14.3%**

Schedule A-1 (continued) - Summary of Educational and General Expenditures by Function

Institution Name: OSU-General University

EXPENDITURES BY ACTIVITY/FUNCTION			
Activity Number	**Activity/Function**	**FY2025-2026 Amount**	**Percent of Total**
15	**Student Services**		
	Student Services Administration	7,276,821	
	Social and Cultural Development	1,637,754	
	Counseling and Career Guidance	6,855,072	
	Financial Aid Administration	3,522,280	
	Student Admissions	9,389,581	
	Student Records	3,712,909	
	Student Health Services	-	
	Student Services Information Technology	1,706,296	
	Total Student Services:	**34,100,713**	**5.4%**
16	**Institutional Support**		
	Executive Management	11,254,845	
	Fiscal Operations	3,607,297	
	General Administration	4,843,847	
	Public Relations/Development	6,226,413	
	Administrative Information Technology	-	
	Total Institutional Support:	**25,932,402**	**4.1%**
17	**Operation and Maintenance of Plant**		
	Physical Plant Administration	11,717,640	
	Building Maintenance	4,052,382	
	Custodial Services	6,724,229	
	Utilities	24,116,463	
	Landscape and Grounds Maintenance	3,324,114	
	Major Repairs and Renovations	13,573,603	
	Safety & Security	3,513,243	
	Logistical Services	2,168,751	
	Operation & Maintenance Information Technology	-	
	Federal Stimulus Funds - ARPA	24,203,811	
	Total Operation and Maintenance of Plant:	**93,394,236**	**14.7%**
18	**Scholarships and Fellowships**		
	Scholarships	6,359,000	
	Fellowships	972,547	
	Resident Tuition Waivers	25,074,115	
	Nonresident Tuition Waivers	73,923,000	
	Total Scholarships and Fellowships:	**106,328,662**	**16.7%**
	Total Expenditures by Activity/Function:	**636,539,034**	**100.0%**

Oklahoma State Regents for Higher Education

EDUCATIONAL AND GENERAL BUDGET - FY2025-2026

PART I - PRIMARY BUDGET

Schedule B

Summary of Educational and General Expenditures by Object

Institution:	OSU-General University

EXPENDITURES BY OBJECT			
Object Number	**Object of Expenditure**	**FY2025-2026 Amount**	**Percent of Total**
1	Personnel Services:		
1a	Teaching Salaries	97,525,641	15.3%
1b	Professional Salaries	129,526,079	20.3%
1c	Other Salaries and Wages	35,557,690	5.6%
1d	Fringe Benefits	75,947,239	11.9%
1e	Professional Services	-	0.0%
	Total Personnel Service	**338,556,649**	**53.2%**
2	Travel	7,025,713	1.1%
3	Utilities	24,361,349	3.8%
4	Supplies and Other Operating Expenses *	105,577,877	16.6%
5	Property, Furniture and Equipment	22,219,903	3.5%
6	Library Books and Periodicals	9,109,941	1.4%
7	Scholarships and Other Assistance	105,483,791	16.6%
8	Transfer and Other Disbursements **	24,203,811	3.8%
	Total Expenditures by Object	**636,539,034**	**100.0%**

Oklahoma State Regents for Higher Education

EDUCATIONAL AND GENERAL BUDGET - FY2025-2026
PART I - PRIMARY BUDGET

Schedule C
REPORT OF EDUCATIONAL AND GENERAL REVENUE, EXPENDITURES, AND UNOBLIGATED RESERVE

Institution Name:	OSU-General University

Revenue Description	FY2025-2026 Amount	Percent of Total	
1. Beginning Fund Balance July 1, 2025 (Cash Basis)	**65,157,227**		
2. Expenditures for Prior Year Obligations	**-**		
3. Unobligated Reserve Balance July 1, 2025 (line 1 - line 2)	**65,157,227**		<--Formula
4. Projected FY2026 Receipts:			
State Appropriated Funds - For Operations	120,749,943	19.0%	
State Appropriated Funds - For Grants, Contracts and Reimbursements	2,596,579	0.4%	
Federal Appropriations	-	0.0%	
Local Appropriations	-	0.0%	
Resident Tuition (includes tuition waivers)	82,727,767	13.0%	
Nonresident Tuition (includes tuition waivers)	158,825,000	25.0%	
Student Fees - Mandatory and Academic Service Fees	168,033,673	26.5%	
Gifts, Endowments and Bequests	34,577,558	5.5%	
Other Grants, Contracts and Reimbursements	21,569,707	3.4%	
Sales and Services of Educational Departments	737,283	0.1%	
Organized Activities Related to Educational Departments	3,372,994	0.5%	
Technical Education Funds	-	0.0%	
Other Sources	16,644,719	2.6%	
Federal Stimulus Funds - CARES and ARPA	24,203,811	3.8%	
5. Total Projected FY2026 Receipts	**634,039,034**	**100.0%**	
6. Total Available (line 3 + line 5)	**699,196,261**		<--Formula
7. Less Budgeted Expenditures for FY2026 Operations	**636,539,034**		<--Link to Sch A
8. Projected Unobligated Reserve Balance June 30, 2026 (line 6 - line 7)	**62,657,227**		<--Formula

Schedule C-1 Student Fees	Fund 290	Fund 700	Totals
Mandatory Fees	54,048,605	16,353,501	70,402,106
Academic Service Fees	113,985,068	9,145,439	123,130,507
Total Student Fees	168,033,673	25,498,940	193,532,613
Difference Between Student Fees in cells B40 and C23	-	**N/A**	**N/A**

OKLAHOMA STATE REGENTS FOR HIGHER EDUCATION

EDUCATIONAL AND GENERAL BUDGET - FY2025-2026

PART I - PRIMARY BUDGET

Schedule C - 2
Cash Flow Requirements and the Use of Reserves

Institution Name:	OSU-General University	Percentage Requirements	Amount	Percentage
1	**Amount of Cash Flow Reserves Used in the FY2025 Budget Request**		2,500,000	
2	**Budgeted Amounts from Schedule C:**			
A.	Budgeted expenditures for FY2026		636,539,034	100.00%
B.	Projected Reserves at June 30, 2026		62,657,227	9.84%

		% Requirement	$ Requirements	% of Total Requirement
3	**Cash Flow Requirements - State Regents and Accreditation Agencies:**			
A.	State Regents Cash Flow Target at 8.3% (1/12th)	8.3%	53,042,798	100.00%
B.	Additional Cash Flow Requirements in Addition to the 8.3%			
	Total Additional Cash Flow Required by Accreditation Agencies (beyond the 8.3%)		-	0.00%
C.	Total Cash Flow Requirements for OSRHE and Other Accrediting Agencies		53,042,798	100.00%
D.	Amount of Projected Reserves After Cash Flow Requirements are Met		9,614,429	

4	**Institution's Priorities for the Use of the Projected Reserves**		
B.	Amount of Reserves	62,657,227	
	Uses of Reserve:		
	Provide narrative to describe how the institutional reserve will be used in the future. Each use must be classified in one of the following 8 classifications; OSRHE 1/12th, Accreditation, Campus Safety, Renovation, Capitol Projects, Equipment and Technology, Complete College America, or Other Purposes. See example worksheet.	Amounts	**Classification:**
1		53,042,798	OSRHE 1/12th
2		-	Accreditation
3			Campus Safety
4			Renovation
5			Capitol Projects
6			Equip & Technology
7			CCA
8			Other Purposes
	Total Priorities for Use of Reserves	53,042,798	9,614,429.30

Note: Add and expand rows as necessary to provide narrative to the above reserve priorities.

Oklahoma State Regents for Higher Education

EDUCATIONAL AND GENERAL BUDGET - FY2025-2026
PART II - SPONSORED BUDGET

Schedule A
Summary of Educational and General Sponsored Expenditures by Function

Institution Name:	OSU-General University

EXPENDITURES BY ACTIVITY/FUNCTION			6/26/2025
Activity Number	**Activity/Function**	**FY2025-2026 Amount**	**Percent of Total**
	Educational & General Budget - Part II:		
	Instruction	$ 7,262,939	8.0%
	Research	63,132,726	69.5%
	Public Service	20,424,933	22.5%
	Academic Support	-	0.0%
	Student Services	-	0.0%
	Institutional Support	-	0.0%
	Operation and Maintenance of Plant	-	0.0%
	Scholarships and Fellowships	-	0.0%
21	**Total E&G Part II:**	**$ 90,820,598**	**100.0%**

FUNDING			
Fund Number	**Fund Name**	**FY2025-2026 Amount**	**Percent of Total**
430	**Agency Relationship Fund**	$ 90,820,598	100.0%
	Total Expenditures by Fund:	**$ 90,820,598**	**100.0%**

Oklahoma State Regents for Higher Education

EDUCATIONAL AND GENERAL BUDGET - FY2025-2026
PART II - SPONSORED BUDGET

Schedule B
Summary of Educational and General Sponsored Expenditures by Object

Institution:	OSU-General University

EXPENDITURES BY OBJECT			
Object Number	**Object of Expenditure**	**FY2025-2026 Amount**	**Percent of Total**
1	Personnel Services:		
1a	Teaching Salaries	$ 7,315,217	8.1%
1b	Professional Salaries	3,825,507	4.2%
1c	Other Salaries and Wages	14,969,981	16.5%
1d	Fringe Benefits	5,330,730	5.9%
1e	Professional Services	-	0.0%
	Total Personnel Services	**$ 31,441,435**	**34.6%**
2	Travel	2,266,184	2.5%
3	Utilities	-	0.0%
4	Supplies and Other Operating Expenses	10,513,443	11.6%
5	Property, Furniture and Equipment	3,158,735	3.5%
6	Library Books and Periodicals	17,816,492	19.6%
7	Scholarships and Other Assistance	5,106,693	5.6%
8	Transfer and Other Disbursements	20,517,616	22.6%
	Total Expenditures by Object	**$ 90,820,598**	**100.0%**

Oklahoma State Regents for Higher Education

EDUCATIONAL AND GENERAL BUDGET - FY2025-2026
PART II - BUDGET FOR SPONSORED RESEARCH AND OTHER SPONSORED PROGRAMS

Schedule C
REPORT OF EDUCATIONAL AND GENERAL INCOME, EXPENDITURES, AND UNOBLIGATED RESERVE

Institution:	OSU-General University

Receipt Description	FY2025-2026 Amount	Percent of Total
1. Beginning Fund Balance July 1, 2025 (Cash Basis)	**$ -**	
2. Expenditures for Prior Year Obligations	**$ -**	
3. Unobligated Reserve Balance July 1, 2025 (line 1 - line 2)	**$ -**	
4. Projected Receipts FY2026:		
Department of Agriculture	9,237,466	10.2%
Department of Commerce	4,022,449	4.4%
Department of Defense	11,363,298	12.5%
Department of Education	4,703,810	5.2%
Department of Energy	6,116,738	6.7%
Department of Health and Human Services	7,193,433	7.9%
Department of Homeland Security	796,734	0.9%
Department of Justice	204,475	0.2%
Department of Transportation	6,830,630	7.5%
National Aeronautics and Space Administration	4,841,030	5.3%
National Institutes of Health	6,965,219	7.7%
National Science Foundation	11,932,253	13.1%
Other Federal Agencies	1,626,992	1.8%
City and County Government	1,103,354	1.2%
Commercial and Commercial Related	1,980,112	2.2%
Foundations	1,052,671	1.2%
Other Non-Federal Sources	2,140,525	2.4%
Other Universities and Colleges	670,857	0.7%
State of Oklahoma	8,038,552	8.9%
5. Total Projected FY2026 Receipts	**$ 90,820,598**	100.0%
6. Total Available (line 3 + line 5)	**$ 90,820,598**	
7. Less Budgeted Expenditures for FY2026 Operations	**$ 90,820,598**	
8. Projected Unobligated Reserve Balance June 30, 2026 (line 6 - line 7)	**$ -**	

Oklahoma State University
Stores & Services Fund Summary
Fiscal Year 2025-26

General University			Professional Salaries	Other Salaries	Fringe Benefits	Supplies & Other Operating Exp	Property, Furniture & Equipment	Travel	Utilities	Library Books & Periodicals	Transfers & Other Distr	Total
A001 - OSU/A&M Board of Regents	100001 - OSU/A&M Board of Regents	221000 - Board Of Regents A&M	$820,500		$274,950	$201,250	$72,150	$65,000				**$1,433,850**
		Total	**$820,500**		**$274,950**	**$201,250**	**$72,150**	**$65,000**				**$1,433,850**
	100004 - Board of Regents Legal Counsel	221010 - Legal Counsel A&M	$1,323,135	$7,500	$443,468	$206,750	$112,500	$32,500		$2,500		**$2,128,353**
		Total	**$1,323,135**	**$7,500**	**$443,468**	**$206,750**	**$112,500**	**$32,500**		**$2,500**		**$2,128,353**
	Total		**$2,143,635**	**$7,500**	**$718,418**	**$408,000**	**$184,650**	**$97,500**		**$2,500**		**$3,562,203**
A002 - Board of Regents Internal Audit	100003 - Board of Regents Internal Audit	221020 - Internal Audit	$1,357,975		$455,057	$419,000	$75,000	$45,000				**$2,352,032**
		Total	**$1,357,975**		**$455,057**	**$419,000**	**$75,000**	**$45,000**				**$2,352,032**
	100291 - Fiscal & Administrative Compliance	213400 - F / A Compliance				$85						**$85**
		Total				**$85**						**$85**
	Total		**$1,357,975**		**$455,057**	**$419,085**	**$75,000**	**$45,000**				**$2,352,117**
C001 - Provost and Senior Vice President	100173 - Library	233000 - A&M Libraries System					$31,392					**$31,392**
		Total					**$31,392**					**$31,392**
	Total						**$31,392**					**$31,392**
C002 - Dean of Arts and Sciences	100192 - Chemistry	234400 - Chemistry Stores		$7,947	$630	$70,923	$500					**$80,000**
		235700 - Nmr Laboratory	$3,607		$1,280	$14,000	$3,000					**$21,887**
		Total	**$3,607**	**$7,947**	**$1,910**	**$84,923**	**$3,500**					**$101,887**
	100242 - Geography	234200 - A&S Cartography Serv	$11,424		$750	$500		$500				**$13,174**
		Total	**$11,424**		**$750**	**$500**		**$500**				**$13,174**
	Total		**$15,031**	**$7,947**	**$2,660**	**$85,423**	**$3,500**	**$500**				**$115,061**
C004 - Dean of Business Administration	100380 - Dean of Business Administration	235900 - Ssb Duplicating		$22,814	$6,900	$100,286						**$130,000**
		Total		**$22,814**	**$6,900**	**$100,286**						**$130,000**
	Total			**$22,814**	**$6,900**	**$100,286**						**$130,000**
C006 - Dean of Engineering	100119 - Electrical & Computer Engineering	238700 - Elct/Comp Egr Lab Sv				$15,000						**$15,000**
		Total				**$15,000**						**$15,000**
	100176 - Fire Service Training	230941 - Fst Copy Store				$110,000						**$110,000**
		Total				**$110,000**						**$110,000**
	Total					**$125,000**						**$125,000**
C010 - College of Educ and Human Sci	100227 - Nutritional Sciences	236500 - Nsci Lab/Equip Fees				$23,700	$5,300					**$29,000**
		Total				**$23,700**	**$5,300**					**$29,000**
	100437 - HS Research & Graduate Studies	236400 - KAHR Maint & Equip Fees				$5,000						**$5,000**
		Total				**$5,000**						**$5,000**
	Total					**$28,700**	**$5,300**					**$34,000**
C011 - Div of Agriculture Sci & Nat Rsrcs	100129 - Div of Agricultural Sci & Nat Rsrcs	232700 - Cerl Operation		$18,000	$5,000	$27,000	$15,000					**$65,000**
		Total		**$18,000**	**$5,000**	**$27,000**	**$15,000**					**$65,000**
	100211 - Dept of Animal and Food Sciences	232300 - Feed Stores&Services	$4,393	$3,026	$2,855	$874,226	$25,000	$500				**$910,000**
		Total	**$4,393**	**$3,026**	**$2,855**	**$874,226**	**$25,000**	**$500**				**$910,000**
	100216 - Natural Resource Ecology & Mgmt	234800 - Unit Equipment Servi				$60,700	$35,000	$1,000	$3,300			**$100,000**
		Total				**$60,700**	**$35,000**	**$1,000**	**$3,300**			**$100,000**
	Total		**$4,393**	**$21,026**	**$7,855**	**$961,926**	**$75,000**	**$1,500**	**$3,300**			**$1,075,000**
D001 - VP Administration & Finance	100006 - VP Administration & Finance	213200 - Vp Admin & Finance				$18,000						**$18,000**
		Total				**$18,000**						**$18,000**
	100169 - Long Range Facilities Planning	210940 - Lrfp Stores	$945,698	$291,546	$410,156	$195,000	$150,000	$75,000		$1,000		**$2,068,400**
		210941 - Langston Tulsa Allied Health Bldg				$4,242,034	$12,000,000					**$16,242,034**
		260500 - On Call A/E Rebill				$500,000						**$500,000**
		Total	**$945,698**	**$291,546**	**$410,156**	**$4,937,034**	**$12,150,000**	**$75,000**		**$1,000**		**$18,810,434**
	100267 - Parking & Transportation Services	273000 - Motor Pool	$84,893	$159,624	$66,041	$2,710,818	$515,065	$20,000				**$3,556,441**
		273100 - Trans Admin				$654			$128,941			**$129,595**
		273200 - Motor Vehle Serv Sta	$58,226	$316,680	$114,066	$1,833,067	$203,950					**$2,525,989**
		273400 - Mvss-Credit Card				$14,821	$652	$54,187				**$69,660**
		273500 - Vehicle Warranty				$10,000						**$10,000**
		273600 - Trans Svcs Parts		$38,403	$12,869	$772,461	$429,000					**$1,252,733**

Oklahoma State University
Stores & Services Fund Summary
Fiscal Year 2025-26

General University			Professional Salaries	Other Salaries	Fringe Benefits	Supplies & Other Operating Exp	Property, Furniture & Equipment	Travel	Utilities	Library Books & Periodicals	Transfers & Other Distr	Total
		Total	**$143,119**	**$514,707**	**$192,976**	**$5,341,821**	**$1,148,667**	**$74,187**	**$128,941**			**$7,544,418**
	100280 - University Budget	210900 - University Budget		$12,750	$500	$11,500	$2,250	$3,000				**$30,000**
		Total		**$12,750**	**$500**	**$11,500**	**$2,250**	**$3,000**				**$30,000**
	100442 - Police Department	218500 - Police Department		$23,016	$7,713	$225,392	$59,275	$200,000	$205			**$515,601**
		Total		**$23,016**	**$7,713**	**$225,392**	**$59,275**	**$200,000**	**$205**			**$515,601**
	Total		**$1,088,817**	**$842,019**	**$611,345**	**$10,533,747**	**$13,360,192**	**$352,187**	**$129,146**	**$1,000**		**$26,918,453**
D002 - Enterprise Information Technology	100147 - IT Business Office	211600 - Id Services	$70,143		$23,505	$107,634	$2,862					**$204,144**
		211800 - It Security Payroll	$254,088		$85,145							**$339,233**
		213510 - A&M CIO Salary and Expenses	$166,792		$52,898							**$219,690**
		255000 - Telecom Services	$289,784	$231,290	$185,107	$1,733,894	$125,000	$30,000	$17,430			**$2,612,505**
		291000 - Resale				$2,076,072	$923,928					**$3,000,000**
		291120 - Data Storage and Backup				$250,000						**$250,000**
		291500 - Sct Project Account				$3,700,000	$300,000					**$4,000,000**
		Total	**$780,807**	**$231,290**	**$346,655**	**$7,867,600**	**$1,351,790**	**$30,000**	**$17,430**			**$10,625,572**
	100420 - Technology Support	211610 - Id Card Production	$12,500	$45,000	$19,269	$68,940	$2,500					**$148,209**
		Total	**$12,500**	**$45,000**	**$19,269**	**$68,940**	**$2,500**					**$148,209**
	Total		**$793,307**	**$276,290**	**$365,924**	**$7,936,540**	**$1,354,290**	**$30,000**	**$17,430**			**$10,773,781**
D005 - Facilities Management Admin	100245 - University Mailing Services	251005 - Ums-Accountables	$15,289	$253,362	$64,396	$778,598	$43,482	$6,000				**$1,161,127**
		251010 - Ums-Administration				$30,292						**$30,292**
		253500 - Fed Stamp Postge Due				$35,000						**$35,000**
		Total	**$15,289**	**$253,362**	**$64,396**	**$843,890**	**$43,482**	**$6,000**				**$1,226,419**
	100393 - Facilities Management Admin	260400 - Facilities Mgmt IT	$260,724	$34,500	$88,447	$362,453	$79,981					**$826,105**
		261100 - Geospatial Systems	$263,150	$118,438	$124,334	$103,600	$96,250	$17,500				**$723,272**
		261200 - Facilities Mgmt Stock	$673,586	$561,918	$414,736	$41,303,341	$35,159	$11,260				**$43,000,000**
		261300 - Facilities Mgmt Wage	$964,283	$8,807,236	$3,232,558	$952,060	$231,728	$20,140				**$14,208,005**
		261500 - Refuse/Recyling Svs	$7,385	$139,077	$54,485	$802,226	$1,178	$250				**$1,004,601**
		261600 - Plant Sales & Rentals		$27,000	$9,048	$11,480		$500				**$48,028**
		281010 - Utilities Production Overhead	$80,040	$244,392	$108,717	$234,200	$32,500	$19,200				**$719,049**
		281020 - Chldh20-Rev&Prod Exp		$632,153	$211,834	$1,751,750	$1,260,000		$3,006,626		$375,000	**$7,237,363**
		281030 - Elec Power Distr Exp		$724,890	$238,667	$1,367,000	$965,800	$6,100	$2,000			**$3,304,457**
		281035 - Natural Gas		$117,567	$39,397	$2,913,602		$10,000				**$3,080,566**
		281040 - Steam Distr Sys Exp		$117,567	$39,397	$178,100	$76,600					**$411,664**
		281050 - Chilled Water Distr		$117,567	$39,397	$121,600	$21,176					**$299,740**
		281055 - Hot Water				$2,500	$1,300		$8,000			**$11,800**
		281060 - Energy Services Administration	$369,625	$91,568	$150,505	$283,200	$3,224,300	$12,350				**$4,131,548**
		281070 - FM Steam		$632,153	$211,834	$1,439,750	$203,500		$3,128,120		$375,000	**$5,990,357**
		281080 - Energy Mgmt & ASG	$359,360	$482,781	$278,834	$796,175	$14,000	$39,200				**$1,970,350**
		281085 - Sustainability	$61,327	$45,760	$21,855	$15,375	$10,000	$3,458				**$157,775**
		281090 - Utilities Engineerin	$499,600	$69,658	$186,044	$114,475	$31,200	$22,100				**$923,077**
		287400 - Utility Serv Purch'D				$13,560,501					$625,000	**$14,185,501**
		287500 - Sewer Enterprise		$117,567	$39,397	$1,866,300	$104,000					**$2,127,264**
		287600 - Distribution Systems	$91,373	$102,964	$65,122	$102,825	$38,500	$16,000				**$416,784**
		289010 - Water Trtmt-Rev&Exp		$539,746	$180,869	$970,703	$708,650	$15,000	$365,900		$375,000	**$3,155,868**
		289030 - Campus Water Dist Sy		$117,567	$39,397	$100,700	$2,300					**$259,964**
		Total	**$3,630,453**	**$13,842,069**	**$5,774,874**	**$69,353,916**	**$7,138,122**	**$193,058**	**$6,510,646**		**$1,750,000**	**$108,193,138**
	Total		**$3,645,742**	**$14,095,431**	**$5,839,270**	**$70,197,806**	**$7,181,604**	**$199,058**	**$6,510,646**		**$1,750,000**	**$109,419,557**
D006 - Assoc Vice Pres for Finance	100100 - Fin Op Risk Compliance & Efficiency	213000 - Fim Services Account	$252,707	$113,846	$121,988	$62,900	$6,000	$7,500				**$564,941**
		213050 - FIM Merchant Services	$347,599		$116,480	$1,523,450	$14,950					**$2,002,479**
		213100 - Fim Imaging Account				$29,300						**$29,300**
		Total	**$600,306**	**$113,846**	**$238,468**	**$1,615,650**	**$20,950**	**$7,500**				**$2,596,720**
	100120 - Bursar's Office	210500 - Bursar Services	$374,188	$487,223	$273,089	$79,771	$7,760	$18,100				**$1,240,131**

Oklahoma State University
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General University			Professional Salaries	Other Salaries	Fringe Benefits	Supplies & Other Operating Exp	Property, Furniture & Equipment	Travel	Utilities	Library Books & Periodicals	Transfers & Other Distr	Total
		210520 - Touchnet Market Plac				$765,300	$4,000					**$769,300**
		Total	**$374,188**	**$487,223**	**$273,089**	**$845,071**	**$11,760**	**$18,100**				**$2,009,431**
	100184 - Assoc Vice Pres for Finance	211500 - Banking Services				$38,000						**$38,000**
		212800 - Assoc Vp & Controlle	$45,107	$6,890	$15,193	$6,575	$5,600	$20,750				**$100,115**
		212810 - Oavpc Equip Rota				$1,000	$10,450					**$11,450**
		213500 - Systems Acctg Op Lia				$1,000	$1,000					**$2,000**
		218000 - University Services				$50,000	$195,000					**$245,000**
		Total	**$45,107**	**$6,890**	**$15,193**	**$96,575**	**$212,050**	**$20,750**				**$396,565**
	100198 - Risk and Property Management	219600 - Risk Management	$116,232	$29,754	$46,676	$162,010	$2,500	$11,730				**$368,902**
		219700 - Insurance Clearing				$13,300,000					$500,000	**$13,800,000**
		273700 - Western Storage Faci	$42,645	$1,984	$14,955	$1,666	$500		$1,000		$15,000	**$77,750**
		Total	**$158,877**	**$31,738**	**$61,631**	**$13,463,676**	**$3,000**	**$11,730**	**$1,000**		**$515,000**	**$14,246,652**
	100408 - The Office of Central Procurement	212700 - Sciquest				$602,564						**$602,564**
		218900 - Warehouse Stock	$247,927	$38,044	$95,829	$16,873	$4,851	$27,000				**$430,524**
		Total	**$247,927**	**$38,044**	**$95,829**	**$619,437**	**$4,851**	**$27,000**				**$1,033,088**
	100419 - University Accounting & Controller	210100 - University Accountin	$690,271	$175,881	$290,247	$82,900	$40,000	$2,500				**$1,281,799**
		210300 - Audit Expense				$617,000						**$617,000**
		210950 - Inventory Back Chg	$65,834	$71,618	$46,061	$801						**$184,314**
		212300 - Legal Fees Clearing				$25,000						**$25,000**
		212900 - Sealed Bids & Auctio				$3,700						**$3,700**
		218400 - Courier Srvce Rechrg				$28,500						**$28,500**
		Total	**$756,105**	**$247,499**	**$336,308**	**$757,901**	**$40,000**	**$2,500**				**$2,140,313**
	100436 - Payroll Services	213300 - Payroll	$113,074	$141,410	$83,419	$39,183	$5,000					**$382,086**
		Total	**$113,074**	**$141,410**	**$83,419**	**$39,183**	**$5,000**					**$382,086**
	100448 - Grants & Contracts Financial Adm	211300 - Grants & Contracts	$415,746	$12,397	$142,347	$16,725	$8,000					**$595,215**
		212100 - Ubit	$64,199		$21,513		$22,000					**$107,712**
		Total	**$479,945**	**$12,397**	**$163,860**	**$16,725**	**$30,000**					**$702,927**
	100489 - Admin & Finance Business Operations	219605 - A&FBO Debt Management	$98,756		$33,093	$44,306	$3,165	$14,000				**$193,320**
		Total	**$98,756**		**$33,093**	**$44,306**	**$3,165**	**$14,000**				**$193,320**
	100493 - Tax and Compliance Services	211400 - Investment Mgmt	$111,750		$37,447							**$149,197**
		213700 - Tax & Compliance Services	$252,973		$84,771	$63,529	$27,500					**$428,773**
		Total	**$364,723**		**$122,218**	**$63,529**	**$27,500**					**$577,970**
	Total		**$3,239,008**	**$1,079,047**	**$1,423,108**	**$17,562,053**	**$358,276**	**$101,580**	**$1,000**		**$515,000**	**$24,279,072**
D009 - Human Resources	100157 - Human Resources	210800 - Personnel Backcharge		$25,985	$8,708	$4,280	$3,000					**$41,973**
		211900 - Staff Training				$900						**$900**
		212010 - Ethic Points				$49,806						**$49,806**
		219000 - Workers Comp Premium				$1,260,000						**$1,260,000**
		219100 - Work Comp/Unempl Adm	$200,259	$99,310	$100,386	$513,095						**$913,050**
		219200 - Sup Benefits Admin	$984,894	$293,564	$422,738	$558,000	$6,500	$12,500			$222,000	**$2,500,196**
		219500 - Unemployment Comp				$188,695						**$188,695**
		219900 - ASO Health Insurance	$218,850	$71,985	$97,459	$1,111,706						**$1,500,000**
		Total	**$1,404,003**	**$490,844**	**$629,291**	**$3,686,482**	**$9,500**	**$12,500**			**$222,000**	**$6,454,620**
	Total		**$1,404,003**	**$490,844**	**$629,291**	**$3,686,482**	**$9,500**	**$12,500**			**$222,000**	**$6,454,620**
D011 - Assoc Vice Pres for Administration	100205 - Environmental Health & Safety	261900 - Safety Svces		$120,789	$34,069	$26,895	$250					**$182,003**
		Total		**$120,789**	**$34,069**	**$26,895**	**$250**					**$182,003**
	Total			**$120,789**	**$34,069**	**$26,895**	**$250**					**$182,003**
F001 - VP For Research	100008 - VP For Research	231000 - Compliance				$17,500						**$17,500**
		231200 - Electron Microscope	$110,736		$42,000	$322,264	$7,000					**$482,000**
		Total	**$110,736**		**$42,000**	**$339,764**	**$7,000**					**$499,500**
	100479 - Animal Resources	240100 - Lab Animal Resources Stores				$750,000	$25,000					**$775,000**
		240101 - AR Animal Purchase Recharge				$375,000						**$375,000**

Oklahoma State University
Stores & Services Fund Summary
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General University	Professional Salaries	Other Salaries	Fringe Benefits	Supplies & Other Operating Exp	Property, Furniture & Equipment	Travel	Utilities	Library Books & Periodicals	Transfers & Other Distr	Total
Total				$1,125,000	$25,000					$1,150,000
Total	$110,736		$42,000	$1,464,764	$32,000					$1,649,500
Total	$13,802,647	$16,963,707	$10,135,897	$113,536,707	$22,670,954	$839,825	$6,661,522	$3,500	$2,487,000	$187,101,759

Oklahoma State University
Auxiliary Enterprise Fund Summary
Fiscal Year 2025-26

General University			Professional Salaries	Other Salaries	Fringe Benefits	Supplies & Other Operating Exp	Property, Furniture & Equipment	Travel	Utilities	Library Books & Periodicals	Transfers & Other Distr	Total
B001 - Office of President	100002 - Office of President	326080 - Trademark-Licensing	$135,000		$38,600	$52,297	$1,000	$8,000				**$234,897**
		328500 - Inst.Conf.& Pub.Rel.				$78,000		$4,000				**$82,000**
		328516 - Trademark Royal Rev				$655,103	$485,000				$400,000	**$1,540,103**
		328600 - University House - Operations				$50,000	$7,900	$100				**$58,000**
		Total	**$135,000**		**$38,600**	**$835,400**	**$493,900**	**$12,100**			**$400,000**	**$1,915,000**
	Total		**$135,000**		**$38,600**	**$835,400**	**$493,900**	**$12,100**			**$400,000**	**$1,915,000**
B003 - Athletics	100189 - Athletics	323020 - Sports Info & Commun	$1,856,750	$153,800	$626,558	$770,500	$150,000	$15,000				**$3,572,608**
		323025 - BPLE	$175,000	$24,400	$60,230	$34,000	$6,200					**$299,830**
		323030 - Athletics-Gen & Adm.	$8,231,521	$189,539	$1,333,522	$6,984,540	$501,500	$530,000				**$17,770,622**
		323031 - Special Assistance F				$360,000	$10,000	$30,000				**$400,000**
		323032 - Ncaa Post Season						$750,000				**$750,000**
		323035 - Athletics-Equip	$316,500	$419,400	$118,586	$71,250	$25,000	$4,000				**$954,736**
		323036 - Film & Video	$305,000	$40,000	$102,658	$146,500						**$594,158**
		323040 - Marketing and Sales	$799,650	$103,800	$271,759	$1,519,250	$953,761	$20,000				**$3,668,220**
		323045 - Bond Rev Sys				$12,405					$2,461,698	**$2,474,103**
		323050 - Sports Medicine		$80,500	$1,116	$2,731,850	$7,500	$2,500				**$2,823,466**
		323051 - S-A Development	$193,823	$6,000	$65,018	$8,550		$10,500				**$283,891**
		323055 - Spirit Group	$98,423	$50,000	$33,547	$155,400	$10,000	$100,000				**$447,370**
		323056 - OSU Marching/Pep Ban				$90,000		$235,000				**$325,000**
		323060 - Athletics-Facilities	$878,597	$2,012,783	$917,782	$5,652,250	$510,000	$7,500	$4,105,000			**$14,083,912**
		323061 - Event Management	$187,000	$325,000	$70,464	$2,745,500		$5,000				**$3,332,964**
		323065 - Weight & Condition	$2,549,750	$127,400	$588,918	$229,700		$20,000				**$3,515,768**
		323070 - Ath Gifts Prog Exp	$510,736	$19,400	$172,679	$2,945,000		$15,000				**$3,662,815**
		323080 - Athletic Counselor				$225,000					$500,000	**$725,000**
		323110 - Athletics-Football	$15,349,500	$65,000	$2,221,878	$8,783,635	$100,000	$3,550,000				**$30,070,013**
		323120 - Athletics-Basketball	$4,252,700	$48,200	$593,567	$2,349,028		$2,135,000				**$9,378,495**
		323130 - Athletics-Wrestling	$1,864,300	$50,000	$320,250	$768,080		$732,500				**$3,735,130**
		323140 - Athletics-Track	$1,347,012	$28,800	$356,340	$1,884,380		$1,020,000				**$4,636,532**
		323148 - Track Events				$73,000						**$73,000**
		323150 - Athletics-Baseball	$1,669,200	$28,800	$283,238	$1,159,580		$640,000				**$3,780,818**
		323160 - Athletics-Golf	$519,200		$145,530	$320,310		$306,000				**$1,291,040**
		323170 - Athletics-Tennis	$366,800	$11,000	$100,645	$337,650		$199,500				**$1,015,595**
		323220 - Ath-W Basketball	$1,665,625	$28,800	$384,698	$1,627,976		$1,425,000				**$5,132,099**
		323250 - Athletics-Softball	$1,249,700	$28,800	$272,150	$986,900		$630,000				**$3,167,550**
		323260 - Athletics-W. Golf	$463,800		$116,530	$347,188		$219,000				**$1,146,518**
		323270 - Athletics-W. Tennis	$474,600	$28,800	$111,724	$482,142		$507,500				**$1,604,766**
		323280 - Women'S Soccer	$528,073		$144,126	$841,480	$5,000	$370,000				**$1,888,679**
		323290 - W Equestrian	$494,479	$69,400	$156,304	$989,900	$15,000	$237,500				**$1,962,583**
		Total	**$46,347,739**	**$3,939,622**	**$9,569,817**	**$45,632,944**	**$2,293,961**	**$13,716,500**	**$4,105,000**		**$2,961,698**	**$128,567,281**
	Total		**$46,347,739**	**$3,939,622**	**$9,569,817**	**$45,632,944**	**$2,293,961**	**$13,716,500**	**$4,105,000**		**$2,961,698**	**$128,567,281**
B004 - Division of Health Affairs	100241 - University Health Services	326140 - U Health Services	$2,067,722	$1,203,100	$1,050,000	$2,836,802	$93,048	$5,000	$100,000			**$7,355,672**
		326141 - Health Svcs Res				$2,005						**$2,005**
		326142 - Univ Health Services F/S Clinic	$107,300	$55,000	$46,250	$4,750	$500	$1,000	$6,500			**$221,300**
		Total	**$2,175,022**	**$1,258,100**	**$1,096,250**	**$2,843,557**	**$93,548**	**$6,000**	**$106,500**			**$7,578,977**
	Total		**$2,175,022**	**$1,258,100**	**$1,096,250**	**$2,843,557**	**$93,548**	**$6,000**	**$106,500**			**$7,578,977**
C001 - Provost and Senior Vice President	100005 - Provost and Senior Vice President	326420 - Prvst Discretionary				$15,000						**$15,000**
		Total				**$15,000**						**$15,000**
	100225 - Museum of Art	326121 - Arts Center	$4,500	$40,200	$7,200	$65,100	$5,500	$1,700	$3,800			**$128,000**
		326168 - DRCA-Leisure Learning	$10,500		$900	$60,000		$3,600				**$75,000**
		Total	**$15,000**	**$40,200**	**$8,100**	**$125,100**	**$5,500**	**$5,300**	**$3,800**			**$203,000**
	100244 - Inst For Tchg and Lrng Excellence	326060 - Itle Auxiliary				$243,250	$15,100					**$258,350**
		326248 - Ed Tech Equipment				$100,000	$400,000					**$500,000**
		328400 - Itle Campus Cablevis		$62,416	$11,026	$10,182	$2,672	$3,704				**$90,000**
		328405 - Tchg/Lrng Auxiliary				$28,000						**$28,000**

Oklahoma State University
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General University			Professional Salaries	Other Salaries	Fringe Benefits	Supplies & Other Operating Exp	Property, Furniture & Equipment	Travel	Utilities	Library Books & Periodicals	Transfers & Other Distr	Total
		328406 - Itle-Production Serv				$23,000	$25,000					**$48,000**
		328407 - Itle-Creative Servic				$4,500	$9,000					**$13,500**
		328408 - Educational Technology		$44,764	$3,000	$1,100,104	$1,235,562	$6,000				**$2,389,430**
		328410 - DRC-Student Fees				$83,020						**$83,020**
		Total		**$107,180**	**$14,026**	**$1,592,056**	**$1,687,334**	**$9,704**				**$3,410,300**
	Total		**$15,000**	**$147,380**	**$22,126**	**$1,732,156**	**$1,692,834**	**$15,004**	**$3,800**			**$3,628,300**
C002 - Dean of Arts and Sciences	100190 - Theatre	327444 - Faa Drama				$65,000	$13,000					**$78,000**
		Total				**$65,000**	**$13,000**					**$78,000**
	100195 - Art, Graphic Design & Art History	327442 - Faa Art				$41,250						**$41,250**
		Total				**$41,250**						**$41,250**
	100425 - Music	327289 - Mb Royalty/E&U				$20,000	$30,000					**$50,000**
		327446 - Faa Music				$32,500	$8,500	$5,000				**$46,000**
		327470 - OSU Concert Hall	$8,328		$2,935							**$11,263**
		Total	**$8,328**		**$2,935**	**$52,500**	**$38,500**	**$5,000**				**$107,263**
	100449 - Ocollegian	327342 - O'Collegian	$181,081	$44,412	$75,563							**$301,056**
		Total	**$181,081**	**$44,412**	**$75,563**							**$301,056**
	Total		**$189,409**	**$44,412**	**$78,498**	**$158,750**	**$51,500**	**$5,000**				**$527,569**
C003 - OSU Global	100122 - Ctr For International Trade Dev	326638 - CITD Administrative				$3,000	$1,000	$1,000				**$5,000**
		328046 - ITC SBDC Program Income				$500						**$500**
		Total				**$3,500**	**$1,000**	**$1,000**				**$5,500**
	100168 - International Students & Scholars	327053 - Intl Students/Schola	$112,050	$236,449	$100,030	$115,977	$6,674	$21,000				**$592,180**
		Total	**$112,050**	**$236,449**	**$100,030**	**$115,977**	**$6,674**	**$21,000**				**$592,180**
	100175 - English Language Institute	326167 - Eng Lang Inst Activities and Matl	$35,502	$64,140	$18,465	$49,198	$3,000	$3,000				**$173,305**
		Total	**$35,502**	**$64,140**	**$18,465**	**$49,198**	**$3,000**	**$3,000**				**$173,305**
	100208 - OSU Global	327054 - Global Partnership Programs						$13,000				**$13,000**
		Total						**$13,000**				**$13,000**
	100300 - Center for Global Learning	326790 - Ctr for Global Learning Programs	$22,275	$180,090	$61,660	$157,475	$5,000	$43,000				**$469,500**
		326791 - Study Abroad Programs				$37,650		$224,678				**$262,328**
		Total	**$22,275**	**$180,090**	**$61,660**	**$195,125**	**$5,000**	**$267,678**				**$731,828**
	Total		**$169,827**	**$480,679**	**$180,155**	**$363,800**	**$15,674**	**$305,678**				**$1,515,813**
C004 - Dean of Business Administration	100177 - Hospitality and Tourism Management	326288 - Hrad Special Events				$36,500	$2,500	$1,000				**$40,000**
		328072 - Iagbt				$100						**$100**
		Total				**$36,600**	**$2,500**	**$1,000**				**$40,100**
	100254 - Department of Economics	328058 - Caer	$12,467		$3,739							**$16,206**
		Total	**$12,467**		**$3,739**							**$16,206**
	100422 - Center for the Future of Work	328006 - Cepd Conferences				$2						**$2**
		Total				**$2**						**$2**
	Total		**$12,467**		**$3,739**	**$36,602**	**$2,500**	**$1,000**				**$56,308**
C006 - Dean of Engineering	100106 - CEAT Professional Development	328007 - CEAT Prof Dev Conference	$240,728	$45,399	$95,881	$58,515	$1,300	$5,485				**$447,308**
		328068 - Hospital Program	$35,247	$13,572	$9,837							**$58,656**
		Total	**$275,975**	**$58,971**	**$105,718**	**$58,515**	**$1,300**	**$5,485**				**$505,964**
	100172 - Intl Fire Service Acred Congress	326171 - Intl Fire Serv Accr	$111,480	$52,253	$54,867	$56,500	$6,000	$151,000	$5,000			**$437,100**
		Total	**$111,480**	**$52,253**	**$54,867**	**$56,500**	**$6,000**	**$151,000**	**$5,000**			**$437,100**
	100176 - Fire Service Training	326174 - Cetification Program	$20,700	$118,682	$27,138	$77,000	$4,000	$50,000				**$297,520**
		326175 - HMEP				$100,000	$50,000					**$150,000**
		326176 - Fst Emt				$45,000		$5,000				**$50,000**
		326191 - Fst Prof Skills Cntr		$17,256	$2,889	$119,000	$15,000	$10,000				**$164,145**
		326192 - Fst Haz Mat	$35,496	$173,413	$73,922	$131,000	$2,500	$150,000				**$566,331**
		326193 - Fst Instructor		$6,000	$1,000	$14,000	$2,000	$10,000				**$33,000**
		326194 - Fst Fire Wildland	$7,197	$9,416	$3,949	$134,000	$10,000	$80,000				**$244,562**
		326195 - Fst Rescue	$28,416	$174,821	$28,237	$96,000	$25,000	$100,000				**$452,474**
		326196 - Fst Ems	$32,384	$91,051	$28,169	$331,500	$10,000	$25,000				**$518,104**
		326197 - Fst Okefol		$15,000	$1,113	$14,000	$2,000	$5,000				**$37,113**
		326608 - Fst Pti Hold Acct		$146,978	$11,773							**$158,751**

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General University			Professional Salaries	Other Salaries	Fringe Benefits	Supplies & Other Operating Exp	Property, Furniture & Equipment	Travel	Utilities	Library Books & Periodicals	Transfers & Other Distr	Total
		328022 - Fr Serv Trng Non-Ed		$12,000	$700	$82,300		$30,000				**$125,000**
		328661 - Ind Conf Acct		$147,518	$27,071	$102,500	$15,000	$45,000	$5,000	$4,000		**$346,089**
		Total	**$124,193**	**$912,135**	**$205,961**	**$1,246,300**	**$135,500**	**$510,000**	**$5,000**	**$4,000**		**$3,143,089**
	100232 - Fire Protection Publications	326170 - Fire Protection Pub.	$1,923,258	$3,133,683	$1,476,455	$6,526,229	$388,937	$243,540	$88,323			**$13,780,425**
		Total	**$1,923,258**	**$3,133,683**	**$1,476,455**	**$6,526,229**	**$388,937**	**$243,540**	**$88,323**			**$13,780,425**
	100271 - New Product Dev Cntr/Invn Asst Svc	326610 - Inventors Assistance Income NPDC				$3,000						**$3,000**
		326640 - NPDC-Billing	$432,948	$60,030	$165,197							**$658,175**
		Total	**$432,948**	**$60,030**	**$165,197**	**$3,000**						**$661,175**
	100290 - Assoc Dean of Acad Prog & Stud Serv	326604 - CEAT Recruiting Fund				$30,000		$5,000				**$35,000**
		328653 - CEAT Retention				$25,000		$5,000				**$30,000**
		Total				**$55,000**		**$10,000**				**$65,000**
	100439 - Center For Local Govt Technology	326615 - Pilot Escort Income	$20,016		$6,707							**$26,723**
		328025 - Clgt Conference	$15,677		$5,253	$152,226		$3,000				**$176,156**
		Total	**$35,693**		**$11,960**	**$152,226**		**$3,000**				**$202,879**
	100440 - Civil & Environmental Engineering	326627 - COOPER Lab Usage Fund	$4,380	$30,000	$4,344	$15,000	$15,000	$5,000				**$73,724**
		328656 - Civil OSUF Reimbursable				$5,000						**$5,000**
		Total	**$4,380**	**$30,000**	**$4,344**	**$20,000**	**$15,000**	**$5,000**				**$78,724**
	100451 - Architecture	327490 - Overseas Field Trip	$718		$215	$19,067		$80,000				**$100,000**
		327491 - Architecture Special				$20,000						**$20,000**
		328650 - Arch OSUf Reimb				$25,000						**$25,000**
		Total	**$718**		**$215**	**$64,067**		**$80,000**				**$145,000**
	Total		**$2,908,645**	**$4,247,072**	**$2,024,717**	**$8,181,837**	**$546,737**	**$1,008,025**	**$98,323**	**$4,000**		**$19,019,356**
C010 - College of Educ and Human Sci	100108 - Human Development & Family Science	328018 - Fcs Public Policy Co				$500		$500				**$1,000**
		328074 - Ctr for Family Resilience	$213,005		$74,765	$201,500		$1,500				**$490,770**
		328078 - Ctr for Dev Disabilities	$103,107	$3,563	$32,308	$7,500	$6,500					**$152,978**
		Total	**$316,112**	**$3,563**	**$107,073**	**$209,500**	**$6,500**	**$2,000**				**$644,748**
	100110 - Teaching, Learning & Ed Sci (STLES)	326243 - Natn'l Writing Proj-3rd Party Rev				$1,000						**$1,000**
		328062 - Crstl	$5,000	$20,000	$5,875	$18,125		$1,000				**$50,000**
		328083 - OSU BRIDGE Center	$70,242		$20,719	$55,600		$300				**$146,861**
		Total	**$75,242**	**$20,000**	**$26,594**	**$74,725**		**$1,300**				**$197,861**
	100125 - College of Educ and Human Sci	328010 - EHS Conference Account				$3,500						**$3,500**
		328545 - Continuing Education Programs				$700		$250				**$950**
		Total				**$4,200**		**$250**				**$4,450**
	100227 - Nutritional Sciences	328030 - OSU Dietary Wrkshp	$29,785	$10,020	$11,481	$18,714		$10,000				**$80,000**
		328070 - Nsci Clinical Analys				$400						**$400**
		Total	**$29,785**	**$10,020**	**$11,481**	**$19,114**		**$10,000**				**$80,400**
	100405 - Extension and Engagement	328051 - EHS-Lifelong Learning Program		$130,680	$9,723	$30,500	$4,850	$6,500				**$182,253**
		328059 - Co-Parenting Trainin	$103,628	$20,769	$35,065	$15,200		$5,000				**$179,662**
		Total	**$103,628**	**$151,449**	**$44,788**	**$45,700**	**$4,850**	**$11,500**				**$361,915**
	100443 - Ed Fndn, Ldrshp & Aviation (SEFLA)	326200 - Flight Training	$129,160	$1,505,390	$278,255	$4,256,195						**$6,169,000**
		328057 - Kearney Conf Revenue				$6,000						**$6,000**
		Total	**$129,160**	**$1,505,390**	**$278,255**	**$4,262,195**						**$6,175,000**
	100452 - Hlth Sci, Couns & Couns Psyc (HCCP)	328063 - HCCP Conference				$2,000						**$2,000**
		Total				**$2,000**						**$2,000**
	Total		**$653,927**	**$1,690,422**	**$468,191**	**$4,617,434**	**$11,350**	**$25,050**				**$7,466,374**
C011 - Div of Agriculture Sci & Nat Rsrcs	100128 - Biosystems/Agricultural Engineering	328004 - Ag Eng Conferences				$1,000						**$1,000**
		Total				**$1,000**						**$1,000**
	100129 - Div of Agricultural Sci & Nat Rsrcs	327216 - OSU Rodeo Arena Rev				$10,500			$7,500			**$18,000**
		328002 - Cowboy Stampede Rodeo				$41,000	$3,000	$1,000				**$45,000**
		328009 - Div Of Agric Confs		$43,680	$42,000	$381,000	$275,000	$40,000				**$781,680**
		328014 - Study Abroad				$16,000		$35,000				**$51,000**
		328075 - FCOA Career Develop Services				$25,000						**$25,000**
		Total		**$43,680**	**$42,000**	**$473,500**	**$278,000**	**$76,000**	**$7,500**			**$920,680**
	100132 - Horticul & Landscp Architecture	326665 - Effect of Nutrient Solution on				$1,000						**$1,000**

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General University			Professional Salaries	Other Salaries	Fringe Benefits	Supplies & Other Operating Exp	Property, Furniture & Equipment	Travel	Utilities	Library Books & Periodicals	Transfers & Other Distr	Total
		327640 - Flower Judging Team				$19,000						**$19,000**
		328044 - La Projects				$6,500	$500	$3,000				**$10,000**
		328045 - Horticulture Conf				$1,000		$2,000				**$3,000**
		Total				**$27,500**	**$500**	**$5,000**				**$33,000**
	100159 - Plant & Soil Sciences	328003 - Agronomy Conferences		$150	$100	$21,000	$2,000	$2,000				**$25,250**
		Total		**$150**	**$100**	**$21,000**	**$2,000**	**$2,000**				**$25,250**
	100174 - Biochemistry & Molecular Biology	328016 - Biochemistry Confere				$500		$500				**$1,000**
		Total				**$500**		**$500**				**$1,000**
	100216 - Natural Resource Ecology & Mgmt	328023 - Forestry Conference				$200		$800				**$1,000**
		Total				**$200**		**$800**				**$1,000**
	100287 - 4H Youth Development Programs	328012 - 4-H Conference				$76,000	$14,000	$10,000				**$100,000**
		Total				**$76,000**	**$14,000**	**$10,000**				**$100,000**
	100418 - Agricultural Economics	328015 - Agec International				$30,000						**$30,000**
		328029 - Markets Abroad				$1,000		$4,000				**$5,000**
		328031 - Ag Econ Conference				$2,000	$1,000	$1,000				**$4,000**
		Total				**$33,000**	**$1,000**	**$5,000**				**$39,000**
	100427 - Agricultural Ed, Comm & Leadership	328013 - Ag Ed / Com				$20,000	$10,000	$20,000				**$50,000**
		Total				**$20,000**	**$10,000**	**$20,000**				**$50,000**
	Total			**$43,830**	**$42,100**	**$652,700**	**$305,500**	**$119,300**	**$7,500**			**$1,170,930**
D001 - VP Administration & Finance	100006 - VP Administration & Finance	326048 - Stu Fee Dep Inv Inc				$50,000						**$50,000**
		326120 - Other Aux Investm'S				$50,000						**$50,000**
		326125 - Single Bank Premiums				$90,000						**$90,000**
		Total				**$190,000**						**$190,000**
	100167 - Business & Hospitality Services	326110 - Atherton Hotel	$312,276	$1,209,424	$316,250	$1,206,592	$28,800	$27,650				**$3,100,992**
		326115 - Ranchers Club		$1,071,519	$163,000	$1,921,550	$13,650	$4,691				**$3,174,410**
		Total	**$312,276**	**$2,280,943**	**$479,250**	**$3,128,142**	**$42,450**	**$32,341**				**$6,275,402**
	100253 - Lake Carl Blackwell	326016 - Cedar Point				$4,000						**$4,000**
		326017 - Scissortail Lane				$1,000			$4,000			**$5,000**
		326018 - Lcb-Sunset Bay				$5,000						**$5,000**
		326020 - Lake Carl Blackwell	$65,862	$560,988	$191,540	$404,878	$4,289	$100	$124,862			**$1,352,519**
		326022 - Lcb Equestrian				$1,000			$9,000			**$10,000**
		326023 - Lcb Reserve				$791,315	$211,456					**$1,002,771**
		326024 - Turkey Hollow-Lcb				$5,000						**$5,000**
		326027 - Fox Run-Lcb				$2,500						**$2,500**
		326028 - Deer Run-Lcb				$2,500						**$2,500**
		326029 - Lcb Cabin Rental				$47,363	$32,637					**$80,000**
		Total	**$65,862**	**$560,988**	**$191,540**	**$1,264,556**	**$248,382**	**$100**	**$137,862**			**$2,469,290**
	100267 - Parking & Transportation Services	326051 - Campus Transit-Still	$155,000	$1,548,182	$536,916	$789,359	$6,000	$8,100	$5,000			**$3,048,557**
		326052 - Parking Services	$334,366	$589,464	$260,000	$5,496,059	$12,782	$20,000	$5,000	$100		**$6,717,771**
		326053 - Bicycle Shop				$3,800						**$3,800**
		326075 - OSU Shuttle				$49,416						**$49,416**
		Total	**$489,366**	**$2,137,646**	**$796,916**	**$6,338,634**	**$18,782**	**$28,100**	**$10,000**	**$100**		**$9,819,544**
	100280 - University Budget	321803 - Budget Control				$557,000	$135,000				$8,000	**$700,000**
		326119 - Univ Supplement Energy Services									$1,750,000	**$1,750,000**
		326275 - Athletic Pub Rels				$575,000						**$575,000**
		Total				**$1,132,000**	**$135,000**				**$1,758,000**	**$3,025,000**
	100442 - Police Department	326058 - Seized & Forftd Prop				$1,931						**$1,931**
		Total				**$1,931**						**$1,931**
	Total		**$867,504**	**$4,979,577**	**$1,467,706**	**$12,055,263**	**$444,614**	**$60,541**	**$147,862**	**$100**	**$1,758,000**	**$21,781,167**
D005 - Facilities Management Admin	100393 - Facilities Management Admin	326025 - Lake Carl Blackwell Dam				$63,300						**$63,300**
		Total				**$63,300**						**$63,300**
	Total					**$63,300**						**$63,300**
D006 - Assoc Vice Pres for Finance	100120 - Bursar's Office	327172 - Sga Insurance				$1,543,500						**$1,543,500**
		327230 - Bursars Office-Sl	$269,548	$35,306	$102,157	$35,999	$4,730					**$447,740**

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General University			Professional Salaries	Other Salaries	Fringe Benefits	Supplies & Other Operating Exp	Property, Furniture & Equipment	Travel	Utilities	Library Books & Periodicals	Transfers & Other Distr	Total
		Total	**$269,548**	**$35,306**	**$102,157**	**$1,579,499**	**$4,730**					**$1,991,240**
	100184 - Assoc Vice Pres for Finance	326037 - Casa Mia Property									$200,000	**$200,000**
		Total									**$200,000**	**$200,000**
	100198 - Risk and Property Management	326001 - Agri Centr Office Bl	$12,846	$1,984	$4,970	$272,000	$10,000		$103,200			**$405,000**
		326002 - Ag Ctr Deferred Mai				$360,000						**$360,000**
		326015 - Property Mgmt Pka Ho				$146,250						**$146,250**
		326030 - Rental Property	$137,434	$1,984	$46,719	$83,882	$4,500	$5,000	$12,500			**$292,019**
		326031 - Fri Research				$41,100			$1,400			**$42,500**
		326100 - Rental Property - LCB				$377,647			$49,073		$904,110	**$1,330,830**
		326131 - Trip Cancellation Self Insurance				$60,000						**$60,000**
		Total	**$150,280**	**$3,968**	**$51,689**	**$1,340,879**	**$14,500**	**$5,000**	**$166,173**		**$904,110**	**$2,636,599**
	100408 - The Office of Central Procurement	326122 - Ok Corral Suppl Fair				$20,000		$9,000				**$29,000**
		326128 - Purchasing Card		$31,829	$10,666	$293,289						**$335,784**
		326129 - Pcard Admin / Compl	$107,656	$64,149	$57,572	$3,300	$200	$4,000				**$236,877**
		Total	**$107,656**	**$95,978**	**$68,238**	**$316,589**	**$200**	**$13,000**				**$601,661**
	100419 - University Accounting & Controller	327165 - Student Acc Service	$29,051	$6,055	$11,764	$5,000						**$51,870**
		Total	**$29,051**	**$6,055**	**$11,764**	**$5,000**						**$51,870**
	100436 - Payroll Services	326067 - Payroll Processing				$9,419	$581					**$10,000**
		Total				**$9,419**	**$581**					**$10,000**
	100493 - Tax and Compliance Services	326135 - Gains And Losses				$10,000						**$10,000**
		Total				**$10,000**						**$10,000**
	Total		**$556,535**	**$141,307**	**$233,848**	**$3,261,386**	**$20,011**	**$18,000**	**$166,173**		**$1,104,110**	**$5,501,370**
D009 - Human Resources	100157 - Human Resources	326049 - Personnel Processing				$20,000						**$20,000**
		326064 - OSU Paid Medical Leave		$40,000	$10,000							**$50,000**
		Total		**$40,000**	**$10,000**	**$20,000**						**$70,000**
	Total			**$40,000**	**$10,000**	**$20,000**						**$70,000**
E001 - VP For Student Affairs	100007 - VP For Student Affairs	321401 - Vp-Student Affairs		$85,000	$20,653	$17,347		$2,000				**$125,000**
		327103 - Campus Activity Fee	$23,007		$7,710	$1,469,283						**$1,500,000**
		327183 - OSU-Stw Stdt Dev Int	$21,184		$7,099	$226,717	$45,000	$30,000				**$330,000**
		Total	**$44,191**	**$85,000**	**$35,462**	**$1,713,347**	**$45,000**	**$32,000**				**$1,955,000**
	100171 - Career Services	328021 - Career Services Aux	$58,000	$44,000	$30,000	$316,000	$92,000	$60,000				**$600,000**
		328066 - InternOSU		$5,000	$1,000	$8,000						**$14,000**
		Total	**$58,000**	**$49,000**	**$31,000**	**$324,000**	**$92,000**	**$60,000**				**$614,000**
	100498 - Hargis Leadership Institute	327068 - Leadership Outreach		$10,000	$200	$21,884	$1,500	$10,036				**$43,620**
		327071 - McKnight Scholars	$100	$39,800	$1,017	$59,134		$163,000				**$263,051**
		327073 - Leadership Institute		$19,400	$1,500	$136,300	$4,200	$15,000				**$176,400**
		327077 - Hargis Leadership Institute grp 2		$70,000	$4,000	$19,000						**$93,000**
		327078 - HLI Admin				$62,400		$1,000				**$63,400**
		327079 - PLC Program				$30,900		$7,600				**$38,500**
		327080 - Undergrad Research Center				$10,000						**$10,000**
		Total	**$100**	**$139,200**	**$6,717**	**$339,618**	**$5,700**	**$196,636**				**$687,971**
	Total		**$102,291**	**$273,200**	**$73,179**	**$2,376,965**	**$142,700**	**$288,636**				**$3,256,971**
E002 - Residential Life Administration	100162 - Residential Life Administration	320502 - Single Student Housing	$1,178,274	$731,852	$451,401	$1,079,210		$30,000				**$3,470,737**
		320515 - Computer Purchase					$210,000					**$210,000**
		321000 - Res Life Admin	$412,323	$387,625	$237,441	$1,005,909	$95,000	$22,500				**$2,160,798**
		321010 - Res Life Maintenance	$310,815	$335,484	$161,865	$7,097,690	$80,000					**$7,985,854**
		321020 - Parker Hall				$408,264			$193,500			**$601,764**
		321022 - Stout Operating				$452,659			$325,000		$1,075,873	**$1,853,532**
		321030 - Wentz Hall				$712,164			$336,000			**$1,048,164**
		321044 - Bennett-East				$809,694			$791,000		$1,108,935	**$2,709,629**
		321051 - Iba Hall				$423,174			$194,000			**$617,174**
		321245 - University Commons				$1,057,024			$570,000		$4,109,600	**$5,736,624**
		321280 - Patchin-Jones Operat				$518,524			$247,000		$1,049,959	**$1,815,483**
		321284 - Kamm,Peterson/Friend				$484,074			$210,000		$1,009,748	**$1,703,822**

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		321290 - Morrison Operating				$400,624			$254,000		$850,000	**$1,504,624**
		321292 - Zink-Allen Operating				$486,134			$253,000		$1,054,285	**$1,793,419**
		321294 - Mor-Smith/Davis-Sit				$442,834			$360,000		$1,257,083	**$2,059,917**
		321301 - Young-Bost Operating				$279,840			$86,000		$472,705	**$838,545**
		321303 - Booker&Stinchcomb Op				$441,574			$271,000		$1,432,540	**$2,145,114**
		321310 - Village A Operating				$996,077			$790,000		$876,041	**$2,662,118**
		321340 - University Laundry				$140,150	$30,000		$48,000			**$218,150**
		321630 - Room Application Fee				$318,300	$1,710,000					**$2,028,300**
		Total	**$1,901,412**	**$1,454,961**	**$850,707**	**$17,553,919**	**$2,125,000**	**$52,500**	**$4,928,500**		**$14,296,769**	**$43,163,768**
	100163 - RL Marketing & Conference Services	321070 - Res Life Marketing	$79,729	$99,327	$46,195	$41,150	$2,100	$6,000				**$274,501**
		321080 - Res Life Conf Servic	$68,241	$82,080	$23,796	$20,900	$3,600	$6,000	$18,300			**$222,917**
		Total	**$147,970**	**$181,407**	**$69,991**	**$62,050**	**$5,700**	**$12,000**	**$18,300**			**$497,418**
	100237 - Family Resource Center	320991 - Group II				$63,800	$25,000					**$88,800**
		321205 - Family Resource Ctr	$187,598	$156,755	$79,035	$162,841		$5,000	$14,700			**$605,929**
		Total	**$187,598**	**$156,755**	**$79,035**	**$226,641**	**$25,000**	**$5,000**	**$14,700**			**$694,729**
	100390 - FGSH Operating	321021 - Brumley Apartments		$11,520	$1,180	$300,464			$134,200			**$447,364**
		321210 - Prosser		$11,520	$1,180	$505,314			$128,200			**$646,214**
		321220 - Demaree		$11,520	$1,180	$320,314			$161,900			**$494,914**
		321230 - West/Stevens		$11,520	$1,180	$595,064			$350,200			**$957,964**
		321240 - Williams		$11,520	$1,180	$286,414			$154,400			**$453,514**
		Total		**$57,600**	**$5,900**	**$2,007,570**			**$928,900**			**$2,999,970**
	Total		**$2,236,980**	**$1,850,723**	**$1,005,633**	**$19,850,180**	**$2,155,700**	**$69,500**	**$5,890,400**		**$14,296,769**	**$47,355,885**
E004 - Department of Wellness	100102 - Department of Wellness	324001 - Dept Of Wellness	$663,735	$945,850	$395,745	$920,876	$136,200	$24,000	$630,000			**$3,716,406**
		324030 - Intramural Sports		$229,750	$5,124	$59,435	$16,000	$14,000				**$324,309**
		324040 - Community Recreation		$37,000	$1,290	$21,710						**$60,000**
		324050 - Spec Olympics		$4,100		$900						**$5,000**
		324060 - Outdoor Recreation		$74,875	$2,110	$21,150		$11,000				**$109,135**
		324080 - OrangeFit	$16,200	$175,844	$13,000	$62,756	$1,200	$9,500				**$278,500**
		324100 - Dow Marketing		$14,800	$167	$39,605	$9,000	$5,000				**$68,572**
		324210 - Campus Rec Fee Acct				$2,000						**$2,000**
		324230 - SWC Utilities & Mnt				$35,270			$89,821			**$125,091**
		324250 - Wellness Programs				$15,325						**$15,325**
		324270 - Student Health Promotion		$31,750	$2,892	$18,600	$1,000	$7,500				**$61,742**
		324420 - Dept of Wellness (F&A)	$20,000		$6,700	$13,300						**$40,000**
		324425 - DOW Grant Residuals	$20,000		$6,700	$8,300						**$35,000**
		Total	**$719,935**	**$1,513,969**	**$433,728**	**$1,219,227**	**$163,400**	**$71,000**	**$719,821**			**$4,841,080**
	100154 - University Counseling Services	326160 - Univ Couns/Health Ct		$65,000	$6,656	$142,250	$38,200	$20,000				**$272,106**
		326161 - Alcohol/Substance Ab				$2,750		$1,250				**$4,000**
		Total		**$65,000**	**$6,656**	**$145,000**	**$38,200**	**$21,250**				**$276,106**
	100230 - Dept of Wellness-Sponsored Programs	324409 - Medicaid Reimburseme		$3,500	$2,000	$19,000	$15,500					**$40,000**
		324412 - Res Care	$5,000		$1,500	$6,500		$2,500				**$15,500**
		324413 - Sponsored Programs	$234,700	$166,000	$136,000	$70,300	$105,000	$38,000				**$750,000**
		324415 - Ok Able Tech Income				$21,000						**$21,000**
		324417 - Region III ODMH Residuals	$180,000	$20,000	$72,000	$190,000	$23,000	$70,000				**$555,000**
		324418 - Region IX ODMH Residuals	$50,500	$20,000	$25,000	$82,500	$4,000	$18,000				**$200,000**
		324419 - PRISM Data Dashboard				$10,000	$5,000	$5,000				**$20,000**
		324440 - Serc Income Acct				$4,000						**$4,000**
		Total	**$470,200**	**$209,500**	**$236,500**	**$403,300**	**$152,500**	**$133,500**				**$1,605,500**
	100505 - Student Accessibility Services	326281 - Disabled Student Svc				$15,000		$5,000				**$20,000**
		Total				**$15,000**		**$5,000**				**$20,000**
	Total		**$1,190,135**	**$1,788,469**	**$676,884**	**$1,782,527**	**$354,100**	**$230,750**	**$719,821**			**$6,742,686**
E005 - Student Union Directors Office	100123 - Bennett Dining	325530 - Blair Dining Admin	$9,875		$3,500	$22,200	$231,228					**$266,803**
		325531 - Fast Break	$20,248	$83,293	$30,747	$345,800	$200					**$480,288**
		325533 - Slam Dunk	$20,248	$63,794	$19,000	$117,184	$200					**$220,426**

Oklahoma State University
Auxiliary Enterprise Fund Summary
Fiscal Year 2025-26

General University			Professional Salaries	Other Salaries	Fringe Benefits	Supplies & Other Operating Exp	Property, Furniture & Equipment	Travel	Utilities	Library Books & Periodicals	Transfers & Other Distr	Total
		325535 - Dairy Bar	$20,248	$70,624	$21,200	$117,000	$2,000					**$231,072**
		325554 - Roots Cafe		$33,280	$13,296	$133,645						**$180,221**
		325557 - Barking Brews - CVM				$30,500						**$30,500**
		325596 - UDS Cafe Libro	$40,498	$343,758	$84,910	$691,000	$1,000		$6,000			**$1,167,166**
		Total	**$111,117**	**$594,749**	**$172,653**	**$1,457,329**	**$234,628**		**$6,000**			**$2,576,476**
	100201 - UDS Operations	325600 - Uds Operations Admin	$104,700	$38,029	$49,924	$46,800	$1,000	$1,500				**$241,953**
		Total	**$104,700**	**$38,029**	**$49,924**	**$46,800**	**$1,000**	**$1,500**				**$241,953**
	100219 - Student Union Dining	325571 - Su Caribou Coffee	$20,235	$108,956	$45,799	$242,183	$500					**$417,673**
		325575 - Su Red Earth Kitchen	$10,118	$113,800	$37,273	$135,964						**$297,155**
		325576 - Su Union Express	$30,352	$152,516	$50,934	$911,500	$500					**$1,145,802**
		325577 - Su Mambo Italiano	$21,867	$66,154	$26,479	$135,500						**$250,000**
		325578 - Su Passport	$42,102	$99,249	$38,602	$282,000						**$461,953**
		325579 - Su Bread Beyond Deli	$21,867	$80,478	$23,003	$198,729						**$324,077**
		325580 - Su Dining Admin	$78,994	$33,000	$27,027	$94,000	$448,929		$8,920			**$690,870**
		325585 - Su Chick-Fil-A	$40,470	$259,768	$69,571	$1,040,089	$500					**$1,410,398**
		325597 - SU Chophouse Taqueria	$30,352	$114,388	$36,431	$255,500						**$436,671**
		325598 - SU Shake Smart	$20,235	$87,171	$25,308	$165,700	$3,000					**$301,414**
		325599 - UDS Plaza Corner Cafe	$11,750	$45,846	$18,036	$101,100						**$176,732**
		Total	**$328,342**	**$1,161,326**	**$398,463**	**$3,562,265**	**$453,429**		**$8,920**			**$5,912,745**
	100238 - Student Union Directors Office	325005 - S.U.Director	$232,105		$67,283	$10,500	$500	$18,500				**$328,888**
		325010 - Su Administrative Se		$312,188	$104,965	$9,800	$500					**$427,453**
		325011 - Su Emp Development	$74,962	$75,532	$50,626	$10,300		$1,000				**$212,420**
		325012 - Computer Support	$288,485		$96,850	$14,800	$39,500	$10,000				**$449,635**
		325013 - Su Marketing	$210,965	$14,000	$71,047	$29,500		$6,000				**$331,512**
		325050 - Su Bldg Oper Admin	$111,257	$43,168	$53,743	$11,000	$500	$500				**$220,168**
		325051 - Su Custodial Serv		$419,823	$119,166	$49,512	$3,000					**$591,501**
		325053 - Su Maintenance		$200,605	$87,170	$192,300	$3,500		$835,000			**$1,318,575**
		325065 - Su Student Services		$229,700	$77,101	$38,694						**$345,495**
		325120 - S.U.Parking		$125,486	$28,504	$148,700	$3,000					**$305,690**
		325130 - Meeting & Conf Svs	$120,648	$254,622	$62,516	$32,940	$8,000	$7,000				**$485,726**
		325131 - Esports		$25,000		$12,000						**$37,000**
		325135 - Wwc Meeting Services	$104,290	$35,120	$45,861	$42,200	$6,000					**$233,471**
		325160 - Su Bookstore Admin	$139,100	$198,421	$86,071	$980,271	$5,500	$15,000				**$1,424,363**
		325161 - Bookstore Textbooks	$62,400	$151,869	$55,160	$6,958,432						**$7,227,861**
		325162 - Bookstore Supplies	$28,350	$52,667	$52,162	$650,000						**$783,179**
		325164 - Bkst-Student Store	$48,386	$178,931	$60,932	$3,500,500		$2,000				**$3,790,749**
		325165 - Bkst Sundries				$7,000						**$7,000**
		325166 - Apple Computer Sales	$28,350	$139,608	$37,000	$2,551,182						**$2,756,140**
		325167 - Su Bookstore Concess				$45,000						**$45,000**
		325168 - Bookstore Athletics		$24,660	$12,467	$150,000						**$187,127**
		325169 - West End Zone				$300						**$300**
		325182 - Su Retail Op-Spec Pr				$53,800						**$53,800**
		325240 - S.U.Bond Issue Fee				$2,167,460					$3,257,250	**$5,424,710**
		325249 - Su Capital Items				$83,700	$62,000					**$145,700**
		327083 - Bennett Chapel				$3,500						**$3,500**
		Total	**$1,449,298**	**$2,481,400**	**$1,168,624**	**$17,753,391**	**$132,000**	**$60,000**	**$835,000**		**$3,257,250**	**$27,136,963**
	100293 - Catering	325510 - Catering	$225,361	$589,367	$176,038	$684,500	$8,500					**$1,683,766**
		Total	**$225,361**	**$589,367**	**$176,038**	**$684,500**	**$8,500**					**$1,683,766**
	100378 - Kerr-Drummond Dining	325511 - Byte	$38,776	$250,153	$62,000	$313,000						**$663,929**
		325512 - CMP Caribou Coffee	$35,414	$129,626	$40,000	$158,160	$500					**$363,700**
		325520 - CMP Administration	$55,471		$18,207	$588,858	$200	$5,000	$400,000			**$1,067,736**
		325521 - 1890 Market	$74,149	$449,997	$123,426	$3,739,623	$500					**$4,387,695**
		325528 - The 405 Deli	$44,960	$225,291	$68,000	$325,000	$500					**$663,751**
		Total	**$248,770**	**$1,055,067**	**$311,633**	**$5,124,641**	**$1,700**	**$5,000**	**$400,000**			**$7,146,811**

Oklahoma State University
Auxiliary Enterprise Fund Summary
Fiscal Year 2025-26

General University			Professional Salaries	Other Salaries	Fringe Benefits	Supplies & Other Operating Exp	Property, Furniture & Equipment	Travel	Utilities	Library Books & Periodicals	Transfers & Other Distr	Total
	100410 - Adams Market Dining	325560 - Adams Market Admin	$9,246		$9,988	$46,100	$302,000					**$367,334**
		325561 - Market C-Store/Express It	$27,841	$99,869	$20,312	$1,279,680			$37,000			**$1,464,702**
		325567 - The Station		$34,479	$6,104	$55,500			$2,000			**$98,083**
		Total	**$37,087**	**$134,348**	**$36,404**	**$1,381,280**	**$302,000**		**$39,000**			**$1,930,119**
	100413 - UDS Administration	325500 - Uds Administration	$309,374	$86,520	$124,393	$2,951,321		$20,000				**$3,491,608**
		325502 - Uds Healthy Dining	$65,004		$22,532							**$87,536**
		Total	**$374,378**	**$86,520**	**$146,925**	**$2,951,321**		**$20,000**				**$3,579,144**
	100485 - North Dining Facility	325565 - North Dining Facility				$41,000			$200,000		$682,300	**$923,300**
		325615 - North Dining Facilitie Admin	$27,736		$7,719	$80,700						**$116,155**
		325621 - Zest	$21,687	$127,616	$26,857	$68,000						**$244,160**
		325622 - Breakfast & Burgers	$39,490	$213,825	$54,683	$434,000						**$741,998**
		325623 - Road Trip	$15,020	$84,683	$24,431	$233,000						**$357,134**
		325624 - Noodle U	$21,687	$137,528	$36,975	$38,000						**$234,190**
		325625 - The Natural	$12,236	$92,786	$26,883	$117,500						**$249,405**
		325626 - Carvery	$12,236	$87,809	$24,776	$86,000						**$210,821**
		325627 - Dash		$15,500	$774	$35,100						**$51,374**
		Total	**$150,092**	**$759,747**	**$203,098**	**$1,133,300**			**$200,000**		**$682,300**	**$3,128,537**
	Total		**$3,029,145**	**$6,900,553**	**$2,663,762**	**$34,094,827**	**$1,133,257**	**$86,500**	**$1,488,920**		**$3,939,550**	**$53,336,514**
E006 - Campus Life Administration	100444 - Campus Life Administration	326285 - SV Prevention				$4,000						**$4,000**
		327040 - Campus Life Programming				$200,000	$15,000					**$215,000**
		327051 - Greek Life		$9,000	$500	$57,500	$6,000	$16,000				**$89,000**
		327057 - Volunteer Center	$47,150	$7,500	$16,570	$24,780						**$96,000**
		327061 - SUAB	$47,200	$53,200	$27,442	$105,300	$2,000					**$235,142**
		327067 - Camp Cowboy		$34,000	$2,025	$168,450	$1,025	$3,000				**$208,500**
		327070 - Campus Life Group Ii	$46,236	$134,500	$25,355	$135,200	$222,349					**$563,640**
		327076 - First Gen				$40,000		$5,000				**$45,000**
		327081 - Military Veteran				$11,040						**$11,040**
		327175 - Speaker Series-Sga				$148,100	$2,400	$3,500				**$154,000**
		327184 - OSU-Stw Campus Life	$32,686	$77,303	$36,857	$103,154	$25,000					**$275,000**
		327207 - Student Support	$274,050		$92,152							**$366,202**
		Total	**$447,322**	**$315,503**	**$200,901**	**$997,524**	**$273,774**	**$27,500**				**$2,262,524**
	Total		**$447,322**	**$315,503**	**$200,901**	**$997,524**	**$273,774**	**$27,500**				**$2,262,524**
F001 - VP For Research	100008 - VP For Research	326090 - Uml Master Lease Pay									$162,000	**$162,000**
		328610 - VPR-MMB				$230,000	$210,000		$60,000			**$500,000**
		328615 - VPR-Venture1				$455,000	$25,000		$150,000			**$630,000**
		Total				**$685,000**	**$235,000**		**$210,000**		**$162,000**	**$1,292,000**
	100502 - OAIRE OK Aerospace Institute	326662 - OAIRE Professional Services	$3,829,219	$295,316	$1,314,014	$510,724						**$5,949,273**
		326663 - OAIRE Initiatives				$5,000						**$5,000**
		Total	**$3,829,219**	**$295,316**	**$1,314,014**	**$515,724**						**$5,954,273**
	Total		**$3,829,219**	**$295,316**	**$1,314,014**	**$1,200,724**	**$235,000**		**$210,000**		**$162,000**	**$7,246,273**
L001 - Access and Community Impact	100257 - Office of Multicultural Affairs	328080 - Icae/Student Prog				$1,689						**$1,689**
		Total				**$1,689**						**$1,689**
	100296 - Trio Programs	326650 - Wilson Working Fund Account				$5,500						**$5,500**
		Total				**$5,500**						**$5,500**
	Total					**$7,189**						**$7,189**
Total			**$64,866,167**	**$28,436,165**	**$21,170,120**	**$140,765,065**	**$10,266,660**	**$15,995,084**	**$12,944,299**	**$4,100**	**$24,622,127**	**$319,069,787**

Oklahoma State Regents for Higher Education
655 Research Parkway, Suite 200
Oklahoma City, OK 73104

EDUCATIONAL AND GENERAL BUDGET
FISCAL YEAR FY2025-2026

Schedule F and G

STATEWIDE PROGRAM CODE: Higher Education (Input)

SUMMARY OF EXPENDITURES BY FUNCTION AND OBJECT

Agency #:	01000	Date Submitted:	June 26, 2025
Institution Name:	OSU-General University	Presidents Name	Dr. Jim Hess

Object Codes	10	20	31	30	40	42	50	60	
Object	Personnel Services	Travel	Utilities	Supplies & Other Operating Expenses	Property, Furniture, & Equipment	Library Books and Periodicals	Scholarships & Other Assistance Net of Waivers	Transfers & Other Disbursements	TOTALS
Activity & Sub-Activity/Function:									
11 Instruction	169,659,140	2,676,422	-	12,367,380	2,209,195	106,500	-	-	187,018,637
12 Research	54,700,074	1,775,632	667,069	23,513,516	4,989,836	181,261	-	-	85,827,388
13 Public Service	7,055,314	604,523	87,224	5,030,906	439,500	10,100	-	-	13,227,567
14 Academic Support	52,516,503	1,263,685	8,000	23,721,730	5,146,211	8,053,300	-	-	90,709,429
15 Student Services	26,918,625	557,286	-	5,550,312	950,734	2,280	121,476	-	34,100,713
16 Institutional Support	17,214,951	102,665	-	8,347,854	254,232	6,500	6,200	-	25,932,402
17 Operation. & Maintenance. of Plant	9,519,495	45,500	23,599,056	27,046,179	8,230,195	750,000	-	-	69,190,425
18 Scholarships (Net of Tuition Waivers)	972,547	-	-	-	-	-	6,359,000	-	7,331,547
11 Total E&G Part I - Fund 290	**338,556,649**	**7,025,713**	**24,361,349**	**105,577,877**	**22,219,903**	**9,109,941**	**6,486,676**	**-**	**513,338,108**
Hyperion Account Code	**511130**	**521110**	**531160**		**541110**		**552110**	**562130**	
Entry into CORE E&G Part I - Fund 290	**338,556,649**	**7,025,713**		**129,939,226**		**31,329,844**	**6,486,676**	**-**	**513,338,108**
49 Total E&G Part I - Fund 490	**-**	**-**	**-**	**-**	**-**	**-**	**-**	**-**	**-**
49 Entry into CORE E&G Part I - Fund 490 (CARES)	**-**	**-**		**-**		**-**	**-**	**-**	**-**
97 Total E&G Part I - Fund 497	**-**	**-**	**-**	**-**	**-**	**-**	**-**	**24,203,811**	**24,203,811**
97 Entry into CORE E&G Part I - Fund 497 (ARP)	**-**	**-**		**-**		**-**	**-**	**24,203,811**	**24,203,811**
21 Total E&G Part II *Cells linked to Sch. B-II--->*	**31,441,435**	**2,266,184**	**-**	**10,513,443**	**3,158,735**	**17,816,492**	**5,106,693**	**20,517,616**	**90,820,598**
Hyperion Account Code	**511130**	**521110**	**531160**		**541110**		**552110**	**562130**	
Entry into CORE E&G Part II	**31,441,435**	**2,266,184**		**10,513,443**		**20,975,227**	**5,106,693**	**20,517,616**	**90,820,598**
Total Allotment	**369,998,084**	**9,291,897**	**24,361,349**	**116,091,320**	**25,378,638**	**26,926,433**	**11,593,369**	**44,721,427**	**628,362,517**

Schedule G

Hyperion Account Code			**511130**	**521110**	**531160**		**541110**		**552110**	**562130**	
700 Fund No.	**Activity No.**	**Sub-Activity No.**	**Personnel Services**	**Travel**	**Utilities**	**Supplies & Other Operating Expenses**	**Property, Furniture, & Equipment**	**Library Books and Periodicals**	**Scholarships & Other Assistance**	**Transfers & Other Disbursements**	**Total Budgeted Amount**
Fund 701	10		355,091,140	26,284,475	1,548,161	134,412,656	126,265,512	333,749	3,790,187	152,274,120	800,000,000
Fund 789	89		950,000,000	-	-	-	-	-	-	-	950,000,000
Fund 790	85		-	-	-	-	-	-	-	-	-

11 Entry into CORE E&G Part I - Fund 290	513,338,108
49 Entry into CORE E&G Part I - Fund 490 (CARES)	-
97 Entry into CORE E&G Part I - Fund 497 (ARP)	24,203,811
21 Entry into CORE E&G Part II	90,820,598
G Entry into CORE Fund 700	800,000,000
G Entry into CORE Fund 789	950,000,000
G Entry into CORE Fund 790	-
Total Allotment	2,378,362,517

Oklahoma State Regents for Higher Education

Consolidated Capital Budgets
Fiscal Year 2025-2026

Schedule H
Various Funds by Institution

Institution Agency # and Name:	01000		OSU-General University
Date Submitted:	June 26, 2025	President:	Dr. Jim Hess

Fund No.	Activity No.	Sub-Activity No.	Total Budgeted Amount -- Account 5400000
295	90	00001	$ 36,050,000
340	90	00001	$ -
450	90	00001	$ 5,000,000
600	90	00001	$ 15,193,000
650	90	00001	$
Other Funds -- Please List:			
470	90	00001	$ 62,000,000
479	90	00001	$ 54,000,000
485	90	00001	$ 500,000
486	90	00001	$ 42,000,000
487	90	00001	$ 20,000,000
488	90	00001	$ 3,500,000
495	90	00001	$ 90,000,000
TOTAL			**$ 328,243,000**

Oklahoma State Regents for Higher Education
FY2026 Educational and General Budget - SRA3 Background Data
Schedule 1 - Continuing Full-Time Faculty and Full-Time Staff Salary Changes

Institution Name:	OSU-General University				
Contact Person's Name and Phone #:	Chris Kuwitzky, 405-744-2690				
1. Percentage Salary Changes For Continuing Filled Positions					
Percentage Salary Changes for Continuing Filled Positions	President	Number of Faculty [1]	Number of Administrative and Professional Staff (Exempt) [2]	Number of Other Staff (Non-exempt) [3]	Total
-% (Number receiving a salary decrease)	-	-	-	-	-
0% (Number receiving no salary change)	1	818	1,665	1,218	3,702
0.1% to 2.9%	-	-	-	-	-
3.0% to 4.9%	-	-	-	-	-
5.0% to 6.9%	-	-	-	-	-
7.0% to 9.9%	-	-	-	-	-
10.0% to 14.9%	-	-	-	-	-
15% or more	-	-	-	-	-
Total Number of Continuing Employees	1	818	1,665	1,218	3,702
Range of Percentage Changes:	For Pres - Use same %				
Lowest Percentage Change	0.00%	0.00%	0.00%	0.00%	0.00%
Highest Percentage Change	0.00%	0.00%	0.00%	0.00%	0.00%
Average Percentage Change	0.00%	0.00%	0.00%	0.00%	0.00%
Average Salary Change - For All Continuing Employees					
	President	Faculty	Professional	Other Staff	Total
Total Number of Continuing Employees	1	818	1,665	1,218	3,702
Amount of Salary Change	-	-	-	-	-
Average Salary Change	0	0	0	0	0
Average Salary Change - For All Continuing Employees Receiving a Salary Increase					
Total Number of Employees With Salary Inc.	-	-	-	-	-
Amount of Salary Change	-	-	-	-	-
Average Salary Change	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!
Board Approval date for Budget			Approval Date: -->		June 13, 2025
Effective Start Date of Salary Program			Starting Date: -->		N/A
Date President's Salary will be Considered			Consider Date: -->		N/A
Will your institution considering an employee salary or stipend program later in the fiscal year? If yes, explain in comment section below.			No	Date: ------> <-----Yes or No	N/A
2. Faculty and Employee Promotions					
# of Employees Receiving Increases due to Promotions and Changes in Rank	-	140	-	-	140
Amount of Salary Increases provided due to Promotions and Changes in Rank	-	730,500.00	-	-	730,500.00
Average of Salary Increases Based on Promotions and Changes in Rank	#DIV/0!	5,217.86	#DIV/0!	#DIV/0!	5,217.86
3. Other Salary Adjustments - Such as Cell Phones, Etc.					
# of Employees Receiving Increases due to Other Salary Adjustments	-	-	-	-	-
Amount of Salary Adjustments	-	-	-	-	-
Average of Salary Adjustments	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!
Explanation:					
4. Stipend Program					
# of Employees Receiving a Stipend	-	-	-	-	-
Amt of One-time Stipends	-	-	-	-	-
Average Stipend Increase	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!
Average Stipend Percentage Increase	0.0%	0.0%	0.0%	0.0%	0.0%
Write in the effective dates of the FY2026 stipend program:			Starting Date: ----->		
5. Comments About Salaries, Promotions and/or Stipend Program:					
(Drag Row 55 if more space needed)					

Oklahoma State Regents for Higher Education

Schedule 1-A - Methodology for Changes in Compensation - FY2026

Institution Name: OSU-General University

	METHODOLOGY FOR CHANGES IN COMPENSATION			
	What methodology is used for compensation changes?	**For Faculty**	**For Administrative and Professional Staff**	**For Other Staff**
1	Performance-based merit evaluation	N/A	N/A	N/A
2	Across-the-board	N/A	N/A	N/A
3	Combination of performance-based and across-the-board	N/A	N/A	N/A
	List criteria for performance-based merit evaluation: (Add rows if needed)	**For Faculty**	**For Administrative and Professional Staff**	**For Other Staff**
1				
2				
3				
4				
5				
6				
	Elaborate if compensation changes are based on combination of performance-based and across-the-board changes:	**For Faculty**	**For Administrative and Professional Staff**	**For Other Staff**
1				
2				
3				
4				
5				
6				

Oklahoma State Regents for Higher Education
FY2026 Educational and General Budget Part I - SRA3 Background Data
Schedule 1-b - Salaries of Chief Administrative, Dean's and Professional Positions

Institution Name:	OSU-General University			
President's Name	Dr. Jim Hess			
Principal Position	**Actual FY2025**	**Budgeted FY2026**	**Dollar Change**	**Percentage Increase**
President (Salary Only - Exclude Allowances)	650,000	650,000	-	0.00%
Vice Presidents:				
Chief Administrative Officer				
Chief Academic Officer	411,012	411,012	-	0.00%
Chief Business Officer	400,000	400,000	-	0.00%
Chief Development Officer				
Chief Student Affairs Officer	220,008	220,008	-	0.00%
List Other Vice Presidents in Rows 69 through 75				
Instruction:				
Deans (List): (Insert rows if needed)				
Arts and Sciences	260,004	260,004	-	0.00%
Business	353,520	353,520	-	0.00%
Education	279,120	279,120	-	0.00%
Liberal Arts/Humanities				
Math & Science				
Graduate College	270,000	270,000	-	0.00%
List Other Deans in Rows 59 to 69.				
Academic Support:				
Academic Dean				
Director/Dean of Library	218,640	218,640	-	0.00%
Student Services:				
Dean/Director of Student Services				
Chief Admissions Officer	139,693	139,693	-	0.00%
Registrar	141,360	141,360	-	0.00%
Director of Financial Aid	143,600	143,600	-	0.00%
Institutional Support:				
Chief Legal Counsel	332,000	332,000	-	0.00%
Controller or Accounting Professional	220,000	220,000	-	0.00%
Chief Public Relations Officer	185,000	185,000	-	0.00%
Director of Institutional Research	204,850	204,850	-	0.00%
Director of Development				
Physical Plant:				
Director of Physical Plant	200,000	200,000	-	0.00%
Technology:				
Chief Information Systems Officer	270,375	270,375	-	0.00%

Comments: Exclude all allowances from reported salaries.

Institution Comments:

NOTE: Schedules I, I-a and I-b must be resubmitted to this office when there is a change in your institution's salary program and anytime the president's salary amount is changed.

Oklahoma State Regents for Higher Education
FY2026 Educational and General Budget Part I - SRA3 Background Data
Schedule 1-b - Salaries of Chief Administrative, Dean's and Professional Positions

Principal Position	Actual FY2025	Budgeted FY2026	Dollar Change	Percentage Increase
Other Vice Presidents:				
VP for Research	310,380	310,380	-	0.00%
VP for Access & Community Impact	208,440	208,440	-	0.00%
VP Athletic Programs	300,000	300,000	-	0.00%
VP Agriculture Programs	400,020	400,020	-	0.00%
VP Enrollment Management	231,360	231,360	-	0.00%
SVP System Affairs	378,567	378,567	-	0.00%
			-	#DIV/0!
			-	#DIV/0!
			-	#DIV/0!
			-	#DIV/0!
			-	#DIV/0!
Other Deans:				
Engineering, Architecture & Technology	410,004	410,004	-	0.00%
College of Veterinary Health Sciences	261,564	261,564	-	0.00%
OSU Global	229,860	229,860	-	0.00%
Honors College	211,476	211,476	-	0.00%
			-	#DIV/0!
			-	#DIV/0!
			-	#DIV/0!
			-	#DIV/0!
			-	#DIV/0!
			-	#DIV/0!
			-	#DIV/0!
Other Positions:				

Oklahoma State Regents for Higher Education
FY2026 Educational and General Budget Part I - SRA3 Background Data
Schedule II - Changes in Full-Time Faculty Positions

Institution Name:---------->	OSU-General University

Report the full-time faculty positions that will increase or decrease the number of teaching faculty from that of the previous year. If a faculty member in a department has retired or resigned and is to be replaced by a new hire, do not report below.

New Full-Time Faculty Positions For FY2026

Rank (specify Professor, Assistant Professor, Associate Professor, Instructor, Lecturer)	Department	CIP 2010 -Primary Field of Study UDS Record 8 - Element 51	FTE	Budgeted Salaries
Assistant Professor	HCCP-NURS	51	1.0	85,000
Clinical Assistant Professor	HCCP-NURS	51	1.0	80,000
Clinical Assistant Professor	HCCP-NURS	51	1.0	80,000
Clinical Assistant Professor	HCCP-NURS	51	1.0	80,000
Clinical Assistant Professor	HCCP-NURS	51	1.0	80,000
Clinical Assistant Professor	HCCP-NURS	51	1.0	80,000
Clinical Assistant Professor	HCCP-NURS	51	1.0	80,000
Professor of Practice	Mechanical Eng	14	1.0	85,500
Assistant Professor	Mechanical Eng (Tulsa)	14	1.0	102,006
Assistant Professor	MSIS	52	1.0	159,300
Assistant Professor	MSIS/CHSI	52	1.0	150,000
Professor of Practice	Technology (MERO)	14	1.0	85,500
Professor of Practice	Technology (MERO)	14	1.0	85,550
TOTAL New Faculty Positions:			13.0	1,232,856

Note: Use additional pages or insert rows as needed.

Reduction in Full-Time Faculty Positions for FY2026:

Rank (specify Professor, Assistant Professor, Associate Professor, Instructor, Lecturer)	Department	CIP 2010 -Primary Field of Study UDS Record 8 - Element 51	FTE	Budgeted Salaries
Assistant Professor	Art	50	1.00	70,002
Assistant Professor	Art	50	1.00	73,287
Associate Professor	Art	50	1.00	83,457
Professor	Art	50	1.00	167,464
Assistant Professor	Chemistry	40	1.00	84,744
Assistant Professor	Chemistry	40	1.00	85,203
Associate Professor	Comm Sci & Disorders	10	1.00	146,300
Associate Professor	Comm Sci & Disorders	10	1.00	88,245
Assistant Professor	Computer Science	41	1.00	118,485
Teaching Assistant Professor	Design Merchandising	19	1.00	64,620

Assistant Professor	Economics	52	1.00	130,464
Assistant Professor	English	23	1.00	69,120
Assistant Professor	English	23	1.00	69,993
Assistant Professor	English	23	1.00	74,655
Assistant Professor	English	23	1.00	74,052
Associate Professor	English	23	1.00	77,463
Professor	English	23	1.00	88,470
Regents Professor	English	23	1.00	99,840
Assistant Professor	Geography	40	1.00	75,933
Associate Professor	Geography	40	1.00	94,950
Professor	Geology	40	1.00	126,963
Regents Professor	Geology	40	1.00	146,250
Associate Professor	HCCP	51	1.00	73,500
Professor	HDFS	19	1.00	80,000
Professor	HDFS	19	1.00	80,000
Professor	HDFS	19	1.00	80,000
Teaching Professor	HDFS	19	1.00	79,272
Associate Professor	Management	52	1.00	196,200
Professor	Math	27	1.00	107,964
Associate Professor	Music	50	1.00	69,381
Assistant Professor	Nutritional Sciences	19	1.00	80,326
Associate Professor	Nutritional Sciences	19	1.00	55,000
Associate Professor	Philosophy	38	1.00	93,042
Associate Professor	SEFLA	13	1.00	82,447
Assistant Professor	STLES	13	1.00	60,000
Associate Professor	STLES	13	1.00	70,000
TOTAL Reduction in Faculty Positions for FY2026			36.0	3,317,092

Note: The changes in faculty positions will automatically update Schedule II-b.

Comments: The CIP Description should be reported at the 2 digit level. This is the primary Field of Study reported on UDS Record 8, Element 51.

Schedule II-1 - Number of Part-Time & Adjunct Faculty, Teaching & Research Graduate Assistants and Part-Time Professional and Other Staff

FY2026 - Number of Adjunct Faculty (Use Unduplicated Headcount)	FY2026 - Projected Number of Adjunct Faculty (Use Unduplicated Headcount)	Change in Budgeted Number of Headcount (Formula)	* Avg. credit hours taught per Adjunct	* Maximum Credit Hours Taught per Adjunct
292	295	3	8	15

FY2026 - Number of Part-Time Faculty (Use Unduplicated Headcount)	FY2026 - Projected Number of Part-Time Faculty (Use Unduplicated Headcount)	Change in Budgeted Number of Headcount (Formula)	* Avg. credit hours taught per Part-Time Faculty	* Maximum Credit Hours Taught per Part-Time Faculty
4	4	0	3	3

** FY2026 Number of Teaching Graduate Assistants (Use Unduplicated Headcount)	FY2026 - Projected Number of Graduate Teaching Assistants (Use Unduplicated Headcount)	Change in Budgeted Number of Headcount (Formula)	* Avg. credit hours taught per GA	* Maximum Credit Hours Taught per GA
1069	1069	0	4	9

** FY2026 Number of Research Graduate Assistants (Use Unduplicated Headcount)	FY2026 - Projected Number of Graduate Teaching Assistants (Use Unduplicated Headcount)	Change in Budgeted Number of Headcount	N-A	N-A
652	652	0	N-A	N-A

FY2026 - Number of Part-Time Professional Staff (Use Unduplicated Headcount)	FY2026 - Projected Number of Professional Staff	Change in Budgeted Number of Headcount (Formula)	N-A	N-A
8	8	0	N-A	N-A

FY2026 - Number of Part-Time Other Staff (Use Unduplicated Headcount)	FY2026 - Projected Number of Other Staff	Change in Budgeted Number of Headcount (Formula)	N-A	N-A
348	348	0	N-A	N-A

FY2026 - Total Part-Time Employees (This is a formula)	FY2026 Projected # of Part-Time Employees (Formula)	Change in Budgeted Number of Headcount (Formula)	N-A	N-A
2,373	2,376	3	N-A	N-A

*** Report the average and maximum credit hours based on the fall semester.**

FY2026 Educational and General Budget Part I - SRA3 Background Data

Schedule II-a - Changes in Professional and Classified Positions

Institution Name:	OSU-General University

List below the full-time professional and classified positions that will increase and/or decrease the number of professional and classified positions above that of the previous year's original budget. If an employee has retired or resigned and is to be replaced by a new hire, do not report below.

Increase in New Full-Time Professional Positions for FY2026

Position Title	E&G Activity/Function Budgeted	Number	Salary
Example: Recruitment Specialist	Student Services	1	36,000
Ast Director Assess & Analysis	Academic Support	1	65,000
Accountant II	Institutional Support	1	58,000
Administrative Associate	Institutional Support	1	50,400
Ast Director of System Communications	Institutional Support	1	80,000
Deputy Director	Institutional Support	1	75,000
Director, Financial Operational Risk, Compliance & Efficiency	Institutional Support	1	135,000
Graphic Designer	Institutional Support	1	58,000
Specialist, Industry Sponsored Contracts	Research	1	105,000
Specialist, RISE and Research Security	Research	1	60,000
Ast Director Assess & Testing	Student Services	1	65,000
Career Coordinator	Student Services	1	47,000
Coordinator, Global Studies	Student Services	1	50,000
Coordinator, Leadership Program	Student Services	1	45,000
TOTAL New Professional Positions:		13	893,400

Note: Insert additional rows or use additional pages if needed.

Reduction in Full-Time Professional Positions for FY2026:

Position Title	E&G Activity/Function Budgeted	Number	Salary
Administrative Associate	Academic Support	1	50,000
Coordinator, Electronic Tech	Academic Support	1	57,180
Instructional Design	Academic Support	1	58,716
Manager, Special Projecs	Academic Support	1	88,034
Program Coordinator	Academic Support	1	46,356
Accountant III	Institutional Support	1	55,760
Chief of Staff, Senior Vice President	Institutional Support	1	378,567
Computer Support Specialist II	Institutional Support	1	48,036
Coordinator, Communications	Institutional Support	1	47,748
Coordinator, Fiscal Ops	Institutional Support	1	54,600
Coordinator, Fiscal Ops	Institutional Support	1	52,920
Director, Fiscal Integ Svcs/VP Langston	Institutional Support	1	141,947
Specialist, Fiscal Ops	Institutional Support	1	45,448
Specialist, Teching Support	Institutional Support	1	35,400
VP of System Initiatives	Institutional Support	1	183,750
Ast Director	Research	1	111,192
Manager, Health Data Science Program	Research	1	74,000
Programs Coordiantor/Specialist	Research	1	50,000
Sponsored Programs Specialist II	Research	1	48,504
Academic Advisor II	Student Services	1	54,079
Academic Success Coach	Student Services	1	34,500
Coordinator, Adademic Recs	Student Services	1	36,943
Coordinator, Prospective Students	Student Services	1	50,160
Coordinator, Student Services	Student Services	1	35,400
Marketing Specialist	Student Services	1	54,050
Program Specialist	Student Services	1	54,080
Specialist, Academic Programs	Student Services	1	35,400
Specialist, Communications	Student Services	1	54,080
Specialist, Communications	Student Services	1	54,080
TOTAL Reduction in Professional Positions for FY2026		29	2,090,930

Comments:

Note: The changes in professional and classified positions will automatically update Schedule II-b.

Changes in Full-Time Classified Positions for FY2026:

	Increase	Decrease	Net Change
Changes in Full-Time Classified Staff			
Example: Change in Number of Positions:	3	2	1
Example: Change in Salary of Positions:	$60,000	$40,000	$20,000
Actual Changes in Number of Positions	5	21	-16
Actual Changes in Salary of Positions	$254,200	$801,075	-$546,875

Comments:

Number of Continuing Unfilled Positions Not Reported on Schedule I, II, or IIa

Number of Full-Time and Part-Time Positions	Comments (if any)	Number	Budgeted Salary
President		0	-
Faculty Positions		3	450,000
Professional Positions		29	1,688,270
Classified Positions		24	875,722
Totals		56	3,013,992

Note 1: This section excludes any positions previously reported on Schedule I, II, and Rows 10 through 43 on Schedule IIA

FY2026 Educational and General Budget Part I - SRA3 Background Data
Schedule II-b - Summary of Changes in Budgeted Faculty, Professional and Classified Positions

NOTE: THIS WORKSHEET IS LINKED TO SCHEDULES I, II & II-1 AND II-A. DO NOT INPUT DATA INTO THIS FORM.

Institution Name:	OSU-General University

FULL-TIME POSITIONS TO BE ADDED AND/OR ELIMINATED IN FY2026						
	Added Positions		Eliminated Positions		Net Changes	
Employee Classifications:	New Positions	Salary	Positions	Salary	Net Changes	Net Change in Salary
Faculty	13	1,232,856	36	3,317,092	(23)	(2,084,236)
Professional Staff	13	893,400	29	2,090,930	(16)	(1,197,530)
Classified Staff	5	254,200	21	801,075	(16)	(546,875)
TOTAL	31	2,380,456	86	6,209,097	(55)	(3,828,641)
				Crossfoot --->	(55)	(3,828,641)

Number of Full-Time and Part-Time Employees Paid or Partially Paid from E&G I Funds:	From Sch I	From Sch II-b	From Sch II-b	Formula	From Sch II	From Sch II	Formula		
Employee Classification	Continuing Employees from Schedule I	New Positions	Eliminated Positions	Total Full-Time Employees	# of Part-Time Faculty, Adjunct, and Grad Assistants	# of Part-Time Professionals, Research Assistants and Other Staff	Total Full-Time and Part-Time Employees	Add Unfilled Positions on July 1, 2025	Total Budgeted Positions for FY2026
President	1			1			1	0	1
Faculty	818	13	36	795	1,368		2,163	3	2,166
Professional	1,665	13	29	1,649		660	2,309	29	2,338
Classified or Other Employees	1,218	5	21	1,202		348	1,550	24	1,574
Totals	3,702	31	86	3,647	1,368	1,008	6,023	56	6,079

FY2026 Educational and General Budget Part I - SRA3 Background Data
Schedule III - Course Section and Enrollment Data

Institution Name:	OSU-General University

	ENROLLMENT DATA				COURSE SECTION DATA [1]	
Location [2]	Fall Semester 2024 (FY2025) FTE	Fall Semester 2024 (FY2025) Headcount	Fall Semester 2025 (FY2026) Projected FTE	Fall Semester 2025 (FY2026) Projected Headcount	Number of Course Sections Offered, Fall 2024 (FY2025)	Projected Number of Course Sections Offered, Fall 2025 (FY2026)
Main Campus	16,664	22,110	16,852	22,360	4037	4,040
Branch Campus - List enrollment for each branch						
Total Branch Campuses	-	-	-	-	-	-
Centers						
Off-Campus	5,283	3,990	5,283	3,990	1030	1050
Total	21,947	26,100	22,135	26,350	5,067	5,090

[1] ***Organized classes, excluding individual instruction and lab classes***

[2] ***Do not duplicate enrollment counts. A student enrolled on Main Campus and A branch campus should be reported in only one location.***

CHANGES IN ENROLLMENT DATA:

Changes in Student FTE - Fall Semesters	188	<--- Formula
Changes in Student Headcount - Fall Semesters	250	<--- Formula
Changes in Course Sections - Fall Semesters	23	<--- Formula

STUDENT/FACULTY RATIOS:

Please indicate your institution's student-to-faculty ratio:	19	<--- FY2025	Example: For a 18:1 ratio, report 18
(Calculation: FTE Student Enrollment divided by FTE Faculty)	19	<--- FY2026	Example: For a 19.5:1 ratio, report 20

ANNUALIZED STUDENT FTE (SUMMER, FALL & SPRING)

Actual Student FTE - Annualized	22,409	<--- FY2025
Projected Student FTE - Annualized	22,601	<--- FY2026
Change in Student FTE	192	<--- Formula
Percent Change in Student FTE	0.9%	<--- Formula

Date Prepared: April 27, 2005 - Date Revised: May 18, 2009 - Date Printed; 6/4/2025 2:24 PM

Oklahoma State Regents for Higher Education
FY2026 Educational and General Budget Part I - SRA3 Background Data
Schedule IV - Changes in Mandatory Costs - Update

Institution Name	OSU-General University			
Description of Mandatory Costs:	**FY2026 Mandatory Costs Per Budget Needs Survey**	**Updated Projections to FY2026 Mandatory Costs**	**Changes from Original Projection**	**Comments:** (If additional space is needed insert at bottom of form)
A. Costs to Annualize FY2026 Salary Program		**N/A**	**N/A**	**Not Reported for the SRA3**
~~1. Salaries~~		**N/A**	**N/A**	**Not Reported for the SRA3**
~~2. Benefits and Payroll Taxes applicable to Salary Annualization~~		**N/A**	**N/A**	**Not Reported for the SRA3**
B. Changes in Costs of Fringe Benefits and Payroll Taxes: (Exclude benefits & taxes based on salary increases)	**FY2026 Mandatory Costs Per Budget Needs Survey**	**Updated Projections to FY2026 Mandatory Costs**	**Changes from Original Projection**	**Report Continuing Employees only - Do not report benefits & taxes for New Positions Budgeted in FY2026**
1. Social Security	923,773	923,773	-	
2. MQFE	240,326	240,326	-	
3. Health Insurance	2,419,559	2,419,559	-	
4. Dental Insurance	-	-	-	
5. Life Insurance	27,358	27,358	-	
6. Long and Short Term Disability	-	-	-	
7. Oklahoma Teachers Retirement - Employee	248,815	248,815	-	
8. Oklahoma Teachers Retirement - Employer Share	833,104	833,104	-	
8a. Optional Retirement Plans - OU and OSU	-	-	-	
9. Workers Compensation	79,258	79,258	-	
10. Unemployment Compensation Payments	8,176	8,176	-	
11. Other Insurance and Payroll Taxes - From List Below	-	-	-	<--Column D is Linked to Cell D72 below
Total Cost of Fringe Benefits and Payroll Taxes	**4,780,369**	**4,780,369**	**-**	<--Formulas
C. Changes in Costs of Non-Compensation Requirements:				**Sub-Total Each Object of Expenditure**
1. Professional Services:				
Accounting and Audititing Services	161,448	161,448	-	
Legal Services	-		-	
Engineer Services	-		-	
Other Professional Services - From List Below	-	-	-	<--Column D is Linked to Cell D95 below
Total Professional Services	**161,448**	**161,448**	**-**	<--Formulas
2. Utilities:				
Natural Gas	7,750	7,750	-	
Electricity	210,101	210,101	-	
Water, Sewage, Etc.	53,419	53,419	-	
Other Utilities:	1,180,481	1,180,481	-	
Total Utilities	**1,451,751**	**1,451,751**	**-**	<--Formulas
3. Travel:			**-**	<--Formulas
4. Supplies and Other Current Expenses:				
Equipment Maintenance/Service Contracts:	-	-	-	
Privatization Contracts (Housekeeping, Maintenance, etc.)	-	-	-	
Mandatory Institutional Memberships	-	-	-	
Gasoline	-	-	-	
Risk Management:				
Property Insurance	676,045	676,045	-	
Vehicles	13,100	13,100	-	
Aircraft	43,500	43,500	-	
Tort Liability	14,103	14,103	-	
Director and Officers Liability	21,680	21,680	-	
Other Insurance	21,355	21,355	-	
Telephone/Communications	-	-	-	
Other Supplies and Other Current Expenses - From List Below	-	-	-	<--Column D is Linked to Cell D80 below
Total Supplies and Other Current Expenses:	**789,783**	**789,783**	**-**	<--Formulas
5. Equipment, Property and Furniture:				
Information Technology Software and Equipment	6,823,730	6,823,730	-	
Other Equipment, Property and Furniture - From List Below	-	-	-	<--Column D is Linked to Cell D86 below
Total Mandatory Equipment, Property and Furniture	6,823,730	6,823,730	**-**	<--Formulas
6. Mantatory Library Periodicals and Subscriptions	**-**	**-**	**-**	<--Formulas
7. Scholarships	**-**	**-**	**-**	<--Formulas
8. Transfers and Other Disbursements	**-**	**-**	**-**	<--Formulas
9. Total Non-Compensation Mandatory Costs	**9,226,712**	**9,226,712**	**-**	<--Formulas
10. Total Mandatory Cost Changes	**14,007,081**	**14,007,081**	**-**	<--Formulas
B.11. List other Benefits and Payroll Taxes: (Enter total in B11(Cell C23 and D23) above)				
1.	-	-	-	
2.	-	-	-	
3.	-	-	-	
4.	-	-	-	
Other Benefits and Payroll Taxes (From M69)	-	-	-	Cell D71 is linked to Cell M69
Total Other Benefits and Payroll Taxes: (Insert rows if needed)	**-**	**-**	**-**	<--Formulas (Linked to section B. 11 Above)
C.4. Report Other Supplies & OCE Costs: (Enter total in Cell C53 and D53 above)				
Credit Card Fees	-	-	-	
Postage costs	-	-	-	
Governing Board Assessment	-	-	-	
	-	-	-	
Other Supplies & OCE Costs (From M78)	-	-	-	Cell D79 is linked to Cell M78
Total Other Supplies & OCE Costs: (Insert rows if needed)	**-**	**-**	**-**	<--Formulas (Linked to section C. 4 Above)
C.5. Report Other Equip, Property and Furniture Costs: (Enter total in Cell C58 and D58 above)				
	-	-	-	
	-	-	-	
Other Equipment, Property and Furniture (From M87)	-	-	-	Cell D85 is linked to Cell M87
Other Equipment, Property and Furniture: (Insert rows if needed)	**-**	**-**	**-**	<--Formulas (Linked to section C. 5 Above)
C.1. Report Other Professional Services: (Enter total in Cell C30 and D30 above)				
	-	-	-	
	-	-	-	
	-	-	-	
	-	-	-	
	-	-	-	
Other Professional Services (From M95)	-	-	-	Cell D94 is linked to Cell M95
Total Other Professional Services: (Insert rows if needed)	**-**	**-**	**-**	<--Formulas (Linked to Cell C27 Above)

FY2026 Educational and General Budget Part I - SRA3 Background Data
Schedule V - Tuition Waivers and Scholarships

Institution Name:	OSU-General University

TUITION WAIVERS AND SCHOLARSHIPS - E&G I BUDGET				
	FY2025	FY2026	Dollar Change	Percent Change
Resident Tuition Waivers - 5%	$ 21,026,903	$ 25,074,115	$ 4,047,212	19.2%
Resident Tuition Waivers - (outside the 5% limitation)	$ 3,356,734	$ -	$ (3,356,734)	-100.0%
Nonresident Tuition Waivers	$ 68,592,557	$ 73,923,000	$ 5,330,443	7.8%
Total Tuition Waivers	$ 92,976,194	$ 98,997,115	$ 6,020,921	6.5%
Scholarships (paid from E&G I funds)	$ 7,909,987	$ 7,331,547	$ (578,440)	-7.3%
Total Tuition Waivers and Scholarships	**$ 100,886,181**	**$ 106,328,662**	**$ 5,442,481**	**5.4%**

Note: The total for the FY2025 and FY2026 column (Cell C14) should be the same number reported on Schedule A, A-1, B and Schedule E of the SRA3.

Report the amount of resident and nonresident tuition waivers and scholarships granted to Graduate Teaching and Research Assistants that are included in the above totals.	$ 21,736,048	$ 22,365,000	$ 628,952	2.9%
Report the amount of tuition waivers granted to Concurrently Enroll High School Seniors. See worksheet named "Changes in FY2026".	$ 790,177	$ 810,204	$ 20,027	2.5%
Comments:				

FY2026 Educational and General Budget Part I - SRA3 Background Data
Schedule VI - Institutional Response to the FY2026 Budget Request

OSU-General University

Comments:

Continued enrollment growth is projected for FY2026, including a modest increase in new freshmen—marking what would be the fourth consecutive year of record freshman enrollment. In response, OSU has decided to keep tuition flat for the fourth consecutive year. The university is also actively restructuring its financial resources to support continued academic success, prioritize student experience and ensure sustainable fiscal operations.

To ensure continued affordability, OSU President Jim Hess has also emphasized fund-raising for student scholarships as his top priority.

Note: Schedule VI-A provides specific budget actions taken to develop the FY2026 budget request. This schedule allows the President or Vice President to provide additional narrative about the impact of this budget request.

FY2026 Educational and General Budget - SRA3 Background Data
Schedule VI-A - Specific Budget Actions Taken in the Development of the FY2026 Budget

Institution Name:	OSU-General University

Budget Actions: Actions Affecting Income:	**Yes or No**	# of Employees	Projected Dollar Impact on Budget	Comments - Describe Actions Taken - See Note Below
Increase Tuition and Mandatory Fees	No	N/A		
Increase Academic Service fees	No	N/A		
Use of Reserves	No	N/A		
Actions Affecting Expenditures:				
1. Furloughs	No			
2. Faculty Layoffs and/or Buyouts	No			
3. Staff Layoffs and/or Buyouts	No			
4. Reductions in Fringe Benefit Programs	No			
5. Eliminating Instructional Programs	No			
6. Eliminating other non-instructional Programs	No			
7. Other plans effecting employees	No			
8. Professional Services	No			
9. Contracts	No			
8. Other Operating Expenditures	No			
9				
10				
11				
12				
Total Projected Dollar Impact on Budget			-	

You may insert additional rows if needed.
Report expenditure reductions as a positive amount.
Note: If you addressed any of these issues in other schedules, you may reference the schedule in the comment block above.

Comment Box:

Oklahoma State Regents for Higher Education
FY2026 Educational and General Budget Part I - SRA3 Background Data
Schedule XI - Legislative Response to FY2026 Budget Needs Request

Institution Name: OSU-General University

The FY2026 Budget Needs Survey included a worksheet named "Summary-Priorities Funding Form". In the last column, each institution was asked if they would seek "Direct Proposal Legislature" for each funding change. If your institution sought legislative support for your FY2026 budget needs, please provide a summary of the outcome of that request.

If your institution did not seek Legislative Support indicate "No Legislative Support Requested".

Legislative Request for Priority #_____

No Legislative Support Requested

Drag row downward if additional space is needed.

Legislative Request for Priority #_____

N/A

Drag row downward if additional space is needed.

Legislative Request for Priority #_____

N/A

Drag row downward if additional space is needed.

Legislative Request for Priority #_____

N/A

Drag row downward if additional space is needed.

If additional legislative requests were made, please copy the above formats to the area below this row.

Oklahoma State Regents for Higher Education

655 Research Parkway, Suite 200
Oklahoma City, OK 73104

EDUCATIONAL AND GENERAL BUDGET - FY2025-2026
PART I - PRIMARY BUDGET

Schedule A
Summary of Educational and General Expenditures by Function

Agency #	**01100**
Institution Name:	**Oklahoma Agricultural Experiment Station**
President:	**Dr. Jim Hess**

Date Submitted: **June 26, 2025**

EXPENDITURES BY ACTIVITY/FUNCTION			
Activity Number	**Activity/Function**	**FY2025-2026 Amount**	**Percent of Total**
	Educational & General Budget - Part I:		
11	Instruction	-	0.0%
12	Research	25,632,361	100.0%
13	Public Service	-	0.0%
14	Academic Support	-	0.0%
15	Student Services	-	0.0%
16	Institutional Support	-	0.0%
17	Operation and Maintenance of Plant	-	0.0%
18	Scholarships and Fellowships	-	0.0%
	Total Expenditures by Activity/Function:	**25,632,361**	**100.0%**

FUNDING			
Fund Number	**Fund Name**	**FY2025-2026 Amount**	**Percent of Total**
	E&G Operating Revolving Fund:		
290	Revolving Funds	3,470,000	13.5%
290	State Appropriated Funds - Operations Budget	22,162,361	86.5%
290	State Appropriated Funds - Grants, Contracts and Reimbursements	-	0.0%
490	Federal Stimulus Funds - CARES and ARPA	-	0.0%
	Total Expenditures by Fund:	**25,632,361**	100.0%

EDUCATIONAL AND GENERAL BUDGET - FY2025-2026
PART I - PRIMARY BUDGET

Schedule A-1

Summary of Educational and General Expenditures by Function

Institution Name:	**Oklahoma Agricultural Experiment Station**

EXPENDITURES BY ACTIVITY/FUNCTION			
Activity Number	**Activity/Function**	**FY2025-2026 Amount**	**Percent of Total**
	Educational & General Budget - Part I:		
11	**Instruction**		
	General Academic Instruction	-	
	Vocational/Technical Instruction	-	
	Community Education	-	
	Preparatory/Remedial Instruction	-	
	Instructional Information Technology	-	
	Total Instruction:	**-**	**0.0%**
12	**Research**		
	Institutes and Research Centers	-	
	Individual and Project Research	25,632,361	
	Research Information Technology	-	
	Total Research:	**25,632,361**	**100.0%**
13	**Public Service**		
	Community Service	-	
	Cooperative Extension Service	-	
	Public Broadcasting Services	-	
	Public Service Information Technology	-	
	Total Public Service:	**-**	**0.0%**
14	**Academic Support**		
	Libraries	-	
	Museums and Galleries	-	
	Educational Media Services	-	
	Ancillary Support/Organized Activities	-	
	Academic Administration	-	
	Academic Personnel Development	-	
	Course and Curriculum Development	-	
	Academic Support Information Technology	-	
	Total Academic Support:	**-**	**0.0%**

Schedule A-1 (continued) - Summary of Educational and General Expenditures by Function

Institution Name: **Oklahoma Agricultural Experiment Station**

EXPENDITURES BY ACTIVITY/FUNCTION			
Activity Number	**Activity/Function**	**FY2025-2026 Amount**	**Percent of Total**
15	**Student Services**		
	Student Services Administration	-	
	Social and Cultural Development	-	
	Counseling and Career Guidance	-	
	Financial Aid Administration	-	
	Student Admissions	-	
	Student Records	-	
	Student Health Services	-	
	Student Services Information Technology	-	
	Total Student Services:	**-**	**0.0%**
16	**Institutional Support**		
	Executive Management	-	
	Fiscal Operations	-	
	General Administration	-	
	Public Relations/Development	-	
	Administrative Information Technology	-	
	Total Institutional Support:	**-**	**0.0%**
17	**Operation and Maintenance of Plant**		
	Physical Plant Administration	-	
	Building Maintenance	-	
	Custodial Services	-	
	Utilities	-	
	Landscape and Grounds Maintenance	-	
	Major Repairs and Renovations	-	
	Safety & Security	-	
	Logistical Services	-	
	Operation & Maintenance Information Technology	-	
	Total Operation and Maintenance of Plant:	**-**	**0.0%**
18	**Scholarships and Fellowships**		
	Scholarships	-	
	Fellowships	-	
	Resident Tuition Waivers	-	
	Nonresident Tuition Waivers	-	
	Total Scholarships and Fellowships:	**-**	**0.0%**
	Total Expenditures by Activity/Function:	**25,632,361**	**100.0%**

Oklahoma State Regents for Higher Education

EDUCATIONAL AND GENERAL BUDGET - FY2025-2026
PART I - PRIMARY BUDGET
Schedule B
Summary of Educational and General Expenditures by Object

Institution:	Oklahoma Agricultural Experiment Station

EXPENDITURES BY OBJECT			
Object Number	**Object of Expenditure**	**FY2025-2026 Amount**	**Percent of Total**
1	Personnel Services:		
1a	Teaching Salaries	-	0.0%
1b	Professional Salaries	11,648,493	45.4%
1c	Other Salaries and Wages	4,141,138	16.2%
1d	Fringe Benefits	6,186,616	24.1%
1e	Professional Services	-	0.0%
	Total Personnel Service	**21,976,247**	**85.7%**
2	Travel	450,314	1.8%
3	Utilities	350,000	1.4%
4	Supplies and Other Operating Expenses *	2,105,800	8.2%
5	Property, Furniture and Equipment	750,000	2.9%
6	Library Books and Periodicals	-	0.0%
7	Scholarships and Other Assistance	-	0.0%
8	Transfer and Other Disbursements **	-	0.0%
	Total Expenditures by Object	**25,632,361**	**100.0%**

Oklahoma State Regents for Higher Education

EDUCATIONAL AND GENERAL BUDGET - FY2025-2026
PART I - PRIMARY BUDGET

Schedule C
REPORT OF EDUCATIONAL AND GENERAL REVENUE, EXPENDITURES, AND UNOBLIGATED RESERVE

Institution Name:	Oklahoma Agricultural Experiment Station

Revenue Description	FY2025-2026 Amount	Percent of Total	
1. Beginning Fund Balance July 1, 2025 (Cash Basis)	**5,700,000**		
2. Expenditures for Prior Year Obligations	**-**		
3. Unobligated Reserve Balance July 1, 2025 (line 1 - line 2)	**5,700,000**		<--Formula
4. Projected FY2026 Receipts:			
State Appropriated Funds - For Operations	22,162,361	91.5%	
State Appropriated Funds - For Grants, Contracts and Reimbursements	-	0.0%	
Federal Appropriations	-	0.0%	
Local Appropriations	-	0.0%	
Resident Tuition (includes tuition waivers)	-	0.0%	
Nonresident Tuition (includes tuition waivers)	-	0.0%	
Student Fees - Mandatory and Academic Service Fees	-	0.0%	
Gifts, Endowments and Bequests	-	0.0%	
Other Grants, Contracts and Reimbursements	2,070,000	8.5%	
Sales and Services of Educational Departments	-	0.0%	
Organized Activities Related to Educational Departments	-	0.0%	
Technical Education Funds	-	0.0%	
Other Sources	-	0.0%	
Federal Stimulus Funds - CARES and ARPA	-	0.0%	
5. Total Projected FY2026 Receipts	**24,232,361**	**100.0%**	
6. Total Available (line 3 + line 5)	**29,932,361**		<--Formula
7. Less Budgeted Expenditures for FY2026 Operations	**25,632,361**		<--Link to Sch A
8. Projected Unobligated Reserve Balance June 30, 2026 (line 6 - line 7)	**4,300,000**		<--Formula

Schedule C-1 Student Fees	Fund 290	Fund 700	Totals
Mandatory Fees	-	-	-
Academic Service Fees	-	-	-
Total Student Fees	-	-	-
Difference Between Student Fees in cells B40 and C23	-	N/A	N/A

OKLAHOMA STATE REGENTS FOR HIGHER EDUCATION

EDUCATIONAL AND GENERAL BUDGET - FY2025-2026

PART I - PRIMARY BUDGET

Schedule C - 2
Cash Flow Requirements and the Use of Reserves

Institution Name:	Oklahoma Agricultural Experiment Station	Percentage Requirements	Amount	Percentage
1	**Amount of Cash Flow Reserves Used in the FY2025 Budget Request**		1,400,000	
2	**Budgeted Amounts from Schedule C:**			
A.	Budgeted expenditures for FY2026		25,632,361	100.00%
B.	Projected Reserves at June 30, 2026		4,300,000	16.78%

3	**Cash Flow Requirements - State Regents and Accreditation Agencies:**	**% Requirement**	**$ Requirements**	**% of Total Requirement**
A.	State Regents Cash Flow Target at 8.3% (1/12th)	8.3%	2,135,945	100.00%
B.	Additional Cash Flow Requirements in Addition to the 8.3%			
	Total Additional Cash Flow Required by Accreditation Agencies (beyond the 8.3%)		-	0.00%
C.	Total Cash Flow Requirements for OSRHE and Other Accrediting Agencies		2,135,945	100.00%
D.	Amount of Projected Reserves After Cash Flow Requirements are Met		2,164,055	

4	**Institution's Priorities for the Use of the Projected Reserves**

B.	Amount of Reserves	4,300,000	
	Uses of Reserve:		
	Provide narrative to describe how the institutional reserve will be used in the future. Each use must be classified in one of the following 8 classifications; OSRHE 1/12th, Accreditation, Campus Safety, Renovation, Capitol Projects, Equipment and Technology, Complete College America, or Other Purposes. See example worksheet.	Amounts	**Classification:**
1	Funds needed to provide adequate cash flow for operations at the beginning of the fiscal year and to provide for emergency funding.	2,135,945	OSRHE 1/12th
2		-	Accreditation
3			Campus Safety
4			Renovation
5			Capitol Projects
6	Funds will be expended to update and replace lab, farm, and computer equipment.	2,164,055	Equip & Technology
7			CCA
8			Other Purposes
	Total Priorities for Use of Reserves	4,300,000	0.36

Note: Add and expand rows as necessary to provide narrative to the above reserve priorities.

Oklahoma State Regents for Higher Education

EDUCATIONAL AND GENERAL BUDGET - FY2025-2026
PART II - SPONSORED BUDGET

Schedule A
Summary of Educational and General Sponsored Expenditures by Function

Institution Name:	Oklahoma Agricultural Experiment Station

EXPENDITURES BY ACTIVITY/FUNCTION			6/26/2025
Activity Number	**Activity/Function**	**FY2025-2026 Amount**	**Percent of Total**
	Educational & General Budget - Part II:		
	Instruction	$ -	0.0%
	Research	30,794,045	100.0%
	Public Service	-	0.0%
	Academic Support	-	0.0%
	Student Services	-	0.0%
	Institutional Support	-	0.0%
	Operation and Maintenance of Plant	-	0.0%
	Scholarships and Fellowships	-	0.0%
21	**Total E&G Part II:**	**$ 30,794,045**	**100.0%**

FUNDING			
Fund Number	**Fund Name**	**FY2025-2026 Amount**	**Percent of Total**
430	**Agency Relationship Fund**	$ 30,794,045	100.0%
	Total Expenditures by Fund:	**$ 30,794,045**	**100.0%**

Oklahoma State Regents for Higher Education

EDUCATIONAL AND GENERAL BUDGET - FY2025-2026
PART II - SPONSORED BUDGET

Schedule B
Summary of Educational and General Sponsored Expenditures by Object

Institution:	**Oklahoma Agricultural Experiment Station**

EXPENDITURES BY OBJECT			
Object Number	**Object of Expenditure**	**FY2025-2026 Amount**	**Percent of Total**
1	Personnel Services:		
1a	Teaching Salaries	$ -	0.0%
1b	Professional Salaries	7,403,129	24.0%
1c	Other Salaries and Wages	5,517,940	17.9%
1d	Fringe Benefits	2,393,166	7.8%
1e	Professional Services	-	0.0%
	Total Personnel Services	**$ 15,314,235**	**49.7%**
2	Travel	1,800,000	5.8%
3	Utilities	156,794	0.5%
4	Supplies and Other Operating Expenses	11,023,016	35.8%
5	Property, Furniture and Equipment	2,500,000	8.1%
6	Library Books and Periodicals	-	0.0%
7	Scholarships and Other Assistance	-	0.0%
8	Transfer and Other Disbursements	-	0.0%
	Total Expenditures by Object	**$ 30,794,045**	**100.0%**

Oklahoma State Regents for Higher Education

EDUCATIONAL AND GENERAL BUDGET - FY2025-2026
PART II - BUDGET FOR SPONSORED RESEARCH AND OTHER SPONSORED PROGRAMS

Schedule C

REPORT OF EDUCATIONAL AND GENERAL INCOME, EXPENDITURES, AND UNOBLIGATED RESERVE

Institution:	Oklahoma Agricultural Experiment Station

Receipt Description	FY2025-2026 Amount	Percent of Total
1. Beginning Fund Balance July 1, 2025 (Cash Basis)	**$ 8,000,000**	
2. Expenditures for Prior Year Obligations	**$ -**	
3. Unobligated Reserve Balance July 1, 2025 (line 1 - line 2)	**$ 8,000,000**	
4. Projected Receipts FY2026:		
Department of Agriculture	13,700,000	44.5%
Department of Commerce	150,000	0.5%
Department of Defense	-	0.0%
Department of Education	50,000	0.2%
Department of Energy	200,000	0.6%
Department of Health and Human Services	100,000	0.3%
Department of Homeland Security	-	0.0%
Department of Justice	-	0.0%
Department of Transportation	100,000	0.3%
National Aeronautics and Space Administration	-	0.0%
National Institutes of Health	1,500,000	4.9%
National Science Foundation	2,000,000	6.5%
Other Federal Agencies	3,500,000	11.4%
City and County Government	-	0.0%
Commercial and Commercial Related	400,000	1.3%
Foundations	3,500,000	11.4%
Other Non-Federal Sources	4,000,000	13.0%
Other Universities and Colleges	-	0.0%
State of Oklahoma	1,594,045	5.2%
5. Total Projected FY2026 Receipts	**$ 30,794,045**	100.0%
6. Total Available (line 3 + line 5)	**$ 38,794,045**	
7. Less Budgeted Expenditures for FY2026 Operations	**$ 30,794,045**	
8. Projected Unobligated Reserve Balance June 30, 2026 (line 6 - line 7)	**$ 8,000,000**	

Oklahoma State University
Stores & Services Fund Summary
Fiscal Year 2025-26

Oklahoma Agricultural Experiment Station			Professional Salaries	Other Salaries	Fringe Benefits	Supplies & Other Operating Exp	Property, Furniture & Equipment	Travel	Utilities	Library Books & Periodicals	Transfers & Other Distr	Total
C011 - Div of Agriculture Sci & Nat Rsrcs	100101 - Field & Research Services Unit	233101 - Vehicle Rc F&Rsu				$186,500						**$186,500**
		233106 - Animal Nutrition and Physiology		$5,000	$415	$29,585						**$35,000**
		233117 - Rrgh South				$75,000						**$75,000**
		Total		**$5,000**	**$415**	**$291,085**						**$296,500**
	100128 - Biosystems/Agricultural Engineering	233103 - Vehicle Rc Biosys				$5,000						**$5,000**
		Total				**$5,000**						**$5,000**
	100159 - Plant & Soil Sciences	233123 - Soil Research Services	$23,750	$15,777	$10,388	$75,085						**$125,000**
		Total	**$23,750**	**$15,777**	**$10,388**	**$75,085**						**$125,000**
	100160 - Entomology & Plant Pathology	233112 - Copying Rc				$5,000						**$5,000**
		Total				**$5,000**						**$5,000**
	100174 - Biochemistry & Molecular Biology	233104 - Core Facility Bioch				$70,000						**$70,000**
		233109 - NanoWater Recharge				$500						**$500**
		233116 - Microarray Facility				$8,000						**$8,000**
		Total				**$78,500**						**$78,500**
	100211 - Dept of Animal and Food Sciences	233107 - Vehicle Farming Rc				$15,000						**$15,000**
		233119 - Ansc Vehicle				$50,000						**$50,000**
		233121 - Rum Nutrition Lab Serv				$85,000						**$85,000**
		233122 - Internal Hay Prod & Sales				$95,000						**$95,000**
		Total				**$245,000**						**$245,000**
Total			**$23,750**	**$20,777**	**$10,803**	**$699,670**						**$755,000**

Oklahoma State University
Auxiliary Enterprise Fund Summary
Fiscal Year 2025-26

Oklahoma Agricultural Experiment Station			Professional Salaries	Other Salaries	Fringe Benefits	Supplies & Other Operating Exp	Property, Furniture & Equipment	Travel	Utilities	Library Books & Periodicals	Transfers & Other Distr	Total
C011 - Div of Agriculture Sci & Nat Rsrcs	100128 - Biosystems/Agricultural Engineering	326800 - Build Stream Trailor Aux				$25,000						**$25,000**
		Total				**$25,000**						**$25,000**
	100129 - Div of Agricultural Sci & Nat Rsrcs	326010 - Ledger 3 Interest Ag				$50,000						**$50,000**
		Total				**$50,000**						**$50,000**
	100132 - Horticul & Landscp Architecture	326400 - The Botanical Garden				$135,000						**$135,000**
		Total				**$135,000**						**$135,000**
	100159 - Plant & Soil Sciences	326000 - Foundation Seed Stoc	$161,820	$64,697	$80,169	$575,314						**$882,000**
		Total	**$161,820**	**$64,697**	**$80,169**	**$575,314**						**$882,000**
	100160 - Entomology & Plant Pathology	326200 - Row Crop Pathology				$40,000						**$40,000**
		327000 - National Tick Res/Ed	$67,071	$221,987	$79,329	$206,613						**$575,000**
		327700 - ENPP Research & Demonstration Trial		$5,000	$416	$114,584						**$120,000**
		327701 - ENPP Storage Facilities				$10,000						**$10,000**
		Total	**$67,071**	**$226,987**	**$79,745**	**$371,197**						**$745,000**
	100211 - Dept of Animal and Food Sciences	327100 - Sparks Auxiliary		$1,000	$83	$178,917						**$180,000**
		327102 - Sparks Feed Auxiliary				$400,000						**$400,000**
		327200 - AFS Research Auxiliary				$70,000						**$70,000**
		Total		**$1,000**	**$83**	**$648,917**						**$650,000**
	100270 - Institute For Agri Biosciences	327600 - Tnt1 Line Seed Services				$150,000						**$150,000**
		327650 - Agrobacterium Clones				$10,000						**$10,000**
		Total				**$160,000**						**$160,000**
	100421 - Food & Ag Prod Res & Tech Center	327500 - Fapc Services				$155,000						**$155,000**
		Total				**$155,000**						**$155,000**
	100488 - Biosecurity and Microbial Forensics	326127 - Biosecurity & Forensic Lab Services				$1,000						**$1,000**
		Total				**$1,000**						**$1,000**
Total			**$228,891**	**$292,684**	**$159,997**	**$2,121,428**						**$2,803,000**

Oklahoma State Regents for Higher Education
655 Research Parkway, Suite 200
Oklahoma City, OK 73104

EDUCATIONAL AND GENERAL BUDGET
FISCAL YEAR FY2025-2026

Schedule F and G

STATEWIDE PROGRAM CODE: Higher Education (Input)

SUMMARY OF EXPENDITURES BY FUNCTION AND OBJECT

Agency #: 01100 | Date Submitted: June 26, 2025
Institution Name: Oklahoma Agricultural Experiment Station | Presidents Name: Dr. Jim Hess

Object Codes	10	20	31	30	40	42	50	60	
Object	Personnel Services	Travel	Utilities	Supplies & Other Operating Expenses	Property, Furniture, & Equipment	Library Books and Periodicals	Scholarships & Other Assistance Net of Waivers	Transfers & Other Disbursements	TOTALS
Activity & Sub-Activity/Function:									
11 Instruction									-
12 Research	21,976,247	450,314	350,000	2,105,800	750,000	-	-	-	25,632,361
13 Public Service									-
14 Academic Support									-
15 Student Services									-
16 Institutional Support									-
17 Operation. & Maintenance. of Plant									-
18 Scholarships (Net of Tuition Waivers)	-	-	-	-	-	-	-	-	-
11 Total E&G Part I - Fund 290	21,976,247	450,314	350,000	2,105,800	750,000	-	-	-	25,632,361
Hyperion Account Code	511130	521110	531160		541110		552110	562130	
Entry into CORE E&G Part I - Fund 290	21,976,247	450,314		2,455,800	750,000		-	-	25,632,361
49 Total E&G Part I - Fund 490	-	-	-	-	-	-	-	-	-
49 Entry into CORE E&G Part I - Fund 490 (CARES)	-	-		-	-		-	-	-
97 Total E&G Part I - Fund 497	-	-	-	-	-	-	-	-	-
97 Entry into CORE E&G Part I - Fund 497 (ARP)	-	-		-	-		-	-	-
21 Total E&G Part II *Cells linked to Sch. B-II--->*	15,314,235	1,800,000	156,794	11,023,016	2,500,000	-	-	-	30,794,045
Hyperion Account Code	511130	521110	531160		541110		552110	562130	
Entry into CORE E&G Part II	15,314,235	1,800,000		11,179,810	2,500,000		-	-	30,794,045
Total Allotment	37,290,482	2,250,314	506,794	13,128,816	3,250,000	-	-	-	56,426,406

Schedule G

Hyperion Account Code			511130	521110	531160		541110		552110	562130	
700 Fund No.	Activity No.	Sub-Activity No.	Personnel Services	Travel	Utilities	Supplies & Other Operating Expenses	Property, Furniture, & Equipment	Library Books and Periodicals	Scholarships & Other Assistance	Transfers & Other Disbursements	Total Budgeted Amount
Fund 7XX			-	-	-	-	-	-	-	-	-
Fund 789	89		-	-	-	-	-	-	-	-	-
Fund 790	85		-	-	-	-	-	-	-	-	-

11 Entry into CORE E&G Part I - Fund 290	25,632,361
49 Entry into CORE E&G Part I - Fund 490 (CARES)	-
97 Entry into CORE E&G Part I - Fund 497 (ARP)	-
21 Entry into CORE E&G Part II	30,794,045
G Entry into CORE Fund 700	-
G Entry into CORE Fund 789	-
G Entry into CORE Fund 790	-
Total Allotment	56,426,406

Oklahoma State Regents for Higher Education

Consolidated Capital Budgets
Fiscal Year 2025-2026

Schedule H
Various Funds by Institution

Institution Agency # and Name:	01100		Oklahoma Agricultural Experiment Station
Date Submitted:	June 26, 2025	President:	Dr. Jim Hess

Fund No.	Activity No.	Sub-Activity No.	Total Budgeted Amount -- Account 5400000
295	90	00001	$ 3,250,000
340	90	00001	$
450	90	00001	$ 250,000
600	90	00001	$
650	90	00001	$
Other Funds -- Please List:			
495	90	00001	$ 1,000,000
	90	00001	$
	90	00001	$
	90	00001	$
	90	00001	$
TOTAL			**$ 4,500,000**

Oklahoma State Regents for Higher Education
FY2026 Educational and General Budget - SRA3 Background Data
Schedule 1 - Continuing Full-Time Faculty and Full-Time Staff Salary Changes

Institution Name:	Oklahoma Agricultural Experiment Station				
Contact Person's Name and Phone #:	Chris Kuwitzky, 405-744-2690				

1. Percentage Salary Changes For Continuing Filled Positions

Percentage Salary Changes for Continuing Filled Positions	President	Number of Faculty [1]	Number of Administrative and Professional Staff (Exempt) [2]	Number of Other Staff (Non-exempt) [3]	Total
-% (Number receiving a salary decrease)	-	-	-	-	-
0% (Number receiving no salary change)	-	37	66	53	157
0.1% to 2.9%	-	-	-	-	-
3.0% to 4.9%	-	-	-	-	-
5.0% to 6.9%	-	-	-	-	-
7.0% to 9.9%	-	-	-	-	-
10.0% to 14.9%	-	-	-	-	-
15% or more	-	-	-	-	-
Total Number of Continuing Employees	-	37	66	53	157
Range of Percentage Changes:	For Pres - Use same %				
Lowest Percentage Change	0.00%	0.00%	0.00%	0.00%	0.00%
Highest Percentage Change	0.00%	0.00%	0.00%	0.00%	0.00%
Average Percentage Change	0.00%	0.00%	0.00%	0.00%	0.00%

Average Salary Change - For All Continuing Employees

	President	Faculty	Professional	Other Staff	Total
Total Number of Continuing Employees	-	37	66	53	157
Amount of Salary Change	-	-	-	-	-
Average Salary Change	#DIV/0!	0	0	0	0

Average Salary Change - For All Continuing Employees Receiving a Salary Increase

Total Number of Employees With Salary Inc.	-	-	-	-	-
Amount of Salary Change	-	-	-	-	-
Average Salary Change	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!

Board Approval date for Budget	Approval Date: -->		June 13, 2025
Effective Start Date of Salary Program	Starting Date: -->		N/A
Date President's Salary will be Considered	Consider Date: -->		N/A
Will your institution considering an employee salary or stipend program later in the fiscal year? If yes, explain in comment section below.	No	Date: ------> <-----Yes or No	N/A

2. Faculty and Employee Promotions

# of Employees Receiving Increases due to Promotions and Changes in Rank	-	-	-	-	-
Amount of Salary Increases provided due to Promotions and Changes in Rank	-	-	-	-	-
Average of Salary Increases Based on Promotions and Changes in Rank	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!

3. Other Salary Adjustments - Such as Cell Phones, Etc.

# of Employees Receiving Increases due to Other Salary Adjustments	-	-	-	-	-
Amount of Salary Adjustments	-	-	-	-	-
Average of Salary Adjustments	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!
Explanation:					

4. Stipend Program

# of Employees Receiving a Stipend	-	-	-	-	-
Amt of One-time Stipends	-	-	-	-	-
Average Stipend Increase	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!
Average Stipend Percentage Increase	0.0%	0.0%	0.0%	0.0%	0.0%

Write in the effective dates of the FY2026 stipend program:	Starting Date: ----->	

5. Comments About Salaries, Promotions and/or Stipend Program:

(Drag Row 55 if more space needed)

Oklahoma State Regents for Higher Education

Schedule 1-A - Methodology for Changes in Compensation - FY2026

Institution Name: Oklahoma Agricultural Experiment Station

	METHODOLOGY FOR CHANGES IN COMPENSATION			
	What methodology is used for compensation changes?	**For Faculty**	**For Administrative and Professional Staff**	**For Other Staff**
1	Performance-based merit evaluation			
2	Across-the-board			
3	Combination of performance-based and across-the-board			
	List criteria for performance-based merit evaluation: (Add rows if needed)	**For Faculty**	**For Administrative and Professional Staff**	**For Other Staff**
1				
2				
3				
4				
5				
6				
	Elaborate if compensation changes are based on combination of performance-based and across-the-board changes:	**For Faculty**	**For Administrative and Professional Staff**	**For Other Staff**
1				
2				
3				
4				
5				
6				

Oklahoma State Regents for Higher Education
FY2026 Educational and General Budget Part I - SRA3 Background Data
Schedule 1-b - Salaries of Chief Administrative, Dean's and Professional Positions

Institution Name:	Oklahoma Agricultural Experiment Station			
President's Name	Dr. Jim Hess			
Principal Position	**Actual FY2025**	**Budgeted FY2026**	**Dollar Change**	**Percentage Increase**
President **(Salary Only - Exclude Allowances)**			-	#DIV/0!
Vice Presidents:				
Chief Administrative Officer			-	#DIV/0!
Chief Academic Officer			-	#DIV/0!
Chief Business Officer			-	#DIV/0!
Chief Development Officer			-	#DIV/0!
Chief Student Affairs Officer			-	#DIV/0!
List Other Vice Presidents in Rows 69 through 75			-	#DIV/0!
Instruction:				
Deans (List): (Insert rows if needed)				
Arts and Sciences			-	#DIV/0!
Business			-	#DIV/0!
Education			-	#DIV/0!
Liberal Arts/Humanities			-	#DIV/0!
Math & Science			-	#DIV/0!
Graduate College			-	#DIV/0!
List Other Deans in Rows 59 to 69.			-	#DIV/0!
			-	#DIV/0!
Academic Support:				
Academic Dean			-	#DIV/0!
Director/Dean of Library			-	#DIV/0!
Student Services:				
Dean/Director of Student Services			-	#DIV/0!
Chief Admissions Officer			-	#DIV/0!
Registrar			-	#DIV/0!
Director of Financial Aid			-	#DIV/0!
Institutional Support:				
Chief Legal Counsel			-	#DIV/0!
Controller or Accounting Professional			-	#DIV/0!
Chief Public Relations Officer			-	#DIV/0!
Director of Institutional Research			-	#DIV/0!
Director of Development			-	#DIV/0!
Physical Plant:				
Director of Physical Plant			-	#DIV/0!
Technology:				
Chief Information Systems Officer			-	#DIV/0!

Comments: Exclude all allowances from reported salaries.

Institution Comments:

NOTE: Schedules I, I-a and I-b must be resubmitted to this office when there is a change in your institution's salary program and anytime the president's salary amount is changed.

Oklahoma State Regents for Higher Education
FY2026 Educational and General Budget Part I - SRA3 Background Data
Schedule 1-b - Salaries of Chief Administrative, Dean's and Professional Positions

Principal Position	Actual FY2025	Budgeted FY2026	Dollar Change	Percentage Increase
Other Vice Presidents:				
			-	#DIV/0!
			-	#DIV/0!
			-	#DIV/0!
			-	#DIV/0!
			-	#DIV/0!
			-	#DIV/0!
			-	#DIV/0!
			-	#DIV/0!
			-	#DIV/0!
			-	#DIV/0!
			-	#DIV/0!
Other Deans:				
			-	#DIV/0!
			-	#DIV/0!
			-	#DIV/0!
			-	#DIV/0!
			-	#DIV/0!
			-	#DIV/0!
			-	#DIV/0!
			-	#DIV/0!
			-	#DIV/0!
			-	#DIV/0!
			-	#DIV/0!
Other Positions:				

Oklahoma State Regents for Higher Education
FY2026 Educational and General Budget Part I - SRA3 Background Data
Schedule II - Changes in Full-Time Faculty Positions

Institution Name:---------->	Oklahoma Agricultural Experiment Station

Report the full-time faculty positions that will increase or decrease the number of teaching faculty from that of the previous year. If a faculty member in a department has retired or resigned and is to be replaced by a new hire, do not report below.

New Full-Time Faculty Positions For FY2026

Rank (specify Professor, Assistant Professor, Associate Professor, Instructor, Lecturer)	Department	CIP 2010 -Primary Field of Study UDS Record 8 - Element 51	FTE	Budgeted Salaries
TOTAL New Faculty Positions:			0.0	-

Note: Use additional pages or insert rows as needed.

Reduction in Full-Time Faculty Positions for FY2026:

Rank (specify Professor, Assistant Professor, Associate Professor, Instructor, Lecturer)	Department	CIP 2010 -Primary Field of Study UDS Record 8 - Element 51	FTE	Budgeted Salaries
TOTAL Reduction in Faculty Positions for FY2026			0.0	-

Note: The changes in faculty positions will automatically update Schedule II-b.

Comments: The CIP Description should be reported at the 2 digit level. This is the primary Field of Study reported on UDS Record 8, Element 51.

Schedule II-1 - Number of Part-Time & Adjunct Faculty, Teaching & Research Graduate Assistants and Part-Time Professional and Other Staff

FY2026 - Number of Adjunct Faculty (Use Unduplicated Headcount)	FY2026 - Projected Number of Adjunct Faculty (Use Unduplicated Headcount)	Change in Budgeted Number of Headcount (Formula)	* Avg. credit hours taught per Adjunct	* Maximum Credit Hours Taught per Adjunct
0	0	0		

FY2026 - Number of Part-Time Faculty (Use Unduplicated Headcount)	FY2026 - Projected Number of Part-Time Faculty (Use Unduplicated Headcount)	Change in Budgeted Number of Headcount (Formula)	* Avg. credit hours taught per Part-Time Faculty	* Maximum Credit Hours Taught per Part-Time Faculty
0	0	0		

** FY2026 Number of Teaching Graduate Assistants (Use Unduplicated Headcount)	FY2026 - Projected Number of Graduate Teaching Assistants (Use Unduplicated Headcount)	Change in Budgeted Number of Headcount (Formula)	* Avg. credit hours taught per GA	* Maximum Credit Hours Taught per GA
0	0	0		

** FY2026 Number of Research Graduate Assistants (Use Unduplicated Headcount)	FY2026 - Projected Number of Graduate Teaching Assistants (Use Unduplicated Headcount)	Change in Budgeted Number of Headcount	N-A	N-A
47	56	9	N-A	N-A

FY2026 - Number of Part-Time Professional Staff (Use Unduplicated Headcount)	FY2026 - Projected Number of Professional Staff	Change in Budgeted Number of Headcount (Formula)	N-A	N-A
0	0	0	N-A	N-A

FY2026 - Number of Part-Time Other Staff (Use Unduplicated Headcount)	FY2026 - Projected Number of Other Staff	Change in Budgeted Number of Headcount (Formula)	N-A	N-A
21	11	-10	N-A	N-A

FY2026 - Total Part-Time Employees (This is a formula)	FY2026 Projected # of Part-Time Employees (Formula)	Change in Budgeted Number of Headcount (Formula)	N-A	N-A
68	67	-1	N-A	N-A

*** Report the average and maximum credit hours based on the fall semester.**

FY2026 Educational and General Budget Part I - SRA3 Background Data

Schedule II-a - Changes in Professional and Classified Positions

Institution Name:	Oklahoma Agricultural Experiment Station

List below the full-time professional and classified positions that will increase and/or decrease the number of professional and classified positions above that of the previous year's original budget. If an employee has retired or resigned and is to be replaced by a new hire, do not report below.

Increase in New Full-Time Professional Positions for FY2026

Position Title	E&G Activity/Function Budgeted	Number	Salary
Example: Recruitment Specialist	Student Services	1	36,000
TOTAL New Professional Positions:		0	-

Note: Insert additional rows or use additional pages if needed.

Reduction in Full-Time Professional Positions for FY2026:

Position Title	E&G Activity/Function Budgeted	Number	Salary
TOTAL Reduction in Professional Positions for FY2026		0	-

Comments:

Note: The changes in professional and classified positions will automatically update Schedule II-b.

Changes in Full-Time Classified Positions for FY2026:

	Increase	Decrease	Net Change
Changes in Full-Time Classified Staff			
Example: Change in Number of Positions:	3	2	1
Example: Change in Salary of Positions:	$60,000	$40,000	$20,000
Actual Changes in Number of Positions			0
Actual Changes in Salary of Positions			$0

Comments:

Number of Continuing Unfilled Positions Not Reported on Schedule I, II, or IIa

Number of Full-Time and Part-Time Positions	Comments (if any)	Number	Budgeted Salary
President		0	-
Faculty Positions		3	229,500
Professional Positions		9	431,425
Classified Positions		3	126,800
Totals		14	787,725

Note 1: This section excludes any positions previously reported on Schedule I, II, and Rows 10 through 43 on Schedule IIA

FY2026 Educational and General Budget Part I - SRA3 Background Data
Schedule II-b - Summary of Changes in Budgeted Faculty, Professional and Classified Positions

NOTE: THIS WORKSHEET IS LINKED TO SCHEDULES I, II & II-1 AND II-A. DO NOT INPUT DATA INTO THIS FORM.

Institution Name:	Oklahoma Agricultural Experiment Station

FULL-TIME POSITIONS TO BE ADDED AND/OR ELIMINATED IN FY2026						
	Added Positions		Eliminated Positions		Net Changes	
Employee Classifications:	New Positions	Salary	Positions	Salary	Net Changes	Net Change in Salary
Faculty	0	0	0	0	0	0
Professional Staff	0	0	0	0	0	0
Classified Staff	0	0	0	0	0	0
TOTAL	0	0	0	0	0	0
				Crossfoot --->	0	0

Number of Full-Time and Part-Time Employees Paid or Partially Paid from E&G I Funds:	From Sch I	From Sch II-b	From Sch II-b	Formula	From Sch II	From Sch II	Formula		
Employee Classification	Continuing Employees from Schedule I	New Positions	Eliminated Positions	Total Full-Time Employees	# of Part-Time Faculty, Adjunct, and Grad Assistants	# of Part-Time Professionals, Research Assistants and Other Staff	Total Full-Time and Part-Time Employees	Add Unfilled Positions on July 1, 2025	Total Budgeted Positions for FY2026
President	0			0			0	0	0
Faculty	37	0	0	37	0		37	3	40
Professional	66	0	0	66		56	122	9	131
Classified or Other Employees	53	0	0	53		11	64	3	68
Totals	157	0	0	157	0	67	224	14	239

FY2026 Educational and General Budget Part I - SRA3 Background Data
Schedule III - Course Section and Enrollment Data

Institution Name:	Oklahoma Agricultural Experiment Station

	ENROLLMENT DATA				COURSE SECTION DATA [1]	
Location [2]	Fall Semester 2024 (FY2025) FTE	Fall Semester 2024 (FY2025) Headcount	Fall Semester 2025 (FY2026) Projected FTE	Fall Semester 2025 (FY2026) Projected Headcount	Number of Course Sections Offered, Fall 2024 (FY2025)	Projected Number of Course Sections Offered, Fall 2025 (FY2026)
Main Campus						
Branch Campus - List enrollment for each branch						
Total Branch Campuses	-	-	-	-	-	-
Centers						
Off-Campus						
Total	-	-	-	-	-	-

[1] ***Organized classes, excluding individual instruction and lab classes***

[2] ***Do not duplicate enrollment counts. A student enrolled on Main Campus and A branch campus should be reported in only one location.***

CHANGES IN ENROLLMENT DATA:

Changes in Student FTE - Fall Semesters	-	<--- Formula
Changes in Student Headcount - Fall Semesters	-	<--- Formula
Changes in Course Sections - Fall Semesters	-	<--- Formula

STUDENT/FACULTY RATIOS:

Please indicate your institution's student-to-faculty ratio:	-	<--- FY2025	Example: For a 18:1 ratio, report 18
(Calculation: FTE Student Enrollment divided by FTE Faculty)	-	<--- FY2026	Example: For a 19.5:1 ratio, report 20

ANNUALIZED STUDENT FTE (SUMMER, FALL & SPRING)

Actual Student FTE - Annualized	-	<--- FY2025
Projected Student FTE - Annualized	-	<--- FY2026
Change in Student FTE	-	<--- Formula
Percent Change in Student FTE	#DIV/0!	<--- Formula

Date Prepared: April 27, 2005 - Date Revised: May 18, 2009 - Date Printed; 6/5/2025 4:04 PM

Oklahoma State Regents for Higher Education
FY2026 Educational and General Budget Part I - SRA3 Background Data
Schedule IV - Changes in Mandatory Costs - Update

Institution Name	Oklahoma Agricultural Experiment Station			
Description of Mandatory Costs:	**FY2026 Mandatory Costs Per Budget Needs Survey**	**Updated Projections to FY2026 Mandatory Costs**	**Changes from Original Projection**	**Comments:** (If additional space is needed insert at bottom of form)
A. Costs to Annualize FY2026 Salary Program		**N/A**	**N/A**	**Not Reported for the SRA3**
~~1. Salaries~~		**N/A**	**N/A**	**Not Reported for the SRA3**
~~2. Benefits and Payroll Taxes applicable to Salary Annualization~~		**N/A**	**N/A**	**Not Reported for the SRA3**
B. Changes in Costs of Fringe Benefits and Payroll Taxes: (Exclude benefits & taxes based on salary increases)	**FY2026 Mandatory Costs Per Budget Needs Survey**	**Updated Projections to FY2026 Mandatory Costs**	**Changes from Original Projection**	**Report Continuing Employees only - Do not report benefits & taxes for New Positions Budgeted in FY2026**
1. Social Security	62,113	62,113	-	
2. MQFE	14,720	14,720	-	
3. Health Insurance	226,747	226,747	-	
4. Dental Insurance	-	-	-	
5. Life Insurance	2,614	2,614	-	
6. Long and Short Term Disability	-	-	-	
7. Oklahoma Teachers Retirement - Employee	17,629	17,629	-	
8. Oklahoma Teachers Retirement - Employer Share	77,607	77,607	-	
8a. Optional Retirement Plans - OU and OSU	-	-	-	
9. Workers Compensation	5,008	5,008	-	
10. Unemployment Compensation Payments	682	682	-	
11. Other Insurance and Payroll Taxes - From List Below	-	-	-	<--Column D is Linked to Cell D72 below
Total Cost of Fringe Benefits and Payroll Taxes	**407,120**	**407,120**	**-**	<--Formulas
C. Changes in Costs of Non-Compensation Requirements:				**Sub-Total Each Object of Expenditure**
1. Professional Services:				
Accounting and Audititing Services	20,970	20,970	-	
Legal Services	3,916	3,916	-	
Engineer Services			-	
Other Professional Services - From List Below	389	389	-	<--Column D is Linked to Cell D95 below
Total Professional Services	**25,275**	**25,275**	**-**	<--Formulas
2. Utilities:				
Natural Gas	398	398	-	
Electricity	7,541	7,541	-	
Water, Sewage, Etc.	1,767	1,767	-	
Other Utilities:		-	-	
Total Utilities	**9,706**	**9,706**	**-**	<--Formulas
3. Travel:	**34,960**	**34,960**	**-**	<--Formulas
4. Supplies and Other Current Expenses:				
Equipment Maintenance/Service Contracts:			-	
Privatization Contracts (Housekeeping, Maintenance, etc.)			-	
Mandatory Institutional Memberships			-	
Gasoline			-	
Risk Management:				
Property Insurance			-	
Vehicles	845	845	-	
Aircraft	-	-	-	
Tort Liability	1,040	1,040	-	
Director and Officers Liability	856	856	-	
Other Insurance			-	
Telephone/Communications			-	
Other Supplies and Other Current Expenses - From List Below	987	987	-	<--Column D is Linked to Cell D80 below
Total Supplies and Other Current Expenses:	**3,728**	**3,728**	**-**	<--Formulas
5. Equipment, Property and Furniture:				
Information Technology Software and Equipment	1,048	1,048	-	
Other Equipment, Property and Furniture - From List Below	-	-	-	<--Column D is Linked to Cell D86 below
Total Mandatory Equipment, Property and Furniture	1,048	1,048	-	<--Formulas
6. Mantatory Library Periodicals and Subscriptions			-	<--Formulas
7. Scholarships			-	<--Formulas
8. Transfers and Other Disbursements			-	<--Formulas
9. Total Non-Compensation Mandatory Costs	**74,717**	**74,717**	**-**	<--Formulas
10. Total Mandatory Cost Changes	**481,837**	**481,837**	**-**	<--Formulas
B.11. List other Benefits and Payroll Taxes: (Enter total in B11(Cell C23 and D23) above)				
1.			-	
2.			-	
3.			-	
4.			-	
Other Benefits and Payroll Taxes (From M69)		-	-	Cell D71 is linked to Cell M69
Total Other Benefits and Payroll Taxes: (Insert rows if needed)	-	-	-	<--Formulas (Linked to section B. 11 Above)
C.4. Report Other Supplies & OCE Costs: (Enter total in Cell C53 and D53 above)				
Credit Card Fees			-	
Postage costs			-	
Governing Board Assessment	987	987	-	
			-	
Other Supplies & OCE Costs (From M78)		-	-	Cell D79 is linked to Cell M78
Total Other Supplies & OCE Costs: (Insert rows if needed)	**987**	**987**	**-**	<--Formulas (Linked to section C. 4 Above)
C.5. Report Other Equip, Property and Furniture Costs: (Enter total in Cell C58 and D58 above)				
			-	
			-	
Other Equipment, Property and Furniture (From M87)		-	-	Cell D85 is linked to Cell M87
Other Equipment, Property and Furniture: (Insert rows if needed)	-	-	-	<--Formulas (Linked to section C. 5 Above)
C.1. Report Other Professional Services: (Enter total in Cell C30 and D30 above)				
Fed Program Consultant	167	167	-	
Microscopy Lab	222	222	-	
			-	
			-	
			-	
Other Professional Services (From M95)		-	-	Cell D94 is linked to Cell M95
Total Other Professional Services: (Insert rows if needed)	**389**	**389**	**-**	<--Formulas (Linked to Cell C27 Above)

FY2026 Educational and General Budget Part I - SRA3 Background Data
Schedule V - Tuition Waivers and Scholarships

Institution Name:	Oklahoma Agricultural Experiment Station

TUITION WAIVERS AND SCHOLARSHIPS - E&G I BUDGET				
	FY2025	FY2026	Dollar Change	Percent Change
Resident Tuition Waivers - 5%	$ -	$ -	$ -	#DIV/0!
Resident Tuition Waivers - (outside the 5% limitation)	$ -	$ -	$ -	#DIV/0!
Nonresident Tuition Waivers	$ -	$ -	$ -	#DIV/0!
Total Tuition Waivers	$ -	$ -	$ -	#DIV/0!
Scholarships (paid from E&G I funds)	$ -	$ -	$ -	#DIV/0!
Total Tuition Waivers and Scholarships	**$ -**	**$ -**	**$ -**	**#DIV/0!**

Note: The total for the FY2025 and FY2026 column (Cell C14) should be the same number reported on Schedule A, A-1, B and Schedule E of the SRA3.

Report the amount of resident and nonresident tuition waivers and scholarships granted to Graduate Teaching and Research Assistants that are included in the above totals.	$ -	$ -	$ -	#DIV/0!
Report the amount of tuition waivers granted to Concurrently Enroll High School Seniors. See worksheet named "Changes in FY2026".	$ -	$ -	$ -	#DIV/0!
Comments:				

FY2026 Educational and General Budget Part I - SRA3 Background Data
Schedule VI - Institutional Response to the FY2026 Budget Request

Oklahoma Agricultural Experiment Station

Comments:

The Oklahoma Agricultural Experiment Station (OSU Ag Research) is working to feed the world, improve Oklahoma economy and preserve natural resources by conducting research that provides knowledge and technology extended to the public by OSU Extension professionals. Our research impacts are increased food security, maintaining environmentally friendly agriculture, preservation of natural resources and the health and security of Oklahoma residents. Our research is a collaboration between farmers and ranchers, agriculture commodity groups, industry, state agencies and federal grants.

OSU Ag Research operates more than 40 facilities that include collaborative groups, laboratories, growth chambers, greenhouses, research stations, field plots, animal and livestock facilities, pastures, wildlife and natural resource areas. These facilities are housed at 16 locations across the state including the main campus at Stillwater. The management and operation of facilities within the Oklahoma Agricultural Experiment Station is conducted cooperatively by the Division of Agricultural Sciences and Natural Resources, academic departments in the Ferguson College of Agriculture, OSU Extension and the Field & Research Service Unit. Work conducted through OSU Ag Research includes basic and applied research for agricultural producers, natural resource managers, state agencies and private landowners.

Additionally, OSU Ag Research provides funding for the OSU Institute for Agricultural Biosciences in Ardmore, the OSU Biobased Products and Energy Center and the OSU Institute for Biosecurity and Microbial Forensics, and jointly funds the Oklahoma Water Resources Center with OSU Extension and the Vice President for Research.

OSU Ag Research is a key part of the university's state and federally mandated teaching, research and Extension land-grant mission to develop science-based recommendations that target concerns and issues of importance to Oklahomans, their families and their communities. Two highlights this year are:

•Wheat - Oklahoma State University wheat varieties are among the top four varieties planted in Oklahoma for the ninth consecutive year, according to the USDA National Agricultural Statistics Service. Doublestop CL Plus remains the most planted wheat variety in the state for the third consecutive year. It has remained in the top three since 2019. Gallagher has remained in the top three of most planted varieties since 2015 but slipped to fourth in 2024. Smith's Gold has remained in the top four since 2020 and moved to third in 2024. Green Hammer now represents the second leading planted variety. The following OSU wheat varieties are the top five planted varieties in the state in 2024: Doublestop CL Plus (9.6% of seeded acres), Green Hammer (7.0%), Smith's Gold (6.6%), Gallagher (5.1%), and Showdown (3.3%).

•Bermudagrass - According to National Turfgrass Evaluation Program and University Testing, Tahoma 31 ranks No. 1 in cold tolerance, winter survivability, low water use, exceptional turf quality, early spring green-up, shade tolerance, and traffic tolerance. It has been installed in more than 50 golf courses, football fields, soccer complexes, and baseball parks. It is used with teams such as the Philadelphia Eagles and the Arkansas Razorbacks. It was used at Tulsa's Southern Hills Country Club for the 2022 PGA Championship. Tahoma 31 is also the turfgrass of the USA Softball Hall of Fame field, the US Capitol lawn, and a host of other university facilities. Oklahoma State bermudagrass was used in both NFL Championship games as well as the Super Bowl in 2023.

Finally, Dr. Jayson Lusk, Vice President and Dean of OSU Agriculture, and Scott Senseman, Associate Vice President of OSU Ag Research, have been named 2024 Honorary Fellows by the American Association for the Advancement of Science (AAAS). AAAS Fellows are a distinguished group of scientists, engineers and innovators who are recognized for their achievements across disciplines, including research, teaching, technology, administration in academia, industry and government, as well as excellence in communicating and interpreting science to the public.

Note: Schedule VI-A provides specific budget actions taken to develop the FY2026 budget request. This schedule allows the President or Vice President to provide additional narrative about the impact of this budget request.

FY2026 Educational and General Budget - SRA3 Background Data
Schedule VI-A - Specific Budget Actions Taken in the Development of the FY2026 Budget

Institution Name:	Oklahoma Agricultural Experiment Station

Budget Actions: Actions Affecting Income:	Yes or No	# of Employees	Projected Dollar Impact on Budget	Comments - Describe Actions Taken - See Note Below
Increase Tuition and Mandatory Fees	No	N/A		
Increase Academic Service fees	No	N/A		
Use of Reserves	Yes	N/A	1,300,000	
Actions Affecting Expenditures:				
1. Furloughs	No			
2. Faculty Layoffs and/or Buyouts	No			
3. Staff Layoffs and/or Buyouts	No			
4. Reductions in Fringe Benefit Programs	No			
5. Eliminating Instructional Programs	No			
6. Eliminating other non-instructional Programs	No			
7. Other plans effecting employees	No			
8. Professional Services	No			
9. Contracts	No			
8. Other Operating Expenditures	No			
9				
10				
11				
12				
Total Projected Dollar Impact on Budget			1,300,000	

You may insert additional rows if needed.
Report expenditure reductions as a positive amount.
Note: If you addressed any of these issues in other schedules, you may reference the schedule in the comment block above.

Comment Box:

Oklahoma State Regents for Higher Education
FY2026 Educational and General Budget Part I - SRA3 Background Data
Schedule XI - Legislative Response to FY2026 Budget Needs Request

Institution Name: Oklahoma Agricultural Experiment Station

The FY2026 Budget Needs Survey included a worksheet named "Summary-Priorities Funding Form". In the last column, each institution was asked if they would seek "Direct Proposal Legislature" for each funding change. If your institution sought legislative support for your FY2026 budget needs, please provide a summary of the outcome of that request.

If your institution did not seek Legislative Support indicate "No Legislative Support Requested".

Legislative Request for Priority #____1____
Personnel Retention and Market Salary Program - No additional funds were allocated

Drag row downward if additional space is needed.

Legislative Request for Priority #___2_____
Agronomy Facility Renovations - No additional funds were allocated

Drag row downward if additional space is needed.

Legislative Request for Priority #____3____
Animal Facilities Personnel - Assistant Herdsman - No additional funds were allocated

Drag row downward if additional space is needed.

Legislative Request for Priority #___4_____
Swine Facility Upgrade - No additional funds were allocated

Drag row downward if additional space is needed.

If additional legislative requests were made, please copy the above formats to the area below this row.

Legislative Request for Priority #___5_____
Hyperbaric Food Safety Capabilities - No additional funds were allocated

Legislative Request for Priority #____6____
Food and Agricultural Products Center (FAPC) Infrastructure Renov - $6,000,000 was allocated to renovate FAPC

Legislative Request for Priority #____7____
Lane Research Station - Demolition of USDA Facility and Rebuild Food and Human Health Research, Extension and Education Center - No additional funds were allocated

Legislative Request for Priority #_____8___
Lane Research Station - Repairs and Updates to Existing Irrigation System - No additional funds were allocated

Legislative Request for Priority #____9____
Investment in New Personnel for Field and Research Stations - $1,300,000 was allocated to invest in new personnel

Legislative Request for Priority #____10____
Creation of Research Station Agronomic Strike Team - No additional funds were allocated

Legislative Request for Priority #____11____
Growth Chamber Replacement Program - No additional funds were allocated

Legislative Request for Priority #___12_____
New Faculty Investment - No additional funds were allocated

Legislative Request for Priority #___13_____
FAPC Salary for New Staff - $1,000,000 was allocated to support new staff

Oklahoma State Regents for Higher Education

655 Research Parkway, Suite 200
Oklahoma City, OK 73104

EDUCATIONAL AND GENERAL BUDGET - FY2025-2026
PART I - PRIMARY BUDGET

Schedule A
Summary of Educational and General Expenditures by Function

Agency #	**01200**
Institution Name:	**Oklahoma Cooperative Extension Service**
President:	**Dr. Jim Hess**

Date Submitted: **June 26, 2025**

EXPENDITURES BY ACTIVITY/FUNCTION			
Activity Number	**Activity/Function**	**FY2025-2026 Amount**	**Percent of Total**
	Educational & General Budget - Part I:		
11	Instruction	-	0.0%
12	Research	-	0.0%
13	Public Service	38,093,758	100.0%
14	Academic Support	-	0.0%
15	Student Services	-	0.0%
16	Institutional Support	-	0.0%
17	Operation and Maintenance of Plant	-	0.0%
18	Scholarships and Fellowships	-	0.0%
	Total Expenditures by Activity/Function:	**38,093,758**	**100.0%**

FUNDING			
Fund Number	**Fund Name**	**FY2025-2026 Amount**	**Percent of Total**
	E&G Operating Revolving Fund:		
290	Revolving Funds	14,568,352	38.2%
290	State Appropriated Funds - Operations Budget	23,525,406	61.8%
290	State Appropriated Funds - Grants, Contracts and Reimbursements	-	0.0%
490	Federal Stimulus Funds - CARES and ARPA	-	0.0%
	Total Expenditures by Fund:	**38,093,758**	100.0%

EDUCATIONAL AND GENERAL BUDGET - FY2025-2026
PART I - PRIMARY BUDGET

Schedule A-1

Summary of Educational and General Expenditures by Function

Institution Name:	**Oklahoma Cooperative Extension Service**

EXPENDITURES BY ACTIVITY/FUNCTION			
Activity Number	**Activity/Function**	**FY2025-2026 Amount**	**Percent of Total**
	Educational & General Budget - Part I:		
11	**Instruction**		
	General Academic Instruction	-	
	Vocational/Technical Instruction	-	
	Community Education	-	
	Preparatory/Remedial Instruction	-	
	Instructional Information Technology	-	
	Total Instruction:	**-**	**0.0%**
12	**Research**		
	Institutes and Research Centers	-	
	Individual and Project Research	-	
	Research Information Technology	-	
	Total Research:	**-**	**0.0%**
13	**Public Service**		
	Community Service	-	
	Cooperative Extension Service	38,093,758	
	Public Broadcasting Services	-	
	Public Service Information Technology	-	
	Total Public Service:	**38,093,758**	**100.0%**
14	**Academic Support**		
	Libraries	-	
	Museums and Galleries	-	
	Educational Media Services	-	
	Ancillary Support/Organized Activities	-	
	Academic Administration	-	
	Academic Personnel Development	-	
	Course and Curriculum Development	-	
	Academic Support Information Technology	-	
	Total Academic Support:	**-**	**0.0%**

Schedule A-1 (continued) - Summary of Educational and General Expenditures by Function

Institution Name: **Oklahoma Cooperative Extension Service**

EXPENDITURES BY ACTIVITY/FUNCTION			
Activity Number	**Activity/Function**	**FY2025-2026 Amount**	**Percent of Total**
15	**Student Services**		
	Student Services Administration	-	
	Social and Cultural Development	-	
	Counseling and Career Guidance	-	
	Financial Aid Administration	-	
	Student Admissions	-	
	Student Records	-	
	Student Health Services	-	
	Student Services Information Technology	-	
	Total Student Services:	**-**	**0.0%**
16	**Institutional Support**		
	Executive Management	-	
	Fiscal Operations	-	
	General Administration	-	
	Public Relations/Development	-	
	Administrative Information Technology	-	
	Total Institutional Support:	**-**	**0.0%**
17	**Operation and Maintenance of Plant**		
	Physical Plant Administration	-	
	Building Maintenance	-	
	Custodial Services	-	
	Utilities	-	
	Landscape and Grounds Maintenance	-	
	Major Repairs and Renovations	-	
	Safety & Security	-	
	Logistical Services	-	
	Operation & Maintenance Information Technology	-	
	Total Operation and Maintenance of Plant:	**-**	**0.0%**
18	**Scholarships and Fellowships**		
	Scholarships	-	
	Fellowships	-	
	Resident Tuition Waivers	-	
	Nonresident Tuition Waivers	-	
	Total Scholarships and Fellowships:	**-**	**0.0%**
	Total Expenditures by Activity/Function:	**38,093,758**	**100.0%**

Oklahoma State Regents for Higher Education

EDUCATIONAL AND GENERAL BUDGET - FY2025-2026
PART I - PRIMARY BUDGET
Schedule B
Summary of Educational and General Expenditures by Object

Institution:	Oklahoma Cooperative Extension Service

EXPENDITURES BY OBJECT			
Object Number	**Object of Expenditure**	**FY2025-2026 Amount**	**Percent of Total**
1	Personnel Services:		
1a	Teaching Salaries	-	0.0%
1b	Professional Salaries	17,824,704	46.8%
1c	Other Salaries and Wages	7,104,599	18.7%
1d	Fringe Benefits	10,511,108	27.6%
1e	Professional Services	-	0.0%
	Total Personnel Service	**35,440,411**	**93.0%**
2	Travel	500,000	1.3%
3	Utilities	30,000	0.1%
4	Supplies and Other Operating Expenses *	1,773,347	4.7%
5	Property, Furniture and Equipment	350,000	0.9%
6	Library Books and Periodicals	-	0.0%
7	Scholarships and Other Assistance	-	0.0%
8	Transfer and Other Disbursements **	-	0.0%
	Total Expenditures by Object	**38,093,758**	**100.0%**

Oklahoma State Regents for Higher Education

EDUCATIONAL AND GENERAL BUDGET - FY2025-2026
PART I - PRIMARY BUDGET

Schedule C
REPORT OF EDUCATIONAL AND GENERAL REVENUE, EXPENDITURES, AND UNOBLIGATED RESERVE

Institution Name:	Oklahoma Cooperative Extension Service

Revenue Description	FY2025-2026 Amount	Percent of Total
1. Beginning Fund Balance July 1, 2025 (Cash Basis)	**11,000,000**	
2. Expenditures for Prior Year Obligations	**-**	
3. Unobligated Reserve Balance July 1, 2025 (line 1 - line 2)	**11,000,000**	**<--Formula**
4. Projected FY2026 Receipts:		
State Appropriated Funds - For Operations	23,525,406	66.1%
State Appropriated Funds - For Grants, Contracts and Reimbursements	-	0.0%
Federal Appropriations	-	0.0%
Local Appropriations	-	0.0%
Resident Tuition (includes tuition waivers)	-	0.0%
Nonresident Tuition (includes tuition waivers)	-	0.0%
Student Fees - Mandatory and Academic Service Fees	-	0.0%
Gifts, Endowments and Bequests	-	0.0%
Other Grants, Contracts and Reimbursements	6,068,352	17.0%
Sales and Services of Educational Departments	6,000,000	16.9%
Organized Activities Related to Educational Departments	-	0.0%
Technical Education Funds	-	0.0%
Other Sources	-	0.0%
Federal Stimulus Funds - CARES and ARPA	-	0.0%
5. Total Projected FY2026 Receipts	**35,593,758**	**100.0%**
6. Total Available (line 3 + line 5)	**46,593,758**	**<--Formula**
7. Less Budgeted Expenditures for FY2026 Operations	**38,093,758**	**<--Link to Sch A**
8. Projected Unobligated Reserve Balance June 30, 2026 (line 6 - line 7)	**8,500,000**	**<--Formula**

Schedule C-1 **Student Fees**	**Fund 290**	**Fund 700**	**Totals**
Mandatory Fees	-	-	-
Academic Service Fees	-	-	-
Total Student Fees	-	-	-
Difference Between Student Fees in cells B40 and C23	-	**N/A**	**N/A**

OKLAHOMA STATE REGENTS FOR HIGHER EDUCATION

EDUCATIONAL AND GENERAL BUDGET - FY2025-2026

PART I - PRIMARY BUDGET

Schedule C - 2
Cash Flow Requirements and the Use of Reserves

Institution Name:	Oklahoma Cooperative Extension Service	Percentage Requirements	Amount	Percentage
1	**Amount of Cash Flow Reserves Used in the FY2025 Budget Request**		2,500,000	
2	**Budgeted Amounts from Schedule C:**			
A.	Budgeted expenditures for FY2026		38,093,758	100.00%
B.	Projected Reserves at June 30, 2026		8,500,000	22.31%

		%	$	% of Total
3	**Cash Flow Requirements - State Regents and Accreditation Agencies:**	**Requirement**	**Requirements**	**Requiremen t**
A.	State Regents Cash Flow Target at 8.3% (1/12th)	8.3%	3,174,353	100.00%
B.	Additional Cash Flow Requirements in Addition to the 8.3%			
	Total Additional Cash Flow Required by Accreditation Agencies (beyond the 8.3%)		-	0.00%
C.	Total Cash Flow Requirements for OSRHE and Other Accrediting Agencies		3,174,353	100.00%
D.	Amount of Projected Reserves After Cash Flow Requirements are Met		5,325,647	

4 Institution's Priorities for the Use of the Projected Reserves

B.	Amount of Reserves	8,500,000	
	Uses of Reserve:		
	Provide narrative to describe how the institutional reserve will be used in the future. Each use must be classified in one of the following 8 classifications; OSRHE 1/12th, Accreditation, Campus Safety, Renovation, Capitol Projects, Equipment and Technology, Complete College America, or Other Purposes. See example worksheet.	Amounts	**Classification:**
1	Funds needed to provide adequate cash flow for operations at the beginning of the fiscal year and to provide for emergency funding.	3,174,353	OSRHE 1/12th
2		-	Accreditation
3			Campus Safety
4			Renovation
5			Capitol Projects
6			Equip & Technology
7			CCA
8	Provide programming support for agricultural & community needs in responding to damages from environmental events.	5,325,647	Other Purposes
	Total Priorities for Use of Reserves	8,500,000	0.15

Note: Add and expand rows as necessary to provide narrative to the above reserve priorities.

Oklahoma State Regents for Higher Education

EDUCATIONAL AND GENERAL BUDGET - FY2025-2026
PART II - SPONSORED BUDGET

Schedule A
Summary of Educational and General Sponsored Expenditures by Function

Institution Name:	Oklahoma Cooperative Extension Service

EXPENDITURES BY ACTIVITY/FUNCTION			6/26/2025
Activity Number	**Activity/Function**	**FY2025-2026 Amount**	**Percent of Total**
	Educational & General Budget - Part II:		
	Instruction	$ -	0.0%
	Research	-	0.0%
	Public Service	15,173,997	100.0%
	Academic Support	-	0.0%
	Student Services	-	0.0%
	Institutional Support	-	0.0%
	Operation and Maintenance of Plant	-	0.0%
	Scholarships and Fellowships	-	0.0%
21	**Total E&G Part II:**	**$ 15,173,997**	**100.0%**

FUNDING			
Fund Number	**Fund Name**	**FY2025-2026 Amount**	**Percent of Total**
430	**Agency Relationship Fund**	$ 15,173,997	100.0%
	Total Expenditures by Fund:	**$ 15,173,997**	**100.0%**

Oklahoma State Regents for Higher Education

EDUCATIONAL AND GENERAL BUDGET - FY2025-2026
PART II - SPONSORED BUDGET

Schedule B
Summary of Educational and General Sponsored Expenditures by Object

Institution:	**Oklahoma Cooperative Extension Service**

EXPENDITURES BY OBJECT			
Object Number	**Object of Expenditure**	**FY2025-2026 Amount**	**Percent of Total**
1	Personnel Services:		
1a	Teaching Salaries	$ -	0.0%
1b	Professional Salaries	8,447,234	55.7%
1c	Other Salaries and Wages	2,833,431	18.7%
1d	Fringe Benefits	2,418,331	15.9%
1e	Professional Services	-	0.0%
	Total Personnel Services	**$ 13,698,996.00**	**90.3%**
2	Travel	350,000	2.3%
3	Utilities	-	0.0%
4	Supplies and Other Operating Expenses	325,000	2.1%
5	Property, Furniture and Equipment	120,000	0.8%
6	Library Books and Periodicals	-	0.0%
7	Scholarships and Other Assistance	-	0.0%
8	Transfer and Other Disbursements	680,001	4.5%
	Total Expenditures by Object	**$ 15,173,997.00**	**100.0%**

Oklahoma State Regents for Higher Education

EDUCATIONAL AND GENERAL BUDGET - FY2025-2026
PART II - BUDGET FOR SPONSORED RESEARCH AND OTHER SPONSORED PROGRAMS

Schedule C

REPORT OF EDUCATIONAL AND GENERAL INCOME, EXPENDITURES, AND UNOBLIGATED RESERVE

Institution:	Oklahoma Cooperative Extension Service

Receipt Description	FY2025-2026 Amount	Percent of Total
1. Beginning Fund Balance July 1, 2025 (Cash Basis)	**$ 1,000,000**	
2. Expenditures for Prior Year Obligations	**$ -**	
3. Unobligated Reserve Balance July 1, 2025 (line 1 - line 2)	**$ 1,000,000**	
4. Projected Receipts FY2026:		
Department of Agriculture	12,000,000	78.6%
Department of Commerce	550,000	3.6%
Department of Defense	-	0.0%
Department of Education	20,000	0.1%
Department of Energy	-	0.0%
Department of Health and Human Services	400,000	2.6%
Department of Homeland Security	-	0.0%
Department of Justice	-	0.0%
Department of Transportation	300,000	2.0%
National Aeronautics and Space Administration	-	0.0%
National Institutes of Health	-	0.0%
National Science Foundation	100,000	0.7%
Other Federal Agencies	200,000	1.3%
City and County Government	-	0.0%
Commercial and Commercial Related	100,000	0.7%
Foundations	500,000	3.3%
Other Non-Federal Sources	350,000	2.3%
Other Universities and Colleges	250,000	1.6%
State of Oklahoma	500,000	3.3%
5. Total Projected FY2026 Receipts	**$ 15,270,000**	100.0%
6. Total Available (line 3 + line 5)	**$ 16,270,000**	
7. Less Budgeted Expenditures for FY2026 Operations	**$ 15,173,997**	
8. Projected Unobligated Reserve Balance June 30, 2026 (line 6 - line 7)	**$ 1,096,003**	

Oklahoma State University
Stores & Services Fund Summary
Fiscal Year 2025-26

Oklahoma Cooperative Extension Service			Professional Salaries	Other Salaries	Fringe Benefits	Supplies & Other Operating Exp	Property, Furniture & Equipment	Travel	Utilities	Library Books & Periodicals	Transfers & Other Distr	Total
C011 - Div of Agriculture Sci & Nat Rsrcs	100211 - Dept of Animal and Food Sciences	233105 - Animal and Food Sci - Ext Veh Store		$997	$381	$8,622						**$10,000**
		Total		**$997**	**$381**	**$8,622**						**$10,000**
	100231 - Office of Communication & Marketing	231105 - Ext Video Prod Store				$15,000						**$15,000**
		Total				**$15,000**						**$15,000**
Total				**$997**	**$381**	**$23,622**						**$25,000**

Oklahoma State University
Auxiliary Enterprise Fund Summary
Fiscal Year 2025-26

Oklahoma Cooperative Extension Service			Professional Salaries	Other Salaries	Fringe Benefits	Supplies & Other Operating Exp	Property, Furniture & Equipment	Travel	Utilities	Library Books & Periodicals	Transfers & Other Distr	Total
C011 - Div of Agriculture Sci & Nat Rsrcs	100128 - Biosystems/Agricultural Engineering	328060 - Okla Irrigation Conferences				$1,000						$1,000
		Total				**$1,000**						**$1,000**
	100129 - Div of Agricultural Sci & Nat Rsrcs	328000 - OCES Online Program Courses	$5,000		$1,911	$233,089						$240,000
		328800 - Coop Extnsn Service Conf				$10,000						$10,000
		Total	**$5,000**		**$1,911**	**$243,089**						**$250,000**
	100132 - Horticul & Landscp Architecture	326350 - Hort Landscping Educ				$25,000						$25,000
		Total				**$25,000**						**$25,000**
	100159 - Plant & Soil Sciences	326240 - P&SS Aux-Product Demo & Eval	$7,661	$83,968	$10,618	$167,753						$270,000
		326340 - Soils Lab	$28,996	$290,258	$117,820	$262,926						$700,000
		Total	**$36,657**	**$374,226**	**$128,438**	**$430,679**						**$970,000**
	100160 - Entomology & Plant Pathology	326300 - Pesticide Safety Prgm				$75,000						$75,000
		326308 - Insect Adventure Pgm		$12,480	$1,037	$16,483						$30,000
		326311 - Plant Diagnostic Lab		$45,344	$3,768	$10,888						$60,000
		326315 - Turfgrass Diag Lab				$15,000						$15,000
		Total		**$57,824**	**$4,805**	**$117,371**						**$180,000**
	100174 - Biochemistry & Molecular Biology	326525 - Prgm Inc for 3-580490				$5,000						$5,000
		Total				**$5,000**						**$5,000**
	100199 - Family & Consumer Sci/Hes	328010 - Fsc Ce Conferences				$50,000						$50,000
		Total				**$50,000**						**$50,000**
	100211 - Dept of Animal and Food Sciences	326370 - Beef Enhancement Program				$10,000						$10,000
		328100 - Animal and Food Sci - Confr		$10,000	$831	$119,169						$130,000
		Total		**$10,000**	**$831**	**$129,169**						**$140,000**
	100231 - Office of Communication & Marketing	328111 - Creative Services & Production				$10,000						$10,000
		Total				**$10,000**						**$10,000**
	100287 - 4H Youth Development Programs	328110 - 4-H Program Fees Auxiliary Fund				$270,000						$270,000
		Total				**$270,000**						**$270,000**
	100355 - Oklahoma County Ext Center	326535 - Prgm Inc for 3-581150				$1,000						$1,000
		Total				**$1,000**						**$1,000**
	100418 - Agricultural Economics	326313 - Community Service Pr				$5,000						$5,000
		326330 - Ag Econ-Mastr Cttlmn				$20,000						$20,000
		328015 - Ag Econ Extnsn Confr & Pgms				$25,000						$25,000
		328018 - County Govt Training Pgm Auxil	$85,000		$32,487	$12,513						$130,000
		Total	**$85,000**		**$32,487**	**$62,513**						**$180,000**
	100421 - Food & Ag Prod Res & Tech Center	328019 - Fapc Conference Acct		$5,000	$416	$74,584						$80,000
		Total		**$5,000**	**$416**	**$74,584**						**$80,000**
	Total		**$126,657**	**$447,050**	**$168,888**	**$1,419,405**						**$2,162,000**
Total			**$126,657**	**$447,050**	**$168,888**	**$1,419,405**						**$2,162,000**

Oklahoma State Regents for Higher Education
655 Research Parkway, Suite 200
Oklahoma City, OK 73104

EDUCATIONAL AND GENERAL BUDGET
FISCAL YEAR FY2025-2026

Schedule F and G

STATEWIDE PROGRAM CODE: Higher Education (Input)

SUMMARY OF EXPENDITURES BY FUNCTION AND OBJECT

Agency #: 01200 | Date Submitted: June 26, 2025
Institution Name: Oklahoma Cooperative Extension Service | Presidents Name: Dr. Jim Hess

Object Codes	10	20	31	30	40	42	50	60	
Object	Personnel Services	Travel	Utilities	Supplies & Other Operating Expenses	Property, Furniture, & Equipment	Library Books and Periodicals	Scholarships & Other Assistance Net of Waivers	Transfers & Other Disbursements	TOTALS
Activity & Sub-Activity/Function:									
11 Instruction									-
12 Research									-
13 Public Service	35,440,411	500,000	30,000	1,773,347	350,000	-	-	-	38,093,758
14 Academic Support									-
15 Student Services									-
16 Institutional Support									-
17 Operation. & Maintenance. of Plant									-
18 Scholarships (Net of Tuition Waivers)	-	-	-	-	-	-	-	-	-
11 Total E&G Part I - Fund 290	**35,440,411**	**500,000**	**30,000**	**1,773,347**	**350,000**	**-**	**-**	**-**	**38,093,758**
Hyperion Account Code	**511130**	**521110**	**531160**		**541110**		**552110**	**562130**	
Entry into CORE E&G Part I - Fund 290	**35,440,411**	**500,000**		**1,803,347**		**350,000**	**-**	**-**	**38,093,758**
49 Total E&G Part I - Fund 490	**-**	**-**	**-**	**-**	**-**	**-**	**-**	**-**	**-**
49 Entry into CORE E&G Part I - Fund 490 (CARES)	**-**	**-**		**-**		**-**	**-**	**-**	**-**
97 Total E&G Part I - Fund 497	**-**	**-**	**-**	**-**	**-**	**-**	**-**	**-**	**-**
97 Entry into CORE E&G Part I - Fund 497 (ARP)	**-**	**-**		**-**		**-**	**-**	**-**	**-**
21 Total E&G Part II *Cells linked to Sch. B-II--->*	**13,698,996**	**350,000**	**-**	**325,000**	**120,000**	**-**	**-**	**680,001**	**15,173,997**
Hyperion Account Code	**511130**	**521110**	**531160**		**541110**		**552110**	**562130**	
Entry into CORE E&G Part II	**13,698,996**	**350,000**		**325,000**		**120,000**	**-**	**680,001**	**15,173,997**
Total Allotment	**49,139,407**	**850,000**	**30,000**	**2,098,347**	**470,000**	**-**	**-**	**680,001**	**53,267,755**

Schedule G

Hyperion Account Code			511130	521110	531160		541110		552110	562130	
700 Fund No.	Activity No.	Sub-Activity No.	Personnel Services	Travel	Utilities	Supplies & Other Operating Expenses	Property, Furniture, & Equipment	Library Books and Periodicals	Scholarships & Other Assistance	Transfers & Other Disbursements	Total Budgeted Amount
Fund 7XX			-	-	-	-	-	-	-	-	-
Fund 789	89		-	-	-	-	-	-	-	-	-
Fund 790	85		-	-	-	-	-	-	-	-	-

11 Entry into CORE E&G Part I - Fund 290	38,093,758
49 Entry into CORE E&G Part I - Fund 490 (CARES)	-
97 Entry into CORE E&G Part I - Fund 497 (ARP)	-
21 Entry into CORE E&G Part II	15,173,997
G Entry into CORE Fund 700	-
G Entry into CORE Fund 789	-
G Entry into CORE Fund 790	-
Total Allotment	53,267,755

Oklahoma State Regents for Higher Education

Consolidated Capital Budgets
Fiscal Year 2025-2026

Schedule H
Various Funds by Institution

Institution Agency # and Name:	01200		Oklahoma Cooperative Extension Service
Date Submitted:	June 26, 2025	President:	Dr. Jim Hess

Fund No.	Activity No.	Sub-Activity No.	Total Budgeted Amount -- Account 5400000
295	90	00001	$ 250,000
340	90	00001	$
450	90	00001	$
600	90	00001	$
650	90	00001	$
Other Funds -- Please List:			
495	90	00001	$ 750,000
	90	00001	$
	90	00001	$
	90	00001	$
	90	00001	$
TOTAL			**$ 1,000,000**

Oklahoma State Regents for Higher Education
FY2026 Educational and General Budget - SRA3 Background Data
Schedule 1 - Continuing Full-Time Faculty and Full-Time Staff Salary Changes

Institution Name:	Oklahoma Cooperative Extension Service				
Contact Person's Name and Phone #:	Chris Kuwitzky, 405-744-2690				

1. Percentage Salary Changes For Continuing Filled Positions

Percentage Salary Changes for Continuing Filled Positions	President	Number of Faculty [1]	Number of Administrative and Professional Staff (Exempt) [2]	Number of Other Staff (Non-exempt) [3]	Total
-% (Number receiving a salary decrease)	-	-	-	-	-
0% (Number receiving no salary change)	-	38	134	122	294
0.1% to 2.9%	-	-	-	-	-
3.0% to 4.9%	-	-	-	-	-
5.0% to 6.9%	-	-	-	-	-
7.0% to 9.9%	-	-	-	-	-
10.0% to 14.9%	-	-	-	-	-
15% or more	-	-	-	-	-
Total Number of Continuing Employees	-	38	134	122	294
Range of Percentage Changes:	For Pres - Use same %				
Lowest Percentage Change	0.00%	0.00%	0.00%	0.00%	0.00%
Highest Percentage Change	0.00%	0.00%	0.00%	0.00%	0.00%
Average Percentage Change	0.00%	0.00%	0.00%	0.00%	0.00%

Average Salary Change - For All Continuing Employees

	President	Faculty	Professional	Other Staff	Total
Total Number of Continuing Employees	-	38	134	122	294
Amount of Salary Change	-	-	-	-	-
Average Salary Change	#DIV/0!	0	0	0	0

Average Salary Change - For All Continuing Employees Receiving a Salary Increase

Total Number of Employees With Salary Inc.	-	-	-	-	-
Amount of Salary Change	-	-	-	-	-
Average Salary Change	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!

Board Approval date for Budget	Approval Date: -->		June 13, 2025
Effective Start Date of Salary Program	Starting Date: -->		N/A
Date President's Salary will be Considered	Consider Date: -->		N/A
Will your institution considering an employee salary or stipend program later in the fiscal year? If yes, explain in comment section below.	No	Date: ------> <-----Yes or No	N/A

2. Faculty and Employee Promotions

# of Employees Receiving Increases due to Promotions and Changes in Rank	-	-	-	-	-
Amount of Salary Increases provided due to Promotions and Changes in Rank	-	-	-	-	-
Average of Salary Increases Based on Promotions and Changes in Rank	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!

3. Other Salary Adjustments - Such as Cell Phones, Etc.

# of Employees Receiving Increases due to Other Salary Adjustments	-	-	-	-	-
Amount of Salary Adjustments	-	-	-	-	-
Average of Salary Adjustments	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!
Explanation:					

4. Stipend Program

# of Employees Receiving a Stipend	-	-	-	-	-
Amt of One-time Stipends	-	-	-	-	-
Average Stipend Increase	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!
Average Stipend Percentage Increase	0.0%	0.0%	0.0%	0.0%	0.0%

Write in the effective dates of the FY2026 stipend program:	Starting Date: ----->	

5. Comments About Salaries, Promotions and/or Stipend Program:

(Drag Row 55 if more space needed)

Oklahoma State Regents for Higher Education
Schedule 1-A - Methodology for Changes in Compensation - FY2026

Institution Name: Oklahoma Cooperative Extension Service

	METHODOLOGY FOR CHANGES IN COMPENSATION			
	What methodology is used for compensation changes?	**For Faculty**	**For Administrative and Professional Staff**	**For Other Staff**
1	Performance-based merit evaluation	N/A	N/A	N/A
2	Across-the-board	N/A	N/A	N/A
3	Combination of performance-based and across-the-board	N/A	N/A	N/A
	List criteria for performance-based merit evaluation: (Add rows if needed)	**For Faculty**	**For Administrative and Professional Staff**	**For Other Staff**
1				
2				
3				
4				
5				
6				
	Elaborate if compensation changes are based on combination of performance-based and across-the-board changes:	**For Faculty**	**For Administrative and Professional Staff**	**For Other Staff**
1				
2				
3				
4				
5				
6				

Oklahoma State Regents for Higher Education
FY2026 Educational and General Budget Part I - SRA3 Background Data
Schedule 1-b - Salaries of Chief Administrative, Dean's and Professional Positions

Institution Name:	Oklahoma Cooperative Extension Service			
President's Name	Dr. Jim Hess			
Principal Position	**Actual FY2025**	**Budgeted FY2026**	**Dollar Change**	**Percentage Increase**
President (Salary Only - Exclude Allowances)			-	#DIV/0!
Vice Presidents:				
Chief Administrative Officer			-	#DIV/0!
Chief Academic Officer			-	#DIV/0!
Chief Business Officer			-	#DIV/0!
Chief Development Officer			-	#DIV/0!
Chief Student Affairs Officer			-	#DIV/0!
List Other Vice Presidents in Rows 69 through 75			-	#DIV/0!
Instruction:				
Deans (List): (Insert rows if needed)				
Arts and Sciences			-	#DIV/0!
Business			-	#DIV/0!
Education			-	#DIV/0!
Liberal Arts/Humanities			-	#DIV/0!
Math & Science			-	#DIV/0!
Graduate College			-	#DIV/0!
List Other Deans in Rows 59 to 69.			-	#DIV/0!
			-	#DIV/0!
Academic Support:				
Academic Dean			-	#DIV/0!
Director/Dean of Library			-	#DIV/0!
Student Services:				
Dean/Director of Student Services			-	#DIV/0!
Chief Admissions Officer			-	#DIV/0!
Registrar			-	#DIV/0!
Director of Financial Aid			-	#DIV/0!
Institutional Support:				
Chief Legal Counsel			-	#DIV/0!
Controller or Accounting Professional			-	#DIV/0!
Chief Public Relations Officer			-	#DIV/0!
Director of Institutional Research			-	#DIV/0!
Director of Development			-	#DIV/0!
Physical Plant:				
Director of Physical Plant			-	#DIV/0!
Technology:				
Chief Information Systems Officer			-	#DIV/0!

Comments: Exclude all allowances from reported salaries.

Institution Comments:

NOTE: Schedules I, I-a and I-b must be resubmitted to this office when there is a change in your institution's salary program and anytime the president's salary amount is changed.

Oklahoma State Regents for Higher Education
FY2026 Educational and General Budget Part I - SRA3 Background Data
Schedule 1-b - Salaries of Chief Administrative, Dean's and Professional Positions

Principal Position	Actual FY2025	Budgeted FY2026	Dollar Change	Percentage Increase
Other Vice Presidents:				
			-	#DIV/0!
			-	#DIV/0!
			-	#DIV/0!
			-	#DIV/0!
			-	#DIV/0!
			-	#DIV/0!
			-	#DIV/0!
			-	#DIV/0!
			-	#DIV/0!
			-	#DIV/0!
			-	#DIV/0!
Other Deans:				
			-	#DIV/0!
			-	#DIV/0!
			-	#DIV/0!
			-	#DIV/0!
			-	#DIV/0!
			-	#DIV/0!
			-	#DIV/0!
			-	#DIV/0!
			-	#DIV/0!
			-	#DIV/0!
			-	#DIV/0!
Other Positions:				

Oklahoma State Regents for Higher Education
FY2026 Educational and General Budget Part I - SRA3 Background Data
Schedule II - Changes in Full-Time Faculty Positions

Institution Name:---------->	Oklahoma Cooperative Extension Service

Report the full-time faculty positions that will increase or decrease the number of teaching faculty from that of the previous year. If a faculty member in a department has retired or resigned and is to be replaced by a new hire, do not report below.

New Full-Time Faculty Positions For FY2026

Rank (specify Professor, Assistant Professor, Associate Professor, Instructor, Lecturer)	Department	CIP 2010 -Primary Field of Study UDS Record 8 - Element 51	FTE	Budgeted Salaries
TOTAL New Faculty Positions:			0.0	-

Note: Use additional pages or insert rows as needed.

Reduction in Full-Time Faculty Positions for FY2026:

Rank (specify Professor, Assistant Professor, Associate Professor, Instructor, Lecturer)	Department	CIP 2010 -Primary Field of Study UDS Record 8 - Element 51	FTE	Budgeted Salaries
TOTAL Reduction in Faculty Positions for FY2026			0.0	-

Note: The changes in faculty positions will automatically update Schedule II-b.

Comments: The CIP Description should be reported at the 2 digit level. This is the primary Field of Study reported on UDS Record 8, Element 51.

Schedule II-1 - Number of Part-Time & Adjunct Faculty, Teaching & Research Graduate Assistants and Part-Time Professional and Other Staff

FY2026 - Number of Adjunct Faculty (Use Unduplicated Headcount)	FY2026 - Projected Number of Adjunct Faculty (Use Unduplicated Headcount)	Change in Budgeted Number of Headcount (Formula)	* Avg. credit hours taught per Adjunct	* Maximum Credit Hours Taught per Adjunct
0	0	0		

FY2026 - Number of Part-Time Faculty (Use Unduplicated Headcount)	FY2026 - Projected Number of Part-Time Faculty (Use Unduplicated Headcount)	Change in Budgeted Number of Headcount (Formula)	* Avg. credit hours taught per Part-Time Faculty	* Maximum Credit Hours Taught per Part-Time Faculty
2	0	-2		

** FY2026 Number of Teaching Graduate Assistants (Use Unduplicated Headcount)	FY2026 - Projected Number of Graduate Teaching Assistants (Use Unduplicated Headcount)	Change in Budgeted Number of Headcount (Formula)	* Avg. credit hours taught per GA	* Maximum Credit Hours Taught per GA
0	0	0		

** FY2026 Number of Research Graduate Assistants (Use Unduplicated Headcount)	FY2026 - Projected Number of Graduate Teaching Assistants (Use Unduplicated Headcount)	Change in Budgeted Number of Headcount	N-A	N-A
3	5	2	N-A	N-A

FY2026 - Number of Part-Time Professional Staff (Use Unduplicated Headcount)	FY2026 - Projected Number of Professional Staff	Change in Budgeted Number of Headcount (Formula)	N-A	N-A
0	0	0	N-A	N-A

FY2026 - Number of Part-Time Other Staff (Use Unduplicated Headcount)	FY2026 - Projected Number of Other Staff	Change in Budgeted Number of Headcount (Formula)	N-A	N-A
36	31	-5	N-A	N-A

FY2026 - Total Part-Time Employees (This is a formula)	FY2026 Projected # of Part-Time Employees (Formula)	Change in Budgeted Number of Headcount (Formula)	N-A	N-A
41	36	-5	N-A	N-A

*** Report the average and maximum credit hours based on the fall semester.**

FY2026 Educational and General Budget Part I - SRA3 Background Data

Schedule II-a - Changes in Professional and Classified Positions

Institution Name:	Oklahoma Cooperative Extension Service

List below the full-time professional and classified positions that will increase and/or decrease the number of professional and classified positions above that of the previous year's original budget. If an employee has retired or resigned and is to be replaced by a new hire, do not report below.

Increase in New Full-Time Professional Positions for FY2026

Position Title	E&G Activity/Function Budgeted	Number	Salary
Example: Recruitment Specialist	Student Services	1	36,000
TOTAL New Professional Positions:		0	-

Note: Insert additional rows or use additional pages if needed.

Reduction in Full-Time Professional Positions for FY2026:

Position Title	E&G Activity/Function Budgeted	Number	Salary
TOTAL Reduction in Professional Positions for FY2026		0	-

Comments:

Note: The changes in professional and classified positions will automatically update Schedule II-b.

Changes in Full-Time Classified Positions for FY2026:

	Increase	Decrease	Net Change
Changes in Full-Time Classified Staff			
Example: Change in Number of Positions:	3	2	1
Example: Change in Salary of Positions:	$60,000	$40,000	$20,000
Actual Changes in Number of Positions			0
Actual Changes in Salary of Positions			$0

Comments:

Number of Continuing Unfilled Positions Not Reported on Schedule I, II, or IIa

Number of Full-Time and Part-Time Positions	Comments (if any)	Number	Budgeted Salary
President		0	-
Faculty Positions		2	184,500
Professional Positions		13	736,325
Classified Positions		11	341,046
Totals		25	1,261,871

Note 1: This section excludes any positions previously reported on Schedule I, II, and Rows 10 through 43 on Schedule IIA

FY2026 Educational and General Budget Part I - SRA3 Background Data
Schedule II-b - Summary of Changes in Budgeted Faculty, Professional and Classified Positions

NOTE: THIS WORKSHEET IS LINKED TO SCHEDULES I, II & II-1 AND II-A. DO NOT INPUT DATA INTO THIS FORM.

Institution Name:	Oklahoma Cooperative Extension Service

FULL-TIME POSITIONS TO BE ADDED AND/OR ELIMINATED IN FY2026

	Added Positions		Eliminated Positions		Net Changes	
Employee Classifications:	New Positions	Salary	Positions	Salary	Net Changes	Net Change in Salary
Faculty	0	0	0	0	0	0
Professional Staff	0	0	0	0	0	0
Classified Staff	0	0	0	0	0	0
TOTAL	0	0	0	0	0	0
				Crossfoot --->	0	0

Number of Full-Time and Part-Time Employees Paid or Partially Paid from E&G I Funds:

	From Sch I	From Sch II-b	From Sch II-b	Formula	From Sch II	From Sch II	Formula		
Employee Classification	Continuing Employees from Schedule I	New Positions	Eliminated Positions	Total Full-Time Employees	# of Part-Time Faculty, Adjunct, and Grad Assistants	# of Part-Time Professionals, Research Assistants and Other Staff	Total Full-Time and Part-Time Employees	Add Unfilled Positions on July 1, 2025	Total Budgeted Positions for FY2026
President	0			0			0	0	0
Faculty	38	0	0	38	0		38	2	40
Professional	134	0	0	134		5	139	13	152
Classified or Other Employees	122	0	0	122		31	153	11	163
Totals	294	0	0	294	0	36	330	25	356

FY2026 Educational and General Budget Part I - SRA3 Background Data
Schedule III - Course Section and Enrollment Data

Institution Name:	Oklahoma Cooperative Extension Service

	ENROLLMENT DATA				COURSE SECTION DATA [1]	
Location [2]	Fall Semester 2024 (FY2025) FTE	Fall Semester 2024 (FY2025) Headcount	Fall Semester 2025 (FY2026) Projected FTE	Fall Semester 2025 (FY2026) Projected Headcount	Number of Course Sections Offered, Fall 2024 (FY2025)	Projected Number of Course Sections Offered, Fall 2025 (FY2026)
Main Campus						
Branch Campus - List enrollment for each branch						
Total Branch Campuses	-	-	-	-	-	-
Centers						
Off-Campus						
Total	-	-	-	-	-	-

[1] ***Organized classes, excluding individual instruction and lab classes***

[2] ***Do not duplicate enrollment counts. A student enrolled on Main Campus and A branch campus should be reported in only one location.***

CHANGES IN ENROLLMENT DATA:

Changes in Student FTE - Fall Semesters	-	<--- Formula
Changes in Student Headcount - Fall Semesters	-	<--- Formula
Changes in Course Sections - Fall Semesters	-	<--- Formula

STUDENT/FACULTY RATIOS:

Please indicate your institution's student-to-faculty ratio:	-	<--- FY2025	Example: For a 18:1 ratio, report 18
(Calculation: FTE Student Enrollment divided by FTE Faculty)	-	<--- FY2026	Example: For a 19.5:1 ratio, report 20

ANNUALIZED STUDENT FTE (SUMMER, FALL & SPRING)

Actual Student FTE - Annualized	-	<--- FY2025
Projected Student FTE - Annualized	-	<--- FY2026
Change in Student FTE	-	<--- Formula
Percent Change in Student FTE	#DIV/0!	<--- Formula

Date Prepared: April 27, 2005 - Date Revised: May 18, 2009 - Date Printed; 6/4/2025 1:17 PM

Oklahoma State Regents for Higher Education
FY2026 Educational and General Budget Part I - SRA3 Background Data
Schedule IV - Changes in Mandatory Costs - Update

Institution Name	Oklahoma Cooperative Extension Service			
Description of Mandatory Costs:	**FY2026 Mandatory Costs Per Budget Needs Survey**	**Updated Projections to FY2026 Mandatory Costs**	**Changes from Original Projection**	**Comments:** (If additional space is needed insert at bottom of form)
A. Costs to Annualize FY2026 Salary Program		**N/A**	**N/A**	**Not Reported for the SRA3**
~~1. Salaries~~		**N/A**	**N/A**	**Not Reported for the SRA3**
~~2. Benefits and Payroll Taxes applicable to Salary Annualization~~		**N/A**	**N/A**	**Not Reported for the SRA3**
B. Changes in Costs of Fringe Benefits and Payroll Taxes: (Exclude benefits & taxes based on salary increases)	**FY2026 Mandatory Costs Per Budget Needs Survey**	**Updated Projections to FY2026 Mandatory Costs**	**Changes from Original Projection**	**Report Continuing Employees only - Do not report benefits & taxes for New Positions Budgeted in FY2026**
1. Social Security	82,436	82,436	-	
2. MQFE	19,536	19,536	-	
3. Health Insurance	300,939	300,939	-	
4. Dental Insurance	-	-	-	
5. Life Insurance	3,470	3,470	-	
6. Long and Short Term Disability	-	-	-	
7. Oklahoma Teachers Retirement - Employee	23,396	23,396	-	
8. Oklahoma Teachers Retirement - Employer Share	103,001	103,001	-	
T 8a. Optional Retirement Plans - OU and OSU	-	-	-	
9. Workers Compensation	6,646	6,646	-	
10. Unemployment Compensation Payments	904	904	-	
11. Other Insurance and Payroll Taxes - From List Below	-	-	-	<--Column D is Linked to Cell D72 below
Total Cost of Fringe Benefits and Payroll Taxes	**540,328**	**540,328**	**-**	<--Formulas
C. Changes in Costs of Non-Compensation Requirements:				**Sub-Total Each Object of Expenditure**
1. Professional Services:				
Accounting and Audititing Services	24,817	24,817	-	
Legal Services	2,320	2,320	-	
Engineer Services			-	
Other Professional Services - From List Below	115	115	-	<--Column D is Linked to Cell D95 below
Total Professional Services	**27,252**	**27,252**	**-**	<--Formulas
2. Utilities:				
Natural Gas	135	135	-	
Electricity	430	430	-	
Water, Sewage, Etc.	104	104	-	
Other Utilities:		-	-	
Total Utilities	**669**	**669**	**-**	<--Formulas
3. Travel:	**48,053**	**48,053**	**-**	<--Formulas
4. Supplies and Other Current Expenses:				
Equipment Maintenance/Service Contracts:	1,306	1,306	-	
Privatization Contracts (Housekeeping, Maintenance, etc.)			-	
Mandatory Institutional Memberships			-	
Gasoline			-	
Risk Management:				
Property Insurance	635	635	-	
Vehicles	702	702	-	
Aircraft	-	-	-	
Tort Liability	322	322	-	
Director and Officers Liability	702	702	-	
Other Insurance			-	
Telephone/Communications			-	
Other Supplies and Other Current Expenses - From List Below	(163)	(163)	-	<--Column D is Linked to Cell D80 below
Total Supplies and Other Current Expenses:	**3,504**	**3,504**	**-**	<--Formulas
5. Equipment, Property and Furniture:				
Information Technology Software and Equipment	5,561	5,561	-	
Other Equipment, Property and Furniture - From List Below	-	-	-	<--Column D is Linked to Cell D86 below
Total Mandatory Equipment, Property and Furniture	5,561	5,561	-	<--Formulas
6. Mantatory Library Periodicals and Subscriptions			-	<--Formulas
7. Scholarships			-	<--Formulas
8. Transfers and Other Disbursements			-	<--Formulas
9. Total Non-Compensation Mandatory Costs	**85,039**	**85,039**	**-**	<--Formulas
10. Total Mandatory Cost Changes	**625,367**	**625,367**	**-**	<--Formulas
B.11. List other Benefits and Payroll Taxes: (Enter total in B11(Cell C23 and D23) above)				
1.			-	
2.			-	
3.			-	
4.			-	
Other Benefits and Payroll Taxes (From M69)		-	-	Cell D71 is linked to Cell M69
Total Other Benefits and Payroll Taxes: (Insert rows if needed)	**-**	**-**	**-**	<--Formulas (Linked to section B. 11 Above)
C.4. Report Other Supplies & OCE Costs: (Enter total in Cell C53 and D53 above)				
Credit Card Fees			-	
Postage costs	(2,600)	(2,600)	-	
Governing Board Assessment	2,437	2,437	-	
			-	
Other Supplies & OCE Costs (From M78)		-	-	Cell D79 is linked to Cell M78
Total Other Supplies & OCE Costs: (Insert rows if needed)	**(163)**	**(163)**	**-**	<--Formulas (Linked to section C. 4 Above)
C.5. Report Other Equip, Property and Furniture Costs: (Enter total in Cell C58 and D58 above)				
			-	
			-	
Other Equipment, Property and Furniture (From M87)		-	-	Cell D85 is linked to Cell M87
Other Equipment, Property and Furniture: (Insert rows if needed)	**-**	**-**	**-**	<--Formulas (Linked to section C. 5 Above)
C.1. Report Other Professional Services: (Enter total in Cell C30 and D30 above)				
Fed Program Consultant	115	115	-	
			-	
			-	
			-	
			-	
Other Professional Services (From M95)		-	-	Cell D94 is linked to Cell M95
Total Other Professional Services: (Insert rows if needed)	**115**	**115**	**-**	<--Formulas (Linked to Cell C27 Above)

FY2026 Educational and General Budget Part I - SRA3 Background Data
Schedule V - Tuition Waivers and Scholarships

Institution Name:	Oklahoma Cooperative Extension Service

TUITION WAIVERS AND SCHOLARSHIPS - E&G I BUDGET				
	FY2025	FY2026	Dollar Change	Percent Change
Resident Tuition Waivers - 5%	$ -	$ -	$ -	#DIV/0!
Resident Tuition Waivers - (outside the 5% limitation)	$ -	$ -	$ -	#DIV/0!
Nonresident Tuition Waivers	$ -	$ -	$ -	#DIV/0!
Total Tuition Waivers	$ -	$ -	$ -	#DIV/0!
Scholarships (paid from E&G I funds)	$ -	$ -	$ -	#DIV/0!
Total Tuition Waivers and Scholarships	**$ -**	**$ -**	**$ -**	**#DIV/0!**

Note: The total for the FY2025 and FY2026 column (Cell C14) should be the same number reported on Schedule A, A-1, B and Schedule E of the SRA3.

Report the amount of resident and nonresident tuition waivers and scholarships granted to Graduate Teaching and Research Assistants that are included in the above totals.	$ -	$ -	$ -	#DIV/0!
Report the amount of tuition waivers granted to Concurrently Enroll High School Seniors. See worksheet named "Changes in FY2026".	$ -	$ -	$ -	#DIV/0!
Comments:				

FY2026 Educational and General Budget Part I - SRA3 Background Data
Schedule VI - Institutional Response to the FY2026 Budget Request

Oklahoma Cooperative Extension Service

Comments:

The Oklahoma Cooperative Extension Service (OSU Extension) is a key component of the university's land-grant mission. OSU Extension has earned public trust for being a provider of unbiased, research-based information to help Oklahomans address challenges and issues of importance to them, their families, their business and their communities. OSU Extension has personnel in all 77 counties. Local educators live and work in the counties they serve and call upon the expertise of area, district, and state specialists plus others in Extension nationally to enhance community-based educational programs. OSU Extension professionals collaborate with individuals, civic and commodity groups, and public and private agencies. Funding is provided by county, state, and federal partners.

OSU Extension hallmark programs include:

•Providing educational opportunities to improve the quality of life for all Oklahomans.

•Engaging youth in positive skill development through 4-H.

•Educating producers and landowners of appropriate new technologies, evolving production methods and dynamic economic conditions that impact their businesses.

•Increasing adoption of best management practices for wise use of natural resources and sustainable environmental stewardship in both urban and rural areas of the state.

•Addressing issues faced by families and communities including health, hunger, finances, family resilience, risky behaviors, safety and more.

A few of the specific ways that OSU Extension serves Oklahomans include:

•Education, everywhere for everyone: 263,900 contacts through educational events in 2024, 1,683 online fact sheets and a growing catalog of online courses (40 courses utilized by 5,055 lifelong learners). In 2024 page views on extension.okstate.edu were 5,969,426 with 3,741,680 visitors.

•In the past year, 4-H programs reached 188,135 youth, empowering them with skills and knowledge to become leaders in their communities and future careers. 13,747 youth were actively enrolled in specialized programs focusing on STEM (Science, Technology, Engineering, and Math); Civic Engagement, Healthy Living, and Agriculture and Natural Resources. Healthy Living programs reached 46,589 youth, promoting wellness, nutrition, and mental health. Agricultural Science education was delivered to 59,589 youth, fostering interest in food systems, agricultural careers, and agricultural technologies. Leadership and Civic Engagement programs equipped 29,507 youth with the skills to lead, serve, and make a difference in their communities.

•In 2024, variety and hybrid demonstration program planted trials at 22 locations in Oklahoma, including over 90 different genetic lines for crops grown in Oklahoma. Producers who participated in field tours of these plots reported managing 396,000 acres of cropland. The observations about growth, development, and disease and insect pressure made by our specialist were shared with approximately 160,000 people throughout the growing season to help them make management decisions.

•Our Plant Disease and Insect Diagnostics laboratory analyzed 6,530 samples to provide accurate identification and control options for pests. This lab allows us to be proactive in addressing agricultural pests and is a front-line resource in preventing the spread of invasive pests and pathogens.

•Alpha-gal Syndrome is a serious, often misunderstood allergy triggered by tick bites. Through 26 targeted educational sessions, 219 Oklahomans gained life-changing knowledge. After attending, 94% could identify hidden sources of reaction-causing ingredients in food, medication, and cosmetic products and 69% took steps to prevent future tick bites.

•Strong Dads is a 12-lesson series designed to equip fathers with the tools to build stronger relationships with their children and families. With close to 700 fathers reached, including some in correctional facilities, the program fosters connection, responsibility, and growth. Seventy-two percent of participants increased parenting knowledge, and 58% reported stronger engagement with their children.

•The Co-Parenting for Resilience program offered in person and online in both Spanish and English was attended by 5,047 participants in 44 of Oklahoma's 77 counties. In 2023, 92% of participants became more likely to encourage their child to have a positive relationship with their other parent; 88% plan to communicate directly with their co-parent instead of using their child as a go-between; and 82% became more likely to approach parenting as a joint effort and view their child's other parent as a valued member of the parenting team.

•Volunteer development and engagement to expand impact: 1,176 adult 4-H volunteers, 1,245 Master Gardener Volunteers,124 active Master Family and Consumer Science volunteers. Collectively these volunteers reported 236,000 hours of volunteer service contributed to their communities.

•The Community Health Extension Program reaches 339,000 residents in 10 rural and impoverished counties. The CHEP team is actively exploring strategies to initiate food-is-medicine programs aimed at populations experiencing health disparity and residing in rural Oklahoma. To expand access to affordable health care, Extension is partnering with the OSU Center for Rural Health Virtual Health Clinic mobile van which currently visits 2 counties with potential of adding a 3rd site in 2025. Nutrition policy and systems efforts increased dietary quality of meals provided in early child care centers and improved access to healthy foods leading to increased consumption of fruit and vegetables among low-income and elderly populations. Activity friendly route resolutions created environmental changes that led to slower traffic around schools and parents reporting greater safety for children walking and biking to school.

•OSU Extension with the Extension Foundation launched ExtensionBot, an artificial intelligence chatbot that provides expertise from Extension systems across the country. ExtensionBot gives Extension educators, volunteers, and the public unlimited access to information in all areas of Extension. In 2025, OSU ExtensionBot is averaging around 1,700 conversations per month, many addressing lawn and garden, tree, flower, and pest questions.

Note: Schedule VI-A provides specific budget actions taken to develop the FY2026 budget request. This schedule allows the President or Vice President to provide additional narrative about the impact of this budget request.

FY2026 Educational and General Budget - SRA3 Background Data
Schedule VI-A - Specific Budget Actions Taken in the Development of the FY2026 Budget

Institution Name:	Oklahoma Cooperative Extension Service

Budget Actions: Actions Affecting Income:	**Yes or No**	# of Employees	Projected Dollar Impact on Budget	Comments - Describe Actions Taken - See Note Below
Increase Tuition and Mandatory Fees	No	N/A		
Increase Academic Service fees	No	N/A		
Use of Reserves	Yes	N/A	2,500,000	
Actions Affecting Expenditures:				
1. Furloughs	No			
2. Faculty Layoffs and/or Buyouts	No			
3. Staff Layoffs and/or Buyouts	No			
4. Reductions in Fringe Benefit Programs	No			
5. Eliminating Instructional Programs	No			
6. Eliminating other non-instructional Programs	No			
7. Other plans effecting employees	No			
8. Professional Services	No			
9. Contracts	No			
8. Other Operating Expenditures	No			
9				
10				
11				
12				
Total Projected Dollar Impact on Budget			2,500,000	

You may insert additional rows if needed.
Report expenditure reductions as a positive amount.
Note: If you addressed any of these issues in other schedules, you may reference the schedule in the comment block above.

Comment Box:

Oklahoma State Regents for Higher Education
FY2026 Educational and General Budget Part I - SRA3 Background Data
Schedule XI - Legislative Response to FY2026 Budget Needs Request

Institution Name: Oklahoma Cooperative Extension Service

The FY2026 Budget Needs Survey included a worksheet named "Summary-Priorities Funding Form". In the last column, each institution was asked if they would seek "Direct Proposal Legislature" for each funding change. If your institution sought legislative support for your FY2026 budget needs, please provide a summary of the outcome of that request.

If your institution did not seek Legislative Support indicate "No Legislative Support Requested".

Legislative Request for Priority #___1_____

Immediate Impact to Employee through Personnel Retention and Market Salary Program - $4,200,000 was allocated to support salary program increase.

Drag row downward if additional space is needed.

Legislative Request for Priority #___2___

Providing Modern and Robust Extension Education - No additional funds were allocated.

Drag row downward if additional space is needed.

Legislative Request for Priority #___3_____

4H STEM Educators Statewide - No additional funds were allocated.

Drag row downward if additional space is needed.

Legislative Request for Priority #___4_____

Recruitment of faculty and staff positions - No additional funds were allocated.

Drag row downward if additional space is needed.

If additional legislative requests were made, please copy the above formats to the area below this row.

Oklahoma State Regents for Higher Education

655 Research Parkway, Suite 200
Oklahoma City, OK 73104

EDUCATIONAL AND GENERAL BUDGET - FY2025-2026
PART I - PRIMARY BUDGET

Schedule A
Summary of Educational and General Expenditures by Function

Agency #	**01300**
Institution Name:	**OSU Institute of Technology**
President:	**Dr. Jim Hess**

Date Submitted: **June 26, 2025**

EXPENDITURES BY ACTIVITY/FUNCTION			
Activity Number	**Activity/Function**	**FY2025-2026 Amount**	**Percent of Total**
	Educational & General Budget - Part I:		
11	Instruction	15,482,905	46.8%
12	Research	-	0.0%
13	Public Service	-	0.0%
14	Academic Support	3,009,241	9.1%
15	Student Services	3,865,382	11.7%
16	Institutional Support	2,621,744	7.9%
17	Operation and Maintenance of Plant	5,886,879	17.8%
18	Scholarships and Fellowships	2,210,000	6.7%
	Total Expenditures by Activity/Function:	**33,076,151**	**100.0%**

FUNDING			
Fund Number	**Fund Name**	**FY2025-2026 Amount**	**Percent of Total**
	E&G Operating Revolving Fund:		
290	Revolving Funds	19,188,588	58.0%
290	State Appropriated Funds - Operations Budget	13,296,209	40.2%
290	State Appropriated Funds - Grants, Contracts and Reimbursements	591,354	1.8%
490	Federal Stimulus Funds - CARES and ARPA	-	0.0%
	Total Expenditures by Fund:	**33,076,151**	100.0%

EDUCATIONAL AND GENERAL BUDGET - FY2025-2026
PART I - PRIMARY BUDGET

Schedule A-1

Summary of Educational and General Expenditures by Function

Institution Name:	**OSU Institute of Technology**

EXPENDITURES BY ACTIVITY/FUNCTION			
Activity Number	**Activity/Function**	**FY2025-2026 Amount**	**Percent of Total**
	Educational & General Budget - Part I:		
11	**Instruction**		
	General Academic Instruction	15,228,424	
	Vocational/Technical Instruction	-	
	Community Education	-	
	Preparatory/Remedial Instruction	-	
	Instructional Information Technology	254,481	
	Total Instruction:	**15,482,905**	**46.8%**
12	**Research**		
	Institutes and Research Centers	-	
	Individual and Project Research	-	
	Research Information Technology	-	
	Total Research:	**-**	**0.0%**
13	**Public Service**		
	Community Service	-	
	Cooperative Extension Service	-	
	Public Broadcasting Services	-	
	Public Service Information Technology	-	
	Total Public Service:	**-**	**0.0%**
14	**Academic Support**		
	Libraries	1,017,426	
	Museums and Galleries	-	
	Educational Media Services	167,000	
	Ancillary Support/Organized Activities	-	
	Academic Administration	-	
	Academic Personnel Development	1,177,218	
	Course and Curriculum Development	-	
	Academic Support Information Technology	647,597	
	Total Academic Support:	**3,009,241**	**9.1%**

Schedule A-1 (continued) - Summary of Educational and General Expenditures by Function

Institution Name: **OSU Institute of Technology**

EXPENDITURES BY ACTIVITY/FUNCTION			
Activity Number	**Activity/Function**	**FY2025-2026 Amount**	**Percent of Total**
15	**Student Services**		
	Student Services Administration	-	
	Social and Cultural Development	241,956	
	Counseling and Career Guidance	329,252	
	Financial Aid Administration	1,410,151	
	Student Admissions	1,413,131	
	Student Records	398,692	
	Student Health Services	72,200	
	Student Services Information Technology	-	
	Total Student Services:	**3,865,382**	**11.7%**
16	**Institutional Support**		
	Executive Management	1,177,490	
	Fiscal Operations	319,120	
	General Administration	533,241	
	Public Relations/Development	220,000	
	Administrative Information Technology	371,893	
	Total Institutional Support:	**2,621,744**	**7.9%**
17	**Operation and Maintenance of Plant**		
	Physical Plant Administration	928,425	
	Building Maintenance	1,229,839	
	Custodial Services	606,416	
	Utilities	1,455,800	
	Landscape and Grounds Maintenance	437,728	
	Major Repairs and Renovations	525,000	
	Safety & Security	703,671	
	Logistical Services	-	
	Operation & Maintenance Information Technology	-	
	Total Operation and Maintenance of Plant:	**5,886,879**	**17.8%**
18	**Scholarships and Fellowships**		
	Scholarships	-	
	Fellowships	-	
	Resident Tuition Waivers	1,350,000	
	Nonresident Tuition Waivers	860,000	
	Total Scholarships and Fellowships:	**2,210,000**	**6.7%**
	Total Expenditures by Activity/Function:	**33,076,151**	**100.0%**

Oklahoma State Regents for Higher Education

EDUCATIONAL AND GENERAL BUDGET - FY2025-2026

PART I - PRIMARY BUDGET

Schedule B

Summary of Educational and General Expenditures by Object

Institution:	OSU Institute of Technology

EXPENDITURES BY OBJECT			
Object Number	**Object of Expenditure**	**FY2025-2026 Amount**	**Percent of Total**
1	Personnel Services:		
1a	Teaching Salaries	6,774,148	20.5%
1b	Professional Salaries	4,462,157	13.5%
1c	Other Salaries and Wages	3,326,802	10.1%
1d	Fringe Benefits	4,814,442	14.6%
1e	Professional Services	-	0.0%
	Total Personnel Service	**19,377,549**	**58.6%**
2	Travel	509,100	1.5%
3	Utilities	875,000	2.6%
4	Supplies and Other Operating Expenses *	8,914,658	27.0%
5	Property, Furniture and Equipment	1,156,985	3.5%
6	Library Books and Periodicals	32,859	0.1%
7	Scholarships and Other Assistance	2,210,000	6.7%
8	Transfer and Other Disbursements **	-	0.0%
	Total Expenditures by Object	**33,076,151**	**100.0%**

Oklahoma State Regents for Higher Education

EDUCATIONAL AND GENERAL BUDGET - FY2025-2026
PART I - PRIMARY BUDGET

Schedule C
REPORT OF EDUCATIONAL AND GENERAL REVENUE, EXPENDITURES, AND UNOBLIGATED RESERVE

Institution Name:	OSU Institute of Technology

Revenue Description	FY2025-2026 Amount	Percent of Total	
1. Beginning Fund Balance July 1, 2025 (Cash Basis)	**12,563,565**		
2. Expenditures for Prior Year Obligations	**687,906**		
3. Unobligated Reserve Balance July 1, 2025 (line 1 - line 2)	**11,875,659**		<--Formula
4. Projected FY2026 Receipts:			
State Appropriated Funds - For Operations	13,296,209	42.9%	
State Appropriated Funds - For Grants, Contracts and Reimbursements	591,354	1.9%	
Federal Appropriations	-	0.0%	
Local Appropriations	-	0.0%	
Resident Tuition (includes tuition waivers)	10,671,500	34.5%	
Nonresident Tuition (includes tuition waivers)	900,000	2.9%	
Student Fees - Mandatory and Academic Service Fees	4,256,388	13.7%	
Gifts, Endowments and Bequests	1,117,000	3.6%	
Other Grants, Contracts and Reimbursements	-	0.0%	
Sales and Services of Educational Departments	-	0.0%	
Organized Activities Related to Educational Departments	-	0.0%	
Technical Education Funds	-	0.0%	
Other Sources	125,786	0.4%	
Federal Stimulus Funds - CARES and ARPA	-	0.0%	
5. Total Projected FY2026 Receipts	**30,958,237**	**100.0%**	
6. Total Available (line 3 + line 5)	**42,833,896**		<--Formula
7. Less Budgeted Expenditures for FY2026 Operations	**33,076,151**		<--Link to Sch A
8. Projected Unobligated Reserve Balance June 30, 2026 (line 6 - line 7)	**9,757,745**		<--Formula

Schedule C-1 Student Fees	Fund 290	Fund 700	Totals
Mandatory Fees	1,680,000	1,040,000	2,720,000
Academic Service Fees	2,576,388	-	2,576,388
Total Student Fees	4,256,388	1,040,000	5,296,388
Difference Between Student Fees in cells B40 and C23	-	**N/A**	**N/A**

OKLAHOMA STATE REGENTS FOR HIGHER EDUCATION

EDUCATIONAL AND GENERAL BUDGET - FY2025-2026

PART I - PRIMARY BUDGET

Schedule C - 2
Cash Flow Requirements and the Use of Reserves

Institution Name:	OSU Institute of Technology	Percentage Requirements	Amount	Percentage
1	**Amount of Cash Flow Reserves Used in the FY2025 Budget Request**		2,117,914	
2	**Budgeted Amounts from Schedule C:**			
A.	Budgeted expenditures for FY2026		33,076,151	100.00%
B.	Projected Reserves at June 30, 2026		9,757,745	29.50%

		% Requirement	$ Requirements	% of Total Requirement
3	**Cash Flow Requirements - State Regents and Accreditation Agencies:**			
A.	State Regents Cash Flow Target at 8.3% (1/12th)	8.3%	2,756,236	100.00%
B.	Additional Cash Flow Requirements in Addition to the 8.3%			
	Total Additional Cash Flow Required by Accreditation Agencies (beyond the 8.3%)		-	0.00%
C.	Total Cash Flow Requirements for OSRHE and Other Accrediting Agencies		2,756,236	100.00%
D.	Amount of Projected Reserves After Cash Flow Requirements are Met		7,001,509	

4 Institution's Priorities for the Use of the Projected Reserves

B.	Amount of Reserves	9,757,745	
	Uses of Reserve:		
	Provide narrative to describe how the institutional reserve will be used in the future. Each use must be classified in one of the following 8 classifications; OSRHE 1/12th, Accreditation, Campus Safety, Renovation, Capitol Projects, Equipment and Technology, Complete College America, or Other Purposes. See example worksheet.	Amounts	**Classification:**
1		2,756,236	OSRHE 1/12th
2		-	Accreditation
3			Campus Safety
4			Renovation
5			Capitol Projects
6			Equip & Technology
7			CCA
8			Other Purposes
	Total Priorities for Use of Reserves	2,756,236	7,001,509.34

Note: Add and expand rows as necessary to provide narrative to the above reserve priorities.

Oklahoma State Regents for Higher Education

EDUCATIONAL AND GENERAL BUDGET - FY2025-2026
PART II - SPONSORED BUDGET

Schedule A
Summary of Educational and General Sponsored Expenditures by Function

Institution Name:	OSU Institute of Technology

EXPENDITURES BY ACTIVITY/FUNCTION			6/26/2025
Activity Number	**Activity/Function**	**FY2025-2026 Amount**	**Percent of Total**
	Educational & General Budget - Part II:		
	Instruction	$ 4,618,637	70.6%
	Research	-	0.0%
	Public Service	37,833	0.6%
	Academic Support	1,450,000	22.2%
	Student Services	-	0.0%
	Institutional Support	-	0.0%
	Operation and Maintenance of Plant	-	0.0%
	Scholarships and Fellowships	437,000	6.7%
21	**Total E&G Part II:**	**$ 6,543,470**	**100.0%**

FUNDING			
Fund Number	**Fund Name**	**FY2025-2026 Amount**	**Percent of Total**
430	**Agency Relationship Fund**	$ 6,543,470	100.0%
	Total Expenditures by Fund:	**$ 6,543,470**	**100.0%**

Oklahoma State Regents for Higher Education

EDUCATIONAL AND GENERAL BUDGET - FY2025-2026
PART II - SPONSORED BUDGET

Schedule B
Summary of Educational and General Sponsored Expenditures by Object

Institution:	OSU Institute of Technology

EXPENDITURES BY OBJECT			
Object Number	**Object of Expenditure**	**FY2025-2026 Amount**	**Percent of Total**
1	Personnel Services:		
1a	Teaching Salaries	$ 801,713	12.3%
1b	Professional Salaries	436,192	6.7%
1c	Other Salaries and Wages	477,000	7.3%
1d	Fringe Benefits	405,570	6.2%
1e	Professional Services	1,868,000	28.5%
	Total Personnel Services	**$ 3,988,475.00**	**61.0%**
2	Travel	59,700	0.9%
3	Utilities	-	0.0%
4	Supplies and Other Operating Expenses	518,827	7.9%
5	Property, Furniture and Equipment	708,000	10.8%
6	Library Books and Periodicals	-	0.0%
7	Scholarships and Other Assistance	-	0.0%
8	Transfer and Other Disbursements	1,268,468	19.4%
	Total Expenditures by Object	**$ 6,543,470**	**100.0%**

Oklahoma State Regents for Higher Education

EDUCATIONAL AND GENERAL BUDGET - FY2025-2026
PART II - BUDGET FOR SPONSORED RESEARCH AND OTHER SPONSORED PROGRAMS

Schedule C
REPORT OF EDUCATIONAL AND GENERAL INCOME, EXPENDITURES, AND UNOBLIGATED RESERVE

Institution:	OSU Institute of Technology

Receipt Description	FY2025-2026 Amount	Percent of Total
1. Beginning Fund Balance July 1, 2025 (Cash Basis)	**$ 93,804**	
2. Expenditures for Prior Year Obligations	**$ 93,804**	
3. Unobligated Reserve Balance July 1, 2025 (line 1 - line 2)	**$ -**	
4. Projected Receipts FY2026:		
Department of Agriculture	-	0.0%
Department of Commerce	800,000	12.2%
Department of Defense	-	0.0%
Department of Education	3,489,000	53.3%
Department of Energy	500,000	7.6%
Department of Health and Human Services	350,000	5.3%
Department of Homeland Security	-	0.0%
Department of Justice	-	0.0%
Department of Transportation	-	0.0%
National Aeronautics and Space Administration	-	0.0%
National Institutes of Health	-	0.0%
National Science Foundation	-	0.0%
Other Federal Agencies	-	0.0%
City and County Government	-	0.0%
Commercial and Commercial Related	-	0.0%
Foundations	90,000	1.4%
Other Non-Federal Sources	78,637	1.2%
Other Universities and Colleges	-	0.0%
State of Oklahoma	1,235,833	18.9%
5. Total Projected FY2026 Receipts	**$ 6,543,470**	100.0%
6. Total Available (line 3 + line 5)	**$ 6,543,470**	
7. Less Budgeted Expenditures for FY2026 Operations	**$ 6,543,470**	
8. Projected Unobligated Reserve Balance June 30, 2026 (line 6 - line 7)	**$ -**	

Oklahoma State University
Stores & Services Fund Summary
Fiscal Year 2025-26

OSU Institute of Technology			Professional Salaries	Other Salaries	Fringe Benefits	Supplies & Other Operating Exp	Property, Furniture & Equipment	Travel	Utilities	Library Books & Periodicals	Transfers & Other Distr	Total
B400 - VP Operations	140125 - Physical Plant Admin	260000 - Physical Plant Stores				$136,000	$5,000					**$141,000**
		Total				**$136,000**	**$5,000**					**$141,000**
	Total					**$136,000**	**$5,000**					**$141,000**
D400 - Fiscal Services	140122 - Univ Motor Pool	273000 - Motor Pool		$38,736	$13,744	$99,300	$37,879	$3,900	$2,600			**$196,159**
		Total		**$38,736**	**$13,744**	**$99,300**	**$37,879**	**$3,900**	**$2,600**			**$196,159**
	Total			**$38,736**	**$13,744**	**$99,300**	**$37,879**	**$3,900**	**$2,600**			**$196,159**
H400 - VP Student Services	140158 - Printing Services	258000 - Printing Services				$41,000		$4,000				**$45,000**
		Total				**$41,000**		**$4,000**				**$45,000**
	Total					**$41,000**		**$4,000**				**$45,000**
Total				**$38,736**	**$13,744**	**$276,300**	**$42,879**	**$7,900**	**$2,600**			**$382,159**

Oklahoma State University
Auxiliary Enterprise Fund Summary
Fiscal Year 2025-26

OSU Institute of Technology			Professional Salaries	Other Salaries	Fringe Benefits	Supplies & Other Operating Exp	Property, Furniture & Equipment	Travel	Utilities	Library Books & Periodicals	Transfers & Other Distr	Total
C400 - Provost	140104 - School of Arts Sciences and Health	322220 - State Room		$8,143	$2,889	$31,300	$1,000					**$43,332**
		322230 - State Room-Catering				$31,000						**$31,000**
		326310 - Health & Env - Eel				$13,357		$6,400				**$19,757**
		Total		**$8,143**	**$2,889**	**$75,657**	**$1,000**	**$6,400**				**$94,089**
	140105 - School of Creative and Info Tech	326270 - It Division-Eel				$53,528	$10,000	$10,000				**$73,528**
		Total				**$53,528**	**$10,000**	**$10,000**				**$73,528**
	140107 - School Engineering and Const. Tech	326230 - Construction - Eel				$61,728	$9,000	$1,000				**$71,728**
		326246 - Energy Technologies				$500						**$500**
		326300 - Engineering Tech Eel				$2,437						**$2,437**
		Total				**$64,665**	**$9,000**	**$1,000**				**$74,665**
	140112 - Economic Development & Training Ctr	326240 - Workforce Developme				$9,750						**$9,750**
		326340 - Econ Development	$373,488	$33,408	$139,305	$86,500	$45,000	$35,000				**$712,701**
		Total	**$373,488**	**$33,408**	**$139,305**	**$96,250**	**$45,000**	**$35,000**				**$722,451**
	140120 - School of Transportation and HEVI	326215 - Gm Workforce Trainin	$58,296		$20,683							**$78,979**
		326220 - Auto Chrysler EEL				$4,197	$1,000	$1,000				**$6,197**
		326222 - Auto Toyota EEL						$9,633				**$9,633**
		326227 - Auto-Ford Training C				$4,500	$723	$460				**$5,683**
		326262 - Cat Dealer Prep Eel				$45,484	$15,160	$15,160				**$75,804**
		326263 - Komatsu Eel	$87,000			$113,833	$10,000	$5,000				**$215,833**
		326264 - North Amer Equip Dealer EEL				$38,163		$12,000				**$50,163**
		Total	**$145,296**		**$20,683**	**$206,177**	**$26,883**	**$43,253**				**$442,292**
	140153 - Tutorial Center	322335 - Upward Bound				$43,000		$28,000				**$71,000**
		Total				**$43,000**		**$28,000**				**$71,000**
	Total		**$518,784**	**$41,551**	**$162,877**	**$539,277**	**$91,883**	**$123,653**				**$1,478,025**
D400 - Fiscal Services	140144 - Fiscal Services	321320 - Stu Hsng Post Refin				$3,497,343	$10,000					**$3,507,343**
		322320 - Instit. Conferences				$73,000		$2,000				**$75,000**
		325110 - College Excellence				$938,856	$200,000					**$1,138,856**
		325140 - Parking Fee				$75,000	$25,846					**$100,846**
		326030 - Campus Facilities				$7,000			$29,937			**$36,937**
		326330 - Diversified Tec Trng				$25,244	$7,000	$8,000				**$40,244**
		328500 - Fema & Misc Receipts				$197,000	$5,000	$4,000				**$206,000**
		328600 - Wellness Program				$8,767						**$8,767**
		328800 - Fin Chrgs & Nsf Chks				$272,000	$46,751					**$318,751**
		Total				**$5,094,210**	**$294,597**	**$14,000**	**$29,937**			**$5,432,744**
	Total					**$5,094,210**	**$294,597**	**$14,000**	**$29,937**			**$5,432,744**
H400 - VP Student Services	140106 - Student Life	327100 - Student Life	$104,991	$158,401	$93,451	$410,700	$150,000	$30,000	$50,000			**$997,543**
		Total	**$104,991**	**$158,401**	**$93,451**	**$410,700**	**$150,000**	**$30,000**	**$50,000**			**$997,543**
	140116 - Prospective Student Services	322326 - Special Events&Prgms				$33,500						**$33,500**
		Total				**$33,500**						**$33,500**
	140118 - OSUIT Bookstore	326010 - Bookstore	$46,977	$90,840	$48,468	$941,580	$36,100					**$1,163,965**
		326130 - Tool Store				$283,661	$3,800					**$287,461**
		Total	**$46,977**	**$90,840**	**$48,468**	**$1,225,241**	**$39,900**					**$1,451,426**
	140121 - Residential Life	321100 - Residential Life	$152,780	$528,026	$226,241	$969,700	$433,000	$18,500	$700,000			**$3,028,247**
		Total	**$152,780**	**$528,026**	**$226,241**	**$969,700**	**$433,000**	**$18,500**	**$700,000**			**$3,028,247**
	140126 - Assessment & Testing	325130 - Act Test				$6,290						**$6,290**
		325131 - Ged Testing Fee				$22,965	$4,000	$4,000				**$30,965**
		326350 - Testing Clep				$1,667						**$1,667**
		326363 - Career Fairs				$15,349						**$15,349**
		Total				**$46,271**	**$4,000**	**$4,000**				**$54,271**
	140130 - OSUIT Cafeteria	322210 - Cafeteria	$104,104	$442,025	$193,767	$1,045,500	$172,525	$4,000				**$1,961,921**
		Total	**$104,104**	**$442,025**	**$193,767**	**$1,045,500**	**$172,525**	**$4,000**				**$1,961,921**

Oklahoma State University
Auxiliary Enterprise Fund Summary
Fiscal Year 2025-26

OSU Institute of Technology			Professional Salaries	Other Salaries	Fringe Benefits	Supplies & Other Operating Exp	Property, Furniture & Equipment	Travel	Utilities	Library Books & Periodicals	Transfers & Other Distr	Total
	140132 - OSUIT Child Care Center	327300 - Child Care Center	$45,000	$128,892	$61,697	$54,255	$1,850	$1,500	$8,500			**$301,694**
		Total	**$45,000**	**$128,892**	**$61,697**	**$54,255**	**$1,850**	**$1,500**	**$8,500**			**$301,694**
	140134 - OSUIT Common Area Store	322260 - Commons Area Store	$4,945	$69,209	$26,310	$250,775						**$351,239**
		Total	**$4,945**	**$69,209**	**$26,310**	**$250,775**						**$351,239**
	140150 - Registrar Office	327400 - Internatl Prgm Admin				$51,000	$5,823	$4,000				**$60,823**
		Total				**$51,000**	**$5,823**	**$4,000**				**$60,823**
	140154 - Student Union	325100 - Student Union	$64,875	$30,679	$33,903	$254,750	$26,289	$5,000	$96,950			**$512,446**
		326020 - Vending	$10,289		$3,651	$130,871	$6,300	$1,000	$5,200			**$157,311**
		Total	**$75,164**	**$30,679**	**$37,554**	**$385,621**	**$32,589**	**$6,000**	**$102,150**			**$669,757**
	Total		**$533,961**	**$1,448,072**	**$687,488**	**$4,472,563**	**$839,687**	**$68,000**	**$860,650**			**$8,910,421**
Total			**$1,052,745**	**$1,489,623**	**$850,365**	**$10,106,050**	**$1,226,167**	**$205,653**	**$890,587**			**$15,821,190**

Oklahoma State Regents for Higher Education
655 Research Parkway, Suite 200
Oklahoma City, OK 73104

EDUCATIONAL AND GENERAL BUDGET
FISCAL YEAR FY2025-2026

Schedule F and G

STATEWIDE PROGRAM CODE: Higher Education (Input)

SUMMARY OF EXPENDITURES BY FUNCTION AND OBJECT

Agency #: 01300 | Date Submitted: June 26, 2025
Institution Name: OSU Institute of Technology | Presidents Name: Dr. Jim Hess

Object Codes	10	20	31	30	40	42	50	60	
Object	Personnel Services	Travel	Utilities	Supplies & Other Operating Expenses	Property, Furniture, & Equipment	Library Books and Periodicals	Scholarships & Other Assistance Net of Waivers	Transfers & Other Disbursements	TOTALS
Activity & Sub-Activity/Function:									
11 Instruction	10,911,473	227,200	-	3,673,547	670,685	-	-	-	15,482,905
12 Research	-	-	-	-	-	-	-	-	-
13 Public Service	-	-	-	-	-	-	-	-	-
14 Academic Support	1,843,562	64,500	-	944,320	124,000	32,859	-	-	3,009,241
15 Student Services	2,603,968	107,300	-	1,139,814	14,300	-	-	-	3,865,382
16 Institutional Support	1,647,521	37,100	-	850,123	87,000	-	-	-	2,621,744
17 Operation. & Maintenance. of Plant	2,371,025	73,000	875,000	2,306,854	261,000	-	-	-	5,886,879
18 Scholarships (Net of Tuition Waivers)	-	-	-	-	-	-	-	-	-
11 Total E&G Part I - Fund 290	**19,377,549**	**509,100**	**875,000**	**8,914,658**	**1,156,985**	**32,859**	**-**	**-**	**30,866,151**
Hyperion Account Code	**511130**	**521110**	**531160**		**541110**		**552110**	**562130**	
Entry into CORE E&G Part I - Fund 290	**19,377,549**	**509,100**		**9,789,658**		**1,189,844**	**-**	**-**	**30,866,151**
49 Total E&G Part I - Fund 490	**-**	**-**	**-**	**-**	**-**	**-**	**-**	**-**	**-**
49 Entry into CORE E&G Part I - Fund 490 (CARES)	**-**	**-**		**-**		**-**	**-**	**-**	**-**
97 Total E&G Part I - Fund 497	**-**	**-**	**-**	**-**	**-**	**-**	**-**	**-**	**-**
97 Entry into CORE E&G Part I - Fund 497 (ARP)	**-**	**-**		**-**		**-**	**-**	**-**	**-**
21 Total E&G Part II *Cells linked to Sch. B-II--->*	**3,988,475**	**59,700**	**-**	**518,827**	**708,000**	**-**	**-**	**1,268,468**	**6,543,470**
Hyperion Account Code	**511130**	**521110**	**531160**		**541110**		**552110**	**562130**	
Entry into CORE E&G Part II	**3,988,475**	**59,700**		**518,827**		**708,000**	**-**	**1,268,468**	**6,543,470**
Total Allotment	**23,366,024**	**568,800**	**875,000**	**9,433,485**	**1,864,985**	**32,859**	**-**	**1,268,468**	**37,409,621**

Schedule G

Hyperion Account Code			511130	521110	531160		541110		552110	562130	
700 Fund No.	Activity No.	Sub-Activity No.	Personnel Services	Travel	Utilities	Supplies & Other Operating Expenses	Property, Furniture, & Equipment	Library Books and Periodicals	Scholarships & Other Assistance	Transfers & Other Disbursements	Total Budgeted Amount
Fund 7XX			-	-	-	-	-	-	-	-	-
Fund 789	89		-	-	-	-	-	-	-	-	-
Fund 790	85		-	-	-	-	-	-	-	-	-

11 Entry into CORE E&G Part I - Fund 290	30,866,151
49 Entry into CORE E&G Part I - Fund 490 (CARES)	-
97 Entry into CORE E&G Part I - Fund 497 (ARP)	-
21 Entry into CORE E&G Part II	6,543,470
G Entry into CORE Fund 700	-
G Entry into CORE Fund 789	-
G Entry into CORE Fund 790	-
Total Allotment	37,409,621

Oklahoma State Regents for Higher Education

Consolidated Capital Budgets
Fiscal Year 2025-2026

Schedule H
Various Funds by Institution

Institution Agency # and Name:	01300		OSU Institute of Technology
Date Submitted:	June 26, 2025	President:	Dr. Jim Hess

Fund No.	Activity No.	Sub-Activity No.	Total Budgeted Amount -- Account 5400000
295	90	00001	$ 4,000,000
340	90	00001	$
450	90	00001	$
600	90	00001	$
650	90	00001	$
Other Funds -- Please List:			
495	90	00001	$ 2,000,000
	90	00001	$
	90	00001	$
	90	00001	$
	90	00001	$
TOTAL			**$ 6,000,000**

Oklahoma State Regents for Higher Education
FY2026 Educational and General Budget - SRA3 Background Data
Schedule 1 - Continuing Full-Time Faculty and Full-Time Staff Salary Changes

Institution Name:	OSU Institute of Technology
Contact Person's Name and Phone #:	Chris Kuwitzky, 405-744-2690

1. Percentage Salary Changes For Continuing Filled Positions

Percentage Salary Changes for Continuing Filled Positions	President	Number of Faculty [1]	Number of Administrative and Professional Staff (Exempt) [2]	Number of Other Staff (Non-exempt) [3]	Total
-% (Number receiving a salary decrease)	-	-	-	-	-
0% (Number receiving no salary change)	-	80	64	82	226
0.1% to 2.9%	-	-	-	2	2
3.0% to 4.9%	-	-	-	2	2
5.0% to 6.9%	-	-	-	-	-
7.0% to 9.9%	-	1	-	-	1
10.0% to 14.9%	-	-	-	-	-
15% or more	-	-	-	-	-
Total Number of Continuing Employees	-	81	64	86	231
Range of Percentage Changes:	For Pres - Use same %				
Lowest Percentage Change	0.00%	0.00%	0.00%	0.00%	0.00%
Highest Percentage Change	0.00%	7.50%	0.00%	3.40%	7.50%
Average Percentage Change	0.00%	0.09%	0.00%	0.09%	0.07%
Average Salary Change - For All Continuing Employees					
	President	Faculty	Professional	Other Staff	Total
Total Number of Continuing Employees	-	81	64	86	231
Amount of Salary Change	-	4,512	-	3,245	7,757
Average Salary Change	#DIV/0!	55.7037037	0	37.73023256	33.57922078
Average Salary Change - For All Continuing Employees Receiving a Salary Increase					
Total Number of Employees With Salary Inc.	-	1	-	4	5
Amount of Salary Change	-	4,512	-	3,245	7,757
Average Salary Change	#DIV/0!	4,512	#DIV/0!	811	1,551
Board Approval date for Budget			Approval Date: -->		June 13, 2025
Effective Start Date of Salary Program			Starting Date: -->		N/A
Date President's Salary will be Considered			Consider Date: -->		N/A
Will your institution considering an employee salary or stipend program later in the fiscal year? If yes, explain in comment section below.			No	Date: ------> <-----Yes or No	N/A

2. Faculty and Employee Promotions

# of Employees Receiving Increases due to Promotions and Changes in Rank	-	-	-	-	-
Amount of Salary Increases provided due to Promotions and Changes in Rank	-	-	-	-	-
Average of Salary Increases Based on Promotions and Changes in Rank	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!

3. Other Salary Adjustments - Such as Cell Phones, Etc.

# of Employees Receiving Increases due to Other Salary Adjustments	-	-	-	-	-
Amount of Salary Adjustments	-	-	-	-	-
Average of Salary Adjustments	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!
Explanation:					

4. Stipend Program

# of Employees Receiving a Stipend	-	-	-	-	-
Amt of One-time Stipends	-	-	-	-	-
Average Stipend Increase	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!
Average Stipend Percentage Increase	0.0%	0.0%	0.0%	0.0%	0.0%
Write in the effective dates of the FY2026 stipend program:			Starting Date: ----->		

5. Comments About Salaries, Promotions and/or Stipend Program:

(Drag Row 55 if more space needed)

Oklahoma State Regents for Higher Education

Schedule 1-A - Methodology for Changes in Compensation - FY2026

Institution Name: OSU Institute of Technology

	METHODOLOGY FOR CHANGES IN COMPENSATION			
	What methodology is used for compensation changes?	**For Faculty**	**For Administrative and Professional Staff**	**For Other Staff**
1	Performance-based merit evaluation	Yes	N/A	Yes
2	Across-the-board			
3	Combination of performance-based and across-the-board			
	List criteria for performance-based merit evaluation: (Add rows if needed)	**For Faculty**	**For Administrative and Professional Staff**	**For Other Staff**
1	Minimum pay range adjustments per OSUIT Classified Pay Plan			Yes
2	Equity adjustment.			Yes
3				
4				
5				
6				
	Elaborate if compensation changes are based on combination of performance-based and across-the-board changes:	**For Faculty**	**For Administrative and Professional Staff**	**For Other Staff**
1	N/A			
2				
3				
4				
5				
6				

Oklahoma State Regents for Higher Education
FY2026 Educational and General Budget Part I - SRA3 Background Data
Schedule 1-b - Salaries of Chief Administrative, Dean's and Professional Positions

Institution Name:	OSU Institute of Technology			
President's Name	Dr. Jim Hess			
Principal Position	**Actual FY2025**	**Budgeted FY2026**	**Dollar Change**	**Percentage Increase**
President (Salary Only - Exclude Allowances)			-	#DIV/0!
Vice Presidents:				
Chief Administrative Officer	255,864	255,864	-	0.00%
Chief Academic Officer	150,000	150,000	-	0.00%
Chief Business Officer	155,004	155,004	-	0.00%
Chief Development Officer			-	#DIV/0!
Chief Student Affairs Officer	139,704	139,704	-	0.00%
List Other Vice Presidents in Rows 69 through 75			-	#DIV/0!
Instruction:				
Deans (List): (Insert rows if needed)				
Arts and Sciences	115,008	115,008	-	0.00%
Business			-	#DIV/0!
Education			-	#DIV/0!
Liberal Arts/Humanities			-	#DIV/0!
Math & Science			-	#DIV/0!
Graduate College			-	#DIV/0!
List Other Deans in Rows 59 to 69.			-	#DIV/0!
			-	#DIV/0!
Academic Support:				
Academic Dean			-	#DIV/0!
Director/Dean of Library	68,772	68,772	-	0.00%
Student Services:				
Dean/Director of Student Services	94,008	94,008	-	0.00%
Chief Admissions Officer	80,004	80,004	-	0.00%
Registrar	80,004	80,004	-	0.00%
Director of Financial Aid	96,432	96,432	-	0.00%
Institutional Support:				
Chief Legal Counsel			-	#DIV/0!
Controller or Accounting Professional	-	62,500	62,500	#DIV/0!
Chief Public Relations Officer	75,000	75,000	-	0.00%
Director of Institutional Research	74,136	74,136	-	0.00%
Director of Development			-	#DIV/0!
Physical Plant:				
Director of Physical Plant	83,016	83,016	-	0.00%
Technology:				
Chief Information Systems Officer	75,000	75,000	-	0.00%

Comments: Exclude all allowances from reported salaries.

Institution Comments:

NOTE: Schedules I, I-a and I-b must be resubmitted to this office when there is a change in your institution's salary program and anytime the president's salary amount is changed.

Oklahoma State Regents for Higher Education
FY2026 Educational and General Budget Part I - SRA3 Background Data
Schedule 1-b - Salaries of Chief Administrative, Dean's and Professional Positions

Principal Position	Actual FY2025	Budgeted FY2026	Dollar Change	Percentage Increase
Other Vice Presidents:				
			-	#DIV/0!
			-	#DIV/0!
			-	#DIV/0!
			-	#DIV/0!
			-	#DIV/0!
			-	#DIV/0!
			-	#DIV/0!
			-	#DIV/0!
			-	#DIV/0!
			-	#DIV/0!
			-	#DIV/0!
Other Deans:				
School of Engineering & Construction Tech	107,352	105,000	(2,352)	-2.19%
School of Transportation & Heavy Equipment	105,000	105,000	-	0.00%
			-	#DIV/0!
			-	#DIV/0!
			-	#DIV/0!
			-	#DIV/0!
			-	#DIV/0!
			-	#DIV/0!
			-	#DIV/0!
			-	#DIV/0!
			-	#DIV/0!
Other Positions:				

Oklahoma State Regents for Higher Education
FY2026 Educational and General Budget Part I - SRA3 Background Data
Schedule II - Changes in Full-Time Faculty Positions

Institution Name:---------->	OSU Institute of Technology

Report the full-time faculty positions that will increase or decrease the number of teaching faculty from that of the previous year. If a faculty member in a department has retired or resigned and is to be replaced by a new hire, do not report below.

New Full-Time Faculty Positions For FY2026

Rank (specify Professor, Assistant Professor, Associate Professor, Instructor, Lecturer)	Department	CIP 2010 -Primary Field of Study UDS Record 8 - Element 51	FTE	Budgeted Salaries
Instructor - Electrical Construction Technologies	Engineering & Construction	46	0.5	29,500
Instructor - ACR	Engineering & Construction	47	1.0	56,004
TOTAL New Faculty Positions:			1.5	85,504

Note: Use additional pages or insert rows as needed.

Reduction in Full-Time Faculty Positions for FY2026:

Rank (specify Professor, Assistant Professor, Associate Professor, Instructor, Lecturer)	Department	CIP 2010 -Primary Field of Study UDS Record 8 - Element 51	FTE	Budgeted Salaries
Instructor - Instrumentation (TUL)	Engineering & Construction	15	1.00	60,000
Instructor - High Voltage	Engineering & Construction	46	1.00	58,000
Instructor - Heavy Equipment	Transportation Heavy Equip	47	1.00	60,000
Instructor - Business	Arts, Sciences & Health	24	1.00	60,000
Instructor - English/Communications	Arts, Sciences & Health	24	1.00	56,000
Instructor - Culinary Arts	Arts, Sciences & Health	12	1.00	55,000
TOTAL Reduction in Faculty Positions for FY2026			6.0	349,000

Note: The changes in faculty positions will automatically update Schedule II-b.

Comments: The CIP Description should be reported at the 2 digit level. This is the primary Field of Study reported on UDS Record 8, Element 51.

Schedule II-1 - Number of Part-Time & Adjunct Faculty, Teaching & Research Graduate Assistants and Part-Time Professional and Other Staff

FY2026 - Number of Adjunct Faculty (Use Unduplicated Headcount)	FY2026 - Projected Number of Adjunct Faculty (Use Unduplicated Headcount)	Change in Budgeted Number of Headcount (Formula)	* Avg. credit hours taught per Adjunct	* Maximum Credit Hours Taught per Adjunct
82	82	0	3	15

FY2026 - Number of Part-Time Faculty (Use Unduplicated Headcount)	FY2026 - Projected Number of Part-Time Faculty (Use Unduplicated Headcount)	Change in Budgeted Number of Headcount (Formula)	* Avg. credit hours taught per Part-Time Faculty	* Maximum Credit Hours Taught per Part-Time Faculty
0	0	0	0	0

** FY2026 Number of Teaching Graduate Assistants (Use Unduplicated Headcount)	FY2026 - Projected Number of Graduate Teaching Assistants (Use Unduplicated Headcount)	Change in Budgeted Number of Headcount (Formula)	* Avg. credit hours taught per GA	* Maximum Credit Hours Taught per GA
0	0	0	0	0

** FY2026 Number of Research Graduate Assistants (Use Unduplicated Headcount)	FY2026 - Projected Number of Graduate Teaching Assistants (Use Unduplicated Headcount)	Change in Budgeted Number of Headcount	N-A	N-A
0	0	0	N-A	N-A

FY2026 - Number of Part-Time Professional Staff (Use Unduplicated Headcount)	FY2026 - Projected Number of Professional Staff	Change in Budgeted Number of Headcount (Formula)	N-A	N-A
2	2	0	N-A	N-A

FY2026 - Number of Part-Time Other Staff (Use Unduplicated Headcount)	FY2026 - Projected Number of Other Staff	Change in Budgeted Number of Headcount (Formula)	N-A	N-A
6	6	0	N-A	N-A

FY2026 - Total Part-Time Employees (This is a formula)	FY2026 Projected # of Part-Time Employees (Formula)	Change in Budgeted Number of Headcount (Formula)	N-A	N-A
90	90	0	N-A	N-A

*** Report the average and maximum credit hours based on the fall semester.**

FY2026 Educational and General Budget Part I - SRA3 Background Data

Schedule II-a - Changes in Professional and Classified Positions

Institution Name:	OSU Institute of Technology

List below the full-time professional and classified positions that will increase and/or decrease the number of professional and classified positions above that of the previous year's original budget. If an employee has retired or resigned and is to be replaced by a new hire, do not report below.

Increase in New Full-Time Professional Positions for FY2026

Position Title	E&G Activity/Function Budgeted	Number	Salary
Example: Recruitment Specialist	Student Services	1	36,000
AVP - Distance Learning (OKC/OKM)	Academic Support	1	60,000
AVP - New Programs & Career Techs (OKC/OKM)	Academic Support	1	72,500
Network Security Administrator	Institutional Support	1	60,000
Director of Student Retention & Success	Academic Support	1	60,000
Director of Student Assessment	Academic Support	1	55,000
Student Success & Career Advisor (SECT)	Academic Support	1	36,504
TOTAL New Professional Positions:		6	344,004

Note: Insert additional rows or use additional pages if needed.

Reduction in Full-Time Professional Positions for FY2026:

Position Title	E&G Activity/Function Budgeted	Number	Salary
Graphic Designer	Institutional Support	1	55,000
Director, School of Creative & Information Technologies	Academic Support	1	85,000
Institutional Data Analyst	Academic Support	1	48,000
Program Support Manager, School of Engineering & Construction	Academic Support	1	59,004
Instructional Design Specialist	Academic Support	1	54,000
Emerging Technologies Librarian	Academic Support	1	43,200
Program Support Strategist (STHE)	Academic Support	1	47,640
TOTAL Reduction in Professional Positions for FY2026		7	391,844

Comments:

Note: The changes in professional and classified positions will automatically update Schedule II-b.

Changes in Full-Time Classified Positions for FY2026:

	Increase	Decrease	Net Change
Changes in Full-Time Classified Staff			
Example: Change in Number of Positions:	3	2	1
Example: Change in Salary of Positions:	$60,000	$40,000	$20,000
Actual Changes in Number of Positions	6	7	-1
Actual Changes in Salary of Positions	$233,144	$256,910	-$23,766

Comments:

Number of Continuing Unfilled Positions Not Reported on Schedule I, II, or IIa

Number of Full-Time and Part-Time Positions	Comments (if any)	Number	Budgeted Salary
President		0	-
Faculty Positions		2	115,000
Professional Positions		6	352,000
Classified Positions		6	201,259
Totals		14	668,259

Note 1: This section excludes any positions previously reported on Schedule I, II, and Rows 10 through 43 on Schedule IIA

FY2026 Educational and General Budget Part I - SRA3 Background Data
Schedule II-b - Summary of Changes in Budgeted Faculty, Professional and Classified Positions

NOTE: THIS WORKSHEET IS LINKED TO SCHEDULES I, II & II-1 AND II-A. DO NOT INPUT DATA INTO THIS FORM.

Institution Name:	OSU Institute of Technology

FULL-TIME POSITIONS TO BE ADDED AND/OR ELIMINATED IN FY2026						
	Added Positions		Eliminated Positions		Net Changes	
Employee Classifications:	New Positions	Salary	Positions	Salary	Net Changes	Net Change in Salary
Faculty	2	85,504	6	349,000	(5)	(263,496)
Professional Staff	6	344,004	7	391,844	(2)	(47,840)
Classified Staff	6	233,144	7	256,910	(1)	(23,766)
TOTAL	13	662,652	20	997,754	(7)	(335,102)
				Crossfoot --->	(7)	(335,102)

Number of Full-Time and Part-Time Employees Paid or Partially Paid from E&G I Funds:	From Sch I	From Sch II-b	From Sch II-b	Formula	From Sch II	From Sch II	Formula		
Employee Classification	Continuing Employees from Schedule I	New Positions	Eliminated Positions	Total Full-Time Employees	# of Part-Time Faculty, Adjunct, and Grad Assistants	# of Part-Time Professionals, Research Assistants and Other Staff	Total Full-Time and Part-Time Employees	Add Unfilled Positions on July 1, 2025	Total Budgeted Positions for FY2026
President	0			0			0	0	0
Faculty	81	2	6	77	82		159	2	161
Professional	64	6	7	63		2	65	6	71
Classified or Other Employees	86	6	7	85		6	91	6	97
Totals	231	13	20	224	82	8	314	14	328

FY2026 Educational and General Budget Part I - SRA3 Background Data
Schedule III - Course Section and Enrollment Data

Institution Name:	OSU Institute of Technology

	ENROLLMENT DATA				COURSE SECTION DATA [1]	
Location [2]	Fall Semester 2024 (FY2025) FTE	Fall Semester 2024 (FY2025) Headcount	Fall Semester 2025 (FY2026) Projected FTE	Fall Semester 2025 (FY2026) Projected Headcount	Number of Course Sections Offered, Fall 2024 (FY2025)	Projected Number of Course Sections Offered, Fall 2025 (FY2026)
Main Campus	1,729	2,396	1,816	2,516	627	627
Branch Campus - List enrollment for each branch						
Total Branch Campuses	-	-	-	-	-	-
Centers						
Off-Campus						
Total	1,729	2,396	1,816	2,516	627	627

[1] ***Organized classes, excluding individual instruction and lab classes***

[2] ***Do not duplicate enrollment counts. A student enrolled on Main Campus and A branch campus should be reported in only one location.***

CHANGES IN ENROLLMENT DATA:

Changes in Student FTE - Fall Semesters	87	<--- Formula
Changes in Student Headcount - Fall Semesters	120	<--- Formula
Changes in Course Sections - Fall Semesters	-	<--- Formula

STUDENT/FACULTY RATIOS:

Please indicate your institution's student-to-faculty ratio:	16	<--- FY2025	Example: For a 18:1 ratio, report 18
(Calculation: FTE Student Enrollment divided by FTE Faculty)	17	<--- FY2026	Example: For a 19.5:1 ratio, report 20

ANNUALIZED STUDENT FTE (SUMMER, FALL & SPRING)

Actual Student FTE - Annualized	2,258	<--- FY2025
Projected Student FTE - Annualized	2,371	<--- FY2026
Change in Student FTE	113	<--- Formula
Percent Change in Student FTE	5.0%	<--- Formula

Oklahoma State Regents for Higher Education
FY2026 Educational and General Budget Part I - SRA3 Background Data
Schedule IV - Changes in Mandatory Costs - Update

Institution Name	OSU Institute of Technology			
Description of Mandatory Costs:	**FY2026 Mandatory Costs Per Budget Needs Survey**	**Updated Projections to FY2026 Mandatory Costs**	**Changes from Original Projection**	**Comments: (If additional space is needed insert at bottom of form)**
A. Costs to Annualize FY2026 Salary Program		**N/A**	**N/A**	**Not Reported for the SRA3**
~~1. Salaries~~		**N/A**	**N/A**	**Not Reported for the SRA3**
~~2. Benefits and Payroll Taxes applicable to Salary Annualization~~		**N/A**	**N/A**	**Not Reported for the SRA3**
B. Changes in Costs of Fringe Benefits and Payroll Taxes: (Exclude benefits & taxes based on salary increases)	**FY2026 Mandatory Costs Per Budget Needs Survey**	**Updated Projections to FY2026 Mandatory Costs**	**Changes from Original Projection**	**Report Continuing Employees only - Do not report benefits & taxes for New Positions Budgeted in FY2026**
1. Social Security	50,782	50,782	-	
2. MQFE	11,977	11,977	-	
3. Health Insurance	163,121	163,121	-	
4. Dental Insurance	-	-	-	
5. Life Insurance	2,092	2,092	-	
6. Long and Short Term Disability	-	-	-	
7. Oklahoma Teachers Retirement - Employee	23,476	23,476	-	
8. Oklahoma Teachers Retirement - Employer Share	-	-	-	
8a. Optional Retirement Plans - OU and OSU	55,271	55,271	-	
9. Workers Compensation	4,508	4,508	-	
10. Unemployment Compensation Payments	626	626	-	
11. Other Insurance and Payroll Taxes - From List Below	-	-	-	<--Column D is Linked to Cell D72 below
Total Cost of Fringe Benefits and Payroll Taxes	**311,853**	**311,853**	**-**	<--Formulas
C. Changes in Costs of Non-Compensation Requirements:				**Sub-Total Each Object of Expenditure**
1. Professional Services:				
Accounting and Aduititing Services			-	
Legal Services			-	
Engineer Services			-	
Other Professional Services - From List Below	20,500	20,000	(500)	<--Column D is Linked to Cell D95 below
Total Professional Services	**20,500**	**20,000**	**(500)**	<--Formulas
2. Utilities:				
Natural Gas	50,000	20,000	(30,000)	
Electricity	150,000	120,240	(29,760)	
Water, Sewage, Etc.	35,000	10,000	(25,000)	
Other Utilities:		-	-	
Total Utilities	**235,000**	**150,240**	**(84,760)**	<--Formulas
3. Travel:			**-**	<--Formulas
4. Supplies and Other Current Expenses:				
Equipment Maintenance/Service Contracts:	76,600	76,600	-	
Privatization Contracts (Housekeeping, Maintenance, etc.)	-	-	-	
Mandatory Institutional Memberships	10,725	10,725	-	
Gasoline	15,000	15,000	-	
Risk Management:				
Property Insurance	100,000	22,454	(77,546)	
Vehicles	25,000	-	(25,000)	
Aircraft	-		-	
Tort Liability	5,000	-	(5,000)	
Director and Officers Liability	500	-	(500)	
Other Insurance	10,000	-	(10,000)	
Telephone/Communications	-		-	
Other Supplies and Other Current Expenses - From List Below	30,400	30,400	-	<--Column D is Linked to Cell D80 below
Total Supplies and Other Current Expenses:	**273,225**	**155,179**	**(118,046)**	<--Formulas
5. Equipment, Property and Furniture:				
Information Technology Software and Equipment	125,000	10,054	(114,946)	
Other Equipment, Property and Furniture - From List Below	-	-	-	<--Column D is Linked to Cell D86 below
Total Mandatory Equipment, Property and Furniture	125,000	10,054	**(114,946)**	<--Formulas
6. Mantatory Library Periodicals and Subscriptions	**6,432**	**27,500**	**21,068**	<--Formulas
7. Scholarships			**-**	<--Formulas
8. Transfers and Other Disbursements			**-**	<--Formulas
9. Total Non-Compensation Mandatory Costs	**660,157**	**362,973**	**(297,184)**	<--Formulas
10. Total Mandatory Cost Changes	**972,010**	**674,826**	**(297,184)**	<--Formulas
B.11. List other Benefits and Payroll Taxes: (Enter total in B11(Cell C23 and D23) above)				
1.			-	
2.			-	
3.			-	
4.			-	
Other Benefits and Payroll Taxes (From M69)		-	-	Cell D71 is linked to Cell M69
Total Other Benefits and Payroll Taxes: (Insert rows if needed)	**-**	**-**	**-**	<--Formulas (Linked to section B. 11 Above)
C.4. Report Other Supplies & OCE Costs: (Enter total in Cell C53 and D53 above)				
Stop Pays	400	400	-	
Stericycle for appropriate waste disposal in Nursing	10,000	10,000	-	
Kaplan testing services for Nursing - NCLEX	10,000	10,000	-	
Micro-Computer Lab Service	10,000	10,000	-	
Other Supplies & OCE Costs (From M78)		-	-	Cell D79 is linked to Cell M78
Total Other Supplies & OCE Costs: (Insert rows if needed)	**30,400**	**30,400**	**-**	<--Formulas (Linked to section C. 4 Above)
C.5. Report Other Equip, Property and Furniture Costs: (Enter total in Cell C58 and D58 above)				
	-	-	-	
	-	-	-	
Other Equipment, Property and Furniture (From M87)		-	-	Cell D85 is linked to Cell M87
Other Equipment, Property and Furniture: (Insert rows if needed)	**-**	**-**	**-**	<--Formulas (Linked to section C. 5 Above)
C.1. Report Other Professional Services: (Enter total in Cell C30 and D30 above)				
Bursar	11,500	11,000	(500)	
Police Officer Physicals	3,000	3,000	-	
Surveys for HLC	6,000	6,000	-	
			-	
			-	
Other Professional Services (From M95)		-	-	Cell D94 is linked to Cell M95
Total Other Professional Services: (Insert rows if needed)	**20,500**	**20,000**	**(500)**	<--Formulas (Linked to Cell C27 Above)

FY2026 Educational and General Budget Part I - SRA3 Background Data
Schedule V - Tuition Waivers and Scholarships

Institution Name:	OSU Institute of Technology

TUITION WAIVERS AND SCHOLARSHIPS - E&G I BUDGET				
	FY2025	FY2026	Dollar Change	Percent Change
Resident Tuition Waivers - 5%	$ 481,260	$ 1,000,000	$ 518,740	107.8%
Resident Tuition Waivers - (outside the 5% limitation)	$ 258,740	$ 350,000	$ 91,260	35.3%
Nonresident Tuition Waivers	$ 809,713	$ 860,000	$ 50,287	6.2%
Total Tuition Waivers	$ 1,549,713	$ 2,210,000	$ 660,287	42.6%
Scholarships (paid from E&G I funds)	$ -	$ -	$ -	#DIV/0!
Total Tuition Waivers and Scholarships	**$ 1,549,713**	**$ 2,210,000**	**$ 660,287**	**42.6%**

Note: The total for the FY2025 and FY2026 column (Cell C14) should be the same number reported on Schedule A, A-1, B and Schedule E of the SRA3.

Report the amount of resident and nonresident tuition waivers and scholarships granted to Graduate Teaching and Research Assistants that are included in the above totals.	$ -	$ -	$ -	#DIV/0!
Report the amount of tuition waivers granted to Concurrently Enroll High School Seniors. See worksheet named "Changes in FY2026".	$ 502,724	$ 384,936	$ (117,788)	-23.4%
Comments:				

FY2026 Educational and General Budget Part I - SRA3 Background Data
Schedule VI - Institutional Response to the FY2026 Budget Request

OSU Institute of Technology

Comments:

OSUIT will not increase Tuition and/or Mandatory Fees for FY26. This will be the 5th consecutive year of no increase to Tuition and/or Mandatory Fees with only 1 increase in the past 7 years.

State Appropriations for OSUIT for FY26 total $12,987,728 (including $200,540 for Property Insurance). State reimbursement for Concurrent Enrollment in FY26 is $591,354 up from $567,724 in FY24.

OSUIT continues to utilize Forvis's Contribution Margin Analysis of our academic programs. Strategies have been developed and implemented including streamlining scheduling and course offerings, increases in class sizes, etc. In an effort to increase financial efficiency, 14 faculty and staff positions have been removed from the FY26 budget resulting in savings of $820,000. Additionally, opearting budgets have been reduced by $1,000,000.

OSUIT will increase Meal Plans 10%. The dollar amount increases range from $128 to $166 per semester. The students will be paying a range of $6.07 per meal for the 20 Meal Plan (300 passes) to $8.60 per meal for the 10 Meal Plan (150 passes). The estimated total annual increase in revenue will be $110,000.

OSUIT will increase Room Rates 10%. The dollar amount increases range from $204 to $244 per semester. The estimated total annual increase in revenue will be $315,000.

Note: Schedule VI-A provides specific budget actions taken to develop the FY2026 budget request. This schedule allows the President or Vice President to provide additional narrative about the impact of this budget request.

FY2026 Educational and General Budget - SRA3 Background Data
Schedule VI-A - Specific Budget Actions Taken in the Development of the FY2026 Budget

Institution Name:	OSU Institute of Technology

Budget Actions: Actions Affecting Income:	**Yes or No**	# of Employees	Projected Dollar Impact on Budget	Comments - Describe Actions Taken - See Note Below
Increase Tuition and Mandatory Fees	No	N/A		
Increase Academic Service fees	Yes	N/A	-	Increased fees for Culinary and Nursing programs to offset increased costs of food and nursing exam prep fees.
Use of Reserves	Yes	N/A	2,117,914	Unused Tech Fee Rollover and use for special projects.
Actions Affecting Expenditures:				
1. Furloughs	No			
2. Faculty Layoffs and/or Buyouts	No			
3. Staff Layoffs and/or Buyouts	No			
4. Reductions in Fringe Benefit Programs	No			
5. Eliminating Instructional Programs	No			
6. Eliminating other non-instructional Programs	No			
7. Other plans effecting employees	Yes		820,000	Eliminated 14 faculty and staff positions that were currently unfilled.
8. Professional Services	No			
9. Contracts	No			
8. Other Operating Expenditures	Yes		1,000,000	Reduced operating budgets.
9				
10				
11				
12				
Total Projected Dollar Impact on Budget			3,937,914	

You may insert additional rows if needed.
Report expenditure reductions as a positive amount.
Note: If you addressed any of these issues in other schedules, you may reference the schedule in the comment block above.

Comment Box:

OSUIT's FY25 operating budget included use of $4,120,822 of reserves to balance E&G operating costs not covered by State Appropriations, Tuition, and Mandatory Fees. A phased approach is being taken to balance the E&G budget without using reserve funds. For FY26, 14 faculty and staff positions (that were currently unfilled) are being eliminated for budget savings of $820,000 and operating budgets are being reduced by $1,000,000. These cost savings have helped to reduced use of reserves by a bit more than $2,000,000 for FY26.

Oklahoma State Regents for Higher Education
FY2026 Educational and General Budget Part I - SRA3 Background Data
Schedule XI - Legislative Response to FY2026 Budget Needs Request

Institution Name: OSU Institute of Technology

The FY2026 Budget Needs Survey included a worksheet named "Summary-Priorities Funding Form". In the last column, each institution was asked if they would seek "Direct Proposal Legislature" for each funding change. If your institution sought legislative support for your FY2026 budget needs, please provide a summary of the outcome of that request.

If your institution did not seek Legislative Support indicate "No Legislative Support Requested".

Legislative Request for Priority #_____

None

Drag row downward if additional space is needed.

Legislative Request for Priority #_____

None

Drag row downward if additional space is needed.

Legislative Request for Priority #_____

None

Drag row downward if additional space is needed.

Legislative Request for Priority #_____

None

Drag row downward if additional space is needed.

If additional legislative requests were made, please copy the above formats to the area below this row.

Oklahoma State Regents for Higher Education

655 Research Parkway, Suite 200
Oklahoma City, OK 73104

EDUCATIONAL AND GENERAL BUDGET - FY2025-2026
PART I - PRIMARY BUDGET

Schedule A
Summary of Educational and General Expenditures by Function

Agency #	**01400**
Institution Name:	**College of Veterinary Medicine**
President:	**Dr. Jim Hess**

Date Submitted: **June 26, 2025**

EXPENDITURES BY ACTIVITY/FUNCTION			
Activity Number	**Activity/Function**	**FY2025-2026 Amount**	**Percent of Total**
	Educational & General Budget - Part I:		
11	Instruction	22,335,699	38.8%
12	Research	10,092,336	17.5%
13	Public Service	15,496,572	26.9%
14	Academic Support	2,519,044	4.4%
15	Student Services	562,382	1.0%
16	Institutional Support	1,500,774	2.6%
17	Operation and Maintenance of Plant	5,063,652	8.8%
18	Scholarships and Fellowships	-	0.0%
	Total Expenditures by Activity/Function:	**57,570,459**	**100.0%**

FUNDING			
Fund Number	**Fund Name**	**FY2025-2026 Amount**	**Percent of Total**
	E&G Operating Revolving Fund:		
290	Revolving Funds	48,155,764	83.6%
290	State Appropriated Funds - Operations Budget	9,414,695	16.4%
290	State Appropriated Funds - Grants, Contracts and Reimbursements	-	0.0%
490	Federal Stimulus Funds - CARES and ARPA	-	0.0%
	Total Expenditures by Fund:	**57,570,459**	100.0%

EDUCATIONAL AND GENERAL BUDGET - FY2025-2026
PART I - PRIMARY BUDGET

Schedule A-1

Summary of Educational and General Expenditures by Function

Institution Name:	**College of Veterinary Medicine**

EXPENDITURES BY ACTIVITY/FUNCTION			
Activity Number	**Activity/Function**	**FY2025-2026 Amount**	**Percent of Total**
	Educational & General Budget - Part I:		
11	**Instruction**		
	General Academic Instruction	22,335,699	
	Vocational/Technical Instruction	-	
	Community Education	-	
	Preparatory/Remedial Instruction	-	
	Instructional Information Technology	-	
	Total Instruction:	**22,335,699**	**38.8%**
12	**Research**		
	Institutes and Research Centers	-	
	Individual and Project Research	10,092,336	
	Research Information Technology	-	
	Total Research:	**10,092,336**	**17.5%**
13	**Public Service**		
	Community Service	15,496,572	
	Cooperative Extension Service	-	
	Public Broadcasting Services	-	
	Public Service Information Technology	-	
	Total Public Service:	**15,496,572**	**26.9%**
14	**Academic Support**		
	Libraries	-	
	Museums and Galleries	-	
	Educational Media Services	544,310	
	Ancillary Support/Organized Activities	-	
	Academic Administration	1,974,734	
	Academic Personnel Development	-	
	Course and Curriculum Development	-	
	Academic Support Information Technology	-	
	Total Academic Support:	**2,519,044**	**4.4%**

Schedule A-1 (continued) - Summary of Educational and General Expenditures by Function

Institution Name: College of Veterinary Medicine

EXPENDITURES BY ACTIVITY/FUNCTION			
Activity Number	**Activity/Function**	**FY2025-2026 Amount**	**Percent of Total**
15	**Student Services**		
	Student Services Administration	-	
	Social and Cultural Development	-	
	Counseling and Career Guidance	-	
	Financial Aid Administration	-	
	Student Admissions	562,382	
	Student Records	-	
	Student Health Services	-	
	Student Services Information Technology	-	
	Total Student Services:	**562,382**	**1.0%**
16	**Institutional Support**		
	Executive Management	1,252,070	
	Fiscal Operations	-	
	General Administration	-	
	Public Relations/Development	248,704	
	Administrative Information Technology	-	
	Total Institutional Support:	**1,500,774**	**2.6%**
17	**Operation and Maintenance of Plant**		
	Physical Plant Administration	63,000	
	Building Maintenance	1,385,334	
	Custodial Services	675,000	
	Utilities	2,218,598	
	Landscape and Grounds Maintenance	-	
	Major Repairs and Renovations	721,720	
	Safety & Security	-	
	Logistical Services	-	
	Operation & Maintenance Information Technology	-	
	Total Operation and Maintenance of Plant:	**5,063,652**	**8.8%**
18	**Scholarships and Fellowships**		
	Scholarships	-	
	Fellowships	-	
	Resident Tuition Waivers	-	
	Nonresident Tuition Waivers	-	
	Total Scholarships and Fellowships:	**-**	**0.0%**
	Total Expenditures by Activity/Function:	**57,570,459**	**100.0%**

Oklahoma State Regents for Higher Education

EDUCATIONAL AND GENERAL BUDGET - FY2025-2026

PART I - PRIMARY BUDGET

Schedule B

Summary of Educational and General Expenditures by Object

Institution:	College of Veterinary Medicine

EXPENDITURES BY OBJECT			
Object Number	**Object of Expenditure**	**FY2025-2026 Amount**	**Percent of Total**
1	Personnel Services:		
1a	Teaching Salaries	12,862,608	22.3%
1b	Professional Salaries	10,070,364	17.5%
1c	Other Salaries and Wages	7,019,954	12.2%
1d	Fringe Benefits	9,146,897	15.9%
1e	Professional Services	-	0.0%
	Total Personnel Service	**39,099,823**	**67.9%**
2	Travel	596,549	1.0%
3	Utilities	2,646,544	4.6%
4	Supplies and Other Operating Expenses *	13,177,232	22.9%
5	Property, Furniture and Equipment	2,049,311	3.6%
6	Library Books and Periodicals	1,000	0.0%
7	Scholarships and Other Assistance	-	0.0%
8	Transfer and Other Disbursements **	-	0.0%
	Total Expenditures by Object	**57,570,459**	**100.0%**

Oklahoma State Regents for Higher Education

EDUCATIONAL AND GENERAL BUDGET - FY2025-2026
PART I - PRIMARY BUDGET

Schedule C
REPORT OF EDUCATIONAL AND GENERAL REVENUE, EXPENDITURES, AND UNOBLIGATED RESERVE

Institution Name:	College of Veterinary Medicine

Revenue Description	FY2025-2026 Amount	Percent of Total
1. Beginning Fund Balance July 1, 2025 (Cash Basis)	**16,500,000**	
2. Expenditures for Prior Year Obligations	**-**	
3. Unobligated Reserve Balance July 1, 2025 (line 1 - line 2)	**16,500,000**	**<--Formula**
4. Projected FY2026 Receipts:		
State Appropriated Funds - For Operations	9,414,695	16.4%
State Appropriated Funds - For Grants, Contracts and Reimbursements	-	0.0%
Federal Appropriations	-	0.0%
Local Appropriations	-	0.0%
Resident Tuition (includes tuition waivers)	5,005,350	8.7%
Nonresident Tuition (includes tuition waivers)	8,423,100	14.6%
Student Fees - Mandatory and Academic Service Fees	893,413	1.6%
Gifts, Endowments and Bequests	4,241,000	7.4%
Other Grants, Contracts and Reimbursements	20,851,532	36.2%
Sales and Services of Educational Departments	8,056,000	14.0%
Organized Activities Related to Educational Departments	-	0.0%
Technical Education Funds	-	0.0%
Other Sources	685,369	1.2%
Federal Stimulus Funds - CARES and ARPA	-	0.0%
5. Total Projected FY2026 Receipts	**57,570,459**	**100.0%**
6. Total Available (line 3 + line 5)	**74,070,459**	**<--Formula**
7. Less Budgeted Expenditures for FY2026 Operations	**57,570,459**	**<--Link to Sch A**
8. Projected Unobligated Reserve Balance June 30, 2026 (line 6 - line 7)	**16,500,000**	**<--Formula**

Schedule C-1 **Student Fees**	**Fund 290**	**Fund 700**	**Totals**
Mandatory Fees	667,888	-	667,888
Academic Service Fees	225,525	-	225,525
Total Student Fees	893,413	-	893,413
Difference Between Student Fees in cells B40 and C23	-	**N/A**	**N/A**

OKLAHOMA STATE REGENTS FOR HIGHER EDUCATION

EDUCATIONAL AND GENERAL BUDGET - FY2025-2026

PART I - PRIMARY BUDGET

Schedule C - 2
Cash Flow Requirements and the Use of Reserves

Institution Name:	College of Veterinary Medicine	Percentage Requirements	Amount	Percentage
1	**Amount of Cash Flow Reserves Used in the FY2025 Budget Request**		-	
2	**Budgeted Amounts from Schedule C:**			
A.	Budgeted expenditures for FY2026		57,570,459	100.00%
B.	Projected Reserves at June 30, 2026		16,500,000	28.66%

3	**Cash Flow Requirements - State Regents and Accreditation Agencies:**	**% Requirement**	**$ Requirements**	**% of Total Requirement**
A.	State Regents Cash Flow Target at 8.3% (1/12th)	8.3%	4,797,346	100.00%
B.	Additional Cash Flow Requirements in Addition to the 8.3%			
	Total Additional Cash Flow Required by Accreditation Agencies (beyond the 8.3%)		-	0.00%
C.	Total Cash Flow Requirements for OSRHE and Other Accrediting Agencies		4,797,346	100.00%
D.	Amount of Projected Reserves After Cash Flow Requirements are Met		11,702,654	

4	**Institution's Priorities for the Use of the Projected Reserves**		
B.	Amount of Reserves	16,500,000	
	Uses of Reserve:		
	Provide narrative to describe how the institutional reserve will be used in the future. Each use must be classified in one of the following 8 classifications; OSRHE 1/12th, Accreditation, Campus Safety, Renovation, Capitol Projects, Equipment and Technology, Complete College America, or Other Purposes. See example worksheet.	Amounts	**Classification:**
1		4,797,346	OSRHE 1/12th
2		-	Accreditation
3			Campus Safety
4	Renovation of teaching, student, and research space	2,000,000	Renovation
5	Teaching Laboratory/Classroom Updating	5,000,000	Capitol Projects
6	Repair and Upgrades to CVM Equipment	3,000,000	Equip & Technology
7			CCA
8	CVM Deferred Maintenance Projects including Mechanical and Electrical Updates and Roof Repair/Replacement	1,702,654	Other Purposes
	Total Priorities for Use of Reserves	16,500,000	0.00

Note: Add and expand rows as necessary to provide narrative to the above reserve priorities.

Oklahoma State Regents for Higher Education

EDUCATIONAL AND GENERAL BUDGET - FY2025-2026
PART II - SPONSORED BUDGET

Schedule A
Summary of Educational and General Sponsored Expenditures by Function

Institution Name:	College of Veterinary Medicine

EXPENDITURES BY ACTIVITY/FUNCTION			6/26/2025
Activity Number	**Activity/Function**	**FY2025-2026 Amount**	**Percent of Total**
	Educational & General Budget - Part II:		
	Instruction	$ 2,000,000	19.3%
	Research	8,275,000	80.0%
	Public Service	75,000	0.7%
	Academic Support	-	0.0%
	Student Services	-	0.0%
	Institutional Support	-	0.0%
	Operation and Maintenance of Plant	-	0.0%
	Scholarships and Fellowships	-	0.0%
21	**Total E&G Part II:**	**$ 10,350,000**	**100.0%**

FUNDING			
Fund Number	**Fund Name**	**FY2025-2026 Amount**	**Percent of Total**
430	**Agency Relationship Fund**	$ 10,350,000	100.0%
	Total Expenditures by Fund:	**$ 10,350,000**	**100.0%**

Oklahoma State Regents for Higher Education

EDUCATIONAL AND GENERAL BUDGET - FY2025-2026
PART II - SPONSORED BUDGET

Schedule B
Summary of Educational and General Sponsored Expenditures by Object

Institution:	College of Veterinary Medicine

EXPENDITURES BY OBJECT			
Object Number	**Object of Expenditure**	**FY2025-2026 Amount**	**Percent of Total**
1	Personnel Services:		
1a	Teaching Salaries	$ 1,552,500	15.0%
1b	Professional Salaries	931,500	9.0%
1c	Other Salaries and Wages	-	0.0%
1d	Fringe Benefits	1,035,000	10.0%
1e	Professional Services	-	0.0%
	Total Personnel Services	**$ 3,519,000.00**	**34.0%**
2	Travel	103,500	1.0%
3	Utilities	-	0.0%
4	Supplies and Other Operating Expenses	3,415,500	33.0%
5	Property, Furniture and Equipment	3,312,000	32.0%
6	Library Books and Periodicals	-	0.0%
7	Scholarships and Other Assistance	-	0.0%
8	Transfer and Other Disbursements	-	0.0%
	Total Expenditures by Object	**$ 10,350,000**	**100.0%**

Oklahoma State Regents for Higher Education

EDUCATIONAL AND GENERAL BUDGET - FY2025-2026
PART II - BUDGET FOR SPONSORED RESEARCH AND OTHER SPONSORED PROGRAMS

Schedule C
REPORT OF EDUCATIONAL AND GENERAL INCOME, EXPENDITURES, AND UNOBLIGATED RESERVE

Institution:	College of Veterinary Medicine

Receipt Description	FY2025-2026 Amount	Percent of Total
1. Beginning Fund Balance July 1, 2025 (Cash Basis)	**$ -**	
2. Expenditures for Prior Year Obligations	**$ -**	
3. Unobligated Reserve Balance July 1, 2025 (line 1 - line 2)	**$ -**	
4. Projected Receipts FY2026:		
Department of Agriculture	800,000	7.7%
Department of Commerce	-	0.0%
Department of Defense	300,000	2.9%
Department of Education	20,000	0.2%
Department of Energy	-	0.0%
Department of Health and Human Services	40,000	0.4%
Department of Homeland Security	-	0.0%
Department of Justice	-	0.0%
Department of Transportation	-	0.0%
National Aeronautics and Space Administration	-	0.0%
National Institutes of Health	3,500,000	33.8%
National Science Foundation	-	0.0%
Other Federal Agencies	2,250,000	21.7%
City and County Government	-	0.0%
Commercial and Commercial Related	880,000	8.5%
Foundations	150,000	1.4%
Other Non-Federal Sources	160,000	1.5%
Other Universities and Colleges	1,850,000	17.9%
State of Oklahoma	400,000	3.9%
5. Total Projected FY2026 Receipts	**$ 10,350,000**	100.0%
6. Total Available (line 3 + line 5)	**$ 10,350,000**	
7. Less Budgeted Expenditures for FY2026 Operations	**$ 10,350,000**	
8. Projected Unobligated Reserve Balance June 30, 2026 (line 6 - line 7)	**$ -**	

Oklahoma State University
Stores & Services Fund Summary
Fiscal Year 2025-26

College of Veterinary Medicine			Professional Salaries	Other Salaries	Fringe Benefits	Supplies & Other Operating Exp	Property, Furniture & Equipment	Travel	Utilities	Library Books & Periodicals	Transfers & Other Distr	Total
C500 - Dean of Veterinary Medicine	150101 - Dean of Veterinary Medicine	240900 - Erp Stores/Services				$53,000			$17,000			**$70,000**
		Total				**$53,000**			**$17,000**			**$70,000**
	150102 - Veterinary Pathobiology	240600 - Clinical Parasitolog	$1,061		$1,939							**$3,000**
		240650 - Vpb Flow Cytometry				$10,000	$20,000					**$30,000**
		Total	**$1,061**		**$1,939**	**$10,000**	**$20,000**					**$33,000**
	150105 - Okla Veterny Medcl Teaching Hosp	240400 - Pharmacy Stores	$58,500	$90,339	$52,585	$1,783,576	$15,000					**$2,000,000**
		Total	**$58,500**	**$90,339**	**$52,585**	**$1,783,576**	**$15,000**					**$2,000,000**
	Total		**$59,561**	**$90,339**	**$54,524**	**$1,846,576**	**$35,000**		**$17,000**			**$2,103,000**
Total			**$59,561**	**$90,339**	**$54,524**	**$1,846,576**	**$35,000**		**$17,000**			**$2,103,000**

Oklahoma State University
Auxiliary Enterprise Fund Summary
Fiscal Year 2025-26

College of Veterinary Medicine			Professional Salaries	Other Salaries	Fringe Benefits	Supplies & Other Operating Exp	Property, Furniture & Equipment	Travel	Utilities	Library Books & Periodicals	Transfers & Other Distr	Total
C500 - Dean of Veterinary Medicine	150101 - Dean of Veterinary Medicine	327200 - Campus Activities		$66,640	$10,000	$58,360	$5,000					**$140,000**
		328018 - Vet Confrs	$12,949		$3,584	$91,411		$25,000				**$132,944**
		Total	**$12,949**	**$66,640**	**$13,584**	**$149,771**	**$5,000**	**$25,000**				**$272,944**
	150103 - Veterinary Clinical Sciences	326100 - Ross Univ Externship		$36,795	$13,000							**$49,795**
		328510 - Cvhs Ranch Amimal Ac				$40,000						**$40,000**
		Total		**$36,795**	**$13,000**	**$40,000**						**$89,795**
Total			**$12,949**	**$103,435**	**$26,584**	**$189,771**	**$5,000**	**$25,000**				**$362,739**

Oklahoma State Regents for Higher Education
655 Research Parkway, Suite 200
Oklahoma City, OK 73104

EDUCATIONAL AND GENERAL BUDGET
FISCAL YEAR FY2025-2026

Schedule F and G

STATEWIDE PROGRAM CODE: Higher Education (Input)

SUMMARY OF EXPENDITURES BY FUNCTION AND OBJECT

Agency #: 01400 | Date Submitted: June 26, 2025
Institution Name: College of Veterinary Medicine | Presidents Name: Dr. Jim Hess

Object Codes	10	20	31	30	40	42	50	60	
Object	Personnel Services	Travel	Utilities	Supplies & Other Operating Expenses	Property, Furniture, & Equipment	Library Books and Periodicals	Scholarships & Other Assistance Net of Waivers	Transfers & Other Disbursements	TOTALS
Activity & Sub-Activity/Function:									
11 Instruction	19,091,617	292,599	789,244	1,991,510	170,729	-	-	-	22,335,699
12 Research	5,793,655	172,000	-	2,824,181	1,301,500	1,000	-	-	10,092,336
13 Public Service	10,495,681	85,500	29,000	4,664,691	221,700	-	-	-	15,496,572
14 Academic Support	2,067,156	42,350	-	319,437	90,101	-	-	-	2,519,044
15 Student Services	307,671	1,600	-	45,830	207,281	-	-	-	562,382
16 Institutional Support	225,155	2,500	-	1,272,119	1,000	-	-	-	1,500,774
17 Operation. & Maintenance. of Plant	1,118,888	-	1,828,300	2,059,464	57,000	-	-	-	5,063,652
18 Scholarships (Net of Tuition Waivers)	-	-	-	-	-	-	-	-	-
11 Total E&G Part I - Fund 290	**39,099,823**	**596,549**	**2,646,544**	**13,177,232**	**2,049,311**	**1,000**	**-**	**-**	**57,570,459**
Hyperion Account Code	**511130**	**521110**	**531160**		**541110**		**552110**	**562130**	
Entry into CORE E&G Part I - Fund 290	**39,099,823**	**596,549**		**15,823,776**		**2,050,311**	**-**	**-**	**57,570,459**
49 Total E&G Part I - Fund 490	**-**	**-**	**-**	**-**	**-**	**-**	**-**	**-**	**-**
49 Entry into CORE E&G Part I - Fund 490 (CARES)	**-**	**-**		**-**		**-**	**-**	**-**	**-**
97 Total E&G Part I - Fund 497	**-**	**-**	**-**	**-**	**-**	**-**	**-**	**-**	**-**
97 Entry into CORE E&G Part I - Fund 497 (ARP)	**-**	**-**		**-**		**-**	**-**	**-**	**-**
21 Total E&G Part II *Cells linked to Sch. B-II--->*	**3,519,000**	**103,500**	**-**	**3,415,500**	**3,312,000**	**-**	**-**	**-**	**10,350,000**
Hyperion Account Code	**511130**	**521110**	**531160**		**541110**		**552110**	**562130**	
Entry into CORE E&G Part II	**3,519,000**	**103,500**		**3,415,500**		**3,312,000**	**-**	**-**	**10,350,000**
Total Allotment	**42,618,823**	**700,049**	**2,646,544**	**16,592,732**	**5,361,311**	**1,000**	**-**	**-**	**67,920,459**

Schedule G

Hyperion Account Code			511130	521110	531160		541110		552110	562130	
700 Fund No.	Activity No.	Sub-Activity No.	Personnel Services	Travel	Utilities	Supplies & Other Operating Expenses	Property, Furniture, & Equipment	Library Books and Periodicals	Scholarships & Other Assistance	Transfers & Other Disbursements	Total Budgeted Amount
Fund 7XX			-	-	-	-	-	-	-	-	-
Fund 789	89		-	-	-	-	-	-	-	-	-
Fund 790	85		-	-	-	-	-	-	-	-	-

11 Entry into CORE E&G Part I - Fund 290	57,570,459
49 Entry into CORE E&G Part I - Fund 490 (CARES)	-
97 Entry into CORE E&G Part I - Fund 497 (ARP)	-
21 Entry into CORE E&G Part II	10,350,000
G Entry into CORE Fund 700	-
G Entry into CORE Fund 789	-
G Entry into CORE Fund 790	-
Total Allotment	67,920,459

Oklahoma State Regents for Higher Education

Consolidated Capital Budgets
Fiscal Year 2025-2026

Schedule H
Various Funds by Institution

Institution Agency # and Name:	**01400**		**College of Veterinary Medicine**
Date Submitted:	**June 26, 2025**	**President:**	**Dr. Jim Hess**

Fund No.	Activity No.	Sub-Activity No.	Total Budgeted Amount -- Account 5400000
295	90	00001	$ 500,000
340	90	00001	$
450	90	00001	$
600	90	00001	$
650	90	00001	$
Other Funds -- Please List:			
470	90	00001	$
479	90	00001	$ 50,000,000
485	90	00001	$
495	90	00001	$ 500,000
	90	00001	$
TOTAL			**$ 51,000,000**

Oklahoma State Regents for Higher Education
FY2026 Educational and General Budget - SRA3 Background Data
Schedule 1 - Continuing Full-Time Faculty and Full-Time Staff Salary Changes

Institution Name:	College of Veterinary Medicine
Contact Person's Name and Phone #:	Chris Kuwitzky, 405-744-2690

1. Percentage Salary Changes For Continuing Filled Positions

Percentage Salary Changes for Continuing Filled Positions	President	Number of Faculty [1]	Number of Administrative and Professional Staff (Exempt) [2]	Number of Other Staff (Non-exempt) [3]	Total
-% (Number receiving a salary decrease)	-	-	-	-	-
0% (Number receiving no salary change)	-	121	48	125	294
0.1% to 2.9%	-	-	-	-	-
3.0% to 4.9%	-	-	-	-	-
5.0% to 6.9%	-	-	-	-	-
7.0% to 9.9%	-	-	-	-	-
10.0% to 14.9%	-	-	-	-	-
15% or more	-	-	-	-	-
Total Number of Continuing Employees	-	121	48	125	294
Range of Percentage Changes:	For Pres - Use same %				
Lowest Percentage Change	0.00%	0.00%	0.00%	0.00%	0.00%
Highest Percentage Change	0.00%	0.00%	0.00%	0.00%	0.00%
Average Percentage Change	0.00%	0.00%	0.00%	0.00%	0.00%

Average Salary Change - For All Continuing Employees

	President	Faculty	Professional	Other Staff	Total
Total Number of Continuing Employees	-	121	48	125	294
Amount of Salary Change	-	-	-	-	-
Average Salary Change	#DIV/0!	0	0	0	0

Average Salary Change - For All Continuing Employees Receiving a Salary Increase

Total Number of Employees With Salary Inc.	-	-	-	-	-
Amount of Salary Change	-	-	-	-	-
Average Salary Change	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!

Board Approval date for Budget	Approval Date: -->	June 13, 2025
Effective Start Date of Salary Program	Starting Date: -->	N/A
Date President's Salary will be Considered	Consider Date: -->	N/A
Will your institution considering an employee salary or stipend program later in the fiscal year? If yes, explain in comment section below.	No	Date: ------> <-----Yes or No N/A

2. Faculty and Employee Promotions

# of Employees Receiving Increases due to Promotions and Changes in Rank	-	4	-	-	4
Amount of Salary Increases provided due to Promotions and Changes in Rank	-	18,500.00	-	-	18,500.00
Average of Salary Increases Based on Promotions and Changes in Rank	#DIV/0!	4,625.00	#DIV/0!	#DIV/0!	4,625.00

3. Other Salary Adjustments - Such as Cell Phones, Etc.

# of Employees Receiving Increases due to Other Salary Adjustments	-	-	-	-	-
Amount of Salary Adjustments	-	-	-	-	-
Average of Salary Adjustments	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!
Explanation:					

4. Stipend Program

# of Employees Receiving a Stipend	-	-	-	-	-
Amt of One-time Stipends	-	-	-	-	-
Average Stipend Increase	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!
Average Stipend Percentage Increase	0.0%	0.0%	0.0%	0.0%	0.0%

Write in the effective dates of the FY2026 stipend program:	Starting Date: ----->	

5. Comments About Salaries, Promotions and/or Stipend Program:

(Drag Row 55 if more space needed)

Oklahoma State Regents for Higher Education

Schedule 1-A - Methodology for Changes in Compensation - FY2026

Institution Name: College of Veterinary Medicine

	METHODOLOGY FOR CHANGES IN COMPENSATION			
	What methodology is used for compensation changes?	**For Faculty**	**For Administrative and Professional Staff**	**For Other Staff**
1	Performance-based merit evaluation	N/A	N/A	N/A
2	Across-the-board	N/A	N/A	N/A
3	Combination of performance-based and across-the-board	N/A	N/A	N/A
	List criteria for performance-based merit evaluation: (Add rows if needed)	**For Faculty**	**For Administrative and Professional Staff**	**For Other Staff**
1				
2				
3				
4				
5				
6				
	Elaborate if compensation changes are based on combination of performance-based and across-the-board changes:	**For Faculty**	**For Administrative and Professional Staff**	**For Other Staff**
1				
2				
3				
4				
5				
6				

Oklahoma State Regents for Higher Education
FY2026 Educational and General Budget Part I - SRA3 Background Data
Schedule 1-b - Salaries of Chief Administrative, Dean's and Professional Positions

Institution Name:	College of Veterinary Medicine			
President's Name	Dr. Jim Hess			
Principal Position	**Actual FY2025**	**Budgeted FY2026**	**Dollar Change**	**Percentage Increase**
President (Salary Only - Exclude Allowances)			-	#DIV/0!
Vice Presidents:				
Chief Administrative Officer			-	#DIV/0!
Chief Academic Officer			-	#DIV/0!
Chief Business Officer			-	#DIV/0!
Chief Development Officer			-	#DIV/0!
Chief Student Affairs Officer			-	#DIV/0!
List Other Vice Presidents in Rows 69 through 75			-	#DIV/0!
Instruction:				
Deans (List): (Insert rows if needed)				
Arts and Sciences			-	#DIV/0!
Business			-	#DIV/0!
Education			-	#DIV/0!
Liberal Arts/Humanities			-	#DIV/0!
Math & Science			-	#DIV/0!
Graduate College			-	#DIV/0!
List Other Deans in Rows 59 to 69.			-	#DIV/0!
			-	#DIV/0!
Academic Support:				
Academic Dean			-	#DIV/0!
Director/Dean of Library			-	#DIV/0!
Student Services:				
Dean/Director of Student Services			-	#DIV/0!
Chief Admissions Officer			-	#DIV/0!
Registrar			-	#DIV/0!
Director of Financial Aid			-	#DIV/0!
Institutional Support:				
Chief Legal Counsel			-	#DIV/0!
Controller or Accounting Professional			-	#DIV/0!
Chief Public Relations Officer			-	#DIV/0!
Director of Institutional Research			-	#DIV/0!
Director of Development			-	#DIV/0!
Physical Plant:				
Director of Physical Plant			-	#DIV/0!
Technology:				
Chief Information Systems Officer			-	#DIV/0!

Comments: Exclude all allowances from reported salaries.

Institution Comments:

NOTE: Schedules I, I-a and I-b must be resubmitted to this office when there is a change in your institution's salary program and anytime the president's salary amount is changed.

Oklahoma State Regents for Higher Education
FY2026 Educational and General Budget Part I - SRA3 Background Data
Schedule 1-b - Salaries of Chief Administrative, Dean's and Professional Positions

Principal Position	Actual FY2025	Budgeted FY2026	Dollar Change	Percentage Increase
Other Vice Presidents:				
			-	#DIV/0!
			-	#DIV/0!
			-	#DIV/0!
			-	#DIV/0!
			-	#DIV/0!
			-	#DIV/0!
			-	#DIV/0!
			-	#DIV/0!
			-	#DIV/0!
			-	#DIV/0!
			-	#DIV/0!
Other Deans:				
			-	#DIV/0!
			-	#DIV/0!
			-	#DIV/0!
			-	#DIV/0!
			-	#DIV/0!
			-	#DIV/0!
			-	#DIV/0!
			-	#DIV/0!
			-	#DIV/0!
			-	#DIV/0!
			-	#DIV/0!
Other Positions:				

Oklahoma State Regents for Higher Education
FY2026 Educational and General Budget Part I - SRA3 Background Data
Schedule II - Changes in Full-Time Faculty Positions

Institution Name:---------->	College of Veterinary Medicine

Report the full-time faculty positions that will increase or decrease the number of teaching faculty from that of the previous year. If a faculty member in a department has retired or resigned and is to be replaced by a new hire, do not report below.

New Full-Time Faculty Positions For FY2026

Rank (specify Professor, Assistant Professor, Associate Professor, Instructor, Lecturer)	Department	CIP 2010 -Primary Field of Study UDS Record 8 - Element 51	FTE	Budgeted Salaries
Associate/Assistant Professor	Clinical Sciences	51	6.0	1,010,000
TOTAL New Faculty Positions:			6.0	1,010,000

Note: Use additional pages or insert rows as needed.

Reduction in Full-Time Faculty Positions for FY2026:

Rank (specify Professor, Assistant Professor, Associate Professor, Instructor, Lecturer)	Department	CIP 2010 -Primary Field of Study UDS Record 8 - Element 51	FTE	Budgeted Salaries
TOTAL Reduction in Faculty Positions for FY2026			0.0	-

Note: The changes in faculty positions will automatically update Schedule II-b.

Comments: The CIP Description should be reported at the 2 digit level. This is the primary Field of Study reported on UDS Record 8, Element 51.

Schedule II-1 - Number of Part-Time & Adjunct Faculty, Teaching & Research Graduate Assistants and Part-Time Professional and Other Staff

FY2026 - Number of Adjunct Faculty (Use Unduplicated Headcount)	FY2026 - Projected Number of Adjunct Faculty (Use Unduplicated Headcount)	Change in Budgeted Number of Headcount (Formula)	* Avg. credit hours taught per Adjunct	* Maximum Credit Hours Taught per Adjunct
0	0	0		

FY2026 - Number of Part-Time Faculty (Use Unduplicated Headcount)	FY2026 - Projected Number of Part-Time Faculty (Use Unduplicated Headcount)	Change in Budgeted Number of Headcount (Formula)	* Avg. credit hours taught per Part-Time Faculty	* Maximum Credit Hours Taught per Part-Time Faculty
0	0	0		

** FY2026 Number of Teaching Graduate Assistants (Use Unduplicated Headcount)	FY2026 - Projected Number of Graduate Teaching Assistants (Use Unduplicated Headcount)	Change in Budgeted Number of Headcount (Formula)	* Avg. credit hours taught per GA	* Maximum Credit Hours Taught per GA
27	27	0		

** FY2026 Number of Research Graduate Assistants (Use Unduplicated Headcount)	FY2026 - Projected Number of Graduate Teaching Assistants (Use Unduplicated Headcount)	Change in Budgeted Number of Headcount	N-A	N-A
32	32	0	N-A	N-A

FY2026 - Number of Part-Time Professional Staff (Use Unduplicated Headcount)	FY2026 - Projected Number of Professional Staff	Change in Budgeted Number of Headcount (Formula)	N-A	N-A
0	0	0	N-A	N-A

FY2026 - Number of Part-Time Other Staff (Use Unduplicated Headcount)	FY2026 - Projected Number of Other Staff	Change in Budgeted Number of Headcount (Formula)	N-A	N-A
7	7	0	N-A	N-A

FY2026 - Total Part-Time Employees (This is a formula)	FY2026 Projected # of Part-Time Employees (Formula)	Change in Budgeted Number of Headcount (Formula)	N-A	N-A
66	66	0	N-A	N-A

*** Report the average and maximum credit hours based on the fall semester.**

FY2026 Educational and General Budget Part I - SRA3 Background Data

Schedule II-a - Changes in Professional and Classified Positions

Institution Name:	College of Veterinary Medicine

List below the full-time professional and classified positions that will increase and/or decrease the number of professional and classified positions above that of the previous year's original budget. If an employee has retired or resigned and is to be replaced by a new hire, do not report below.

Increase in New Full-Time Professional Positions for FY2026

Position Title	E&G Activity/Function Budgeted	Number	Salary
Example: Recruitment Specialist	Student Services	1	36,000
Clinical Skills Assistant Director	Instruction	1	100,000
TOTAL New Professional Positions:		1	100,000

Note: Insert additional rows or use additional pages if needed.

Reduction in Full-Time Professional Positions for FY2026:

Position Title	E&G Activity/Function Budgeted	Number	Salary
TOTAL Reduction in Professional Positions for FY2026		0	-

Comments:

Note: The changes in professional and classified positions will automatically update Schedule II-b.

Changes in Full-Time Classified Positions for FY2026:

	Increase	Decrease	Net Change
Changes in Full-Time Classified Staff			
Example: Change in Number of Positions:	3	2	1
Example: Change in Salary of Positions:	$60,000	$40,000	$20,000
Actual Changes in Number of Positions	3		3
Actual Changes in Salary of Positions	$120,000		$120,000

Comments:

Number of Continuing Unfilled Positions Not Reported on Schedule I, II, or IIa

Number of Full-Time and Part-Time Positions	Comments (if any)	Number	Budgeted Salary
President		0	-
Faculty Positions		26	3,625,042
Professional Positions		4	389,742
Classified Positions		16	494,177
Totals		46	4,508,961

Note 1: This section excludes any positions previously reported on Schedule I, II, and Rows 10 through 43 on Schedule IIA

FY2026 Educational and General Budget Part I - SRA3 Background Data
Schedule II-b - Summary of Changes in Budgeted Faculty, Professional and Classified Positions

NOTE: THIS WORKSHEET IS LINKED TO SCHEDULES I, II & II-1 AND II-A. DO NOT INPUT DATA INTO THIS FORM.

Institution Name:	College of Veterinary Medicine

FULL-TIME POSITIONS TO BE ADDED AND/OR ELIMINATED IN FY2026						
	Added Positions		Eliminated Positions		Net Changes	
Employee Classifications:	New Positions	Salary	Positions	Salary	Net Changes	Net Change in Salary
Faculty	6	1,010,000	0	0	6	1,010,000
Professional Staff	1	100,000	0	0	1	100,000
Classified Staff	3	120,000	0	0	3	120,000
TOTAL	10	1,230,000	0	0	10	1,230,000
				Crossfoot --->	10	1,230,000

Number of Full-Time and Part-Time Employees Paid or Partially Paid from E&G I Funds:	From Sch I	From Sch II-b	From Sch II-b	Formula	From Sch II	From Sch II	Formula		
Employee Classification	Continuing Employees from Schedule I	New Positions	Eliminated Positions	Total Full-Time Employees	# of Part-Time Faculty, Adjunct, and Grad Assistants	# of Part-Time Professionals, Research Assistants and Other Staff	Total Full-Time and Part-Time Employees	Add Unfilled Positions on July 1, 2025	Total Budgeted Positions for FY2026
President	0			0			0	0	0
Faculty	121	6	0	127	27		154	26	180
Professional	48	1	0	49		32	81	4	85
Classified or Other Employees	125	3	0	128		7	135	16	151
Totals	294	10	0	304	27	39	370	46	416

FY2026 Educational and General Budget Part I - SRA3 Background Data
Schedule III - Course Section and Enrollment Data

Institution Name:	College of Veterinary Medicine

	ENROLLMENT DATA				COURSE SECTION DATA [1]	
Location [2]	Fall Semester 2024 (FY2025) FTE	Fall Semester 2024 (FY2025) Headcount	Fall Semester 2025 (FY2026) Projected FTE	Fall Semester 2025 (FY2026) Projected Headcount	Number of Course Sections Offered, Fall 2024 (FY2025)	Projected Number of Course Sections Offered, Fall 2025 (FY2026)
Main Campus						
Branch Campus - List enrollment for each branch						
CVM	425	425	425	425	454	484
Total Branch Campuses	425	425	425	425	454	484
Centers						
Off-Campus						
Total	425	425	425	425	454	484

[1] ***Organized classes, excluding individual instruction and lab classes***

[2] ***Do not duplicate enrollment counts. A student enrolled on Main Campus and A branch campus should be reported in only one location.***

CHANGES IN ENROLLMENT DATA:

Changes in Student FTE - Fall Semesters	-	<--- Formula
Changes in Student Headcount - Fall Semesters	-	<--- Formula
Changes in Course Sections - Fall Semesters	30	<--- Formula

STUDENT/FACULTY RATIOS:

Please indicate your institution's student-to-faculty ratio:	4	<--- FY2025	Example: For a 18:1 ratio, report 18
(Calculation: FTE Student Enrollment divided by FTE Faculty)	4	<--- FY2026	Example: For a 19.5:1 ratio, report 20

ANNUALIZED STUDENT FTE (SUMMER, FALL & SPRING)

Actual Student FTE - Annualized	848	<--- FY2025
Projected Student FTE - Annualized	850	<--- FY2026
Change in Student FTE	2	<--- Formula
Percent Change in Student FTE	0.2%	<--- Formula

Date Prepared: April 27, 2005 - Date Revised: May 18, 2009 - Date Printed; 6/4/2025 12:32 PM

Oklahoma State Regents for Higher Education
FY2026 Educational and General Budget Part I - SRA3 Background Data
Schedule IV - Changes in Mandatory Costs - Update

Institution Name	College of Veterinary Medicine			
Description of Mandatory Costs:	**FY2026 Mandatory Costs Per Budget Needs Survey**	**Updated Projections to FY2026 Mandatory Costs**	**Changes from Original Projection**	**Comments:** (If additional space is needed insert at bottom of form)
A. Costs to Annualize FY2026 Salary Program		**N/A**	**N/A**	**Not Reported for the SRA3**
~~1. Salaries~~		**N/A**	**N/A**	**Not Reported for the SRA3**
~~2. Benefits and Payroll Taxes applicable to Salary Annualization~~		**N/A**	**N/A**	**Not Reported for the SRA3**
B. Changes in Costs of Fringe Benefits and Payroll Taxes: (Exclude benefits & taxes based on salary increases)	**FY2026 Mandatory Costs Per Budget Needs Survey**	**Updated Projections to FY2026 Mandatory Costs**	**Changes from Original Projection**	**Report Continuing Employees only - Do not report benefits & taxes for New Positions Budgeted in FY2026**
1. Social Security	68,155	68,155	-	
2. MQFE	16,613	16,613	-	
3. Health Insurance	162,686	162,686	-	
4. Dental Insurance			-	
5. Life Insurance	2,259	2,259	-	
6. Long and Short Term Disability			-	
7. Oklahoma Teachers Retirement - Employee	11,458	11,458	-	
8. Oklahoma Teachers Retirement - Employer Share	55,478	55,478	-	
8a. Optional Retirement Plans - OU and OSU			-	
9. Workers Compensation	5,810	5,810	-	
10. Unemployment Compensation Payments	578	578	-	
11. Other Insurance and Payroll Taxes - From List Below	-	-	-	<--Column D is Linked to Cell D72 below
Total Cost of Fringe Benefits and Payroll Taxes	**323,037**	**323,037**	**-**	<--Formulas
C. Changes in Costs of Non-Compensation Requirements:				**Sub-Total Each Object of Expenditure**
1. Professional Services:				
Accounting and Aduititing Services			-	
Legal Services			-	
Engineer Services			-	
Other Professional Services - From List Below	-	-	-	<--Column D is Linked to Cell D95 below
Total Professional Services	**-**	**-**	**-**	<--Formulas
2. Utilities:				
Natural Gas	36,267	36,267	-	
Electricity	54,401	54,401	-	
Water, Sewage, Etc.			-	
Other Utilities:		-	-	
Total Utilities	**90,668**	**90,668**	**-**	<--Formulas
3. Travel:			**-**	<--Formulas
4. Supplies and Other Current Expenses:				
Equipment Maintenance/Service Contracts:			-	
Privatization Contracts (Housekeeping, Maintenance, etc.)			-	
Mandatory Institutional Memberships			-	
Gasoline			-	
Risk Management:				
Property Insurance			-	
Vehicles			-	
Aircraft			-	
Tort Liability			-	
Director and Officers Liability			-	
Other Insurance			-	
Telephone/Communications			-	
Other Supplies and Other Current Expenses - From List Below	-	-	-	<--Column D is Linked to Cell D80 below
Total Supplies and Other Current Expenses:	**-**	**-**	**-**	<--Formulas
5. Equipment, Property and Furniture:				
Information Technology Software and Equipment			-	
Other Equipment, Property and Furniture - From List Below	-	-	-	<--Column D is Linked to Cell D86 below
Total Mandatory Equipment, Property and Furniture	-	-	-	<--Formulas
6. Mantatory Library Periodicals and Subscriptions			**-**	<--Formulas
7. Scholarships			**-**	<--Formulas
8. Transfers and Other Disbursements			**-**	<--Formulas
9. Total Non-Compensation Mandatory Costs	**90,668**	**90,668**	**-**	<--Formulas
10. Total Mandatory Cost Changes	**413,705**	**413,705**	**-**	<--Formulas
B.11. List other Benefits and Payroll Taxes: (Enter total in B11(Cell C23 and D23) above)				
1.			-	
2.			-	
3.			-	
4.			-	
Other Benefits and Payroll Taxes (From M69)		-	-	Cell D71 is linked to Cell M69
Total Other Benefits and Payroll Taxes: (Insert rows if needed)	**-**	**-**	**-**	<--Formulas (Linked to section B. 11 Above)
C.4. Report Other Supplies & OCE Costs: (Enter total in Cell C53 and D53 above)				
Credit Card Fees			-	
Postage costs			-	
Governing Board Assessment			-	
			-	
Other Supplies & OCE Costs (From M78)		-	-	Cell D79 is linked to Cell M78
Total Other Supplies & OCE Costs: (Insert rows if needed)	**-**	**-**	**-**	<--Formulas (Linked to section C. 4 Above)
C.5. Report Other Equip, Property and Furniture Costs: (Enter total in Cell C58 and D58 above)				
			-	
			-	
Other Equipment, Property and Furniture (From M87)		-	-	Cell D85 is linked to Cell M87
Other Equipment, Property and Furniture: (Insert rows if needed)	**-**	**-**	**-**	<--Formulas (Linked to section C. 5 Above)
C.1. Report Other Professional Services: (Enter total in Cell C30 and D30 above)				
			-	
			-	
			-	
			-	
			-	
Other Professional Services (From M95)		-	-	Cell D94 is linked to Cell M95
Total Other Professional Services: (Insert rows if needed)	**-**	**-**	**-**	<--Formulas (Linked to Cell C27 Above)

FY2026 Educational and General Budget Part I - SRA3 Background Data
Schedule V - Tuition Waivers and Scholarships

Institution Name:	College of Veterinary Medicine

TUITION WAIVERS AND SCHOLARSHIPS - E&G I BUDGET				
	FY2025	FY2026	Dollar Change	Percent Change
Resident Tuition Waivers - 5%	$ -	$ -	$ -	#DIV/0!
Resident Tuition Waivers - (outside the 5% limitation)	$ -	$ -	$ -	#DIV/0!
Nonresident Tuition Waivers	$ -	$ -	$ -	#DIV/0!
Total Tuition Waivers	$ -	$ -	$ -	#DIV/0!
Scholarships (paid from E&G I funds)	$ -	$ -	$ -	#DIV/0!
Total Tuition Waivers and Scholarships	**$ -**	**$ -**	**$ -**	**#DIV/0!**

Note: The total for the FY2025 and FY2026 column (Cell C14) should be the same number reported on Schedule A, A-1, B and Schedule E of the SRA3.

Report the amount of resident and nonresident tuition waivers and scholarships granted to Graduate Teaching and Research Assistants that are included in the above totals.	$ -	$ -	$ -	#DIV/0!
Report the amount of tuition waivers granted to Concurrently Enroll High School Seniors. See worksheet named "Changes in FY2026".	$ -	$ -	$ -	#DIV/0!
Comments:				

FY2026 Educational and General Budget Part I - SRA3 Background Data
Schedule VI - Institutional Response to the FY2026 Budget Request

College of Veterinary Medicine

Comments:

The fiscal year 2026 proposed budget for the College of Veterinary Medicine reflects continued support from the legislature through allocation of funds to the OSU Veterinary Medical Authority for use at the OSU College of Veterinary Medicine. The total amount expected to be received by the college from the Veterinary Medical Authority in Fiscal year 2026 is approximately $19.3M, accounting for a little over 33% of our total budget. These dollars include recurring appropriations to support the operations at the college, specifically in recruiting and retaining veterinary specialists, increased professional and technical staff and in supporting the training and learning of our veterinary students. It also includes continued funding for the Lee Denney Scholarship program with provides scholarships to Oklahoma residents pursuing a DVM degree who are committed to practicing in communities with populations of 25,000 or fewer. This continued legislative support has allowed the College of Veterinary Medicine to hold tuition and mandatory fees flat for the seventh straight year, an important goal of the CVM administration. In addition to helping ease the burden on current students, keeping tuition rates steady helps keep CVM competitive with its peers. Tuition and mandatory fees are now 75.1% of peer institutions for resident tuition and 80.7% of peers in non-resident rates.

Note: Schedule VI-A provides specific budget actions taken to develop the FY2026 budget request. This schedule allows the President or Vice President to provide additional narrative about the impact of this budget request.

FY2026 Educational and General Budget - SRA3 Background Data
Schedule VI-A - Specific Budget Actions Taken in the Development of the FY2026 Budget

Institution Name:	College of Veterinary Medicine

Budget Actions: Actions Affecting Income:	Yes or No	# of Employees	Projected Dollar Impact on Budget	Comments - Describe Actions Taken - See Note Below
Increase Tuition and Mandatory Fees	No	N/A		
Increase Academic Service fees	No	N/A		
Use of Reserves	No	N/A		
Actions Affecting Expenditures:				
1. Furloughs	No			
2. Faculty Layoffs and/or Buyouts	No			
3. Staff Layoffs and/or Buyouts	No			
4. Reductions in Fringe Benefit Programs	No			
5. Eliminating Instructional Programs	No			
6. Eliminating other non-instructional Programs	No			
7. Other plans effecting employees	No			
8. Professional Services	No			
9. Contracts	No			
8. Other Operating Expenditures	No			
9				
10				
11				
12				
Total Projected Dollar Impact on Budget			-	

You may insert additional rows if needed.
Report expenditure reductions as a positive amount.
Note: If you addressed any of these issues in other schedules, you may reference the schedule in the comment block above.

Comment Box:

Oklahoma State Regents for Higher Education
FY2026 Educational and General Budget Part I - SRA3 Background Data
Schedule XI - Legislative Response to FY2026 Budget Needs Request

Institution Name: College of Veterinary Medicine

The FY2026 Budget Needs Survey included a worksheet named "Summary-Priorities Funding Form". In the last column, each institution was asked if they would seek "Direct Proposal Legislature" for each funding change. If your institution sought legislative support for your FY2026 budget needs, please provide a summary of the outcome of that request.

If your institution did not seek Legislative Support indicate "No Legislative Support Requested".

Legislative Request for Priority # No Direct Legislative support requested

N/A

Drag row downward if additional space is needed.

Legislative Request for Priority #_____

N/A

Drag row downward if additional space is needed.

Legislative Request for Priority #_____

N/A

Drag row downward if additional space is needed.

Legislative Request for Priority #_____

N/A

Drag row downward if additional space is needed.

If additional legislative requests were made, please copy the above formats to the area below this row.

Oklahoma State Regents for Higher Education

655 Research Parkway, Suite 200
Oklahoma City, OK 73104

EDUCATIONAL AND GENERAL BUDGET - FY2025-2026
PART I - PRIMARY BUDGET

Schedule A
Summary of Educational and General Expenditures by Function

Agency #	**01500**
Institution Name:	**OSU-OKC**
President:	**Dr. Jim Hess**

Date Submitted: **June 26, 2025**

EXPENDITURES BY ACTIVITY/FUNCTION			
Activity Number	**Activity/Function**	**FY2025-2026 Amount**	**Percent of Total**
	Educational & General Budget - Part I:		
11	Instruction	17,278,155	56.9%
12	Research	-	0.0%
13	Public Service	-	0.0%
14	Academic Support	1,977,123	6.5%
15	Student Services	3,149,562	10.4%
16	Institutional Support	3,674,718	12.1%
17	Operation and Maintenance of Plant	2,656,560	8.7%
18	Scholarships and Fellowships	1,650,896	5.4%
	Total Expenditures by Activity/Function:	**30,387,014**	**100.0%**

FUNDING			
Fund Number	**Fund Name**	**FY2025-2026 Amount**	**Percent of Total**
	E&G Operating Revolving Fund:		
290	Revolving Funds	16,384,055	53.9%
290	State Appropriated Funds - Operations Budget	13,389,985	44.1%
290	State Appropriated Funds - Grants, Contracts and Reimbursements	612,974	2.0%
490	Federal Stimulus Funds - CARES and ARPA	-	0.0%
	Total Expenditures by Fund:	**30,387,014**	100.0%

EDUCATIONAL AND GENERAL BUDGET - FY2025-2026
PART I - PRIMARY BUDGET

Schedule A-1

Summary of Educational and General Expenditures by Function

Institution Name:	**OSU-OKC**

EXPENDITURES BY ACTIVITY/FUNCTION			
Activity Number	**Activity/Function**	**FY2025-2026 Amount**	**Percent of Total**
	Educational & General Budget - Part I:		
11	**Instruction**		
	General Academic Instruction	16,867,714	
	Vocational/Technical Instruction	-	
	Community Education	6	
	Preparatory/Remedial Instruction	-	
	Instructional Information Technology	410,435	
	Total Instruction:	**17,278,155**	**56.9%**
12	**Research**		
	Institutes and Research Centers	-	
	Individual and Project Research	-	
	Research Information Technology	-	
	Total Research:	**-**	**0.0%**
13	**Public Service**		
	Community Service	-	
	Cooperative Extension Service	-	
	Public Broadcasting Services	-	
	Public Service Information Technology	-	
	Total Public Service:	**-**	**0.0%**
14	**Academic Support**		
	Libraries	385,212	
	Museums and Galleries	1,591,511	
	Educational Media Services	-	
	Ancillary Support/Organized Activities	-	
	Academic Administration	400	
	Academic Personnel Development	-	
	Course and Curriculum Development	-	
	Academic Support Information Technology	-	
	Total Academic Support:	**1,977,123**	**6.5%**

Schedule A-1 (continued) - Summary of Educational and General Expenditures by Function

Institution Name: OSU-OKC

EXPENDITURES BY ACTIVITY/FUNCTION			
Activity Number	**Activity/Function**	**FY2025-2026 Amount**	**Percent of Total**
15	**Student Services**		
	Student Services Administration	442,925	
	Social and Cultural Development	-	
	Counseling and Career Guidance	793,781	
	Financial Aid Administration	494,582	
	Student Admissions	389,643	
	Student Records	674,504	
	Student Health Services	-	
	Student Services Information Technology	354,127	
	Total Student Services:	**3,149,562**	**10.4%**
16	**Institutional Support**		
	Executive Management	617,761	
	Fiscal Operations	813,534	
	General Administration	1,417,952	
	Public Relations/Development	805,117	
	Administrative Information Technology	20,354	
	Total Institutional Support:	**3,674,718**	**12.1%**
17	**Operation and Maintenance of Plant**		
	Physical Plant Administration	43,529	
	Building Maintenance	352,654	
	Custodial Services	348,809	
	Utilities	1,041,000	
	Landscape and Grounds Maintenance	268,125	
	Major Repairs and Renovations	-	
	Safety & Security	602,443	
	Logistical Services	-	
	Operation & Maintenance Information Technology	-	
	Total Operation and Maintenance of Plant:	**2,656,560**	**8.7%**
18	**Scholarships and Fellowships**		
	Scholarships	80,000	
	Fellowships	-	
	Resident Tuition Waivers	1,570,896	
	Nonresident Tuition Waivers	-	
	Total Scholarships and Fellowships:	**1,650,896**	**5.4%**
	Total Expenditures by Activity/Function:	**30,387,014**	**100.0%**

Oklahoma State Regents for Higher Education

EDUCATIONAL AND GENERAL BUDGET - FY2025-2026
PART I - PRIMARY BUDGET
Schedule B
Summary of Educational and General Expenditures by Object

Institution:	OSU-OKC

EXPENDITURES BY OBJECT			
Object Number	**Object of Expenditure**	**FY2025-2026 Amount**	**Percent of Total**
1	Personnel Services:		
1a	Teaching Salaries	8,149,295	26.8%
1b	Professional Salaries	3,429,187	11.3%
1c	Other Salaries and Wages	4,585,102	15.1%
1d	Fringe Benefits	5,011,409	16.5%
1e	Professional Services	-	0.0%
	Total Personnel Service	**21,174,993**	**69.7%**
2	Travel	203,622	0.7%
3	Utilities	900,000	3.0%
4	Supplies and Other Operating Expenses *	5,946,559	19.6%
5	Property, Furniture and Equipment	345,523	1.1%
6	Library Books and Periodicals	165,421	0.5%
7	Scholarships and Other Assistance	1,650,896	5.4%
8	Transfer and Other Disbursements **	-	0.0%
	Total Expenditures by Object	**30,387,014**	**100.0%**

Oklahoma State Regents for Higher Education

EDUCATIONAL AND GENERAL BUDGET - FY2025-2026
PART I - PRIMARY BUDGET

Schedule C
REPORT OF EDUCATIONAL AND GENERAL REVENUE, EXPENDITURES, AND UNOBLIGATED RESERVE

Institution Name:	OSU-OKC

Revenue Description	FY2025-2026 Amount	Percent of Total	
1. Beginning Fund Balance July 1, 2025 (Cash Basis)	**16,000,000**		
2. Expenditures for Prior Year Obligations	**-**		
3. Unobligated Reserve Balance July 1, 2025 (line 1 - line 2)	**16,000,000**		<--Formula
4. Projected FY2026 Receipts:			
State Appropriated Funds - For Operations	13,389,985	47.8%	
State Appropriated Funds - For Grants, Contracts and Reimbursements	612,974	2.2%	
Federal Appropriations	-	0.0%	
Local Appropriations	-	0.0%	
Resident Tuition (includes tuition waivers)	10,235,470	36.6%	
Nonresident Tuition (includes tuition waivers)	591,272	2.1%	
Student Fees - Mandatory and Academic Service Fees	2,296,331	8.2%	
Gifts, Endowments and Bequests	-	0.0%	
Other Grants, Contracts and Reimbursements	555,782	2.0%	
Sales and Services of Educational Departments	-	0.0%	
Organized Activities Related to Educational Departments	-	0.0%	
Technical Education Funds	-	0.0%	
Other Sources	305,200	1.1%	
Federal Stimulus Funds - CARES and ARPA	-	0.0%	
5. Total Projected FY2026 Receipts	**27,987,014**	**100.0%**	
6. Total Available (line 3 + line 5)	**43,987,014**		<--Formula
7. Less Budgeted Expenditures for FY2026 Operations	**30,387,014**		<--Link to Sch A
8. Projected Unobligated Reserve Balance June 30, 2026 (line 6 - line 7)	**13,600,000**		<--Formula

Schedule C-1 Student Fees	Fund 290	Fund 700	Totals
Mandatory Fees	333,650	1,121,108	1,454,758
Academic Service Fees	1,962,681	553,500	2,516,181
Total Student Fees	2,296,331	1,674,608	3,970,939
Difference Between Student Fees in cells B40 and C23	-	**N/A**	**N/A**

OKLAHOMA STATE REGENTS FOR HIGHER EDUCATION

EDUCATIONAL AND GENERAL BUDGET - FY2025-2026

PART I - PRIMARY BUDGET

Schedule C - 2
Cash Flow Requirements and the Use of Reserves

Institution Name:	OSU-OKC	Percentage Requirements	Amount	Percentage
1	**Amount of Cash Flow Reserves Used in the FY2025 Budget Request**		2,400,000	
2	**Budgeted Amounts from Schedule C:**			
A.	Budgeted expenditures for FY2026		30,387,014	100.00%
B.	Projected Reserves at June 30, 2026		13,600,000	44.76%

		% Requirement	$ Requirements	% of Total Requirement
3	**Cash Flow Requirements - State Regents and Accreditation Agencies:**			
A.	State Regents Cash Flow Target at 8.3% (1/12th)	8.3%	2,532,150	100.00%
B.	Additional Cash Flow Requirements in Addition to the 8.3%			
	Total Additional Cash Flow Required by Accreditation Agencies (beyond the 8.3%)		-	0.00%
C.	Total Cash Flow Requirements for OSRHE and Other Accrediting Agencies		2,532,150	100.00%
D.	Amount of Projected Reserves After Cash Flow Requirements are Met		11,067,850	

4 Institution's Priorities for the Use of the Projected Reserves

B.	Amount of Reserves	13,600,000	
	Uses of Reserve:		
	Provide narrative to describe how the institutional reserve will be used in the future. Each use must be classified in one of the following 8 classifications; OSRHE 1/12th, Accreditation, Campus Safety, Renovation, Capitol Projects, Equipment and Technology, Complete College America, or Other Purposes. See example worksheet.	Amounts	**Classification:**
1		2,532,150	OSRHE 1/12th
2		-	Accreditation
3	Roof replacements, air handler replacements, reseal of building evelopes, damaged tree trimming, parking lot repairs, light fixtures replacements	2,950,000	Campus Safety
4	Fire science pavillion renovation, Science faculty spaces/labs/classrooms	5,320,000	Renovation
5	Campus landscape master plan, West Education Center building	2,797,850	Capitol Projects
6			Equip & Technology
7			CCA
8			Other Purposes
	Total Priorities for Use of Reserves	13,600,000	0.00

Note: Add and expand rows as necessary to provide narrative to the above reserve priorities.

Oklahoma State Regents for Higher Education

EDUCATIONAL AND GENERAL BUDGET - FY2025-2026
PART II - SPONSORED BUDGET

Schedule A
Summary of Educational and General Sponsored Expenditures by Function

Institution Name:	OSU-OKC

EXPENDITURES BY ACTIVITY/FUNCTION			6/26/2025
Activity Number	**Activity/Function**	**FY2025-2026 Amount**	**Percent of Total**
	Educational & General Budget - Part II:		
	Instruction	$ 881,896	40.7%
	Research	-	0.0%
	Public Service	208,525	9.6%
	Academic Support	-	0.0%
	Student Services	1,076,389	49.7%
	Institutional Support	-	0.0%
	Operation and Maintenance of Plant	-	0.0%
	Scholarships and Fellowships	-	0.0%
21	**Total E&G Part II:**	**$ 2,166,810**	**100.0%**

FUNDING			
Fund Number	**Fund Name**	**FY2025-2026 Amount**	**Percent of Total**
430	**Agency Relationship Fund**	$ 2,166,810	100.0%
	Total Expenditures by Fund:	**$ 2,166,810**	**100.0%**

Oklahoma State Regents for Higher Education

EDUCATIONAL AND GENERAL BUDGET - FY2025-2026
PART II - SPONSORED BUDGET

Schedule B
Summary of Educational and General Sponsored Expenditures by Object

Institution:	OSU-OKC

EXPENDITURES BY OBJECT			
Object Number	**Object of Expenditure**	**FY2025-2026 Amount**	**Percent of Total**
1	Personnel Services:		
1a	Teaching Salaries	$ 111,136	5.1%
1b	Professional Salaries	746,579	34.5%
1c	Other Salaries and Wages	70,300	3.2%
1d	Fringe Benefits	337,763	15.6%
1e	Professional Services	-	0.0%
	Total Personnel Services	**$ 1,265,778.00**	**58.4%**
2	Travel	47,191	2.2%
3	Utilities	-	0.0%
4	Supplies and Other Operating Expenses	174,261	8.0%
5	Property, Furniture and Equipment	405,800	18.7%
6	Library Books and Periodicals	-	0.0%
7	Scholarships and Other Assistance	273,780	12.6%
8	Transfer and Other Disbursements	-	0.0%
	Total Expenditures by Object	**$ 2,166,810**	**100.0%**

Oklahoma State Regents for Higher Education

EDUCATIONAL AND GENERAL BUDGET - FY2025-2026
PART II - BUDGET FOR SPONSORED RESEARCH AND OTHER SPONSORED PROGRAMS

Schedule C
REPORT OF EDUCATIONAL AND GENERAL INCOME, EXPENDITURES, AND UNOBLIGATED RESERVE

Institution:	OSU-OKC

Receipt Description	FY2025-2026 Amount	Percent of Total
1. Beginning Fund Balance July 1, 2025 (Cash Basis)	**$ -**	
2. Expenditures for Prior Year Obligations	**$ -**	
3. Unobligated Reserve Balance July 1, 2025 (line 1 - line 2)	**$ -**	
4. Projected Receipts FY2026:		
Department of Agriculture	-	0.0%
Department of Commerce	-	0.0%
Department of Defense	-	0.0%
Department of Education	1,526,389	70.4%
Department of Energy	-	0.0%
Department of Health and Human Services	-	0.0%
Department of Homeland Security	-	0.0%
Department of Justice	-	0.0%
Department of Transportation	-	0.0%
National Aeronautics and Space Administration	-	0.0%
National Institutes of Health	-	0.0%
National Science Foundation	-	0.0%
Other Federal Agencies	-	0.0%
City and County Government	-	0.0%
Commercial and Commercial Related	-	0.0%
Foundations	50,000	2.3%
Other Non-Federal Sources	-	0.0%
Other Universities and Colleges	-	0.0%
State of Oklahoma	590,421	27.2%
5. Total Projected FY2026 Receipts	**$ 2,166,810**	100.0%
6. Total Available (line 3 + line 5)	**$ 2,166,810**	
7. Less Budgeted Expenditures for FY2026 Operations	**$ 2,166,810**	
8. Projected Unobligated Reserve Balance June 30, 2026 (line 6 - line 7)	**$ -**	

Oklahoma State University
Stores & Services Fund Summary
Fiscal Year 2025-26

OSU - Oklahoma City			Professional Salaries	Other Salaries	Fringe Benefits	Supplies & Other Operating Exp	Property, Furniture & Equipment	Travel	Utilities	Library Books & Periodicals	Transfers & Other Distr	Total
B601 - Communications & Marketing	160163 - Creative Services	250000 - Printshop		$67,614	$24,131	$144,000	$65,000					**$300,745**
		Total		**$67,614**	**$24,131**	**$144,000**	**$65,000**					**$300,745**
Total				**$67,614**	**$24,131**	**$144,000**	**$65,000**					**$300,745**

Oklahoma State University
Auxiliary Enterprise Fund Summary
Fiscal Year 2025-26

OSU - Oklahoma City			Professional Salaries	Other Salaries	Fringe Benefits	Supplies & Other Operating Exp	Property, Furniture & Equipment	Travel	Utilities	Library Books & Periodicals	Transfers & Other Distr	Total
B601 - Communications & Marketing	160163 - Creative Services	326040 - Printing Sales		$7,517	$2,683							$10,200
		Total		**$7,517**	**$2,683**							**$10,200**
	Total			**$7,517**	**$2,683**							**$10,200**
C600 - Academic Affairs	160101 - Community Engagement	327861 - Foundation Grant Reimburse	$2,000	$1,200	$955	$7,998		$600				**$12,753**
		327864 - In As Much Fund		$12,600	$1,400							**$14,000**
		328026 - Community Engage/Train & Dev	$4,000	$138,784	$29,728	$1,072,792	$5,000	$5,000				**$1,255,304**
		Total	**$6,000**	**$152,584**	**$32,083**	**$1,080,790**	**$5,000**	**$5,600**				**$1,282,057**
	160106 - Horticulture	326050 - Hort Plant Sales				$134,645						**$134,645**
		Total				**$134,645**						**$134,645**
	160123 - Professional Studies, School of	328033 - Arts/Sciences Unrest				$435	$983					**$1,418**
		Total				**$435**	**$983**					**$1,418**
	160126 - Academic Affairs	328040 - Humanities Royalties				$7,639						**$7,639**
		Total				**$7,639**						**$7,639**
	160135 - Business Administration	328034 - Bus Admin Unrestrict				$112						**$112**
		Total				**$112**						**$112**
	160138 - Paramedicine	328060 - EMS Certification Fund				$19,921	$11,669	$2,000				**$33,590**
		Total				**$19,921**	**$11,669**	**$2,000**				**$33,590**
	160140 - Nursing	328010 - Nursing Student Testing Fee				$55,754						**$55,754**
		328028 - Health Serv Aux Acct				$11,288						**$11,288**
		Total				**$67,042**						**$67,042**
	160159 - Human Services, School of	328037 - Human Svcs Unrestric				$1,000		$861				**$1,861**
		Total				**$1,000**		**$861**				**$1,861**
	160166 - Science	328035 - Science/Eng Unrestricted	$27,500		$9,651							**$37,151**
		Total	**$27,500**		**$9,651**							**$37,151**
	160172 - Agriculture Technology Div	327862 - OKC Community Found Grant				$3,295	$130,000					**$133,295**
		Total				**$3,295**	**$130,000**					**$133,295**
	160176 - Fire Protection	326051 - Fire Event				$91,500	$10,000	$5,000				**$106,500**
		Total				**$91,500**	**$10,000**	**$5,000**				**$106,500**
	Total		**$33,500**	**$152,584**	**$41,734**	**$1,406,379**	**$157,652**	**$13,461**				**$1,805,310**
C602 - Operations VP	160119 - Operations VP	328023 - International Student Insurance				$69,716						**$69,716**
		Total				**$69,716**						**$69,716**
	160120 - Facilities Operations	325020 - Facilities Maintenance Fund				$435,000						**$435,000**
		Total				**$435,000**						**$435,000**
	160124 - Security	325030 - Safety & Security Facility Maint				$89,000						**$89,000**
		Total				**$89,000**						**$89,000**
	Total					**$593,716**						**$593,716**
D600 - Budget & Finance VP	160147 - Event Services	325001 - Event Services	$56,400	$35,525	$32,808	$18,550	$180	$500				**$143,963**
		Total	**$56,400**	**$35,525**	**$32,808**	**$18,550**	**$180**	**$500**				**$143,963**
	160152 - Wellness Center	326150 - Wellness Center		$73,372	$26,187	$4,474		$75				**$104,108**
		Total		**$73,372**	**$26,187**	**$4,474**		**$75**				**$104,108**
	160153 - Budget & Finance VP	325010 - Facilities Fee Acct				$676,296	$100,000					**$776,296**
		326010 - The Hub				$150,000						**$150,000**
		326015 - Bookstore Account				$540,179	$150,000					**$690,179**
		326020 - Vending				$148,229						**$148,229**
		326030 - Parking Services				$600,351						**$600,351**
		326055 - Sales Tax Suspense				$15,000						**$15,000**
		326140 - Wellness Incentive				$6,415						**$6,415**
		326283 - Institutional Unrest				$1,039,711	$25,000	$5,000			$147,213	**$1,216,924**
		327105 - Student Act-Pledge B				$660,000						**$660,000**
		327125 - Special Student Services				$20,500	$2,000					**$22,500**
		327150 - Recreation Fee				$4,092						**$4,092**
		327250 - Pete's Pet Posse - P3				$21,147						**$21,147**
		327850 - Student Act Fee-Unpl				$110,614	$37,000					**$147,614**
		327851 - Foundation General Reimburse		$2,500	$1,500	$41,000	$50,000	$5,000				**$100,000**
		328025 - Program Insurance				$22,000						**$22,000**

Oklahoma State University
Auxiliary Enterprise Fund Summary
Fiscal Year 2025-26

OSU - Oklahoma City			Professional Salaries	Other Salaries	Fringe Benefits	Supplies & Other Operating Exp	Property, Furniture & Equipment	Travel	Utilities	Library Books & Periodicals	Transfers & Other Distr	Total
		328050 - Collection Fee Clrg	$81,042	$1,081	$29,020	$189,401	$1,000	$25,000				**$326,544**
		Total	**$81,042**	**$3,581**	**$30,520**	**$4,244,935**	**$365,000**	**$35,000**			**$147,213**	**$4,907,291**
	Total		**$137,442**	**$112,478**	**$89,515**	**$4,267,959**	**$365,180**	**$35,575**			**$147,213**	**$5,155,362**
E600 - Student Services AVP	160110 - Testing & Assessment	326035 - Testing & Assessment		$89,790	$31,776	$91,132		$500				**$213,198**
		Total		**$89,790**	**$31,776**	**$91,132**		**$500**				**$213,198**
	160118 - Academic Advisement	326060 - Reach Higher Reconnect				$8,532						**$8,532**
		Total				**$8,532**						**$8,532**
	160155 - Recruitment	326025 - Career Fair Account				$12,367	$1,000					**$13,367**
		Total				**$12,367**	**$1,000**					**$13,367**
	160157 - Student Life	327100 - Student Engagement	$52,584	$41,426	$33,552	$46,699	$500	$2,000				**$176,761**
		Total	**$52,584**	**$41,426**	**$33,552**	**$46,699**	**$500**	**$2,000**				**$176,761**
	Total		**$52,584**	**$131,216**	**$65,328**	**$158,730**	**$1,500**	**$2,500**				**$411,858**
Total			**$223,526**	**$403,795**	**$199,260**	**$6,426,784**	**$524,332**	**$51,536**			**$147,213**	**$7,976,446**

Oklahoma State Regents for Higher Education
655 Research Parkway, Suite 200
Oklahoma City, OK 73104

EDUCATIONAL AND GENERAL BUDGET
FISCAL YEAR FY2025-2026

Schedule F and G

STATEWIDE PROGRAM CODE: Higher Education (Input)

SUMMARY OF EXPENDITURES BY FUNCTION AND OBJECT

Agency #:	01500	Date Submitted:	June 26, 2025
Institution Name:	OSU-OKC	Presidents Name	Dr. Jim Hess

Object Codes	10	20	31	30	40	42	50	60	
Object	Personnel Services	Travel	Utilities	Supplies & Other Operating Expenses	Property, Furniture, & Equipment	Library Books and Periodicals	Scholarships & Other Assistance Net of Waivers	Transfers & Other Disbursements	TOTALS
Activity & Sub-Activity/Function:									
11 Instruction	14,112,738	122,192	-	2,934,817	108,408	-	-	-	17,278,155
12 Research	-	-	-	-	-	-	-	-	-
13 Public Service	-	-	-	-	-	-	-	-	-
14 Academic Support	867,207	15,500	-	715,695	213,300	165,421	-	-	1,977,123
15 Student Services	2,932,903	31,630	-	181,729	3,300	-	-	-	3,149,562
16 Institutional Support	1,975,589	25,598	-	1,662,631	10,900	-	-	-	3,674,718
17 Operation. & Maintenance. of Plant	1,286,556	8,702	900,000	451,687	9,615	-	-	-	2,656,560
18 Scholarships (Net of Tuition Waivers)	-	-	-	-	-	-	80,000	-	80,000
11 Total E&G Part I - Fund 290	**21,174,993**	**203,622**	**900,000**	**5,946,559**	**345,523**	**165,421**	**80,000**	**-**	**28,816,118**
Hyperion Account Code	**511130**	**521110**	**531160**		**541110**		**552110**	**562130**	
Entry into CORE E&G Part I - Fund 290	**21,174,993**	**203,622**		**6,846,559**		**510,944**	**80,000**	**-**	**28,816,118**
49 Total E&G Part I - Fund 490	**-**	**-**	**-**	**-**	**-**	**-**	**-**	**-**	**-**
49 Entry into CORE E&G Part I - Fund 490 (CARES)	**-**	**-**		**-**		**-**	**-**	**-**	**-**
97 Total E&G Part I - Fund 497	**-**	**-**	**-**	**-**	**-**	**-**	**-**	**-**	**-**
97 Entry into CORE E&G Part I - Fund 497 (ARP)	**-**	**-**		**-**		**-**	**-**	**-**	**-**
21 Total E&G Part II *Cells linked to Sch. B-II--->*	**1,265,778**	**47,191**	**-**	**174,261**	**405,800**	**-**	**273,780**	**-**	**2,166,810**
Hyperion Account Code	**511130**	**521110**	**531160**		**541110**		**552110**	**562130**	
Entry into CORE E&G Part II	**1,265,778**	**47,191**		**174,261**		**405,800**	**273,780**	**-**	**2,166,810**
Total Allotment	**22,440,771**	**250,813**	**900,000**	**6,120,820**	**751,323**	**165,421**	**353,780**	**-**	**30,982,928**

Schedule G

Hyperion Account Code			511130	521110	531160		541110		552110	562130	
700 Fund No.	Activity No.	Sub-Activity No.	Personnel Services	Travel	Utilities	Supplies & Other Operating Expenses	Property, Furniture, & Equipment	Library Books and Periodicals	Scholarships & Other Assistance	Transfers & Other Disbursements	Total Budgeted Amount
Fund 7XX			-	-	-	-	-	-	-	-	-
Fund 789	89		-	-	-	-	-	-	-	-	-
Fund 790	85		-	-	-	-	-	-	-	-	-

11 Entry into CORE E&G Part I - Fund 290	28,816,118
49 Entry into CORE E&G Part I - Fund 490 (CARES)	-
97 Entry into CORE E&G Part I - Fund 497 (ARP)	-
21 Entry into CORE E&G Part II	2,166,810
G Entry into CORE Fund 700	-
G Entry into CORE Fund 789	-
G Entry into CORE Fund 790	-
Total Allotment	30,982,928

Oklahoma State Regents for Higher Education

Consolidated Capital Budgets
Fiscal Year 2025-2026

Schedule H
Various Funds by Institution

Institution Agency # and Name:	01500		OSU-OKC
Date Submitted:	June 26, 2025	President:	Dr. Jim Hess

Fund No.	Activity No.	Sub-Activity No.	Total Budgeted Amount -- Account 5400000
295	90	00001	$ 4,750,000
340	90	00001	$
450	90	00001	$
600	90	00001	$
650	90	00001	$
Other Funds -- Please List:			
495	90	00001	$ 3,500,000
	90	00001	$
	90	00001	$
	90	00001	$
	90	00001	$
TOTAL			**$ 8,250,000**

Oklahoma State Regents for Higher Education
FY2026 Educational and General Budget - SRA3 Background Data
Schedule 1 - Continuing Full-Time Faculty and Full-Time Staff Salary Changes

Institution Name:	OSU-OKC				
Contact Person's Name and Phone #:	Chris Kuwitzky, 405-744-2690				
1. Percentage Salary Changes For Continuing Filled Positions					
Percentage Salary Changes for Continuing Filled Positions	**President**	**Number of Faculty [1]**	**Number of Administrative and Professional Staff (Exempt) [2]**	**Number of Other Staff (Non-exempt) [3]**	**Total**
-% (Number receiving a salary decrease)	-	-	-	-	-
0% (Number receiving no salary change)	-	69	39	57	165
0.1% to 2.9%	-	-	-	-	-
3.0% to 4.9%	-	-	-	-	-
5.0% to 6.9%	-	-	-	-	-
7.0% to 9.9%	-	-	-	-	-
10.0% to 14.9%	-	-	-	-	-
15% or more	-	-	-	-	-
Total Number of Continuing Employees	-	69	39	57	165
Range of Percentage Changes:	For Pres - Use same %				
Lowest Percentage Change	0.00%	0.00%	0.00%	0.00%	0.00%
Highest Percentage Change	0.00%	0.00%	0.00%	0.00%	0.00%
Average Percentage Change	0.00%	0.00%	0.00%	0.00%	0.00%
Average Salary Change - For All Continuing Employees					
	President	Faculty	Professional	Other Staff	Total
Total Number of Continuing Employees	-	69	39	57	165
Amount of Salary Change	-	-	-	-	-
Average Salary Change	#DIV/0!	0	0	0	0
Average Salary Change - For All Continuing Employees Receiving a Salary Increase					
Total Number of Employees With Salary Inc.	-	-	-	-	-
Amount of Salary Change	-	-	-	-	-
Average Salary Change	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!
Board Approval date for Budget			Approval Date: -->		June 13, 2025
Effective Start Date of Salary Program			Starting Date: -->		N/A
Date President's Salary will be Considered			Consider Date: -->		N/A
Will your institution considering an employee salary or stipend program later in the fiscal year? If yes, explain in comment section below.			No	Date: ------> <-----Yes or No	N/A
2. Faculty and Employee Promotions					
# of Employees Receiving Increases due to Promotions and Changes in Rank	-	15	20	41	76
Amount of Salary Increases provided due to Promotions and Changes in Rank	-	50,105.00	27,815.00	38,626.00	116,546.00
Average of Salary Increases Based on Promotions and Changes in Rank	#DIV/0!	3,340.33	1,390.75	942.10	1,533.50
3. Other Salary Adjustments - Such as Cell Phones, Etc.					
# of Employees Receiving Increases due to Other Salary Adjustments	-	-	-	-	-
Amount of Salary Adjustments	-	-	-	-	-
Average of Salary Adjustments	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!
Explanation:					
4. Stipend Program					
# of Employees Receiving a Stipend	-	-	-	-	-
Amt of One-time Stipends	-	-	-	-	-
Average Stipend Increase	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!
Average Stipend Percentage Increase	0.0%	0.0%	0.0%	0.0%	0.0%
Write in the effective dates of the FY2026 stipend program:			Starting Date: ----->		

5. Comments About Salaries, Promotions and/or Stipend Program:

Faculty receiving adjustments are due to faculty parity. Staff receiving adjustments are due to the staff career path achievement. No campus wide salary program is planned for FY2026.

Oklahoma State Regents for Higher Education

Schedule 1-A - Methodology for Changes in Compensation - FY2026

Institution Name: OSU-OKC

	METHODOLOGY FOR CHANGES IN COMPENSATION			
	What methodology is used for compensation changes?	**For Faculty**	**For Administrative and Professional Staff**	**For Other Staff**
1	Performance-based merit evaluation	N/A	N/A	N/A
2	Across-the-board	N/A	N/A	N/A
3	Combination of performance-based and across-the-board	N/A	N/A	N/A
	List criteria for performance-based merit evaluation: (Add rows if needed)	**For Faculty**	**For Administrative and Professional Staff**	**For Other Staff**
1				
2				
3				
4				
5				
6				
	Elaborate if compensation changes are based on combination of performance-based and across-the-board changes:	**For Faculty**	**For Administrative and Professional Staff**	**For Other Staff**
1				
2				
3				
4				
5				
6				

Oklahoma State Regents for Higher Education
FY2026 Educational and General Budget Part I - SRA3 Background Data
Schedule 1-b - Salaries of Chief Administrative, Dean's and Professional Positions

Institution Name:	OSU-OKC			
President's Name	Dr. Jim Hess			
Principal Position	**Actual FY2025**	**Budgeted FY2026**	**Dollar Change**	**Percentage Increase**
President (Salary Only - Exclude Allowances)			-	#DIV/0!
Vice Presidents:				
Chief Administrative Officer			-	#DIV/0!
Chief Academic Officer Provost	240,000	240,000	-	0.00%
Chief Business Officer	148,000	148,000	-	0.00%
Chief Development Officer			-	#DIV/0!
Chief Student Affairs Officer			-	#DIV/0!
List Other Vice Presidents in Rows 69 through 75			-	#DIV/0!
Instruction:				
Deans (List): (Insert rows if needed)				
Arts and Sciences			-	#DIV/0!
Business			-	#DIV/0!
Education			-	#DIV/0!
Liberal Arts/Humanities			-	#DIV/0!
Math & Science STEM	100,440	118,008	17,568	17.49%
Graduate College			-	#DIV/0!
List Other Deans in Rows 59 to 69.			-	#DIV/0!
			-	#DIV/0!
Academic Support:				
Academic Dean			-	#DIV/0!
Director/Dean of Library	24,000	24,000	-	0.00%
Student Services:				
Dean/Director of Student Services			-	#DIV/0!
Chief Admissions Officer	62,004	62,004	-	0.00%
Registrar	70,008	70,008	-	0.00%
Director of Financial Aid	67,488	67,488	-	0.00%
Institutional Support:				
Chief Legal Counsel			-	#DIV/0!
Controller or Accounting Professional	56,040	56,040	-	0.00%
Chief Public Relations Officer	110,000	110,000	-	0.00%
Director of Institutional Research	88,104	88,104	-	0.00%
Director of Development	67,956	67,956	-	0.00%
Physical Plant:				
Director of Physical Plant	77,124	77,124	-	0.00%
Technology:				
Chief Information Systems Officer	74,004	74,004	-	0.00%

Comments: Exclude all allowances from reported salaries.

Institution Comments:

NOTE: Schedules I, I-a and I-b must be resubmitted to this office when there is a change in your institution's salary program and anytime the president's salary amount is changed.

Oklahoma State Regents for Higher Education
FY2026 Educational and General Budget Part I - SRA3 Background Data
Schedule 1-b - Salaries of Chief Administrative, Dean's and Professional Positions

Principal Position	Actual FY2025	Budgeted FY2026	Dollar Change	Percentage Increase
Other Vice Presidents:				
Operations VP	165,936	165,936	-	0.00%
Associate Vice Provost Academic Affairs	150,000	150,000	-	0.00%
Associate Vice President Enr Mgmt/Stu Svs	129,504	129,504	-	0.00%
Associate Vice President Instructional Techno	-	65,000	65,000	#DIV/0!
			-	#DIV/0!
			-	#DIV/0!
			-	#DIV/0!
			-	#DIV/0!
			-	#DIV/0!
			-	#DIV/0!
			-	#DIV/0!
Other Deans:				
Health Service	88,452	88,452	-	0.00%
Human Services	81,660	81,660	-	0.00%
Professional Studies	85,000	85,000	-	0.00%
			-	#DIV/0!
			-	#DIV/0!
			-	#DIV/0!
			-	#DIV/0!
			-	#DIV/0!
			-	#DIV/0!
			-	#DIV/0!
			-	#DIV/0!
Other Positions:				

Oklahoma State Regents for Higher Education
FY2026 Educational and General Budget Part I - SRA3 Background Data
Schedule II - Changes in Full-Time Faculty Positions

Institution Name:---------->	OSU-OKC

Report the full-time faculty positions that will increase or decrease the number of teaching faculty from that of the previous year. If a faculty member in a department has retired or resigned and is to be replaced by a new hire, do not report below.

New Full-Time Faculty Positions For FY2026

Rank (specify Professor, Assistant Professor, Associate Professor, Instructor, Lecturer)	Department	CIP 2010 -Primary Field of Study UDS Record 8 - Element 51	FTE	Budgeted Salaries
Surveying Instructor	Surveying	15	1.0	45,000
Fire Science Instructor	Fire Science	43	1.0	45,000
TOTAL New Faculty Positions:			2.0	90,000

Note: Use additional pages or insert rows as needed.

Reduction in Full-Time Faculty Positions for FY2026:

Rank (specify Professor, Assistant Professor, Associate Professor, Instructor, Lecturer)	Department	CIP 2010 -Primary Field of Study UDS Record 8 - Element 51	FTE	Budgeted Salaries
Spanish Professor	Humanities	16	1.00	68,202
TOTAL Reduction in Faculty Positions for FY2026			1.0	68,202

Note: The changes in faculty positions will automatically update Schedule II-b.

Comments: The CIP Description should be reported at the 2 digit level. This is the primary Field of Study reported on UDS Record 8, Element 51.

Schedule II-1 - Number of Part-Time & Adjunct Faculty, Teaching & Research Graduate Assistants and Part-Time Professional and Other Staff

FY2026 - Number of Adjunct Faculty (Use Unduplicated Headcount)	FY2026 - Projected Number of Adjunct Faculty (Use Unduplicated Headcount)	Change in Budgeted Number of Headcount (Formula)	* Avg. credit hours taught per Adjunct	* Maximum Credit Hours Taught per Adjunct
141	148	7	9	23

FY2026 - Number of Part-Time Faculty (Use Unduplicated Headcount)	FY2026 - Projected Number of Part-Time Faculty (Use Unduplicated Headcount)	Change in Budgeted Number of Headcount (Formula)	* Avg. credit hours taught per Part-Time Faculty	* Maximum Credit Hours Taught per Part-Time Faculty
0	0	0		

** FY2026 Number of Teaching Graduate Assistants (Use Unduplicated Headcount)	FY2026 - Projected Number of Graduate Teaching Assistants (Use Unduplicated Headcount)	Change in Budgeted Number of Headcount (Formula)	* Avg. credit hours taught per GA	* Maximum Credit Hours Taught per GA
0	0	0		

** FY2026 Number of Research Graduate Assistants (Use Unduplicated Headcount)	FY2026 - Projected Number of Graduate Teaching Assistants (Use Unduplicated Headcount)	Change in Budgeted Number of Headcount	N-A	N-A
0	0	0	N-A	N-A

FY2026 - Number of Part-Time Professional Staff (Use Unduplicated Headcount)	FY2026 - Projected Number of Professional Staff	Change in Budgeted Number of Headcount (Formula)	N-A	N-A
0	0	0	N-A	N-A

FY2026 - Number of Part-Time Other Staff (Use Unduplicated Headcount)	FY2026 - Projected Number of Other Staff	Change in Budgeted Number of Headcount (Formula)	N-A	N-A
2	2	0	N-A	N-A

FY2026 - Total Part-Time Employees (This is a formula)	FY2026 Projected # of Part-Time Employees (Formula)	Change in Budgeted Number of Headcount (Formula)	N-A	N-A
143	150	7	N-A	N-A

*** Report the average and maximum credit hours based on the fall semester.**

FY2026 Educational and General Budget Part I - SRA3 Background Data

Schedule II-a - Changes in Professional and Classified Positions

Institution Name:	OSU-OKC

List below the full-time professional and classified positions that will increase and/or decrease the number of professional and classified positions above that of the previous year's original budget. If an employee has retired or resigned and is to be replaced by a new hire, do not report below.

Increase in New Full-Time Professional Positions for FY2026

Position Title	E&G Activity/Function Budgeted	Number	Salary
Example: Recruitment Specialist	Student Services	1	36,000
AVP of Instructional Technology	Instruction	1	65,000
AVP of Instructional Services, Accreditation and Student Success	Instruction	1	65,000
TOTAL New Professional Positions:		2	130,000

Note: Insert additional rows or use additional pages if needed.

Reduction in Full-Time Professional Positions for FY2026:

Position Title	E&G Activity/Function Budgeted	Number	Salary
TOTAL Reduction in Professional Positions for FY2026		0	-

Comments:

Note: The changes in professional and classified positions will automatically update Schedule II-b.

Changes in Full-Time Classified Positions for FY2026:

	Increase	Decrease	Net Change
Changes in Full-Time Classified Staff			
Example: Change in Number of Positions:	3	2	1
Example: Change in Salary of Positions:	$60,000	$40,000	$20,000
Actual Changes in Number of Positions	3		3
Actual Changes in Salary of Positions	$119,642		$119,642

Comments:

Number of Continuing Unfilled Positions Not Reported on Schedule I, II, or IIa

Number of Full-Time and Part-Time Positions	Comments (if any)	Number	Budgeted Salary
President		0	-
Faculty Positions		0	-
Professional Positions		0	-
Classified Positions		0	-
Totals		0	-

Note 1: This section excludes any positions previously reported on Schedule I, II, and Rows 10 through 43 on Schedule IIA

FY2026 Educational and General Budget Part I - SRA3 Background Data
Schedule II-b - Summary of Changes in Budgeted Faculty, Professional and Classified Positions

NOTE: THIS WORKSHEET IS LINKED TO SCHEDULES I, II & II-1 AND II-A. DO NOT INPUT DATA INTO THIS FORM.

Institution Name:	OSU-OKC

FULL-TIME POSITIONS TO BE ADDED AND/OR ELIMINATED IN FY2026

	Added Positions		Eliminated Positions		Net Changes	
Employee Classifications:	New Positions	Salary	Positions	Salary	Net Changes	Net Change in Salary
Faculty	2	90,000	1	68,202	1	21,798
Professional Staff	2	130,000	0	0	2	130,000
Classified Staff	3	119,642	0	0	3	119,642
TOTAL	7	339,642	1	68,202	6	271,440
				Crossfoot --->	6	271,440

Number of Full-Time and Part-Time Employees Paid or Partially Paid from E&G I Funds:

	From Sch I	From Sch II-b	From Sch II-b	Formula	From Sch II	From Sch II	Formula		
Employee Classification	Continuing Employees from Schedule I	New Positions	Eliminated Positions	Total Full-Time Employees	# of Part-Time Faculty, Adjunct, and Grad Assistants	# of Part-Time Professionals, Research Assistants and Other Staff	Total Full-Time and Part-Time Employees	Add Unfilled Positions on July 1, 2025	Total Budgeted Positions for FY2026
President	0			0			0	0	0
Faculty	69	2	1	70	148		218	0	218
Professional	39	2	0	41		0	41	0	41
Classified or Other Employees	57	3	0	60		2	62	0	62
Totals	165	7	1	171	148	2	321	0	321

FY2026 Educational and General Budget Part I - SRA3 Background Data
Schedule III - Course Section and Enrollment Data

Institution Name:	OSU-OKC

	ENROLLMENT DATA				COURSE SECTION DATA [1]	
Location [2]	Fall Semester 2024 (FY2025) FTE	Fall Semester 2024 (FY2025) Headcount	Fall Semester 2025 (FY2026) Projected FTE	Fall Semester 2025 (FY2026) Projected Headcount	Number of Course Sections Offered, Fall 2024 (FY2025)	Projected Number of Course Sections Offered, Fall 2025 (FY2026)
Main Campus						
Branch Campus - List enrollment for each branch						
OSUOKC	2,227	3,964	2,338	4,162	665	698
Total Branch Campuses	2,227	3,964	2,338	4,162	665	698
Centers						
Off-Campus						
Total	2,227	3,964	2,338	4,162	665	698

[1] ***Organized classes, excluding individual instruction and lab classes***

[2] ***Do not duplicate enrollment counts. A student enrolled on Main Campus and A branch campus should be reported in only one location.***

CHANGES IN ENROLLMENT DATA:

Changes in Student FTE - Fall Semesters	111	<--- Formula
Changes in Student Headcount - Fall Semesters	198	<--- Formula
Changes in Course Sections - Fall Semesters	33	<--- Formula

STUDENT/FACULTY RATIOS:

Please indicate your institution's student-to-faculty ratio:	14	<--- FY2025	Example: For a 18:1 ratio, report 18
(Calculation: FTE Student Enrollment divided by FTE Faculty)	15	<--- FY2026	Example: For a 19.5:1 ratio, report 20

ANNUALIZED STUDENT FTE (SUMMER, FALL & SPRING)

Actual Student FTE - Annualized	2,471	<--- FY2025
Projected Student FTE - Annualized	2,595	<--- FY2026
Change in Student FTE	124	<--- Formula
Percent Change in Student FTE	5.0%	<--- Formula

Oklahoma State Regents for Higher Education
FY2026 Educational and General Budget Part I - SRA3 Background Data
Schedule IV - Changes in Mandatory Costs - Update

Institution Name	OSU-OKC			
Description of Mandatory Costs:	**FY2026 Mandatory Costs Per Budget Needs Survey**	**Updated Projections to FY2026 Mandatory Costs**	**Changes from Original Projection**	**Comments:** (If additional space is needed insert at bottom of form)
A. Costs to Annualize FY2026 Salary Program	**NA**	**N/A**	**N/A**	**Not Reported for the SRA3**
~~1. Salaries~~	~~NA~~	**N/A**	**N/A**	**Not Reported for the SRA3**
~~2. Benefits and Payroll Taxes applicable to Salary Annualization~~	~~NA~~	**N/A**	**N/A**	**Not Reported for the SRA3**
B. Changes in Costs of Fringe Benefits and Payroll Taxes: (Exclude benefits & taxes based on salary increases)	**FY2026 Mandatory Costs Per Budget Needs Survey**	**Updated Projections to FY2026 Mandatory Costs**	**Changes from Original Projection**	**Report Continuing Employees only - Do not report benefits & taxes for New Positions Budgeted in FY2026**
1. Social Security	45,134	45,134	-	
2. MQFE	10,750	10,750	-	
3. Health Insurance	131,912	131,912	-	
4. Dental Insurance	-	-	-	
5. Life Insurance	1,905	1,905	-	
6. Long and Short Term Disability	-	-	-	
7. Oklahoma Teachers Retirement - Employee	12,904	12,904	-	
8. Oklahoma Teachers Retirement - Employer Share	43,375	43,375	-	
8a. Optional Retirement Plans - OU and OSU	-	-	-	
9. Workers Compensation	3,089	3,089	-	
10. Unemployment Compensation Payments	592	592	-	
11. Other Insurance and Payroll Taxes - From List Below	-	-	-	<--Column D is Linked to Cell D72 below
Total Cost of Fringe Benefits and Payroll Taxes	**249,661**	**249,661**	**-**	<--Formulas
C. Changes in Costs of Non-Compensation Requirements:				**Sub-Total Each Object of Expenditure**
1. Professional Services:				
Accounting and Aduititing Services			-	
Legal Services			-	
Engineer Services			-	
Other Professional Services - From List Below	-	-	-	<--Column D is Linked to Cell D95 below
Total Professional Services	**-**	**-**	**-**	<--Formulas
2. Utilities:				
Natural Gas	15,000	15,000	-	
Electricity	27,000	27,000	-	
Water, Sewage, Etc.	5,000	5,000	-	
Other Utilities:		-	-	
Total Utilities	**47,000**	**47,000**	**-**	<--Formulas
3. Travel:			**-**	<--Formulas
4. Supplies and Other Current Expenses:				
Equipment Maintenance/Service Contracts:			-	
Privatization Contracts (Housekeeping, Maintenance, etc.)			-	
Mandatory Institutional Memberships			-	
Gasoline			-	
Risk Management:				
Property Insurance	3,370	3,370	-	
Vehicles	129	129	-	
Aircraft	-	-	-	
Tort Liability	94	94	-	
Director and Officers Liability	169	169	-	
Other Insurance	5,488	5,488	-	
Telephone/Communications	1,067	1,067	-	
Other Supplies and Other Current Expenses - From List Below	-	-	-	<--Column D is Linked to Cell D80 below
Total Supplies and Other Current Expenses:	**10,317**	**10,317**	**-**	<--Formulas
5. Equipment, Property and Furniture:				
Information Technology Software and Equipment			-	
Other Equipment, Property and Furniture - From List Below	-	-	-	<--Column D is Linked to Cell D86 below
Total Mandatory Equipment, Property and Furniture	-	-	-	<--Formulas
6. Mantatory Library Periodicals and Subscriptions			**-**	<--Formulas
7. Scholarships			**-**	<--Formulas
8. Transfers and Other Disbursements			**-**	<--Formulas
9. Total Non-Compensation Mandatory Costs	**57,317**	**57,317**	**-**	<--Formulas
10. Total Mandatory Cost Changes	**306,978**	**306,978**	**-**	<--Formulas
B.11. List other Benefits and Payroll Taxes: (Enter total in B11(Cell C23 and D23) above)				
1.			-	
2.			-	
3.			-	
4.			-	
Other Benefits and Payroll Taxes (From M69)		-	-	Cell D71 is linked to Cell M69
Total Other Benefits and Payroll Taxes: (Insert rows if needed)	**-**	**-**	**-**	<--Formulas (Linked to section B. 11 Above)
C.4. Report Other Supplies & OCE Costs: (Enter total in Cell C53 and D53 above)				
Credit Card Fees			-	
Postage costs			-	
Governing Board Assessment			-	
			-	
Other Supplies & OCE Costs (From M78)		-	-	Cell D79 is linked to Cell M78
Total Other Supplies & OCE Costs: (Insert rows if needed)	**-**	**-**	**-**	<--Formulas (Linked to section C. 4 Above)
C.5. Report Other Equip, Property and Furniture Costs: (Enter total in Cell C58 and D58 above)				
			-	
			-	
Other Equipment, Property and Furniture (From M87)		-	-	Cell D85 is linked to Cell M87
Other Equipment, Property and Furniture: (Insert rows if needed)	**-**	**-**	**-**	<--Formulas (Linked to section C. 5 Above)
C.1. Report Other Professional Services: (Enter total in Cell C30 and D30 above)				
			-	
			-	
			-	
			-	
			-	
Other Professional Services (From M95)		-	-	Cell D94 is linked to Cell M95
Total Other Professional Services: (Insert rows if needed)	**-**	**-**	**-**	<--Formulas (Linked to Cell C27 Above)

FY2026 Educational and General Budget Part I - SRA3 Background Data
Schedule V - Tuition Waivers and Scholarships

Institution Name:	OSU-OKC

TUITION WAIVERS AND SCHOLARSHIPS - E&G I BUDGET				
	FY2025	FY2026	Dollar Change	Percent Change
Resident Tuition Waivers - 5%	$ 681,944	$ 449,500	$ (232,444)	-34.1%
Resident Tuition Waivers - (outside the 5% limitation)	$ 888,452	$ 1,086,396	$ 197,944	22.3%
Nonresident Tuition Waivers	$ -	$ 35,000	$ 35,000	#DIV/0!
Total Tuition Waivers	$ 1,570,396	$ 1,570,896	$ 500	0.0%
Scholarships (paid from E&G I funds)	$ 75,000	$ 80,000	$ 5,000	6.7%
Total Tuition Waivers and Scholarships	**$ 1,645,396**	**$ 1,650,896**	**$ 5,500**	**0.3%**

Note: The total for the FY2025 and FY2026 column (Cell C14) should be the same number reported on Schedule A, A-1, B and Schedule E of the SRA3.

Report the amount of resident and nonresident tuition waivers and scholarships granted to Graduate Teaching and Research Assistants that are included in the above totals.	$ -	$ -	$ -	#DIV/0!
Report the amount of tuition waivers granted to Concurrently Enroll High School Seniors. See worksheet named "Changes in FY2026".	$ 758,452	$ 490,171	$ (268,281)	-35.4%
Comments:				

FY2026 Educational and General Budget Part I - SRA3 Background Data
Schedule VI - Institutional Response to the FY2026 Budget Request

OSU-OKC

Comments:

No increases in tuition or mandatory fees are being requested for FY26.

Note: Schedule VI-A provides specific budget actions taken to develop the FY2026 budget request. This schedule allows the President or Vice President to provide additional narrative about the impact of this budget request.

FY2026 Educational and General Budget - SRA3 Background Data
Schedule VI-A - Specific Budget Actions Taken in the Development of the FY2026 Budget

Institution Name:	OSU-OKC

Budget Actions: Actions Affecting Income:	**Yes or No**	# of Employees	Projected Dollar Impact on Budget	Comments - Describe Actions Taken - See Note Below
Increase Tuition and Mandatory Fees	No	N/A		
Increase Academic Service fees	No	N/A		
Use of Reserves	Yes	N/A	2,400,000	Fire Science program facility upgrades and A/V upgrades to 35 classrooms and lab environments
Actions Affecting Expenditures:				
1. Furloughs	No			
2. Faculty Layoffs and/or Buyouts	No			
3. Staff Layoffs and/or Buyouts	No			
4. Reductions in Fringe Benefit Programs	No			
5. Eliminating Instructional Programs	No			
6. Eliminating other non-instructional Programs	No			
7. Other plans effecting employees	No			
8. Professional Services	No			
9. Contracts	No			
8. Other Operating Expenditures	No			
9				
10				
11				
12				
Total Projected Dollar Impact on Budget			2,400,000	

You may insert additional rows if needed.
Report expenditure reductions as a positive amount.
Note: If you addressed any of these issues in other schedules, you may reference the schedule in the comment block above.

Comment Box:

Oklahoma State Regents for Higher Education
FY2026 Educational and General Budget Part I - SRA3 Background Data
Schedule XI - Legislative Response to FY2026 Budget Needs Request

Institution Name: OSU-OKC

The FY2026 Budget Needs Survey included a worksheet named "Summary-Priorities Funding Form". In the last column, each institution was asked if they would seek "Direct Proposal Legislature" for each funding change. If your institution sought legislative support for your FY2026 budget needs, please provide a summary of the outcome of that request.

If your institution did not seek Legislative Support indicate "No Legislative Support Requested".

Legislative Request for Priority #_____
N/A

Drag row downward if additional space is needed.

Legislative Request for Priority #_____
N/A

Drag row downward if additional space is needed.

Legislative Request for Priority #_____
N/A

Drag row downward if additional space is needed.

Legislative Request for Priority #_____
N/A

Drag row downward if additional space is needed.

If additional legislative requests were made, please copy the above formats to the area below this row.

Oklahoma State Regents for Higher Education

655 Research Parkway, Suite 200
Oklahoma City, OK 73104

EDUCATIONAL AND GENERAL BUDGET - FY2025-2026
PART I - PRIMARY BUDGET

Schedule A
Summary of Educational and General Expenditures by Function

Agency #	**77300**
Institution Name:	**Center for Health Sciences**
President:	**Dr. Jim Hess**

Date Submitted: **June 26, 2025**

EXPENDITURES BY ACTIVITY/FUNCTION			
Activity Number	**Activity/Function**	**FY2025-2026 Amount**	**Percent of Total**
	Educational & General Budget - Part I:		
11	Instruction	68,235,040	39.5%
12	Research	10,517,253	6.1%
13	Public Service	7,775,855	4.5%
14	Academic Support	7,005,511	4.1%
15	Student Services	2,008,918	1.2%
16	Institutional Support	11,589,040	6.7%
17	Operation and Maintenance of Plant	61,649,945	35.7%
18	Scholarships and Fellowships	3,796,443	2.2%
	Total Expenditures by Activity/Function:	**172,578,005**	**100.0%**

FUNDING			
Fund Number	**Fund Name**	**FY2025-2026 Amount**	**Percent of Total**
	E&G Operating Revolving Fund:		
290	Revolving Funds	108,104,411	62.6%
290	State Appropriated Funds - Operations Budget	13,823,594	8.0%
290	State Appropriated Funds - Grants, Contracts and Reimbursements	5,000,000	2.9%
490	Federal Stimulus Funds - CARES and ARPA	45,650,000	26.5%
	Total Expenditures by Fund:	**172,578,005**	100.0%

EDUCATIONAL AND GENERAL BUDGET - FY2025-2026
PART I - PRIMARY BUDGET

Schedule A-1

Summary of Educational and General Expenditures by Function

Institution Name:	**Center for Health Sciences**

EXPENDITURES BY ACTIVITY/FUNCTION			
Activity Number	**Activity/Function**	**FY2025-2026 Amount**	**Percent of Total**
	Educational & General Budget - Part I:		
11	**Instruction**		
	General Academic Instruction	63,206,722	
	Vocational/Technical Instruction	-	
	Community Education	-	
	Preparatory/Remedial Instruction	-	
	Instructional Information Technology	5,028,318	
	Total Instruction:	**68,235,040**	**39.5%**
12	**Research**		
	Institutes and Research Centers	-	
	Individual and Project Research	10,517,253	
	Research Information Technology	-	
	Total Research:	**10,517,253**	**6.1%**
13	**Public Service**		
	Community Service	7,775,855	
	Cooperative Extension Service	-	
	Public Broadcasting Services	-	
	Public Service Information Technology	-	
	Total Public Service:	**7,775,855**	**4.5%**
14	**Academic Support**		
	Libraries	1,803,379	
	Museums and Galleries	-	
	Educational Media Services	-	
	Ancillary Support/Organized Activities	771,701	
	Academic Administration	4,430,431	
	Academic Personnel Development	-	
	Course and Curriculum Development	-	
	Academic Support Information Technology	-	
	Total Academic Support:	**7,005,511**	**4.1%**

Schedule A-1 (continued) - Summary of Educational and General Expenditures by Function

Institution Name: Center for Health Sciences

EXPENDITURES BY ACTIVITY/FUNCTION			
Activity Number	**Activity/Function**	**FY2025-2026 Amount**	**Percent of Total**
15	**Student Services**		
	Student Services Administration	1,583,093	
	Social and Cultural Development	425,825	
	Counseling and Career Guidance	-	
	Financial Aid Administration	-	
	Student Admissions	-	
	Student Records	-	
	Student Health Services	-	
	Student Services Information Technology	-	
	Total Student Services:	**2,008,918**	**1.2%**
16	**Institutional Support**		
	Executive Management	5,006,896	
	Fiscal Operations	2,701,869	
	General Administration	939,564	
	Public Relations/Development	2,940,711	
	Administrative Information Technology	-	
	Total Institutional Support:	**11,589,040**	**6.7%**
17	**Operation and Maintenance of Plant**		
	Physical Plant Administration	2,911,199	
	Building Maintenance	4,660,026	
	Custodial Services	1,409,674	
	Utilities	5,455,664	
	Landscape and Grounds Maintenance	161,000	
	Major Repairs and Renovations	-	
	Safety & Security	1,402,382	
	Logistical Services	-	
	Operation & Maintenance Information Technology	-	
	Federal Stimulus Funds - CARES and ARPA	45,650,000	
	Total Operation and Maintenance of Plant:	**61,649,945**	**35.7%**
18	**Scholarships and Fellowships**		
	Scholarships	-	
	Fellowships	-	
	Resident Tuition Waivers	1,652,027	
	Nonresident Tuition Waivers	2,144,416	
	Total Scholarships and Fellowships:	**3,796,443**	**2.2%**
	Total Expenditures by Activity/Function:	**172,578,005**	**100.0%**

Oklahoma State Regents for Higher Education

EDUCATIONAL AND GENERAL BUDGET - FY2025-2026

PART I - PRIMARY BUDGET

Schedule B

Summary of Educational and General Expenditures by Object

Institution:	Center for Health Sciences

EXPENDITURES BY OBJECT			
Object Number	**Object of Expenditure**	**FY2025-2026 Amount**	**Percent of Total**
1	Personnel Services:		
1a	Teaching Salaries	22,707,799	13.2%
1b	Professional Salaries	21,455,046	12.4%
1c	Other Salaries and Wages	10,051,900	5.8%
1d	Fringe Benefits	13,953,192	8.1%
1e	Professional Services	-	0.0%
	Total Personnel Service	**68,167,937**	**39.5%**
2	Travel	1,001,240	0.6%
3	Utilities	4,286,308	2.5%
4	Supplies and Other Operating Expenses *	46,273,172	26.8%
5	Property, Furniture and Equipment	2,411,905	1.4%
6	Library Books and Periodicals	991,000	0.6%
7	Scholarships and Other Assistance	3,796,443	2.2%
8	Transfer and Other Disbursements **	45,650,000	26.5%
	Total Expenditures by Object	**172,578,005**	**100.0%**

Oklahoma State Regents for Higher Education

EDUCATIONAL AND GENERAL BUDGET - FY2025-2026
PART I - PRIMARY BUDGET

Schedule C
REPORT OF EDUCATIONAL AND GENERAL REVENUE, EXPENDITURES, AND UNOBLIGATED RESERVE

Institution Name:	Center for Health Sciences

Revenue Description	FY2025-2026 Amount	Percent of Total
1. Beginning Fund Balance July 1, 2025 (Cash Basis)	**64,000,000**	
2. Expenditures for Prior Year Obligations	**-**	
3. Unobligated Reserve Balance July 1, 2025 (line 1 - line 2)	**64,000,000**	<--Formula
4. Projected FY2026 Receipts:		
State Appropriated Funds - For Operations	13,823,594	8.0%
State Appropriated Funds - For Grants, Contracts and Reimbursements	5,000,000	2.9%
Federal Appropriations	-	0.0%
Local Appropriations	-	0.0%
Resident Tuition (includes tuition waivers)	20,298,901	11.8%
Nonresident Tuition (includes tuition waivers)	11,329,268	6.6%
Student Fees - Mandatory and Academic Service Fees	2,507,587	1.5%
Gifts, Endowments and Bequests	2,899,000	1.7%
Other Grants, Contracts and Reimbursements	35,203,633	20.4%
Sales and Services of Educational Departments	35,380,781	20.5%
Organized Activities Related to Educational Departments	-	0.0%
Technical Education Funds	-	0.0%
Other Sources	485,241	0.3%
Federal Stimulus Funds - CARES and ARPA	45,650,000	26.5%
5. Total Projected FY2026 Receipts	**172,578,005**	**100.0%**
6. Total Available (line 3 + line 5)	**236,578,005**	<--Formula
7. Less Budgeted Expenditures for FY2026 Operations	**172,578,005**	<--Link to Sch A
8. Projected Unobligated Reserve Balance June 30, 2026 (line 6 - line 7)	**64,000,000**	<--Formula

Schedule C-1 Student Fees	Fund 290	Fund 700	Totals
Mandatory Fees	1,580,594	2,025,938	3,606,532
Academic Service Fees	926,993	250,397	1,177,390
Total Student Fees	2,507,587	2,276,335	4,783,922
Difference Between Student Fees in cells B40 and C23	-	**N/A**	**N/A**

OKLAHOMA STATE REGENTS FOR HIGHER EDUCATION

EDUCATIONAL AND GENERAL BUDGET - FY2025-2026

PART I - PRIMARY BUDGET

Schedule C - 2
Cash Flow Requirements and the Use of Reserves

Institution Name:	Center for Health Sciences	Percentage Requirements	Amount	Percentage
1	**Amount of Cash Flow Reserves Used in the FY2025 Budget Request**		-	
2	**Budgeted Amounts from Schedule C:**			
A.	Budgeted expenditures for FY2026		172,578,005	100.00%
B.	Projected Reserves at June 30, 2026		64,000,000	37.08%
3	**Cash Flow Requirements - State Regents and Accreditation Agencies:**	**% Requirement**	**$ Requirements**	**% of Total Requirement**
A.	State Regents Cash Flow Target at 8.3% (1/12th)	8.3%	14,380,925	100.00%
B.	Additional Cash Flow Requirements in Addition to the 8.3%			
	Total Additional Cash Flow Required by Accreditation Agencies (beyond the 8.3%)		-	0.00%
C.	Total Cash Flow Requirements for OSRHE and Other Accrediting Agencies		14,380,925	100.00%
D.	Amount of Projected Reserves After Cash Flow Requirements are Met		49,619,075	
4	**Institution's Priorities for the Use of the Projected Reserves**			

B.	Amount of Reserves	64,000,000	
	Uses of Reserve:		
	Provide narrative to describe how the institutional reserve will be used in the future. Each use must be classified in one of the following 8 classifications; OSRHE 1/12th, Accreditation, Campus Safety, Renovation, Capitol Projects, Equipment and Technology, Complete College America, or Other Purposes. See example worksheet.	Amounts	**Classification:**
1	State Regents Cash Flow Target at 8.3% (1/12th)	14,380,925	OSRHE 1/12th
2	Additional 2 months operatiing reserve	28,761,850	Accreditation
3	Restricted funds for Academic Research	8,000,000	Campus Safety
4			Renovation
5			Capitol Projects
6			Equip & Technology
7			CCA
8	Other Strategic innitiatives	24,269,268	Other Purposes
	Total Priorities for Use of Reserves	75,412,043	(11,412,043.50)

Note: Add and expand rows as necessary to provide narrative to the above reserve priorities.

Oklahoma State Regents for Higher Education

EDUCATIONAL AND GENERAL BUDGET - FY2025-2026
PART II - SPONSORED BUDGET

Schedule A
Summary of Educational and General Sponsored Expenditures by Function

Institution Name:	Center for Health Sciences

EXPENDITURES BY ACTIVITY/FUNCTION			6/26/2025
Activity Number	**Activity/Function**	**FY2025-2026 Amount**	**Percent of Total**
	Educational & General Budget - Part II:		
	Instruction	$ 6,000,000	12.8%
	Research	12,000,000	25.5%
	Public Service	28,000,000	59.6%
	Academic Support	-	0.0%
	Student Services	-	0.0%
	Institutional Support	-	0.0%
	Operation and Maintenance of Plant	-	0.0%
	Scholarships and Fellowships	1,000,000	2.1%
21	**Total E&G Part II:**	**$ 47,000,000**	**100.0%**

FUNDING			
Fund Number	**Fund Name**	**FY2025-2026 Amount**	**Percent of Total**
430	**Agency Relationship Fund**	$ 47,000,000	100.0%
	Total Expenditures by Fund:	**$ 47,000,000**	**100.0%**

Oklahoma State Regents for Higher Education

EDUCATIONAL AND GENERAL BUDGET - FY2025-2026
PART II - SPONSORED BUDGET

Schedule B
Summary of Educational and General Sponsored Expenditures by Object

Institution:	Center for Health Sciences

EXPENDITURES BY OBJECT			
Object Number	**Object of Expenditure**	**FY2025-2026 Amount**	**Percent of Total**
1	Personnel Services:		
1a	Teaching Salaries	$ 12,000,000	25.5%
1b	Professional Salaries	8,000,000	17.0%
1c	Other Salaries and Wages	1,000,000	2.1%
1d	Fringe Benefits	5,000,000	10.6%
1e	Professional Services	5,000,000	10.6%
	Total Personnel Services	**$ 31,000,000**	**66.0%**
2	Travel	500,000	1.1%
3	Utilities	500,000	1.1%
4	Supplies and Other Operating Expenses	13,000,000	27.7%
5	Property, Furniture and Equipment	2,000,000	4.3%
6	Library Books and Periodicals	-	0.0%
7	Scholarships and Other Assistance	-	0.0%
8	Transfer and Other Disbursements	-	0.0%
	Total Expenditures by Object	**$ 47,000,000**	**100.0%**

Oklahoma State Regents for Higher Education

EDUCATIONAL AND GENERAL BUDGET - FY2025-2026
PART II - BUDGET FOR SPONSORED RESEARCH AND OTHER SPONSORED PROGRAMS

Schedule C
REPORT OF EDUCATIONAL AND GENERAL INCOME, EXPENDITURES, AND UNOBLIGATED RESERVE

Institution:	Center for Health Sciences

Receipt Description	FY2025-2026 Amount	Percent of Total
1. Beginning Fund Balance July 1, 2025 (Cash Basis)	**$ 7,000,000**	
2. Expenditures for Prior Year Obligations	**$ -**	
3. Unobligated Reserve Balance July 1, 2025 (line 1 - line 2)	**$ 7,000,000**	
4. Projected Receipts FY2026:		
Department of Agriculture	-	0.0%
Department of Commerce	-	0.0%
Department of Defense	-	0.0%
Department of Education	1,000,000	2.1%
Department of Energy	-	0.0%
Department of Health and Human Services	20,000,000	42.6%
Department of Homeland Security	-	0.0%
Department of Justice	1,000,000	2.1%
Department of Transportation	-	0.0%
National Aeronautics and Space Administration	-	0.0%
National Institutes of Health	5,000,000	10.6%
National Science Foundation	-	0.0%
Other Federal Agencies	7,000,000	14.9%
City and County Government	-	0.0%
Commercial and Commercial Related	-	0.0%
Foundations	1,000,000	2.1%
Other Non-Federal Sources	2,000,000	4.3%
Other Universities and Colleges	1,000,000	2.1%
State of Oklahoma	9,000,000	19.1%
5. Total Projected FY2026 Receipts	**$ 47,000,000**	100.0%
6. Total Available (line 3 + line 5)	**$ 54,000,000**	
7. Less Budgeted Expenditures for FY2026 Operations	**$ 47,000,000**	
8. Projected Unobligated Reserve Balance June 30, 2026 (line 6 - line 7)	**$ 7,000,000**	

Oklahoma State University
Stores & Services Fund Summary
Fiscal Year 2025-26

Center for Health Sciences			Professional Salaries	Other Salaries	Fringe Benefits	Supplies & Other Operating Exp	Property, Furniture & Equipment	Travel	Utilities	Library Books & Periodicals	Transfers & Other Distr	Total
B702 - Provost	170134 - Research Office	275000 - Greenphire Store				$250,000						**$250,000**
		Total				**$250,000**						**$250,000**
	Total					**$250,000**						**$250,000**
D700 - Administrative Affairs	170145 - Auxiliary Services	273000 - Auxiliary Services		$140,723	$45,031	$830,500	$11,000	$100,000				**$1,127,254**
		Total		**$140,723**	**$45,031**	**$830,500**	**$11,000**	**$100,000**				**$1,127,254**
	170163 - OSUBIC	253000 - OSUBIC Store		$18,650	$4,103	$50,000						**$72,753**
		Total		**$18,650**	**$4,103**	**$50,000**						**$72,753**
	Total			**$159,373**	**$49,134**	**$880,500**	**$11,000**	**$100,000**				**$1,200,007**
Total				**$159,373**	**$49,134**	**$1,130,500**	**$11,000**	**$100,000**				**$1,450,007**

Oklahoma State University
Auxiliary Enterprise Fund Summary
Fiscal Year 2025-26

Center for Health Sciences			Professional Salaries	Other Salaries	Fringe Benefits	Supplies & Other Operating Exp	Property, Furniture & Equipment	Travel	Utilities	Library Books & Periodicals	Transfers & Other Distr	Total
B700 - President	170159 - Center for Wellness and Recovery	326401 - Addiction Clinic	$453,200	$108,346	$14,551	$84,500	$145,000	$3,000		$500		**$809,097**
		Total	**$453,200**	**$108,346**	**$14,551**	**$84,500**	**$145,000**	**$3,000**		**$500**		**$809,097**
	Total		**$453,200**	**$108,346**	**$14,551**	**$84,500**	**$145,000**	**$3,000**		**$500**		**$809,097**
B701 - COO	170114 - Clinical Financial Services	326010 - Ppp Allocated Exp				$1,810,000						**$1,810,000**
		326012 - Clinic Promotions	$96,107	$1,500	$1	$296,750	$3,000					**$397,358**
		326020 - Health Care Center				$265,365	$12,000		$165,000			**$442,365**
		326035 - OSUmc Physician Serv	$191,580	$152,326	$110,050	$21,200	$10,000					**$485,156**
		326200 - Practice Plan Expend		$119,131	$19,066	$260,000	$50,000					**$448,197**
		326209 - Houston Center				$477,820	$10,500		$200,000			**$688,320**
		326220 - Practice Plan Reserv	$120,000		$1	$1,200,700						**$1,320,701**
		326223 - CN Virtual Clinic				$22,700	$3,200					**$25,900**
		326248 - Virtual Medicine	$70,000		$22,400	$67,500	$32,500					**$192,400**
		326270 - Dept Radiology Pr Pl		$114,782	$36,730	$79,000	$7,000					**$237,512**
		326410 - Bus Services Pp	$148,548	$793,075	$285,522	$114,000	$85,000	$5,000		$7,750		**$1,438,895**
		326430 - OSU Medicince Admin	$693,276	$3,178	$222,865	$261,000	$17,000	$5,000				**$1,202,319**
		326431 - Referral Mangement Fund		$376,008	$119,673	$2,500	$27,000					**$525,181**
		Total	**$1,319,511**	**$1,560,000**	**$816,308**	**$4,878,535**	**$257,200**	**$10,000**	**$365,000**	**$7,750**		**$9,214,304**
	170117 - Telehealth	326247 - Mobile Telemed Clini				$7,375	$2,000					**$9,375**
		Total				**$7,375**	**$2,000**					**$9,375**
	170122 - Continuing Med Education	326040 - Vending: Cme	$84,195	$199,323	$90,726	$182,000	$8,000	$140,000				**$704,244**
		Total	**$84,195**	**$199,323**	**$90,726**	**$182,000**	**$8,000**	**$140,000**				**$704,244**
	170144 - Psychiatry and Behavioral Science	326230 - Psychiatry PP	$3,005,713	$310,899	$199,574	$129,635	$141,800	$10,000				**$3,797,621**
		326233 - Therapy and Testing Services	$248,531	$146,113	$83,237	$55,000	$10,000					**$542,881**
		326559 - CIRCA Anthem				$4,770						**$4,770**
		Total	**$3,254,244**	**$457,012**	**$282,811**	**$189,405**	**$151,800**	**$10,000**				**$4,345,272**
	170151 - Health Access Network	326217 - Health Access Networ	$1,610,805	$186,046	$572,926	$305,000	$80,000	$50,000				**$2,804,777**
		Total	**$1,610,805**	**$186,046**	**$572,926**	**$305,000**	**$80,000**	**$50,000**				**$2,804,777**
	170153 - COO	326102 - The Collective	$40,978		$13,113	$4,600						**$58,691**
		Total	**$40,978**		**$13,113**	**$4,600**						**$58,691**
	Total		**$6,309,733**	**$2,402,381**	**$1,775,884**	**$5,566,915**	**$499,000**	**$210,000**	**$365,000**	**$7,750**		**$17,136,663**
B702 - Provost	170101 - Pediatrics	326260 - Pediatrics: Hcc	$357,048	$855,208	$312,983	$344,100	$297,300	$20,000				**$2,186,639**
		326975 - Peds Reserve				$25,000	$30,000					**$55,000**
		Total	**$357,048**	**$855,208**	**$312,983**	**$369,100**	**$327,300**	**$20,000**				**$2,241,639**
	170102 - Physician Assistant Studies	326177 - PA Program				$11,000						**$11,000**
		Total				**$11,000**						**$11,000**
	170108 - Grad College Aux Services	325000 - OSU Clinical Lab	$21,097	$78,989	$29,918	$536,382	$4,000	$2,500				**$672,886**
		326105 - Human ID Lab				$58,000						**$58,000**
		326107 - Next Gen Sequencing				$12,000						**$12,000**
		326116 - Forensic Toxicology		$4,264	$426	$20,000						**$24,690**
		326611 - CENFEX				$20,000						**$20,000**
		Total	**$21,097**	**$83,253**	**$30,344**	**$646,382**	**$4,000**	**$2,500**				**$787,576**
	170110 - Surgery	326850 - Surgery @ Pob	$758,482	$290,137	$259,880	$200,000	$148,000	$25,000		$500		**$1,681,999**
		Total	**$758,482**	**$290,137**	**$259,880**	**$200,000**	**$148,000**	**$25,000**		**$500**		**$1,681,999**
	170111 - Osteo Manip Med	326450 - Manipulative Medicin	$282,262	$109,515	$98,703	$74,000	$85,000	$1,000				**$650,480**
		Total	**$282,262**	**$109,515**	**$98,703**	**$74,000**	**$85,000**	**$1,000**				**$650,480**
	170113 - Enrollment Management	327105 - Adm Supplmnt Fee				$149,397	$56,000	$6,000				**$211,397**
		Total				**$149,397**	**$56,000**	**$6,000**				**$211,397**
	170118 - Department of Forensic Sciences	326045 - Forensics Ce		$1,765	$177	$10,551						**$12,493**
		Total		**$1,765**	**$177**	**$10,551**						**$12,493**
	170134 - Research Office	325161 - Library Q Meter				$23,000						**$23,000**
		326004 - Workshop/Symposia		$72,384	$6,406	$11,680						**$90,470**

Oklahoma State University
Auxiliary Enterprise Fund Summary
Fiscal Year 2025-26

Center for Health Sciences			Professional Salaries	Other Salaries	Fringe Benefits	Supplies & Other Operating Exp	Property, Furniture & Equipment	Travel	Utilities	Library Books & Periodicals	Transfers & Other Distr	Total
		326214 - Clinical Trial Offic				$49,319	$9,481	$2,200				**$61,000**
		Total		**$72,384**	**$6,406**	**$83,999**	**$9,481**	**$2,200**				**$174,470**
	170138 - Department of Medicine	326240 - Internal Medicine	$849,370	$545,865	$324,953	$198,000	$61,200	$30,000				**$2,009,388**
		326241 - Im Neurology Pp	$374,835	$121,505	$126,701	$42,000	$80,400	$1,000	$5,100			**$751,541**
		326255 - Cardiology Pp	$3,704,744	$665,994	$892,435	$361,000	$138,400	$20,000		$500		**$5,783,073**
		326771 - Pulmonology	$13,390	$37,888	$17,858	$7,500	$19,800					**$96,436**
		326980 - Internal Med Reserve				$45,000	$20,000					**$65,000**
		Total	**$4,942,339**	**$1,371,252**	**$1,361,947**	**$653,500**	**$319,800**	**$51,000**	**$5,100**	**$500**		**$8,705,438**
	170139 - Family Med	326210 - Family Practice@Hcc	$66,760	$763,478	$238,120	$207,000	$213,000	$5,000		$500		**$1,493,858**
		326211 - Pp Fammed Egate Plaz	$585,720	$312,754	$207,233	$127,300	$144,500	$1,600				**$1,379,107**
		326900 - Family Med @ Legacy	$345,515	$282,569	$139,937	$144,000	$60,000	$1,000				**$973,021**
		Total	**$997,995**	**$1,358,801**	**$585,290**	**$478,300**	**$417,500**	**$7,600**		**$500**		**$3,845,986**
	170141 - Anatomy and Cell Biology	326288 - Anatomy and Cell Student				$2,500						**$2,500**
		Total				**$2,500**						**$2,500**
	170143 - Ob/Gyn	326250 - Ob/Gyn: Hcc	$1,130,419	$674,586	$450,117	$745,825	$217,975	$28,000		$1,000		**$3,247,922**
		326251 - OB South Clinic	$164,325		$1							**$164,326**
		326253 - OB Hospitalist				$2,500,000						**$2,500,000**
		Total	**$1,294,744**	**$674,586**	**$450,118**	**$3,245,825**	**$217,975**	**$28,000**		**$1,000**		**$5,912,248**
	170152 - Department of Emergency Medicine	322172 - Emergency Medicine	$9,975,991		$2,197,968	$953,000	$36,000	$39,000				**$13,201,959**
		Total	**$9,975,991**		**$2,197,968**	**$953,000**	**$36,000**	**$39,000**				**$13,201,959**
	170156 - Provost	326015 - OSU-Com Wellness	$70,445	$93,784	$52,553	$83,000	$8,050	$4,500				**$312,332**
		326017 - Health Fees		$71,595	$22,910	$342,601	$1,000					**$438,106**
		327103 - Student Activity				$145,500	$2,500	$1,500				**$149,500**
		Total	**$70,445**	**$165,379**	**$75,463**	**$571,101**	**$11,550**	**$6,000**				**$899,938**
	170158 - College of Osteopathic Medicine	321111 - Sports Medicine	$138,694		$44,382							**$183,076**
		326000 - COM Fee				$750,000						**$750,000**
		326700 - OSU Athletics Services	$3,320,640	$81,827	$618,673	$75,000	$15,000	$45,000				**$4,156,140**
		332156 - CN CME	$1,500		$1	$1,700						**$3,201**
		Total	**$3,460,834**	**$81,827**	**$663,056**	**$826,700**	**$15,000**	**$45,000**				**$5,092,417**
	170160 - Simulation Center	322191 - Simulation Center				$45,000						**$45,000**
		Total				**$45,000**						**$45,000**
	Total		**$22,161,237**	**$5,064,107**	**$6,042,335**	**$8,320,355**	**$1,647,606**	**$233,300**	**$5,100**	**$2,500**		**$43,476,540**
D700 - Administrative Affairs	170103 - Information Technology	326212 - Medical Informatics	$207,646	$8,497	$69,166	$1,407,000	$200,000	$5,000				**$1,897,309**
		Total	**$207,646**	**$8,497**	**$69,166**	**$1,407,000**	**$200,000**	**$5,000**				**$1,897,309**
	170120 - Administrative Affairs	326011 - Cot Hit				$52,000	$23,000					**$75,000**
		326025 - CHS Bookstore				$212,000	$250,000	$100				**$462,100**
		326090 - Vending Machines				$8,000						**$8,000**
		326203 - Med Adj Fac Program				$125,000,000						**$125,000,000**
		Total				**$125,272,000**	**$273,000**	**$100**				**$125,545,100**
	170123 - Facilities Management	326555 - Legacy CHS				$702,000						**$702,000**
		326772 - Physical Plant Aux				$200,000						**$200,000**
		Total				**$902,000**						**$902,000**
	170140 - Budget and Finance	324000 - PA Board Prep Fee				$6,000				$28,000		**$34,000**
		324111 - Legacy Management		$205,036	$65,612	$530,000			$400,000			**$1,200,648**
		326055 - CN Bookstore				$25,000						**$25,000**
		326222 - Facilities Fee				$370,000						**$370,000**
		326650 - Ppp Retained Earning				$19,700,000	$300,000					**$20,000,000**
		327111 - VA Hospital				$137,000						**$137,000**
		Total		**$205,036**	**$65,612**	**$20,768,000**	**$300,000**		**$400,000**	**$28,000**		**$21,766,648**
	170163 - OSUBIC	326103 - OSUBIC Aux	$95,386	$261,295	$37,936	$283,200						**$677,817**
		Total	**$95,386**	**$261,295**	**$37,936**	**$283,200**						**$677,817**

Oklahoma State University
Auxiliary Enterprise Fund Summary
Fiscal Year 2025-26

Center for Health Sciences			Professional Salaries	Other Salaries	Fringe Benefits	Supplies & Other Operating Exp	Property, Furniture & Equipment	Travel	Utilities	Library Books & Periodicals	Transfers & Other Distr	Total
	Total		**$303,032**	**$474,828**	**$172,714**	**$148,632,200**	**$773,000**	**$5,100**	**$400,000**	**$28,000**		**$150,788,874**
D702 - External Affairs	170147 - External Affairs	325441 - Univ Printing				$50,000						**$50,000**
		328228 - Event Rental				$20,000						**$20,000**
		Total				**$70,000**						**$70,000**
	Total					**$70,000**						**$70,000**
Total			**$29,227,202**	**$8,049,662**	**$8,005,484**	**$162,673,970**	**$3,064,606**	**$451,400**	**$770,100**	**$38,750**		**$212,281,174**

Oklahoma State Regents for Higher Education
655 Research Parkway, Suite 200
Oklahoma City, OK 73104

EDUCATIONAL AND GENERAL BUDGET
FISCAL YEAR FY2025-2026

Schedule F and G

STATEWIDE PROGRAM CODE: Higher Education (Input)

SUMMARY OF EXPENDITURES BY FUNCTION AND OBJECT

Agency #: 77300 Date Submitted: June 26, 2025
Institution Name: Center for Health Sciences Presidents Name Dr. Jim Hess

Object Codes	10	20	31	30	40	42	50	60	
Object	Personnel Services	Travel	Utilities	Supplies & Other Operating Expenses	Property, Furniture, & Equipment	Library Books and Periodicals	Scholarships & Other Assistance Net of Waivers	Transfers & Other Disbursements	TOTALS
Activity & Sub-Activity/Function:									
11 Instruction	43,099,280	582,800	3,409	22,782,870	1,761,681	5,000	-	-	68,235,040
12 Research	5,083,033	48,140	335,000	4,976,647	74,433	-	-	-	10,517,253
13 Public Service	2,369,555	5,000	-	5,361,300	40,000	-	-	-	7,775,855
14 Academic Support	4,914,417	118,800	-	919,343	66,951	986,000	-	-	7,005,511
15 Student Services	1,693,418	44,500	-	189,000	82,000	-	-	-	2,008,918
16 Institutional Support	7,206,388	136,500	-	4,118,652	127,500	-	-	-	11,589,040
17 Operation. & Maintenance. of Plant	3,801,846	65,500	3,947,899	7,925,360	259,340	-	-	-	15,999,945
18 Scholarships (Net of Tuition Waivers)	-	-	-	-	-	-	-	-	-
11 Total E&G Part I - Fund 290	**68,167,937**	**1,001,240**	**4,286,308**	**46,273,172**	**2,411,905**	**991,000**	**-**	**-**	**123,131,562**
Hyperion Account Code	**511130**	**521110**	**531160**		**541110**		**552110**	**562130**	
Entry into CORE E&G Part I - Fund 290	**68,167,937**	**1,001,240**		**50,559,480**		**3,402,905**	**-**	**-**	**123,131,562**
49 Total E&G Part I - Fund 490	**-**	**-**	**-**	**-**	**-**	**-**	**-**	**-**	**-**
49 Entry into CORE E&G Part I - Fund 490 (CARES)	**-**	**-**		**-**		**-**	**-**	**-**	**-**
97 Total E&G Part I - Fund 497	**-**	**-**	**-**	**-**	**-**	**-**	**-**	**45,650,000**	**45,650,000**
97 Entry into CORE E&G Part I - Fund 497 (ARP)	**-**	**-**		**-**		**-**	**-**	**45,650,000**	**45,650,000**
21 Total E&G Part II *Cells linked to Sch. B-II--->*	**31,000,000**	**500,000**	**500,000**	**13,000,000**	**2,000,000**	**-**	**-**	**-**	**47,000,000**
Hyperion Account Code	**511130**	**521110**	**531160**		**541110**		**552110**	**562130**	
Entry into CORE E&G Part II	**31,000,000**	**500,000**		**13,500,000**		**2,000,000**	**-**	**-**	**47,000,000**
Total Allotment	**99,167,937**	**1,501,240**	**4,786,308**	**59,273,172**	**4,411,905**	**991,000**	**-**	**45,650,000**	**215,781,562**

Schedule G

Hyperion Account Code			511130	521110	531160		541110		552110	562130	
700 Fund No.	Activity No.	Sub-Activity No.	Personnel Services	Travel	Utilities	Supplies & Other Operating Expenses	Property, Furniture, & Equipment	Library Books and Periodicals	Scholarships & Other Assistance	Transfers & Other Disbursements	Total Budgeted Amount
Fund 7XX			-	-	-	-	-	-	-	-	-
Fund 789	89		-	-	-	-	-	-	-	-	-
Fund 790	85		-	-	-	-	-	-	-	-	-

11 Entry into CORE E&G Part I - Fund 290	123,131,562
49 Entry into CORE E&G Part I - Fund 490 (CARES)	-
97 Entry into CORE E&G Part I - Fund 497 (ARP)	45,650,000
21 Entry into CORE E&G Part II	47,000,000
G Entry into CORE Fund 700	-
G Entry into CORE Fund 789	-
G Entry into CORE Fund 790	-
Total Allotment	215,781,562

Oklahoma State Regents for Higher Education

Consolidated Capital Budgets
Fiscal Year 2025-2026

Schedule H
Various Funds by Institution

Institution Agency # and Name:	77300		Center for Health Sciences
Date Submitted:	June 26, 2025	President:	Dr. Jim Hess

Fund No.	Activity No.	Sub-Activity No.	Total Budgeted Amount -- Account 5400000	
295	90	00001	$	20,000,000
340	90	00001	$	
450	90	00001	$	500,000
600	90	00001	$	
650	90	00001	$	
Other Funds -- Please List:				
495	90	00001	$	65,000,000
	90	00001	$	
	90	00001	$	
	90	00001	$	
	90	00001	$	
TOTAL			**$**	**85,500,000**

Oklahoma State Regents for Higher Education
FY2026 Educational and General Budget - SRA3 Background Data
Schedule 1 - Continuing Full-Time Faculty and Full-Time Staff Salary Changes

Institution Name:	Center for Health Services
Contact Person's Name and Phone #:	Chris Kuwitzky, 405-744-2690

1. Percentage Salary Changes For Continuing Filled Positions

Percentage Salary Changes for Continuing Filled Positions	President	Number of Faculty [1]	Number of Administrative and Professional Staff (Exempt) [2]	Number of Other Staff (Non-exempt) [3]	Total
-% (Number receiving a salary decrease)	-	-	-	-	-
0% (Number receiving no salary change)	1	210	306	384	901
0.1% to 2.9%	-	-	-	-	-
3.0% to 4.9%	-	-	-	-	-
5.0% to 6.9%	-	-	-	-	-
7.0% to 9.9%	-	-	-	-	-
10.0% to 14.9%	-	-	-	-	-
15% or more	-	-	-	-	-
Total Number of Continuing Employees	1	210	306	384	901
Range of Percentage Changes:	For Pres - Use same %				
Lowest Percentage Change	0.00%	0.00%	0.00%	0.00%	0.00%
Highest Percentage Change	0.00%	0.00%	0.00%	0.00%	0.00%
Average Percentage Change	0.00%	0.00%	0.00%	0.00%	0.00%

Average Salary Change - For All Continuing Employees

	President	Faculty	Professional	Other Staff	Total
Total Number of Continuing Employees	1	210	306	384	901
Amount of Salary Change	-	-	-	-	-
Average Salary Change	0	0	0	0	0

Average Salary Change - For All Continuing Employees Receiving a Salary Increase

Total Number of Employees With Salary Inc.	-	-	-	-	-
Amount of Salary Change	-	-	-	-	-
Average Salary Change	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!

Board Approval date for Budget	Approval Date: -->		June 13, 2025
Effective Start Date of Salary Program	Starting Date: -->		N/A
Date President's Salary will be Considered	Consider Date: -->		N/A
Will your institution considering an employee salary or stipend program later in the fiscal year? If yes, explain in comment section below.	No	Date: ------> <-----Yes or No	N/A

2. Faculty and Employee Promotions

# of Employees Receiving Increases due to Promotions and Changes in Rank	-	-	-	-	-
Amount of Salary Increases provided due to Promotions and Changes in Rank	-	-	-	-	-
Average of Salary Increases Based on Promotions and Changes in Rank	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!

3. Other Salary Adjustments - Such as Cell Phones, Etc.

# of Employees Receiving Increases due to Other Salary Adjustments	-	-	-	-	-
Amount of Salary Adjustments	-	-	-	-	-
Average of Salary Adjustments	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!
Explanation:					

4. Stipend Program

# of Employees Receiving a Stipend	-	-	-	-	-
Amt of One-time Stipends	-	-	-	-	-
Average Stipend Increase	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!
Average Stipend Percentage Increase	0.0%	0.0%	0.0%	0.0%	0.0%

Write in the effective dates of the FY2026 stipend program:	Starting Date: ----->	

5. Comments About Salaries, Promotions and/or Stipend Program:

(Drag Row 55 if more space needed)

Oklahoma State Regents for Higher Education

Schedule 1-A - Methodology for Changes in Compensation - FY2026

Institution Name: Center for Health Services

	METHODOLOGY FOR CHANGES IN COMPENSATION			
	What methodology is used for compensation changes?	**For Faculty**	**For Administrative and Professional Staff**	**For Other Staff**
1	Performance-based merit evaluation	N/A	N/A	N/A
2	Across-the-board	N/A	N/A	N/A
3	Combination of performance-based and across-the-board	N/A	N/A	N/A
	List criteria for performance-based merit evaluation: (Add rows if needed)	**For Faculty**	**For Administrative and Professional Staff**	**For Other Staff**
1				
2				
3				
4				
5				
6				
	Elaborate if compensation changes are based on combination of performance-based and across-the-board changes:	**For Faculty**	**For Administrative and Professional Staff**	**For Other Staff**
1				
2				
3				
4				
5				
6				

Oklahoma State Regents for Higher Education
FY2026 Educational and General Budget Part I - SRA3 Background Data
Schedule 1-b - Salaries of Chief Administrative, Dean's and Professional Positions

Institution Name:	Center for Health Services			
President's Name	Johnny Stephens, Pharm D.			
Principal Position	**Actual FY2025**	**Budgeted FY2026**	**Dollar Change**	**Percentage Increase**
President (Salary Only - Exclude Allowances)	513,765	513,765	-	0.00%
Vice Presidents:				
Chief Administrative Officer	430,261	430,261	-	0.00%
Chief Academic Officer			-	#DIV/0!
Chief Business Officer	315,525	315,525	-	0.00%
Chief Development Officer			-	#DIV/0!
Chief Student Affairs Officer			-	#DIV/0!
List Other Vice Presidents in Rows 69 through 75			-	#DIV/0!
Instruction:				
Deans (List): (Insert rows if needed)				
Arts and Sciences			-	#DIV/0!
Business			-	#DIV/0!
Education			-	#DIV/0!
Liberal Arts/Humanities			-	#DIV/0!
Math & Science			-	#DIV/0!
Graduate College			-	#DIV/0!
List Other Deans in Rows 59 to 69.			-	#DIV/0!
			-	#DIV/0!
Academic Support:				
Academic Dean	365,850	365,850	-	0.00%
Director/Dean of Library	105,338	105,338	-	0.00%
Student Services:				
Dean/Director of Student Services	228,660	228,660	-	0.00%
Chief Admissions Officer	100,786	100,786	-	0.00%
Registrar	78,784	78,784	-	0.00%
Director of Financial Aid	84,872	84,872	-	0.00%
Institutional Support:				
Chief Legal Counsel	112,956	112,956	-	0.00%
Controller or Accounting Professional	163,909	163,909	-	0.00%
Chief Public Relations Officer	152,982	152,982	-	0.00%
Director of Institutional Research	133,900	133,900	-	0.00%
Director of Development			-	#DIV/0!
Physical Plant:				
Director of Physical Plant	179,636	179,636	-	0.00%
Technology:				
Chief Information Systems Officer	249,221	249,221	-	0.00%

Comments: Exclude all allowances from reported salaries.

Institution Comments:

NOTE: Schedules I, I-a and I-b must be resubmitted to this office when there is a change in your institution's salary program and anytime the president's salary amount is changed.

Oklahoma State Regents for Higher Education
FY2026 Educational and General Budget Part I - SRA3 Background Data
Schedule 1-b - Salaries of Chief Administrative, Dean's and Professional Positions

Principal Position	Actual FY2025	Budgeted FY2026	Dollar Change	Percentage Increase
Other Vice Presidents:				
Research	234,936	234,936	-	0.00%
			-	#DIV/0!
			-	#DIV/0!
			-	#DIV/0!
			-	#DIV/0!
			-	#DIV/0!
			-	#DIV/0!
			-	#DIV/0!
			-	#DIV/0!
			-	#DIV/0!
			-	#DIV/0!
Other Deans:				
			-	#DIV/0!
			-	#DIV/0!
			-	#DIV/0!
			-	#DIV/0!
			-	#DIV/0!
			-	#DIV/0!
			-	#DIV/0!
			-	#DIV/0!
			-	#DIV/0!
			-	#DIV/0!
			-	#DIV/0!
Other Positions:				

Oklahoma State Regents for Higher Education
FY2026 Educational and General Budget Part I - SRA3 Background Data
Schedule II - Changes in Full-Time Faculty Positions

Institution Name:---------->	Center for Health Services

Report the full-time faculty positions that will increase or decrease the number of teaching faculty from that of the previous year. If a faculty member in a department has retired or resigned and is to be replaced by a new hire, do not report below.

New Full-Time Faculty Positions For FY2026

Rank (specify Professor, Assistant Professor, Associate Professor, Instructor, Lecturer)	Department	CIP 2010 -Primary Field of Study UDS Record 8 - Element 51	FTE	Budgeted Salaries
TOTAL New Faculty Positions:			0.0	-

Note: Use additional pages or insert rows as needed.

Reduction in Full-Time Faculty Positions for FY2026:

Rank (specify Professor, Assistant Professor, Associate Professor, Instructor, Lecturer)	Department	CIP 2010 -Primary Field of Study UDS Record 8 - Element 51	FTE	Budgeted Salaries
Professor	Health Care Administration	51	0.5	195,612
Professor	Pediatrics	51	2.0	670,000
TOTAL Reduction in Faculty Positions for FY2026			2.5	865,612

Note: The changes in faculty positions will automatically update Schedule II-b.

Comments: The CIP Description should be reported at the 2 digit level. This is the primary Field of Study reported on UDS Record 8, Element 51.

Schedule II-1 - Number of Part-Time & Adjunct Faculty, Teaching & Research Graduate Assistants and Part-Time Professional and Other Staff

FY2025 - Number of Adjunct Faculty (Use Unduplicated Headcount)	FY2025 - Projected Number of Adjunct Faculty (Use Unduplicated Headcount)	Change in Budgeted Number of Headcount (Formula)	* Avg. credit hours taught per Adjunct	* Maximum Credit Hours Taught per Adjunct
46	50	4	3	6

FY2025 - Number of Part-Time Faculty (Use Unduplicated Headcount)	FY2025 - Projected Number of Part-Time Faculty (Use Unduplicated Headcount)	Change in Budgeted Number of Headcount (Formula)	* Avg. credit hours taught per Part-Time Faculty	* Maximum Credit Hours Taught per Part-Time Faculty
10	10	0	6	12

** FY2025 Number of Teaching Graduate Assistants (Use Unduplicated Headcount)	FY2025 - Projected Number of Graduate Teaching Assistants (Use Unduplicated Headcount)	Change in Budgeted Number of Headcount (Formula)	* Avg. credit hours taught per GA	* Maximum Credit Hours Taught per GA
6	6	0		

** FY2025 Number of Research Graduate Assistants (Use Unduplicated Headcount)	FY2025 - Projected Number of Graduate Teaching Assistants (Use Unduplicated Headcount)	Change in Budgeted Number of Headcount	N-A	N-A
54	54	0	N-A	N-A

FY2025 - Number of Part-Time Professional Staff (Use Unduplicated Headcount)	FY2025 - Projected Number of Professional Staff	Change in Budgeted Number of Headcount (Formula)	N-A	N-A
0	0	0	N-A	N-A

FY2025 - Number of Part-Time Other Staff (Use Unduplicated Headcount)	FY2025 - Projected Number of Other Staff	Change in Budgeted Number of Headcount (Formula)	N-A	N-A
0	0	0	N-A	N-A

FY2025 - Total Part-Time Employees (This is a formula)	FY2025 Projected # of Part-Time Employees (Formula)	Change in Budgeted Number of Headcount (Formula)	N-A	N-A
116	120	4	N-A	N-A

*** Report the average and maximum credit hours based on the fall semester.**

FY2026 Educational and General Budget Part I - SRA3 Background Data

Schedule II-a - Changes in Professional and Classified Positions

Institution Name:	Center for Health Services

List below the full-time professional and classified positions that will increase and/or decrease the number of professional and classified positions above that of the previous year's original budget. If an employee has retired or resigned and is to be replaced by a new hire, do not report below.

Increase in New Full-Time Professional Positions for FY2026

Position Title	E&G Activity/Function Budgeted	Number	Salary
Example: Recruitment Specialist	Student Services	1	36,000
TOTAL New Professional Positions:		0	-

Note: Insert additional rows or use additional pages if needed.

Reduction in Full-Time Professional Positions for FY2026:

Position Title	E&G Activity/Function Budgeted	Number	Salary
Vice Provost	Academic Support	1	217,347
TOTAL Reduction in Professional Positions for FY2026		1	217,347

Comments:

Note: The changes in professional and classified positions will automatically update Schedule II-b.

Changes in Full-Time Classified Positions for FY2026:

	Increase	Decrease	Net Change
Changes in Full-Time Classified Staff			
Example: Change in Number of Positions:	3	2	1
Example: Change in Salary of Positions:	$60,000	$40,000	$20,000
Actual Changes in Number of Positions			0
Actual Changes in Salary of Positions			$0

Comments:

Number of Continuing Unfilled Positions Not Reported on Schedule I, II, or IIa

Number of Full-Time and Part-Time Positions	Comments (if any)	Number	Budgeted Salary
President		0	-
Faculty Positions		0	-
Professional Positions		0	-
Classified Positions		0	-
Totals		0	-

Note 1: This section excludes any positions previously reported on Schedule I, II, and Rows 10 through 43 on Schedule IIA

FY2026 Educational and General Budget Part I - SRA3 Background Data
Schedule II-b - Summary of Changes in Budgeted Faculty, Professional and Classified Positions

NOTE: THIS WORKSHEET IS LINKED TO SCHEDULES I, II & II-1 AND II-A. DO NOT INPUT DATA INTO THIS FORM.

Institution Name:	Center for Health Services

FULL-TIME POSITIONS TO BE ADDED AND/OR ELIMINATED IN FY2026

	Added Positions		Eliminated Positions		Net Changes	
Employee Classifications:	New Positions	Salary	Positions	Salary	Net Changes	Net Change in Salary
Faculty	0	0	2	865,612	(2)	(865,612)
Professional Staff	0	0	1	217,347	(1)	(217,347)
Classified Staff	0	0	0	0	0	0
TOTAL	0	0	3	1,082,959	(3)	(1,082,959)
				Crossfoot --->	(3)	(1,082,959)

Number of Full-Time and Part-Time Employees Paid or Partially Paid from E&G I Funds:

	From Sch I	From Sch II-b	From Sch II-b	Formula	From Sch II	From Sch II	Formula		
Employee Classification	Continuing Employees from Schedule I	New Positions	Eliminated Positions	Total Full-Time Employees	# of Part-Time Faculty, Adjunct, and Grad Assistants	# of Part-Time Professionals, Research Assistants and Other Staff	Total Full-Time and Part-Time Employees	Add Unfilled Positions on July 1, 2025	Total Budgeted Positions for FY2026
President	1			1			1	0	1
Faculty	210	0	2	208	66		274	0	274
Professional	306	0	1	305		54	359	0	359
Classified or Other Employees	384	0	0	384		0	384	0	384
Totals	901	0	3	898	66	54	1,018	0	1,018

FY2026 Educational and General Budget Part I - SRA3 Background Data
Schedule III - Course Section and Enrollment Data

Institution Name:	Center for Health Services

	ENROLLMENT DATA				COURSE SECTION DATA [1]	
Location [2]	Fall Semester 2024 (FY2025) FTE	Fall Semester 2024 (FY2025) Headcount	Fall Semester 2025 (FY2026) Projected FTE	Fall Semester 2025 (FY2026) Projected Headcount	Number of Course Sections Offered, Fall 2024 (FY2025)	Projected Number of Course Sections Offered, Fall 2025 (FY2026)
Main Campus						
Branch Campus - List enrollment for each branch						
CHS Graduate	1,022	1,594	1,167	1,800	217	247
COM	676	676	668	668	80	80
Total Branch Campuses	1,698	2,270	1,835	2,468	297	327
Centers						
Off-Campus						
Total	1,698	2,270	1,835	2,468	297	327

[1] ***Organized classes, excluding individual instruction and lab classes***

[2] ***Do not duplicate enrollment counts. A student enrolled on Main Campus and A branch campus should be reported in only one location.***

CHANGES IN ENROLLMENT DATA:

Changes in Student FTE - Fall Semesters	137	<--- Formula
Changes in Student Headcount - Fall Semesters	198	<--- Formula
Changes in Course Sections - Fall Semesters	30	<--- Formula

STUDENT/FACULTY RATIOS:

Please indicate your institution's student-to-faculty ratio:	10	<--- FY2025	Example: For a 18:1 ratio, report 18
(Calculation: FTE Student Enrollment divided by FTE Faculty)	10	<--- FY2026	Example: For a 19.5:1 ratio, report 20

ANNUALIZED STUDENT FTE (SUMMER, FALL & SPRING)

Actual Student FTE - Annualized	3,520	<--- FY2025
Projected Student FTE - Annualized	3,536	<--- FY2026
Change in Student FTE	16	<--- Formula
Percent Change in Student FTE	0.5%	<--- Formula

Date Prepared: April 27, 2005 - Date Revised: May 18, 2009 - Date Printed; 6/4/2025 12:27 PM

Oklahoma State Regents for Higher Education
FY2026 Educational and General Budget Part I - SRA3 Background Data
Schedule IV - Changes in Mandatory Costs - Update

Institution Name	Center for Health Services			
Description of Mandatory Costs:	**FY2026 Mandatory Costs Per Budget Needs Survey**	**Updated Projections to FY2026 Mandatory Costs**	**Changes from Original Projection**	**Comments: (If additional space is needed insert at bottom of form)**
A. Costs to Annualize FY2026 Salary Program		**N/A**	**N/A**	**Not Reported for the SRA3**
~~1. Salaries~~		**N/A**	**N/A**	**Not Reported for the SRA3**
~~2. Benefits and Payroll Taxes applicable to Salary Annualization~~		**N/A**	**N/A**	**Not Reported for the SRA3**
B. Changes in Costs of Fringe Benefits and Payroll Taxes: (Exclude benefits & taxes based on salary increases)	**FY2026 Mandatory Costs Per Budget Needs Survey**	**Updated Projections to FY2026 Mandatory Costs**	**Changes from Original Projection**	**Report Continuing Employees only - Do not report benefits & taxes for New Positions Budgeted in FY2026**
1. Social Security	123,325	123,325	-	
2. MQFE			-	
3. Health Insurance	292,774	292,774	-	
4. Dental Insurance			-	
5. Life Insurance	19,978	19,978	-	
6. Long and Short Term Disability			-	
7. Oklahoma Teachers Retirement - Employee	55,344	55,344	-	
8. Oklahoma Teachers Retirement - Employer Share	143,040	143,040	-	
8a. Optional Retirement Plans - OU and OSU			-	
9. Workers Compensation	22,001	22,001	-	
10. Unemployment Compensation Payments	860	860	-	
11. Other Insurance and Payroll Taxes - From List Below	-	-	-	<--Column D is Linked to Cell D72 below
Total Cost of Fringe Benefits and Payroll Taxes	**657,322**	**657,322**	**-**	<--Formulas
C. Changes in Costs of Non-Compensation Requirements:				**Sub-Total Each Object of Expenditure**
1. Professional Services:				
Accounting and Audititing Services	19,838	19,838	-	
Legal Services	19,838	19,838	-	
Engineer Services			-	
Other Professional Services - From List Below	-	-	-	<--Column D is Linked to Cell D95 below
Total Professional Services	**39,676**	**39,676**	**-**	<--Formulas
2. Utilities:				
Natural Gas	165,313	165,313	-	
Electricity	767,050	767,050	-	
Water, Sewage, Etc.	39,675	39,675	-	
Other Utilities:		-	-	
Total Utilities	**972,038**	**972,038**	**-**	<--Formulas
3. Travel:			**-**	<--Formulas
4. Supplies and Other Current Expenses:				
Equipment Maintenance/Service Contracts:	99,551	99,551	-	
Privatization Contracts (Housekeeping, Maintenance, etc.)			-	
Mandatory Institutional Memberships			-	
Gasoline			-	
Risk Management:				
Property Insurance	489,325	489,325	-	
Vehicles	13,225	13,225	-	
Aircraft			-	
Tort Liability	66,125	66,125	-	
Director and Officers Liability	1,277	1,277	-	
Other Insurance			-	
Telephone/Communications			-	
Other Supplies and Other Current Expenses - From List Below	434,258	434,258	-	<--Column D is Linked to Cell D80 below
Total Supplies and Other Current Expenses:	**1,103,761**	**1,103,761**	**-**	<--Formulas
5. Equipment, Property and Furniture:				
Information Technology Software and Equipment	264,500	264,500	-	
Other Equipment, Property and Furniture - From List Below	-	-	-	<--Column D is Linked to Cell D86 below
Total Mandatory Equipment, Property and Furniture	264,500	264,500	**-**	<--Formulas
6. Mantatory Library Periodicals and Subscriptions	**100,000**	**100,000**	**-**	<--Formulas
7. Scholarships			**-**	<--Formulas
8. Transfers and Other Disbursements			**-**	<--Formulas
9. Total Non-Compensation Mandatory Costs	**2,479,975**	**2,479,975**	**-**	<--Formulas
10. Total Mandatory Cost Changes	**3,137,297**	**3,137,297**	**-**	<--Formulas
B.11. List other Benefits and Payroll Taxes: (Enter total in B11(Cell C23 and D23) above)				
1.			-	
2.			-	
3.			-	
4.			-	
Other Benefits and Payroll Taxes (From M69)		-	-	Cell D71 is linked to Cell M69
Total Other Benefits and Payroll Taxes: (Insert rows if needed)	**-**	**-**	**-**	<--Formulas (Linked to section B. 11 Above)
C.4. Report Other Supplies & OCE Costs: (Enter total in Cell C53 and D53 above)				
Credit Card Fees	7,658	7,658	-	
Postage costs	6,382	6,382	-	
Governing Board Assessment	420,218	420,218	-	
			-	
Other Supplies & OCE Costs (From M78)		-	-	Cell D79 is linked to Cell M78
Total Other Supplies & OCE Costs: (Insert rows if needed)	**434,258**	**434,258**	**-**	<--Formulas (Linked to section C. 4 Above)
C.5. Report Other Equip, Property and Furniture Costs: (Enter total in Cell C58 and D58 above)				
			-	
			-	
Other Equipment, Property and Furniture (From M87)		-	-	Cell D85 is linked to Cell M87
Other Equipment, Property and Furniture: (Insert rows if needed)	**-**	**-**	**-**	<--Formulas (Linked to section C. 5 Above)
C.1. Report Other Professional Services: (Enter total in Cell C30 and D30 above)				
			-	
			-	
			-	
			-	
			-	
Other Professional Services (From M95)		-	-	Cell D94 is linked to Cell M95
Total Other Professional Services: (Insert rows if needed)	**-**	**-**	**-**	<--Formulas (Linked to Cell C27 Above)

FY2026 Educational and General Budget Part I - SRA3 Background Data
Schedule V - Tuition Waivers and Scholarships

Institution Name:	Center for Health Services

TUITION WAIVERS AND SCHOLARSHIPS - E&G I BUDGET				
	FY2025	FY2026	Dollar Change	Percent Change
Resident Tuition Waivers - 5%	$ 1,332,311	$ 1,652,027	$ 319,716	24.0%
Resident Tuition Waivers - (outside the 5% limitation)	$ -	$ -	$ -	#DIV/0!
Nonresident Tuition Waivers	$ 2,381,843	$ 2,144,416	$ (237,427)	-10.0%
Total Tuition Waivers	$ 3,714,154	$ 3,796,443	$ 82,289	2.2%
Scholarships (paid from E&G I funds)	$ -	$ -	$ -	#DIV/0!
Total Tuition Waivers and Scholarships	**$ 3,714,154**	**$ 3,796,443**	**$ 82,289**	**2.2%**

Note: The total for the FY2025 and FY2026 column (Cell C14) should be the same number reported on Schedule A, A-1, B and Schedule E of the SRA3.

Report the amount of resident and nonresident tuition waivers and scholarships granted to Graduate Teaching and Research Assistants that are included in the above totals.	$ -	$ -	$ -	#DIV/0!
Report the amount of tuition waivers granted to Concurrently Enroll High School Seniors. See worksheet named "Changes in FY2026".	$ -	$ -	$ -	#DIV/0!
Comments:				

FY2026 Educational and General Budget Part I - SRA3 Background Data
Schedule VI - Institutional Response to the FY2026 Budget Request

Center for Health Services

Comments:

The Center for Health Sciences continues to grow in the number of students being educated, the number and types of programs being offered and the number of people being assisted through clinical and internship activities. Along with the growth in all areas, we are experiencing growth in revenue and growth in expenses needed to continue to grow our offerings in Tulsa and in the state of Oklahoma.

Note: Schedule VI-A provides specific budget actions taken to develop the FY2026 budget request. This schedule allows the President or Vice President to provide additional narrative about the impact of this budget request.

FY2026 Educational and General Budget - SRA3 Background Data
Schedule VI-A - Specific Budget Actions Taken in the Development of the FY2026 Budget

Institution Name:	Center for Health Services

Budget Actions: Actions Affecting Income:	**Yes or No**	# of Employees	Projected Dollar Impact on Budget	Comments - Describe Actions Taken - See Note Below
Increase Tuition and Mandatory Fees	No	N/A		
Increase Academic Service fees	No	N/A		
Use of Reserves	No	N/A		
Actions Affecting Expenditures:				
1. Furloughs	No			
2. Faculty Layoffs and/or Buyouts	No			
3. Staff Layoffs and/or Buyouts	No			
4. Reductions in Fringe Benefit Programs	No			
5. Eliminating Instructional Programs	No			
6. Eliminating other non-instructional Programs	No			
7. Other plans effecting employees	No			
8. Professional Services	No			
9. Contracts	No			
8. Other Operating Expenditures	No			
9				
10				
11				
12				
Total Projected Dollar Impact on Budget			-	

You may insert additional rows if needed.
Report expenditure reductions as a positive amount.
Note: If you addressed any of these issues in other schedules, you may reference the schedule in the comment block above.

Comment Box:

Oklahoma State Regents for Higher Education
FY2026 Educational and General Budget Part I - SRA3 Background Data
Schedule XI - Legislative Response to FY2026 Budget Needs Request

Institution Name: Center for Health Services

The FY2026 Budget Needs Survey included a worksheet named "Summary-Priorities Funding Form". In the last column, each institution was asked if they would seek "Direct Proposal Legislature" for each funding change. If your institution sought legislative support for your FY2026 budget needs, please provide a summary of the outcome of that request.

If your institution did not seek Legislative Support indicate "No Legislative Support Requested".

Legislative Request for Priority #_____
N/A

Drag row downward if additional space is needed.

Legislative Request for Priority #_____
N/A

Drag row downward if additional space is needed.

Legislative Request for Priority #_____
N/A

Drag row downward if additional space is needed.

Legislative Request for Priority #_____
N/A

Drag row downward if additional space is needed.

If additional legislative requests were made, please copy the above formats to the area below this row.

Oklahoma State Regents for Higher Education

655 Research Parkway, Suite 200
Oklahoma City, OK 73104

EDUCATIONAL AND GENERAL BUDGET - FY2025-2026
PART I - PRIMARY BUDGET

Schedule A
Summary of Educational and General Expenditures by Function

Agency #	**01600**
Institution Name:	**OSU-Tulsa**
President:	**Dr. Jim Hess**

Date Submitted: **June 26, 2025**

EXPENDITURES BY ACTIVITY/FUNCTION			
Activity Number	**Activity/Function**	**FY2025-2026 Amount**	**Percent of Total**
	Educational & General Budget - Part I:		
11	Instruction	8,541,521	37.2%
12	Research	2,922,792	12.7%
13	Public Service	114,096	0.5%
14	Academic Support	2,432,354	10.6%
15	Student Services	2,087,775	9.1%
16	Institutional Support	1,941,048	8.5%
17	Operation and Maintenance of Plant	4,740,891	20.7%
18	Scholarships and Fellowships	150,000	0.7%
	Total Expenditures by Activity/Function:	**22,930,477**	**100.0%**

FUNDING			
Fund Number	**Fund Name**	**FY2025-2026 Amount**	**Percent of Total**
	E&G Operating Revolving Fund:		
290	Revolving Funds	13,527,019	59.0%
290	State Appropriated Funds - Operations Budget	9,403,458	41.0%
290	State Appropriated Funds - Grants, Contracts and Reimbursements	-	0.0%
490	Federal Stimulus Funds - CARES and ARPA	-	0.0%
	Total Expenditures by Fund:	**22,930,477**	100.0%

EDUCATIONAL AND GENERAL BUDGET - FY2025-2026
PART I - PRIMARY BUDGET

Schedule A-1

Summary of Educational and General Expenditures by Function

Institution Name:	**OSU-Tulsa**

EXPENDITURES BY ACTIVITY/FUNCTION			
Activity Number	**Activity/Function**	**FY2025-2026 Amount**	**Percent of Total**
	Educational & General Budget - Part I:		
11	**Instruction**		
	General Academic Instruction	7,925,477	
	Vocational/Technical Instruction	-	
	Community Education	26,740	
	Preparatory/Remedial Instruction	-	
	Instructional Information Technology	589,304	
	Total Instruction:	**8,541,521**	**37.2%**
12	**Research**		
	Institutes and Research Centers	-	
	Individual and Project Research	2,922,792	
	Research Information Technology	-	
	Total Research:	**2,922,792**	**12.7%**
13	**Public Service**		
	Community Service	114,096	
	Cooperative Extension Service	-	
	Public Broadcasting Services	-	
	Public Service Information Technology	-	
	Total Public Service:	**114,096**	**0.5%**
14	**Academic Support**		
	Libraries	991,180	
	Museums and Galleries	-	
	Educational Media Services	-	
	Ancillary Support/Organized Activities	-	
	Academic Administration	1,441,174	
	Academic Personnel Development	-	
	Course and Curriculum Development	-	
	Academic Support Information Technology	-	
	Total Academic Support:	**2,432,354**	**10.6%**

Schedule A-1 (continued) - Summary of Educational and General Expenditures by Function

Institution Name: OSU-Tulsa

EXPENDITURES BY ACTIVITY/FUNCTION			
Activity Number	**Activity/Function**	**FY2025-2026 Amount**	**Percent of Total**
15	**Student Services**		
	Student Services Administration	505,249	
	Social and Cultural Development	-	
	Counseling and Career Guidance	647,950	
	Financial Aid Administration	158,402	
	Student Admissions	776,174	
	Student Records	-	
	Student Health Services	-	
	Student Services Information Technology	-	
	Total Student Services:	**2,087,775**	**9.1%**
16	**Institutional Support**		
	Executive Management	911,232	
	Fiscal Operations	58,478	
	General Administration	58,408	
	Public Relations/Development	912,930	
	Administrative Information Technology	-	
	Total Institutional Support:	**1,941,048**	**8.5%**
17	**Operation and Maintenance of Plant**		
	Physical Plant Administration	242,426	
	Building Maintenance	2,711,337	
	Custodial Services	-	
	Utilities	675,000	
	Landscape and Grounds Maintenance	155,000	
	Major Repairs and Renovations	-	
	Safety & Security	896,082	
	Logistical Services	61,046	
	Operation & Maintenance Information Technology	-	
	Total Operation and Maintenance of Plant:	**4,740,891**	**20.7%**
18	**Scholarships and Fellowships**		
	Scholarships	-	
	Fellowships	-	
	Resident Tuition Waivers	150,000	
	Nonresident Tuition Waivers	-	
	Total Scholarships and Fellowships:	**150,000**	**0.7%**
	Total Expenditures by Activity/Function:	**22,930,477**	**100.0%**

Oklahoma State Regents for Higher Education

EDUCATIONAL AND GENERAL BUDGET - FY2025-2026

PART I - PRIMARY BUDGET

Schedule B

Summary of Educational and General Expenditures by Object

Institution:	OSU-Tulsa

EXPENDITURES BY OBJECT			
Object Number	**Object of Expenditure**	**FY2025-2026 Amount**	**Percent of Total**
1	Personnel Services:		
1a	Teaching Salaries	4,620,785	20.2%
1b	Professional Salaries	5,322,428	23.2%
1c	Other Salaries and Wages	2,272,022	9.9%
1d	Fringe Benefits	3,995,730	17.4%
1e	Professional Services	-	0.0%
	Total Personnel Service	**16,210,965**	**70.7%**
2	Travel	207,090	0.9%
3	Utilities	675,000	2.9%
4	Supplies and Other Operating Expenses *	4,901,789	21.4%
5	Property, Furniture and Equipment	490,101	2.1%
6	Library Books and Periodicals	295,532	1.3%
7	Scholarships and Other Assistance	150,000	0.7%
8	Transfer and Other Disbursements **	-	0.0%
	Total Expenditures by Object	**22,930,477**	**100.0%**

Oklahoma State Regents for Higher Education

EDUCATIONAL AND GENERAL BUDGET - FY2025-2026
PART I - PRIMARY BUDGET

Schedule C
REPORT OF EDUCATIONAL AND GENERAL REVENUE, EXPENDITURES, AND UNOBLIGATED RESERVE

Institution Name:	OSU-Tulsa

Revenue Description	FY2025-2026 Amount	Percent of Total
1. Beginning Fund Balance July 1, 2025 (Cash Basis)	**14,472,963**	
2. Expenditures for Prior Year Obligations	**-**	
3. Unobligated Reserve Balance July 1, 2025 (line 1 - line 2)	**14,472,963**	<--Formula
4. Projected FY2026 Receipts:		
State Appropriated Funds - For Operations	9,403,458	44.0%
State Appropriated Funds - For Grants, Contracts and Reimbursements	-	0.0%
Federal Appropriations	-	0.0%
Local Appropriations	-	0.0%
Resident Tuition (includes tuition waivers)	3,194,809	14.9%
Nonresident Tuition (includes tuition waivers)	3,520,924	16.5%
Student Fees - Mandatory and Academic Service Fees	4,162,626	19.5%
Gifts, Endowments and Bequests	945,250	4.4%
Other Grants, Contracts and Reimbursements	-	0.0%
Sales and Services of Educational Departments	-	0.0%
Organized Activities Related to Educational Departments	-	0.0%
Technical Education Funds	-	0.0%
Other Sources	160,000	0.7%
Federal Stimulus Funds - CARES and ARPA	-	0.0%
5. Total Projected FY2026 Receipts	**21,387,067**	**100.0%**
6. Total Available (line 3 + line 5)	**35,860,030**	<--Formula
7. Less Budgeted Expenditures for FY2026 Operations	**22,930,477**	<--Link to Sch A
8. Projected Unobligated Reserve Balance June 30, 2026 (line 6 - line 7)	**12,929,553**	<--Formula

Schedule C-1 Student Fees	Fund 290	Fund 700	Totals
Mandatory Fees	2,131,815	483,285	2,615,100
Academic Service Fees	2,030,811	-	2,030,811
Total Student Fees	4,162,626	483,285	4,645,911
Difference Between Student Fees in cells B40 and C23	-	**N/A**	**N/A**

OKLAHOMA STATE REGENTS FOR HIGHER EDUCATION

EDUCATIONAL AND GENERAL BUDGET - FY2025-2026

PART I - PRIMARY BUDGET

Schedule C - 2
Cash Flow Requirements and the Use of Reserves

Institution Name:	OSU-Tulsa	Percentage Requirements	Amount	Percentage
1	**Amount of Cash Flow Reserves Used in the FY2025 Budget Request**		1,543,410	
2	**Budgeted Amounts from Schedule C:**			
A.	Budgeted expenditures for FY2026		22,930,477	100.00%
B.	Projected Reserves at June 30, 2026		12,929,553	56.39%

		%	$	% of Total Requirement
3	**Cash Flow Requirements - State Regents and Accreditation Agencies:**	**Requirement**	**Requirements**	
A.	State Regents Cash Flow Target at 8.3% (1/12th)	8.3%	1,910,797	100.00%
B.	Additional Cash Flow Requirements in Addition to the 8.3%			
	Total Additional Cash Flow Required by Accreditation Agencies (beyond the 8.3%)		-	0.00%
C.	Total Cash Flow Requirements for OSRHE and Other Accrediting Agencies		1,910,797	100.00%
D.	Amount of Projected Reserves After Cash Flow Requirements are Met		11,018,756	

4 Institution's Priorities for the Use of the Projected Reserves

B.	Amount of Reserves	12,929,553	
	Uses of Reserve:		
	Provide narrative to describe how the institutional reserve will be used in the future. Each use must be classified in one of the following 8 classifications; OSRHE 1/12th, Accreditation, Campus Safety, Renovation, Capitol Projects, Equipment and Technology, Complete College America, or Other Purposes. See example worksheet.	Amounts	**Classification:**
1		1,910,797	OSRHE 1/12th
2		-	Accreditation
3			Campus Safety
4			Renovation
5			Capitol Projects
6			Equip & Technology
7			CCA
8			Other Purposes
	Total Priorities for Use of Reserves	1,910,797	11,018,756.35

Note: Add and expand rows as necessary to provide narrative to the above reserve priorities.

Oklahoma State Regents for Higher Education

EDUCATIONAL AND GENERAL BUDGET - FY2025-2026
PART II - SPONSORED BUDGET

Schedule A
Summary of Educational and General Sponsored Expenditures by Function

Institution Name:	OSU-Tulsa

EXPENDITURES BY ACTIVITY/FUNCTION			6/26/2025
Activity Number	**Activity/Function**	**FY2025-2026 Amount**	**Percent of Total**
	Educational & General Budget - Part II:		
	Instruction	$ -	#DIV/0!
	Research	-	#DIV/0!
	Public Service	-	#DIV/0!
	Academic Support	-	#DIV/0!
	Student Services	-	#DIV/0!
	Institutional Support	-	#DIV/0!
	Operation and Maintenance of Plant	-	#DIV/0!
	Scholarships and Fellowships	-	#DIV/0!
21	**Total E&G Part II:**	**$ -**	**#DIV/0!**

FUNDING			
Fund Number	**Fund Name**	**FY2025-2026 Amount**	**Percent of Total**
430	**Agency Relationship Fund**		#DIV/0!
	Total Expenditures by Fund:	**$ -**	**#DIV/0!**

Oklahoma State Regents for Higher Education

EDUCATIONAL AND GENERAL BUDGET - FY2025-2026
PART II - SPONSORED BUDGET

Schedule B
Summary of Educational and General Sponsored Expenditures by Object

Institution:	OSU-Tulsa

EXPENDITURES BY OBJECT			
Object Number	**Object of Expenditure**	**FY2025-2026 Amount**	**Percent of Total**
1	Personnel Services:		
1a	Teaching Salaries	$ -	#DIV/0!
1b	Professional Salaries	-	#DIV/0!
1c	Other Salaries and Wages	-	#DIV/0!
1d	Fringe Benefits	-	#DIV/0!
1e	Professional Services	-	#DIV/0!
	Total Personnel Services	**$ -**	**#DIV/0!**
2	Travel	-	#DIV/0!
3	Utilities	-	#DIV/0!
4	Supplies and Other Operating Expenses	-	#DIV/0!
5	Property, Furniture and Equipment	-	#DIV/0!
6	Library Books and Periodicals	-	#DIV/0!
7	Scholarships and Other Assistance	-	#DIV/0!
8	Transfer and Other Disbursements	-	#DIV/0!
	Total Expenditures by Object	**$ -**	**#DIV/0!**

Oklahoma State Regents for Higher Education

EDUCATIONAL AND GENERAL BUDGET - FY2025-2026
PART II - BUDGET FOR SPONSORED RESEARCH AND OTHER SPONSORED PROGRAMS

Schedule C

REPORT OF EDUCATIONAL AND GENERAL INCOME, EXPENDITURES, AND UNOBLIGATED RESERVE

Institution:	OSU-Tulsa

Receipt Description	FY2025-2026 Amount	Percent of Total
1. Beginning Fund Balance July 1, 2025 (Cash Basis)	**$ -**	
2. Expenditures for Prior Year Obligations	**$ -**	
3. Unobligated Reserve Balance July 1, 2025 (line 1 - line 2)	**$ -**	
4. Projected Receipts FY2026:		
Department of Agriculture	-	#DIV/0!
Department of Commerce	-	#DIV/0!
Department of Defense	-	#DIV/0!
Department of Education	-	#DIV/0!
Department of Energy	-	#DIV/0!
Department of Health and Human Services	-	#DIV/0!
Department of Homeland Security	-	#DIV/0!
Department of Justice	-	#DIV/0!
Department of Transportation	-	#DIV/0!
National Aeronautics and Space Administration	-	#DIV/0!
National Institutes of Health	-	#DIV/0!
National Science Foundation	-	#DIV/0!
Other Federal Agencies	-	#DIV/0!
City and County Government	-	#DIV/0!
Commercial and Commercial Related	-	#DIV/0!
Foundations	-	#DIV/0!
Other Non-Federal Sources	-	#DIV/0!
Other Universities and Colleges	-	#DIV/0!
State of Oklahoma	-	#DIV/0!
5. Total Projected FY2026 Receipts	**$ -**	#DIV/0!
6. Total Available (line 3 + line 5)	**$ -**	
7. Less Budgeted Expenditures for FY2026 Operations	**$ -**	
8. Projected Unobligated Reserve Balance June 30, 2026 (line 6 - line 7)	**$ -**	

Oklahoma State University
Stores & Services Fund Summary
Fiscal Year 2025-26

OSU - Tulsa			Professional Salaries	Other Salaries	Fringe Benefits	Supplies & Other Operating Exp	Property, Furniture & Equipment	Travel	Utilities	Library Books & Periodicals	Transfers & Other Distr	Total
C800 - Admin and Acad Operations	180124 - Academic Colleges	255000 - Core Lab Recharge				$10,000						**$10,000**
		Total				**$10,000**						**$10,000**
Total						**$10,000**						**$10,000**

Oklahoma State University
Auxiliary Enterprise Fund Summary
Fiscal Year 2025-26

OSU - Tulsa			Professional Salaries	Other Salaries	Fringe Benefits	Supplies & Other Operating Exp	Property, Furniture & Equipment	Travel	Utilities	Library Books & Periodicals	Transfers & Other Distr	Total
C800 - Admin and Acad Operations	180103 - Marketing and Communication Svcs	326210 - Conference Center		$5,000		$26,000	$4,000					**$35,000**
		Total		**$5,000**		**$26,000**	**$4,000**					**$35,000**
	180105 - Facilities Management	327250 - Std Facility Fee-Fal				$213,581	$20,000					**$233,581**
		Total				**$213,581**	**$20,000**					**$233,581**
	180111 - Police Department	326050 - Parking/Campus Polic				$34,648	$1,550	$9,015				**$45,213**
		Total				**$34,648**	**$1,550**	**$9,015**				**$45,213**
	180117 - Student Services	327010 - Student Activ-Fall		$42,120	$16,494	$893						**$59,507**
		327015 - Wellness Center		$65,392	$20,113	$25,260	$22,219					**$132,984**
		327200 - Testing				$15,000						**$15,000**
		Total		**$107,512**	**$36,607**	**$41,153**	**$22,219**					**$207,491**
	180121 - Center For Poets & Writers	326030 - Ctr-Poets & Writers	$4,500									**$4,500**
		Total	**$4,500**									**$4,500**
Total			**$4,500**	**$112,512**	**$36,607**	**$315,382**	**$47,769**	**$9,015**				**$525,785**

Oklahoma State Regents for Higher Education
655 Research Parkway, Suite 200
Oklahoma City, OK 73104

EDUCATIONAL AND GENERAL BUDGET
FISCAL YEAR FY2025-2026

Schedule F and G

STATEWIDE PROGRAM CODE: Higher Education (Input)

SUMMARY OF EXPENDITURES BY FUNCTION AND OBJECT

Agency #: 01600 | Date Submitted: June 26, 2025
Institution Name: OSU-Tulsa | Presidents Name: Dr. Jim Hess

Object Codes	10	20	31	30	40	42	50	60	
Object	Personnel Services	Travel	Utilities	Supplies & Other Operating Expenses	Property, Furniture, & Equipment	Library Books and Periodicals	Scholarships & Other Assistance Net of Waivers	Transfers & Other Disbursements	TOTALS
Activity & Sub-Activity/Function:									
11 Instruction	8,203,482	1,000	-	226,338	110,701	-	-	-	8,541,521
12 Research	2,226,057	49,000	-	334,735	313,000	-	-	-	2,922,792
13 Public Service	109,096	-	-	5,000	-	-	-	-	114,096
14 Academic Support	720,763	46,700	-	1,323,159	46,200	295,532	-	-	2,432,354
15 Student Services	1,903,755	27,744	-	151,976	4,300	-	-	-	2,087,775
16 Institutional Support	1,219,371	11,600	-	698,177	11,900	-	-	-	1,941,048
17 Operation. & Maintenance. of Plant	1,828,441	71,046	675,000	2,162,404	4,000	-	-	-	4,740,891
18 Scholarships (Net of Tuition Waivers)	-	-	-	-	-	-	-	-	-
11 Total E&G Part I - Fund 290	**16,210,965**	**207,090**	**675,000**	**4,901,789**	**490,101**	**295,532**	**-**	**-**	**22,780,477**
Hyperion Account Code	**511130**	**521110**	**531160**		**541110**		**552110**	**562130**	
Entry into CORE E&G Part I - Fund 290	**16,210,965**	**207,090**		**5,576,789**		**785,633**	**-**	**-**	**22,780,477**
49 Total E&G Part I - Fund 490	**-**	**-**	**-**	**-**	**-**	**-**	**-**	**-**	**-**
49 Entry into CORE E&G Part I - Fund 490 (CARES)	**-**	**-**		**-**		**-**	**-**	**-**	**-**
97 Total E&G Part I - Fund 497	**-**	**-**	**-**	**-**	**-**	**-**	**-**	**-**	**-**
97 Entry into CORE E&G Part I - Fund 497 (ARP)	**-**	**-**		**-**		**-**	**-**	**-**	**-**
21 Total E&G Part II *Cells linked to Sch. B-II--->*	**-**	**-**	**-**	**-**	**-**	**-**	**-**	**-**	**-**
Hyperion Account Code	**511130**	**521110**	**531160**		**541110**		**552110**	**562130**	
Entry into CORE E&G Part II	**-**	**-**		**-**		**-**	**-**	**-**	**-**
Total Allotment	**16,210,965**	**207,090**	**675,000**	**4,901,789**	**490,101**	**295,532**	**-**	**-**	**22,780,477**

Schedule G

Hyperion Account Code			511130	521110	531160		541110		552110	562130	
700 Fund No.	Activity No.	Sub-Activity No.	Personnel Services	Travel	Utilities	Supplies & Other Operating Expenses	Property, Furniture, & Equipment	Library Books and Periodicals	Scholarships & Other Assistance	Transfers & Other Disbursements	Total Budgeted Amount
Fund 7XX			-	-	-	-	-	-	-	-	-
Fund 789	89		-	-	-	-	-	-	-	-	-
Fund 790	85		-	-	-	-	-	-	-	-	-

11 Entry into CORE E&G Part I - Fund 290	22,780,477
49 Entry into CORE E&G Part I - Fund 490 (CARES)	-
97 Entry into CORE E&G Part I - Fund 497 (ARP)	-
21 Entry into CORE E&G Part II	-
G Entry into CORE Fund 700	-
G Entry into CORE Fund 789	-
G Entry into CORE Fund 790	-
Total Allotment	22,780,477

Oklahoma State Regents for Higher Education

Consolidated Capital Budgets
Fiscal Year 2025-2026

Schedule H
Various Funds by Institution

Institution Agency # and Name:	01600		OSU-Tulsa
Date Submitted:	June 26, 2025	President:	Dr. Jim Hess

Fund No.	Activity No.	Sub-Activity No.	Total Budgeted Amount -- Account 5400000
295	90	00001	$ 3,000,000
340	90	00001	$
450	90	00001	
600	90	00001	$
650	90	00001	$
Other Funds -- Please List:			
495	90	00001	$ 500,000
	90	00001	$
	90	00001	$
	90	00001	$
	90	00001	$
TOTAL			**$ 3,500,000**

Oklahoma State Regents for Higher Education
FY2026 Educational and General Budget - SRA3 Background Data
Schedule 1 - Continuing Full-Time Faculty and Full-Time Staff Salary Changes

Institution Name:	OSU-Tulsa
Contact Person's Name and Phone #:	Chris Kuwitzky, 405.744-2690

1. Percentage Salary Changes For Continuing Filled Positions

Percentage Salary Changes for Continuing Filled Positions	President	Number of Faculty [1]	Number of Administrative and Professional Staff (Exempt) [2]	Number of Other Staff (Non-exempt) [3]	Total
-% (Number receiving a salary decrease)	-	-	-	-	-
0% (Number receiving no salary change)	1	57	23	13	94
0.1% to 2.9%	-	-	-	10	10
3.0% to 4.9%	-	-	-	-	-
5.0% to 6.9%	-	-	-	-	-
7.0% to 9.9%	-	-	-	-	-
10.0% to 14.9%	-	-	-	-	-
15% or more	-	-	-	-	-
Total Number of Continuing Employees	1	57	23	23	104
Range of Percentage Changes:	For Pres - Use same %				
Lowest Percentage Change	0.00%	0.00%	0.00%	0.00%	0.00%
Highest Percentage Change	0.00%	0.00%	0.00%	0.00%	0.00%
Average Percentage Change	0.00%	0.00%	0.00%	0.00%	0.00%

Average Salary Change - For All Continuing Employees

	President	Faculty	Professional	Other Staff	Total
Total Number of Continuing Employees	1	57	23	23	104
Amount of Salary Change	-	-	-	16,640	16,640
Average Salary Change	0	0	0	723.4782609	160

Average Salary Change - For All Continuing Employees Receiving a Salary Increase

Total Number of Employees With Salary Inc.	-	-	-	10	10
Amount of Salary Change	-	-	-	16,640	16,640
Average Salary Change	#DIV/0!	#DIV/0!	#DIV/0!	1,664	1,664

Board Approval date for Budget	Approval Date: -->		June 13, 2025
Effective Start Date of Salary Program	Starting Date: -->		July 1, 2025
Date President's Salary will be Considered	Consider Date: -->		N/A
Will your institution considering an employee salary or stipend program later in the fiscal year? If yes, explain in comment section below.	No	Date: ------> <-----Yes or No	N/A

2. Faculty and Employee Promotions

# of Employees Receiving Increases due to Promotions and Changes in Rank	-	-	-	-	-
Amount of Salary Increases provided due to Promotions and Changes in Rank	-	-	-	-	-
Average of Salary Increases Based on Promotions and Changes in Rank	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!

3. Other Salary Adjustments - Such as Cell Phones, Etc.

# of Employees Receiving Increases due to Other Salary Adjustments	-	-	-	-	-
Amount of Salary Adjustments	-	-	-	-	-
Average of Salary Adjustments	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!
Explanation:					

4. Stipend Program

# of Employees Receiving a Stipend	-	-	-	-	-
Amt of One-time Stipends	-	-	-	-	-
Average Stipend Increase	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!
Average Stipend Percentage Increase	0.0%	0.0%	0.0%	0.0%	0.0%
Write in the effective dates of the FY2026 stipend program:			Starting Date: ----->		

5. Comments About Salaries, Promotions and/or Stipend Program:

(Drag Row 55 if more space needed)

Oklahoma State Regents for Higher Education

Schedule 1-A - Methodology for Changes in Compensation - FY2026

Institution Name: OSU-Tulsa

	METHODOLOGY FOR CHANGES IN COMPENSATION			
	What methodology is used for compensation changes?	**For Faculty**	**For Administrative and Professional Staff**	**For Other Staff**
1	Performance-based merit evaluation			
2	Across-the-board			Yes
3	Combination of performance-based and across-the-board			
	List criteria for performance-based merit evaluation: (Add rows if needed)	**For Faculty**	**For Administrative and Professional Staff**	**For Other Staff**
1				
2				
3				
4				
5				
6				
	Elaborate if compensation changes are based on combination of performance-based and across-the-board changes:	**For Faculty**	**For Administrative and Professional Staff**	**For Other Staff**
1				
2				
3				
4				
5				
6				

Oklahoma State Regents for Higher Education
FY2026 Educational and General Budget Part I - SRA3 Background Data
Schedule 1-b - Salaries of Chief Administrative, Dean's and Professional Positions

Institution Name:	OSU-Tulsa			
President's Name	Johnny Stephens, Pharm D. (Interim)			
Principal Position	**Actual FY2025**	**Budgeted FY2026**	**Dollar Change**	**Percentage Increase**
President (Salary Only - Exclude Allowances)	50,000	50,000	-	0.00%
Vice Presidents:				
Chief Administrative Officer			-	#DIV/0!
Chief Academic Officer	249,524	249,524	-	0.00%
Chief Business Officer			-	#DIV/0!
Chief Development Officer			-	#DIV/0!
Chief Student Affairs Officer	137,917	137,917	-	0.00%
List Other Vice Presidents in Rows 69 through 75			-	#DIV/0!
Instruction:				
Deans (List): (Insert rows if needed)				
Arts and Sciences			-	#DIV/0!
Business			-	#DIV/0!
Education			-	#DIV/0!
Liberal Arts/Humanities			-	#DIV/0!
Math & Science			-	#DIV/0!
Graduate College			-	#DIV/0!
List Other Deans in Rows 59 to 69.			-	#DIV/0!
			-	#DIV/0!
Academic Support:				
Academic Dean			-	#DIV/0!
Director/Dean of Library	93,975	93,975	-	0.00%
Student Services:				
Dean/Director of Student Services			-	#DIV/0!
Chief Admissions Officer			-	#DIV/0!
Registrar			-	#DIV/0!
Director of Financial Aid	67,121	67,121	-	0.00%
Institutional Support:				
Chief Legal Counsel			-	#DIV/0!
Controller or Accounting Professional	175,000	175,000	-	0.00%
Chief Public Relations Officer			-	#DIV/0!
Director of Institutional Research			-	#DIV/0!
Director of Development			-	#DIV/0!
Physical Plant:				
Director of Physical Plant	66,120	66,120	-	0.00%
Technology:				
Chief Information Systems Officer			-	#DIV/0!

Comments: Exclude all allowances from reported salaries.

Institution Comments:

NOTE: Schedules I, I-a and I-b must be resubmitted to this office when there is a change in your institution's salary program and anytime the president's salary amount is changed.

Oklahoma State Regents for Higher Education
FY2026 Educational and General Budget Part I - SRA3 Background Data
Schedule 1-b - Salaries of Chief Administrative, Dean's and Professional Positions

Principal Position	Actual FY2025	Budgeted FY2026	Dollar Change	Percentage Increase
Other Vice Presidents:				
			-	#DIV/0!
			-	#DIV/0!
			-	#DIV/0!
			-	#DIV/0!
			-	#DIV/0!
			-	#DIV/0!
			-	#DIV/0!
			-	#DIV/0!
			-	#DIV/0!
			-	#DIV/0!
			-	#DIV/0!
Other Deans:				
			-	#DIV/0!
			-	#DIV/0!
			-	#DIV/0!
			-	#DIV/0!
			-	#DIV/0!
			-	#DIV/0!
			-	#DIV/0!
			-	#DIV/0!
			-	#DIV/0!
			-	#DIV/0!
			-	#DIV/0!
Other Positions:				

Oklahoma State Regents for Higher Education
FY2026 Educational and General Budget Part I - SRA3 Background Data
Schedule II - Changes in Full-Time Faculty Positions

Institution Name:---------->	OSU-Tulsa

Report the full-time faculty positions that will increase or decrease the number of teaching faculty from that of the previous year. If a faculty member in a department has retired or resigned and is to be replaced by a new hire, do not report below.

New Full-Time Faculty Positions For FY2026

Rank (specify Professor, Assistant Professor, Associate Professor, Instructor, Lecturer)	Department	CIP 2010 -Primary Field of Study UDS Record 8 - Element 51	FTE	Budgeted Salaries
TOTAL New Faculty Positions:			0.0	-

Note: Use additional pages or insert rows as needed.

Reduction in Full-Time Faculty Positions for FY2026:

Rank (specify Professor, Assistant Professor, Associate Professor, Instructor, Lecturer)	Department	CIP 2010 -Primary Field of Study UDS Record 8 - Element 51	FTE	Budgeted Salaries
Visiting Assistant Professor	Computer Science	41	1.00	77,265
Associate Professor	Computer Science	41	1.00	110,169
Teaching Associate Professor	History	54	1.00	62,532
TOTAL Reduction in Faculty Positions for FY2026			3.0	249,966

Note: The changes in faculty positions will automatically update Schedule II-b.

Comments: The CIP Description should be reported at the 2 digit level. This is the primary Field of Study reported on UDS Record 8, Element 51.

Schedule II-1 - Number of Part-Time & Adjunct Faculty, Teaching & Research Graduate Assistants and Part-Time Professional and Other Staff

FY2026 - Number of Adjunct Faculty (Use Unduplicated Headcount)	FY2026 - Projected Number of Adjunct Faculty (Use Unduplicated Headcount)	Change in Budgeted Number of Headcount (Formula)	* Avg. credit hours taught per Adjunct	* Maximum Credit Hours Taught per Adjunct
57	57	0	3	3

FY2026 - Number of Part-Time Faculty (Use Unduplicated Headcount)	FY2026 - Projected Number of Part-Time Faculty (Use Unduplicated Headcount)	Change in Budgeted Number of Headcount (Formula)	* Avg. credit hours taught per Part-Time Faculty	* Maximum Credit Hours Taught per Part-Time Faculty
0	0	0		

** FY2026 Number of Teaching Graduate Assistants (Use Unduplicated Headcount)	FY2026 - Projected Number of Graduate Teaching Assistants (Use Unduplicated Headcount)	Change in Budgeted Number of Headcount (Formula)	* Avg. credit hours taught per GA	* Maximum Credit Hours Taught per GA
7	7	0	3	3

** FY2026 Number of Research Graduate Assistants (Use Unduplicated Headcount)	FY2026 - Projected Number of Graduate Teaching Assistants (Use Unduplicated Headcount)	Change in Budgeted Number of Headcount	N-A	N-A
0	0	0	N-A	N-A

FY2026 - Number of Part-Time Professional Staff (Use Unduplicated Headcount)	FY2026 - Projected Number of Professional Staff	Change in Budgeted Number of Headcount (Formula)	N-A	N-A
0	0	0	N-A	N-A

FY2026 - Number of Part-Time Other Staff (Use Unduplicated Headcount)	FY2026 - Projected Number of Other Staff	Change in Budgeted Number of Headcount (Formula)	N-A	N-A
0	0	0	N-A	N-A

FY2026 - Total Part-Time Employees (This is a formula)	FY2026 Projected # of Part-Time Employees (Formula)	Change in Budgeted Number of Headcount (Formula)	N-A	N-A
64	64	0	N-A	N-A

*** Report the average and maximum credit hours based on the fall semester.**

FY2026 Educational and General Budget Part I - SRA3 Background Data

Schedule II-a - Changes in Professional and Classified Positions

Institution Name:	OSU-Tulsa

List below the full-time professional and classified positions that will increase and/or decrease the number of professional and classified positions above that of the previous year's original budget. If an employee has retired or resigned and is to be replaced by a new hire, do not report below.

Increase in New Full-Time Professional Positions for FY2026

Position Title	E&G Activity/Function Budgeted	Number	Salary
Example: Recruitment Specialist	Student Services	1	36,000
TOTAL New Professional Positions:		0	-

Note: Insert additional rows or use additional pages if needed.

Reduction in Full-Time Professional Positions for FY2026:

Position Title	E&G Activity/Function Budgeted	Number	Salary
TOTAL Reduction in Professional Positions for FY2026		0	-

Comments:

Note: The changes in professional and classified positions will automatically update Schedule II-b.

Changes in Full-Time Classified Positions for FY2026:

	Increase	Decrease	Net Change
Changes in Full-Time Classified Staff			
Example: Change in Number of Positions:	3	2	1
Example: Change in Salary of Positions:	$60,000	$40,000	$20,000
Actual Changes in Number of Positions	1		1
Actual Changes in Salary of Positions	$50,000		$50,000

Comments:

Number of Continuing Unfilled Positions Not Reported on Schedule I, II, or IIa

Number of Full-Time and Part-Time Positions	Comments (if any)	Number	Budgeted Salary
President		0	-
Faculty Positions		0	-
Professional Positions		0	-
Classified Positions		0	-
Totals		0	-

Note 1: This section excludes any positions previously reported on Schedule I, II, and Rows 10 through 43 on Schedule IIA

FY2026 Educational and General Budget Part I - SRA3 Background Data
Schedule II-b - Summary of Changes in Budgeted Faculty, Professional and Classified Positions

NOTE: THIS WORKSHEET IS LINKED TO SCHEDULES I, II & II-1 AND II-A. DO NOT INPUT DATA INTO THIS FORM.

Institution Name:	OSU-Tulsa

FULL-TIME POSITIONS TO BE ADDED AND/OR ELIMINATED IN FY2026

	Added Positions		Eliminated Positions		Net Changes	
Employee Classifications:	New Positions	Salary	Positions	Salary	Net Changes	Net Change in Salary
Faculty	0	0	3	249,966	(3)	(249,966)
Professional Staff	0	0	0	0	0	0
Classified Staff	1	50,000	0	0	1	50,000
TOTAL	1	50,000	3	249,966	(2)	(199,966)
				Crossfoot --->	(2)	(199,966)

Number of Full-Time and Part-Time Employees Paid or Partially Paid from E&G I Funds:

	From Sch I	From Sch II-b	From Sch II-b	Formula	From Sch II	From Sch II	Formula		
Employee Classification	Continuing Employees from Schedule I	New Positions	Eliminated Positions	Total Full-Time Employees	# of Part-Time Faculty, Adjunct, and Grad Assistants	# of Part-Time Professionals, Research Assistants and Other Staff	Total Full-Time and Part-Time Employees	Add Unfilled Positions on July 1, 2025	Total Budgeted Positions for FY2026
President	1			1			1	0	1
Faculty	57	0	3	54	64		118	0	118
Professional	23	0	0	23		0	23	0	23
Classified or Other Employees	23	1	0	24		0	24	0	24
Totals	104	1	3	102	64	0	166	0	166

FY2026 Educational and General Budget Part I - SRA3 Background Data
Schedule III - Course Section and Enrollment Data

Institution Name:	OSU-Tulsa

	ENROLLMENT DATA				COURSE SECTION DATA [1]	
Location [2]	Fall Semester 2024 (FY2025) FTE	Fall Semester 2024 (FY2025) Headcount	Fall Semester 2025 (FY2026) Projected FTE	Fall Semester 2025 (FY2026) Projected Headcount	Number of Course Sections Offered, Fall 2024 (FY2025)	Projected Number of Course Sections Offered, Fall 2025 (FY2026)
Main Campus						
Branch Campus - List enrollment for each branch						
Tulsa	1,029	620	1,092	650	244	225
Total Branch Campuses	1,029	620	1,092	650	244	225
Centers						
Off-Campus						
Total	1,029	620	1,092	650	244	225

[1] *Organized classes, excluding individual instruction and lab classes*

[2] *Do not duplicate enrollment counts. A student enrolled on Main Campus and A branch campus should be reported in only one location.*

CHANGES IN ENROLLMENT DATA:

Changes in Student FTE - Fall Semesters	63	<--- Formula
Changes in Student Headcount - Fall Semesters	30	<--- Formula
Changes in Course Sections - Fall Semesters	(19)	<--- Formula

STUDENT/FACULTY RATIOS:

Please indicate your institution's student-to-faculty ratio:	12	<--- FY2025	Example: For a 18:1 ratio, report 18
(Calculation: FTE Student Enrollment divided by FTE Faculty)	13	<--- FY2026	Example: For a 19.5:1 ratio, report 20

ANNUALIZED STUDENT FTE (SUMMER, FALL & SPRING)

Actual Student FTE - Annualized	972	<--- FY2025
Projected Student FTE - Annualized	1,080	<--- FY2026
Change in Student FTE	108	<--- Formula
Percent Change in Student FTE	11.1%	<--- Formula

Date Prepared: April 27, 2005 - Date Revised: May 18, 2009 - Date Printed; 6/4/2025 1:22 PM

Oklahoma State Regents for Higher Education
FY2026 Educational and General Budget Part I - SRA3 Background Data
Schedule IV - Changes in Mandatory Costs - Update

Institution Name	OSU-Tulsa			
Description of Mandatory Costs:	**FY2026 Mandatory Costs Per Budget Needs Survey**	**Updated Projections to FY2026 Mandatory Costs**	**Changes from Original Projection**	**Comments: (If additional space is needed insert at bottom of form)**
A. Costs to Annualize FY2026 Salary Program		**N/A**	**N/A**	**Not Reported for the SRA3**
~~1. Salaries~~		**N/A**	**N/A**	**Not Reported for the SRA3**
~~2. Benefits and Payroll Taxes applicable to Salary Annualization~~		**N/A**	**N/A**	**Not Reported for the SRA3**
B. Changes in Costs of Fringe Benefits and Payroll Taxes: (Exclude benefits & taxes based on salary increases)	**FY2026 Mandatory Costs Per Budget Needs Survey**	**Updated Projections to FY2026 Mandatory Costs**	**Changes from Original Projection**	**Report Continuing Employees only - Do not report benefits & taxes for New Positions Budgeted in FY2026**
1. Social Security	204,706	204,706	-	
2. MQFE	49,553	49,553	-	
3. Health Insurance	442,569	442,569	-	
4. Dental Insurance	-	-	-	
5. Life Insurance	14,278	14,278	-	
6. Long and Short Term Disability	-	-	-	
7. Oklahoma Teachers Retirement - Employee	64,875	64,875	-	
8. Oklahoma Teachers Retirement - Employer Share	298,146	298,146	-	
T 8a. Optional Retirement Plans - OU and OSU	-	-	-	
9. Workers Compensation	22,540	22,540	-	
10. Unemployment Compensation Payments	3,342	3,342	-	
11. Other Insurance and Payroll Taxes - From List Below	-	-	-	<--Column D is Linked to Cell D72 below
Total Cost of Fringe Benefits and Payroll Taxes	**1,100,009**	**1,100,009**	**-**	<--Formulas
C. Changes in Costs of Non-Compensation Requirements:				**Sub-Total Each Object of Expenditure**
1. Professional Services:				
Accounting and Audititing Services	3,000	41,752	38,752	
Legal Services	6,500	45,451	38,951	
Engineer Services			-	
Other Professional Services - From List Below	827,584	867,402	39,818	<--Column D is Linked to Cell D95 below
Total Professional Services	**837,084**	**954,605**	**117,521**	<--Formulas
2. Utilities:				
Natural Gas	200,860	150,253	(50,607)	
Electricity	942,590	944,917	2,327	
Water, Sewage, Etc.	162,140	148,864	(13,276)	
Other Utilities:		-	-	
Total Utilities	**1,305,590**	**1,244,034**	**(61,556)**	<--Formulas
3. Travel:			**-**	<--Formulas
4. Supplies and Other Current Expenses:				
Equipment Maintenance/Service Contracts:	3,000,000	885,206	(2,114,794)	
Privatization Contracts (Housekeeping, Maintenance, etc.)	500,000	682,746	182,746	
Mandatory Institutional Memberships	30,000	15,683	(14,317)	
Gasoline	4,500	11,178	6,678	
Risk Management:				
Property Insurance	710,008	408,859	(301,149)	
Vehicles	1,762	1,750	(12)	
Aircraft	-	-	-	
Tort Liability	1,838	1,000	(838)	
Director and Officers Liability	3,117	1,300	(1,817)	
Other Insurance	43,149	30,388	(12,761)	
Telephone/Communications	130,000	101,000	(29,000)	
Other Supplies and Other Current Expenses - From List Below	27,739	27,739	-	<--Column D is Linked to Cell D80 below
Total Supplies and Other Current Expenses:	**4,452,113**	**2,166,848**	**(2,285,265)**	<--Formulas
5. Equipment, Property and Furniture:				
Information Technology Software and Equipment	707,894	707,894	-	
Other Equipment, Property and Furniture - From List Below	-	-	-	<--Column D is Linked to Cell D86 below
Total Mandatory Equipment, Property and Furniture	707,894	707,894	**-**	<--Formulas
6. Mantatory Library Periodicals and Subscriptions	**341,250**	**209,043**	**(132,207)**	<--Formulas
7. Scholarships			**-**	<--Formulas
8. Transfers and Other Disbursements			**-**	<--Formulas
9. Total Non-Compensation Mandatory Costs	**7,643,931**	**5,282,424**	**(2,361,507)**	<--Formulas
10. Total Mandatory Cost Changes	**8,743,940**	**6,382,433**	**(2,361,507)**	<--Formulas
B.11. List other Benefits and Payroll Taxes: (Enter total in B11(Cell C23 and D23) above)				
1.			-	
2.			-	
3.			-	
4.			-	
Other Benefits and Payroll Taxes (From M69)		-	-	Cell D71 is linked to Cell M69
Total Other Benefits and Payroll Taxes: (Insert rows if needed)	**-**	**-**	**-**	<--Formulas (Linked to section B. 11 Above)
C.4. Report Other Supplies & OCE Costs: (Enter total in Cell C53 and D53 above)				
Credit Card Fees	2,739	2,739	-	
Postage costs	25,000	25,000	-	
Governing Board Assessment	-	-	-	
			-	
Other Supplies & OCE Costs (From M78)		-	-	Cell D79 is linked to Cell M78
Total Other Supplies & OCE Costs: (Insert rows if needed)	**27,739**	**27,739**	**-**	<--Formulas (Linked to section C. 4 Above)
C.5. Report Other Equip, Property and Furniture Costs: (Enter total in Cell C58 and D58 above)				
			-	
			-	
Other Equipment, Property and Furniture (From M87)		-	-	Cell D85 is linked to Cell M87
Other Equipment, Property and Furniture: (Insert rows if needed)	**-**	**-**	**-**	<--Formulas (Linked to section C. 5 Above)
C.1. Report Other Professional Services: (Enter total in Cell C30 and D30 above)				
Professional Services-Other	205,000	285,595	80,595	
Consulting/Professional Ser. Fees	33,949	146,516	112,567	
Consulting/Professional-Arch/E	228,502	75,307	(153,195)	
Professional Service-Photograpy	12,649	12,499	(150)	
Professional Service- law Enforcement	1,317	1,317	-	
Other Professional Services (From M95)	346,167	346,168	1	Cell D94 is linked to Cell M95
Total Other Professional Services: (Insert rows if needed)	**827,584**	**867,402**	**39,818**	<--Formulas (Linked to Cell C27 Above)

FY2026 Educational and General Budget Part I - SRA3 Background Data
Schedule V - Tuition Waivers and Scholarships

Institution Name:	OSU-Tulsa

TUITION WAIVERS AND SCHOLARSHIPS - E&G I BUDGET				
	FY2025	FY2026	Dollar Change	Percent Change
Resident Tuition Waivers - 5%	$ 216,500	$ 150,000	$ (66,500)	-30.7%
Resident Tuition Waivers - (outside the 5% limitation)	$ -	$ -	$ -	#DIV/0!
Nonresident Tuition Waivers	$ 8,500	$ -	$ (8,500)	-100.0%
Total Tuition Waivers	$ 225,000	$ 150,000	$ (75,000)	-33.3%
Scholarships (paid from E&G I funds)	$ -	$ -	$ -	#DIV/0!
Total Tuition Waivers and Scholarships	**$ 225,000**	**$ 150,000**	**$ (75,000)**	**-33.3%**

Note: The total for the FY2025 and FY2026 column (Cell C14) should be the same number reported on Schedule A, A-1, B and Schedule E of the SRA3.

Report the amount of resident and nonresident tuition waivers and scholarships granted to Graduate Teaching and Research Assistants that are included in the above totals.	$ -	$ -	$ -	#DIV/0!
Report the amount of tuition waivers granted to Concurrently Enroll High School Seniors. See worksheet named "Changes in FY2026".	$ -	$ -	$ -	#DIV/0!
Comments:				

FY2026 Educational and General Budget Part I - SRA3 Background Data
Schedule VI - Institutional Response to the FY2026 Budget Request

OSU-Tulsa

Comments:

As OSU's urban-serving branch campus, OSU-Tulsa provides industry-aligned education for Tulsa's professional workforce. For the coming fiscal year, our budget will support the following institutional priorities:

The budget will contribute to the continued growth of the OSU College of Professional Studies by funding development of new flexible degrees and non-credit offerings that meet the evolving needs of working adults and mid-career professionals. This includes the development of graduate degrees and certificates that address workforce demand and regional priorities, emphasizing applied learning and practical skill development for today's economy.

The budget will support the growth of workforce technology programming in OSU-Tulsa's new Main Hall 1300 wing, which will host hands-on, in-demand degrees offered by OSUIT through OSU Polytech, as well as OSU-Tulsa programming in these emerging areas.

It will also enable further investment in innovative course delivery models including accelerated, stackable and hybrid formats, as well as expanded summer offerings. These are designed to drive enrollment growth by aligning with workforce and student demand for short-term credentials, flexible degree programs and accessible pathways to career advancement. These investments will ensure OSU-Tulsa remains flexible and responsive to modern learners and employers.

This strategic approach ensures that OSU-Tulsa remains a hub for workforce development and innovation, supporting regional economic growth and OSU's land-grant mission, while maintaining fiscal responsibility and growing institutional reserves to position us for long-term sustainability.

Note: Schedule VI-A provides specific budget actions taken to develop the FY2026 budget request. This schedule allows the President or Vice President to provide additional narrative about the impact of this budget request.

FY2026 Educational and General Budget - SRA3 Background Data
Schedule VI-A - Specific Budget Actions Taken in the Development of the FY2026 Budget

Institution Name:	OSU-Tulsa

Budget Actions: Actions Affecting Income:	**Yes or No**	# of Employees	Projected Dollar Impact on Budget	Comments - Describe Actions Taken - See Note Below
Increase Tuition and Mandatory Fees	No	N/A		
Increase Academic Service fees	No	N/A		
Use of Reserves	No	N/A		
Actions Affecting Expenditures:				
1. Furloughs	No			
2. Faculty Layoffs and/or Buyouts	No			
3. Staff Layoffs and/or Buyouts	No			
4. Reductions in Fringe Benefit Programs	No			
5. Eliminating Instructional Programs	No			
6. Eliminating other non-instructional Programs	No			
7. Other plans effecting employees	No			
8. Professional Services	No			
9. Contracts	No			
8. Other Operating Expenditures	No			
9				
10				
11				
12				
Total Projected Dollar Impact on Budget			-	

You may insert additional rows if needed.
Report expenditure reductions as a positive amount.
Note: If you addressed any of these issues in other schedules, you may reference the schedule in the comment block above.

Comment Box:

Oklahoma State Regents for Higher Education
FY2026 Educational and General Budget Part I - SRA3 Background Data
Schedule XI - Legislative Response to FY2026 Budget Needs Request

Institution Name: OSU-Tulsa

The FY2026 Budget Needs Survey included a worksheet named "Summary-Priorities Funding Form". In the last column, each institution was asked if they would seek "Direct Proposal Legislature" for each funding change. If your institution sought legislative support for your FY2026 budget needs, please provide a summary of the outcome of that request.

If your institution did not seek Legislative Support indicate "No Legislative Support Requested".

Legislative Request for Priority #_____
N/A

Drag row downward if additional space is needed.

Legislative Request for Priority #_____
N/A

Drag row downward if additional space is needed.

Legislative Request for Priority #_____
N/A

Drag row downward if additional space is needed.

Legislative Request for Priority #_____
N/A

Drag row downward if additional space is needed.

If additional legislative requests were made, please copy the above formats to the area below this row.

OKLAHOMA STATE REGENTS FOR HIGHER EDUCATION
EDUCATIONAL AND GENERAL BUDGET PART I
FISCAL YEAR 2025-2026
SCHEDULE E
EXPENDITURES BY ACTIVITY/FUNCTION, DEPARTMENT, POSITION AND OBJECT

INSTITUTION NUMBER: 1 INSTITUTION NAME: Oklahoma State - General University PRESIDENT: DR. JIM HESS

POSITION TITLE	POSITION NUMBER	FUNDING PERCENT	POSITION PROPOSED BUDGET AMOUNT	FY 2025-2026 PROPOSED ACCOUNT BUDGET AMOUNT
ACTIVITY: 11 - Instruction				
FUNCTION: 2370 - General Academic Instruction				
130026 - Univ Reaccreditation				
Ast Vice Provost	AS7244	35.00000	$42,000.00	
OTHER PROFESSIONAL SALARIES			$9,500.00	
TOTAL PERSONNEL SERVICES				$51,500.00
TOTAL				$51,500.00
130250 - Grad Vet Med Educati				
Aso Prof	210367	100.00000	$98,281.77	
Prof	210736	47.02000	$79,937.00	
Prof	212746	100.00000	$181,953.81	
Aso Prof	212754	100.00000	$164,162.72	
Aso Prof	212755	100.00000	$146,750.00	
Clinical Ast Prof	AF8069	40.00000	$57,965.97	
PROJECTED SALARY SAVINGS-- OTHER TEACHING SALARIES			$-0.27	
Aso Dean	112744	94.34000	$161,493.50	
Mgr IT	331050	69.76000	$78,695.46	
Ast Dir Bus Ops	332010	90.20000	$106,777.86	
Admin Aso	534588	43.41000	$30,870.00	
App Dvlpr	534745	100.00000	$54,232.50	
Mgr Stu Svc	AS8527	20.20000	$13,210.80	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$-0.12	
Coor Grad Pgm	AS7897	29.95000	$10,278.84	
Spclt Admiss Review	AS8256	25.00000	$9,880.00	
Admin Supp Spclt II	632982	10.00000	$3,923.58	
Admin Ast	633291	44.52000	$18,520.32	
PROJECTED SALARY SAVINGS-- OTHER SALARIES AND WAGES			$0.26	
TOTAL PERSONNEL SERVICES				$1,216,934.00
TOTAL				$1,216,934.00
130260 - Cvhs Shelter Medicin				
Clinical Aso Prof	221700	100.00000	$135,000.00	
Clinical Ast Prof	AF7908	100.00000	$120,000.00	
PROJECTED SALARY SAVINGS-- OTHER TEACHING SALARIES			$0.00	
Vet Ast	632870	100.00000	$34,777.60	
Vet Tech Supv I	639603	100.00000	$52,125.75	

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INSTITUTION NUMBER: 1 INSTITUTION NAME: Oklahoma State - General University PRESIDENT: DR. JIM HESS

POSITION TITLE	POSITION NUMBER	FUNDING PERCENT	POSITION PROPOSED BUDGET AMOUNT	FY 2025-2026 PROPOSED ACCOUNT BUDGET AMOUNT
ACTIVITY: 11 - Instruction , continued				
FUNCTION: 2370 - General Academic Instruction , continued				
130260 - Cvhs Shelter Medicin , continued				
Vet Ast	AS8304	100.00000	$41,600.00	
PROJECTED SALARY SAVINGS-- OTHER SALARIES AND WAGES			$1.65	
TOTAL PERSONNEL SERVICES				$383,505.00
TOTAL				$383,505.00
130290 - Instructional Eqmt				
SUPPLIES AND OTHER OPERATING EXPENSES				$17,000.00
PROPERTY FURNITURE AND EQUIPMENT				$3,000.00
TOTAL				$20,000.00
130310 - SGS Graduate Programs				
Ast Prof	AF8115	50.00000	$36,153.00	
Aso Prof	AF9493	74.19000	$75,132.21	
Aso Prof	AF9510	100.00000	$82,450.00	
PROJECTED SALARY SAVINGS-- OTHER TEACHING SALARIES			$0.79	
Aso Dean/Dir Acad Pg	AF8053	49.00000	$81,373.32	
Acad Advisor Sr I	534372	100.00000	$51,000.00	
Coor Pgm	AS7215	100.00000	$49,350.00	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.68	
Admin Ast	AS6998	100.00000	$37,128.00	
OTHER SALARIES AND WAGES			$63,319.00	
TOTAL PERSONNEL SERVICES				$475,907.00
TRAVEL				$5,500.00
SUPPLIES AND OTHER OPERATING EXPENSES				$14,000.00
PROPERTY FURNITURE AND EQUIPMENT				$3,400.00
TOTAL				$498,807.00
130340 - Univ Honors Programs				
Tchg Ast Prof	AF7953	100.00000	$65,000.00	
Tchg Ast Prof	AF9610	100.00000	$62,154.00	
OTHER TEACHING SALARIES			$50.00	
Dean/Prof	110235	100.00000	$211,476.00	
Aso Dean	AF9958	100.00000	$143,400.00	

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ACTIVITY: 11 - Instruction , continued				
FUNCTION: 2370 - General Academic Instruction , continued				
130340 - Univ Honors Programs , continued				
Acad Advisor Sr II	533687	100.00000	$51,300.00	
Mgr Stu Svc	AS7622	100.00000	$57,500.00	
Acad Advisor III	AS7640	100.00000	$45,500.00	
Acad Advisor III	AS8745	40.00000	$18,200.00	
OTHER PROFESSIONAL SALARIES			$47.00	
Acad Advisor I	533845	100.00000	$38,146.00	
Acad Advisor I	534862	100.00000	$1.20	
Exec Admin Ast	633772	100.00000	$50,321.00	
Acad Advisor I	AS7642	100.00000	$39,150.00	
Acad Advisor I	AS9686	100.00000	$38,146.00	
OTHER SALARIES AND WAGES			$144.80	
TOTAL PERSONNEL SERVICES				$820,536.00
TRAVEL				$15,500.00
SUPPLIES AND OTHER OPERATING EXPENSES				$14,000.00
PROPERTY FURNITURE AND EQUIPMENT				$4,000.00
TOTAL				$854,036.00
130341 - Honors Advising Fee				
Tchg Ast Prof	AF8121	100.00000	$51,500.00	
OTHER TEACHING SALARIES			$194,793.00	
Acad Advisor I	AS6809	100.00000	$40,153.00	
Acad Advisor I	AS6898	100.00000	$42,157.00	
Acad Advisor III	AS8745	60.00000	$27,300.00	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$-110.00	
OTHER SALARIES AND WAGES			$15,000.00	
FRINGE BENEFITS			$72,207.00	
TOTAL PERSONNEL SERVICES				$443,000.00
TRAVEL				$15,000.00
SUPPLIES AND OTHER OPERATING EXPENSES				$212,000.00
PROPERTY FURNITURE AND EQUIPMENT				$3,000.00
TOTAL				$673,000.00

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ACTIVITY: 11 - Instruction , continued				
FUNCTION: 2370 - General Academic Instruction , continued				
130450 - INDIVIDUAL STUDY ADMINISTRATI				
Admin Supp Spclt Sr	633328	100.00000	$38,711.52	
Fin Ast Sr	638033	100.00000	$39,075.00	
PROJECTED SALARY SAVINGS-- OTHER SALARIES AND WAGES			$0.48	
FRINGE BENEFITS			$26,067.00	
TOTAL PERSONNEL SERVICES				$103,854.00
SUPPLIES AND OTHER OPERATING EXPENSES				$638,328.00
PROPERTY FURNITURE AND EQUIPMENT				$5,000.00
TOTAL				$747,182.00
130460 - Military Studies-Af				
Admin Supp Spclt I	633947	100.00000	$39,520.00	
PROJECTED SALARY SAVINGS-- OTHER SALARIES AND WAGES			$0.00	
TOTAL PERSONNEL SERVICES				$39,520.00
SUPPLIES AND OTHER OPERATING EXPENSES				$12,000.00
TOTAL				$51,520.00
130470 - Military Sci-Army				
SUPPLIES AND OTHER OPERATING EXPENSES				$19,000.00
PROPERTY FURNITURE AND EQUIPMENT				$4,000.00
TOTAL				$23,000.00
130480 - Other Instr Programs				
SUPPLIES AND OTHER OPERATING EXPENSES				$40,896.00
TOTAL				$40,896.00
130485 - Music/PAC Operations				
Coor Tech Prod	AS7224	100.00000	$47,004.00	
OTHER PROFESSIONAL SALARIES			$22,996.00	
TOTAL PERSONNEL SERVICES				$70,000.00
TOTAL				$70,000.00

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ACTIVITY: 11 - Instruction , continued				
FUNCTION: 2370 - General Academic Instruction , continued				
130530 - Dir Of Prof Educ				
Prof	AF9355	100.00000	$119,093.84	
Coor Outrch Pgm	AS6987	100.00000	$47,000.00	
Coor Pgm	AS7682	100.00000	$55,000.58	
Coor Pgm Assess	AS7759	100.00000	$58,349.50	
Coor Edu Cert	AS8989	100.00000	$48,329.99	
Coor Pgm	AS9663	100.00000	$48,000.00	
Mgr Clinical Edu	AS9756	100.00000	$68,054.74	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.35	
TOTAL PERSONNEL SERVICES				$443,829.00
TOTAL				$443,829.00
131000 - Academic Programs				
OTHER TEACHING SALARIES			$97,916.00	
TOTAL PERSONNEL SERVICES				$97,916.00
TOTAL				$97,916.00
131001 - Extension Salary Program Control				
OTHER TEACHING SALARIES			$388,645.00	
TOTAL PERSONNEL SERVICES				$388,645.00
TOTAL				$388,645.00
131009 - Academic Programs				
Prof	210316	100.00000	$128,367.00	
Prof	210366	100.00000	$145,256.00	
Prof	212130	75.00000	$98,404.50	
Prof	212153	94.00000	$117,509.00	
PROF	214161	100.00000	$105,911.00	
Professor	BF9510	72.11000	$140,561.25	
Aso Prof	210804	79.22000	$87,423.35	
Prof	213100	100.00000	$100,700.00	
Aso Prof	211052	100.00000	$92,548.00	
Ast Prof	BF9590	100.00000	$86,856.00	

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ACTIVITY: 11 - Instruction , continued				
FUNCTION: 2370 - General Academic Instruction , continued				
131009 - Academic Programs , continued				
Ast Prof	BF9621	100.00000	$76,694.00	
Ast Prof	BF9624	100.00000	$77,250.00	
Ast Prof	BF9642	75.00000	$68,885.25	
Ast Prof	BF9901	97.29000	$89,800.00	
Ast Prof	BF9935	75.00000	$66,088.50	
Instr	212113	100.00000	$55,156.00	
Tchg Ast Prof	BF9885	100.00000	$78,441.00	
Lecturer	BF9897	100.00000	$60,341.00	
Tchg Instr	BF9933	100.00000	$67,172.00	
Sr Ext Spclt	221051	25.00000	$23,167.23	
Tchg Instr	222235	100.00000	$72,000.00	
Rsrch Ast Prof	BF9536	10.00000	$8,300.00	
Tchg Ast Prof	BF9937	70.00000	$50,517.60	
OTHER TEACHING SALARIES				$1,090,856.32
Dir Stu Acad Svc	330230	100.00000	$72,100.00	
Dir Stu Acad Svc	530095	100.00000	$75,000.00	
Proj Mgr Constructn	533829	25.00000	$20,540.25	
Coor Facil/Pgm Rodeo	534756	100.00000	$67,499.00	
Mgr Comm Svc	534765	100.00000	$60,078.00	
Coor Grad Cert	AS9621	100.00000	$50,426.00	
Coor Ast Facil/Pgm R	BS9580	100.00000	$48,000.00	
Spclt Comp II	BS9582	20.50000	$8,950.25	
Spclt Comm	BS9585	25.00000	$10,288.45	
Dir FCA Student Acad	BS9586	100.00000	$80,000.00	
Coor Event	BS9591	40.00000	$20,517.60	
Mgr Grant	BS9596	30.00000	$21,600.00	
Spclt Acad Pgm	BS9641	100.00000	$45,001.44	
Coor Stu Retent	BS9660	100.00000	$46,481.00	
Coor Emplyr & Alumni	BS9662	100.00000	$65,456.50	
Spclt Comp II	BS9716	50.00000	$20,828.00	
Spclt Comm	BS9737	100.00000	$45,000.00	
Spclt Comm	BS9738	100.00000	$45,000.00	
Pgm Dir FCA Stu Svc	BS9744	100.00000	$62,000.00	
Coor Fin Sr	BS9753	100.00000	$87,000.00	
Spclt Grad Cert	BS9767	100.00000	$45,000.00	
Web Des	BS9777	50.00000	$24,169.00	
Coor Acad Pgm	BS9780	100.00000	$60,000.00	
Web Des	BS9782	50.00000	$24,895.50	

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ACTIVITY: 11 - Instruction , continued				
FUNCTION: 2370 - General Academic Instruction , continued				
131009 - Academic Programs , continued				
Spclt Comp II	BS9801	22.60000	$11,771.44	
OTHER PROFESSIONAL SALARIES			$528,928.57	
Spclt Tech Supp	531367	13.00000	$6,195.54	
Admin Supp Spclt I	632776	100.00000	$34,180.00	
OTHER SALARIES AND WAGES			$22,400.46	
FRINGE BENEFITS			$500,000.00	
TOTAL PERSONNEL SERVICES				$5,197,512.00
SUPPLIES AND OTHER OPERATING EXPENSES				$100,000.00
TOTAL				$5,297,512.00
131053 - Enviromental Science				
SUPPLIES AND OTHER OPERATING EXPENSES				$5,000.00
TOTAL				$5,000.00
131058 - Environmental Sci - Staff Block				
Admin Aso	BS9572	100.00000	$45,000.00	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.00	
TOTAL PERSONNEL SERVICES				$45,000.00
TOTAL				$45,000.00
131059 - Environmental Scienc				
OTHER TEACHING SALARIES			$48,880.00	
FRINGE BENEFITS			$1,000.00	
TOTAL PERSONNEL SERVICES				$49,880.00
SUPPLIES AND OTHER OPERATING EXPENSES				$8,000.00
TOTAL				$57,880.00
131103 - Distance Learning				
SUPPLIES AND OTHER OPERATING EXPENSES				$855,000.00
TOTAL				$855,000.00

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ACTIVITY: 11 - Instruction , continued				
FUNCTION: 2370 - General Academic Instruction , continued				
131153 - International Agric				
TRAVEL				$1,000.00
SUPPLIES AND OTHER OPERATING EXPENSES				$7,000.00
PROPERTY FURNITURE AND EQUIPMENT				$2,000.00
TOTAL				$10,000.00
131159 - Multicultural Programs				
OTHER TEACHING SALARIES			$39,200.00	
FRINGE BENEFITS			$948.00	
TOTAL PERSONNEL SERVICES				$40,148.00
SUPPLIES AND OTHER OPERATING EXPENSES				$36,000.00
TOTAL				$76,148.00
131200 - Ag Econ				
Rgts Prof/Enwd Ch	210066	10.25000	$15,148.43	
Professor	210460	9.35000	$14,310.40	
Prof	210462	33.26000	$50,236.90	
Prof/Enwd Pf	210493	14.20000	$26,730.00	
Prof	210824	23.27000	$33,675.00	
Professor	211933	69.26000	$90,513.00	
Rgts Prof/Enwd Ch	212126	23.73000	$46,606.25	
Prof/Breedlove Prof	213172	23.69000	$33,806.24	
Prof/Enwd Pf	213197	14.28000	$22,350.00	
Prof	214150	34.00000	$46,224.36	
Professor	BF9946	22.49000	$35,790.00	
Aso Prof	210574	30.00000	$30,270.60	
Aso Prof	BF9645	25.00000	$27,669.50	
Aso Prof	211109	71.89000	$86,676.75	
Ast Prof	BF9599	75.00000	$73,202.24	
Ast Prof	BF9663	65.00000	$67,857.40	
Ast Prof	BF9924	25.00000	$25,862.00	
PROJECTED SALARY SAVINGS-- OTHER TEACHING SALARIES			$1.93	
Prof/Dept Head	BF9903	70.00000	$137,416.30	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.70	
TOTAL PERSONNEL SERVICES				$864,348.00
TOTAL				$864,348.00

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ACTIVITY: 11 - Instruction , continued				
FUNCTION: 2370 - General Academic Instruction , continued				
131203 - Ag Econ				
Professor	BF9946	3.77000	$6,000.00	
Aso Prof	211109	4.15000	$5,000.00	
OTHER TEACHING SALARIES			$1,000.00	
OTHER PROFESSIONAL SALARIES			$1,000.00	
FRINGE BENEFITS			$10,000.00	
TOTAL PERSONNEL SERVICES				$23,000.00
TRAVEL				$10,000.00
SUPPLIES AND OTHER OPERATING EXPENSES				$85,000.00
PROPERTY FURNITURE AND EQUIPMENT				$10,000.00
TOTAL				$128,000.00
131208 - Ag Econ				
Admin Ast	BS9618	74.00000	$33,939.36	
Coor Acad Pgm	BS9797	85.00000	$46,620.80	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.84	
Admin Supp Ast Sr	633204	49.78000	$16,777.85	
Admin Supp Ast Sr	638053	49.00000	$21,447.79	
Admin Supp Ast Sr	BS9873	15.00000	$6,000.00	
PROJECTED SALARY SAVINGS-- OTHER SALARIES AND WAGES			$0.36	
TOTAL PERSONNEL SERVICES				$124,787.00
TOTAL				$124,787.00
131209 - Ag Econ				
OTHER TEACHING SALARIES			$92,016.00	
FRINGE BENEFITS			$12,853.00	
TOTAL PERSONNEL SERVICES				$104,869.00
SUPPLIES AND OTHER OPERATING EXPENSES				$10,000.00
TOTAL				$114,869.00
131250 - Ag Education				
Professor	210929	3.95000	$5,000.00	
Professor	210929	96.05000	$121,558.00	

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ACTIVITY: 11 - Instruction , continued				
FUNCTION: 2370 - General Academic Instruction , continued				
131250 - Ag Education , continued				
Aso Prof	211432	40.00000	$43,282.40	
Ast Prof	BF9618	75.00000	$66,088.50	
Ast Prof	BF9643	75.00000	$68,885.25	
Ast Prof	BF9644	75.00000	$66,088.50	
Lecturer	BF9928	100.00000	$55,000.00	
PROJECTED SALARY SAVINGS-- OTHER TEACHING SALARIES			$0.35	
Dept Head/Prof	112127	70.00000	$136,500.00	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.00	
TOTAL PERSONNEL SERVICES				$562,403.00
TOTAL				$562,403.00
131253 - Ag Education				
OTHER TEACHING SALARIES			$47,800.00	
OTHER PROFESSIONAL SALARIES			$7,000.00	
OTHER SALARIES AND WAGES			$18,200.00	
FRINGE BENEFITS			$18,000.00	
TOTAL PERSONNEL SERVICES				$91,000.00
TRAVEL				$10,000.00
SUPPLIES AND OTHER OPERATING EXPENSES				$47,000.00
PROPERTY FURNITURE AND EQUIPMENT				$10,000.00
TOTAL				$158,000.00
131258 - Ag Education				
Admin Supp Spclt Sr	BS9556	100.00000	$41,760.00	
Admin Ast	BS9569	100.00000	$43,848.00	
PROJECTED SALARY SAVINGS-- OTHER SALARIES AND WAGES			$0.00	
TOTAL PERSONNEL SERVICES				$85,608.00
TOTAL				$85,608.00
131259 - Ag Education				
OTHER TEACHING SALARIES			$330,000.00	
FRINGE BENEFITS			$10,000.00	
TOTAL PERSONNEL SERVICES				$340,000.00

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ACTIVITY: 11 - Instruction , continued				
FUNCTION: 2370 - General Academic Instruction , continued				
131259 - Ag Education , continued				
SUPPLIES AND OTHER OPERATING EXPENSES				$27,600.00
TOTAL				$367,600.00
131300 - Biosystems Salary				
Prof	210118	10.00000	$11,844.00	
Prof	210564	20.00000	$23,082.40	
Prof	210781	20.00000	$23,654.20	
Prof	210860	20.00000	$22,659.40	
Prof	214154	20.00000	$25,833.80	
Aso Prof	210810	30.00000	$30,300.00	
Aso Prof	211051	60.00000	$71,020.20	
Ast Prof	BF9490	30.00000	$37,500.00	
Ast Prof	BF9593	25.00000	$22,250.00	
Ast Prof	BF9632	25.00000	$22,500.00	
Ast Prof	BF9633	70.00000	$67,911.90	
Ast Prof	BF9662	25.00000	$22,946.75	
Aso Prof Water Resou	BF9947	23.48000	$32,818.77	
PROJECTED SALARY SAVINGS-- OTHER TEACHING SALARIES			$0.58	
Prof/Dept Head BAE	BF9904	66.92000	$136,925.01	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.99	
TOTAL PERSONNEL SERVICES				$551,248.00
TOTAL				$551,248.00
131303 - Biosys Revol/Misc				
OTHER TEACHING SALARIES			$10,000.00	
FRINGE BENEFITS			$1,550.00	
TOTAL PERSONNEL SERVICES				$11,550.00
TRAVEL				$1,000.00
SUPPLIES AND OTHER OPERATING EXPENSES				$5,000.00
PROPERTY FURNITURE AND EQUIPMENT				$1,000.00
TOTAL				$18,550.00

OKLAHOMA STATE REGENTS FOR HIGHER EDUCATION
EDUCATIONAL AND GENERAL BUDGET PART I
FISCAL YEAR 2025-2026
SCHEDULE E
EXPENDITURES BY ACTIVITY/FUNCTION, DEPARTMENT, POSITION AND OBJECT

INSTITUTION NUMBER: 1 INSTITUTION NAME: Oklahoma State - General University PRESIDENT: DR. JIM HESS

POSITION TITLE	POSITION NUMBER	FUNDING PERCENT	POSITION PROPOSED BUDGET AMOUNT	FY 2025-2026 PROPOSED ACCOUNT BUDGET AMOUNT
ACTIVITY: 11 - Instruction , continued				
FUNCTION: 2370 - General Academic Instruction , continued				
131308 - Biosystems				
OTHER PROFESSIONAL SALARIES			$21,600.00	
TOTAL PERSONNEL SERVICES				$21,600.00
TOTAL				$21,600.00
131309 - Biosystems				
OTHER TEACHING SALARIES			$25,800.00	
OTHER SALARIES AND WAGES			$34,516.00	
FRINGE BENEFITS			$1,800.00	
TOTAL PERSONNEL SERVICES				$62,116.00
SUPPLIES AND OTHER OPERATING EXPENSES				$10,000.00
TOTAL				$72,116.00
131350 - Masters Of Intl Ag-S				
Prof/Director	BF9501	71.28000	$139,988.50	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.50	
TOTAL PERSONNEL SERVICES				$139,989.00
TOTAL				$139,989.00
131353 - Masters Of Intl Ag-M				
OTHER TEACHING SALARIES			$5,000.00	
FRINGE BENEFITS			$1,000.00	
TOTAL PERSONNEL SERVICES				$6,000.00
TRAVEL				$15,000.00
SUPPLIES AND OTHER OPERATING EXPENSES				$25,000.00
TOTAL				$46,000.00
131358 - MIAP - Staff Block				
Coor MIAP	534451	100.00000	$43,693.00	
PROJECTED SALARY SAVINGS-- OTHER SALARIES AND WAGES			$0.00	
TOTAL PERSONNEL SERVICES				$43,693.00
TOTAL				$43,693.00

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INSTITUTION NUMBER: 1 INSTITUTION NAME: Oklahoma State - General University PRESIDENT: DR. JIM HESS

POSITION TITLE	POSITION NUMBER	FUNDING PERCENT	POSITION PROPOSED BUDGET AMOUNT	FY 2025-2026 PROPOSED ACCOUNT BUDGET AMOUNT
ACTIVITY: 11 - Instruction , continued				
FUNCTION: 2370 - General Academic Instruction , continued				
131359 - Masters Of Intl Ag ?				
OTHER TEACHING SALARIES			$50,400.00	
FRINGE BENEFITS			$1,772.00	
TOTAL PERSONNEL SERVICES				$52,172.00
SUPPLIES AND OTHER OPERATING EXPENSES				$15,948.00
TOTAL				$68,120.00
131400 - Plant / Ss				
Prof/Santl Warth Pf	210122	18.75000	$22,588.60	
Prof/Enwd Pf	210812	27.57000	$34,255.80	
Rgts Prof	210813	18.51000	$24,935.20	
Rgts Prof/Enwd Pf	212160	9.53000	$15,326.40	
Regents Professor	212163	9.41000	$12,053.30	
Aso Prof	210519	10.00000	$10,015.89	
Ast Prof	BF9542	30.00000	$60.00	
Aso Prof	BF9600	23.43000	$28,000.00	
Aso Prof	211141	25.00000	$24,924.50	
Ast Prof	BF9918	25.00000	$23,000.00	
OTHER TEACHING SALARIES			$11,321.31	
Prof/Dept Head	112145	70.00000	$145,740.00	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.00	
TOTAL PERSONNEL SERVICES				$352,221.00
TOTAL				$352,221.00
131403 - Plant / Ss				
TRAVEL				$10,000.00
SUPPLIES AND OTHER OPERATING EXPENSES				$12,000.00
PROPERTY FURNITURE AND EQUIPMENT				$8,000.00
TOTAL				$30,000.00
131408 - Plant / Ss				
OTHER PROFESSIONAL SALARIES			$35,145.00	
TOTAL PERSONNEL SERVICES				$35,145.00
TOTAL				$35,145.00

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INSTITUTION NUMBER: 1 INSTITUTION NAME: Oklahoma State - General University PRESIDENT: DR. JIM HESS

POSITION TITLE	POSITION NUMBER	FUNDING PERCENT	POSITION PROPOSED BUDGET AMOUNT	FY 2025-2026 PROPOSED ACCOUNT BUDGET AMOUNT
ACTIVITY: 11 - Instruction , continued				
FUNCTION: 2370 - General Academic Instruction , continued				
131409 - Plant/Ss				
OTHER TEACHING SALARIES			$96,720.00	
FRINGE BENEFITS			$3,000.00	
TOTAL PERSONNEL SERVICES				$99,720.00
SUPPLIES AND OTHER OPERATING EXPENSES				$15,000.00
TOTAL				$114,720.00
131433 - AFS Maint. Support-Coffey Agrmt				
SUPPLIES AND OTHER OPERATING EXPENSES				$100,000.00
PROPERTY FURNITURE AND EQUIPMENT				$185,000.00
TOTAL				$285,000.00
131450 - Animal and Food Sciences				
Prof/Enwd Pf	210120	14.18000	$19,578.60	
Prof	210353	13.88000	$18,616.95	
Professor	210576	70.07000	$96,066.75	
Prof	210954	41.92000	$61,132.50	
Professor	210992	28.09000	$32,991.00	
Professor	211117	28.11000	$33,566.73	
Prof	212172	77.00000	$91,538.37	
Professor	212178	45.00000	$51,777.00	
Aso Prof	210167	20.00000	$20,000.00	
Aso Prof	210866	45.00000	$46,668.15	
Aso Prof	210949	30.00000	$35,495.70	
Aso Prof	211102	37.74000	$50,062.80	
Aso Prof	211112	41.82000	$44,438.40	
Aso Prof	211152	41.78000	$43,838.10	
Aso Prof	212171	40.00000	$36,440.80	
Aso Prof	213114	30.00000	$30,947.40	
Aso Prof/Enwd Pf	214123	92.23000	$89,044.00	
Prof	214162	75.00000	$84,088.50	
Ast Prof	213112	100.00000	$90,400.00	
Assistant Professor	BF9496	70.00000	$60,900.00	
Ast Prof	BF9497	60.00000	$54,000.00	
Ast Prof	BF9509	75.00000	$63,000.00	
Ast Prof	BF9526	100.00000	$86,000.00	

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INSTITUTION NUMBER: 1 INSTITUTION NAME: Oklahoma State - General University PRESIDENT: DR. JIM HESS

POSITION TITLE	POSITION NUMBER	FUNDING PERCENT	POSITION PROPOSED BUDGET AMOUNT	FY 2025-2026 PROPOSED ACCOUNT BUDGET AMOUNT
ACTIVITY: 11 - Instruction , continued				
FUNCTION: 2370 - General Academic Instruction , continued				
131450 - Animal and Food Sciences , continued				
Ast Prof	BF9591	75.00000	$63,000.00	
Ast Prof	BF9891	60.00000	$54,042.60	
Ast Prof	BF9892	30.00000	$27,995.40	
Ast Prof	BF9909	72.94000	$66,240.75	
PROJECTED SALARY SAVINGS-- OTHER TEACHING SALARIES			$0.50	
Prof/Head	112166	70.00000	$170,305.80	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.20	
TOTAL PERSONNEL SERVICES				$1,622,177.00
TOTAL				$1,622,177.00
131453 - Animal and Food Sciences				
OTHER TEACHING SALARIES			$23,000.00	
OTHER SALARIES AND WAGES			$1,000.00	
FRINGE BENEFITS			$3,500.00	
TOTAL PERSONNEL SERVICES				$27,500.00
TRAVEL				$77,900.00
SUPPLIES AND OTHER OPERATING EXPENSES				$83,000.00
PROPERTY FURNITURE AND EQUIPMENT				$18,000.00
TOTAL				$206,400.00
131458 - Animal and Food Sciences				
Dir Outrch Pgm	331231	20.00000	$21,085.90	
Coor Farm Ops	530037	44.00000	$26,109.60	
Herd Mgr Sr	AS8930	60.00000	$33,323.40	
Ast Herd Mgr	BS9566	75.00000	$33,750.00	
Spclt Comp II	BS9630	50.00000	$19,094.60	
Ast Herd Mgr	BS9723	60.00000	$27,000.00	
Herd Mgr	BS9805	100.00000	$50,088.00	
Herd Mgr	BS9806	70.00000	$38,712.10	
Herd Mgr Sr	BS9807	90.00000	$44,452.80	
Mgr Feedmill	BS9809	30.00000	$15,300.90	
Admin Aso	BS9811	20.00000	$9,146.00	
Herd Mgr Sr	BS9918	65.00000	$36,601.50	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.20	

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INSTITUTION NUMBER: 1 INSTITUTION NAME: Oklahoma State - General University PRESIDENT: DR. JIM HESS

POSITION TITLE	POSITION NUMBER	FUNDING PERCENT	POSITION PROPOSED BUDGET AMOUNT	FY 2025-2026 PROPOSED ACCOUNT BUDGET AMOUNT
ACTIVITY: 11 - Instruction , continued				
FUNCTION: 2370 - General Academic Instruction , continued				
131458 - Animal and Food Sciences , continued				
Feedplant Opr	631788	45.00000	$14,546.25	
Admin Supp Spclt Sr	633538	75.00000	$26,204.25	
Admin Supp Spclt Sr	BS9661	33.00000	$10,594.65	
PROJECTED SALARY SAVINGS-- OTHER SALARIES AND WAGES			$0.85	
TOTAL PERSONNEL SERVICES				$406,011.00
TOTAL				$406,011.00
131459 - Animal and Food Sciences				
OTHER TEACHING SALARIES			$240,000.00	
FRINGE BENEFITS			$11,400.00	
TOTAL PERSONNEL SERVICES				$251,400.00
SUPPLIES AND OTHER OPERATING EXPENSES				$198,000.00
TOTAL				$449,400.00
131500 - Biochemistry				
Rgts Prof	210643	13.97000	$20,335.05	
Professor	210644	9.45000	$12,877.40	
Professor	211737	85.00000	$89,972.50	
Rgts Prof	213160	20.00000	$28,020.80	
Professor	BF9602	10.00000	$14,255.50	
Aso Prof	210760	75.00000	$62,332.50	
Aso Prof	210940	80.00000	$70,672.80	
Aso Prof	211094	15.00000	$19,500.00	
Ast Prof	211177	80.00000	$70,400.00	
Ast Prof	BF9499	10.00000	$11,200.00	
Ast Prof	BF9902	82.00000	$73,515.46	
Ast Prof	BF9921	100.00000	$84,898.00	
PROJECTED SALARY SAVINGS-- OTHER TEACHING SALARIES			$1.99	
Prof/Head	112104	70.00000	$150,481.59	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.41	
TOTAL PERSONNEL SERVICES				$708,464.00
TOTAL				$708,464.00

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INSTITUTION NUMBER: 1 INSTITUTION NAME: Oklahoma State - General University PRESIDENT: DR. JIM HESS

POSITION TITLE	POSITION NUMBER	FUNDING PERCENT	POSITION PROPOSED BUDGET AMOUNT	FY 2025-2026 PROPOSED ACCOUNT BUDGET AMOUNT
ACTIVITY: 11 - Instruction , continued				
FUNCTION: 2370 - General Academic Instruction , continued				
131503 - Biochemistry				
SUPPLIES AND OTHER OPERATING EXPENSES				$2,000.00
TOTAL				$2,000.00
131508 - Biochemistry				
Admin Supp Spclt II	632048	40.00000	$14,632.64	
PROJECTED SALARY SAVINGS-- OTHER SALARIES AND WAGES			$0.36	
TOTAL PERSONNEL SERVICES				$14,633.00
TOTAL				$14,633.00
131509 - Biochemistry				
OTHER TEACHING SALARIES			$91,800.00	
FRINGE BENEFITS			$3,000.00	
TOTAL PERSONNEL SERVICES				$94,800.00
SUPPLIES AND OTHER OPERATING EXPENSES				$20,000.00
TOTAL				$114,800.00
131558 - ChinaAg Block				
Coor Acad Pgm	BS9796	100.00000	$52,000.00	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.00	
TOTAL PERSONNEL SERVICES				$52,000.00
TOTAL				$52,000.00
131559 - ChinaAg Program Fees				
OTHER PROFESSIONAL SALARIES			$1,000.00	
FRINGE BENEFITS			$2,500.00	
TOTAL PERSONNEL SERVICES				$3,500.00
SUPPLIES AND OTHER OPERATING EXPENSES				$100,000.00
TOTAL				$103,500.00

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INSTITUTION NUMBER: 1 INSTITUTION NAME: Oklahoma State - General University PRESIDENT: DR. JIM HESS

POSITION TITLE	POSITION NUMBER	FUNDING PERCENT	POSITION PROPOSED BUDGET AMOUNT	FY 2025-2026 PROPOSED ACCOUNT BUDGET AMOUNT
ACTIVITY: 11 - Instruction , continued				
FUNCTION: 2370 - General Academic Instruction , continued				
131569 - Rodeo Coach - Program Fees				
OTHER TEACHING SALARIES			$37,100.00	
FRINGE BENEFITS			$2,600.00	
TOTAL PERSONNEL SERVICES				$39,700.00
SUPPLIES AND OTHER OPERATING EXPENSES				$5,000.00
TOTAL				$44,700.00
131579 - Interdisciplinary Food Sci-Prog Fee				
OTHER TEACHING SALARIES			$25,000.00	
TOTAL PERSONNEL SERVICES				$25,000.00
SUPPLIES AND OTHER OPERATING EXPENSES				$4,000.00
TOTAL				$29,000.00
131589 - FCOA Communications				
SUPPLIES AND OTHER OPERATING EXPENSES				$25,000.00
TOTAL				$25,000.00
131599 - FCOA AVP Facilities				
OTHER SALARIES AND WAGES			$2,606.00	
FRINGE BENEFITS			$100.00	
TOTAL PERSONNEL SERVICES				$2,706.00
TOTAL				$2,706.00
131600 - Entomology				
Rgts Prof	210145	20.00000	$29,232.60	
Prof	210161	15.00000	$15,120.15	
Prof	210228	9.26000	$12,594.30	
Prof	210663	75.32000	$96,680.80	
Professor	212181	30.00000	$33,780.30	
Prof	213180	20.00000	$20,458.80	
Aso Prof	210486	30.00000	$25,380.30	
Prof	210819	9.32000	$10,211.90	

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INSTITUTION NUMBER: 1 INSTITUTION NAME: Oklahoma State - General University PRESIDENT: DR. JIM HESS

POSITION TITLE	POSITION NUMBER	FUNDING PERCENT	POSITION PROPOSED BUDGET AMOUNT	FY 2025-2026 PROPOSED ACCOUNT BUDGET AMOUNT
ACTIVITY: 11 - Instruction , continued				
FUNCTION: 2370 - General Academic Instruction , continued				
131600 - Entomology , continued				
Prof	210862	100.00000	$103,024.00	
Ast Prof	BF9494	100.00000	$90,000.00	
Ast Prof	BF9532	20.00000	$19,000.00	
Ast Prof	BF9610	10.00000	$9,270.00	
PROJECTED SALARY SAVINGS-- OTHER TEACHING SALARIES			$0.85	
Dept Head/Prof	110179	66.70000	$127,435.69	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.31	
TOTAL PERSONNEL SERVICES				$592,190.00
TOTAL				$592,190.00
131603 - Entomology				
OTHER TEACHING SALARIES			$20,807.00	
OTHER SALARIES AND WAGES			$21,840.00	
FRINGE BENEFITS			$3,000.00	
TOTAL PERSONNEL SERVICES				$45,647.00
SUPPLIES AND OTHER OPERATING EXPENSES				$6,000.00
TOTAL				$51,647.00
131608 - Entomology				
Admin Aso	BS9727	28.37000	$15,604.35	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.65	
Admin Supp Ast I	BS9588	34.00000	$4,969.51	
Admin Supp Spclt Sr	BS9920	31.50000	$12,365.01	
PROJECTED SALARY SAVINGS-- OTHER SALARIES AND WAGES			$0.48	
TOTAL PERSONNEL SERVICES				$32,940.00
TOTAL				$32,940.00
131609 - Entomology				
OTHER TEACHING SALARIES			$71,080.00	
FRINGE BENEFITS			$4,000.00	
TOTAL PERSONNEL SERVICES				$75,080.00

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POSITION TITLE	POSITION NUMBER	FUNDING PERCENT	POSITION PROPOSED BUDGET AMOUNT	FY 2025-2026 PROPOSED ACCOUNT BUDGET AMOUNT
ACTIVITY: 11 - Instruction , continued				
FUNCTION: 2370 - General Academic Instruction , continued				
131609 - Entomology , continued				
SUPPLIES AND OTHER OPERATING EXPENSES				$5,000.00
TOTAL				$80,080.00
131650 - Nrem				
Prof	210818	25.00000	$27,844.50	
Rgts Prof/Enwd Ch	213130	18.55000	$25,622.40	
Prof	213240	82.00000	$83,934.38	
Prof/Enwd Ch	213253	75.75000	$99,438.94	
Ast Prof	BF9518	30.00000	$26,100.00	
Professor	BF9890	25.00000	$34,945.75	
Aso Prof	210234	25.00000	$24,273.00	
Aso Prof	212189	56.17000	$66,000.00	
Aso Prof	213238	60.00000	$54,813.00	
Aso Prof	210917	60.00000	$61,333.80	
Prof	212192	25.00000	$28,927.74	
Ast Prof	214172	60.00000	$52,731.00	
Ast Prof	BF9635	70.00000	$62,150.20	
Ast Prof	BF9899	25.00000	$22,558.25	
Ast Prof	BF9919	40.00000	$36,062.40	
PROJECTED SALARY SAVINGS-- OTHER TEACHING SALARIES			$0.64	
Dept Head/Prof	112188	70.00000	$147,583.33	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.67	
TOTAL PERSONNEL SERVICES				$854,320.00
TOTAL				$854,320.00
131653 - Nrem				
TRAVEL				$50,000.00
SUPPLIES AND OTHER OPERATING EXPENSES				$78,000.00
TOTAL				$128,000.00
131658 - Nrem				
Admin Aso	BS9839	24.53000	$13,977.93	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.07	
TOTAL PERSONNEL SERVICES				$13,978.00
TOTAL				$13,978.00

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ACTIVITY: 11 - Instruction , continued				
FUNCTION: 2370 - General Academic Instruction , continued				
131659 - Nrem				
OTHER TEACHING SALARIES			$60,738.00	
FRINGE BENEFITS			$65.00	
TOTAL PERSONNEL SERVICES				$60,803.00
SUPPLIES AND OTHER OPERATING EXPENSES				$26,400.00
TOTAL				$87,203.00
131700 - Horticulture				
Prof	210001	60.00000	$68,070.60	
Prof/Enwd Pf	210127	10.00000	$10,980.10	
Prof/Dir Bot Garden	214133	60.00000	$82,398.00	
Prof	215123	15.00000	$18,082.20	
Aso Prof	211107	80.00000	$83,820.00	
Aso Prof	211543	35.00000	$36,847.64	
Aso Prof	210277	80.00000	$86,287.20	
Ast Prof	BF9488	10.00000	$9,500.00	
Ast Prof	BF9516	75.00000	$69,000.00	
Ast Prof	BF9548	80.00000	$72,000.00	
Ast Prof	BF9944	23.10000	$22,869.25	
PROJECTED SALARY SAVINGS-- OTHER TEACHING SALARIES			$1.01	
Prof/Head	112197	65.12000	$140,104.96	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.04	
TOTAL PERSONNEL SERVICES				$699,961.00
TOTAL				$699,961.00
131703 - Horticulture				
TRAVEL				$10,000.00
SUPPLIES AND OTHER OPERATING EXPENSES				$19,000.00
PROPERTY FURNITURE AND EQUIPMENT				$6,000.00
TOTAL				$35,000.00
131708 - Horticulture				
Ext Aso	BS9650	80.00000	$38,124.24	
Agriculturalist Sr	BS9876	100.00000	$53,115.04	

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ACTIVITY: 11 - Instruction , continued				
FUNCTION: 2370 - General Academic Instruction , continued				
131708 - Horticulture , continued				
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.72	
Ast Mgr Botanic Gard	BS9584	45.00000	$19,356.79	
Bldg Maint Mech II	BS9717	49.45000	$21,118.12	
PROJECTED SALARY SAVINGS-- OTHER SALARIES AND WAGES			$0.09	
TOTAL PERSONNEL SERVICES				$131,715.00
TOTAL				$131,715.00
131709 - Horticulture				
OTHER TEACHING SALARIES			$87,600.00	
OTHER SALARIES AND WAGES			$26,000.00	
FRINGE BENEFITS			$2,500.00	
TOTAL PERSONNEL SERVICES				$116,100.00
SUPPLIES AND OTHER OPERATING EXPENSES				$5,000.00
TOTAL				$121,100.00
131733 - ODB Student Farm				
OTHER SALARIES AND WAGES			$6,760.00	
FRINGE BENEFITS			$100.00	
TOTAL PERSONNEL SERVICES				$6,860.00
SUPPLIES AND OTHER OPERATING EXPENSES				$47,500.00
TOTAL				$54,360.00
131759 - Hort Greenhouse				
OTHER SALARIES AND WAGES			$13,520.00	
FRINGE BENEFITS			$200.00	
TOTAL PERSONNEL SERVICES				$13,720.00
SUPPLIES AND OTHER OPERATING EXPENSES				$20,000.00
TOTAL				$33,720.00

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ACTIVITY: 11 - Instruction , continued				
FUNCTION: 2370 - General Academic Instruction , continued				
131789 - Prospective Students				
OTHER TEACHING SALARIES			$38,400.00	
FRINGE BENEFITS			$1,500.00	
TOTAL PERSONNEL SERVICES				$39,900.00
SUPPLIES AND OTHER OPERATING EXPENSES				$5,000.00
TOTAL				$44,900.00
132000 - College Of A & S				
OTHER TEACHING SALARIES			$17,951.00	
TOTAL PERSONNEL SERVICES				$17,951.00
TOTAL				$17,951.00
132025 - Center for Humanities				
TRAVEL				$10,000.00
SUPPLIES AND OTHER OPERATING EXPENSES				$13,000.00
TOTAL				$23,000.00
132030 - A/S Facility Support				
PROPERTY FURNITURE AND EQUIPMENT				$250,000.00
TOTAL				$250,000.00
132035 - Community Engagement				
SUPPLIES AND OTHER OPERATING EXPENSES				$20,000.00
TOTAL				$20,000.00
132045 - Center for American Studies				
TRAVEL				$2,000.00
SUPPLIES AND OTHER OPERATING EXPENSES				$8,500.00
PROPERTY FURNITURE AND EQUIPMENT				$2,000.00
TOTAL				$12,500.00

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SCHEDULE E
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INSTITUTION NUMBER: 1 INSTITUTION NAME: Oklahoma State - General University PRESIDENT: DR. JIM HESS

POSITION TITLE	POSITION NUMBER	FUNDING PERCENT	POSITION PROPOSED BUDGET AMOUNT	FY 2025-2026 PROPOSED ACCOUNT BUDGET AMOUNT
ACTIVITY: 11 - Instruction , continued				
FUNCTION: 2370 - General Academic Instruction , continued				
132050 - Gender-Womens Studie				
TRAVEL				$4,000.00
SUPPLIES AND OTHER OPERATING EXPENSES				$3,000.00
PROPERTY FURNITURE AND EQUIPMENT				$1,000.00
TOTAL				$8,000.00
132055 - Ctr Africana Studies				
TRAVEL				$4,000.00
SUPPLIES AND OTHER OPERATING EXPENSES				$4,000.00
PROPERTY FURNITURE AND EQUIPMENT				$2,000.00
TOTAL				$10,000.00
132060 - Amerindianstudiesctr				
TRAVEL				$250.00
SUPPLIES AND OTHER OPERATING EXPENSES				$750.00
TOTAL				$1,000.00
132080 - Interdisciplinary Prgm Personnel				
AST PROF	AF7994	100.00000	$74,007.00	
Ast Prof	AF8076	100.00000	$73,008.00	
AST PROF	AF9089	100.00000	$65,007.00	
Ast Prof	AF9188	100.00000	$70,056.00	
TCHG AST PROF	AF9040	100.00000	$68,004.00	
Tchg Instr	AF9069	100.00000	$45,000.00	
Tchg Ast Prof	AF9103	100.00000	$55,008.00	
Tchg Ast Prof	AF9123	100.00000	$55,008.00	
Tchg Ast Prof	AF9128	100.00000	$51,507.00	
Tchg Ast Prof	AF9252	100.00000	$62,127.00	
Ast Prof	AF9470	100.00000	$78,579.00	
Tchg Ast Prof	AF9532	100.00000	$58,995.00	
Tchg Aso Prof	AF9598	100.00000	$65,277.00	
Tchg Aso Prof	AF9682	100.00000	$51,165.00	
OTHER TEACHING SALARIES			$61,589.00	
Prof	210292	2.48000	$2,255.88	
Aso Prof	211183	2.25000	$2,248.16	
Prof/Dir of Cntr Hum	212235	1.67000	$2,253.63	

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ACTIVITY: 11 - Instruction , continued				
FUNCTION: 2370 - General Academic Instruction , continued				
132080 - Interdisciplinary Prgm Personnel , continued				
Aso Prof	215246	2.59000	$2,248.72	
Aso Prof	215266	4.49000	$4,501.27	
Rgts Prof	216208	12.80000	$20,045.96	
Tchg Ast Prof	AF9684	4.45000	$2,254.41	
Prof	211678	18.18000	$30,286.97	
Prof/Dir of Cntr Hum	212235	18.18000	$24,533.55	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.45	
Admin Ast	AS8243	100.00000	$42,804.00	
PROJECTED SALARY SAVINGS-- OTHER SALARIES AND WAGES			$0.00	
FRINGE BENEFITS			$379,105.00	
TOTAL PERSONNEL SERVICES				$1,446,875.00
TOTAL				$1,446,875.00
132150 - Microbiology				
Rgts Prof	110206	50.00000	$106,083.00	
Rgts Prof	210205	50.00000	$62,631.00	
Prof	210256	50.00000	$53,244.00	
RgtsProf/Vennergerg	210257	46.47000	$69,112.51	
Prof/Int Head	210305	50.00000	$59,206.50	
Prof	210538	50.00000	$55,327.50	
Prof	210635	50.00000	$51,768.00	
Aso Prof	210834	50.00000	$48,595.50	
Aso Prof	211010	50.00000	$50,782.50	
Prof	211025	50.00000	$52,839.00	
Aso Prof	211640	50.00000	$49,302.00	
Aso Prof	212210	50.00000	$49,702.50	
Prof	218262	50.00000	$56,299.50	
Ast Prof	AF9279	50.00000	$43,735.50	
Ast Prof	AF9280	50.00000	$43,735.50	
Ast Prof	AF9400	50.00000	$48,078.00	
AST PROF	AF9548	50.00000	$49,806.00	
PROJECTED SALARY SAVINGS-- OTHER TEACHING SALARIES			$0.49	
Prof/Dept Head	AF8986	40.91000	$66,551.98	
Prof/Dept Head	AF8986	18.18000	$29,575.04	
Mgr Res Lab	330867	100.00000	$57,324.00	
Coor Tchg Labs	534167	100.00000	$52,356.00	

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ACTIVITY: 11 - Instruction , continued				
FUNCTION: 2370 - General Academic Instruction , continued				
132150 - Microbiology , continued				
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$-0.02	
Fin Ast Sr	633161	100.00000	$35,078.00	
Admin Ast	633952	100.00000	$38,565.00	
Lab Tech	AS7231	100.00000	$35,183.00	
PROJECTED SALARY SAVINGS-- OTHER SALARIES AND WAGES			$0.00	
TOTAL PERSONNEL SERVICES				$1,264,882.00
TOTAL				$1,264,882.00
132151 - Micro-Program Fee				
OTHER TEACHING SALARIES			$437,013.00	
FRINGE BENEFITS			$44,750.00	
TOTAL PERSONNEL SERVICES				$481,763.00
TOTAL				$481,763.00
132154 - Microbiology-Special				
Mgr Res Lab	AS7185	66.70000	$38,691.34	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$-0.34	
FRINGE BENEFITS			$3,099.00	
TOTAL PERSONNEL SERVICES				$41,790.00
TOTAL				$41,790.00
132158 - Mircrobiology Maintenance				
TRAVEL				$20,000.00
SUPPLIES AND OTHER OPERATING EXPENSES				$154,900.00
PROPERTY FURNITURE AND EQUIPMENT				$2,000.00
TOTAL				$176,900.00
132170 - Zoology				
Prof	113231	50.00000	$62,077.50	
Prof	210000	50.00000	$48,712.50	
Aso Prof	210006	50.00000	$42,498.00	

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ACTIVITY: 11 - Instruction , continued				
FUNCTION: 2370 - General Academic Instruction , continued				
132170 - Zoology , continued				
Prof	210082	50.00000	$50,071.50	
Ast Prof	210088	50.00000	$39,564.00	
Prof	210326	50.00000	$47,875.50	
Ast Prof	210710	50.00000	$43,501.50	
Prof	210815	50.00000	$48,582.00	
Aso Prof	210816	50.00000	$44,896.50	
Prof	210817	50.00000	$49,950.00	
Ast Prof	210848	50.00000	$41,202.00	
Aso Prof	211001	50.00000	$43,956.00	
Ast Prof	211002	50.00000	$41,004.00	
Aso Prof	211048	50.00000	$45,045.00	
Aso Prof	211119	50.00000	$44,383.50	
RgtsProf/Head	212218	50.00000	$54,166.50	
Rgts Prof	212753	50.00000	$60,309.00	
Ast Prof	213245	50.00000	$41,004.00	
Ast Prof	213252	50.00000	$41,724.00	
Ast Prof	219269	50.00000	$42,003.00	
Ast Prof	AF9054	50.00000	$43,002.00	
Prof	AF9055	50.00000	$76,630.50	
Ast Prof	AF9145	50.00000	$40,176.00	
Ast Prof	AF9220	50.00000	$41,998.50	
Ast Prof	AF9274	50.00000	$39,969.00	
Ast Prof	AF9275	50.00000	$39,829.50	
Ast Prof	AF9383	50.00000	$42,849.00	
Ast Prof	AF9525	50.00000	$42,057.00	
PROJECTED SALARY SAVINGS-- OTHER TEACHING SALARIES			$0.50	
Prof/Head	210004	40.91000	$63,397.41	
Prof/Head	210004	18.18000	$28,173.18	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.41	
Admin Aso	533200	100.00000	$50,292.00	
Spclt Acctg	633073	100.00000	$38,419.00	
Admin Supp Spclt I	633478	100.00000	$36,540.00	
Admin Supp Spclt II	633965	100.00000	$40,841.00	
Fin Ast Sr	637135	100.00000	$19,398.00	
PROJECTED SALARY SAVINGS-- OTHER SALARIES AND WAGES			$0.00	
TOTAL PERSONNEL SERVICES				$1,576,099.00
TOTAL				$1,576,099.00

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ACTIVITY: 11 - Instruction , continued				
FUNCTION: 2370 - General Academic Instruction , continued				
132171 - Zoo-Program Fee				
OTHER TEACHING SALARIES			$1,645,884.00	
FRINGE BENEFITS			$168,539.00	
TOTAL PERSONNEL SERVICES				$1,814,423.00
TOTAL				$1,814,423.00
132174 - Zoology-Special				
Lecturer	221591	100.00000	$45,000.00	
Lecturer	AF9194	100.00000	$45,000.00	
Tchg Aso Prof	AF9225	100.00000	$68,670.00	
Tchg Ast Prof	AF9299	100.00000	$63,180.00	
Tchg Ast Prof	AF9415	100.00000	$66,735.00	
Tchg Ast Prof	AF9818	100.00000	$64,953.00	
OTHER TEACHING SALARIES			$60,003.00	
FRINGE BENEFITS			$124,021.00	
TOTAL PERSONNEL SERVICES				$537,562.00
TOTAL				$537,562.00
132178 - Integrative Biology Maintenance				
TRAVEL				$30,000.00
SUPPLIES AND OTHER OPERATING EXPENSES				$183,360.00
PROPERTY FURNITURE AND EQUIPMENT				$20,000.00
TOTAL				$233,360.00
132210 - Art				
Aso Prof	210159	75.00000	$63,463.50	
Ast Prof	210240	75.00000	$48,755.25	
Prof	210447	75.00000	$69,855.75	
Aso Prof	210861	75.00000	$30,024.00	
Aso Prof	211011	75.00000	$64,125.00	
Aso Prof/Dept Head	211131	18.87000	$24,233.80	
Aso Prof	211151	75.00000	$32,181.00	
Aso Prof	211341	75.00000	$60,561.00	
Prof	212230	75.00000	$81,702.00	

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ACTIVITY: 11 - Instruction , continued				
FUNCTION: 2370 - General Academic Instruction , continued				
132210 - Art , continued				
Ast Prof	212231	75.00000	$55,937.25	
Prof/Dir of Cntr Hum	212235	60.11000	$81,117.24	
Aso Prof	216240	75.00000	$64,297.50	
AST PROF	AF7992	75.00000	$60,000.75	
PROJECTED SALARY SAVINGS-- OTHER TEACHING SALARIES			$0.96	
Aso Prof/Dept Head	211131	36.18000	$46,464.17	
Aso Prof/Dept Head	211131	16.08000	$20,650.74	
Coor Lab	AS7379	100.00000	$45,000.00	
Coor VRC	AS7849	45.00000	$18,857.70	
Coor Curatorial	AS9458	100.00000	$37,791.00	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.39	
Admin Supp Ast Sr	632856	100.00000	$32,886.00	
Admin Ast	633280	100.00000	$39,046.00	
PROJECTED SALARY SAVINGS-- OTHER SALARIES AND WAGES			$0.00	
TOTAL PERSONNEL SERVICES				$976,951.00
TOTAL				$976,951.00
132211 - Art-Program Fee				
OTHER TEACHING SALARIES			$117,060.00	
FRINGE BENEFITS			$11,987.00	
TOTAL PERSONNEL SERVICES				$129,047.00
TOTAL				$129,047.00
132214 - Art-Special				
Tchg Ast Prof	AF9197	100.00000	$55,008.00	
Tchg Aso Prof	AF9199	100.00000	$63,936.00	
Tchg Ast Prof	AF9464	100.00000	$64,701.00	
OTHER TEACHING SALARIES			$377,500.00	
FRINGE BENEFITS			$168,287.00	
TOTAL PERSONNEL SERVICES				$729,432.00
TOTAL				$729,432.00

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ACTIVITY: 11 - Instruction , continued				
FUNCTION: 2370 - General Academic Instruction , continued				
132218 - Art Maintenance				
SUPPLIES AND OTHER OPERATING EXPENSES				$86,505.00
TOTAL				$86,505.00
132230 - Norris Professorship				
TRAVEL				$3,000.00
SUPPLIES AND OTHER OPERATING EXPENSES				$25,370.00
TOTAL				$28,370.00
132240 - Puterbaugh Foundation Endowed Chair				
TRAVEL				$10,000.00
SUPPLIES AND OTHER OPERATING EXPENSES				$88,850.00
TOTAL				$98,850.00
132250 - Philosophy				
Aso Prof	210250	50.00000	$37,485.00	
Ast Prof	211676	50.00000	$34,789.50	
Aso Prof	212259	50.00000	$42,813.00	
Ast Prof	212260	50.00000	$33,327.00	
Prof	212261	50.00000	$49,500.00	
Aso Prof	212263	50.00000	$31,666.50	
AST PROF	AF9025	50.00000	$32,004.00	
Ast Prof	AF9117	50.00000	$32,004.00	
PROJECTED SALARY SAVINGS-- OTHER TEACHING SALARIES			$0.00	
Dept Head and Prof	210055	40.91000	$53,065.18	
Dept Head and Prof	210055	18.18000	$23,581.64	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.18	
Admin Supp Ast Sr	631388	100.00000	$24,792.00	
Admin Ast	AS7615	95.24000	$43,013.24	
PROJECTED SALARY SAVINGS-- OTHER SALARIES AND WAGES			$-0.24	
TOTAL PERSONNEL SERVICES				$438,041.00
TOTAL				$438,041.00

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ACTIVITY: 11 - Instruction , continued				
FUNCTION: 2370 - General Academic Instruction , continued				
132252 - Philo-Program Fee				
OTHER TEACHING SALARIES			$172,170.00	
FRINGE BENEFITS			$17,630.00	
TOTAL PERSONNEL SERVICES				$189,800.00
TOTAL				$189,800.00
132254 - Philosophy-Special				
Lecturer	221748	100.00000	$46,467.00	
Tchg Aso Prof	AF9683	100.00000	$52,362.00	
Tchg Ast Prof	AF9684	95.55000	$48,406.59	
PROJECTED SALARY SAVINGS-- OTHER TEACHING SALARIES			$0.41	
Admin Ast	AS7615	4.76000	$2,149.76	
PROJECTED SALARY SAVINGS-- OTHER SALARIES AND WAGES			$0.24	
FRINGE BENEFITS			$44,800.00	
TOTAL PERSONNEL SERVICES				$194,186.00
TOTAL				$194,186.00
132258 - Philosophy Maintenance				
TRAVEL				$10,000.00
SUPPLIES AND OTHER OPERATING EXPENSES				$32,000.00
PROPERTY FURNITURE AND EQUIPMENT				$12,344.00
TOTAL				$54,344.00
132260 - Music				
Prof/Head	116285	20.46000	$32,509.92	
Prof	210038	100.00000	$82,989.00	
Aso Prof	210044	22.00000	$15,291.54	
Prof	210102	75.00000	$77,245.31	
Ast Prof	210508	75.00000	$49,450.50	
Prof	210523	75.00000	$61,830.00	
Ast Prof	210524	75.00000	$49,794.75	
Aso Prof	210537	75.00000	$59,406.75	
Aso Prof	210730	75.00000	$53,595.00	
Prof	210849	75.00000	$87,642.00	

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ACTIVITY: 11 - Instruction , continued				
FUNCTION: 2370 - General Academic Instruction , continued				
132260 - Music , continued				
Aso Prof	211087	75.00000	$50,625.00	
Aso Prof	211145	75.00000	$49,835.25	
Prof	211189	75.00000	$95,944.50	
Prof	211267	75.00000	$61,641.00	
Aso Prof	212266	75.00000	$50,679.00	
Prof	212268	100.00000	$88,677.00	
Aso Prof	212269	75.00000	$69,754.50	
Prof	212273	67.50000	$78,732.00	
Prof	212275	75.00000	$61,499.25	
Prof	212277	75.00000	$62,842.50	
Prof	212279	75.00000	$63,342.00	
Prof	212282	75.00000	$61,816.50	
Ast Prof	216269	75.00000	$50,625.00	
Aso Prof	216273	75.00000	$55,194.75	
Ast Prof	AF8060	75.00000	$51,003.00	
AST PROF	AF9053	75.00000	$52,501.50	
AST PROF	AF9056	75.00000	$51,003.00	
Ast Prof	AF9203	75.00000	$47,911.50	
Ast Prof	AF9298	75.00000	$48,755.25	
Ast Prof	AF9389	75.00000	$48,756.00	
PROJECTED SALARY SAVINGS-- OTHER TEACHING SALARIES			$-0.27	
Prof/Head	116285	40.91000	$65,003.94	
Prof/Head	116285	18.18000	$28,887.11	
Studio Engr	AS7296	100.00000	$45,000.00	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$-0.05	
Fin Ast II	634153	50.00000	$17,010.00	
Admin Supp Spclt Sr	639584	100.00000	$41,664.00	
Coor Pgm	AS6878	100.00000	$46,980.00	
Spclt Pgm	AS7707	100.00000	$45,226.00	
Admin Supp Spclt I	AS8857	50.00000	$17,226.00	
Admin Supp Spclt Sr	AS8921	100.00000	$41,426.00	
PROJECTED SALARY SAVINGS-- OTHER SALARIES AND WAGES			$0.00	
TOTAL PERSONNEL SERVICES				$2,119,316.00
TOTAL				$2,119,316.00

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ACTIVITY: 11 - Instruction , continued				
FUNCTION: 2370 - General Academic Instruction , continued				
132261 - Music-Program Fee				
Lecturer	AF9380	100.00000	$43,713.00	
Lecturer	AF9719	100.00000	$44,397.00	
PROJECTED SALARY SAVINGS-- OTHER TEACHING SALARIES			$-43,713.00	
Piano Tech	AS8275	81.51000	$46,854.39	
OTHER SALARIES AND WAGES			$10,170.61	
FRINGE BENEFITS			$29,018.00	
TOTAL PERSONNEL SERVICES				$130,440.00
SUPPLIES AND OTHER OPERATING EXPENSES				$55,000.00
TOTAL				$185,440.00
132262 - Music Ma				
OTHER TEACHING SALARIES			$325,120.00	
FRINGE BENEFITS			$33,292.00	
TOTAL PERSONNEL SERVICES				$358,412.00
TOTAL				$358,412.00
132264 - Music-Special				
Clinical Aso Prof	222287	100.00000	$55,206.00	
TCHG AST PROF	AF9043	100.00000	$55,008.00	
OTHER TEACHING SALARIES			$475,016.00	
Piano Tech	AS8275	18.49000	$10,628.61	
PROJECTED SALARY SAVINGS-- OTHER SALARIES AND WAGES			$0.39	
FRINGE BENEFITS			$179,072.00	
TOTAL PERSONNEL SERVICES				$774,931.00
TOTAL				$774,931.00
132270 - Religious Studies				
TRAVEL				$7,000.00
SUPPLIES AND OTHER OPERATING EXPENSES				$14,000.00
PROPERTY FURNITURE AND EQUIPMENT				$5,000.00
TOTAL				$26,000.00

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ACTIVITY: 11 - Instruction , continued				
FUNCTION: 2370 - General Academic Instruction , continued				
132288 - Music Maintenance				
TRAVEL				$38,725.00
SUPPLIES AND OTHER OPERATING EXPENSES				$40,000.00
PROPERTY FURNITURE AND EQUIPMENT				$10,000.00
TOTAL				$88,725.00
132290 - Theatre				
Aso/LemonProf/Dept H	210104	17.54000	$22,467.86	
Ast Prof	212283	75.00000	$50,058.00	
Ast Prof	212285	75.00000	$45,751.50	
Prof	212289	75.00000	$90,591.75	
Aso Prof	AF9118	75.00000	$64,503.00	
Ast Prof	AF9184	75.00000	$46,878.75	
Ast Prof	AF9288	75.00000	$101,958.75	
PROJECTED SALARY SAVINGS-- OTHER TEACHING SALARIES			$0.39	
Aso/LemonProf/Dept H	210104	40.90000	$52,390.86	
Aso/LemonProf/Dept H	210104	18.18000	$23,287.67	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.47	
Admin Ast	633573	100.00000	$39,860.00	
Mktg Ast	633773	100.00000	$35,788.00	
PROJECTED SALARY SAVINGS-- OTHER SALARIES AND WAGES			$0.00	
TOTAL PERSONNEL SERVICES				$573,537.00
TOTAL				$573,537.00
132294 - Theatre-Special				
AST PROF OF PROF PRA	AF9029	100.00000	$54,504.00	
Ast Prof Profnl Prac	AF9191	100.00000	$58,248.00	
Ast Prof Profnl Prac	AF9195	100.00000	$57,240.00	
Ast Prof Profnl Prac	AF9678	100.00000	$61,758.00	
OTHER TEACHING SALARIES			$366,399.00	
FRINGE BENEFITS			$179,385.00	
TOTAL PERSONNEL SERVICES				$777,534.00
TOTAL				$777,534.00

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POSITION TITLE	POSITION NUMBER	FUNDING PERCENT	POSITION PROPOSED BUDGET AMOUNT	FY 2025-2026 PROPOSED ACCOUNT BUDGET AMOUNT
ACTIVITY: 11 - Instruction , continued				
FUNCTION: 2370 - General Academic Instruction , continued				
132298 - Theatre Maintenance				
TRAVEL				$10,000.00
SUPPLIES AND OTHER OPERATING EXPENSES				$30,000.00
TOTAL				$40,000.00
132300 - Edward E Bartlett Prof of Pedagogy				
TRAVEL				$10,000.00
SUPPLIES AND OTHER OPERATING EXPENSES				$41,150.00
TOTAL				$51,150.00
132400 - Schl/Media / Strat				
Prof	210081	45.25000	$47,733.77	
Ast Prof	210449	50.00000	$38,493.00	
Aso Prof	210507	50.00000	$42,021.00	
Aso Prof	210893	50.00000	$42,786.00	
Ast Prof	213217	50.00000	$36,000.00	
Aso Prof	213218	50.00000	$43,128.00	
Aso Prof	213220	50.00000	$34,150.50	
Ast Prof	213221	50.00000	$38,731.50	
Prof/Welch Ch Sports	213225	45.28000	$48,042.53	
Aso Prof	213229	50.00000	$20,558.25	
Ast Prof	AF8022	50.00000	$39,586.50	
Aso Prof	AF9088	50.00000	$40,000.50	
Aso Prof	AF9122	50.00000	$42,502.50	
Ast Prof	AF9157	25.00000	$18,540.00	
Ast Prof	AF9417	50.00000	$39,996.00	
PROJECTED SALARY SAVINGS-- OTHER TEACHING SALARIES			$-0.05	
Aso/Dept Head	213216	40.91000	$48,079.07	
Aso/Dept Head	213216	18.18000	$21,365.86	
Coor Acad Pgm	530964	100.00000	$62,556.00	
Radio TV Engr	AS7590	100.00000	$47,316.00	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.07	
Admin Aso	534717	100.00000	$48,744.00	
Admin Supp Ast I	632852	100.00000	$30,756.00	
Spclt Acctg	AS9296	100.00000	$38,816.00	
PROJECTED SALARY SAVINGS-- OTHER SALARIES AND WAGES			$0.00	
TOTAL PERSONNEL SERVICES				$869,903.00
TOTAL				$869,903.00

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ACTIVITY: 11 - Instruction , continued				
FUNCTION: 2370 - General Academic Instruction , continued				
132401 - Reynolds Professorsp				
OTHER TEACHING SALARIES			$19,765.00	
FRINGE BENEFITS			$2,025.00	
TOTAL PERSONNEL SERVICES				$21,790.00
TOTAL				$21,790.00
132402 - Heath Professorship				
OTHER TEACHING SALARIES			$32,342.00	
FRINGE BENEFITS			$5,668.00	
TOTAL PERSONNEL SERVICES				$38,010.00
TOTAL				$38,010.00
132403 - Smsc-Program Fee				
OTHER TEACHING SALARIES			$166,054.00	
FRINGE BENEFITS			$17,004.00	
TOTAL PERSONNEL SERVICES				$183,058.00
TOTAL				$183,058.00
132404 - Journalbroad-Special				
Ast Prof	AF9157	50.00000	$37,080.00	
Ast Prof Profnl Prac	222141	100.00000	$70,002.00	
AST PROF OF PROFNL P	AF7968	100.00000	$70,002.00	
Ast Prof Profnl Prac	AF8066	100.00000	$65,007.00	
Ast Prof Profnl Prac	AF9106	100.00000	$70,002.00	
OTHER TEACHING SALARIES			$63,997.00	
Dir Stu Media	AS9212	34.67000	$30,899.29	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$-0.29	
FRINGE BENEFITS			$40,750.00	
TOTAL PERSONNEL SERVICES				$447,739.00
TOTAL				$447,739.00

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ACTIVITY: 11 - Instruction , continued				
FUNCTION: 2370 - General Academic Instruction , continued				
132408 - SMSC Maintenance				
TRAVEL				$4,340.00
SUPPLIES AND OTHER OPERATING EXPENSES				$95,000.00
TOTAL				$99,340.00
132410 - Peggy Welch Chair				
Prof	210081	9.49000	$10,010.91	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.09	
FRINGE BENEFITS			$3,002.00	
TOTAL PERSONNEL SERVICES				$13,013.00
TRAVEL				$5,000.00
SUPPLIES AND OTHER OPERATING EXPENSES				$40,387.00
PROPERTY FURNITURE AND EQUIPMENT				$10,000.00
TOTAL				$68,400.00
132510 - English Writing Lab				
Admin Supp Ast I	AS8111	100.00000	$33,408.00	
PROJECTED SALARY SAVINGS-- OTHER SALARIES AND WAGES			$0.00	
FRINGE BENEFITS			$11,195.00	
TOTAL PERSONNEL SERVICES				$44,603.00
TOTAL				$44,603.00
132518 - English Maintenance				
TRAVEL				$10,000.00
SUPPLIES AND OTHER OPERATING EXPENSES				$49,522.00
PROPERTY FURNITURE AND EQUIPMENT				$5,000.00
TOTAL				$64,522.00
132520 - English				
Prof	110231	50.00000	$56,736.00	
Professor	210144	50.00000	$45,499.50	
Prof	210259	20.46000	$32,820.50	
Aso Prof	210307	50.00000	$42,003.00	

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ACTIVITY: 11 - Instruction , continued				
FUNCTION: 2370 - General Academic Instruction , continued				
132520 - English , continued				
Prof	210469	50.00000	$48,910.50	
Aso Prof	211038	50.00000	$40,000.50	
Aso Prof	211669	50.00000	$38,956.50	
Rgts Prof	213255	50.00000	$50,647.50	
Prof	213257	50.00000	$49,027.50	
Ast Prof	213258	50.00000	$37,255.50	
Ast Prof	213259	50.00000	$37,224.00	
Ast Prof	213264	50.00000	$35,001.00	
Aso Prof	213266	50.00000	$39,595.50	
Ast Prof	213272	50.00000	$37,399.50	
Ast Prof	213274	50.00000	$32,967.00	
Aso Prof	218223	50.00000	$38,025.00	
Rgts Prof/Ht Wentz P	218267	42.65000	$59,961.21	
Aso Prof	218268	50.00000	$38,088.00	
Ast Prof	AF8234	50.00000	$33,003.00	
PROJECTED SALARY SAVINGS-- OTHER TEACHING SALARIES			$-0.21	
Prof/Head	213262	40.91000	$50,167.11	
Prof/Head	213262	18.18000	$22,293.77	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.12	
Admin Aso	531738	100.00000	$52,056.00	
Admin Supp Spclt II	633098	100.00000	$34,911.00	
Spclt Acctg	635088	100.00000	$42,492.00	
Admin Supp Spclt I	AS9271	100.00000	$37,730.00	
PROJECTED SALARY SAVINGS-- OTHER SALARIES AND WAGES			$0.00	
TOTAL PERSONNEL SERVICES				$1,032,771.00
TOTAL				$1,032,771.00
132522 - Engl-Program Fee				
OTHER TEACHING SALARIES			$1,305,495.00	
FRINGE BENEFITS			$133,683.00	
TOTAL PERSONNEL SERVICES				$1,439,178.00
TOTAL				$1,439,178.00

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ACTIVITY: 11 - Instruction , continued				
FUNCTION: 2370 - General Academic Instruction , continued				
132524 - English-Special				
TCHG AST PROF	AF9019	100.00000	$60,003.00	
Tchg Ast Prof	AF9065	100.00000	$50,004.00	
Tchg Ast Prof	AF9155	66.00000	$40,795.92	
Tchg Ast Prof	AF9162	100.00000	$51,588.00	
Lecturer	AF9223	100.00000	$43,506.00	
Tchg Aso Prof	AF9362	100.00000	$62,010.00	
Tchg Ast Prof	AF9690	100.00000	$52,542.00	
Tchg Aso Prof	AF9691	100.00000	$63,522.00	
Tchg Aso Prof	AF9692	79.70000	$60,034.02	
Tchg Ast Prof	AF9693	100.00000	$51,507.00	
OTHER TEACHING SALARIES			$577,569.06	
FRINGE BENEFITS			$89,158.00	
TOTAL PERSONNEL SERVICES				$1,202,239.00
TOTAL				$1,202,239.00
132528 - Writing Ctr-Program				
OTHER TEACHING SALARIES			$41,000.00	
FRINGE BENEFITS			$4,198.00	
TOTAL PERSONNEL SERVICES				$45,198.00
TRAVEL				$3,000.00
SUPPLIES AND OTHER OPERATING EXPENSES				$3,000.00
PROPERTY FURNITURE AND EQUIPMENT				$4,000.00
TOTAL				$55,198.00
132530 - Foreign Language				
Ast Prof	213279	50.00000	$32,350.50	
Ast Prof	213280	50.00000	$33,943.50	
Ast Prof	213283	50.00000	$32,503.50	
Prof	213285	50.00000	$20,727.00	
Prof	213287	50.00000	$40,936.50	
Ast Prof	217243	50.00000	$34,191.00	
Prof/Head	217265	50.00000	$24,450.75	
Aso Prof	218288	50.00000	$36,135.00	
Ast Prof	AF9200	50.00000	$32,305.50	

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ACTIVITY: 11 - Instruction , continued				
FUNCTION: 2370 - General Academic Instruction , continued				
132530 - Foreign Language , continued				
AST PROF	AF9257	50.00000	$32,503.50	
AST PROF	AF9489	50.00000	$34,065.00	
PROJECTED SALARY SAVINGS-- OTHER TEACHING SALARIES			$0.25	
Prof	210340	40.91000	$46,544.53	
Prof	210340	18.19000	$20,695.31	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.16	
Admin Ast	632538	100.00000	$45,840.00	
Admin Supp Ast Sr	632857	71.35000	$22,138.48	
Admin Supp Ast Sr	633170	100.00000	$33,108.00	
PROJECTED SALARY SAVINGS-- OTHER SALARIES AND WAGES			$-0.48	
TOTAL PERSONNEL SERVICES				$522,438.00
TOTAL				$522,438.00
132534 - Foreign Lang-Special				
Lecturer	220380	100.00000	$82,008.00	
Tchg Aso	221562	100.00000	$41,058.00	
Lecturer	222036	100.00000	$41,319.00	
Lecturer	AF8212	100.00000	$45,297.00	
TCHG AST PROF	AF9014	100.00000	$52,506.00	
TCHG AST PROF	AF9015	100.00000	$52,506.00	
Tchg Instr	AF9078	100.00000	$50,004.00	
Tchg Ast Prof	AF9161	100.00000	$52,407.00	
Lecturer	AF9234	100.00000	$44,001.00	
Lecturer	AF9273	100.00000	$42,003.00	
Lecturer	AF9295	100.00000	$41,004.00	
Tchg Prof	AF9602	100.00000	$69,984.00	
Tchg Prof	AF9609	100.00000	$69,777.00	
Lecturer	AF9646	100.00000	$44,001.00	
OTHER TEACHING SALARIES			$84,006.00	
FRINGE BENEFITS			$65,032.00	
TOTAL PERSONNEL SERVICES				$876,913.00
TOTAL				$876,913.00

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ACTIVITY: 11 - Instruction , continued				
FUNCTION: 2370 - General Academic Instruction , continued				
132538 - Lang & Lit Maintenance				
TRAVEL				$17,217.00
SUPPLIES AND OTHER OPERATING EXPENSES				$25,000.00
TOTAL				$42,217.00
132570 - Comm Sci & Dis				
Ast Prof	210479	50.00000	$40,752.00	
Aso Prof	211037	50.00000	$44,923.50	
Aso Prof	216289	50.00000	$45,351.00	
Prof/Sias Chair	AF9496	46.34000	$63,326.39	
PROJECTED SALARY SAVINGS-- OTHER TEACHING SALARIES			$0.11	
Aso Prof/Int Head	214201	40.91000	$46,706.54	
Aso Prof/Int Head	214201	18.18000	$20,755.92	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.54	
Admin Ast	633494	100.00000	$43,848.00	
Fin Ast I	AS7723	100.00000	$35,496.00	
PROJECTED SALARY SAVINGS-- OTHER SALARIES AND WAGES			$0.00	
TOTAL PERSONNEL SERVICES				$341,160.00
TOTAL				$341,160.00
132572 - Csd-Program Fee				
OTHER TEACHING SALARIES			$125,226.00	
FRINGE BENEFITS			$12,823.00	
TOTAL PERSONNEL SERVICES				$138,049.00
TOTAL				$138,049.00
132573 - CSD Scottish Rite				
Clinical Ast Prof	AF9656	93.86000	$57,695.74	
PROJECTED SALARY SAVINGS-- OTHER TEACHING SALARIES			$0.26	
FRINGE BENEFITS			$17,303.00	
TOTAL PERSONNEL SERVICES				$74,999.00
TOTAL				$74,999.00

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ACTIVITY: 11 - Instruction , continued				
FUNCTION: 2370 - General Academic Instruction , continued				
132574 - Commscidis-Special				
Lecturer	221887	100.00000	$67,661.00	
Clinical Aso Prof	221926	18.75000	$22,601.25	
Clinical Ast Prof	AF9016	100.00000	$62,001.00	
TCHG AST PROF	AF9048	100.00000	$70,002.00	
Clinical Ast Prof	AF9241	96.78000	$60,004.57	
Clinical Ast Prof	AF9243	95.24000	$60,001.20	
Clinical Ast Prof	AF9729	96.30000	$57,479.54	
OTHER TEACHING SALARIES			$5,001.44	
FRINGE BENEFITS			$120,286.00	
TOTAL PERSONNEL SERVICES				$525,038.00
TOTAL				$525,038.00
132578 - CSD Maintenance				
TRAVEL				$5,000.00
SUPPLIES AND OTHER OPERATING EXPENSES				$28,065.00
TOTAL				$33,065.00
132620 - Computer Science				
Prof	114202	50.00000	$35,914.50	
Aso Prof	210047	50.00000	$55,395.00	
Ast Prof	210129	50.00000	$57,501.00	
Aso Prof	210130	50.00000	$59,283.00	
Ast Prof	214204	50.00000	$57,501.00	
Aso Prof	214205	50.00000	$63,936.00	
Ast Prof	218234	50.00000	$60,003.00	
Ast Prof	AF9205	50.00000	$56,655.00	
Ast Prof	AF9206	50.00000	$56,655.00	
Ast Prof	AF9557	50.00000	$59,134.50	
Ast Prof	AF9617	50.00000	$56,655.00	
PROJECTED SALARY SAVINGS-- OTHER TEACHING SALARIES			$0.00	
Prof/Head	AF9115	40.91000	$92,004.54	
Prof/Head	AF9115	18.18000	$40,885.92	
Analyst	330406	100.00000	$82,500.00	
Supv IT	531099	100.00000	$70,020.00	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.54	

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ACTIVITY: 11 - Instruction , continued				
FUNCTION: 2370 - General Academic Instruction , continued				
132620 - Computer Science , continued				
Admin Ast	AS9076	100.00000	$37,480.00	
PROJECTED SALARY SAVINGS-- OTHER SALARIES AND WAGES			$0.00	
TOTAL PERSONNEL SERVICES				$941,524.00
TOTAL				$941,524.00
132621 - Comp Sci-Program Fee				
OTHER TEACHING SALARIES			$456,126.00	
FRINGE BENEFITS			$46,707.00	
TOTAL PERSONNEL SERVICES				$502,833.00
TOTAL				$502,833.00
132624 - Computersci-Special				
Prof	211256	100.00000	$150,615.00	
TEACHING AST PROF	AF9260	100.00000	$95,004.00	
Tchg Ast Prof	AF9382	100.00000	$100,206.00	
Tchg Ast Prof	AF9559	100.00000	$97,155.00	
TEACHING AST PROF	AF9560	100.00000	$103,212.00	
OTHER TEACHING SALARIES			$50,006.00	
FRINGE BENEFITS			$47,755.00	
TOTAL PERSONNEL SERVICES				$643,953.00
TOTAL				$643,953.00
132628 - Computer Sci Maintenance				
TRAVEL				$12,000.00
SUPPLIES AND OTHER OPERATING EXPENSES				$40,940.00
PROPERTY FURNITURE AND EQUIPMENT				$2,000.00
TOTAL				$54,940.00
132630 - Math-Program Fee				
OTHER TEACHING SALARIES			$887,652.00	
FRINGE BENEFITS			$90,896.00	
TOTAL PERSONNEL SERVICES				$978,548.00
TOTAL				$978,548.00

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132640 - Mathematics				
Prof	210024	50.00000	$62,307.00	
Prof/Vaughn Prof Num	210100	47.74000	$58,167.37	
Ast Prof	210244	50.00000	$43,240.50	
Prof/NobleProf Tech	210313	50.00000	$54,216.00	
Aso Prof	210317	50.00000	$42,583.50	
Prof	210683	50.00000	$50,625.00	
Aso Prof	210958	50.00000	$45,724.50	
Aso Prof	211124	50.00000	$44,113.50	
Aso Prof	211183	48.88000	$48,839.92	
Aso Prof	211633	50.00000	$47,551.50	
Aso Prof	214221	50.00000	$46,899.00	
Kerr Prof	214222	31.00000	$57,351.24	
Ast Prof	214223	50.00000	$39,163.50	
Aso Prof	214224	50.00000	$44,055.00	
Ast Prof	214226	50.00000	$43,182.00	
Aso Prof	214229	50.00000	$42,138.00	
Aso Prof	214232	50.00000	$44,595.00	
Aso Prof	214234	50.00000	$45,783.00	
Ast Prof	214235	50.00000	$38,002.50	
Ast Prof	214236	50.00000	$39,420.00	
Ast Prof	214237	50.00000	$38,002.50	
Aso Prof	214238	50.00000	$46,314.00	
Prof	214241	50.00000	$49,878.00	
Prof	214242	50.00000	$56,151.00	
Prof	214243	50.00000	$48,051.00	
Rgts Prof/At&T Prof	214245	50.00000	$65,997.00	
Prof	216280	50.00000	$53,302.50	
Prof	217239	50.00000	$52,101.00	
Prof	217240	50.00000	$53,847.00	
Prof	219273	50.00000	$72,036.00	
AST PROF	AF7963	50.00000	$38,502.00	
Ast Prof	AF9230	50.00000	$39,870.00	
Ast Prof	AF9619	50.00000	$38,002.50	
PROJECTED SALARY SAVINGS-- OTHER TEACHING SALARIES			$0.47	
Aso Prof/Head	210628	40.91000	$47,687.56	
Aso Prof/Head	210628	18.18000	$21,191.88	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.56	
Admin Aso	633950	90.94000	$49,179.44	
Admin Supp Spclt Sr	633977	100.00000	$41,259.00	
PROJECTED SALARY SAVINGS-- OTHER SALARIES AND WAGES			$-0.44	
TOTAL PERSONNEL SERVICES				$1,749,331.00
TOTAL				$1,749,331.00

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SCHEDULE E
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INSTITUTION NUMBER: 1 INSTITUTION NAME: Oklahoma State - General University PRESIDENT: DR. JIM HESS

POSITION TITLE	POSITION NUMBER	FUNDING PERCENT	POSITION PROPOSED BUDGET AMOUNT	FY 2025-2026 PROPOSED ACCOUNT BUDGET AMOUNT
132644 - Mathematics-Special				
Lecturer	221942	100.00000	$23,621.00	
Tchg Ast Prof	AF7893	100.00000	$63,000.00	
LECTURER	AF9027	100.00000	$45,000.00	
Tchg Aso Prof	AF9675	6.90000	$4,596.64	
Tchg Aso Prof	AF9685	15.87000	$11,949.16	
Tchg Aso Prof	AF9686	15.90000	$12,283.70	
Tchg Ast Prof	AF9687	6.70000	$3,958.09	
Tchg Aso Prof	AF9688	16.51000	$11,645.00	
Tchg Ast Prof	AF9689	9.27000	$5,785.87	
OTHER TEACHING SALARIES			$265,036.54	
FRINGE BENEFITS			$112,035.00	
TOTAL PERSONNEL SERVICES				$558,911.00
TOTAL				$558,911.00
132648 - Math Maintenance				
TRAVEL				$10,000.00
SUPPLIES AND OTHER OPERATING EXPENSES				$70,233.00
PROPERTY FURNITURE AND EQUIPMENT				$25,000.00
TOTAL				$105,233.00
132650 - Mlrc				
Tchg Aso Prof	AF9675	93.10000	$62,021.36	
Tchg Aso Prof	AF9685	84.13000	$63,344.84	
Tchg Aso Prof	AF9686	84.10000	$64,972.30	
Tchg Ast Prof	AF9687	93.30000	$55,117.91	
Tchg Aso Prof	AF9688	83.49000	$58,888.00	
Tchg Ast Prof	AF9689	90.73000	$56,629.13	
PROJECTED SALARY SAVINGS-- OTHER TEACHING SALARIES			$0.46	
Admin Supp Spclt II	633314	100.00000	$36,206.00	
PROJECTED SALARY SAVINGS-- OTHER SALARIES AND WAGES			$0.00	
FRINGE BENEFITS			$120,389.00	
TOTAL PERSONNEL SERVICES				$517,569.00
TOTAL				$517,569.00

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INSTITUTION NUMBER: 1 INSTITUTION NAME: Oklahoma State - General University PRESIDENT: DR. JIM HESS

POSITION TITLE	POSITION NUMBER	FUNDING PERCENT	POSITION PROPOSED BUDGET AMOUNT	FY 2025-2026 PROPOSED ACCOUNT BUDGET AMOUNT
ACTIVITY: 11 - Instruction , continued				
FUNCTION: 2370 - General Academic Instruction , continued				
132660 - Statistics				
Aso Prof	210341	37.50000	$46,494.00	
Ast Prof	211132	50.00000	$53,500.50	
Aso Prof	214251	50.00000	$45,513.00	
Prof	214252	50.00000	$55,255.50	
Prof	214253	37.50000	$39,602.25	
Prof	214255	50.00000	$62,608.50	
Ast Prof	AF9198	50.00000	$41,170.50	
PROJECTED SALARY SAVINGS-- OTHER TEACHING SALARIES			$-0.25	
Prof/Head	214250	40.91000	$76,411.70	
Prof/Head	214250	18.18000	$33,956.60	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.70	
Admin Supp Spclt Sr	630403	100.00000	$43,068.00	
Admin Supp Ast Sr	633632	100.00000	$33,074.00	
PROJECTED SALARY SAVINGS-- OTHER SALARIES AND WAGES			$0.00	
TOTAL PERSONNEL SERVICES				$530,655.00
TOTAL				$530,655.00
132661 - Stat-Program Fee				
OTHER TEACHING SALARIES			$324,171.00	
FRINGE BENEFITS			$33,195.00	
TOTAL PERSONNEL SERVICES				$357,366.00
TOTAL				$357,366.00
132664 - Statistics-Special				
Teaching Ast Prof	AF9057	100.00000	$75,006.00	
Tchg Ast Prof	AF9357	100.00000	$67,302.00	
Lecturer	AF9608	100.00000	$65,007.00	
PROJECTED SALARY SAVINGS-- OTHER TEACHING SALARIES			$0.00	
OTHER SALARIES AND WAGES			$8,736.00	
FRINGE BENEFITS			$17,306.00	
TOTAL PERSONNEL SERVICES				$233,357.00
TOTAL				$233,357.00

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POSITION TITLE	POSITION NUMBER	FUNDING PERCENT	POSITION PROPOSED BUDGET AMOUNT	FY 2025-2026 PROPOSED ACCOUNT BUDGET AMOUNT
ACTIVITY: 11 - Instruction , continued				
FUNCTION: 2370 - General Academic Instruction , continued				
132668 - Statistics Maintenance				
TRAVEL				$11,949.00
SUPPLIES AND OTHER OPERATING EXPENSES				$15,000.00
PROPERTY FURNITURE AND EQUIPMENT				$5,000.00
TOTAL				$31,949.00
132720 - Chemistry				
Prof	114258	50.00000	$59,886.00	
Ast Prof	210031	50.00000	$44,023.50	
Rgts Prof	210094	50.00000	$53,262.00	
Prof	210579	50.00000	$28,248.75	
Aso Prof	210580	50.00000	$46,030.50	
Ast Prof	210871	50.00000	$44,253.00	
Prof	210952	50.00000	$52,861.50	
Ast Prof	211670	50.00000	$43,924.50	
Rgts Prof	214263	50.00000	$56,943.00	
Rgt Prof/Bartlett Pr	214270	45.20000	$74,346.77	
Prof	214277	50.00000	$50,013.00	
Prof	214279	50.00000	$60,111.00	
Aso Prof	214281	50.00000	$45,166.50	
Aso Prof	214283	50.00000	$50,755.50	
Aso Prof	214285	50.00000	$47,362.50	
Ast Prof	219235	50.00000	$42,502.50	
Ast Prof	AF9202	50.00000	$43,780.50	
PROJECTED SALARY SAVINGS-- OTHER TEACHING SALARIES			$-0.02	
Aso Prof/Dept Head	211008	40.91000	$55,220.73	
Aso Prof/Dept Head	211008	18.18000	$24,539.55	
Mgr Lab	330498	25.00000	$15,807.00	
Coor Lab	331365	100.00000	$69,504.00	
Spectroscopist	534493	30.93000	$17,819.39	
Coor Lab	535101	100.00000	$59,616.00	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.33	
Spclt Inventory Cntr	630424	95.24000	$38,960.78	
Bldg Maint Mech II	632586	100.00000	$56,146.00	
Admin Supp Spclt I	632924	100.00000	$32,260.00	
Spclt Acctg	AS9090	100.00000	$38,774.00	
Admin Aso	AS9887	100.00000	$49,235.00	
PROJECTED SALARY SAVINGS-- OTHER SALARIES AND WAGES			$0.22	
TOTAL PERSONNEL SERVICES				$1,301,354.00
TOTAL				$1,301,354.00

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INSTITUTION NUMBER: 1 INSTITUTION NAME: Oklahoma State - General University PRESIDENT: DR. JIM HESS

POSITION TITLE	POSITION NUMBER	FUNDING PERCENT	POSITION PROPOSED BUDGET AMOUNT	FY 2025-2026 PROPOSED ACCOUNT BUDGET AMOUNT
132721 - Chem-Program Fee				
OTHER TEACHING SALARIES			$1,248,760.00	
FRINGE BENEFITS			$127,873.00	
TOTAL PERSONNEL SERVICES				$1,376,633.00
TOTAL				$1,376,633.00
132724 - Chemistry-Special				
TCHG AST PROF	AF9038	100.00000	$68,004.00	
Tchg Ast Prof	AF9465	100.00000	$63,990.00	
Tchg Aso Prof	AF9694	100.00000	$67,860.00	
PROJECTED SALARY SAVINGS-- OTHER TEACHING SALARIES			$0.00	
Lab Tech Sr	630856	100.00000	$38,524.00	
PROJECTED SALARY SAVINGS-- OTHER SALARIES AND WAGES			$0.00	
FRINGE BENEFITS			$72,846.00	
TOTAL PERSONNEL SERVICES				$311,224.00
TOTAL				$311,224.00
132728 - Chemistry Maintenance				
TRAVEL				$20,000.00
SUPPLIES AND OTHER OPERATING EXPENSES				$181,456.00
PROPERTY FURNITURE AND EQUIPMENT				$30,000.00
TOTAL				$231,456.00
132740 - Geology				
Prof	210444	50.00000	$53,190.00	
Prof	210556	50.00000	$51,484.50	
Ast Prof	210843	50.00000	$45,504.00	
Aso Prof	211055	50.00000	$44,617.50	
Aso Prof	211056	50.00000	$45,139.50	
Int Head/Prof & Sun	214290	46.20000	$60,914.70	
Prof	214292	50.00000	$53,419.50	
Ast Prof	216255	50.00000	$43,317.00	
Ast Prof	217281	50.00000	$42,502.50	
AST PROF	AF9045	50.00000	$43,002.00	
Ast Prof	AF9511	50.00000	$45,252.00	
PROF/BP CHAIR OF GEO	AF9577	46.57000	$67,773.32	

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POSITION TITLE	POSITION NUMBER	FUNDING PERCENT	POSITION PROPOSED BUDGET AMOUNT	FY 2025-2026 PROPOSED ACCOUNT BUDGET AMOUNT
ACTIVITY: 11 - Instruction , continued				
FUNCTION: 2370 - General Academic Instruction , continued				
132740 - Geology , continued				
PROJECTED SALARY SAVINGS-- OTHER TEACHING SALARIES			$0.48	
Prof/Head	114286	40.91000	$84,052.87	
Prof/Head	114286	18.18000	$37,352.26	
Spclt Rsrch Sr	AS7395	100.00000	$45,000.00	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$-0.13	
Admin Supp Ast I	633262	100.00000	$30,109.00	
Admin Aso	637453	100.00000	$47,136.09	
Admin Supp Ast II	AS9181	100.00000	$30,694.00	
PROJECTED SALARY SAVINGS-- OTHER SALARIES AND WAGES			$-0.09	
TOTAL PERSONNEL SERVICES				$870,461.00
TOTAL				$870,461.00
132742 - Geol-Program Fee				
OTHER TEACHING SALARIES			$257,828.00	
FRINGE BENEFITS			$26,402.00	
TOTAL PERSONNEL SERVICES				$284,230.00
TOTAL				$284,230.00
132744 - Geology-Special				
Teaching Ast Prof	AF9042	100.00000	$67,005.00	
Tchg Ast Prof	AF9819	100.00000	$82,522.00	
OTHER TEACHING SALARIES			$53,910.00	
Coor Lab	533844	71.00000	$38,195.16	
OTHER PROFESSIONAL SALARIES			$43,895.84	
FRINGE BENEFITS			$75,982.00	
TOTAL PERSONNEL SERVICES				$361,510.00
TOTAL				$361,510.00
132748 - Geology Maintenance				
SUPPLIES AND OTHER OPERATING EXPENSES				$71,365.00
PROPERTY FURNITURE AND EQUIPMENT				$20,000.00
TOTAL				$91,365.00

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POSITION TITLE	POSITION NUMBER	FUNDING PERCENT	POSITION PROPOSED BUDGET AMOUNT	FY 2025-2026 PROPOSED ACCOUNT BUDGET AMOUNT
ACTIVITY: 11 - Instruction , continued				
FUNCTION: 2370 - General Academic Instruction , continued				
132760 - Physics				
Prof	114299	50.00000	$76,603.50	
Prof	210283	50.00000	$49,554.00	
Ast Prof	210359	50.00000	$44,811.00	
Aso Prof	210550	50.00000	$53,329.50	
Prof	210802	50.00000	$50,485.50	
Ast Prof	211009	50.00000	$46,885.50	
Rgts Prof	211089	50.00000	$69,619.50	
Prof	211668	50.00000	$27,603.00	
Aso Prof	215212	50.00000	$49,725.00	
Prof	215213	50.00000	$54,594.00	
Prof	215214	50.00000	$50,620.50	
Ast Prof	215218	50.00000	$44,001.00	
Prof	215222	50.00000	$45,558.00	
Aso Prof	215223	50.00000	$46,588.50	
Ast Prof	215224	50.00000	$45,747.00	
Prof/NobleFoundation	217206	50.00000	$56,718.00	
Ast Prof	217268	50.00000	$44,001.00	
AST PROF	AF9046	50.00000	$42,502.50	
PROJECTED SALARY SAVINGS-- OTHER TEACHING SALARIES			$0.00	
Prof/Head	211671	40.91000	$60,562.35	
Prof/Head	211671	18.18000	$26,913.31	
Mgr Instmt & Mach Sh	330517	100.00000	$61,092.00	
Coor Lab	531858	100.00000	$51,048.00	
Spclt Rsrch Sr II	AS8819	100.00000	$48,000.00	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$-0.66	
Fin Ast Sr	632991	100.00000	$51,489.40	
Res Instmt Maker I	633761	100.00000	$32,782.00	
Admin Aso	AS8301	100.00000	$41,760.00	
Res Instmt Maker II	AS9046	100.00000	$43,347.00	
PROJECTED SALARY SAVINGS-- OTHER SALARIES AND WAGES			$-0.40	
TOTAL PERSONNEL SERVICES				$1,315,940.00
TOTAL				$1,315,940.00
132762 - Phys-Program Fee				
OTHER TEACHING SALARIES			$636,144.00	
FRINGE BENEFITS			$65,141.00	
TOTAL PERSONNEL SERVICES				$701,285.00
TOTAL				$701,285.00

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132764 - Physics-Special				
TCHG AST PROF	AF9049	100.00000	$67,005.00	
Tchg Ast Prof	AF9209	100.00000	$72,153.00	
OTHER TEACHING SALARIES			$60,003.00	
FRINGE BENEFITS			$59,728.00	
TOTAL PERSONNEL SERVICES				$258,889.00
TOTAL				$258,889.00
132768 - Physics Maintenance				
TRAVEL				$30,000.00
SUPPLIES AND OTHER OPERATING EXPENSES				$63,868.00
TOTAL				$93,868.00
132810 - Psychology				
Prof	210583	50.00000	$51,768.00	
Ast Prof	216204	50.00000	$41,004.00	
Rgts Prof	216205	50.00000	$67,270.50	
Aso Prof	216206	50.00000	$48,784.50	
Ast Prof	216207	50.00000	$40,176.00	
Rgts Prof	216208	43.60000	$68,281.52	
Prof	216211	50.00000	$58,459.50	
Aso Prof	216212	50.00000	$42,475.50	
Prof	216214	50.00000	$54,342.00	
Aso Prof	216215	50.00000	$46,723.50	
Prof	216219	50.00000	$49,581.00	
Ast Prof	216221	50.00000	$39,001.50	
Prof	218226	50.00000	$53,806.50	
Prof	218230	50.00000	$60,003.00	
Prof	219230	50.00000	$52,231.50	
PROF	AF9071	50.00000	$69,003.00	
Ast Prof	AF9207	50.00000	$41,004.00	
AST PROF	AF9345	12.50000	$11,055.38	
Ast Prof	AF9397	50.00000	$44,208.00	
Aso Prof	AF9399	50.00000	$47,826.00	
PROJECTED SALARY SAVINGS-- OTHER TEACHING SALARIES			$0.10	
Ast Prof	210284	40.91000	$80,902.80	
Ast Prof	210284	18.18000	$35,952.40	
Coor Pgm	531071	100.00000	$59,184.00	

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ACTIVITY: 11 - Instruction , continued				
FUNCTION: 2370 - General Academic Instruction , continued				
132810 - Psychology , continued				
Admin Aso	AS7360	100.00000	$51,504.00	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$-0.20	
Spclt Acctg	AS8144	100.00000	$41,496.00	
PROJECTED SALARY SAVINGS-- OTHER SALARIES AND WAGES			$0.00	
TOTAL PERSONNEL SERVICES				$1,256,044.00
TOTAL				$1,256,044.00
132811 - Psych-Program Fee				
OTHER TEACHING SALARIES			$892,215.00	
FRINGE BENEFITS			$91,363.00	
TOTAL PERSONNEL SERVICES				$983,578.00
TOTAL				$983,578.00
132814 - Psychology-Special				
Tchg Aso Prof	AF9179	100.00000	$76,968.00	
Tchg Ast Prof	AF9363	100.00000	$70,380.00	
Tchg Ast Prof	AF9484	100.00000	$59,004.00	
Tchg Aso Prof	AF9607	100.00000	$70,506.00	
Tchg Instr	AF9622	100.00000	$46,872.00	
Tchg Ast Prof	AF9623	100.00000	$46,962.00	
Tchg Ast Prof	AF9624	100.00000	$56,367.00	
Tchg Instr	AF9625	100.00000	$45,864.00	
Tchg Aso Prof	AF9626	100.00000	$61,812.00	
Tchg Aso Prof	AF9627	100.00000	$67,995.00	
OTHER TEACHING SALARIES			$120,011.00	
FRINGE BENEFITS			$57,892.00	
TOTAL PERSONNEL SERVICES				$780,633.00
TOTAL				$780,633.00
132818 - Psychology Maintenance				
TRAVEL				$10,000.00
SUPPLIES AND OTHER OPERATING EXPENSES				$108,251.00

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ACTIVITY: 11 - Instruction , continued				
FUNCTION: 2370 - General Academic Instruction , continued				
132818 - Psychology Maintenance , continued				
PROPERTY FURNITURE AND EQUIPMENT				$10,000.00
TOTAL				$128,251.00
132820 - Geography				
Prof	115237	50.00000	$58,446.00	
Prof	210278	50.00000	$50,094.00	
Ast Prof	210688	50.00000	$42,093.00	
Ast Prof	211111	50.00000	$42,093.00	
Aso Prof	211666	50.00000	$42,970.50	
Aso Prof	215235	47.53000	$48,154.07	
Prof/Humphres Ch	215238	44.41000	$50,875.21	
Aso Prof	219232	50.00000	$35,946.00	
Ast Prof	AF9119	50.00000	$36,504.00	
Ast Prof	AF9219	50.00000	$42,318.00	
PROJECTED SALARY SAVINGS-- OTHER TEACHING SALARIES			$0.22	
Prof/Dept Head	210019	40.91000	$57,466.28	
Prof/Dept Head	210019	18.18000	$25,537.45	
Mgr Geo Sys	530532	83.33000	$57,107.72	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$-0.45	
Coor Lab	531474	100.00000	$53,076.00	
Admin Aso	630400	100.00000	$45,393.00	
PROJECTED SALARY SAVINGS-- OTHER SALARIES AND WAGES			$0.00	
TOTAL PERSONNEL SERVICES				$688,074.00
TOTAL				$688,074.00
132821 - Geog-Program Fee				
OTHER TEACHING SALARIES			$219,874.00	
FRINGE BENEFITS			$22,515.00	
TOTAL PERSONNEL SERVICES				$242,389.00
TOTAL				$242,389.00

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ACTIVITY: 11 - Instruction , continued				
FUNCTION: 2370 - General Academic Instruction , continued				
132824 - Geography-Special				
Tchg Instr	AF9777	100.00000	$58,040.00	
OTHER TEACHING SALARIES			$115,011.00	
FRINGE BENEFITS			$51,898.00	
TOTAL PERSONNEL SERVICES				$224,949.00
TOTAL				$224,949.00
132828 - Geography Maintenance				
TRAVEL				$5,500.00
SUPPLIES AND OTHER OPERATING EXPENSES				$36,752.00
TOTAL				$42,252.00
132840 - History				
Aso Prof	210285	50.00000	$37,930.50	
Prof	210292	48.76000	$44,353.56	
Prof	210441	50.00000	$46,494.00	
Aso Prof	210808	50.00000	$38,857.50	
Aso Prof	211049	50.00000	$38,722.50	
Aso Prof	211073	50.00000	$40,027.50	
Prof	212246	50.00000	$43,141.50	
Aso Prof	212254	50.00000	$37,008.00	
Prof	215245	50.00000	$55,017.00	
Aso Prof	215246	48.71000	$42,291.48	
Aso Prof	215251	50.00000	$37,273.50	
Aso Prof	215252	50.00000	$37,669.50	
Aso Prof	215256	50.00000	$39,312.00	
Ast Prof	215257	50.00000	$35,716.50	
Aso Prof	217289	50.00000	$42,633.00	
Ast Prof	AF9120	50.00000	$37,503.00	
Ast Prof	AF9229	50.00000	$37,143.00	
Ast Prof	AF9231	50.00000	$36,279.00	
Ast Prof	AF9258	50.00000	$40,383.00	
Ast Prof	AF9616	50.00000	$34,636.50	
PROJECTED SALARY SAVINGS-- OTHER TEACHING SALARIES			$0.46	
Prof/Head	115239	40.91000	$76,200.19	
Prof/Head	115239	18.18000	$33,862.61	

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INSTITUTION NUMBER: 1 INSTITUTION NAME: Oklahoma State - General University PRESIDENT: DR. JIM HESS

POSITION TITLE	POSITION NUMBER	FUNDING PERCENT	POSITION PROPOSED BUDGET AMOUNT	FY 2025-2026 PROPOSED ACCOUNT BUDGET AMOUNT
ACTIVITY: 11 - Instruction , continued				
FUNCTION: 2370 - General Academic Instruction , continued				
132840 - History , continued				
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.20	
Admin Ast	630390	100.00000	$46,608.00	
Admin Supp Spclt I	AS9222	100.00000	$34,619.00	
PROJECTED SALARY SAVINGS-- OTHER SALARIES AND WAGES			$0.00	
FRINGE BENEFITS			$300,865.00	
TOTAL PERSONNEL SERVICES				$1,294,548.00
TOTAL				$1,294,548.00
132842 - History-Prog Fee				
OTHER TEACHING SALARIES			$338,130.00	
FRINGE BENEFITS			$34,625.00	
TOTAL PERSONNEL SERVICES				$372,755.00
TOTAL				$372,755.00
132844 - History-Special				
Lecturer	AD9504	100.00000	$53,001.00	
TEACHING FACULTY	AF9121	100.00000	$55,008.00	
Lecturer	AF9124	100.00000	$52,002.00	
OTHER TEACHING SALARIES			$36,004.00	
FRINGE BENEFITS			$50,871.00	
TOTAL PERSONNEL SERVICES				$246,886.00
TOTAL				$246,886.00
132848 - History Maintenance				
TRAVEL				$35,000.00
SUPPLIES AND OTHER OPERATING EXPENSES				$72,140.00
PROPERTY FURNITURE AND EQUIPMENT				$5,000.00
TOTAL				$112,140.00

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ACTIVITY: 11 - Instruction , continued				
FUNCTION: 2370 - General Academic Instruction , continued				
132860 - Political Science				
Prof	210046	50.00000	$51,957.00	
Ast Prof	210286	50.00000	$40,950.00	
Aso Prof	210342	50.00000	$38,484.00	
Aso Prof	210675	50.00000	$48,478.50	
Aso Prof	215262	50.00000	$42,903.00	
Ast Prof	215263	50.00000	$42,156.00	
Aso Prof	215266	47.75000	$47,869.85	
Aso Prof	215270	50.00000	$29,335.50	
AST PROF	AF7969	50.00000	$37,251.00	
AST PROF	AF9059	50.00000	$37,503.00	
Ast Prof	AF9126	50.00000	$41,251.50	
Prof	AF9311	50.00000	$70,821.00	
PROJECTED SALARY SAVINGS-- OTHER TEACHING SALARIES			$-0.35	
Prof/Head	115259	40.91000	$69,657.05	
Prof/Head	115259	18.18000	$30,954.90	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.05	
Admin Ast	AS7009	100.00000	$40,987.00	
Coor Pgm	AS9405	100.00000	$43,848.00	
PROJECTED SALARY SAVINGS-- OTHER SALARIES AND WAGES			$0.00	
TOTAL PERSONNEL SERVICES				$714,407.00
TOTAL				$714,407.00
132861 - Polisci-Program Fee				
OTHER TEACHING SALARIES			$195,862.00	
FRINGE BENEFITS			$20,056.00	
TOTAL PERSONNEL SERVICES				$215,918.00
TOTAL				$215,918.00
132864 - Politicalsci-Special				
Tchg Aso Prof	AF9364	100.00000	$74,331.00	
OTHER TEACHING SALARIES			$118,085.00	
FRINGE BENEFITS			$15,413.00	
TOTAL PERSONNEL SERVICES				$207,829.00
TOTAL				$207,829.00

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ACTIVITY: 11 - Instruction , continued				
FUNCTION: 2370 - General Academic Instruction , continued				
132868 - Political Sci Maintenance				
TRAVEL				$10,000.00
SUPPLIES AND OTHER OPERATING EXPENSES				$20,000.00
PROPERTY FURNITURE AND EQUIPMENT				$11,905.00
TOTAL				$41,905.00
132880 - Sociology				
Prof/Head/DresserPro	115273	48.29000	$35,307.71	
Ast Prof	210188	50.00000	$38,502.00	
Aso Prof	210585	50.00000	$46,003.50	
Aso Prof	210877	50.00000	$42,583.50	
Prof	211678	40.91000	$68,154.01	
Aso Prof	215275	50.00000	$42,250.50	
Aso Prof	215278	50.00000	$42,741.00	
Ast Prof	215282	50.00000	$38,502.00	
Prof	215284	50.00000	$51,115.50	
Ast Prof	215285	50.00000	$41,413.50	
Aso Prof	215286	50.00000	$42,588.00	
Ast Prof	AF9182	50.00000	$39,181.50	
Ast Prof	AF9409	50.00000	$39,186.00	
Ast Prof	AF9759	50.00000	$39,298.50	
PROJECTED SALARY SAVINGS-- OTHER TEACHING SALARIES			$-0.22	
Prof/Head	215279	40.91000	$58,627.30	
Prof/Head	215279	18.18000	$26,053.40	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$-0.70	
Admin Aso	531444	100.00000	$52,092.00	
Admin Supp Spclt I	630363	100.00000	$29,976.00	
Admin Supp Spclt I	AS9164	100.00000	$36,206.00	
PROJECTED SALARY SAVINGS-- OTHER SALARIES AND WAGES			$0.00	
TOTAL PERSONNEL SERVICES				$809,781.00
TOTAL				$809,781.00
132881 - Soc-Program Fee				
OTHER TEACHING SALARIES			$296,748.00	
FRINGE BENEFITS			$30,387.00	
TOTAL PERSONNEL SERVICES				$327,135.00
TOTAL				$327,135.00

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ACTIVITY: 11 - Instruction , continued				
FUNCTION: 2370 - General Academic Instruction , continued				
132884 - Sociology-Special				
TCHG AST PROF	AF9047	100.00000	$70,002.00	
OTHER TEACHING SALARIES			$33,629.00	
FRINGE BENEFITS			$8,301.00	
TOTAL PERSONNEL SERVICES				$111,932.00
TOTAL				$111,932.00
132888 - Sociology Maintenance				
TRAVEL				$10,000.00
SUPPLIES AND OTHER OPERATING EXPENSES				$28,268.00
PROPERTY FURNITURE AND EQUIPMENT				$10,000.00
TOTAL				$48,268.00
132900 - A & S Outreach				
Aso Dn Outrch/Aso Pr	120248	55.12000	$81,866.43	
Mgr IT	331398	10.00000	$7,800.00	
Coor Fiscal Ops	535202	44.33000	$23,459.44	
Mgr Comm Svc	AS7700	100.00000	$74,628.00	
Coor Outrch Pgm	AS8508	50.00000	$31,668.00	
Dir Outrch Pgm	AS8511	50.00000	$33,606.00	
Coor Prosp Stu Svc	AS8759	50.00000	$25,080.00	
Coor Event	AS8813	63.00000	$36,068.76	
Sys Admin Sr	AS8856	10.00000	$6,835.20	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$-0.83	
TOTAL PERSONNEL SERVICES				$321,011.00
TOTAL				$321,011.00
132960 - A&S Outreach Credit				
OTHER TEACHING SALARIES			$2,500,000.00	
FRINGE BENEFITS			$700,250.00	
TOTAL PERSONNEL SERVICES				$3,200,250.00
SUPPLIES AND OTHER OPERATING EXPENSES				$299,750.00
PROPERTY FURNITURE AND EQUIPMENT				$500,000.00
TOTAL				$4,000,000.00

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ACTIVITY: 11 - Instruction , continued				
FUNCTION: 2370 - General Academic Instruction , continued				
132995 - Noble Professor-Tels				
TRAVEL				$5,000.00
SUPPLIES AND OTHER OPERATING EXPENSES				$20,210.00
PROPERTY FURNITURE AND EQUIPMENT				$5,000.00
TOTAL				$30,210.00
133015 - Ssb Prog Fee Ctrl Ac				
OTHER TEACHING SALARIES			$253,791.00	
FRINGE BENEFITS			$147,501.00	
TOTAL PERSONNEL SERVICES				$401,292.00
TOTAL				$401,292.00
133021 - Tribal Fund				
TRAVEL				$10,000.00
SUPPLIES AND OTHER OPERATING EXPENSES				$37,800.00
LIBRARY BOOKS AND PERIODICALS				$16,500.00
TOTAL				$64,300.00
133022 - Credit Outreach				
OTHER TEACHING SALARIES			$2,206,510.00	
Dir Online Learning	331913	100.00000	$99,924.00	
Mgr Outrch Edu	AS8681	100.00000	$58,656.00	
Instructl Des Dvlpr	AS9027	100.00000	$66,960.00	
Digital Proj Mgr	AS9624	100.00000	$62,220.00	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.00	
Admin Supp Spclt II	633154	100.00000	$38,377.44	
Admin Supp Spclt Sr	633342	100.00000	$38,667.20	
Multimedia Prodcr	AS9762	100.00000	$46,165.68	
OTHER SALARIES AND WAGES			$45,460.68	
FRINGE BENEFITS			$327,159.00	
TOTAL PERSONNEL SERVICES				$2,990,100.00
TRAVEL				$10,000.00
SUPPLIES AND OTHER OPERATING EXPENSES				$439,200.00
PROPERTY FURNITURE AND EQUIPMENT				$3,900.00
TOTAL				$3,443,200.00

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ACTIVITY: 11 - Instruction , continued				
FUNCTION: 2370 - General Academic Instruction , continued				
133025 - Mis Ais Program				
OTHER TEACHING SALARIES			$472,301.00	
OTHER SALARIES AND WAGES			$23,615.00	
FRINGE BENEFITS			$50,255.00	
TOTAL PERSONNEL SERVICES				$546,171.00
TOTAL				$546,171.00
133026 - College Outreach				
OTHER TEACHING SALARIES			$94,543.00	
Dir Outrch Pgm	AS7932	50.00000	$46,968.00	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.00	
OTHER SALARIES AND WAGES			$6,020.00	
FRINGE BENEFITS			$44,162.00	
TOTAL PERSONNEL SERVICES				$191,693.00
TRAVEL				$2,000.00
SUPPLIES AND OTHER OPERATING EXPENSES				$1,581,800.00
PROPERTY FURNITURE AND EQUIPMENT				$300,000.00
TOTAL				$2,075,493.00
133030 - CFW Instruction				
Ast Mgr Outrch Pgm	AS7239	100.00000	$51,900.00	
Ast Dir Outreach	AS7562	100.00000	$70,104.00	
Coor Outrch Edu	AS8640	100.00000	$47,508.00	
Mgr Outrch Pgm	AS8688	100.00000	$63,936.00	
Ast Mgr Outrch Pgm	AS8695	22.62000	$11,951.50	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.50	
TOTAL PERSONNEL SERVICES				$245,400.00
TOTAL				$245,400.00
133032 - Executive Phd In Bus				
Ast Prof Profnl Prac	222153	66.80000	$88,176.00	
OTHER TEACHING SALARIES			$262,000.00	
Coor Outrch Edu	534719	83.00000	$46,085.75	

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ACTIVITY: 11 - Instruction , continued				
FUNCTION: 2370 - General Academic Instruction , continued				
133032 - Executive Phd In Bus , continued				
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.25	
FRINGE BENEFITS			$62,874.00	
TOTAL PERSONNEL SERVICES				$459,136.00
TRAVEL				$22,000.00
SUPPLIES AND OTHER OPERATING EXPENSES				$64,100.00
TOTAL				$545,236.00
133033 - Doctorate of Business Admin				
Ast Prof Profnl Prac 222153		12.75000	$16,830.00	
OTHER TEACHING SALARIES			$56,250.00	
Coor Outrch Edu	534719	17.00000	$9,439.25	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.75	
FRINGE BENEFITS			$12,716.00	
TOTAL PERSONNEL SERVICES				$95,236.00
TRAVEL				$500.00
SUPPLIES AND OTHER OPERATING EXPENSES				$20,100.00
TOTAL				$115,836.00
133042 - Study Abroad				
OTHER TEACHING SALARIES			$43,000.00	
FRINGE BENEFITS			$3,444.00	
TOTAL PERSONNEL SERVICES				$46,444.00
TRAVEL				$1,086,000.00
SUPPLIES AND OTHER OPERATING EXPENSES				$100,621.00
TOTAL				$1,233,065.00
133043 - Study Abroad General				
Dir Outrch Pgm	AS7932	50.00000	$46,968.00	
Coor Outrch Pgm	AS7428	100.00000	$46,008.00	
Mgr Outrch Edu	AS7987	100.00000	$65,040.00	
Coor Pgm	AS8698	100.00000	$55,656.00	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.00	

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ACTIVITY: 11 - Instruction , continued				
FUNCTION: 2370 - General Academic Instruction , continued				
133043 - Study Abroad General , continued				
Spclt Pgm	AS8965	100.00000	$40,862.16	
OTHER SALARIES AND WAGES			$1,030.84	
FRINGE BENEFITS			$85,308.00	
TOTAL PERSONNEL SERVICES				$340,873.00
TRAVEL				$9,200.00
SUPPLIES AND OTHER OPERATING EXPENSES				$13,600.00
TOTAL				$363,673.00
133044 - Study Abroad Domestic				
OTHER TEACHING SALARIES			$22,901.00	
FRINGE BENEFITS			$1,834.00	
TOTAL PERSONNEL SERVICES				$24,735.00
TRAVEL				$63,000.00
SUPPLIES AND OTHER OPERATING EXPENSES				$17,265.00
TOTAL				$105,000.00
133050 - Business General				
TRAVEL				$37,590.00
SUPPLIES AND OTHER OPERATING EXPENSES				$11,350.00
TOTAL				$48,940.00
133055 - Business Core Curriculum				
OTHER SALARIES AND WAGES			$52,714.00	
FRINGE BENEFITS			$596.00	
TOTAL PERSONNEL SERVICES				$53,310.00
TOTAL				$53,310.00
133056 - Heidebrecht MBA Fellow				
Prof/Hd/Pmiller Pf	210464	2.03000	$4,990.65	
ASO PROF/HELM PROF	210896	1.13000	$2,507.92	
Aso Prof	212327	2.61000	$5,005.85	

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ACTIVITY: 11 - Instruction , continued				
FUNCTION: 2370 - General Academic Instruction , continued				
133056 - Heidebrecht MBA Fellow , continued				
Prof Profnl Pract	221587	1.72000	$2,504.60	
Prof Profnl Pract	221588	1.23000	$2,487.97	
Ast Prof Profnl Prac	221967	5.63000	$4,998.37	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.64	
FRINGE BENEFITS			$6,747.00	
TOTAL PERSONNEL SERVICES				$29,243.00
TOTAL				$29,243.00
133100 - Accounting				
Ast Prof	210687	65.25000	$156,436.88	
Ast Prof	210765	47.50000	$104,499.99	
Dept Head/Aso Prof	211122	71.06000	$196,470.24	
Ast Prof	211191	45.50000	$121,621.50	
Aso Prof	212325	64.72000	$162,188.32	
Aso Prof	212327	97.39000	$186,789.15	
Aso Prof	213327	100.00000	$184,203.00	
Ast Prof	AF8228	47.50000	$104,499.99	
Aso Prof	AF8236	10.90000	$28,171.05	
Prof	AF9838	64.53000	$176,141.08	
OTHER TEACHING SALARIES			$52,844.80	
Admin Supp Spclt II	AS9050	100.00000	$38,236.64	
PROJECTED SALARY SAVINGS-- OTHER SALARIES AND WAGES			$0.36	
TOTAL PERSONNEL SERVICES				$1,512,103.00
TOTAL				$1,512,103.00
133110 - Acct Extension Incen				
Instr Profnl Pract	221860	10.31000	$12,033.14	
Ast Dept Head/Instr	221566	10.00000	$11,607.90	
Instr Profnl Pract	AF8235	10.00000	$10,713.00	
OTHER TEACHING SALARIES			$72,631.96	
OTHER SALARIES AND WAGES			$26,685.00	
FRINGE BENEFITS			$18,543.00	
TOTAL PERSONNEL SERVICES				$152,214.00

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ACTIVITY: 11 - Instruction , continued				
FUNCTION: 2370 - General Academic Instruction , continued				
133110 - Acct Extension Incen , continued				
TRAVEL				$91,274.00
SUPPLIES AND OTHER OPERATING EXPENSES				$90,400.00
TOTAL				$333,888.00
133115 - Acct Program Fee				
Aso Prof	212344	65.39000	$166,992.98	
Ast Dept Head/Instr	221566	90.00000	$104,471.10	
Instr Profnl Pract	221860	89.69000	$104,680.19	
Instr Profnl Pract	222296	24.41000	$28,664.66	
Instr Profnl Pract	AF8235	90.00000	$96,417.00	
OTHER TEACHING SALARIES			$318,359.07	
OTHER SALARIES AND WAGES			$45,226.00	
FRINGE BENEFITS			$226,259.00	
TOTAL PERSONNEL SERVICES				$1,091,070.00
TOTAL				$1,091,070.00
133120 - Acct Acad Sucess Ctr				
OTHER TEACHING SALARIES			$47,992.00	
OTHER SALARIES AND WAGES			$900.00	
FRINGE BENEFITS			$4,925.00	
TOTAL PERSONNEL SERVICES				$53,817.00
TOTAL				$53,817.00
133130 - SOA Communications Center				
Instr Profnl Pract	222296	16.32000	$19,164.58	
PROJECTED SALARY SAVINGS-- OTHER TEACHING SALARIES			$0.42	
FRINGE BENEFITS			$5,748.00	
TOTAL PERSONNEL SERVICES				$24,913.00
SUPPLIES AND OTHER OPERATING EXPENSES				$5,087.00
TOTAL				$30,000.00

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ACTIVITY: 11 - Instruction , continued				
FUNCTION: 2370 - General Academic Instruction , continued				
133200 - Dpt Of Entrepreneurs				
OTHER TEACHING SALARIES			$223,240.00	
FRINGE BENEFITS			$22,860.00	
TOTAL PERSONNEL SERVICES				$246,100.00
TOTAL				$246,100.00
133205 - Entrepreneurs St All				
Aso Prof Profnl Prac	222281	100.00000	$145,508.00	
PROJECTED SALARY SAVINGS-- OTHER TEACHING SALARIES			$0.00	
PROF	211043	46.29000	$131,070.14	
Prof Profnl Pract	221587	79.52000	$115,793.84	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.02	
Admin Supp Spclt II	632706	100.00000	$38,377.44	
PROJECTED SALARY SAVINGS-- OTHER SALARIES AND WAGES			$0.56	
TOTAL PERSONNEL SERVICES				$430,750.00
TOTAL				$430,750.00
133210 - Entrepreneurs Outrea				
TRAVEL				$88,000.00
SUPPLIES AND OTHER OPERATING EXPENSES				$72,429.00
TOTAL				$160,429.00
133235 - CHSI Allocation				
Exec Dir-In-Resid	221954	48.43000	$162,503.96	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.04	
TOTAL PERSONNEL SERVICES				$162,504.00
TOTAL				$162,504.00
133300 - Economics				
Ast Prof	210563	60.00000	$82,555.20	
Aso Prof	210685	75.82000	$104,363.20	
Aso Prof	210772	63.87000	$94,961.92	

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INSTITUTION NUMBER: 1 INSTITUTION NAME: Oklahoma State - General University PRESIDENT: DR. JIM HESS

POSITION TITLE	POSITION NUMBER	FUNDING PERCENT	POSITION PROPOSED BUDGET AMOUNT	FY 2025-2026 PROPOSED ACCOUNT BUDGET AMOUNT
ACTIVITY: 11 - Instruction , continued				
FUNCTION: 2370 - General Academic Instruction , continued				
133300 - Economics , continued				
ASO PROF	212352	48.00000	$86,109.60	
ASO PROF	212359	62.34000	$97,774.06	
Ast Prof	212368	49.09000	$78,600.94	
Prof/Enwd Ch	212369	69.38000	$145,416.32	
Prof	212371	75.25000	$135,487.63	
Ast Prof	AF8153	47.50000	$59,443.88	
Ast Prof Profnl Prac	AF9327	48.27000	$41,223.06	
PROJECTED SALARY SAVINGS-- OTHER TEACHING SALARIES			$0.19	
Admin Supp Spclt II	633920	95.00000	$38,136.80	
PROJECTED SALARY SAVINGS-- OTHER SALARIES AND WAGES			$0.20	
TOTAL PERSONNEL SERVICES				$964,073.00
TOTAL				$964,073.00
133310 - Ecls Extension Incen				
OTHER SALARIES AND WAGES			$10.00	
PROJECTED SALARY SAVINGS-- FRINGE BENEFITS			$1.00	
TOTAL PERSONNEL SERVICES				$11.00
TRAVEL				$36,500.00
SUPPLIES AND OTHER OPERATING EXPENSES				$67,676.00
PROPERTY FURNITURE AND EQUIPMENT				$10,000.00
LIBRARY BOOKS AND PERIODICALS				$5,000.00
TOTAL				$119,187.00
133315 - Econ Program Fee				
Rgts Prof/Og&E Ch	213397	71.67000	$174,222.60	
Ast Prof Profnl Prac	221967	23.59000	$20,943.44	
Dir of CAER/Lecturer	222139	21.82000	$16,001.35	
Ast Prof Profnl Prac	AF9313	100.00000	$86,000.04	
Ast Prof Profnl Prac	AF9327	51.73000	$44,177.94	
OTHER TEACHING SALARIES			$107,679.63	
OTHER SALARIES AND WAGES			$91,680.00	
FRINGE BENEFITS			$122,427.00	
TOTAL PERSONNEL SERVICES				$663,132.00
TOTAL				$663,132.00

OKLAHOMA STATE REGENTS FOR HIGHER EDUCATION
EDUCATIONAL AND GENERAL BUDGET PART I
FISCAL YEAR 2025-2026
SCHEDULE E
EXPENDITURES BY ACTIVITY/FUNCTION, DEPARTMENT, POSITION AND OBJECT

INSTITUTION NUMBER: 1 INSTITUTION NAME: Oklahoma State - General University PRESIDENT: DR. JIM HESS

POSITION TITLE	POSITION NUMBER	FUNDING PERCENT	POSITION PROPOSED BUDGET AMOUNT	FY 2025-2026 PROPOSED ACCOUNT BUDGET AMOUNT
ACTIVITY: 11 - Instruction , continued				
FUNCTION: 2370 - General Academic Instruction , continued				
13340O - Finance				
Aso Prof	210029	1.99000	$4,497.40	
Prof/Wise Ch	210107	47.50000	$114,454.37	
Aso Prof	210143	57.50000	$157,400.33	
Aso Prof	210294	64.88000	$133,834.47	
Ast Prof	210691	38.32000	$109,256.45	
ASO PROF	212357	63.96000	$146,302.10	
Prof/Wms Cos Pf/Head	213361	28.32000	$76,104.34	
Ast Prof	AF8049	47.50000	$114,454.37	
PROJECTED SALARY SAVINGS-- OTHER TEACHING SALARIES			$0.17	
ASO PROF/HELM PROF	210896	20.78000	$46,119.13	
Prof/OBA Chair	212358	79.12000	$201,757.58	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.29	
Admin Supp Spclt Sr	633621	100.00000	$39,776.40	
PROJECTED SALARY SAVINGS-- OTHER SALARIES AND WAGES			$0.60	
TOTAL PERSONNEL SERVICES				$1,143,958.00
TOTAL				$1,143,958.00
13341O - Fin Extension Incent				
OTHER TEACHING SALARIES			$19,012.00	
OTHER SALARIES AND WAGES			$15,808.00	
FRINGE BENEFITS			$3,048.00	
TOTAL PERSONNEL SERVICES				$37,868.00
TRAVEL				$41,000.00
SUPPLIES AND OTHER OPERATING EXPENSES				$98,200.00
PROPERTY FURNITURE AND EQUIPMENT				$25,000.00
LIBRARY BOOKS AND PERIODICALS				$5,000.00
TOTAL				$207,068.00
13341S - Fin Program Fee				
Ast Instructl Profnl	221654	100.00000	$146,934.00	
Instr Profnl Pract	AF8198	100.00000	$114,090.00	
Aso Prof Profnl Prac	AF9314	100.00000	$153,000.00	
Ast Instructl Profnl	AF9662	100.00000	$154,170.00	
OTHER TEACHING SALARIES			$121,958.00	

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INSTITUTION NUMBER: 1 INSTITUTION NAME: Oklahoma State - General University PRESIDENT: DR. JIM HESS

POSITION TITLE	POSITION NUMBER	FUNDING PERCENT	POSITION PROPOSED BUDGET AMOUNT	FY 2025-2026 PROPOSED ACCOUNT BUDGET AMOUNT
ACTIVITY: 11 - Instruction , continued				
FUNCTION: 2370 - General Academic Instruction , continued				
133415 - Fin Program Fee , continued				
OTHER SALARIES AND WAGES			$151,039.00	
FRINGE BENEFITS			$198,022.00	
TOTAL PERSONNEL SERVICES				$1,039,213.00
TOTAL				$1,039,213.00
133500 - Management				
Aso Prof	210023	71.09000	$91,350.65	
Aso Prof/Dept Head	210300	75.00000	$119,886.75	
Prof/Young Chair	210414	49.27000	$123,175.00	
PROF	210552	38.63000	$100,438.00	
Aso Prof	210662	19.51000	$37,020.23	
Aso Prof	210686	57.50000	$68,093.14	
Aso Prof	210956	48.79000	$102,459.00	
Ast Prof	211053	49.09000	$64,798.80	
Ast Prof	211106	18.41000	$40,400.75	
Ast Prof	211649	47.50000	$87,162.97	
Prof	212382	3.87000	$9,897.53	
Aso Prof/Spears Prof	212396	49.82000	$107,113.00	
Ast Prof	AF8078	38.86000	$86,560.65	
Ast Prof	AF8152	38.86000	$87,629.30	
Ast Prof	AF8216	25.00000	$45,875.25	
PROJECTED SALARY SAVINGS-- OTHER TEACHING SALARIES			$0.98	
Aso Prof	212384	91.39000	$140,087.16	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.84	
Admin Supp Spclt Sr	633714	100.00000	$42,156.72	
Coor Lab	AS6841	50.00000	$25,014.00	
PROJECTED SALARY SAVINGS-- OTHER SALARIES AND WAGES			$0.28	
TOTAL PERSONNEL SERVICES				$1,379,121.00
TOTAL				$1,379,121.00
133510 - Mgmt Extension Incen				
Aso Prof Profnl Prac	222152	9.15000	$8,523.22	
Ast Prof Profnl Prac	AF9462	15.87000	$18,250.50	
Ast Instructl Profnl	AF9661	8.97000	$10,280.79	

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INSTITUTION NUMBER: 1 INSTITUTION NAME: Oklahoma State - General University PRESIDENT: DR. JIM HESS

POSITION TITLE	POSITION NUMBER	FUNDING PERCENT	POSITION PROPOSED BUDGET AMOUNT	FY 2025-2026 PROPOSED ACCOUNT BUDGET AMOUNT
ACTIVITY: 11 - Instruction , continued				
FUNCTION: 2370 - General Academic Instruction , continued				
133510 - Mgmt Extension Incen , continued				
OTHER TEACHING SALARIES			$14,650.49	
Ast Prof	AF8152	9.09000	$20,497.95	
OTHER PROFESSIONAL SALARIES			$10.05	
OTHER SALARIES AND WAGES			$9,635.00	
FRINGE BENEFITS			$19,124.00	
TOTAL PERSONNEL SERVICES				$100,972.00
TRAVEL				$116,000.00
SUPPLIES AND OTHER OPERATING EXPENSES				$385,988.00
LIBRARY BOOKS AND PERIODICALS				$80,000.00
TOTAL				$682,960.00
133515 - Mgmt Program Fee				
Ast Instructl Profnl	210271	25.00000	$22,500.00	
Lecturer	220809	100.00000	$40,000.00	
Aso Prof Profnl Prac	221174	50.00000	$48,474.00	
Lecturer	221413	100.00000	$44,499.96	
Lecturer	221897	100.00000	$40,000.00	
Ast Prof Prof Pract	222146	100.00000	$108,000.00	
Aso Prof Profnl Prac	222152	90.85000	$84,626.78	
Ast Prof Profnl Prac	222153	20.45000	$26,994.00	
Lecturer	222244	100.00000	$40,000.00	
Ast Prof Profnl Prac	AF8030	85.26000	$80,997.00	
Ast Prof Profnl Prac	AF9462	84.13000	$96,749.50	
Ast Prof Profnl Prac	AF9474	25.00000	$17,437.50	
Ast Instructl Profnl	AF9661	89.72000	$102,830.81	
OTHER TEACHING SALARIES			$174,245.45	
OTHER SALARIES AND WAGES			$122,240.00	
FRINGE BENEFITS			$255,058.00	
TOTAL PERSONNEL SERVICES				$1,304,653.00
TOTAL				$1,304,653.00
133530 - Eastin Center - Found Funded				
TRAVEL				$13,000.00
SUPPLIES AND OTHER OPERATING EXPENSES				$65,555.00
TOTAL				$78,555.00

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ACTIVITY: 11 - Instruction , continued				
FUNCTION: 2370 - General Academic Instruction , continued				
133600 - Msis Dept.				
Prof	210105	87.50000	$120,526.88	
Aso Prof	210315	25.00000	$34,773.75	
Ast Prof	210318	36.64000	$64,037.56	
Prof/Hd/Pmiller Pf	210464	61.33000	$150,776.74	
Ast Prof	211090	38.86000	$71,244.76	
Aso Prof	211207	65.64000	$133,150.74	
Aso Prof	211679	58.98000	$66,856.78	
Ast Prof	212317	47.50000	$79,270.71	
Aso Prof	212390	63.56000	$130,742.92	
Aso Prof	213318	38.11000	$79,078.25	
PROF	214303	95.84000	$151,638.05	
Ast Prof	AF7884	29.13000	$45,775.72	
Ast Prof	AF8038	10.23000	$19,411.43	
Ast Prof	AF8079	47.50000	$87,108.21	
PROJECTED SALARY SAVINGS-- OTHER TEACHING SALARIES			$0.50	
Admin Supp Spclt Sr	633603	100.00000	$42,177.60	
PROJECTED SALARY SAVINGS-- OTHER SALARIES AND WAGES			$0.40	
TOTAL PERSONNEL SERVICES				$1,276,571.00
TOTAL				$1,276,571.00
133610 - Msis Extension Incen				
Prof Profnl Pract	221637	3.03000	$4,492.73	
Instr Profnl Pract	AF9566	10.00000	$12,061.99	
OTHER TEACHING SALARIES			$112,004.28	
OTHER PROFESSIONAL SALARIES			$20,640.00	
OTHER SALARIES AND WAGES			$25,010.00	
FRINGE BENEFITS			$21,233.00	
TOTAL PERSONNEL SERVICES				$195,442.00
TRAVEL				$36,007.00
SUPPLIES AND OTHER OPERATING EXPENSES				$61,418.00
PROPERTY FURNITURE AND EQUIPMENT				$7,000.00
TOTAL				$299,867.00

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POSITION TITLE	POSITION NUMBER	FUNDING PERCENT	POSITION PROPOSED BUDGET AMOUNT	FY 2025-2026 PROPOSED ACCOUNT BUDGET AMOUNT
ACTIVITY: 11 - Instruction , continued				
FUNCTION: 2370 - General Academic Instruction , continued				
133615 - Msis Program Fee				
Prof Profnl Pract	221637	96.97000	$143,782.27	
Ast Prof Profnl Prac	221974	100.00000	$92,655.00	
Aso Prof Profnl Prac	222154	96.36000	$95,396.40	
Professional Practic	AF8021	100.00000	$81,000.00	
Instr Profnl Pract	AF8118	100.00000	$83,700.00	
Lecturer	AF9227	100.00000	$81,000.00	
Lecturer	AF9310	100.00000	$76,500.00	
Instr Profnl Pract	AF9566	76.14000	$91,840.07	
Lecturer	AF8037	33.33000	$9,999.00	
OTHER TEACHING SALARIES			$128,237.26	
OTHER SALARIES AND WAGES			$125,574.00	
FRINGE BENEFITS			$250,271.00	
TOTAL PERSONNEL SERVICES				$1,259,955.00
TOTAL				$1,259,955.00
133700 - Marketing				
Aso Prof	210079	87.50000	$89,688.37	
Prof/Spears Chair	210213	63.73000	$136,904.78	
Aso Prof	210279	21.24000	$45,644.76	
Ast Prof	211099	47.50000	$87,332.14	
Prof/Trennepohl Chai	211532	31.20000	$69,129.84	
Prof/Noble Fdn Ch/De	213300	70.69000	$213,456.23	
Ast Prof	213304	47.50000	$87,332.14	
SAS Prof	213307	65.68000	$146,275.93	
Aso Prof	213321	75.74000	$127,862.75	
Ast Prof	214302	38.86000	$83,354.70	
Ast Prof	AF9674	47.50000	$85,752.23	
Aso Prof	AF9763	49.25000	$122,450.28	
PROJECTED SALARY SAVINGS-- OTHER TEACHING SALARIES			$0.85	
Admin Supp Spclt Sr	633654	100.00000	$39,129.12	
Coor Lab	AS6841	50.00000	$25,014.00	
PROJECTED SALARY SAVINGS-- OTHER SALARIES AND WAGES			$0.88	
TOTAL PERSONNEL SERVICES				$1,359,329.00
TOTAL				$1,359,329.00

OKLAHOMA STATE REGENTS FOR HIGHER EDUCATION
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EXPENDITURES BY ACTIVITY/FUNCTION, DEPARTMENT, POSITION AND OBJECT

INSTITUTION NUMBER: 1 INSTITUTION NAME: Oklahoma State - General University PRESIDENT: DR. JIM HESS

POSITION TITLE	POSITION NUMBER	FUNDING PERCENT	POSITION PROPOSED BUDGET AMOUNT	FY 2025-2026 PROPOSED ACCOUNT BUDGET AMOUNT
ACTIVITY: 11 - Instruction , continued				
FUNCTION: 2370 - General Academic Instruction , continued				
133710 - Mktg Extension Incen				
Aso Prof	210481	1.71000	$2,754.98	
Ast Prof Profsnl Pra	AF8119	5.59000	$7,194.33	
Ast Dept Head	AF9270	10.00000	$10,446.00	
Ast Instructl Profnl	AF9433	7.18000	$7,198.67	
OTHER TEACHING SALARIES			$18,888.02	
OTHER SALARIES AND WAGES			$17,836.00	
FRINGE BENEFITS			$11,001.00	
TOTAL PERSONNEL SERVICES				$75,319.00
TRAVEL				$45,100.00
SUPPLIES AND OTHER OPERATING EXPENSES				$218,020.00
PROPERTY FURNITURE AND EQUIPMENT				$30,000.00
TOTAL				$368,439.00
133714 - SAS Program Account				
OTHER TEACHING SALARIES			$10.00	
PROJECTED SALARY SAVINGS-- FRINGE BENEFITS			$1.00	
TOTAL PERSONNEL SERVICES				$11.00
TRAVEL				$8,100.00
SUPPLIES AND OTHER OPERATING EXPENSES				$10,500.00
TOTAL				$18,611.00
133715 - Mktg Program Fee				
Aso Prof Profnl Prac	221891	100.00000	$111,573.00	
Aso Prof Profnl Prac	221937	87.50000	$82,199.25	
Ast Prof Profnl Prac	222265	100.00000	$92,664.00	
Ast Prof Profnl Prac	AF8058	100.00000	$84,600.00	
Ast Prof Profsnl Pra	AF8119	94.41000	$121,505.67	
Ast Dept Head	AF9270	90.00000	$94,014.00	
Ast Instructl Profnl	AF9433	92.82000	$93,061.33	
Lecturer	AF8037	66.67000	$20,001.00	
OTHER TEACHING SALARIES			$223,203.75	
OTHER SALARIES AND WAGES			$111,195.00	
FRINGE BENEFITS			$237,164.00	
TOTAL PERSONNEL SERVICES				$1,271,181.00
TOTAL				$1,271,181.00

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POSITION TITLE	POSITION NUMBER	FUNDING PERCENT	POSITION PROPOSED BUDGET AMOUNT	FY 2025-2026 PROPOSED ACCOUNT BUDGET AMOUNT
ACTIVITY: 11 - Instruction , continued				
FUNCTION: 2370 - General Academic Instruction , continued				
133730 - Ctr For Cust Int Exc				
OTHER SALARIES AND WAGES			$19,400.00	
FRINGE BENEFITS			$219.00	
TOTAL PERSONNEL SERVICES				$19,619.00
TRAVEL				$17,500.00
SUPPLIES AND OTHER OPERATING EXPENSES				$26,900.00
TOTAL				$64,019.00
133800 - HTM				
Prof	210016	54.82000	$88,556.07	
Aso Prof	210077	76.14000	$83,256.04	
Prof	210349	50.60000	$55,906.92	
Aso Prof	210676	63.36000	$82,697.48	
Prof/Head	AF9376	47.81000	$120,664.79	
Prof	AF9945	43.70000	$49,158.57	
PROJECTED SALARY SAVINGS-- OTHER TEACHING SALARIES			$0.13	
Mgr Events & Outrch	AS8790	75.00000	$58,167.00	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.00	
Admin Supp Spclt Sr	AS7183	100.00000	$39,672.00	
PROJECTED SALARY SAVINGS-- OTHER SALARIES AND WAGES			$0.00	
TOTAL PERSONNEL SERVICES				$578,079.00
TOTAL				$578,079.00
133810 - HTM Incentive				
Prof	AF9945	4.44000	$4,994.60	
OTHER TEACHING SALARIES			$10,002.40	
OTHER SALARIES AND WAGES			$14,166.00	
FRINGE BENEFITS			$3,748.00	
TOTAL PERSONNEL SERVICES				$32,911.00
TRAVEL				$23,000.00
SUPPLIES AND OTHER OPERATING EXPENSES				$17,500.00
PROPERTY FURNITURE AND EQUIPMENT				$37,106.00
TOTAL				$110,517.00

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ACTIVITY: 11 - Instruction , continued				
FUNCTION: 2370 - General Academic Instruction , continued				
133815 - HTM Program Fee				
Aso Prof Profnl Prac	221174	50.00000	$48,474.00	
Ast Prof Profnl Prac	221810	100.00000	$90,873.00	
Ast/Aso PoPP	AF8163	100.00000	$94,923.00	
Instr Profnl Pract	AF8229	100.00000	$86,292.00	
Ast Prof Profnl Prac	AF9374	100.00000	$89,478.00	
Ast Prof Profnl Prac	AF9460	100.00000	$78,964.29	
OTHER TEACHING SALARIES			$235,403.71	
Chef & Coor Culinary	535185	100.00000	$61,770.00	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.00	
OTHER SALARIES AND WAGES			$123,440.00	
FRINGE BENEFITS			$203,430.00	
TOTAL PERSONNEL SERVICES				$1,113,048.00
TOTAL				$1,113,048.00
133830 - Beverage Course Fee				
SUPPLIES AND OTHER OPERATING EXPENSES				$16,000.00
TOTAL				$16,000.00
133910 - BADM Incentive Fund				
OTHER SALARIES AND WAGES			$3,400.00	
FRINGE BENEFITS			$38.00	
TOTAL PERSONNEL SERVICES				$3,438.00
TRAVEL				$20,000.00
SUPPLIES AND OTHER OPERATING EXPENSES				$82,785.00
TOTAL				$106,223.00
133912 - Spears Assist				
Aso Prof Profnl Prac	222154	3.64000	$3,603.60	
Instr Profnl Pract	AF9566	2.98000	$3,594.48	
PROJECTED SALARY SAVINGS-- OTHER TEACHING SALARIES			$0.92	
OTHER SALARIES AND WAGES			$13,431.00	
FRINGE BENEFITS			$2,311.00	
TOTAL PERSONNEL SERVICES				$22,941.00
TOTAL				$22,941.00

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ACTIVITY: 11 - Instruction , continued				
FUNCTION: 2370 - General Academic Instruction , continued				
134090 - Outreach Administration				
SUPPLIES AND OTHER OPERATING EXPENSES				$400,000.00
TOTAL				$400,000.00
134093 - OK-Thrive				
OTHER TEACHING SALARIES			$20,000.00	
Tchg Ast Prof	AF8106	10.82000	$9,600.00	
OTHER PROFESSIONAL SALARIES			$400.00	
OTHER SALARIES AND WAGES			$10,000.00	
TOTAL PERSONNEL SERVICES				$40,000.00
TRAVEL				$5,000.00
SUPPLIES AND OTHER OPERATING EXPENSES				$160,830.00
PROPERTY FURNITURE AND EQUIPMENT				$2,500.00
TOTAL				$208,330.00
134120 - Williams Endowed Cha				
Prof	210506	9.27000	$10,000.00	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.00	
FRINGE BENEFITS			$2,999.00	
TOTAL PERSONNEL SERVICES				$12,999.00
TRAVEL				$5,000.00
SUPPLIES AND OTHER OPERATING EXPENSES				$25,000.00
TOTAL				$42,999.00
134150 - Morsani Chair				
OTHER SALARIES AND WAGES			$35,000.00	
FRINGE BENEFITS			$3,584.00	
TOTAL PERSONNEL SERVICES				$38,584.00
TOTAL				$38,584.00

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ACTIVITY: 11 - Instruction , continued				
FUNCTION: 2370 - General Academic Instruction , continued				
13416O - Stella Anderson Prof				
Aso Prof	212421	5.66000	$5,000.00	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.00	
FRINGE BENEFITS			$1,500.00	
TOTAL PERSONNEL SERVICES				$6,500.00
TRAVEL				$4,000.00
SUPPLIES AND OTHER OPERATING EXPENSES				$6,000.00
TOTAL				$16,500.00
13417O - Cashel Professorship				
Prof	210229	5.36000	$5,000.00	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.00	
FRINGE BENEFITS			$1,500.00	
TOTAL PERSONNEL SERVICES				$6,500.00
TRAVEL				$5,000.00
SUPPLIES AND OTHER OPERATING EXPENSES				$5,000.00
TOTAL				$16,500.00
13418O - Jacques Prof Spec Ed				
Prof	212440	4.76000	$5,000.00	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.00	
FRINGE BENEFITS			$1,500.00	
TOTAL PERSONNEL SERVICES				$6,500.00
TRAVEL				$5,000.00
SUPPLIES AND OTHER OPERATING EXPENSES				$18,000.00
PROPERTY FURNITURE AND EQUIPMENT				$7,000.00
TOTAL				$36,500.00
13419O - Col Student Dev Prof				
Aso Prof	213478	5.74000	$5,000.00	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.00	
OTHER SALARIES AND WAGES			$10,800.00	
FRINGE BENEFITS			$2,605.00	
TOTAL PERSONNEL SERVICES				$18,405.00

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INSTITUTION NUMBER: 1 INSTITUTION NAME: Oklahoma State - General University PRESIDENT: DR. JIM HESS

POSITION TITLE	POSITION NUMBER	FUNDING PERCENT	POSITION PROPOSED BUDGET AMOUNT	FY 2025-2026 PROPOSED ACCOUNT BUDGET AMOUNT
ACTIVITY: 11 - Instruction , continued				
FUNCTION: 2370 - General Academic Instruction , continued				
13419O - Col Student Dev Prof , continued				
TRAVEL				$5,000.00
SUPPLIES AND OTHER OPERATING EXPENSES				$7,095.00
TOTAL				$30,500.00
13420O - Ledbetter/Lemon Prof				
Ast Prof	AF8222	5.03000	$5,000.00	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.00	
OTHER SALARIES AND WAGES			$24,510.00	
FRINGE BENEFITS			$4,096.00	
TOTAL PERSONNEL SERVICES				$33,606.00
TRAVEL				$5,000.00
SUPPLIES AND OTHER OPERATING EXPENSES				$16,894.00
PROPERTY FURNITURE AND EQUIPMENT				$1,000.00
TOTAL				$56,500.00
13421O - Brock Prof Ed Ldrshp				
Ast Prof	212453	6.04000	$5,000.00	
OTHER PROFESSIONAL SALARIES			$14,504.00	
OTHER SALARIES AND WAGES			$5,850.00	
FRINGE BENEFITS			$6,448.00	
TOTAL PERSONNEL SERVICES				$31,802.00
TRAVEL				$2,000.00
SUPPLIES AND OTHER OPERATING EXPENSES				$2,698.00
TOTAL				$36,500.00
13422O - Watson Chair In Educ				
Prof	212414	9.09000	$10,000.00	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.00	
FRINGE BENEFITS			$2,999.00	
TOTAL PERSONNEL SERVICES				$12,999.00
TRAVEL				$5,000.00
SUPPLIES AND OTHER OPERATING EXPENSES				$30,000.00

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POSITION TITLE	POSITION NUMBER	FUNDING PERCENT	POSITION PROPOSED BUDGET AMOUNT	FY 2025-2026 PROPOSED ACCOUNT BUDGET AMOUNT
ACTIVITY: 11 - Instruction , continued				
FUNCTION: 2370 - General Academic Instruction , continued				
134220 - Watson Chair In Educ , continued				
PROPERTY FURNITURE AND EQUIPMENT				$5,000.00
TOTAL				$52,999.00
134230 - Flanery Comm Coun Pf				
Ast Prof	211029	4.31000	$5,000.00	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.00	
FRINGE BENEFITS			$1,500.00	
TOTAL PERSONNEL SERVICES				$6,500.00
TRAVEL				$3,000.00
SUPPLIES AND OTHER OPERATING EXPENSES				$17,000.00
TOTAL				$26,500.00
134240 - Jacques Health Prof				
Aso Prof	AF9587	3.86000	$5,000.00	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.00	
FRINGE BENEFITS			$1,500.00	
TOTAL PERSONNEL SERVICES				$6,500.00
TRAVEL				$6,625.00
SUPPLIES AND OTHER OPERATING EXPENSES				$22,000.00
PROPERTY FURNITURE AND EQUIPMENT				$1,375.00
TOTAL				$36,500.00
134250 - Munroe Prof/Reading				
Prof	211542	5.06000	$5,000.00	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.00	
OTHER SALARIES AND WAGES			$9,059.00	
FRINGE BENEFITS			$2,436.00	
TOTAL PERSONNEL SERVICES				$16,495.00
TRAVEL				$10,000.00
SUPPLIES AND OTHER OPERATING EXPENSES				$9,405.00
PROPERTY FURNITURE AND EQUIPMENT				$600.00
TOTAL				$36,500.00

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ACTIVITY: 11 - Instruction , continued				
FUNCTION: 2370 - General Academic Instruction , continued				
134260 - Seretean Prof				
Prof/Unit Head	AF9813	3.01000	$5,000.00	
PROJECTED SALARY SAVINGS-- OTHER TEACHING SALARIES			$0.00	
FRINGE BENEFITS			$1,500.00	
TOTAL PERSONNEL SERVICES				$6,500.00
TRAVEL				$5,000.00
SUPPLIES AND OTHER OPERATING EXPENSES				$22,500.00
PROPERTY FURNITURE AND EQUIPMENT				$2,500.00
TOTAL				$36,500.00
134270 - Phillips Prof/Elemed				
Prof	212479	4.94000	$5,000.00	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.00	
FRINGE BENEFITS			$1,500.00	
TOTAL PERSONNEL SERVICES				$6,500.00
TRAVEL				$3,000.00
SUPPLIES AND OTHER OPERATING EXPENSES				$19,000.00
TOTAL				$28,500.00
134280 - Audrey Oaks Professorship				
Aso Prof	213205	3.67000	$5,000.00	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.00	
OTHER SALARIES AND WAGES			$4,115.00	
FRINGE BENEFITS			$1,921.00	
TOTAL PERSONNEL SERVICES				$11,036.00
TRAVEL				$3,000.00
SUPPLIES AND OTHER OPERATING EXPENSES				$12,464.00
TOTAL				$26,500.00
134290 - Dresser Prof/Rural Teach Educ				
Ast Prof	210417	5.68000	$5,000.00	
OTHER PROFESSIONAL SALARIES			$5,000.00	
OTHER SALARIES AND WAGES			$18,117.00	

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ACTIVITY: 11 - Instruction , continued				
FUNCTION: 2370 - General Academic Instruction , continued				
134290 - Dresser Prof/Rural Teach Educ , continued				
FRINGE BENEFITS			$4,883.00	
TOTAL PERSONNEL SERVICES				$33,000.00
TRAVEL				$12,000.00
SUPPLIES AND OTHER OPERATING EXPENSES				$38,028.00
TOTAL				$83,028.00
134510 - Aviation Education				
SUPPLIES AND OTHER OPERATING EXPENSES				$246,875.00
TOTAL				$246,875.00
134511 - Aviation Insur Sp Fe				
SUPPLIES AND OTHER OPERATING EXPENSES				$290,000.00
TOTAL				$290,000.00
134520 - Hardesty Endow Chair				
Aso Prof	210252	10.91000	$10,000.00	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.00	
OTHER SALARIES AND WAGES			$10,000.00	
FRINGE BENEFITS			$3,112.00	
TOTAL PERSONNEL SERVICES				$23,112.00
TRAVEL				$6,000.00
SUPPLIES AND OTHER OPERATING EXPENSES				$8,887.00
PROPERTY FURNITURE AND EQUIPMENT				$2,000.00
TOTAL				$39,999.00
134530 - Page Prof/Av Sci				
Aso Prof/Sch Hd	110268	6.20000	$10,000.00	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.00	
FRINGE BENEFITS			$2,999.00	
TOTAL PERSONNEL SERVICES				$12,999.00
TRAVEL				$10,000.00

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POSITION TITLE	POSITION NUMBER	FUNDING PERCENT	POSITION PROPOSED BUDGET AMOUNT	FY 2025-2026 PROPOSED ACCOUNT BUDGET AMOUNT
ACTIVITY: 11 - Instruction , continued				
FUNCTION: 2370 - General Academic Instruction , continued				
134530 - Page Prof/Av Sci , continued				
SUPPLIES AND OTHER OPERATING EXPENSES				$40,000.00
TOTAL				$62,999.00
134540 - Buckles Endowed Professorship				
Prof	210419	4.95000	$5,000.00	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.00	
FRINGE BENEFITS			$1,500.00	
TOTAL PERSONNEL SERVICES				$6,500.00
TRAVEL				$5,000.00
SUPPLIES AND OTHER OPERATING EXPENSES				$25,000.00
TOTAL				$36,500.00
134660 - DKAHR Instruction				
Prof/Masters Coor	210090	90.76000	$117,870.49	
Prof/Unit Head	210463	100.00000	$94,711.40	
Ast Prof	210637	60.00000	$48,820.80	
Ast Prof	210678	60.00000	$48,338.76	
Aso Prof	213201	60.00000	$46,904.75	
Ast Prof	213204	60.00000	$41,100.00	
Ast Prof	216251	60.00000	$45,686.06	
Aso Prof	216261	60.00000	$46,076.84	
Tchg Ast Prof	AF8073	50.00000	$32,500.00	
Tchg Ast Prof	AF9550	50.00000	$29,151.93	
Aso Prof	AF9579	60.00000	$55,450.12	
Aso Prof	AF9745	60.00000	$47,954.60	
Prof/Unit Head	AF9813	96.51000	$160,157.14	
OTHER TEACHING SALARIES			$27,000.11	
Prof/Masters Coor	210090	9.24000	$12,000.00	
Prof/Unit Head	AF9813	0.48000	$800.00	
Admin Aso	AS7105	100.00000	$42,407.28	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.72	
TOTAL PERSONNEL SERVICES				$896,931.00
TOTAL				$896,931.00

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ACTIVITY: 11 - Instruction , continued				
FUNCTION: 2370 - General Academic Instruction , continued				
134662 - DKAHR Program Fees				
Tchg Ast Prof	AF8073	50.00000	$32,500.00	
Tchg Ast Prof	AF9550	50.00000	$29,151.93	
OTHER TEACHING SALARIES			$718,000.07	
OTHER SALARIES AND WAGES			$10,000.00	
FRINGE BENEFITS			$94,163.00	
TOTAL PERSONNEL SERVICES				$883,815.00
TRAVEL				$4,500.00
SUPPLIES AND OTHER OPERATING EXPENSES				$68,000.00
PROPERTY FURNITURE AND EQUIPMENT				$9,000.00
TOTAL				$965,315.00
134663 - KAHR Outreach				
TRAVEL				$5,000.00
SUPPLIES AND OTHER OPERATING EXPENSES				$35,000.00
TOTAL				$40,000.00
134709 - Nursing Program				
Ast Prof	AF7902	100.00000	$85,000.00	
Clinical Ast Prof	AF7924	100.00000	$80,000.00	
Clinical Ast Prof	AF7925	100.00000	$80,000.00	
Clinical Ast Prof	AF7926	100.00000	$80,000.00	
Clinical Ast Prof	AF7927	100.00000	$80,000.00	
Clinical Ast Prof	AF7928	100.00000	$83,000.00	
Clinical Ast Prof	AF7937	100.00000	$80,000.00	
Ast Prof	AF7954	100.00000	$85,000.00	
Clinical Ast Prof	AF7965	100.00000	$84,000.00	
Ast Prof	AF8002	100.00000	$85,000.00	
Clinical Ast Prof	AF8013	100.00000	$80,000.00	
Clinical Ast Prof	AF8023	100.00000	$87,000.00	
Tchng Instr	AF9778	100.00000	$82,000.00	
Ast Prof/Dir	AF9987	95.16000	$117,888.89	
PROJECTED SALARY SAVINGS-- OTHER TEACHING SALARIES			$-403,053.89	
Ast Prof/Dir	AF9987	4.84000	$6,000.00	
Acad Advisor Sr II	533818	25.00000	$13,196.78	
Acad Advisor Sr II	535222	25.00000	$12,999.14	

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POSITION TITLE	POSITION NUMBER	FUNDING PERCENT	POSITION PROPOSED BUDGET AMOUNT	FY 2025-2026 PROPOSED ACCOUNT BUDGET AMOUNT
ACTIVITY: 11 - Instruction , continued				
FUNCTION: 2370 - General Academic Instruction , continued				
134709 - Nursing Program , continued				
Coor Lab	AS7386	100.00000	$48,000.00	
Acad Advisor Sr II	AS7396	100.00000	$52,224.00	
Ast Dir HCCP	AS9766	100.00000	$68,217.01	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.07	
TOTAL PERSONNEL SERVICES				$986,472.00
SUPPLIES AND OTHER OPERATING EXPENSES				$317,028.00
PROPERTY FURNITURE AND EQUIPMENT				$200,000.00
TOTAL				$1,503,500.00
134720 - Nursing Program Fee				
OTHER TEACHING SALARIES			$180,000.00	
FRINGE BENEFITS			$14,454.00	
TOTAL PERSONNEL SERVICES				$194,454.00
TOTAL				$194,454.00
134770 - STLES Instruction				
School Head/Prof	112406	100.00000	$122,462.00	
Prof	210051	47.10000	$63,039.05	
Ast Prof	210417	68.38000	$60,244.08	
Prof	210419	57.03000	$57,611.89	
Ast Prof	210421	47.50000	$35,625.00	
Prof	210455	60.00000	$53,726.30	
Prof	211542	56.96000	$56,311.91	
Aso Pf/Jacq-Mun Ch	212410	72.50000	$61,352.15	
Prof	212411	100.00000	$80,000.00	
Prof	212412	100.00000	$80,000.00	
Aso Prof	212421	68.40000	$60,430.70	
Prof	212440	45.24000	$47,500.00	
Aso Prof	212467	72.50000	$60,432.09	
Prof	212479	57.04000	$57,672.65	
Ast Prof	212480	60.00000	$43,999.13	
Aso Prof	213205	80.80000	$110,152.59	
Prof	213409	57.34000	$64,603.67	
Aso Prof	213443	72.50000	$60,488.69	

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ACTIVITY: 11 - Instruction , continued				
FUNCTION: 2370 - General Academic Instruction , continued				
134770 - STLES Instruction , continued				
Clinical Ast Prof	221618	50.00000	$31,859.17	
Lecturer	222184	50.00000	$26,739.07	
Tchg Instr	AF7952	50.00000	$32,500.00	
Aso Prof	AF7985	50.00000	$31,000.00	
Tchg Ast Prof	AF8106	44.59000	$39,582.32	
Tchg Inst	AF8124	50.00000	$25,822.10	
Tchng Inst	AF8125	50.00000	$25,750.00	
Tchg Ast Prof	AF8128	50.00000	$30,900.00	
Tchg Ast Prof	AF8130	50.00000	$30,900.00	
Tchg Instr	AF8159	50.00000	$33,000.00	
Ast Prof	AF8160	47.50000	$37,050.00	
Tchg Instr	AF8169	50.00000	$27,500.00	
Tchg Ast Prof	AF8193	50.00000	$31,015.88	
Ast Prof	AF8233	47.50000	$39,090.12	
Ast Prof	AF9266	60.00000	$46,225.20	
Tchg Ast Prof	AF9267	50.00000	$33,500.00	
Prof	AF9398	60.00000	$63,280.58	
Aso Prof	AF9573	60.00000	$50,336.12	
Associate Professor	AF9695	60.00000	$49,497.35	
OTHER TEACHING SALARIES			$32,167.19	
Aso Prof	213205	8.80000	$12,000.00	
Coor Grad Pgm	AS7317	100.00000	$49,920.00	
Admin Aso	AS8678	100.00000	$46,000.00	
OTHER PROFESSIONAL SALARIES			$6,000.00	
Admin Ast	631476	100.00000	$39,520.00	
OTHER SALARIES AND WAGES			$152.00	
TOTAL PERSONNEL SERVICES				$2,046,959.00
TOTAL				$2,046,959.00
134771 - Oklahoma Writing Project				
OTHER PROFESSIONAL SALARIES			$9,262.00	
OTHER SALARIES AND WAGES			$10,000.00	
TOTAL PERSONNEL SERVICES				$19,262.00
TRAVEL				$2,500.00
SUPPLIES AND OTHER OPERATING EXPENSES				$13,158.00

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ACTIVITY: 11 - Instruction , continued				
FUNCTION: 2370 - General Academic Instruction , continued				
134771 - Oklahoma Writing Project , continued				
PROPERTY FURNITURE AND EQUIPMENT				$740.00
TOTAL				$35,660.00
134772 - STLES Program Fee				
Clinical Ast Prof	221618	50.00000	$31,859.17	
Lecturer	222184	50.00000	$26,739.07	
Tchg Instr	AF7952	50.00000	$32,500.00	
Aso Prof	AF7985	50.00000	$31,000.00	
Tchg Ast Prof	AF8106	44.59000	$39,582.32	
Tchg Inst	AF8124	50.00000	$25,822.10	
Tchng Inst	AF8125	50.00000	$25,750.00	
Tchg Ast Prof	AF8128	50.00000	$30,900.00	
Tchg Ast Prof	AF8130	50.00000	$30,900.00	
Tchg Instr	AF8159	50.00000	$33,000.00	
Tchg Instr	AF8169	50.00000	$27,500.00	
Tchg Ast Prof	AF8193	50.00000	$31,015.87	
Tchg Ast Prof	AF9267	50.00000	$33,500.00	
OTHER TEACHING SALARIES			$445,000.47	
OTHER PROFESSIONAL SALARIES			$56,400.00	
OTHER SALARIES AND WAGES			$18,000.00	
FRINGE BENEFITS			$185,225.00	
TOTAL PERSONNEL SERVICES				$1,104,694.00
TRAVEL				$6,600.00
SUPPLIES AND OTHER OPERATING EXPENSES				$35,210.00
PROPERTY FURNITURE AND EQUIPMENT				$1,900.00
TOTAL				$1,148,404.00
134773 - STLES Outreach				
SUPPLIES AND OTHER OPERATING EXPENSES				$11,500.00
TOTAL				$11,500.00
134774 - STLES Reading Recovery				
OTHER TEACHING SALARIES			$7,000.00	
FRINGE BENEFITS			$562.00	
TOTAL PERSONNEL SERVICES				$7,562.00

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ACTIVITY: 11 - Instruction , continued				
FUNCTION: 2370 - General Academic Instruction , continued				
134774 - STLES Reading Recovery , continued				
TRAVEL				$1,000.00
SUPPLIES AND OTHER OPERATING EXPENSES				$5,438.00
TOTAL				$14,000.00
134880 - Educational Studies				
Aso Prof/Sch Hd	110268	86.37000	$139,418.93	
Prof	210014	60.00000	$54,754.54	
Prof	210170	60.00000	$53,387.86	
Prof	210229	56.78000	$52,981.77	
Ast Prof	210456	60.00000	$47,832.00	
Prof	210459	60.00000	$53,256.04	
Aso Prof	210511	60.00000	$43,842.41	
Prof	210533	60.00000	$53,043.49	
Ast Prof	211004	60.00000	$46,592.06	
Aso Prof	211012	70.00000	$54,786.79	
Ast Prof	212413	60.00000	$47,530.16	
Prof	212420	60.00000	$50,081.35	
Prof	212439	61.28000	$62,956.42	
Prof	212466	60.00000	$52,815.12	
Prof/Aso Dir	212477	60.00000	$60,883.14	
Ast Prof	213401	60.00000	$45,600.00	
Aso Prof	213416	60.00000	$53,210.90	
Aso Prof	213417	60.00000	$49,077.23	
Aso Prof	213478	56.56000	$49,222.35	
Ast Prof	AF7972	60.00000	$45,300.00	
Tchg Ast Prof	AF8055	50.00000	$33,875.66	
Assistant Professor	AF9535	60.00000	$50,244.00	
Tchg Ast Prof	AF9698	50.00000	$36,045.66	
OTHER TEACHING SALARIES			$125,803.12	
Aso Prof/Sch Hd	110268	7.43000	$12,000.00	
Flight Instr Ch	531750	50.00000	$38,659.71	
Mgr Flight School	534587	100.00000	$99,823.26	
Ast Mgr Flight Schoo	AS7122	50.00000	$28,000.00	
Ast Ch Flight Instr	AS7497	50.00000	$30,000.00	
Flight Instr Ch	AS9626	50.00000	$32,500.00	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.03	
Spclt Acctg	637281	50.00000	$20,885.42	

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INSTITUTION NUMBER: 1 INSTITUTION NAME: Oklahoma State - General University PRESIDENT: DR. JIM HESS

POSITION TITLE	POSITION NUMBER	FUNDING PERCENT	POSITION PROPOSED BUDGET AMOUNT	FY 2025-2026 PROPOSED ACCOUNT BUDGET AMOUNT
ACTIVITY: 11 - Instruction , continued				
FUNCTION: 2370 - General Academic Instruction , continued				
134880 - Educational Studies , continued				
Ch Avia Maint Tech	637374	5.00000	$3,426.62	
Admin Supp Spclt II	637759	100.00000	$38,013.50	
Admin Aso	AS7184	100.00000	$43,368.00	
OTHER SALARIES AND WAGES			$166.46	
TOTAL PERSONNEL SERVICES				$1,709,384.00
TOTAL				$1,709,384.00
134882 - Ses Program Fees				
Tchg Ast Prof	AF8055	50.00000	$33,875.66	
Tchg Ast Prof	AF9698	50.00000	$36,045.66	
OTHER TEACHING SALARIES			$623,802.68	
OTHER PROFESSIONAL SALARIES			$38,800.00	
OTHER SALARIES AND WAGES			$7,500.00	
FRINGE BENEFITS			$115,647.00	
TOTAL PERSONNEL SERVICES				$855,671.00
TRAVEL				$650.00
SUPPLIES AND OTHER OPERATING EXPENSES				$21,400.00
PROPERTY FURNITURE AND EQUIPMENT				$2,500.00
TOTAL				$880,221.00
134883 - SEFLA Outreach				
TRAVEL				$5,000.00
SUPPLIES AND OTHER OPERATING EXPENSES				$30,000.00
TOTAL				$35,000.00
134990 - Health & Educ Psych				
Prof/Head	110226	100.00000	$121,855.77	
Ast Prof	210354	50.00000	$37,500.00	
Ast Prof	210467	50.00000	$41,952.22	
Prof/Ld Lem/Enwd Ch	211675	100.00000	$75,000.00	
Ast Prof	213104	50.00000	$40,500.00	
Ast Prof/Don Jacq Ch	213208	50.00000	$38,000.00	
Clinical Aso Prof	222181	50.00000	$52,821.50	

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POSITION TITLE	POSITION NUMBER	FUNDING PERCENT	POSITION PROPOSED BUDGET AMOUNT	FY 2025-2026 PROPOSED ACCOUNT BUDGET AMOUNT
ACTIVITY: 11 - Instruction , continued				
FUNCTION: 2370 - General Academic Instruction , continued				
134990 - Health & Educ Psych , continued				
Tchg Ast Prof	AF8126	50.00000	$32,884.80	
Ast Prof	AF8222	42.73000	$42,491.84	
Ast Prof	AF9349	50.00000	$37,000.00	
Professor	AF9438	70.00000	$104,872.32	
Aso Prof	AF9587	86.88000	$112,576.93	
Aso Prof	AF9659	50.00000	$39,915.38	
OTHER TEACHING SALARIES			$1,500.24	
Aso Prof	AF9587	9.26000	$12,000.00	
Admin Aso	AS7303	100.00000	$47,519.68	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.32	
Admin Supp Spclt II	AS7238	100.00000	$33,408.00	
OTHER SALARIES AND WAGES			$2,088.00	
TOTAL PERSONNEL SERVICES				$873,887.00
TOTAL				$873,887.00
134992 - Sahep Program Fees				
Clinical Aso Prof	222181	50.00000	$52,821.50	
Tchg Ast Prof	AF8126	50.00000	$32,884.80	
OTHER TEACHING SALARIES			$344,999.70	
Ast Prof	AF8222	9.50000	$9,442.63	
Clinical Ast Prof	AF9536	5.18000	$4,800.00	
OTHER PROFESSIONAL SALARIES			$16,807.37	
OTHER SALARIES AND WAGES			$155,000.00	
FRINGE BENEFITS			$82,997.00	
TOTAL PERSONNEL SERVICES				$699,753.00
TRAVEL				$2,000.00
SUPPLIES AND OTHER OPERATING EXPENSES				$34,868.00
PROPERTY FURNITURE AND EQUIPMENT				$1,000.00
TOTAL				$737,621.00
134993 - HCCP Outreach				
TRAVEL				$5,000.00
SUPPLIES AND OTHER OPERATING EXPENSES				$30,000.00
TOTAL				$35,000.00

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ACTIVITY: 11 - Instruction , continued				
FUNCTION: 2370 - General Academic Instruction , continued				
134999 - KAHR Student Fees				
SUPPLIES AND OTHER OPERATING EXPENSES				$300.00
TOTAL				$300.00
135000 - Ceat Instruction				
OTHER TEACHING SALARIES			$119,025.00	
TOTAL PERSONNEL SERVICES				$119,025.00
SUPPLIES AND OTHER OPERATING EXPENSES				$14,037.00
TOTAL				$133,062.00
135006 - Zink Center				
TRAVEL				$5,000.00
SUPPLIES AND OTHER OPERATING EXPENSES				$30,000.00
PROPERTY FURNITURE AND EQUIPMENT				$15,000.00
TOTAL				$50,000.00
135009 - Interdisciplinary Sr Design Fund				
Tchg Aso Prof	AF8221	50.00000	$47,673.00	
PROJECTED SALARY SAVINGS-- OTHER TEACHING SALARIES			$0.00	
OTHER PROFESSIONAL SALARIES			$1,678.00	
FRINGE BENEFITS			$14,800.00	
TOTAL PERSONNEL SERVICES				$64,151.00
SUPPLIES AND OTHER OPERATING EXPENSES				$10,000.00
TOTAL				$74,151.00
135017 - MAE Labor Redistribution				
OTHER SALARIES AND WAGES			$5,750.00	
FRINGE BENEFITS			$471.00	
TOTAL PERSONNEL SERVICES				$6,221.00
TOTAL				$6,221.00

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ACTIVITY: 11 - Instruction , continued				
FUNCTION: 2370 - General Academic Instruction , continued				
135019 - MSE Labor Redistribution				
Rgts Prof	210692	90.78000	$303,214.00	
Prof/Varnadow Pf	210693	26.89000	$56,982.60	
Aso Prof	210999	79.94000	$94,346.38	
PROJECTED SALARY SAVINGS-- OTHER TEACHING SALARIES			$0.02	
OTHER PROFESSIONAL SALARIES			$21,191.00	
FRINGE BENEFITS			$97,289.00	
TOTAL PERSONNEL SERVICES				$573,023.00
TOTAL				$573,023.00
135032 - Endeavor Faculty Salaries				
Lecturer	210892	67.50000	$78,320.25	
Aso Prof	213521	75.00000	$71,448.75	
Associate Professor	AF9304	75.00000	$77,780.25	
PROJECTED SALARY SAVINGS-- OTHER TEACHING SALARIES			$0.75	
Lecturer	210892	29.60000	$34,344.88	
Aso Prof	213521	25.00000	$23,816.25	
Associate Professor	AF9304	25.00000	$25,926.75	
Coor Lab	AS8080	100.00000	$50,304.00	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.12	
FRINGE BENEFITS			$110,316.00	
TOTAL PERSONNEL SERVICES				$472,258.00
TOTAL				$472,258.00
135033 - Ceat Dist Educ Prog				
Mgr Outrch Edu	531654	100.00000	$68,196.00	
Spclt Comp II	AS8109	100.00000	$43,639.20	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$-0.20	
Spclt Acctg	633157	100.00000	$37,062.00	
Admin Supp Spclt Sr	635020	100.00000	$43,168.00	
Coor Outrch Edu	AS9394	100.00000	$44,683.20	
Coor Outrch Edu	AS9447	100.00000	$53,974.80	
OTHER SALARIES AND WAGES			$58,240.00	
FRINGE BENEFITS			$98,745.00	
TOTAL PERSONNEL SERVICES				$447,708.00
TOTAL				$447,708.00

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ACTIVITY: 11 - Instruction , continued				
FUNCTION: 2370 - General Academic Instruction , continued				
135038 - North Fabrication Lab-Salaries				
Mgr Lab	AS6820	100.00000	$75,000.00	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.00	
OTHER SALARIES AND WAGES			$157,686.00	
FRINGE BENEFITS			$33,914.00	
TOTAL PERSONNEL SERVICES				$266,600.00
TOTAL				$266,600.00
135039 - Endeavor TA Lab Support				
OTHER TEACHING SALARIES			$276,000.00	
OTHER SALARIES AND WAGES			$47,040.00	
FRINGE BENEFITS			$28,794.00	
TOTAL PERSONNEL SERVICES				$351,834.00
TOTAL				$351,834.00
135040 - CEAT Summer Instr				
Tchg Aso Prof	222034	7.20000	$8,996.18	
PROJECTED SALARY SAVINGS-- OTHER TEACHING SALARIES			$3.82	
FRINGE BENEFITS			$2,699.00	
TOTAL PERSONNEL SERVICES				$11,699.00
TOTAL				$11,699.00
135041 - ARCH Summer Instr				
Ast Prof	212515	5.09000	$4,247.63	
Ast Prof	213588	5.00000	$4,247.76	
Ast Prof	AF8148	8.89000	$9,006.14	
PROJECTED SALARY SAVINGS-- OTHER TEACHING SALARIES			$0.47	
FRINGE BENEFITS			$5,249.00	
TOTAL PERSONNEL SERVICES				$22,751.00
TOTAL				$22,751.00

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ACTIVITY: 11 - Instruction , continued				
FUNCTION: 2370 - General Academic Instruction , continued				
135042 - Che Summer Instr				
Professor	210295	2.23000	$2,992.65	
OTHER TEACHING SALARIES			$7.35	
FRINGE BENEFITS			$917.00	
TOTAL PERSONNEL SERVICES				$3,917.00
TOTAL				$3,917.00
135045 - Gen Engr Summer Instr				
Aso Prof	210999	3.81000	$4,496.79	
PROJECTED SALARY SAVINGS-- OTHER TEACHING SALARIES			$0.21	
FRINGE BENEFITS			$1,348.00	
TOTAL PERSONNEL SERVICES				$5,845.00
TOTAL				$5,845.00
135046 - Iem Summer Instr				
Prof	210041	3.25000	$4,500.71	
Prof	210041	3.25000	$4,500.70	
OTHER TEACHING SALARIES			$4,499.59	
FRINGE BENEFITS			$2,725.00	
TOTAL PERSONNEL SERVICES				$16,226.00
TOTAL				$16,226.00
135048 - Tech Summer Instr				
Aso Prof	210994	8.02000	$9,003.65	
Aso Prof	211080	5.74000	$6,002.20	
Ast Prof	211205	7.92000	$9,005.04	
Associate Prof	213500	7.52000	$9,002.79	
Aso Prof	213506	4.70000	$4,500.00	
Ast Prof	215271	4.55000	$4,498.77	
Aso Prof Profnl Prac	222274	7.97000	$8,999.25	
Ast Prof	AF9269	9.11000	$8,996.76	
Ast Prof	AF9408	2.98000	$3,000.00	
Ast Prof	AF9463	9.74000	$9,002.68	

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ACTIVITY: 11 - Instruction , continued				
FUNCTION: 2370 - General Academic Instruction , continued				
135048 - Tech Summer Instr , continued				
PROJECTED SALARY SAVINGS-- OTHER TEACHING SALARIES			$-0.14	
FRINGE BENEFITS			$21,596.00	
TOTAL PERSONNEL SERVICES				$93,607.00
TOTAL				$93,607.00
135060 - Engr Core Curricula				
Tchg Aso Prof	222034	69.60000	$86,963.11	
Professional Practic	AF8182	100.00000	$104,760.00	
Teaching Aso	AF9481	90.00000	$91,116.00	
Teaching Aso	AF9796	100.00000	$90,000.00	
OTHER TEACHING SALARIES			$731,399.89	
FRINGE BENEFITS			$186,709.00	
TOTAL PERSONNEL SERVICES				$1,290,948.00
SUPPLIES AND OTHER OPERATING EXPENSES				$25,000.00
TOTAL				$1,315,948.00
135061 - ARCH CEAT Instruction Reimbursable				
SUPPLIES AND OTHER OPERATING EXPENSES				$25,000.00
TOTAL				$25,000.00
135062 - CHEM CEAT Instruction Reimbursable				
SUPPLIES AND OTHER OPERATING EXPENSES				$25,000.00
TOTAL				$25,000.00
135063 - CIVIL CEAT Instruction Reimbursable				
SUPPLIES AND OTHER OPERATING EXPENSES				$25,000.00
TOTAL				$25,000.00
135064 - ECE CEAT Instruction Reimbursable				
SUPPLIES AND OTHER OPERATING EXPENSES				$25,000.00
TOTAL				$25,000.00

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POSITION TITLE	POSITION NUMBER	FUNDING PERCENT	POSITION PROPOSED BUDGET AMOUNT	FY 2025-2026 PROPOSED ACCOUNT BUDGET AMOUNT
ACTIVITY: 11 - Instruction , continued				
FUNCTION: 2370 - General Academic Instruction , continued				
135066 - IEM CEAT Instruction Reimbursable				
SUPPLIES AND OTHER OPERATING EXPENSES				$25,000.00
TOTAL				$25,000.00
135067 - MAE CEAT Instruction Reimbursable				
SUPPLIES AND OTHER OPERATING EXPENSES				$25,000.00
TOTAL				$25,000.00
135068 - Tech CEAT Instruction Reimbursable				
SUPPLIES AND OTHER OPERATING EXPENSES				$25,000.00
TOTAL				$25,000.00
135092 - Lohmann Professorshp				
Prof/Head/Chair	112531	16.14000	$34,353.99	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.01	
OTHER SALARIES AND WAGES			$10,000.00	
FRINGE BENEFITS			$11,326.00	
TOTAL PERSONNEL SERVICES				$55,680.00
TRAVEL				$2,500.00
SUPPLIES AND OTHER OPERATING EXPENSES				$7,500.00
TOTAL				$65,680.00
135100 - Architecture				
Ast Prof	210290	88.00000	$65,736.00	
Aso Prof	210528	88.00000	$69,569.28	
Prof	210651	88.00000	$92,101.68	
Ast Prof	211339	88.00000	$83,603.52	
Prof	212507	88.00000	$91,689.84	
Prof	212508	88.00000	$105,597.36	
Aso Prof	212511	88.00000	$86,177.52	
Ast Prof	212513	88.00000	$65,736.00	
Ast Prof	212515	83.52000	$69,697.77	
Ast Prof	213588	82.04000	$69,697.24	
Ast Prof	AF8148	79.74000	$80,781.72	

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ACTIVITY: 11 - Instruction , continued				
FUNCTION: 2370 - General Academic Instruction , continued				
135100 - Architecture , continued				
Ast Prof	AF9469	88.00000	$69,648.48	
Ast Prof	AF9514	87.22000	$70,412.95	
Ast Prof	AF9515	88.00000	$81,876.96	
Assistant Professor	AF9991	88.00000	$79,809.84	
Assistant Professor	AF9993	87.56000	$84,159.44	
PROJECTED SALARY SAVINGS-- OTHER TEACHING SALARIES			$1.40	
Prof/Head	112502	100.00000	$170,852.00	
Coor Lab	AS6963	100.00000	$61,500.00	
Admin Aso	AS7664	100.00000	$47,400.00	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.00	
Admin Supp Spclt Sr	630290	100.00000	$35,496.00	
PROJECTED SALARY SAVINGS-- OTHER SALARIES AND WAGES			$0.00	
TOTAL PERSONNEL SERVICES				$1,581,545.00
TOTAL				$1,581,545.00
135108 - Arch Non-Salary				
TRAVEL				$15,000.00
SUPPLIES AND OTHER OPERATING EXPENSES				$65,602.00
PROPERTY FURNITURE AND EQUIPMENT				$20,000.00
TOTAL				$100,602.00
135109 - Arch - Student TA Allocation				
OTHER SALARIES AND WAGES			$92,120.00	
FRINGE BENEFITS			$1,041.00	
TOTAL PERSONNEL SERVICES				$93,161.00
TOTAL				$93,161.00
135200 - Chemical Engineering				
Professor	210295	60.62000	$81,351.86	
Prof/Anadarko Ch	210551	59.85000	$120,687.53	
Aso Prof	210995	58.74000	$87,158.71	
Prof	211021	62.00000	$74,286.54	
Aso Prof	211084	57.70000	$83,155.65	

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ACTIVITY: 11 - Instruction , continued				
FUNCTION: 2370 - General Academic Instruction , continued				
135200 - Chemical Engineering , continued				
Ast Prof	211140	60.72000	$69,302.67	
Ast Prof	211143	55.90000	$70,979.66	
Prof	212522	59.86000	$96,720.73	
Ast Prof/Courson Ch	212526	58.31000	$98,012.73	
Ast Prof	AF8140	62.00000	$60,347.70	
Ast Prof	AF9271	58.26000	$64,961.31	
Ast Prof	AF9284	55.80000	$68,606.10	
Ast Prof	AF9424	55.80000	$73,326.78	
Assistant Professor	AF9636	61.80000	$69,035.07	
Prof	AF9673	62.00000	$103,754.52	
Aso Prof/Samson Ch	AF9696	55.80000	$110,294.28	
PROJECTED SALARY SAVINGS-- OTHER TEACHING SALARIES			$0.16	
Prof/Hd/Cont Rsrcs C	112518	85.14000	$221,444.88	
Admin Aso	AS7752	100.00000	$45,000.00	
Acct I	AS7819	100.00000	$49,008.00	
OTHER PROFESSIONAL SALARIES			$7.12	
Spclt Prosp Stu Svc	AS6989	100.00000	$44,370.00	
Admin Supp Spclt I	AS7477	100.00000	$35,496.00	
PROJECTED SALARY SAVINGS-- OTHER SALARIES AND WAGES			$0.00	
TOTAL PERSONNEL SERVICES				$1,727,308.00
TOTAL				$1,727,308.00
135208 - Chem Non-Salary				
SUPPLIES AND OTHER OPERATING EXPENSES				$28,511.00
TOTAL				$28,511.00
135209 - Chem - Student TA Allocation				
OTHER TEACHING SALARIES			$59,800.00	
FRINGE BENEFITS			$6,124.00	
TOTAL PERSONNEL SERVICES				$65,924.00
TOTAL				$65,924.00

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ACTIVITY: 11 - Instruction , continued				
FUNCTION: 2370 - General Academic Instruction , continued				
135300 - Civil & Envir Engr				
Ast Prof	210671	62.00000	$65,844.00	
Rgts Prof/Cooper W&W	210764	62.00000	$112,091.04	
Ast Prof	210898	62.00000	$60,760.62	
Ast Prof	211016	62.00000	$59,521.86	
Aso Prof	211076	62.00000	$74,085.66	
Aso Prof	211138	62.00000	$73,332.36	
Aso Prof	211644	62.00000	$66,591.72	
Prof	212536	62.00000	$80,312.94	
Aso Prof	212537	62.00000	$67,227.84	
Aso Prof	212547	62.00000	$74,615.76	
Aso Prof	214506	62.00000	$72,026.64	
Prof	AF8008	46.50000	$177,611.40	
Ast Prof	AF8072	62.00000	$58,283.10	
Ast Prof	AF8171	62.00000	$60,543.00	
Ast Prof	AF9276	62.00000	$63,221.40	
Ast Prof	AF9277	62.00000	$63,221.40	
Aso Prof	AF9531	62.00000	$73,711.80	
Ast Prof	AF9941	62.00000	$74,559.96	
OTHER TEACHING SALARIES			$18,000.50	
Prof	AF8008	8.33000	$31,817.27	
Prof	AF8008	8.34000	$31,855.46	
Prof	AF8008	8.33000	$31,817.27	
Prof/Head/Chair	112531	83.86000	$178,496.01	
Coor Lab	AS6744	100.00000	$61,500.00	
OTHER PROFESSIONAL SALARIES			$5.99	
Admin Supp Ast II	633101	100.00000	$34,452.00	
Spclt Acctg	AS9936	100.00000	$40,194.00	
PROJECTED SALARY SAVINGS-- OTHER SALARIES AND WAGES			$0.00	
TOTAL PERSONNEL SERVICES				$1,805,701.00
TOTAL				$1,805,701.00
135308 - Civil Non-Salary				
TRAVEL				$5,000.00
SUPPLIES AND OTHER OPERATING EXPENSES				$24,740.00
PROPERTY FURNITURE AND EQUIPMENT				$15,000.00
TOTAL				$44,740.00

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EXPENDITURES BY ACTIVITY/FUNCTION, DEPARTMENT, POSITION AND OBJECT

INSTITUTION NUMBER: 1 INSTITUTION NAME: Oklahoma State - General University PRESIDENT: DR. JIM HESS

POSITION TITLE	POSITION NUMBER	FUNDING PERCENT	POSITION PROPOSED BUDGET AMOUNT	FY 2025-2026 PROPOSED ACCOUNT BUDGET AMOUNT
ACTIVITY: 11 - Instruction , continued				
FUNCTION: 2370 - General Academic Instruction , continued				
135309 - Civil - Student TA Allocation				
OTHER TEACHING SALARIES			$82,800.00	
FRINGE BENEFITS			$8,479.00	
TOTAL PERSONNEL SERVICES				$91,279.00
TOTAL				$91,279.00
135400 - Elec/Comp Engr				
Aso Prof	210224	55.80000	$85,831.56	
Prof	210465	62.00000	$83,326.14	
Prof	210527	62.00000	$79,978.14	
Prof	210670	55.80000	$87,606.00	
Prof	211040	55.80000	$101,383.02	
Prof	211040	5.00000	$9,084.50	
Prof/Earl & Carolyn	212552	55.80000	$118,586.16	
Aso Prof	AF7873	62.00000	$78,789.60	
Aso Prof	AF7876	62.00000	$37,905.18	
Ast Prof Profnl Prac	AF7917	100.00000	$90,000.00	
Ast Prof	AF7918	62.00000	$69,750.00	
Ast Prof	AF7919	62.00000	$68,944.00	
Ast Prof	AF7997	62.00000	$69,750.00	
Ast Prof	AF7998	57.43000	$69,758.72	
Ast Prof	AF7999	62.00000	$69,521.22	
Ast Prof	AF8044	55.80000	$71,624.88	
Ast Prof	AF8085	62.00000	$66,402.00	
Ast Prof	AF8151	62.00000	$68,634.00	
Aso Prof	AF9187	55.80000	$72,540.00	
Ast Prof Prfnl Pract	AF9509	100.00000	$91,746.00	
Ast Prof	AF9552	55.80000	$74,342.34	
Ast Prof	AF9554	56.94000	$72,941.76	
PROJECTED SALARY SAVINGS-- OTHER TEACHING SALARIES			$-0.22	
Prof/Head	112551	76.00000	$178,444.20	
Coor Lab	532094	100.00000	$45,000.00	
Admin Aso	AS7722	100.00000	$50,820.00	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$-0.20	
Spclt Acctg Sr	633836	100.00000	$41,760.00	
Admin Supp Spclt Sr	AS9008	100.00000	$40,089.60	
PROJECTED SALARY SAVINGS-- OTHER SALARIES AND WAGES			$0.40	
TOTAL PERSONNEL SERVICES				$1,994,559.00
TOTAL				$1,994,559.00

OKLAHOMA STATE REGENTS FOR HIGHER EDUCATION
EDUCATIONAL AND GENERAL BUDGET PART I
FISCAL YEAR 2025-2026
SCHEDULE E
EXPENDITURES BY ACTIVITY/FUNCTION, DEPARTMENT, POSITION AND OBJECT

INSTITUTION NUMBER: 1 INSTITUTION NAME: Oklahoma State - General University PRESIDENT: DR. JIM HESS

POSITION TITLE	POSITION NUMBER	FUNDING PERCENT	POSITION PROPOSED BUDGET AMOUNT	FY 2025-2026 PROPOSED ACCOUNT BUDGET AMOUNT
135408 - Ece Non-Salary				
TRAVEL				$15,000.00
SUPPLIES AND OTHER OPERATING EXPENSES				$50,109.00
PROPERTY FURNITURE AND EQUIPMENT				$15,000.00
TOTAL				$80,109.00
135409 - ECE - Student TA Allocation				
OTHER TEACHING SALARIES			$220,800.00	
FRINGE BENEFITS			$22,610.00	
TOTAL PERSONNEL SERVICES				$243,410.00
TOTAL				$243,410.00
135500 - Student Services Salaries				
Dir Stu Acad Svc	331266	100.00000	$80,544.00	
Ast Dir Stu Acad Svc	331920	100.00000	$65,040.00	
Acad Advisor Sr II	534098	75.00000	$41,175.00	
Acad Advisor II	534750	75.00000	$36,756.00	
Acad Advisor II	534994	75.00000	$36,756.00	
Acad Advisor Sr II	AS7107	75.00000	$41,175.00	
Acad Advisor II	AS7460	75.00000	$36,756.00	
Acad Advisor Sr I	AS7860	75.00000	$39,600.00	
Acad Advisor Sr II	AS9149	75.00000	$41,175.00	
Acad Advisor Sr II	AS9161	75.00000	$41,175.00	
Acad Advisor Sr I	AS9169	75.00000	$41,175.00	
Acad Advisor Sr II	AS9370	75.00000	$41,175.00	
Acad Advisor II	AS9429	75.00000	$36,756.00	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.00	
Admin Ast	AS8791	100.00000	$39,672.00	
PROJECTED SALARY SAVINGS-- OTHER SALARIES AND WAGES			$0.00	
FRINGE BENEFITS			$207,403.00	
TOTAL PERSONNEL SERVICES				$826,333.00
TOTAL				$826,333.00
135502 - CEAT Ambassadors Salaries				
OTHER SALARIES AND WAGES			$117,796.00	
FRINGE BENEFITS			$1,332.00	
TOTAL PERSONNEL SERVICES				$119,128.00
TOTAL				$119,128.00

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INSTITUTION NUMBER: 1 INSTITUTION NAME: Oklahoma State - General University PRESIDENT: DR. JIM HESS

POSITION TITLE	POSITION NUMBER	FUNDING PERCENT	POSITION PROPOSED BUDGET AMOUNT	FY 2025-2026 PROPOSED ACCOUNT BUDGET AMOUNT
135508 - Stdnt Svc Non-Salary				
TRAVEL				$5,000.00
SUPPLIES AND OTHER OPERATING EXPENSES				$20,000.00
PROPERTY FURNITURE AND EQUIPMENT				$15,000.00
TOTAL				$40,000.00
135509 - Student Srvcs Stdnt Wrkr Allocation				
OTHER SALARIES AND WAGES			$31,360.00	
FRINGE BENEFITS			$354.00	
TOTAL PERSONNEL SERVICES				$31,714.00
TOTAL				$31,714.00
135600 - Industrial Engrg				
Prof	210041	82.28000	$113,944.02	
Prof	210109	62.00000	$85,016.88	
Ast Prof	211079	55.80000	$60,786.06	
Aso Prof	211116	62.00000	$78,839.82	
Prof	212574	62.00000	$154,158.66	
Aso Prof	212575	62.00000	$63,567.36	
Ast Prof	214534	58.23000	$63,520.78	
Tchg Aso Prof	222034	23.20000	$28,987.71	
Prof	AF7930	62.00000	$137,268.00	
Ast Prof	AF8010	55.80000	$59,521.86	
Ast Prof	AF8139	62.00000	$60,786.06	
Prof	AF9070	55.80000	$106,020.00	
Ast Prof	AF9348	62.00000	$63,132.12	
Ast Prof	AF9520	62.00000	$61,385.58	
Ast Prof	AF9521	55.80000	$66,736.80	
PROJECTED SALARY SAVINGS-- OTHER TEACHING SALARIES			$-0.71	
Prof/Dept Head	112566	84.57000	$200,008.05	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$-0.05	
Spclt Acctg Sr	AS7750	100.00000	$41,029.20	
Admin Supp Spclt I	AS8744	100.00000	$35,182.80	
PROJECTED SALARY SAVINGS-- OTHER SALARIES AND WAGES			$0.00	
TOTAL PERSONNEL SERVICES				$1,479,891.00
TOTAL				$1,479,891.00

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INSTITUTION NUMBER: 1 INSTITUTION NAME: Oklahoma State - General University PRESIDENT: DR. JIM HESS

POSITION TITLE	POSITION NUMBER	FUNDING PERCENT	POSITION PROPOSED BUDGET AMOUNT	FY 2025-2026 PROPOSED ACCOUNT BUDGET AMOUNT
ACTIVITY: 11 - Instruction , continued				
FUNCTION: 2370 - General Academic Instruction , continued				
135602 - CEAT SWJU Southwest Jiatong Univ				
Tchg Ast Prof	AF7995	1.97000	$1,668.07	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$-0.07	
FRINGE BENEFITS			$500.00	
TOTAL PERSONNEL SERVICES				$2,168.00
TOTAL				$2,168.00
135603 - MSETM Program Funding				
OTHER TEACHING SALARIES			$55,050.00	
FRINGE BENEFITS			$2,384.00	
TOTAL PERSONNEL SERVICES				$57,434.00
SUPPLIES AND OTHER OPERATING EXPENSES				$20,000.00
PROPERTY FURNITURE AND EQUIPMENT				$10,000.00
TOTAL				$87,434.00
135608 - Iem Non-Salary				
TRAVEL				$10,000.00
SUPPLIES AND OTHER OPERATING EXPENSES				$40,711.00
PROPERTY FURNITURE AND EQUIPMENT				$20,000.00
TOTAL				$70,711.00
135609 - IEM - Student TA Allocation				
OTHER TEACHING SALARIES			$138,000.00	
FRINGE BENEFITS			$14,131.00	
TOTAL PERSONNEL SERVICES				$152,131.00
TOTAL				$152,131.00
135700 - Mech&Aerospace Engrg				
Prof/Cunningham Ch	210002	62.00000	$132,586.38	
Aso Prof	210133	62.00000	$73,360.26	
Aso Prof	210263	62.00000	$73,823.40	
Aso Prof	210648	62.00000	$77,517.36	

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POSITION TITLE	POSITION NUMBER	FUNDING PERCENT	POSITION PROPOSED BUDGET AMOUNT	FY 2025-2026 PROPOSED ACCOUNT BUDGET AMOUNT
ACTIVITY: 11 - Instruction , continued				
FUNCTION: 2370 - General Academic Instruction , continued				
135700 - Mech&Aerospace Engrg , continued				
Aso Prof	210649	62.00000	$65,665.44	
Ast Prof	210941	62.00000	$62,367.66	
Aso Prof	211045	62.00000	$76,870.08	
Aso Prof	211077	62.00000	$74,459.52	
Aso Prof	211121	55.80000	$74,359.08	
Rgts Prof/Hendrix Ch	211549	52.56000	$148,469.91	
Rgts Prof/Herrington	212593	55.80000	$133,925.58	
Prof	213593	62.00000	$100,562.76	
Aso Prof	214515	62.00000	$75,960.54	
Rgts Prof	214567	55.80000	$112,643.46	
Tchg Aso Prof	222221	100.00000	$90,000.00	
Tchg Ast Prof	AF7915	100.00000	$84,006.00	
Ast Prof	AF7981	62.00000	$63,243.72	
Ast Prof	AF8081	62.00000	$59,520.02	
Ast Prof	AF8095	62.00000	$59,520.02	
Ast Prof	AF8143	55.80000	$59,520.02	
Ast Prof	AF8144	62.00000	$60,708.56	
Tchg Ast Prof	AF8184	100.00000	$84,006.00	
Tchg Ast Prof	AF8195	100.00000	$81,225.00	
Tchg Aso Prof	AF8221	25.00000	$23,836.50	
Ast Prof	AF9293	62.00000	$61,229.34	
Ast Prof	AF9360	55.80000	$63,517.14	
Ast Prof	AF9537	58.00000	$68,863.42	
Ast Prof	AF9537	6.44000	$7,646.21	
Ast Prof Mfg	AF9699	55.80000	$73,287.72	
Aso Prof	AF9700	62.00000	$68,410.80	
Aso Prof	AF9965	62.00000	$77,104.44	
OTHER TEACHING SALARIES			$19.66	
Prof/Head	112578	77.27000	$169,994.00	
Prof/Nelson Ch	212589	75.85000	$154,728.08	
Admin Supp Spclt I	633391	100.00000	$33,094.80	
Acct I	AS7436	100.00000	$48,000.00	
Admin Aso	AS7915	100.00000	$51,000.00	
Ast Dir Rsrch Securi	AS8253	60.00000	$60,004.80	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$-0.68	
Admin Supp Spclt Sr	AS7598	100.00000	$35,496.00	
Spclt Acctg Sr	AS9202	100.00000	$40,716.00	
PROJECTED SALARY SAVINGS-- OTHER SALARIES AND WAGES			$0.00	
TOTAL PERSONNEL SERVICES				$2,961,269.00
TOTAL				$2,961,269.00

OKLAHOMA STATE REGENTS FOR HIGHER EDUCATION
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SCHEDULE E
EXPENDITURES BY ACTIVITY/FUNCTION, DEPARTMENT, POSITION AND OBJECT

INSTITUTION NUMBER: 1 INSTITUTION NAME: Oklahoma State - General University PRESIDENT: DR. JIM HESS

POSITION TITLE	POSITION NUMBER	FUNDING PERCENT	POSITION PROPOSED BUDGET AMOUNT	FY 2025-2026 PROPOSED ACCOUNT BUDGET AMOUNT
135708 - MAE Non-Salary				
TRAVEL				$25,000.00
SUPPLIES AND OTHER OPERATING EXPENSES				$73,966.00
PROPERTY FURNITURE AND EQUIPMENT				$40,000.00
TOTAL				$138,966.00
135709 - MAE - Student TA Allocation				
OTHER TEACHING SALARIES			$446,200.00	
FRINGE BENEFITS			$45,691.00	
TOTAL PERSONNEL SERVICES				$491,891.00
TOTAL				$491,891.00
135800 - Technology				
Prof	210297	88.00000	$107,355.60	
Aso Prof	210994	80.01000	$89,823.23	
Aso Prof	211080	82.95000	$86,739.16	
Aso Prof	211081	81.97000	$93,845.51	
Aso Prof	211092	79.20000	$104,781.60	
Ast Prof	211205	79.20000	$90,050.40	
Associate Prof	213500	81.38000	$97,426.51	
Ast Prof	213502	88.00000	$78,320.88	
Ast Prof	213505	88.00000	$68,904.00	
Aso Prof	213506	83.86000	$80,221.68	
Ast Prof	215271	84.00000	$83,054.16	
Aso Prof Profnl Prac	222274	92.03000	$103,914.75	
Ast Prof Profnl Prac	AF7940	100.00000	$90,000.00	
Ast Prof	AF7984	81.93000	$78,319.35	
Tchg Ast Prof	AF7995	98.03000	$83,005.53	
Ast Prof Profnl Prac	AF8056	100.00000	$82,503.00	
Ast Prof	AF8068	66.83000	$64,992.17	
Ast Prof	AF8083	88.00000	$78,708.96	
Ast Prof	AF8092	81.93000	$76,744.09	
Ast Prof	AF9269	79.98000	$78,985.85	
Rsrch Aso	AF9303	22.50000	$10,788.75	
Ast Prof	AF9365	88.00000	$84,387.60	
Ast Prof	AF9408	83.83000	$84,392.50	
Ast Prof	AF9463	79.20000	$73,204.56	
Ast Prof	AF9543	79.20000	$72,848.16	

OKLAHOMA STATE REGENTS FOR HIGHER EDUCATION
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SCHEDULE E
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POSITION TITLE	POSITION NUMBER	FUNDING PERCENT	POSITION PROPOSED BUDGET AMOUNT	FY 2025-2026 PROPOSED ACCOUNT BUDGET AMOUNT
ACTIVITY: 11 - Instruction , continued				
FUNCTION: 2370 - General Academic Instruction , continued				
135800 - Technology , continued				
OTHER TEACHING SALARIES			$17,998.00	
Ast Prof	AF8092	6.07000	$5,685.80	
Prof/Head	112596	100.00000	$181,808.00	
Mgr Lab	AS7116	25.00000	$18,750.00	
Admin Aso	AS7645	100.00000	$44,370.00	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$-0.80	
Admin Supp Spclt I	630264	100.00000	$35,182.80	
Spclt Acctg	AS9124	100.00000	$46,458.00	
PROJECTED SALARY SAVINGS-- OTHER SALARIES AND WAGES			$0.20	
TOTAL PERSONNEL SERVICES				$2,393,570.00
TOTAL				$2,393,570.00
135808 - Tech Non-Salary				
TRAVEL				$15,000.00
SUPPLIES AND OTHER OPERATING EXPENSES				$81,565.00
PROPERTY FURNITURE AND EQUIPMENT				$40,000.00
TOTAL				$136,565.00
135809 - Tech - Student TA Allocation				
OTHER SALARIES AND WAGES			$133,280.00	
FRINGE BENEFITS			$1,506.00	
TOTAL PERSONNEL SERVICES				$134,786.00
TOTAL				$134,786.00
135932 - Space Grant 20-24 VPR CS				
NASA Grant Coor	AS8271	50.00000	$22,500.00	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.00	
FRINGE BENEFITS			$7,540.00	
TOTAL PERSONNEL SERVICES				$30,040.00
TOTAL				$30,040.00

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POSITION TITLE	POSITION NUMBER	FUNDING PERCENT	POSITION PROPOSED BUDGET AMOUNT	FY 2025-2026 PROPOSED ACCOUNT BUDGET AMOUNT
ACTIVITY: 11 - Instruction , continued				
FUNCTION: 2370 - General Academic Instruction , continued				
136000 - CEHS Instr Cntrl				
SUPPLIES AND OTHER OPERATING EXPENSES				$30,000.00
TOTAL				$30,000.00
136001 - CEHS Instr Cntrl-Sal				
OTHER TEACHING SALARIES			$12,040.00	
TOTAL PERSONNEL SERVICES				$12,040.00
TOTAL				$12,040.00
136050 - EHS Advising				
TRAVEL				$5,350.00
SUPPLIES AND OTHER OPERATING EXPENSES				$16,025.00
TOTAL				$21,375.00
136081 - EHS On-Line Education				
Coor Outrch Edu	533498	100.00000	$48,500.00	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.00	
Coor Online Edu	AS8807	100.00000	$51,025.54	
OTHER SALARIES AND WAGES			$193.46	
TOTAL PERSONNEL SERVICES				$99,719.00
TRAVEL				$9,700.00
SUPPLIES AND OTHER OPERATING EXPENSES				$7,175.00
TOTAL				$116,594.00
136084 - CEHS Outreach				
TRAVEL				$5,000.00
SUPPLIES AND OTHER OPERATING EXPENSES				$30,000.00
TOTAL				$35,000.00
136086 - Dhm Outreach				
TRAVEL				$10,000.00
SUPPLIES AND OTHER OPERATING EXPENSES				$50,000.00
TOTAL				$60,000.00

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ACTIVITY: 11 - Instruction , continued				
FUNCTION: 2370 - General Academic Instruction , continued				
136087 - Nsci Outreach				
TRAVEL				$5,000.00
SUPPLIES AND OTHER OPERATING EXPENSES				$30,000.00
TOTAL				$35,000.00
136089 - Nsci Program Support				
Tchg Prof	220759	40.91000	$40,258.74	
Tchg Instr	222232	50.00000	$28,728.57	
Tchg Aso Prof	AF9526	50.00000	$36,920.90	
Tchg Ast Prof	AF9648	33.41000	$26,420.95	
Tchg Aso Prof	AF9823	39.34000	$36,920.90	
OTHER TEACHING SALARIES			$215,999.94	
Tchg Prof	220759	18.18000	$17,892.77	
Tchg Ast Prof	AF9648	4.55000	$3,600.00	
Tchg Aso Prof	AF9823	3.84000	$3,600.00	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.23	
FRINGE BENEFITS			$80,402.00	
TOTAL PERSONNEL SERVICES				$490,745.00
TRAVEL				$1,000.00
SUPPLIES AND OTHER OPERATING EXPENSES				$40,750.00
PROPERTY FURNITURE AND EQUIPMENT				$1,500.00
TOTAL				$533,995.00
136090 - Hdfs Program Support				
Clinical Aso Prof	221786	45.98000	$42,497.24	
Tchg Ast Prof	221885	47.41000	$32,987.62	
Tchg Instr	221886	50.00000	$27,405.38	
Tchg Ast Prof	AF7901	50.00000	$45,000.00	
Tchg Ast Prof	AF8028	50.00000	$27,500.00	
Tchg Instr	AF8094	50.00000	$24,780.00	
Ast Instructl Profnl	AF8189	50.00000	$44,412.50	
Instr Profnl Pract	AF9642	50.00000	$34,688.74	
OTHER TEACHING SALARIES			$377,241.52	
Prof	211931	3.37000	$3,300.00	
Clinical Aso Prof	221786	8.03000	$7,421.92	
Tchg Ast Prof	221885	5.17000	$3,600.00	

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ACTIVITY: 11 - Instruction , continued				
FUNCTION: 2370 - General Academic Instruction , continued				
136090 - Hdfs Program Support , continued				
OTHER PROFESSIONAL SALARIES			$15,622.08	
OTHER SALARIES AND WAGES			$20,000.00	
FRINGE BENEFITS			$136,385.00	
TOTAL PERSONNEL SERVICES				$842,842.00
TRAVEL				$2,000.00
SUPPLIES AND OTHER OPERATING EXPENSES				$35,210.00
PROPERTY FURNITURE AND EQUIPMENT				$2,500.00
TOTAL				$882,552.00
136091 - Dhm Program Support				
Tchg Instr	220995	47.90000	$30,808.55	
OTHER TEACHING SALARIES			$188,375.45	
Prof	210226	2.39000	$2,700.00	
Aso Prof	210668	2.82000	$2,700.00	
Tchg Instr	220995	4.20000	$2,700.00	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.00	
OTHER SALARIES AND WAGES			$58,600.00	
FRINGE BENEFITS			$33,977.00	
TOTAL PERSONNEL SERVICES				$319,861.00
TRAVEL				$1,000.00
SUPPLIES AND OTHER OPERATING EXPENSES				$63,650.00
PROPERTY FURNITURE AND EQUIPMENT				$8,425.00
TOTAL				$392,936.00
136093 - CEHS Program Support				
PROPERTY FURNITURE AND EQUIPMENT				$145,000.00
TOTAL				$145,000.00
136094 - Aps Program Support				
OTHER TEACHING SALARIES			$12,000.00	
Dir Stu Acad Svc	331630	40.00000	$32,307.22	
Dir Stu Acad Svc	332172	40.00000	$32,000.00	
Acad Advisor Sr II	530773	45.00000	$22,050.00	

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ACTIVITY: 11 - Instruction , continued				
FUNCTION: 2370 - General Academic Instruction , continued				
136094 - Aps Program Support , continued				
Coor Prosp Stu Svc	531995	50.00000	$23,118.75	
Acad Advisor Sr II	533455	40.00000	$23,733.72	
Acad Advisor Sr I	533492	45.00000	$21,150.00	
Acad Advisor II	533493	45.00000	$22,050.00	
Acad Advisor Sr II	533818	45.00000	$23,754.21	
Coor Stu Retent	534818	30.00000	$14,700.00	
Acad Advisor Sr I	534873	45.00000	$21,150.00	
Acad Advisor Sr II	535051	45.00000	$23,171.28	
Acad Advisor II	535079	45.00000	$20,159.55	
Acad Advisor Sr II	535222	45.00000	$23,398.45	
Coor Stu Retent	AS6775	30.00000	$15,300.00	
Ast Dir Stu Acad Svc	AS6964	45.00000	$26,325.00	
Mgr Prosp Stu Svc	AS6994	50.00000	$32,500.00	
Coor Stu Retent	AS7934	30.00000	$15,000.00	
Acad Advisor Sr II	AS8005	45.00000	$22,606.67	
Coor Stu Retent	AS8673	30.00000	$14,400.00	
Acad Advisor Sr II	AS8990	45.00000	$22,050.00	
Acad Advisor II	AS8992	45.00000	$21,645.39	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$-0.24	
Acad Advisor I	AS6902	45.00000	$18,069.64	
Admin Ast	AS8135	45.00000	$15,912.00	
OTHER SALARIES AND WAGES			$61.36	
FRINGE BENEFITS			$170,752.00	
TOTAL PERSONNEL SERVICES				$689,365.00
TOTAL				$689,365.00
136100 - Design Housing& Mrch				
Prof/Head	120163	69.06000	$132,536.42	
Prof	210226	62.24000	$70,225.90	
Aso Prof	210668	55.17000	$52,785.08	
Aso Prof	210680	60.00000	$52,169.36	
Ast Prof	210826	60.00000	$43,200.00	
Prof/Humphreys Enwd	210856	53.60000	$64,314.42	
Aso Prof	211083	66.47000	$63,190.46	
Ast Prof	211546	54.00000	$45,000.00	
Aso Prof	211547	60.00000	$47,292.89	

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INSTITUTION NUMBER: 1 INSTITUTION NAME: Oklahoma State - General University PRESIDENT: DR. JIM HESS

POSITION TITLE	POSITION NUMBER	FUNDING PERCENT	POSITION PROPOSED BUDGET AMOUNT	FY 2025-2026 PROPOSED ACCOUNT BUDGET AMOUNT
ACTIVITY: 11 - Instruction , continued				
FUNCTION: 2370 - General Academic Instruction , continued				
136100 - Design Housing& Mrch , continued				
Aso Prof	212630	60.00000	$47,689.46	
Ast Prof	212638	60.00000	$45,000.00	
Tchg Instr	220995	47.90000	$30,808.55	
Ast Prof	AF7983	60.00000	$46,500.00	
Ast Prof	AF9263	60.00000	$43,800.00	
Aso Prof	AF9706	54.32000	$50,925.68	
PROJECTED SALARY SAVINGS-- OTHER TEACHING SALARIES			$0.78	
Prof/Head	120163	6.25000	$12,000.00	
Prof	210226	4.25000	$4,800.00	
Aso Prof	211083	5.04000	$4,800.00	
Ast Prof	211546	10.00000	$8,333.33	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$-0.33	
Admin Supp Spclt II	631027	100.00000	$37,262.42	
Admin Aso	AS9580	100.00000	$41,509.44	
PROJECTED SALARY SAVINGS-- OTHER SALARIES AND WAGES			$0.14	
TOTAL PERSONNEL SERVICES				$944,144.00
TOTAL				$944,144.00
136150 - Salmon Professorship				
Prof	210226	4.44000	$5,000.00	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.00	
OTHER SALARIES AND WAGES			$15,165.00	
FRINGE BENEFITS			$2,460.00	
TOTAL PERSONNEL SERVICES				$22,625.00
TRAVEL				$2,000.00
SUPPLIES AND OTHER OPERATING EXPENSES				$1,875.00
TOTAL				$26,500.00
136200 - Hdfs				
Aso Prof	210230	75.00000	$66,401.34	
Aso Prof	210335	47.25000	$44,913.00	
Prof	210429	35.18000	$47,295.85	
Ast Prof	211027	44.56000	$49,124.33	
Ast Prof	211036	47.50000	$35,862.50	

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ACTIVITY: 11 - Instruction , continued				
FUNCTION: 2370 - General Academic Instruction , continued				
136200 - Hdfs , continued				
Ast Prof	211133	100.00000	$72,912.41	
Aso Prof/Ad Aging Pf	211535	75.00000	$64,468.71	
Prof	211931	45.76000	$44,784.90	
Ast Prof	212615	50.00000	$36,500.00	
Ast Prof	212620	50.00000	$38,198.55	
Aso Prof	212624	50.00000	$40,011.42	
Clinical Aso Prof	221786	45.99000	$42,497.24	
Tchg Ast Prof	221885	47.42000	$32,987.62	
Tchg Instr	221886	50.00000	$27,405.37	
Tchg Ast Prof	AF7901	25.00000	$22,500.00	
Ast Prof	AF7978	25.00000	$22,500.00	
Tchg Ast Prof	AF8028	50.00000	$27,500.00	
Tchg Instr	AF8094	50.00000	$24,780.00	
Ast Instructl Profnl	AF8189	25.00000	$22,206.25	
Prof/Dept Head	AF8207	91.30000	$126,000.00	
Ast Prof	AF8210	45.00000	$37,510.36	
Instr Profnl Pract	AF9642	25.00000	$17,344.37	
OTHER TEACHING SALARIES			$34,991.78	
Prof/Head	120163	12.50000	$24,000.00	
Aso Prof	210335	10.00000	$9,505.40	
Prof	210429	8.02000	$10,786.32	
Prof/Dept Head	AF8207	8.70000	$12,000.00	
Ast Prof	AF8210	10.00000	$8,335.64	
Teacher	531617	40.00000	$22,680.00	
Teacher	531960	40.00000	$22,880.00	
Teacher	533990	40.00000	$19,866.00	
Teacher	534065	40.00000	$16,792.00	
Teacher	534368	40.00000	$20,400.00	
Coor Grad Pgm	AS7229	100.00000	$51,418.00	
Dir CFR	AS8162	45.00000	$44,015.65	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$-0.01	
Admin Ast	AS8674	75.00000	$31,320.00	
PROJECTED SALARY SAVINGS-- OTHER SALARIES AND WAGES			$0.00	
TOTAL PERSONNEL SERVICES				$1,272,695.00
TOTAL				$1,272,695.00

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ACTIVITY: 11 - Instruction , continued				
FUNCTION: 2370 - General Academic Instruction , continued				
136300 - Nutritional Sciences				
Prof	210339	47.65000	$50,734.02	
Prof	210584	47.71000	$52,141.25	
Prof	211075	19.09000	$25,294.67	
Aso Prof	211091	40.91000	$42,537.40	
Aso Prof	212651	47.33000	$42,523.68	
Prof	219036	25.00000	$22,500.00	
Tchg Prof	220759	40.91000	$40,258.74	
Tchg Instr	222232	50.00000	$28,728.57	
Ast Prof	AF8071	50.00000	$37,500.00	
Ast Prof	AF8154	50.00000	$42,950.00	
Ast Prof	AF9264	50.00000	$41,532.81	
Tchg Aso Prof	AF9526	50.00000	$36,920.90	
Ast Prof	AF9527	50.00000	$41,098.57	
Tchg Ast Prof	AF9648	47.72000	$37,744.22	
Prof/Dept Head	AF9658	78.70000	$127,500.00	
Tchg Aso Prof	AF9823	19.67000	$18,460.45	
Aso Prof	AF9957	50.00000	$44,748.40	
PROJECTED SALARY SAVINGS-- OTHER TEACHING SALARIES			$0.32	
Prof	211075	4.53000	$6,000.00	
Aso Prof	212651	5.34000	$4,800.00	
Prof/Dept Head	AF9658	6.30000	$10,200.00	
Coor Lab	AS9106	100.00000	$52,787.50	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.50	
Admin Supp Spclt Sr	633946	100.00000	$34,344.96	
Admin Supp Spclt I	AS7006	10.00000	$3,744.00	
Admin Aso	AS7831	60.00000	$24,984.96	
OTHER SALARIES AND WAGES			$238.08	
TOTAL PERSONNEL SERVICES				$870,274.00
TOTAL				$870,274.00
136885 - Opportunity Orange				
Ast Instructl Profnl	AF8189	25.00000	$22,206.25	
PROJECTED SALARY SAVINGS-- OTHER TEACHING SALARIES			$-0.25	
Prof	212616	12.50000	$12,235.29	
Coor Pgm	AS6965	100.00000	$52,500.00	
Pgm Mgr	AS7069	85.00000	$57,070.70	

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ACTIVITY: 11 - Instruction , continued				
FUNCTION: 2370 - General Academic Instruction , continued				
136885 - Opportunity Orange , continued				
Coor Pgm	AS7381	35.00000	$19,106.50	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.51	
FRINGE BENEFITS			$53,449.00	
TOTAL PERSONNEL SERVICES				$216,568.00
SUPPLIES AND OTHER OPERATING EXPENSES				$16,432.00
PROPERTY FURNITURE AND EQUIPMENT				$2,000.00
TOTAL				$235,000.00
139080 - Grad Student Support				
OTHER TEACHING SALARIES			$980,913.00	
TOTAL PERSONNEL SERVICES				$980,913.00
TOTAL				$980,913.00
139135 - Itox				
OTHER SALARIES AND WAGES			$2,000.00	
TOTAL PERSONNEL SERVICES				$2,000.00
TRAVEL				$500.00
SUPPLIES AND OTHER OPERATING EXPENSES				$11,500.00
TOTAL				$14,000.00
139140 - Env.Sci.Graduate Prg				
Dir/Adj Instr	331552	100.00000	$112,392.57	
OTHER PROFESSIONAL SALARIES			$25,607.43	
OTHER SALARIES AND WAGES			$34,000.00	
TOTAL PERSONNEL SERVICES				$172,000.00
TRAVEL				$3,845.00
SUPPLIES AND OTHER OPERATING EXPENSES				$6,155.00
TOTAL				$182,000.00

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ACTIVITY: 11 - Instruction , continued				
FUNCTION: 2370 - General Academic Instruction , continued				
139810 - Bnft Cntl-Gen Instru				
FRINGE BENEFITS			$34,242,061.00	
TOTAL PERSONNEL SERVICES				$34,242,061.00
TOTAL				$34,242,061.00
139903 - Budget Control				
OTHER TEACHING SALARIES			$1,157,287.00	
OTHER SALARIES AND WAGES			$500,000.00	
TOTAL PERSONNEL SERVICES				$1,657,287.00
TOTAL				$1,657,287.00
TOTAL 2370 - General Academic Instruction				$180,565,493.00
FUNCTION: 2400 - Community Education				
132980 - A&S Outreach Dist Ed				
Aso Dn Outrch/Aso Pr	120248	44.88000	$66,657.57	
Mgr IT	331398	90.00000	$70,200.00	
Graph Des I	535196	100.00000	$51,348.00	
Coor Fiscal Ops	535202	55.67000	$29,460.56	
Instructl Des Dvlpr	AS7393	100.00000	$58,716.00	
Web Des	AS7501	100.00000	$44,304.00	
Spclt Comm	AS8170	100.00000	$39,998.40	
Spclt Comm	AS8171	100.00000	$39,998.40	
Coor Outrch Pgm	AS8508	50.00000	$31,668.00	
Dir Outrch Pgm	AS8511	50.00000	$33,606.00	
Coor Prosp Stu Svc	AS8759	50.00000	$25,080.00	
Coor Event	AS8813	37.00000	$21,183.24	
Dir Outrch Pgm	AS8957	100.00000	$92,700.00	
Multimedia Prodcr	AS9195	100.00000	$45,000.00	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.83	
Web Des Sr	AS7012	100.00000	$55,008.00	
PROJECTED SALARY SAVINGS-- OTHER SALARIES AND WAGES			$0.00	
FRINGE BENEFITS			$236,222.00	
TOTAL PERSONNEL SERVICES				$941,151.00
TOTAL				$941,151.00

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POSITION TITLE	POSITION NUMBER	FUNDING PERCENT	POSITION PROPOSED BUDGET AMOUNT	FY 2025-2026 PROPOSED ACCOUNT BUDGET AMOUNT
ACTIVITY: 11 - Instruction , continued				
FUNCTION: 2400 - Community Education , continued				
132990 - Cowboy Concurrent				
OTHER TEACHING SALARIES			$700,000.00	
FRINGE BENEFITS			$125,000.00	
TOTAL PERSONNEL SERVICES				$825,000.00
TOTAL				$825,000.00
132993 - CAS Travel Courses				
OTHER SALARIES AND WAGES			$104,000.00	
FRINGE BENEFITS			$8,330.00	
TOTAL PERSONNEL SERVICES				$112,330.00
TOTAL				$112,330.00
133020 - CFW Noncredit				
OTHER PROFESSIONAL SALARIES			$488,000.00	
FRINGE BENEFITS			$39,089.00	
TOTAL PERSONNEL SERVICES				$527,089.00
TRAVEL				$27,000.00
SUPPLIES AND OTHER OPERATING EXPENSES				$324,231.00
TOTAL				$878,320.00
135030 - CEAT Accreditation ABET & NAAB				
TRAVEL				$10,000.00
SUPPLIES AND OTHER OPERATING EXPENSES				$50,000.00
TOTAL				$60,000.00
136047 - Great Plains Idea				
OTHER TEACHING SALARIES			$50,000.00	
FRINGE BENEFITS			$4,015.00	
TOTAL PERSONNEL SERVICES				$54,015.00
SUPPLIES AND OTHER OPERATING EXPENSES				$401,500.00
TOTAL				$455,515.00

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ACTIVITY: 11 - Instruction , continued				
FUNCTION: 2400 - Community Education , continued				
139811 - Bnft Cntl-Com Educ				
FRINGE BENEFITS			$60,643.00	
TOTAL PERSONNEL SERVICES				$60,643.00
TOTAL				$60,643.00
TOTAL 2400 - Community Education				$3,332,959.00
FUNCTION: 2405 - Instructional Information Technol				
138010 - Payroll-Data Center				
Database Admin	533774	100.00000	$64,573.07	
Mgr Enterprise/Inter	AS7458	100.00000	$106,187.24	
Mgr Enterprise	AS7459	100.00000	$103,094.20	
Database Admin	AS8939	100.00000	$55,073.44	
Database Admin	AS8940	100.00000	$65,000.00	
Database Admin	AS9677	100.00000	$54,000.00	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.05	
Coor IT Ops Shift	630133	100.00000	$29,545.20	
Ops Technlgst I	631030	100.00000	$29,754.00	
Coor IT Ops Shift	631859	100.00000	$34,908.69	
Database Admin	632277	100.00000	$46,539.85	
Helpdesk Analyst	632643	100.00000	$41,680.46	
Spclt Tech Supp	633040	100.00000	$29,754.00	
Coor IT Ops Shift	636172	100.00000	$43,916.07	
Coor IT Ops Shift	637004	100.00000	$35,350.86	
Spclt Tech Supp	638092	100.00000	$29,754.00	
Ops Technlgst I	638094	100.00000	$29,754.00	
Ops Technlgst I	AS9916	100.00000	$29,754.00	
Ops Technlgst	AS9917	100.00000	$30,545.10	
Ops Technlgst	AS9918	100.00000	$41,238.80	
OTHER SALARIES AND WAGES			$171,484.97	
TOTAL PERSONNEL SERVICES				$1,071,908.00
TOTAL				$1,071,908.00

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ACTIVITY: 11 - Instruction , continued				
FUNCTION: 2405 - Instructional Information Technol, continued				
138011 - Payroll-It Security				
Mgr IT Sys	332001	100.00000	$105,977.41	
IT Security Engr Lea	531017	100.00000	$104,737.50	
IT Security Engr	533884	100.00000	$79,939.87	
Mgr IT Sys	534374	6.88000	$5,237.40	
Ast Dir IT	AS7071	100.00000	$108,000.00	
IT Security Engr Lea	AS7850	100.00000	$85,000.00	
IT Security Engr	AS8161	100.00000	$72,000.00	
IT Security Analyst	AS8434	100.00000	$39,520.00	
Mgr IT Sys	AS9817	100.00000	$65,000.00	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.82	
SOC Analyst	631675	100.00000	$39,672.00	
Spclt IT Security	632402	100.00000	$42,762.24	
OTHER SALARIES AND WAGES			$12,000.76	
TOTAL PERSONNEL SERVICES				$759,848.00
TOTAL				$759,848.00
138012 - Payroll-Cio Office				
Ast Dir Fiscal Ops	AS7019	100.00000	$73,292.74	
Dir IT Bus Dev	AS7065	100.00000	$90,000.00	
Dir IT Bus Dev	AS7066	100.00000	$136,997.94	
Coor Comm	AS7170	100.00000	$56,700.00	
Acct III	AS8442	100.00000	$58,889.38	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.94	
Admin Supp Spclt Sr	632107	100.00000	$41,760.00	
Acct I	AS7222	100.00000	$44,170.08	
Admin Ast	AS7985	100.00000	$37,584.00	
OTHER SALARIES AND WAGES			$80,936.92	
TOTAL PERSONNEL SERVICES				$620,332.00
TOTAL				$620,332.00
138013 - Risk and Compliance				
Dir Proj Mgmt	AS7440	100.00000	$80,400.00	
Proj Mgr	AS7706	100.00000	$67,500.00	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.00	
TOTAL PERSONNEL SERVICES				$147,900.00

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ACTIVITY: 11 - Instruction , continued				
FUNCTION: 2405 - Instructional Information Technol, continued				
138013 - Risk and Compliance , continued				
SUPPLIES AND OTHER OPERATING EXPENSES				$3,000.00
TOTAL				$150,900.00
138014 - Enterprise Application Admin				
Mgr IT Sys	339501	100.00000	$75,542.02	
Database Admin	533466	100.00000	$69,616.76	
Supv IT	533908	100.00000	$54,582.64	
Mgr IT Sys/Interim A	AS7518	100.00000	$90,560.20	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.38	
TOTAL PERSONNEL SERVICES				$290,302.00
TOTAL				$290,302.00
138015 - Svr Admin-Maint				
SUPPLIES AND OTHER OPERATING EXPENSES				$4,000.00
TOTAL				$4,000.00
138017 - It Security				
SUPPLIES AND OTHER OPERATING EXPENSES				$1,000.00
TOTAL				$1,000.00
138018 - EIT-Shared Services				
Dir CAS IT	331580	30.55000	$39,585.45	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.55	
TOTAL PERSONNEL SERVICES				$39,586.00
TOTAL				$39,586.00
139813 - Bnft Cntl-Instru It				
FRINGE BENEFITS			$182,309.00	
TOTAL PERSONNEL SERVICES				$182,309.00
TOTAL				$182,309.00
TOTAL 2405 - Instructional Information Technol				$3,120,185.00

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TOTAL 11 - Instruction				$187,018,637.00
ACTIVITY: 12 - Research				
FUNCTION: 2542 - Individual and Project Research				
150060 - Start Up Program				
SUPPLIES AND OTHER OPERATING EXPENSES				$2,696,000.00
TOTAL				$2,696,000.00
150061 - Vpr&Tt Cost Share Pg				
SUPPLIES AND OTHER OPERATING EXPENSES				$315,500.00
TOTAL				$315,500.00
150065 - VPR Hinsdale Research Supt				
SUPPLIES AND OTHER OPERATING EXPENSES				$80,000.00
TOTAL				$80,000.00
150070 - Electron Microscope				
SUPPLIES AND OTHER OPERATING EXPENSES				$260,000.00
TOTAL				$260,000.00
150075 - Occup Health/Safety				
SUPPLIES AND OTHER OPERATING EXPENSES				$37,493.00
TOTAL				$37,493.00
150083 - CLGT Building				
SUPPLIES AND OTHER OPERATING EXPENSES				$156,000.00
PROPERTY FURNITURE AND EQUIPMENT				$292,000.00
TOTAL				$448,000.00
150085 - Venture 1				
UTILITIES				$136,369.00
SUPPLIES AND OTHER OPERATING EXPENSES				$786,981.00
TOTAL				$923,350.00

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INSTITUTION NUMBER: 1 INSTITUTION NAME: Oklahoma State - General University PRESIDENT: DR. JIM HESS

POSITION TITLE	POSITION NUMBER	FUNDING PERCENT	POSITION PROPOSED BUDGET AMOUNT	FY 2025-2026 PROPOSED ACCOUNT BUDGET AMOUNT
ACTIVITY: 12 - Research , continued				
FUNCTION: 2542 - Individual and Project Research , continued				
150090 - OFC of Technology Commercialization				
Aso VP Cowboy Enterp	AS6969	100.00000	$230,000.00	
Lic Aso	331685	100.00000	$138,300.00	
Dir Digital Innov Co	AS6928	100.00000	$130,000.00	
Bus Dev Aso	AS7153	100.00000	$80,000.00	
Coor Bus Dvlp	AS7197	100.00000	$70,000.00	
Ast Dir Cowboy Inn A	AS8101	51.12000	$43,083.42	
Lic Aso	AS9926	100.00000	$115,737.60	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.98	
OTHER SALARIES AND WAGES			$21,450.00	
TOTAL PERSONNEL SERVICES				$828,572.00
TRAVEL				$24,280.00
SUPPLIES AND OTHER OPERATING EXPENSES				$713,913.00
PROPERTY FURNITURE AND EQUIPMENT				$50,000.00
TOTAL				$1,616,765.00
150100 - Grants/Contracts Adm				
Dir GCFA	330100	46.00000	$48,300.00	
Ast Dir GCFA	530749	80.00000	$61,181.60	
Univ Acct II	AS7566	80.00000	$42,000.00	
Spclt Acctg	AS7937	50.00000	$19,314.00	
Univ Acct I	AS8538	76.54000	$45,924.00	
Univ Acct I	AS8552	85.00000	$51,000.00	
Univ Acct III	AS8553	85.04000	$59,528.00	
Univ Acct II	AS8556	75.58000	$40,057.40	
Univ Acct III	AS8557	75.59000	$45,354.00	
Interim Dir GCFA	AS8835	45.00000	$60,750.00	
Univ Acct I	AS9280	85.94000	$41,251.20	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$-0.20	
Fin Ast Sr	630432	88.80000	$28,912.06	
Admin Supp Spclt I	639575	83.69000	$27,088.05	
PROJECTED SALARY SAVINGS-- OTHER SALARIES AND WAGES			$-0.11	
TOTAL PERSONNEL SERVICES				$570,660.00
SUPPLIES AND OTHER OPERATING EXPENSES				$35,725.00
PROPERTY FURNITURE AND EQUIPMENT				$1,500.00
LIBRARY BOOKS AND PERIODICALS				$250.00
TOTAL				$608,135.00

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INSTITUTION NUMBER: 1 INSTITUTION NAME: Oklahoma State - General University PRESIDENT: DR. JIM HESS

POSITION TITLE	POSITION NUMBER	FUNDING PERCENT	POSITION PROPOSED BUDGET AMOUNT	FY 2025-2026 PROPOSED ACCOUNT BUDGET AMOUNT
ACTIVITY: 12 - Research , continued				
FUNCTION: 2542 - Individual and Project Research , continued				
150112 - OAIRE Tech Ops - Restricted				
TRAVEL				$130,000.00
SUPPLIES AND OTHER OPERATING EXPENSES				$495,200.00
PROPERTY FURNITURE AND EQUIPMENT				$75,000.00
TOTAL				$700,200.00
150122 - OAIRE IRAD - Restricted				
TRAVEL				$50,000.00
SUPPLIES AND OTHER OPERATING EXPENSES				$525,000.00
PROPERTY FURNITURE AND EQUIPMENT				$15,000.00
TOTAL				$590,000.00
150132 - OAIRE Initiatives - Restricted				
TRAVEL				$60,000.00
UTILITIES				$5,000.00
SUPPLIES AND OTHER OPERATING EXPENSES				$1,654,697.00
PROPERTY FURNITURE AND EQUIPMENT				$125,000.00
TOTAL				$1,844,697.00
150159 - One Health				
Data Scientist	AS6984	100.00000	$95,000.00	
Core Seq Tech Sr	AS7089	100.00000	$70,000.00	
Dir Lab	AS7129	100.00000	$150,000.00	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$-315,000.00	
TOTAL PERSONNEL SERVICES				$0.00
SUPPLIES AND OTHER OPERATING EXPENSES				$60,000.00
PROPERTY FURNITURE AND EQUIPMENT				$40,000.00
TOTAL				$100,000.00
150162 - OAIRE Technical Operations				
PROPERTY FURNITURE AND EQUIPMENT				$10,000.00
TOTAL				$10,000.00

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ACTIVITY: 12 - Research , continued				
FUNCTION: 2542 - Individual and Project Research , continued				
150172 - OAIRE IRAD				
SUPPLIES AND OTHER OPERATING EXPENSES				$30,000.00
TOTAL				$30,000.00
150182 - OAIRE Institute Operations				
SUPPLIES AND OTHER OPERATING EXPENSES				$38,870.00
PROPERTY FURNITURE AND EQUIPMENT				$31,000.00
TOTAL				$69,870.00
150192 - OAIRE - Restricted				
Rgts Prof/Hendrix Ch	211549	7.62000	$21,524.75	
Ast Dir Ops	AS6986	40.00000	$68,000.00	
Dir Ops	AS7480	75.00000	$161,437.50	
Supv Engr OAIRE	AS6721	25.00000	$26,052.75	
Mgr Lab	AS6740	25.00000	$18,750.00	
Coor Fiscal Ops	AS6943	25.00000	$11,985.00	
Mgr Engr OAIRE	AS6959	30.00000	$45,900.00	
Supv Engr OAIRE	AS6979	25.00000	$28,750.00	
Pgm Mgr Engr OAIRE	AS6996	50.00000	$57,750.00	
Pgm Mgr Engr OAIRE	AS6997	50.00000	$63,525.00	
Mgr Pgm Ops OAIRE	AS7138	30.00000	$44,100.00	
Supv Engr OAIRE	AS7187	25.00000	$38,077.00	
Coor Facil Svc	AS7190	23.22000	$13,553.55	
Pgm Mgr Outrch DOD S	AS7286	25.00000	$17,500.00	
Supv Engr OAIRE	AS7363	25.00000	$28,600.00	
Mgr Engr OAIRE	AS7364	30.00000	$45,675.00	
Coor STEM OAIRE	AS7372	25.00000	$14,790.00	
Coor Event	AS7433	25.00000	$12,500.00	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$-10.55	
Admin Supp Spclt I	AS7194	25.00000	$9,396.00	
PROJECTED SALARY SAVINGS-- OTHER SALARIES AND WAGES			$0.00	
FRINGE BENEFITS			$243,147.00	
TOTAL PERSONNEL SERVICES				$971,003.00
TRAVEL				$137,500.00
UTILITIES				$700.00
SUPPLIES AND OTHER OPERATING EXPENSES				$290,900.00

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ACTIVITY: 12 - Research , continued				
FUNCTION: 2542 - Individual and Project Research , continued				
150192 - OAIRE - Restricted , continued				
PROPERTY FURNITURE AND EQUIPMENT				$465,000.00
TOTAL				$1,865,103.00
150194 - HPNRI - Restricted				
Aso Dir Strat	AS7220	100.00000	$165,000.00	
Dir Ops	AS7444	95.00000	$264,195.00	
Registered Dietitian	AS6838	100.00000	$75,000.00	
Data Scientist	AS6873	100.00000	$110,000.00	
Coor HPNRI	AS6896	100.00000	$70,000.00	
Implementation Scien	AS6905	100.00000	$148,000.00	
Principal Scientist	AS6983	100.00000	$105,000.00	
Admin Aso	AS7243	100.00000	$48,000.00	
Coor HPNRI	AS7314	100.00000	$110,000.00	
OTHER PROFESSIONAL SALARIES			$71,500.00	
OTHER SALARIES AND WAGES			$100,000.00	
FRINGE BENEFITS			$391,000.00	
TOTAL PERSONNEL SERVICES				$1,657,695.00
TRAVEL				$25,000.00
SUPPLIES AND OTHER OPERATING EXPENSES				$698,522.00
PROPERTY FURNITURE AND EQUIPMENT				$100,000.00
TOTAL				$2,481,217.00
150200 - Lab Aminal Resources Admin				
Mgr Anml Care Pgm	534804	100.00000	$83,412.00	
Clinical Ast Prof/As	AF7973	100.00000	$175,000.00	
Clinical Prof/ Dir A	AF7974	86.90000	$173,800.00	
Mgr Facil Svc	AS7950	60.00000	$50,126.40	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.60	
Lab Anml Supv	630428	100.00000	$64,480.00	
Anml Care Aso	632118	100.00000	$31,200.00	
Vet Tech III	633619	100.00000	$48,984.00	
Anml Care Aso	633725	100.00000	$31,200.00	
Anml Care Aso	633730	100.00000	$31,200.00	
Anml Care Aso	633791	100.00000	$31,200.00	
Spclt Acctg Sr	639398	100.00000	$38,480.00	

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ACTIVITY: 12 - Research , continued				
FUNCTION: 2542 - Individual and Project Research , continued				
15020O - Lab Aminal Resources Admin , continued				
Vet Ast	AS761O	100.00000	$37,960.00	
Bldg Maint Mech I	AS7709	100.00000	$40,560.00	
Vet Ast	AS7923	100.00000	$34,944.00	
Anml Care Aso	AS8108	100.00000	$31,200.00	
Lab Anml Tech	AS9942	100.00000	$42,120.00	
OTHER SALARIES AND WAGES			$35,880.00	
TOTAL PERSONNEL SERVICES				$981,747.00
SUPPLIES AND OTHER OPERATING EXPENSES				$115,000.00
PROPERTY FURNITURE AND EQUIPMENT				$190,000.00
TOTAL				$1,286,747.00
150257 - Epscor Idc 98				
TRAVEL				$5,000.00
SUPPLIES AND OTHER OPERATING EXPENSES				$15,000.00
PROPERTY FURNITURE AND EQUIPMENT				$5,000.00
TOTAL				$25,000.00
150259 - Nsf Epscor Idc				
Prof/Dir OWRC/EPSCoR 210566		49.04000	$95,551.00	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.00	
FRINGE BENEFITS			$32,000.00	
TOTAL PERSONNEL SERVICES				$127,551.00
TRAVEL				$5,000.00
SUPPLIES AND OTHER OPERATING EXPENSES				$30,000.00
TOTAL				$162,551.00
15032O - VPR C/S CoBRE Support				
OTHER PROFESSIONAL SALARIES			$25,013.00	
OTHER SALARIES AND WAGES			$14,418.00	
FRINGE BENEFITS			$14,114.00	
TOTAL PERSONNEL SERVICES				$53,545.00
TOTAL				$53,545.00

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POSITION TITLE	POSITION NUMBER	FUNDING PERCENT	POSITION PROPOSED BUDGET AMOUNT	FY 2025-2026 PROPOSED ACCOUNT BUDGET AMOUNT
ACTIVITY: 12 - Research , continued				
FUNCTION: 2542 - Individual and Project Research , continued				
150400 - Challenge Grant				
SUPPLIES AND OTHER OPERATING EXPENSES				$77,342.00
PROPERTY FURNITURE AND EQUIPMENT				$105,000.00
TOTAL				$182,342.00
150520 - Univ Rsch (Wildlife)				
Admin Supp Ast Sr	633377	100.00000	$31,443.00	
Admin Supp Spclt I	633635	100.00000	$38,532.00	
PROJECTED SALARY SAVINGS-- OTHER SALARIES AND WAGES			$0.00	
TOTAL PERSONNEL SERVICES				$69,975.00
TOTAL				$69,975.00
150522 - Fisheries Unit				
SUPPLIES AND OTHER OPERATING EXPENSES				$26,600.00
TOTAL				$26,600.00
150602 - HPCC-NSF-MRI C/S				
Aso VP Rsrch	120249	2.09000	$4,284.92	
Mgr Network Ops	534659	6.68000	$5,477.60	
Rsrch Cyberinf Anlst	534907	10.39000	$6,838.70	
Rsrch Scientist Bioi	535169	7.17000	$7,545.71	
Sys Analyst	AS9215	8.34000	$4,920.60	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.47	
TOTAL PERSONNEL SERVICES				$29,068.00
TOTAL				$29,068.00
151204 - BICM Craven Startup				
OTHER PROFESSIONAL SALARIES			$42,000.00	
FRINGE BENEFITS			$100.00	
TOTAL PERSONNEL SERVICES				$42,100.00
TOTAL				$42,100.00

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ACTIVITY: 12 - Research , continued				
FUNCTION: 2542 - Individual and Project Research , continued				
151207 - IBMF ESPINDOLA STARTUP				
OTHER SALARIES AND WAGES			$18,024.00	
FRINGE BENEFITS			$100.00	
TOTAL PERSONNEL SERVICES				$18,124.00
TOTAL				$18,124.00
151209 - Efficacy of Bacteriophages				
OTHER SALARIES AND WAGES			$14,300.00	
FRINGE BENEFITS			$1,000.00	
TOTAL PERSONNEL SERVICES				$15,300.00
TOTAL				$15,300.00
151214 - Arnall Cost Share				
OTHER SALARIES AND WAGES			$22,200.00	
FRINGE BENEFITS			$9,645.00	
TOTAL PERSONNEL SERVICES				$31,845.00
TOTAL				$31,845.00
151215 - Quantifying Drought Impacts				
OTHER SALARIES AND WAGES			$26,004.00	
FRINGE BENEFITS			$100.00	
TOTAL PERSONNEL SERVICES				$26,104.00
TOTAL				$26,104.00
151216 - Multidemensional Approach for Droug				
OTHER PROFESSIONAL SALARIES			$25,350.00	
FRINGE BENEFITS			$250.00	
TOTAL PERSONNEL SERVICES				$25,600.00
TOTAL				$25,600.00

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ACTIVITY: 12 - Research , continued				
FUNCTION: 2542 - Individual and Project Research , continued				
151223 - Gilliland Strains				
OTHER SALARIES AND WAGES			$15,600.00	
FRINGE BENEFITS			$1,000.00	
TOTAL PERSONNEL SERVICES				$16,600.00
TRAVEL				$500.00
SUPPLIES AND OTHER OPERATING EXPENSES				$1,000.00
TOTAL				$18,100.00
151231 - Weckler Cost Share OCAST YR2				
OTHER PROFESSIONAL SALARIES			$4,630.00	
FRINGE BENEFITS			$100.00	
TOTAL PERSONNEL SERVICES				$4,730.00
TOTAL				$4,730.00
151235 - Wagner Startup				
OTHER SALARIES AND WAGES			$5,000.00	
FRINGE BENEFITS			$5,000.00	
TOTAL PERSONNEL SERVICES				$10,000.00
SUPPLIES AND OTHER OPERATING EXPENSES				$2,500.00
TOTAL				$12,500.00
151249 - Murray Startup				
OTHER SALARIES AND WAGES			$30,500.00	
FRINGE BENEFITS			$500.00	
TOTAL PERSONNEL SERVICES				$31,000.00
TRAVEL				$5,000.00
SUPPLIES AND OTHER OPERATING EXPENSES				$5,000.00
PROPERTY FURNITURE AND EQUIPMENT				$5,000.00
TOTAL				$46,000.00

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ACTIVITY: 12 - Research , continued				
FUNCTION: 2542 - Individual and Project Research , continued				
151250 - Kolady Startup				
OTHER SALARIES AND WAGES			$29,004.00	
FRINGE BENEFITS			$1,000.00	
TOTAL PERSONNEL SERVICES				$30,004.00
TOTAL				$30,004.00
151255 - Rural Renewal Initiative				
OTHER PROFESSIONAL SALARIES			$56,183.00	
OTHER SALARIES AND WAGES			$12,236.00	
FRINGE BENEFITS			$25,000.00	
TOTAL PERSONNEL SERVICES				$93,419.00
TRAVEL				$9,000.00
SUPPLIES AND OTHER OPERATING EXPENSES				$91,000.00
TOTAL				$193,419.00
151260 - Lusk Startup				
OTHER TEACHING SALARIES			$70,000.00	
FRINGE BENEFITS			$100.00	
TOTAL PERSONNEL SERVICES				$70,100.00
TOTAL				$70,100.00
151261 - Lei Startup				
OTHER SALARIES AND WAGES			$29,628.00	
FRINGE BENEFITS			$500.00	
TOTAL PERSONNEL SERVICES				$30,128.00
TOTAL				$30,128.00
151262 - Rural Renewal Initiative				
OTHER SALARIES AND WAGES			$2,000.00	
FRINGE BENEFITS			$500.00	
TOTAL PERSONNEL SERVICES				$2,500.00

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ACTIVITY: 12 - Research , continued				
FUNCTION: 2542 - Individual and Project Research , continued				
151262 - Rural Renewal Initiative , continued				
SUPPLIES AND OTHER OPERATING EXPENSES				$2,500.00
TOTAL				$5,000.00
151263 - Rural Renewal Institute				
OTHER PROFESSIONAL SALARIES			$4,067.00	
OTHER SALARIES AND WAGES			$25,008.00	
FRINGE BENEFITS			$1,000.00	
TOTAL PERSONNEL SERVICES				$30,075.00
SUPPLIES AND OTHER OPERATING EXPENSES				$1,000.00
TOTAL				$31,075.00
151271 - Feng Startup				
OTHER PROFESSIONAL SALARIES			$40,000.00	
FRINGE BENEFITS			$9,000.00	
TOTAL PERSONNEL SERVICES				$49,000.00
SUPPLIES AND OTHER OPERATING EXPENSES				$125,000.00
TOTAL				$174,000.00
151275 - Noden 2024 President's Fellow				
OTHER SALARIES AND WAGES			$21,000.00	
FRINGE BENEFITS			$100.00	
TOTAL PERSONNEL SERVICES				$21,100.00
TOTAL				$21,100.00
151286 - One Health Collab - Mangalgiri				
OTHER SALARIES AND WAGES			$26,400.00	
FRINGE BENEFITS			$1,000.00	
TOTAL PERSONNEL SERVICES				$27,400.00
TOTAL				$27,400.00

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ACTIVITY: 12 - Research , continued				
FUNCTION: 2542 - Individual and Project Research , continued				
152106 - Asr-English				
Prof	110231	50.00000	$56,736.00	
Professor	210144	50.00000	$45,499.50	
Prof	210259	20.45000	$32,804.46	
Aso Prof	210307	50.00000	$42,003.00	
Prof	210469	50.00000	$48,910.50	
Aso Prof	211038	50.00000	$40,000.50	
Aso Prof	211669	50.00000	$38,956.50	
Rgts Prof	213255	50.00000	$50,647.50	
Prof	213257	50.00000	$49,027.50	
Ast Prof	213258	50.00000	$37,255.50	
Ast Prof	213259	50.00000	$37,224.00	
Prof/Head	213262	40.91000	$50,167.11	
Ast Prof	213264	50.00000	$35,001.00	
Aso Prof	213266	50.00000	$39,595.50	
Ast Prof	213272	50.00000	$37,399.50	
Ast Prof	213274	50.00000	$32,967.00	
Aso Prof	218223	50.00000	$38,025.00	
Rgts Prof/Ht Wentz P	218267	42.65000	$59,961.21	
Aso Prof	218268	50.00000	$38,088.00	
Ast Prof	AF8234	50.00000	$33,003.00	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$-0.28	
TOTAL PERSONNEL SERVICES				$843,272.00
TOTAL				$843,272.00
152108 - Asr-Fll				
Prof	210340	40.90000	$46,533.16	
Ast Prof	213279	50.00000	$32,350.50	
Ast Prof	213280	50.00000	$33,943.50	
Ast Prof	213283	50.00000	$32,503.50	
Prof	213285	50.00000	$20,727.00	
Prof	213287	50.00000	$40,936.50	
Ast Prof	217243	50.00000	$34,191.00	
Prof/Head	217265	50.00000	$24,450.75	
Aso Prof	218288	50.00000	$36,135.00	
Ast Prof	AF9200	50.00000	$32,305.50	
AST PROF	AF9257	50.00000	$32,503.50	

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ACTIVITY: 12 - Research , continued				
FUNCTION: 2542 - Individual and Project Research , continued				
152108 - Asr-Fll , continued				
AST PROF	AF9489	50.00000	$34,065.00	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.09	
TOTAL PERSONNEL SERVICES				$400,645.00
TOTAL				$400,645.00
152109 - Asr-Chemistry				
Prof	114258	50.00000	$59,886.00	
Ast Prof	210031	50.00000	$44,023.50	
Rgts Prof	210094	50.00000	$53,262.00	
Prof	210579	50.00000	$28,248.75	
Aso Prof	210580	50.00000	$46,030.50	
Ast Prof	210871	50.00000	$44,253.00	
Prof	210952	50.00000	$52,861.50	
Aso Prof/Dept Head	211008	40.91000	$55,220.72	
Ast Prof	211670	50.00000	$43,924.50	
Rgts Prof	214263	50.00000	$56,943.00	
Rgt Prof/Bartlett Pr	214270	45.20000	$74,346.77	
Prof	214277	50.00000	$50,013.00	
Prof	214279	50.00000	$60,111.00	
Aso Prof	214281	50.00000	$45,166.50	
Aso Prof	214283	50.00000	$50,755.50	
Aso Prof	214285	50.00000	$47,362.50	
Ast Prof	219235	50.00000	$42,502.50	
Ast Prof	AF9202	50.00000	$43,780.50	
Mgr Lab	330498	50.00000	$31,614.00	
Mgr Lab	331180	100.00000	$80,760.00	
Spectroscopist	534493	62.81000	$36,186.10	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.16	
TOTAL PERSONNEL SERVICES				$1,047,252.00
TOTAL				$1,047,252.00
152110 - Asr-Geology				
Prof/Head	114286	40.91000	$84,052.87	
Prof	210444	50.00000	$53,190.00	

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INSTITUTION NUMBER: 1 INSTITUTION NAME: Oklahoma State - General University PRESIDENT: DR. JIM HESS

POSITION TITLE	POSITION NUMBER	FUNDING PERCENT	POSITION PROPOSED BUDGET AMOUNT	FY 2025-2026 PROPOSED ACCOUNT BUDGET AMOUNT
ACTIVITY: 12 - Research , continued				
FUNCTION: 2542 - Individual and Project Research , continued				
152110 - Asr-Geology , continued				
Prof	210556	50.00000	$51,484.50	
Ast Prof	210843	50.00000	$45,504.00	
Aso Prof	211055	50.00000	$44,617.50	
Aso Prof	211056	50.00000	$45,139.50	
Int Head/Prof & Sun	214290	46.20000	$60,914.70	
Prof	214292	50.00000	$53,419.50	
Ast Prof	216255	50.00000	$43,317.00	
Ast Prof	217281	50.00000	$42,502.50	
AST PROF	AF9045	50.00000	$43,002.00	
Ast Prof	AF9511	50.00000	$45,252.00	
PROF/BP CHAIR OF GEO	AF9577	46.56000	$67,758.77	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.16	
TOTAL PERSONNEL SERVICES				$680,155.00
TOTAL				$680,155.00
152111 - Asr-Physics				
Prof	114299	50.00000	$76,603.50	
Prof	210283	50.00000	$49,554.00	
Ast Prof	210359	50.00000	$44,811.00	
Aso Prof	210550	50.00000	$53,329.50	
Prof	210802	50.00000	$50,485.50	
Ast Prof	211009	50.00000	$46,885.50	
Rgts Prof	211089	50.00000	$69,619.50	
Prof	211668	50.00000	$27,603.00	
Prof/Head	211671	40.91000	$60,562.34	
Aso Prof	215212	50.00000	$49,725.00	
Prof	215213	50.00000	$54,594.00	
Prof	215214	50.00000	$50,620.50	
Ast Prof	215218	50.00000	$44,001.00	
Prof	215222	50.00000	$45,558.00	
Aso Prof	215223	50.00000	$46,588.50	
Ast Prof	215224	50.00000	$45,747.00	
Prof/NobleFoundation	217206	50.00000	$56,718.00	
Ast Prof	217268	50.00000	$44,001.00	
AST PROF	AF9046	50.00000	$42,502.50	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$-1.34	
TOTAL PERSONNEL SERVICES				$959,508.00
TOTAL				$959,508.00

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POSITION TITLE	POSITION NUMBER	FUNDING PERCENT	POSITION PROPOSED BUDGET AMOUNT	FY 2025-2026 PROPOSED ACCOUNT BUDGET AMOUNT
152112 - Asr-Psychology				
Ast Prof	210284	40.91000	$80,902.80	
Prof	210583	50.00000	$51,768.00	
Ast Prof	216204	50.00000	$41,004.00	
Rgts Prof	216205	50.00000	$67,270.50	
Aso Prof	216206	50.00000	$48,784.50	
Ast Prof	216207	50.00000	$40,176.00	
Rgts Prof	216208	43.60000	$68,281.52	
Prof	216211	50.00000	$58,459.50	
Aso Prof	216212	50.00000	$42,475.50	
Prof	216214	50.00000	$54,342.00	
Aso Prof	216215	50.00000	$46,723.50	
Prof	216219	50.00000	$49,581.00	
Ast Prof	216221	50.00000	$39,001.50	
Prof	218226	50.00000	$53,806.50	
Prof	218230	50.00000	$60,003.00	
Prof	219230	50.00000	$52,231.50	
PROF	AF9071	50.00000	$69,003.00	
Ast Prof	AF9207	50.00000	$41,004.00	
AST PROF	AF9345	12.50000	$11,055.37	
Ast Prof	AF9397	50.00000	$44,208.00	
Aso Prof	AF9399	50.00000	$47,826.00	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.31	
TOTAL PERSONNEL SERVICES				$1,067,908.00
TOTAL				$1,067,908.00
152113 - Asr Geography				
Prof	115237	50.00000	$58,446.00	
Prof/Dept Head	210019	40.91000	$57,466.27	
Prof	210278	50.00000	$50,094.00	
Ast Prof	210688	50.00000	$42,093.00	
Ast Prof	211111	50.00000	$42,093.00	
Aso Prof	211666	50.00000	$42,970.50	
Aso Prof	215235	47.53000	$48,154.07	
Prof/Humphres Ch	215238	44.41000	$50,875.21	
Aso Prof	219232	50.00000	$35,946.00	
Ast Prof	AF9119	50.00000	$36,504.00	
Ast Prof	AF9219	50.00000	$42,318.00	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$1.95	
TOTAL PERSONNEL SERVICES				$506,962.00
TOTAL				$506,962.00

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POSITION TITLE	POSITION NUMBER	FUNDING PERCENT	POSITION PROPOSED BUDGET AMOUNT	FY 2025-2026 PROPOSED ACCOUNT BUDGET AMOUNT
152114 - Asr-History				
Prof/Head	115239	40.91000	$76,200.20	
Aso Prof	210285	50.00000	$37,930.50	
Prof	210292	48.76000	$44,353.56	
Prof	210441	50.00000	$46,494.00	
Aso Prof	210808	50.00000	$38,857.50	
Aso Prof	211049	50.00000	$38,722.50	
Aso Prof	211073	50.00000	$40,027.50	
Prof	212246	50.00000	$43,141.50	
Aso Prof	212254	50.00000	$37,008.00	
Prof	215245	50.00000	$55,017.00	
Aso Prof	215246	48.70000	$42,282.80	
Aso Prof	215251	50.00000	$37,273.50	
Aso Prof	215252	50.00000	$37,669.50	
Aso Prof	215256	50.00000	$39,312.00	
Ast Prof	215257	50.00000	$35,716.50	
Aso Prof	217289	50.00000	$42,633.00	
Ast Prof	AF9120	50.00000	$37,503.00	
Ast Prof	AF9229	50.00000	$37,143.00	
Ast Prof	AF9231	50.00000	$36,279.00	
Ast Prof	AF9258	50.00000	$40,383.00	
Ast Prof	AF9616	50.00000	$34,636.50	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$-0.06	
TOTAL PERSONNEL SERVICES				$878,584.00
TOTAL				$878,584.00
152115 - Asr-Political Sci				
Prof/Head	115259	40.91000	$69,657.05	
Prof	210046	50.00000	$51,957.00	
Ast Prof	210286	50.00000	$40,950.00	
Aso Prof	210342	50.00000	$38,484.00	
Aso Prof	210675	50.00000	$48,478.50	
Aso Prof	215262	50.00000	$42,903.00	
Ast Prof	215263	50.00000	$42,156.00	
Aso Prof	215266	47.76000	$47,879.88	
Aso Prof	215270	50.00000	$29,335.50	
AST PROF	AF7969	50.00000	$37,251.00	
AST PROF	AF9059	50.00000	$37,503.00	
Ast Prof	AF9126	50.00000	$41,251.50	

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ACTIVITY: 12 - Research , continued				
FUNCTION: 2542 - Individual and Project Research , continued				
152115 - Asr-Political Sci , continued				
Prof	AF9311	50.00000	$70,821.00	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$-0.43	
TOTAL PERSONNEL SERVICES				$598,627.00
TOTAL				$598,627.00
152116 - Asr-Sociology				
Prof/Head/DresserPro	115273	48.29000	$35,307.72	
Ast Prof	210188	50.00000	$38,502.00	
Aso Prof	210585	50.00000	$46,003.50	
Aso Prof	210877	50.00000	$42,583.50	
Prof	211678	40.91000	$68,154.02	
Aso Prof	215275	50.00000	$42,250.50	
Aso Prof	215278	50.00000	$42,741.00	
Prof/Head	215279	40.91000	$58,627.30	
Ast Prof	215282	50.00000	$38,502.00	
Prof	215284	50.00000	$51,115.50	
Ast Prof	215285	50.00000	$41,413.50	
Aso Prof	215286	50.00000	$42,588.00	
Ast Prof	AF9182	50.00000	$39,181.50	
Ast Prof	AF9409	50.00000	$39,186.00	
Ast Prof	AF9759	50.00000	$39,298.50	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.46	
TOTAL PERSONNEL SERVICES				$665,455.00
TOTAL				$665,455.00
152118 - Asr-Micro				
Rgts Prof	110206	50.00000	$106,083.00	
Rgts Prof	210205	50.00000	$62,631.00	
Prof	210256	50.00000	$53,244.00	
RgtsProf/Vennergerg	210257	46.47000	$69,112.51	
Prof/Int Head	210305	50.00000	$59,206.50	
Prof	210538	50.00000	$55,327.50	
Prof	210635	50.00000	$51,768.00	
Aso Prof	210834	50.00000	$48,595.50	

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ACTIVITY: 12 - Research , continued				
FUNCTION: 2542 - Individual and Project Research , continued				
152118 - Asr-Micro , continued				
Aso Prof	211010	50.00000	$50,782.50	
Prof	211025	50.00000	$52,839.00	
Aso Prof	211640	50.00000	$49,302.00	
Aso Prof	212210	50.00000	$49,702.50	
Prof	218262	50.00000	$56,299.50	
Prof/Dept Head	AF8986	40.91000	$66,551.98	
Ast Prof	AF9279	50.00000	$43,735.50	
Ast Prof	AF9280	50.00000	$43,735.50	
Ast Prof	AF9400	50.00000	$48,078.00	
AST PROF	AF9548	50.00000	$49,806.00	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$-0.49	
TOTAL PERSONNEL SERVICES				$1,016,800.00
TOTAL				$1,016,800.00
152119 - Asr-Zoology				
Prof	113231	50.00000	$62,077.50	
Prof	210000	50.00000	$48,712.50	
Prof/Head	210004	40.91000	$63,397.41	
Aso Prof	210006	50.00000	$42,498.00	
Prof	210082	50.00000	$50,071.50	
Ast Prof	210088	50.00000	$39,564.00	
Prof	210326	50.00000	$47,875.50	
Ast Prof	210710	50.00000	$43,501.50	
Prof	210815	50.00000	$48,582.00	
Aso Prof	210816	50.00000	$44,896.50	
Prof	210817	50.00000	$49,950.00	
Ast Prof	210848	50.00000	$41,202.00	
Aso Prof	211001	50.00000	$43,956.00	
Ast Prof	211002	50.00000	$41,004.00	
Aso Prof	211048	50.00000	$45,045.00	
Aso Prof	211119	50.00000	$44,383.50	
RgtsProf/Head	212218	50.00000	$54,166.50	
Rgts Prof	212753	50.00000	$60,309.00	
Ast Prof	213245	50.00000	$41,004.00	
Ast Prof	213252	50.00000	$41,724.00	
Ast Prof	219269	50.00000	$42,003.00	

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POSITION TITLE	POSITION NUMBER	FUNDING PERCENT	POSITION PROPOSED BUDGET AMOUNT	FY 2025-2026 PROPOSED ACCOUNT BUDGET AMOUNT
ACTIVITY: 12 - Research , continued				
FUNCTION: 2542 - Individual and Project Research , continued				
152119 - Asr-Zoology , continued				
Ast Prof	AF9054	50.00000	$43,002.00	
Prof	AF9055	50.00000	$76,630.50	
Ast Prof	AF9145	50.00000	$40,176.00	
Ast Prof	AF9220	50.00000	$41,998.50	
Ast Prof	AF9274	50.00000	$39,969.00	
Ast Prof	AF9275	50.00000	$39,829.50	
Ast Prof	AF9383	50.00000	$42,849.00	
Ast Prof	AF9525	50.00000	$42,057.00	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.09	
TOTAL PERSONNEL SERVICES				$1,362,435.00
TOTAL				$1,362,435.00
152120 - Asr-Cis				
Prof	114202	50.00000	$35,914.50	
Aso Prof	210047	50.00000	$55,395.00	
Ast Prof	210129	50.00000	$57,501.00	
Aso Prof	210130	50.00000	$59,283.00	
Ast Prof	214204	50.00000	$57,501.00	
Aso Prof	214205	50.00000	$63,936.00	
Ast Prof	218234	50.00000	$60,003.00	
Prof/Head	AF9115	40.91000	$92,004.54	
Ast Prof	AF9205	50.00000	$56,655.00	
Ast Prof	AF9206	50.00000	$56,655.00	
Ast Prof	AF9557	50.00000	$59,134.50	
Ast Prof	AF9617	50.00000	$56,655.00	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.46	
TOTAL PERSONNEL SERVICES				$710,638.00
TOTAL				$710,638.00
152121 - Asr-Math				
Prof	210024	50.00000	$62,307.00	
Prof/Vaughn Prof Num	210100	47.74000	$58,167.37	
Ast Prof	210244	50.00000	$43,240.50	
Prof/NobleProf Tech	210313	50.00000	$54,216.00	

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ACTIVITY: 12 - Research , continued				
FUNCTION: 2542 - Individual and Project Research , continued				
152121 - Asr-Math , continued				
Aso Prof	210317	50.00000	$42,583.50	
Aso Prof/Head	210628	40.91000	$47,687.56	
Prof	210683	50.00000	$50,625.00	
Aso Prof	210958	50.00000	$45,724.50	
Aso Prof	211124	50.00000	$44,113.50	
Aso Prof	211183	48.87000	$48,829.93	
Aso Prof	211633	50.00000	$47,551.50	
Aso Prof	214221	50.00000	$46,899.00	
Kerr Prof	214222	50.00000	$92,502.00	
Ast Prof	214223	50.00000	$39,163.50	
Aso Prof	214224	50.00000	$44,055.00	
Ast Prof	214226	50.00000	$43,182.00	
Aso Prof	214229	50.00000	$42,138.00	
Aso Prof	214232	50.00000	$44,595.00	
Aso Prof	214234	50.00000	$45,783.00	
Ast Prof	214235	50.00000	$38,002.50	
Ast Prof	214236	50.00000	$39,420.00	
Ast Prof	214237	50.00000	$38,002.50	
Aso Prof	214238	50.00000	$46,314.00	
Prof	214241	50.00000	$49,878.00	
Prof	214242	50.00000	$56,151.00	
Prof	214243	50.00000	$48,051.00	
Rgts Prof/At&T Prof	214245	50.00000	$65,997.00	
Prof	216280	50.00000	$53,302.50	
Prof	217239	50.00000	$52,101.00	
Prof	217240	50.00000	$53,847.00	
Prof	219273	50.00000	$72,036.00	
AST PROF	AF7963	50.00000	$38,502.00	
Ast Prof	AF9230	50.00000	$39,870.00	
Ast Prof	AF9619	50.00000	$38,002.50	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.14	
TOTAL PERSONNEL SERVICES				$1,672,841.00
TOTAL				$1,672,841.00

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ACTIVITY: 12 - Research , continued				
FUNCTION: 2542 - Individual and Project Research , continued				
152122 - Asr-Stat				
Aso Prof	210341	37.50000	$46,494.00	
Ast Prof	211132	50.00000	$53,500.50	
Prof/Head	214250	40.91000	$76,411.70	
Aso Prof	214251	50.00000	$45,513.00	
Prof	214252	50.00000	$55,255.50	
Prof	214253	37.50000	$39,602.25	
Prof	214255	50.00000	$62,608.50	
Ast Prof	AF9198	50.00000	$41,170.50	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.05	
TOTAL PERSONNEL SERVICES				$420,556.00
TOTAL				$420,556.00
152123 - Asr-Theatre				
Aso/LemonProf/Dept H	210104	19.47000	$24,940.10	
Ast Prof	212283	25.00000	$16,686.00	
Ast Prof	212285	25.00000	$15,250.50	
Prof	212289	25.00000	$30,197.25	
Aso Prof	AF9118	25.00000	$21,501.00	
Ast Prof	AF9184	25.00000	$15,626.25	
Ast Prof	AF9288	25.00000	$33,986.25	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$-0.35	
TOTAL PERSONNEL SERVICES				$158,187.00
TOTAL				$158,187.00
152125 - Asr Art				
Aso Prof	210159	25.00000	$21,154.50	
Ast Prof	210240	25.00000	$16,251.75	
Prof	210447	25.00000	$23,285.25	
Aso Prof	210861	25.00000	$10,008.00	
Aso Prof	211011	25.00000	$21,375.00	
Aso Prof/Dept Head	211131	17.31000	$22,230.37	
Aso Prof	211151	25.00000	$10,727.00	
Aso Prof	211341	25.00000	$20,187.00	
Prof	212230	25.00000	$27,234.00	

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ACTIVITY: 12 - Research , continued				
FUNCTION: 2542 - Individual and Project Research , continued				
152125 - Asr Art , continued				
Ast Prof	212231	25.00000	$18,645.75	
Prof/Dir of Cntr Hum	212235	20.04000	$27,043.58	
Aso Prof	216240	25.00000	$21,432.50	
AST PROF	AF7992	25.00000	$20,000.25	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.05	
TOTAL PERSONNEL SERVICES				$259,575.00
TOTAL				$259,575.00
152126 - Asr Comm Science Dis				
Ast Prof	210479	50.00000	$40,752.00	
Aso Prof	211037	50.00000	$44,923.50	
Aso Prof/Int Head	214201	40.91000	$46,706.54	
Aso Prof	216289	50.00000	$45,351.00	
Prof/Sias Chair	AF9496	46.34000	$63,326.39	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$-1.43	
TOTAL PERSONNEL SERVICES				$241,058.00
TOTAL				$241,058.00
152127 - Asr - Music				
Prof/Head	116285	20.45000	$32,494.03	
Prof	210102	25.00000	$25,748.44	
Ast Prof	210508	25.00000	$16,483.50	
Prof	210523	25.00000	$20,610.00	
Ast Prof	210524	25.00000	$16,598.25	
Aso Prof	210537	25.00000	$19,802.25	
Aso Prof	210730	25.00000	$17,865.00	
Prof	210849	25.00000	$29,214.00	
Aso Prof	211087	25.00000	$16,875.00	
Aso Prof	211145	25.00000	$16,611.75	
Prof	211189	25.00000	$31,981.50	
Prof	211267	25.00000	$20,547.00	
Aso Prof	212266	25.00000	$16,893.00	
Aso Prof	212269	25.00000	$23,251.50	
Prof	212273	22.50000	$26,244.00	

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INSTITUTION NUMBER: 1 INSTITUTION NAME: Oklahoma State - General University PRESIDENT: DR. JIM HESS

POSITION TITLE	POSITION NUMBER	FUNDING PERCENT	POSITION PROPOSED BUDGET AMOUNT	FY 2025-2026 PROPOSED ACCOUNT BUDGET AMOUNT
ACTIVITY: 12 - Research , continued				
FUNCTION: 2542 - Individual and Project Research , continued				
152127 - Asr - Music , continued				
Prof	212275	25.00000	$20,499.75	
Prof	212277	25.00000	$20,947.50	
Prof	212279	25.00000	$21,114.00	
Prof	212282	25.00000	$20,605.50	
Ast Prof	216269	25.00000	$16,875.00	
Aso Prof	216273	25.00000	$18,398.25	
Ast Prof	AF8060	25.00000	$17,001.00	
AST PROF	AF9053	25.00000	$17,500.50	
AST PROF	AF9056	25.00000	$17,001.00	
Ast Prof	AF9203	25.00000	$15,970.50	
Ast Prof	AF9298	25.00000	$16,251.75	
Ast Prof	AF9389	25.00000	$16,252.00	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.03	
TOTAL PERSONNEL SERVICES				$549,636.00
TOTAL				$549,636.00
152128 - Asr Philosophy				
Dept Head and Prof	210055	40.91000	$53,065.18	
Aso Prof	210250	50.00000	$37,485.00	
Ast Prof	211676	50.00000	$34,789.50	
Aso Prof	212259	50.00000	$42,813.00	
Ast Prof	212260	50.00000	$33,327.00	
Prof	212261	50.00000	$49,500.00	
Aso Prof	212263	50.00000	$31,666.50	
AST PROF	AF9025	50.00000	$32,004.00	
Ast Prof	AF9117	50.00000	$32,004.00	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$-0.18	
TOTAL PERSONNEL SERVICES				$346,654.00
TOTAL				$346,654.00
152132 - Asr Smsc				
Prof	210081	45.26000	$47,744.32	
Ast Prof	210449	50.00000	$38,493.00	
Aso Prof	210507	50.00000	$42,021.00	

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ACTIVITY: 12 - Research , continued				
FUNCTION: 2542 - Individual and Project Research , continued				
152132 - Asr Smsc , continued				
Aso Prof	210893	50.00000	$42,786.00	
Aso/Dept Head	213216	40.91000	$48,079.07	
Ast Prof	213217	50.00000	$36,000.00	
Aso Prof	213218	50.00000	$43,128.00	
Aso Prof	213220	50.00000	$34,150.50	
Ast Prof	213221	50.00000	$38,731.50	
Prof/Welch Ch Sports	213225	45.28000	$48,042.54	
Aso Prof	213229	50.00000	$20,558.25	
Ast Prof	AF8022	50.00000	$39,586.50	
Aso Prof	AF9088	50.00000	$40,000.50	
Aso Prof	AF9122	50.00000	$42,502.50	
Ast Prof	AF9157	25.00000	$18,540.00	
Ast Prof	AF9417	50.00000	$39,996.00	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.32	
TOTAL PERSONNEL SERVICES				$620,360.00
TOTAL				$620,360.00
152164 - Start-Up Gilbert/IntBio				
OTHER SALARIES AND WAGES			$2,283.00	
FRINGE BENEFITS			$234.00	
TOTAL PERSONNEL SERVICES				$2,517.00
TOTAL				$2,517.00
152212 - Start-Up de Andrade Machado/IntBiol				
OTHER SALARIES AND WAGES			$4,936.00	
FRINGE BENEFITS			$507.00	
TOTAL PERSONNEL SERVICES				$5,443.00
TOTAL				$5,443.00
152217 - Start-Up Emberts/Integrative Biol				
OTHER SALARIES AND WAGES			$4,936.00	
FRINGE BENEFITS			$505.00	
TOTAL PERSONNEL SERVICES				$5,441.00
TOTAL				$5,441.00

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152240 - A&S Ovh-Physics				
OTHER PROFESSIONAL SALARIES			$43,896.00	
FRINGE BENEFITS			$13,164.00	
TOTAL PERSONNEL SERVICES				$57,060.00
SUPPLIES AND OTHER OPERATING EXPENSES				$27,127.00
TOTAL				$84,187.00
152278 - Start-Up Bilitewski/Physics				
OTHER PROFESSIONAL SALARIES			$55,008.00	
FRINGE BENEFITS			$10,457.00	
TOTAL PERSONNEL SERVICES				$65,465.00
TOTAL				$65,465.00
152281 - Start-up Zhang/Intergrative Biol				
OTHER PROFESSIONAL SALARIES			$50,004.00	
OTHER SALARIES AND WAGES			$7,680.00	
FRINGE BENEFITS			$10,129.00	
TOTAL PERSONNEL SERVICES				$67,813.00
TOTAL				$67,813.00
152296 - Start Up Shaughnessy/Int Biol				
OTHER SALARIES AND WAGES			$9,872.00	
FRINGE BENEFITS			$1,087.00	
TOTAL PERSONNEL SERVICES				$10,959.00
TOTAL				$10,959.00
152300 - Hydrogeol.-Endow Chr				
Int Head/Prof & Sun	214290	7.60000	$10,020.60	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.40	
FRINGE BENEFITS			$3,005.00	
TOTAL PERSONNEL SERVICES				$13,026.00
TRAVEL				$7,000.00

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ACTIVITY: 12 - Research , continued				
FUNCTION: 2542 - Individual and Project Research , continued				
152300 - Hydrogeol.-Endow Chr , continued				
SUPPLIES AND OTHER OPERATING EXPENSES				$11,764.00
PROPERTY FURNITURE AND EQUIPMENT				$5,000.00
TOTAL				$36,790.00
152390 - Dean Stringer Chair in Poli Sci				
TRAVEL				$3,000.00
SUPPLIES AND OTHER OPERATING EXPENSES				$5,000.00
PROPERTY FURNITURE AND EQUIPMENT				$3,000.00
TOTAL				$11,000.00
152400 - Sias Endowed Chair/ComSciDis				
Prof/Sias Chair	AF9496	7.32000	$10,003.22	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$-0.22	
FRINGE BENEFITS			$3,000.00	
TOTAL PERSONNEL SERVICES				$13,003.00
TRAVEL				$5,000.00
SUPPLIES AND OTHER OPERATING EXPENSES				$26,547.00
PROPERTY FURNITURE AND EQUIPMENT				$5,000.00
TOTAL				$49,550.00
152440 - George Kaiser Family Fdn Chair				
PROGRAM COORD	GS9253	10.00000	$4,580.44	
PROJECTED SALARY SAVINGS-- OTHER SALARIES AND WAGES			$-0.44	
FRINGE BENEFITS			$1,535.00	
TOTAL PERSONNEL SERVICES				$6,115.00
TRAVEL				$10,000.00
SUPPLIES AND OTHER OPERATING EXPENSES				$36,885.00
PROPERTY FURNITURE AND EQUIPMENT				$5,000.00
TOTAL				$58,000.00

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ACTIVITY: 12 - Research , continued				
FUNCTION: 2542 - Individual and Project Research , continued				
152450 - Wb Chairsportsjrnlsm				
Prof/Welch Ch Sports	213225	9.44000	$10,015.93	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.07	
FRINGE BENEFITS			$3,004.00	
TOTAL PERSONNEL SERVICES				$13,020.00
TRAVEL				$15,000.00
SUPPLIES AND OTHER OPERATING EXPENSES				$36,540.00
PROPERTY FURNITURE AND EQUIPMENT				$10,000.00
TOTAL				$74,560.00
152460 - Hbartlett Chair Chem				
Rgt Prof/Bartlett Pr	214270	9.60000	$15,790.46	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$-0.46	
FRINGE BENEFITS			$4,735.00	
TOTAL PERSONNEL SERVICES				$20,525.00
TRAVEL				$10,000.00
SUPPLIES AND OTHER OPERATING EXPENSES				$17,685.00
PROPERTY FURNITURE AND EQUIPMENT				$5,000.00
TOTAL				$53,210.00
152470 - Dresserprof Ruralsoc				
Prof/Head/DresserPro	115273	3.42000	$2,500.57	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.43	
FRINGE BENEFITS			$750.00	
TOTAL PERSONNEL SERVICES				$3,251.00
TRAVEL				$15,000.00
SUPPLIES AND OTHER OPERATING EXPENSES				$48,889.00
PROPERTY FURNITURE AND EQUIPMENT				$10,000.00
TOTAL				$77,140.00
152490 - Ml Lemon Prof-Thtr				
Aso/LemonProf/Dept H	210104	3.91000	$5,008.51	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.49	

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ACTIVITY: 12 - Research , continued				
FUNCTION: 2542 - Individual and Project Research , continued				
152490 - Ml Lemon Prof-Thtr , continued				
FRINGE BENEFITS			$1,502.00	
TOTAL PERSONNEL SERVICES				$6,511.00
TRAVEL				$15,000.00
SUPPLIES AND OTHER OPERATING EXPENSES				$30,039.00
TOTAL				$51,550.00
152500 - Kerr Chair/Math				
Kerr Prof	214222	19.00000	$35,150.76	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.24	
FRINGE BENEFITS			$10,542.00	
TOTAL PERSONNEL SERVICES				$45,693.00
TRAVEL				$10,000.00
SUPPLIES AND OTHER OPERATING EXPENSES				$26,307.00
PROPERTY FURNITURE AND EQUIPMENT				$10,000.00
TOTAL				$92,000.00
152510 - Atkins Chair/Poli Sc				
TRAVEL				$15,000.00
SUPPLIES AND OTHER OPERATING EXPENSES				$22,830.00
PROPERTY FURNITURE AND EQUIPMENT				$15,000.00
TOTAL				$52,830.00
152550 - Vaughn Professorship				
Prof/Vaughn Prof Num 210100		4.52000	$5,507.26	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$-0.26	
FRINGE BENEFITS			$1,652.00	
TOTAL PERSONNEL SERVICES				$7,159.00
TRAVEL				$10,000.00
SUPPLIES AND OTHER OPERATING EXPENSES				$4,311.00
TOTAL				$21,470.00

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ACTIVITY: 12 - Research , continued				
FUNCTION: 2542 - Individual and Project Research , continued				
152590 - Geoscience Education Chair				
OTHER PROFESSIONAL SALARIES			$10,000.00	
FRINGE BENEFITS			$3,000.00	
TOTAL PERSONNEL SERVICES				$13,000.00
TRAVEL				$15,000.00
SUPPLIES AND OTHER OPERATING EXPENSES				$27,730.00
PROPERTY FURNITURE AND EQUIPMENT				$15,000.00
TOTAL				$70,730.00
152600 - Vbrown Monnett Chair				
Aso Dean/Prof	112202	4.93000	$12,234.49	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$-0.49	
FRINGE BENEFITS			$4,100.00	
TOTAL PERSONNEL SERVICES				$16,334.00
TRAVEL				$10,000.00
SUPPLIES AND OTHER OPERATING EXPENSES				$43,476.00
PROPERTY FURNITURE AND EQUIPMENT				$10,000.00
TOTAL				$79,810.00
152610 - Chesapk Chair Petgeo				
RgtsProf/Chesapeake	210926	100.00000	$146,475.00	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.00	
FRINGE BENEFITS			$33,905.00	
TOTAL PERSONNEL SERVICES				$180,380.00
TOTAL				$180,380.00
152620 - Devon Chair Basinres				
Rgts Prof/Devon Ener	210927	100.00000	$149,535.00	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.00	
FRINGE BENEFITS			$38,565.00	
TOTAL PERSONNEL SERVICES				$188,100.00
TOTAL				$188,100.00

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ACTIVITY: 12 - Research , continued				
FUNCTION: 2542 - Individual and Project Research , continued				
152630 - B Pickens Chair Geol				
PROF/BP CHAIR OF GEO	AF9577	6.87000	$9,997.91	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.09	
FRINGE BENEFITS			$2,998.00	
TOTAL PERSONNEL SERVICES				$12,996.00
TRAVEL				$15,000.00
SUPPLIES AND OTHER OPERATING EXPENSES				$165,804.00
PROPERTY FURNITURE AND EQUIPMENT				$15,000.00
TOTAL				$208,800.00
152650 - Boonepickensgeochair				
TRAVEL				$10,000.00
SUPPLIES AND OTHER OPERATING EXPENSES				$18,220.00
PROPERTY FURNITURE AND EQUIPMENT				$10,000.00
TOTAL				$38,220.00
152660 - Vennerbergchairmicro				
RgtsProf/Vennergerg	210257	7.06000	$10,499.98	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.02	
FRINGE BENEFITS			$3,149.00	
TOTAL PERSONNEL SERVICES				$13,649.00
TRAVEL				$15,000.00
SUPPLIES AND OTHER OPERATING EXPENSES				$53,161.00
PROPERTY FURNITURE AND EQUIPMENT				$15,000.00
TOTAL				$96,810.00
152670 - Vennerberg Prof Art				
Aso Prof/Dept Head	211131	11.56000	$14,845.93	
OTHER PROFESSIONAL SALARIES			$10.07	
FRINGE BENEFITS			$4,455.00	
TOTAL PERSONNEL SERVICES				$19,311.00
TRAVEL				$19,000.00
SUPPLIES AND OTHER OPERATING EXPENSES				$26,339.00

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ACTIVITY: 12 - Research , continued				
FUNCTION: 2542 - Individual and Project Research , continued				
152670 - Vennerberg Prof Art , continued				
PROPERTY FURNITURE AND EQUIPMENT				$20,000.00
TOTAL				$84,650.00
152680 - D/N Burns Prof Music				
TRAVEL				$10,000.00
SUPPLIES AND OTHER OPERATING EXPENSES				$24,730.00
PROPERTY FURNITURE AND EQUIPMENT				$10,000.00
TOTAL				$44,730.00
152681 - Start-Up Brdar/Physics				
OTHER PROFESSIONAL SALARIES			$50,004.00	
FRINGE BENEFITS			$9,506.00	
TOTAL PERSONNEL SERVICES				$59,510.00
TOTAL				$59,510.00
152690 - Houstontruazwentzprf				
Rgts Prof/Ht Wentz P 218267		14.70000	$20,666.58	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.42	
FRINGE BENEFITS			$6,198.00	
TOTAL PERSONNEL SERVICES				$26,865.00
TRAVEL				$10,000.00
SUPPLIES AND OTHER OPERATING EXPENSES				$9,665.00
PROPERTY FURNITURE AND EQUIPMENT				$5,000.00
TOTAL				$51,530.00
152700 - Swb Prof/Mathematics				
TRAVEL				$10,000.00
SUPPLIES AND OTHER OPERATING EXPENSES				$10,690.00
TOTAL				$20,690.00

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ACTIVITY: 12 - Research , continued				
FUNCTION: 2542 - Individual and Project Research , continued				
152710 - Vannerberg Prof Psyc				
OTHER PROFESSIONAL SALARIES			$10,000.00	
FRINGE BENEFITS			$3,000.00	
TOTAL PERSONNEL SERVICES				$13,000.00
TRAVEL				$20,000.00
SUPPLIES AND OTHER OPERATING EXPENSES				$31,980.00
PROPERTY FURNITURE AND EQUIPMENT				$15,000.00
TOTAL				$79,980.00
152900 - Noble Chr/Laser Rsch				
TRAVEL				$10,000.00
SUPPLIES AND OTHER OPERATING EXPENSES				$31,680.00
PROPERTY FURNITURE AND EQUIPMENT				$20,000.00
TOTAL				$61,680.00
153115 - William Cos.Professo				
Prof/Wms Cos Pf/Head 213361		71.68000	$192,625.66	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.34	
FRINGE BENEFITS			$57,769.00	
TOTAL PERSONNEL SERVICES				$250,395.00
TRAVEL				$15,000.00
SUPPLIES AND OTHER OPERATING EXPENSES				$128,605.00
PROPERTY FURNITURE AND EQUIPMENT				$145,000.00
TOTAL				$539,000.00
153116 - Joe Synar Endowed Ch				
Prof	212382	96.13000	$245,852.48	
OTHER PROFESSIONAL SALARIES			$21,149.52	
FRINGE BENEFITS			$75,425.00	
TOTAL PERSONNEL SERVICES				$342,427.00
TRAVEL				$500.00
SUPPLIES AND OTHER OPERATING EXPENSES				$147,073.00
PROPERTY FURNITURE AND EQUIPMENT				$5,000.00
TOTAL				$495,000.00

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ACTIVITY: 12 - Research , continued				
FUNCTION: 2542 - Individual and Project Research , continued				
153117 - Watson Family Chair				
Vice Dean	211023	30.74000	$115,187.39	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.61	
FRINGE BENEFITS			$38,599.00	
TOTAL PERSONNEL SERVICES				$153,787.00
TRAVEL				$26,994.00
SUPPLIES AND OTHER OPERATING EXPENSES				$186,219.00
TOTAL				$367,000.00
153118 - Keller Endowed Prof				
TRAVEL				$56,613.00
SUPPLIES AND OTHER OPERATING EXPENSES				$59,387.00
TOTAL				$116,000.00
153119 - Holder Chair In Entr				
Prof	211108	52.54000	$115,230.73	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.27	
FRINGE BENEFITS			$34,558.00	
TOTAL PERSONNEL SERVICES				$149,789.00
TRAVEL				$37,581.00
SUPPLIES AND OTHER OPERATING EXPENSES				$135,630.00
TOTAL				$323,000.00
153120 - Massey Prof In Finan				
Ast Prof	210691	19.33000	$55,112.92	
ASO PROF/HELM PROF	210896	1.12000	$2,485.73	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.35	
FRINGE BENEFITS			$17,274.00	
TOTAL PERSONNEL SERVICES				$74,873.00
TRAVEL				$12,521.00
SUPPLIES AND OTHER OPERATING EXPENSES				$126,606.00
TOTAL				$214,000.00

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ACTIVITY: 12 - Research , continued				
FUNCTION: 2542 - Individual and Project Research , continued				
153121 - Helm Prof In Busines				
Aso Prof	210481	25.96000	$41,824.16	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.84	
FRINGE BENEFITS			$12,543.00	
TOTAL PERSONNEL SERVICES				$54,368.00
SUPPLIES AND OTHER OPERATING EXPENSES				$216,632.00
TOTAL				$271,000.00
153122 - Patrick Dorr Profess				
Ast Prof	210687	34.75000	$83,313.13	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.87	
FRINGE BENEFITS			$24,986.00	
TOTAL PERSONNEL SERVICES				$108,300.00
SUPPLIES AND OTHER OPERATING EXPENSES				$151,000.00
PROPERTY FURNITURE AND EQUIPMENT				$90,700.00
TOTAL				$350,000.00
153123 - Neal Patterson Chair				
Regents Prof/Spears	210319	12.81000	$37,242.51	
Exec Dir-In-Resid	221954	50.57000	$169,684.60	
Ast Prof	AF7884	49.34000	$77,534.30	
Dir CHSI	332091	100.00000	$90,864.00	
Proj Mgr CHSI	535240	100.00000	$61,284.00	
PROJECT DIRECTOR	GS9490	50.00000	$40,977.27	
OTHER PROFESSIONAL SALARIES			$48,001.32	
Admin Supp Spclt II	633920	5.00000	$2,007.20	
Spclt Bus Ops	AS8878	2.50000	$1,311.96	
PROG SPEC II	GS9151	50.00000	$18,200.00	
OTHER SALARIES AND WAGES			$37,010.84	
FRINGE BENEFITS			$164,872.00	
TOTAL PERSONNEL SERVICES				$748,990.00
TRAVEL				$25,000.00
SUPPLIES AND OTHER OPERATING EXPENSES				$1,610,010.00
TOTAL				$2,384,000.00

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INSTITUTION NUMBER: 1 INSTITUTION NAME: Oklahoma State - General University PRESIDENT: DR. JIM HESS

POSITION TITLE	POSITION NUMBER	FUNDING PERCENT	POSITION PROPOSED BUDGET AMOUNT	FY 2025-2026 PROPOSED ACCOUNT BUDGET AMOUNT
ACTIVITY: 12 - Research , continued				
FUNCTION: 2542 - Individual and Project Research , continued				
153124 - Eastin Ctr Talent Dev Chair				
Aso Prof	212384	8.61000	$13,197.84	
Ast Prof Profnl Prac	AF8030	14.74000	$14,003.00	
Dir Eastin Center	AF8046	100.00000	$5,500.00	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.16	
FRINGE BENEFITS			$9,807.00	
TOTAL PERSONNEL SERVICES				$42,508.00
SUPPLIES AND OTHER OPERATING EXPENSES				$121,492.00
TOTAL				$164,000.00
153125 - Kaiser Fam Chair in Entrep				
Prof Profnl Pract	221588	18.97000	$38,371.38	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.62	
FRINGE BENEFITS			$11,508.00	
TOTAL PERSONNEL SERVICES				$49,880.00
SUPPLIES AND OTHER OPERATING EXPENSES				$57,120.00
TOTAL				$107,000.00
153126 - Chair in Business Ethics				
Aso Prof	210023	3.50000	$4,497.50	
Ast Instructl Profnl	AF9661	1.31000	$1,501.43	
Instr Profnl Pract	AF9677	1.48000	$1,500.45	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.62	
FRINGE BENEFITS			$2,249.00	
TOTAL PERSONNEL SERVICES				$9,749.00
SUPPLIES AND OTHER OPERATING EXPENSES				$136,251.00
TOTAL				$146,000.00
153155 - Accounting Research				
Ast Prof	210765	52.50000	$115,499.98	
Dept Head/Aso Prof	211122	7.50000	$20,736.38	
Ast Prof	211191	33.63000	$89,892.99	
Aso Prof	212325	20.97000	$52,550.82	

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ACTIVITY: 12 - Research , continued				
FUNCTION: 2542 - Individual and Project Research , continued				
153155 - Accounting Research , continued				
Aso Prof	212344	21.80000	$55,672.84	
Ast Prof	AF8228	52.50000	$115,499.98	
Prof	AF9838	21.51000	$58,713.70	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.31	
TOTAL PERSONNEL SERVICES				$508,567.00
TOTAL				$508,567.00
153201 - SSB Seed Grants				
TRAVEL				$5,000.00
SUPPLIES AND OTHER OPERATING EXPENSES				$20,000.00
TOTAL				$25,000.00
153210 - Dean'S Working Fund				
TRAVEL				$5,200.00
SUPPLIES AND OTHER OPERATING EXPENSES				$27,600.00
LIBRARY BOOKS AND PERIODICALS				$1,200.00
TOTAL				$34,000.00
153211 - Rfs Working Fund				
OTHER SALARIES AND WAGES			$6,105.00	
FRINGE BENEFITS			$69.00	
TOTAL PERSONNEL SERVICES				$6,174.00
SUPPLIES AND OTHER OPERATING EXPENSES				$3,500.00
TOTAL				$9,674.00
153221 - CHSI Working Fund				
TRAVEL				$30,200.00
SUPPLIES AND OTHER OPERATING EXPENSES				$9,700.00
TOTAL				$39,900.00

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ACTIVITY: 12 - Research , continued				
FUNCTION: 2542 - Individual and Project Research , continued				
153256 - Simkins Working Fund				
TRAVEL				$1,300.00
TOTAL				$1,300.00
153332 - Chakraborty Working				
TRAVEL				$2,500.00
TOTAL				$2,500.00
153355 - Economics Research				
Ast Prof	210563	40.00000	$55,036.80	
Aso Prof	210685	24.18000	$33,282.80	
ASO PROF	212352	32.00000	$57,406.40	
Ast Prof	212368	32.73000	$52,405.97	
Prof/Enwd Ch	212369	16.37000	$34,310.54	
Prof	212371	10.75000	$19,355.37	
Rgts Prof/Og&E Ch	213397	14.33000	$34,834.80	
Ast Prof	AF8153	52.50000	$65,701.13	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.19	
TOTAL PERSONNEL SERVICES				$352,334.00
TOTAL				$352,334.00
153400 - Oba Endow Bank Chair				
Prof/OBA Chair	212358	13.44000	$34,272.27	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.73	
FRINGE BENEFITS			$10,278.00	
TOTAL PERSONNEL SERVICES				$44,551.00
SUPPLIES AND OTHER OPERATING EXPENSES				$40,913.00
PROPERTY FURNITURE AND EQUIPMENT				$22,536.00
TOTAL				$108,000.00
153410 - Noble Chr/Marketing				
Prof/Noble Fdn Ch/De 213300		9.94000	$30,014.92	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.08	

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ACTIVITY: 12 - Research , continued				
FUNCTION: 2542 - Individual and Project Research , continued				
15341O - Noble Chr/Marketing , continued				
FRINGE BENEFITS			$9,001.00	
TOTAL PERSONNEL SERVICES				$39,016.00
SUPPLIES AND OTHER OPERATING EXPENSES				$5,984.00
TOTAL				$45,000.00
153415 - Charles W Lanphere Prof'ship				
Aso Prof	210676	15.52000	$20,256.70	
OTHER PROFESSIONAL SALARIES			$6,127.30	
FRINGE BENEFITS			$6,566.00	
TOTAL PERSONNEL SERVICES				$32,950.00
TRAVEL				$2,600.00
SUPPLIES AND OTHER OPERATING EXPENSES				$57,450.00
TOTAL				$93,000.00
153420 - Og&E Chair				
Rgts Prof/Og&E Ch	213397	14.00000	$34,032.60	
Dir of CAER/Lecturer	222139	10.00000	$7,333.34	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.06	
FRINGE BENEFITS			$12,406.00	
TOTAL PERSONNEL SERVICES				$53,772.00
SUPPLIES AND OTHER OPERATING EXPENSES				$31,043.00
PROPERTY FURNITURE AND EQUIPMENT				$19,185.00
TOTAL				$104,000.00
153425 - William E Davis Dist Chair				
Prof/Head	AF9376	38.82000	$97,975.47	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.53	
OTHER SALARIES AND WAGES			$7,732.00	
FRINGE BENEFITS			$30,175.00	
TOTAL PERSONNEL SERVICES				$135,883.00
TRAVEL				$6,500.00

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POSITION TITLE	POSITION NUMBER	FUNDING PERCENT	POSITION PROPOSED BUDGET AMOUNT	FY 2025-2026 PROPOSED ACCOUNT BUDGET AMOUNT
ACTIVITY: 12 - Research , continued				
FUNCTION: 2542 - Individual and Project Research , continued				
153425 - William E Davis Dist Chair , continued				
SUPPLIES AND OTHER OPERATING EXPENSES				$160,617.00
PROPERTY FURNITURE AND EQUIPMENT				$60,000.00
TOTAL				$363,000.00
153430 - Fleming Professrship				
Aso Prof	211679	7.80000	$8,841.69	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.31	
FRINGE BENEFITS			$2,652.00	
TOTAL PERSONNEL SERVICES				$11,494.00
SUPPLIES AND OTHER OPERATING EXPENSES				$2,506.00
TOTAL				$14,000.00
153435 - Thoma Chair				
Prof/Head	AF9376	13.37000	$33,743.74	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.26	
FRINGE BENEFITS			$10,120.00	
TOTAL PERSONNEL SERVICES				$43,864.00
TRAVEL				$8,136.00
SUPPLIES AND OTHER OPERATING EXPENSES				$30,000.00
PROPERTY FURNITURE AND EQUIPMENT				$30,000.00
TOTAL				$112,000.00
153440 - Wise Chair/Finance				
TRAVEL				$1,350.00
SUPPLIES AND OTHER OPERATING EXPENSES				$249,650.00
PROPERTY FURNITURE AND EQUIPMENT				$145,000.00
TOTAL				$396,000.00
153450 - Miller Prof/Bus Admn				
Prof/Hd/Pmiller Pf	210464	0.89000	$2,188.02	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.98	
FRINGE BENEFITS			$656.00	
TOTAL PERSONNEL SERVICES				$2,845.00

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ACTIVITY: 12 - Research , continued				
FUNCTION: 2542 - Individual and Project Research , continued				
153450 - Miller Prof/Bus Admn , continued				
TRAVEL				$155.00
TOTAL				$3,000.00
153455 - Finance Research				
Prof/Wise Ch	210107	52.50000	$126,502.20	
Aso Prof	210143	42.50000	$116,339.38	
Aso Prof	210294	21.63000	$44,618.36	
Ast Prof	210691	42.35000	$120,746.63	
ASO PROF	212357	21.32000	$48,767.37	
Prof/OBA Chair	212358	7.44000	$18,972.15	
Ast Prof	AF8049	52.50000	$126,502.20	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.71	
TOTAL PERSONNEL SERVICES				$602,449.00
TOTAL				$602,449.00
153460 - Poole Professorship				
Dean/Prof	112300	4.11000	$17,982.07	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.93	
FRINGE BENEFITS			$6,026.00	
TOTAL PERSONNEL SERVICES				$24,009.00
SUPPLIES AND OTHER OPERATING EXPENSES				$33,991.00
TOTAL				$58,000.00
153470 - Myers Chair				
Dean/Prof	112300	8.23000	$36,007.90	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.10	
FRINGE BENEFITS			$12,066.00	
TOTAL PERSONNEL SERVICES				$48,074.00
SUPPLIES AND OTHER OPERATING EXPENSES				$30,000.00
PROPERTY FURNITURE AND EQUIPMENT				$30,926.00
TOTAL				$109,000.00

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ACTIVITY: 12 - Research , continued				
FUNCTION: 2542 - Individual and Project Research , continued				
153480 - Cudd Professorship				
Aso Prof	212344	7.81000	$19,945.18	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.82	
FRINGE BENEFITS			$5,982.00	
TOTAL PERSONNEL SERVICES				$25,928.00
TRAVEL				$2,500.00
SUPPLIES AND OTHER OPERATING EXPENSES				$14,572.00
TOTAL				$43,000.00
153490 - Watson Family Chair				
Aso Prof	210428	26.22000	$65,644.39	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.61	
OTHER SALARIES AND WAGES			$8,486.00	
FRINGE BENEFITS			$20,556.00	
TOTAL PERSONNEL SERVICES				$94,687.00
TRAVEL				$7,700.00
SUPPLIES AND OTHER OPERATING EXPENSES				$250,000.00
PROPERTY FURNITURE AND EQUIPMENT				$175,613.00
TOTAL				$528,000.00
153500 - Km Endow Actg Chair				
Prof	AF9838	13.96000	$38,105.22	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.78	
FRINGE BENEFITS			$11,428.00	
TOTAL PERSONNEL SERVICES				$49,534.00
TRAVEL				$6,800.00
SUPPLIES AND OTHER OPERATING EXPENSES				$35,000.00
PROPERTY FURNITURE AND EQUIPMENT				$19,666.00
TOTAL				$111,000.00
153510 - Jabara Professorship				
Aso Prof	211198	27.52000	$102,313.46	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.54	

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ACTIVITY: 12 - Research , continued				
FUNCTION: 2542 - Individual and Project Research , continued				
153510 - Jabara Professorship , continued				
FRINGE BENEFITS			$30,684.00	
TOTAL PERSONNEL SERVICES				$132,998.00
TRAVEL				$12,500.00
SUPPLIES AND OTHER OPERATING EXPENSES				$168,002.00
PROPERTY FURNITURE AND EQUIPMENT				$12,500.00
TOTAL				$326,000.00
153520 - Brattain Professorsh				
TRAVEL				$12,000.00
SUPPLIES AND OTHER OPERATING EXPENSES				$24,000.00
PROPERTY FURNITURE AND EQUIPMENT				$12,000.00
TOTAL				$48,000.00
153530 - Spears Chr/Bus Admin				
Aso Prof	210279	5.59000	$12,012.91	
Ast Prof	210318	2.29000	$4,002.35	
Aso Prof	210956	15.15000	$31,815.00	
Aso Prof	211207	13.30000	$26,979.05	
ASO PROF	212352	20.00000	$35,879.00	
Ast Prof	212368	18.18000	$29,109.09	
Aso Prof/Spears Prof	212396	13.35000	$28,702.50	
Ast Prof	214302	18.19000	$39,017.55	
OTHER PROFESSIONAL SALARIES			$107,654.55	
FRINGE BENEFITS			$70,858.00	
TOTAL PERSONNEL SERVICES				$386,030.00
TRAVEL				$27,700.00
SUPPLIES AND OTHER OPERATING EXPENSES				$526,270.00
PROPERTY FURNITURE AND EQUIPMENT				$75,000.00
TOTAL				$1,015,000.00
153540 - Lanny Chasteen Chair				
Aso Prof	212325	14.31000	$35,860.86	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.14	

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ACTIVITY: 12 - Research , continued				
FUNCTION: 2542 - Individual and Project Research , continued				
153540 - Lanny Chasteen Chair , continued				
FRINGE BENEFITS			$10,755.00	
TOTAL PERSONNEL SERVICES				$46,616.00
TRAVEL				$6,500.00
SUPPLIES AND OTHER OPERATING EXPENSES				$31,884.00
PROPERTY FURNITURE AND EQUIPMENT				$10,000.00
TOTAL				$95,000.00
153550 - Ssb Associates Chair				
ASO PROF	212359	37.66000	$59,065.94	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.06	
FRINGE BENEFITS			$17,714.00	
TOTAL PERSONNEL SERVICES				$76,780.00
TRAVEL				$6,000.00
SUPPLIES AND OTHER OPERATING EXPENSES				$60,000.00
PROPERTY FURNITURE AND EQUIPMENT				$25,220.00
TOTAL				$168,000.00
153555 - Management Research				
Aso Prof/Dept Head	210300	25.00000	$39,962.25	
Prof/Young Chair	210414	36.41000	$91,025.00	
PROF	210552	36.48000	$94,848.00	
Aso Prof	210686	42.50000	$50,329.72	
Aso Prof	210956	36.06000	$75,726.00	
Ast Prof	211053	50.91000	$67,201.20	
Ast Prof	211106	61.14000	$134,171.72	
Aso Prof	211190	77.30000	$92,470.13	
Ast Prof	211649	52.50000	$96,338.03	
Aso Prof/Spears Prof	212396	36.83000	$79,184.50	
Ast Prof	AF8078	61.14000	$136,189.35	
Ast Prof	AF8152	52.05000	$117,372.75	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.35	
TOTAL PERSONNEL SERVICES				$1,074,819.00
TOTAL				$1,074,819.00

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ACTIVITY: 12 - Research , continued				
FUNCTION: 2542 - Individual and Project Research , continued				
153560 - Puterbaugh Prof				
Aso Prof	210023	25.41000	$32,651.85	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.15	
FRINGE BENEFITS			$9,792.00	
TOTAL PERSONNEL SERVICES				$42,444.00
TRAVEL				$10,000.00
SUPPLIES AND OTHER OPERATING EXPENSES				$93,556.00
PROPERTY FURNITURE AND EQUIPMENT				$7,000.00
TOTAL				$153,000.00
153600 - Conoco/Phillips Chr				
Aso Prof	211679	13.56000	$15,370.94	
Vice Dean	211023	3.53000	$13,227.44	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.62	
FRINGE BENEFITS			$9,042.00	
TOTAL PERSONNEL SERVICES				$37,641.00
TRAVEL				$13,359.00
TOTAL				$51,000.00
153650 - Wt Anderson Prof				
TRAVEL				$24,000.00
SUPPLIES AND OTHER OPERATING EXPENSES				$76,000.00
TOTAL				$100,000.00
153655 - MSIS Research				
Prof	210105	12.50000	$17,218.13	
Prof/Hd/Pmiller Pf	210464	22.18000	$54,528.42	
Ast Prof	211090	61.14000	$112,092.24	
Aso Prof	211207	21.06000	$42,720.21	
Aso Prof	211679	19.66000	$22,285.59	
Ast Prof	212317	52.50000	$87,615.00	
Aso Prof	212390	21.19000	$43,587.83	
Aso Prof	213318	42.13000	$87,419.75	
Ast Prof	AF7884	21.53000	$33,832.86	

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ACTIVITY: 12 - Research , continued				
FUNCTION: 2542 - Individual and Project Research , continued				
153655 - MSIS Research , continued				
Ast Prof	AF8079	52.50000	$96,277.50	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.47	
TOTAL PERSONNEL SERVICES				$597,578.00
TOTAL				$597,578.00
153690 - Stinchcomb Professor				
Aso Prof	210772	36.13000	$53,718.08	
Prof/Enwd Ch	212369	6.37000	$13,351.14	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.78	
FRINGE BENEFITS			$20,114.00	
TOTAL PERSONNEL SERVICES				$87,184.00
TRAVEL				$5,000.00
SUPPLIES AND OTHER OPERATING EXPENSES				$53,100.00
PROPERTY FURNITURE AND EQUIPMENT				$52,716.00
TOTAL				$198,000.00
153700 - Andersen Professorsp				
Aso Prof	AF8236	3.10000	$8,011.95	
OTHER PROFESSIONAL SALARIES			$25,047.05	
FRINGE BENEFITS			$4,409.00	
TOTAL PERSONNEL SERVICES				$37,468.00
TRAVEL				$1,000.00
SUPPLIES AND OTHER OPERATING EXPENSES				$71,000.00
PROPERTY FURNITURE AND EQUIPMENT				$60,532.00
TOTAL				$170,000.00
153750 - Ardmore Chair				
Prof/Hd/Pmiller Pf	210464	4.33000	$10,645.09	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.91	
FRINGE BENEFITS			$3,193.00	
TOTAL PERSONNEL SERVICES				$13,839.00

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EDUCATIONAL AND GENERAL BUDGET PART I
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SCHEDULE E
EXPENDITURES BY ACTIVITY/FUNCTION, DEPARTMENT, POSITION AND OBJECT

INSTITUTION NUMBER: 1 INSTITUTION NAME: Oklahoma State - General University PRESIDENT: DR. JIM HESS

POSITION TITLE	POSITION NUMBER	FUNDING PERCENT	POSITION PROPOSED BUDGET AMOUNT	FY 2025-2026 PROPOSED ACCOUNT BUDGET AMOUNT
ACTIVITY: 12 - Research , continued				
FUNCTION: 2542 - Individual and Project Research , continued				
153750 - Ardmore Chair , continued				
SUPPLIES AND OTHER OPERATING EXPENSES				$3,161.00
PROPERTY FURNITURE AND EQUIPMENT				$2,000.00
TOTAL				$19,000.00
153755 - Marketing Research				
Aso Prof	210079	12.50000	$12,812.63	
Prof/Spears Chair	210213	21.24000	$45,627.77	
Ast Prof	211099	52.50000	$96,525.00	
Prof/Noble Fdn Ch/De	213300	19.37000	$58,489.85	
Ast Prof	213304	52.50000	$96,525.00	
SAS Prof	213307	10.54000	$23,473.63	
Aso Prof	213321	24.26000	$40,955.25	
Ast Prof	214302	42.95000	$92,127.75	
Ast Prof	AF9674	52.50000	$94,778.78	
Aso Prof	AF9763	36.40000	$90,501.31	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.03	
TOTAL PERSONNEL SERVICES				$651,817.00
TOTAL				$651,817.00
153760 - SAS Prof in Mktg Analysis				
SAS Prof	213307	13.24000	$29,486.80	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.20	
FRINGE BENEFITS			$8,843.00	
TOTAL PERSONNEL SERVICES				$38,330.00
TRAVEL				$2,100.00
SUPPLIES AND OTHER OPERATING EXPENSES				$52,570.00
TOTAL				$93,000.00
153800 - Carson Professorship				
Prof	212371	14.00000	$25,207.00	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.00	
FRINGE BENEFITS			$7,560.00	
TOTAL PERSONNEL SERVICES				$32,767.00

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POSITION TITLE	POSITION NUMBER	FUNDING PERCENT	POSITION PROPOSED BUDGET AMOUNT	FY 2025-2026 PROPOSED ACCOUNT BUDGET AMOUNT
ACTIVITY: 12 - Research , continued				
FUNCTION: 2542 - Individual and Project Research , continued				
153800 - Carson Professorship , continued				
TRAVEL				$5,000.00
SUPPLIES AND OTHER OPERATING EXPENSES				$72,233.00
PROPERTY FURNITURE AND EQUIPMENT				$5,000.00
TOTAL				$115,000.00
153805 - Tom & Edna Mae Carson Chair				
Prof/Enwd Ch	212369	7.88000	$16,516.01	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.99	
FRINGE BENEFITS			$4,953.00	
TOTAL PERSONNEL SERVICES				$21,470.00
TRAVEL				$5,300.00
SUPPLIES AND OTHER OPERATING EXPENSES				$7,230.00
PROPERTY FURNITURE AND EQUIPMENT				$5,000.00
TOTAL				$39,000.00
153810 - Stevenson Chair				
Ast Dean/PoPP	AF8174	29.17000	$53,854.82	
Mgr Outrch Pgm	534632	100.00000	$62,004.00	
Mgr Outrch Pgm	535200	100.00000	$66,888.00	
Dir Outrch Pgm	AS7933	100.00000	$94,356.00	
OTHER PROFESSIONAL SALARIES			$12,000.18	
Spclt Pgm	AS8696	100.00000	$48,399.84	
OTHER SALARIES AND WAGES			$31,520.16	
FRINGE BENEFITS			$111,853.00	
TOTAL PERSONNEL SERVICES				$480,876.00
TRAVEL				$80,000.00
SUPPLIES AND OTHER OPERATING EXPENSES				$480,124.00
PROPERTY FURNITURE AND EQUIPMENT				$200,000.00
TOTAL				$1,241,000.00
153820 - Johnny Pope Chair				
PROF	211043	39.25000	$111,136.38	
Aso Prof	211174	100.00000	$204,870.00	

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ACTIVITY: 12 - Research , continued				
FUNCTION: 2542 - Individual and Project Research , continued				
153820 - Johnny Pope Chair , continued				
Prof Profnl Pract	221588	44.69000	$90,396.25	
OTHER PROFESSIONAL SALARIES			$26,618.37	
FRINGE BENEFITS			$124,012.00	
TOTAL PERSONNEL SERVICES				$557,033.00
TRAVEL				$17,400.00
SUPPLIES AND OTHER OPERATING EXPENSES				$372,567.00
PROPERTY FURNITURE AND EQUIPMENT				$130,000.00
TOTAL				$1,077,000.00
153830 - Mitchell Chair				
Prof/Hd/Mitchell/Ch	120226	100.00000	$311,190.00	
Prof Profnl Pract	221588	35.11000	$71,018.40	
OTHER PROFESSIONAL SALARIES			$23,997.60	
OTHER SALARIES AND WAGES			$140,550.00	
FRINGE BENEFITS			$130,001.00	
TOTAL PERSONNEL SERVICES				$676,757.00
TRAVEL				$73,322.00
SUPPLIES AND OTHER OPERATING EXPENSES				$396,921.00
PROPERTY FURNITURE AND EQUIPMENT				$150,000.00
TOTAL				$1,297,000.00
153850 - Gellein/D&T Profrshp				
TRAVEL				$10,400.00
SUPPLIES AND OTHER OPERATING EXPENSES				$20,079.00
PROPERTY FURNITURE AND EQUIPMENT				$8,521.00
TOTAL				$39,000.00
153855 - HTM Research				
Prof	210016	40.52000	$65,455.89	
Aso Prof	210077	23.86000	$26,089.96	
Prof	210349	45.78000	$50,581.41	
Aso Prof	210676	21.12000	$27,565.82	
Prof	AF9945	48.30000	$54,333.15	

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ACTIVITY: 12 - Research , continued				
FUNCTION: 2542 - Individual and Project Research , continued				
153855 - HTM Research , continued				
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.77	
TOTAL PERSONNEL SERVICES				$224,027.00
TOTAL				$224,027.00
153860 - Chair/Entrepreneurship				
PROF	211043	14.46000	$40,943.49	
Prof	211108	47.46000	$104,089.27	
Aso Prof	211198	28.99000	$107,778.61	
Prof Profnl Pract	221587	18.76000	$27,317.56	
Ast Prof	AF8138	100.00000	$166,860.00	
OTHER PROFESSIONAL SALARIES			$18,541.07	
FRINGE BENEFITS			$135,537.00	
TOTAL PERSONNEL SERVICES				$601,067.00
SUPPLIES AND OTHER OPERATING EXPENSES				$191,136.00
PROPERTY FURNITURE AND EQUIPMENT				$206,797.00
LIBRARY BOOKS AND PERIODICALS				$10,000.00
TOTAL				$1,009,000.00
153870 - Entrepreneurship #2				
Aso Prof	211198	43.49000	$161,686.50	
Aso Prof Profnl Prac	221243	100.00000	$182,875.00	
Ast Prof	AF8074	100.00000	$198,000.00	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.50	
FRINGE BENEFITS			$162,714.00	
TOTAL PERSONNEL SERVICES				$705,276.00
TRAVEL				$47,524.00
SUPPLIES AND OTHER OPERATING EXPENSES				$536,200.00
PROPERTY FURNITURE AND EQUIPMENT				$300,000.00
TOTAL				$1,589,000.00

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ACTIVITY: 12 - Research , continued				
FUNCTION: 2542 - Individual and Project Research , continued				
153880 - Entrepreneurship #3				
Prof	210931	100.00000	$252,700.00	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.00	
FRINGE BENEFITS			$75,785.00	
TOTAL PERSONNEL SERVICES				$328,485.00
TRAVEL				$10,000.00
SUPPLIES AND OTHER OPERATING EXPENSES				$125,515.00
TOTAL				$464,000.00
153900 - Rhea Ok Internationa				
SUPPLIES AND OTHER OPERATING EXPENSES				$80,000.00
TOTAL				$80,000.00
153910 - Spears Chair In Busi				
Prof/Spears Chair	210213	15.03000	$32,287.45	
Aso Prof	213318	19.76000	$41,002.00	
Aso Prof	AF9763	14.35000	$35,678.41	
Prof	AF9945	3.56000	$4,004.68	
Aso Dean/Prof/Spears	112301	22.49000	$60,088.56	
OTHER PROFESSIONAL SALARIES			$46,532.90	
FRINGE BENEFITS			$57,744.00	
TOTAL PERSONNEL SERVICES				$277,338.00
TRAVEL				$16,081.00
SUPPLIES AND OTHER OPERATING EXPENSES				$313,100.00
PROPERTY FURNITURE AND EQUIPMENT				$225,000.00
LIBRARY BOOKS AND PERIODICALS				$66,481.00
TOTAL				$898,000.00
153920 - Spears Chair In Busi				
Aso Prof	210294	13.49000	$27,827.17	
Regents Prof/Spears	210319	4.75000	$13,809.68	
Aso Dean of Bus Inte	120213	22.10000	$64,880.96	
Vice Dean	211023	8.10000	$30,351.92	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.27	

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ACTIVITY: 12 - Research , continued				
FUNCTION: 2542 - Individual and Project Research , continued				
153920 - Spears Chair In Busi , continued				
FRINGE BENEFITS			$44,400.00	
TOTAL PERSONNEL SERVICES				$181,270.00
SUPPLIES AND OTHER OPERATING EXPENSES				$355,405.00
PROPERTY FURNITURE AND EQUIPMENT				$128,325.00
LIBRARY BOOKS AND PERIODICALS				$100,000.00
TOTAL				$765,000.00
153930 - Raymond Young Chair				
Prof/Young Chair	210414	14.32000	$35,800.00	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.00	
FRINGE BENEFITS			$10,736.00	
TOTAL PERSONNEL SERVICES				$46,536.00
TRAVEL				$5,600.00
SUPPLIES AND OTHER OPERATING EXPENSES				$203,719.00
PROPERTY FURNITURE AND EQUIPMENT				$22,145.00
TOTAL				$278,000.00
153950 - Judy Johnson Prof In				
Ast Prof	211191	20.87000	$55,785.51	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.49	
FRINGE BENEFITS			$16,730.00	
TOTAL PERSONNEL SERVICES				$72,516.00
TRAVEL				$3,500.00
SUPPLIES AND OTHER OPERATING EXPENSES				$60,000.00
PROPERTY FURNITURE AND EQUIPMENT				$71,984.00
TOTAL				$208,000.00
153960 - Spears Chair In Busi				
Prof	210016	4.66000	$7,527.75	
Prof	210349	3.62000	$3,999.67	
PROF	210552	14.16000	$36,816.00	
ASO PROF/HELM PROF	210896	5.41000	$12,006.95	

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ACTIVITY: 12 - Research , continued				
FUNCTION: 2542 - Individual and Project Research , continued				
153960 - Spears Chair In Busi , continued				
Aso Prof	211190	22.70000	$27,154.88	
ASO PROF	212357	14.72000	$33,670.53	
Aso Prof	212390	15.25000	$31,369.25	
OTHER PROFESSIONAL SALARIES			$45,998.97	
FRINGE BENEFITS			$49,433.00	
TOTAL PERSONNEL SERVICES				$247,977.00
TRAVEL				$30,000.00
SUPPLIES AND OTHER OPERATING EXPENSES				$548,023.00
PROPERTY FURNITURE AND EQUIPMENT				$340,000.00
TOTAL				$1,166,000.00
153970 - Oneok Found Chair In				
Aso Prof	210029	98.01000	$221,502.60	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.40	
OTHER SALARIES AND WAGES			$3,485.00	
FRINGE BENEFITS			$66,786.00	
TOTAL PERSONNEL SERVICES				$291,774.00
TRAVEL				$12,000.00
SUPPLIES AND OTHER OPERATING EXPENSES				$490,000.00
PROPERTY FURNITURE AND EQUIPMENT				$86,226.00
TOTAL				$880,000.00
153980 - Brenneman Professors				
Aso Prof	210662	12.88000	$24,439.80	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.20	
FRINGE BENEFITS			$7,330.00	
TOTAL PERSONNEL SERVICES				$31,770.00
TRAVEL				$2,230.00
TOTAL				$34,000.00

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ACTIVITY: 12 - Research , continued				
FUNCTION: 2542 - Individual and Project Research , continued				
153990 - Wt Anderson Chair				
Dept Head/Aso Prof	211122	21.44000	$59,278.38	
Aso Prof	212344	5.00000	$12,769.00	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.62	
FRINGE BENEFITS			$21,607.00	
TOTAL PERSONNEL SERVICES				$93,655.00
SUPPLIES AND OTHER OPERATING EXPENSES				$196,345.00
PROPERTY FURNITURE AND EQUIPMENT				$50,000.00
TOTAL				$340,000.00
154200 - Dean'S Res Incent Fd				
OTHER SALARIES AND WAGES			$408,100.00	
FRINGE BENEFITS			$41,900.00	
TOTAL PERSONNEL SERVICES				$450,000.00
TOTAL				$450,000.00
154300 - EHS F&A				
Coor Pgm	AS7506	100.00000	$49,920.00	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.00	
FRINGE BENEFITS			$16,728.00	
TOTAL PERSONNEL SERVICES				$66,648.00
TOTAL				$66,648.00
154366 - KAHR F&A				
SUPPLIES AND OTHER OPERATING EXPENSES				$2,700.00
TOTAL				$2,700.00
154377 - STLES F&A				
SUPPLIES AND OTHER OPERATING EXPENSES				$15,000.00
TOTAL				$15,000.00

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ACTIVITY: 12 - Research , continued				
FUNCTION: 2542 - Individual and Project Research , continued				
154388 - SEFLA F&A				
TRAVEL				$3,000.00
SUPPLIES AND OTHER OPERATING EXPENSES				$26,600.00
PROPERTY FURNITURE AND EQUIPMENT				$2,400.00
TOTAL				$32,000.00
154399 - HCCP F&A				
SUPPLIES AND OTHER OPERATING EXPENSES				$500.00
TOTAL				$500.00
154950 - OSU Teach				
Acad Advisor II	534918	100.00000	$42,016.00	
OTHER PROFESSIONAL SALARIES			$1,984.00	
OTHER SALARIES AND WAGES			$29,725.00	
FRINGE BENEFITS			$16,349.00	
TOTAL PERSONNEL SERVICES				$90,074.00
SUPPLIES AND OTHER OPERATING EXPENSES				$2,100.00
PROPERTY FURNITURE AND EQUIPMENT				$1,620.00
TOTAL				$93,794.00
155010 - Facilities Outreach Support				
SUPPLIES AND OTHER OPERATING EXPENSES				$25,000.00
TOTAL				$25,000.00
155015 - Facilities Research Support F&A				
SUPPLIES AND OTHER OPERATING EXPENSES				$32,500.00
PROPERTY FURNITURE AND EQUIPMENT				$67,500.00
TOTAL				$100,000.00
155021 - ARCH CEAT Research Reimbursable				
TRAVEL				$10,000.00
SUPPLIES AND OTHER OPERATING EXPENSES				$15,000.00
TOTAL				$25,000.00

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ACTIVITY: 12 - Research , continued				
FUNCTION: 2542 - Individual and Project Research , continued				
155022 - CHEM CEAT Research Reimbursable				
TRAVEL				$10,000.00
SUPPLIES AND OTHER OPERATING EXPENSES				$15,000.00
TOTAL				$25,000.00
155023 - CIVIL CEAT Research Reimbursable				
TRAVEL				$10,000.00
SUPPLIES AND OTHER OPERATING EXPENSES				$15,000.00
TOTAL				$25,000.00
155024 - ECE CEAT Research Reimbursable				
TRAVEL				$10,000.00
SUPPLIES AND OTHER OPERATING EXPENSES				$15,000.00
TOTAL				$25,000.00
155026 - IEM CEAT Research Reimbursable				
TRAVEL				$10,000.00
SUPPLIES AND OTHER OPERATING EXPENSES				$15,000.00
TOTAL				$25,000.00
155027 - MAE CEAT Research Reimbursable				
SUPPLIES AND OTHER OPERATING EXPENSES				$25,000.00
TOTAL				$25,000.00
155028 - TECH CEAT Research Reimbursable				
TRAVEL				$10,000.00
SUPPLIES AND OTHER OPERATING EXPENSES				$15,000.00
TOTAL				$25,000.00
155029 - MSE CEAT Research Reimbursable				
SUPPLIES AND OTHER OPERATING EXPENSES				$25,000.00
TOTAL				$25,000.00

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ACTIVITY: 12 - Research , continued				
FUNCTION: 2542 - Individual and Project Research , continued				
155061 - M Frush Professional Development				
Ast Prof	213588	0.59000	$501.24	
Ast Prof	213588	1.18000	$1,002.47	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.29	
FRINGE BENEFITS			$451.00	
TOTAL PERSONNEL SERVICES				$1,955.00
TOTAL				$1,955.00
155068 - A Campbell Professional Development				
Ast Prof	AF8148	0.50000	$506.53	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.47	
FRINGE BENEFITS			$152.00	
TOTAL PERSONNEL SERVICES				$659.00
TOTAL				$659.00
155078 - K Peiffer Professional Development				
Assistant Professor	AF9993	0.50000	$480.58	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.42	
FRINGE BENEFITS			$144.00	
TOTAL PERSONNEL SERVICES				$625.00
TOTAL				$625.00
155101 - Arch Schrly Actvty				
Ast Prof	210290	12.00000	$8,964.00	
Aso Prof	210528	12.00000	$9,486.72	
Prof	210651	12.00000	$12,559.32	
Ast Prof	211339	12.00000	$11,400.48	
Prof	212507	12.00000	$12,503.16	
Prof	212508	12.00000	$14,399.64	
Aso Prof	212511	12.00000	$11,751.48	
Ast Prof	212513	12.00000	$8,964.00	
Ast Prof	212515	11.39000	$9,505.00	
Ast Prof	213588	11.19000	$9,506.49	

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ACTIVITY: 12 - Research , continued				
FUNCTION: 2542 - Individual and Project Research , continued				
155101 - Arch Schrly Actvty , continued				
Ast Prof	AF8148	10.87000	$11,012.01	
Ast Prof	AF9469	12.00000	$9,497.52	
Ast Prof	AF9514	11.89000	$9,598.83	
Ast Prof	AF9515	12.00000	$11,165.04	
Assistant Professor	AF9991	12.00000	$10,883.16	
Assistant Professor	AF9993	11.94000	$11,476.29	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$3.86	
FRINGE BENEFITS			$51,786.00	
TOTAL PERSONNEL SERVICES				$224,463.00
TOTAL				$224,463.00
155102 - Ceat Cheng Fac Res				
Professor	210295	37.15000	$49,855.19	
Prof/Anadarko Ch	210551	25.96000	$52,348.34	
Aso Prof	210995	36.00000	$53,416.98	
Prof	211021	38.00000	$45,530.46	
Aso Prof	211084	25.02000	$36,058.13	
Ast Prof	211140	37.22000	$42,480.98	
Ast Prof	211143	34.26000	$43,502.02	
Prof	212522	25.96000	$41,945.71	
Ast Prof/Courson Ch	212526	25.29000	$42,509.72	
Ast Prof	AF8140	38.00000	$36,987.30	
Ast Prof	AF9271	35.71000	$39,817.51	
Ast Prof	AF9284	34.20000	$42,048.90	
Ast Prof	AF9424	34.20000	$44,942.22	
Assistant Professor	AF9636	37.88000	$42,314.70	
Prof	AF9673	26.89000	$44,999.34	
Aso Prof/Samson Ch	AF9696	24.20000	$47,833.72	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$-0.22	
FRINGE BENEFITS			$211,907.00	
TOTAL PERSONNEL SERVICES				$918,498.00
TOTAL				$918,498.00

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ACTIVITY: 12 - Research , continued				
FUNCTION: 2542 - Individual and Project Research , continued				
155103 - Ceat Civil Fac Res				
Ast Prof	210671	38.00000	$40,356.00	
Rgts Prof/Cooper W&W	210764	26.89000	$48,614.97	
Ast Prof	210898	38.00000	$37,240.38	
Ast Prof	211016	38.00000	$36,481.14	
Aso Prof	211076	26.89000	$32,131.67	
Aso Prof	211138	26.89000	$31,804.95	
Aso Prof	211644	38.00000	$40,814.28	
Prof	212536	38.00000	$49,224.06	
Aso Prof	212537	38.00000	$41,204.16	
Aso Prof	212547	38.00000	$45,732.24	
Aso Prof	214506	38.00000	$44,145.36	
Prof	AF8008	28.50000	$108,858.60	
Ast Prof	AF8072	38.00000	$35,721.90	
Ast Prof	AF8171	38.00000	$37,107.00	
Ast Prof	AF9276	38.00000	$38,748.60	
Ast Prof	AF9277	38.00000	$38,748.60	
Aso Prof	AF9531	38.00000	$45,178.20	
Ast Prof	AF9941	38.00000	$45,698.04	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$-0.15	
FRINGE BENEFITS			$239,263.00	
TOTAL PERSONNEL SERVICES				$1,037,073.00
TOTAL				$1,037,073.00
155104 - Ceat Ecen Fac Res				
Aso Prof	210224	24.20000	$37,225.98	
Prof	210465	38.00000	$51,070.86	
Prof	210527	38.00000	$49,018.86	
Prof	210670	34.20000	$53,694.00	
Prof	211040	24.20000	$43,970.80	
Prof/Earl & Carolyn	212552	24.20000	$51,431.97	
Aso Prof	AF7873	38.00000	$48,290.40	
Aso Prof	AF7876	38.00000	$23,232.21	
Ast Prof	AF7918	38.00000	$42,750.00	
Ast Prof	AF7919	38.00000	$42,256.00	
Ast Prof	AF7997	38.00000	$42,750.00	
Ast Prof	AF7998	35.19000	$42,744.38	

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ACTIVITY: 12 - Research , continued				
FUNCTION: 2542 - Individual and Project Research , continued				
155104 - Ceat Ecen Fac Res , continued				
Ast Prof	AF7999	38.00000	$42,609.78	
Ast Prof	AF8044	34.20000	$43,899.12	
Ast Prof	AF8085	38.00000	$40,698.00	
Ast Prof	AF8151	38.00000	$42,066.00	
Aso Prof	AF9187	34.20000	$44,460.00	
Ast Prof	AF9552	34.20000	$45,564.66	
Ast Prof	AF9554	34.90000	$44,706.24	
OTHER PROFESSIONAL SALARIES			$4.74	
FRINGE BENEFITS			$249,650.00	
TOTAL PERSONNEL SERVICES				$1,082,094.00
TOTAL				$1,082,094.00
155106 - Ceat Inden Fac Res				
Prof	210041	11.22000	$15,537.82	
Prof	210109	26.89000	$36,872.64	
Ast Prof	211079	34.20000	$37,255.98	
Aso Prof	211116	38.00000	$48,321.18	
Prof	212574	38.00000	$94,484.34	
Aso Prof	212575	38.00000	$38,960.64	
Ast Prof	214534	35.69000	$38,932.79	
Prof	AF7930	38.00000	$84,132.00	
Ast Prof	AF8010	34.20000	$36,481.14	
Ast Prof	AF8139	38.00000	$37,255.98	
Prof	AF9070	24.20000	$45,980.00	
Ast Prof	AF9348	38.00000	$38,693.88	
Ast Prof	AF9520	38.00000	$37,623.42	
Ast Prof	AF9521	34.20000	$40,903.20	
OTHER PROFESSIONAL SALARIES			$540,397.99	
TOTAL PERSONNEL SERVICES				$1,171,833.00
TOTAL				$1,171,833.00
155107 - Ceat Mae Fac Res				
Prof/Cunningham Ch	210002	26.89000	$57,504.00	
Aso Prof	210133	38.00000	$44,962.74	

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ACTIVITY: 12 - Research , continued				
FUNCTION: 2542 - Individual and Project Research , continued				
155107 - Ceat Mae Fac Res , continued				
Aso Prof	210263	38.00000	$45,246.60	
Aso Prof	210648	38.00000	$47,510.64	
Aso Prof	210649	38.00000	$40,246.56	
Ast Prof	210941	38.00000	$38,225.34	
Aso Prof	211045	38.00000	$47,113.92	
Aso Prof	211077	38.00000	$45,636.48	
Aso Prof	211121	34.20000	$45,574.92	
Rgts Prof/Hendrix Ch	211549	22.78000	$64,348.26	
Prof/Nelson Ch	212589	10.28000	$20,970.40	
Rgts Prof/Herrington	212593	24.20000	$58,082.42	
Prof	213593	26.89000	$43,615.04	
Aso Prof	214515	38.00000	$46,556.46	
Rgts Prof	214567	24.20000	$48,852.54	
Ast Prof	AF7981	38.00000	$38,762.28	
Ast Prof	AF8081	38.00000	$36,480.01	
Ast Prof	AF8095	38.00000	$36,480.01	
Ast Prof	AF8143	34.20000	$36,480.01	
Ast Prof	AF8144	38.00000	$37,208.47	
Ast Prof	AF9293	38.00000	$37,527.66	
Ast Prof	AF9360	34.20000	$38,929.86	
Ast Prof	AF9537	35.56000	$42,220.41	
Ast Prof Mfg	AF9699	34.20000	$44,918.28	
Aso Prof	AF9700	38.00000	$41,929.20	
Aso Prof	AF9965	38.00000	$47,257.56	
OTHER PROFESSIONAL SALARIES			$1,294,792.93	
TOTAL PERSONNEL SERVICES				$2,427,433.00
TOTAL				$2,427,433.00
155108 - Tech Schrly Actvty				
Prof	210297	0.89000	$1,085.76	
Aso Prof	210994	10.91000	$12,248.11	
Aso Prof	211080	11.31000	$11,826.64	
Aso Prof	211081	0.83000	$950.25	
Aso Prof	211092	0.80000	$1,058.40	
Ast Prof	211205	10.80000	$12,279.60	
Associate Prof	213500	11.10000	$13,288.70	

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ACTIVITY: 12 - Research , continued				
FUNCTION: 2542 - Individual and Project Research , continued				
155108 - Tech Schrly Actvty , continued				
Ast Prof	213502	12.00000	$10,680.12	
Ast Prof	213505	12.00000	$9,396.00	
Aso Prof	213506	11.44000	$10,939.32	
Ast Prof	215271	11.45000	$11,321.07	
Ast Prof	AF7984	11.17000	$10,677.74	
Ast Prof	AF8068	23.17000	$22,532.83	
Ast Prof	AF8083	12.00000	$10,733.04	
Ast Prof	AF8092	11.17000	$10,462.97	
Ast Prof	AF8092	0.83000	$777.46	
Ast Prof	AF9269	10.91000	$10,774.39	
Ast Prof	AF9365	12.00000	$11,507.40	
Ast Prof	AF9408	11.43000	$11,506.69	
Ast Prof	AF9463	10.80000	$9,982.44	
Ast Prof	AF9543	10.80000	$9,933.84	
OTHER PROFESSIONAL SALARIES			$8.23	
FRINGE BENEFITS			$61,171.00	
TOTAL PERSONNEL SERVICES				$265,142.00
TOTAL				$265,142.00
155113 - LaunchPad Research & Tech Center				
Ast Prof	AF7916	100.00000	$102,006.00	
Ast Prof	AF8005	100.00000	$102,006.00	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.00	
FRINGE BENEFITS			$61,183.00	
TOTAL PERSONNEL SERVICES				$265,195.00
TOTAL				$265,195.00
155254 - P Nautiyal Start-Up CEAT				
OTHER SALARIES AND WAGES			$4,600.00	
FRINGE BENEFITS			$368.00	
TOTAL PERSONNEL SERVICES				$4,968.00
TOTAL				$4,968.00

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ACTIVITY: 12 - Research , continued				
FUNCTION: 2542 - Individual and Project Research , continued				
155266 - L Wang Start-Up CEAT				
Prof	AF9070	10.00000	$19,000.00	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.00	
FRINGE BENEFITS			$5,698.00	
TOTAL PERSONNEL SERVICES				$24,698.00
TOTAL				$24,698.00
155272 - G Harland Professional Development				
Prof/Anadarko Ch	210551	0.86000	$1,734.18	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$-0.18	
FRINGE BENEFITS			$520.00	
TOTAL PERSONNEL SERVICES				$2,254.00
TOTAL				$2,254.00
155277 - C Aichele F/A Return				
Ast Prof/Courson Ch	212526	5.95000	$10,001.29	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$-0.29	
FRINGE BENEFITS			$2,999.00	
TOTAL PERSONNEL SERVICES				$13,000.00
TOTAL				$13,000.00
155287 - B Hoskins Professional Development				
Aso Prof	210994	1.06000	$1,190.01	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$-0.01	
FRINGE BENEFITS			$357.00	
TOTAL PERSONNEL SERVICES				$1,547.00
TOTAL				$1,547.00
155290 - Raj Singh F/A Return				
Rgts Prof	210692	2.39000	$7,982.82	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.18	

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ACTIVITY: 12 - Research , continued				
FUNCTION: 2542 - Individual and Project Research , continued				
155290 - Raj Singh F/A Return , continued				
FRINGE BENEFITS			$2,394.00	
TOTAL PERSONNEL SERVICES				$10,377.00
TOTAL				$10,377.00
155293 - V Charter Professional Development				
Aso Prof	211081	4.32000	$4,945.87	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.13	
FRINGE BENEFITS			$1,483.00	
TOTAL PERSONNEL SERVICES				$6,429.00
TOTAL				$6,429.00
155296 - C Prasad Start-Up CEAT				
OTHER SALARIES AND WAGES			$2,300.00	
FRINGE BENEFITS			$184.00	
TOTAL PERSONNEL SERVICES				$2,484.00
TOTAL				$2,484.00
155298 - H Bai Professional Development				
Aso Prof	211121	0.40000	$533.04	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$-0.04	
FRINGE BENEFITS			$160.00	
TOTAL PERSONNEL SERVICES				$693.00
TOTAL				$693.00
155322 - Y Zhang Start-Up CEAT				
Ast Prof	AF8044	0.95000	$1,219.42	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.58	
FRINGE BENEFITS			$365.00	
TOTAL PERSONNEL SERVICES				$1,585.00
TOTAL				$1,585.00

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ACTIVITY: 12 - Research , continued				
FUNCTION: 2542 - Individual and Project Research , continued				
155506 - Joullian Chair				
Prof/Earl & Carolyn	212552	10.00000	$21,249.87	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$2.13	
OTHER SALARIES AND WAGES			$20,000.00	
FRINGE BENEFITS			$8,422.00	
TOTAL PERSONNEL SERVICES				$49,674.00
TRAVEL				$5,000.00
SUPPLIES AND OTHER OPERATING EXPENSES				$15,000.00
TOTAL				$69,674.00
155508 - Wilson Bentley Prof				
Prof	210109	11.11000	$15,234.48	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$1.52	
OTHER SALARIES AND WAGES			$10,000.00	
FRINGE BENEFITS			$5,593.00	
TOTAL PERSONNEL SERVICES				$30,829.00
TRAVEL				$2,500.00
SUPPLIES AND OTHER OPERATING EXPENSES				$7,500.00
TOTAL				$40,829.00
155511 - Van Weathers Chair Compt Lrship				
Prof/Dir Zink Ctr/Va	212588	9.09000	$23,964.60	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$2.40	
OTHER SALARIES AND WAGES			$20,000.00	
FRINGE BENEFITS			$9,236.00	
TOTAL PERSONNEL SERVICES				$53,203.00
TRAVEL				$5,000.00
SUPPLIES AND OTHER OPERATING EXPENSES				$15,000.00
TOTAL				$73,203.00
155512 - Gilbertcooperww Prof				
Rgts Prof/Cooper W&W	210764	11.11000	$20,085.99	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$2.01	

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ACTIVITY: 12 - Research , continued				
FUNCTION: 2542 - Individual and Project Research , continued				
155512 - Gilbertcooperww Prof , continued				
OTHER SALARIES AND WAGES			$20,000.00	
FRINGE BENEFITS			$8,073.00	
TOTAL PERSONNEL SERVICES				$48,161.00
TRAVEL				$5,000.00
SUPPLIES AND OTHER OPERATING EXPENSES				$15,000.00
TOTAL				$68,161.00
155514 - Harold Courson Chair				
Aso Prof	211084	10.34000	$14,901.72	
Aso Prof	211084	6.94000	$10,001.74	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.54	
OTHER SALARIES AND WAGES			$20,000.00	
FRINGE BENEFITS			$9,516.00	
TOTAL PERSONNEL SERVICES				$54,420.00
TRAVEL				$5,000.00
SUPPLIES AND OTHER OPERATING EXPENSES				$15,000.00
TOTAL				$74,420.00
155515 - Cunningham Chair				
Prof	213593	11.11000	$18,020.20	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$1.80	
OTHER SALARIES AND WAGES			$20,000.00	
FRINGE BENEFITS			$7,453.00	
TOTAL PERSONNEL SERVICES				$45,475.00
TRAVEL				$5,000.00
SUPPLIES AND OTHER OPERATING EXPENSES				$15,000.00
TOTAL				$65,475.00
155516 - Cont Resources Chair				
Prof/Anadarko Ch	210551	10.73000	$21,637.05	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$-7.05	
OTHER SALARIES AND WAGES			$20,000.00	

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ACTIVITY: 12 - Research , continued				
FUNCTION: 2542 - Individual and Project Research , continued				
155516 - Cont Resources Chair , continued				
FRINGE BENEFITS			$8,535.00	
TOTAL PERSONNEL SERVICES				$50,165.00
TRAVEL				$5,000.00
SUPPLIES AND OTHER OPERATING EXPENSES				$15,000.00
TOTAL				$70,165.00
155520 - Anadarko Petro Chair				
OTHER PROFESSIONAL SALARIES			$14,875.00	
OTHER SALARIES AND WAGES			$20,000.00	
FRINGE BENEFITS			$6,549.00	
TOTAL PERSONNEL SERVICES				$41,424.00
TRAVEL				$2,500.00
SUPPLIES AND OTHER OPERATING EXPENSES				$7,500.00
PROPERTY FURNITURE AND EQUIPMENT				$10,000.00
TOTAL				$61,424.00
155522 - Humphreys Chr Ind En				
Prof/Dept Head	112566	15.43000	$36,491.95	
OTHER PROFESSIONAL SALARIES			$8.05	
OTHER SALARIES AND WAGES			$20,000.00	
FRINGE BENEFITS			$12,995.00	
TOTAL PERSONNEL SERVICES				$69,495.00
TRAVEL				$5,000.00
SUPPLIES AND OTHER OPERATING EXPENSES				$15,000.00
TOTAL				$89,495.00
155524 - Humphreys Chair Ceat				
Dean/Prof/Humphreych	112500	15.04000	$61,664.60	
Rsrch Ast Prof	AF7947	100.00000	$100,008.00	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.40	
OTHER SALARIES AND WAGES			$20,000.00	
FRINGE BENEFITS			$50,682.00	
TOTAL PERSONNEL SERVICES				$232,355.00

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ACTIVITY: 12 - Research , continued				
FUNCTION: 2542 - Individual and Project Research , continued				
155524 - Humphreys Chair Ceat , continued				
TRAVEL				$2,500.00
SUPPLIES AND OTHER OPERATING EXPENSES				$7,500.00
PROPERTY FURNITURE AND EQUIPMENT				$10,000.00
TOTAL				$252,355.00
155526 - Oge Energy Tech Chr				
Rgts Prof	214567	10.00000	$20,187.00	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.00	
OTHER SALARIES AND WAGES			$20,000.00	
FRINGE BENEFITS			$8,102.00	
TOTAL PERSONNEL SERVICES				$48,289.00
TRAVEL				$5,000.00
SUPPLIES AND OTHER OPERATING EXPENSES				$15,000.00
TOTAL				$68,289.00
155528 - Samson Chr Petro Eng				
Aso Prof/Samson Ch	AF9696	10.00000	$19,766.00	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.00	
OTHER SALARIES AND WAGES			$20,000.00	
FRINGE BENEFITS			$7,976.00	
TOTAL PERSONNEL SERVICES				$47,742.00
TRAVEL				$5,000.00
SUPPLIES AND OTHER OPERATING EXPENSES				$15,000.00
TOTAL				$67,742.00
155530 - Amoco Chem Eng Endow				
Prof	AF9673	11.11000	$18,592.14	
OTHER PROFESSIONAL SALARIES			$1,407.86	
OTHER SALARIES AND WAGES			$18,594.00	
FRINGE BENEFITS			$7,625.00	
TOTAL PERSONNEL SERVICES				$46,219.00
TRAVEL				$5,000.00

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ACTIVITY: 12 - Research , continued				
FUNCTION: 2542 - Individual and Project Research , continued				
155530 - Amoco Chem Eng Endow , continued				
SUPPLIES AND OTHER OPERATING EXPENSES				$15,000.00
TOTAL				$66,219.00
155532 - Ward Chair Petro Eng				
Ast Prof/Courson Ch	212526	10.45000	$17,565.31	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.69	
OTHER SALARIES AND WAGES			$20,000.00	
FRINGE BENEFITS			$7,316.00	
TOTAL PERSONNEL SERVICES				$44,882.00
TRAVEL				$5,000.00
SUPPLIES AND OTHER OPERATING EXPENSES				$15,000.00
TOTAL				$64,882.00
155535 - Bartlett Chair				
Prof/Hd/Cont Rsrcs C	112518	14.86000	$38,650.12	
OTHER PROFESSIONAL SALARIES			$13,553.88	
OTHER SALARIES AND WAGES			$20,000.00	
FRINGE BENEFITS			$17,704.00	
TOTAL PERSONNEL SERVICES				$89,908.00
TRAVEL				$5,000.00
SUPPLIES AND OTHER OPERATING EXPENSES				$15,000.00
TOTAL				$109,908.00
155536 - KEN & LYNN CASE CHAIR IN IEM				
Prof	AF9070	10.00000	$19,000.00	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.00	
OTHER SALARIES AND WAGES			$20,000.00	
FRINGE BENEFITS			$7,746.00	
TOTAL PERSONNEL SERVICES				$46,746.00
TRAVEL				$5,000.00
SUPPLIES AND OTHER OPERATING EXPENSES				$15,000.00
TOTAL				$66,746.00

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POSITION TITLE	POSITION NUMBER	FUNDING PERCENT	POSITION PROPOSED BUDGET AMOUNT	FY 2025-2026 PROPOSED ACCOUNT BUDGET AMOUNT
ACTIVITY: 12 - Research , continued				
FUNCTION: 2542 - Individual and Project Research , continued				
155538 - Con Mgmt Adv Bd Prof				
Prof	210297	11.11000	$13,553.64	
OTHER PROFESSIONAL SALARIES			$33,001.36	
OTHER SALARIES AND WAGES			$20,000.00	
FRINGE BENEFITS			$16,010.00	
TOTAL PERSONNEL SERVICES				$82,565.00
TRAVEL				$5,000.00
SUPPLIES AND OTHER OPERATING EXPENSES				$15,000.00
TOTAL				$102,565.00
155540 - Noble Endowed Chair				
Prof/Cunningham Ch	210002	11.11000	$23,758.62	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$2.38	
OTHER SALARIES AND WAGES			$20,000.00	
FRINGE BENEFITS			$9,174.00	
TOTAL PERSONNEL SERVICES				$52,935.00
TRAVEL				$5,000.00
SUPPLIES AND OTHER OPERATING EXPENSES				$15,000.00
TOTAL				$72,935.00
155542 - Brammer Prof/MAE				
Prof/Head	112578	22.73000	$50,006.00	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$-6.00	
OTHER SALARIES AND WAGES			$10,000.00	
FRINGE BENEFITS			$16,019.00	
TOTAL PERSONNEL SERVICES				$76,019.00
TRAVEL				$2,500.00
SUPPLIES AND OTHER OPERATING EXPENSES				$7,500.00
TOTAL				$86,019.00
155545 - Nelson Chair				
Prof/Nelson Ch	212589	13.87000	$28,293.72	
OTHER PROFESSIONAL SALARIES			$7,706.28	

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ACTIVITY: 12 - Research , continued				
FUNCTION: 2542 - Individual and Project Research , continued				
155545 - Nelson Chair , continued				
OTHER SALARIES AND WAGES			$20,000.00	
FRINGE BENEFITS			$12,844.00	
TOTAL PERSONNEL SERVICES				$68,844.00
TRAVEL				$5,000.00
SUPPLIES AND OTHER OPERATING EXPENSES				$15,000.00
TOTAL				$88,844.00
155550 - Pso/Naeter Chair				
Aso Prof	210224	10.00000	$15,380.46	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$1.54	
OTHER SALARIES AND WAGES			$10,000.00	
FRINGE BENEFITS			$5,637.00	
TOTAL PERSONNEL SERVICES				$31,019.00
TRAVEL				$2,500.00
SUPPLIES AND OTHER OPERATING EXPENSES				$7,500.00
TOTAL				$41,019.00
155552 - Halliburton Prof				
Aso Dean	AF8067	18.52000	$40,003.20	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$-3.20	
OTHER SALARIES AND WAGES			$10,000.00	
FRINGE BENEFITS			$13,020.00	
TOTAL PERSONNEL SERVICES				$63,020.00
TRAVEL				$2,500.00
SUPPLIES AND OTHER OPERATING EXPENSES				$7,500.00
TOTAL				$73,020.00
155560 - Kerr/Bellmon Chair				
Aso Dean/Prof	113555	17.70000	$41,485.97	
OTHER PROFESSIONAL SALARIES			$46.03	
OTHER SALARIES AND WAGES			$20,000.00	
FRINGE BENEFITS			$14,504.00	
TOTAL PERSONNEL SERVICES				$76,036.00

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ACTIVITY: 12 - Research , continued				
FUNCTION: 2542 - Individual and Project Research , continued				
155560 - Kerr/Bellmon Chair , continued				
TRAVEL				$5,000.00
SUPPLIES AND OTHER OPERATING EXPENSES				$15,000.00
TOTAL				$96,036.00
155562 - Williams Found Prof				
Aso Prof	211076	11.11000	$13,275.67	
OTHER PROFESSIONAL SALARIES			$1,329.33	
OTHER SALARIES AND WAGES			$10,000.00	
FRINGE BENEFITS			$5,404.00	
TOTAL PERSONNEL SERVICES				$30,009.00
TRAVEL				$2,500.00
SUPPLIES AND OTHER OPERATING EXPENSES				$7,500.00
TOTAL				$40,009.00
155564 - Vogt Prof/Ceat				
Prof/Head	112551	24.00000	$56,350.80	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$-5.80	
OTHER SALARIES AND WAGES			$10,000.00	
FRINGE BENEFITS			$17,922.00	
TOTAL PERSONNEL SERVICES				$84,267.00
TRAVEL				$2,500.00
SUPPLIES AND OTHER OPERATING EXPENSES				$7,500.00
TOTAL				$94,267.00
155568 - OSU Research Foundation Chair				
Prof	211040	5.00000	$9,084.50	
Prof	211040	10.00000	$18,167.18	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.32	
OTHER SALARIES AND WAGES			$20,000.00	
FRINGE BENEFITS			$10,220.00	
TOTAL PERSONNEL SERVICES				$57,472.00
TRAVEL				$5,000.00

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ACTIVITY: 12 - Research , continued				
FUNCTION: 2542 - Individual and Project Research , continued				
155568 - OSU Research Foundation Chair , continued				
SUPPLIES AND OTHER OPERATING EXPENSES				$15,000.00
TOTAL				$77,472.00
155570 - Maddox Professorship				
Prof	212522	10.73000	$17,337.34	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$-4.34	
OTHER SALARIES AND WAGES			$10,000.00	
FRINGE BENEFITS			$6,223.00	
TOTAL PERSONNEL SERVICES				$33,556.00
TRAVEL				$2,500.00
SUPPLIES AND OTHER OPERATING EXPENSES				$7,500.00
TOTAL				$43,556.00
155572 - Williams Prf En Tech				
Aso Prof	211092	10.00000	$13,230.00	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.00	
OTHER SALARIES AND WAGES			$10,000.00	
FRINGE BENEFITS			$4,992.00	
TOTAL PERSONNEL SERVICES				$28,222.00
TRAVEL				$2,500.00
SUPPLIES AND OTHER OPERATING EXPENSES				$7,500.00
TOTAL				$38,222.00
155575 - Decker Dawson Chr/Civil Eng				
Aso Prof	211138	11.11000	$13,140.69	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$1.31	
OTHER SALARIES AND WAGES			$20,000.00	
FRINGE BENEFITS			$5,990.00	
TOTAL PERSONNEL SERVICES				$39,132.00
TRAVEL				$5,000.00
SUPPLIES AND OTHER OPERATING EXPENSES				$15,000.00
TOTAL				$59,132.00

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ACTIVITY: 12 - Research , continued				
FUNCTION: 2542 - Individual and Project Research , continued				
155580 - AT&T Chair				
OTHER SALARIES AND WAGES			$10,000.00	
FRINGE BENEFITS			$1,024.00	
TOTAL PERSONNEL SERVICES				$11,024.00
TRAVEL				$2,500.00
SUPPLIES AND OTHER OPERATING EXPENSES				$7,500.00
TOTAL				$21,024.00
155582 - Janes Prof in FPSET				
Aso Prof	211081	10.35000	$11,849.46	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$-0.46	
OTHER SALARIES AND WAGES			$10,000.00	
FRINGE BENEFITS			$4,578.00	
TOTAL PERSONNEL SERVICES				$26,427.00
TRAVEL				$2,500.00
SUPPLIES AND OTHER OPERATING EXPENSES				$7,500.00
TOTAL				$36,427.00
155590 - Herrington Chair				
Rgts Prof/Herrington 212593		10.00000	$24,001.00	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.00	
OTHER SALARIES AND WAGES			$20,000.00	
FRINGE BENEFITS			$9,246.00	
TOTAL PERSONNEL SERVICES				$53,247.00
TRAVEL				$5,000.00
SUPPLIES AND OTHER OPERATING EXPENSES				$15,000.00
TOTAL				$73,247.00
155592 - S Kim Professional Development				
Ast Prof	211140	0.30000	$342.41	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$-0.41	
FRINGE BENEFITS			$103.00	
TOTAL PERSONNEL SERVICES				$445.00
TOTAL				$445.00

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ACTIVITY: 12 - Research , continued				
FUNCTION: 2542 - Individual and Project Research , continued				
155608 - Ramanah Start-Up CEAT/VPR				
Ast Prof	214534	6.08000	$6,632.43	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$-0.43	
FRINGE BENEFITS			$1,989.00	
TOTAL PERSONNEL SERVICES				$8,621.00
TOTAL				$8,621.00
155624 - D Cook Start-Up				
Ast Prof	AF8068	10.00000	$9,725.00	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.00	
FRINGE BENEFITS			$2,917.00	
TOTAL PERSONNEL SERVICES				$12,642.00
TOTAL				$12,642.00
155633 - P Saravanan Start-Up CEAT				
Ast Prof	AF8010	10.00000	$10,667.00	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.00	
FRINGE BENEFITS			$3,199.00	
TOTAL PERSONNEL SERVICES				$13,866.00
TOTAL				$13,866.00
155928 - Y Wang Start-up CEAT				
Ast Prof	AF7984	6.90000	$6,595.92	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.08	
FRINGE BENEFITS			$1,978.00	
TOTAL PERSONNEL SERVICES				$8,574.00
TOTAL				$8,574.00
155963 - S Shahabuddin Start-up CEAT				
Ast Prof	AF7998	7.38000	$8,964.29	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$-0.29	

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ACTIVITY: 12 - Research , continued				
FUNCTION: 2542 - Individual and Project Research , continued				
155963 - S Shahabuddin Start-up CEAT , continued				
FRINGE BENEFITS			$2,688.00	
TOTAL PERSONNEL SERVICES				$11,652.00
TOTAL				$11,652.00
156000 - EHS Research Maintenance				
Rsrch Scientist Bioi 535169		4.75000	$4,998.90	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$1.10	
FRINGE BENEFITS			$1,676.00	
TOTAL PERSONNEL SERVICES				$6,676.00
TRAVEL				$100,000.00
SUPPLIES AND OTHER OPERATING EXPENSES				$369,324.00
PROPERTY FURNITURE AND EQUIPMENT				$24,000.00
TOTAL				$500,000.00
156050 - EHS Research Salary Savings				
Aso Prof	213205	6.73000	$9,179.38	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$-0.38	
TOTAL PERSONNEL SERVICES				$9,179.00
TOTAL				$9,179.00
156101 - DM Research				
Prof	210226	26.68000	$30,096.81	
Aso Prof	210668	36.78000	$35,190.05	
Aso Prof	210680	40.00000	$34,779.57	
Ast Prof	210826	40.00000	$28,800.00	
Prof/Humphreys Enwd	210856	35.73000	$42,876.28	
Aso Prof	211083	28.49000	$27,081.63	
Ast Prof	211546	36.00000	$30,000.00	
Aso Prof	211547	40.00000	$31,528.60	
Aso Prof	212630	40.00000	$31,792.97	
Ast Prof	212638	40.00000	$30,000.00	
Ast Prof	AF7983	40.00000	$31,000.00	

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ACTIVITY: 12 - Research , continued				
FUNCTION: 2542 - Individual and Project Research , continued				
156101 - DM Research , continued				
Ast Prof	AF9263	40.00000	$29,200.00	
Aso Prof	AF9706	36.21000	$33,950.45	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$-0.36	
TOTAL PERSONNEL SERVICES				$416,296.00
TOTAL				$416,296.00
156102 - HCCP Research				
Ast Prof	210354	50.00000	$37,500.00	
Ast Prof	210467	50.00000	$41,952.22	
Ast Prof	213104	50.00000	$40,500.00	
Ast Prof/Don Jacq Ch	213208	50.00000	$38,000.00	
Ast Prof	AF8222	42.74000	$42,491.84	
Ast Prof	AF9349	50.00000	$37,000.00	
Professor	AF9438	30.00000	$44,945.28	
Aso Prof	AF9659	50.00000	$39,915.39	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.27	
TOTAL PERSONNEL SERVICES				$322,305.00
TOTAL				$322,305.00
156103 - HDFS Research				
Prof/Parenting Pf	210227	100.00000	$24,389.83	
Aso Prof	210230	25.00000	$22,133.78	
Aso Prof	210335	42.75000	$40,635.57	
Prof	210429	27.08000	$36,403.83	
Ast Prof	211027	44.56000	$49,124.33	
Ast Prof	211036	52.50000	$39,637.50	
Prof	211208	46.06000	$58,505.52	
Aso Prof/Ad Aging Pf	211535	25.00000	$21,489.57	
Prof	211931	45.76000	$44,784.90	
Ast Prof	212615	50.00000	$36,500.00	
Ast Prof	212620	50.00000	$38,198.55	
Aso Prof	212624	50.00000	$40,011.43	
Ast Prof	AF8210	45.00000	$37,510.36	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.83	
TOTAL PERSONNEL SERVICES				$489,326.00
TOTAL				$489,326.00

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156104 - KAHR Research				
Ast Prof	210637	40.00000	$32,547.20	
Ast Prof	210678	40.00000	$32,225.84	
Aso Prof	213201	40.00000	$31,269.83	
Ast Prof	213204	40.00000	$27,400.00	
Ast Prof	216251	40.00000	$30,457.37	
Aso Prof	216261	40.00000	$30,717.89	
Aso Prof	AF9579	40.00000	$36,966.75	
Aso Prof	AF9745	40.00000	$31,969.73	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.39	
TOTAL PERSONNEL SERVICES				$253,555.00
TOTAL				$253,555.00
156105 - NSCI Research				
Prof	210339	47.65000	$50,734.02	
Prof	210584	47.71000	$52,141.25	
Prof	211075	28.64000	$37,942.02	
Aso Prof	211091	40.91000	$42,537.41	
Aso Prof	212651	47.33000	$42,523.68	
Ast Prof	AF8071	50.00000	$37,500.00	
Ast Prof	AF8154	50.00000	$42,950.00	
Ast Prof	AF9264	50.00000	$41,532.82	
Ast Prof	AF9527	50.00000	$41,098.58	
Aso Prof	AF9957	50.00000	$44,748.40	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$-0.18	
TOTAL PERSONNEL SERVICES				$433,708.00
TOTAL				$433,708.00
156106 - SEFLA Research				
Prof	210014	40.00000	$36,503.02	
Prof	210170	40.00000	$35,591.90	
Prof	210229	37.86000	$35,321.18	
Ast Prof	210456	40.00000	$31,888.00	
Prof	210459	40.00000	$35,504.02	
Aso Prof	210511	40.00000	$29,228.28	
Prof	210533	40.00000	$35,362.32	
Ast Prof	211004	40.00000	$31,061.38	

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ACTIVITY: 12 - Research , continued				
FUNCTION: 2542 - Individual and Project Research , continued				
156106 - SEFLA Research , continued				
Aso Prof	211012	30.00000	$23,480.05	
Ast Prof	212413	40.00000	$31,686.77	
Prof	212420	40.00000	$33,387.57	
Prof	212439	26.26000	$26,981.33	
Prof	212466	40.00000	$35,210.08	
Prof/Aso Dir	212477	40.00000	$40,588.76	
Ast Prof	213401	40.00000	$30,400.00	
Aso Prof	213416	40.00000	$35,473.93	
Aso Prof	213417	40.00000	$32,718.16	
Aso Prof	213478	37.70000	$32,814.90	
Ast Prof	AF7972	40.00000	$30,200.00	
Assistant Professor	AF9535	40.00000	$33,496.00	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.35	
TOTAL PERSONNEL SERVICES				$656,898.00
TOTAL				$656,898.00
156107 - STLES Research				
Prof	210051	31.39000	$42,026.03	
Ast Prof	210417	25.94000	$22,851.20	
Prof	210419	38.02000	$38,407.93	
Ast Prof	210421	52.50000	$39,375.00	
Prof	210455	40.00000	$35,817.54	
Prof	211542	37.98000	$37,541.28	
Aso Pf/Jacq-Mun Ch	212410	27.50000	$23,271.50	
Aso Prof	212421	25.94000	$22,921.99	
Prof	212440	50.00000	$52,500.00	
Aso Prof	212467	27.50000	$22,922.52	
Prof	212479	38.02000	$38,448.44	
Ast Prof	212480	40.00000	$29,332.75	
Prof	213409	38.22000	$43,069.11	
Aso Prof	213443	27.50000	$22,943.95	
Ast Prof	AF8160	52.50000	$40,950.00	
Ast Prof	AF8233	52.50000	$43,204.88	
Ast Prof	AF9266	40.00000	$30,816.80	
Prof	AF9398	40.00000	$42,187.05	
Aso Prof	AF9573	40.00000	$33,557.42	

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ACTIVITY: 12 - Research , continued				
FUNCTION: 2542 - Individual and Project Research , continued				
156107 - STLES Research , continued				
Associate Professor	AF9695	40.00000	$32,998.23	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.38	
TOTAL PERSONNEL SERVICES				$695,144.00
TOTAL				$695,144.00
156235 - Nazmy Start-Up				
OTHER SALARIES AND WAGES			$11,540.00	
FRINGE BENEFITS			$1,132.00	
TOTAL PERSONNEL SERVICES				$12,672.00
SUPPLIES AND OTHER OPERATING EXPENSES				$2,000.00
PROPERTY FURNITURE AND EQUIPMENT				$328.00
TOTAL				$15,000.00
156250 - Dhm F&A				
SUPPLIES AND OTHER OPERATING EXPENSES				$10,000.00
TOTAL				$10,000.00
156260 - Hdfs F&A				
TRAVEL				$5,000.00
SUPPLIES AND OTHER OPERATING EXPENSES				$60,000.00
PROPERTY FURNITURE AND EQUIPMENT				$5,000.00
TOTAL				$70,000.00
156270 - Nsci F&A				
SUPPLIES AND OTHER OPERATING EXPENSES				$50,000.00
PROPERTY FURNITURE AND EQUIPMENT				$50,000.00
TOTAL				$100,000.00
156284 - Cribbs F&A				
SUPPLIES AND OTHER OPERATING EXPENSES				$2,500.00
TOTAL				$2,500.00

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POSITION TITLE	POSITION NUMBER	FUNDING PERCENT	POSITION PROPOSED BUDGET AMOUNT	FY 2025-2026 PROPOSED ACCOUNT BUDGET AMOUNT
ACTIVITY: 12 - Research , continued				
FUNCTION: 2542 - Individual and Project Research , continued				
156286 - Duhon F&A				
SUPPLIES AND OTHER OPERATING EXPENSES				$10,000.00
TOTAL				$10,000.00
156291 - Nowell F&A				
SUPPLIES AND OTHER OPERATING EXPENSES				$400.00
TOTAL				$400.00
156300 - Taylor Professorship				
Prof	210584	4.58000	$5,000.00	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.00	
FRINGE BENEFITS			$1,500.00	
TOTAL PERSONNEL SERVICES				$6,500.00
TRAVEL				$2,000.00
SUPPLIES AND OTHER OPERATING EXPENSES				$11,000.00
TOTAL				$19,500.00
156340 - Center for Family Resilience				
OTHER PROFESSIONAL SALARIES			$34,454.00	
OTHER SALARIES AND WAGES			$4,072.00	
FRINGE BENEFITS			$11,976.00	
TOTAL PERSONNEL SERVICES				$50,502.00
SUPPLIES AND OTHER OPERATING EXPENSES				$24,498.00
TOTAL				$75,000.00
156551 - Adulthood/Aging Prof				
Prof	211931	5.11000	$5,000.00	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.00	
FRINGE BENEFITS			$1,500.00	
TOTAL PERSONNEL SERVICES				$6,500.00
TRAVEL				$5,000.00
SUPPLIES AND OTHER OPERATING EXPENSES				$19,000.00

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ACTIVITY: 12 - Research , continued				
FUNCTION: 2542 - Individual and Project Research , continued				
156551 - Adulthood/Aging Prof , continued				
PROPERTY FURNITURE AND EQUIPMENT				$5,000.00
TOTAL				$35,500.00
156552 - Parenting Prof				
OTHER SALARIES AND WAGES			$15,000.00	
FRINGE BENEFITS			$1,536.00	
TOTAL PERSONNEL SERVICES				$16,536.00
TRAVEL				$3,000.00
SUPPLIES AND OTHER OPERATING EXPENSES				$16,964.00
TOTAL				$36,500.00
156553 - Masonic Chair				
Prof	210429	3.72000	$5,000.00	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.00	
OTHER SALARIES AND WAGES			$14,400.00	
FRINGE BENEFITS			$3,007.00	
TOTAL PERSONNEL SERVICES				$22,407.00
SUPPLIES AND OTHER OPERATING EXPENSES				$25,000.00
PROPERTY FURNITURE AND EQUIPMENT				$2,593.00
TOTAL				$50,000.00
156554 - Kaiser Chr Fam/Comm Policy				
Aso Prof	211171	9.17000	$10,000.00	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.00	
FRINGE BENEFITS			$2,999.00	
TOTAL PERSONNEL SERVICES				$12,999.00
TRAVEL				$5,000.00
SUPPLIES AND OTHER OPERATING EXPENSES				$40,000.00
TOTAL				$57,999.00

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ACTIVITY: 12 - Research , continued				
FUNCTION: 2542 - Individual and Project Research , continued				
156560 - Williams Prof/Nutr S				
Prof	210339	4.70000	$5,000.00	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.00	
OTHER SALARIES AND WAGES			$14,000.00	
FRINGE BENEFITS			$2,933.00	
TOTAL PERSONNEL SERVICES				$21,933.00
TRAVEL				$3,000.00
SUPPLIES AND OTHER OPERATING EXPENSES				$10,567.00
TOTAL				$35,500.00
156570 - Morsani Professorship in Design				
Aso Prof	210668	5.23000	$5,000.00	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.00	
FRINGE BENEFITS			$1,500.00	
TOTAL PERSONNEL SERVICES				$6,500.00
TRAVEL				$5,000.00
SUPPLIES AND OTHER OPERATING EXPENSES				$15,000.00
TOTAL				$26,500.00
156580 - Buck Professorship in Literacy				
Prof	213409	4.44000	$5,000.00	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.00	
FRINGE BENEFITS			$1,500.00	
TOTAL PERSONNEL SERVICES				$6,500.00
TRAVEL				$2,000.00
SUPPLIES AND OTHER OPERATING EXPENSES				$8,000.00
TOTAL				$16,500.00
156603 - Cfr F/A				
Pgm Mgr	AS7271	26.73000	$17,909.10	
Pgm Mgr	AS7361	10.00000	$7,078.00	
OTHER PROFESSIONAL SALARIES			$12.90	
OTHER SALARIES AND WAGES			$7,850.00	

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ACTIVITY: 12 - Research , continued				
FUNCTION: 2542 - Individual and Project Research , continued				
156603 - Cfr F/A , continued				
FRINGE BENEFITS			$9,071.00	
TOTAL PERSONNEL SERVICES				$41,921.00
SUPPLIES AND OTHER OPERATING EXPENSES				$18,079.00
TOTAL				$60,000.00
156605 - D Lin F&A				
SUPPLIES AND OTHER OPERATING EXPENSES				$13,000.00
TOTAL				$13,000.00
156607 - Emerson F&A				
SUPPLIES AND OTHER OPERATING EXPENSES				$1,500.00
TOTAL				$1,500.00
156608 - Stout F&A				
SUPPLIES AND OTHER OPERATING EXPENSES				$2,400.00
TOTAL				$2,400.00
156609 - Cox F&A				
TRAVEL				$2,000.00
SUPPLIES AND OTHER OPERATING EXPENSES				$23,000.00
TOTAL				$25,000.00
156613 - Park, H F&A				
SUPPLIES AND OTHER OPERATING EXPENSES				$700.00
TOTAL				$700.00
156615 - Peek F And A				
SUPPLIES AND OTHER OPERATING EXPENSES				$1,500.00
TOTAL				$1,500.00

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ACTIVITY: 12 - Research , continued				
FUNCTION: 2542 - Individual and Project Research , continued				
156618 - E Roberts F&A				
SUPPLIES AND OTHER OPERATING EXPENSES				$1,500.00
TOTAL				$1,500.00
156620 - Brosi F&A				
SUPPLIES AND OTHER OPERATING EXPENSES				$25,000.00
TOTAL				$25,000.00
156624 - Chowanadisai F&A				
SUPPLIES AND OTHER OPERATING EXPENSES				$4,000.00
TOTAL				$4,000.00
156628 - Clarke F&A				
SUPPLIES AND OTHER OPERATING EXPENSES				$5,000.00
TOTAL				$5,000.00
156629 - Tuttle F&A				
SUPPLIES AND OTHER OPERATING EXPENSES				$5,000.00
TOTAL				$5,000.00
156630 - Ctr for Dev Disabilities F&A				
OTHER PROFESSIONAL SALARIES			$10,000.00	
OTHER SALARIES AND WAGES			$4,000.00	
FRINGE BENEFITS			$4,000.00	
TOTAL PERSONNEL SERVICES				$18,000.00
TOTAL				$18,000.00
156640 - S Mandal F&A				
SUPPLIES AND OTHER OPERATING EXPENSES				$200.00
TOTAL				$200.00

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ACTIVITY: 12 - Research , continued				
FUNCTION: 2542 - Individual and Project Research , continued				
156658 - Lucas F&A				
SUPPLIES AND OTHER OPERATING EXPENSES				$6,500.00
PROPERTY FURNITURE AND EQUIPMENT				$500.00
TOTAL				$7,000.00
156659 - Bailey F&A				
SUPPLIES AND OTHER OPERATING EXPENSES				$1,800.00
TOTAL				$1,800.00
156660 - Hildebrand F&A				
OTHER SALARIES AND WAGES			$10,000.00	
FRINGE BENEFITS			$300.00	
TOTAL PERSONNEL SERVICES				$10,300.00
TRAVEL				$3,000.00
SUPPLIES AND OTHER OPERATING EXPENSES				$18,700.00
PROPERTY FURNITURE AND EQUIPMENT				$10,000.00
TOTAL				$42,000.00
156662 - One Project F&A				
SUPPLIES AND OTHER OPERATING EXPENSES				$42,000.00
TOTAL				$42,000.00
156679 - Dawes F&A				
SUPPLIES AND OTHER OPERATING EXPENSES				$2,700.00
TOTAL				$2,700.00
156800 - COHS College Projects				
TRAVEL				$1,400.00
SUPPLIES AND OTHER OPERATING EXPENSES				$760.00
TOTAL				$2,160.00

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ACTIVITY: 12 - Research , continued				
FUNCTION: 2542 - Individual and Project Research , continued				
156900 - Kaiser Chr/Fam Risk				
Prof	211208	7.88000	$10,000.00	
Rsrch Ast Prof	AF8102	34.00000	$21,709.68	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.32	
Field Coor/Success C	AS9073	12.50000	$5,107.77	
OTHER SALARIES AND WAGES			$22,050.23	
FRINGE BENEFITS			$12,868.00	
TOTAL PERSONNEL SERVICES				$71,736.00
TRAVEL				$3,786.00
SUPPLIES AND OTHER OPERATING EXPENSES				$3,477.00
TOTAL				$78,999.00
157100 - Neustadt Library Prf				
TRAVEL				$15,000.00
SUPPLIES AND OTHER OPERATING EXPENSES				$16,200.00
PROPERTY FURNITURE AND EQUIPMENT				$6,800.00
LIBRARY BOOKS AND PERIODICALS				$1,000.00
TOTAL				$39,000.00
157200 - Puterbaugh Libr Prof				
Aso Dean/Prof	110004	7.50000	$10,875.00	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.00	
OTHER SALARIES AND WAGES			$9,100.00	
FRINGE BENEFITS			$4,373.00	
TOTAL PERSONNEL SERVICES				$24,348.00
TRAVEL				$2,500.00
SUPPLIES AND OTHER OPERATING EXPENSES				$8,652.00
PROPERTY FURNITURE AND EQUIPMENT				$2,500.00
TOTAL				$38,000.00
157300 - Wood Prof/Libr Serv				
Aso Prof/Dept Head	211148	20.00000	$24,000.00	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.00	
FRINGE BENEFITS			$7,198.00	
TOTAL PERSONNEL SERVICES				$31,198.00

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ACTIVITY: 12 - Research , continued				
FUNCTION: 2542 - Individual and Project Research , continued				
157300 - Wood Prof/Libr Serv , continued				
TRAVEL				$5,000.00
SUPPLIES AND OTHER OPERATING EXPENSES				$7,802.00
PROPERTY FURNITURE AND EQUIPMENT				$4,000.00
TOTAL				$48,000.00
157500 - Clerico Family Chair				
Prof/Dean/Clerico Pf 112000		25.00000	$54,660.00	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.00	
OTHER SALARIES AND WAGES			$26,500.00	
FRINGE BENEFITS			$16,692.00	
TOTAL PERSONNEL SERVICES				$97,852.00
SUPPLIES AND OTHER OPERATING EXPENSES				$50,000.00
PROPERTY FURNITURE AND EQUIPMENT				$77,148.00
TOTAL				$225,000.00
157550 - Kniffin Prof				
Aso Dean/Putbau Prof 120157		5.00000	$7,589.71	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$-0.71	
OTHER SALARIES AND WAGES			$8,652.00	
FRINGE BENEFITS			$3,429.00	
TOTAL PERSONNEL SERVICES				$19,670.00
TRAVEL				$15,000.00
SUPPLIES AND OTHER OPERATING EXPENSES				$67,000.00
PROPERTY FURNITURE AND EQUIPMENT				$15,000.00
LIBRARY BOOKS AND PERIODICALS				$2,330.00
TOTAL				$119,000.00
157600 - Hyle Family Professorship				
Prof/Head	210832	5.00000	$5,465.70	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$1.30	
OTHER SALARIES AND WAGES			$8,652.00	
FRINGE BENEFITS			$2,526.00	
TOTAL PERSONNEL SERVICES				$16,645.00

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ACTIVITY: 12 - Research , continued				
FUNCTION: 2542 - Individual and Project Research , continued				
15760O - Hyle Family Professorship , continued				
TRAVEL				$2,000.00
SUPPLIES AND OTHER OPERATING EXPENSES				$8,000.00
PROPERTY FURNITURE AND EQUIPMENT				$3,355.00
TOTAL				$30,000.00
159100 - Research Communicati				
Mgr Facil Svc	AS8274	100.00000	$87,200.00	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.00	
Bldg Maint Mech I	AS8220	100.00000	$58,240.00	
PROJECTED SALARY SAVINGS-- OTHER SALARIES AND WAGES			$0.00	
TOTAL PERSONNEL SERVICES				$145,440.00
UTILITIES				$525,000.00
SUPPLIES AND OTHER OPERATING EXPENSES				$2,079,560.00
PROPERTY FURNITURE AND EQUIPMENT				$50,000.00
TOTAL				$2,800,000.00
159810 - Bnft Cntl-Research				
FRINGE BENEFITS			$6,865,896.00	
TOTAL PERSONNEL SERVICES				$6,865,896.00
TOTAL				$6,865,896.00
159812 - Bnft Cntl-Res It				
FRINGE BENEFITS			$59,090.00	
TOTAL PERSONNEL SERVICES				$59,090.00
TOTAL				$59,090.00
TOTAL 2542 - Individual and Project Research				$85,827,388.00
TOTAL 12 - Research				$85,827,388.00

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ACTIVITY: 13 - Public Service				
FUNCTION: 2605 - Community Service				
160106 - Iacuc 101 Conference				
SUPPLIES AND OTHER OPERATING EXPENSES				$5,000.00
TOTAL				$5,000.00
160122 - Arts Center				
Pgm Dir	AS8509	100.00000	$65,304.00	
Coor Arts Ed	AS8514	100.00000	$45,000.00	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.00	
Admin Aso	AS9726	100.00000	$42,678.00	
PROJECTED SALARY SAVINGS-- OTHER SALARIES AND WAGES			$0.00	
TOTAL PERSONNEL SERVICES				$152,982.00
TOTAL				$152,982.00
160123 - Thoma Professorship				
Dir Museum Art	331775	9.30000	$18,600.37	
OTHER PROFESSIONAL SALARIES			$14.63	
FRINGE BENEFITS			$6,235.00	
TOTAL PERSONNEL SERVICES				$24,850.00
TOTAL				$24,850.00
160126 - Hargis Professorship				
Prof	210259	14.77000	$23,693.00	
OTHER PROFESSIONAL SALARIES			$4,505.00	
FRINGE BENEFITS			$7,500.00	
TOTAL PERSONNEL SERVICES				$35,698.00
TRAVEL				$7,000.00
SUPPLIES AND OTHER OPERATING EXPENSES				$23,802.00
PROPERTY FURNITURE AND EQUIPMENT				$3,500.00
TOTAL				$70,000.00

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ACTIVITY: 13 - Public Service , continued				
FUNCTION: 2605 - Community Service , continued				
160161 - Colvin Center				
Mgr Membership & Bus	AS6790	19.00000	$9,918.00	
Coor Wellness	AS8610	100.00000	$46,053.00	
Ast Dir Wellness	AS9634	100.00000	$65,493.00	
OTHER PROFESSIONAL SALARIES			$256.00	
Admin Supp Spclt Sr	632672	70.00000	$28,028.00	
OTHER SALARIES AND WAGES			$222.00	
TOTAL PERSONNEL SERVICES				$149,970.00
TOTAL				$149,970.00
160405 - Employee Assistance				
Dir UHS	AS7578	15.00000	$21,630.00	
EAP Psychologist	AS9511	100.00000	$84,817.47	
OTHER PROFESSIONAL SALARIES			$10,288.53	
Med Ofc Ast I	637079	100.00000	$31,496.19	
OTHER SALARIES AND WAGES			$503.81	
TOTAL PERSONNEL SERVICES				$148,736.00
TRAVEL				$2,523.00
SUPPLIES AND OTHER OPERATING EXPENSES				$35,475.00
TOTAL				$186,734.00
160406 - Wellness E&G				
Aso Dir Wellness	331975	85.00000	$76,996.71	
Aso Dir Wellness	AS7416	95.00000	$78,280.00	
Ast Dir Wellness	535206	54.00000	$33,372.00	
Ast Dir Bus Ops	AS7476	90.00000	$80,797.50	
Ast Dir Mktg	AS7904	90.00000	$67,061.70	
Ast Dir Wellness	AS7930	90.00000	$55,183.50	
Ast Dir Wellness	AS9371	95.00000	$57,340.10	
Mgr Facil Svc	AS9772	18.00000	$10,125.73	
OTHER PROFESSIONAL SALARIES			$391.76	
TOTAL PERSONNEL SERVICES				$459,549.00
TOTAL				$459,549.00

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ACTIVITY: 13 - Public Service , continued				
FUNCTION: 2605 - Community Service , continued				
162505 - CFW Public Service				
OTHER SALARIES AND WAGES			$10.00	
PROJECTED SALARY SAVINGS-- FRINGE BENEFITS			$1.00	
TOTAL PERSONNEL SERVICES				$11.00
TOTAL				$11.00
163200 - EHS Lifelong Learning				
Dir Grant Pgm	331793	100.00000	$75,000.00	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.00	
Spclt Pgm	AS9324	85.00000	$37,270.80	
PROJECTED SALARY SAVINGS-- OTHER SALARIES AND WAGES			$0.20	
FRINGE BENEFITS			$37,622.00	
TOTAL PERSONNEL SERVICES				$149,893.00
TRAVEL				$10,000.00
SUPPLIES AND OTHER OPERATING EXPENSES				$3,500.00
PROPERTY FURNITURE AND EQUIPMENT				$2,500.00
TOTAL				$165,893.00
163650 - Reading/Math Center				
SUPPLIES AND OTHER OPERATING EXPENSES				$5,300.00
PROPERTY FURNITURE AND EQUIPMENT				$2,500.00
TOTAL				$7,800.00
163660 - Rmc-School Psych Ser				
OTHER SALARIES AND WAGES			$4,000.00	
FRINGE BENEFITS			$410.00	
TOTAL PERSONNEL SERVICES				$4,410.00
SUPPLIES AND OTHER OPERATING EXPENSES				$3,590.00
TOTAL				$8,000.00

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ACTIVITY: 13 - Public Service , continued				
FUNCTION: 2605 - Community Service , continued				
164811 - CLGT Funding				
Aso Dean	120242	25.00000	$48,000.00	
Mgr Facil Svc	330364	5.00000	$3,697.80	
Dir CLGT	330986	100.00000	$106,092.00	
Ast Dir CLTG	AS6822	100.00000	$80,400.00	
Admin Aso	AS7498	25.00000	$11,346.00	
Dir Bus Ops	AS8865	10.00000	$15,300.00	
Pgm Mgr	AS9229	100.00000	$76,380.00	
Coor Spons Pgm Sr	530765	15.00000	$9,144.00	
Sr Mgr Admin Ops	530853	10.00000	$7,874.40	
Spclt CAMA Sr	AS6839	100.00000	$62,004.00	
Coor Bus Ops	AS7594	100.00000	$50,448.00	
Exec Admin Aso	AS7596	5.00000	$3,150.00	
Coor Fiscal Ops	AS7604	5.00000	$2,625.00	
Acct II	AS7643	5.00000	$2,317.80	
Coor Admin Ops	AS7649	10.00000	$4,905.60	
Mgr IT	AS7958	5.00000	$3,794.40	
Spclt CLGT Sr	AS8261	100.00000	$61,536.00	
Spclt CLGT II	AS9057	100.00000	$62,256.00	
Spclt CLGT II	AS9148	100.00000	$56,592.00	
Spclt CAMA Sr	AS9185	100.00000	$62,004.00	
Coor Event	AS9673	100.00000	$45,120.00	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES				$1.00
Spclt Acctg	632466	45.00000	$20,671.20	
Spclt Acctg Sr	633828	20.00000	$9,792.72	
Spclt CAMA Supp	AS6884	100.00000	$41,760.00	
Spclt CAMA Supp	AS7515	100.00000	$43,848.00	
Spclt CAMA I	AS7927	100.00000	$45,205.20	
Spclt CAMA II	AS8932	100.00000	$55,645.20	
Spclt CAMA I	AS8933	100.00000	$44,474.40	
Spclt CAMA I	AS8934	100.00000	$41,760.00	
Spclt CAMA I	AS8935	100.00000	$49,276.80	
Spclt CAMA I	AS8936	100.00000	$43,848.00	
Spclt CAMA II	AS9140	100.00000	$54,079.20	
Spclt CAMA I	AS9141	100.00000	$44,474.40	
Spclt CAMA I	AS9142	100.00000	$41,760.00	
Spclt CAMA I	AS9144	100.00000	$45,309.60	
Spclt CAMA I	AS9145	100.00000	$44,474.40	
Spclt CAMA I	AS9146	100.00000	$43,534.80	

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FISCAL YEAR 2025-2026
SCHEDULE E
EXPENDITURES BY ACTIVITY/FUNCTION, DEPARTMENT, POSITION AND OBJECT

INSTITUTION NUMBER: 1 INSTITUTION NAME: Oklahoma State - General University PRESIDENT: DR. JIM HESS

POSITION TITLE	POSITION NUMBER	FUNDING PERCENT	POSITION PROPOSED BUDGET AMOUNT	FY 2025-2026 PROPOSED ACCOUNT BUDGET AMOUNT
ACTIVITY: 13 - Public Service , continued				
FUNCTION: 2605 - Community Service , continued				
164811 - CLGT Funding , continued				
Spclt CAMA I	AS9187	100.00000	$45,936.00	
OTHER SALARIES AND WAGES			$44,263.08	
FRINGE BENEFITS			$500,336.00	
TOTAL PERSONNEL SERVICES				$2,035,437.00
TRAVEL				$452,000.00
UTILITIES				$5,224.00
SUPPLIES AND OTHER OPERATING EXPENSES				$2,554,239.00
PROPERTY FURNITURE AND EQUIPMENT				$153,000.00
LIBRARY BOOKS AND PERIODICALS				$100.00
TOTAL				$5,200,000.00
165700 - Fire Service Program				
SUPPLIES AND OTHER OPERATING EXPENSES				$125,000.00
TOTAL				$125,000.00
165703 - Rural Fire Trng Conf				
Dir FST	330329	90.00000	$88,495.20	
Ast Dir FST	AS8731	70.00000	$57,960.00	
Spclt Fire Trng FST	534029	75.00000	$36,153.00	
Mgr FST Pgm	534272	90.00000	$64,767.60	
Mgr FST Pgm	AS7378	100.00000	$71,964.00	
Coor Event	AS7619	100.00000	$50,088.00	
Mgr FST Pgm	AS7636	40.00000	$28,416.00	
Mgr FST Pgm	AS8181	55.00000	$39,580.20	
Pgm Mgr	AS9200	75.00000	$62,100.00	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$-0.00	
FST Mobile Supp Tech	631756	95.00000	$43,639.20	
FST Mobile Supp Tech	632567	100.00000	$48,754.80	
Spclt Acctg	633380	20.00000	$8,101.44	
FST Mobile Supp Tech	639373	100.00000	$46,980.00	
Spclt Fire Trng FST	AS7972	75.00000	$35,704.80	
FST Mobile Supp Tech	AS8182	95.00000	$49,590.00	
Admin Supp Spclt I	AS8197	17.75000	$6,671.16	
Spclt Bus Ops	AS9254	40.00000	$18,165.60	
OTHER SALARIES AND WAGES			$92,977.00	

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INSTITUTION NUMBER: 1 INSTITUTION NAME: Oklahoma State - General University PRESIDENT: DR. JIM HESS

POSITION TITLE	POSITION NUMBER	FUNDING PERCENT	POSITION PROPOSED BUDGET AMOUNT	FY 2025-2026 PROPOSED ACCOUNT BUDGET AMOUNT
ACTIVITY: 13 - Public Service , continued				
FUNCTION: 2605 - Community Service , continued				
165703 - Rural Fire Trng Conf , continued				
FRINGE BENEFITS			$291,548.00	
TOTAL PERSONNEL SERVICES				$1,141,656.00
TOTAL				$1,141,656.00
165704 - Fire Officer				
Spclt Acctg	633380	20.00000	$8,101.44	
Admin Supp Spclt I	AS8197	11.75000	$4,416.12	
PROJECTED SALARY SAVINGS-- OTHER SALARIES AND WAGES			$0.44	
FRINGE BENEFITS			$4,195.00	
TOTAL PERSONNEL SERVICES				$16,713.00
TRAVEL				$80,000.00
UTILITIES				$2,000.00
SUPPLIES AND OTHER OPERATING EXPENSES				$54,000.00
PROPERTY FURNITURE AND EQUIPMENT				$4,000.00
TOTAL				$156,713.00
165710 - Fire Service Trng				
TRAVEL				$25,000.00
SUPPLIES AND OTHER OPERATING EXPENSES				$149,000.00
PROPERTY FURNITURE AND EQUIPMENT				$73,000.00
LIBRARY BOOKS AND PERIODICALS				$10,000.00
TOTAL				$257,000.00
168500 - Business Services				
Ast Mgr Food Bev Svc	534516	100.00000	$96,875.76	
Exec Chef	AS8250	100.00000	$102,761.43	
Mgr Catering	AS8560	100.00000	$53,655.92	
OTHER PROFESSIONAL SALARIES			$77,086.89	
Supv Food Svc	633851	100.00000	$42,588.00	
Sous Chef	AS8139	100.00000	$45,864.00	
Cook	AS9285	100.00000	$29,329.46	
OTHER SALARIES AND WAGES			$33,834.54	
TOTAL PERSONNEL SERVICES				$481,996.00

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INSTITUTION NUMBER: 1 INSTITUTION NAME: Oklahoma State - General University PRESIDENT: DR. JIM HESS

POSITION TITLE	POSITION NUMBER	FUNDING PERCENT	POSITION PROPOSED BUDGET AMOUNT	FY 2025-2026 PROPOSED ACCOUNT BUDGET AMOUNT
ACTIVITY: 13 - Public Service , continued				
FUNCTION: 2605 - Community Service , continued				
168500 - Business Services , continued				
SUPPLIES AND OTHER OPERATING EXPENSES				$240,000.00
TOTAL				$721,996.00
168600 - Air Service Agreement				
SUPPLIES AND OTHER OPERATING EXPENSES				$1,000,000.00
TOTAL				$1,000,000.00
169810 - Bnft Cntl-Com Serv				
FRINGE BENEFITS			$165,485.00	
TOTAL PERSONNEL SERVICES				$165,485.00
TOTAL				$165,485.00
TOTAL 2605 - Community Service				$9,998,639.00
FUNCTION: 2620 - Public Broadcasting Services				
160270 - KOSU Outreach Supprt				
Mgr IT/Engr KOSU	530373	100.00000	$68,318.34	
Dir Dev	AS6940	8.50000	$6,375.00	
News Reporter Radio	AS6966	100.00000	$45,000.00	
News Reporter Radio	AS6967	100.00000	$45,000.00	
Spclt Digital	AS7024	100.00000	$45,010.32	
Dir News	AS7612	100.00000	$66,950.00	
Host, KOSU	AS7613	100.00000	$54,472.25	
News Reporter Radio	AS7760	100.00000	$50,000.00	
Pgm Mgr	AS7809	100.00000	$54,200.00	
Digital Proj Mgr	AS8461	100.00000	$46,230.22	
News Reporter Radio	AS8718	100.00000	$50,000.00	
News Reporter Radio	AS8782	100.00000	$52,850.00	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.87	
News Reporter Radio	AS7511	100.00000	$31,189.06	
Fin Ast II	AS8974	100.00000	$40,000.00	
OTHER SALARIES AND WAGES			$32,746.94	
FRINGE BENEFITS			$222,340.00	
TOTAL PERSONNEL SERVICES				$910,683.00

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INSTITUTION NUMBER: 1 INSTITUTION NAME: Oklahoma State - General University PRESIDENT: DR. JIM HESS

POSITION TITLE	POSITION NUMBER	FUNDING PERCENT	POSITION PROPOSED BUDGET AMOUNT	FY 2025-2026 PROPOSED ACCOUNT BUDGET AMOUNT
ACTIVITY: 13 - Public Service , continued				
FUNCTION: 2620 - Public Broadcasting Services , continued				
160270 - KOSU Outreach Supprt , continued				
TRAVEL				$28,000.00
UTILITIES				$80,000.00
SUPPLIES AND OTHER OPERATING EXPENSES				$832,000.00
PROPERTY FURNITURE AND EQUIPMENT				$201,000.00
TOTAL				$2,051,683.00
168200 - KOSU				
Dir KOSU	331659	100.00000	$114,000.00	
Pgm Dir KOSU Content	AS7856	100.00000	$79,567.50	
Dir Dev	AS6940	73.00000	$54,750.00	
Dir Dev	AS6941	100.00000	$78,500.00	
OTHER PROFESSIONAL SALARIES			$432.50	
Admin Ast	632083	100.00000	$37,922.52	
Spclt Traffic KOSU	AS7851	100.00000	$42,434.30	
OTHER SALARIES AND WAGES			$86.18	
TOTAL PERSONNEL SERVICES				$407,693.00
TOTAL				$407,693.00
169811 - Bnft Cntl-Pub Brd Sv				
FRINGE BENEFITS			$769,552.00	
TOTAL PERSONNEL SERVICES				$769,552.00
TOTAL				$769,552.00
TOTAL 2620 - Public Broadcasting Services				$3,228,928.00
TOTAL 13 - Public Service				$13,227,567.00

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INSTITUTION NUMBER: 1 INSTITUTION NAME: Oklahoma State - General University PRESIDENT: DR. JIM HESS

POSITION TITLE	POSITION NUMBER	FUNDING PERCENT	POSITION PROPOSED BUDGET AMOUNT	FY 2025-2026 PROPOSED ACCOUNT BUDGET AMOUNT
ACTIVITY: 14 - Academic Support				
FUNCTION: 2750 - Libraries				
170100 - Library				
Prof	210553	100.00000	$92,026.38	
Ast Prof	210654	100.00000	$74,000.00	
Prof/Head	210832	85.00000	$92,916.82	
Aso Prof	210903	100.00000	$83,054.00	
Aso Prof/Dept Head	211148	67.96000	$81,552.00	
Aso Prof/ Dir Digita	211153	95.00000	$93,151.96	
Aso Prof	211188	100.00000	$83,678.80	
Aso Prof	211193	100.00000	$89,647.08	
Prof	212014	100.00000	$87,736.48	
Aso Prof	212015	100.00000	$65,671.77	
Aso Prof	212021	100.00000	$96,631.51	
Prof	212031	93.00000	$96,161.67	
Prof	AF7931	100.00000	$117,000.00	
Ast Prof	AF7946	100.00000	$66,000.00	
Aso Prof	AF7950	76.00000	$58,710.00	
Ast Prof	AF8011	100.00000	$60,000.00	
Ast Prof	AF8034	100.00000	$66,560.00	
Ast Prof Profnl Prac	AF8040	100.00000	$64,890.00	
Ast Prof	AF8061	100.00000	$62,400.00	
Ast Prof	AF8070	100.00000	$70,344.00	
Ast Prof Profnl Prac	AF8103	100.00000	$83,715.84	
Ast Prof	AF8146	100.00000	$65,367.52	
Rsrch Professional	AF8157	100.00000	$75,712.00	
Ast Prof	AF8175	100.00000	$72,380.00	
Ast Prof Profnl Prac	AF9261	100.00000	$64,342.72	
Aso Prof	AF9406	100.00000	$76,133.00	
Ast Prof	AF9483	100.00000	$65,000.00	
Prof	AF9523	100.00000	$100,000.00	
Ast Prof	AF9561	100.00000	$65,920.00	
Aso Prof	AF9746	100.00000	$90,781.00	
Rsrch Professional	AF9758	100.00000	$75,712.00	
Aso Prof	AF9836	100.00000	$76,628.51	
Aso Dean/Prof	110004	77.50000	$112,375.00	
Prof/Dean/Clerico Pf	112000	75.00000	$163,980.00	
Aso Dean/Putbau Prof	120157	94.00000	$142,686.54	
Mgr Facil Svc	331977	100.00000	$79,654.64	
Mgr IT	332128	100.00000	$84,364.80	
Spclt Comp III	531630	100.00000	$56,780.88	

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SCHEDULE E
EXPENDITURES BY ACTIVITY/FUNCTION, DEPARTMENT, POSITION AND OBJECT

INSTITUTION NUMBER: 1 INSTITUTION NAME: Oklahoma State - General University PRESIDENT: DR. JIM HESS

POSITION TITLE	POSITION NUMBER	FUNDING PERCENT	POSITION PROPOSED BUDGET AMOUNT	FY 2025-2026 PROPOSED ACCOUNT BUDGET AMOUNT
ACTIVITY: 14 - Academic Support , continued				
FUNCTION: 2750 - Libraries , continued				
170100 - Library , continued				
Spclt Comp II	533169	100.00000	$47,884.72	
Mgr Libr	534998	100.00000	$55,000.00	
Mgr Comm Svc	535154	100.00000	$82,677.92	
Mgr Libr	535228	100.00000	$62,365.68	
Sr Mgr Fiscal Ops	AS7081	100.00000	$68,250.00	
Sr Editor	AS7425	100.00000	$58,084.00	
Mgr Spons Pgm	AS7592	100.00000	$74,630.40	
Spclt Comp III	AS8030	100.00000	$52,000.00	
Spclt Comp Sr I	AS8576	100.00000	$51,624.56	
Multimedia Prodcr	AS8583	100.00000	$57,064.00	
Ast Dir Bus Ops	AS9079	100.00000	$87,547.44	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$-0.64	
Spclt Libr	532000	100.00000	$45,029.92	
Admin Supp Spclt Sr	630172	100.00000	$39,865.28	
Libr Tech I	633460	100.00000	$34,944.00	
Spclt Facil Ops	633795	100.00000	$49,254.40	
Coor Admin Ops	633823	100.00000	$60,569.60	
Libr Tech I	634691	100.00000	$33,743.84	
Libr Tech Sr II	634831	100.00000	$48,196.72	
Libr Tech I	639321	100.00000	$33,745.92	
Spclt Tech Supp	AS7371	100.00000	$34,398.00	
Coor Pgm	AS7587	100.00000	$30,284.80	
Libr Tech II	AS7966	100.00000	$39,312.00	
Libr Tech Sr II	AS8196	100.00000	$42,078.40	
OTHER SALARIES AND WAGES			$70.12	
TOTAL PERSONNEL SERVICES				$4,342,288.00
TRAVEL				$124,929.00
SUPPLIES AND OTHER OPERATING EXPENSES				$25,900.00
PROPERTY FURNITURE AND EQUIPMENT				$16,449.00
TOTAL				$4,509,566.00
170105 - Library Resource Fee				
SUPPLIES AND OTHER OPERATING EXPENSES				$1,123,759.00
PROPERTY FURNITURE AND EQUIPMENT				$600,000.00
TRANSFERS AND OTHER DISBURSEMENTS				$594,694.00
TOTAL				$2,318,453.00

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SCHEDULE E
EXPENDITURES BY ACTIVITY/FUNCTION, DEPARTMENT, POSITION AND OBJECT

INSTITUTION NUMBER: 1 INSTITUTION NAME: Oklahoma State - General University PRESIDENT: DR. JIM HESS

POSITION TITLE	POSITION NUMBER	FUNDING PERCENT	POSITION PROPOSED BUDGET AMOUNT	FY 2025-2026 PROPOSED ACCOUNT BUDGET AMOUNT
ACTIVITY: 14 - Academic Support , continued				
FUNCTION: 2750 - Libraries , continued				
170106 - Lrf-Library Material				
LIBRARY BOOKS AND PERIODICALS				$8,025,000.00
TOTAL				$8,025,000.00
170107 - Library System Lrf				
SUPPLIES AND OTHER OPERATING EXPENSES				$48,900.00
PROPERTY FURNITURE AND EQUIPMENT				$81,100.00
TOTAL				$130,000.00
170108 - LRF-Salaries				
Acct II	AS7285	100.00000	$46,200.00	
Libr Lead	AS7328	100.00000	$63,000.00	
Coor Libr	AS8599	100.00000	$48,672.00	
Coor Libr	AS8600	100.00000	$46,200.00	
Spclt Comp III	AS8896	100.00000	$56,437.68	
Mgr Libr	AS9831	100.00000	$57,141.76	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$-0.44	
Exec Admin Ast	630143	100.00000	$57,532.80	
Spclt Facil Ops	633840	100.00000	$42,183.86	
Spclt Comp I	AS7540	100.00000	$44,096.00	
Coor Libr	AS8210	100.00000	$42,785.60	
Coor Libr	AS8211	100.00000	$42,785.60	
Coor Libr	AS8597	100.00000	$43,721.60	
Libr Tech III	AS9898	100.00000	$16,872.96	
OTHER SALARIES AND WAGES			$952,032.58	
FRINGE BENEFITS			$234,846.00	
TOTAL PERSONNEL SERVICES				$1,794,508.00
TOTAL				$1,794,508.00
170110 - Library-Vet Med				
Prof	210658	100.00000	$88,389.45	
Coor Libr	AS8209	100.00000	$40,747.20	
OTHER PROFESSIONAL SALARIES			$18.35	
TOTAL PERSONNEL SERVICES				$129,155.00

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ACTIVITY: 14 - Academic Support , continued				
FUNCTION: 2750 - Libraries , continued				
170110 - Library-Vet Med , continued				
LIBRARY BOOKS AND PERIODICALS				$25,500.00
TOTAL				$154,655.00
170450 - Professional Develop				
OTHER PROFESSIONAL SALARIES			$1,750.00	
OTHER SALARIES AND WAGES			$1,050.00	
FRINGE BENEFITS			$621.00	
TOTAL PERSONNEL SERVICES				$3,421.00
TRAVEL				$5,917.00
SUPPLIES AND OTHER OPERATING EXPENSES				$30,018.00
TOTAL				$39,356.00
170600 - ILS Postage				
SUPPLIES AND OTHER OPERATING EXPENSES				$20,000.00
TOTAL				$20,000.00
179810 - Bnft Cntl-Libraries				
FRINGE BENEFITS			$1,753,204.00	
TOTAL PERSONNEL SERVICES				$1,753,204.00
TOTAL				$1,753,204.00
TOTAL 2750 - Libraries				$18,744,742.00
FUNCTION: 2760 - Museums and Galleries				
160120 - Museum Of Art				
Dir Museum Art	331775	90.70000	$181,403.63	
Coor Fiscal Ops	AS7569	95.00000	$49,951.00	
Coor Mktg	AS8060	100.00000	$52,000.00	
Curator	AS8639	100.00000	$55,000.00	
Curator	AS8655	100.00000	$55,105.00	
Aso Dir Museum Coll	AS9828	100.00000	$65,100.00	

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ACTIVITY: 14 - Academic Support , continued				
FUNCTION: 2760 - Museums and Galleries , continued				
160120 - Museum Of Art , continued				
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.37	
Spclt Pgm	633639	100.00000	$44,192.52	
Admin Aso	AS9313	100.00000	$42,678.72	
Gallery Collect Arch	AS9782	100.00000	$52,200.00	
Preparator	AS9953	100.00000	$49,621.95	
OTHER SALARIES AND WAGES			$40,000.81	
TOTAL PERSONNEL SERVICES				$687,254.00
TRAVEL				$4,000.00
SUPPLIES AND OTHER OPERATING EXPENSES				$61,206.00
PROPERTY FURNITURE AND EQUIPMENT				$2,000.00
LIBRARY BOOKS AND PERIODICALS				$200.00
TOTAL				$754,660.00
160121 - Museum of Art 2				
OTHER SALARIES AND WAGES			$35,600.00	
FRINGE BENEFITS			$400.00	
TOTAL PERSONNEL SERVICES				$36,000.00
TOTAL				$36,000.00
160125 - Doel Reed Ctr for the Arts				
Prof	210259	44.32000	$71,095.04	
Coor Fiscal Ops	AS7569	5.00000	$2,629.00	
OTHER PROFESSIONAL SALARIES			$15,296.96	
Spclt Comm	AS7120	100.00000	$24,960.00	
OTHER SALARIES AND WAGES			$96.00	
TOTAL PERSONNEL SERVICES				$114,077.00
UTILITIES				$8,000.00
SUPPLIES AND OTHER OPERATING EXPENSES				$27,960.00
TOTAL				$150,037.00
TOTAL 2760 - Museums and Galleries				$940,697.00

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ACTIVITY: 14 - Academic Support , continued				
FUNCTION: 2770 - Educational and Media Services				
170017 - Brand Management - Video				
TRAVEL				$7,500.00
SUPPLIES AND OTHER OPERATING EXPENSES				$210,759.00
PROPERTY FURNITURE AND EQUIPMENT				$12,000.00
TOTAL				$230,259.00
170018 - Brand Management - Web				
SUPPLIES AND OTHER OPERATING EXPENSES				$274,103.00
TOTAL				$274,103.00
170520 - Univ Technology Fee				
Sys Admin Sr	530445	25.00000	$12,765.00	
Sys Admin Sr/Interim	531013	25.00000	$22,050.00	
Sys Admin Sr	531016	25.00000	$16,995.00	
Entrprs Sys Admin II	531233	25.00000	$13,000.00	
Network Spclt	533499	25.00000	$14,222.27	
Network Engr	533581	25.00000	$17,500.00	
Entrprs Sys Admin II	533604	25.00000	$13,000.00	
Entrprs Sys Admin II	533692	25.00000	$13,390.00	
Entrprs Sys Admin II	533887	25.00000	$13,659.09	
Entrprs Sys Admin II	534686	25.00000	$13,390.00	
Mgr IT Sys	AS6877	25.00000	$18,617.19	
Mgr IT Sys	AS7519	25.00000	$20,344.24	
Entrprs Sys Admin I	AS8443	25.00000	$10,559.00	
Entrprs Sys Admin I	AS8444	25.00000	$10,300.00	
Entrprs Sys Admin I	AS8473	25.00000	$10,300.00	
Ast Mgr Telecom	AS9198	25.00000	$18,576.36	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.85	
Network Tech	633568	25.00000	$11,076.84	
PROJECTED SALARY SAVINGS-- OTHER SALARIES AND WAGES			$0.16	
FRINGE BENEFITS			$89,890.00	
TOTAL PERSONNEL SERVICES				$339,636.00
SUPPLIES AND OTHER OPERATING EXPENSES				$2,047,973.00
PROPERTY FURNITURE AND EQUIPMENT				$900,000.00
TOTAL				$3,287,609.00

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SCHEDULE E
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INSTITUTION NUMBER: 1 INSTITUTION NAME: Oklahoma State - General University PRESIDENT: DR. JIM HESS

POSITION TITLE	POSITION NUMBER	FUNDING PERCENT	POSITION PROPOSED BUDGET AMOUNT	FY 2025-2026 PROPOSED ACCOUNT BUDGET AMOUNT
ACTIVITY: 14 - Academic Support , continued				
FUNCTION: 2770 - Educational and Media Services , continued				
170720 - Classroom Maintenanc				
SUPPLIES AND OTHER OPERATING EXPENSES				$6,500.00
PROPERTY FURNITURE AND EQUIPMENT				$6,500.00
TOTAL				$13,000.00
170862 - OGI Breadbox (A2024-0253)				
SUPPLIES AND OTHER OPERATING EXPENSES				$5,000.00
TOTAL				$5,000.00
170863 - OGI Paradox (A2024-0254)				
SUPPLIES AND OTHER OPERATING EXPENSES				$5,000.00
TOTAL				$5,000.00
170864 - OGI High-Cotton (A2024-0299)				
SUPPLIES AND OTHER OPERATING EXPENSES				$20,000.00
TOTAL				$20,000.00
170865 - OGI Firebox (A2024-0255)				
SUPPLIES AND OTHER OPERATING EXPENSES				$10,000.00
TOTAL				$10,000.00
170931 - Riverside Turf Royal				
SUPPLIES AND OTHER OPERATING EXPENSES				$5,000.00
TOTAL				$5,000.00
170933 - Wmrd Royalty Account				
SUPPLIES AND OTHER OPERATING EXPENSES				$1,000.00
TOTAL				$1,000.00
170934 - Pickseed Group Royal				
SUPPLIES AND OTHER OPERATING EXPENSES				$5,000.00
TOTAL				$5,000.00

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ACTIVITY: 14 - Academic Support , continued				
FUNCTION: 2770 - Educational and Media Services , continued				
170935 - OGI-Bentley				
SUPPLIES AND OTHER OPERATING EXPENSES				$5,000.00
TOTAL				$5,000.00
170936 - OGI Butler's Gold				
SUPPLIES AND OTHER OPERATING EXPENSES				$10,000.00
TOTAL				$10,000.00
170938 - OGI Breakthrough				
SUPPLIES AND OTHER OPERATING EXPENSES				$10,000.00
TOTAL				$10,000.00
170940 - Sod Solutions-Okc111				
SUPPLIES AND OTHER OPERATING EXPENSES				$225,000.00
TOTAL				$225,000.00
170941 - OGI OK Corral				
SUPPLIES AND OTHER OPERATING EXPENSES				$70,000.00
TOTAL				$70,000.00
170942 - OGI Showdown				
SUPPLIES AND OTHER OPERATING EXPENSES				$70,000.00
TOTAL				$70,000.00
170944 - Ogi-Ok Bullet				
SUPPLIES AND OTHER OPERATING EXPENSES				$1,000.00
TOTAL				$1,000.00
170945 - Ogi-Billings				
SUPPLIES AND OTHER OPERATING EXPENSES				$1,000.00
TOTAL				$1,000.00

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ACTIVITY: 14 - Academic Support , continued				
FUNCTION: 2770 - Educational and Media Services , continued				
170946 - Ogi-Duster Wheat				
SUPPLIES AND OTHER OPERATING EXPENSES				$1,000.00
TOTAL				$1,000.00
170947 - Sod Solutions-Okc113				
SUPPLIES AND OTHER OPERATING EXPENSES				$175,000.00
TOTAL				$175,000.00
170948 - OGI Strad CL Plus				
SUPPLIES AND OTHER OPERATING EXPENSES				$60,000.00
TOTAL				$60,000.00
170949 - OGI Uncharted				
SUPPLIES AND OTHER OPERATING EXPENSES				$10,000.00
TOTAL				$10,000.00
170950 - OGI Skydance				
SUPPLIES AND OTHER OPERATING EXPENSES				$10,000.00
TOTAL				$10,000.00
170951 - OGI Stardust Royalty				
SUPPLIES AND OTHER OPERATING EXPENSES				$1,000.00
TOTAL				$1,000.00
170953 - OGI Contender				
SUPPLIES AND OTHER OPERATING EXPENSES				$15,000.00
TOTAL				$15,000.00
170955 - Itle-OSU Web Channel				
TV Prodcr/Dir Sr	331137	40.00000	$25,146.00	
TV Prodcr/Dir Sr	331256	40.00000	$25,608.23	
Mgr Video Prod	534515	52.74000	$42,974.91	

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ACTIVITY: 14 - Academic Support , continued				
FUNCTION: 2770 - Educational and Media Services , continued				
170955 - Itle-OSU Web Channel , continued				
Multimedia Prodcr	AS7864	40.00000	$17,668.03	
Aso TV Prodcr	AS8137	40.00000	$19,686.00	
Proj Mgr	AS8647	40.00000	$25,998.00	
TV Prodcr/Dir	AS8659	40.00000	$21,101.20	
Dir Edu Tech	AS9487	40.00000	$32,851.20	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$-0.57	
TOTAL PERSONNEL SERVICES				$211,033.00
TOTAL				$211,033.00
170957 - Ag Tech-Rehberger Ro				
SUPPLIES AND OTHER OPERATING EXPENSES				$20,000.00
TOTAL				$20,000.00
170958 - Aestus Royalty				
SUPPLIES AND OTHER OPERATING EXPENSES				$500.00
TOTAL				$500.00
170973 - OGI Smith's Gold Royalty				
SUPPLIES AND OTHER OPERATING EXPENSES				$50,000.00
TOTAL				$50,000.00
170974 - OGI Lariat Peanut Royalty				
SUPPLIES AND OTHER OPERATING EXPENSES				$10,000.00
TOTAL				$10,000.00
170990 - Itle Admin Acct				
Vice Provost/Prof/Di	110056	91.07000	$244,632.23	
TV Prodcr/Dir Sr	331137	60.00000	$37,719.00	
TV Prodcr/Dir Sr	331256	60.00000	$38,412.34	
Comm Analyst	534500	100.00000	$61,587.58	
Mgr Tech Des	534502	100.00000	$64,500.00	
Spclt Tchg Supp	534511	100.00000	$57,750.00	

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ACTIVITY: 14 - Academic Support , continued				
FUNCTION: 2770 - Educational and Media Services , continued				
170990 - Itle Admin Acct , continued				
Mgr Video Prod	534515	47.26000	$38,509.56	
Spclt Tchg Supp	534848	100.00000	$68,100.00	
Spclt Tchg Supp	534849	100.00000	$68,096.85	
Sys Admin	535147	100.00000	$55,747.38	
Coor AV Proj	AS6863	100.00000	$48,000.00	
Coor Event Svc	AS7268	10.00000	$5,800.20	
Instructl Supp Spclt	AS7302	100.00000	$65,000.00	
Coor AV Proj	AS7517	100.00000	$50,400.00	
Multimedia Prodcr	AS7864	60.00000	$26,502.05	
Aso TV Prodcr	AS8137	60.00000	$29,529.00	
Graph Des Sr	AS8644	100.00000	$57,000.00	
Proj Mgr	AS8647	60.00000	$38,997.00	
Instructl Supp Spclt	AS8658	100.00000	$47,784.00	
TV Prodcr/Dir	AS8659	60.00000	$31,651.80	
Dir Edu Tech	AS9487	60.00000	$49,276.80	
OTHER PROFESSIONAL SALARIES			$100,209.21	
Fin Ast Sr	632037	100.00000	$31,821.92	
Admin Supp Ast II	635144	100.00000	$31,337.07	
Comm Engr Ast	637191	100.00000	$44,557.42	
AV Tech	AS6857	100.00000	$37,855.44	
AV Tech Sr	AS7528	100.00000	$41,546.18	
AV Tech	AS7954	100.00000	$35,962.79	
Graph Des II	AS8189	100.00000	$52,200.00	
AV Tech Sr	AS8901	100.00000	$50,241.50	
AV Tech	AS9136	100.00000	$39,478.00	
AV Tech Sr	AS9510	100.00000	$44,236.49	
PROJECTED SALARY SAVINGS-- OTHER SALARIES AND WAGES			$0.19	
TOTAL PERSONNEL SERVICES				$1,694,442.00
TOTAL				$1,694,442.00
170994 - Doel Reed Center				
SUPPLIES AND OTHER OPERATING EXPENSES				$46,609.00
TOTAL				$46,609.00

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ACTIVITY: 14 - Academic Support , continued				
FUNCTION: 2770 - Educational and Media Services , continued				
172070 - Technology Fee				
Mgr Lab	330498	25.00000	$15,807.00	
Sys Admin Sr	533631	90.00000	$53,870.40	
Coor VRC	AS7849	55.00000	$23,048.30	
Sys Admin Sr	AS8856	90.00000	$61,516.80	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.50	
Spclt Comp II	532007	60.00000	$34,848.00	
Coor Lab	533844	29.00000	$15,600.84	
Admin Supp Ast Sr	632385	60.00000	$20,116.41	
Admin Supp Ast Sr	632857	28.65000	$8,889.52	
Admin Supp Spclt I	AS6887	100.00000	$34,452.00	
Spclt Comp II	AS8227	60.00000	$26,910.00	
Admin Supp Spclt I	AS8857	50.00000	$17,226.00	
Spclt Comp II	AS9077	90.00000	$43,465.50	
OTHER SALARIES AND WAGES			$18,719.73	
FRINGE BENEFITS			$125,485.00	
TOTAL PERSONNEL SERVICES				$499,956.00
SUPPLIES AND OTHER OPERATING EXPENSES				$521,041.00
PROPERTY FURNITURE AND EQUIPMENT				$500,000.00
TOTAL				$1,520,997.00
172074 - A/S Tech Fee Special				
OTHER SALARIES AND WAGES			$35,000.00	
FRINGE BENEFITS			$3,500.00	
TOTAL PERSONNEL SERVICES				$38,500.00
SUPPLIES AND OTHER OPERATING EXPENSES				$9,000.00
PROPERTY FURNITURE AND EQUIPMENT				$2,500.00
TOTAL				$50,000.00
173040 - Ssb Technology Fees				
Mgr IT	331370	40.00000	$33,364.80	
Sys Admin	533514	100.00000	$65,520.00	
Sys Admin	535053	100.00000	$61,920.00	
Mgr Facil Svc	AS7581	25.00000	$15,141.00	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.20	

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ACTIVITY: 14 - Academic Support , continued				
FUNCTION: 2770 - Educational and Media Services , continued				
173040 - Ssb Technology Fees , continued				
Spclt Facil Ops	633727	50.00000	$20,942.64	
OTHER SALARIES AND WAGES			$20,850.36	
FRINGE BENEFITS			$66,213.00	
TOTAL PERSONNEL SERVICES				$283,952.00
SUPPLIES AND OTHER OPERATING EXPENSES				$785,941.00
TOTAL				$1,069,893.00
173047 - Admin Instruc.Infras				
Mgr IT	331370	60.00000	$50,047.20	
Spclt Comp III	AS6769	100.00000	$48,110.40	
Spclt Comp Sr I	AS7130	100.00000	$56,040.00	
Mgr Facil Svc	AS7581	75.00000	$45,423.00	
Mgr Facil Svc	AS9467	20.00000	$14,434.50	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.90	
Dupl Machine Opr II	630560	50.00000	$20,514.00	
Spclt Facil Ops	633727	50.00000	$20,942.64	
OTHER SALARIES AND WAGES			$33,500.36	
FRINGE BENEFITS			$86,001.00	
TOTAL PERSONNEL SERVICES				$375,014.00
SUPPLIES AND OTHER OPERATING EXPENSES				$908,870.00
TOTAL				$1,283,884.00
174014 - EHS Technology Support				
Mgr IT	331304	35.00000	$29,750.00	
Supv IT	532098	35.00000	$22,197.12	
Spclt Comp II	AS6805	35.00000	$16,800.00	
Spclt Comp III	AS7098	35.00000	$17,799.60	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.28	
TOTAL PERSONNEL SERVICES				$86,547.00
TRAVEL				$3,000.00
SUPPLIES AND OTHER OPERATING EXPENSES				$7,950.00
PROPERTY FURNITURE AND EQUIPMENT				$2,000.00
TOTAL				$99,497.00

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ACTIVITY: 14 - Academic Support , continued				
FUNCTION: 2770 - Educational and Media Services , continued				
175333 - Ceat Dist Educ M&O				
TRAVEL				$5,000.00
SUPPLIES AND OTHER OPERATING EXPENSES				$45,000.00
PROPERTY FURNITURE AND EQUIPMENT				$15,000.00
TOTAL				$65,000.00
175334 - Reimb OSUf-Ece				
Prof/Earl & Carolyn	212552	2.90000	$6,163.08	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$-0.08	
FRINGE BENEFITS			$1,848.00	
TOTAL PERSONNEL SERVICES				$8,011.00
SUPPLIES AND OTHER OPERATING EXPENSES				$41,989.00
TOTAL				$50,000.00
175338 - Reimb OSUf-Che				
SUPPLIES AND OTHER OPERATING EXPENSES				$25,000.00
TOTAL				$25,000.00
175339 - OSUF-Martin Family Foundation				
SUPPLIES AND OTHER OPERATING EXPENSES				$50,000.00
TOTAL				$50,000.00
175377 - MAE OSUF Reimburse				
SUPPLIES AND OTHER OPERATING EXPENSES				$25,000.00
TOTAL				$25,000.00
176040 - EHS Equity and Inclusion				
Aso Dean	AF8161	100.00000	$143,840.00	
OTHER PROFESSIONAL SALARIES			$6,000.00	
TOTAL PERSONNEL SERVICES				$149,840.00
TRAVEL				$2,700.00
SUPPLIES AND OTHER OPERATING EXPENSES				$15,995.00
TOTAL				$168,535.00

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ACTIVITY: 14 - Academic Support , continued				
FUNCTION: 2770 - Educational and Media Services , continued				
176075 - EHS Technology Fee				
Mgr IT	331304	60.00000	$51,000.00	
Supv IT	532098	65.00000	$41,223.21	
Spclt Comp II	AS6805	65.00000	$31,200.00	
Coor Comm	AS6910	40.00000	$21,630.00	
Spclt Comp III	AS7098	65.00000	$33,056.40	
Web Des Sr	AS8663	50.00000	$28,116.00	
Graph Des Sr I	AS8664	40.00000	$21,056.00	
Multimedia Prodcr	AS8667	40.00000	$22,281.60	
Spclt Comm	AS8676	40.00000	$18,000.00	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.79	
OTHER SALARIES AND WAGES			$32,100.00	
FRINGE BENEFITS			$93,286.00	
TOTAL PERSONNEL SERVICES				$392,950.00
SUPPLIES AND OTHER OPERATING EXPENSES				$22,050.00
PROPERTY FURNITURE AND EQUIPMENT				$485,000.00
TOTAL				$900,000.00
179814 - Bnft Cntl-Ed&Med Sv				
FRINGE BENEFITS			$249,935.00	
TOTAL PERSONNEL SERVICES				$249,935.00
TOTAL				$249,935.00
179905 - Univ Tech - Infrast				
OTHER SALARIES AND WAGES			$800,000.00	
TOTAL PERSONNEL SERVICES				$800,000.00
TOTAL				$800,000.00
TOTAL 2770 - Educational and Media Services				$12,910,296.00

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ACTIVITY: 14 - Academic Support , continued				
FUNCTION: 2780 - Ancillary Support				
141500 - Retail Sales				
OTHER SALARIES AND WAGES			$87,360.00	
FRINGE BENEFITS			$1,500.00	
TOTAL PERSONNEL SERVICES				$88,860.00
TRAVEL				$1,000.00
SUPPLIES AND OTHER OPERATING EXPENSES				$85,500.00
PROPERTY FURNITURE AND EQUIPMENT				$5,000.00
TOTAL				$180,360.00
142070 - Marching Band Activy				
Aso Prof	210044	78.00000	$54,215.46	
Ast Prof	212271	81.82000	$68,005.51	
Ast Prof	212271	18.18000	$15,110.49	
Prof	212273	10.00000	$11,664.00	
OTHER PROFESSIONAL SALARIES			$59,718.54	
Fin Ast II	634153	50.00000	$17,010.00	
PROJECTED SALARY SAVINGS-- OTHER SALARIES AND WAGES			$0.00	
FRINGE BENEFITS			$68,293.00	
TOTAL PERSONNEL SERVICES				$294,017.00
TOTAL				$294,017.00
142080 - Auditorium Usage				
Coor Facil Svc	AS8512	83.33000	$41,628.33	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$-0.33	
TOTAL PERSONNEL SERVICES				$41,628.00
TOTAL				$41,628.00
142630 - Audiology Clinic				
Clinical Aso Prof	221926	56.25000	$67,803.75	
Clinical Aso Prof	221926	25.00000	$30,135.00	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.25	
Med Ins Ast	AS9171	50.00000	$20,880.00	
PROJECTED SALARY SAVINGS-- OTHER SALARIES AND WAGES			$0.00	

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ACTIVITY: 14 - Academic Support , continued				
FUNCTION: 2780 - Ancillary Support , continued				
142630 - Audiology Clinic , continued				
FRINGE BENEFITS			$25,615.00	
TOTAL PERSONNEL SERVICES				$144,434.00
SUPPLIES AND OTHER OPERATING EXPENSES				$106,879.00
TOTAL				$251,313.00
142640 - Speech Clinic				
CLINICAL AST PROF	AF9240	100.00000	$62,001.00	
Clinical Ast Prof	AF9241	3.22000	$1,996.43	
Clinical Ast Prof	AF9243	4.76000	$2,998.80	
Clinical Ast Prof	AF9656	6.14000	$3,774.26	
Clinical Ast Prof	AF9729	3.70000	$2,208.46	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.05	
Admin Supp Ast Sr	633080	100.00000	$29,587.00	
Med Ins Ast	AS9171	50.00000	$20,880.00	
OTHER SALARIES AND WAGES			$180.00	
FRINGE BENEFITS			$30,845.00	
TOTAL PERSONNEL SERVICES				$154,471.00
TRAVEL				$5,000.00
SUPPLIES AND OTHER OPERATING EXPENSES				$47,344.00
TOTAL				$206,815.00
144770 - Stu Testing Pgm				
Spclt Comp III	AS8641	20.00000	$9,000.00	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.00	
Admin Supp Spclt Sr	632700	100.00000	$32,259.60	
Admin Supp Spclt Sr	633367	100.00000	$35,078.40	
Admin Supp Spclt Sr	AS9182	100.00000	$31,320.00	
Admin Supp Spclt Sr	AS9184	100.00000	$33,240.96	
Admin Supp Spclt Sr	AS9540	100.00000	$31,320.00	
Admin Supp Spclt Sr	AS9857	100.00000	$34,577.28	
OTHER SALARIES AND WAGES			$20,000.76	
FRINGE BENEFITS			$71,242.00	
TOTAL PERSONNEL SERVICES				$298,039.00

OKLAHOMA STATE REGENTS FOR HIGHER EDUCATION
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SCHEDULE E
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INSTITUTION NUMBER: 1 INSTITUTION NAME: Oklahoma State - General University PRESIDENT: DR. JIM HESS

POSITION TITLE	POSITION NUMBER	FUNDING PERCENT	POSITION PROPOSED BUDGET AMOUNT	FY 2025-2026 PROPOSED ACCOUNT BUDGET AMOUNT
ACTIVITY: 14 - Academic Support , continued				
FUNCTION: 2780 - Ancillary Support , continued				
144770 - Stu Testing Pgm , continued				
SUPPLIES AND OTHER OPERATING EXPENSES				$21,500.00
PROPERTY FURNITURE AND EQUIPMENT				$7,500.00
TOTAL				$327,039.00
144800 - Sahep Cpc				
OTHER TEACHING SALARIES			$6,093.00	
FRINGE BENEFITS			$5,109.00	
TOTAL PERSONNEL SERVICES				$11,202.00
SUPPLIES AND OTHER OPERATING EXPENSES				$8,798.00
TOTAL				$20,000.00
146650 - Center Family Servic				
OTHER TEACHING SALARIES			$2,938.00	
Tchg Ast Prof	AF7901	25.00000	$22,500.00	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.00	
FRINGE BENEFITS			$7,049.00	
TOTAL PERSONNEL SERVICES				$32,487.00
TRAVEL				$800.00
SUPPLIES AND OTHER OPERATING EXPENSES				$17,450.00
PROPERTY FURNITURE AND EQUIPMENT				$2,500.00
TOTAL				$53,237.00
146660 - Child Developmnt Lab				
Instr Profnl Pract	AF9642	25.00000	$17,344.36	
Teacher	531617	60.00000	$34,020.00	
Teacher	531960	60.00000	$34,320.00	
Teacher	533990	60.00000	$29,799.00	
Teacher	534065	60.00000	$25,188.00	
Teacher	534368	60.00000	$30,600.00	
Admin Aso	AS8671	100.00000	$45,656.45	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.19	
Food Svc Aide	631581	100.00000	$22,707.00	
Tchr Ast	632657	100.00000	$27,840.00	

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ACTIVITY: 14 - Academic Support , continued				
FUNCTION: 2780 - Ancillary Support , continued				
146660 - Child Developmnt Lab , continued				
Tchr Ast	632658	100.00000	$26,970.00	
Tchr Ast	632660	100.00000	$26,970.00	
Tchr Ast	632661	100.00000	$26,274.00	
Supv Food Svc	632828	100.00000	$33,408.00	
Tchr Ast	AS7577	100.00000	$26,622.00	
Tchr Ast	AS9270	100.00000	$26,361.00	
Tchr Ast	AS9449	100.00000	$26,100.00	
Tchr Ast	AS9945	100.00000	$26,796.00	
OTHER SALARIES AND WAGES			$108,452.00	
FRINGE BENEFITS			$166,376.00	
TOTAL PERSONNEL SERVICES				$761,804.00
TRAVEL				$6,300.00
SUPPLIES AND OTHER OPERATING EXPENSES				$87,700.00
PROPERTY FURNITURE AND EQUIPMENT				$2,550.00
TOTAL				$858,354.00
146665 - Cdl / Rise Therapies				
TRAVEL				$3,000.00
SUPPLIES AND OTHER OPERATING EXPENSES				$10,000.00
TOTAL				$13,000.00
146671 - Planet Orange Express				
OTHER SALARIES AND WAGES			$29,441.00	
FRINGE BENEFITS			$1,042.00	
TOTAL PERSONNEL SERVICES				$30,483.00
SUPPLIES AND OTHER OPERATING EXPENSES				$38,300.00
TOTAL				$68,783.00
146672 - HTM Planet Orange				
Mgr Food Svc	AS8789	100.00000	$55,000.00	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.00	
OTHER SALARIES AND WAGES			$137,498.00	
FRINGE BENEFITS			$20,485.00	
TOTAL PERSONNEL SERVICES				$212,983.00

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ACTIVITY: 14 - Academic Support , continued				
FUNCTION: 2780 - Ancillary Support , continued				
146672 - HTM Planet Orange , continued				
SUPPLIES AND OTHER OPERATING EXPENSES				$463,287.00
TOTAL				$676,270.00
146673 - HTM Taylor's				
OTHER SALARIES AND WAGES			$124,341.00	
FRINGE BENEFITS			$2,115.00	
TOTAL PERSONNEL SERVICES				$126,456.00
SUPPLIES AND OTHER OPERATING EXPENSES				$102,800.00
TOTAL				$229,256.00
146674 - HTM Special Events				
SUPPLIES AND OTHER OPERATING EXPENSES				$149,050.00
TOTAL				$149,050.00
146675 - HTM Rest Equip, Appl, Furn R&R				
SUPPLIES AND OTHER OPERATING EXPENSES				$45,500.00
TOTAL				$45,500.00
170895 - Foundation Contract				
SUPPLIES AND OTHER OPERATING EXPENSES				$2,714,302.00
TOTAL				$2,714,302.00
179812 - Bnft Cntl-Anc Sup				
FRINGE BENEFITS			$158,941.00	
TOTAL PERSONNEL SERVICES				$158,941.00
TOTAL				$158,941.00
TOTAL 2780 - Ancillary Support				$6,287,865.00

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POSITION TITLE	POSITION NUMBER	FUNDING PERCENT	POSITION PROPOSED BUDGET AMOUNT	FY 2025-2026 PROPOSED ACCOUNT BUDGET AMOUNT
ACTIVITY: 14 - Academic Support , continued				
FUNCTION: 2785 - Personnel Development				
170013 - Student Success Administration				
Aso Provost	AF8051	100.00000	$216,000.00	
Admin Aso	AS7027	100.00000	$48,300.00	
Coor Instruct & Trng	AS7103	100.00000	$60,900.00	
Coor Instruct & Trng	AS7104	100.00000	$56,160.00	
OTHER PROFESSIONAL SALARIES			$8,590.00	
OTHER SALARIES AND WAGES			$21,696.00	
TOTAL PERSONNEL SERVICES				$411,646.00
TRAVEL				$20,000.00
SUPPLIES AND OTHER OPERATING EXPENSES				$85,000.00
PROPERTY FURNITURE AND EQUIPMENT				$15,000.00
LIBRARY BOOKS AND PERIODICALS				$500.00
TOTAL				$532,146.00
170014 - UNIV 1000+ Fee Revenue				
OTHER PROFESSIONAL SALARIES			$367,382.00	
FRINGE BENEFITS			$117,618.00	
TOTAL PERSONNEL SERVICES				$485,000.00
SUPPLIES AND OTHER OPERATING EXPENSES				$15,000.00
TOTAL				$500,000.00
170730 - North Classroom Bldg				
Spclt Facil Ops	632416	100.00000	$47,520.00	
Admin Supp Spclt I	AS9089	100.00000	$26,465.40	
OTHER SALARIES AND WAGES			$5,687.60	
TOTAL PERSONNEL SERVICES				$79,673.00
SUPPLIES AND OTHER OPERATING EXPENSES				$4,750.00
PROPERTY FURNITURE AND EQUIPMENT				$750.00
TOTAL				$85,173.00
173100 - Mba Prof Development				
Mgr Grad Pgm	535199	35.00000	$23,704.80	
Coor Grad Pgm	AS7882	100.00000	$48,564.00	

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POSITION TITLE	POSITION NUMBER	FUNDING PERCENT	POSITION PROPOSED BUDGET AMOUNT	FY 2025-2026 PROPOSED ACCOUNT BUDGET AMOUNT
ACTIVITY: 14 - Academic Support , continued				
FUNCTION: 2785 - Personnel Development , continued				
173100 - Mba Prof Development , continued				
Dir Grad Pgm	AS8133	35.00000	$33,201.00	
Mgr Grad Pgm	AS9753	36.86000	$23,230.65	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.55	
FRINGE BENEFITS			$43,128.00	
TOTAL PERSONNEL SERVICES				$171,829.00
TRAVEL				$30,000.00
SUPPLIES AND OTHER OPERATING EXPENSES				$39,000.00
TOTAL				$240,829.00
174600 - KAHR Professional Dev				
OTHER SALARIES AND WAGES			$5,000.00	
TOTAL PERSONNEL SERVICES				$5,000.00
TRAVEL				$28,500.00
SUPPLIES AND OTHER OPERATING EXPENSES				$5,000.00
PROPERTY FURNITURE AND EQUIPMENT				$7,500.00
TOTAL				$46,000.00
174700 - STLES Professional Dev				
OTHER SALARIES AND WAGES			$5,000.00	
TOTAL PERSONNEL SERVICES				$5,000.00
TRAVEL				$81,000.00
SUPPLIES AND OTHER OPERATING EXPENSES				$4,100.00
PROPERTY FURNITURE AND EQUIPMENT				$4,500.00
TOTAL				$94,600.00
174800 - Ses Professional Dev				
OTHER SALARIES AND WAGES			$20,000.00	
TOTAL PERSONNEL SERVICES				$20,000.00
TRAVEL				$66,000.00
SUPPLIES AND OTHER OPERATING EXPENSES				$5,275.00
PROPERTY FURNITURE AND EQUIPMENT				$15,000.00
TOTAL				$106,275.00

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ACTIVITY: 14 - Academic Support , continued				
FUNCTION: 2785 - Personnel Development , continued				
174900 - Sahep Professnl Dev				
OTHER SALARIES AND WAGES			$5,000.00	
TOTAL PERSONNEL SERVICES				$5,000.00
TRAVEL				$39,000.00
SUPPLIES AND OTHER OPERATING EXPENSES				$14,000.00
PROPERTY FURNITURE AND EQUIPMENT				$2,500.00
TOTAL				$60,500.00
176023 - EHS Marketing & Communication				
Dir Comm Svc	331426	95.00000	$76,000.00	
Coor Comm	AS6910	60.00000	$32,445.00	
Web Des Sr	AS8663	50.00000	$28,116.00	
Graph Des Sr I	AS8664	60.00000	$31,584.00	
Multimedia Prodcr	AS8667	60.00000	$33,422.40	
Spclt Comm	AS8676	60.00000	$27,000.00	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.60	
TOTAL PERSONNEL SERVICES				$228,568.00
TRAVEL				$5,000.00
SUPPLIES AND OTHER OPERATING EXPENSES				$45,300.00
PROPERTY FURNITURE AND EQUIPMENT				$5,300.00
TOTAL				$284,168.00
176110 - Hdfs Prof Dev				
OTHER SALARIES AND WAGES			$5,000.00	
TOTAL PERSONNEL SERVICES				$5,000.00
TRAVEL				$53,000.00
SUPPLIES AND OTHER OPERATING EXPENSES				$7,750.00
PROPERTY FURNITURE AND EQUIPMENT				$1,500.00
TOTAL				$67,250.00
176120 - Dhm Prof Dev				
TRAVEL				$31,000.00
SUPPLIES AND OTHER OPERATING EXPENSES				$42,100.00

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ACTIVITY: 14 - Academic Support , continued				
FUNCTION: 2785 - Personnel Development , continued				
17612O - Dhm Prof Dev , continued				
PROPERTY FURNITURE AND EQUIPMENT				$5,000.00
TOTAL				$78,100.00
17613O - Ue Prof Dev-Nsci				
TRAVEL				$43,000.00
SUPPLIES AND OTHER OPERATING EXPENSES				$6,000.00
PROPERTY FURNITURE AND EQUIPMENT				$5,000.00
TOTAL				$54,000.00
17615O - Aps Prof Dev				
TRAVEL				$7,750.00
TOTAL				$7,750.00
17701O - TSET Student Farm Grant Match				
Dir Ops	AS7444	5.00000	$13,905.00	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.00	
FRINGE BENEFITS			$4,878.00	
TOTAL PERSONNEL SERVICES				$18,783.00
TOTAL				$18,783.00
17802O - Inst Res - Sal Surv				
TRAVEL				$2,000.00
SUPPLIES AND OTHER OPERATING EXPENSES				$357,190.00
PROPERTY FURNITURE AND EQUIPMENT				$6,300.00
LIBRARY BOOKS AND PERIODICALS				$350.00
TOTAL				$365,840.00
17910O - Ita Project				
Tchg Ast Prof	AF9155	34.00000	$21,016.08	
OTHER PROFESSIONAL SALARIES			$3,983.92	
TOTAL PERSONNEL SERVICES				$25,000.00

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ACTIVITY: 14 - Academic Support , continued				
FUNCTION: 2785 - Personnel Development , continued				
179100 - Ita Project , continued				
SUPPLIES AND OTHER OPERATING EXPENSES				$8,000.00
TOTAL				$33,000.00
179130 - Grad Stu Prof Development				
OTHER PROFESSIONAL SALARIES			$70,000.00	
OTHER SALARIES AND WAGES			$48,000.00	
FRINGE BENEFITS			$35,000.00	
TOTAL PERSONNEL SERVICES				$153,000.00
SUPPLIES AND OTHER OPERATING EXPENSES				$52,000.00
TOTAL				$205,000.00
179816 - Bnft Cntl-Aca Per De				
FRINGE BENEFITS			$185,390.00	
TOTAL PERSONNEL SERVICES				$185,390.00
TOTAL				$185,390.00
TOTAL 2785 - Personnel Development				$2,964,804.00
FUNCTION: 2790 - Academic Administration				
170010 - Undergrad Studies				
Senior Vice Provost	120133	100.00000	$268,620.00	
Mgr Acad Integrity &	534073	100.00000	$80,400.00	
Spclt Curr	AS8642	100.00000	$53,280.00	
OTHER PROFESSIONAL SALARIES			$4,255.00	
TOTAL PERSONNEL SERVICES				$406,555.00
TOTAL				$406,555.00
170512 - Sct Expenses-Gen Uni				
SUPPLIES AND OTHER OPERATING EXPENSES				$1,135,000.00
PROPERTY FURNITURE AND EQUIPMENT				$355,163.00
TOTAL				$1,490,163.00

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ACTIVITY: 14 - Academic Support , continued				
FUNCTION: 2790 - Academic Administration , continued				
170701 - Online Program Support				
Vice Provost/Prof/Di	110056	8.93000	$23,987.77	
Coor Event Svc	AS7268	90.00000	$52,201.80	
Multimedia Prodcr	AS7298	100.00000	$44,170.08	
Spclt Tchg Supp	AS7605	100.00000	$60,154.07	
Analyst	AS8645	100.00000	$51,500.00	
Dir Acad Pgm	AS9637	60.00000	$54,936.00	
OTHER PROFESSIONAL SALARIES			$7,448.28	
AV Tech	AS6808	100.00000	$17,748.00	
Spclt Acad Pgm	AS6933	100.00000	$47,903.94	
Spclt Stu Svc	AS6972	100.00000	$47,265.92	
Spclt Stu Svc	AS6973	100.00000	$48,232.80	
AV Tech	AS7955	100.00000	$36,164.06	
OTHER SALARIES AND WAGES			$143,179.28	
TOTAL PERSONNEL SERVICES				$634,892.00
SUPPLIES AND OTHER OPERATING EXPENSES				$212,933.00
TOTAL				$847,825.00
170710 - Faculty Council				
OTHER PROFESSIONAL SALARIES			$24,000.00	
Admin Supp Spclt Sr	635247	100.00000	$32,760.00	
OTHER SALARIES AND WAGES			$1,590.00	
TOTAL PERSONNEL SERVICES				$58,350.00
TRAVEL				$350.00
SUPPLIES AND OTHER OPERATING EXPENSES				$2,350.00
PROPERTY FURNITURE AND EQUIPMENT				$500.00
TOTAL				$61,550.00
170721 - True Screen				
SUPPLIES AND OTHER OPERATING EXPENSES				$186,664.00
TOTAL				$186,664.00

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ACTIVITY: 14 - Academic Support , continued				
FUNCTION: 2790 - Academic Administration , continued				
170727 - Hbrc Move				
SUPPLIES AND OTHER OPERATING EXPENSES				$50,000.00
TOTAL				$50,000.00
170800 - Athletic Acad Cnslg				
Dir Ath Acad/Aso AD	330398	100.00000	$134,772.00	
Ast Dir Acad Svc Ath	330338	100.00000	$89,460.00	
Coor Learning Ctr	531531	100.00000	$63,198.00	
Spclt Learning	534375	100.00000	$55,470.00	
Spclt Learning	535002	100.00000	$54,377.00	
Mgr Stu Acad Dvlp Fb	535220	100.00000	$76,530.00	
Acad Advisor Sr I	AS6908	100.00000	$51,300.00	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$-19,773.00	
Admin Ast	633126	100.00000	$43,555.20	
PROJECTED SALARY SAVINGS-- OTHER SALARIES AND WAGES			$0.80	
TOTAL PERSONNEL SERVICES				$548,890.00
SUPPLIES AND OTHER OPERATING EXPENSES				$11,500.00
PROPERTY FURNITURE AND EQUIPMENT				$3,500.00
TOTAL				$563,890.00
170801 - Assa/Personal/Social				
SUPPLIES AND OTHER OPERATING EXPENSES				$2,000.00
PROPERTY FURNITURE AND EQUIPMENT				$3,000.00
TOTAL				$5,000.00
170802 - Assa Advising Fee				
OTHER SALARIES AND WAGES			$32,000.00	
FRINGE BENEFITS			$3,000.00	
TOTAL PERSONNEL SERVICES				$35,000.00
TOTAL				$35,000.00

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ACTIVITY: 14 - Academic Support , continued				
FUNCTION: 2790 - Academic Administration , continued				
170803 - Assa Support Staff				
Spclt Learning	533642	100.00000	$50,106.00	
Spclt Learning	534171	100.00000	$59,138.00	
Acad Advisor Sr I	535001	100.00000	$56,090.00	
Spclt Learning	AS9972	100.00000	$55,105.00	
OTHER PROFESSIONAL SALARIES			$24,561.00	
OTHER SALARIES AND WAGES			$123,000.00	
FRINGE BENEFITS			$100,000.00	
TOTAL PERSONNEL SERVICES				$468,000.00
TOTAL				$468,000.00
170805 - Vp Excellence Fund				
OTHER PROFESSIONAL SALARIES			$31,270.00	
TOTAL PERSONNEL SERVICES				$31,270.00
SUPPLIES AND OTHER OPERATING EXPENSES				$79,000.00
PROPERTY FURNITURE AND EQUIPMENT				$1,000.00
TOTAL				$111,270.00
170885 - Oklahoma Small Business Developm				
Dir CITD	AS8897	5.00000	$6,994.90	
Trade Mktg Analyst	AS8120	50.00000	$29,785.00	
Spclt Intl Trade I	AS8279	50.00000	$36,905.50	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.60	
OTHER SALARIES AND WAGES			$10,500.00	
TOTAL PERSONNEL SERVICES				$84,186.00
TOTAL				$84,186.00
170892 - Internat Trade Dev				
Dir CITD	AS8897	72.50000	$101,426.05	
Data Analyst	AS6948	33.32000	$19,592.16	
Trade Mktg Analyst	AS8120	50.00000	$29,785.00	
OTHER PROFESSIONAL SALARIES			$38,911.79	
OTHER SALARIES AND WAGES			$9,564.00	
TOTAL PERSONNEL SERVICES				$199,279.00

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ACTIVITY: 14 - Academic Support , continued				
FUNCTION: 2790 - Academic Administration , continued				
170892 - Internat Trade Dev , continued				
TRAVEL				$6,000.00
SUPPLIES AND OTHER OPERATING EXPENSES				$13,706.00
PROPERTY FURNITURE AND EQUIPMENT				$2,000.00
TOTAL				$220,985.00
170893 - Ctr for Global Learning Admin				
Dir Global Studies	AS7742	100.00000	$74,700.00	
Acad Advisor Sr II	534146	100.00000	$59,635.80	
Ast Dean Dir Global	AS7495	8.97000	$10,526.17	
Coor Pgm	AS8063	100.00000	$57,330.00	
Acad Advisor III	AS9466	100.00000	$44,550.78	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.25	
TOTAL PERSONNEL SERVICES				$246,743.00
TOTAL				$246,743.00
170901 - Gene Check Inc				
SUPPLIES AND OTHER OPERATING EXPENSES				$25,000.00
TOTAL				$25,000.00
170902 - Gulf Studies Prof A				
Aso Prof	211152	3.58000	$3,751.00	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.00	
OTHER SALARIES AND WAGES			$8,749.00	
FRINGE BENEFITS			$2,521.00	
TOTAL PERSONNEL SERVICES				$15,021.00
TRAVEL				$700.00
SUPPLIES AND OTHER OPERATING EXPENSES				$1,300.00
TOTAL				$17,021.00
170903 - Gulf Studies Prof B				
OTHER PROFESSIONAL SALARIES			$5,000.00	
FRINGE BENEFITS			$2,000.00	
TOTAL PERSONNEL SERVICES				$7,000.00

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ACTIVITY: 14 - Academic Support , continued				
FUNCTION: 2790 - Academic Administration , continued				
170903 - Gulf Studies Prof B , continued				
TRAVEL				$2,000.00
SUPPLIES AND OTHER OPERATING EXPENSES				$6,000.00
TOTAL				$15,000.00
170904 - Gulf Studies Prof C				
Aso Prof Water Resou BF9947		6.08000	$8,500.00	
OTHER PROFESSIONAL SALARIES			$15,500.00	
OTHER SALARIES AND WAGES			$11,000.00	
FRINGE BENEFITS			$14,837.00	
TOTAL PERSONNEL SERVICES				$49,837.00
TRAVEL				$500.00
SUPPLIES AND OTHER OPERATING EXPENSES				$4,663.00
TOTAL				$55,000.00
170905 - Humphreys Chair D				
Prof/Humphres Ch	215238	11.18000	$12,807.58	
OTHER PROFESSIONAL SALARIES			$26,505.42	
FRINGE BENEFITS			$10,506.00	
TOTAL PERSONNEL SERVICES				$49,819.00
TRAVEL				$59,179.00
SUPPLIES AND OTHER OPERATING EXPENSES				$16,000.00
PROPERTY FURNITURE AND EQUIPMENT				$2,500.00
TOTAL				$127,498.00
170906 - Gulf Studies Prof D				
Aso Prof	215235	4.94000	$5,004.86	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.14	
FRINGE BENEFITS			$2,000.00	
TOTAL PERSONNEL SERVICES				$7,005.00
TRAVEL				$4,995.00
SUPPLIES AND OTHER OPERATING EXPENSES				$3,000.00
TOTAL				$15,000.00

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ACTIVITY: 14 - Academic Support , continued				
FUNCTION: 2790 - Academic Administration , continued				
170907 - Humphreys Chair E				
Prof/Humphreys Enwd	210856	10.67000	$12,800.00	
OTHER PROFESSIONAL SALARIES			$1,505.00	
FRINGE BENEFITS			$4,344.00	
TOTAL PERSONNEL SERVICES				$18,649.00
TRAVEL				$43,651.00
SUPPLIES AND OTHER OPERATING EXPENSES				$10,000.00
TOTAL				$72,300.00
170908 - Gulf Studies Chair				
Aso Prof	AF9493	25.81000	$26,137.79	
OTHER PROFESSIONAL SALARIES			$862.21	
OTHER SALARIES AND WAGES			$17,500.00	
FRINGE BENEFITS			$13,236.00	
TOTAL PERSONNEL SERVICES				$57,736.00
TRAVEL				$24,188.00
SUPPLIES AND OTHER OPERATING EXPENSES				$25,556.00
PROPERTY FURNITURE AND EQUIPMENT				$2,100.00
LIBRARY BOOKS AND PERIODICALS				$250.00
TOTAL				$109,830.00
170909 - Johnston Seed-Rivier				
SUPPLIES AND OTHER OPERATING EXPENSES				$5,000.00
TOTAL				$5,000.00
170911 - Ogi-Doublestop Cl Pl				
SUPPLIES AND OTHER OPERATING EXPENSES				$150,000.00
TOTAL				$150,000.00
170912 - Ogi-Pete				
SUPPLIES AND OTHER OPERATING EXPENSES				$1,000.00
TOTAL				$1,000.00

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ACTIVITY: 14 - Academic Support , continued				
FUNCTION: 2790 - Academic Administration , continued				
170913 - Ogi-Gallagher				
SUPPLIES AND OTHER OPERATING EXPENSES				$20,000.00
TOTAL				$20,000.00
170914 - Ogi-Iba				
SUPPLIES AND OTHER OPERATING EXPENSES				$25,000.00
TOTAL				$25,000.00
170915 - Humphreys Chair-C				
OTHER PROFESSIONAL SALARIES			$11,050.00	
FRINGE BENEFITS			$3,500.00	
TOTAL PERSONNEL SERVICES				$14,550.00
TRAVEL				$40,950.00
SUPPLIES AND OTHER OPERATING EXPENSES				$10,000.00
PROPERTY FURNITURE AND EQUIPMENT				$4,500.00
TOTAL				$70,000.00
170916 - Ogi-Ruby Lee				
SUPPLIES AND OTHER OPERATING EXPENSES				$4,000.00
TOTAL				$4,000.00
170917 - Niagra Bottling Roya				
SUPPLIES AND OTHER OPERATING EXPENSES				$25,000.00
TOTAL				$25,000.00
170918 - Sod Production-Asia and South Ameri				
SUPPLIES AND OTHER OPERATING EXPENSES				$10,000.00
TOTAL				$10,000.00
170919 - Roll 2 Roll				
SUPPLIES AND OTHER OPERATING EXPENSES				$23,000.00
TOTAL				$23,000.00

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ACTIVITY: 14 - Academic Support , continued				
FUNCTION: 2790 - Academic Administration , continued				
170920 - Watkins Chair				
OTHER SALARIES AND WAGES			$40,000.00	
FRINGE BENEFITS			$4,500.00	
TOTAL PERSONNEL SERVICES				$44,500.00
TRAVEL				$250.00
SUPPLIES AND OTHER OPERATING EXPENSES				$1,000.00
PROPERTY FURNITURE AND EQUIPMENT				$250.00
TOTAL				$46,000.00
170921 - OGI Big Country				
SUPPLIES AND OTHER OPERATING EXPENSES				$10,000.00
TOTAL				$10,000.00
170922 - Red River Runner Roy				
SUPPLIES AND OTHER OPERATING EXPENSES				$1,000.00
TOTAL				$1,000.00
170923 - Humphreys Chair - F				
Prof	212439	12.46000	$12,800.00	
OTHER PROFESSIONAL SALARIES			$1,550.00	
FRINGE BENEFITS			$4,342.00	
TOTAL PERSONNEL SERVICES				$18,692.00
TRAVEL				$5,650.00
SUPPLIES AND OTHER OPERATING EXPENSES				$5,658.00
TOTAL				$30,000.00
170924 - OKC 1131 Bermudagrass Royalty				
SUPPLIES AND OTHER OPERATING EXPENSES				$22,000.00
TOTAL				$22,000.00

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ACTIVITY: 14 - Academic Support , continued				
FUNCTION: 2790 - Academic Administration , continued				
170925 - Boger Professorship				
Aso Dean/Dir Acad Pg	AF8053	5.00000	$8,303.40	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.60	
FRINGE BENEFITS			$2,800.00	
TOTAL PERSONNEL SERVICES				$11,104.00
TRAVEL				$3,300.00
SUPPLIES AND OTHER OPERATING EXPENSES				$900.00
TOTAL				$15,304.00
170927 - Outreach Administration				
Dir Acad Pgm	AS9637	40.00000	$36,624.00	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.00	
Spclt Pgm	AS8040	100.00000	$43,264.00	
PROJECTED SALARY SAVINGS-- OTHER SALARIES AND WAGES			$0.00	
TOTAL PERSONNEL SERVICES				$79,888.00
SUPPLIES AND OTHER OPERATING EXPENSES				$91,840.00
TOTAL				$171,728.00
170928 - OSU Global, Dean's Office				
DEAN/ PROF	110248	96.79000	$229,860.00	
Aso Dean/Dir Acad Pg	AF8053	46.00000	$76,391.28	
Ast Dean Dir Global	AS7495	91.03000	$106,828.83	
Spclt Comm	AS8660	100.00000	$52,500.00	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.89	
Admin Ast	631628	100.00000	$47,236.80	
Admin Supp Spclt Sr	633585	100.00000	$45,000.00	
Spclt Acctg	AS7218	100.00000	$49,947.35	
OTHER SALARIES AND WAGES			$161,556.85	
TOTAL PERSONNEL SERVICES				$769,322.00
TRAVEL				$50,059.00
SUPPLIES AND OTHER OPERATING EXPENSES				$129,215.00
PROPERTY FURNITURE AND EQUIPMENT				$21,062.00
TOTAL				$969,658.00

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ACTIVITY: 14 - Academic Support , continued				
FUNCTION: 2790 - Academic Administration , continued				
170929 - Super Air Meter				
SUPPLIES AND OTHER OPERATING EXPENSES				$1,000.00
TOTAL				$1,000.00
170930 - Humphreys Chair-A				
Prof/Director	BF9501	0.25000	$485.00	
OTHER PROFESSIONAL SALARIES			$9,120.00	
FRINGE BENEFITS			$2,500.00	
TOTAL PERSONNEL SERVICES				$12,105.00
TRAVEL				$43,895.00
SUPPLIES AND OTHER OPERATING EXPENSES				$9,000.00
TOTAL				$65,000.00
170932 - Humphreys Chair-B				
DEAN/ PROF	110248	3.21000	$7,632.00	
OTHER PROFESSIONAL SALARIES			$2,873.00	
OTHER SALARIES AND WAGES			$1,500.00	
FRINGE BENEFITS			$3,674.00	
TOTAL PERSONNEL SERVICES				$15,679.00
TRAVEL				$63,821.00
SUPPLIES AND OTHER OPERATING EXPENSES				$6,500.00
PROPERTY FURNITURE AND EQUIPMENT				$2,000.00
TOTAL				$88,000.00
170962 - OGI Ole' Peanut Royalties				
SUPPLIES AND OTHER OPERATING EXPENSES				$30,000.00
TOTAL				$30,000.00
170967 - Ogi-Garrison Wheat				
SUPPLIES AND OTHER OPERATING EXPENSES				$1,000.00
TOTAL				$1,000.00

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ACTIVITY: 14 - Academic Support , continued				
FUNCTION: 2790 - Academic Administration , continued				
170968 - High Performance Com				
Aso VP Rsrch	120249	97.91000	$200,735.08	
Mgr Network Ops	534659	93.32000	$76,522.40	
Rsrch Cyberinf Anlst	534907	89.61000	$58,981.30	
Rsrch Scientist Bioi	AS8804	100.00000	$80,964.00	
Sys Analyst	AS9215	91.66000	$54,079.40	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.82	
TOTAL PERSONNEL SERVICES				$471,283.00
SUPPLIES AND OTHER OPERATING EXPENSES				$250,826.00
PROPERTY FURNITURE AND EQUIPMENT				$100,000.00
TOTAL				$822,109.00
170969 - Niblack Research Sch				
OTHER SALARIES AND WAGES			$39,200.00	
FRINGE BENEFITS			$3,920.00	
TOTAL PERSONNEL SERVICES				$43,120.00
TOTAL				$43,120.00
170970 - Compliance Admin				
Ast VP Rsrch	AS7209	100.00000	$170,000.00	
Mgr IACUC	331491	100.00000	$80,000.00	
Rsrch Safety Ofcr	331958	100.00000	$87,000.00	
Rsrch Safety Ofcr	331960	100.00000	$78,000.00	
Mgr IRB	331971	100.00000	$70,000.00	
Coor IRB	533827	100.00000	$52,000.00	
Compli Analyst	AS6807	100.00000	$60,008.00	
Compli Analyst	AS7017	100.00000	$65,000.00	
Ast Dir Rsrch	AS7020	100.00000	$90,000.00	
Mgr IT	AS7181	100.00000	$75,000.00	
Pgm Mgr	AS7366	100.00000	$68,004.00	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.00	
Spclt Biosafety	633980	100.00000	$46,654.40	
Ast Safety Ofcr Radi	AS7295	100.00000	$60,008.00	
PROJECTED SALARY SAVINGS-- OTHER SALARIES AND WAGES			$0.60	
TOTAL PERSONNEL SERVICES				$1,001,675.00

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ACTIVITY: 14 - Academic Support , continued				
FUNCTION: 2790 - Academic Administration , continued				
170970 - Compliance Admin , continued				
SUPPLIES AND OTHER OPERATING EXPENSES				$145,000.00
PROPERTY FURNITURE AND EQUIPMENT				$201,000.00
TOTAL				$1,347,675.00
170971 - Gen Research Support				
Sys Admin	533232	100.00000	$60,372.00	
Spons Pgms Analyst	AS8521	100.00000	$49,128.00	
Spclt Indust Spons C	AS9531	100.00000	$111,240.00	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.00	
Admin Supp Spclt I	631039	100.00000	$34,980.00	
Admin Supp Spclt Sr	AS6999	100.00000	$39,728.00	
Exec Admin Ast	AS8154	100.00000	$41,600.00	
Exec Admin Ast	AS9969	100.00000	$47,320.00	
PROJECTED SALARY SAVINGS-- OTHER SALARIES AND WAGES			$0.00	
TOTAL PERSONNEL SERVICES				$384,368.00
SUPPLIES AND OTHER OPERATING EXPENSES				$701,541.00
PROPERTY FURNITURE AND EQUIPMENT				$194,000.00
TOTAL				$1,279,909.00
170972 - OGI Farm Strategy				
SUPPLIES AND OTHER OPERATING EXPENSES				$20,000.00
TOTAL				$20,000.00
170975 - TDC Royalty				
SUPPLIES AND OTHER OPERATING EXPENSES				$610,000.00
TOTAL				$610,000.00
170976 - App Center				
OTHER TEACHING SALARIES			$5,000.00	
OTHER SALARIES AND WAGES			$59,351.00	
FRINGE BENEFITS			$6,184.00	
TOTAL PERSONNEL SERVICES				$70,535.00

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ACTIVITY: 14 - Academic Support , continued				
FUNCTION: 2790 - Academic Administration , continued				
170976 - App Center , continued				
SUPPLIES AND OTHER OPERATING EXPENSES				$12,500.00
TOTAL				$83,035.00
170977 - App Center(Fire Safety) - App Dev				
TRAVEL				$3,500.00
SUPPLIES AND OTHER OPERATING EXPENSES				$20,900.00
PROPERTY FURNITURE AND EQUIPMENT				$6,600.00
TOTAL				$31,000.00
170978 - OGI Spirit Rider Royalty				
SUPPLIES AND OTHER OPERATING EXPENSES				$10,000.00
TOTAL				$10,000.00
170979 - OGI Green Hammer				
SUPPLIES AND OTHER OPERATING EXPENSES				$50,000.00
TOTAL				$50,000.00
170980 - OGI Baker's Ann				
SUPPLIES AND OTHER OPERATING EXPENSES				$10,000.00
TOTAL				$10,000.00
170981 - Creekstone Farms				
SUPPLIES AND OTHER OPERATING EXPENSES				$15,000.00
TOTAL				$15,000.00
170982 - OGI Lone Rider Royalty				
SUPPLIES AND OTHER OPERATING EXPENSES				$7,000.00
TOTAL				$7,000.00

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ACTIVITY: 14 - Academic Support , continued				
FUNCTION: 2790 - Academic Administration , continued				
170983 - OGI - OK Rising				
SUPPLIES AND OTHER OPERATING EXPENSES				$1,000.00
TOTAL				$1,000.00
170984 - Cowboy Innovations Fund				
SUPPLIES AND OTHER OPERATING EXPENSES				$5,000.00
TOTAL				$5,000.00
170985 - Sod Production - US				
SUPPLIES AND OTHER OPERATING EXPENSES				$500,000.00
TOTAL				$500,000.00
170986 - Idexx Royalty				
SUPPLIES AND OTHER OPERATING EXPENSES				$280,000.00
TOTAL				$280,000.00
170987 - Johnston Seed-Wrangl				
SUPPLIES AND OTHER OPERATING EXPENSES				$25,000.00
TOTAL				$25,000.00
170989 - Sod Production Foreign				
SUPPLIES AND OTHER OPERATING EXPENSES				$12,500.00
TOTAL				$12,500.00
170991 - Trimble Navigation R				
SUPPLIES AND OTHER OPERATING EXPENSES				$5,000.00
TOTAL				$5,000.00
170993 - Concrete Tag Royalty				
SUPPLIES AND OTHER OPERATING EXPENSES				$2,500.00
TOTAL				$2,500.00

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ACTIVITY: 14 - Academic Support , continued				
FUNCTION: 2790 - Academic Administration , continued				
170995 - Nutrition Physiology				
SUPPLIES AND OTHER OPERATING EXPENSES				$500,000.00
TOTAL				$500,000.00
170996 - Agdia-Damicone Royal				
SUPPLIES AND OTHER OPERATING EXPENSES				$4,000.00
TOTAL				$4,000.00
170997 - Cowboy Innovation Marketplace				
SUPPLIES AND OTHER OPERATING EXPENSES				$1,000.00
TOTAL				$1,000.00
171002 - Control Maintenance				
SUPPLIES AND OTHER OPERATING EXPENSES				$950.00
TOTAL				$950.00
171009 - Finance and Business Ops				
SUPPLIES AND OTHER OPERATING EXPENSES				$8,500.00
TOTAL				$8,500.00
171010 - Assoc Dean				
Prof/ Dir Environ Sc	BF9911	100.00000	$164,491.00	
Aso Dean/Prof	112101	100.00000	$254,798.00	
Prof/Ast Dean FCA	BF9905	100.00000	$170,000.00	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.00	
TOTAL PERSONNEL SERVICES				$589,289.00
TOTAL				$589,289.00
171012 - Assoc Dean				
SUPPLIES AND OTHER OPERATING EXPENSES				$95,000.00
TOTAL				$95,000.00

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ACTIVITY: 14 - Academic Support , continued				
FUNCTION: 2790 - Academic Administration , continued				
171013 - Assoc Dean				
OTHER TEACHING SALARIES			$51,000.00	
FRINGE BENEFITS			$50.00	
TOTAL PERSONNEL SERVICES				$51,050.00
TRAVEL				$25,000.00
SUPPLIES AND OTHER OPERATING EXPENSES				$59,000.00
PROPERTY FURNITURE AND EQUIPMENT				$20,000.00
TOTAL				$155,050.00
171018 - Assoc Dean				
Ast VP/Sr Fin Ofcr	120171	25.00000	$36,926.50	
Dir DASNR HR	330677	5.75000	$7,086.31	
Dir Spons Pgm	330887	5.00000	$5,079.39	
Prof/AVP DASNR Facil	BF9627	25.00000	$60,098.50	
Acct I	BS9535	16.00000	$7,200.00	
Acct I	BS9561	16.00000	$6,400.00	
Acct II	BS9564	16.00000	$9,055.76	
Coor Bus Ops	BS9568	10.00000	$4,819.36	
Exec Admin Aso	BS9587	33.30000	$17,170.48	
Sr Dir Ag Affairs	BS9599	18.24000	$19,729.84	
Sys Analyst	BS9600	10.00000	$6,355.00	
Mgr Facil Svc	BS9601	40.00000	$32,160.00	
Comp Spclt I	BS9606	50.00000	$17,500.00	
Acct I	BS9609	16.00000	$6,400.00	
Acct I	BS9612	16.00000	$7,200.00	
Acct I	BS9619	80.00000	$31,820.80	
Acct III	BS9620	16.00000	$9,624.72	
Mgr Facil Svc	BS9621	10.00000	$8,200.00	
Spclt Spons Pgm I	BS9640	5.00000	$2,350.00	
Ast Dir Spons Pgm	BS9664	5.00000	$4,392.85	
Spclt Spons Pgm I	BS9695	5.00000	$2,500.00	
Ast Dir Spons Pgm	BS9711	5.00000	$3,750.00	
Acct II	BS9712	16.00000	$7,612.16	
Spclt Spons Pgm II	BS9731	5.00000	$2,665.43	
Comm Mgr Sr	BS9735	33.30000	$26,926.38	
Spclt Spons Pgm I	BS9746	5.00000	$2,388.75	
Acct III	BS9774	16.00000	$9,677.57	

OKLAHOMA STATE REGENTS FOR HIGHER EDUCATION
EDUCATIONAL AND GENERAL BUDGET PART I
FISCAL YEAR 2025-2026
SCHEDULE E
EXPENDITURES BY ACTIVITY/FUNCTION, DEPARTMENT, POSITION AND OBJECT

INSTITUTION NUMBER: 1 INSTITUTION NAME: Oklahoma State - General University PRESIDENT: DR. JIM HESS

POSITION TITLE	POSITION NUMBER	FUNDING PERCENT	POSITION PROPOSED BUDGET AMOUNT	FY 2025-2026 PROPOSED ACCOUNT BUDGET AMOUNT
ACTIVITY: 14 - Academic Support , continued				
FUNCTION: 2790 - Academic Administration , continued				
171018 - Assoc Dean , continued				
Exec Admin Aso	BS9775	33.00000	$20,270.25	
Acct III	BS9804	16.00000	$10,516.39	
Coor Bus Ops	CS9757	10.00000	$5,985.00	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$-369.44	
Admin Supp Ast Sr	631311	5.00000	$1,706.95	
Spclt Acctg	631797	16.00000	$4,940.99	
Spclt Acctg	632187	16.00000	$7,190.56	
Spclt Acctg Sr	632743	16.00000	$6,170.50	
Spclt Acctg Sr	633480	5.00000	$1,965.40	
Spclt Tech Supp	633486	17.00000	$7,494.96	
Spclt Acctg	637784	16.00000	$7,240.48	
Acct I	BS9550	16.00000	$6,264.00	
Acct I	BS9551	16.00000	$7,182.72	
Acct I	BS9552	16.00000	$6,725.02	
Spclt Spons Pgm I	BS9555	5.00000	$2,107.81	
Spclt Acctg	BS9560	16.00000	$5,600.00	
Spclt Acctg	BS9562	16.00000	$5,600.00	
Acct I	BS9565	10.00000	$4,215.72	
Spclt Acctg	BS9593	16.00000	$5,897.22	
Spclt Acctg Sr	BS9607	16.00000	$6,571.30	
Spclt Bus Ops	BS9649	10.00000	$4,111.22	
Spclt Acctg Sr	BS9739	16.00000	$6,832.00	
Spclt Acctg Sr	BS9864	16.00000	$7,001.44	
Spclt Acctg	BS9868	5.00000	$1,784.80	
Spclt Acctg	BS9878	16.00000	$6,482.94	
Spclt Acctg	BS9887	16.00000	$5,990.40	
Spclt Acctg Sr	BS9924	16.00000	$6,649.34	
Spclt Acctg	BS9948	16.00000	$4,278.14	
Spclt Acctg	BS9995	16.00000	$6,512.90	
PROJECTED SALARY SAVINGS-- OTHER SALARIES AND WAGES			$0.19	
TOTAL PERSONNEL SERVICES				$528,009.00
TOTAL				$528,009.00
171020 - Vp Administration				
DASNR VP/Dean/Dir	112100	25.00000	$104,130.00	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.00	
TOTAL PERSONNEL SERVICES				$104,130.00
TOTAL				$104,130.00

OKLAHOMA STATE REGENTS FOR HIGHER EDUCATION
EDUCATIONAL AND GENERAL BUDGET PART I
FISCAL YEAR 2025-2026
SCHEDULE E
EXPENDITURES BY ACTIVITY/FUNCTION, DEPARTMENT, POSITION AND OBJECT

INSTITUTION NUMBER: 1 INSTITUTION NAME: Oklahoma State - General University PRESIDENT: DR. JIM HESS

POSITION TITLE	POSITION NUMBER	FUNDING PERCENT	POSITION PROPOSED BUDGET AMOUNT	FY 2025-2026 PROPOSED ACCOUNT BUDGET AMOUNT
171022 - Vp Administration				
SUPPLIES AND OTHER OPERATING EXPENSES				$147,250.00
TOTAL				$147,250.00
171023 - Vp Administration				
SUPPLIES AND OTHER OPERATING EXPENSES				$10,000.00
TOTAL				$10,000.00
171043 - Student Tech				
Sr Dir Ag IT	330403	25.00000	$27,005.73	
Mgr IT	BS9541	15.00000	$9,750.00	
Mgr IT	BS9557	50.00000	$34,345.00	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$2.27	
Spclt Comp I	BS9904	100.00000	$44,886.00	
PROJECTED SALARY SAVINGS-- OTHER SALARIES AND WAGES			$0.00	
FRINGE BENEFITS			$40,000.00	
TOTAL PERSONNEL SERVICES				$155,989.00
TRAVEL				$10,000.00
SUPPLIES AND OTHER OPERATING EXPENSES				$99,000.00
PROPERTY FURNITURE AND EQUIPMENT				$160,000.00
TOTAL				$424,989.00
172010 - Dean Of Arts & Scien				
Aso Dean/Prof	110007	100.00000	$209,232.00	
Dean	112200	75.00000	$217,503.00	
Aso Dean/ Prof	AF9113	100.00000	$24,702.00	
Aso Dean	AF9214	100.00000	$210,348.00	
Mgr Facil Svc	332129	100.00000	$92,100.00	
Exec Admin Aso	AS6727	100.00000	$69,720.00	
Dir Bus Ops	AS7123	85.00000	$115,606.80	
HR Consultant	AS8942	50.00000	$42,000.00	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.20	
Admin Ast	631491	100.00000	$46,884.00	
PROJECTED SALARY SAVINGS-- OTHER SALARIES AND WAGES			$0.00	
TOTAL PERSONNEL SERVICES				$1,028,096.00
TRAVEL				$5,000.00

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ACTIVITY: 14 - Academic Support , continued				
FUNCTION: 2790 - Academic Administration , continued				
172010 - Dean Of Arts & Scien , continued				
SUPPLIES AND OTHER OPERATING EXPENSES				$45,000.00
PROPERTY FURNITURE AND EQUIPMENT				$5,000.00
TOTAL				$1,083,096.00
172030 - A&S Business Office				
Coor Bus Ofc	530775	100.00000	$85,020.00	
Acct III	AS6719	100.00000	$60,000.00	
Dir Bus Ops	AS7123	15.00000	$20,401.20	
Acct III	AS7150	100.00000	$67,008.00	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$-0.20	
Admin Ast	637051	100.00000	$46,595.10	
Spclt Bus Ops	AS7369	100.00000	$48,024.00	
Spclt Acctg Sr	AS7648	100.00000	$45,873.00	
Spclt Acctg Sr	AS8995	100.00000	$45,873.00	
Admin Supp Spclt II	AS9193	50.00000	$17,643.50	
Coor Training	AS9625	100.00000	$63,935.00	
PROJECTED SALARY SAVINGS-- OTHER SALARIES AND WAGES			$0.40	
TOTAL PERSONNEL SERVICES				$500,373.00
SUPPLIES AND OTHER OPERATING EXPENSES				$15,000.00
TOTAL				$515,373.00
172040 - A&S Research Admin				
Dean	112200	25.00000	$72,501.00	
Aso Dean/Prof	112202	95.07000	$235,929.51	
Rsrch Scientist Bioi	535169	23.76000	$25,005.02	
Spclt Spons Pgm I	AS7319	100.00000	$41,489.00	
Spclt Spons Pgm II	AS7555	100.00000	$48,504.00	
Coor Spons Pgm	AS7657	100.00000	$52,008.00	
Coor Spons Pgm Sr	AS7921	100.00000	$63,000.00	
Coor Spons Pgm	AS8082	100.00000	$56,004.00	
Ast Dir Spons Pgm	AS8206	100.00000	$65,004.00	
Coor Spons Pgm	AS8767	100.00000	$58,008.00	
Spclt Spons Pgm I	AS8768	100.00000	$51,000.00	
Pgm Dir	AS8817	100.00000	$79,068.00	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.47	

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INSTITUTION NUMBER: 1 INSTITUTION NAME: Oklahoma State - General University PRESIDENT: DR. JIM HESS

POSITION TITLE	POSITION NUMBER	FUNDING PERCENT	POSITION PROPOSED BUDGET AMOUNT	FY 2025-2026 PROPOSED ACCOUNT BUDGET AMOUNT
ACTIVITY: 14 - Academic Support , continued				
FUNCTION: 2790 - Academic Administration , continued				
172040 - A&S Research Admin , continued				
Admin Supp Spclt I	633685	100.00000	$32,093.00	
Admin Supp Spclt II	AS9193	50.00000	$17,643.50	
PROJECTED SALARY SAVINGS-- OTHER SALARIES AND WAGES			$0.50	
TOTAL PERSONNEL SERVICES				$897,258.00
TOTAL				$897,258.00
172060 - A&S Student Services				
Ast Dean Stu Acad Sv	329104	100.00000	$144,624.00	
Aso Dir Stu Acad Svc	331175	90.00000	$68,083.20	
Acad Advisor Sr II	530416	100.00000	$55,512.00	
Acad Advisor Sr I	530870	100.00000	$52,572.00	
Acad Advisor Sr I	530957	100.00000	$49,680.00	
Acad Advisor Sr II	530958	100.00000	$55,992.00	
Acad Advisor Sr I	531049	100.00000	$55,008.00	
Acad Advisor Sr I	533210	50.00000	$24,504.00	
Acad Advisor Sr II	533485	75.00000	$39,861.00	
Acad Advisor III	533486	46.09000	$21,664.14	
Acad Advisor Sr II	534793	100.00000	$53,256.00	
Acad Advisor Sr I	534972	100.00000	$49,008.00	
Acad Advisor Sr I	535156	100.00000	$49,008.00	
Ast Dir Stu Acad Svc	AS7456	100.00000	$63,000.00	
Coor Career Svc Sr	AS7735	58.24000	$31,799.04	
Acad Advisor Sr I	AS7771	100.00000	$48,312.00	
Spclt Curr	AS7795	100.00000	$45,000.00	
Acad Advisor Sr I	AS8045	100.00000	$49,008.00	
Acad Advisor Sr I	AS8054	50.00000	$24,504.00	
Spclt Grad Cert	AS8507	100.00000	$54,384.00	
Acad Advisor Sr I	AS9016	100.00000	$49,452.00	
Acad Advisor Sr I	AS9024	100.00000	$49,140.00	
Acad Advisor Sr II	AS9026	56.00000	$28,627.20	
Acad Advisor Sr II	AS9350	100.00000	$60,156.00	
Acad Advisor Sr I	AS9358	50.00000	$25,812.00	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.42	
TOTAL PERSONNEL SERVICES				$1,247,967.00
SUPPLIES AND OTHER OPERATING EXPENSES				$10,000.00
TOTAL				$1,257,967.00

OKLAHOMA STATE REGENTS FOR HIGHER EDUCATION
EDUCATIONAL AND GENERAL BUDGET PART I
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SCHEDULE E
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INSTITUTION NUMBER: 1 INSTITUTION NAME: Oklahoma State - General University PRESIDENT: DR. JIM HESS

POSITION TITLE	POSITION NUMBER	FUNDING PERCENT	POSITION PROPOSED BUDGET AMOUNT	FY 2025-2026 PROPOSED ACCOUNT BUDGET AMOUNT
ACTIVITY: 14 - Academic Support , continued				
FUNCTION: 2790 - Academic Administration , continued				
172071 - A&S Computer Special				
Dir CAS IT	331580	69.45000	$90,000.00	
Sys Admin Sr	533631	10.00000	$5,985.60	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.40	
Spclt Comp II	532007	40.00000	$23,232.00	
Admin Supp Ast Sr	632385	40.00000	$13,410.94	
Spclt Comp II	AS8227	40.00000	$17,940.00	
Spclt Comp II	AS9077	10.00000	$4,829.50	
PROJECTED SALARY SAVINGS-- OTHER SALARIES AND WAGES			$-0.44	
TOTAL PERSONNEL SERVICES				$155,398.00
SUPPLIES AND OTHER OPERATING EXPENSES				$646,422.00
PROPERTY FURNITURE AND EQUIPMENT				$500,000.00
TOTAL				$1,301,820.00
172081 - A&S Outreach G Adm				
OTHER SALARIES AND WAGES			$54,000.00	
FRINGE BENEFITS			$1,000.00	
TOTAL PERSONNEL SERVICES				$55,000.00
SUPPLIES AND OTHER OPERATING EXPENSES				$67,904.00
PROPERTY FURNITURE AND EQUIPMENT				$25,000.00
TOTAL				$147,904.00
173010 - Dean Of Bus Admin				
Dean/Prof	112300	87.66000	$383,530.03	
Aso Dean/Prof/Spears	112301	77.51000	$207,090.44	
Aso Dean of Bus Inte	120213	75.35000	$221,211.78	
Vice Dean	211023	57.63000	$215,948.25	
Dir Assess Strat	331064	100.00000	$163,068.00	
Ast Dean/PoPP	AF8174	70.83000	$130,769.18	
Ast Dean/PoPP	AF9458	100.00000	$131,615.00	
Exec Admin Aso	533366	100.00000	$65,625.00	
Sr Mgr Bus Ops	535193	100.00000	$95,880.00	
Admin Aso	AS7097	100.00000	$51,500.04	
Dir Bus Ops	AS7661	100.00000	$159,144.00	
Coor Scholarship	AS7975	100.00000	$61,008.00	

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ACTIVITY: 14 - Academic Support , continued				
FUNCTION: 2790 - Academic Administration , continued				
173010 - Dean Of Bus Admin , continued				
Admin Aso	AS8689	100.00000	$50,000.00	
Admin Aso	AS8700	100.00000	$50,928.00	
Mgr Events & Outrch	AS8790	25.00000	$19,389.00	
Sys Analyst	AS9078	100.00000	$69,348.00	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$1.28	
Spclt Bus Ops	AS8878	97.50000	$51,166.44	
Coor Admin Ops	AS9218	100.00000	$61,241.04	
PROJECTED SALARY SAVINGS-- OTHER SALARIES AND WAGES			$0.52	
TOTAL PERSONNEL SERVICES				$2,188,464.00
TRAVEL				$48,500.00
SUPPLIES AND OTHER OPERATING EXPENSES				$9,800.00
TOTAL				$2,246,764.00
173050 - Bus Research Admin				
Sr Mgr Fiscal Ops	534064	100.00000	$84,876.00	
Acct I	AS6970	100.00000	$55,128.00	
Coor Spons Pgm	AS7878	100.00000	$60,658.33	
Acct III	AS8685	100.00000	$72,228.00	
Coor Fin	AS8691	100.00000	$49,188.00	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.67	
Fin Ast Sr	633287	100.00000	$32,886.00	
Spclt Acctg	AS7202	100.00000	$41,760.00	
Spclt Acctg	AS7410	100.00000	$43,848.00	
Fin Ast Sr	AS9059	100.00000	$39,734.64	
PROJECTED SALARY SAVINGS-- OTHER SALARIES AND WAGES			$0.36	
TOTAL PERSONNEL SERVICES				$480,308.00
TOTAL				$480,308.00
173055 - Marketing & Communications				
Dir Comm Svc	332166	100.00000	$93,660.00	
Spclt Comm	AS7549	100.00000	$40,590.72	
Coor Comm	AS8679	100.00000	$47,256.00	
Graph Des Sr	AS8682	100.00000	$47,712.00	
Graph Des Sr	AS8693	100.00000	$52,692.00	

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POSITION TITLE	POSITION NUMBER	FUNDING PERCENT	POSITION PROPOSED BUDGET AMOUNT	FY 2025-2026 PROPOSED ACCOUNT BUDGET AMOUNT
ACTIVITY: 14 - Academic Support , continued				
FUNCTION: 2790 - Academic Administration , continued				
173055 - Marketing & Communications , continued				
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.28	
Spclt Comm	AS7798	100.00000	$39,839.04	
Multimedia Prodcr	AS9125	100.00000	$39,646.30	
OTHER SALARIES AND WAGES			$2,410.66	
TOTAL PERSONNEL SERVICES				$363,807.00
SUPPLIES AND OTHER OPERATING EXPENSES				$48,050.00
TOTAL				$411,857.00
173060 - CFW General				
Dir Outrch Pgm	AS7030	100.00000	$113,400.00	
Coor Comm	AS7576	100.00000	$56,004.00	
Coor Outrch Edu	AS8680	100.00000	$45,360.00	
Ast Mgr Outrch Pgm	AS8695	77.38000	$40,884.50	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.50	
Admin Aso	531447	100.00000	$50,654.88	
Spclt Pgm	633196	100.00000	$37,938.96	
Spclt Pgm	633574	100.00000	$36,915.84	
OTHER SALARIES AND WAGES			$7,420.32	
FRINGE BENEFITS			$127,812.00	
TOTAL PERSONNEL SERVICES				$516,391.00
TRAVEL				$16,200.00
SUPPLIES AND OTHER OPERATING EXPENSES				$87,599.00
TOTAL				$620,190.00
173070 - SSB Student Services				
Ast Dir Stu Acad Svc	331801	100.00000	$64,680.00	
Ast Dean	332093	100.00000	$120,780.00	
Ast Dir Stu Acad Svc	AS9454	100.00000	$62,004.00	
Acad Advisor III	533433	100.00000	$47,000.04	
Acad Advisor Sr II	533434	100.00000	$55,980.00	
Spclt Grad Cert	534702	100.00000	$46,116.00	
Acad Advisor	534814	37.78000	$17,001.00	
Acad Advisor Sr I	535003	100.00000	$52,956.00	
Acad Advisor III	535008	100.00000	$48,999.96	

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ACTIVITY: 14 - Academic Support , continued				
FUNCTION: 2790 - Academic Administration , continued				
173070 - SSB Student Services , continued				
Acad Advisor Sr I	535009	100.00000	$48,999.96	
Acad Advisor Sr II	AS6825	100.00000	$55,200.00	
Acad Advisor III	AS7450	100.00000	$47,000.04	
Aso Dir Stu Acad Svc	AS7504	100.00000	$75,000.00	
Acad Advisor Sr I	AS8192	100.00000	$48,999.96	
Acad Advisor II	AS8841	100.00000	$50,700.00	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.04	
Acad Advisor II	534813	100.00000	$45,936.00	
Acad Advisor I	535006	100.00000	$40,611.60	
Acad Advisor II	535007	100.00000	$44,065.06	
Admin Supp Spclt Sr	633339	100.00000	$38,628.00	
Acad Advisor II	AS6754	100.00000	$44,069.04	
Acad Advisor II	AS6829	100.00000	$44,053.68	
Acad Advisor II	AS6913	100.00000	$44,039.60	
Acad Advisor II	AS7449	100.00000	$44,070.32	
PROJECTED SALARY SAVINGS-- OTHER SALARIES AND WAGES			$0.70	
TOTAL PERSONNEL SERVICES				$1,186,891.00
TRAVEL				$250.00
SUPPLIES AND OTHER OPERATING EXPENSES				$25,400.00
TOTAL				$1,212,541.00
173075 - Grad Program Admin				
Acad Advisor Sr I	534599	75.00000	$37,287.00	
Mgr Grad Pgm	535199	39.00000	$26,413.92	
Acad Advisor III	AS6971	75.00000	$36,375.03	
Dir Grad Pgm	AS8133	44.56000	$42,269.62	
Mgr Grad Pgm	AS9753	63.14000	$39,793.35	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.08	
Admin Supp Spclt II	633155	100.00000	$35,496.00	
Admin Supp Spclt Sr	635147	100.00000	$45,083.16	
OTHER SALARIES AND WAGES			$5,200.84	
TOTAL PERSONNEL SERVICES				$267,919.00
TRAVEL				$15,000.00
SUPPLIES AND OTHER OPERATING EXPENSES				$94,800.00
TOTAL				$377,719.00

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ACTIVITY: 14 - Academic Support , continued				
FUNCTION: 2790 - Academic Administration , continued				
173080 - Recruitment/Retention				
Mgr Stu Svc	AS7906	100.00000	$63,504.00	
Coor Prosp Stu Svc	AS7358	100.00000	$45,864.00	
Coor Stu Retent	AS7626	100.00000	$50,664.00	
Coor Prosp Stu Svc	AS8241	100.00000	$49,800.00	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.00	
FRINGE BENEFITS			$70,315.00	
TOTAL PERSONNEL SERVICES				$280,147.00
TRAVEL				$5,700.00
SUPPLIES AND OTHER OPERATING EXPENSES				$56,783.00
TOTAL				$342,630.00
173090 - Career Services - Operations				
Dir Eastin Ctr	AS9512	100.00000	$93,096.00	
Mgr Career Svc	533451	80.00000	$48,144.00	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.00	
Coor Career Svc	AS8166	100.00000	$43,242.48	
Coor Career Svc	AS8699	100.00000	$49,402.08	
PROJECTED SALARY SAVINGS-- OTHER SALARIES AND WAGES			$0.44	
TOTAL PERSONNEL SERVICES				$233,885.00
TOTAL				$233,885.00
173095 - Grad Prog Initiatives				
TRAVEL				$30,000.00
SUPPLIES AND OTHER OPERATING EXPENSES				$89,171.00
TOTAL				$119,171.00
173200 - Graduate Programs Fee				
Mgr Grad Pgm	535199	26.00000	$17,609.28	
Dir Grad Pgm	AS8133	20.44000	$19,389.38	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.34	
FRINGE BENEFITS			$12,398.00	
TOTAL PERSONNEL SERVICES				$49,397.00

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ACTIVITY: 14 - Academic Support , continued				
FUNCTION: 2790 - Academic Administration , continued				
173200 - Graduate Programs Fee , continued				
SUPPLIES AND OTHER OPERATING EXPENSES				$2,836.00
TOTAL				$52,233.00
174011 - OSUF Reimbursable				
OTHER PROFESSIONAL SALARIES			$30,500.00	
FRINGE BENEFITS			$9,146.00	
TOTAL PERSONNEL SERVICES				$39,646.00
TOTAL				$39,646.00
174085 - EHS Student Recruitment				
OTHER TEACHING SALARIES			$81,000.00	
Admin Supp Spclt I	AS7337	100.00000	$23,400.00	
OTHER SALARIES AND WAGES			$46,090.00	
FRINGE BENEFITS			$16,936.00	
TOTAL PERSONNEL SERVICES				$167,426.00
TRAVEL				$1,724.00
SUPPLIES AND OTHER OPERATING EXPENSES				$29,500.00
PROPERTY FURNITURE AND EQUIPMENT				$1,350.00
TOTAL				$200,000.00
175006 - Zink Center Salaries				
OTHER TEACHING SALARIES			$105,204.00	
Prof/Dir Zink Ctr/Va	212588	90.91000	$239,672.40	
Tchg Aso Prof	AF8221	25.00000	$23,836.50	
Proj Mgr	AS6930	100.00000	$63,000.00	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$-0.90	
FRINGE BENEFITS			$109,794.00	
TOTAL PERSONNEL SERVICES				$541,506.00
TOTAL				$541,506.00

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SCHEDULE E
EXPENDITURES BY ACTIVITY/FUNCTION, DEPARTMENT, POSITION AND OBJECT

INSTITUTION NUMBER: 1 INSTITUTION NAME: Oklahoma State - General University PRESIDENT: DR. JIM HESS

POSITION TITLE	POSITION NUMBER	FUNDING PERCENT	POSITION PROPOSED BUDGET AMOUNT	FY 2025-2026 PROPOSED ACCOUNT BUDGET AMOUNT
ACTIVITY: 14 - Academic Support , continued				
FUNCTION: 2790 - Academic Administration , continued				
175010 - Ceat Administration				
Dean/Prof/Humphreych	112500	84.96000	$348,339.40	
Dir Bus Ops	AS8865	90.00000	$137,700.00	
Sr Mgr Admin Ops	530853	90.00000	$70,869.60	
Exec Admin Aso	AS7596	95.00000	$59,850.00	
Coor Fiscal Ops	AS7604	95.00000	$49,875.00	
Acct II	AS7643	95.00000	$44,038.20	
Coor Admin Ops	AS7649	90.00000	$44,150.40	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$-0.60	
Spclt Acctg Sr	633828	80.00000	$39,170.88	
Acct I	AS7582	100.00000	$33,434.10	
Spclt Acctg Sr	AS7616	100.00000	$45,936.00	
Spclt Admin Ops	AS8847	100.00000	$46,592.00	
OTHER SALARIES AND WAGES			$71,965.02	
FRINGE BENEFITS			$310,080.00	
TOTAL PERSONNEL SERVICES				$1,302,000.00
TOTAL				$1,302,000.00
175011 - Ceat Non-Salary				
TRAVEL				$5,000.00
SUPPLIES AND OTHER OPERATING EXPENSES				$70,000.00
PROPERTY FURNITURE AND EQUIPMENT				$25,000.00
TOTAL				$100,000.00
175012 - Instruct Non-Salary				
SUPPLIES AND OTHER OPERATING EXPENSES				$15,000.00
PROPERTY FURNITURE AND EQUIPMENT				$5,000.00
TOTAL				$20,000.00
175013 - Research Non-Salary				
TRAVEL				$10,000.00
SUPPLIES AND OTHER OPERATING EXPENSES				$65,000.00
PROPERTY FURNITURE AND EQUIPMENT				$25,000.00
TOTAL				$100,000.00

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INSTITUTION NUMBER: 1 INSTITUTION NAME: Oklahoma State - General University PRESIDENT: DR. JIM HESS

POSITION TITLE	POSITION NUMBER	FUNDING PERCENT	POSITION PROPOSED BUDGET AMOUNT	FY 2025-2026 PROPOSED ACCOUNT BUDGET AMOUNT
ACTIVITY: 14 - Academic Support , continued				
FUNCTION: 2790 - Academic Administration , continued				
175015 - Assist O/E Non-Salar				
TRAVEL				$7,500.00
SUPPLIES AND OTHER OPERATING EXPENSES				$27,500.00
PROPERTY FURNITURE AND EQUIPMENT				$15,000.00
TOTAL				$50,000.00
175016 - Assoc Dean of DEI & SE				
TRAVEL				$10,000.00
SUPPLIES AND OTHER OPERATING EXPENSES				$25,000.00
PROPERTY FURNITURE AND EQUIPMENT				$15,000.00
TOTAL				$50,000.00
175050 - CEAT Marketing Non-Salary				
TRAVEL				$3,000.00
SUPPLIES AND OTHER OPERATING EXPENSES				$62,000.00
PROPERTY FURNITURE AND EQUIPMENT				$10,000.00
TOTAL				$75,000.00
175052 - CEAT Marketing Salaries				
Mgr Mktg Comm Svc	534469	100.00000	$78,156.00	
Multimedia Prodcr	AS7013	100.00000	$48,000.00	
Spclt Comm	AS7070	100.00000	$49,008.00	
Coor Comm	AS7160	100.00000	$54,000.00	
Ast Mgr Mktg	AS7200	100.00000	$67,992.00	
Multimedia Prodcr	AS8733	100.00000	$52,800.00	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.00	
Spclt Event	AS7195	100.00000	$43,848.00	
PROJECTED SALARY SAVINGS-- OTHER SALARIES AND WAGES			$0.00	
FRINGE BENEFITS			$131,964.00	
TOTAL PERSONNEL SERVICES				$525,768.00
TOTAL				$525,768.00

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ACTIVITY: 14 - Academic Support , continued				
FUNCTION: 2790 - Academic Administration , continued				
175061 - CEAT Scholarship OSUF				
SUPPLIES AND OTHER OPERATING EXPENSES				$50,000.00
TOTAL				$50,000.00
175100 - Ceat Research Admin				
Rsrch Scientist	AF9446	50.00000	$39,678.00	
Aso Dean/Prof	113555	37.40000	$87,659.62	
Coor Spons Pgm Sr	530765	35.00000	$21,336.00	
Coor Spons Pgm	533559	50.00000	$26,418.00	
Prop Editor & Writer	534664	50.00000	$31,290.00	
Admin Aso	AS6885	50.00000	$23,202.00	
Mgr Spons Pgm	AS7254	50.00000	$31,500.00	
Spclt Spons Pgm II	AS7583	50.00000	$24,480.00	
Spclt Spons Pgm I	AS7866	50.00000	$22,500.00	
Spclt Spons Pgm II	AS7867	50.00000	$24,000.00	
Spclt Spons Pgm II	AS9552	50.00000	$23,520.00	
Aso Dir Spons Pgm	AS9687	50.00000	$42,000.00	
Coor Spons Pgm Sr	AS9990	50.00000	$36,720.00	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.38	
FRINGE BENEFITS			$145,535.00	
TOTAL PERSONNEL SERVICES				$579,839.00
TOTAL				$579,839.00
175101 - CEAT Research Salary F&A				
Rsrch Scientist	AF9446	50.00000	$39,678.00	
Aso Dean/Prof	113555	44.90000	$105,238.41	
Coor Spons Pgm Sr	530765	50.00000	$30,480.00	
Coor Spons Pgm	533559	50.00000	$26,418.00	
Prop Editor & Writer	534664	50.00000	$31,290.00	
Admin Aso	AS6885	50.00000	$23,202.00	
Mgr Spons Pgm	AS7254	50.00000	$31,500.00	
Spclt Spons Pgm II	AS7583	50.00000	$24,480.00	
Spclt Spons Pgm I	AS7866	50.00000	$22,500.00	
Spclt Spons Pgm II	AS7867	50.00000	$24,000.00	
Spclt Spons Pgm II	AS9552	50.00000	$23,520.00	
Aso Dir Spons Pgm	AS9687	50.00000	$42,000.00	

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POSITION TITLE	POSITION NUMBER	FUNDING PERCENT	POSITION PROPOSED BUDGET AMOUNT	FY 2025-2026 PROPOSED ACCOUNT BUDGET AMOUNT
ACTIVITY: 14 - Academic Support , continued				
FUNCTION: 2790 - Academic Administration , continued				
175101 - CEAT Research Salary F&A , continued				
Coor Spons Pgm Sr	AS9990	50.00000	$36,720.00	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$-0.41	
OTHER SALARIES AND WAGES			$21,924.00	
FRINGE BENEFITS			$161,837.00	
TOTAL PERSONNEL SERVICES				$644,787.00
TOTAL				$644,787.00
175200 - Facilities Salaries				
Mgr Facil Svc	330364	95.00000	$70,258.20	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$1.80	
Bldg Maint Mech II	632636	100.00000	$42,595.20	
Bldg Maint Mech II	AS9031	100.00000	$43,012.80	
OTHER SALARIES AND WAGES			$21,840.00	
FRINGE BENEFITS			$52,727.00	
TOTAL PERSONNEL SERVICES				$230,435.00
TOTAL				$230,435.00
175201 - NASA Contingency (Allowable)				
OTHER SALARIES AND WAGES			$96,767.00	
FRINGE BENEFITS			$28,000.00	
TOTAL PERSONNEL SERVICES				$124,767.00
SUPPLIES AND OTHER OPERATING EXPENSES				$5,233.00
TOTAL				$130,000.00
175300 - Assc Dean Instruct				
Aso Dean	AF7955	100.00000	$270,720.00	
Admin Aso	AS6921	100.00000	$48,000.00	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.00	
FRINGE BENEFITS			$106,803.00	
TOTAL PERSONNEL SERVICES				$425,523.00
TOTAL				$425,523.00

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INSTITUTION NUMBER: 1 INSTITUTION NAME: Oklahoma State - General University PRESIDENT: DR. JIM HESS

POSITION TITLE	POSITION NUMBER	FUNDING PERCENT	POSITION PROPOSED BUDGET AMOUNT	FY 2025-2026 PROPOSED ACCOUNT BUDGET AMOUNT
ACTIVITY: 14 - Academic Support , continued				
FUNCTION: 2790 - Academic Administration , continued				
175301 - Facilities ATRC Support OSUF				
SUPPLIES AND OTHER OPERATING EXPENSES				$50,000.00
TOTAL				$50,000.00
175400 - Ceat OSUf Reimburse				
SUPPLIES AND OTHER OPERATING EXPENSES				$50,000.00
TOTAL				$50,000.00
175500 - Ceat Assist Dean O/E				
Aso Dean	120242	75.00000	$144,000.00	
Dir Outrch Pgm	AS7980	100.00000	$118,260.00	
Admin Aso	AS7498	75.00000	$34,038.00	
Pgm Mgr Outrch DOD S	AS7858	100.00000	$75,648.00	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.00	
OTHER SALARIES AND WAGES			$57,926.00	
FRINGE BENEFITS			$129,279.00	
TOTAL PERSONNEL SERVICES				$559,151.00
TOTAL				$559,151.00
175600 - ADDEI&SE Salaries				
Aso Dean	AF8067	81.48000	$175,996.80	
Coor Prosp Stu Svc	AS7022	100.00000	$50,004.00	
Coor Pgm	AS7236	100.00000	$54,000.00	
Admin Aso	AS7813	100.00000	$45,960.00	
Coor Prosp Stu Svc	AS7857	100.00000	$52,284.00	
Coor Stu Engage	AS7863	100.00000	$54,444.00	
Coor Prosp Stu Svc	AS9013	100.00000	$48,000.00	
Mgr Stu Svc	AS9231	100.00000	$65,040.00	
OTHER PROFESSIONAL SALARIES			$9.20	
OTHER SALARIES AND WAGES			$40,716.00	
FRINGE BENEFITS			$196,521.00	
TOTAL PERSONNEL SERVICES				$782,975.00
TOTAL				$782,975.00

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POSITION TITLE	POSITION NUMBER	FUNDING PERCENT	POSITION PROPOSED BUDGET AMOUNT	FY 2025-2026 PROPOSED ACCOUNT BUDGET AMOUNT
ACTIVITY: 14 - Academic Support , continued				
FUNCTION: 2790 - Academic Administration , continued				
175800 - CEAT IT Staff Salaries				
Mgr IT	AS7958	95.00000	$72,093.60	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.40	
Spclt Comp II	AS6882	100.00000	$43,848.00	
Spclt Comp I	AS8244	100.00000	$45,205.20	
Spclt Comp I	AS9883	100.00000	$43,848.00	
Spclt Comp I	AS9908	100.00000	$49,068.00	
PROJECTED SALARY SAVINGS-- OTHER SALARIES AND WAGES			$-0.20	
FRINGE BENEFITS			$85,136.00	
TOTAL PERSONNEL SERVICES				$339,199.00
TOTAL				$339,199.00
175808 - CEAT IT Non-Salary Funds				
TRAVEL				$10,000.00
SUPPLIES AND OTHER OPERATING EXPENSES				$158,000.00
PROPERTY FURNITURE AND EQUIPMENT				$100,000.00
TOTAL				$268,000.00
175809 - CEAT IT Student Support				
OTHER SALARIES AND WAGES			$101,920.00	
FRINGE BENEFITS			$1,152.00	
TOTAL PERSONNEL SERVICES				$103,072.00
TOTAL				$103,072.00
176010 - EHS Dean				
Dean/Prof	110201	100.00000	$291,120.00	
Exec Admin Ast	AS8677	100.00000	$50,192.56	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.44	
Admin Supp Spclt	AS7527	100.00000	$18,267.39	
OTHER SALARIES AND WAGES			$15,095.61	
TOTAL PERSONNEL SERVICES				$374,676.00
TRAVEL				$17,000.00
SUPPLIES AND OTHER OPERATING EXPENSES				$13,700.00

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POSITION TITLE	POSITION NUMBER	FUNDING PERCENT	POSITION PROPOSED BUDGET AMOUNT	FY 2025-2026 PROPOSED ACCOUNT BUDGET AMOUNT
ACTIVITY: 14 - Academic Support , continued				
FUNCTION: 2790 - Academic Administration , continued				
176010 - EHS Dean , continued				
PROPERTY FURNITURE AND EQUIPMENT				$3,600.00
TOTAL				$408,976.00
176011 - EHS Data Analytics				
Dir Acad Pgm	AS7521	100.00000	$74,160.00	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.00	
OTHER SALARIES AND WAGES			$7,308.00	
TOTAL PERSONNEL SERVICES				$81,468.00
TRAVEL				$5,000.00
SUPPLIES AND OTHER OPERATING EXPENSES				$16,050.00
TOTAL				$102,518.00
176012 - EHS Bldg Maintenance				
Mgr Facil Svc	AS9467	33.40000	$24,105.62	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.38	
TOTAL PERSONNEL SERVICES				$24,106.00
TRAVEL				$1,600.00
SUPPLIES AND OTHER OPERATING EXPENSES				$49,350.00
TOTAL				$75,056.00
176060 - EHS Business Operations				
Acct IV/Dir	331046	95.00000	$141,179.77	
Acct II	534703	100.00000	$58,000.00	
Acct III	535066	100.00000	$62,148.42	
Acct II	AS6876	100.00000	$50,000.00	
Acct II	AS6955	100.00000	$50,000.00	
Sr Mgr Bus Ops	AS7968	100.00000	$81,689.30	
Acct III	AS8298	100.00000	$75,000.00	
Acct II	AS8666	100.00000	$56,668.44	
Acct III	AS9579	85.00000	$63,750.00	
OTHER PROFESSIONAL SALARIES			$30,000.07	
Spclt Acctg Sr	AS7543	100.00000	$41,384.16	
Spclt Acctg Sr	AS9699	100.00000	$53,766.00	

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ACTIVITY: 14 - Academic Support , continued				
FUNCTION: 2790 - Academic Administration , continued				
176060 - EHS Business Operations , continued				
OTHER SALARIES AND WAGES			$44,999.84	
TOTAL PERSONNEL SERVICES				$808,586.00
TRAVEL				$10,000.00
SUPPLIES AND OTHER OPERATING EXPENSES				$6,050.00
PROPERTY FURNITURE AND EQUIPMENT				$7,500.00
TOTAL				$832,136.00
176070 - EHS APSS				
Aso Dean/Aso Prof	120177	100.00000	$141,324.18	
Dir Stu Acad Svc	331630	60.00000	$48,460.82	
Dir Stu Acad Svc	332172	60.00000	$48,000.00	
Acad Advisor Sr II	530773	40.00000	$19,600.00	
Admin Aso	531989	100.00000	$54,284.13	
Coor Prosp Stu Svc	531995	50.00000	$23,118.75	
Acad Advisor Sr II	533455	50.00000	$29,667.15	
Acad Advisor Sr I	533492	40.00000	$18,800.00	
Acad Advisor II	533493	40.00000	$19,600.00	
Acad Advisor Sr II	533818	15.00000	$7,918.07	
Coor Stu Retent	534818	50.00000	$24,500.00	
Acad Advisor Sr I	534873	40.00000	$18,800.00	
Acad Advisor Sr II	535051	40.00000	$20,596.70	
Acad Advisor II	535079	40.00000	$17,919.60	
Acad Advisor Sr II	535222	15.00000	$7,799.49	
Coor Stu Retent	AS6775	50.00000	$25,500.00	
Ast Dir Stu Acad Svc	AS6956	50.00000	$37,686.57	
Ast Dir Stu Acad Svc	AS6964	40.00000	$23,400.00	
Mgr Prosp Stu Svc	AS6994	50.00000	$32,500.00	
Coor Event	AS7121	100.00000	$50,000.00	
Coor Stu Retent	AS7934	50.00000	$25,000.00	
Acad Advisor Sr II	AS8005	40.00000	$20,094.81	
Spclt Grad Cert	AS8272	100.00000	$50,861.25	
Coor Stu Retent	AS8673	50.00000	$24,000.00	
Acad Advisor Sr II	AS8990	40.00000	$19,600.00	
Acad Advisor II	AS8992	40.00000	$19,240.35	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.13	
Acad Advisor I	AS6902	40.00000	$16,061.90	

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ACTIVITY: 14 - Academic Support , continued				
FUNCTION: 2790 - Academic Administration , continued				
176070 - EHS APSS , continued				
Admin Ast	AS7088	100.00000	$41,600.00	
Admin Ast	AS8135	55.00000	$19,448.00	
OTHER SALARIES AND WAGES			$235.10	
TOTAL PERSONNEL SERVICES				$905,617.00
SUPPLIES AND OTHER OPERATING EXPENSES				$5,860.00
PROPERTY FURNITURE AND EQUIPMENT				$1,000.00
TOTAL				$912,477.00
176080 - EHS Research Administration				
Sr Aso Dean/Prof, Rs	112643	100.00000	$193,780.70	
Coor Spons Pgm	531147	100.00000	$54,631.20	
Mgr Stu Svc	534825	100.00000	$66,150.00	
Spclt Spons Pgm II	AS7280	100.00000	$52,290.00	
Mgr Spons Pgm	AS8958	100.00000	$18,000.00	
Spclt Spons Pgm II	AS9343	100.00000	$58,000.00	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.10	
Admin Aso	AS7694	100.00000	$41,363.28	
PROJECTED SALARY SAVINGS-- OTHER SALARIES AND WAGES			$0.72	
TOTAL PERSONNEL SERVICES				$484,216.00
TRAVEL				$15,000.00
SUPPLIES AND OTHER OPERATING EXPENSES				$9,400.00
PROPERTY FURNITURE AND EQUIPMENT				$2,000.00
TOTAL				$510,616.00
176085 - EECE Administration				
Aso Dean/Ast Dir OCE	112671	10.00000	$13,435.29	
Coor Community Engag	535201	25.00000	$17,210.45	
Admin Aso	AS8675	10.00000	$4,622.10	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$1.16	
FRINGE BENEFITS			$11,819.00	
TOTAL PERSONNEL SERVICES				$47,088.00
TRAVEL				$2,000.00
SUPPLIES AND OTHER OPERATING EXPENSES				$1,050.00
TOTAL				$50,138.00

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ACTIVITY: 14 - Academic Support , continued				
FUNCTION: 2790 - Academic Administration , continued				
176086 - EHS International Programs				
Pgm Dir	531881	100.00000	$74,000.00	
OTHER PROFESSIONAL SALARIES			$50,000.00	
OTHER SALARIES AND WAGES			$7,309.00	
TOTAL PERSONNEL SERVICES				$131,309.00
TRAVEL				$30,700.00
SUPPLIES AND OTHER OPERATING EXPENSES				$4,668.00
PROPERTY FURNITURE AND EQUIPMENT				$1,800.00
TOTAL				$168,477.00
179120 - Graduate College				
Dean/Prof	112807	100.00000	$270,000.00	
Prof/Aso Dean	112808	100.00000	$144,600.00	
Aso Dn Grad Col	211034	100.00000	$169,744.00	
Ast Dean	AS8148	100.00000	$107,171.50	
Sr Mgr Bus Ops	530091	100.00000	$88,070.15	
Spclt Matric & Pgm S	533047	100.00000	$61,241.00	
Spclt Matric & Pgm I	534643	100.00000	$48,500.00	
Spclt Matric & Pgm I	535018	100.00000	$45,400.00	
Admiss Ofcr Sr II	AS6826	100.00000	$58,656.00	
Mgr Stu Svc	AS6849	100.00000	$68,000.00	
Grad Ops Supp Spclt	AS8474	100.00000	$46,658.00	
Exec Admin Ast	AS8475	100.00000	$48,446.05	
Mgr Grad Admiss Proc	AS9226	100.00000	$76,550.63	
OTHER PROFESSIONAL SALARIES			$962.67	
Admiss Ofcr II	630639	100.00000	$44,056.00	
Fin Ast II	633081	100.00000	$46,050.72	
Admiss Ofcr II	633230	100.00000	$40,040.00	
Admin Supp Spclt Sr	AS9041	100.00000	$41,600.00	
Coor Grad Recr	AS9722	100.00000	$50,259.00	
OTHER SALARIES AND WAGES			$24,994.28	
TOTAL PERSONNEL SERVICES				$1,481,000.00
TRAVEL				$28,877.00
SUPPLIES AND OTHER OPERATING EXPENSES				$103,540.00
PROPERTY FURNITURE AND EQUIPMENT				$1,000.00
LIBRARY BOOKS AND PERIODICALS				$1,000.00
TOTAL				$1,615,417.00

OKLAHOMA STATE REGENTS FOR HIGHER EDUCATION
EDUCATIONAL AND GENERAL BUDGET PART I
FISCAL YEAR 2025-2026
SCHEDULE E
EXPENDITURES BY ACTIVITY/FUNCTION, DEPARTMENT, POSITION AND OBJECT

INSTITUTION NUMBER: 1 INSTITUTION NAME: Oklahoma State - General University PRESIDENT: DR. JIM HESS

POSITION TITLE	POSITION NUMBER	FUNDING PERCENT	POSITION PROPOSED BUDGET AMOUNT	FY 2025-2026 PROPOSED ACCOUNT BUDGET AMOUNT
ACTIVITY: 14 - Academic Support , continued				
FUNCTION: 2790 - Academic Administration , continued				
179500 - Anthony Travel				
SUPPLIES AND OTHER OPERATING EXPENSES				$100,000.00
TOTAL				$100,000.00
179811 - Bnft Cntl-Ac Ad Adm				
FRINGE BENEFITS			$4,365,801.00	
TOTAL PERSONNEL SERVICES				$4,365,801.00
TOTAL				$4,365,801.00
TOTAL 2790 - Academic Administration				$42,385,414.00
FUNCTION: 2800 - Course and Curriculum Development				
170806 - Free Enterprise Institute				
OTHER PROFESSIONAL SALARIES			$141,540.00	
FRINGE BENEFITS			$11,337.00	
TOTAL PERSONNEL SERVICES				$152,877.00
TRAVEL				$13,750.00
SUPPLIES AND OTHER OPERATING EXPENSES				$46,875.00
TOTAL				$213,502.00
170820 - Assessment Program				
Ast Vice Provost	AS7244	65.00000	$78,000.00	
Aso Dir Assess & Tes	331904	53.41000	$40,880.01	
Ast Dir Assess & Ana	AS6715	100.00000	$65,000.00	
Ast Dir Assess & Tes	AS6716	100.00000	$65,000.00	
Coor Pgm Assess	AS7273	100.00000	$47,250.00	
Aso Dir Assess & Tes	AS7564	100.00000	$65,670.00	
Spclt Comp III	AS8641	80.00000	$36,000.00	
OTHER PROFESSIONAL SALARIES			$15,000.99	
Admin Ast	633132	100.00000	$35,496.00	
Spclt Assess	AS8753	100.00000	$42,741.36	
Spclt Assess	AS8872	100.00000	$40,068.72	
OTHER SALARIES AND WAGES			$50,400.92	

OKLAHOMA STATE REGENTS FOR HIGHER EDUCATION
EDUCATIONAL AND GENERAL BUDGET PART I
FISCAL YEAR 2025-2026
SCHEDULE E
EXPENDITURES BY ACTIVITY/FUNCTION, DEPARTMENT, POSITION AND OBJECT

INSTITUTION NUMBER: 1 INSTITUTION NAME: Oklahoma State - General University PRESIDENT: DR. JIM HESS

POSITION TITLE	POSITION NUMBER	FUNDING PERCENT	POSITION PROPOSED BUDGET AMOUNT	FY 2025-2026 PROPOSED ACCOUNT BUDGET AMOUNT
ACTIVITY: 14 - Academic Support , continued				
FUNCTION: 2800 - Course and Curriculum Development, continued				
170820 - Assessment Program , continued				
FRINGE BENEFITS			$177,087.00	
TOTAL PERSONNEL SERVICES				$758,595.00
TRAVEL				$8,500.00
SUPPLIES AND OTHER OPERATING EXPENSES				$57,405.00
PROPERTY FURNITURE AND EQUIPMENT				$40,000.00
LIBRARY BOOKS AND PERIODICALS				$500.00
TOTAL				$865,000.00
170825 - SSB PG Outcomes				
Aso Dean of Bus Inte 120213		2.55000	$7,486.26	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$-0.26	
FRINGE BENEFITS			$2,514.00	
TOTAL PERSONNEL SERVICES				$10,000.00
TOTAL				$10,000.00
179813 - Bnft Cntl-Crs&Cur Dv				
FRINGE BENEFITS			$634,101.00	
TOTAL PERSONNEL SERVICES				$634,101.00
TOTAL				$634,101.00
TOTAL 2800 - Course and Curriculum Development				$1,722,603.00
FUNCTION: 2815 - Academic Support Information Tech				
170505 - It-Academic Maint				
SUPPLIES AND OTHER OPERATING EXPENSES				$2,000.00
TOTAL				$2,000.00
178030 - Payroll-Telecon E&G				
Network Spclt	533499	75.00000	$42,666.81	
Network Engr	533581	75.00000	$52,500.00	

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EDUCATIONAL AND GENERAL BUDGET PART I
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INSTITUTION NUMBER: 1 INSTITUTION NAME: Oklahoma State - General University PRESIDENT: DR. JIM HESS

POSITION TITLE	POSITION NUMBER	FUNDING PERCENT	POSITION PROPOSED BUDGET AMOUNT	FY 2025-2026 PROPOSED ACCOUNT BUDGET AMOUNT
ACTIVITY: 14 - Academic Support , continued				
FUNCTION: 2815 - Academic Support Information Tech, continued				
178030 - Payroll-Telecon E&G , continued				
Network Engr	534991	100.00000	$83,816.25	
Ast Dir IT	AS7072	50.00000	$47,500.00	
Dir Netwrk Telecom S	AS7766	50.00000	$62,282.22	
Ast Mgr Telecom	AS9198	65.00000	$48,298.54	
Ast Mgr Telecom	AS9199	25.00000	$18,576.36	
Network Engr	AS9830	100.00000	$70,185.02	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.80	
Network Tech	630497	100.00000	$44,303.18	
Network Tech	631088	75.00000	$34,931.39	
Spclt Tech Supp Exec	632708	100.00000	$49,068.00	
Network Tech	633568	75.00000	$33,230.52	
Network Tech	633570	75.00000	$34,363.25	
Network Tech	633924	75.00000	$41,828.12	
IT Field Tech	635219	50.00000	$23,020.20	
IT Field Tech	639293	50.00000	$22,816.14	
Spclt Tech Supp	AS6756	100.00000	$41,855.42	
PROJECTED SALARY SAVINGS-- OTHER SALARIES AND WAGES			$0.78	
TOTAL PERSONNEL SERVICES				$751,243.00
TOTAL				$751,243.00
178031 - Telecommunic Rebates				
SUPPLIES AND OTHER OPERATING EXPENSES				$77,000.00
PROPERTY FURNITURE AND EQUIPMENT				$148,000.00
TOTAL				$225,000.00
178035 - Soft Svc-Acad Supp				
SUPPLIES AND OTHER OPERATING EXPENSES				$3,440.00
TOTAL				$3,440.00
178037 - It-Maintenance				
SUPPLIES AND OTHER OPERATING EXPENSES				$3,082,500.00
PROPERTY FURNITURE AND EQUIPMENT				$427,337.00
TOTAL				$3,509,837.00

OKLAHOMA STATE REGENTS FOR HIGHER EDUCATION
EDUCATIONAL AND GENERAL BUDGET PART I
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EXPENDITURES BY ACTIVITY/FUNCTION, DEPARTMENT, POSITION AND OBJECT

INSTITUTION NUMBER: 1 INSTITUTION NAME: Oklahoma State - General University PRESIDENT: DR. JIM HESS

POSITION TITLE	POSITION NUMBER	FUNDING PERCENT	POSITION PROPOSED BUDGET AMOUNT	FY 2025-2026 PROPOSED ACCOUNT BUDGET AMOUNT
ACTIVITY: 14 - Academic Support , continued				
FUNCTION: 2815 - Academic Support Information Tech, continued				
178040 - It Accounting				
SUPPLIES AND OTHER OPERATING EXPENSES				$1,000.00
TOTAL				$1,000.00
179817 - Bnft Cntl-Ac Sup It				
FRINGE BENEFITS			$260,488.00	
TOTAL PERSONNEL SERVICES				$260,488.00
TOTAL				$260,488.00
TOTAL 2815 - Academic Support Information Tech				$4,753,008.00
TOTAL 14 - Academic Support				$90,709,429.00
ACTIVITY: 15 - Student Services				
FUNCTION: 2950 - Student Services Administration				
121020 - Stu Serv Earmarked				
OTHER PROFESSIONAL SALARIES			$36,825.00	
TOTAL PERSONNEL SERVICES				$36,825.00
TOTAL				$36,825.00
121060 - Campus Life				
Ast VP Campus Life	AS7534	100.00000	$145,600.00	
Dir Campus Life	331463	100.00000	$94,439.65	
Ast Dir Campus Life	332134	100.00000	$66,630.49	
Ast Dir Campus Life	AS6862	100.00000	$60,000.00	
Coor Campus Life	AS6991	100.00000	$46,138.14	
Dir Stu Supp	AS7011	100.00000	$94,000.00	
Ast Dir Campus Life	AS7221	100.00000	$70,000.00	
Coor Campus Life	AS7442	30.00000	$14,008.10	
Ast Dir Frat Sor Aff	AS7730	100.00000	$65,264.86	
Coor Fiscal Ops	AS7918	100.00000	$49,000.00	
Coor Campus Life	AS8572	100.00000	$47,955.33	

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INSTITUTION NUMBER: 1 INSTITUTION NAME: Oklahoma State - General University PRESIDENT: DR. JIM HESS

POSITION TITLE	POSITION NUMBER	FUNDING PERCENT	POSITION PROPOSED BUDGET AMOUNT	FY 2025-2026 PROPOSED ACCOUNT BUDGET AMOUNT
ACTIVITY: 15 - Student Services , continued				
FUNCTION: 2950 - Student Services Administration , continued				
121060 - Campus Life , continued				
Coor Stu Supp Conduc	AS8757	84.00000	$39,352.26	
Coor Campus Life	AS8761	50.00000	$22,500.00	
Coor Campus Life	AS8762	100.00000	$48,200.00	
Coor Campus Life	AS8810	100.00000	$46,000.00	
Coor Stu Supp	AS9091	100.00000	$48,058.75	
Coor Stu Supp	AS9092	100.00000	$47,500.00	
Coor Stu Supp	AS9093	100.00000	$47,000.00	
Coor Campus Life	AS9328	100.00000	$46,000.00	
Coor Acad Supp Ctr	AS9452	100.00000	$52,992.00	
Dir Stu Cond/Dep Tit	AS9711	27.00000	$24,840.00	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.42	
TOTAL PERSONNEL SERVICES				$1,175,480.00
TOTAL				$1,175,480.00
122032 - Wellness Office				
Ast VP Ch Wellness O	AS7535	70.00000	$118,965.00	
OTHER PROFESSIONAL SALARIES			$18,135.00	
OTHER SALARIES AND WAGES			$10,000.00	
FRINGE BENEFITS			$50,000.00	
TOTAL PERSONNEL SERVICES				$197,100.00
TRAVEL				$5,500.00
SUPPLIES AND OTHER OPERATING EXPENSES				$15,400.00
PROPERTY FURNITURE AND EQUIPMENT				$4,000.00
TOTAL				$222,000.00
122100 - Scholar Development				
Dir Schol Dev	332043	100.00000	$76,980.00	
Pgm Mgr	AS7639	100.00000	$55,500.00	
OTHER PROFESSIONAL SALARIES			$170.00	
Admin Ast	633657	2.00000	$770.47	
OTHER SALARIES AND WAGES			$9,955.53	
TOTAL PERSONNEL SERVICES				$143,376.00
TRAVEL				$15,305.00

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INSTITUTION NUMBER: 1 INSTITUTION NAME: Oklahoma State - General University PRESIDENT: DR. JIM HESS

POSITION TITLE	POSITION NUMBER	FUNDING PERCENT	POSITION PROPOSED BUDGET AMOUNT	FY 2025-2026 PROPOSED ACCOUNT BUDGET AMOUNT
ACTIVITY: 15 - Student Services , continued				
FUNCTION: 2950 - Student Services Administration , continued				
122100 - Scholar Development , continued				
SUPPLIES AND OTHER OPERATING EXPENSES				$12,000.00
PROPERTY FURNITURE AND EQUIPMENT				$1,000.00
TOTAL				$171,681.00
122150 - Stu Success Academic Advising				
Ast Provost	AS7093	100.00000	$120,000.00	
Ast Dir Stu Acad Svc	331948	100.00000	$63,000.00	
Acad Advisor Sr I	533460	100.00000	$50,500.00	
Acad Advisor III	533461	100.00000	$47,000.00	
Acad Advisor Sr I	534379	100.00000	$49,000.00	
Acad Advisor Sr I	534470	100.00000	$49,350.00	
Acad Advisor Sr I	534471	100.00000	$41,600.00	
Acad Advisor I	534472	100.00000	$40,019.20	
Acad Advisor III	534661	100.00000	$48,200.00	
Acad Advisor III	534751	100.00000	$47,000.00	
Acad Advisor III	AS6764	100.00000	$47,000.00	
Acad Advisor II	AS7047	100.00000	$45,000.00	
Acad Advisor III	AS7048	100.00000	$47,000.00	
Acad Advisor II	AS7049	100.00000	$45,000.00	
Acad Advisor Sr I	AS7050	100.00000	$49,000.00	
Acad Advisor II	AS7051	100.00000	$44,000.00	
Acad Advisor III	AS7052	100.00000	$47,000.00	
Acad Advisor II	AS7053	100.00000	$44,000.00	
Acad Advisor II	AS7054	100.00000	$44,000.00	
Acad Advisor III	AS7055	100.00000	$47,000.00	
Acad Advisor Sr I	AS7057	100.00000	$49,000.00	
Acad Advisor III	AS7058	100.00000	$47,000.00	
Acad Advisor II	AS7059	100.00000	$44,000.00	
Acad Advisor III	AS7060	100.00000	$47,000.00	
Acad Advisor I	AS7061	100.00000	$41,175.36	
Acad Advisor I	AS7062	100.00000	$41,175.36	
Acad Advisor II	AS7063	100.00000	$44,000.00	
Acad Advisor II	AS7064	100.00000	$44,000.00	
Mgr Stu Svc	AS7109	100.00000	$58,800.00	
Mgr Stu Svc	AS7110	100.00000	$57,120.00	
Mgr Stu Svc	AS7111	100.00000	$58,800.00	
Mgr Stu Svc	AS7112	100.00000	$58,800.00	

OKLAHOMA STATE REGENTS FOR HIGHER EDUCATION
EDUCATIONAL AND GENERAL BUDGET PART I
FISCAL YEAR 2025-2026
SCHEDULE E
EXPENDITURES BY ACTIVITY/FUNCTION, DEPARTMENT, POSITION AND OBJECT

INSTITUTION NUMBER: 1 INSTITUTION NAME: Oklahoma State - General University PRESIDENT: DR. JIM HESS

POSITION TITLE	POSITION NUMBER	FUNDING PERCENT	POSITION PROPOSED BUDGET AMOUNT	FY 2025-2026 PROPOSED ACCOUNT BUDGET AMOUNT
ACTIVITY: 15 - Student Services , continued				
FUNCTION: 2950 - Student Services Administration , continued				
122150 - Stu Success Academic Advising , continued				
Mgr Stu Svc	AS7113	100.00000	$58,800.00	
Mgr Stu Svc	AS7114	100.00000	$58,800.00	
Coor Comm	AS7349	100.00000	$47,250.00	
Admin Aso	AS7758	100.00000	$48,300.00	
Acad Advisor Sr I	AS9197	100.00000	$51,000.00	
Acad Advisor III	AS9433	100.00000	$47,000.00	
Acad Advisor III	AS9434	100.00000	$47,000.00	
OTHER PROFESSIONAL SALARIES			$6,981.08	
Admin Supp Spclt Sr	632953	100.00000	$39,463.20	
PROJECTED SALARY SAVINGS-- OTHER SALARIES AND WAGES			$0.80	
TOTAL PERSONNEL SERVICES				$2,010,135.00
TOTAL				$2,010,135.00
122151 - Stu Success-Advising Fee				
OTHER SALARIES AND WAGES			$435,118.00	
TOTAL PERSONNEL SERVICES				$435,118.00
TRAVEL				$35,000.00
SUPPLIES AND OTHER OPERATING EXPENSES				$77,500.00
PROPERTY FURNITURE AND EQUIPMENT				$15,000.00
LIBRARY BOOKS AND PERIODICALS				$1,500.00
TOTAL				$564,118.00
122155 - Lasso Tutoring Progr				
Ast Dir LASSO	332135	100.00000	$58,800.00	
Coor Acad Supp Ctr	AS8652	100.00000	$49,350.00	
Coor Acad Supp Ctr	AS8653	100.00000	$51,000.00	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.00	
Admin Supp Spclt II	633656	100.00000	$35,078.40	
PROJECTED SALARY SAVINGS-- OTHER SALARIES AND WAGES			$0.60	
TOTAL PERSONNEL SERVICES				$194,229.00
SUPPLIES AND OTHER OPERATING EXPENSES				$5,000.00
TOTAL				$199,229.00

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INSTITUTION NUMBER: 1 INSTITUTION NAME: Oklahoma State - General University PRESIDENT: DR. JIM HESS

POSITION TITLE	POSITION NUMBER	FUNDING PERCENT	POSITION PROPOSED BUDGET AMOUNT	FY 2025-2026 PROPOSED ACCOUNT BUDGET AMOUNT
ACTIVITY: 15 - Student Services , continued				
FUNCTION: 2950 - Student Services Administration , continued				
122180 - Student Success CRM				
Ast Dir Univ CRM	AS6843	100.00000	$73,000.00	
Dir CRM	AS8068	100.00000	$137,500.00	
Spclt CRM	AS7125	100.00000	$52,500.00	
Spclt CRM	AS7761	100.00000	$50,000.00	
Spclt Comm	AS8021	100.00000	$52,600.88	
OTHER PROFESSIONAL SALARIES			$2,500.12	
TOTAL PERSONNEL SERVICES				$368,101.00
TRAVEL				$8,000.00
SUPPLIES AND OTHER OPERATING EXPENSES				$27,000.00
PROPERTY FURNITURE AND EQUIPMENT				$10,000.00
TOTAL				$413,101.00
122453 - Id Services Dept				
SUPPLIES AND OTHER OPERATING EXPENSES				$10,815.00
TOTAL				$10,815.00
122454 - Payroll-Technology S				
Dir Tech Supp	331578	90.00000	$112,500.00	
Mgr IT Sys	331233	100.00000	$54,000.00	
Ast Dir IT	AS6865	100.00000	$75,000.00	
Ast Mgr Tech Supp	AS9035	100.00000	$74,263.00	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.00	
Comp Tech	630201	100.00000	$33,930.00	
Comp Tech	631250	100.00000	$36,080.64	
Spclt Tech Supp	631600	100.00000	$33,408.00	
Helpdesk Analyst	631603	100.00000	$33,408.00	
Spclt Tech Supp Exec	632159	100.00000	$49,068.00	
Spclt Tech Supp Exec	633105	100.00000	$36,540.00	
Spclt Tech Supp	633624	100.00000	$33,408.00	
Spclt Tech Supp/Inte	633922	100.00000	$40,569.84	
Spclt Tech Supp	633923	100.00000	$35,078.40	
Comm Rep	636515	100.00000	$28,188.00	
Spclt Customer Svc	AS7166	100.00000	$29,232.00	
OTHER SALARIES AND WAGES			$291,500.12	
TOTAL PERSONNEL SERVICES				$996,174.00
TOTAL				$996,174.00

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ACTIVITY: 15 - Student Services , continued				
FUNCTION: 2950 - Student Services Administration , continued				
123173 - Courseleaf Curriculu				
SUPPLIES AND OTHER OPERATING EXPENSES				$30,500.00
TOTAL				$30,500.00
123176 - Sovereign Nations				
Dir Ctr Svrgn Nation	332098	45.00000	$37,800.00	
Coor Acad Supp Ctr	AS7406	45.00000	$40,500.00	
Ast Dir Stu Acad Svc	AS8242	45.00000	$27,950.40	
OTHER PROFESSIONAL SALARIES			$6,750.60	
OTHER SALARIES AND WAGES			$46,760.00	
TOTAL PERSONNEL SERVICES				$159,761.00
TRAVEL				$1,000.00
SUPPLIES AND OTHER OPERATING EXPENSES				$9,500.00
PROPERTY FURNITURE AND EQUIPMENT				$1,000.00
LIBRARY BOOKS AND PERIODICALS				$250.00
TOTAL				$171,511.00
123177 - Sovereign Nations				
Dir Ctr Svrgn Nation	332098	55.00000	$46,200.00	
Coor Acad Supp Ctr	AS7406	55.00000	$49,500.00	
Ast Dir Stu Acad Svc	AS8242	55.00000	$34,161.60	
OTHER PROFESSIONAL SALARIES			$8,250.40	
OTHER SALARIES AND WAGES			$57,152.00	
FRINGE BENEFITS			$46,300.00	
TOTAL PERSONNEL SERVICES				$241,564.00
SUPPLIES AND OTHER OPERATING EXPENSES				$1,500.00
PROPERTY FURNITURE AND EQUIPMENT				$16,000.00
TOTAL				$259,064.00
123180 - SS-PreNursing				
Coor Acad Supp Ctr	AS8281	100.00000	$52,102.80	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.20	
Admin Ast	633657	30.88000	$11,897.20	
PROJECTED SALARY SAVINGS-- OTHER SALARIES AND WAGES			$-0.20	
TOTAL PERSONNEL SERVICES				$64,000.00
TOTAL				$64,000.00

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POSITION TITLE	POSITION NUMBER	FUNDING PERCENT	POSITION PROPOSED BUDGET AMOUNT	FY 2025-2026 PROPOSED ACCOUNT BUDGET AMOUNT
12381O - Bnft Cntl-St Srv Adm				
FRINGE BENEFITS			$952,188.00	
TOTAL PERSONNEL SERVICES				$952,188.00
TOTAL				$952,188.00
TOTAL 2950 - Student Services Administration				$7,276,821.00
FUNCTION: 2960 - Social and Cultural Development				
121070 - Intnl Students & Sch				
Dir ISS	331099	100.00000	$81,900.00	
Coor Intl Pgm	531422	100.00000	$49,440.00	
Ast Dir ISS	AS7847	100.00000	$68,250.00	
Coor Intl Pgm	AS8216	75.00000	$37,650.00	
OTHER PROFESSIONAL SALARIES			$1,804.00	
Spclt Acctg	633387	66.67000	$26,101.31	
OTHER SALARIES AND WAGES			$24.69	
TOTAL PERSONNEL SERVICES				$265,170.00
TOTAL				$265,170.00
121100 - Spence Professorship				
OTHER PROFESSIONAL SALARIES			$9,521.00	
FRINGE BENEFITS			$7,019.00	
TOTAL PERSONNEL SERVICES				$16,540.00
TOTAL				$16,540.00
121260 - Leadership Programming				
Coor Pgm	AS7018	100.00000	$45,000.00	
Coor Pgm	AS7077	100.00000	$45,000.00	
Ast Dir Stu Life	AS7248	100.00000	$65,508.00	
Ast Dir Stu Life	AS7488	100.00000	$65,730.48	
Admin Aso	AS7969	100.00000	$42,078.40	
Dir Ldsp Institute	AS8085	100.00000	$100,000.00	
Coor Pgm	AS8590	100.00000	$45,000.00	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.12	
TOTAL PERSONNEL SERVICES				$408,317.00

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ACTIVITY: 15 - Student Services , continued				
FUNCTION: 2960 - Social and Cultural Development , continued				
121260 - Leadership Programming , continued				
SUPPLIES AND OTHER OPERATING EXPENSES				$144,315.00
TOTAL				$552,632.00
121400 - Office Multicul Affa				
Ast Dir Stu Acad Svc	AS6772	100.00000	$58,000.00	
Coor Stu Svc	AS7911	100.00000	$50,985.00	
Coor Stu Svc	AS8948	100.00000	$50,985.00	
Coor Stu Svc	AS9294	100.00000	$39,440.94	
Coor Stu Svc	AS9302	100.00000	$50,615.17	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$-66.11	
TOTAL PERSONNEL SERVICES				$249,960.00
TRAVEL				$4,000.00
SUPPLIES AND OTHER OPERATING EXPENSES				$15,750.00
PROPERTY FURNITURE AND EQUIPMENT				$250.00
TOTAL				$269,960.00
122040 - Graduation Exercises				
SUPPLIES AND OTHER OPERATING EXPENSES				$146,611.00
TOTAL				$146,611.00
122300 - English Language and Intercultural				
Dir ELI	319073	49.64000	$39,951.76	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.24	
Admin Ast	AS9075	100.00000	$32,886.00	
OTHER SALARIES AND WAGES			$530.00	
FRINGE BENEFITS			$24,586.00	
TOTAL PERSONNEL SERVICES				$97,954.00
TOTAL				$97,954.00
122305 - Ctr for Global Learning Scholarship				
SCHOLARSHIPS AND OTHER ASSISTANCE				$121,476.00
TOTAL				$121,476.00

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EXPENDITURES BY ACTIVITY/FUNCTION, DEPARTMENT, POSITION AND OBJECT

INSTITUTION NUMBER: 1 INSTITUTION NAME: Oklahoma State - General University PRESIDENT: DR. JIM HESS

POSITION TITLE	POSITION NUMBER	FUNDING PERCENT	POSITION PROPOSED BUDGET AMOUNT	FY 2025-2026 PROPOSED ACCOUNT BUDGET AMOUNT
ACTIVITY: 15 - Student Services , continued				
FUNCTION: 2960 - Social and Cultural Development , continued				
123814 - Bnft Cntl-S&C Dev				
FRINGE BENEFITS			$167,411.00	
TOTAL PERSONNEL SERVICES				$167,411.00
TOTAL				$167,411.00
TOTAL 2960 - Social and Cultural Development				$1,637,754.00
FUNCTION: 2970 - Counseling and Career Development				
121200 - University Counselin				
Ast VP Ch Wellness O	AS7535	30.00000	$50,985.00	
Clinical Couns Sr	330885	100.00000	$81,921.74	
Clinical Couns Sr	332133	100.00000	$78,020.71	
Dir Univ Couns Svcs	AS6848	100.00000	$113,400.00	
Clinical Couns	AS7260	100.00000	$55,000.00	
Spclt Comm	AS7513	100.00000	$45,000.00	
Clinical Couns	AS7633	100.00000	$65,625.00	
Clinical Couns	AS7995	100.00000	$85,356.00	
Clinical Couns	AS8747	100.00000	$63,349.50	
Clinical Couns	AS8906	100.00000	$68,841.80	
Clinical Couns	AS9127	100.00000	$66,836.70	
Couns Subs Abuse	AS9135	100.00000	$68,841.80	
Couns Subs Abuse	AS9157	100.00000	$61,304.09	
Clinical Couns	AS9177	100.00000	$68,841.80	
Clinical Couns	AS9305	100.00000	$70,907.05	
Clinical Couns	AS9306	100.00000	$70,437.00	
OTHER PROFESSIONAL SALARIES			$15.81	
Admin Supp Ast I	638040	100.00000	$29,120.00	
Spclt Comp I	AS7483	50.00000	$22,256.00	
Admin Supp Spclt Sr	AS7508	100.00000	$39,374.40	
Admin Supp Ast I	AS7520	100.00000	$29,120.00	
Admin Supp Ast II	AS8874	100.00000	$31,200.00	
OTHER SALARIES AND WAGES			$159,620.60	
TOTAL PERSONNEL SERVICES				$1,425,375.00
SUPPLIES AND OTHER OPERATING EXPENSES				$27,665.00
PROPERTY FURNITURE AND EQUIPMENT				$2,335.00
TOTAL				$1,455,375.00

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POSITION TITLE	POSITION NUMBER	FUNDING PERCENT	POSITION PROPOSED BUDGET AMOUNT	FY 2025-2026 PROPOSED ACCOUNT BUDGET AMOUNT
ACTIVITY: 15 - Student Services , continued				
FUNCTION: 2970 - Counseling and Career Development, continued				
121270 - Ada Accommodations				
Pgm Mgr	AS6779	10.00000	$6,464.00	
Coor Disability Svc	AS7351	100.00000	$55,000.00	
Mgr Spons Pgm	AS8205	5.00000	$3,872.29	
OTHER PROFESSIONAL SALARIES			$114,883.71	
Spclt Pgm	AS7023	100.00000	$45,000.00	
Spclt Accessibility	AS8950	50.00000	$20,956.00	
OTHER SALARIES AND WAGES			$47,084.00	
TOTAL PERSONNEL SERVICES				$293,260.00
TRAVEL				$4,000.00
SUPPLIES AND OTHER OPERATING EXPENSES				$30,024.00
PROPERTY FURNITURE AND EQUIPMENT				$2,000.00
TOTAL				$329,284.00
122165 - Aca Advising Enhcmt				
SUPPLIES AND OTHER OPERATING EXPENSES				$323,000.00
TOTAL				$323,000.00
122168 - Grad Advising Fee				
TRAVEL				$5,000.00
SUPPLIES AND OTHER OPERATING EXPENSES				$85,000.00
TOTAL				$90,000.00
122500 - Utes				
Aso Dir Assess & Tes	331904	46.59000	$35,663.00	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.00	
TOTAL PERSONNEL SERVICES				$35,663.00
TOTAL				$35,663.00
123010 - Career Services E&G				
Dir Career Svc	331127	100.00000	$105,987.00	
Ast Dir Career Svc	AS7213	100.00000	$73,000.00	
Coor Career Svc	AS7162	100.00000	$45,510.40	

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ACTIVITY: 15 - Student Services , continued				
FUNCTION: 2970 - Counseling and Career Development, continued				
123010 - Career Services E&G , continued				
Mgr Bus Ops	AS7357	100.00000	$56,700.00	
Mgr Career Svc	AS8575	100.00000	$58,611.05	
Coor Comm	AS8594	100.00000	$56,500.00	
Sys Admin	AS8911	100.00000	$56,500.00	
OTHER PROFESSIONAL SALARIES			$34,977.55	
OTHER SALARIES AND WAGES			$90,210.00	
TOTAL PERSONNEL SERVICES				$577,996.00
SUPPLIES AND OTHER OPERATING EXPENSES				$100,000.00
TOTAL				$677,996.00
123011 - Student Fees Central CS				
Ast Dir Career Svc	331273	65.00000	$50,341.10	
Coor Career Svc	AS6803	100.00000	$47,940.00	
Coor Career Svc	AS8607	100.00000	$53,000.00	
Coor Career Svc	AS8618	50.00000	$22,808.02	
Coor Employer Dev	AS8746	100.00000	$45,827.99	
OTHER PROFESSIONAL SALARIES			$82.89	
Coor Career Svc	AS6871	100.00000	$87,776.00	
Coor Career Svc	AS6889	100.00000	$44,096.00	
Coor Career Svc	AS6892	100.00000	$41,995.20	
Coor Career Svc	AS7556	100.00000	$47,008.00	
Coor Career Svc	AS8608	6.34000	$2,917.01	
OTHER SALARIES AND WAGES			$85,247.79	
FRINGE BENEFITS			$145,960.00	
TOTAL PERSONNEL SERVICES				$675,000.00
TOTAL				$675,000.00
123110 - Career Services Fee				
Mgr Career Svc	533451	20.00000	$12,036.00	
OTHER PROFESSIONAL SALARIES			$15,600.00	
Coor Career Svcs	AS6787	100.00000	$47,000.00	
Coor Career Svc	AS7377	100.00000	$47,439.36	
Coor Career Svc	AS8697	100.00000	$42,508.80	
OTHER SALARIES AND WAGES			$21,955.84	

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INSTITUTION NUMBER: 1 INSTITUTION NAME: Oklahoma State - General University PRESIDENT: DR. JIM HESS

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ACTIVITY: 15 - Student Services , continued				
FUNCTION: 2970 - Counseling and Career Development, continued				
12311O - Career Services Fee , continued				
FRINGE BENEFITS			$55,106.00	
TOTAL PERSONNEL SERVICES				$241,646.00
TOTAL				$241,646.00
123111 - SSB Academic Services Fee				
Acad Advisor Sr II	534660	100.00000	$50,760.95	
Acad Advisor	534814	62.22000	$27,999.00	
Acad Advisor Sr I	AS7659	100.00000	$52,956.00	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.05	
OTHER SALARIES AND WAGES			$20,690.00	
FRINGE BENEFITS			$44,372.00	
TOTAL PERSONNEL SERVICES				$196,778.00
SUPPLIES AND OTHER OPERATING EXPENSES				$16,040.00
TOTAL				$212,818.00
123120 - A&S Career Svcs				
Aso Dir Stu Acad Svc	331175	10.00000	$7,564.80	
Coor Career Svc Sr	AS7735	41.76000	$22,800.96	
Coor Career Svc	AS8147	100.00000	$45,000.00	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.24	
FRINGE BENEFITS			$25,255.00	
TOTAL PERSONNEL SERVICES				$100,621.00
SUPPLIES AND OTHER OPERATING EXPENSES				$61,628.00
PROPERTY FURNITURE AND EQUIPMENT				$10,380.00
TOTAL				$172,629.00
123121 - A&S Stud Acadsvc Fee				
Acad Advisor Sr I	53321O	50.00000	$24,504.00	
Acad Advisor Sr II	533485	25.00000	$13,287.00	
Acad Advisor III	533486	53.91000	$25,339.86	
Acad Advisor Sr I	AS8054	50.00000	$24,504.00	
Acad Advisor Sr II	AS9026	44.00000	$22,492.80	

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ACTIVITY: 15 - Student Services , continued				
FUNCTION: 2970 - Counseling and Career Development, continued				
123121 - A&S Stud Acadsvc Fee , continued				
Acad Advisor Sr I	AS9358	50.00000	$25,812.00	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.34	
FRINGE BENEFITS			$45,553.00	
TOTAL PERSONNEL SERVICES				$181,493.00
SUPPLIES AND OTHER OPERATING EXPENSES				$215,118.00
PROPERTY FURNITURE AND EQUIPMENT				$30,001.00
TOTAL				$426,612.00
123130 - Ceat Career Services				
Coor Career Svc	AS9556	100.00000	$60,000.00	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.00	
OTHER SALARIES AND WAGES			$31,360.00	
FRINGE BENEFITS			$20,460.00	
TOTAL PERSONNEL SERVICES				$111,820.00
TRAVEL				$4,000.00
SUPPLIES AND OTHER OPERATING EXPENSES				$8,505.00
PROPERTY FURNITURE AND EQUIPMENT				$4,500.00
TOTAL				$128,825.00
123131 - Ceat Academic Servic				
Acad Advisor Sr II	534098	25.00000	$13,725.00	
Acad Advisor II	534750	25.00000	$12,252.00	
Acad Advisor II	534994	25.00000	$12,252.00	
Acad Advisor Sr II	AS7107	25.00000	$13,725.00	
Acad Advisor II	AS7460	25.00000	$12,252.00	
Acad Advisor Sr I	AS7860	25.00000	$13,200.00	
Acad Advisor Sr II	AS9149	25.00000	$13,725.00	
Acad Advisor Sr II	AS9161	25.00000	$13,725.00	
Acad Advisor Sr I	AS9169	25.00000	$13,725.00	
Acad Advisor Sr II	AS9370	25.00000	$13,725.00	
Acad Advisor II	AS9429	25.00000	$12,252.00	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.00	
OTHER SALARIES AND WAGES			$39,200.00	
FRINGE BENEFITS			$48,884.00	
TOTAL PERSONNEL SERVICES				$232,642.00

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INSTITUTION NUMBER: 1 INSTITUTION NAME: Oklahoma State - General University PRESIDENT: DR. JIM HESS

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ACTIVITY: 15 - Student Services , continued				
FUNCTION: 2970 - Counseling and Career Development, continued				
123131 - Ceat Academic Servic , continued				
SUPPLIES AND OTHER OPERATING EXPENSES				$9,605.00
TOTAL				$242,247.00
123150 - EHS Career Services				
Coor Stu Retent	534818	20.00000	$9,800.00	
Coor Stu Retent	AS6775	20.00000	$10,200.00	
Ast Dir Stu Acad Svc	AS6956	50.00000	$37,686.57	
Coor Stu Retent	AS7934	20.00000	$10,000.00	
Coor Stu Retent	AS8673	20.00000	$9,600.00	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.43	
FRINGE BENEFITS			$37,076.00	
TOTAL PERSONNEL SERVICES				$114,363.00
TOTAL				$114,363.00
123151 - EHS Academic Services				
Acad Advisor Sr II	530773	15.00000	$7,350.00	
Acad Advisor Sr II	533455	10.00000	$5,933.43	
Acad Advisor Sr I	533492	15.00000	$7,050.00	
Acad Advisor II	533493	15.00000	$7,350.00	
Acad Advisor Sr II	533818	15.00000	$7,918.07	
Acad Advisor Sr I	534873	15.00000	$7,050.00	
Acad Advisor Sr II	535051	15.00000	$7,723.76	
Acad Advisor II	535079	15.00000	$6,719.85	
Acad Advisor Sr II	535222	15.00000	$7,799.49	
Ast Dir Stu Acad Svc	AS6964	15.00000	$8,775.00	
Acad Advisor Sr II	AS8005	15.00000	$7,535.56	
Acad Advisor Sr II	AS8990	15.00000	$7,350.00	
Acad Advisor II	AS8992	15.00000	$7,215.13	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.71	
Acad Advisor I	AS6902	15.00000	$6,023.21	
OTHER SALARIES AND WAGES			$17,999.79	
FRINGE BENEFITS			$34,166.00	
TOTAL PERSONNEL SERVICES				$153,960.00
TOTAL				$153,960.00

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ACTIVITY: 15 - Student Services , continued				
FUNCTION: 2970 - Counseling and Career Development, continued				
123160 - Fees,Career Services				
OTHER TEACHING SALARIES			$64,600.00	
FRINGE BENEFITS			$12,000.00	
TOTAL PERSONNEL SERVICES				$76,600.00
SUPPLIES AND OTHER OPERATING EXPENSES				$4,000.00
TOTAL				$80,600.00
123161 - Academic Services				
OTHER TEACHING SALARIES			$20,400.00	
Acad Adv	BS9542	100.00000	$45,000.00	
Acad Advisor II	BS9543	100.00000	$45,000.00	
Acad Advisor III	BS9544	100.00000	$45,000.00	
Acad Advisor III	BS9545	100.00000	$45,000.00	
Acad Advisor II	BS9546	100.00000	$45,000.00	
OTHER PROFESSIONAL SALARIES			$100,000.00	
FRINGE BENEFITS			$16,000.00	
TOTAL PERSONNEL SERVICES				$361,400.00
SUPPLIES AND OTHER OPERATING EXPENSES				$23,500.00
PROPERTY FURNITURE AND EQUIPMENT				$1,000.00
TOTAL				$385,900.00
123163 - 4-H Brighter Futures				
Ext State Pgm Spclt	CS9699	100.00000	$66,000.00	
OTHER PROFESSIONAL SALARIES			$9,500.00	
TOTAL PERSONNEL SERVICES				$75,500.00
SUPPLIES AND OTHER OPERATING EXPENSES				$46,000.00
TOTAL				$121,500.00
123170 - Academic Affairs Adv				
SUPPLIES AND OTHER OPERATING EXPENSES				$7,500.00
TOTAL				$7,500.00

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ACTIVITY: 15 - Student Services , continued				
FUNCTION: 2970 - Counseling and Career Development, continued				
123175 - SS-PreProfessional-Adv Fee				
Dir Pre Prof Acad Su	AS9814	100.00000	$70,200.00	
Coor Acad Supp Ctr	AS8251	100.00000	$64,080.00	
OTHER PROFESSIONAL SALARIES			$200.00	
Admin Ast	633657	67.12000	$25,857.91	
OTHER SALARIES AND WAGES			$18,060.09	
FRINGE BENEFITS			$58,400.00	
TOTAL PERSONNEL SERVICES				$236,798.00
TRAVEL				$8,000.00
SUPPLIES AND OTHER OPERATING EXPENSES				$26,160.00
PROPERTY FURNITURE AND EQUIPMENT				$7,200.00
LIBRARY BOOKS AND PERIODICALS				$280.00
TOTAL				$278,438.00
123179 - Concurrent-Adv Fee				
Coor Acad Supp Ctr	535104	100.00000	$55,320.00	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.00	
FRINGE BENEFITS			$19,400.00	
TOTAL PERSONNEL SERVICES				$74,720.00
TOTAL				$74,720.00
123812 - Bnft Cntl-Cng&Car Dv				
FRINGE BENEFITS			$616,696.00	
TOTAL PERSONNEL SERVICES				$616,696.00
TOTAL				$616,696.00
123900 - Career Serv Job Loc				
Coor Career Svc	AS8608	23.80000	$10,950.28	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$-650.28	
TOTAL PERSONNEL SERVICES				$10,300.00
TOTAL				$10,300.00
TOTAL 2970 - Counseling and Career Development				$6,855,072.00

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ACTIVITY: 15 - Student Services , continued				
FUNCTION: 2980 - Financial Aid Administration				
121040 - Financial Aid Off.				
Aso Dir Schol Fin Ai	330071	100.00000	$98,160.42	
Aso Dir Schol Fin Ai	330073	100.00000	$98,160.49	
Aso Dir Schol Fin Ai	331397	100.00000	$98,160.49	
Dir Schol Fin Aid	332082	100.00000	$143,599.60	
Aso Dir Schol Fin Ai	AS7207	100.00000	$85,000.00	
Ast Dir Schol Fin Ai	330074	100.00000	$72,113.13	
Ast Dir Schol Fin Ai	331410	100.00000	$72,113.13	
Ast Dir Schol Fin Ai	331509	100.00000	$72,113.13	
Data Analyst	534578	100.00000	$52,000.00	
Mgr Fin Plann	AS6917	100.00000	$50,100.00	
Mgr Fin Plann	AS6918	100.00000	$53,950.00	
Fin Plann Coach I	AS7124	100.00000	$42,230.00	
Fin Aid Couns Sr I	AS7177	100.00000	$36,941.54	
Fin Plann Coach I	AS7255	100.00000	$42,392.56	
Fin Plann Coach I	AS7256	100.00000	$42,392.56	
Fin Plann Coach I	AS7257	100.00000	$42,392.56	
Fin Aid Couns Sr	AS7266	100.00000	$47,380.00	
Coor Scholarship	AS7275	100.00000	$53,652.44	
Fin Aid Couns I	AS7340	100.00000	$20,000.00	
Fin Plann Coach II	AS7344	100.00000	$46,197.40	
Fin Plann Coach II	AS7346	100.00000	$46,197.40	
Admin Aso	AS7551	100.00000	$48,121.65	
Fin Aid Couns Sr	AS7570	100.00000	$49,842.94	
Mgr Stu Svc	AS7624	100.00000	$53,953.20	
Mgr Stu Svc	AS7625	100.00000	$51,944.40	
Sys Admin Sr	AS7696	100.00000	$76,786.50	
Fin Aid Couns Sr	AS8072	100.00000	$46,000.00	
Fin Aid Couns Sr	AS8446	100.00000	$20,000.00	
Fin Aid Couns Sr	AS8447	100.00000	$46,000.00	
Coor Scholarship	AS8450	100.00000	$53,652.78	
Data Analyst	AS8451	100.00000	$60,512.50	
Fin Aid Couns Sr	AS8453	100.00000	$52,666.32	
Fin Aid Couns Sr	AS8454	100.00000	$46,350.00	
Fin Aid Couns Sr	AS8455	100.00000	$47,380.00	
Fin Aid Couns Sr	AS8457	100.00000	$46,000.00	
Acct II	AS8458	100.00000	$49,630.73	
Fin Aid Couns Sr	AS8471	100.00000	$20,000.00	
Ast Dir Comm	AS9211	100.00000	$72,113.13	

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ACTIVITY: 15 - Student Services , continued				
FUNCTION: 2980 - Financial Aid Administration , continued				
121040 - Financial Aid Off. , continued				
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.00	
Data Exam Clk	632674	100.00000	$33,220.08	
Data Exam Clk	632904	100.00000	$31,621.15	
Data Exam Clk	632957	100.00000	$33,543.72	
Data Exam Clk Lead	633197	100.00000	$45,019.69	
Fin Aid Couns I	AS6792	100.00000	$42,392.56	
Fin Aid Couns I	AS6793	100.00000	$42,392.56	
Fin Aid Couns I	AS6855	100.00000	$42,392.56	
Fin Plann Coach I	AS7134	100.00000	$42,392.56	
Fin Aid Couns I	AS7178	100.00000	$42,392.56	
Fin Aid Couns I	AS7339	100.00000	$20,000.00	
Fin Plann Coach I	AS7345	100.00000	$42,392.56	
PROJECTED SALARY SAVINGS-- OTHER SALARIES AND WAGES			$0.00	
TOTAL PERSONNEL SERVICES				$2,573,961.00
TOTAL				$2,573,961.00
121050 - Fao Adm Maint				
TRAVEL				$35,000.00
SUPPLIES AND OTHER OPERATING EXPENSES				$60,000.00
PROPERTY FURNITURE AND EQUIPMENT				$5,000.00
TOTAL				$100,000.00
122450 - Loan Service				
Chief Bursar	330530	11.20000	$17,368.85	
Ast Bursar	330970	9.25000	$7,807.00	
Ast Dir Stu Ln Mgmt	331045	17.83000	$14,107.45	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.70	
Admin Aso	631620	24.09000	$9,969.25	
Admin Supp Spclt II	637613	41.00000	$12,841.20	
Fin Couns	AS7988	66.40000	$25,038.96	
PROJECTED SALARY SAVINGS-- OTHER SALARIES AND WAGES			$-0.41	
TOTAL PERSONNEL SERVICES				$87,133.00
TOTAL				$87,133.00

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SCHEDULE E
EXPENDITURES BY ACTIVITY/FUNCTION, DEPARTMENT, POSITION AND OBJECT

INSTITUTION NUMBER: 1 INSTITUTION NAME: Oklahoma State - General University PRESIDENT: DR. JIM HESS

POSITION TITLE	POSITION NUMBER	FUNDING PERCENT	POSITION PROPOSED BUDGET AMOUNT	FY 2025-2026 PROPOSED ACCOUNT BUDGET AMOUNT
ACTIVITY: 15 - Student Services , continued				
FUNCTION: 2980 - Financial Aid Administration , continued				
123813 - Bnft Cntl-Fin Aid Ad				
FRINGE BENEFITS			$761,186.00	
TOTAL PERSONNEL SERVICES				$761,186.00
TOTAL				$761,186.00
TOTAL 2980 - Financial Aid Administration				$3,522,280.00
FUNCTION: 2985 - Student Records				
122010 - Registrar-Admin & Operations 1				
Registrar	120104	100.00000	$141,360.00	
Ast Registrar	331524	100.00000	$62,000.78	
Ast Registrar	331844	100.00000	$60,500.00	
Ast Registrar	332058	100.00000	$58,687.93	
Aso Registrar	332095	100.00000	$82,141.16	
Coor Publications	530364	100.00000	$55,292.43	
App Admin	AS7367	100.00000	$52,530.00	
App Admin	AS7370	100.00000	$52,530.00	
Coor Cert	AS7637	100.00000	$52,054.08	
Coor Ath Eligibility	AS7638	100.00000	$46,440.00	
Coor Acad Recs	AS8083	100.00000	$52,997.26	
App Admin	AS8164	100.00000	$52,530.00	
Ast Registrar	AS8165	100.00000	$58,687.93	
Admin Aso	AS8646	100.00000	$51,910.25	
Coor Classroom Sched	AS8651	100.00000	$54,550.86	
Sr Aso Registrar	AS9739	100.00000	$91,239.18	
OTHER PROFESSIONAL SALARIES			$140.14	
Doc Imaging Ast	633228	100.00000	$31,320.00	
Admin Supp Spclt I	633477	100.00000	$33,291.91	
Admin Supp Spclt I	633915	100.00000	$35,024.25	
Admin Supp Spclt I	637942	100.00000	$31,320.00	
Admin Supp Spclt II	AS6860	100.00000	$31,320.00	
Admin Supp Spclt II	AS7974	100.00000	$32,259.60	
Admin Supp Spclt I	AS9654	100.00000	$32,321.88	
OTHER SALARIES AND WAGES			$100.36	
TOTAL PERSONNEL SERVICES				$1,252,550.00

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INSTITUTION NUMBER: 1 INSTITUTION NAME: Oklahoma State - General University PRESIDENT: DR. JIM HESS

POSITION TITLE	POSITION NUMBER	FUNDING PERCENT	POSITION PROPOSED BUDGET AMOUNT	FY 2025-2026 PROPOSED ACCOUNT BUDGET AMOUNT
ACTIVITY: 15 - Student Services , continued				
FUNCTION: 2985 - Student Records , continued				
122010 - Registrar-Admin & Operations 1 , continued				
TRAVEL				$22,481.00
SUPPLIES AND OTHER OPERATING EXPENSES				$41,150.00
PROPERTY FURNITURE AND EQUIPMENT				$16,735.00
LIBRARY BOOKS AND PERIODICALS				$250.00
TOTAL				$1,333,166.00
122029 - Enrollment Deposit				
SUPPLIES AND OTHER OPERATING EXPENSES				$300,000.00
TOTAL				$300,000.00
122030 - Registrar-Operations 2				
Admin Supp Spclt I	632996	100.00000	$31,320.00	
Admin Supp Spclt II	633146	100.00000	$33,094.80	
Spclt Cert Supp	AS6906	100.00000	$37,584.00	
Admin Supp Spclt I	AS9488	100.00000	$31,320.00	
Admin Supp Spclt II	AS9810	100.00000	$32,322.24	
Admin Supp Spclt II	AS9996	100.00000	$33,227.39	
OTHER SALARIES AND WAGES			$47,100.57	
FRINGE BENEFITS			$70,414.00	
TOTAL PERSONNEL SERVICES				$316,383.00
TOTAL				$316,383.00
122035 - Enrollment Management				
VP Enroll Mgmt	331922	100.00000	$247,860.00	
Exec Ast	AS8049	100.00000	$80,000.00	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.00	
Exec Admin Ast	AS8050	100.00000	$52,037.00	
PROJECTED SALARY SAVINGS-- OTHER SALARIES AND WAGES			$0.00	
TOTAL PERSONNEL SERVICES				$379,897.00
TRAVEL				$25,000.00
SUPPLIES AND OTHER OPERATING EXPENSES				$165,000.00
PROPERTY FURNITURE AND EQUIPMENT				$60,000.00
TOTAL				$629,897.00

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INSTITUTION NUMBER: 1 INSTITUTION NAME: Oklahoma State - General University PRESIDENT: DR. JIM HESS

POSITION TITLE	POSITION NUMBER	FUNDING PERCENT	POSITION PROPOSED BUDGET AMOUNT	FY 2025-2026 PROPOSED ACCOUNT BUDGET AMOUNT
ACTIVITY: 15 - Student Services , continued				
FUNCTION: 2985 - Student Records , continued				
122037 - Orientation & Enrlmn				
TRAVEL				$10,000.00
SUPPLIES AND OTHER OPERATING EXPENSES				$415,000.00
PROPERTY FURNITURE AND EQUIPMENT				$225,000.00
TOTAL				$650,000.00
123815 - Bnft Cntl-Stu Record				
FRINGE BENEFITS			$483,463.00	
TOTAL PERSONNEL SERVICES				$483,463.00
TOTAL				$483,463.00
TOTAL 2985 - Student Records				$3,712,909.00
FUNCTION: 2990 - Student Admissions				
122020 - Undergraduate Admiss				
Dir Undrgrad Admiss	130007	100.00000	$139,692.00	
Ast Dir Undrgrad Adm	331005	100.00000	$69,351.18	
Ast Dir Undrgrad Adm	331946	100.00000	$68,852.25	
Multimedia Prodcr	534865	100.00000	$45,000.00	
Ast Dir Mktg	AS6732	100.00000	$80,000.00	
Ast Dir Comm	AS7269	100.00000	$71,000.00	
Spclt Comm	AS7276	100.00000	$45,000.00	
Spclt Comm	AS7277	100.00000	$45,000.00	
Data Analyst	AS7279	100.00000	$51,740.48	
Evaluator Sr I	AS7471	100.00000	$45,601.92	
Coor Comm	AS7524	100.00000	$53,550.00	
Spclt Comm	AS7536	100.00000	$45,000.00	
Coor CRM	AS7546	100.00000	$53,950.00	
Coor CRM	AS7547	100.00000	$53,950.00	
Coor Comm	AS7678	100.00000	$51,000.00	
Spclt Comm	AS7737	100.00000	$5,758.29	
Spclt Comm	AS7738	100.00000	$5,000.00	
Spclt Comm	AS7745	100.00000	$45,000.00	
Admin Aso	AS7890	100.00000	$52,500.00	
Aso Dir Comm	AS7920	100.00000	$98,107.80	

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INSTITUTION NUMBER: 1 INSTITUTION NAME: Oklahoma State - General University PRESIDENT: DR. JIM HESS

POSITION TITLE	POSITION NUMBER	FUNDING PERCENT	POSITION PROPOSED BUDGET AMOUNT	FY 2025-2026 PROPOSED ACCOUNT BUDGET AMOUNT
ACTIVITY: 15 - Student Services , continued				
FUNCTION: 2990 - Student Admissions , continued				
122020 - Undergraduate Admiss , continued				
Data Analyst	AS8463	100.00000	$47,858.17	
Coor Comm	AS9385	100.00000	$56,269.91	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.00	
Coor Process	530097	100.00000	$56,820.64	
Evaluator I	533836	100.00000	$41,375.85	
Evaluator I	533986	100.00000	$10,000.00	
Spclt Admiss Review	534638	100.00000	$33,282.13	
Coor Admiss Review	534894	100.00000	$58,679.12	
Evaluator Sr I	535217	100.00000	$46,141.77	
Evaluator I	535218	100.00000	$41,375.85	
Spclt Intl Pgm	535224	100.00000	$42,999.85	
Evaluator I	633633	100.00000	$38,146.15	
Evaluator I	AS7267	100.00000	$42,161.54	
Evaluator I	AS7472	100.00000	$10,000.00	
Spclt CRM	AS7473	100.00000	$47,024.17	
Spclt CRM	AS7834	100.00000	$47,913.90	
Spclt Web Dvlpmt	AS7907	100.00000	$55,000.00	
Evaluator I	AS8870	100.00000	$10,000.35	
Database Analyst	AS9116	100.00000	$51,258.78	
Evaluator I	AS9208	100.00000	$40,716.00	
Evaluator I	AS9251	100.00000	$41,076.74	
Evaluator Sr I	AS9340	100.00000	$43,551.93	
Evaluator Sr I	AS9378	100.00000	$46,894.92	
International Evalua	AS9468	100.00000	$10,000.00	
Evaluator I	AS9469	100.00000	$37,124.64	
Evaluator I	AS9675	100.00000	$37,145.52	
Evaluator I	AS9816	100.00000	$38,146.15	
OTHER SALARIES AND WAGES			$1,000.00	
TOTAL PERSONNEL SERVICES				$2,157,018.00
TOTAL				$2,157,018.00
122022 - Undergraduate Recruitment Salary Fu				
Ast Dir Orient & Tra	AS8177	100.00000	$71,760.00	
Ast Dir Undrgrad Adm	331911	100.00000	$72,212.40	
Aso Dir Undrgrad Adm	332049	100.00000	$100,404.79	
Ast Dir Recruit Svc	332085	100.00000	$70,011.50	

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POSITION TITLE	POSITION NUMBER	FUNDING PERCENT	POSITION PROPOSED BUDGET AMOUNT	FY 2025-2026 PROPOSED ACCOUNT BUDGET AMOUNT
ACTIVITY: 15 - Student Services , continued				
FUNCTION: 2990 - Student Admissions , continued				
122022 - Undergraduate Recruitment Salary Fu , continued				
Spclt Intl Recruit	535267	100.00000	$47,500.00	
Admin Aso	AS6895	100.00000	$51,500.00	
Dir Undergrad Recrui	AS6915	100.00000	$170,000.00	
Coor Customer Svc	AS7145	100.00000	$47,500.00	
Aso Dir Undrgrad Adm	AS7494	100.00000	$83,220.00	
Ast Dir Undrgrad Adm	AS7529	100.00000	$66,560.00	
Coor Event	AS7530	100.00000	$47,500.00	
Spclt Intl Recruit	AS7721	100.00000	$50,614.40	
Coor New Stu Orient	AS7938	100.00000	$50,225.51	
Coor Event	AS7949	100.00000	$48,000.00	
Ast Dir Recruit Svc	AS9250	100.00000	$80,932.40	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.00	
Admiss Couns I	530268	100.00000	$40,194.00	
Admiss Couns I	534159	100.00000	$40,194.00	
Admiss Couns Sr I	534248	100.00000	$51,242.01	
Admiss Couns II	534853	100.00000	$46,323.46	
Admin Supp Spclt I	632998	100.00000	$34,138.00	
Spclt Recruit	AS6945	100.00000	$45,184.32	
Admiss Couns II	AS7481	100.00000	$70,261.20	
Admiss Couns I	AS7728	100.00000	$42,597.51	
Admiss Couns Sr II	AS7826	100.00000	$65,318.73	
Admiss Couns II	AS7951	60.00000	$26,966.69	
Admiss Couns II	AS7956	100.00000	$45,163.44	
Admiss Couns Sr I	AS8928	60.00000	$29,640.23	
Spclt Recruit II	AS9300	100.00000	$51,854.44	
Spclt Event	AS9326	100.00000	$43,158.96	
Admiss Couns II	AS9351	100.00000	$43,759.26	
Admiss Couns I	AS9355	100.00000	$46,186.56	
Admiss Couns I	AS9367	100.00000	$46,165.68	
Admiss Couns Sr II	AS9368	100.00000	$60,383.02	
Admiss Couns I	AS9369	100.00000	$40,194.00	
Admiss Couns Sr II	AS9373	100.00000	$59,835.63	
Admiss Couns II	AS9376	100.00000	$52,763.76	
Spclt Event	AS9379	100.00000	$41,760.00	
Admiss Couns Sr II	AS9388	100.00000	$60,552.00	
Admiss Couns II	AS9389	100.00000	$44,724.96	
Spclt Recruit	AS9428	100.00000	$43,848.00	
Admiss Couns I	AS9560	100.00000	$40,040.00	

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EDUCATIONAL AND GENERAL BUDGET PART I
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EXPENDITURES BY ACTIVITY/FUNCTION, DEPARTMENT, POSITION AND OBJECT

INSTITUTION NUMBER: 1 INSTITUTION NAME: Oklahoma State - General University PRESIDENT: DR. JIM HESS

POSITION TITLE	POSITION NUMBER	FUNDING PERCENT	POSITION PROPOSED BUDGET AMOUNT	FY 2025-2026 PROPOSED ACCOUNT BUDGET AMOUNT
ACTIVITY: 15 - Student Services , continued				
FUNCTION: 2990 - Student Admissions , continued				
122022 - Undergraduate Recruitment Salary Fu , continued				
Admin Supp Spclt I	AS9608	100.00000	$34,138.80	
Admiss Couns II	AS9678	100.00000	$45,053.82	
Admiss Couns Sr I	AS9680	100.00000	$50,622.52	
Admiss Couns I	AS9727	100.00000	$40,194.00	
Admiss Couns I	AS9745	100.00000	$40,040.00	
PROJECTED SALARY SAVINGS-- OTHER SALARIES AND WAGES			$-0.00	
TOTAL PERSONNEL SERVICES				$2,480,440.00
TOTAL				$2,480,440.00
122024 - Undergraduate Recruitment Maintenan				
TRAVEL				$200,000.00
SUPPLIES AND OTHER OPERATING EXPENSES				$487,526.00
PROPERTY FURNITURE AND EQUIPMENT				$233,333.00
TOTAL				$920,859.00
122025 - Undergraduate Admissions Maintenanc				
TRAVEL				$50,000.00
SUPPLIES AND OTHER OPERATING EXPENSES				$2,460,000.00
PROPERTY FURNITURE AND EQUIPMENT				$305,000.00
TOTAL				$2,815,000.00
122028 - International Admissions Recruitmen				
TRAVEL				$125,000.00
SUPPLIES AND OTHER OPERATING EXPENSES				$139,000.00
PROPERTY FURNITURE AND EQUIPMENT				$1,000.00
TOTAL				$265,000.00
122050 - VA Reporting Fees				
Spclt Cert Supp	AS9611	100.00000	$38,786.69	
PROJECTED SALARY SAVINGS-- OTHER SALARIES AND WAGES			$0.31	
FRINGE BENEFITS			$13,560.00	
TOTAL PERSONNEL SERVICES				$52,347.00
TOTAL				$52,347.00

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POSITION TITLE	POSITION NUMBER	FUNDING PERCENT	POSITION PROPOSED BUDGET AMOUNT	FY 2025-2026 PROPOSED ACCOUNT BUDGET AMOUNT
ACTIVITY: 15 - Student Services , continued				
FUNCTION: 2990 - Student Admissions , continued				
123811 - Bnft Cntl-Adms&Recs				
FRINGE BENEFITS			$698,917.00	
TOTAL PERSONNEL SERVICES				$698,917.00
TOTAL				$698,917.00
TOTAL 2990 - Student Admissions				$9,389,581.00
FUNCTION: 3005 - Student Services Information Tech				
122705 - Payroll-Software Ser				
Ast Dir IT	AS7119	100.00000	$95,000.00	
Mgr App Dvlpr	533412	100.00000	$78,069.39	
App Dvlpr Sr	533465	100.00000	$76,625.19	
App Dvlpr Sr	533479	100.00000	$82,614.52	
Mgr App Dvlpr	533532	100.00000	$89,290.15	
App Dvlpr Sr	533561	100.00000	$67,367.15	
App Dvlpr Sr	533603	100.00000	$67,367.15	
Mgr App Dvlpr	533629	100.00000	$75,000.00	
Mgr App Dvlpr	AS6745	100.00000	$53,735.98	
Dir App Dvlpmnt	AS7685	100.00000	$118,632.81	
App Dvlpr	AS7981	100.00000	$50,000.00	
App Dvlpr	AS8428	100.00000	$74,518.62	
App Dvlpr	AS8429	100.00000	$64,491.30	
App Dvlpr	AS8430	100.00000	$53,045.00	
App Dvlpr	AS8431	100.00000	$62,995.40	
App Dvlpr	AS8432	100.00000	$74,086.55	
App Dvlpr	AS8435	100.00000	$53,735.98	
App Dvlpr	AS8437	100.00000	$50,000.00	
App Dvlpr	AS8439	100.00000	$53,045.00	
App Dvlpr	AS8440	100.00000	$53,045.00	
App Dvlpr	AS8565	100.00000	$53,045.00	
Database Admin	AS9819	100.00000	$54,000.00	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.81	
App Dvlpr Jr	633620	100.00000	$45,100.90	
App Dvlpr Jr	AS7845	100.00000	$35,436.00	
Spclt ID Mgmt	AS7926	100.00000	$39,939.31	
Spclt Tech Supp	AS9581	100.00000	$39,672.00	

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POSITION TITLE	POSITION NUMBER	FUNDING PERCENT	POSITION PROPOSED BUDGET AMOUNT	FY 2025-2026 PROPOSED ACCOUNT BUDGET AMOUNT
ACTIVITY: 15 - Student Services , continued				
FUNCTION: 3005 - Student Services Information Tech, continued				
122705 - Payroll-Software Ser , continued				
App Dvlpr Jr	AS9582	100.00000	$35,436.00	
OTHER SALARIES AND WAGES			$8,000.79	
TOTAL PERSONNEL SERVICES				$1,703,296.00
TOTAL				$1,703,296.00
122710 - Tech Support-Maint				
SUPPLIES AND OTHER OPERATING EXPENSES				$3,000.00
TOTAL				$3,000.00
TOTAL 3005 - Student Services Information Tech				$1,706,296.00
TOTAL 15 - Student Services				$34,100,713.00
ACTIVITY: 16 - Institutional Support				
FUNCTION: 3120 - Executive Management				
111000 - OSU/A&M Rgnts Fee				
SUPPLIES AND OTHER OPERATING EXPENSES				$3,020,994.00
TOTAL				$3,020,994.00
113010 - President'S Office				
Pres OSU/System	110001	100.00000	$670,000.00	
Sr VP System Affairs	120179	100.00000	$395,067.00	
Dir Pres Affairs	AS7479	100.00000	$144,200.00	
Exec Ast	534286	50.00000	$36,050.00	
Coor Comm Exec	AS6900	100.00000	$70,000.00	
Ast to First Cowgirl	AS7789	100.00000	$57,772.68	
OTHER PROFESSIONAL SALARIES			$175,406.32	
Exec Fin Ast	AS7901	100.00000	$56,226.00	
OTHER SALARIES AND WAGES			$55,133.00	
TOTAL PERSONNEL SERVICES				$1,659,855.00
TRAVEL				$10,000.00

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POSITION TITLE	POSITION NUMBER	FUNDING PERCENT	POSITION PROPOSED BUDGET AMOUNT	FY 2025-2026 PROPOSED ACCOUNT BUDGET AMOUNT
ACTIVITY: 16 - Institutional Support , continued				
FUNCTION: 3120 - Executive Management , continued				
113010 - President'S Office , continued				
SUPPLIES AND OTHER OPERATING EXPENSES				$96,573.00
PROPERTY FURNITURE AND EQUIPMENT				$9,500.00
TOTAL				$1,775,928.00
113012 - HIAE (20-42460)				
Ast Dir Ops	AS6724	100.00000	$100,000.00	
Dir Hamm Lab	AS6874	100.00000	$180,000.00	
Dir Ops	AS7843	100.00000	$320,000.00	
Tech Proj Mgr	AS6782	100.00000	$100,000.00	
Bus Ops Ofcr	AS6935	100.00000	$150,000.00	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.00	
FRINGE BENEFITS			$220,743.00	
TOTAL PERSONNEL SERVICES				$1,070,743.00
SUPPLIES AND OTHER OPERATING EXPENSES				$225,000.00
PROPERTY FURNITURE AND EQUIPMENT				$25,000.00
TOTAL				$1,320,743.00
113026 - Pres Office-Ombudspe				
Ombuds Officer	AS6861	100.00000	$70,000.00	
OTHER PROFESSIONAL SALARIES			$5,000.00	
TOTAL PERSONNEL SERVICES				$75,000.00
TRAVEL				$500.00
SUPPLIES AND OTHER OPERATING EXPENSES				$1,378.00
TOTAL				$76,878.00
113100 - Prov & Vp Acad Affrs				
Provost/Sr VP/Prof	112801	100.00000	$427,512.00	
Dir Provost Affairs	AS6751	100.00000	$90,000.00	
Dir Bus Ops	AS6771	100.00000	$120,000.00	
Ast VP Priorities &	AS7434	100.00000	$133,800.00	
OTHER PROFESSIONAL SALARIES			$236,633.00	
Exec Admin Aso	632990	100.00000	$62,400.00	
Admin Supp Spclt Sr	633103	100.00000	$34,974.00	

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POSITION TITLE	POSITION NUMBER	FUNDING PERCENT	POSITION PROPOSED BUDGET AMOUNT	FY 2025-2026 PROPOSED ACCOUNT BUDGET AMOUNT
ACTIVITY: 16 - Institutional Support , continued				
FUNCTION: 3120 - Executive Management , continued				
113100 - Prov & Vp Acad Affrs , continued				
Spclt Pgm	AS9324	15.00000	$6,577.20	
OTHER SALARIES AND WAGES			$10,950.80	
TOTAL PERSONNEL SERVICES				$1,122,847.00
TRAVEL				$12,000.00
SUPPLIES AND OTHER OPERATING EXPENSES				$23,000.00
PROPERTY FURNITURE AND EQUIPMENT				$7,000.00
LIBRARY BOOKS AND PERIODICALS				$500.00
TOTAL				$1,165,347.00
113101 - Prov Acad Affrs Ii				
SUPPLIES AND OTHER OPERATING EXPENSES				$50,000.00
TOTAL				$50,000.00
113200 - Vp Student Services				
Interim VP Stu Affai	110126	100.00000	$240,000.00	
Coor Fiscal Ops	AS7336	68.38000	$45,807.76	
Dir Admin Ops	AS7881	80.00000	$92,028.09	
Coor Stu Supp Conduc	AS8757	16.00000	$7,495.67	
OTHER PROFESSIONAL SALARIES			$22,569.48	
OTHER SALARIES AND WAGES			$5,764.00	
TOTAL PERSONNEL SERVICES				$413,665.00
SUPPLIES AND OTHER OPERATING EXPENSES				$831.00
TOTAL				$414,496.00
113300 - Vp For Research-Inst				
VP For Rsrch/Prof	110249	100.00000	$326,880.00	
Aso VP Rsrch	120154	75.00000	$135,180.00	
Sr Aso VP For Rsrch	120246	100.00000	$221,100.00	
Ast VP Rsrch	329106	100.00000	$115,728.00	
Spclt Indust Spons C	AS6781	100.00000	$105,000.00	
Dir Fiscal Ops	AS8094	81.05000	$107,812.71	
Grant Writer	AS9515	100.00000	$60,000.00	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.29	
TOTAL PERSONNEL SERVICES				$1,071,701.00

OKLAHOMA STATE REGENTS FOR HIGHER EDUCATION
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SCHEDULE E
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INSTITUTION NUMBER: 1 INSTITUTION NAME: Oklahoma State - General University PRESIDENT: DR. JIM HESS

POSITION TITLE	POSITION NUMBER	FUNDING PERCENT	POSITION PROPOSED BUDGET AMOUNT	FY 2025-2026 PROPOSED ACCOUNT BUDGET AMOUNT
ACTIVITY: 16 - Institutional Support , continued				
FUNCTION: 3120 - Executive Management , continued				
113300 - Vp For Research-Inst , continued				
SUPPLIES AND OTHER OPERATING EXPENSES				$301,244.00
TOTAL				$1,372,945.00
113303 - Interdisciplinary Research Program				
Aso VP Rsrch	120154	25.00000	$45,060.00	
Rsrch Scientist Bioi	535169	35.82000	$37,696.97	
Dir Fiscal Ops	AS8094	18.95000	$25,207.29	
Grant Writer	AS8803	100.00000	$57,000.00	
OTHER PROFESSIONAL SALARIES			$171,535.74	
OTHER SALARIES AND WAGES			$25,000.00	
TOTAL PERSONNEL SERVICES				$361,500.00
SUPPLIES AND OTHER OPERATING EXPENSES				$70,000.00
PROPERTY FURNITURE AND EQUIPMENT				$20,000.00
TOTAL				$451,500.00
113307 - VPR Research Security				
Ast VP Rsrch	AS6946	100.00000	$170,000.00	
Ast Dir Rsrch Securi	AS8253	40.00000	$40,003.20	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.80	
Spclt Rsrch Security	AS6728	100.00000	$50,000.00	
PROJECTED SALARY SAVINGS-- OTHER SALARIES AND WAGES			$0.00	
TOTAL PERSONNEL SERVICES				$260,004.00
SUPPLIES AND OTHER OPERATING EXPENSES				$200,000.00
PROPERTY FURNITURE AND EQUIPMENT				$50,000.00
TOTAL				$510,004.00
113400 - It-Institution Suppo				
Deputy CIO	AS7441	100.00000	$157,500.00	
Ch Info Ofcr	AS8174	100.00000	$270,375.00	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.00	
TOTAL PERSONNEL SERVICES				$427,875.00
TOTAL				$427,875.00

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INSTITUTION NUMBER: 1 INSTITUTION NAME: Oklahoma State - General University PRESIDENT: DR. JIM HESS

POSITION TITLE	POSITION NUMBER	FUNDING PERCENT	POSITION PROPOSED BUDGET AMOUNT	FY 2025-2026 PROPOSED ACCOUNT BUDGET AMOUNT
ACTIVITY: 16 - Institutional Support , continued				
FUNCTION: 3120 - Executive Management , continued				
116010 - Vp For Admin/Fin				
Sr VP Admin & Fin	130040	100.00000	$400,000.00	
Exec Ast	AS8561	100.00000	$98,000.00	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.00	
Exec Admin Ast	633366	100.00000	$52,000.00	
OTHER SALARIES AND WAGES			$8,000.00	
TOTAL PERSONNEL SERVICES				$558,000.00
TRAVEL				$12,186.00
SUPPLIES AND OTHER OPERATING EXPENSES				$82,949.00
PROPERTY FURNITURE AND EQUIPMENT				$15,000.00
TOTAL				$668,135.00
TOTAL 3120 - Executive Management				$11,254,845.00
FUNCTION: 3125 - Fiscal Operations				
116370 - Risk & Property Mgmt				
Ast Dir Risk Mgmt	331104	5.00000	$4,548.18	
Mgr Insurance	534446	5.00000	$3,536.35	
OTHER PROFESSIONAL SALARIES			$35,200.47	
Admin Supp Spclt II	633338	10.00000	$3,967.20	
PROJECTED SALARY SAVINGS-- OTHER SALARIES AND WAGES			$-0.20	
TOTAL PERSONNEL SERVICES				$47,252.00
TOTAL				$47,252.00
116530 - University Accounti				
Controller Dir Univ	330512	27.00000	$46,140.30	
Univ Acct IV	530585	15.00000	$10,800.00	
Aso Controller	AS6770	48.00000	$44,160.00	
Acct IV	AS6958	45.00000	$31,950.00	
Univ Acct II	AS7233	40.95000	$21,498.75	
Univ Acct III	AS8536	40.90000	$25,358.00	
Univ Acct III	AS8540	44.14000	$27,366.80	
Univ Acct II	AS8549	35.99000	$19,794.50	
Univ Acct IV	AS8721	14.50000	$11,165.00	

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POSITION TITLE	POSITION NUMBER	FUNDING PERCENT	POSITION PROPOSED BUDGET AMOUNT	FY 2025-2026 PROPOSED ACCOUNT BUDGET AMOUNT
ACTIVITY: 16 - Institutional Support , continued				
FUNCTION: 3125 - Fiscal Operations , continued				
116530 - University Accounti , continued				
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$-0.35	
Fin Ast Sr	630195	48.12000	$14,789.86	
Fin Ast I	630987	24.06000	$7,554.81	
Fin Ast Sr	631497	47.57000	$15,633.94	
Spclt Acctg Sr	632030	45.83000	$22,765.37	
Fin Ast I	633158	97.58000	$29,033.95	
Admin Supp Ast I	636096	96.25000	$28,135.80	
Fin Ast Sr	639393	19.73000	$6,195.91	
Fin Ast I	AS6795	50.00000	$15,660.00	
Fin Ast I	AS8755	18.70000	$5,564.00	
PROJECTED SALARY SAVINGS-- OTHER SALARIES AND WAGES			$0.36	
TOTAL PERSONNEL SERVICES				$383,567.00
TOTAL				$383,567.00
116710 - University Budget				
Dir Budget	331186	100.00000	$176,000.00	
Budget Analyst	534800	100.00000	$99,360.00	
Coor Analytics	AS8828	30.00000	$21,660.00	
Budget Analyst	AS8907	100.00000	$75,600.00	
Sr Mgr Bus Ops	AS9238	100.00000	$89,442.00	
OTHER PROFESSIONAL SALARIES			$354.00	
Admin Ast	AS7669	100.00000	$37,440.00	
PROJECTED SALARY SAVINGS-- OTHER SALARIES AND WAGES			$0.00	
TOTAL PERSONNEL SERVICES				$499,856.00
TOTAL				$499,856.00
116720 - Bursars Office				
Chief Bursar	330530	15.00000	$23,261.85	
Ast Bursar	330970	17.00000	$14,348.00	
Ast Dir Stu Ln Mgmt	331045	24.94000	$19,733.03	
Univ Acct II	AS8555	43.68000	$23,587.20	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$-1.08	
Fin Couns	AS7988	24.56000	$9,261.40	
PROJECTED SALARY SAVINGS-- OTHER SALARIES AND WAGES			$0.60	
TOTAL PERSONNEL SERVICES				$90,191.00

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POSITION TITLE	POSITION NUMBER	FUNDING PERCENT	POSITION PROPOSED BUDGET AMOUNT	FY 2025-2026 PROPOSED ACCOUNT BUDGET AMOUNT
ACTIVITY: 16 - Institutional Support , continued				
FUNCTION: 3125 - Fiscal Operations , continued				
116720 - Bursars Office , continued				
SUPPLIES AND OTHER OPERATING EXPENSES				$16,442.00
PROPERTY FURNITURE AND EQUIPMENT				$10,528.00
TOTAL				$117,161.00
116730 - Admin & Finance Business Operations				
Dir A&F Bus Ops	AS9931	54.00000	$94,500.00	
Coor Debt Mgmt	AS6888	10.00000	$5,800.00	
Fiscal Proj Mgr	AS8982	10.00000	$8,401.31	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$-0.31	
OTHER SALARIES AND WAGES			$18,453.00	
TOTAL PERSONNEL SERVICES				$127,154.00
SUPPLIES AND OTHER OPERATING EXPENSES				$390.00
TOTAL				$127,544.00
116740 - Tax & Compliance Services				
Dir Tax Compl Svc	AS7953	68.00000	$96,523.96	
Univ Acct II	AS8543	30.00000	$18,000.00	
Univ Acct III	AS9279	26.00000	$18,200.00	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.04	
TOTAL PERSONNEL SERVICES				$132,724.00
SUPPLIES AND OTHER OPERATING EXPENSES				$2,290.00
TOTAL				$135,014.00
116770 - Financial Info Mgmt-				
Ch ops Risk & Compli	330734	55.00000	$98,265.20	
Dir FORCE	330052	51.00000	$68,850.00	
Programming Analyst	534292	10.00000	$7,700.00	
Mgr Enterprise	AS7148	50.00000	$37,500.00	
Web Dvlpr	AS7149	70.00000	$36,540.00	
Tech Writer	AS7389	70.00000	$39,200.00	
Risk Analyst	AS7411	70.00000	$42,700.00	
Mgr Risk Compli	AS7414	100.00000	$90,000.00	
Web Dvlpr	AS8105	10.00000	$5,704.00	

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POSITION TITLE	POSITION NUMBER	FUNDING PERCENT	POSITION PROPOSED BUDGET AMOUNT	FY 2025-2026 PROPOSED ACCOUNT BUDGET AMOUNT
ACTIVITY: 16 - Institutional Support , continued				
FUNCTION: 3125 - Fiscal Operations , continued				
116770 - Financial Info Mgmt- , continued				
Info Analyst	AS8537	65.10000	$38,539.20	
Web Dvlpr	AS8547	49.81000	$27,584.28	
Mgr Compli & Merch S	AS8550	85.00000	$59,500.00	
Info Analyst	AS8551	85.00000	$50,320.00	
Web Dvlpr	AS9668	64.00000	$35,442.56	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$-0.24	
Doc Imaging Ast Lead	632053	50.00000	$24,012.00	
Doc Imaging Ast	633165	50.00000	$15,188.23	
PROJECTED SALARY SAVINGS-- OTHER SALARIES AND WAGES			$-0.23	
TOTAL PERSONNEL SERVICES				$677,045.00
SUPPLIES AND OTHER OPERATING EXPENSES				$17,115.00
PROPERTY FURNITURE AND EQUIPMENT				$3,150.00
TOTAL				$697,310.00
116899 - Assoc VP Finance				
Aso VP A&F	331120	83.50000	$183,700.00	
Exec Admin Aso	AS7327	90.20000	$51,143.40	
Univ Acct III	AS8186	95.00000	$61,750.00	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$-0.40	
TOTAL PERSONNEL SERVICES				$296,593.00
SUPPLIES AND OTHER OPERATING EXPENSES				$4,600.00
PROPERTY FURNITURE AND EQUIPMENT				$879.00
TOTAL				$302,072.00
116900 - Institutional Rsrch & Analytics				
Aso VP A&F/Dir IRA	330033	100.00000	$204,850.00	
Ast Dir IRA	330051	100.00000	$109,150.00	
Ch Data Ofcr	AS9848	100.00000	$137,500.00	
Programming Analyst	533085	100.00000	$70,000.00	
Data Scientist	533613	100.00000	$74,135.00	
Programming Analyst/	533615	100.00000	$87,000.00	
Data Analyst	AS6821	100.00000	$60,900.00	
Data Analyst	AS7133	100.00000	$60,900.00	
Data Analyst	AS7212	100.00000	$60,750.00	

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POSITION TITLE	POSITION NUMBER	FUNDING PERCENT	POSITION PROPOSED BUDGET AMOUNT	FY 2025-2026 PROPOSED ACCOUNT BUDGET AMOUNT
ACTIVITY: 16 - Institutional Support , continued				
FUNCTION: 3125 - Fiscal Operations , continued				
116900 - Institutional Rsrch & Analytics , continued				
Data Analyst	AS7388	100.00000	$62,727.00	
Coor Stu Success Dat	AS7767	100.00000	$74,700.00	
Coor Analytics	AS8828	70.00000	$50,540.00	
Data Analyst	AS8880	100.00000	$68,700.00	
OTHER PROFESSIONAL SALARIES			$6,161.00	
Exec Admin Ast	633805	100.00000	$46,186.00	
PROJECTED SALARY SAVINGS-- OTHER SALARIES AND WAGES			$0.00	
TOTAL PERSONNEL SERVICES				$1,174,199.00
TOTAL				$1,174,199.00
128150 - Audit Expense				
SUPPLIES AND OTHER OPERATING EXPENSES				$123,322.00
TOTAL				$123,322.00
TOTAL 3125 - Fiscal Operations				$3,607,297.00
FUNCTION: 3130 - General Administration and Logist				
116350 - Purchasing Office				
Aso VP Ch Procuremen	330582	27.00000	$56,700.00	
Aso Dir Procurement	330096	40.79000	$40,790.00	
Buyer I	AS8924	68.00000	$33,906.16	
Buyer Sr	AS8925	72.00000	$43,884.72	
Buyer I	AS8926	46.80000	$21,478.86	
Buyer Sr	AS8927	75.75000	$43,481.26	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.00	
Purchasing Ast	630305	7.50000	$2,426.50	
Admin Supp Spclt Sr	630980	30.00000	$12,039.41	
PROJECTED SALARY SAVINGS-- OTHER SALARIES AND WAGES			$0.09	
TOTAL PERSONNEL SERVICES				$254,707.00
SUPPLIES AND OTHER OPERATING EXPENSES				$87,796.00
PROPERTY FURNITURE AND EQUIPMENT				$2,000.00
TOTAL				$344,503.00

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POSITION TITLE	POSITION NUMBER	FUNDING PERCENT	POSITION PROPOSED BUDGET AMOUNT	FY 2025-2026 PROPOSED ACCOUNT BUDGET AMOUNT
ACTIVITY: 16 - Institutional Support , continued				
FUNCTION: 3130 - General Administration and Logist, continued				
116540 - Mailing Expense				
SUPPLIES AND OTHER OPERATING EXPENSES				$79,754.00
TOTAL				$79,754.00
119802 - Rtmt Supl/Life/Med				
FRINGE BENEFITS			$2,159.00	
TOTAL PERSONNEL SERVICES				$2,159.00
TOTAL				$2,159.00
128122 - Tort Liability Ins				
SUPPLIES AND OTHER OPERATING EXPENSES				$121,547.00
TOTAL				$121,547.00
128125 - Gen Auto Liability				
SUPPLIES AND OTHER OPERATING EXPENSES				$131,000.00
TOTAL				$131,000.00
128350 - Instit Memberships				
SUPPLIES AND OTHER OPERATING EXPENSES				$250,000.00
TOTAL				$250,000.00
128400 - D & O Liability				
SUPPLIES AND OTHER OPERATING EXPENSES				$117,000.00
TOTAL				$117,000.00
128500 - Equal Opport Office				
Ast VP A&F/CHRO	130056	10.00000	$19,540.00	
Interim Mgr HRIS	533109	5.00000	$3,500.00	
Sys Admin Sr	AS7235	10.00000	$7,000.00	
Coor EO	AS7491	100.00000	$65,000.00	
Dir EO/Title IX Coor	AS8795	90.00000	$106,048.80	
Coor EO	AS9224	60.00000	$47,664.11	

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ACTIVITY: 16 - Institutional Support , continued				
FUNCTION: 3130 - General Administration and Logist, continued				
128500 - Equal Opport Office , continued				
Coor EO	AS9334	100.00000	$68,134.50	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$-0.41	
TOTAL PERSONNEL SERVICES				$316,887.00
TRAVEL				$500.00
SUPPLIES AND OTHER OPERATING EXPENSES				$129.00
TOTAL				$317,516.00
128501 - Institutional Divers				
VP/Aso Prof	120148	100.00000	$224,940.00	
Aso VP Access & Cmnt	331682	100.00000	$173,000.00	
Mgr Grant	534423	1.00000	$618.00	
Coor Grant	534424	1.00000	$450.00	
Coor Grant	534442	1.00000	$450.00	
Mgr Grant	534445	100.00000	$72,136.05	
Coor Grant	AS7355	100.00000	$53,550.00	
Coor Grant	AS8252	1.00000	$450.00	
Coor Grant	AS8258	1.00000	$450.00	
Coor Grant	AS8263	1.00000	$450.00	
Mgr Grant	AS8586	1.00000	$618.00	
Mgr Grant	AS8758	1.00000	$618.00	
Coor Stu Svc	AS9463	1.00000	$510.00	
OTHER PROFESSIONAL SALARIES			$617.95	
Admin Ast	637275	12.24000	$4,982.37	
Exec Admin Aso	AS7007	100.00000	$57,771.00	
Admin Ast	AS7211	100.00000	$41,198.35	
OTHER SALARIES AND WAGES			$2,255.28	
TOTAL PERSONNEL SERVICES				$635,065.00
TRAVEL				$6,279.00
SUPPLIES AND OTHER OPERATING EXPENSES				$91,241.00
PROPERTY FURNITURE AND EQUIPMENT				$7,500.00
TOTAL				$740,085.00

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ACTIVITY: 16 - Institutional Support , continued				
FUNCTION: 3130 - General Administration and Logist, continued				
128502 - Diversity Aca Suppor				
Ast Dir Stu Acad Svc	AS7533	100.00000	$57,750.00	
Coor Stu Svc	532107	100.00000	$42,600.00	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.00	
TOTAL PERSONNEL SERVICES				$100,350.00
TRAVEL				$4,000.00
SUPPLIES AND OTHER OPERATING EXPENSES				$2,800.00
TOTAL				$107,150.00
128504 - VPID McNair Program				
SCHOLARSHIPS AND OTHER ASSISTANCE				$6,200.00
TOTAL				$6,200.00
128510 - Personnel Services				
Ast VP A&F/CHRO	130056	35.00000	$68,390.00	
Dir HR Technology	AS9894	60.00000	$75,000.00	
Dir DASNR HR	330677	25.50000	$31,426.24	
Dir HR Consult Svc	331773	80.00000	$96,405.03	
Sr Dir Total Rewards	333019	25.00000	$33,796.88	
Interim Mgr HRIS	533109	65.00000	$45,500.00	
Acct III	AS7204	20.00000	$14,301.00	
Sys Admin Sr	AS7235	45.00000	$31,500.00	
Immig Svc Consultant	AS7548	100.00000	$61,645.50	
Mgr HRIS	AS7711	50.00000	$40,000.00	
HR Consultant	AS7816	80.00000	$64,000.00	
HR Consultant	AS8909	80.00000	$64,000.00	
HR Consultant	AS8942	50.00000	$42,000.00	
HR Consultant	AS8947	70.00000	$41,097.00	
Mgr Talent Acquisiti	AS9381	90.00000	$69,341.45	
Comp Analyst	AS9502	90.00000	$60,092.82	
HR Consultant	AS9657	60.00000	$53,550.00	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.08	
Exec Admin Aso	630337	80.00000	$50,400.00	
HR Tech	631080	39.00000	$16,613.38	
HR Tech	631607	80.00000	$35,276.80	
HR Tech	633658	80.00000	$35,276.80	

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ACTIVITY: 16 - Institutional Support , continued				
FUNCTION: 3130 - General Administration and Logist, continued				
128510 - Personnel Services , continued				
HR Aso Sr	AS8812	50.00000	$25,844.00	
PROJECTED SALARY SAVINGS-- OTHER SALARIES AND WAGES			$0.02	
TOTAL PERSONNEL SERVICES				$1,055,457.00
TRAVEL				$4,200.00
SUPPLIES AND OTHER OPERATING EXPENSES				$251,904.00
PROPERTY FURNITURE AND EQUIPMENT				$675.00
TOTAL				$1,312,236.00
128511 - Staff Development				
TRAVEL				$3,000.00
SUPPLIES AND OTHER OPERATING EXPENSES				$144,631.00
LIBRARY BOOKS AND PERIODICALS				$6,000.00
TOTAL				$153,631.00
128512 - Payroll Services				
Dir Payroll Svc	331267	80.50000	$117,877.76	
Ast Dir Payroll Svc	330248	59.00000	$42,480.00	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.24	
Payroll Processor	630945	49.00000	$17,904.60	
Payroll Clk	639279	69.00000	$23,930.36	
Payroll Tech	AS7403	50.00000	$19,836.00	
Payroll Tech	AS9341	69.00000	$28,540.66	
Payroll Processor	AS9567	66.00000	$25,839.00	
Admin Ast	AS9903	69.00000	$23,771.88	
Payroll Clk	AS9941	69.00000	$24,492.24	
PROJECTED SALARY SAVINGS-- OTHER SALARIES AND WAGES			$0.26	
TOTAL PERSONNEL SERVICES				$324,673.00
TOTAL				$324,673.00
128520 - Staff Advisory Counc				
OTHER PROFESSIONAL SALARIES			$9,500.00	
TOTAL PERSONNEL SERVICES				$9,500.00

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POSITION TITLE	POSITION NUMBER	FUNDING PERCENT	POSITION PROPOSED BUDGET AMOUNT	FY 2025-2026 PROPOSED ACCOUNT BUDGET AMOUNT
ACTIVITY: 16 - Institutional Support , continued				
FUNCTION: 3130 - General Administration and Logist, continued				
128520 - Staff Advisory Counc , continued				
SUPPLIES AND OTHER OPERATING EXPENSES				$18,138.00
TOTAL				$27,638.00
128522 - Staff Service Awards				
SUPPLIES AND OTHER OPERATING EXPENSES				$9,423.00
TOTAL				$9,423.00
128650 - Ums-Lettership				
Mgr Procurement Svc	AS6922	10.00000	$6,986.00	
Ast Mgr Procurement	AS8562	45.00000	$23,400.00	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$1.00	
Spclt Acctg	630938	50.00000	$17,888.00	
Mail Processor I	631065	40.00000	$11,880.96	
Mail Processor I	631070	40.00000	$11,972.48	
Mail Processor III	632908	70.00000	$20,384.00	
Mail Processor I	632910	40.00000	$11,880.96	
Admin Supp Spclt I	633095	70.00000	$22,610.95	
Mail Processor I	633962	70.00000	$20,791.68	
Supv Postal	634866	100.00000	$41,953.27	
Supv Postal	637074	50.00000	$24,231.48	
Mail Processor II	637752	70.00000	$25,538.24	
Mail Processor I	AS6773	70.00000	$20,384.00	
OTHER SALARIES AND WAGES			$2,078.98	
TOTAL PERSONNEL SERVICES				$261,982.00
SUPPLIES AND OTHER OPERATING EXPENSES				$44,872.00
TOTAL				$306,854.00
129810 - Bnft Cntl-G&A&Log Sv				
FRINGE BENEFITS			$492,478.00	
TOTAL PERSONNEL SERVICES				$492,478.00
TOTAL				$492,478.00
TOTAL 3130 - General Administration and Logist				$4,843,847.00

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POSITION TITLE	POSITION NUMBER	FUNDING PERCENT	POSITION PROPOSED BUDGET AMOUNT	FY 2025-2026 PROPOSED ACCOUNT BUDGET AMOUNT
ACTIVITY: 16 - Institutional Support , continued				
FUNCTION: 3135 - Public Relations/Development				
126210 - Brand Management				
Aso Dir Entrprs Bran	332105	100.00000	$94,000.00	
Ast Dir Entrprs Bran	AS6720	81.25000	$65,000.00	
Ast Dir Entrprs Bran	AS6753	100.00000	$80,000.00	
Ch Mktg Ofcr	AS6823	100.00000	$151,410.00	
Aso VP Brand Mgmt	AS6901	100.00000	$197,500.00	
Aso Dir Entrprs Bran	AS7537	100.00000	$95,000.00	
Aso Dir Entrprs Bran	AS7787	100.00000	$100,000.00	
Aso Dir Entrprs Bran	AS7788	100.00000	$94,000.00	
Aso Dir Entrprs Bran	AS7822	100.00000	$95,000.00	
Ch Comm Ofcr	AS7900	100.00000	$151,410.00	
Mgr Creative Entrprs	AS6836	100.00000	$70,000.00	
Graph Des Entrprs	AS6856	100.00000	$58,000.00	
Mgr Comm Entrprs	AS7074	100.00000	$65,000.00	
Coor Mktg Strat Entr	AS7171	100.00000	$60,000.00	
Web Dvlpr Entrprs	AS7173	100.00000	$65,000.00	
Spclt Comm Entrprs	AS7176	100.00000	$49,000.00	
Graph Des Entrprs	AS7463	100.00000	$55,000.00	
Graph Des Entrprs	AS7464	100.00000	$60,000.00	
Advert Strategist En	AS7484	100.00000	$63,000.00	
Exec Ast	AS7674	100.00000	$73,812.00	
Spclt Comm Entrprs	AS7727	100.00000	$48,500.00	
Spclt Comm Entrprs	AS7754	100.00000	$48,000.00	
Web Des Sr Entrprs	AS7769	100.00000	$66,000.00	
Web Dvlpr Entrprs	AS7770	100.00000	$61,425.00	
Spclt Comm Entrprs	AS7772	100.00000	$48,000.00	
Graph Des Entrprs	AS7780	100.00000	$60,000.00	
Spclt Comm Entrprs	AS7784	100.00000	$48,000.00	
Spclt Advert Entrprs	AS7821	100.00000	$55,000.00	
Multimedia Prodcr En	AS7830	100.00000	$53,000.00	
Editor Entrprs	AS8464	100.00000	$55,000.00	
Univ Photographer En	AS8465	100.00000	$55,000.00	
Aso TV Prodcr Entrpr	AS8466	100.00000	$62,000.00	
Univ Photographer En	AS8469	100.00000	$55,000.00	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.00	
Admin Supp Spclt I	633533	100.00000	$33,508.80	
Spclt Web Entrprs	AS7806	100.00000	$48,000.16	
Admin Supp Spclt Sr	AS8424	100.00000	$40,000.48	
OTHER SALARIES AND WAGES			$45,000.56	
TOTAL PERSONNEL SERVICES				$2,623,567.00

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ACTIVITY: 16 - Institutional Support , continued				
FUNCTION: 3135 - Public Relations/Development , continued				
126210 - Brand Management , continued				
TRAVEL				$50,000.00
SUPPLIES AND OTHER OPERATING EXPENSES				$1,241,181.00
PROPERTY FURNITURE AND EQUIPMENT				$103,000.00
TOTAL				$4,017,748.00
126212 - Branding Campaign				
SUPPLIES AND OTHER OPERATING EXPENSES				$565,000.00
TOTAL				$565,000.00
126430 - Alumni Assn Contract				
SUPPLIES AND OTHER OPERATING EXPENSES				$690,000.00
TOTAL				$690,000.00
126511 - Emeritus Association				
SUPPLIES AND OTHER OPERATING EXPENSES				$2,910.00
TOTAL				$2,910.00
127310 - NCAA Compliance				
Sr Aso Ath Dir Compl	330946	100.00000	$135,000.00	
Ast AD NCAA Compl	AS7671	100.00000	$66,000.00	
Dir NCAA Compl	AS7676	100.00000	$62,000.00	
Ast Dir NCAA Compl	AS7675	100.00000	$47,000.00	
Ast Dir NCAA Compl	AS7677	100.00000	$47,000.00	
OTHER PROFESSIONAL SALARIES			$48,132.00	
Admin Supp Ast II	633104	100.00000	$30,144.00	
PROJECTED SALARY SAVINGS-- OTHER SALARIES AND WAGES			$0.00	
TOTAL PERSONNEL SERVICES				$435,276.00
SUPPLIES AND OTHER OPERATING EXPENSES				$22,400.00
TOTAL				$457,676.00

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ACTIVITY: 16 - Institutional Support , continued				
FUNCTION: 3135 - Public Relations/Development , continued				
129811 - Bnft Cntl-Pb Rl&Dev				
FRINGE BENEFITS			$253,079.00	
TOTAL PERSONNEL SERVICES				$253,079.00
TOTAL				$253,079.00
129903 - Red Maple Consulting				
SUPPLIES AND OTHER OPERATING EXPENSES				$240,000.00
TOTAL				$240,000.00
TOTAL 3135 - Public Relations/Development				$6,226,413.00
TOTAL 16 - Institutional Support				$25,932,402.00
ACTIVITY: 17 - Operation & Maint of Plant				
FUNCTION: 3220 - Physical Plant Administration				
181010 - Facilities Management Adm				
Ch Facil Ofcr	330832	100.00000	$200,000.00	
Dir FM	331945	80.00000	$100,869.17	
Comp Pgmr Analyst Sr	531900	82.00000	$67,779.15	
Proj Mgr Constructn	534008	100.00000	$99,023.40	
Sys Admin	534912	60.00000	$32,335.20	
Coor Fiscal Ops	AS7523	20.00000	$11,025.00	
Admin Aso	AS7609	100.00000	$50,000.00	
Coor Admin Ops	AS7632	100.00000	$56,752.85	
Mgr Safety Pgm	AS7665	77.63000	$59,297.52	
Ast Dir FM Proj	AS7948	34.31000	$37,674.44	
Sys Analyst	AS8479	38.09000	$21,417.06	
Acct II	AS8480	5.00000	$3,005.05	
Sys Admin	AS9316	50.00000	$29,823.17	
Ast Dir Fiscal Ops	AS9783	100.00000	$122,080.00	
OTHER PROFESSIONAL SALARIES			$8,637.99	
Spclt Acctg Sr	632937	10.00000	$4,155.20	
Spclt Bus Ops	AS7421	10.00000	$4,696.64	
Admin Supp Spclt I	AS8566	100.00000	$38,220.00	

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ACTIVITY: 17 - Operation & Maint of Plant , continued				
FUNCTION: 3220 - Physical Plant Administration , continued				
181010 - Facilities Management Adm , continued				
OTHER SALARIES AND WAGES			$1,428.16	
TOTAL PERSONNEL SERVICES				$948,220.00
TRAVEL				$9,000.00
SUPPLIES AND OTHER OPERATING EXPENSES				$52,606.00
PROPERTY FURNITURE AND EQUIPMENT				$35,000.00
TOTAL				$1,044,826.00
181090 - University Planner				
Mgr CAFM	AS7595	100.00000	$70,000.00	
Mgr Facil Svc	AS8262	100.00000	$66,500.00	
Mgr Facil Svc	AS9467	46.60000	$33,632.38	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.62	
OTHER SALARIES AND WAGES			$10,149.00	
TOTAL PERSONNEL SERVICES				$180,282.00
SUPPLIES AND OTHER OPERATING EXPENSES				$2,859.00
PROPERTY FURNITURE AND EQUIPMENT				$1,585.00
TOTAL				$184,726.00
182040 - Property Insurance				
SUPPLIES AND OTHER OPERATING EXPENSES				$5,251,701.00
TOTAL				$5,251,701.00
182050 - Hazard Waste Cleanup				
SUPPLIES AND OTHER OPERATING EXPENSES				$128,618.00
TOTAL				$128,618.00
182310 - Univ Space Rentals				
SUPPLIES AND OTHER OPERATING EXPENSES				$1,167,319.00
TOTAL				$1,167,319.00

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ACTIVITY: 17 - Operation & Maint of Plant , continued				
FUNCTION: 3220 - Physical Plant Administration , continued				
182341 - Debt Issuance Fee				
SUPPLIES AND OTHER OPERATING EXPENSES				$48,226.00
TOTAL				$48,226.00
189810 - Bnft Cntl-Phy Plt Ad				
FRINGE BENEFITS			$808,264.00	
TOTAL PERSONNEL SERVICES				$808,264.00
TOTAL				$808,264.00
189900 - Budget Control				
SUPPLIES AND OTHER OPERATING EXPENSES				$333,960.00
PROPERTY FURNITURE AND EQUIPMENT				$2,000,000.00
LIBRARY BOOKS AND PERIODICALS				$750,000.00
TOTAL				$3,083,960.00
TOTAL 3220 - Physical Plant Administration				$11,717,640.00
FUNCTION: 3230 - Building Maintenance				
181100 - Bldg Maintenance				
TRAVEL				$200.00
SUPPLIES AND OTHER OPERATING EXPENSES				$2,968,682.00
PROPERTY FURNITURE AND EQUIPMENT				$600,000.00
TOTAL				$3,568,882.00
181210 - Equip, Tools & Suppl				
TRAVEL				$1,000.00
SUPPLIES AND OTHER OPERATING EXPENSES				$131,000.00
PROPERTY FURNITURE AND EQUIPMENT				$134,676.00
TOTAL				$266,676.00

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ACTIVITY: 17 - Operation & Maint of Plant , continued				
FUNCTION: 3230 - Building Maintenance , continued				
181571 - University House-Custodial				
SUPPLIES AND OTHER OPERATING EXPENSES				$8,580.00
TOTAL				$8,580.00
181672 - University House-Building				
SUPPLIES AND OTHER OPERATING EXPENSES				$72,810.00
TOTAL				$72,810.00
189811 - Bnft Cntl-Bldg Mnt				
FRINGE BENEFITS			$135,434.00	
TOTAL PERSONNEL SERVICES				$135,434.00
TOTAL				$135,434.00
TOTAL 3230 - Building Maintenance				$4,052,382.00
FUNCTION: 3240 - Custodial Services				
181180 - Custodial Services				
Dir FM	330982	20.00000	$24,443.26	
Mgr Contract	AS9845	10.00000	$8,007.43	
OTHER PROFESSIONAL SALARIES			$233.31	
Cust Qlty Cntrl Insp	632736	90.00000	$37,331.93	
Cust Qlty Cntrl Insp	633826	100.00000	$35,360.00	
OTHER SALARIES AND WAGES			$280.07	
TOTAL PERSONNEL SERVICES				$105,656.00
TRAVEL				$300.00
SUPPLIES AND OTHER OPERATING EXPENSES				$5,494,015.00
PROPERTY FURNITURE AND EQUIPMENT				$1,000.00
TOTAL				$5,600,971.00
181190 - University House - Operations				
Coor Event	AS9237	100.00000	$52,000.00	
OTHER PROFESSIONAL SALARIES			$4,560.00	

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ACTIVITY: 17 - Operation & Maint of Plant , continued				
FUNCTION: 3240 - Custodial Services , continued				
181190 - University House - Operations , continued				
Housekeeper Exec Res 633758		100.00000	$28,896.37	
OTHER SALARIES AND WAGES			$358.63	
TOTAL PERSONNEL SERVICES				$85,815.00
TRAVEL				$1,500.00
SUPPLIES AND OTHER OPERATING EXPENSES				$19,000.00
TOTAL				$106,315.00
182325 - Rental Univ Athl Fac				
UTILITIES				$225,000.00
SUPPLIES AND OTHER OPERATING EXPENSES				$175,000.00
TOTAL				$400,000.00
189812 - Bnft Cntl-Cust Srvs				
FRINGE BENEFITS			$616,943.00	
TOTAL PERSONNEL SERVICES				$616,943.00
TOTAL				$616,943.00
TOTAL 3240 - Custodial Services				$6,724,229.00
FUNCTION: 3250 - Utilities				
180200 - Lab Animal Resources Utility				
UTILITIES				$390,000.00
TOTAL				$390,000.00
180250 - Animal Resources BSL3 Utilities				
UTILITIES				$125,000.00
TOTAL				$125,000.00

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ACTIVITY: 17 - Operation & Maint of Plant , continued				
FUNCTION: 3250 - Utilities , continued				
181250 - Refuse Disp Gen Univ				
SUPPLIES AND OTHER OPERATING EXPENSES				$281,532.00
TOTAL				$281,532.00
181600 - 1202 W McElroy Utilities				
UTILITIES				$7,195.00
TOTAL				$7,195.00
181602 - A&S Utilities				
UTILITIES				$10,975.00
TOTAL				$10,975.00
181603 - Legacy Hall Utilities				
UTILITIES				$496,380.00
TOTAL				$496,380.00
181604 - Agricultural Hall Utilities				
UTILITIES				$821,115.00
TOTAL				$821,115.00
181605 - Agronomy Complex Utilities				
UTILITIES				$164,935.00
TOTAL				$164,935.00
181606 - Anaplasmosis Complex Utilities				
UTILITIES				$14,360.00
TOTAL				$14,360.00
181607 - Animal Science Bldg Utilities				
UTILITIES				$259,860.00
TOTAL				$259,860.00

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ACTIVITY: 17 - Operation & Maint of Plant , continued				
FUNCTION: 3250 - Utilities , continued				
181608 - ATRC Utilities				
UTILITIES				$1,796,800.00
TOTAL				$1,796,800.00
181609 - BAE Lab Utilities				
UTILITIES				$35,755.00
TOTAL				$35,755.00
181610 - Bartlett Center Utilities				
UTILITIES				$122,785.00
TOTAL				$122,785.00
181611 - Beef Cattle Area Utilities				
UTILITIES				$8,440.00
TOTAL				$8,440.00
181612 - Bennett Chapel Utilities				
UTILITIES				$7,715.00
TOTAL				$7,715.00
181613 - Bioenergy Lab Utilities				
UTILITIES				$3,470.00
TOTAL				$3,470.00
181614 - CEAT Utilities				
UTILITIES				$133,060.00
TOTAL				$133,060.00
181615 - Central Dining Services Utilities				
UTILITIES				$80,900.00
TOTAL				$80,900.00

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ACTIVITY: 17 - Operation & Maint of Plant , continued				
FUNCTION: 3250 - Utilities , continued				
181616 - Classroom Bldg Utilities				
UTILITIES				$164,425.00
TOTAL				$164,425.00
181617 - Control Environ Res Lab Utilities				
UTILITIES				$67,255.00
TOTAL				$67,255.00
181618 - Dairy Farm Utilities				
UTILITIES				$67,780.00
TOTAL				$67,780.00
181619 - Edmon Low Library Utilities				
UTILITIES				$577,270.00
TOTAL				$577,270.00
181620 - Electronics Lab Utilities				
UTILITIES				$16,690.00
TOTAL				$16,690.00
181621 - Engineering North Utilities				
UTILITIES				$203,810.00
TOTAL				$203,810.00
181622 - Engineering South Utilities				
UTILITIES				$259,100.00
TOTAL				$259,100.00
181623 - Entomology Complex Utilities				
UTILITIES				$101,085.00
TOTAL				$101,085.00

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ACTIVITY: 17 - Operation & Maint of Plant , continued				
FUNCTION: 3250 - Utilities , continued				
181624 - Equestrian Complex Utilities				
UTILITIES				$30,080.00
TOTAL				$30,080.00
181625 - Facilities Management Utilities				
UTILITIES				$200,255.00
TOTAL				$200,255.00
181626 - FAPC Utilities				
UTILITIES				$667,255.00
TOTAL				$667,255.00
181627 - Fire Station Utilities				
UTILITIES				$77,985.00
TOTAL				$77,985.00
181628 - Gunderson Utilities				
UTILITIES				$77,715.00
TOTAL				$77,715.00
181629 - Hazardous Reaction Lab Utilities				
UTILITIES				$15,350.00
TOTAL				$15,350.00
181630 - Nancy Randolph Davis Utilities				
UTILITIES				$552,810.00
TOTAL				$552,810.00
181631 - Nancy Randolph Davis West Utilities				
UTILITIES				$177,020.00
TOTAL				$177,020.00

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ACTIVITY: 17 - Operation & Maint of Plant , continued				
FUNCTION: 3250 - Utilities , continued				
181632 - ITLE Utilities				
UTILITIES				$101,255.00
TOTAL				$101,255.00
181633 - Library Annex Utilities				
UTILITIES				$85,375.00
TOTAL				$85,375.00
181634 - Life Sciences East Utilities				
UTILITIES				$418,505.00
TOTAL				$418,505.00
181635 - Life Sciences West Utilities				
UTILITIES				$434,245.00
TOTAL				$434,245.00
181636 - Math Sciences Utilities				
UTILITIES				$557,840.00
TOTAL				$557,840.00
181637 - Morrill Hall Utilities				
UTILITIES				$83,475.00
TOTAL				$83,475.00
181638 - Noble Research Center Utilities				
UTILITIES				$2,084,500.00
TOTAL				$2,084,500.00
181639 - Psychology Utilities				
UTILITIES				$111,465.00
TOTAL				$111,465.00

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POSITION TITLE	POSITION NUMBER	FUNDING PERCENT	POSITION PROPOSED BUDGET AMOUNT	FY 2025-2026 PROPOSED ACCOUNT BUDGET AMOUNT
ACTIVITY: 17 - Operation & Maint of Plant , continued				
FUNCTION: 3250 - Utilities , continued				
181640 - OK Found Seed Stock Utilities				
UTILITIES				$18,690.00
TOTAL				$18,690.00
181641 - Parking Lots Utilities				
UTILITIES				$43,350.00
TOTAL				$43,350.00
181642 - Paul Miller Utilities				
UTILITIES				$130,000.00
TOTAL				$130,000.00
181643 - Petroleum Tech Utilities				
UTILITIES				$37,875.00
TOTAL				$37,875.00
181644 - Physical Sciences Utilities				
UTILITIES				$1,120,100.00
TOTAL				$1,120,100.00
181645 - PIO Utilities				
UTILITIES				$31,560.00
TOTAL				$31,560.00
181646 - Purchasing Bldg Utilities				
UTILITIES				$12,755.00
TOTAL				$12,755.00
181647 - Ridge Road Greenhouse Utilities				
UTILITIES				$32,175.00
TOTAL				$32,175.00

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ACTIVITY: 17 - Operation & Maint of Plant , continued				
FUNCTION: 3250 - Utilities , continued				
181648 - Seretean Center Utilities				
UTILITIES				$176,420.00
TOTAL				$176,420.00
181649 - SU - Ctr for Stdnt Srvcs Utilities				
UTILITIES				$226,255.00
TOTAL				$226,255.00
181650 - Thatcher Hall Utilities				
UTILITIES				$74,105.00
TOTAL				$74,105.00
181651 - Totusek Arena Utilities				
UTILITIES				$121,120.00
TOTAL				$121,120.00
181652 - Transit Services Area Utilities				
UTILITIES				$12,435.00
TOTAL				$12,435.00
181653 - UHS Bldg Utilities				
UTILITIES				$47,490.00
TOTAL				$47,490.00
181654 - Univ Assess & Testing Utilities				
UTILITIES				$14,750.00
TOTAL				$14,750.00
181655 - USDA Bldg Utilities				
UTILITIES				$62,970.00
TOTAL				$62,970.00

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ACTIVITY: 17 - Operation & Maint of Plant , continued				
FUNCTION: 3250 - Utilities , continued				
181656 - Visual Arts Annex Utilities				
UTILITIES				$33,560.00
TOTAL				$33,560.00
181657 - Wes Watkins Center Utilities				
UTILITIES				$214,950.00
TOTAL				$214,950.00
181658 - Whitehurst Utilities				
UTILITIES				$165,325.00
TOTAL				$165,325.00
181659 - Willard Utilities				
UTILITIES				$226,135.00
TOTAL				$226,135.00
181660 - Utilities				
UTILITIES				$1,461,983.00
TOTAL				$1,461,983.00
181661 - Business Utilities				
UTILITIES				$290,855.00
TOTAL				$290,855.00
181662 - CEAT ENDEAVOR Utilities				
UTILITIES				$432,800.00
TOTAL				$432,800.00
181663 - Gen Academic Bldg Utilities				
UTILITIES				$115,735.00
TOTAL				$115,735.00

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ACTIVITY: 17 - Operation & Maint of Plant , continued				
FUNCTION: 3250 - Utilities , continued				
181664 - Unmanned Aircraft Flight Station				
UTILITIES				$12,325.00
TOTAL				$12,325.00
181665 - Leftover Utilities				
UTILITIES				$1,852,070.00
TOTAL				$1,852,070.00
181666 - DASNR Utilities				
UTILITIES				$159,910.00
TOTAL				$159,910.00
181667 - McKnight Center Utilities				
UTILITIES				$518,390.00
TOTAL				$518,390.00
181668 - Richmond Hill Utilit				
UTILITIES				$49,770.00
TOTAL				$49,770.00
181669 - Postal Plaza Utiliti				
UTILITIES				$68,060.00
TOTAL				$68,060.00
181670 - University House-Utilities				
SUPPLIES AND OTHER OPERATING EXPENSES				$31,975.00
TOTAL				$31,975.00
181673 - Old Central Utility				
UTILITIES				$27,715.00
TOTAL				$27,715.00

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ACTIVITY: 17 - Operation & Maint of Plant , continued				
FUNCTION: 3250 - Utilities , continued				
181674 - Dwr Arch Utilities				
UTILITIES				$213,855.00
TOTAL				$213,855.00
181675 - HATRC Utilities				
UTILITIES				$586,343.00
SUPPLIES AND OTHER OPERATING EXPENSES				$395,482.00
TOTAL				$981,825.00
181676 - Mmtf Utilities				
UTILITIES				$87,320.00
TOTAL				$87,320.00
181677 - N Classroom Utilitie				
UTILITIES				$103,900.00
TOTAL				$103,900.00
181678 - Soc Sci & Humanities Utilities				
UTILITIES				$224,810.00
TOTAL				$224,810.00
181679 - Greenhouse Learning Ctr Utilities				
UTILITIES				$59,775.00
TOTAL				$59,775.00
181680 - Atherton Utilities				
UTILITIES				$359,220.00
TOTAL				$359,220.00
181681 - Scott Utilities				
UTILITIES				$178,860.00
TOTAL				$178,860.00

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ACTIVITY: 17 - Operation & Maint of Plant , continued				
FUNCTION: 3250 - Utilities , continued				
181682 - Bartlett Independent				
UTILITIES				$4,285.00
TOTAL				$4,285.00
181684 - Hbrc-Utilities				
Mgr Facil Svc	AS795O	40.00000	$33,417.60	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.40	
TOTAL PERSONNEL SERVICES				$33,418.00
UTILITIES				$1,580,270.00
TOTAL				$1,613,688.00
181685 - OSU Aviation Center				
UTILITIES				$55,155.00
TOTAL				$55,155.00
181687 - Geology Core Utilities				
UTILITIES				$4,970.00
TOTAL				$4,970.00
181688 - Greenwood Music Utilities				
UTILITIES				$224,590.00
TOTAL				$224,590.00
181689 - Wentz Lane Parking G				
UTILITIES				$18,165.00
TOTAL				$18,165.00
181690 - Library Auxiliary Utilities				
UTILITIES				$52,750.00
TOTAL				$52,750.00

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ACTIVITY: 17 - Operation & Maint of Plant , continued				
FUNCTION: 3250 - Utilities , continued				
181691 - Civil Engr Bldg Util				
UTILITIES				$81,760.00
TOTAL				$81,760.00
181692 - IT Building Uiltiie				
UTILITIES				$73,705.00
TOTAL				$73,705.00
181693 - SH 51 & I-35 Lighting				
UTILITIES				$4,660.00
TOTAL				$4,660.00
181694 - 4th Ave Garage				
UTILITIES				$20,595.00
TOTAL				$20,595.00
181695 - Scott Parker Wentz Cafe				
UTILITIES				$28,775.00
TOTAL				$28,775.00
181696 - Building 0090 Utilities				
UTILITIES				$7,370.00
TOTAL				$7,370.00
TOTAL 3250 - Utilities				$24,116,463.00
FUNCTION: 3260 - Landscape and Ground Maintenance				
181300 - Grounds Maintenance				
Dir FM	AS9855	100.00000	$118,965.00	
Ast Mgr Lndscp Svc	534315	100.00000	$70,000.00	
Univ Lndscp Des	AS7214	100.00000	$50,078.76	
Mgr Lndscp Svc	AS7684	100.00000	$79,440.19	

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ACTIVITY: 17 - Operation & Maint of Plant , continued				
FUNCTION: 3260 - Landscape and Ground Maintenance , continued				
181300 - Grounds Maintenance , continued				
Mgr Lndscp Svc	AS9648	100.00000	$70,000.00	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.05	
Coor Greenhouse Nurs	534506	50.00000	$25,238.00	
Horticulturist	534932	100.00000	$41,600.00	
Horticulturist	632617	100.00000	$42,448.44	
Lndscp Maint Tech I	632880	100.00000	$31,532.80	
Admin Ast	636341	100.00000	$41,537.60	
Lndscp Maint Tech II	AS7601	100.00000	$33,280.00	
Univ Arborist	AS8894	100.00000	$50,754.57	
Lndscp Maint Tech I	AS9536	100.00000	$29,120.00	
OTHER SALARIES AND WAGES			$1,136.59	
TOTAL PERSONNEL SERVICES				$685,132.00
TRAVEL				$1,000.00
SUPPLIES AND OTHER OPERATING EXPENSES				$1,711,373.00
PROPERTY FURNITURE AND EQUIPMENT				$42,000.00
TOTAL				$2,439,505.00
181310 - Homecoming Grounds				
SUPPLIES AND OTHER OPERATING EXPENSES				$15,000.00
TOTAL				$15,000.00
181671 - University House-Grounds				
Horticulturist	534655	100.00000	$50,128.00	
OTHER SALARIES AND WAGES			$1,484.00	
TOTAL PERSONNEL SERVICES				$51,612.00
SUPPLIES AND OTHER OPERATING EXPENSES				$18,880.00
TOTAL				$70,492.00
181683 - Snow And Ice Removal				
SUPPLIES AND OTHER OPERATING EXPENSES				$100,000.00
TOTAL				$100,000.00

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ACTIVITY: 17 - Operation & Maint of Plant , continued				
FUNCTION: 3260 - Landscape and Ground Maintenance , continued				
182350 - Irrigation Master Le				
SUPPLIES AND OTHER OPERATING EXPENSES				$403,265.00
TOTAL				$403,265.00
189813 - Bnft Cntl-Grnd Maint				
FRINGE BENEFITS			$295,852.00	
TOTAL PERSONNEL SERVICES				$295,852.00
TOTAL				$295,852.00
TOTAL 3260 - Landscape and Ground Maintenance				$3,324,114.00
FUNCTION: 3270 - Major Repairs and Renovations				
181570 - Special Repairs				
SUPPLIES AND OTHER OPERATING EXPENSES				$30,000.00
TOTAL				$30,000.00
182335 - Boomer Creek Project and Roads				
TRANSFERS AND OTHER DISBURSEMENTS				$275,675.00
TOTAL				$275,675.00
182450 - Campus Netwk Infrast				
SUPPLIES AND OTHER OPERATING EXPENSES				$1,000.00
TOTAL				$1,000.00
182605 - Academic Facilities				
SUPPLIES AND OTHER OPERATING EXPENSES				$6,352,431.00
PROPERTY FURNITURE AND EQUIPMENT				$5,372,466.00
TOTAL				$11,724,897.00

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ACTIVITY: 17 - Operation & Maint of Plant , continued				
FUNCTION: 3270 - Major Repairs and Renovations , continued				
186910 - Lr Facilities & Plan				
Univ Architect	533995	48.10000	$52,939.90	
Dir LR Facil Plan	AS8173	44.88000	$83,925.60	
Interior Des Sr	531628	50.00000	$40,000.00	
OTHER PROFESSIONAL SALARIES			$8,639.50	
Spclt Acctg Sr	633660	100.00000	$63,537.64	
PROJECTED SALARY SAVINGS-- OTHER SALARIES AND WAGES			$-0.64	
TOTAL PERSONNEL SERVICES				$249,042.00
TOTAL				$249,042.00
188114 - Power Distribution Center				
TRANSFERS AND OTHER DISBURSEMENTS				$935,989.00
TOTAL				$935,989.00
188816 - USIL - Unmanned Aircraft Building				
TRANSFERS AND OTHER DISBURSEMENTS				$357,000.00
TOTAL				$357,000.00
TOTAL 3270 - Major Repairs and Renovations				$13,573,603.00
FUNCTION: 3275 - Safety and Security				
181400 - Police Department				
Chief Of Police	330717	100.00000	$140,000.00	
Captain	530714	100.00000	$104,057.81	
Captain	AS8839	100.00000	$103,779.20	
Captain	AS8840	100.00000	$103,779.20	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$-0.21	
Sergeant	630171	100.00000	$85,867.39	
Sergeant	630173	100.00000	$83,366.40	
Polc Ofcr	630596	100.00000	$46,030.40	
Lieutenant	630598	100.00000	$95,408.35	
Sr Polc Ofcr	630601	100.00000	$78,690.35	
Polc Ofcr	630603	100.00000	$63,650.70	
Lieutenant	630605	100.00000	$93,537.60	

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ACTIVITY: 17 - Operation & Maint of Plant , continued				
FUNCTION: 3275 - Safety and Security , continued				
181400 - Police Department , continued				
Sr Polc Ofcr	630610	100.00000	$75,192.00	
Polc Ofcr	630612	100.00000	$60,049.60	
Sr Polc Ofcr	630613	100.00000	$76,226.59	
Polc Ofcr	630614	100.00000	$62,408.11	
Admin Ast	630620	100.00000	$36,420.80	
PS Comm Ofcr I	630627	96.00000	$35,942.40	
PS Comm Ofcr I	631285	96.00000	$35,942.40	
PS Comm Ofcr II	631286	96.00000	$36,561.41	
Polc Ofcr	631332	100.00000	$68,432.00	
Supv PS Comm	631752	96.00000	$50,928.93	
PS Comm Ofcr I	632162	96.00000	$33,945.60	
PS Comm Ofcr III	632164	96.00000	$45,517.32	
PS Comm Ofcr III	632169	96.00000	$44,533.40	
Polc Ofcr	632962	100.00000	$72,800.00	
Sr Polc Ofcr	632963	100.00000	$72,800.00	
Sr Polc Ofcr	633233	100.00000	$75,192.00	
Sergeant	633234	100.00000	$82,180.80	
Polc Ofcr	633628	100.00000	$48,422.40	
Polc Ofcr	633801	100.00000	$46,030.40	
Polc Ofcr	636336	100.00000	$54,204.80	
PS Comm Ofcr I	636885	96.00000	$33,945.60	
Sergeant	636886	100.00000	$85,867.39	
Lieutenant	636887	100.00000	$91,145.60	
Lieutenant	636890	100.00000	$93,537.60	
Polc Ofcr	636891	100.00000	$60,049.60	
PS Comm Ofcr II	637336	96.00000	$36,920.83	
Sergeant	639136	100.00000	$83,366.40	
Polc Ofcr	639137	100.00000	$62,982.40	
Polc Ofcr	AS7631	100.00000	$46,030.40	
Admin Supp Ast I	AS7855	100.00000	$30,160.00	
Admin Supp Ast I	AS9119	100.00000	$35,360.00	
Polc Ofcr	AS9925	100.00000	$48,900.80	
OTHER SALARIES AND WAGES			$309,872.23	
TOTAL PERSONNEL SERVICES				$3,130,037.00
TRAVEL				$21,000.00
SUPPLIES AND OTHER OPERATING EXPENSES				$105,726.00
PROPERTY FURNITURE AND EQUIPMENT				$31,200.00
TOTAL				$3,287,963.00

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ACTIVITY: 17 - Operation & Maint of Plant , continued				
FUNCTION: 3275 - Safety and Security , continued				
189818 - Bnft Cntl-Safety				
FRINGE BENEFITS			$225,280.00	
TOTAL PERSONNEL SERVICES				$225,280.00
TOTAL				$225,280.00
TOTAL 3275 - Safety and Security				$3,513,243.00
FUNCTION: 3280 - Logistical Services				
128705 - Proc Strs & Wrhsng				
Mtrl Expediter	AS8833	25.00000	$9,937.20	
Stock Clk III	AS8892	50.00000	$17,035.20	
OTHER SALARIES AND WAGES			$127.60	
TOTAL PERSONNEL SERVICES				$27,100.00
SUPPLIES AND OTHER OPERATING EXPENSES				$1,750.00
TOTAL				$28,850.00
128710 - Receiving Station				
Mtrl Scheduler	632648	75.00000	$30,671.86	
OTHER SALARIES AND WAGES			$118.14	
TOTAL PERSONNEL SERVICES				$30,790.00
SUPPLIES AND OTHER OPERATING EXPENSES				$33,940.00
TOTAL				$64,730.00
128720 - Envrmntl Health Srvs				
Dir EHS	331846	100.00000	$107,000.00	
Univ Fire Marshal	332094	100.00000	$78,857.66	
Mgr EHS Pgm	332088	100.00000	$78,898.10	
Mgr EHS Pgm	531247	100.00000	$36,019.00	
Safety Ofcr	531820	100.00000	$60,926.31	
Mgr EHS Pgm	534235	100.00000	$78,500.04	
Chem Hygiene Ofcr I	535081	100.00000	$62,375.25	
Coor Occ Safety	AS7986	100.00000	$60,200.04	

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ACTIVITY: 17 - Operation & Maint of Plant , continued				
FUNCTION: 3280 - Logistical Services , continued				
128720 - Envrmntl Health Srvs , continued				
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$-0.40	
Admin Ast	632926	100.00000	$39,332.80	
Spclt Envi	633704	100.00000	$44,678.40	
Spclt Lab Safety	633733	100.00000	$51,856.79	
Spclt Occ Safety	633757	100.00000	$54,080.00	
Spclt Fire and Life	633877	7.00000	$3,675.59	
Spclt Lab Safety	633932	100.00000	$46,800.00	
Spclt Envi	634515	100.00000	$44,335.20	
Spclt Fire and Life	635258	2.30000	$1,243.84	
Spclt Lab Safety	637021	100.00000	$45,760.00	
Spclt Comm	637542	100.00000	$54,080.00	
OTHER SALARIES AND WAGES			$3,000.38	
TOTAL PERSONNEL SERVICES				$951,619.00
TRAVEL				$11,500.00
SUPPLIES AND OTHER OPERATING EXPENSES				$139,785.00
PROPERTY FURNITURE AND EQUIPMENT				$12,268.00
TOTAL				$1,115,172.00
182710 - Payroll-Server Admin				
Sys Admin Sr	530445	70.00000	$35,742.00	
Sys Admin Sr/Interim	531013	75.00000	$66,150.00	
Sys Admin Sr	531016	25.00000	$16,995.00	
Entrprs Sys Admin II	531233	75.00000	$39,000.00	
Entrprs Sys Admin II	533604	50.00000	$26,000.00	
Entrprs Sys Admin II	533692	75.00000	$40,170.00	
Entrprs Sys Admin II	533887	75.00000	$40,977.26	
Entrprs Sys Admin II	534686	75.00000	$40,170.00	
Mgr IT Sys	AS6877	75.00000	$55,851.56	
Ast Dir IT	AS7073	100.00000	$75,000.00	
Mgr IT Sys	AS7519	75.00000	$61,032.71	
Entrprs Sys Admin I	AS8443	75.00000	$31,677.00	
Entrprs Sys Admin I	AS8444	25.00000	$10,300.00	
Entrprs Sys Admin I	AS8473	75.00000	$30,900.00	
Entrprs Sys Admin II	AS8881	100.00000	$58,487.52	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.95	
Spclt Tech Supp	AS9247	100.00000	$33,408.00	

OKLAHOMA STATE REGENTS FOR HIGHER EDUCATION
EDUCATIONAL AND GENERAL BUDGET PART I
FISCAL YEAR 2025-2026
SCHEDULE E
EXPENDITURES BY ACTIVITY/FUNCTION, DEPARTMENT, POSITION AND OBJECT

INSTITUTION NUMBER: 1 INSTITUTION NAME: Oklahoma State - General University PRESIDENT: DR. JIM HESS

POSITION TITLE	POSITION NUMBER	FUNDING PERCENT	POSITION PROPOSED BUDGET AMOUNT	FY 2025-2026 PROPOSED ACCOUNT BUDGET AMOUNT
ACTIVITY: 17 - Operation & Maint of Plant , continued				
FUNCTION: 3280 - Logistical Services , continued				
182710 - Payroll-Server Admin , continued				
OTHER SALARIES AND WAGES			$18,000.00	
TOTAL PERSONNEL SERVICES				$679,862.00
TOTAL				$679,862.00
187203 - Data Center-Maint				
SUPPLIES AND OTHER OPERATING EXPENSES				$1,000.00
TOTAL				$1,000.00
189816 - Bnft Cntl-O&M It				
FRINGE BENEFITS			$154,764.00	
TOTAL PERSONNEL SERVICES				$154,764.00
TOTAL				$154,764.00
189817 - Bnft Cntl-Log Srvs				
FRINGE BENEFITS			$124,373.00	
TOTAL PERSONNEL SERVICES				$124,373.00
TOTAL				$124,373.00
TOTAL 3280 - Logistical Services				$2,168,751.00
TOTAL 17 - Operation & Maint of Plant				$69,190,425.00
ACTIVITY: 18 - Scholarship and Fellowship				
FUNCTION: 3410 - Scholarships				
129330 - Stdnt Opprtnty Grant				
SCHOLARSHIPS AND OTHER ASSISTANCE				$140,000.00
TOTAL				$140,000.00

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INSTITUTION NUMBER: 1 INSTITUTION NAME: Oklahoma State - General University PRESIDENT: DR. JIM HESS

POSITION TITLE	POSITION NUMBER	FUNDING PERCENT	POSITION PROPOSED BUDGET AMOUNT	FY 2025-2026 PROPOSED ACCOUNT BUDGET AMOUNT
ACTIVITY: 18 - Scholarship and Fellowship , continued				
FUNCTION: 3410 - Scholarships , continued				
129350 - Rotc Scholarships				
SCHOLARSHIPS AND OTHER ASSISTANCE				$279,000.00
TOTAL				$279,000.00
129405 - Fallen Police				
SCHOLARSHIPS AND OTHER ASSISTANCE				$15,000.00
TOTAL				$15,000.00
129410 - National Merit				
SCHOLARSHIPS AND OTHER ASSISTANCE				$450,000.00
TOTAL				$450,000.00
129420 - Cowboy Covenant				
SCHOLARSHIPS AND OTHER ASSISTANCE				$2,025,000.00
TOTAL				$2,025,000.00
129425 - Trademark Royalty				
SCHOLARSHIPS AND OTHER ASSISTANCE				$350,000.00
TOTAL				$350,000.00
129430 - Retention Gap Funding				
SCHOLARSHIPS AND OTHER ASSISTANCE				$1,000,000.00
TOTAL				$1,000,000.00
129431 - Pete's Pledge Awards				
SCHOLARSHIPS AND OTHER ASSISTANCE				$2,000,000.00
TOTAL				$2,000,000.00
129432 - OSU-Tulsa Scholarships				
SCHOLARSHIPS AND OTHER ASSISTANCE				$100,000.00
TOTAL				$100,000.00
TOTAL 3410 - Scholarships				$6,359,000.00

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INSTITUTION NUMBER: 1 INSTITUTION NAME: Oklahoma State - General University PRESIDENT: DR. JIM HESS

POSITION TITLE	POSITION NUMBER	FUNDING PERCENT	POSITION PROPOSED BUDGET AMOUNT	FY 2025-2026 PROPOSED ACCOUNT BUDGET AMOUNT
ACTIVITY: 18 - Scholarship and Fellowship , continued				
FUNCTION: 3415 - Fellowships				
129140 - Top Tier Fellowships				
OTHER SALARIES AND WAGES			$972,547.00	
TOTAL PERSONNEL SERVICES				$972,547.00
TOTAL				$972,547.00
TOTAL 3415 - Fellowships				$972,547.00
FUNCTION: 3420 - Resident Tuition Waivers				
102910 - Fee Waivers-Fac/Stf				
RESIDENT TUITION WAIVERS				$363,000.00
TOTAL				$363,000.00
102915 - Dependent Waivers				
RESIDENT TUITION WAIVERS				$1,384,000.00
NON-RESIDENT TUITION WAIVERS				$28,000.00
TOTAL				$1,412,000.00
102920 - Military Waivers				
NON-RESIDENT TUITION WAIVERS				$650,000.00
TOTAL				$650,000.00
102940 - Graduate Fee Waivers				
RESIDENT TUITION WAIVERS				$2,048,000.00
NON-RESIDENT TUITION WAIVERS				$20,317,000.00
TOTAL				$22,365,000.00
102970 - Athletic Fee Waivers				
RESIDENT TUITION WAIVERS				$338,000.00
NON-RESIDENT TUITION WAIVERS				$2,711,000.00
TOTAL				$3,049,000.00

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INSTITUTION NUMBER: 1 INSTITUTION NAME: Oklahoma State - General University PRESIDENT: DR. JIM HESS

POSITION TITLE	POSITION NUMBER	FUNDING PERCENT	POSITION PROPOSED BUDGET AMOUNT	FY 2025-2026 PROPOSED ACCOUNT BUDGET AMOUNT
ACTIVITY: 18 - Scholarship and Fellowship , continued				
FUNCTION: 3420 - Resident Tuition Waivers , continued				
102990 - Undergrad Fee Waiver				
RESIDENT TUITION WAIVERS				$20,941,115.00
NON-RESIDENT TUITION WAIVERS				$50,217,000.00
TOTAL				$71,158,115.00
TOTAL 3420 - Resident Tuition Waivers				$98,997,115.00
TOTAL 18 - Scholarship and Fellowship				$106,328,662.00
TOTAL PRIMARY BUDGET EXPENDITURES				$612,335,223.00

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EXPENDITURES BY ACTIVITY/FUNCTION, DEPARTMENT, POSITION AND OBJECT

INSTITUTION NUMBER: 2 INSTITUTION NAME: Agricultural Experiment Station PRESIDENT: DR. JIM HESS

POSITION TITLE	POSITION NUMBER	FUNDING PERCENT	POSITION PROPOSED BUDGET AMOUNT	FY 2025-2026 PROPOSED ACCOUNT BUDGET AMOUNT
ACTIVITY: 12 - Research				
FUNCTION: 2542 - Individual and Project Research				
150100 - Oaes Administrative				
Prof/Director	BF9501	14.23000	$27,960.75	
Aso VP/Prof OAES	BF9661	80.00000	$204,014.40	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$-0.15	
FRINGE BENEFITS			$87,380.00	
TOTAL PERSONNEL SERVICES				$319,355.00
TOTAL				$319,355.00
150107 - S-065 Multistate Research				
Aso VP/Prof OAES	BF9661	10.00000	$25,501.80	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.20	
FRINGE BENEFITS			$9,747.00	
TOTAL PERSONNEL SERVICES				$35,249.00
TOTAL				$35,249.00
150108 - Vp Administration				
DASNR VP/Dean/Dir	112100	37.50000	$156,195.00	
Coor Event	BS9591	30.00000	$15,388.20	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$-0.20	
FRINGE BENEFITS			$85,734.00	
TOTAL PERSONNEL SERVICES				$257,317.00
TOTAL				$257,317.00
150113 - Integrated Digital Strategy				
OTHER SALARIES AND WAGES			$7,800.00	
FRINGE BENEFITS			$734.00	
TOTAL PERSONNEL SERVICES				$8,534.00
TOTAL				$8,534.00

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INSTITUTION NUMBER: 2 INSTITUTION NAME: Agricultural Experiment Station PRESIDENT: DR. JIM HESS

POSITION TITLE	POSITION NUMBER	FUNDING PERCENT	POSITION PROPOSED BUDGET AMOUNT	FY 2025-2026 PROPOSED ACCOUNT BUDGET AMOUNT
ACTIVITY: 12 - Research , continued				
FUNCTION: 2542 - Individual and Project Research , continued				
150121 - AVP Facilities				
OTHER SALARIES AND WAGES			$2,597.00	
FRINGE BENEFITS			$216.00	
TOTAL PERSONNEL SERVICES				$2,813.00
TOTAL				$2,813.00
150192 - Ag Research Admin				
Ast Ext Spclt	CF9998	50.00000	$33,175.50	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.50	
FRINGE BENEFITS			$10,626.00	
TOTAL PERSONNEL SERVICES				$43,802.00
TOTAL				$43,802.00
150193 - Non Allocated Dept Funded				
Rsrch Scientist Bioi	535169	19.00000	$19,995.60	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.40	
FRINGE BENEFITS			$7,642.00	
TOTAL PERSONNEL SERVICES				$27,638.00
TOTAL				$27,638.00
150194 - Staff Block				
Ast VP/Sr Fin Ofcr	120171	35.00000	$51,697.10	
Dir DASNR HR	330677	11.25000	$13,864.52	
Dir Spons Pgm	330887	77.00000	$78,222.57	
Prof/AVP DASNR Facil	BF9627	50.00000	$120,197.00	
Sr Dir Ag IT	330403	12.00000	$12,962.75	
Proj Mgr Constructn	533829	50.00000	$41,080.50	
Acct I	BS9535	60.00000	$27,000.00	
Mgr IT	BS9541	25.50000	$16,575.00	
Mgr IT	BS9557	25.00000	$17,172.50	
Acct I	BS9561	60.00000	$24,000.00	
Acct II	BS9564	60.00000	$33,959.10	
Coor Bus Ops	BS9568	20.00000	$9,638.72	

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INSTITUTION NUMBER: 2 INSTITUTION NAME: Agricultural Experiment Station PRESIDENT: DR. JIM HESS

ACTIVITY: 12 - Research , continued
FUNCTION: 2542 - Individual and Project Research , continued
150194 - Staff Block , continued

POSITION TITLE	POSITION NUMBER	FUNDING PERCENT	POSITION PROPOSED BUDGET AMOUNT	FY 2025-2026 PROPOSED ACCOUNT BUDGET AMOUNT
Spclt Comp II	BS9582	47.50000	$20,738.41	
Spclt Comm	BS9585	35.00000	$14,403.83	
Exec Admin Aso	BS9587	33.30000	$17,170.48	
Sr Dir Ag Affairs	BS9599	44.26000	$47,875.16	
Sys Analyst	BS9600	20.00000	$12,710.00	
Mgr Facil Svc	BS9601	40.00000	$32,160.00	
Comp Spclt I	BS9606	25.00000	$8,750.00	
Acct I	BS9609	60.00000	$24,000.00	
Acct I	BS9612	60.00000	$27,000.00	
Acct I	BS9619	10.00000	$3,977.60	
Acct III	BS9620	60.00000	$36,092.70	
Mgr Facil Svc	BS9621	90.00000	$73,800.00	
Spclt Spons Pgm I	BS9640	77.00000	$36,190.00	
Ast Dir Spons Pgm	BS9664	77.00000	$67,649.89	
Spclt Spons Pgm I	BS9695	77.00000	$38,500.00	
Exec Admin Aso	BS9707	100.00000	$56,175.00	
Ast Dir Spons Pgm	BS9711	77.00000	$57,750.00	
Acct II	BS9712	60.00000	$28,545.60	
Spclt Comp II	BS9716	50.00000	$20,828.00	
Spclt Spons Pgm II	BS9731	77.00000	$41,047.55	
Spclt Spons Pgm I	BS9746	77.00000	$36,786.75	
Spclt Comm	BS9754	50.00000	$19,999.20	
Acct IV/Dir	BS9772	100.00000	$88,907.24	
Acct III	BS9774	60.00000	$36,290.89	
Exec Admin Aso	BS9775	33.00000	$20,270.25	
Web Des	BS9777	50.00000	$24,169.00	
Web Des	BS9782	50.00000	$24,895.50	
Spclt Comm	BS9783	50.00000	$22,245.60	
Spclt Comp II	BS9801	34.40000	$17,917.58	
Acct III	BS9804	60.00000	$39,436.43	
Sr Dir Integ Dig Str	BS9923	50.00000	$85,229.00	
Coor Bus Ops	CS9757	20.00000	$11,970.00	
Aso Dir Integ Dig St	CS9880	50.00000	$41,332.00	
Spclt Comm	CS9901	50.00000	$22,517.15	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$-0.57	
Spclt Tech Supp	531367	29.00000	$13,820.82	
Admin Supp Ast Sr	631311	77.00000	$26,287.03	
Spclt Acctg	631797	60.00000	$18,528.72	

OKLAHOMA STATE REGENTS FOR HIGHER EDUCATION
EDUCATIONAL AND GENERAL BUDGET PART I
FISCAL YEAR 2025-2026
SCHEDULE E
EXPENDITURES BY ACTIVITY/FUNCTION, DEPARTMENT, POSITION AND OBJECT

INSTITUTION NUMBER: 2 INSTITUTION NAME: Agricultural Experiment Station PRESIDENT: DR. JIM HESS

POSITION TITLE	POSITION NUMBER	FUNDING PERCENT	POSITION PROPOSED BUDGET AMOUNT	FY 2025-2026 PROPOSED ACCOUNT BUDGET AMOUNT
ACTIVITY: 12 - Research , continued				
FUNCTION: 2542 - Individual and Project Research , continued				
150194 - Staff Block , continued				
Spclt Acctg	632187	60.00000	$26,964.60	
Spclt Acctg Sr	632743	60.00000	$23,139.36	
Spclt Acctg Sr	633480	77.00000	$30,267.16	
Spclt Tech Supp	633486	40.00000	$17,635.20	
Spclt Acctg	637784	60.00000	$27,151.80	
Acct I	BS9550	60.00000	$23,490.00	
Acct I	BS9551	60.00000	$26,935.20	
Acct I	BS9552	60.00000	$25,218.84	
Spclt Spons Pgm I	BS9555	77.00000	$32,460.27	
Spclt Acctg	BS9560	60.00000	$21,000.00	
Spclt Acctg	BS9562	24.00000	$8,400.00	
Acct I	BS9565	80.00000	$33,725.76	
Spclt Acctg	BS9593	60.00000	$22,114.56	
Spclt Acctg Sr	BS9607	60.00000	$24,642.36	
Spclt Bus Ops	BS9649	20.00000	$8,222.44	
Spclt Acctg Sr	BS9739	60.00000	$25,620.00	
Spclt Acctg Sr	BS9864	60.00000	$26,255.40	
Spclt Acctg	BS9868	77.00000	$27,485.92	
Spclt Acctg	BS9878	60.00000	$24,311.04	
Spclt Acctg	BS9887	60.00000	$22,464.00	
Spclt Acctg Sr	BS9924	60.00000	$24,935.04	
Spclt Acctg	BS9948	60.00000	$16,043.04	
Spclt Acctg	BS9995	60.00000	$24,423.36	
PROJECTED SALARY SAVINGS-- OTHER SALARIES AND WAGES			$0.08	
FRINGE BENEFITS			$842,843.00	
TOTAL PERSONNEL SERVICES				$3,048,085.00
TOTAL				$3,048,085.00
150294 - Agco Block				
Dir Comm Svc	330678	43.03000	$61,129.85	
Coor Comm	530218	43.03000	$26,096.40	
Mgr Video Prod	530887	43.03000	$28,644.64	
Spclt Comm	531251	43.03000	$24,376.50	
Coor Comm	BS9553	43.03000	$22,805.90	
Coor Comm	BS9558	50.00000	$25,000.00	
Comm Mgr Sr	BS9735	33.30000	$26,926.38	

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EDUCATIONAL AND GENERAL BUDGET PART I
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SCHEDULE E
EXPENDITURES BY ACTIVITY/FUNCTION, DEPARTMENT, POSITION AND OBJECT

INSTITUTION NUMBER: 2 INSTITUTION NAME: Agricultural Experiment Station PRESIDENT: DR. JIM HESS

POSITION TITLE	POSITION NUMBER	FUNDING PERCENT	POSITION PROPOSED BUDGET AMOUNT	FY 2025-2026 PROPOSED ACCOUNT BUDGET AMOUNT
ACTIVITY: 12 - Research , continued				
FUNCTION: 2542 - Individual and Project Research , continued				
150294 - Agco Block , continued				
Coor Comm	BS9743	43.03000	$24,186.30	
Coor Comm	BS9756	43.03000	$20,136.04	
Coor Mktg	BS9757	43.03000	$19,363.50	
Coor Mktg	BS9760	43.03000	$17,211.31	
Mgr Comm Svc	BS9763	43.03000	$27,709.60	
Mgr Comm Svc	BS9764	43.03000	$29,562.90	
Aso Dir Ag Comm	BS9765	43.03000	$38,133.55	
Spclt Comm	BS9789	43.03000	$18,714.95	
TV Prodcr/Dir	BS9790	43.03000	$20,958.62	
TV Prodcr/Dir	BS9792	43.03000	$20,647.95	
Spclt Comm Sr	BS9906	43.03000	$25,217.73	
Multimedia Prodcr	CS9749	43.03000	$18,168.99	
Video Editor	CS9753	43.03000	$17,282.91	
Multimedia Prodcr	CS9875	43.03000	$17,211.31	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$-0.33	
Admin Ast	BS9882	43.03000	$13,425.36	
PROJECTED SALARY SAVINGS-- OTHER SALARIES AND WAGES			$-0.36	
FRINGE BENEFITS			$207,500.00	
TOTAL PERSONNEL SERVICES				$750,410.00
TOTAL				$750,410.00
150300 - Fapc Admin				
Prof/Enwd Pf	210493	11.82000	$22,275.00	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.00	
FRINGE BENEFITS			$7,135.00	
TOTAL PERSONNEL SERVICES				$29,410.00
TOTAL				$29,410.00
150310 - Gra-Fapc				
OTHER SALARIES AND WAGES			$54,004.00	
FRINGE BENEFITS			$508.00	
TOTAL PERSONNEL SERVICES				$54,512.00
TOTAL				$54,512.00

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POSITION TITLE	POSITION NUMBER	FUNDING PERCENT	POSITION PROPOSED BUDGET AMOUNT	FY 2025-2026 PROPOSED ACCOUNT BUDGET AMOUNT
ACTIVITY: 12 - Research , continued				
FUNCTION: 2542 - Individual and Project Research , continued				
150394 - Staff Block				
Mgr Comm Svc	BS9537	77.00000	$53,900.00	
Mgr Pgm	BS9539	77.00000	$60,830.00	
Admin Aso	BS9547	77.00000	$43,875.47	
Admin Supp Superviso	BS9549	77.00000	$32,340.00	
Mgr, Meat Tech Pgms	BS9567	77.00000	$83,545.00	
Pgm Mgr	BS9654	14.42000	$10,777.34	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.19	
Admin Supp Spclt I	631746	77.00000	$33,539.58	
PROJECTED SALARY SAVINGS-- OTHER SALARIES AND WAGES			$0.42	
FRINGE BENEFITS			$191,610.00	
TOTAL PERSONNEL SERVICES				$510,418.00
TOTAL				$510,418.00
150502 - ODAFF Funding FRSU-Restricted				
Statn Supt Sr	330317	50.00000	$37,491.00	
Statn Supt Sr	330878	29.85000	$24,554.00	
Statn Supt	331876	50.00000	$30,250.00	
Statn Supt Sr	331887	100.00000	$86,286.00	
Statn Supt Sr	331890	50.00000	$41,597.00	
Coor Controlled Envi	530387	35.53000	$24,267.00	
Statn Supt	531727	30.18000	$19,498.00	
Statn Supt	533893	50.00000	$29,978.00	
Statn Supt Sr	534915	50.00000	$35,215.00	
Sr Field Supv	631111	39.55000	$16,928.00	
Field Ast Equip Opr	633545	59.46000	$21,621.00	
Ag Tech III	637153	31.08000	$13,337.00	
Prof/Sr Director	BF9606	35.00000	$62,709.15	
Ast Statn Supt	BS9819	29.85000	$15,882.00	
Agriculturalist	BS9821	100.00000	$51,357.00	
Ast Statn Supt	BS9823	50.00000	$24,555.00	
Ast Statn Supt	BS9824	50.00000	$24,688.50	
Ast Statn Supt	BS9897	50.00000	$28,450.50	
Statn Supt	BS9922	50.00000	$31,272.00	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$-0.15	
Spclt Rsrch	534766	79.38000	$39,979.00	
Field Ast Equip Opr	631482	13.64000	$5,336.00	

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INSTITUTION NUMBER: 2 INSTITUTION NAME: Agricultural Experiment Station PRESIDENT: DR. JIM HESS

POSITION TITLE	POSITION NUMBER	FUNDING PERCENT	POSITION PROPOSED BUDGET AMOUNT	FY 2025-2026 PROPOSED ACCOUNT BUDGET AMOUNT
ACTIVITY: 12 - Research , continued				
FUNCTION: 2542 - Individual and Project Research , continued				
150502 - ODAFF Funding FRSU-Restricted , continued				
Admin Supp Spclt Sr	633379	75.50000	$34,240.00	
Field Supv	633412	59.48000	$22,463.00	
Spclt Equip	633544	60.47000	$27,164.00	
Admin Supp Spclt Sr	633753	62.96000	$23,197.00	
Rsrch Sta Mech Ag	635003	31.88000	$13,956.00	
Farm Hand II	BS9576	23.89000	$8,942.00	
Farm Ranch Hand II	BS9724	84.18000	$59,846.00	
Ast Statn Supt	BS9825	29.85000	$13,456.00	
Farm Ranch Hand II	BS9916	100.00000	$42,576.00	
Field Supv	BS9932	67.30000	$29,435.00	
PROJECTED SALARY SAVINGS-- OTHER SALARIES AND WAGES			$0.00	
FRINGE BENEFITS			$359,474.00	
TOTAL PERSONNEL SERVICES				$1,300,000.00
TOTAL				$1,300,000.00
150503 - ODAFF Funding FAPC-Restricted				
Dept Head/Prof	110123	77.00000	$146,912.92	
Mgr Mktg	331197	77.00000	$55,998.55	
Dir Outrch Pgm	331231	61.60000	$64,944.56	
Mgr Mktg	331790	77.00000	$60,694.49	
Mgr Facil Svc	534677	77.00000	$63,962.70	
Mgr Pgm	BS9573	77.00000	$84,892.50	
Pgm Mgr	BS9654	62.58000	$46,781.28	
Mgr Pgm	BS9655	77.00000	$51,824.85	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.15	
FRINGE BENEFITS			$193,988.00	
TOTAL PERSONNEL SERVICES				$770,000.00
TOTAL				$770,000.00
150600 - Admin General Office				
Prof/Dir Iab/Enwd Ch	210767	9.50000	$19,087.80	
Prof	210870	100.00000	$1,000.00	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.20	
Bldg Maint Mech II	632771	100.00000	$1,000.00	

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INSTITUTION NUMBER: 2 INSTITUTION NAME: Agricultural Experiment Station PRESIDENT: DR. JIM HESS

POSITION TITLE	POSITION NUMBER	FUNDING PERCENT	POSITION PROPOSED BUDGET AMOUNT	FY 2025-2026 PROPOSED ACCOUNT BUDGET AMOUNT
ACTIVITY: 12 - Research , continued				
FUNCTION: 2542 - Individual and Project Research , continued				
150600 - Admin General Office , continued				
Admin Ast	633094	100.00000	$1,000.00	
PROJECTED SALARY SAVINGS-- OTHER SALARIES AND WAGES			$0.00	
FRINGE BENEFITS			$7,198.00	
TOTAL PERSONNEL SERVICES				$29,286.00
TOTAL				$29,286.00
150631 - Gene Silencing				
Prof/Dir Iab/Enwd Ch	210767	42.76000	$85,895.10	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$-0.10	
FRINGE BENEFITS			$27,512.00	
TOTAL PERSONNEL SERVICES				$113,407.00
TOTAL				$113,407.00
150707 - S1089 Grazingland Water Quality				
Prof/Dir OWRC/EPSCoR	210566	23.56000	$45,900.00	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.00	
FRINGE BENEFITS			$14,702.00	
TOTAL PERSONNEL SERVICES				$60,602.00
TOTAL				$60,602.00
150794 - Water Center Staff Block				
Spclt Comm	BS9713	14.00000	$6,720.00	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.00	
Spclt Rsrch Sr	BS9613	53.00000	$34,079.00	
Water Center Pgm Spc	BS9862	32.00000	$7,992.58	
PROJECTED SALARY SAVINGS-- OTHER SALARIES AND WAGES			$0.42	
FRINGE BENEFITS			$18,648.00	
TOTAL PERSONNEL SERVICES				$67,440.00
TOTAL				$67,440.00

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POSITION TITLE	POSITION NUMBER	FUNDING PERCENT	POSITION PROPOSED BUDGET AMOUNT	FY 2025-2026 PROPOSED ACCOUNT BUDGET AMOUNT
ACTIVITY: 12 - Research , continued				
FUNCTION: 2542 - Individual and Project Research , continued				
150821 - OSU Range				
OTHER SALARIES AND WAGES			$17,472.00	
FRINGE BENEFITS			$1,452.00	
TOTAL PERSONNEL SERVICES				$18,924.00
TOTAL				$18,924.00
150825 - Fruitnut Perkins				
OTHER SALARIES AND WAGES			$12,480.00	
FRINGE BENEFITS			$1,037.00	
TOTAL PERSONNEL SERVICES				$13,517.00
TOTAL				$13,517.00
150843 - Klemme Range				
OTHER SALARIES AND WAGES			$14,581.00	
FRINGE BENEFITS			$1,212.00	
TOTAL PERSONNEL SERVICES				$15,793.00
TOTAL				$15,793.00
150845 - Oprec Goodwell				
OTHER SALARIES AND WAGES			$5,000.00	
FRINGE BENEFITS			$416.00	
TOTAL PERSONNEL SERVICES				$5,416.00
TOTAL				$5,416.00
150851 - Wwarec Lane				
OTHER SALARIES AND WAGES			$15,600.00	
FRINGE BENEFITS			$1,296.00	
TOTAL PERSONNEL SERVICES				$16,896.00
TOTAL				$16,896.00

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INSTITUTION NUMBER: 2 INSTITUTION NAME: Agricultural Experiment Station PRESIDENT: DR. JIM HESS

POSITION TITLE	POSITION NUMBER	FUNDING PERCENT	POSITION PROPOSED BUDGET AMOUNT	FY 2025-2026 PROPOSED ACCOUNT BUDGET AMOUNT
ACTIVITY: 12 - Research , continued				
FUNCTION: 2542 - Individual and Project Research , continued				
150852 - Mac Lindley R&D Farm, Valliant				
OTHER SALARIES AND WAGES			$5,000.00	
FRINGE BENEFITS			$416.00	
TOTAL PERSONNEL SERVICES				$5,416.00
TOTAL				$5,416.00
150894 - Frsu Block				
Prof/Sr Director	BF9606	30.00000	$53,750.70	
Statn Supt Sr	330878	20.15000	$16,571.00	
Coor Controlled Envi	530387	14.47000	$9,886.00	
Ast Statn Supt	530497	50.00000	$25,000.00	
Statn Supt	531727	19.82000	$12,804.00	
Ast Statn Supt	BS9538	100.00000	$50,000.00	
Agriculturalist	BS9624	100.00000	$45,000.00	
Ast Statn Supt	BS9818	75.00000	$42,117.00	
Ast Statn Supt	BS9819	20.15000	$10,717.50	
Ast Statn Supt	BS9820	100.00000	$50,000.00	
Ast Statn Supt	BS9825	20.15000	$9,081.00	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$-0.20	
Spclt Rsrch	534766	20.62000	$10,383.00	
Sr Field Supv	631111	60.45000	$25,875.00	
Field Ast Equip Opr	631482	86.36000	$33,771.00	
Admin Supp Ast Sr	631587	100.00000	$33,937.00	
Farm Equip Mech	631946	100.00000	$49,460.00	
Admin Supp Spclt Sr	633379	24.50000	$11,110.00	
Field Supv	633412	40.52000	$15,304.00	
Spclt Equip	633544	39.53000	$17,759.00	
Field Ast Equip Opr	633545	40.54000	$14,740.00	
Admin Supp Spclt Sr	633753	37.04000	$13,647.00	
Admin Supp Ast Sr	634019	50.00000	$17,580.00	
Rsrch Sta Mech Ag	635003	68.12000	$29,815.00	
Ag Tech III	637153	68.92000	$29,578.00	
Farm/Ranch Hand	BS9554	100.00000	$30,000.00	
Farm Hand I	BS9575	100.00000	$30,115.00	
Farm Hand II	BS9576	76.11000	$28,481.00	
Bldg Maint Mech II	BS9717	50.55000	$21,587.88	
Farm Ranch Hand II	BS9724	15.82000	$11,243.00	

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POSITION TITLE	POSITION NUMBER	FUNDING PERCENT	POSITION PROPOSED BUDGET AMOUNT	FY 2025-2026 PROPOSED ACCOUNT BUDGET AMOUNT
ACTIVITY: 12 - Research , continued				
FUNCTION: 2542 - Individual and Project Research , continued				
150894 - Frsu Block , continued				
Farm/Ranch Hand	BS9740	100.00000	$30,000.00	
Field Supv	BS9932	32.70000	$14,305.00	
Field Supv	BS9985	100.00000	$43,262.00	
PROJECTED SALARY SAVINGS-- OTHER SALARIES AND WAGES			$0.12	
FRINGE BENEFITS			$319,856.00	
TOTAL PERSONNEL SERVICES				$1,156,736.00
TOTAL				$1,156,736.00
151010 - Special Projects				
OTHER PROFESSIONAL SALARIES			$426,000.00	
OTHER SALARIES AND WAGES			$900,000.00	
FRINGE BENEFITS			$1,221,972.00	
TOTAL PERSONNEL SERVICES				$2,547,972.00
TRAVEL				$450,314.00
UTILITIES				$350,000.00
SUPPLIES AND OTHER OPERATING EXPENSES				$2,105,800.00
PROPERTY FURNITURE AND EQUIPMENT				$750,000.00
TOTAL				$6,204,086.00
151100 - Animal & Food Sci Administrative				
Prof/Head	112166	15.00000	$36,494.10	
Aso Prof	211112	51.12000	$54,313.60	
Assistant Professor	BF9496	30.00000	$26,100.00	
Ast Prof	BF9497	40.00000	$36,000.00	
Prof	BF9528	40.00000	$36,000.00	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.30	
FRINGE BENEFITS			$60,507.00	
TOTAL PERSONNEL SERVICES				$249,415.00
TOTAL				$249,415.00

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POSITION TITLE	POSITION NUMBER	FUNDING PERCENT	POSITION PROPOSED BUDGET AMOUNT	FY 2025-2026 PROPOSED ACCOUNT BUDGET AMOUNT
ACTIVITY: 12 - Research , continued				
FUNCTION: 2542 - Individual and Project Research , continued				
151110 - Growth Performance of Nursery Pigs				
Aso Prof	212171	30.00000	$27,330.60	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.40	
FRINGE BENEFITS			$8,754.00	
TOTAL PERSONNEL SERVICES				$36,085.00
TOTAL				$36,085.00
151112 - OK Grazing Systems				
Professor	211117	32.81000	$39,161.19	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$-0.19	
FRINGE BENEFITS			$12,543.00	
TOTAL PERSONNEL SERVICES				$51,704.00
TOTAL				$51,704.00
151116 - W5177 Improve Beef Shelf-Life				
Professor	210576	11.31000	$15,511.12	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$-0.12	
FRINGE BENEFITS			$4,968.00	
TOTAL PERSONNEL SERVICES				$20,479.00
TOTAL				$20,479.00
151117 - NRSP8 Genomic Capacity				
Aso Prof	210949	35.00000	$41,411.65	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.35	
FRINGE BENEFITS			$13,264.00	
TOTAL PERSONNEL SERVICES				$54,676.00
TOTAL				$54,676.00
151118 - Swine Gut Microbiome				
Aso Prof	211152	25.53000	$26,789.95	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.05	

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ACTIVITY: 12 - Research , continued				
FUNCTION: 2542 - Individual and Project Research , continued				
151118 - Swine Gut Microbiome , continued				
FRINGE BENEFITS			$8,581.00	
TOTAL PERSONNEL SERVICES				$35,371.00
TOTAL				$35,371.00
151120 - NC1202 Enteric Diseases				
Prof	210353	39.33000	$52,748.02	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$-0.02	
FRINGE BENEFITS			$16,895.00	
TOTAL PERSONNEL SERVICES				$69,643.00
TOTAL				$69,643.00
151123 - Chicken Welfare				
Ast Prof	BF9509	12.50000	$10,500.00	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.00	
FRINGE BENEFITS			$3,363.00	
TOTAL PERSONNEL SERVICES				$13,863.00
TOTAL				$13,863.00
151125 - Forage Utilization in Beef Cows				
Professor	214113	16.32000	$24,150.70	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.30	
FRINGE BENEFITS			$7,735.00	
TOTAL PERSONNEL SERVICES				$31,886.00
TOTAL				$31,886.00
151130 - Prenatal Stress Impacts				
Professor	210992	32.76000	$38,489.50	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.50	
FRINGE BENEFITS			$12,328.00	
TOTAL PERSONNEL SERVICES				$50,818.00
TOTAL				$50,818.00

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ACTIVITY: 12 - Research , continued				
FUNCTION: 2542 - Individual and Project Research , continued				
151134 - Foodborne Pathogens				
Prof/Enwd Pf	210120	28.37000	$39,157.20	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$-0.20	
FRINGE BENEFITS			$12,542.00	
TOTAL PERSONNEL SERVICES				$51,699.00
TOTAL				$51,699.00
151137 - Application of Metabolomics				
Prof	210954	25.61000	$37,358.75	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.25	
FRINGE BENEFITS			$11,966.00	
TOTAL PERSONNEL SERVICES				$49,325.00
TOTAL				$49,325.00
151150 - W5171 Improvement of Livestock				
Ast Prof	BF9892	35.00000	$32,661.30	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$-0.30	
FRINGE BENEFITS			$10,461.00	
TOTAL PERSONNEL SERVICES				$43,122.00
TOTAL				$43,122.00
151152 - NC214 Sheep Production				
Ast Prof	BF9891	20.00000	$18,014.20	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$-0.20	
FRINGE BENEFITS			$5,770.00	
TOTAL PERSONNEL SERVICES				$23,784.00
TOTAL				$23,784.00
151162 - Growth Promoting Technologies				
Prof	BF9943	11.66000	$17,300.88	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.12	

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ACTIVITY: 12 - Research , continued				
FUNCTION: 2542 - Individual and Project Research , continued				
151162 - Growth Promoting Technologies , continued				
FRINGE BENEFITS			$5,541.00	
TOTAL PERSONNEL SERVICES				$22,842.00
TOTAL				$22,842.00
151168 - W3010 Beef Production Systems				
Aso Prof	213114	35.00000	$36,105.30	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$-0.30	
FRINGE BENEFITS			$11,565.00	
TOTAL PERSONNEL SERVICES				$47,670.00
TOTAL				$47,670.00
151184 - Equine Reproductive Tract				
Professor	212178	27.50000	$31,641.50	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.50	
FRINGE BENEFITS			$10,135.00	
TOTAL PERSONNEL SERVICES				$41,777.00
TOTAL				$41,777.00
151194 - Animal & Food Sci Block				
Coor Farm Ops	530037	46.00000	$27,296.40	
Coor Pgm	535037	100.00000	$45,000.00	
Herd Mgr Sr	AS8930	14.00000	$7,775.46	
Ast Herd Mgr	BS9566	25.00000	$11,250.00	
Spclt Comp II	BS9630	35.00000	$13,366.22	
Ast Herd Mgr	BS9639	100.00000	$45,000.00	
Ast Herd Mgr	BS9698	100.00000	$45,000.00	
Ast Herd Mgr	BS9701	100.00000	$45,000.00	
Ast Herd Mgr	BS9723	40.00000	$18,000.00	
Herd Mgr Sr	BS9761	100.00000	$48,000.00	
Herd Mgr	BS9770	100.00000	$48,000.00	
Herd Mgr	BS9806	30.00000	$16,590.90	
Herd Mgr Sr	BS9807	10.00000	$4,939.20	

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POSITION TITLE	POSITION NUMBER	FUNDING PERCENT	POSITION PROPOSED BUDGET AMOUNT	FY 2025-2026 PROPOSED ACCOUNT BUDGET AMOUNT
ACTIVITY: 12 - Research , continued				
FUNCTION: 2542 - Individual and Project Research , continued				
151194 - Animal & Food Sci Block , continued				
Mgr Feedmill	BS9809	60.00000	$30,601.80	
Herd Mgr	BS9810	96.19000	$50,443.00	
Admin Aso	BS9811	70.00000	$32,011.00	
Mgr Farm Shop	BS9865	100.00000	$50,045.00	
Herd Mgr Sr	BS9872	95.92000	$51,188.67	
Herd Mgr Sr	BS9918	35.00000	$19,708.50	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$-0.15	
Feedplant Opr	631788	45.00000	$14,546.25	
Spclt Equip	631974	100.00000	$46,117.00	
Admin Supp Ast Sr	632426	10.00000	$3,322.50	
Farm Equip Mech	633214	100.00000	$45,494.00	
Admin Supp Spclt Sr	BS9661	67.00000	$21,510.35	
PROJECTED SALARY SAVINGS-- OTHER SALARIES AND WAGES			$-0.10	
FRINGE BENEFITS			$282,907.00	
TOTAL PERSONNEL SERVICES				$1,023,113.00
TOTAL				$1,023,113.00
151195 - Startup				
OTHER PROFESSIONAL SALARIES			$48,000.00	
OTHER SALARIES AND WAGES			$15,600.00	
FRINGE BENEFITS			$16,670.00	
TOTAL PERSONNEL SERVICES				$80,270.00
TOTAL				$80,270.00
151196 - Gra Allocation				
OTHER SALARIES AND WAGES			$41,400.00	
FRINGE BENEFITS			$3,896.00	
TOTAL PERSONNEL SERVICES				$45,296.00
TOTAL				$45,296.00

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ACTIVITY: 12 - Research , continued				
FUNCTION: 2542 - Individual and Project Research , continued				
151400 - Vmrs Administration				
Ast Prof	AF9177	25.00000	$31,250.00	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.00	
FRINGE BENEFITS			$10,010.00	
TOTAL PERSONNEL SERVICES				$41,260.00
TOTAL				$41,260.00
151444 - Equine Skeleton				
Prof/Oxley Equine Pf 210266		25.00000	$42,500.00	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.00	
FRINGE BENEFITS			$13,613.00	
TOTAL PERSONNEL SERVICES				$56,113.00
TOTAL				$56,113.00
152100 - Pass Administrative				
Prof/Dept Head	112145	15.00000	$31,230.00	
Ast Prof	BF9542	70.00000	$140.00	
Ast Prof	BF9918	75.00000	$69,000.00	
Ast Prof	BF9519	25.00000	$23,500.00	
Ast Prof	BF9938	12.50000	$11,500.00	
Ast Prof	BF9514	7.50000	$6,900.00	
Ast Ext Spclt	CF9992	15.00000	$16,500.00	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.00	
FRINGE BENEFITS			$50,854.00	
TOTAL PERSONNEL SERVICES				$209,624.00
TOTAL				$209,624.00
152102 - Water Use Efficiency				
Ast Prof	BF9537	12.50000	$11,632.50	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.50	
FRINGE BENEFITS			$3,726.00	
TOTAL PERSONNEL SERVICES				$15,359.00
TOTAL				$15,359.00

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ACTIVITY: 12 - Research , continued				
FUNCTION: 2542 - Individual and Project Research , continued				
152105 - Oklahoma Wheat				
Rgts Prof/Enwd Pf	212160	42.90000	$68,968.80	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.20	
FRINGE BENEFITS			$22,091.00	
TOTAL PERSONNEL SERVICES				$91,060.00
TOTAL				$91,060.00
152106 - Nutrient Mgmt Grain Rotations				
Aso Prof	BF9600	35.15000	$42,000.00	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.00	
FRINGE BENEFITS			$5,279.00	
TOTAL PERSONNEL SERVICES				$47,279.00
TOTAL				$47,279.00
152107 - Weed Mgmt Small Grain				
Ast Prof	BF9543	7.50000	$6,900.00	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.00	
FRINGE BENEFITS			$2,210.00	
TOTAL PERSONNEL SERVICES				$9,110.00
TOTAL				$9,110.00
152108 - Wheat Production Systems				
Ast Prof	214112	12.50000	$12,759.62	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.38	
FRINGE BENEFITS			$4,087.00	
TOTAL PERSONNEL SERVICES				$16,847.00
TOTAL				$16,847.00
152111 - Medicago Plant Growth				
OTHER PROFESSIONAL SALARIES			$50,940.00	
FRINGE BENEFITS			$16,316.00	
TOTAL PERSONNEL SERVICES				$67,256.00
TOTAL				$67,256.00

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152123 - NC1195 Enhancing Nitrogen				
Prof/Enwd Pf	210812	6.90000	$8,563.95	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.05	
FRINGE BENEFITS			$2,743.00	
TOTAL PERSONNEL SERVICES				$11,307.00
TOTAL				$11,307.00
152125 - Integrating a Cropping Systems				
Aso Prof	210519	12.50000	$12,519.88	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.12	
FRINGE BENEFITS			$4,010.00	
TOTAL PERSONNEL SERVICES				$16,530.00
TOTAL				$16,530.00
152141 - S1069 UAS Applications Ag/Natl Re				
Aso Prof	211141	37.50000	$37,386.75	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.25	
FRINGE BENEFITS			$11,975.00	
TOTAL PERSONNEL SERVICES				$49,362.00
TOTAL				$49,362.00
152193 - Non Allocated Dept Funded				
Rsrch Aso	BF9535	100.00000	$60,000.00	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.00	
FRINGE BENEFITS			$19,218.00	
TOTAL PERSONNEL SERVICES				$79,218.00
TOTAL				$79,218.00
152194 - Pass Block				
Coor Lab	534298	25.00000	$14,497.75	
Spclt Rsrch Sr II	BS9540	100.00000	$30,000.00	
Agriculturalist Sr	BS9583	50.00000	$25,784.00	
Coor Acad Pgm	BS9846	50.00000	$24,485.00	

OKLAHOMA STATE REGENTS FOR HIGHER EDUCATION
EDUCATIONAL AND GENERAL BUDGET PART I
FISCAL YEAR 2025-2026
SCHEDULE E
EXPENDITURES BY ACTIVITY/FUNCTION, DEPARTMENT, POSITION AND OBJECT

INSTITUTION NUMBER: 2 INSTITUTION NAME: Agricultural Experiment Station PRESIDENT: DR. JIM HESS

POSITION TITLE	POSITION NUMBER	FUNDING PERCENT	POSITION PROPOSED BUDGET AMOUNT	FY 2025-2026 PROPOSED ACCOUNT BUDGET AMOUNT
ACTIVITY: 12 - Research , continued				
FUNCTION: 2542 - Individual and Project Research , continued				
152194 - Pass Block , continued				
Agriculturalist Sr	BS9847	42.50000	$21,705.60	
Spclt Rsrch Sr	BS9850	85.00000	$39,795.30	
Spclt Rsrch Sr II	BS9851	91.00000	$45,508.10	
Spclt Rsrch Sr	BS9852	100.00000	$45,000.00	
Agriculturalist Sr	BS9854	85.00000	$40,709.90	
Admin Aso	BS9855	23.73000	$12,909.12	
Agriculturalist Sr	BS9857	85.00000	$46,410.00	
Agriculturalist Sr	BS9858	100.00000	$51,568.00	
Agriculturalist Sr	BS9860	85.00000	$38,255.95	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.28	
Admin Supp Spclt Sr	BS9604	100.00000	$33,335.20	
Admin Supp Spclt Sr	BS9870	100.00000	$34,745.68	
PROJECTED SALARY SAVINGS-- OTHER SALARIES AND WAGES			$0.12	
FRINGE BENEFITS			$192,900.00	
TOTAL PERSONNEL SERVICES				$697,610.00
TOTAL				$697,610.00
152195 - Startup				
OTHER SALARIES AND WAGES			$21,921.00	
FRINGE BENEFITS			$2,063.00	
TOTAL PERSONNEL SERVICES				$23,984.00
TOTAL				$23,984.00
152196 - Gra Allocation				
OTHER SALARIES AND WAGES			$82,812.00	
FRINGE BENEFITS			$7,793.00	
TOTAL PERSONNEL SERVICES				$90,605.00
TOTAL				$90,605.00
152208 - Winter Wheat Variety				
Rgts Prof/Enwd Ch	213136	47.19000	$84,126.50	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.50	

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POSITION TITLE	POSITION NUMBER	FUNDING PERCENT	POSITION PROPOSED BUDGET AMOUNT	FY 2025-2026 PROPOSED ACCOUNT BUDGET AMOUNT
ACTIVITY: 12 - Research , continued				
FUNCTION: 2542 - Individual and Project Research , continued				
152208 - Winter Wheat Variety , continued				
FRINGE BENEFITS			$26,946.00	
TOTAL PERSONNEL SERVICES				$111,073.00
TOTAL				$111,073.00
152234 - W5188 Environmental Physics				
Rgts Prof	210813	37.03000	$49,870.40	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$-0.40	
FRINGE BENEFITS			$15,973.00	
TOTAL PERSONNEL SERVICES				$65,843.00
TOTAL				$65,843.00
152235 - Soil Health and Sustainability				
Prof/Santl Warth Pf	210122	37.51000	$45,177.20	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$-0.20	
FRINGE BENEFITS			$14,470.00	
TOTAL PERSONNEL SERVICES				$59,647.00
TOTAL				$59,647.00
152238 - Grass Breeding				
Regents Professor	212163	42.36000	$54,239.85	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.15	
FRINGE BENEFITS			$17,373.00	
TOTAL PERSONNEL SERVICES				$71,613.00
TOTAL				$71,613.00
152240 - Full Utilization of Medicago				
Rsch Prof	BF965O	50.00000	$500.00	
OTHER PROFESSIONAL SALARIES			$40,282.00	
FRINGE BENEFITS			$13,062.00	
TOTAL PERSONNEL SERVICES				$53,844.00
TOTAL				$53,844.00

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ACTIVITY: 12 - Research , continued				
FUNCTION: 2542 - Individual and Project Research , continued				
152300 - Nrem Admin				
Dept Head/Prof	112188	15.00000	$31,625.00	
Ast Prof	BF9517	25.00000	$22,500.00	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.00	
FRINGE BENEFITS			$17,336.00	
TOTAL PERSONNEL SERVICES				$71,461.00
TOTAL				$71,461.00
152304 - Pyric Herbivory				
Rgts Prof/Enwd Ch	213130	37.10000	$51,244.80	
Sr Ext Spclt	221051	16.50000	$15,290.39	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$-0.19	
FRINGE BENEFITS			$21,311.00	
TOTAL PERSONNEL SERVICES				$87,846.00
TOTAL				$87,846.00
152311 - Fire Regimes Impact on Ecosystem				
Ast Prof	BF9867	20.00000	$17,331.20	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$-0.20	
FRINGE BENEFITS			$5,551.00	
TOTAL PERSONNEL SERVICES				$22,882.00
TOTAL				$22,882.00
152320 - Oklahoma Forests				
Ast Prof	214172	37.00000	$32,517.45	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$-0.45	
FRINGE BENEFITS			$10,415.00	
TOTAL PERSONNEL SERVICES				$42,932.00
TOTAL				$42,932.00

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POSITION TITLE	POSITION NUMBER	FUNDING PERCENT	POSITION PROPOSED BUDGET AMOUNT	FY 2025-2026 PROPOSED ACCOUNT BUDGET AMOUNT
ACTIVITY: 12 - Research , continued				
FUNCTION: 2542 - Individual and Project Research , continued				
152322 - Demographic Parameters in Forest				
Ast Prof	BF9899	37.50000	$33,837.38	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$-0.38	
FRINGE BENEFITS			$10,838.00	
TOTAL PERSONNEL SERVICES				$44,675.00
TOTAL				$44,675.00
152331 - Forest Restoration Projects				
Ast Prof	BF9518	35.00000	$30,450.00	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.00	
FRINGE BENEFITS			$9,753.00	
TOTAL PERSONNEL SERVICES				$40,203.00
TOTAL				$40,203.00
152354 - Black Bears				
Aso Prof	210917	20.00000	$20,444.60	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.40	
FRINGE BENEFITS			$6,548.00	
TOTAL PERSONNEL SERVICES				$26,993.00
TOTAL				$26,993.00
152355 - Native Oklahoma Birds				
Aso Prof	213238	20.00000	$18,271.00	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.00	
FRINGE BENEFITS			$5,852.00	
TOTAL PERSONNEL SERVICES				$24,123.00
TOTAL				$24,123.00
152365 - Freshwater Fish Harvest				
Prof	213240	9.00000	$9,212.31	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$-0.31	

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POSITION TITLE	POSITION NUMBER	FUNDING PERCENT	POSITION PROPOSED BUDGET AMOUNT	FY 2025-2026 PROPOSED ACCOUNT BUDGET AMOUNT
ACTIVITY: 12 - Research , continued				
FUNCTION: 2542 - Individual and Project Research , continued				
152365 - Freshwater Fish Harvest , continued				
FRINGE BENEFITS			$2,951.00	
TOTAL PERSONNEL SERVICES				$12,163.00
TOTAL				$12,163.00
152368 - Biodiversity in Grasslands				
Prof/Enwd Ch	213253	13.56000	$17,814.12	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$-0.12	
FRINGE BENEFITS			$5,706.00	
TOTAL PERSONNEL SERVICES				$23,520.00
TOTAL				$23,520.00
152378 - North American Birds				
Prof	212192	37.50000	$43,391.63	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.37	
FRINGE BENEFITS			$13,898.00	
TOTAL PERSONNEL SERVICES				$57,290.00
TOTAL				$57,290.00
152380 - Cross Timbers Water				
Prof	210818	37.50000	$41,766.75	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.25	
FRINGE BENEFITS			$13,378.00	
TOTAL PERSONNEL SERVICES				$55,145.00
TOTAL				$55,145.00
152383 - Predicting Forest Dynamics				
Ast Prof	BF9919	30.00000	$27,046.80	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.20	
OTHER SALARIES AND WAGES			$39,008.00	
FRINGE BENEFITS			$12,334.00	
TOTAL PERSONNEL SERVICES				$78,389.00
TOTAL				$78,389.00

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152394 - Nrem Block				
Ast Statn Supt	BS9818	25.00000	$14,039.00	
Admin Aso	BS9839	75.47000	$43,005.07	
Spclt Rsrch Sr	BS9843	100.00000	$50,000.00	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$-0.07	
Admin Ast	BS9559	90.00000	$43,205.76	
Admin Supp Ast Sr	BS9602	90.00000	$25,061.40	
Admin Supp Spclt Sr	BS9745	50.00000	$21,840.00	
PROJECTED SALARY SAVINGS-- OTHER SALARIES AND WAGES			$-0.16	
FRINGE BENEFITS			$75,351.00	
TOTAL PERSONNEL SERVICES				$272,502.00
TOTAL				$272,502.00
152395 - Startup				
OTHER SALARIES AND WAGES			$21,460.00	
FRINGE BENEFITS			$2,003.00	
TOTAL PERSONNEL SERVICES				$23,463.00
TOTAL				$23,463.00
152396 - Gra Allocation				
OTHER SALARIES AND WAGES			$60,014.00	
FRINGE BENEFITS			$5,647.00	
TOTAL PERSONNEL SERVICES				$65,661.00
TOTAL				$65,661.00
152400 - Hort Admin				
Prof/Head	112197	17.44000	$37,521.97	
Ast Prof	BF9488	90.00000	$85,500.00	
Ast Prof	BF9516	25.00000	$23,000.00	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.03	
FRINGE BENEFITS			$46,771.00	
TOTAL PERSONNEL SERVICES				$192,793.00
TOTAL				$192,793.00

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POSITION TITLE	POSITION NUMBER	FUNDING PERCENT	POSITION PROPOSED BUDGET AMOUNT	FY 2025-2026 PROPOSED ACCOUNT BUDGET AMOUNT
ACTIVITY: 12 - Research , continued				
FUNCTION: 2542 - Individual and Project Research , continued				
152404 - Evaluating Warm/Cool Season Veg Cro				
Ast Prof	BF9549	12.50000	$11,250.00	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.00	
FRINGE BENEFITS			$3,603.00	
TOTAL PERSONNEL SERVICES				$14,853.00
TOTAL				$14,853.00
152405 - Digital Humanities & American Park				
Aso Prof	210277	10.00000	$10,785.90	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.10	
FRINGE BENEFITS			$3,455.00	
TOTAL PERSONNEL SERVICES				$14,241.00
TOTAL				$14,241.00
152406 - Nutritional Quality Local Corps				
Ast Prof	BF9548	10.00000	$9,000.00	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.00	
FRINGE BENEFITS			$2,883.00	
TOTAL PERSONNEL SERVICES				$11,883.00
TOTAL				$11,883.00
152407 - Specialty Crops				
Prof	215123	42.50000	$51,232.90	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.10	
FRINGE BENEFITS			$16,410.00	
TOTAL PERSONNEL SERVICES				$67,643.00
TOTAL				$67,643.00
152409 - Pecan Production				
Ast Prof	BF9944	34.66000	$34,303.88	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.12	

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ACTIVITY: 12 - Research , continued				
FUNCTION: 2542 - Individual and Project Research , continued				
152409 - Pecan Production , continued				
FRINGE BENEFITS			$10,988.00	
TOTAL PERSONNEL SERVICES				$45,292.00
TOTAL				$45,292.00
152426 - Turf in Shade				
Aso Prof	211543	32.50000	$34,215.68	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.32	
FRINGE BENEFITS			$10,959.00	
TOTAL PERSONNEL SERVICES				$45,175.00
TOTAL				$45,175.00
152441 - Turf-Type Plant Culture				
Prof	219061	7.07000	$9,176.85	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.15	
FRINGE BENEFITS			$2,939.00	
TOTAL PERSONNEL SERVICES				$12,116.00
TOTAL				$12,116.00
152445 - Promoting Food Safety				
Prof/Enwd Pf	210127	15.00000	$16,470.15	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$-0.15	
FRINGE BENEFITS			$5,275.00	
TOTAL PERSONNEL SERVICES				$21,745.00
TOTAL				$21,745.00
152448 - Food Crop Production				
Prof	210001	20.00000	$22,690.20	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$-0.20	
FRINGE BENEFITS			$7,268.00	
TOTAL PERSONNEL SERVICES				$29,958.00
TOTAL				$29,958.00

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ACTIVITY: 12 - Research , continued				
FUNCTION: 2542 - Individual and Project Research , continued				
152455 - Bermudagrasses for Putting Greens				
Ast Prof	BF9637	35.00000	$31,833.90	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.10	
OTHER SALARIES AND WAGES			$7,280.00	
FRINGE BENEFITS			$10,801.00	
TOTAL PERSONNEL SERVICES				$49,915.00
TOTAL				$49,915.00
152494 - Hort Block				
Ext Aso	BS9656	50.00000	$24,776.65	
Admin Aso	BS9741	100.00000	$45,000.00	
Ext Aso	BS9758	50.00000	$27,918.67	
Spclt Rsrch Sr	BS9836	49.00000	$22,050.00	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$-0.32	
Admin Supp Spclt II	BS9658	50.00000	$19,314.00	
Admin Supp Spclt Sr	BS9728	68.00000	$28,085.53	
Ext Ast	BS9752	100.00000	$39,165.60	
PROJECTED SALARY SAVINGS-- OTHER SALARIES AND WAGES			$-0.13	
FRINGE BENEFITS			$78,852.00	
TOTAL PERSONNEL SERVICES				$285,162.00
TOTAL				$285,162.00
152495 - Startup				
OTHER SALARIES AND WAGES			$91,620.00	
FRINGE BENEFITS			$8,621.00	
TOTAL PERSONNEL SERVICES				$100,241.00
TOTAL				$100,241.00
152496 - Gra Allocation				
OTHER SALARIES AND WAGES			$46,800.00	
FRINGE BENEFITS			$4,404.00	
TOTAL PERSONNEL SERVICES				$51,204.00
TOTAL				$51,204.00

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ACTIVITY: 12 - Research , continued				
FUNCTION: 2542 - Individual and Project Research , continued				
153101 - Statistical Consult				
Prof	214253	25.00000	$26,401.50	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$-0.50	
FRINGE BENEFITS			$8,456.00	
TOTAL PERSONNEL SERVICES				$34,857.00
TOTAL				$34,857.00
153200 - Biochem Admin				
Prof/Head	112104	30.00000	$64,492.11	
Ast Prof	BF9499	90.00000	$100,800.00	
OTHER PROFESSIONAL SALARIES			$45,499.89	
OTHER SALARIES AND WAGES			$10,000.00	
FRINGE BENEFITS			$71,339.00	
TOTAL PERSONNEL SERVICES				$292,131.00
TOTAL				$292,131.00
153201 - Nonhost Disease Resistance				
Professor	BF9602	45.00000	$64,149.75	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.25	
FRINGE BENEFITS			$20,547.00	
TOTAL PERSONNEL SERVICES				$84,697.00
TOTAL				$84,697.00
153203 - Phytoestrogens				
Aso Prof	210940	10.00000	$8,834.10	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$-0.10	
FRINGE BENEFITS			$2,830.00	
TOTAL PERSONNEL SERVICES				$11,664.00
TOTAL				$11,664.00

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ACTIVITY: 12 - Research , continued				
FUNCTION: 2542 - Individual and Project Research , continued				
153208 - The Role of Epitranscriptome				
Rgts Prof	210643	39.58000	$57,615.98	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.02	
FRINGE BENEFITS			$18,454.00	
TOTAL PERSONNEL SERVICES				$76,070.00
TOTAL				$76,070.00
153210 - Animal Immunity				
Professor	210644	42.52000	$57,948.30	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$-0.30	
FRINGE BENEFITS			$18,561.00	
TOTAL PERSONNEL SERVICES				$76,509.00
TOTAL				$76,509.00
153270 - Wastewater Mitigation Strategies				
Aso Prof	210760	12.50000	$10,388.75	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.25	
FRINGE BENEFITS			$3,328.00	
TOTAL PERSONNEL SERVICES				$13,717.00
TOTAL				$13,717.00
153273 - Action Bioactive Compounds				
Rgts Prof	213160	40.00000	$56,041.60	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.40	
FRINGE BENEFITS			$17,950.00	
TOTAL PERSONNEL SERVICES				$73,992.00
TOTAL				$73,992.00
153277 - Multidrug Resistance				
Professor	211737	7.50000	$7,938.75	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.25	

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ACTIVITY: 12 - Research , continued				
FUNCTION: 2542 - Individual and Project Research , continued				
153277 - Multidrug Resistance , continued				
FRINGE BENEFITS			$2,543.00	
TOTAL PERSONNEL SERVICES				$10,482.00
TOTAL				$10,482.00
153278 - Predicting Winter Wheat				
Aso Prof	211094	42.50000	$55,250.00	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.00	
FRINGE BENEFITS			$17,697.00	
TOTAL PERSONNEL SERVICES				$72,947.00
TOTAL				$72,947.00
153294 - Bicm Block				
Mgr BMB CORE Facilit	BS9802	100.00000	$51,656.00	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.00	
Admin Supp Spclt II	632048	60.00000	$21,948.96	
Admin Supp Ast I	BS9595	100.00000	$30,860.40	
Admin Supp Spclt I	BS9629	100.00000	$33,846.80	
PROJECTED SALARY SAVINGS-- OTHER SALARIES AND WAGES			$-0.16	
FRINGE BENEFITS			$52,863.00	
TOTAL PERSONNEL SERVICES				$191,175.00
TOTAL				$191,175.00
153296 - Gra Allocation				
OTHER SALARIES AND WAGES			$57,300.00	
FRINGE BENEFITS			$5,392.00	
TOTAL PERSONNEL SERVICES				$62,692.00
TOTAL				$62,692.00

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ACTIVITY: 12 - Research , continued				
FUNCTION: 2542 - Individual and Project Research , continued				
153300 - Aged Admin				
Dept Head/Prof	112127	15.00000	$29,250.00	
Professor	BF9510	24.04000	$46,853.75	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.25	
FRINGE BENEFITS			$24,376.00	
TOTAL PERSONNEL SERVICES				$100,480.00
TOTAL				$100,480.00
153301 - Experiential Learning				
Ast Prof	BF9644	12.50000	$11,014.75	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.25	
FRINGE BENEFITS			$3,528.00	
TOTAL PERSONNEL SERVICES				$14,543.00
TOTAL				$14,543.00
153302 - Understanding Public Identity				
Aso Prof	211432	30.00000	$32,461.80	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.20	
FRINGE BENEFITS			$10,398.00	
TOTAL PERSONNEL SERVICES				$42,860.00
TOTAL				$42,860.00
153311 - Impact of Entrepreneurship Edu				
Prof	212130	12.50000	$16,400.75	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.25	
FRINGE BENEFITS			$5,253.00	
TOTAL PERSONNEL SERVICES				$21,654.00
TOTAL				$21,654.00

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INSTITUTION NUMBER: 2 INSTITUTION NAME: Agricultural Experiment Station PRESIDENT: DR. JIM HESS

POSITION TITLE	POSITION NUMBER	FUNDING PERCENT	POSITION PROPOSED BUDGET AMOUNT	FY 2025-2026 PROPOSED ACCOUNT BUDGET AMOUNT
ACTIVITY: 12 - Research , continued				
FUNCTION: 2542 - Individual and Project Research , continued				
153312 - Disaster Resilience				
Ast Prof	BF9643	12.50000	$11,480.87	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.13	
FRINGE BENEFITS			$3,677.00	
TOTAL PERSONNEL SERVICES				$15,158.00
TOTAL				$15,158.00
153394 - Aged Block				
Coor Pgm	BS9653	80.00000	$46,294.79	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.21	
FRINGE BENEFITS			$17,694.00	
TOTAL PERSONNEL SERVICES				$63,989.00
TOTAL				$63,989.00
153396 - Gra Allocation				
OTHER SALARIES AND WAGES			$90,600.00	
FRINGE BENEFITS			$8,525.00	
TOTAL PERSONNEL SERVICES				$99,125.00
TOTAL				$99,125.00
153400 - Agecon Admin				
Prof/Dept Head	BF9903	15.00000	$29,446.35	
Ast Prof	BF9639	25.00000	$23,000.00	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$-0.35	
FRINGE BENEFITS			$16,799.00	
TOTAL PERSONNEL SERVICES				$69,245.00
TOTAL				$69,245.00
153401 - Livestock Challenges				
Prof	210575	37.50000	$45,164.63	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.37	

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ACTIVITY: 12 - Research , continued				
FUNCTION: 2542 - Individual and Project Research , continued				
153401 - Livestock Challenges , continued				
FRINGE BENEFITS			$14,466.00	
TOTAL PERSONNEL SERVICES				$59,631.00
TOTAL				$59,631.00
153402 - Market Concentration				
Prof/Breedlove Prof	213172	35.53000	$50,709.38	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$-0.38	
FRINGE BENEFITS			$16,242.00	
TOTAL PERSONNEL SERVICES				$66,951.00
TOTAL				$66,951.00
153403 - Cooperative Effectiveness				
Rgts Prof/Enwd Ch	210066	27.97000	$41,313.90	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.10	
FRINGE BENEFITS			$13,233.00	
TOTAL PERSONNEL SERVICES				$54,547.00
TOTAL				$54,547.00
153404 - Farm Risk Management				
Aso Prof - Ag and Fo BF9952		12.50000	$14,059.00	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.00	
FRINGE BENEFITS			$4,503.00	
TOTAL PERSONNEL SERVICES				$18,562.00
TOTAL				$18,562.00
153405 - SCC76 Risk in Agriculture				
Aso Prof	211109	11.98000	$14,446.13	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$-0.13	
FRINGE BENEFITS			$4,627.00	
TOTAL PERSONNEL SERVICES				$19,073.00
TOTAL				$19,073.00

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ACTIVITY: 12 - Research , continued				
FUNCTION: 2542 - Individual and Project Research , continued				
153406 - Agricultural Decisions				
Rgts Prof/Enwd Ch	212126	35.58000	$69,900.05	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$-0.05	
FRINGE BENEFITS			$22,389.00	
TOTAL PERSONNEL SERVICES				$92,289.00
TOTAL				$92,289.00
153414 - W5133 Econ Valuation Mgmt Nat Resou				
Ast Prof	BF9599	12.50000	$12,200.38	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$-0.38	
FRINGE BENEFITS			$3,908.00	
TOTAL PERSONNEL SERVICES				$16,108.00
TOTAL				$16,108.00
153417 - W5190 Water-Scarce World				
Ast Prof	BF9924	37.50000	$38,793.00	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.00	
FRINGE BENEFITS			$12,425.00	
TOTAL PERSONNEL SERVICES				$51,218.00
TOTAL				$51,218.00
153418 - NC1177 Finance Markets in Trans				
Ast Prof	BF9663	17.50000	$18,269.30	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$-0.30	
FRINGE BENEFITS			$5,852.00	
TOTAL PERSONNEL SERVICES				$24,121.00
TOTAL				$24,121.00
153419 - S1072 Ag Trade Global Market				
Aso Prof	BF9645	37.50000	$41,504.25	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$-0.25	

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ACTIVITY: 12 - Research , continued				
FUNCTION: 2542 - Individual and Project Research , continued				
153419 - S1072 Ag Trade Global Market , continued				
FRINGE BENEFITS			$13,294.00	
TOTAL PERSONNEL SERVICES				$54,798.00
TOTAL				$54,798.00
153420 - Food Manufacturing Post Covid				
Prof/Enwd Pf	210493	18.94000	$35,640.00	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.00	
FRINGE BENEFITS			$11,415.00	
TOTAL PERSONNEL SERVICES				$47,055.00
TOTAL				$47,055.00
153437 - Life in Rural Communities				
Professor	210460	9.35000	$14,310.40	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$-0.40	
FRINGE BENEFITS			$4,584.00	
TOTAL PERSONNEL SERVICES				$18,894.00
TOTAL				$18,894.00
153438 - Bread Made From OSU Wheat Variet				
Prof	210462	30.89000	$46,648.55	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.45	
FRINGE BENEFITS			$14,942.00	
TOTAL PERSONNEL SERVICES				$61,591.00
TOTAL				$61,591.00
153456 - NC1177 AG/Rural Finance Markets				
Ast Prof	BF9916	12.50000	$13,131.13	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$-0.13	
FRINGE BENEFITS			$4,206.00	
TOTAL PERSONNEL SERVICES				$17,337.00
TOTAL				$17,337.00

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ACTIVITY: 12 - Research , continued				
FUNCTION: 2542 - Individual and Project Research , continued				
153465 - NE1749 Rural Economic Opportunities				
Professor	BF9946	33.73000	$53,685.00	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.00	
FRINGE BENEFITS			$17,195.00	
TOTAL PERSONNEL SERVICES				$70,880.00
TOTAL				$70,880.00
153481 - S1090 AI in Agroecosystems				
Aso Prof	210574	35.00000	$35,315.70	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.30	
FRINGE BENEFITS			$11,312.00	
TOTAL PERSONNEL SERVICES				$46,628.00
TOTAL				$46,628.00
153494 - Agec Block				
Admin Ast	BS9618	26.00000	$11,924.64	
Coor Acad Pgm	BS9797	10.00000	$5,484.80	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$-0.44	
Admin Supp Ast Sr	633204	50.22000	$16,926.15	
Admin Supp Ast Sr	638053	6.00000	$2,626.26	
Admin Supp Ast Sr	BS9873	10.00000	$4,000.00	
PROJECTED SALARY SAVINGS-- OTHER SALARIES AND WAGES			$-0.41	
FRINGE BENEFITS			$15,656.00	
TOTAL PERSONNEL SERVICES				$56,617.00
TOTAL				$56,617.00
153496 - Gra Allocation				
OTHER SALARIES AND WAGES			$138,534.00	
FRINGE BENEFITS			$15,656.00	
TOTAL PERSONNEL SERVICES				$154,190.00
TOTAL				$154,190.00

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ACTIVITY: 12 - Research , continued				
FUNCTION: 2542 - Individual and Project Research , continued				
153570 - Ag Production System				
Prof	210824	23.27000	$33,675.00	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.00	
FRINGE BENEFITS			$10,786.00	
TOTAL PERSONNEL SERVICES				$44,461.00
TOTAL				$44,461.00
153600 - Biosystems Admin				
Prof/Dept Head BAE	BF9904	14.34000	$29,341.50	
Ast Prof	BF9490	70.00000	$87,500.00	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.50	
FRINGE BENEFITS			$37,424.00	
TOTAL PERSONNEL SERVICES				$154,266.00
TOTAL				$154,266.00
153603 - NCERA197 Agricultural Safety/Health				
Ast Prof	BF9633	15.00000	$14,552.55	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.45	
FRINGE BENEFITS			$4,661.00	
TOTAL PERSONNEL SERVICES				$19,214.00
TOTAL				$19,214.00
153605 - WERA1022: Irrigation Tech				
Ast Prof	BF9593	37.50000	$33,375.00	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.00	
FRINGE BENEFITS			$10,690.00	
TOTAL PERSONNEL SERVICES				$44,065.00
TOTAL				$44,065.00

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ACTIVITY: 12 - Research , continued				
FUNCTION: 2542 - Individual and Project Research , continued				
153606 - Temp Profiling in Food Process				
Prof	210125	20.00000	$25,872.00	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.00	
FRINGE BENEFITS			$8,287.00	
TOTAL PERSONNEL SERVICES				$34,159.00
TOTAL				$34,159.00
153607 - Agricultural Energy Storage				
Prof	210118	35.00000	$41,454.00	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.00	
FRINGE BENEFITS			$13,278.00	
TOTAL PERSONNEL SERVICES				$54,732.00
TOTAL				$54,732.00
153608 - S1075 MS - Biobased Industry				
Prof	210860	40.00000	$45,318.80	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.20	
FRINGE BENEFITS			$14,516.00	
TOTAL PERSONNEL SERVICES				$59,835.00
TOTAL				$59,835.00
153609 - W5190 Mgmt & Policy Water-Scarce				
Ast Prof	BF9592	30.00000	$28,500.00	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.00	
FRINGE BENEFITS			$9,129.00	
TOTAL PERSONNEL SERVICES				$37,629.00
TOTAL				$37,629.00
153613 - W5190 Water-Scarce World				
Aso Prof Water Resou	BF9947	35.22000	$49,228.16	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$-0.16	

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ACTIVITY: 12 - Research , continued				
FUNCTION: 2542 - Individual and Project Research , continued				
153613 - W5190 Water-Scarce World , continued				
FRINGE BENEFITS			$15,768.00	
TOTAL PERSONNEL SERVICES				$64,996.00
TOTAL				$64,996.00
153614 - W5190 Water-Scarce World				
Tchg Ast Prof	BF9937	15.00000	$10,825.20	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$-0.20	
FRINGE BENEFITS			$3,467.00	
TOTAL PERSONNEL SERVICES				$14,292.00
TOTAL				$14,292.00
153615 - Sustainable Farming				
Prof	214154	40.00000	$51,667.60	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.40	
FRINGE BENEFITS			$16,549.00	
TOTAL PERSONNEL SERVICES				$68,217.00
TOTAL				$68,217.00
153638 - Bioenergy M&O				
Prof/Dept Head BAE	BF9904	4.40000	$9,000.00	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.00	
FRINGE BENEFITS			$2,883.00	
TOTAL PERSONNEL SERVICES				$11,883.00
TOTAL				$11,883.00
153679 - S1075 Biobased Industry and Economy				
Prof	210781	40.00000	$47,308.40	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$-0.40	
FRINGE BENEFITS			$15,153.00	
TOTAL PERSONNEL SERVICES				$62,461.00
TOTAL				$62,461.00

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ACTIVITY: 12 - Research , continued				
FUNCTION: 2542 - Individual and Project Research , continued				
153681 - Sustainable Water Treatment				
Prof	210564	40.00000	$46,164.80	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.20	
FRINGE BENEFITS			$14,787.00	
TOTAL PERSONNEL SERVICES				$60,952.00
TOTAL				$60,952.00
153694 - Bios Block				
Mgr Instmt Shops	330503	100.00000	$60,619.00	
Mgr Res Lab	331888	100.00000	$59,474.00	
Coor Acad Pgm	BS9631	100.00000	$54,590.00	
Admin Aso	BS9699	50.00000	$22,785.00	
Spclt Comm	BS9706	75.00000	$33,750.00	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.00	
Instmt Tech	632332	100.00000	$47,205.00	
Instmt Tech	632752	100.00000	$47,430.00	
Admin Supp Spclt Sr	BS9702	70.00000	$23,354.24	
PROJECTED SALARY SAVINGS-- OTHER SALARIES AND WAGES			$-0.24	
FRINGE BENEFITS			$133,467.00	
TOTAL PERSONNEL SERVICES				$482,674.00
TOTAL				$482,674.00
153696 - Gra Allocation				
OTHER SALARIES AND WAGES			$48,300.00	
FRINGE BENEFITS			$4,545.00	
TOTAL PERSONNEL SERVICES				$52,845.00
TOTAL				$52,845.00
153700 - Ento Administrative				
Dept Head/Prof	110179	14.29000	$27,308.70	
Aso Ext Spclt	BF9957	43.00000	$25,911.37	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$-0.07	
FRINGE BENEFITS			$17,046.00	
TOTAL PERSONNEL SERVICES				$70,266.00
TOTAL				$70,266.00

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153701 - Pest Management Termites				
Prof/Enwd Pf	210138	32.36000	$42,912.80	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.20	
FRINGE BENEFITS			$13,745.00	
TOTAL PERSONNEL SERVICES				$56,658.00
TOTAL				$56,658.00
153702 - Mgmt Row Crop Diseases in OK				
Assistant Professor	BF9521	15.00000	$13,500.00	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.00	
FRINGE BENEFITS			$4,324.00	
TOTAL PERSONNEL SERVICES				$17,824.00
TOTAL				$17,824.00
153705 - Cotton IPM Systems in OK				
Ast Ext Spclt	BF9616	12.50000	$7,500.00	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.00	
FRINGE BENEFITS			$2,402.00	
TOTAL PERSONNEL SERVICES				$9,902.00
TOTAL				$9,902.00
153706 - One Health Biosecurity				
Prof	210819	41.92000	$45,953.55	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.45	
FRINGE BENEFITS			$14,719.00	
TOTAL PERSONNEL SERVICES				$60,673.00
TOTAL				$60,673.00
153707 - NC1208 Dollar Spot Turfgrass				
Prof	210161	37.50000	$37,800.38	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$-0.38	
FRINGE BENEFITS			$12,107.00	
TOTAL PERSONNEL SERVICES				$49,907.00
TOTAL				$49,907.00

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ACTIVITY: 12 - Research , continued				
FUNCTION: 2542 - Individual and Project Research , continued				
153709 - SAC6 Mgmt Hort Crop & Nursery Disea				
Ast Prof	BF9598	15.00000	$13,500.00	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.00	
FRINGE BENEFITS			$4,324.00	
TOTAL PERSONNEL SERVICES				$17,824.00
TOTAL				$17,824.00
153710 - Mgmt Arthropod Pests in OK Crop				
Ast Prof	BF9541	5.00000	$4,750.00	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.00	
FRINGE BENEFITS			$1,521.00	
TOTAL PERSONNEL SERVICES				$6,271.00
TOTAL				$6,271.00
153711 - S1073 Psocid Pests				
Prof	213180	40.00000	$40,917.60	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.40	
FRINGE BENEFITS			$13,106.00	
TOTAL PERSONNEL SERVICES				$54,024.00
TOTAL				$54,024.00
153712 - Fungal Biology				
Aso Prof	210486	35.00000	$29,610.35	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$-0.35	
FRINGE BENEFITS			$9,484.00	
TOTAL PERSONNEL SERVICES				$39,094.00
TOTAL				$39,094.00
153724 - Insect Immunity				
Prof	210228	41.69000	$56,674.35	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$-0.35	

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ACTIVITY: 12 - Research , continued				
FUNCTION: 2542 - Individual and Project Research , continued				
153724 - Insect Immunity , continued				
FRINGE BENEFITS			$18,153.00	
TOTAL PERSONNEL SERVICES				$74,827.00
TOTAL				$74,827.00
153728 - S-1073 Arthropod Pest and Weeds				
Rgts Prof	210145	40.00000	$58,465.20	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$-0.20	
FRINGE BENEFITS			$18,726.00	
TOTAL PERSONNEL SERVICES				$77,191.00
TOTAL				$77,191.00
153732 - Insects in Range Ecosystems				
Prof	210663	9.42000	$12,085.10	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$-0.10	
FRINGE BENEFITS			$3,871.00	
TOTAL PERSONNEL SERVICES				$15,956.00
TOTAL				$15,956.00
153736 - NE2443 Emerging Disease Vectors				
Professor	212181	35.00000	$39,410.35	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$-0.35	
FRINGE BENEFITS			$12,623.00	
TOTAL PERSONNEL SERVICES				$52,033.00
TOTAL				$52,033.00
153740 - Microbes in High-throughput Data				
Ast Prof	BF9610	45.00000	$41,715.00	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.00	
FRINGE BENEFITS			$13,361.00	
TOTAL PERSONNEL SERVICES				$55,076.00
TOTAL				$55,076.00

OKLAHOMA STATE REGENTS FOR HIGHER EDUCATION
EDUCATIONAL AND GENERAL BUDGET PART I
FISCAL YEAR 2025-2026
SCHEDULE E
EXPENDITURES BY ACTIVITY/FUNCTION, DEPARTMENT, POSITION AND OBJECT

INSTITUTION NUMBER: 2 INSTITUTION NAME: Agricultural Experiment Station PRESIDENT: DR. JIM HESS

POSITION TITLE	POSITION NUMBER	FUNDING PERCENT	POSITION PROPOSED BUDGET AMOUNT	FY 2025-2026 PROPOSED ACCOUNT BUDGET AMOUNT
ACTIVITY: 12 - Research , continued				
FUNCTION: 2542 - Individual and Project Research , continued				
153780 - NC0184 Mgmt Small Grain Disea				
Ast Prof	BF9652	35.00000	$32,538.10	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$-0.10	
FRINGE BENEFITS			$10,422.00	
TOTAL PERSONNEL SERVICES				$42,960.00
TOTAL				$42,960.00
153794 - Ento Block				
Mgr Lab	BS9570	50.43000	$34,064.46	
Agriculturalist Sr	BS9652	50.00000	$19,669.10	
Admin Aso	BS9727	5.00000	$2,750.15	
Agriculturalist Sr	BS9812	53.21000	$25,526.43	
Ext Ast	BS9996	34.54000	$17,906.92	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$-0.06	
Spclt Rsrch	530155	70.00000	$27,048.70	
Lab Tech	632494	100.00000	$18,720.00	
Admin Supp Ast I	BS9588	33.00000	$4,823.35	
Admin Supp Spclt Sr	BS9920	41.00000	$16,094.14	
PROJECTED SALARY SAVINGS-- OTHER SALARIES AND WAGES			$-0.19	
FRINGE BENEFITS			$63,676.00	
TOTAL PERSONNEL SERVICES				$230,279.00
TOTAL				$230,279.00
153795 - Startup				
OTHER SALARIES AND WAGES			$79,346.00	
FRINGE BENEFITS			$7,329.00	
TOTAL PERSONNEL SERVICES				$86,675.00
TOTAL				$86,675.00
153796 - Gra Allocation				
OTHER SALARIES AND WAGES			$58,861.00	
FRINGE BENEFITS			$5,539.00	
TOTAL PERSONNEL SERVICES				$64,400.00
TOTAL				$64,400.00

OKLAHOMA STATE REGENTS FOR HIGHER EDUCATION
EDUCATIONAL AND GENERAL BUDGET PART I
FISCAL YEAR 2025-2026
SCHEDULE E
EXPENDITURES BY ACTIVITY/FUNCTION, DEPARTMENT, POSITION AND OBJECT

INSTITUTION NUMBER: 2 INSTITUTION NAME: Agricultural Experiment Station PRESIDENT: DR. JIM HESS

POSITION TITLE	POSITION NUMBER	FUNDING PERCENT	POSITION PROPOSED BUDGET AMOUNT	FY 2025-2026 PROPOSED ACCOUNT BUDGET AMOUNT
ACTIVITY: 12 - Research , continued				
FUNCTION: 2542 - Individual and Project Research , continued				
153800 - Administrative - NIMFFAB				
Dept Head/Prof	110179	4.72000	$9,000.00	
Aso Prof/Director	BF9511	100.00000	$165,000.00	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.00	
FRINGE BENEFITS			$55,732.00	
TOTAL PERSONNEL SERVICES				$229,732.00
TOTAL				$229,732.00
153902 - Protective Clothing for Oil & Gas				
Aso Prof	AF9706	9.47000	$8,875.13	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$-0.13	
FRINGE BENEFITS			$2,843.00	
TOTAL PERSONNEL SERVICES				$11,718.00
TOTAL				$11,718.00
TOTAL 2542 - Individual and Project Research				$25,632,361.00
TOTAL 12 - Research				$25,632,361.00
TOTAL PRIMARY BUDGET EXPENDITURES				$25,632,361.00

OKLAHOMA STATE REGENTS FOR HIGHER EDUCATION
EDUCATIONAL AND GENERAL BUDGET PART I
FISCAL YEAR 2025-2026
SCHEDULE E
EXPENDITURES BY ACTIVITY/FUNCTION, DEPARTMENT, POSITION AND OBJECT

INSTITUTION NUMBER: 3 INSTITUTION NAME: OSU Cooperative Extension PRESIDENT: DR. JIM HESS

POSITION TITLE	POSITION NUMBER	FUNDING PERCENT	POSITION PROPOSED BUDGET AMOUNT	FY 2025-2026 PROPOSED ACCOUNT BUDGET AMOUNT
ACTIVITY: 13 - Public Service				
FUNCTION: 2610 - Cooperative Extension Services				
160101 - Dean & Director Oper				
Dir/Aso Ext Spclt	221486	70.87000	$66,725.12	
DASNR VP/Dean/Dir	112100	37.50000	$156,195.00	
Ast Dir/Prof/StatePg	110006	100.00000	$140,010.00	
Coor Event	BS9591	30.00000	$15,388.20	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$-0.32	
OTHER SALARIES AND WAGES			$7,800.00	
FRINGE BENEFITS			$141,197.00	
TOTAL PERSONNEL SERVICES				$527,315.00
TOTAL				$527,315.00
160105 - Associate VP - OCES				
Prof/Director	BF9501	14.24000	$27,960.75	
Pgm and Personnel De	CF9997	100.00000	$95,472.00	
Aso VP/Prof OCES	BF9949	100.00000	$257,551.00	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.25	
Ext Pgm Ast	CS9707	100.00000	$15,600.00	
OTHER SALARIES AND WAGES			$19,600.00	
FRINGE BENEFITS			$145,778.00	
TOTAL PERSONNEL SERVICES				$561,962.00
TOTAL				$561,962.00
160106 - PT Only Contractual Srv				
OTHER SALARIES AND WAGES			$358,227.00	
FRINGE BENEFITS			$29,769.00	
TOTAL PERSONNEL SERVICES				$387,996.00
TOTAL				$387,996.00
160112 - Instructional Design Development				
Ast Ext Spclt	CF9994	80.00000	$54,593.28	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$-0.28	
FRINGE BENEFITS			$17,486.00	
TOTAL PERSONNEL SERVICES				$72,079.00
TOTAL				$72,079.00

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SCHEDULE E
EXPENDITURES BY ACTIVITY/FUNCTION, DEPARTMENT, POSITION AND OBJECT

INSTITUTION NUMBER: 3 INSTITUTION NAME: OSU Cooperative Extension PRESIDENT: DR. JIM HESS

POSITION TITLE	POSITION NUMBER	FUNDING PERCENT	POSITION PROPOSED BUDGET AMOUNT	FY 2025-2026 PROPOSED ACCOUNT BUDGET AMOUNT
ACTIVITY: 13 - Public Service , continued				
FUNCTION: 2610 - Cooperative Extension Services , continued				
161106 - AVP Facilities				
OTHER SALARIES AND WAGES			$2,597.00	
FRINGE BENEFITS			$216.00	
TOTAL PERSONNEL SERVICES				$2,813.00
TOTAL				$2,813.00
161107 - Beginning Farmer Rancher Specialist				
Ext State Pgm Spclt	CS9702	100.00000	$77,160.00	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.00	
FRINGE BENEFITS			$24,714.00	
TOTAL PERSONNEL SERVICES				$101,874.00
TOTAL				$101,874.00
162108 - Ext.Vet.Med.-State				
Ast Ext Spclt/Dir Co	AF9516	50.00000	$81,190.81	
Ast Dir Outreach	AS8966	25.51000	$15,982.02	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.17	
FRINGE BENEFITS			$32,114.00	
TOTAL PERSONNEL SERVICES				$129,287.00
TOTAL				$129,287.00
162120 - Program Evaluation				
Ast Ext Spclt	CF9998	30.00000	$19,905.30	
OTHER PROFESSIONAL SALARIES			$4,999.70	
FRINGE BENEFITS			$6,792.00	
TOTAL PERSONNEL SERVICES				$31,697.00
TOTAL				$31,697.00
162210 - State Match - S/L Integra				
Rgts Prof/Enwd Ch	210066	4.66000	$6,885.65	
Prof/Enwd Pf	210138	6.93000	$9,195.60	

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INSTITUTION NUMBER: 3 INSTITUTION NAME: OSU Cooperative Extension PRESIDENT: DR. JIM HESS

POSITION TITLE	POSITION NUMBER	FUNDING PERCENT	POSITION PROPOSED BUDGET AMOUNT	FY 2025-2026 PROPOSED ACCOUNT BUDGET AMOUNT
ACTIVITY: 13 - Public Service , continued				
FUNCTION: 2610 - Cooperative Extension Services , continued				
162210 - State Match - S/L Integra , continued				
Professor	210460	11.68000	$17,888.00	
Prof/Enwd Pf	210493	9.47000	$17,820.00	
Prof	210575	5.00000	$6,021.95	
Prof/Enwd Pf	210812	9.19000	$11,418.60	
Prof	210824	6.98000	$10,102.50	
Professor	211933	11.54000	$15,085.50	
Professor	214113	9.32000	$13,800.40	
Prof	214150	10.00000	$13,595.40	
Prof	219061	7.07000	$9,176.85	
Prof	BF9943	18.65000	$27,681.40	
Aso Prof	210519	25.00000	$25,039.75	
Aso Prof - Ag and Fo	BF9952	30.00000	$33,741.60	
Ast Prof	214112	10.00000	$10,207.70	
Assistant Professor	BF9521	15.00000	$13,500.00	
Ast Prof	BF9537	25.00000	$23,265.00	
Ast Prof	BF9632	15.00000	$13,500.00	
Ast Prof	BF9637	10.00000	$9,095.40	
Ast Prof	BF9652	10.00000	$9,296.60	
Ast Prof	BF9916	10.00000	$10,504.90	
Sr Ext Spclt	221051	10.00000	$9,266.90	
Ast Ext Spclt	BF9616	15.00000	$9,000.00	
Aso Ext Spclt	BF9957	17.00000	$10,244.03	
Ast Ext Spclt	CF9998	10.00000	$6,635.10	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.17	
FRINGE BENEFITS			$109,533.00	
TOTAL PERSONNEL SERVICES				$451,502.00
TOTAL				$451,502.00
162220 - State Match - S/L Multi				
Rgts Prof/Enwd Ch	210066	1.86000	$2,754.26	
Prof/Enwd Pf	210138	1.62000	$2,145.64	
Prof	210161	1.00000	$1,008.01	
Professor	210460	8.88000	$13,594.88	
Prof/Enwd Pf	210812	6.44000	$7,993.02	
Prof/Enwd Pf	213197	0.95000	$1,490.00	
Professor	214113	1.40000	$2,070.06	

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INSTITUTION NUMBER: 3 INSTITUTION NAME: OSU Cooperative Extension PRESIDENT: DR. JIM HESS

POSITION TITLE	POSITION NUMBER	FUNDING PERCENT	POSITION PROPOSED BUDGET AMOUNT	FY 2025-2026 PROPOSED ACCOUNT BUDGET AMOUNT
ACTIVITY: 13 - Public Service , continued				
FUNCTION: 2610 - Cooperative Extension Services , continued				
162220 - State Match - S/L Multi , continued				
Prof	214150	4.25000	$5,778.05	
Prof	219061	4.70000	$6,117.90	
Prof	BF9943	4.66000	$6,920.35	
Aso Prof	210167	4.00000	$4,000.00	
Aso Prof	210234	7.00000	$6,796.44	
Aso Prof	211102	3.77000	$5,006.28	
Aso Prof	214103	10.00000	$10,489.50	
Aso Prof - Ag and Fo	BF9952	7.00000	$7,873.04	
Ast Prof	BF9543	0.50000	$460.00	
Ast Prof	BF9916	6.50000	$6,828.18	
Sr Ext Spclt	220134	2.00000	$1,517.04	
Aso Ext Spclt	220484	5.00000	$3,210.00	
Sr Ext Spclt	220712	6.50000	$6,037.46	
Ast Ext Spclt	220866	10.00000	$7,787.90	
Sr Ext Spclt	221051	6.50000	$6,023.49	
Sr Ext Spclt	221161	2.00000	$1,869.22	
Aso Ext Spclt	221282	5.00000	$3,236.50	
Aso Ext Spclt	221474	15.00000	$14,288.85	
Dir/Aso Ext Spclt	221486	1.84000	$1,733.12	
Sr Ext Spclt	222018	3.25000	$2,510.95	
State 4H Pgm Lead/Sr	BF9900	6.69000	$11,181.87	
Aso Ext Spclt	BF9957	6.50000	$3,916.84	
Ext State Pgm Spclt	CS9686	4.00000	$2,480.00	
Ext Ed Ag/4H	430190	5.00000	$4,510.35	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$-1.20	
FRINGE BENEFITS			$52,203.00	
TOTAL PERSONNEL SERVICES				$213,831.00
TOTAL				$213,831.00
162301 - Adair County-State				
Ext Ed Ag/4H	430001	50.00000	$34,687.50	
Ext Ed FCS/4H CED	CS9648	52.05000	$30,479.92	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$-0.42	
Ext Admin Supp Spclt	CS9936	7.12000	$2,639.30	
PROJECTED SALARY SAVINGS-- OTHER SALARIES AND WAGES			$-0.30	
FRINGE BENEFITS			$25,916.00	
TOTAL PERSONNEL SERVICES				$93,722.00
TOTAL				$93,722.00

OKLAHOMA STATE REGENTS FOR HIGHER EDUCATION
EDUCATIONAL AND GENERAL BUDGET PART I
FISCAL YEAR 2025-2026
SCHEDULE E
EXPENDITURES BY ACTIVITY/FUNCTION, DEPARTMENT, POSITION AND OBJECT

INSTITUTION NUMBER: 3 INSTITUTION NAME: OSU Cooperative Extension PRESIDENT: DR. JIM HESS

POSITION TITLE	POSITION NUMBER	FUNDING PERCENT	POSITION PROPOSED BUDGET AMOUNT	FY 2025-2026 PROPOSED ACCOUNT BUDGET AMOUNT
162302 - Alfalfa County-State				
Ext Ed Ag/4H CED	CS9687	52.31000	$27,204.86	
Ext Ed FCS/4H	CS9759	50.00000	$23,680.50	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$-0.36	
Ext Admin Supp Spclt 633293		12.77000	$4,639.74	
PROJECTED SALARY SAVINGS-- OTHER SALARIES AND WAGES			$0.26	
FRINGE BENEFITS			$21,223.00	
TOTAL PERSONNEL SERVICES				$76,748.00
TOTAL				$76,748.00
162303 - Atoka County-State				
Ext Ed Ag/4H CED	430313	3.99000	$2,402.50	
Ext Ed 4H Yth Dev	CS9639	25.00000	$11,750.00	
Ext Ed FCS/4H	CS9640	25.00000	$11,625.00	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.50	
Ext Admin Supp Spclt BS9680		60.08000	$20,540.07	
PROJECTED SALARY SAVINGS-- OTHER SALARIES AND WAGES			$-0.07	
FRINGE BENEFITS			$17,703.00	
TOTAL PERSONNEL SERVICES				$64,021.00
TOTAL				$64,021.00
162304 - Beaver County-State				
Ext Ed Ag/4H	430010	46.43000	$35,026.19	
Ext Ed FCS/4H	430552	50.00000	$22,000.00	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$-0.19	
FRINGE BENEFITS			$21,797.00	
TOTAL PERSONNEL SERVICES				$78,823.00
TOTAL				$78,823.00
162305 - Beckham County-State				
Ext Ed Ag/4H CED	430012	15.50000	$10,061.11	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$-0.11	
Ext Admin Supp Spclt 633084		100.00000	$28,188.00	
PROJECTED SALARY SAVINGS-- OTHER SALARIES AND WAGES			$0.00	
FRINGE BENEFITS			$14,619.00	
TOTAL PERSONNEL SERVICES				$52,868.00
TOTAL				$52,868.00

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SCHEDULE E
EXPENDITURES BY ACTIVITY/FUNCTION, DEPARTMENT, POSITION AND OBJECT

INSTITUTION NUMBER: 3 INSTITUTION NAME: OSU Cooperative Extension PRESIDENT: DR. JIM HESS

POSITION TITLE	POSITION NUMBER	FUNDING PERCENT	POSITION PROPOSED BUDGET AMOUNT	FY 2025-2026 PROPOSED ACCOUNT BUDGET AMOUNT
162306 - Blaine County-State				
Ext Ed FCS 4H	CS9659	50.00000	$22,500.00	
Ext Ed Ag/4H CED	CS9674	19.39000	$8,854.66	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.34	
Ext Admin Supp Spclt	CS9897	100.00000	$28,188.00	
PROJECTED SALARY SAVINGS-- OTHER SALARIES AND WAGES			$0.00	
FRINGE BENEFITS			$22,758.00	
TOTAL PERSONNEL SERVICES				$82,301.00
TOTAL				$82,301.00
162307 - Bryan County-State				
Ext Ed Ag/4H	430016	50.00000	$24,015.00	
Ext Ed Ag/4H CED	430306	3.38000	$2,397.80	
Ext Ed FCS/4H	430401	50.00000	$35,986.50	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$-0.30	
Ext Admin Supp Spclt	633200	1.66000	$540.21	
PROJECTED SALARY SAVINGS-- OTHER SALARIES AND WAGES			$-3.21	
FRINGE BENEFITS			$24,056.00	
TOTAL PERSONNEL SERVICES				$86,992.00
TOTAL				$86,992.00
162308 - Caddo County-State				
Ext Ed Ag/4H	430022	50.00000	$21,000.00	
Ext Ed 4H CED	430047	28.21000	$18,125.78	
Ext Ed 4H	430272	47.16000	$21,312.97	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.25	
FRINGE BENEFITS			$23,100.00	
TOTAL PERSONNEL SERVICES				$83,539.00
TOTAL				$83,539.00
162309 - Canadian Co.-State				
Ext Ed Ag/4H CED	430025	10.42000	$8,476.14	
Ext Ed FCS/4H	430402	50.00000	$35,118.50	
Ext Ed Hort/4H	430524	50.00000	$28,108.00	
Ext Ed 4H	CS9704	50.00000	$21,378.00	

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INSTITUTION NUMBER: 3 INSTITUTION NAME: OSU Cooperative Extension PRESIDENT: DR. JIM HESS

POSITION TITLE	POSITION NUMBER	FUNDING PERCENT	POSITION PROPOSED BUDGET AMOUNT	FY 2025-2026 PROPOSED ACCOUNT BUDGET AMOUNT
ACTIVITY: 13 - Public Service , continued				
FUNCTION: 2610 - Cooperative Extension Services , continued				
162309 - Canadian Co.-State , continued				
Ext Ed 4H	CS9923	50.00000	$31,445.50	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$-0.14	
Ext Admin Supp Ast	633092	100.00000	$33,026.54	
Ext Pgm Asst	CS9672	100.00000	$27,144.00	
PROJECTED SALARY SAVINGS-- OTHER SALARIES AND WAGES			$-0.54	
FRINGE BENEFITS			$70,591.00	
TOTAL PERSONNEL SERVICES				$255,287.00
TOTAL				$255,287.00
162310 - Carter County-State				
Ext Ed FCS/4H CED	430027	52.61000	$27,771.77	
Ext Ed 4H	430506	40.27000	$19,935.42	
Ext Ed Ag/4H	CS9701	50.00000	$21,799.50	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.31	
FRINGE BENEFITS			$26,566.00	
TOTAL PERSONNEL SERVICES				$96,073.00
TOTAL				$96,073.00
162311 - Cherokee Co.-State				
Ext Ed Ag/4H	430029	30.72000	$23,654.93	
Ext Ed FCS/4H CED	430030	51.62000	$43,907.97	
Ext Ed 4H Dev	430189	50.00000	$25,707.50	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$-0.40	
FRINGE BENEFITS			$35,647.00	
TOTAL PERSONNEL SERVICES				$128,917.00
TOTAL				$128,917.00
162312 - Choctaw County-State				
Ext Ed Ag/4H	430032	25.00000	$15,375.00	
Ext Ed 4H	CS9882	25.00000	$12,375.00	
Ext Ed Spcl Proj	CS9919	26.88000	$17,137.61	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.39	

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INSTITUTION NUMBER: 3 INSTITUTION NAME: OSU Cooperative Extension PRESIDENT: DR. JIM HESS

POSITION TITLE	POSITION NUMBER	FUNDING PERCENT	POSITION PROPOSED BUDGET AMOUNT	FY 2025-2026 PROPOSED ACCOUNT BUDGET AMOUNT
ACTIVITY: 13 - Public Service , continued				
FUNCTION: 2610 - Cooperative Extension Services , continued				
162312 - Choctaw County-State , continued				
Ext Admin Supp Spclt BS9679		4.59000	$1,292.85	
PROJECTED SALARY SAVINGS-- OTHER SALARIES AND WAGES			$0.15	
FRINGE BENEFITS			$17,650.00	
TOTAL PERSONNEL SERVICES				$63,831.00
TOTAL				$63,831.00
162313 - Cimarron Co.-State				
Ext Ed Ag/4H CED	430504	52.42000	$26,045.40	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$-0.40	
Ext Admin Supp Spclt 632757		38.80000	$13,674.36	
PROJECTED SALARY SAVINGS-- OTHER SALARIES AND WAGES			$-0.36	
FRINGE BENEFITS			$15,181.00	
TOTAL PERSONNEL SERVICES				$54,900.00
TOTAL				$54,900.00
162314 - Cleveland Co.-State				
Ext Ed 4H	430036	27.40000	$13,705.29	
Ext Ed Ag/4H	430037	50.00000	$27,761.50	
Ext Ed FCS/4H	430038	50.00000	$32,782.00	
Ext Ed Hort/4H	430285	52.88000	$31,392.74	
Ext Ed 4H	CS9671	50.00000	$23,754.00	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.47	
Ext Pgm Ast	633698	100.00000	$27,144.00	
PROJECTED SALARY SAVINGS-- OTHER SALARIES AND WAGES			$0.00	
FRINGE BENEFITS			$58,829.00	
TOTAL PERSONNEL SERVICES				$215,369.00
TOTAL				$215,369.00
162315 - Coal County-State				
Ext Ed Ag/4H CED	430313	50.00000	$30,106.50	
Ext Ed 4H Yth Dev	CS9639	25.00000	$11,750.00	
Ext Ed FCS/4H	CS9640	25.00000	$11,625.00	

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INSTITUTION NUMBER: 3 INSTITUTION NAME: OSU Cooperative Extension PRESIDENT: DR. JIM HESS

POSITION TITLE	POSITION NUMBER	FUNDING PERCENT	POSITION PROPOSED BUDGET AMOUNT	FY 2025-2026 PROPOSED ACCOUNT BUDGET AMOUNT
ACTIVITY: 13 - Public Service , continued				
FUNCTION: 2610 - Cooperative Extension Services , continued				
162315 - Coal County-State , continued				
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.50	
Ext Admin Supp Spclt BS9678		30.79000	$11,271.43	
PROJECTED SALARY SAVINGS-- OTHER SALARIES AND WAGES			$-0.43	
FRINGE BENEFITS			$24,750.00	
TOTAL PERSONNEL SERVICES				$89,503.00
TOTAL				$89,503.00
162316 - Comanche Co.-State				
Ext Ed 4H	430043	45.61000	$21,208.42	
Ext Ed 4H CED	430047	23.93000	$15,375.74	
Ext Ed Ag/4H CED	CS9685	52.78000	$26,214.24	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$-0.40	
FRINGE BENEFITS			$24,003.00	
TOTAL PERSONNEL SERVICES				$86,801.00
TOTAL				$86,801.00
162317 - Cotton County-State				
Ext Ed Ag/4H CED	430522	51.53000	$40,543.80	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.20	
Ext Pgm Ast	CS9642	100.00000	$27,144.00	
Ext Admin Supp Spclt CS9900		19.75000	$6,540.23	
PROJECTED SALARY SAVINGS-- OTHER SALARIES AND WAGES			$-0.23	
FRINGE BENEFITS			$28,370.00	
TOTAL PERSONNEL SERVICES				$102,598.00
TOTAL				$102,598.00
162318 - Craig County-State				
Ext Ed FCS/4H CED	430050	51.83000	$33,920.14	
Ext Ed Ag/4H CED	CS9645	11.97000	$6,733.13	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$-0.27	
Ext Admin Supp Spclt 633368		17.88000	$6,159.94	
PROJECTED SALARY SAVINGS-- OTHER SALARIES AND WAGES			$0.06	

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SCHEDULE E
EXPENDITURES BY ACTIVITY/FUNCTION, DEPARTMENT, POSITION AND OBJECT

INSTITUTION NUMBER: 3 INSTITUTION NAME: OSU Cooperative Extension PRESIDENT: DR. JIM HESS

POSITION TITLE	POSITION NUMBER	FUNDING PERCENT	POSITION PROPOSED BUDGET AMOUNT	FY 2025-2026 PROPOSED ACCOUNT BUDGET AMOUNT
ACTIVITY: 13 - Public Service , continued				
FUNCTION: 2610 - Cooperative Extension Services , continued				
162318 - Craig County-State , continued				
FRINGE BENEFITS			$17,892.00	
TOTAL PERSONNEL SERVICES				$64,705.00
TOTAL				$64,705.00
162319 - Creek County-State				
Ext Ed 4H CED	430053	52.41000	$29,981.66	
Ext Ed FCS/4H	430140	50.00000	$25,495.50	
Ext Ed Ag/4H	430405	32.75000	$17,384.94	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$-0.10	
FRINGE BENEFITS			$27,399.00	
TOTAL PERSONNEL SERVICES				$100,261.00
TOTAL				$100,261.00
162320 - Custer County-State				
Ext Ed 4H	430056	34.08000	$15,335.59	
Ext Ed FCS/4H	430404	50.00000	$30,566.50	
County Extension Dir CS9652		51.75000	$35,554.32	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$-0.41	
Ext Admin Supp Ast 633446		100.00000	$27,144.00	
PROJECTED SALARY SAVINGS-- OTHER SALARIES AND WAGES			$0.00	
FRINGE BENEFITS			$41,507.00	
TOTAL PERSONNEL SERVICES				$150,107.00
TOTAL				$150,107.00
162321 - Delaware County-St.				
Ext Ed FCS/4H	430287	44.10000	$24,592.26	
Ext Ed Ag/FCS CED CS9735		52.28000	$27,484.64	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.10	
FRINGE BENEFITS			$19,903.00	
TOTAL PERSONNEL SERVICES				$71,980.00
TOTAL				$71,980.00

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INSTITUTION NUMBER: 3 INSTITUTION NAME: OSU Cooperative Extension PRESIDENT: DR. JIM HESS

POSITION TITLE	POSITION NUMBER	FUNDING PERCENT	POSITION PROPOSED BUDGET AMOUNT	FY 2025-2026 PROPOSED ACCOUNT BUDGET AMOUNT
ACTIVITY: 13 - Public Service , continued				
FUNCTION: 2610 - Cooperative Extension Services , continued				
162322 - Dewey County-State				
Ext Ed FCS/4H CED	430489	51.58000	$39,230.72	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.28	
Ext Admin Supp Spclt BS9685		44.55000	$16,208.51	
PROJECTED SALARY SAVINGS-- OTHER SALARIES AND WAGES			$0.49	
FRINGE BENEFITS			$21,188.00	
TOTAL PERSONNEL SERVICES				$76,628.00
TOTAL				$76,628.00
162323 - Ellis County-State				
Ext Ed FCS/4H CED	430004	51.35000	$45,764.15	
Ext Ed Ag/4H	430413	39.51000	$23,257.66	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.19	
FRINGE BENEFITS			$26,381.00	
TOTAL PERSONNEL SERVICES				$95,403.00
TOTAL				$95,403.00
162324 - Garfield County-St.				
Ext Ed FCS/4H	430066	50.00000	$41,267.50	
Ext Ed Ag/4H CED	430067	51.65000	$43,205.23	
Ext Ed 4H	430215	8.37000	$5,316.08	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.19	
Ext Admin Supp Ast	CS9881	50.00000	$16,803.38	
PROJECTED SALARY SAVINGS-- OTHER SALARIES AND WAGES			$-0.38	
FRINGE BENEFITS			$40,740.00	
TOTAL PERSONNEL SERVICES				$147,332.00
TOTAL				$147,332.00
162325 - Garvin County-State				
Ext Ed FCS/4H	430068	47.50000	$24,958.88	
Ext Ed Ag/4H CED	430069	52.18000	$28,726.66	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.46	
Ext Admin Supp Spclt	CS9874	76.49000	$24,629.32	

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INSTITUTION NUMBER: 3 INSTITUTION NAME: OSU Cooperative Extension PRESIDENT: DR. JIM HESS

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ACTIVITY: 13 - Public Service , continued				
FUNCTION: 2610 - Cooperative Extension Services , continued				
162325 - Garvin County-State , continued				
PROJECTED SALARY SAVINGS-- OTHER SALARIES AND WAGES			$-0.32	
FRINGE BENEFITS			$29,932.00	
TOTAL PERSONNEL SERVICES				$108,247.00
TOTAL				$108,247.00
162326 - Grady County-State				
Ext Ed Ag/4H	430071	50.00000	$28,325.00	
Ext Ed FCS/4H	430073	50.00000	$23,158.00	
Ext Ed 4H CED	430185	52.31000	$31,247.90	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.10	
Ext Pgm Spclt	CS9950	49.63000	$17,825.82	
PROJECTED SALARY SAVINGS-- OTHER SALARIES AND WAGES			$0.18	
FRINGE BENEFITS			$38,433.00	
TOTAL PERSONNEL SERVICES				$138,990.00
TOTAL				$138,990.00
162327 - Grant County-State				
Ext Ed Ag/4H	430075	52.42000	$26,026.53	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.47	
Ext Admin Supp Spclt	633543	41.80000	$13,562.52	
PROJECTED SALARY SAVINGS-- OTHER SALARIES AND WAGES			$0.48	
FRINGE BENEFITS			$15,131.00	
TOTAL PERSONNEL SERVICES				$54,721.00
TOTAL				$54,721.00
162328 - Greer County-State				
Ext Ed FCS/4H CED	430077	24.50000	$17,384.96	
Ext Ed Ag/4H CED	430419	14.39000	$8,466.64	
Ext Ed 4H	CS9653	10.00000	$4,700.00	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.40	
Ext Admin Supp Spclt	BS9683	38.74000	$15,521.34	
Nutrition Edu Ast	CS9670	25.00000	$5,850.00	

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POSITION TITLE	POSITION NUMBER	FUNDING PERCENT	POSITION PROPOSED BUDGET AMOUNT	FY 2025-2026 PROPOSED ACCOUNT BUDGET AMOUNT
ACTIVITY: 13 - Public Service , continued				
FUNCTION: 2610 - Cooperative Extension Services , continued				
162328 - Greer County-State , continued				
PROJECTED SALARY SAVINGS-- OTHER SALARIES AND WAGES			$-0.34	
FRINGE BENEFITS			$19,845.00	
TOTAL PERSONNEL SERVICES				$71,768.00
TOTAL				$71,768.00
162329 - Harmon County-State				
Ext Ed FCS/4H CED	430077	12.71000	$9,018.89	
Ext Ed 4H	CS9653	40.00000	$18,800.00	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.11	
Ext Admin Supp Spclt	CS9766	47.83000	$16,696.03	
PROJECTED SALARY SAVINGS-- OTHER SALARIES AND WAGES			$-0.03	
FRINGE BENEFITS			$17,013.00	
TOTAL PERSONNEL SERVICES				$61,528.00
TOTAL				$61,528.00
162330 - Harper County-State				
Ext Ed Ag/4H CED	430081	51.97000	$31,649.73	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.27	
Ext Admin Supp Spclt	633375	42.26000	$13,980.81	
PROJECTED SALARY SAVINGS-- OTHER SALARIES AND WAGES			$0.19	
FRINGE BENEFITS			$17,402.00	
TOTAL PERSONNEL SERVICES				$63,033.00
TOTAL				$63,033.00
162331 - Haskell County-State				
Ex Ed Ag/4H CED	CS9680	50.00000	$22,000.00	
Area Ext Spclt Lives	430256	2.46000	$2,397.22	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$-0.22	
Ext Pgm Ast	CS9746	100.00000	$26,891.03	
Ext Admin Supp Spclt	CS9761	40.92000	$14,739.52	
PROJECTED SALARY SAVINGS-- OTHER SALARIES AND WAGES			$0.45	
FRINGE BENEFITS			$25,193.00	
TOTAL PERSONNEL SERVICES				$91,221.00
TOTAL				$91,221.00

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INSTITUTION NUMBER: 3 INSTITUTION NAME: OSU Cooperative Extension PRESIDENT: DR. JIM HESS

POSITION TITLE	POSITION NUMBER	FUNDING PERCENT	POSITION PROPOSED BUDGET AMOUNT	FY 2025-2026 PROPOSED ACCOUNT BUDGET AMOUNT
162332 - Hughes County-State				
Ext Ed Ag/4H CED	430085	12.19000	$8,585.31	
Ext Ed FCS/4H	430529	25.00000	$14,067.00	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$-0.31	
Ext Admin Supp Ast	BS9670	50.00000	$16,640.00	
PROJECTED SALARY SAVINGS-- OTHER SALARIES AND WAGES			$0.00	
FRINGE BENEFITS			$13,845.00	
TOTAL PERSONNEL SERVICES				$53,137.00
TOTAL				$53,137.00
162333 - Jackson County-State				
Ext Ed Ag/4H	430089	52.04000	$30,641.15	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$-0.15	
Ext Admin Supp Spclt	633691	3.33000	$1,247.00	
Ext Pgm Ast	CS9703	100.00000	$37,083.08	
PROJECTED SALARY SAVINGS-- OTHER SALARIES AND WAGES			$-0.08	
FRINGE BENEFITS			$26,361.00	
TOTAL PERSONNEL SERVICES				$95,332.00
TOTAL				$95,332.00
162334 - Jefferson County-St.				
Ext Ed FCS/4H CED	430090	51.95000	$32,040.16	
Ext Ed Ag/4H	CS9899	10.00000	$6,405.00	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$-0.16	
Ext Admin Supp Spclt	633114	27.09000	$10,047.90	
PROJECTED SALARY SAVINGS-- OTHER SALARIES AND WAGES			$0.10	
FRINGE BENEFITS			$18,534.00	
TOTAL PERSONNEL SERVICES				$67,027.00
TOTAL				$67,027.00
162335 - Johnston County-St.				
Ext Ed FCS/4H	430125	23.95000	$13,654.61	
Ext Ed Ag/4H CED	430306	26.69000	$18,934.15	
Ext Ed 4H	BS9866	25.00000	$12,757.50	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$-0.26	

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ACTIVITY: 13 - Public Service , continued				
FUNCTION: 2610 - Cooperative Extension Services , continued				
162335 - Johnston County-St. , continued				
Ext Admin Supp Spclt 632735		19.75000	$7,322.62	
PROJECTED SALARY SAVINGS-- OTHER SALARIES AND WAGES			$0.38	
FRINGE BENEFITS			$20,130.00	
TOTAL PERSONNEL SERVICES				$72,799.00
TOTAL				$72,799.00
162336 - Kay County-State				
Ext Ed 4H	430093	50.00000	$22,597.50	
Ext Ed Ag/4H CED	CS9647	52.67000	$27,230.39	
Ext Ed FCS/4H	CS9985	50.00000	$26,750.00	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.11	
Ext Admin Supp Ast	633488	42.64000	$10,376.68	
PROJECTED SALARY SAVINGS-- OTHER SALARIES AND WAGES			$0.32	
FRINGE BENEFITS			$33,234.00	
TOTAL PERSONNEL SERVICES				$120,189.00
TOTAL				$120,189.00
162337 - Kingfisher Co.-State				
Ext Ed 4H	430095	27.92000	$14,884.19	
Ext Ed Ag/4H CED	430096	52.04000	$35,235.24	
Ext Ed FCS/4H	430097	50.00000	$26,811.50	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.07	
FRINGE BENEFITS			$29,403.00	
TOTAL PERSONNEL SERVICES				$106,334.00
TOTAL				$106,334.00
162338 - Kiowa County-State				
Ext Ed FCS/4H CED	430077	13.99000	$9,927.16	
Ext Ed Ag/4H CED	430419	37.65000	$22,152.14	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$-0.30	
Ext Admin Supp Spclt BS9853		31.11000	$10,675.78	
PROJECTED SALARY SAVINGS-- OTHER SALARIES AND WAGES			$0.22	

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POSITION TITLE	POSITION NUMBER	FUNDING PERCENT	POSITION PROPOSED BUDGET AMOUNT	FY 2025-2026 PROPOSED ACCOUNT BUDGET AMOUNT
ACTIVITY: 13 - Public Service , continued				
FUNCTION: 2610 - Cooperative Extension Services , continued				
162338 - Kiowa County-State , continued				
FRINGE BENEFITS			$16,341.00	
TOTAL PERSONNEL SERVICES				$59,096.00
TOTAL				$59,096.00
162339 - Latimer County-State				
Ext Ed Ag/4H CED	CS9920	52.01000	$30,995.88	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.12	
Ext Admin Supp Spclt BS9955		33.00000	$11,539.03	
PROJECTED SALARY SAVINGS-- OTHER SALARIES AND WAGES			$-0.03	
FRINGE BENEFITS			$16,257.00	
TOTAL PERSONNEL SERVICES				$58,792.00
TOTAL				$58,792.00
162340 - Leflore County-State				
Ext Ed FCS/4H CED	430104	51.82000	$39,218.41	
Ext Ed 4H	430106	50.00000	$26,582.00	
Ext Ed 4H	CS9696	38.03000	$18,818.14	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.45	
FRINGE BENEFITS			$32,341.00	
TOTAL PERSONNEL SERVICES				$116,960.00
TOTAL				$116,960.00
162341 - Lincoln County-State				
Ext Ed FCS/4H	430108	50.00000	$30,250.00	
Ext Ed 4H	430494	33.39000	$22,920.72	
Ext Ed Ag/FCS CED	CS9679	52.44000	$29,709.88	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.40	
FRINGE BENEFITS			$31,677.00	
TOTAL PERSONNEL SERVICES				$114,558.00
TOTAL				$114,558.00

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ACTIVITY: 13 - Public Service , continued				
FUNCTION: 2610 - Cooperative Extension Services , continued				
162342 - Logan County-State				
Ext Ed Ag/4H	430110	50.00000	$21,500.00	
Ext Ed 4H	CS9660	45.39000	$19,745.55	
Ext Ed FCS/4H CED	CS9689	52.31000	$31,264.64	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$-0.19	
Ext Pgm Ast	633087	100.00000	$18,839.18	
PROJECTED SALARY SAVINGS-- OTHER SALARIES AND WAGES			$-0.18	
FRINGE BENEFITS			$34,914.00	
TOTAL PERSONNEL SERVICES				$126,263.00
TOTAL				$126,263.00
162343 - Love County-State				
Ext Ed Ag/4H CED	430312	52.10000	$29,734.51	
Ext Ed FCS/4H	430486	50.00000	$28,500.00	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.49	
Ext Admin Supp Spclt	BS9676	11.41000	$4,344.25	
PROJECTED SALARY SAVINGS-- OTHER SALARIES AND WAGES			$-0.25	
FRINGE BENEFITS			$23,918.00	
TOTAL PERSONNEL SERVICES				$86,497.00
TOTAL				$86,497.00
162344 - Mcclain County-State				
Ext Ed FCS/4H	430115	50.00000	$19,396.00	
Ext Ed Ag/4H CED	430169	51.94000	$36,913.76	
Ext Ed 4H	430423	50.00000	$23,090.00	
Ext Ed Com Econ Dev	CS9669	50.00000	$23,760.00	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.24	
Ext Admin Supp Ast	632398	53.41000	$17,844.14	
PROJECTED SALARY SAVINGS-- OTHER SALARIES AND WAGES			$-0.14	
FRINGE BENEFITS			$46,248.00	
TOTAL PERSONNEL SERVICES				$167,252.00
TOTAL				$167,252.00

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ACTIVITY: 13 - Public Service , continued				
FUNCTION: 2610 - Cooperative Extension Services , continued				
162345 - Mccurtain County-St.				
Ext Ed Ag/4H CED	430118	38.40000	$33,085.06	
Ext Ed 4H	430446	23.08000	$10,289.72	
Ext Ed FCS/4H	CS9918	50.00000	$21,934.00	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.22	
FRINGE BENEFITS			$24,961.00	
TOTAL PERSONNEL SERVICES				$90,270.00
TOTAL				$90,270.00
162346 - Mcintosh County-St.				
Ext Ed FCS/4H	430117	50.00000	$27,402.50	
Ext Ed/CED	CS9716	52.12000	$29,520.77	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$-0.27	
Ext Admin Supp Spclt	633373	15.37000	$5,136.05	
PROJECTED SALARY SAVINGS-- OTHER SALARIES AND WAGES			$-0.05	
FRINGE BENEFITS			$23,720.00	
TOTAL PERSONNEL SERVICES				$85,779.00
TOTAL				$85,779.00
162347 - Major County-State				
Ext Ed FCS/4H	430123	51.50000	$41,078.46	
Ext Ed 4H Multi Co	CS9715	50.00000	$22,597.50	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.04	
Ext Admin Supp Spclt	632287	27.47000	$9,230.71	
PROJECTED SALARY SAVINGS-- OTHER SALARIES AND WAGES			$0.29	
FRINGE BENEFITS			$27,864.00	
TOTAL PERSONNEL SERVICES				$100,771.00
TOTAL				$100,771.00
162348 - Marshall County-St.				
Ext Ed FCS/4H	430125	28.15000	$16,049.17	
Ext Ed Ag/4H CED	430306	23.31000	$16,536.35	
Ext Ed 4H	BS9866	25.00000	$12,757.50	

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ACTIVITY: 13 - Public Service , continued				
FUNCTION: 2610 - Cooperative Extension Services , continued				
162348 - Marshall County-St. , continued				
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$-0.02	
Ext Admin Supp Spclt BS9675		19.85000	$7,378.67	
PROJECTED SALARY SAVINGS-- OTHER SALARIES AND WAGES			$0.33	
FRINGE BENEFITS			$20,150.00	
TOTAL PERSONNEL SERVICES				$72,872.00
TOTAL				$72,872.00
162349 - Mayes County-State				
Ext Ed Ag/4H CED	430126	51.71000	$41,712.39	
Ext Ed 4H	430562	16.74000	$11,411.22	
Ext Ed FCS/4H	CS9907	47.50000	$26,509.75	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$-0.36	
Ext Pgm Ast	CS9698	100.00000	$16,803.38	
PROJECTED SALARY SAVINGS-- OTHER SALARIES AND WAGES			$-0.38	
FRINGE BENEFITS			$36,858.00	
TOTAL PERSONNEL SERVICES				$133,294.00
TOTAL				$133,294.00
162350 - Murray County-State				
Ext Ed Ag/4H	CS9676	50.00000	$24,375.00	
Ext Ed FCS/4H	CS9756	52.38000	$26,453.55	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.45	
Ext Admin Supp Spclt 633217		87.65000	$29,287.69	
PROJECTED SALARY SAVINGS-- OTHER SALARIES AND WAGES			$0.31	
FRINGE BENEFITS			$30,621.00	
TOTAL PERSONNEL SERVICES				$110,738.00
TOTAL				$110,738.00
162351 - Muskogee County-St.				
Ext Ed FCS/4H	430133	51.82000	$34,214.15	
Ext Ed Ag/4H	430134	50.00000	$22,031.25	
Ext Ed, 4H Yth Dev	CS9691	50.00000	$11,000.00	

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SCHEDULE E
EXPENDITURES BY ACTIVITY/FUNCTION, DEPARTMENT, POSITION AND OBJECT

INSTITUTION NUMBER: 3 INSTITUTION NAME: OSU Cooperative Extension PRESIDENT: DR. JIM HESS

POSITION TITLE	POSITION NUMBER	FUNDING PERCENT	POSITION PROPOSED BUDGET AMOUNT	FY 2025-2026 PROPOSED ACCOUNT BUDGET AMOUNT
ACTIVITY: 13 - Public Service , continued				
FUNCTION: 2610 - Cooperative Extension Services , continued				
162351 - Muskogee County-St. , continued				
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$-0.40	
Ext Admin Supp Spclt	BS9691	14.25000	$4,788.99	
Ext Pgm Ast	CS9986	100.00000	$17,455.88	
PROJECTED SALARY SAVINGS-- OTHER SALARIES AND WAGES			$0.13	
FRINGE BENEFITS			$34,203.00	
TOTAL PERSONNEL SERVICES				$123,693.00
TOTAL				$123,693.00
162352 - Noble County-State				
Ext Ed Ag/4H CED	430135	51.90000	$37,622.83	
Ext Ed 4H	430546	29.27000	$12,995.22	
Ext Ed FCS/4H	CS9755	50.00000	$23,400.00	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$-0.05	
FRINGE BENEFITS			$28,290.00	
TOTAL PERSONNEL SERVICES				$102,308.00
TOTAL				$102,308.00
162353 - Nowata County-State				
Ext Ed 4H	430207	12.50000	$7,645.50	
Ext Ed Ag/4H CED	CS9645	40.17000	$22,595.61	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$-0.11	
Ext Admin Supp Spclt	633082	33.69000	$11,718.94	
PROJECTED SALARY SAVINGS-- OTHER SALARIES AND WAGES			$0.06	
FRINGE BENEFITS			$16,037.00	
TOTAL PERSONNEL SERVICES				$57,997.00
TOTAL				$57,997.00
162354 - Okfuskee County-St.				
Ext Ed FCS/4H	430437	50.00000	$22,000.00	
Ext Ed 4H CED	430550	30.85000	$16,739.89	
Ext Ed Ag/4H	CS9898	50.00000	$25,255.50	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$-0.39	

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INSTITUTION NUMBER: 3 INSTITUTION NAME: OSU Cooperative Extension PRESIDENT: DR. JIM HESS

POSITION TITLE	POSITION NUMBER	FUNDING PERCENT	POSITION PROPOSED BUDGET AMOUNT	FY 2025-2026 PROPOSED ACCOUNT BUDGET AMOUNT
ACTIVITY: 13 - Public Service , continued				
FUNCTION: 2610 - Cooperative Extension Services , continued				
162354 - Okfuskee County-St. , continued				
FRINGE BENEFITS			$24,459.00	
TOTAL PERSONNEL SERVICES				$88,454.00
TOTAL				$88,454.00
162355 - Oklahoma County-St.				
County Extension Dir	430141	28.46000	$33,148.50	
Ext Ed FCS/4H	430142	50.00000	$27,177.50	
Ext Ed 4H	430143	50.00000	$27,862.00	
Ext Ed FCS/4H	430148	50.00000	$41,265.50	
Ext Ed 4H	430531	50.00000	$22,002.00	
Ext Ed Hort/4H	430553	2.50000	$1,913.10	
Ext Ed Ag	CS9955	50.00000	$21,750.00	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.40	
Ext Admin Supp Spclt	BS9642	40.12000	$13,402.34	
PROJECTED SALARY SAVINGS-- OTHER SALARIES AND WAGES			$-0.34	
FRINGE BENEFITS			$72,052.00	
TOTAL PERSONNEL SERVICES				$260,573.00
TOTAL				$260,573.00
162356 - Okmulgee County-St.				
Ext Ed FCS/4H	430055	50.00000	$34,897.50	
Ext Ed Ag/4H	430150	52.35000	$26,777.02	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.48	
Ext Admin Supp Spclt	CS9911	1.15000	$395.25	
PROJECTED SALARY SAVINGS-- OTHER SALARIES AND WAGES			$-0.25	
FRINGE BENEFITS			$23,723.00	
TOTAL PERSONNEL SERVICES				$85,793.00
TOTAL				$85,793.00
162357 - Osage County-State				
Ext Ed FCS/4H	430155	37.50000	$17,625.00	
Ext Ed Ag/4H	430157	27.52000	$22,590.06	

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INSTITUTION NUMBER: 3 INSTITUTION NAME: OSU Cooperative Extension PRESIDENT: DR. JIM HESS

POSITION TITLE	POSITION NUMBER	FUNDING PERCENT	POSITION PROPOSED BUDGET AMOUNT	FY 2025-2026 PROPOSED ACCOUNT BUDGET AMOUNT
ACTIVITY: 13 - Public Service , continued				
FUNCTION: 2610 - Cooperative Extension Services , continued				
162357 - Osage County-State , continued				
Ext Ed 4H	CS9690	35.50000	$15,853.28	
Ext Ed Ag/4H	CS9981	25.00000	$11,062.50	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.16	
FRINGE BENEFITS			$25,657.00	
TOTAL PERSONNEL SERVICES				$92,788.00
TOTAL				$92,788.00
162358 - Ottawa County-State				
Ext Ed FCS/4H CED	430015	51.45000	$42,476.61	
Ext Ed Ag/4H	430414	50.00000	$23,400.00	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.39	
Ext Pgm Ast	633215	63.15000	$17,676.32	
PROJECTED SALARY SAVINGS-- OTHER SALARIES AND WAGES			$-0.32	
FRINGE BENEFITS			$31,934.00	
TOTAL PERSONNEL SERVICES				$115,487.00
TOTAL				$115,487.00
162359 - Pawnee County-State				
Ext Ed Ag/4H	430157	24.16000	$19,831.98	
Ext Ed FCS/4H CED	430477	52.05000	$30,485.16	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$-0.14	
Ext Admin Supp Spclt	633904	5.90000	$1,881.57	
PROJECTED SALARY SAVINGS-- OTHER SALARIES AND WAGES			$0.43	
FRINGE BENEFITS			$19,951.00	
TOTAL PERSONNEL SERVICES				$72,150.00
TOTAL				$72,150.00
162360 - Payne County-State				
Ext Ed FCS/4H	430161	50.00000	$42,054.00	
Ext Ed Hort/4H	BS9696	32.69000	$19,419.83	
Ext Ed 4H/CED	CS9658	53.15000	$34,459.27	
Ext Ed Spcl Proj	CS9876	50.00000	$25,005.00	

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POSITION TITLE	POSITION NUMBER	FUNDING PERCENT	POSITION PROPOSED BUDGET AMOUNT	FY 2025-2026 PROPOSED ACCOUNT BUDGET AMOUNT
ACTIVITY: 13 - Public Service , continued				
FUNCTION: 2610 - Cooperative Extension Services , continued				
162360 - Payne County-State , continued				
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$-0.10	
Ext Admin Supp Ast	633301	100.00000	$27,144.00	
PROJECTED SALARY SAVINGS-- OTHER SALARIES AND WAGES			$0.00	
FRINGE BENEFITS			$56,597.00	
TOTAL PERSONNEL SERVICES				$204,679.00
TOTAL				$204,679.00
162361 - Pittsburg County-St.				
Ext Ed Ag/4H CED	430163	52.60000	$41,291.53	
Ext Ed FCS/4H	430164	50.00000	$32,379.00	
Ext Ed 4H	430166	19.58000	$19,665.07	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.40	
Ext Admin Supp Ast	CS9962	100.00000	$23,032.25	
PROJECTED SALARY SAVINGS-- OTHER SALARIES AND WAGES			$-0.25	
FRINGE BENEFITS			$44,476.00	
TOTAL PERSONNEL SERVICES				$160,844.00
TOTAL				$160,844.00
162362 - Pontotoc County-St.				
Ext Ed 4H	430167	41.66000	$33,452.82	
Ext Ed FCS/4H CED	430168	50.11000	$56,503.53	
Ext Ed Ag/4H	CS9890	50.00000	$25,150.50	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.15	
FRINGE BENEFITS			$43,994.00	
TOTAL PERSONNEL SERVICES				$159,101.00
TOTAL				$159,101.00
162363 - Pottawatomie Co.-St.				
Ext Ed FCS/4H CED	430170	49.40000	$47,972.34	
Ext Ed 4H	430172	50.00000	$25,147.00	
Ext Ed Hort/4H	430530	50.00000	$26,318.00	
Ext Ed, Ag/4H Yth De	CS9688	50.00000	$29,754.00	

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POSITION TITLE	POSITION NUMBER	FUNDING PERCENT	POSITION PROPOSED BUDGET AMOUNT	FY 2025-2026 PROPOSED ACCOUNT BUDGET AMOUNT
ACTIVITY: 13 - Public Service , continued				
FUNCTION: 2610 - Cooperative Extension Services , continued				
162363 - Pottawatomie Co.-St. , continued				
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$-0.34	
Ext admin Supp Ast	CS9655	87.48000	$28,313.15	
PROJECTED SALARY SAVINGS-- OTHER SALARIES AND WAGES			$-0.15	
FRINGE BENEFITS			$60,198.00	
TOTAL PERSONNEL SERVICES				$217,702.00
TOTAL				$217,702.00
162364 - Pushmataha Co.-St.				
Ext Ed Ag/4H	430032	25.00000	$15,375.00	
Ext Ed 4H	CS9882	25.00000	$12,375.00	
Ext Ed Spcl Proj	CS9919	24.69000	$15,741.36	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$-0.36	
Ext Admin Supp Spclt	CS9885	19.83000	$6,371.43	
PROJECTED SALARY SAVINGS-- OTHER SALARIES AND WAGES			$-0.43	
FRINGE BENEFITS			$19,058.00	
TOTAL PERSONNEL SERVICES				$68,920.00
TOTAL				$68,920.00
162365 - Roger Mills Co.-St.				
Ext Ed Ag/4H CED	430176	52.59000	$24,401.76	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.24	
Ext Admin Supp Spclt	633452	26.92000	$10,225.22	
PROJECTED SALARY SAVINGS-- OTHER SALARIES AND WAGES			$-0.22	
FRINGE BENEFITS			$13,234.00	
TOTAL PERSONNEL SERVICES				$47,861.00
TOTAL				$47,861.00
162366 - Rogers County-State				
Ext Ed Ag/4H CED	430177	52.43000	$36,930.12	
Ext Ed FCS/4H	430179	50.00000	$25,554.50	
Ext Ed 4H	430282	36.80000	$17,671.31	
Ext Ed Hort/4H	430511	50.00000	$28,250.00	

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POSITION TITLE	POSITION NUMBER	FUNDING PERCENT	POSITION PROPOSED BUDGET AMOUNT	FY 2025-2026 PROPOSED ACCOUNT BUDGET AMOUNT
ACTIVITY: 13 - Public Service , continued				
FUNCTION: 2610 - Cooperative Extension Services , continued				
162366 - Rogers County-State , continued				
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.07	
FRINGE BENEFITS			$41,433.00	
TOTAL PERSONNEL SERVICES				$149,839.00
TOTAL				$149,839.00
162367 - Seminole County-St.				
Ext Ed Ag/4H CED	430085	26.70000	$18,810.95	
Ext Ed FCS/4H	430529	6.83000	$3,841.23	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$-0.18	
Ext Admin Supp Ast	BS9670	50.00000	$16,640.00	
PROJECTED SALARY SAVINGS-- OTHER SALARIES AND WAGES			$0.00	
FRINGE BENEFITS			$15,017.00	
TOTAL PERSONNEL SERVICES				$54,309.00
TOTAL				$54,309.00
162368 - Sequoyah County St.				
Ext Ed Ag/4H CED	CS9656	12.66000	$6,617.71	
Ext Ed FCS/4H	CS9867	50.00000	$15,747.42	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$-0.13	
Ext Admin Supp Spclt	BS9688	100.00000	$28,188.00	
PROJECTED SALARY SAVINGS-- OTHER SALARIES AND WAGES			$0.00	
FRINGE BENEFITS			$19,321.00	
TOTAL PERSONNEL SERVICES				$69,874.00
TOTAL				$69,874.00
162369 - Stephens County St.				
Ext Ed 4H	430184	20.96000	$9,472.54	
Ext Ed FCS/4H CED	430186	51.75000	$40,812.12	
Ext Ed Ag/4H	CS9899	40.00000	$25,620.00	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.34	
FRINGE BENEFITS			$29,011.00	
TOTAL PERSONNEL SERVICES				$104,916.00
TOTAL				$104,916.00

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INSTITUTION NUMBER: 3 INSTITUTION NAME: OSU Cooperative Extension PRESIDENT: DR. JIM HESS

POSITION TITLE	POSITION NUMBER	FUNDING PERCENT	POSITION PROPOSED BUDGET AMOUNT	FY 2025-2026 PROPOSED ACCOUNT BUDGET AMOUNT
ACTIVITY: 13 - Public Service , continued				
FUNCTION: 2610 - Cooperative Extension Services , continued				
162370 - Texas County State				
Ext Ed Ag/4H	430190	37.50000	$33,827.61	
Ext Ed FCS/4H CED	430191	52.13000	$33,759.39	
Ext Ed 4H	430561	7.12000	$3,338.28	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$-0.28	
FRINGE BENEFITS			$27,108.00	
TOTAL PERSONNEL SERVICES				$98,033.00
TOTAL				$98,033.00
162371 - Tillman County State				
Ext Ed Ag/4H CED	430193	52.14000	$29,237.50	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.50	
Ext Admin Supp Spclt	CS9888	2.75000	$939.02	
Ext Pgm Ast	CS9952	100.00000	$27,144.00	
PROJECTED SALARY SAVINGS-- OTHER SALARIES AND WAGES			$-0.02	
FRINGE BENEFITS			$21,908.00	
TOTAL PERSONNEL SERVICES				$79,229.00
TOTAL				$79,229.00
162372 - Tulsa County-State				
County Extension Dir	CS9903	92.79000	$92,674.00	
Ext Ed FCS/4H	430156	50.00000	$28,875.00	
Ext Ed Hort/4H	430196	1.77000	$1,267.18	
Ext Ed 4H	430199	50.00000	$22,562.50	
County Extension Dir	CS9903	7.21000	$7,200.00	
Ext Ed Ag/4H	CS9931	50.00000	$25,540.00	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.32	
Ext Admin Supp Ast	633518	52.00000	$18,292.45	
PROJECTED SALARY SAVINGS-- OTHER SALARIES AND WAGES			$-0.45	
FRINGE BENEFITS			$75,068.00	
TOTAL PERSONNEL SERVICES				$271,479.00
TOTAL				$271,479.00

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POSITION TITLE	POSITION NUMBER	FUNDING PERCENT	POSITION PROPOSED BUDGET AMOUNT	FY 2025-2026 PROPOSED ACCOUNT BUDGET AMOUNT
ACTIVITY: 13 - Public Service , continued				
FUNCTION: 2610 - Cooperative Extension Services , continued				
162373 - Wagoner County-State				
Ext Ed FCS/4H CED	430127	51.72000	$41,436.00	
Ext Ed Ag/4H	430205	50.00000	$26,250.00	
Ext Ed 4H	430505	50.00000	$23,768.50	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.50	
Ext Pgm Ast	CS9915	100.00000	$16,987.08	
Ext Admin Supp Ast	CS9924	38.21000	$12,398.96	
PROJECTED SALARY SAVINGS-- OTHER SALARIES AND WAGES			$-0.04	
FRINGE BENEFITS			$46,185.00	
TOTAL PERSONNEL SERVICES				$167,026.00
TOTAL				$167,026.00
162374 - Washington Co.-State				
Ext Ed FCS/4H	430155	12.50000	$5,875.00	
Ext Ed 4H	430207	37.50000	$22,936.50	
Ext Ed FCS/4H	430209	50.00000	$23,250.00	
Ext Ed Ag/4H CED	CS9644	52.48000	$29,180.45	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.05	
Ext Admin Supp Spclt	633369	18.41000	$6,507.64	
PROJECTED SALARY SAVINGS-- OTHER SALARIES AND WAGES			$0.36	
FRINGE BENEFITS			$33,538.00	
TOTAL PERSONNEL SERVICES				$121,288.00
TOTAL				$121,288.00
162375 - Washita County-State				
Ext Ed FCS/4H CED	430212	51.31000	$46,865.01	
Ext Ed Ag/4H	CS9767	28.20000	$12,772.49	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.50	
Ext Admin Supp Ast	633451	100.00000	$27,144.00	
PROJECTED SALARY SAVINGS-- OTHER SALARIES AND WAGES			$-1.00	
FRINGE BENEFITS			$33,168.00	
TOTAL PERSONNEL SERVICES				$119,949.00
TOTAL				$119,949.00

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ACTIVITY: 13 - Public Service , continued				
FUNCTION: 2610 - Cooperative Extension Services , continued				
162376 - Woods County-State				
Ext Ed FCS/4H	430213	51.98000	$31,497.80	
Ext Ed Ag/4H	430214	50.00000	$23,132.50	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$-0.30	
Ext Admin Supp Spclt	633124	9.90000	$3,669.88	
Ext Pgm Ast	CS9951	100.00000	$19,575.00	
PROJECTED SALARY SAVINGS-- OTHER SALARIES AND WAGES			$0.12	
FRINGE BENEFITS			$29,764.00	
TOTAL PERSONNEL SERVICES				$107,639.00
TOTAL				$107,639.00
162377 - Woodward County-St.				
Ext Ed FCS/4H	430216	49.49000	$27,354.02	
Ext Ed Ag/4H CED	430499	51.86000	$33,492.23	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$-0.25	
FRINGE BENEFITS			$23,255.00	
TOTAL PERSONNEL SERVICES				$84,101.00
TOTAL				$84,101.00
162405 - Dist Director - West-St.				
Dist Dir	430294	100.00000	$112,000.00	
District Admin Ast	CS9713	100.00000	$53,102.00	
Ext Ed Ag/4H	430190	7.50000	$6,765.53	
Area Ext Spclt Ag Ec	430237	50.00000	$28,031.00	
Area Ext Spclt Lives	430238	52.93000	$45,164.64	
Area Ext Spclt Lives	430253	52.75000	$48,037.84	
Area Ext Spclt Agron	430578	50.00000	$35,230.00	
Dist FCS Pgm Spclt	CS9747	100.00000	$78,965.00	
Dist 4H Yth Dev Pgm	CS9871	100.00000	$44,766.00	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$-0.01	
Admin Supp Ast Sr	634019	50.00000	$17,580.00	
Ext Admin Supp Spclt	BS9681	55.00000	$25,658.46	
Ext Admin Supp Ast	CS9881	50.00000	$16,803.38	
PROJECTED SALARY SAVINGS-- OTHER SALARIES AND WAGES			$0.16	
FRINGE BENEFITS			$195,726.00	
TOTAL PERSONNEL SERVICES				$707,830.00
TOTAL				$707,830.00

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162406 - Dist.Director Ne-St.				
Dist Dir	430221	100.00000	$126,211.66	
Dist FCS Pgm Spclt	430223	97.70000	$106,097.00	
Area Ext Spclt Lives	430241	50.00000	$43,001.50	
Area Ext Spclt Ag Ec	430242	50.00000	$44,213.00	
Area Ext Spclt	CS9641	54.10000	$33,022.64	
Dist 4H Yth Dev Pgm	CS9870	100.00000	$79,207.00	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.20	
Ext Admin Supp Spclt	633125	100.00000	$38,241.52	
Ext Admin Supp Spclt	CS9695	56.00000	$20,766.52	
District Admin Ast	CS9933	100.00000	$57,193.13	
PROJECTED SALARY SAVINGS-- OTHER SALARIES AND WAGES			$-0.17	
FRINGE BENEFITS			$209,429.00	
TOTAL PERSONNEL SERVICES				$757,383.00
TOTAL				$757,383.00
162408 - Dist.Director Se-St.				
Dist Dir	430228	100.00000	$150,531.55	
District Admin Aso	BS9786	100.00000	$61,073.00	
Ext Ed FCS/4H CED	430168	2.22000	$2,503.25	
Dist FCS Pgm Spclt	430223	2.30000	$2,500.00	
Area Ext Spclt Lives	430256	48.77000	$47,525.39	
Area Ext Spclt	CS9650	50.00000	$28,020.00	
Dist FCS Pgm Spclt	CS9662	100.00000	$44,766.00	
Area Ext Spclt Agron	CS9694	52.66000	$49,402.47	
Dist 4H Yth Dev Pgm	CS9869	100.00000	$78,132.00	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.34	
Ext Admin Supp Ast	BS9668	52.00000	$21,207.30	
Ext Admin Supp Spclt	BS9669	87.50000	$28,210.00	
PROJECTED SALARY SAVINGS-- OTHER SALARIES AND WAGES			$-0.30	
FRINGE BENEFITS			$196,401.00	
TOTAL PERSONNEL SERVICES				$710,272.00
TOTAL				$710,272.00
162702 - Agr.Economics-State				
Prof/Dept Head	BF9903	15.00000	$29,446.35	
Rgts Prof/Enwd Ch	210066	13.98000	$20,656.95	

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INSTITUTION NUMBER: 3 INSTITUTION NAME: OSU Cooperative Extension PRESIDENT: DR. JIM HESS

POSITION TITLE	POSITION NUMBER	FUNDING PERCENT	POSITION PROPOSED BUDGET AMOUNT	FY 2025-2026 PROPOSED ACCOUNT BUDGET AMOUNT
ACTIVITY: 13 - Public Service , continued				
FUNCTION: 2610 - Cooperative Extension Services , continued				
162702 - Agr.Economics-State , continued				
Professor	210460	12.01000	$18,388.86	
Prof	210575	15.00000	$18,065.85	
Prof	210824	9.31000	$13,470.00	
Prof/Enwd Pf	213197	79.02000	$123,670.00	
Prof	214150	37.50000	$50,982.74	
Aso Prof - Ag and Fo	BF9952	0.38000	$427.39	
Ast Prof	BF9639	75.00000	$69,000.00	
Ast Prof	BF9916	42.00000	$44,120.58	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$-0.72	
FRINGE BENEFITS			$124,350.00	
TOTAL PERSONNEL SERVICES				$512,578.00
TOTAL				$512,578.00
162703 - Biosystems & Ag Eng				
Prof/Dept Head BAE	BF9904	14.34000	$29,341.50	
Prof	210118	20.00000	$23,688.00	
Prof	210125	60.00000	$77,616.00	
Aso Prof	210810	70.00000	$70,700.00	
Aso Prof	214103	80.00000	$83,916.00	
Aso Prof	211051	40.00000	$47,346.80	
Ast Prof	BF9592	40.00000	$38,000.00	
Ast Prof	BF9632	45.00000	$40,500.00	
Admin Aso	BS9699	50.00000	$22,785.00	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.70	
FRINGE BENEFITS			$140,386.00	
TOTAL PERSONNEL SERVICES				$574,280.00
TOTAL				$574,280.00
162704 - Plant & Soil Sci -St				
Prof/Dept Head	112145	15.00000	$31,230.00	
Prof/Enwd Pf	210812	19.31000	$23,979.06	
Aso Prof	210519	15.00000	$15,023.85	
Aso Prof	210804	13.98000	$15,427.65	
Ast Prof	214112	55.00000	$56,142.35	

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POSITION TITLE	POSITION NUMBER	FUNDING PERCENT	POSITION PROPOSED BUDGET AMOUNT	FY 2025-2026 PROPOSED ACCOUNT BUDGET AMOUNT
ACTIVITY: 13 - Public Service , continued				
FUNCTION: 2610 - Cooperative Extension Services , continued				
162704 - Plant & Soil Sci -St , continued				
Ast Prof	BF9519	75.00000	$70,500.00	
Ast Prof	BF9537	0.70000	$651.42	
Ast Prof	BF9543	84.00000	$77,280.00	
Ast Prof	BF9938	75.00000	$69,000.00	
Ast Prof	BF9514	85.00000	$78,200.00	
Ast Ext Spclt	CF9992	85.00000	$93,500.00	
Exec Dir OCIA	BS9638	12.50000	$9,297.00	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.67	
FRINGE BENEFITS			$173,611.00	
TOTAL PERSONNEL SERVICES				$713,843.00
TOTAL				$713,843.00
162705 - Animal and Food Sci - St				
Prof/Head	112166	15.00000	$36,494.10	
Prof/Enwd Pf	210120	23.64000	$32,631.00	
Prof	212172	23.00000	$27,342.63	
Professor	214113	39.16000	$57,961.68	
Prof	BF9943	23.32000	$34,601.75	
Aso Prof	210167	72.00000	$72,000.00	
Aso Prof	210866	55.00000	$57,038.85	
Aso Prof	211102	49.06000	$65,081.64	
Prof	214162	25.00000	$28,029.50	
Prof	BF9528	60.00000	$54,000.00	
Ast Prof	BF9909	24.31000	$22,080.25	
Sr Ext Spclt	BF9545	50.00000	$51,700.00	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$-0.40	
FRINGE BENEFITS			$175,830.00	
TOTAL PERSONNEL SERVICES				$714,791.00
TOTAL				$714,791.00
162706 - Biochem & Molecular Biology-St				
Ast Prof	211177	20.00000	$17,600.00	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.00	
FRINGE BENEFITS			$5,637.00	
TOTAL PERSONNEL SERVICES				$23,237.00
TOTAL				$23,237.00

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162707 - Ent & Plant Path St				
Dept Head/Prof	110179	14.29000	$27,308.70	
Prof/Enwd Pf	210138	10.63000	$14,099.92	
Prof	210161	8.00000	$8,064.08	
Assistant Professor	BF9521	40.00000	$36,000.00	
Ast Prof	BF9532	80.00000	$76,000.00	
Ast Prof	BF9541	90.00000	$85,500.00	
Ast Prof	BF9598	70.00000	$63,000.00	
Ast Prof	BF9652	10.00000	$9,296.60	
Dir/Aso Ext Spclt	221486	17.49000	$16,464.64	
Ast Ext Spclt	BF9616	45.00000	$27,000.00	
Aso Ext Spclt	BF9942	50.00000	$36,590.50	
Aso Ext Spclt	BF9957	3.00000	$1,807.76	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.80	
FRINGE BENEFITS			$128,483.00	
TOTAL PERSONNEL SERVICES				$529,616.00
TOTAL				$529,616.00
162708 - Ntrl Res Ecol & Mgmt				
Dept Head/Prof	112188	15.00000	$31,625.00	
Professor	BF9890	75.00000	$104,837.25	
Aso Prof	210234	52.10000	$50,584.93	
Ast Prof	BF9517	75.00000	$67,500.00	
Ast Prof	BF9635	30.00000	$26,635.80	
Sr Ext Spclt	221051	9.00000	$8,340.21	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$-0.19	
FRINGE BENEFITS			$92,734.00	
TOTAL PERSONNEL SERVICES				$382,257.00
TOTAL				$382,257.00
162709 - Hort & Land Arch St				
Prof/Enwd Pf	210127	60.00000	$65,880.60	
Prof/Enwd Pf	213101	93.62000	$109,996.00	
Prof/Dir Bot Garden	214133	40.00000	$54,932.00	
Prof	219061	56.53000	$73,414.80	
Aso Prof	211107	20.00000	$20,955.00	
Ast Prof	BF9549	75.00000	$67,500.00	

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ACTIVITY: 13 - Public Service , continued				
FUNCTION: 2610 - Cooperative Extension Services , continued				
162709 - Hort & Land Arch St , continued				
Ast Prof	BF9637	10.00000	$9,095.40	
Aso Ext Spclt	224134	18.80000	$13,955.61	
Ast Ext Spclt	BF9489	100.00000	$70,000.00	
Ast Ext Spclt	BF9875	30.00000	$19,158.00	
Prof/Head	112197	17.44000	$37,521.97	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$-0.38	
FRINGE BENEFITS			$174,508.00	
TOTAL PERSONNEL SERVICES				$716,917.00
TOTAL				$716,917.00
162710 - Agri. Ed. State				
Dept Head/Prof	112127	15.00000	$29,250.00	
Ast Prof	BF9618	25.00000	$22,029.50	
Ast Prof	BF9642	25.00000	$22,961.75	
Ast Prof	BF9935	25.00000	$22,029.50	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.25	
OTHER SALARIES AND WAGES			$8,356.00	
FRINGE BENEFITS			$31,622.00	
TOTAL PERSONNEL SERVICES				$136,249.00
TOTAL				$136,249.00
162719 - Faprtc-State				
Prof/Enwd Pf	210493	11.84000	$22,275.00	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.00	
FRINGE BENEFITS			$4,418.00	
TOTAL PERSONNEL SERVICES				$26,693.00
TOTAL				$26,693.00
162728 - The Botanical Garden				
Ext Aso	BS9650	20.00000	$9,531.06	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$-0.06	
Ast Mgr Botanic Gard	BS9584	55.00000	$23,658.29	

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POSITION TITLE	POSITION NUMBER	FUNDING PERCENT	POSITION PROPOSED BUDGET AMOUNT	FY 2025-2026 PROPOSED ACCOUNT BUDGET AMOUNT
ACTIVITY: 13 - Public Service , continued				
FUNCTION: 2610 - Cooperative Extension Services , continued				
162728 - The Botanical Garden , continued				
OTHER SALARIES AND WAGES			$37,959.71	
FRINGE BENEFITS			$15,839.00	
TOTAL PERSONNEL SERVICES				$86,988.00
TOTAL				$86,988.00
162772 - Ag Econ-Block Sal				
Coor Acad Pgm	BS9797	5.00000	$2,742.40	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$-0.40	
Admin Supp Ast Sr	638053	45.00000	$19,696.95	
Admin Supp Ast Sr	BS9873	75.00000	$30,000.00	
PROJECTED SALARY SAVINGS-- OTHER SALARIES AND WAGES			$0.05	
FRINGE BENEFITS			$20,042.00	
TOTAL PERSONNEL SERVICES				$72,481.00
TOTAL				$72,481.00
162773 - Biosys Ae-Block Sal				
Spclt Comm	BS9706	25.00000	$11,250.00	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.00	
Admin Supp Spclt Sr	BS9702	30.00000	$10,008.96	
PROJECTED SALARY SAVINGS-- OTHER SALARIES AND WAGES			$0.04	
FRINGE BENEFITS			$8,125.00	
TOTAL PERSONNEL SERVICES				$29,384.00
TOTAL				$29,384.00
162774 - Plant&Soil-Block Sal				
Coor Lab	534298	25.00000	$14,497.75	
Agriculturalist Sr	BS9583	50.00000	$25,784.00	
Agriculturalist Sr	BS9847	42.50000	$21,705.60	
Ext Ast	BS9849	100.00000	$48,156.00	
Admin Aso	BS9855	76.27000	$41,490.88	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$-0.23	
FRINGE BENEFITS			$57,955.00	
TOTAL PERSONNEL SERVICES				$209,589.00
TOTAL				$209,589.00

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162775 - Animal and Food Sci - Block Sal				
Coor Farm Ops	530037	10.00000	$5,934.00	
Herd Mgr Sr	AS8930	5.00000	$2,776.95	
Spclt Comp II	BS9630	15.00000	$5,728.38	
Admin Aso	BS9811	10.00000	$4,573.00	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$-0.33	
Admin Supp Ast Sr	632426	87.00000	$28,905.75	
Admin Supp Spclt Sr	633538	25.00000	$8,734.75	
PROJECTED SALARY SAVINGS-- OTHER SALARIES AND WAGES			$0.50	
FRINGE BENEFITS			$21,653.00	
TOTAL PERSONNEL SERVICES				$78,306.00
TOTAL				$78,306.00
162777 - Ent & Pp-Block Sal				
Admin Aso	BS9727	66.63000	$36,648.50	
Agriculturalist Sr	BS9812	37.50000	$17,989.88	
Ext Ast	BS9996	43.70000	$22,655.83	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$-0.21	
Spclt Rsrch	530155	5.00000	$1,932.05	
Ext Ast	BS9548	100.00000	$45,000.00	
Admin Supp Ast I	BS9588	33.00000	$4,823.34	
Admin Supp Spclt Sr	BS9920	27.50000	$10,794.85	
PROJECTED SALARY SAVINGS-- OTHER SALARIES AND WAGES			$-0.24	
FRINGE BENEFITS			$53,449.00	
TOTAL PERSONNEL SERVICES				$193,293.00
TOTAL				$193,293.00
162778 - Nrem-Block Sal				
Admin Ast	BS9559	10.00000	$4,800.64	
Admin Supp Ast Sr	BS9602	10.00000	$2,784.60	
Admin Supp Spclt Sr	BS9745	50.00000	$21,840.00	
PROJECTED SALARY SAVINGS-- OTHER SALARIES AND WAGES			$-0.24	
FRINGE BENEFITS			$11,246.00	
TOTAL PERSONNEL SERVICES				$40,671.00
TOTAL				$40,671.00

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POSITION TITLE	POSITION NUMBER	FUNDING PERCENT	POSITION PROPOSED BUDGET AMOUNT	FY 2025-2026 PROPOSED ACCOUNT BUDGET AMOUNT
ACTIVITY: 13 - Public Service , continued				
FUNCTION: 2610 - Cooperative Extension Services , continued				
162779 - Hort & La-Block Sal				
Ext Ast	CS9754	100.00000	$45,000.00	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.00	
Admin Supp Spclt II	BS9658	50.00000	$19,314.00	
Admin Supp Spclt Sr	BS9728	32.00000	$13,216.72	
Ext Ast	CS9711	100.00000	$38,252.60	
PROJECTED SALARY SAVINGS-- OTHER SALARIES AND WAGES			$-0.32	
FRINGE BENEFITS			$44,252.00	
TOTAL PERSONNEL SERVICES				$160,035.00
TOTAL				$160,035.00
162780 - Ag Ed Comm-Block Sal				
Coor Pgm	BS9653	20.00000	$11,573.70	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.30	
FRINGE BENEFITS			$4,423.00	
TOTAL PERSONNEL SERVICES				$15,997.00
TOTAL				$15,997.00
162784 - Ag Comm Serv-Block				
Dir Comm Svc	330678	56.97000	$80,933.47	
Coor Comm	530218	56.97000	$34,550.60	
Mgr Video Prod	530887	56.97000	$37,924.36	
Spclt Comm	531251	56.97000	$32,273.51	
Coor Comm	BS9553	56.97000	$30,194.10	
Coor Comm	BS9558	50.00000	$25,000.00	
Comm Mgr Sr	BS9735	33.40000	$27,007.24	
Coor Comm	BS9743	56.97000	$32,021.70	
Coor Comm	BS9756	56.97000	$26,659.31	
Coor Mktg	BS9757	56.97000	$25,636.50	
Coor Mktg	BS9760	56.97000	$22,787.09	
Mgr Comm Svc	BS9763	56.97000	$36,686.40	
Mgr Comm Svc	BS9764	56.97000	$39,140.10	
Aso Dir Ag Comm	BS9765	56.97000	$50,487.29	
Spclt Comm	BS9789	56.97000	$24,777.85	
TV Prodcr/Dir	BS9790	56.97000	$27,748.38	

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ACTIVITY: 13 - Public Service , continued				
FUNCTION: 2610 - Cooperative Extension Services , continued				
162784 - Ag Comm Serv-Block , continued				
TV Prodcr/Dir	BS9792	56.97000	$27,337.05	
Spclt Comm Sr	BS9906	56.97000	$33,387.27	
Multimedia Prodcr	CS9749	56.97000	$24,055.01	
Video Editor	CS9753	56.97000	$22,881.89	
Multimedia Prodcr	CS9875	56.97000	$22,787.09	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$-0.21	
Admin Ast	BS9882	56.97000	$17,774.64	
PROJECTED SALARY SAVINGS-- OTHER SALARIES AND WAGES			$0.36	
FRINGE BENEFITS			$268,324.00	
TOTAL PERSONNEL SERVICES				$970,375.00
TOTAL				$970,375.00
162785 - Fcs Extnsn-Block Sal				
Acct IV/Dir	331046	5.00000	$7,430.51	
Mgr IT	331304	5.00000	$4,250.00	
Dir Comm Svc	331426	5.00000	$4,000.00	
Admin Aso	AS8675	90.00000	$41,598.94	
Acct III	AS9579	15.00000	$11,250.00	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.55	
Admin Supp Spclt I	AS7006	70.00000	$26,208.00	
Admin Aso	AS7831	40.00000	$16,656.64	
Admin Ast	AS8674	25.00000	$10,440.00	
Admin Supp Spclt I	AS8875	100.00000	$35,454.24	
PROJECTED SALARY SAVINGS-- OTHER SALARIES AND WAGES			$0.12	
FRINGE BENEFITS			$60,116.00	
TOTAL PERSONNEL SERVICES				$217,405.00
TOTAL				$217,405.00
162786 - 4-H Progrm-Block Sal				
Coor Comm	BS9581	100.00000	$56,000.00	
Coor Pgm	BS9646	100.00000	$47,000.00	
Admin Aso	CS9684	100.00000	$50,000.00	
Ext State Pgm Spclt	CS9686	92.00000	$57,040.00	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.00	

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ACTIVITY: 13 - Public Service , continued				
FUNCTION: 2610 - Cooperative Extension Services , continued				
162786 - 4-H Progrm-Block Sal , continued				
Admin Supp Spclt I	633086	100.00000	$34,320.00	
Admin Supp Spclt I	CS9762	100.00000	$31,097.00	
Admin Ast	CS9905	100.00000	$32,760.00	
PROJECTED SALARY SAVINGS-- OTHER SALARIES AND WAGES			$0.00	
FRINGE BENEFITS			$117,801.00	
TOTAL PERSONNEL SERVICES				$426,018.00
TOTAL				$426,018.00
162787 - Admin-Block Sal				
Ast VP/Sr Fin Ofcr	120171	40.00000	$59,082.40	
Dir DASNR HR	330677	39.30000	$48,433.38	
Dir Spons Pgm	330887	18.00000	$18,285.80	
Prof/AVP DASNR Facil	BF9627	25.00000	$60,098.50	
Sr Dir Ag IT	330403	63.00000	$68,054.43	
Mgr Ag Conf Svc	530990	100.00000	$70,356.60	
Proj Mgr Constructn	533829	25.00000	$20,540.25	
Acct I	BS9535	24.00000	$10,800.00	
Mgr IT	BS9541	59.50000	$38,675.00	
Mgr IT	BS9557	25.00000	$17,172.50	
Acct I	BS9561	24.00000	$9,600.00	
Acct II	BS9564	24.00000	$13,583.64	
Coor Bus Ops	BS9568	70.00000	$33,735.52	
Spclt Comp II	BS9582	32.00000	$13,971.14	
Spclt Comm	BS9585	40.00000	$16,461.52	
Exec Admin Aso	BS9587	33.40000	$17,222.04	
Sr Dir Ag Affairs	BS9599	37.50000	$40,563.00	
Sys Analyst	BS9600	70.00000	$44,485.00	
Mgr Facil Svc	BS9601	20.00000	$16,080.00	
Comp Spclt I	BS9606	25.00000	$8,750.00	
Acct I	BS9609	24.00000	$9,600.00	
Acct I	BS9612	24.00000	$10,800.00	
Acct I	BS9619	10.00000	$3,977.60	
Acct III	BS9620	24.00000	$14,437.08	
Spclt Spons Pgm I	BS9640	18.00000	$8,460.00	
Acct II	BS9644	100.00000	$56,365.51	
Ast Dir Spons Pgm	BS9664	18.00000	$15,814.26	

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ACTIVITY: 13 - Public Service , continued				
FUNCTION: 2610 - Cooperative Extension Services , continued				
162787 - Admin-Block Sal , continued				
Spclt Comp II	BS9693	100.00000	$40,298.00	
Spclt Spons Pgm I	BS9695	18.00000	$9,000.00	
Ast Dir Spons Pgm	BS9711	18.00000	$13,500.00	
Acct II	BS9712	24.00000	$11,418.24	
Spclt Spons Pgm II	BS9731	18.00000	$9,595.53	
Spclt Spons Pgm I	BS9746	18.00000	$8,599.50	
Spclt Comm	BS9754	50.00000	$19,999.20	
Coor Ag Conf Svc	BS9771	100.00000	$51,676.00	
Acct II	BS9773	100.00000	$60,000.00	
Acct III	BS9774	24.00000	$14,516.36	
Exec Admin Aso	BS9775	34.00000	$20,884.50	
Spclt Comm	BS9783	50.00000	$22,245.60	
Spclt Comp II	BS9801	43.00000	$22,396.98	
Acct III	BS9804	24.00000	$15,774.57	
Sr Dir Integ Dig Str	BS9923	50.00000	$85,229.00	
Acct III	CS9646	100.00000	$54,000.00	
Coor Bus Ops	CS9757	70.00000	$41,895.00	
Aso Dir Integ Dig St	CS9880	50.00000	$41,332.00	
Spclt Comm	CS9901	50.00000	$22,517.15	
Exec Admin Ast	CS9906	100.00000	$50,000.00	
Acct IV/Dir	CS9953	100.00000	$90,176.00	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES				$0.20
Spclt Tech Supp	531367	58.00000	$27,641.64	
Spclt Acctg Sr	631009	100.00000	$44,158.80	
Admin Supp Ast Sr	631311	18.00000	$6,145.02	
Admin Supp Ast II	631622	80.00000	$10,857.60	
Spclt Acctg	631797	24.00000	$7,411.49	
Spclt Acctg	632187	24.00000	$10,785.84	
Spclt Acctg Sr	632496	100.00000	$39,379.80	
Spclt Acctg Sr	632743	24.00000	$9,255.74	
Spclt Acctg Sr	633480	18.00000	$7,075.44	
Spclt Tech Supp	633486	43.00000	$18,957.84	
Spclt Acctg	637784	24.00000	$10,860.72	
Acct I	BS9550	24.00000	$9,396.00	
Acct I	BS9551	24.00000	$10,774.08	
Acct I	BS9552	24.00000	$10,087.54	
Spclt Spons Pgm I	BS9555	18.00000	$7,588.12	
Spclt Acctg	BS9560	24.00000	$8,400.00	

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SCHEDULE E
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INSTITUTION NUMBER: 3 INSTITUTION NAME: OSU Cooperative Extension PRESIDENT: DR. JIM HESS

POSITION TITLE	POSITION NUMBER	FUNDING PERCENT	POSITION PROPOSED BUDGET AMOUNT	FY 2025-2026 PROPOSED ACCOUNT BUDGET AMOUNT
ACTIVITY: 13 - Public Service , continued				
FUNCTION: 2610 - Cooperative Extension Services , continued				
162787 - Admin-Block Sal , continued				
Spclt Acctg	BS9562	60.00000	$21,000.00	
Acct I	BS9565	10.00000	$4,215.72	
Spclt Acctg	BS9592	100.00000	$35,496.00	
Spclt Acctg	BS9593	24.00000	$8,845.82	
Spclt Acctg Sr	BS9607	24.00000	$9,856.94	
Spclt Bus Ops	BS9649	70.00000	$28,778.54	
Spclt Acctg Sr	BS9739	24.00000	$10,248.00	
Spclt Comp I	BS9778	100.00000	$36,400.00	
Spclt Acctg Sr	BS9864	24.00000	$10,502.16	
Spclt Acctg	BS9868	18.00000	$6,425.28	
Spclt Acctg	BS9878	24.00000	$9,724.42	
Spclt Acctg	BS9887	24.00000	$8,985.60	
Spclt Acctg Sr	BS9924	24.00000	$9,974.02	
Spclt Acctg	BS9948	24.00000	$6,417.22	
Spclt Acctg	BS9995	24.00000	$9,769.34	
Spclt Acctg	CS9668	100.00000	$26,520.00	
Spclt Comp I	CS9693	100.00000	$39,520.00	
PROJECTED SALARY SAVINGS-- OTHER SALARIES AND WAGES			$0.27	
FRINGE BENEFITS			$753,665.00	
TOTAL PERSONNEL SERVICES				$2,725,579.00
TOTAL				$2,725,579.00
162788 - FAPC-Block Sal				
Mgr Comm Svc	BS9537	23.00000	$16,100.00	
Mgr Pgm	BS9539	23.00000	$18,170.00	
Admin Aso	BS9547	23.00000	$13,105.66	
Admin Supp Superviso	BS9549	23.00000	$9,660.00	
Mgr, Meat Tech Pgms	BS9567	23.00000	$24,955.00	
Pgm Mgr	BS9654	11.87000	$8,873.29	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.05	
Admin Supp Spclt I	631746	23.00000	$10,018.31	
PROJECTED SALARY SAVINGS-- OTHER SALARIES AND WAGES			$-0.31	
FRINGE BENEFITS			$38,558.00	
TOTAL PERSONNEL SERVICES				$139,440.00
TOTAL				$139,440.00

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INSTITUTION NUMBER: 3 INSTITUTION NAME: OSU Cooperative Extension PRESIDENT: DR. JIM HESS

POSITION TITLE	POSITION NUMBER	FUNDING PERCENT	POSITION PROPOSED BUDGET AMOUNT	FY 2025-2026 PROPOSED ACCOUNT BUDGET AMOUNT
ACTIVITY: 13 - Public Service , continued				
FUNCTION: 2610 - Cooperative Extension Services , continued				
162853 - Safety Educator ODAFF				
Ext Ed 4H	CS9928	60.00000	$29,400.00	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.00	
FRINGE BENEFITS			$11,237.00	
TOTAL PERSONNEL SERVICES				$40,637.00
TOTAL				$40,637.00
162855 - FCS Area Spe SE ODAFF				
Area Ext Spclt	CS9926	100.00000	$68,130.00	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.00	
FRINGE BENEFITS			$26,039.00	
TOTAL PERSONNEL SERVICES				$94,169.00
TOTAL				$94,169.00
162858 - FCS Health Disp W ODAFF				
Area Ext Spclt	CS9927	100.00000	$79,633.00	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.00	
FRINGE BENEFITS			$30,436.00	
TOTAL PERSONNEL SERVICES				$110,069.00
TOTAL				$110,069.00
162865 - 4H Urban STEM Ed ODAFF				
Ext Ed Multi Co Spcl	CS9913	100.00000	$56,100.00	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.00	
FRINGE BENEFITS			$21,442.00	
TOTAL PERSONNEL SERVICES				$77,542.00
TOTAL				$77,542.00
162999 - State Budget				
OTHER PROFESSIONAL SALARIES			$1,340,000.00	
OTHER SALARIES AND WAGES			$1,055,000.00	

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INSTITUTION NUMBER: 3 INSTITUTION NAME: OSU Cooperative Extension PRESIDENT: DR. JIM HESS

POSITION TITLE	POSITION NUMBER	FUNDING PERCENT	POSITION PROPOSED BUDGET AMOUNT	FY 2025-2026 PROPOSED ACCOUNT BUDGET AMOUNT
ACTIVITY: 13 - Public Service , continued				
FUNCTION: 2610 - Cooperative Extension Services , continued				
162999 - State Budget , continued				
FRINGE BENEFITS			$2,365,000.00	
TOTAL PERSONNEL SERVICES				$4,760,000.00
TRAVEL				$500,000.00
UTILITIES				$30,000.00
SUPPLIES AND OTHER OPERATING EXPENSES				$1,773,347.00
PROPERTY FURNITURE AND EQUIPMENT				$350,000.00
TOTAL				$7,413,347.00
163105 - Fcs Coop Ext State				
Aso Dean/Ast Dir OCE	112671	90.00000	$120,917.62	
Coor Pgm	534430	100.00000	$62,645.06	
Coor Community Engag	535201	75.00000	$51,631.35	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$-0.03	
OTHER SALARIES AND WAGES			$5,120.00	
FRINGE BENEFITS			$90,316.00	
TOTAL PERSONNEL SERVICES				$330,630.00
TOTAL				$330,630.00
163113 - Extension Frcd- Stat				
Prof	211208	46.06000	$58,505.52	
Prof/Head	120163	12.19000	$23,388.78	
Prof	210429	26.00000	$34,949.83	
Aso Prof	211171	22.71000	$24,765.68	
Ast Prof	AF7978	75.00000	$67,500.00	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$1.19	
FRINGE BENEFITS			$66,978.00	
TOTAL PERSONNEL SERVICES				$276,089.00
TOTAL				$276,089.00
163114 - Ext. Nutr Sci-State				
Prof/Dept Head	AF9658	15.00000	$24,300.00	
Prof	211075	47.74000	$63,236.70	

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POSITION TITLE	POSITION NUMBER	FUNDING PERCENT	POSITION PROPOSED BUDGET AMOUNT	FY 2025-2026 PROPOSED ACCOUNT BUDGET AMOUNT
ACTIVITY: 13 - Public Service , continued				
FUNCTION: 2610 - Cooperative Extension Services , continued				
163114 - Ext. Nutr Sci-State , continued				
Prof	219036	75.00000	$67,500.00	
Tchg Aso Prof	AF9823	17.48000	$16,409.28	
Ast Ext Spclt	AF8050	100.00000	$67,000.00	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.02	
FRINGE BENEFITS			$76,374.00	
TOTAL PERSONNEL SERVICES				$314,820.00
TOTAL				$314,820.00
163704 - Plant / Soil Sci F/A				
OTHER SALARIES AND WAGES			$27,072.00	
FRINGE BENEFITS			$2,547.00	
TOTAL PERSONNEL SERVICES				$29,619.00
TOTAL				$29,619.00
164106 - 4-H Program-State				
Ast Ext Spclt	210821	96.83000	$76,358.00	
Aso Ext Spclt	220484	45.00000	$28,890.00	
Sr Ext Spclt	220712	43.50000	$40,404.54	
Sr Ext Spclt	221161	48.00000	$44,861.28	
State 4H Pgm Lead/Sr	BF9900	82.14000	$137,377.26	
Ext Ed Multi Co Spcl	CS9914	50.00000	$33,000.00	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$-0.08	
FRINGE BENEFITS			$117,637.00	
TOTAL PERSONNEL SERVICES				$478,528.00
TOTAL				$478,528.00
164109 - Urban 4-H - State				
Ext Ed 4H	430311	50.00000	$26,441.50	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.50	
Ext Admin Supp Ast	BS9687	50.00000	$16,780.80	
PROJECTED SALARY SAVINGS-- OTHER SALARIES AND WAGES			$0.20	
FRINGE BENEFITS			$16,520.00	
TOTAL PERSONNEL SERVICES				$59,743.00
TOTAL				$59,743.00

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INSTITUTION NUMBER: 3 INSTITUTION NAME: OSU Cooperative Extension PRESIDENT: DR. JIM HESS

POSITION TITLE	POSITION NUMBER	FUNDING PERCENT	POSITION PROPOSED BUDGET AMOUNT	FY 2025-2026 PROPOSED ACCOUNT BUDGET AMOUNT
164120 - 4-H Summer Intrn Pgm				
OTHER SALARIES AND WAGES			$27,520.00	
FRINGE BENEFITS			$2,287.00	
TOTAL PERSONNEL SERVICES				$29,807.00
TOTAL				$29,807.00
165002 - CTP Funding for OCES - Restricted				
Ast Ext Spclt	CF9994	20.00000	$13,648.32	
Tech Writer	BS9692	100.00000	$61,826.28	
Spclt Local Govt II	CS9738	100.00000	$48,951.00	
Spclt Local Govt II	CS9929	100.00000	$73,179.60	
Spclt Local Govt III	CS9932	100.00000	$72,143.16	
Spclt Local Govt II	CS9947	100.00000	$6,135.96	
OTHER PROFESSIONAL SALARIES			$72,251.68	
Admin Supp Spclt Sr	633298	100.00000	$42,348.80	
Admin Supp Spclt I	BS9879	100.00000	$29,640.00	
Admin Supp Spclt Sr	CS9661	100.00000	$33,280.00	
OTHER SALARIES AND WAGES			$15,600.20	
FRINGE BENEFITS			$169,347.00	
TOTAL PERSONNEL SERVICES				$638,352.00
TOTAL				$638,352.00
165003 - ODAFF Funding FAPC-Restricted				
Dept Head/Prof	110123	23.00000	$43,883.08	
Mgr Mktg	331197	23.00000	$16,726.84	
Dir Outrch Pgm	331231	18.40000	$19,399.02	
Mgr Mktg	331790	23.00000	$18,129.52	
Mgr Facil Svc	534677	23.00000	$19,105.74	
Mgr Pgm	BS9573	23.00000	$25,357.50	
Pgm Mgr	BS9654	11.13000	$8,319.54	
Mgr Pgm	BS9655	23.00000	$15,480.15	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$-0.39	
FRINGE BENEFITS			$63,599.00	
TOTAL PERSONNEL SERVICES				$230,000.00
TOTAL				$230,000.00

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INSTITUTION NUMBER: 3 INSTITUTION NAME: OSU Cooperative Extension PRESIDENT: DR. JIM HESS

POSITION TITLE	POSITION NUMBER	FUNDING PERCENT	POSITION PROPOSED BUDGET AMOUNT	FY 2025-2026 PROPOSED ACCOUNT BUDGET AMOUNT
ACTIVITY: 13 - Public Service , continued				
FUNCTION: 2610 - Cooperative Extension Services , continued				
165301 - Adair County-ODAFF Restricted				
Ext Admin Supp Spclt CS9936		92.88000	$34,443.78	
OTHER SALARIES AND WAGES			$8,201.22	
FRINGE BENEFITS			$16,298.00	
TOTAL PERSONNEL SERVICES				$58,943.00
TOTAL				$58,943.00
165302 - Alfalfa County-ODAFF Restricted				
Ext Admin Supp Spclt 633293		87.23000	$31,695.48	
OTHER SALARIES AND WAGES			$7,545.52	
FRINGE BENEFITS			$14,998.00	
TOTAL PERSONNEL SERVICES				$54,239.00
TOTAL				$54,239.00
165303 - Atoka County-ODAFF Restricted				
Ext Admin Supp Spclt BS9680		39.92000	$13,645.91	
OTHER SALARIES AND WAGES			$3,249.09	
FRINGE BENEFITS			$6,457.00	
TOTAL PERSONNEL SERVICES				$23,352.00
TOTAL				$23,352.00
165304 - Beaver County-ODAFF Restricted				
Ext Ed Ag/4H	430010	5.16000	$3,888.66	
OTHER PROFESSIONAL SALARIES			$926.34	
Ext Admin Supp Spclt CS9930		100.00000	$35,283.18	
OTHER SALARIES AND WAGES			$8,401.82	
FRINGE BENEFITS			$18,536.00	
TOTAL PERSONNEL SERVICES				$67,036.00
TOTAL				$67,036.00

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POSITION TITLE	POSITION NUMBER	FUNDING PERCENT	POSITION PROPOSED BUDGET AMOUNT	FY 2025-2026 PROPOSED ACCOUNT BUDGET AMOUNT
ACTIVITY: 13 - Public Service , continued				
FUNCTION: 2610 - Cooperative Extension Services , continued				
165305 - Beckham County-ODAFF Restricted				
Ext Ed Ag/4H CED	430012	36.35000	$23,589.54	
OTHER PROFESSIONAL SALARIES			$5,617.46	
FRINGE BENEFITS			$11,161.00	
TOTAL PERSONNEL SERVICES				$40,368.00
TOTAL				$40,368.00
165306 - Blaine County-ODAFF Restricted				
Ext Ed Ag/4H CED	CS9674	33.24000	$15,176.20	
OTHER PROFESSIONAL SALARIES			$3,612.80	
FRINGE BENEFITS			$7,181.00	
TOTAL PERSONNEL SERVICES				$25,970.00
TOTAL				$25,970.00
165307 - Bryan County-ODAFF Restricted				
Ext Admin Supp Spclt 633200		98.34000	$31,907.11	
OTHER SALARIES AND WAGES			$7,596.89	
FRINGE BENEFITS			$15,099.00	
TOTAL PERSONNEL SERVICES				$54,603.00
TOTAL				$54,603.00
165308 - Caddo County-ODAFF Restricted				
Ext Ed 4H	430272	2.84000	$1,284.53	
OTHER PROFESSIONAL SALARIES			$306.47	
Ext Admin Supp Spclt 633901		100.00000	$33,408.00	
OTHER SALARIES AND WAGES			$7,955.00	
FRINGE BENEFITS			$16,416.00	
TOTAL PERSONNEL SERVICES				$59,370.00
TOTAL				$59,370.00

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POSITION TITLE	POSITION NUMBER	FUNDING PERCENT	POSITION PROPOSED BUDGET AMOUNT	FY 2025-2026 PROPOSED ACCOUNT BUDGET AMOUNT
ACTIVITY: 13 - Public Service , continued				
FUNCTION: 2610 - Cooperative Extension Services , continued				
165309 - Canadian County-ODAFF Restricted				
Ext Ed Ag/4H CED	430025	42.09000	$34,252.30	
OTHER PROFESSIONAL SALARIES			$8,154.70	
Ext Admin Supp Spclt	633450	100.00000	$45,099.80	
OTHER SALARIES AND WAGES			$10,738.20	
FRINGE BENEFITS			$37,549.00	
TOTAL PERSONNEL SERVICES				$135,794.00
TOTAL				$135,794.00
165310 - Carter County-ODAFF Restricted				
Ext Ed 4H	430506	9.73000	$4,814.58	
OTHER PROFESSIONAL SALARIES			$1,146.42	
Ext Admin Supp Spclt	633372	100.00000	$35,989.89	
OTHER SALARIES AND WAGES			$8,569.11	
FRINGE BENEFITS			$19,308.00	
TOTAL PERSONNEL SERVICES				$69,828.00
TOTAL				$69,828.00
165311 - Cherokee County-ODAFF Restricted				
Ext Ed Ag/4H	430029	19.28000	$14,845.07	
OTHER PROFESSIONAL SALARIES			$3,534.93	
Ext Admin Supp Spclt	CS9925	100.00000	$38,431.25	
OTHER SALARIES AND WAGES			$9,149.75	
FRINGE BENEFITS			$25,211.00	
TOTAL PERSONNEL SERVICES				$91,172.00
TOTAL				$91,172.00
165312 - Choctaw County-ODAFF Restricted				
Ext Admin Supp Spclt	BS9679	95.41000	$26,895.15	
OTHER SALARIES AND WAGES			$6,403.85	
FRINGE BENEFITS			$12,726.00	
TOTAL PERSONNEL SERVICES				$46,025.00
TOTAL				$46,025.00

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POSITION TITLE	POSITION NUMBER	FUNDING PERCENT	POSITION PROPOSED BUDGET AMOUNT	FY 2025-2026 PROPOSED ACCOUNT BUDGET AMOUNT
ACTIVITY: 13 - Public Service , continued				
FUNCTION: 2610 - Cooperative Extension Services , continued				
165313 - Cimarron County-ODAFF Restricted				
Ext Admin Supp Spclt 632757		61.20000	$21,565.66	
OTHER SALARIES AND WAGES			$5,135.34	
FRINGE BENEFITS			$10,204.00	
TOTAL PERSONNEL SERVICES				$36,905.00
TOTAL				$36,905.00
165314 - Cleveland County-ODAFF Restricted				
Ext Ed 4H	430036	22.60000	$11,304.21	
OTHER PROFESSIONAL SALARIES			$2,690.79	
Ext Pgm Ast	CS9884	100.00000	$30,372.37	
Ext Admin Supp Spclt CS9973		100.00000	$38,998.42	
OTHER SALARIES AND WAGES			$16,517.21	
FRINGE BENEFITS			$38,175.00	
TOTAL PERSONNEL SERVICES				$138,058.00
TOTAL				$138,058.00
165315 - Coal County-ODAFF Restricted				
Ext Admin Supp Spclt BS9678		69.21000	$25,334.82	
OTHER SALARIES AND WAGES			$6,032.18	
FRINGE BENEFITS			$11,988.00	
TOTAL PERSONNEL SERVICES				$43,355.00
TOTAL				$43,355.00
165316 - Comanche County-ODAFF Restricted				
Ext Ed 4H	430043	4.39000	$2,041.58	
OTHER PROFESSIONAL SALARIES			$486.42	
Ext Admin Supp Spclt 632723		100.00000	$35,360.48	
OTHER SALARIES AND WAGES			$8,418.52	
FRINGE BENEFITS			$17,699.00	
TOTAL PERSONNEL SERVICES				$64,006.00
TOTAL				$64,006.00

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POSITION TITLE	POSITION NUMBER	FUNDING PERCENT	POSITION PROPOSED BUDGET AMOUNT	FY 2025-2026 PROPOSED ACCOUNT BUDGET AMOUNT
ACTIVITY: 13 - Public Service , continued				
FUNCTION: 2610 - Cooperative Extension Services , continued				
165317 - Cotton County-ODAFF Restricted				
Ext Admin Supp Spclt CS990O		80.25000	$26,577.66	
OTHER SALARIES AND WAGES			$6,328.34	
FRINGE BENEFITS			$12,577.00	
TOTAL PERSONNEL SERVICES				$45,483.00
TOTAL				$45,483.00
165318 - Craig County-ODAFF Restricted				
Ext Admin Supp Spclt 633368		82.12000	$28,292.06	
OTHER SALARIES AND WAGES			$6,735.94	
FRINGE BENEFITS			$13,388.00	
TOTAL PERSONNEL SERVICES				$48,416.00
TOTAL				$48,416.00
165319 - Creek County-ODAFF Restricted				
Ext Ed Ag/4H	430405	17.25000	$9,154.06	
OTHER PROFESSIONAL SALARIES			$2,179.94	
Ext Pgm Ast	632784	100.00000	$34,042.43	
OTHER SALARIES AND WAGES			$8,104.57	
FRINGE BENEFITS			$20,441.00	
TOTAL PERSONNEL SERVICES				$73,922.00
TOTAL				$73,922.00
165320 - Custer County-ODAFF Restricted				
Ext Ed 4H	430056	15.92000	$7,164.41	
OTHER PROFESSIONAL SALARIES			$1,705.59	
Ext Admin Supp Spclt BS9686		100.00000	$41,651.58	
OTHER SALARIES AND WAGES			$9,917.42	
FRINGE BENEFITS			$23,099.00	
TOTAL PERSONNEL SERVICES				$83,538.00
TOTAL				$83,538.00

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ACTIVITY: 13 - Public Service , continued				
FUNCTION: 2610 - Cooperative Extension Services , continued				
165321 - Delaware County-ODAFF Restricted				
Ext Ed FCS/4H	430287	5.90000	$3,290.74	
OTHER PROFESSIONAL SALARIES			$784.26	
Ext Admin Supp Spclt CS9988		100.00000	$27,188.17	
OTHER SALARIES AND WAGES			$6,472.83	
FRINGE BENEFITS			$14,423.00	
TOTAL PERSONNEL SERVICES				$52,159.00
TOTAL				$52,159.00
165322 - Dewey County-ODAFF Restricted				
Ext Admin Supp Spclt BS9685		55.45000	$20,176.90	
OTHER SALARIES AND WAGES			$4,804.10	
FRINGE BENEFITS			$9,548.00	
TOTAL PERSONNEL SERVICES				$34,529.00
TOTAL				$34,529.00
165323 - Ellis County-ODAFF Restricted				
Ext Ed Ag/4H	430413	10.49000	$6,175.34	
OTHER PROFESSIONAL SALARIES			$1,469.66	
Ext Admin Supp Spclt CS9939		100.00000	$34,479.10	
OTHER SALARIES AND WAGES			$8,208.90	
FRINGE BENEFITS			$19,238.00	
TOTAL PERSONNEL SERVICES				$69,571.00
TOTAL				$69,571.00
165324 - Garfield County-ODAFF Restricted				
Ext Ed 4H	430215	41.63000	$26,424.42	
OTHER PROFESSIONAL SALARIES			$6,290.58	
Ext Admin Supp Spclt BS9927		100.00000	$36,503.86	
OTHER SALARIES AND WAGES			$8,691.14	
FRINGE BENEFITS			$29,777.00	
TOTAL PERSONNEL SERVICES				$107,687.00
TOTAL				$107,687.00

OKLAHOMA STATE REGENTS FOR HIGHER EDUCATION
EDUCATIONAL AND GENERAL BUDGET PART I
FISCAL YEAR 2025-2026
SCHEDULE E
EXPENDITURES BY ACTIVITY/FUNCTION, DEPARTMENT, POSITION AND OBJECT

INSTITUTION NUMBER: 3 INSTITUTION NAME: OSU Cooperative Extension PRESIDENT: DR. JIM HESS

POSITION TITLE	POSITION NUMBER	FUNDING PERCENT	POSITION PROPOSED BUDGET AMOUNT	FY 2025-2026 PROPOSED ACCOUNT BUDGET AMOUNT
ACTIVITY: 13 - Public Service , continued				
FUNCTION: 2610 - Cooperative Extension Services , continued				
165325 - Garvin County-ODAFF Restricted				
Ext Pgm Ast	633449	100.00000	$36,192.67	
Ext Admin Supp Spclt	CS9874	23.51000	$7,569.05	
OTHER SALARIES AND WAGES			$10,420.28	
FRINGE BENEFITS			$20,707.00	
TOTAL PERSONNEL SERVICES				$74,889.00
TOTAL				$74,889.00
165326 - Grady County-ODAFF Restricted				
Ext Admin Supp Spclt	BS9684	100.00000	$38,563.75	
Ext Pgm Spclt	CS9950	50.37000	$18,093.80	
OTHER SALARIES AND WAGES			$13,490.45	
FRINGE BENEFITS			$26,810.00	
TOTAL PERSONNEL SERVICES				$96,958.00
TOTAL				$96,958.00
165327 - Grant County-ODAFF Restricted				
Ext Admin Supp Spclt	633543	58.20000	$18,884.80	
OTHER SALARIES AND WAGES			$4,496.20	
FRINGE BENEFITS			$8,937.00	
TOTAL PERSONNEL SERVICES				$32,318.00
TOTAL				$32,318.00
165328 - Greer County-ODAFF Restricted				
Ext Admin Supp Spclt	BS9683	61.26000	$24,540.15	
OTHER SALARIES AND WAGES			$5,842.85	
FRINGE BENEFITS			$11,612.00	
TOTAL PERSONNEL SERVICES				$41,995.00
TOTAL				$41,995.00

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INSTITUTION NUMBER: 3 INSTITUTION NAME: OSU Cooperative Extension PRESIDENT: DR. JIM HESS

POSITION TITLE	POSITION NUMBER	FUNDING PERCENT	POSITION PROPOSED BUDGET AMOUNT	FY 2025-2026 PROPOSED ACCOUNT BUDGET AMOUNT
ACTIVITY: 13 - Public Service , continued				
FUNCTION: 2610 - Cooperative Extension Services , continued				
165329 - Harmon County-ODAFF Restricted				
Ext Admin Supp Spclt CS9766		52.17000	$18,208.70	
OTHER SALARIES AND WAGES			$4,335.30	
FRINGE BENEFITS			$8,617.00	
TOTAL PERSONNEL SERVICES				$31,161.00
TOTAL				$31,161.00
165330 - Harper County-ODAFF Restricted				
Ext Admin Supp Spclt 633375		57.74000	$19,099.94	
OTHER SALARIES AND WAGES			$4,548.06	
FRINGE BENEFITS			$9,038.00	
TOTAL PERSONNEL SERVICES				$32,686.00
TOTAL				$32,686.00
165331 - Haskell County-ODAFF Restricted				
Ext Admin Supp Spclt CS9761		59.08000	$21,283.50	
OTHER SALARIES AND WAGES			$5,068.50	
FRINGE BENEFITS			$10,072.00	
TOTAL PERSONNEL SERVICES				$36,424.00
TOTAL				$36,424.00
165332 - Hughes County-ODAFF Restricted				
Ext Ed Ag/4H CED	430085	14.51000	$10,225.64	
Ext Ed 4H	CS9967	25.00000	$13,546.75	
OTHER PROFESSIONAL SALARIES			$5,659.61	
FRINGE BENEFITS			$11,249.00	
TOTAL PERSONNEL SERVICES				$40,681.00
TOTAL				$40,681.00

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EXPENDITURES BY ACTIVITY/FUNCTION, DEPARTMENT, POSITION AND OBJECT

INSTITUTION NUMBER: 3 INSTITUTION NAME: OSU Cooperative Extension PRESIDENT: DR. JIM HESS

POSITION TITLE	POSITION NUMBER	FUNDING PERCENT	POSITION PROPOSED BUDGET AMOUNT	FY 2025-2026 PROPOSED ACCOUNT BUDGET AMOUNT
ACTIVITY: 13 - Public Service , continued				
FUNCTION: 2610 - Cooperative Extension Services , continued				
165333 - Jackson County-ODAFF Restricted				
Ext Admin Supp Spclt	633691	96.67000	$36,169.00	
OTHER SALARIES AND WAGES			$8,612.00	
FRINGE BENEFITS			$17,115.00	
TOTAL PERSONNEL SERVICES				$61,896.00
TOTAL				$61,896.00
165334 - Jefferson County-ODAFF Restricted				
Ext Admin Supp Spclt	633114	72.91000	$27,049.23	
OTHER SALARIES AND WAGES			$6,439.77	
FRINGE BENEFITS			$12,799.00	
TOTAL PERSONNEL SERVICES				$46,288.00
TOTAL				$46,288.00
165335 - Johnston County-ODAFF Restricted				
Ext Admin Supp Spclt	632735	80.25000	$29,760.46	
OTHER SALARIES AND WAGES			$7,085.54	
FRINGE BENEFITS			$14,082.00	
TOTAL PERSONNEL SERVICES				$50,928.00
TOTAL				$50,928.00
165336 - Kay County-ODAFF Restricted				
Ext Admin Supp Spclt	632779	100.00000	$36,287.03	
Ext Admin Supp Ast	633488	57.36000	$13,958.56	
OTHER SALARIES AND WAGES			$11,963.41	
FRINGE BENEFITS			$23,776.00	
TOTAL PERSONNEL SERVICES				$85,985.00
TOTAL				$85,985.00

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INSTITUTION NUMBER: 3 INSTITUTION NAME: OSU Cooperative Extension PRESIDENT: DR. JIM HESS

POSITION TITLE	POSITION NUMBER	FUNDING PERCENT	POSITION PROPOSED BUDGET AMOUNT	FY 2025-2026 PROPOSED ACCOUNT BUDGET AMOUNT
ACTIVITY: 13 - Public Service , continued				
FUNCTION: 2610 - Cooperative Extension Services , continued				
165337 - Kingfisher County-ODAFF Restricted				
Ext Ed 4H	430095	22.08000	$11,771.81	
OTHER PROFESSIONAL SALARIES			$2,803.19	
Ext Admin Supp Spclt CS9935		100.00000	$34,060.50	
OTHER SALARIES AND WAGES			$8,110.50	
FRINGE BENEFITS			$21,688.00	
TOTAL PERSONNEL SERVICES				$78,434.00
TOTAL				$78,434.00
165338 - Kiowa County-ODAFF Restricted				
Ext Admin Supp Spclt BS9853		68.89000	$23,637.69	
OTHER SALARIES AND WAGES			$5,628.31	
FRINGE BENEFITS			$11,185.00	
TOTAL PERSONNEL SERVICES				$40,451.00
TOTAL				$40,451.00
165339 - Latimer County-ODAFF Restricted				
Ext Admin Supp Spclt BS9955		67.00000	$23,424.93	
OTHER SALARIES AND WAGES			$5,577.07	
FRINGE BENEFITS			$11,085.00	
TOTAL PERSONNEL SERVICES				$40,087.00
TOTAL				$40,087.00
165340 - Leflore County-ODAFF Restricted				
Ext Ed 4H	CS9696	11.97000	$5,921.36	
OTHER PROFESSIONAL SALARIES			$1,409.64	
Ext Admin Supp Spclt CS9764		100.00000	$43,813.87	
OTHER SALARIES AND WAGES			$10,432.13	
FRINGE BENEFITS			$23,535.00	
TOTAL PERSONNEL SERVICES				$85,112.00
TOTAL				$85,112.00

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INSTITUTION NUMBER: 3 INSTITUTION NAME: OSU Cooperative Extension PRESIDENT: DR. JIM HESS

POSITION TITLE	POSITION NUMBER	FUNDING PERCENT	POSITION PROPOSED BUDGET AMOUNT	FY 2025-2026 PROPOSED ACCOUNT BUDGET AMOUNT
ACTIVITY: 13 - Public Service , continued				
FUNCTION: 2610 - Cooperative Extension Services , continued				
165341 - Lincoln County-ODAFF Restricted				
Ext Ed 4H	430494	16.61000	$11,398.78	
OTHER PROFESSIONAL SALARIES			$2,714.22	
Ext Admin Supp Ast	632783	100.00000	$36,102.32	
OTHER SALARIES AND WAGES			$8,595.68	
FRINGE BENEFITS			$22,478.00	
TOTAL PERSONNEL SERVICES				$81,289.00
TOTAL				$81,289.00
165342 - Logan County-ODAFF Restricted				
Ext Ed 4H	CS966O	4.61000	$2,004.45	
OTHER PROFESSIONAL SALARIES			$476.55	
Ext Admin Supp Spclt	CS9878	100.00000	$35,923.64	
OTHER SALARIES AND WAGES			$8,553.36	
FRINGE BENEFITS			$17,947.00	
TOTAL PERSONNEL SERVICES				$64,905.00
TOTAL				$64,905.00
165343 - Love County-ODAFF Restricted				
Ext Admin Supp Spclt	BS9676	88.59000	$33,720.59	
OTHER SALARIES AND WAGES			$8,029.41	
FRINGE BENEFITS			$15,957.00	
TOTAL PERSONNEL SERVICES				$57,707.00
TOTAL				$57,707.00
165344 - Mcclain County-ODAFF Restricted				
Ext Admin Supp Ast	632398	46.59000	$15,563.86	
Ext Admin Supp Spclt	633295	100.00000	$41,215.92	
OTHER SALARIES AND WAGES			$13,519.22	
FRINGE BENEFITS			$26,868.00	
TOTAL PERSONNEL SERVICES				$97,167.00
TOTAL				$97,167.00

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INSTITUTION NUMBER: 3 INSTITUTION NAME: OSU Cooperative Extension PRESIDENT: DR. JIM HESS

POSITION TITLE	POSITION NUMBER	FUNDING PERCENT	POSITION PROPOSED BUDGET AMOUNT	FY 2025-2026 PROPOSED ACCOUNT BUDGET AMOUNT
ACTIVITY: 13 - Public Service , continued				
FUNCTION: 2610 - Cooperative Extension Services , continued				
165345 - Mccurtain County-ODAFF Restricted				
Ext Ed 4H	430446	26.92000	$12,004.28	
OTHER PROFESSIONAL SALARIES			$2,857.72	
Ext Admin Supp Spclt 633218		82.00000	$26,835.64	
OTHER SALARIES AND WAGES			$6,390.36	
FRINGE BENEFITS			$18,380.00	
TOTAL PERSONNEL SERVICES				$66,468.00
TOTAL				$66,468.00
165346 - Mcintosh County-ODAFF Restricted				
Ext Admin Supp Spclt 633373		84.63000	$28,271.95	
OTHER SALARIES AND WAGES			$6,731.05	
FRINGE BENEFITS			$13,379.00	
TOTAL PERSONNEL SERVICES				$48,382.00
TOTAL				$48,382.00
165347 - Major County-ODAFF Restricted				
Ext Admin Supp Spclt 632287		72.53000	$24,376.05	
OTHER SALARIES AND WAGES			$5,803.95	
FRINGE BENEFITS			$11,535.00	
TOTAL PERSONNEL SERVICES				$41,715.00
TOTAL				$41,715.00
165348 - Marshall County-ODAFF Restricted				
Ext Admin Supp Spclt BS9675		80.15000	$29,787.73	
OTHER SALARIES AND WAGES			$7,092.27	
FRINGE BENEFITS			$14,096.00	
TOTAL PERSONNEL SERVICES				$50,976.00
TOTAL				$50,976.00

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INSTITUTION NUMBER: 3 INSTITUTION NAME: OSU Cooperative Extension PRESIDENT: DR. JIM HESS

POSITION TITLE	POSITION NUMBER	FUNDING PERCENT	POSITION PROPOSED BUDGET AMOUNT	FY 2025-2026 PROPOSED ACCOUNT BUDGET AMOUNT
ACTIVITY: 13 - Public Service , continued				
FUNCTION: 2610 - Cooperative Extension Services , continued				
165349 - Mayes County-ODAFF Restricted				
Ext Ed 4H	430562	33.26000	$22,675.78	
OTHER PROFESSIONAL SALARIES			$5,399.22	
Ext Admin Supp Spclt	632734	100.00000	$34,765.20	
OTHER SALARIES AND WAGES			$8,276.80	
FRINGE BENEFITS			$27,181.00	
TOTAL PERSONNEL SERVICES				$98,298.00
TOTAL				$98,298.00
165350 - Murray County-ODAFF Restricted				
Ext Admin Supp Spclt	633217	12.35000	$4,126.33	
Ext Pgm Ast	BS9674	100.00000	$35,923.64	
OTHER SALARIES AND WAGES			$9,536.03	
FRINGE BENEFITS			$18,952.00	
TOTAL PERSONNEL SERVICES				$68,538.00
TOTAL				$68,538.00
165351 - Muskogee County-ODAFF Restricted				
Ext Admin Supp Spclt	BS9691	85.75000	$28,817.37	
OTHER SALARIES AND WAGES			$6,860.63	
FRINGE BENEFITS			$13,636.00	
TOTAL PERSONNEL SERVICES				$49,314.00
TOTAL				$49,314.00
165352 - Noble County-ODAFF Restricted				
Ext Ed 4H	430546	20.73000	$9,201.28	
OTHER PROFESSIONAL SALARIES			$2,190.72	
Ext Admin Supp Spclt	633206	100.00000	$34,675.86	
OTHER SALARIES AND WAGES			$8,256.14	
FRINGE BENEFITS			$20,763.00	
TOTAL PERSONNEL SERVICES				$75,087.00
TOTAL				$75,087.00

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INSTITUTION NUMBER: 3 INSTITUTION NAME: OSU Cooperative Extension PRESIDENT: DR. JIM HESS

POSITION TITLE	POSITION NUMBER	FUNDING PERCENT	POSITION PROPOSED BUDGET AMOUNT	FY 2025-2026 PROPOSED ACCOUNT BUDGET AMOUNT
ACTIVITY: 13 - Public Service , continued				
FUNCTION: 2610 - Cooperative Extension Services , continued				
165353 - Nowata County-ODAFF Restricted				
Ext Admin Supp Spclt 633082		66.31000	$23,069.35	
OTHER SALARIES AND WAGES			$5,492.65	
FRINGE BENEFITS			$10,916.00	
TOTAL PERSONNEL SERVICES				$39,478.00
TOTAL				$39,478.00
165354 - Okfuskee County-ODAFF Restricted				
Ext Ed 4H CED	430550	21.69000	$11,771.99	
OTHER PROFESSIONAL SALARIES			$2,803.01	
Ext Admin Supp Spclt CS9982		100.00000	$36,281.01	
OTHER SALARIES AND WAGES			$8,637.99	
FRINGE BENEFITS			$22,739.00	
TOTAL PERSONNEL SERVICES				$82,233.00
TOTAL				$82,233.00
165355 - Oklahoma County-ODAFF Restricted				
Ext Admin Supp Ast	633522	100.00000	$36,101.52	
Ext Admin Supp Spclt BS9642		59.88000	$20,005.66	
Ext Pgm Ast	CS9763	100.00000	$37,083.08	
OTHER SALARIES AND WAGES			$22,187.74	
FRINGE BENEFITS			$44,097.00	
TOTAL PERSONNEL SERVICES				$159,475.00
TOTAL				$159,475.00
165356 - Okmulgee County-ODAFF Restricted				
Ext Admin Supp Spclt CS9911		98.85000	$34,056.75	
OTHER SALARIES AND WAGES			$8,109.25	
FRINGE BENEFITS			$16,115.00	
TOTAL PERSONNEL SERVICES				$58,281.00
TOTAL				$58,281.00

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INSTITUTION NUMBER: 3 INSTITUTION NAME: OSU Cooperative Extension PRESIDENT: DR. JIM HESS

POSITION TITLE	POSITION NUMBER	FUNDING PERCENT	POSITION PROPOSED BUDGET AMOUNT	FY 2025-2026 PROPOSED ACCOUNT BUDGET AMOUNT
ACTIVITY: 13 - Public Service , continued				
FUNCTION: 2610 - Cooperative Extension Services , continued				
165357 - Osage County-ODAFF Restricted				
Ext Ed 4H	CS9690	14.50000	$6,476.72	
OTHER PROFESSIONAL SALARIES			$1,542.28	
Ext Admin Supp Spclt	BS9690	100.00000	$34,452.00	
OTHER SALARIES AND WAGES			$8,203.00	
FRINGE BENEFITS			$19,368.00	
TOTAL PERSONNEL SERVICES				$70,042.00
TOTAL				$70,042.00
165358 - Ottawa County-ODAFF Restricted				
Ext Pgm Ast	633215	36.85000	$10,313.92	
Ext Admin Supp Spclt	CS9996	100.00000	$36,436.60	
OTHER SALARIES AND WAGES			$11,131.48	
FRINGE BENEFITS			$22,122.00	
TOTAL PERSONNEL SERVICES				$80,004.00
TOTAL				$80,004.00
165359 - Pawnee County-ODAFF Restricted				
Ext Admin Supp Spclt	633904	94.10000	$30,030.70	
OTHER SALARIES AND WAGES			$7,150.30	
FRINGE BENEFITS			$14,211.00	
TOTAL PERSONNEL SERVICES				$51,392.00
TOTAL				$51,392.00
165360 - Pawnee County-ODAFF Restricted				
Ext Ed Ag/4H	430160	50.00000	$33,790.00	
Ext Ed Hort/4H	BS9696	17.31000	$10,280.17	
OTHER PROFESSIONAL SALARIES			$10,492.83	
Ext Admin Supp Spclt	633527	100.00000	$39,539.29	
OTHER SALARIES AND WAGES			$9,413.71	
FRINGE BENEFITS			$39,563.00	
TOTAL PERSONNEL SERVICES				$143,079.00
TOTAL				$143,079.00

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POSITION TITLE	POSITION NUMBER	FUNDING PERCENT	POSITION PROPOSED BUDGET AMOUNT	FY 2025-2026 PROPOSED ACCOUNT BUDGET AMOUNT
ACTIVITY: 13 - Public Service , continued				
FUNCTION: 2610 - Cooperative Extension Services , continued				
165361 - Pittsburg County-ODAFF Restricted				
Ext Ed 4H	430166	30.42000	$30,560.43	
OTHER PROFESSIONAL SALARIES			$7,275.57	
Ext Admin Supp Ast	630794	100.00000	$41,575.29	
OTHER SALARIES AND WAGES			$9,899.71	
FRINGE BENEFITS			$34,134.00	
TOTAL PERSONNEL SERVICES				$123,445.00
TOTAL				$123,445.00
165362 - Pontotoc County-ODAFF Restricted				
Ext Ed 4H	430167	8.34000	$6,695.18	
OTHER PROFESSIONAL SALARIES			$1,593.82	
Ext Admin Supp Spclt BS9672		100.00000	$33,408.00	
OTHER SALARIES AND WAGES			$7,954.00	
FRINGE BENEFITS			$18,976.00	
TOTAL PERSONNEL SERVICES				$68,627.00
TOTAL				$68,627.00
165363 - Pottawatomie Co-ODAFF Restricted				
Ext Admin Supp Spclt BS9671		100.00000	$49,277.80	
Ext admin Supp Ast	CS9655	12.52000	$4,050.85	
OTHER SALARIES AND WAGES			$12,697.35	
FRINGE BENEFITS			$25,235.00	
TOTAL PERSONNEL SERVICES				$91,261.00
TOTAL				$91,261.00
165364 - Pushmataha County-ODAFF Restricted				
Ext Admin Supp Spclt CS9885		80.17000	$25,753.65	
OTHER SALARIES AND WAGES			$6,132.35	
FRINGE BENEFITS			$12,187.00	
TOTAL PERSONNEL SERVICES				$44,073.00
TOTAL				$44,073.00

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POSITION TITLE	POSITION NUMBER	FUNDING PERCENT	POSITION PROPOSED BUDGET AMOUNT	FY 2025-2026 PROPOSED ACCOUNT BUDGET AMOUNT
ACTIVITY: 13 - Public Service , continued				
FUNCTION: 2610 - Cooperative Extension Services , continued				
165365 - Roger Mills County-ODAFF Restricted				
Ext Admin Supp Spclt 633452		73.08000	$27,759.31	
OTHER SALARIES AND WAGES			$6,608.69	
FRINGE BENEFITS			$13,136.00	
TOTAL PERSONNEL SERVICES				$47,504.00
TOTAL				$47,504.00
165366 - Rogers County-ODAFF Restricted				
Ext Ed 4H	430282	13.20000	$6,341.19	
OTHER PROFESSIONAL SALARIES			$1,509.81	
Ext Admin Supp Spclt BS9689		100.00000	$57,316.60	
OTHER SALARIES AND WAGES			$13,647.40	
FRINGE BENEFITS			$30,123.00	
TOTAL PERSONNEL SERVICES				$108,938.00
TOTAL				$108,938.00
165367 - Seminole County-ODAFF Restricted				
Ext Ed FCS/4H	430529	18.17000	$10,225.77	
Ext Ed 4H	CS9967	25.00000	$13,546.75	
OTHER PROFESSIONAL SALARIES			$5,660.48	
FRINGE BENEFITS			$11,249.00	
TOTAL PERSONNEL SERVICES				$40,682.00
TOTAL				$40,682.00
165368 - Sequoyah County-ODAFF Restricted				
Ext Ed Ag/4H CED	CS9656	39.64000	$20,725.25	
OTHER PROFESSIONAL SALARIES			$4,934.75	
FRINGE BENEFITS			$9,807.00	
TOTAL PERSONNEL SERVICES				$35,467.00
TOTAL				$35,467.00

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ACTIVITY: 13 - Public Service , continued				
FUNCTION: 2610 - Cooperative Extension Services , continued				
165369 - Stephens County-ODAFF Restricted				
Ext Ed 4H	430184	29.04000	$13,124.96	
OTHER PROFESSIONAL SALARIES			$3,125.04	
Ext Admin Supp Spclt	BS9682	100.00000	$32,244.54	
OTHER SALARIES AND WAGES			$7,677.46	
FRINGE BENEFITS			$21,469.00	
TOTAL PERSONNEL SERVICES				$77,641.00
TOTAL				$77,641.00
165370 - Texas County-ODAFF Restricted				
Ext Ed 4H	430561	42.88000	$20,112.72	
OTHER PROFESSIONAL SALARIES			$4,789.28	
Ext Admin Supp Spclt	CS9993	100.00000	$26,684.24	
OTHER SALARIES AND WAGES			$6,352.76	
FRINGE BENEFITS			$22,145.00	
TOTAL PERSONNEL SERVICES				$80,084.00
TOTAL				$80,084.00
165371 - Tillman County-ODAFF Restricted				
Ext Admin Supp Spclt	CS9888	97.25000	$33,240.94	
OTHER SALARIES AND WAGES			$7,915.06	
FRINGE BENEFITS			$15,730.00	
TOTAL PERSONNEL SERVICES				$56,886.00
TOTAL				$56,886.00
165372 - Tulsa County-ODAFF Restricted				
Ext Ed Hort/4H	430196	48.23000	$34,547.32	
OTHER PROFESSIONAL SALARIES			$8,224.68	
Ext Admin Supp Spclt	633557	100.00000	$42,538.98	
Ext Admin Supp Ast	BS9687	50.00000	$16,780.79	
Ext Pgm Ast	CS9922	100.00000	$25,447.50	
OTHER SALARIES AND WAGES			$20,183.73	
FRINGE BENEFITS			$56,460.00	
TOTAL PERSONNEL SERVICES				$204,183.00
TOTAL				$204,183.00

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INSTITUTION NUMBER: 3 INSTITUTION NAME: OSU Cooperative Extension PRESIDENT: DR. JIM HESS

POSITION TITLE	POSITION NUMBER	FUNDING PERCENT	POSITION PROPOSED BUDGET AMOUNT	FY 2025-2026 PROPOSED ACCOUNT BUDGET AMOUNT
165373 - Wagoner County-ODAFF Restricted				
Ext Admin Supp Ast	CS9924	61.79000	$20,048.36	
Ext Admin Supp Spclt	CS9994	100.00000	$38,241.52	
OTHER SALARIES AND WAGES			$13,879.12	
FRINGE BENEFITS			$27,582.00	
TOTAL PERSONNEL SERVICES				$99,751.00
TOTAL				$99,751.00
165374 - Washington County-ODAFF Restricted				
Ext Admin Supp Spclt	633369	81.59000	$28,836.78	
OTHER SALARIES AND WAGES			$6,866.22	
FRINGE BENEFITS			$13,645.00	
TOTAL PERSONNEL SERVICES				$49,348.00
TOTAL				$49,348.00
165375 - Washita County-ODAFF Restricted				
Ext Ed Ag/4H	CS9767	21.80000	$9,876.01	
OTHER PROFESSIONAL SALARIES			$2,350.99	
Ext Admin Supp Spclt	CS9678	100.00000	$31,320.00	
OTHER SALARIES AND WAGES			$7,457.00	
FRINGE BENEFITS			$19,494.00	
TOTAL PERSONNEL SERVICES				$70,498.00
TOTAL				$70,498.00
165376 - Woods County-ODAFF Restricted				
Ext Admin Supp Spclt	633124	90.10000	$33,413.20	
OTHER SALARIES AND WAGES			$7,954.80	
FRINGE BENEFITS			$15,812.00	
TOTAL PERSONNEL SERVICES				$57,180.00
TOTAL				$57,180.00

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POSITION TITLE	POSITION NUMBER	FUNDING PERCENT	POSITION PROPOSED BUDGET AMOUNT	FY 2025-2026 PROPOSED ACCOUNT BUDGET AMOUNT
ACTIVITY: 13 - Public Service , continued				
FUNCTION: 2610 - Cooperative Extension Services , continued				
165377 - Woodward County-ODAFF Restricted				
Ext Ed FCS/4H	430216	0.51000	$283.48	
OTHER PROFESSIONAL SALARIES			$66.52	
Ext Admin Supp Spclt	633453	100.00000	$34,765.20	
OTHER SALARIES AND WAGES			$8,278.80	
FRINGE BENEFITS			$16,586.00	
TOTAL PERSONNEL SERVICES				$59,980.00
TOTAL				$59,980.00
166385 - C/S for 3-581520				
Aso Prof	210234	8.90000	$8,641.19	
Spclt Comm	BS9713	17.00000	$8,160.00	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$-0.19	
FRINGE BENEFITS			$6,277.00	
TOTAL PERSONNEL SERVICES				$23,078.00
TOTAL				$23,078.00
166394 - C/S for 3-580994				
Aso Prof - Ag and Fo	BF9952	0.62000	$697.33	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$-0.33	
FRINGE BENEFITS			$235.00	
TOTAL PERSONNEL SERVICES				$932.00
TOTAL				$932.00
166406 - C/S for 3-581458				
Aso Prof Professiona	BF9502	34.71000	$38,462.50	
Sr App Engr	430466	34.71000	$35,995.66	
App Engr	430520	34.71000	$29,868.65	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.19	
FRINGE BENEFITS			$40,135.00	
TOTAL PERSONNEL SERVICES				$144,462.00
TOTAL				$144,462.00

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ACTIVITY: 13 - Public Service , continued				
FUNCTION: 2610 - Cooperative Extension Services , continued				
166407 - C/S for 3-580049				
Professor	210460	12.29000	$18,818.18	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$-0.18	
FRINGE BENEFITS			$6,334.00	
TOTAL PERSONNEL SERVICES				$25,152.00
TOTAL				$25,152.00
166409 - C/S for 3-581463				
County Extension Dir	430141	14.07000	$16,387.89	
Ext Ed Hort/4H	430553	25.00000	$19,131.00	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.11	
FRINGE BENEFITS			$14,662.00	
TOTAL PERSONNEL SERVICES				$50,181.00
TOTAL				$50,181.00
166411 - C/S for fund 3-580067				
Aso Ext Spclt	224134	12.40000	$9,204.77	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.23	
FRINGE BENEFITS			$3,098.00	
TOTAL PERSONNEL SERVICES				$12,303.00
TOTAL				$12,303.00
166412 - C/S for 3-543748				
Ast Prof	BF9537	24.30000	$22,613.58	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.42	
FRINGE BENEFITS			$7,612.00	
TOTAL PERSONNEL SERVICES				$30,226.00
TOTAL				$30,226.00
TOTAL 2610 - Cooperative Extension Services				$38,093,758.00
TOTAL 13 - Public Service				$38,093,758.00

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INSTITUTION NUMBER: 3 INSTITUTION NAME: OSU Cooperative Extension PRESIDENT: DR. JIM HESS

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TOTAL PRIMARY BUDGET EXPENDITURES				$38,093,758.00

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INSTITUTION NUMBER: 4 INSTITUTION NAME: OSU Institute of Technology PRESIDENT: DR. JIM HESS

POSITION TITLE	POSITION NUMBER	FUNDING PERCENT	POSITION PROPOSED BUDGET AMOUNT	FY 2025-2026 PROPOSED ACCOUNT BUDGET AMOUNT
ACTIVITY: 11 - Instruction				
FUNCTION: 2370 - General Academic Instruction				
130400 - Curriculm Innovation				
SUPPLIES AND OTHER OPERATING EXPENSES				$808,481.00
TOTAL				$808,481.00
131100 - School of Arts Sciences Health				
Interim Dean, SASH	DS9855	40.00000	$46,003.20	
Ast Dean, Creative &	DS9960	50.00000	$47,502.00	
Ast Dean, Arts Scien	DS9961	50.00000	$50,748.00	
Ast Dean, Arts Scien	DS9962	50.00000	$46,254.00	
PROJECTED SALARY SAVINGS-- OTHER TEACHING SALARIES			$0.80	
Interim Dean, SASH	DS9855	60.00000	$69,004.80	
Stud Success & Caree	DS9872	100.00000	$43,116.00	
Stud Success & Caree	DS9884	100.00000	$38,004.00	
Stud Success & Caree	DS9885	100.00000	$41,352.00	
Stud Success & Caree	DS9886	100.00000	$41,352.00	
Stud Success & Caree	DS9903	100.00000	$39,276.00	
Stud Success & Caree	DS9921	100.00000	$44,400.00	
Ast Dean, Creative &	DS9960	50.00000	$47,502.00	
Ast Dean, Arts Scien	DS9961	50.00000	$50,748.00	
Ast Dean, Arts Scien	DS9962	50.00000	$46,254.00	
OTHER PROFESSIONAL SALARIES			$18,000.20	
Sr Admin Ast	637711	100.00000	$31,320.00	
Culinary Arts Facili	DS9853	100.00000	$38,147.76	
PROJECTED SALARY SAVINGS-- OTHER SALARIES AND WAGES			$0.24	
FRINGE BENEFITS			$257,665.00	
TOTAL PERSONNEL SERVICES				$996,650.00
TRAVEL				$57,000.00
SUPPLIES AND OTHER OPERATING EXPENSES				$105,000.00
PROPERTY FURNITURE AND EQUIPMENT				$5,000.00
TOTAL				$1,163,650.00
131200 - Nursing				
Instr - Nursing	230058	100.00000	$84,756.00	
Instr - Nursing	230153	100.00000	$72,600.00	
Instr - Nursing	230165	100.00000	$74,964.00	
Instr/Lab-Simul Coor	230179	79.17000	$67,794.85	

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ACTIVITY: 11 - Instruction , continued				
FUNCTION: 2370 - General Academic Instruction , continued				
131200 - Nursing , continued				
Instr - Nursing	230204	100.00000	$74,904.00	
Instr - Nursing	230210	100.00000	$78,384.00	
Instr - Nursing	230211	100.00000	$69,264.00	
Ast Dean/Dir Nursing	DS9956	50.00000	$49,002.00	
OTHER TEACHING SALARIES			$30,000.15	
Ast Dean/Dir Nursing	DS9956	50.00000	$49,002.00	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.00	
OTHER SALARIES AND WAGES			$115,000.00	
FRINGE BENEFITS			$230,019.00	
TOTAL PERSONNEL SERVICES				$995,690.00
SUPPLIES AND OTHER OPERATING EXPENSES				$167,500.00
PROPERTY FURNITURE AND EQUIPMENT				$92,685.00
TOTAL				$1,255,875.00
131300 - Arts and Sciences				
Instr - Business	230001	100.00000	$60,732.00	
Instr - Social Scien	230033	100.00000	$61,980.00	
Instr - Humanities	230035	100.00000	$71,832.00	
Instr - Social Scien	230060	100.00000	$57,504.00	
Instr - Social Scien	230063	100.00000	$54,000.00	
Instr - Social Scien	230141	100.00000	$60,732.00	
Instr - Social Scien	230142	100.00000	$60,252.00	
Instr - Business	230167	100.00000	$60,732.00	
OTHER TEACHING SALARIES			$400,000.00	
FRINGE BENEFITS			$209,550.00	
TOTAL PERSONNEL SERVICES				$1,097,314.00
SUPPLIES AND OTHER OPERATING EXPENSES				$13,500.00
PROPERTY FURNITURE AND EQUIPMENT				$5,000.00
TOTAL				$1,115,814.00
131350 - Communications				
Instr - Communicatio	230013	100.00000	$53,004.00	
Instr - Communicatio	230041	100.00000	$61,152.00	
Instr - Communicatio	230053	100.00000	$61,692.00	

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ACTIVITY: 11 - Instruction , continued				
FUNCTION: 2370 - General Academic Instruction , continued				
131350 - Communications , continued				
Instr - Communicatio	230057	100.00000	$60,876.00	
Instr - Mathematics	230077	100.00000	$60,084.00	
Instr - Communicatio	230112	100.00000	$55,728.00	
Instr - Mathematics	230116	100.00000	$65,184.00	
Instr - Communicatio	230127	100.00000	$63,516.00	
Instr - Communicatio	230145	100.00000	$62,004.00	
Instr - Mathematics	230198	100.00000	$60,648.00	
Instr - Mathematics	230212	100.00000	$58,596.00	
PROJECTED SALARY SAVINGS-- OTHER TEACHING SALARIES			$0.00	
FRINGE BENEFITS			$228,491.00	
TOTAL PERSONNEL SERVICES				$890,975.00
SUPPLIES AND OTHER OPERATING EXPENSES				$15,500.00
PROPERTY FURNITURE AND EQUIPMENT				$18,000.00
TOTAL				$924,475.00
131525 - Natural Sciences				
Instr - Chemistry/Sc	230052	100.00000	$61,716.00	
Instr - Science	230059	100.00000	$58,476.00	
Instr - Science/Phys	230093	100.00000	$62,148.00	
Instr - Science	230216	100.00000	$61,680.00	
PROJECTED SALARY SAVINGS-- OTHER TEACHING SALARIES			$0.00	
FRINGE BENEFITS			$84,163.00	
TOTAL PERSONNEL SERVICES				$328,183.00
SUPPLIES AND OTHER OPERATING EXPENSES				$18,500.00
PROPERTY FURNITURE AND EQUIPMENT				$5,000.00
TOTAL				$351,683.00
131600 - Applied Technical Leadership				
OTHER TEACHING SALARIES			$70,000.00	
FRINGE BENEFITS			$7,231.00	
TOTAL PERSONNEL SERVICES				$77,231.00
SUPPLIES AND OTHER OPERATING EXPENSES				$10,000.00
PROPERTY FURNITURE AND EQUIPMENT				$5,000.00
TOTAL				$92,231.00

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ACTIVITY: 11 - Instruction , continued				
FUNCTION: 2370 - General Academic Instruction , continued				
131650 - Culinary Arts				
Instr - Culinary Art	230047	100.00000	$60,504.00	
Instr - Culinary Art	230132	100.00000	$61,692.00	
Instr - Culinary Art	230217	100.00000	$58,320.00	
Instr - Culinary Art	230332	100.00000	$69,312.00	
OTHER TEACHING SALARIES			$36,500.00	
Dishwasher	631257	100.00000	$23,239.44	
Utility Steward (Cul	632603	100.00000	$23,176.80	
Lead Dishwasher & Ca	634376	70.00000	$19,000.80	
PROJECTED SALARY SAVINGS-- OTHER SALARIES AND WAGES			$0.96	
FRINGE BENEFITS			$113,147.00	
TOTAL PERSONNEL SERVICES				$464,893.00
SUPPLIES AND OTHER OPERATING EXPENSES				$207,500.00
PROPERTY FURNITURE AND EQUIPMENT				$17,500.00
TOTAL				$689,893.00
131900 - School Art Sci Health Tech Fee				
SUPPLIES AND OTHER OPERATING EXPENSES				$213,750.00
PROPERTY FURNITURE AND EQUIPMENT				$71,250.00
TOTAL				$285,000.00
132200 - Creative Technologies				
Instr - Multi-Media/	230136	100.00000	$52,632.00	
Instr - 3D & Animati	230151	100.00000	$52,500.00	
OTHER TEACHING SALARIES			$100,000.00	
FRINGE BENEFITS			$46,591.00	
TOTAL PERSONNEL SERVICES				$251,723.00
SUPPLIES AND OTHER OPERATING EXPENSES				$35,000.00
PROPERTY FURNITURE AND EQUIPMENT				$5,000.00
TOTAL				$291,723.00
132300 - Information Technologies				
Instr - Info Technol	230007	100.00000	$76,620.00	
Instr - Info Technol	230050	100.00000	$73,164.00	

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ACTIVITY: 11 - Instruction , continued				
FUNCTION: 2370 - General Academic Instruction , continued				
132300 - Information Technologies , continued				
Instr - Info Technol	230103	100.00000	$62,004.00	
Instr - Info Technol	230123	100.00000	$62,844.00	
Instr - Info Technol	230163	100.00000	$65,040.00	
Instr - Info Technol	230784	100.00000	$63,480.00	
OTHER TEACHING SALARIES			$215,000.00	
OTHER SALARIES AND WAGES			$10,400.00	
FRINGE BENEFITS			$161,282.00	
TOTAL PERSONNEL SERVICES				$789,834.00
SUPPLIES AND OTHER OPERATING EXPENSES				$65,000.00
PROPERTY FURNITURE AND EQUIPMENT				$5,000.00
TOTAL				$859,834.00
132900 - School Creative Info Tech Fee				
SUPPLIES AND OTHER OPERATING EXPENSES				$198,750.00
PROPERTY FURNITURE AND EQUIPMENT				$66,250.00
TOTAL				$265,000.00
133100 - School Engineer Construc Tech				
Ast Dean, Eng & Cons DS9958		50.00000	$45,000.00	
Ast Dean, Eng & Cons DS9959		50.00000	$48,198.00	
PROJECTED SALARY SAVINGS-- OTHER TEACHING SALARIES			$0.00	
Internship Coordinat DS9837		100.00000	$47,508.00	
Stud Success & Caree DS9854		100.00000	$36,504.00	
Stud Success & Caree DS9866		100.00000	$37,704.00	
Stud Success & Caree DS9902		100.00000	$42,336.00	
Program Support Stra DS9938		100.00000	$45,000.00	
Ast Dean, Eng & Cons DS9958		50.00000	$45,000.00	
Ast Dean, Eng & Cons DS9959		50.00000	$48,198.00	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.00	
FRINGE BENEFITS			$140,305.00	
TOTAL PERSONNEL SERVICES				$535,753.00
TRAVEL				$25,000.00
SUPPLIES AND OTHER OPERATING EXPENSES				$30,000.00
PROPERTY FURNITURE AND EQUIPMENT				$15,000.00
TOTAL				$605,753.00

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ACTIVITY: 11 - Instruction , continued				
FUNCTION: 2370 - General Academic Instruction , continued				
133200 - Engineering Technologies				
Instr - Electric/Ins	230026	100.00000	$62,736.00	
Instr - Design/Draft	230081	100.00000	$59,508.00	
Instr - Electric/Ins	230094	100.00000	$66,840.00	
Instr - Electric/Ins	230125	100.00000	$54,000.00	
Instr - Electric/Ins	230160	100.00000	$59,700.00	
Instr - Electric/Ins	230177	100.00000	$61,596.00	
Instr - Civil Engine	230234	100.00000	$53,004.00	
Instr - Elect/Instru	DF9996	100.00000	$54,000.00	
OTHER TEACHING SALARIES			$28,000.00	
FRINGE BENEFITS			$165,473.00	
TOTAL PERSONNEL SERVICES				$664,857.00
TRAVEL				$6,000.00
SUPPLIES AND OTHER OPERATING EXPENSES				$55,000.00
PROPERTY FURNITURE AND EQUIPMENT				$25,000.00
TOTAL				$750,857.00
133250 - Electrical Construction Technologie				
Instr - Electrical C	230008	100.00000	$59,004.00	
Instr - Electrical C	230162	100.00000	$60,372.00	
Instr - Electrical C	DF9988	50.00000	$29,500.00	
OTHER TEACHING SALARIES			$21,000.00	
FRINGE BENEFITS			$53,517.00	
TOTAL PERSONNEL SERVICES				$223,393.00
TRAVEL				$4,000.00
SUPPLIES AND OTHER OPERATING EXPENSES				$10,000.00
PROPERTY FURNITURE AND EQUIPMENT				$35,000.00
TOTAL				$272,393.00
133300 - Environmental Health and Safety Tec				
Instr - Environ Heal	230224	100.00000	$66,360.00	
OTHER TEACHING SALARIES			$20,000.00	
FRINGE BENEFITS			$24,954.00	
TOTAL PERSONNEL SERVICES				$111,314.00

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ACTIVITY: 11 - Instruction , continued				
FUNCTION: 2370 - General Academic Instruction , continued				
133300 - Environmental Health and Safety Tec , continued				
TRAVEL				$1,000.00
SUPPLIES AND OTHER OPERATING EXPENSES				$4,000.00
PROPERTY FURNITURE AND EQUIPMENT				$2,500.00
TOTAL				$118,814.00
133400 - Construction Technologies				
Instr - Construction	230046	100.00000	$58,008.00	
Instr - Construction	230067	100.00000	$58,260.00	
OTHER TEACHING SALARIES			$21,000.00	
FRINGE BENEFITS			$42,271.00	
TOTAL PERSONNEL SERVICES				$179,539.00
TRAVEL				$2,000.00
SUPPLIES AND OTHER OPERATING EXPENSES				$32,000.00
PROPERTY FURNITURE AND EQUIPMENT				$10,000.00
TOTAL				$223,539.00
133450 - Air Conditioning & Refrigeration				
Instr - ACR	230021	100.00000	$61,284.00	
Instr - ACR	230048	100.00000	$59,196.00	
Instr - ACR	230064	100.00000	$56,004.00	
Instr - ACR	230106	100.00000	$55,908.00	
Instr - ACR	230208	100.00000	$57,264.00	
OTHER TEACHING SALARIES			$38,000.00	
FRINGE BENEFITS			$103,828.00	
TOTAL PERSONNEL SERVICES				$431,484.00
TRAVEL				$5,000.00
SUPPLIES AND OTHER OPERATING EXPENSES				$52,000.00
PROPERTY FURNITURE AND EQUIPMENT				$18,000.00
TOTAL				$506,484.00
133500 - High Voltage Line Technician				
Instr - High Voltage	230005	100.00000	$60,000.00	
Instr - High Voltage	230074	100.00000	$60,000.00	

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POSITION TITLE	POSITION NUMBER	FUNDING PERCENT	POSITION PROPOSED BUDGET AMOUNT	FY 2025-2026 PROPOSED ACCOUNT BUDGET AMOUNT
ACTIVITY: 11 - Instruction , continued				
FUNCTION: 2370 - General Academic Instruction , continued				
13350O - High Voltage Line Technician , continued				
Instr - High Voltage 23010Z		100.00000	$58,716.00	
Instr - High Voltage 230149		100.00000	$55,008.00	
Instr - High Voltage DF9994		100.00000	$55,500.00	
OTHER TEACHING SALARIES			$50,000.00	
FRINGE BENEFITS			$104,919.00	
TOTAL PERSONNEL SERVICES				$444,143.00
TRAVEL				$5,000.00
SUPPLIES AND OTHER OPERATING EXPENSES				$50,000.00
PROPERTY FURNITURE AND EQUIPMENT				$15,000.00
TOTAL				$514,143.00
13360O - Industrial Maintenance Techn				
Instr - Natural Gas 230105		98.45000	$93,956.74	
Instr - Natural Gas 230222		100.00000	$59,004.00	
OTHER TEACHING SALARIES			$20,000.26	
FRINGE BENEFITS			$54,823.00	
TOTAL PERSONNEL SERVICES				$227,784.00
TRAVEL				$3,500.00
SUPPLIES AND OTHER OPERATING EXPENSES				$15,000.00
PROPERTY FURNITURE AND EQUIPMENT				$65,000.00
TOTAL				$311,284.00
13365O - Pipeline Integrity Technology				
Instr - Pipeline Int 230221		100.00000	$57,408.00	
OTHER TEACHING SALARIES			$8,000.00	
FRINGE BENEFITS			$20,627.00	
TOTAL PERSONNEL SERVICES				$86,035.00
TRAVEL				$1,000.00
SUPPLIES AND OTHER OPERATING EXPENSES				$10,500.00
PROPERTY FURNITURE AND EQUIPMENT				$18,500.00
TOTAL				$116,035.00

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SCHEDULE E
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INSTITUTION NUMBER: 4 INSTITUTION NAME: OSU Institute of Technology PRESIDENT: DR. JIM HESS

POSITION TITLE	POSITION NUMBER	FUNDING PERCENT	POSITION PROPOSED BUDGET AMOUNT	FY 2025-2026 PROPOSED ACCOUNT BUDGET AMOUNT
ACTIVITY: 11 - Instruction , continued				
FUNCTION: 2370 - General Academic Instruction , continued				
133700 - Power Plant Technology				
Instr - Power Plant	230219	100.00000	$60,000.00	
OTHER TEACHING SALARIES			$4,000.00	
FRINGE BENEFITS			$21,108.00	
TOTAL PERSONNEL SERVICES				$85,108.00
TRAVEL				$2,000.00
SUPPLIES AND OTHER OPERATING EXPENSES				$3,500.00
PROPERTY FURNITURE AND EQUIPMENT				$4,500.00
TOTAL				$95,108.00
133900 - School Engineer Const Tech Fee				
SUPPLIES AND OTHER OPERATING EXPENSES				$348,750.00
PROPERTY FURNITURE AND EQUIPMENT				$116,250.00
TOTAL				$465,000.00
134100 - School Transport Heavy Equip				
Ast Dean, Trans & He DS9957		50.00000	$42,252.00	
Dean, Transport & He DS9964		40.00000	$42,000.00	
PROJECTED SALARY SAVINGS-- OTHER TEACHING SALARIES			$0.00	
Dean, Transport & He DS9964		60.00000	$63,000.00	
Stud Success & Caree DS9901		100.00000	$36,000.00	
Ast Dean, Trans & He DS9957		50.00000	$42,252.00	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.00	
Sr Admin Ast	634339	100.00000	$33,408.00	
PROJECTED SALARY SAVINGS-- OTHER SALARIES AND WAGES			$0.00	
FRINGE BENEFITS			$91,862.00	
TOTAL PERSONNEL SERVICES				$350,774.00
TRAVEL				$27,000.00
SUPPLIES AND OTHER OPERATING EXPENSES				$23,000.00
PROPERTY FURNITURE AND EQUIPMENT				$5,000.00
TOTAL				$405,774.00

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INSTITUTION NUMBER: 4 INSTITUTION NAME: OSU Institute of Technology PRESIDENT: DR. JIM HESS

POSITION TITLE	POSITION NUMBER	FUNDING PERCENT	POSITION PROPOSED BUDGET AMOUNT	FY 2025-2026 PROPOSED ACCOUNT BUDGET AMOUNT
ACTIVITY: 11 - Instruction , continued				
FUNCTION: 2370 - General Academic Instruction , continued				
13420O - Cat Dealer Prep				
Instr - CAT	230098	91.27000	$62,165.82	
Instr - CAT	230133	100.00000	$64,560.00	
Instr - CAT	DF9995	100.00000	$58,000.00	
PROJECTED SALARY SAVINGS-- OTHER TEACHING SALARIES			$0.18	
FRINGE BENEFITS			$63,712.00	
TOTAL PERSONNEL SERVICES				$248,438.00
TRAVEL				$25,500.00
SUPPLIES AND OTHER OPERATING EXPENSES				$34,500.00
TOTAL				$308,438.00
13425O - Komatsu ACT				
Instr - Komatsu	230214	100.00000	$63,000.00	
PROJECTED SALARY SAVINGS-- OTHER TEACHING SALARIES			$0.00	
FRINGE BENEFITS			$21,729.00	
TOTAL PERSONNEL SERVICES				$84,729.00
TRAVEL				$6,500.00
SUPPLIES AND OTHER OPERATING EXPENSES				$13,500.00
TOTAL				$104,729.00
13430O - Truck Technician				
Instr - Truck Techni	230124	100.00000	$61,596.00	
Instr - Truck Techni	DF9998	100.00000	$68,640.00	
PROJECTED SALARY SAVINGS-- OTHER TEACHING SALARIES			$0.00	
FRINGE BENEFITS			$44,919.00	
TOTAL PERSONNEL SERVICES				$175,155.00
TRAVEL				$7,500.00
SUPPLIES AND OTHER OPERATING EXPENSES				$14,500.00
TOTAL				$197,155.00
13435O - North Amer Equip Dealers Assoc				
Instr - NAEDA/Komats	230155	100.00000	$63,000.00	
Instr - NAEDA	230164	100.00000	$64,500.00	

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POSITION TITLE	POSITION NUMBER	FUNDING PERCENT	POSITION PROPOSED BUDGET AMOUNT	FY 2025-2026 PROPOSED ACCOUNT BUDGET AMOUNT
ACTIVITY: 11 - Instruction , continued				
FUNCTION: 2370 - General Academic Instruction , continued				
134350 - North Amer Equip Dealers Assoc , continued				
PROJECTED SALARY SAVINGS-- OTHER TEACHING SALARIES			$0.00	
FRINGE BENEFITS			$43,975.00	
TOTAL PERSONNEL SERVICES				$171,475.00
TRAVEL				$11,000.00
SUPPLIES AND OTHER OPERATING EXPENSES				$14,000.00
TOTAL				$196,475.00
134600 - Chrysler MOPAR				
Instr - Chrysler/MOP 230032		100.00000	$56,508.00	
PROJECTED SALARY SAVINGS-- OTHER TEACHING SALARIES			$0.00	
FRINGE BENEFITS			$19,490.00	
TOTAL PERSONNEL SERVICES				$75,998.00
TRAVEL				$5,500.00
SUPPLIES AND OTHER OPERATING EXPENSES				$14,500.00
TOTAL				$95,998.00
134650 - Ford ASSET				
Instr - Ford ASSET	230061	100.00000	$55,000.00	
Instr - Ford ASSET	230207	96.02000	$53,763.52	
PROJECTED SALARY SAVINGS-- OTHER TEACHING SALARIES			$0.48	
FRINGE BENEFITS			$37,513.00	
TOTAL PERSONNEL SERVICES				$146,277.00
TRAVEL				$8,000.00
SUPPLIES AND OTHER OPERATING EXPENSES				$15,000.00
PROPERTY FURNITURE AND EQUIPMENT				$2,000.00
TOTAL				$171,277.00
134700 - General Motors ASEP				
Instr - GM (ASEP)	230111	100.00000	$56,268.00	
PROJECTED SALARY SAVINGS-- OTHER TEACHING SALARIES			$0.00	
FRINGE BENEFITS			$19,407.00	
TOTAL PERSONNEL SERVICES				$75,675.00

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ACTIVITY: 11 - Instruction , continued				
FUNCTION: 2370 - General Academic Instruction , continued				
134700 - General Motors ASEP , continued				
TRAVEL				$4,700.00
SUPPLIES AND OTHER OPERATING EXPENSES				$20,300.00
TOTAL				$100,675.00
134750 - Pro-Tech				
Instr - ProTech	230115	100.00000	$57,912.00	
PROJECTED SALARY SAVINGS-- OTHER TEACHING SALARIES			$0.00	
FRINGE BENEFITS			$19,974.00	
TOTAL PERSONNEL SERVICES				$77,886.00
TRAVEL				$4,000.00
SUPPLIES AND OTHER OPERATING EXPENSES				$13,500.00
TOTAL				$95,386.00
134800 - Toyota T-Ten				
Instr - Toyota T-Ten	230086	100.00000	$56,508.00	
Instr - Toyota T-Ten	230092	100.00000	$57,588.00	
PROJECTED SALARY SAVINGS-- OTHER TEACHING SALARIES			$0.00	
FRINGE BENEFITS			$39,352.00	
TOTAL PERSONNEL SERVICES				$153,448.00
TRAVEL				$16,000.00
SUPPLIES AND OTHER OPERATING EXPENSES				$6,000.00
TOTAL				$175,448.00
134900 - School Trans HEVI Tech Fee				
SUPPLIES AND OTHER OPERATING EXPENSES				$129,750.00
PROPERTY FURNITURE AND EQUIPMENT				$43,250.00
TOTAL				$173,000.00
138600 - Fnb Of Okm End Lec				
SUPPLIES AND OTHER OPERATING EXPENSES				$19,000.00
TOTAL				$19,000.00

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ACTIVITY: 11 - Instruction , continued				
FUNCTION: 2370 - General Academic Instruction , continued				
138610 - Hannigan Lectureship				
SUPPLIES AND OTHER OPERATING EXPENSES				$24,000.00
TOTAL				$24,000.00
138615 - Fnb Lectr/Cyber Tech				
SUPPLIES AND OTHER OPERATING EXPENSES				$16,000.00
TOTAL				$16,000.00
138620 - Davis/Walker Lectrsp				
Instr - Natural Gas 230105		1.55000	$1,479.26	
PROJECTED SALARY SAVINGS-- OTHER TEACHING SALARIES			$0.74	
FRINGE BENEFITS			$511.00	
TOTAL PERSONNEL SERVICES				$1,991.00
SUPPLIES AND OTHER OPERATING EXPENSES				$4,009.00
TOTAL				$6,000.00
138625 - Fnb Lectr/Telecom				
SUPPLIES AND OTHER OPERATING EXPENSES				$18,000.00
TOTAL				$18,000.00
138630 - Mabrey Lectureship				
SUPPLIES AND OTHER OPERATING EXPENSES				$19,000.00
TOTAL				$19,000.00
138635 - Taylor Lectureship				
SUPPLIES AND OTHER OPERATING EXPENSES				$40,000.00
TOTAL				$40,000.00
138640 - Toyota T-Ten Lectrsp				
SUPPLIES AND OTHER OPERATING EXPENSES				$13,000.00
TOTAL				$13,000.00

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POSITION TITLE	POSITION NUMBER	FUNDING PERCENT	POSITION PROPOSED BUDGET AMOUNT	FY 2025-2026 PROPOSED ACCOUNT BUDGET AMOUNT
ACTIVITY: 11 - Instruction , continued				
FUNCTION: 2370 - General Academic Instruction , continued				
138645 - Fred Jones Lectrship				
Instr - Ford ASSET	230207	3.98000	$2,228.48	
PROJECTED SALARY SAVINGS-- OTHER TEACHING SALARIES			$0.52	
FRINGE BENEFITS			$769.00	
TOTAL PERSONNEL SERVICES				$2,998.00
SUPPLIES AND OTHER OPERATING EXPENSES				$3,002.00
TOTAL				$6,000.00
138650 - Wayne Clark Lectursp				
SUPPLIES AND OTHER OPERATING EXPENSES				$18,000.00
TOTAL				$18,000.00
138655 - Fnb-Okm Reynolds Ctr				
SUPPLIES AND OTHER OPERATING EXPENSES				$38,000.00
TOTAL				$38,000.00
138660 - Hospitality Lectrshp				
SUPPLIES AND OTHER OPERATING EXPENSES				$33,000.00
TOTAL				$33,000.00
138665 - Fnb-Okm Success Lctr				
SUPPLIES AND OTHER OPERATING EXPENSES				$47,000.00
TOTAL				$47,000.00
138670 - Fnb-Okm Lectrshp #2				
SUPPLIES AND OTHER OPERATING EXPENSES				$23,000.00
TOTAL				$23,000.00
138680 - Reynolds Lect Vis Cm				
SUPPLIES AND OTHER OPERATING EXPENSES				$108,000.00
TOTAL				$108,000.00

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ACTIVITY: 11 - Instruction , continued				
FUNCTION: 2370 - General Academic Instruction , continued				
138690 - Fnb-Okm Adv Telecom				
SUPPLIES AND OTHER OPERATING EXPENSES				$21,000.00
TOTAL				$21,000.00
138700 - Fnb-Okm Integ Learn				
SUPPLIES AND OTHER OPERATING EXPENSES				$21,000.00
TOTAL				$21,000.00
138710 - Tech Center Lectrshp				
SUPPLIES AND OTHER OPERATING EXPENSES				$59,000.00
TOTAL				$59,000.00
138720 - Cat Dealer Prep Lctr				
Instr - CAT	230098	8.73000	$5,946.18	
PROJECTED SALARY SAVINGS-- OTHER TEACHING SALARIES			$0.82	
FRINGE BENEFITS			$2,052.00	
TOTAL PERSONNEL SERVICES				$7,999.00
SUPPLIES AND OTHER OPERATING EXPENSES				$18,001.00
TOTAL				$26,000.00
138730 - Learner Centered Lct				
SUPPLIES AND OTHER OPERATING EXPENSES				$27,000.00
TOTAL				$27,000.00
138740 - Pedorthic Lectureshp				
SUPPLIES AND OTHER OPERATING EXPENSES				$8,000.00
TOTAL				$8,000.00
138750 - Armstrg/Davidsn Lctr				
SUPPLIES AND OTHER OPERATING EXPENSES				$17,000.00
TOTAL				$17,000.00

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ACTIVITY: 11 - Instruction , continued				
FUNCTION: 2370 - General Academic Instruction , continued				
138760 - Auto Body Lectureshp				
SUPPLIES AND OTHER OPERATING EXPENSES				$12,000.00
TOTAL				$12,000.00
138770 - Central & Sw Ltrshp				
SUPPLIES AND OTHER OPERATING EXPENSES				$17,000.00
TOTAL				$17,000.00
138780 - Lc Scott Lectureship				
SUPPLIES AND OTHER OPERATING EXPENSES				$17,000.00
TOTAL				$17,000.00
138790 - Sabre Lectureship				
SUPPLIES AND OTHER OPERATING EXPENSES				$29,000.00
TOTAL				$29,000.00
138800 - Scholars Center Lect				
SUPPLIES AND OTHER OPERATING EXPENSES				$12,000.00
TOTAL				$12,000.00
138810 - Readiness Ctr Lect				
SUPPLIES AND OTHER OPERATING EXPENSES				$19,000.00
TOTAL				$19,000.00
138820 - Leadership Lectrshp				
SUPPLIES AND OTHER OPERATING EXPENSES				$26,000.00
TOTAL				$26,000.00
138830 - Title Iii/It Prof				
SUPPLIES AND OTHER OPERATING EXPENSES				$23,000.00
TOTAL				$23,000.00

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ACTIVITY: 11 - Instruction , continued				
FUNCTION: 2370 - General Academic Instruction , continued				
138840 - Mentor/Adv Tech Ed				
FRINGE BENEFITS			$32,000.00	
TOTAL PERSONNEL SERVICES				$32,000.00
TOTAL				$32,000.00
138850 - Citzens Bk Lectrshp				
SUPPLIES AND OTHER OPERATING EXPENSES				$13,000.00
TOTAL				$13,000.00
138860 - Don Locke Lectrship				
SUPPLIES AND OTHER OPERATING EXPENSES				$25,000.00
TOTAL				$25,000.00
138870 - Kaiser Chair/OSUit				
Dean, Eng & Constr T DS9965		40.00000	$42,000.00	
PROJECTED SALARY SAVINGS-- OTHER TEACHING SALARIES			$0.00	
Dean, Eng & Constr T DS9965		60.00000	$63,000.00	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.00	
FRINGE BENEFITS			$37,255.00	
TOTAL PERSONNEL SERVICES				$142,255.00
SUPPLIES AND OTHER OPERATING EXPENSES				$109,745.00
TOTAL				$252,000.00
138880 - Fnb/Cit Prof OSUit				
Instr/Lab-Simul Coor 230179		20.83000	$17,837.15	
PROJECTED SALARY SAVINGS-- OTHER TEACHING SALARIES			$0.85	
FRINGE BENEFITS			$6,153.00	
TOTAL PERSONNEL SERVICES				$23,991.00
SUPPLIES AND OTHER OPERATING EXPENSES				$9,009.00
TOTAL				$33,000.00

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ACTIVITY: 11 - Instruction , continued				
FUNCTION: 2370 - General Academic Instruction , continued				
139802 - Retirement Supplemen				
FRINGE BENEFITS			$4,000.00	
TOTAL PERSONNEL SERVICES				$4,000.00
TOTAL				$4,000.00
TOTAL 2370 - General Academic Instruction				$15,228,424.00
FUNCTION: 2405 - Instructional Information Technol				
130800 - It-Instruction				
Manager, Tech Servic	533069	30.00000	$19,540.80	
Network Security Adm	DS9823	30.00000	$18,000.00	
Dir, Technology Serv	DS9861	30.00000	$22,500.00	
Systems Analyst	DS9926	30.00000	$15,278.40	
Infrastructure Admin	DS9982	30.00000	$16,502.40	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$1.40	
IT Support Specialis	DS9822	30.00000	$11,369.16	
Infrastructure Suppo	DS9882	30.00000	$12,352.61	
IT Support Specialis	DS9887	30.00000	$12,139.63	
IT Support Specialis	DS9889	30.00000	$12,008.09	
IT Support Specialis	DS9890	30.00000	$11,369.16	
Infrastructure Suppo	DS9923	30.00000	$11,901.60	
Data Base Admin	DS9925	30.00000	$12,653.28	
Infrastructure Suppo	DS9981	30.00000	$12,214.80	
OTHER SALARIES AND WAGES			$4.67	
FRINGE BENEFITS			$66,645.00	
TOTAL PERSONNEL SERVICES				$254,481.00
TOTAL				$254,481.00
TOTAL 2405 - Instructional Information Technol				$254,481.00
TOTAL 11 - Instruction				$15,482,905.00

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ACTIVITY: 14 - Academic Support				
FUNCTION: 2750 - Libraries				
170100 - Library				
Dir Library	530677	100.00000	$68,772.00	
Library Archivist	DS9862	100.00000	$41,604.00	
Student Success Libr	DS9924	100.00000	$43,164.00	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.00	
Library Tech Ast	630049	100.00000	$28,188.00	
LRC Technical Assist	DS9878	100.00000	$27,666.00	
PROJECTED SALARY SAVINGS-- OTHER SALARIES AND WAGES			$0.00	
FRINGE BENEFITS			$74,293.00	
TOTAL PERSONNEL SERVICES				$283,687.00
TRAVEL				$5,000.00
SUPPLIES AND OTHER OPERATING EXPENSES				$126,200.00
PROPERTY FURNITURE AND EQUIPMENT				$27,500.00
LIBRARY BOOKS AND PERIODICALS				$27,500.00
TOTAL				$469,887.00
170110 - Library Electronic R				
SUPPLIES AND OTHER OPERATING EXPENSES				$99,141.00
PROPERTY FURNITURE AND EQUIPMENT				$15,000.00
LIBRARY BOOKS AND PERIODICALS				$2,859.00
TOTAL				$117,000.00
170200 - College Readiness Ce				
Dir CRC/ADA	533750	100.00000	$66,768.00	
Tutor - English/OAA	534219	100.00000	$45,024.00	
Tutor - Math	534222	100.00000	$41,004.00	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.00	
OTHER SALARIES AND WAGES			$5,000.00	
FRINGE BENEFITS			$54,225.00	
TOTAL PERSONNEL SERVICES				$212,021.00
TRAVEL				$1,500.00
SUPPLIES AND OTHER OPERATING EXPENSES				$9,000.00
PROPERTY FURNITURE AND EQUIPMENT				$4,500.00
LIBRARY BOOKS AND PERIODICALS				$2,500.00
TOTAL				$229,521.00

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ACTIVITY: 14 - Academic Support , continued				
FUNCTION: 2750 - Libraries , continued				
170250 - Inst Research				
Dir Inst Research	531152	100.00000	$74,136.00	
Institutional Data A DS9910		100.00000	$50,028.00	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.00	
FRINGE BENEFITS			$44,054.00	
TOTAL PERSONNEL SERVICES				$168,218.00
TRAVEL				$5,000.00
SUPPLIES AND OTHER OPERATING EXPENSES				$27,800.00
TOTAL				$201,018.00
TOTAL 2750 - Libraries				$1,017,426.00
FUNCTION: 2770 - Educational and Media Services				
170501 - It Infrastruct Fee				
TRAVEL				$6,000.00
SUPPLIES AND OTHER OPERATING EXPENSES				$106,000.00
PROPERTY FURNITURE AND EQUIPMENT				$55,000.00
TOTAL				$167,000.00
TOTAL 2770 - Educational and Media Services				$167,000.00
FUNCTION: 2785 - Personnel Development				
170300 - Distance Learning				
Assistant VP Instruc FS8982		50.00000	$60,000.00	
Dir, Academic & Inst DS9833		100.00000	$70,008.00	
Instructional Design DS9879		100.00000	$54,000.00	
Instructional Design DS9992		100.00000	$52,008.00	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.00	
FRINGE BENEFITS			$83,739.00	
TOTAL PERSONNEL SERVICES				$319,755.00
TRAVEL				$35,000.00
SUPPLIES AND OTHER OPERATING EXPENSES				$179,675.00
PROPERTY FURNITURE AND EQUIPMENT				$16,000.00
TOTAL				$550,430.00

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SCHEDULE E
EXPENDITURES BY ACTIVITY/FUNCTION, DEPARTMENT, POSITION AND OBJECT

INSTITUTION NUMBER: 4 INSTITUTION NAME: OSU Institute of Technology PRESIDENT: DR. JIM HESS

POSITION TITLE	POSITION NUMBER	FUNDING PERCENT	POSITION PROPOSED BUDGET AMOUNT	FY 2025-2026 PROPOSED ACCOUNT BUDGET AMOUNT
ACTIVITY: 14 - Academic Support , continued				
FUNCTION: 2785 - Personnel Development , continued				
170350 - Student Retention & Success				
Dir, Stud Retention	DS9843	100.00000	$60,000.00	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.00	
Academic Success Coa	DS9825	100.00000	$42,031.44	
PROJECTED SALARY SAVINGS-- OTHER SALARIES AND WAGES			$0.56	
FRINGE BENEFITS			$36,201.00	
TOTAL PERSONNEL SERVICES				$138,233.00
TOTAL				$138,233.00
170450 - Academic Affairs				
Vice Provost	120214	100.00000	$150,000.00	
Assistant VP	FS8981	50.00000	$72,500.00	
Dir, Stud Assessment	DS9832	100.00000	$55,000.00	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.00	
Sr Academic Assistan	632606	100.00000	$36,018.00	
PROJECTED SALARY SAVINGS-- OTHER SALARIES AND WAGES			$0.00	
FRINGE BENEFITS			$111,237.00	
TOTAL PERSONNEL SERVICES				$424,755.00
TRAVEL				$12,000.00
SUPPLIES AND OTHER OPERATING EXPENSES				$45,800.00
PROPERTY FURNITURE AND EQUIPMENT				$6,000.00
TOTAL				$488,555.00
TOTAL 2785 - Personnel Development				$1,177,218.00
FUNCTION: 2815 - Academic Support Information Tech				
170800 - It Academic Support				
Manager, Tech Servic	533069	35.00000	$22,797.60	
Network Security Adm	DS9823	35.00000	$21,000.00	
Dir, Technology Serv	DS9861	35.00000	$26,250.00	
Systems Analyst	DS9926	35.00000	$17,824.80	
Infrastructure Admin	DS9982	35.00000	$19,252.80	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.80	
IT Support Specialis	DS9822	35.00000	$13,264.02	

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INSTITUTION NUMBER: 4 INSTITUTION NAME: OSU Institute of Technology PRESIDENT: DR. JIM HESS

POSITION TITLE	POSITION NUMBER	FUNDING PERCENT	POSITION PROPOSED BUDGET AMOUNT	FY 2025-2026 PROPOSED ACCOUNT BUDGET AMOUNT
ACTIVITY: 14 - Academic Support , continued				
FUNCTION: 2815 - Academic Support Information Tech, continued				
170800 - It Academic Support , continued				
Infrastructure Suppo	DS9882	35.00000	$14,411.38	
IT Support Specialis	DS9887	35.00000	$14,162.90	
IT Support Specialis	DS9889	35.00000	$14,009.44	
IT Support Specialis	DS9890	35.00000	$13,264.02	
Infrastructure Suppo	DS9923	35.00000	$13,885.20	
Data Base Admin	DS9925	35.00000	$14,762.16	
Infrastructure Suppo	DS9981	35.00000	$14,250.60	
OTHER SALARIES AND WAGES			$5.28	
FRINGE BENEFITS			$77,752.00	
TOTAL PERSONNEL SERVICES				$296,893.00
SUPPLIES AND OTHER OPERATING EXPENSES				$350,704.00
TOTAL				$647,597.00
TOTAL 2815 - Academic Support Information Tech				$647,597.00
TOTAL 14 - Academic Support				$3,009,241.00
ACTIVITY: 15 - Student Services				
FUNCTION: 2960 - Social and Cultural Development				
121010 - Vp Student Services				
VP Student Services	120166	36.00000	$50,293.44	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.56	
FRINGE BENEFITS			$17,845.00	
TOTAL PERSONNEL SERVICES				$68,139.00
TRAVEL				$5,000.00
SUPPLIES AND OTHER OPERATING EXPENSES				$9,370.00
PROPERTY FURNITURE AND EQUIPMENT				$350.00
TOTAL				$82,859.00
122030 - Student Life Admin				
Dean of Students	120217	35.00000	$32,902.80	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.20	

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POSITION TITLE	POSITION NUMBER	FUNDING PERCENT	POSITION PROPOSED BUDGET AMOUNT	FY 2025-2026 PROPOSED ACCOUNT BUDGET AMOUNT
ACTIVITY: 15 - Student Services , continued				
FUNCTION: 2960 - Social and Cultural Development , continued				
122030 - Student Life Admin , continued				
FRINGE BENEFITS			$11,674.00	
TOTAL PERSONNEL SERVICES				$44,577.00
TOTAL				$44,577.00
122090 - Accomodations				
Interpreter	DS9942	100.00000	$53,856.00	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.00	
OTHER SALARIES AND WAGES			$31,320.00	
FRINGE BENEFITS			$22,344.00	
TOTAL PERSONNEL SERVICES				$107,520.00
TRAVEL				$1,000.00
SUPPLIES AND OTHER OPERATING EXPENSES				$4,000.00
PROPERTY FURNITURE AND EQUIPMENT				$2,000.00
TOTAL				$114,520.00
TOTAL 2960 - Social and Cultural Development				$241,956.00
FUNCTION: 2970 - Counseling and Career Development				
121200 - Counseling				
Counselor	530271	100.00000	$60,852.00	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.00	
FRINGE BENEFITS			$21,591.00	
TOTAL PERSONNEL SERVICES				$82,443.00
TRAVEL				$2,500.00
SUPPLIES AND OTHER OPERATING EXPENSES				$400.00
PROPERTY FURNITURE AND EQUIPMENT				$2,450.00
TOTAL				$87,793.00
122400 - Career Services				
Career Services Coor	DS9844	100.00000	$41,155.00	
PROJECTED SALARY SAVINGS-- OTHER SALARIES AND WAGES			$0.00	

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INSTITUTION NUMBER: 4 INSTITUTION NAME: OSU Institute of Technology PRESIDENT: DR. JIM HESS

POSITION TITLE	POSITION NUMBER	FUNDING PERCENT	POSITION PROPOSED BUDGET AMOUNT	FY 2025-2026 PROPOSED ACCOUNT BUDGET AMOUNT
ACTIVITY: 15 - Student Services , continued				
FUNCTION: 2970 - Counseling and Career Development, continued				
122400 - Career Services , continued				
FRINGE BENEFITS			$14,602.00	
TOTAL PERSONNEL SERVICES				$55,757.00
SUPPLIES AND OTHER OPERATING EXPENSES				$28,000.00
TOTAL				$83,757.00
123010 - Assessment & Testing				
Dir Assess Svcs	531985	100.00000	$52,704.00	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.00	
Admin Supp Spclt I	636779	100.00000	$29,670.48	
PROJECTED SALARY SAVINGS-- OTHER SALARIES AND WAGES			$0.52	
FRINGE BENEFITS			$29,227.00	
TOTAL PERSONNEL SERVICES				$111,602.00
TRAVEL				$5,800.00
SUPPLIES AND OTHER OPERATING EXPENSES				$38,300.00
PROPERTY FURNITURE AND EQUIPMENT				$2,000.00
TOTAL				$157,702.00
TOTAL 2970 - Counseling and Career Development				$329,252.00
FUNCTION: 2980 - Financial Aid Administration				
121040 - Financial Scholarshi				
Dir Fin Aid & Schol	531031	100.00000	$96,432.00	
Ast Dir, SFS	DS9936	100.00000	$45,000.00	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.00	
Fin Aid/Schol Coord	630121	100.00000	$31,821.12	
Fin Aid Counselor	631729	100.00000	$29,754.00	
Sr Fin Aid Ast	634242	100.00000	$37,740.00	
Loan Coord	634327	100.00000	$30,046.32	
Sr Fin Aid Ast	634331	100.00000	$38,868.00	
PROJECTED SALARY SAVINGS-- OTHER SALARIES AND WAGES			$1.56	
FRINGE BENEFITS			$109,869.00	
TOTAL PERSONNEL SERVICES				$419,532.00

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INSTITUTION NUMBER: 4 INSTITUTION NAME: OSU Institute of Technology PRESIDENT: DR. JIM HESS

POSITION TITLE	POSITION NUMBER	FUNDING PERCENT	POSITION PROPOSED BUDGET AMOUNT	FY 2025-2026 PROPOSED ACCOUNT BUDGET AMOUNT
ACTIVITY: 15 - Student Services , continued				
FUNCTION: 2980 - Financial Aid Administration , continued				
121040 - Financial Scholarshi , continued				
TRAVEL				$6,000.00
SUPPLIES AND OTHER OPERATING EXPENSES				$25,000.00
PROPERTY FURNITURE AND EQUIPMENT				$1,500.00
TOTAL				$452,032.00
121041 - Marketing				
Dir Mktg & Comm	531815	100.00000	$75,000.00	
Marketing Specialist	DS9824	100.00000	$55,008.00	
Communications Coord	DS9906	100.00000	$55,000.00	
Videographer	DS9977	100.00000	$49,608.00	
Integrated Mktg Spec	DS9998	100.00000	$55,500.00	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.00	
FRINGE BENEFITS			$102,934.00	
TOTAL PERSONNEL SERVICES				$393,050.00
SUPPLIES AND OTHER OPERATING EXPENSES				$560,069.00
PROPERTY FURNITURE AND EQUIPMENT				$5,000.00
TOTAL				$958,119.00
TOTAL 2980 - Financial Aid Administration				$1,410,151.00
FUNCTION: 2985 - Student Records				
122010 - Registrar Office				
Registrar	530812	100.00000	$80,004.00	
Ast Registrar	DS9931	100.00000	$52,500.00	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.00	
Graduation Coor	639576	100.00000	$34,556.40	
Registrar Support Sp	DS9834	100.00000	$34,452.00	
Veteran Svcs Coord	DS9930	100.00000	$42,010.56	
Registrar Support Sp	DS9990	100.00000	$35,496.00	
PROJECTED SALARY SAVINGS-- OTHER SALARIES AND WAGES			$1.04	
FRINGE BENEFITS			$98,997.00	
TOTAL PERSONNEL SERVICES				$378,017.00
TRAVEL				$12,000.00

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POSITION TITLE	POSITION NUMBER	FUNDING PERCENT	POSITION PROPOSED BUDGET AMOUNT	FY 2025-2026 PROPOSED ACCOUNT BUDGET AMOUNT
ACTIVITY: 15 - Student Services , continued				
FUNCTION: 2985 - Student Records , continued				
122010 - Registrar Office , continued				
SUPPLIES AND OTHER OPERATING EXPENSES				$7,675.00
PROPERTY FURNITURE AND EQUIPMENT				$1,000.00
TOTAL				$398,692.00
TOTAL 2985 - Student Records				$398,692.00
FUNCTION: 2990 - Student Admissions				
122020 - Admissions & Records				
Front Desk Attendant	633045	100.00000	$22,529.52	
Admissions Counselor	639092	100.00000	$33,762.96	
Lead Admissions Coun	DS9835	100.00000	$38,920.32	
College Connection C	DS9836	100.00000	$35,496.00	
Admissions Counselor	DS9839	100.00000	$33,762.96	
Admissions Counselor	DS9840	100.00000	$33,762.96	
Admissions Counselor	DS9842	100.00000	$33,762.96	
PROJECTED SALARY SAVINGS-- OTHER SALARIES AND WAGES			$1.32	
FRINGE BENEFITS			$82,314.00	
TOTAL PERSONNEL SERVICES				$314,313.00
TRAVEL				$15,000.00
SUPPLIES AND OTHER OPERATING EXPENSES				$71,000.00
TOTAL				$400,313.00
122200 - Prospective Student				
Sr Dir, Enrollment M	533744	100.00000	$80,004.00	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.00	
PSS Recruiter	DS9830	100.00000	$37,145.52	
PSS Recruiter	DS9845	100.00000	$37,145.52	
PSS Recruiter	DS9846	100.00000	$37,145.52	
PSS Recruiter	DS9850	100.00000	$37,145.52	
PSS Recruiter	DS9851	100.00000	$37,145.52	
CRM Specialist	DS9869	100.00000	$39,484.08	
PSS Recruiter	DS9894	100.00000	$37,166.40	
PSS Recruiter	DS9898	100.00000	$37,166.40	
OTHER SALARIES AND WAGES			$4.52	

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INSTITUTION NUMBER: 4 INSTITUTION NAME: OSU Institute of Technology PRESIDENT: DR. JIM HESS

POSITION TITLE	POSITION NUMBER	FUNDING PERCENT	POSITION PROPOSED BUDGET AMOUNT	FY 2025-2026 PROPOSED ACCOUNT BUDGET AMOUNT
ACTIVITY: 15 - Student Services , continued				
FUNCTION: 2990 - Student Admissions , continued				
122200 - Prospective Student , continued				
FRINGE BENEFITS			$134,666.00	
TOTAL PERSONNEL SERVICES				$514,219.00
TRAVEL				$60,000.00
SUPPLIES AND OTHER OPERATING EXPENSES				$245,500.00
TOTAL				$819,719.00
122300 - Special Events&Prgms				
Ast Dir, PSS	DS9947	100.00000	$45,000.00	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.00	
Student Experience C	DS9891	100.00000	$39,734.64	
PROJECTED SALARY SAVINGS-- OTHER SALARIES AND WAGES			$0.36	
FRINGE BENEFITS			$30,064.00	
TOTAL PERSONNEL SERVICES				$114,799.00
SUPPLIES AND OTHER OPERATING EXPENSES				$78,300.00
TOTAL				$193,099.00
TOTAL 2990 - Student Admissions				$1,413,131.00
FUNCTION: 3000 - Student Health Services				
121050 - Student Health Srvs				
SUPPLIES AND OTHER OPERATING EXPENSES				$72,200.00
TOTAL				$72,200.00
TOTAL 3000 - Student Health Services				$72,200.00
TOTAL 15 - Student Services				$3,865,382.00

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INSTITUTION NUMBER: 4 INSTITUTION NAME: OSU Institute of Technology PRESIDENT: DR. JIM HESS

POSITION TITLE	POSITION NUMBER	FUNDING PERCENT	POSITION PROPOSED BUDGET AMOUNT	FY 2025-2026 PROPOSED ACCOUNT BUDGET AMOUNT
ACTIVITY: 16 - Institutional Support				
FUNCTION: 3120 - Executive Management				
111000 - Regents / Overhead				
SUPPLIES AND OTHER OPERATING EXPENSES				$486,563.00
TOTAL				$486,563.00
113000 - Vice President of Operations				
Vice President & Dir DS9870		100.00000	$255,864.00	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.00	
FRINGE BENEFITS			$77,830.00	
TOTAL PERSONNEL SERVICES				$333,694.00
TRAVEL				$6,000.00
SUPPLIES AND OTHER OPERATING EXPENSES				$49,000.00
TOTAL				$388,694.00
116000 - V P Fiscal Services				
VP Fiscal Services	130095	90.32000	$139,999.61	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.39	
HR Assistant	631463	50.00000	$20,076.92	
PROJECTED SALARY SAVINGS-- OTHER SALARIES AND WAGES			$0.08	
FRINGE BENEFITS			$56,796.00	
TOTAL PERSONNEL SERVICES				$216,873.00
TRAVEL				$6,000.00
SUPPLIES AND OTHER OPERATING EXPENSES				$20,500.00
PROPERTY FURNITURE AND EQUIPMENT				$4,000.00
TOTAL				$247,373.00
126600 - Instit Plan & Eval				
OTHER PROFESSIONAL SALARIES			$18,000.00	
FRINGE BENEFITS			$1,860.00	
TOTAL PERSONNEL SERVICES				$19,860.00
TRAVEL				$10,000.00
SUPPLIES AND OTHER OPERATING EXPENSES				$25,000.00
TOTAL				$54,860.00
TOTAL 3120 - Executive Management				$1,177,490.00

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POSITION TITLE	POSITION NUMBER	FUNDING PERCENT	POSITION PROPOSED BUDGET AMOUNT	FY 2025-2026 PROPOSED ACCOUNT BUDGET AMOUNT
ACTIVITY: 16 - Institutional Support , continued				
FUNCTION: 3125 - Fiscal Operations				
116100 - Accounting Services				
Dir, Accounting Svcs 530275		100.00000	$62,500.00	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.00	
FRINGE BENEFITS			$22,175.00	
TOTAL PERSONNEL SERVICES				$84,675.00
TRAVEL				$2,000.00
SUPPLIES AND OTHER OPERATING EXPENSES				$5,300.00
PROPERTY FURNITURE AND EQUIPMENT				$750.00
TOTAL				$92,725.00
116200 - Bursar Office				
Bursar	530674	100.00000	$53,208.00	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.00	
Collections Coor	631166	100.00000	$31,111.20	
Ast Bursar	631465	100.00000	$34,452.00	
Cashier/Billing Cler	639452	100.00000	$27,666.00	
PROJECTED SALARY SAVINGS-- OTHER SALARIES AND WAGES			$0.80	
FRINGE BENEFITS			$51,957.00	
TOTAL PERSONNEL SERVICES				$198,395.00
TRAVEL				$6,000.00
SUPPLIES AND OTHER OPERATING EXPENSES				$21,500.00
PROPERTY FURNITURE AND EQUIPMENT				$500.00
TOTAL				$226,395.00
TOTAL 3125 - Fiscal Operations				$319,120.00
FUNCTION: 3130 - General Administration and Logist				
116300 - Purchasing Office				
Dir Purchasing	531876	100.00000	$65,004.00	
Purchasing Spclt	DS9932	100.00000	$49,044.00	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.00	
Purchasing Coord	DS9986	100.00000	$35,496.00	
PROJECTED SALARY SAVINGS-- OTHER SALARIES AND WAGES			$0.00	
FRINGE BENEFITS			$53,059.00	
TOTAL PERSONNEL SERVICES				$202,603.00

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ACTIVITY: 16 - Institutional Support , continued				
FUNCTION: 3130 - General Administration and Logist, continued				
116300 - Purchasing Office , continued				
TRAVEL				$4,500.00
SUPPLIES AND OTHER OPERATING EXPENSES				$4,450.00
PROPERTY FURNITURE AND EQUIPMENT				$1,850.00
TOTAL				$213,403.00
116700 - Human Resources				
Dir Human Resources	533555	100.00000	$86,580.00	
Ast Dir, Human Resou	DS9829	100.00000	$56,004.00	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.00	
HR Assistant	631463	50.00000	$20,076.93	
PROJECTED SALARY SAVINGS-- OTHER SALARIES AND WAGES			$0.07	
FRINGE BENEFITS			$57,713.00	
TOTAL PERSONNEL SERVICES				$220,374.00
TRAVEL				$2,000.00
SUPPLIES AND OTHER OPERATING EXPENSES				$7,235.00
TOTAL				$229,609.00
128500 - Fac/Staf Association				
OTHER PROFESSIONAL SALARIES			$1,000.00	
OTHER SALARIES AND WAGES			$2,000.00	
FRINGE BENEFITS			$1,055.00	
TOTAL PERSONNEL SERVICES				$4,055.00
TRAVEL				$600.00
SUPPLIES AND OTHER OPERATING EXPENSES				$200.00
TOTAL				$4,855.00
128600 - Post Office				
Manager, Postal Svcs	637369	100.00000	$28,772.64	
Mail Messenger	638047	100.00000	$22,968.00	
PROJECTED SALARY SAVINGS-- OTHER SALARIES AND WAGES			$0.36	
FRINGE BENEFITS			$18,358.00	
TOTAL PERSONNEL SERVICES				$70,099.00

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ACTIVITY: 16 - Institutional Support , continued				
FUNCTION: 3130 - General Administration and Logist, continued				
128600 - Post Office , continued				
SUPPLIES AND OTHER OPERATING EXPENSES				$10,375.00
PROPERTY FURNITURE AND EQUIPMENT				$4,900.00
TOTAL				$85,374.00
TOTAL 3130 - General Administration and Logist				$533,241.00
FUNCTION: 3135 - Public Relations/Development				
126400 - Instit Advancement				
SUPPLIES AND OTHER OPERATING EXPENSES				$220,000.00
TOTAL				$220,000.00
TOTAL 3135 - Public Relations/Development				$220,000.00
FUNCTION: 3140 - Institutional Support Information				
110800 - It-Inst. Support				
Manager, Tech Servic	533069	35.00000	$22,797.60	
Network Security Adm	DS9823	35.00000	$21,000.00	
Dir, Technology Serv	DS9861	35.00000	$26,250.00	
Systems Analyst	DS9926	35.00000	$17,824.80	
Infrastructure Admin	DS9982	35.00000	$19,252.80	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.80	
IT Support Specialis	DS9822	35.00000	$13,264.02	
Infrastructure Suppo	DS9882	35.00000	$14,411.37	
IT Support Specialis	DS9887	35.00000	$14,162.91	
IT Support Specialis	DS9889	35.00000	$14,009.43	
IT Support Specialis	DS9890	35.00000	$13,264.02	
Infrastructure Suppo	DS9923	35.00000	$13,885.20	
Data Base Admin	DS9925	35.00000	$14,762.16	
Infrastructure Suppo	DS9981	35.00000	$14,250.60	
OTHER SALARIES AND WAGES			$5.29	
FRINGE BENEFITS			$77,752.00	
TOTAL PERSONNEL SERVICES				$296,893.00
PROPERTY FURNITURE AND EQUIPMENT				$75,000.00
TOTAL				$371,893.00
TOTAL 3140 - Institutional Support Information				$371,893.00

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INSTITUTION NUMBER: 4 INSTITUTION NAME: OSU Institute of Technology PRESIDENT: DR. JIM HESS

POSITION TITLE	POSITION NUMBER	FUNDING PERCENT	POSITION PROPOSED BUDGET AMOUNT	FY 2025-2026 PROPOSED ACCOUNT BUDGET AMOUNT
TOTAL 16 - Institutional Support				$2,621,744.00
ACTIVITY: 17 - Operation & Maint of Plant				
FUNCTION: 3220 - Physical Plant Administration				
181000 - Physical Plant Admin				
Dir Physical Plant	531038	100.00000	$83,016.00	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.00	
Sr Admin Ast	631446	100.00000	$34,452.00	
Warehouse Attendant	634911	100.00000	$30,317.76	
PROJECTED SALARY SAVINGS-- OTHER SALARIES AND WAGES			$0.24	
FRINGE BENEFITS			$52,435.00	
TOTAL PERSONNEL SERVICES				$200,221.00
TRAVEL				$1,500.00
SUPPLIES AND OTHER OPERATING EXPENSES				$55,750.00
PROPERTY FURNITURE AND EQUIPMENT				$3,500.00
TOTAL				$260,971.00
181500 - Property Ins and Debt Service				
SUPPLIES AND OTHER OPERATING EXPENSES				$667,454.00
TOTAL				$667,454.00
TOTAL 3220 - Physical Plant Administration				$928,425.00
FUNCTION: 3230 - Building Maintenance				
181100 - Facilities Maintenan				
Mgr of General Facil	DS9868	25.00000	$13,200.00	
Sr Manager, Maint Op	DS9978	100.00000	$72,000.00	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.00	
Plumber	631460	100.00000	$54,705.60	
Electrician	633047	100.00000	$56,522.16	
Electrician	634256	100.00000	$43,848.00	
Lead Painter	634266	100.00000	$46,165.68	
General Maintenance	634360	100.00000	$27,958.32	
Painter	634716	100.00000	$34,723.44	
HVAC/Refrig Tech	636066	100.00000	$57,148.56	

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INSTITUTION NUMBER: 4 INSTITUTION NAME: OSU Institute of Technology PRESIDENT: DR. JIM HESS

POSITION TITLE	POSITION NUMBER	FUNDING PERCENT	POSITION PROPOSED BUDGET AMOUNT	FY 2025-2026 PROPOSED ACCOUNT BUDGET AMOUNT
ACTIVITY: 17 - Operation & Maint of Plant , continued				
FUNCTION: 3230 - Building Maintenance , continued				
181100 - Facilities Maintenan , continued				
Carpenter	636523	100.00000	$37,980.72	
Plumber	DS9859	100.00000	$53,974.80	
General Maintenance	DS9871	100.00000	$26,413.20	
HVACR & Energy Mgmt	DS9875	50.00000	$30,693.60	
General Maintenance	DS9893	100.00000	$28,229.76	
OTHER SALARIES AND WAGES			$5.16	
FRINGE BENEFITS			$206,920.00	
TOTAL PERSONNEL SERVICES				$790,489.00
TRAVEL				$45,000.00
SUPPLIES AND OTHER OPERATING EXPENSES				$369,350.00
PROPERTY FURNITURE AND EQUIPMENT				$20,000.00
TOTAL				$1,224,839.00
181130 - Guest House				
SUPPLIES AND OTHER OPERATING EXPENSES				$5,000.00
TOTAL				$5,000.00
TOTAL 3230 - Building Maintenance				$1,229,839.00
FUNCTION: 3240 - Custodial Services				
181200 - Custodial Services				
Mgr of General Facil	DS9868	75.00000	$39,600.00	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.00	
Custodial Supervisor	630057	100.00000	$39,672.00	
Custodian	631735	100.00000	$23,490.00	
Lead Custodian	634008	100.00000	$32,364.00	
Custodian	634260	100.00000	$23,490.00	
Custodian	634264	100.00000	$27,478.08	
Custodial Supervisor	634268	100.00000	$34,431.12	
Custodian	634302	100.00000	$23,490.00	
Custodian	634397	100.00000	$23,490.00	
Custodian	634407	100.00000	$23,490.00	
Custodian	637515	100.00000	$26,350.56	
Custodian	637939	100.00000	$23,490.00	

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INSTITUTION NUMBER: 4 INSTITUTION NAME: OSU Institute of Technology PRESIDENT: DR. JIM HESS

POSITION TITLE	POSITION NUMBER	FUNDING PERCENT	POSITION PROPOSED BUDGET AMOUNT	FY 2025-2026 PROPOSED ACCOUNT BUDGET AMOUNT
ACTIVITY: 17 - Operation & Maint of Plant , continued				
FUNCTION: 3240 - Custodial Services , continued				
181200 - Custodial Services , continued				
Custodian	639250	100.00000	$23,490.00	
Custodian	639525	100.00000	$23,490.00	
PROJECTED SALARY SAVINGS-- OTHER SALARIES AND WAGES			$2.24	
FRINGE BENEFITS			$137,598.00	
TOTAL PERSONNEL SERVICES				$525,416.00
TRAVEL				$1,000.00
SUPPLIES AND OTHER OPERATING EXPENSES				$65,000.00
PROPERTY FURNITURE AND EQUIPMENT				$15,000.00
TOTAL				$606,416.00
TOTAL 3240 - Custodial Services				$606,416.00
FUNCTION: 3250 - Utilities				
181600 - Utilities				
UTILITIES				$875,000.00
SUPPLIES AND OTHER OPERATING EXPENSES				$578,300.00
PROPERTY FURNITURE AND EQUIPMENT				$2,500.00
TOTAL				$1,455,800.00
TOTAL 3250 - Utilities				$1,455,800.00
FUNCTION: 3260 - Landscape and Ground Maintenance				
181300 - Grounds Maintenance				
Manager, Grounds Mai	DS9935	100.00000	$53,700.00	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.00	
Horticulture Tech	630994	100.00000	$39,880.80	
Mtr Pool/Grnd Util	633053	100.00000	$25,014.24	
Grounds Mtn Mechanic	634353	100.00000	$32,531.04	
Groundskeeper	634365	100.00000	$24,513.12	
General Maintenance	637414	100.00000	$29,754.00	
Groundskeeper	639429	100.00000	$24,325.20	
PROJECTED SALARY SAVINGS-- OTHER SALARIES AND WAGES			$3.60	
FRINGE BENEFITS			$81,506.00	
TOTAL PERSONNEL SERVICES				$311,228.00

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INSTITUTION NUMBER: 4 INSTITUTION NAME: OSU Institute of Technology PRESIDENT: DR. JIM HESS

POSITION TITLE	POSITION NUMBER	FUNDING PERCENT	POSITION PROPOSED BUDGET AMOUNT	FY 2025-2026 PROPOSED ACCOUNT BUDGET AMOUNT
ACTIVITY: 17 - Operation & Maint of Plant , continued				
FUNCTION: 3260 - Landscape and Ground Maintenance , continued				
181300 - Grounds Maintenance , continued				
TRAVEL				$500.00
SUPPLIES AND OTHER OPERATING EXPENSES				$106,000.00
PROPERTY FURNITURE AND EQUIPMENT				$20,000.00
TOTAL				$437,728.00
TOTAL 3260 - Landscape and Ground Maintenance				$437,728.00
FUNCTION: 3270 - Major Repairs and Renovations				
181700 - Phy Pl Spec Projects				
SUPPLIES AND OTHER OPERATING EXPENSES				$375,000.00
PROPERTY FURNITURE AND EQUIPMENT				$150,000.00
TOTAL				$525,000.00
TOTAL 3270 - Major Repairs and Renovations				$525,000.00
FUNCTION: 3275 - Safety and Security				
181400 - Public Safety				
Dir/Chief Of Police	531923	100.00000	$66,660.00	
Environ Hlth & Safet	DS9826	100.00000	$62,508.00	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.00	
Univ Police Officer	630813	100.00000	$37,584.00	
Desk Clerk (Night)	631728	20.00000	$4,472.50	
Desk Clerk	631732	20.00000	$4,472.50	
Univ Police Officer	632604	100.00000	$42,804.00	
Univ Police Officer	634258	100.00000	$37,584.00	
Univ Police Sergeant	634259	100.00000	$47,649.00	
Univ Police Officer	634293	100.00000	$37,584.00	
Univ Police Officer	639558	100.00000	$43,034.00	
OTHER SALARIES AND WAGES			$20,801.00	
FRINGE BENEFITS			$138,518.00	
TOTAL PERSONNEL SERVICES				$543,671.00
TRAVEL				$25,000.00
SUPPLIES AND OTHER OPERATING EXPENSES				$85,000.00

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INSTITUTION NUMBER: 4 INSTITUTION NAME: OSU Institute of Technology PRESIDENT: DR. JIM HESS

POSITION TITLE	POSITION NUMBER	FUNDING PERCENT	POSITION PROPOSED BUDGET AMOUNT	FY 2025-2026 PROPOSED ACCOUNT BUDGET AMOUNT
ACTIVITY: 17 - Operation & Maint of Plant , continued				
FUNCTION: 3275 - Safety and Security , continued				
181400 - Public Safety , continued				
PROPERTY FURNITURE AND EQUIPMENT				$50,000.00
TOTAL				$703,671.00
TOTAL 3275 - Safety and Security				$703,671.00
TOTAL 17 - Operation & Maint of Plant				$5,886,879.00
ACTIVITY: 18 - Scholarship and Fellowship				
FUNCTION: 3420 - Resident Tuition Waivers				
102910 - Tuition Waivers				
RESIDENT TUITION WAIVERS				$1,350,000.00
NON-RESIDENT TUITION WAIVERS				$860,000.00
TOTAL				$2,210,000.00
TOTAL 3420 - Resident Tuition Waivers				$2,210,000.00
TOTAL 18 - Scholarship and Fellowship				$2,210,000.00
TOTAL PRIMARY BUDGET EXPENDITURES				$33,076,151.00

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INSTITUTION NUMBER: 5 INSTITUTION NAME: College of Veterinary Medicine PRESIDENT: DR. JIM HESS

POSITION TITLE	POSITION NUMBER	FUNDING PERCENT	POSITION PROPOSED BUDGET AMOUNT	FY 2025-2026 PROPOSED ACCOUNT BUDGET AMOUNT
ACTIVITY: 11 - Instruction				
FUNCTION: 2370 - General Academic Instruction				
131000 - Medicine & Surgery				
TRAVEL				$10,000.00
SUPPLIES AND OTHER OPERATING EXPENSES				$203,624.00
PROPERTY FURNITURE AND EQUIPMENT				$25,000.00
TOTAL				$238,624.00
131001 - Special Fees Med&Sur				
SUPPLIES AND OTHER OPERATING EXPENSES				$45,820.00
PROPERTY FURNITURE AND EQUIPMENT				$11,005.00
TOTAL				$56,825.00
131600 - VCS Clinical Programs				
TRAVEL				$3,000.00
SUPPLIES AND OTHER OPERATING EXPENSES				$18,000.00
TOTAL				$21,000.00
132000 - Phy Sci Resident Ins				
Aso Prof	120244	50.00000	$102,500.00	
Aso Prof	210487	60.00000	$84,000.00	
Prof	210948	70.00000	$119,700.00	
Prof	212762	45.00000	$76,500.00	
Tchg Ast Prof	AF8129	100.00000	$78,750.00	
Prof	AF8141	10.00000	$16,500.00	
Tchg Ast Prof	AF8196	80.00000	$96,000.00	
Ast Prof	AF9644	50.00000	$65,000.00	
PROJECTED SALARY SAVINGS-- OTHER TEACHING SALARIES			$0.00	
Rsrch Tech	634892	100.00000	$37,606.64	
Admin Supp Spclt II	632982	67.00000	$26,287.99	
Fin Ast Sr	632986	50.00000	$16,640.00	
PROJECTED SALARY SAVINGS-- OTHER SALARIES AND WAGES			$0.37	
FRINGE BENEFITS			$205,570.00	
TOTAL PERSONNEL SERVICES				$925,055.00
TRAVEL				$14,974.00
SUPPLIES AND OTHER OPERATING EXPENSES				$21,860.00
PROPERTY FURNITURE AND EQUIPMENT				$3,831.00
TOTAL				$965,720.00

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INSTITUTION NUMBER: 5 INSTITUTION NAME: College of Veterinary Medicine PRESIDENT: DR. JIM HESS

POSITION TITLE	POSITION NUMBER	FUNDING PERCENT	POSITION PROPOSED BUDGET AMOUNT	FY 2025-2026 PROPOSED ACCOUNT BUDGET AMOUNT
ACTIVITY: 11 - Instruction , continued				
FUNCTION: 2370 - General Academic Instruction , continued				
133000 - Pathology				
Aso Prof	210539	100.00000	$140,000.00	
Clinical Ast Prof	211101	25.00000	$35,350.00	
Aso Prof	212734	50.00000	$75,000.00	
Ast Prof	212735	40.00000	$56,000.00	
Clinical Ast Prof	213706	70.00000	$105,000.00	
Prof	213709	50.00000	$85,000.00	
Clinical Prof/DH	221315	100.00000	$205,000.00	
Clinical Ast Prof	222192	70.00000	$101,500.00	
Aso Prof	AF8170	10.00000	$14,840.00	
AST PROF	AF9001	10.00000	$12,500.00	
AST PROF	AF9002	10.00000	$12,500.00	
Ast Prof	AF9177	30.00000	$37,500.00	
Ast Prof	AF9256	100.00000	$137,136.00	
AST PROF	AF9328	65.00000	$93,925.00	
Ast Prof	AF9329	100.00000	$145,000.00	
Aso Prof	AF9828	60.00000	$102,000.00	
OTHER TEACHING SALARIES			$130,000.00	
Mgr Vet Lab	530577	41.67000	$24,812.23	
Proj Mgr Rsrch	AS7041	66.60000	$49,950.00	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$-0.23	
Admin Ast	630111	68.58000	$36,004.48	
Fin Ast I	636873	65.70000	$27,257.17	
Admin Supp Ast I	632965	57.00000	$18,530.72	
PROJECTED SALARY SAVINGS-- OTHER SALARIES AND WAGES			$0.63	
FRINGE BENEFITS			$467,854.00	
TOTAL PERSONNEL SERVICES				$2,112,660.00
TRAVEL				$24,625.00
SUPPLIES AND OTHER OPERATING EXPENSES				$47,147.00
PROPERTY FURNITURE AND EQUIPMENT				$11,270.00
TOTAL				$2,195,702.00
133500 - Culture Innovation Program				
SUPPLIES AND OTHER OPERATING EXPENSES				$300.00
TOTAL				$300.00

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POSITION TITLE	POSITION NUMBER	FUNDING PERCENT	POSITION PROPOSED BUDGET AMOUNT	FY 2025-2026 PROPOSED ACCOUNT BUDGET AMOUNT
ACTIVITY: 11 - Instruction , continued				
FUNCTION: 2370 - General Academic Instruction , continued				
135000 - Critical Workforce Initiative				
OTHER TEACHING SALARIES			$114,875.00	
FRINGE BENEFITS			$10,125.00	
TOTAL PERSONNEL SERVICES				$125,000.00
TOTAL				$125,000.00
136000 - Dvm General Ed				
Clinical Ast Prof/An	AF9368	80.00000	$115,347.30	
Aso Prof	BF9612	89.17000	$89,170.00	
OTHER TEACHING SALARIES			$49,999.70	
Dir Bus Ops	330478	33.50000	$48,442.34	
Spclt Infomtc Safety	332086	50.00000	$32,889.50	
Mgr Stu Svc	AS8527	79.80000	$52,189.20	
Clinical Couns	AS9450	36.00000	$26,522.64	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.32	
Exec Admin Ast	AS9484	10.00000	$5,333.65	
PROJECTED SALARY SAVINGS-- OTHER SALARIES AND WAGES			$0.35	
FRINGE BENEFITS			$132,823.00	
TOTAL PERSONNEL SERVICES				$552,718.00
TRAVEL				$10,000.00
SUPPLIES AND OTHER OPERATING EXPENSES				$128,695.00
PROPERTY FURNITURE AND EQUIPMENT				$2,000.00
TOTAL				$693,413.00
136500 - Vm Gen Instruction				
Spclt Acad Pgm	AS9905	4.77000	$2,226.41	
PROJECTED SALARY SAVINGS-- OTHER SALARIES AND WAGES			$-0.41	
FRINGE BENEFITS			$787.00	
TOTAL PERSONNEL SERVICES				$3,013.00
SUPPLIES AND OTHER OPERATING EXPENSES				$152,564.00
PROPERTY FURNITURE AND EQUIPMENT				$13,123.00
TOTAL				$168,700.00

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INSTITUTION NUMBER: 5 INSTITUTION NAME: College of Veterinary Medicine PRESIDENT: DR. JIM HESS

POSITION TITLE	POSITION NUMBER	FUNDING PERCENT	POSITION PROPOSED BUDGET AMOUNT	FY 2025-2026 PROPOSED ACCOUNT BUDGET AMOUNT
ACTIVITY: 11 - Instruction , continued				
FUNCTION: 2370 - General Academic Instruction , continued				
136600 - Vm Dean Gen Instruct				
Coor Grad Pgm	AS7897	13.59000	$4,664.09	
PROJECTED SALARY SAVINGS-- OTHER SALARIES AND WAGES			$-0.09	
FRINGE BENEFITS			$1,648.00	
TOTAL PERSONNEL SERVICES				$6,312.00
SUPPLIES AND OTHER OPERATING EXPENSES				$17,468.00
TOTAL				$23,780.00
136700 - Office of Curriculum				
Clinical Ast Prof	AF8194	100.00000	$137,812.50	
PROJECTED SALARY SAVINGS-- OTHER TEACHING SALARIES			$0.50	
Ast Dir Instr Des Dv	AS7879	100.00000	$101,871.00	
Instructl Des Dvlpr	AS8893	81.10000	$52,715.00	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.00	
Admin Supp Spclt Sr	AS7818	68.00000	$25,459.20	
Admin Supp Spclt Sr	AS7823	68.00000	$26,774.59	
Spclt Acad Pgm	AS9905	64.75000	$30,222.19	
OTHER SALARIES AND WAGES			$2,000.02	
FRINGE BENEFITS			$121,949.00	
TOTAL PERSONNEL SERVICES				$498,804.00
TRAVEL				$3,000.00
SUPPLIES AND OTHER OPERATING EXPENSES				$9,500.00
PROPERTY FURNITURE AND EQUIPMENT				$2,500.00
TOTAL				$513,804.00
136800 - Clinical Skills Lab				
TRAVEL				$2,000.00
SUPPLIES AND OTHER OPERATING EXPENSES				$57,000.00
PROPERTY FURNITURE AND EQUIPMENT				$102,000.00
TOTAL				$161,000.00
138000 - Vet Med Grad Assista				
OTHER TEACHING SALARIES			$489,937.00	
Coor Grad Pgm	AS7897	18.32000	$6,287.42	

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POSITION TITLE	POSITION NUMBER	FUNDING PERCENT	POSITION PROPOSED BUDGET AMOUNT	FY 2025-2026 PROPOSED ACCOUNT BUDGET AMOUNT
ACTIVITY: 11 - Instruction , continued				
FUNCTION: 2370 - General Academic Instruction , continued				
138000 - Vet Med Grad Assista , continued				
PROJECTED SALARY SAVINGS-- OTHER SALARIES AND WAGES			$-0.42	
FRINGE BENEFITS			$53,180.00	
TOTAL PERSONNEL SERVICES				$549,404.00
TOTAL				$549,404.00
139900 - Budget Control				
UTILITIES				$789,244.00
TOTAL				$789,244.00
150300 - VMA Control - Restricted				
OTHER TEACHING SALARIES			$1,800,000.00	
OTHER PROFESSIONAL SALARIES			$500,000.00	
OTHER SALARIES AND WAGES			$300,000.00	
FRINGE BENEFITS			$1,000,000.00	
TOTAL PERSONNEL SERVICES				$3,600,000.00
SUPPLIES AND OTHER OPERATING EXPENSES				$29,532.00
TOTAL				$3,629,532.00
150310 - VMA Scholarship/Loan - Restricted				
SUPPLIES AND OTHER OPERATING EXPENSES				$1,000,000.00
TOTAL				$1,000,000.00
150330 - VMA Clerkships - Restricted				
Spclt Acctg Sr	AS7516	50.00000	$20,144.80	
PROJECTED SALARY SAVINGS-- OTHER SALARIES AND WAGES			$0.20	
FRINGE BENEFITS			$7,117.00	
TOTAL PERSONNEL SERVICES				$27,262.00
TRAVEL				$225,000.00
SUPPLIES AND OTHER OPERATING EXPENSES				$260,000.00
TOTAL				$512,262.00

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POSITION TITLE	POSITION NUMBER	FUNDING PERCENT	POSITION PROPOSED BUDGET AMOUNT	FY 2025-2026 PROPOSED ACCOUNT BUDGET AMOUNT
ACTIVITY: 11 - Instruction , continued				
FUNCTION: 2370 - General Academic Instruction , continued				
150340 - VMA Clinical Programs - Restricted				
Clinical Ast Prof	AF7881	100.00000	$130,000.00	
Ast Prof	AF7885	100.00000	$130,000.00	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.00	
FRINGE BENEFITS			$72,072.00	
TOTAL PERSONNEL SERVICES				$332,072.00
TOTAL				$332,072.00
150350 - VMA Clinical Skills - Restricted				
Clinical Ast Prof	AF7905	100.00000	$120,000.00	
Clinical Ast Prof	AF7906	100.00000	$130,000.00	
Prof	AF8031	90.00000	$153,000.00	
OTHER TEACHING SALARIES			$165,000.00	
Vet Tech I	AS7712	100.00000	$42,000.00	
PROJECTED SALARY SAVINGS-- OTHER SALARIES AND WAGES			$0.00	
FRINGE BENEFITS			$172,288.00	
TOTAL PERSONNEL SERVICES				$782,288.00
TOTAL				$782,288.00
150360 - VCS Instruction-VMA - Restricted				
Ast Prof	210092	75.00000	$108,750.00	
Ast Prof	210176	75.00000	$111,000.00	
Prof	210736	32.98000	$56,063.00	
Ast Prof	211185	85.00000	$170,000.00	
Clinical Ast Prof	211275	90.00000	$112,500.00	
Prof	212711	35.00000	$61,250.00	
Prof/Mccasland Pf/Ch	212712	80.00000	$160,287.26	
Clinical Ast Prof	212717	90.00000	$129,780.00	
Ast Prof	212718	85.00000	$121,826.25	
Clinical Ast Prof	212722	100.00000	$130,000.00	
Clinical Ast Prof	212780	95.00000	$118,750.00	
Prof	213724	70.00000	$131,866.50	
Clinical Ast Prof	220955	100.00000	$200,000.00	
Clinical Aso Prof/He	220981	85.00000	$127,500.00	
Clinical Prof	221385	90.00000	$149,400.00	

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INSTITUTION NUMBER: 5 INSTITUTION NAME: College of Veterinary Medicine PRESIDENT: DR. JIM HESS

ACTIVITY: 11 - Instruction , continued
FUNCTION: 2370 - General Academic Instruction , continued
150360 - VCS Instruction-VMA - Restricted , continued

POSITION TITLE	POSITION NUMBER	FUNDING PERCENT	POSITION PROPOSED BUDGET AMOUNT	FY 2025-2026 PROPOSED ACCOUNT BUDGET AMOUNT
Clinical Ast Prof	221534	100.00000	$11,757.00	
Clinical Ast Prof	221699	100.00000	$135,000.00	
Clinical Ast Prof	222137	95.00000	$114,000.00	
Clinical Aso Prof	222226	95.00000	$133,000.00	
Clinical Ast Prof	222227	85.00000	$119,000.00	
Clinical Ast Prof	AF7877	100.00000	$145,000.00	
Clinical Ast Prof	AF7880	100.00000	$135,000.00	
Clinical Ast Prof	AF7888	100.00000	$145,000.00	
Clinical Ast Prof	AF7889	100.00000	$145,000.00	
Clinical Ast Prof	AF7907	100.00000	$145,000.00	
Ast Prof	AF7921	100.00000	$145,000.00	
Clincal Ast/Aso Prof	AF7948	100.00000	$145,000.00	
Clinical Ast/Aso/Pro	AF7986	90.00000	$126,000.00	
Ast Prof	AF7987	90.00000	$162,000.00	
Clinical Ast Prof	AF7988	100.00000	$200,000.00	
Clinical Faculty	AF7990	80.00000	$182,319.98	
Ast Prof	AF7991	100.00000	$225,000.00	
AST PROF	AF8003	70.00000	$102,200.00	
Clinical Ast Ptof	AF8004	80.00000	$116,000.00	
Clinical Ast Prof	AF8063	95.00000	$118,750.00	
Tchg Ast Prof	AF8114	95.00000	$142,571.25	
Clinical Ast Prof	AF8137	100.00000	$130,000.00	
Ast/Aso Prof Dermato	AF8181	95.00000	$180,500.00	
Clinical Ast Prof	AF8186	95.00000	$118,750.00	
Lecturer	AF9085	100.00000	$52,000.00	
Clinical Ast Prof	AF9101	85.00000	$132,089.97	
Clinical Ast Prof	AF9102	85.00000	$133,273.06	
Lecturer	AF9140	100.00000	$95,000.00	
Clinical Ast/Aso Pro	AF9166	90.00000	$130,500.00	
AST PROF	AF9180	75.00000	$157,500.00	
Clinical Ast Prof	AF9265	100.00000	$200,000.00	
Ast Prof	AF9475	95.00000	$133,000.00	
DH/Professor	AF9538	100.00000	$205,000.00	
Prof	AF9585	65.00000	$109,968.38	
Clinical Ast Prof	AF9713	100.00000	$133,900.00	
Ast Prof	AF9723	75.00000	$108,750.00	
Ast Prof	AF9724	55.00000	$79,750.00	
Clinical Ast Prof	AF9725	75.00000	$113,475.00	

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INSTITUTION NUMBER: 5 INSTITUTION NAME: College of Veterinary Medicine PRESIDENT: DR. JIM HESS

POSITION TITLE	POSITION NUMBER	FUNDING PERCENT	POSITION PROPOSED BUDGET AMOUNT	FY 2025-2026 PROPOSED ACCOUNT BUDGET AMOUNT
ACTIVITY: 11 - Instruction , continued				
FUNCTION: 2370 - General Academic Instruction , continued				
150360 - VCS Instruction-VMA - Restricted , continued				
Aso Prof	AF9960	75.00000	$129,402.75	
Professor	AF9972	75.00000	$150,834.81	
OTHER TEACHING SALARIES			$94,999.79	
Admin Aso	AS8472	100.00000	$52,015.48	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$-0.48	
Admin Supp Spclt Sr	633623	100.00000	$30,404.40	
Fin Ast Sr	AS9457	100.00000	$38,563.20	
PROJECTED SALARY SAVINGS-- OTHER SALARIES AND WAGES			$0.40	
FRINGE BENEFITS			$2,085,781.00	
TOTAL PERSONNEL SERVICES				$9,577,029.00
TOTAL				$9,577,029.00
TOTAL 2370 - General Academic Instruction				$22,335,699.00
TOTAL 11 - Instruction				$22,335,699.00
ACTIVITY: 12 - Research				
FUNCTION: 2542 - Individual and Project Research				
150010 - Vet Med Research Amd				
Dir Bus Ops	330478	33.50000	$48,442.34	
Coor Pgm	AS7402	100.00000	$59,049.90	
Spclt Spons Pgm I	AS7716	100.00000	$48,019.00	
Mgr Spons Pgm	AS8529	21.60000	$15,847.70	
Coor Spons Pgms Sr	AS8530	90.00000	$57,985.20	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$-0.14	
Spclt Pgm	AS7274	100.00000	$46,987.20	
PROJECTED SALARY SAVINGS-- OTHER SALARIES AND WAGES			$-0.20	
FRINGE BENEFITS			$97,628.00	
TOTAL PERSONNEL SERVICES				$373,959.00
SUPPLIES AND OTHER OPERATING EXPENSES				$4,153.00
PROPERTY FURNITURE AND EQUIPMENT				$500.00
TOTAL				$378,612.00

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INSTITUTION NUMBER: 5 INSTITUTION NAME: College of Veterinary Medicine PRESIDENT: DR. JIM HESS

POSITION TITLE	POSITION NUMBER	FUNDING PERCENT	POSITION PROPOSED BUDGET AMOUNT	FY 2025-2026 PROPOSED ACCOUNT BUDGET AMOUNT
ACTIVITY: 12 - Research , continued				
FUNCTION: 2542 - Individual and Project Research , continued				
150020 - Dean'S Resrch Inc Fd				
Rsrch Scientist Bioi 535169		9.50000	$9,997.80	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.20	
FRINGE BENEFITS			$3,350.00	
TOTAL PERSONNEL SERVICES				$13,348.00
SUPPLIES AND OTHER OPERATING EXPENSES				$16,225.00
TOTAL				$29,573.00
150050 - Organized Research				
Ast Dir Bus Ops	332010	9.80000	$11,601.14	
Microbiologist	530578	100.00000	$123,314.00	
Mgr Spons Pgm	AS8529	56.80000	$41,673.60	
OTHER PROFESSIONAL SALARIES			$38,040.26	
FRINGE BENEFITS			$72,934.00	
TOTAL PERSONNEL SERVICES				$287,563.00
TRAVEL				$5,000.00
SUPPLIES AND OTHER OPERATING EXPENSES				$261,874.00
PROPERTY FURNITURE AND EQUIPMENT				$200,000.00
TOTAL				$754,437.00
150070 - Bridge Support				
Mgr Vet Lab	530577	25.00000	$14,886.15	
OTHER PROFESSIONAL SALARIES			$44,999.85	
OTHER SALARIES AND WAGES			$86,646.00	
FRINGE BENEFITS			$21,445.00	
TOTAL PERSONNEL SERVICES				$167,977.00
TOTAL				$167,977.00
150080 - Start Up Funds				
SUPPLIES AND OTHER OPERATING EXPENSES				$300,000.00
PROPERTY FURNITURE AND EQUIPMENT				$200,000.00
TOTAL				$500,000.00

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POSITION TITLE	POSITION NUMBER	FUNDING PERCENT	POSITION PROPOSED BUDGET AMOUNT	FY 2025-2026 PROPOSED ACCOUNT BUDGET AMOUNT
ACTIVITY: 12 - Research , continued				
FUNCTION: 2542 - Individual and Project Research , continued				
150190 - OSUVMA - Restricted				
SUPPLIES AND OTHER OPERATING EXPENSES				$119,777.00
TOTAL				$119,777.00
150200 - Animal Res Administ				
SUPPLIES AND OTHER OPERATING EXPENSES				$315,000.00
TOTAL				$315,000.00
151000 - Med & Surg Research				
Ast Prof	210092	20.00000	$29,000.00	
Ast Prof	210176	20.00000	$29,600.00	
Prof	210736	9.34000	$15,878.00	
Ast Prof	211185	10.00000	$20,000.00	
Clinical Ast Prof	211275	5.00000	$6,250.00	
Prof	212711	10.00000	$17,500.00	
Prof/Mccasland Pf/Ch	212712	9.34000	$18,713.54	
Clinical Ast Prof	212717	5.00000	$7,210.00	
Ast Prof	212718	10.00000	$14,332.50	
Prof	213724	25.00000	$47,095.18	
Clinical Aso Prof/He	220981	4.34000	$6,510.00	
Clinical Prof	221385	5.00000	$8,300.00	
Clinical Ast Prof	222227	10.00000	$14,000.00	
Clinical Ast/Aso/Pro	AF7986	5.00000	$7,000.00	
Ast Prof	AF7987	5.00000	$9,000.00	
Clinical Faculty	AF7990	14.34000	$32,680.86	
AST PROF	AF8003	25.00000	$36,500.00	
Clinical Ast Ptof	AF8004	15.00000	$21,750.00	
Prof	AF8031	5.00000	$8,500.00	
Clinical Ast Prof	AF9101	10.00000	$15,540.00	
Clinical Ast Prof	AF9102	10.00000	$15,679.18	
Clinical Ast/Aso Pro	AF9166	5.00000	$7,250.00	
AST PROF	AF9180	20.00000	$42,000.00	
Clinical Ast Prof/An	AF9368	15.00000	$21,627.62	
Prof	AF9585	30.00000	$50,754.63	
Ast Prof	AF9723	20.00000	$29,000.00	
Ast Prof	AF9724	40.00000	$58,000.00	
Clinical Ast Prof	AF9725	20.00000	$30,260.00	

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POSITION TITLE	POSITION NUMBER	FUNDING PERCENT	POSITION PROPOSED BUDGET AMOUNT	FY 2025-2026 PROPOSED ACCOUNT BUDGET AMOUNT
ACTIVITY: 12 - Research , continued				
FUNCTION: 2542 - Individual and Project Research , continued				
151000 - Med & Surg Research , continued				
Aso Prof	AF9960	20.00000	$34,507.40	
Professor	AF9972	12.75000	$25,641.92	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.17	
FRINGE BENEFITS			$188,518.00	
TOTAL PERSONNEL SERVICES				$868,599.00
TOTAL				$868,599.00
151100 - Mccasland Chair				
Aso Dean	112744	5.66000	$9,688.93	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.07	
FRINGE BENEFITS			$3,423.00	
TOTAL PERSONNEL SERVICES				$13,112.00
TRAVEL				$5,000.00
SUPPLIES AND OTHER OPERATING EXPENSES				$12,888.00
PROPERTY FURNITURE AND EQUIPMENT				$10,000.00
TOTAL				$41,000.00
151150 - Bullock Prof				
Professor	AF9972	7.25000	$14,580.70	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.30	
FRINGE BENEFITS			$4,042.00	
TOTAL PERSONNEL SERVICES				$18,623.00
TRAVEL				$5,000.00
SUPPLIES AND OTHER OPERATING EXPENSES				$13,377.00
PROPERTY FURNITURE AND EQUIPMENT				$10,000.00
TOTAL				$47,000.00
151200 - Krull Professorship				
OTHER PROFESSIONAL SALARIES			$9,054.00	
FRINGE BENEFITS			$2,568.00	
TOTAL PERSONNEL SERVICES				$11,622.00

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POSITION TITLE	POSITION NUMBER	FUNDING PERCENT	POSITION PROPOSED BUDGET AMOUNT	FY 2025-2026 PROPOSED ACCOUNT BUDGET AMOUNT
ACTIVITY: 12 - Research , continued				
FUNCTION: 2542 - Individual and Project Research , continued				
151200 - Krull Professorship , continued				
TRAVEL				$3,500.00
SUPPLIES AND OTHER OPERATING EXPENSES				$54,878.00
PROPERTY FURNITURE AND EQUIPMENT				$10,000.00
TOTAL				$80,000.00
151300 - Mccasland Professor				
Prof/Mccasland Pf/Ch 212712		5.66000	$11,340.32	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$-0.32	
FRINGE BENEFITS			$3,144.00	
TOTAL PERSONNEL SERVICES				$14,484.00
TRAVEL				$500.00
SUPPLIES AND OTHER OPERATING EXPENSES				$8,016.00
TOTAL				$23,000.00
151400 - Equine Sports Prof				
Prof/Oxley Equine Pf 210266		5.66000	$9,622.00	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.00	
FRINGE BENEFITS			$2,667.00	
TOTAL PERSONNEL SERVICES				$12,289.00
TRAVEL				$30,000.00
SUPPLIES AND OTHER OPERATING EXPENSES				$42,711.00
PROPERTY FURNITURE AND EQUIPMENT				$5,000.00
TOTAL				$90,000.00
151500 - Cohn Chair/Vet Med				
OTHER PROFESSIONAL SALARIES			$24,873.00	
FRINGE BENEFITS			$6,895.00	
TOTAL PERSONNEL SERVICES				$31,768.00
TRAVEL				$10,000.00
SUPPLIES AND OTHER OPERATING EXPENSES				$131,232.00
PROPERTY FURNITURE AND EQUIPMENT				$150,000.00
TOTAL				$323,000.00

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INSTITUTION NUMBER: 5 INSTITUTION NAME: College of Veterinary Medicine PRESIDENT: DR. JIM HESS

POSITION TITLE	POSITION NUMBER	FUNDING PERCENT	POSITION PROPOSED BUDGET AMOUNT	FY 2025-2026 PROPOSED ACCOUNT BUDGET AMOUNT
ACTIVITY: 12 - Research , continued				
FUNCTION: 2542 - Individual and Project Research , continued				
151600 - Sitlington/Food/Fibr				
Prof/Enwd Ch	210098	32.88000	$71,068.38	
RSRCH AST PROF	AF9005	30.00000	$17,325.00	
OTHER PROFESSIONAL SALARIES			$66,943.62	
FRINGE BENEFITS			$43,060.00	
TOTAL PERSONNEL SERVICES				$198,397.00
SUPPLIES AND OTHER OPERATING EXPENSES				$603.00
TOTAL				$199,000.00
151700 - Sitlington/Vet Md Ii				
Rgts Prof/Enwd Ch	210156	78.15000	$119,796.14	
OTHER PROFESSIONAL SALARIES			$50,000.86	
FRINGE BENEFITS			$47,068.00	
TOTAL PERSONNEL SERVICES				$216,865.00
TRAVEL				$20,000.00
SUPPLIES AND OTHER OPERATING EXPENSES				$248,135.00
PROPERTY FURNITURE AND EQUIPMENT				$150,000.00
TOTAL				$635,000.00
151800 - Kerr Chair/Bio Laser				
Prof	AF8141	5.66000	$9,339.00	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.00	
OTHER SALARIES AND WAGES			$24,000.00	
FRINGE BENEFITS			$4,943.00	
TOTAL PERSONNEL SERVICES				$38,282.00
TRAVEL				$5,000.00
SUPPLIES AND OTHER OPERATING EXPENSES				$7,718.00
PROPERTY FURNITURE AND EQUIPMENT				$11,000.00
TOTAL				$62,000.00
151900 - Ricks-Rapp Professor				
OTHER PROFESSIONAL SALARIES			$10,662.00	
FRINGE BENEFITS			$2,956.00	
TOTAL PERSONNEL SERVICES				$13,618.00

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POSITION TITLE	POSITION NUMBER	FUNDING PERCENT	POSITION PROPOSED BUDGET AMOUNT	FY 2025-2026 PROPOSED ACCOUNT BUDGET AMOUNT
ACTIVITY: 12 - Research , continued				
FUNCTION: 2542 - Individual and Project Research , continued				
151900 - Ricks-Rapp Professor , continued				
TRAVEL				$5,000.00
SUPPLIES AND OTHER OPERATING EXPENSES				$26,382.00
PROPERTY FURNITURE AND EQUIPMENT				$15,000.00
TOTAL				$60,000.00
152000 - Phsi Research				
Aso Prof	120244	50.00000	$102,500.00	
Rgts Prof/Enwd Ch	210156	21.85000	$33,493.86	
Prof/Oxley Equine Pf	210266	69.34000	$117,878.00	
Prof	210948	30.00000	$51,300.00	
Ast Prof	211046	100.00000	$125,000.00	
Aso Prof	212757	100.00000	$104,448.00	
Aso Prof	212760	100.00000	$168,869.00	
Prof	212762	35.00000	$59,500.00	
Prof/Enwd Ch/Dir	212763	86.30000	$156,545.42	
Clinical Prof/ Dir A	AF7974	13.10000	$26,200.00	
Prof	AF8141	74.34000	$122,661.00	
Tchg Ast Prof	AF8196	10.00000	$12,000.00	
Aso Prof	AF9308	100.00000	$130,000.00	
Ast Prof	AF9644	40.00000	$52,000.00	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$-0.28	
Admin Supp Spclt II	632982	23.00000	$9,024.24	
Fin Ast Sr	632986	50.00000	$16,640.00	
PROJECTED SALARY SAVINGS-- OTHER SALARIES AND WAGES			$-0.24	
FRINGE BENEFITS			$359,003.00	
TOTAL PERSONNEL SERVICES				$1,647,062.00
TOTAL				$1,647,062.00
153000 - Pathology Research				
Prof/Enwd Ch	210098	67.12000	$145,076.34	
Clinical Ast Prof	211101	36.00000	$50,904.00	
Aso Prof	212734	44.34000	$66,510.00	
Ast Prof	212735	60.00000	$84,000.00	
Clinical Ast Prof	213706	30.00000	$45,000.00	
Clinical Ast Prof	222192	10.00000	$14,500.00	

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ACTIVITY: 12 - Research , continued				
FUNCTION: 2542 - Individual and Project Research , continued				
153000 - Pathology Research , continued				
Clinical Ast Prof	AF8069	25.00000	$36,228.73	
Aso Prof	AF8170	84.34000	$125,160.56	
AST PROF	AF9001	90.00000	$112,500.00	
AST PROF	AF9002	90.00000	$112,500.00	
Ast Prof	AF9177	45.00000	$56,250.00	
AST PROF	AF9328	35.00000	$50,575.00	
Aso Prof	AF9828	40.00000	$68,000.00	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.37	
Admin Ast	630111	13.33000	$6,998.25	
Fin Ast I	636873	25.73000	$10,674.69	
Admin Supp Ast I	632965	14.00000	$4,551.41	
PROJECTED SALARY SAVINGS-- OTHER SALARIES AND WAGES			$-0.35	
FRINGE BENEFITS			$275,961.00	
TOTAL PERSONNEL SERVICES				$1,265,390.00
TOTAL				$1,265,390.00
153100 - Sitlington Chr/Vetmd				
Aso Prof	212734	5.66000	$8,490.00	
OTHER PROFESSIONAL SALARIES			$55,200.00	
FRINGE BENEFITS			$5,246.00	
TOTAL PERSONNEL SERVICES				$68,936.00
SUPPLIES AND OTHER OPERATING EXPENSES				$178,064.00
PROPERTY FURNITURE AND EQUIPMENT				$25,000.00
TOTAL				$272,000.00
153200 - Sitlington Prf/Anmed				
Aso Prof	AF8170	5.66000	$8,399.44	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$-0.44	
FRINGE BENEFITS			$2,328.00	
TOTAL PERSONNEL SERVICES				$10,727.00
TRAVEL				$15,000.00
SUPPLIES AND OTHER OPERATING EXPENSES				$217,273.00
PROPERTY FURNITURE AND EQUIPMENT				$50,000.00
TOTAL				$293,000.00

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POSITION TITLE	POSITION NUMBER	FUNDING PERCENT	POSITION PROPOSED BUDGET AMOUNT	FY 2025-2026 PROPOSED ACCOUNT BUDGET AMOUNT
ACTIVITY: 12 - Research , continued				
FUNCTION: 2542 - Individual and Project Research , continued				
15330O - Lundbert-Kienlen Prf				
Prof/Enwd Ch/Dir	212763	5.66000	$10,267.06	
OTHER PROFESSIONAL SALARIES			$86,999.94	
OTHER SALARIES AND WAGES			$60,000.00	
FRINGE BENEFITS			$16,682.00	
TOTAL PERSONNEL SERVICES				$173,949.00
TRAVEL				$20,000.00
SUPPLIES AND OTHER OPERATING EXPENSES				$118,051.00
TOTAL				$312,000.00
15340O - Kirkpatrick Chair				
OTHER PROFESSIONAL SALARIES			$15,000.00	
FRINGE BENEFITS			$6,295.00	
TOTAL PERSONNEL SERVICES				$21,295.00
TRAVEL				$10,000.00
SUPPLIES AND OTHER OPERATING EXPENSES				$188,705.00
PROPERTY FURNITURE AND EQUIPMENT				$200,000.00
TOTAL				$420,000.00
15350O - Henthorne Prof				
Clinical Aso Prof/He	220981	5.66000	$8,490.00	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.00	
FRINGE BENEFITS			$2,353.00	
TOTAL PERSONNEL SERVICES				$10,843.00
TRAVEL				$24,000.00
SUPPLIES AND OTHER OPERATING EXPENSES				$130,157.00
PROPERTY FURNITURE AND EQUIPMENT				$50,000.00
TOTAL				$215,000.00
15360O - Clinical Prof Bio-Me				
OTHER PROFESSIONAL SALARIES			$18,900.00	
FRINGE BENEFITS			$5,463.00	
TOTAL PERSONNEL SERVICES				$24,363.00

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ACTIVITY: 12 - Research , continued				
FUNCTION: 2542 - Individual and Project Research , continued				
153600 - Clinical Prof Bio-Me , continued				
TRAVEL				$5,000.00
SUPPLIES AND OTHER OPERATING EXPENSES				$70,637.00
PROPERTY FURNITURE AND EQUIPMENT				$25,000.00
TOTAL				$125,000.00
153700 - Jack/June Jacobs Cha				
Prof	210736	5.66000	$9,622.00	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.00	
FRINGE BENEFITS			$2,667.00	
TOTAL PERSONNEL SERVICES				$12,289.00
TRAVEL				$7,000.00
SUPPLIES AND OTHER OPERATING EXPENSES				$146,711.00
PROPERTY FURNITURE AND EQUIPMENT				$75,000.00
TOTAL				$241,000.00
153800 - Tracy Kyle Chair in Small Animal Me				
Clinical Faculty	AF7990	5.66000	$12,899.14	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.86	
FRINGE BENEFITS			$3,576.00	
TOTAL PERSONNEL SERVICES				$16,476.00
SUPPLIES AND OTHER OPERATING EXPENSES				$157,524.00
PROPERTY FURNITURE AND EQUIPMENT				$75,000.00
LIBRARY BOOKS AND PERIODICALS				$1,000.00
TOTAL				$250,000.00
153900 - Debbie/Wayne Bell Professorship				
TRAVEL				$2,000.00
SUPPLIES AND OTHER OPERATING EXPENSES				$21,000.00
TOTAL				$23,000.00

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POSITION TITLE	POSITION NUMBER	FUNDING PERCENT	POSITION PROPOSED BUDGET AMOUNT	FY 2025-2026 PROPOSED ACCOUNT BUDGET AMOUNT
ACTIVITY: 12 - Research , continued				
FUNCTION: 2542 - Individual and Project Research , continued				
15410O - Wise Chair in Ophthalmology				
OTHER PROFESSIONAL SALARIES			$9,325.00	
FRINGE BENEFITS			$2,585.00	
TOTAL PERSONNEL SERVICES				$11,910.00
SUPPLIES AND OTHER OPERATING EXPENSES				$33,090.00
PROPERTY FURNITURE AND EQUIPMENT				$40,000.00
TOTAL				$85,000.00
158930 - C/S - Kolady ODAFF - 2-570062				
Aso Prof	BF9612	10.83000	$10,830.00	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.00	
FRINGE BENEFITS			$3,469.00	
TOTAL PERSONNEL SERVICES				$14,299.00
TOTAL				$14,299.00
15910O - Cvhs Tenure Track-Co				
Ast Prof	AF8211	100.00000	$140,000.00	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.00	
FRINGE BENEFITS			$38,808.00	
TOTAL PERSONNEL SERVICES				$178,808.00
TOTAL				$178,808.00
15910J - CVM Research C/S CoBRE Phase III				
Mgr Vet Lab	AS8525	75.00000	$41,972.63	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.37	
FRINGE BENEFITS			$14,829.00	
TOTAL PERSONNEL SERVICES				$56,802.00
TOTAL				$56,802.00
TOTAL 2542 - Individual and Project Research				$10,092,336.00
TOTAL 12 - Research				$10,092,336.00

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ACTIVITY: 13 - Public Service				
FUNCTION: 2605 - Community Service				
15040O - VTH Equine Med-VMA - Restricted				
Vet Tech III	631964	50.00000	$15,444.00	
Vet Tech Supv I	633227	50.00000	$36,685.67	
Vet Ast	633335	50.00000	$18,720.00	
Vet Ast	AS8090	50.00000	$18,720.00	
Vet Ast	AS8302	50.00000	$15,444.00	
Vet Ast	AS8303	50.00000	$15,444.00	
Vet Tech Sr	AS8772	100.00000	$59,009.60	
Vet Ast	AS8980	50.00000	$24,804.00	
Vet Ast	AS9744	50.00000	$15,444.00	
PROJECTED SALARY SAVINGS-- OTHER SALARIES AND WAGES			$-0.27	
FRINGE BENEFITS			$77,625.00	
TOTAL PERSONNEL SERVICES				$297,340.00
SUPPLIES AND OTHER OPERATING EXPENSES				$192,343.00
PROPERTY FURNITURE AND EQUIPMENT				$1,000.00
TOTAL				$490,683.00
15041O - VTH Equine Surgery-VMA - Restricted				
Vet Tech III	631964	50.00000	$15,444.00	
Vet Tech Supv I	633227	50.00000	$36,685.67	
Vet Ast	633335	50.00000	$18,720.00	
Vet Ast	AS8090	50.00000	$18,720.00	
Vet Ast	AS8302	50.00000	$15,444.00	
Vet Ast	AS8303	50.00000	$15,444.00	
Vet Ast	AS8980	50.00000	$24,804.00	
Vet Ast	AS9744	50.00000	$15,444.00	
Vet Tech Sr	AS9752	25.00000	$14,502.80	
PROJECTED SALARY SAVINGS-- OTHER SALARIES AND WAGES			$0.53	
FRINGE BENEFITS			$61,900.00	
TOTAL PERSONNEL SERVICES				$237,109.00
SUPPLIES AND OTHER OPERATING EXPENSES				$188,644.00
PROPERTY FURNITURE AND EQUIPMENT				$1,000.00
TOTAL				$426,753.00

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ACTIVITY: 13 - Public Service , continued				
FUNCTION: 2605 - Community Service , continued				
150420 - VTH LA Care-VMA - Restricted				
Animal Care Tech I	630079	100.00000	$31,200.00	
Animal Care Tech I	632015	100.00000	$10,400.00	
Anml Care Foreman	633663	100.00000	$41,605.00	
Animal Care Tech II	633928	100.00000	$33,800.00	
Animal Care Tech I	636848	100.00000	$31,200.00	
PROJECTED SALARY SAVINGS-- OTHER SALARIES AND WAGES			$0.00	
FRINGE BENEFITS			$52,361.00	
TOTAL PERSONNEL SERVICES				$200,566.00
SUPPLIES AND OTHER OPERATING EXPENSES				$110,200.00
PROPERTY FURNITURE AND EQUIPMENT				$2,000.00
TOTAL				$312,766.00
150430 - VTH Food Animal-VMA - Restricted				
Vet Ast	632072	100.00000	$37,440.00	
Vet Ast	632077	100.00000	$37,440.00	
Vet Tech Supv I	633134	100.00000	$60,320.00	
Vet Ast	633613	100.00000	$37,440.00	
PROJECTED SALARY SAVINGS-- OTHER SALARIES AND WAGES			$0.00	
FRINGE BENEFITS			$60,994.00	
TOTAL PERSONNEL SERVICES				$233,634.00
SUPPLIES AND OTHER OPERATING EXPENSES				$167,000.00
PROPERTY FURNITURE AND EQUIPMENT				$2,500.00
TOTAL				$403,134.00
150440 - VTH SA Internal Med-VMA-Restricted				
Vet Ast/Tech/Spclt	633638	100.00000	$12,480.00	
Vet Tech III	633827	100.00000	$57,012.80	
PROJECTED SALARY SAVINGS-- OTHER SALARIES AND WAGES			$0.20	
FRINGE BENEFITS			$24,552.00	
TOTAL PERSONNEL SERVICES				$94,045.00
SUPPLIES AND OTHER OPERATING EXPENSES				$61,238.00
PROPERTY FURNITURE AND EQUIPMENT				$10,000.00
TOTAL				$165,283.00

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ACTIVITY: 13 - Public Service , continued				
FUNCTION: 2605 - Community Service , continued				
15045O - VTH SA Emergency-VMA - Restricted				
Vet Tech II	631966	100.00000	$59,716.80	
Vet Tech Supv II	632470	100.00000	$70,720.00	
Vet Ast	632471	100.00000	$37,440.00	
Vet Ast	632670	100.00000	$37,440.00	
Vet Ast	633285	100.00000	$37,440.00	
Vet Ast	637242	100.00000	$37,440.00	
Vet Ast	AS7158	100.00000	$37,440.00	
Vet Ast	AS7872	100.00000	$25,272.00	
Vet Ast	AS7873	100.00000	$37,440.00	
Vet Ast	AS8099	100.00000	$37,440.00	
Vet Tech I	AS9733	100.00000	$37,440.00	
Vet Ast	AS9747	100.00000	$18,720.00	
OTHER SALARIES AND WAGES			$40,800.20	
FRINGE BENEFITS			$175,602.00	
TOTAL PERSONNEL SERVICES				$690,351.00
SUPPLIES AND OTHER OPERATING EXPENSES				$336,500.00
PROPERTY FURNITURE AND EQUIPMENT				$7,000.00
TOTAL				$1,033,851.00
150460 - VTH Anesthesia-VMA - Restricted				
Vet Ast	633646	100.00000	$41,450.00	
Vet Tech III	633649	100.00000	$68,685.76	
Vet Tech II	633652	100.00000	$48,713.60	
Vet Tech Supv II	AS9102	100.00000	$79,592.40	
PROJECTED SALARY SAVINGS-- OTHER SALARIES AND WAGES			$0.24	
FRINGE BENEFITS			$84,242.00	
TOTAL PERSONNEL SERVICES				$322,684.00
SUPPLIES AND OTHER OPERATING EXPENSES				$96,250.00
PROPERTY FURNITURE AND EQUIPMENT				$10,000.00
TOTAL				$428,934.00
15047O - VTH LA Emergency-VMA - Restricted				
Vet Ast	AS8091	100.00000	$37,440.00	
PROJECTED SALARY SAVINGS-- OTHER SALARIES AND WAGES			$0.00	

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ACTIVITY: 13 - Public Service , continued				
FUNCTION: 2605 - Community Service , continued				
15047O - VTH LA Emergency-VMA - Restricted , continued				
FRINGE BENEFITS			$13,228.00	
TOTAL PERSONNEL SERVICES				$50,668.00
SUPPLIES AND OTHER OPERATING EXPENSES				$81,500.00
PROPERTY FURNITURE AND EQUIPMENT				$5,000.00
TOTAL				$137,168.00
160010 - Teaching Hosp. Admin				
Clinical Ast Prof/Di	AF9588	100.00000	$185,000.00	
Hosp Admin	330376	100.00000	$113,568.00	
Admin Aso	AS7941	100.00000	$52,040.23	
OTHER PROFESSIONAL SALARIES			$20,000.77	
Coor Med Recs	AS7251	100.00000	$42,000.81	
Fin Ast Sr	631997	50.00000	$18,975.83	
Spclt Acctg Sr	633143	100.00000	$45,864.00	
Vet Client Svc Rep I	633479	100.00000	$43,680.00	
Fin Ast I	AS8019	50.00000	$15,748.09	
Spclt Billing	AS8203	100.00000	$39,520.00	
Fin Ast Sr	AS9409	60.00000	$21,627.94	
OTHER SALARIES AND WAGES			$11,999.33	
FRINGE BENEFITS			$205,264.00	
TOTAL PERSONNEL SERVICES				$815,289.00
TRAVEL				$30,000.00
SUPPLIES AND OTHER OPERATING EXPENSES				$437,000.00
PROPERTY FURNITURE AND EQUIPMENT				$20,000.00
TOTAL				$1,302,289.00
160030 - VTH Reception				
Vet Client Svc Rep I	633963	100.00000	$47,840.00	
Supv Client Svc	AS8929	100.00000	$49,920.00	
Admin Supp Spclt Sr	632175	100.00000	$21,840.00	
Vet Client Svc Rep I	632906	100.00000	$43,680.00	
Vet Client Svc Rep I	633014	100.00000	$43,680.00	
Admin Supp Spclt Sr	AS6995	100.00000	$43,680.00	
Vet Client Svc Rep I	AS8294	100.00000	$43,680.00	

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ACTIVITY: 13 - Public Service , continued				
FUNCTION: 2605 - Community Service , continued				
160030 - VTH Reception , continued				
OTHER SALARIES AND WAGES			$20,000.00	
FRINGE BENEFITS			$103,983.00	
TOTAL PERSONNEL SERVICES				$418,303.00
SUPPLIES AND OTHER OPERATING EXPENSES				$3,000.00
TOTAL				$421,303.00
160100 - Teach Hosp Sm An Car				
Animal Care Tech III	634021	100.00000	$39,520.00	
Animal Care Tech III	634152	100.00000	$39,520.00	
OTHER SALARIES AND WAGES			$1,000.00	
FRINGE BENEFITS			$27,925.00	
TOTAL PERSONNEL SERVICES				$107,965.00
SUPPLIES AND OTHER OPERATING EXPENSES				$5,000.00
TOTAL				$112,965.00
160210 - Sports Medicine Lab				
UTILITIES				$17,000.00
SUPPLIES AND OTHER OPERATING EXPENSES				$400.00
TOTAL				$17,400.00
160330 - Theriogenology				
Vet Tech Supv I	633276	5.00000	$3,702.70	
PROJECTED SALARY SAVINGS-- OTHER SALARIES AND WAGES			$0.30	
FRINGE BENEFITS			$1,308.00	
TOTAL PERSONNEL SERVICES				$5,011.00
SUPPLIES AND OTHER OPERATING EXPENSES				$20,500.00
TOTAL				$25,511.00
160350 - Field Services				
SUPPLIES AND OTHER OPERATING EXPENSES				$31,000.00
TOTAL				$31,000.00

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ACTIVITY: 13 - Public Service , continued				
FUNCTION: 2605 - Community Service , continued				
160400 - VTH Neurology				
SUPPLIES AND OTHER OPERATING EXPENSES				$38,000.00
PROPERTY FURNITURE AND EQUIPMENT				$10,000.00
TOTAL				$48,000.00
160500 - Teach Hosp Radiology				
DI Spclt	AS7654	100.00000	$93,600.00	
DI Spclt	AS8074	100.00000	$92,040.00	
DI Spclt	AS8143	100.00000	$92,040.00	
DI Tech III	AS9101	100.00000	$70,720.00	
DI Tech I	AS9872	100.00000	$58,240.00	
PROJECTED SALARY SAVINGS-- OTHER SALARIES AND WAGES			$0.00	
FRINGE BENEFITS			$173,882.00	
TOTAL PERSONNEL SERVICES				$580,522.00
SUPPLIES AND OTHER OPERATING EXPENSES				$288,800.00
PROPERTY FURNITURE AND EQUIPMENT				$50,000.00
TOTAL				$919,322.00
160600 - VTH Blood Donors				
SUPPLIES AND OTHER OPERATING EXPENSES				$25,000.00
TOTAL				$25,000.00
160650 - VTH Strays				
SUPPLIES AND OTHER OPERATING EXPENSES				$31,000.00
TOTAL				$31,000.00
160730 - Small Animal Wellness				
Vet Ast	632027	100.00000	$37,440.00	
Vet Ast	632059	100.00000	$37,440.00	
Vet Ast	632467	100.00000	$37,440.00	
Vet Ast	632540	100.00000	$37,440.00	
Vet Tech Sr	632882	100.00000	$60,320.00	
Vet Ast	633653	100.00000	$37,440.00	
Vet Tech I	AS9441	100.00000	$12,480.00	

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ACTIVITY: 13 - Public Service , continued				
FUNCTION: 2605 - Community Service , continued				
160730 - Small Animal Wellness , continued				
Vet Tech II	AS9923	100.00000	$45,760.00	
PROJECTED SALARY SAVINGS-- OTHER SALARIES AND WAGES			$0.00	
FRINGE BENEFITS			$108,025.00	
TOTAL PERSONNEL SERVICES				$413,785.00
SUPPLIES AND OTHER OPERATING EXPENSES				$201,200.00
PROPERTY FURNITURE AND EQUIPMENT				$10,000.00
TOTAL				$624,985.00
160740 - Teaching Hospital Op				
Vet Tech III	632462	100.00000	$61,594.52	
Vet Tech Supv I	633276	5.00000	$3,702.70	
Vet Tech II	AS8825	100.00000	$56,160.00	
PROJECTED SALARY SAVINGS-- OTHER SALARIES AND WAGES			$0.78	
FRINGE BENEFITS			$42,911.00	
TOTAL PERSONNEL SERVICES				$164,369.00
SUPPLIES AND OTHER OPERATING EXPENSES				$45,700.00
PROPERTY FURNITURE AND EQUIPMENT				$200.00
TOTAL				$210,269.00
160750 - Small Animal Surgery				
Vet Tech Supv I	632062	100.00000	$30,000.00	
Vet Tech Sr	AS9752	75.00000	$43,508.40	
PROJECTED SALARY SAVINGS-- OTHER SALARIES AND WAGES			$0.60	
FRINGE BENEFITS			$25,970.00	
TOTAL PERSONNEL SERVICES				$99,479.00
SUPPLIES AND OTHER OPERATING EXPENSES				$11,250.00
TOTAL				$110,729.00
160760 - Teaching Hospital Sa				
SUPPLIES AND OTHER OPERATING EXPENSES				$388,112.00
PROPERTY FURNITURE AND EQUIPMENT				$7,000.00
TOTAL				$395,112.00

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ACTIVITY: 13 - Public Service , continued				
FUNCTION: 2605 - Community Service , continued				
160770 - Teaching Hospital Ae				
Vet Tech II	632158	100.00000	$57,012.80	
Vet Tech Supv I	633276	5.00000	$3,702.70	
Vet Tech I	AS8075	100.00000	$41,600.00	
PROJECTED SALARY SAVINGS-- OTHER SALARIES AND WAGES			$0.50	
FRINGE BENEFITS			$36,148.00	
TOTAL PERSONNEL SERVICES				$138,464.00
TRAVEL				$2,500.00
SUPPLIES AND OTHER OPERATING EXPENSES				$99,050.00
TOTAL				$240,014.00
160780 - VTH Dermatology				
Vet Ast	AS7199	100.00000	$41,600.00	
PROJECTED SALARY SAVINGS-- OTHER SALARIES AND WAGES			$0.00	
FRINGE BENEFITS			$14,697.00	
TOTAL PERSONNEL SERVICES				$56,297.00
SUPPLIES AND OTHER OPERATING EXPENSES				$25,750.00
PROPERTY FURNITURE AND EQUIPMENT				$5,000.00
TOTAL				$87,047.00
160790 - VTH Behavioral Health				
Vet Tech Supv I	633276	85.00000	$62,945.81	
PROJECTED SALARY SAVINGS-- OTHER SALARIES AND WAGES			$0.19	
FRINGE BENEFITS			$22,239.00	
TOTAL PERSONNEL SERVICES				$85,185.00
SUPPLIES AND OTHER OPERATING EXPENSES				$33,200.00
PROPERTY FURNITURE AND EQUIPMENT				$500.00
TOTAL				$118,885.00
160800 - Teaching Hospital Di				
Pharmacist	AS6854	100.00000	$125,000.00	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.00	
Coor Dispensary	531813	100.00000	$48,721.55	

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ACTIVITY: 13 - Public Service , continued				
FUNCTION: 2605 - Community Service , continued				
160800 - Teaching Hospital Di , continued				
Vet Tech Sr	AS9720	100.00000	$49,920.00	
PROJECTED SALARY SAVINGS-- OTHER SALARIES AND WAGES			$0.45	
FRINGE BENEFITS			$79,013.00	
TOTAL PERSONNEL SERVICES				$302,655.00
TRAVEL				$10,000.00
SUPPLIES AND OTHER OPERATING EXPENSES				$362,450.00
PROPERTY FURNITURE AND EQUIPMENT				$50,000.00
TOTAL				$725,105.00
160850 - Vth Anesthesia				
SUPPLIES AND OTHER OPERATING EXPENSES				$104,500.00
PROPERTY FURNITURE AND EQUIPMENT				$10,000.00
TOTAL				$114,500.00
160860 - Central Sterilizatio				
Central Sterile Tech AS8760		100.00000	$33,800.00	
Central Sterile Tech 632854		100.00000	$37,440.00	
Central Sterile Tech 633949		100.00000	$33,800.00	
Central Sterile Tech 637338		100.00000	$11,267.00	
PROJECTED SALARY SAVINGS-- OTHER SALARIES AND WAGES			$0.00	
FRINGE BENEFITS			$41,091.00	
TOTAL PERSONNEL SERVICES				$157,398.00
SUPPLIES AND OTHER OPERATING EXPENSES				$90,000.00
PROPERTY FURNITURE AND EQUIPMENT				$500.00
TOTAL				$247,898.00
160900 - Teach Hosp Clinics R				
SUPPLIES AND OTHER OPERATING EXPENSES				$100,000.00
TOTAL				$100,000.00

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ACTIVITY: 13 - Public Service , continued				
FUNCTION: 2605 - Community Service , continued				
160920 - Cvhs Ranch Income Ac				
Coor Ranch	AS8523	20.00000	$10,817.11	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$-0.11	
Fin Ast Sr	631997	43.14000	$16,372.35	
Farm/Ranch Hand	633618	23.25000	$8,946.60	
Farm/Ranch Hand	AS7713	100.00000	$39,312.00	
Fin Ast I	AS8019	50.00000	$15,748.10	
OTHER SALARIES AND WAGES			$34,999.95	
FRINGE BENEFITS			$32,220.00	
TOTAL PERSONNEL SERVICES				$158,416.00
UTILITIES				$12,000.00
SUPPLIES AND OTHER OPERATING EXPENSES				$126,084.00
PROPERTY FURNITURE AND EQUIPMENT				$3,500.00
TOTAL				$300,000.00
160930 - Cvhs Ranch				
Coor Ranch	AS8523	80.00000	$43,268.46	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$-0.46	
Fin Ast Sr	631997	6.86000	$2,603.48	
Farm/Ranch Hand	633618	76.75000	$29,533.40	
Vet Ast	AS7182	100.00000	$39,436.80	
Admin Supp Spclt Sr	AS7216	100.00000	$41,496.00	
PROJECTED SALARY SAVINGS-- OTHER SALARIES AND WAGES			$0.32	
FRINGE BENEFITS			$55,234.00	
TOTAL PERSONNEL SERVICES				$211,572.00
SUPPLIES AND OTHER OPERATING EXPENSES				$1,287.00
TOTAL				$212,859.00
160950 - Antech/Oaddl/Externa				
SUPPLIES AND OTHER OPERATING EXPENSES				$2,500.00
TOTAL				$2,500.00

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INSTITUTION NUMBER: 5 INSTITUTION NAME: College of Veterinary Medicine PRESIDENT: DR. JIM HESS

POSITION TITLE	POSITION NUMBER	FUNDING PERCENT	POSITION PROPOSED BUDGET AMOUNT	FY 2025-2026 PROPOSED ACCOUNT BUDGET AMOUNT
ACTIVITY: 13 - Public Service , continued				
FUNCTION: 2605 - Community Service , continued				
161000 - VCS Public Service				
Ast Prof	210092	5.00000	$7,250.00	
Ast Prof	210176	5.00000	$7,400.00	
Prof	210736	5.00000	$8,500.00	
Ast Prof	211185	5.00000	$10,000.00	
Clinical Ast Prof	211275	5.00000	$6,250.00	
Prof	212711	5.00000	$8,750.00	
Prof/Mccasland Pf/Ch	212712	5.00000	$10,017.95	
Clinical Ast Prof	212717	5.00000	$7,210.00	
Ast Prof	212718	5.00000	$7,166.25	
Clinical Ast Prof	212780	5.00000	$6,250.00	
Prof	213724	5.00000	$9,419.04	
Clinical Aso Prof/He	220981	5.00000	$7,500.00	
Clinical Prof	221385	5.00000	$8,300.00	
Clinical Ast Prof	222137	5.00000	$6,000.00	
Clinical Aso Prof	222226	5.00000	$7,000.00	
Clinical Ast Prof	222227	5.00000	$7,000.00	
Clinical Ast/Aso/Pro	AF7986	5.00000	$7,000.00	
Ast Prof	AF7987	5.00000	$9,000.00	
AST PROF	AF8003	5.00000	$7,300.00	
Clinical Ast Ptof	AF8004	5.00000	$7,250.00	
Prof	AF8031	5.00000	$8,500.00	
Clinical Ast Prof	AF8063	5.00000	$6,250.00	
Tchg Ast Prof	AF8114	5.00000	$7,503.75	
Ast/Aso Prof Dermato	AF8181	5.00000	$9,500.00	
Clinical Ast Prof	AF8186	5.00000	$6,250.00	
Clinical Ast Prof	AF9101	5.00000	$7,770.00	
Clinical Ast Prof	AF9102	5.00000	$7,839.59	
Clinical Ast/Aso Pro	AF9166	5.00000	$7,250.00	
AST PROF	AF9180	5.00000	$10,500.00	
Clinical Ast Prof/An	AF9368	5.00000	$7,209.21	
Ast Prof	AF9475	5.00000	$7,000.00	
Prof	AF9585	5.00000	$8,459.11	
Ast Prof	AF9723	5.00000	$7,250.00	
Ast Prof	AF9724	5.00000	$7,250.00	
Clinical Ast Prof	AF9725	5.00000	$7,565.00	
Aso Prof	AF9960	5.00000	$8,626.85	
Professor	AF9972	5.00000	$10,055.65	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$-0.40	

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POSITION TITLE	POSITION NUMBER	FUNDING PERCENT	POSITION PROPOSED BUDGET AMOUNT	FY 2025-2026 PROPOSED ACCOUNT BUDGET AMOUNT
ACTIVITY: 13 - Public Service , continued				
FUNCTION: 2605 - Community Service , continued				
161000 - VCS Public Service , continued				
FRINGE BENEFITS			$80,206.00	
TOTAL PERSONNEL SERVICES				$369,548.00
TOTAL				$369,548.00
161500 - Pete Pet Posse Program Support				
SUPPLIES AND OTHER OPERATING EXPENSES				$5,000.00
TOTAL				$5,000.00
161800 - Animal Shelter Support				
SUPPLIES AND OTHER OPERATING EXPENSES				$45,000.00
PROPERTY FURNITURE AND EQUIPMENT				$3,000.00
TOTAL				$48,000.00
162000 - Phsi Public Service				
Aso Prof	210487	40.00000	$56,000.00	
Prof	212762	20.00000	$34,000.00	
Prof	AF8141	10.00000	$16,500.00	
Ast Prof	AF8187	100.00000	$120,000.00	
Tchg Ast Prof	AF8196	10.00000	$12,000.00	
Ast Prof	AF9644	10.00000	$13,000.00	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.00	
FRINGE BENEFITS			$69,716.00	
TOTAL PERSONNEL SERVICES				$321,216.00
TOTAL				$321,216.00
163000 - Pathology				
Clinical Ast Prof	211101	39.00000	$55,146.00	
Prof	213709	50.00000	$85,000.00	
Clinical Ast Prof	222192	20.00000	$29,000.00	
Clinical Ast Prof	AF8069	35.00000	$50,720.23	
OTHER PROFESSIONAL SALARIES			$19,999.77	
Admin Ast	630111	18.09000	$9,497.24	

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ACTIVITY: 13 - Public Service , continued				
FUNCTION: 2605 - Community Service , continued				
163000 - Pathology , continued				
Fin Ast I	636873	8.57000	$3,555.46	
Lab Tech Sr	630880	26.64000	$10,932.63	
Admin Supp Ast I	632965	29.00000	$9,427.91	
PROJECTED SALARY SAVINGS-- OTHER SALARIES AND WAGES			$0.76	
FRINGE BENEFITS			$78,296.00	
TOTAL PERSONNEL SERVICES				$351,576.00
TRAVEL				$4,000.00
SUPPLIES AND OTHER OPERATING EXPENSES				$11,812.00
PROPERTY FURNITURE AND EQUIPMENT				$2,000.00
TOTAL				$369,388.00
163200 - Antech Testing				
TRAVEL				$2,000.00
SUPPLIES AND OTHER OPERATING EXPENSES				$16,000.00
TOTAL				$18,000.00
163300 - Nat'l Center for Veterinary Parasit				
Proj Mgr Rsrch	AS7041	33.40000	$25,050.00	
OTHER PROFESSIONAL SALARIES			$86,649.00	
FRINGE BENEFITS			$32,869.00	
TOTAL PERSONNEL SERVICES				$144,568.00
TRAVEL				$35,000.00
SUPPLIES AND OTHER OPERATING EXPENSES				$13,932.00
PROPERTY FURNITURE AND EQUIPMENT				$6,500.00
TOTAL				$200,000.00
167010 - Adl - Administration				
Prof/Dir	112765	100.00000	$205,325.23	
Mgr IT	331050	5.24000	$5,911.18	
Ast Dir OADDL	331153	100.00000	$112,691.00	
Spclt Infomtc Safety	332086	50.00000	$32,889.50	
Coor Bus Ops	530830	100.00000	$61,007.00	
Spclt Comp Sr II	AS7599	90.69000	$57,711.76	

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ACTIVITY: 13 - Public Service , continued				
FUNCTION: 2605 - Community Service , continued				
167010 - Adl - Administration , continued				
Coor Lab Qual Contro	AS7914	100.00000	$64,236.00	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$1.33	
Med Ofc Tech	633472	100.00000	$36,420.80	
Spclt Acctg	633567	100.00000	$43,908.80	
Supv Med Records	AS6844	100.00000	$42,993.60	
Admin Supp Spclt I	AS6982	100.00000	$34,361.60	
OTHER SALARIES AND WAGES			$13,000.20	
FRINGE BENEFITS			$231,310.00	
TOTAL PERSONNEL SERVICES				$941,768.00
TRAVEL				$2,000.00
SUPPLIES AND OTHER OPERATING EXPENSES				$14,000.00
PROPERTY FURNITURE AND EQUIPMENT				$5,000.00
TOTAL				$962,768.00
167020 - Oaddl Receiving				
Mgr Vet Lab	535187	100.00000	$52,000.00	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.00	
Supv Lab	AS6713	100.00000	$43,000.00	
Lab Tech	AS8975	100.00000	$38,000.00	
Lab Tech	AS9120	100.00000	$38,000.00	
OTHER SALARIES AND WAGES			$27,000.00	
FRINGE BENEFITS			$60,938.00	
TOTAL PERSONNEL SERVICES				$258,938.00
SUPPLIES AND OTHER OPERATING EXPENSES				$75,000.00
TOTAL				$333,938.00
167050 - OADDL Parasitology				
Supv Lab	AS7312	100.00000	$44,595.20	
OTHER SALARIES AND WAGES			$9,999.80	
FRINGE BENEFITS			$15,755.00	
TOTAL PERSONNEL SERVICES				$70,350.00
SUPPLIES AND OTHER OPERATING EXPENSES				$7,000.00
TOTAL				$77,350.00

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ACTIVITY: 13 - Public Service , continued				
FUNCTION: 2605 - Community Service , continued				
16711O - Adl - Microbiology				
Aso Prof	210346	75.00000	$146,541.59	
Mgr Vet Lab	AS8533	100.00000	$52,580.00	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.41	
Lab Tech Sr	630394	100.00000	$39,124.80	
Lab Tech Sr	633498	100.00000	$38,000.00	
OTHER SALARIES AND WAGES			$12,000.20	
FRINGE BENEFITS			$86,446.00	
TOTAL PERSONNEL SERVICES				$374,693.00
SUPPLIES AND OTHER OPERATING EXPENSES				$91,000.00
TOTAL				$465,693.00
16712O - Oaddl Histology				
Ast Prof	AF9992	100.00000	$82,750.00	
Mgr Vet Lab	AS8531	100.00000	$56,000.00	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.00	
Lab Tech Sr	630880	73.36000	$30,105.77	
Lab Tech Sr	633766	100.00000	$38,000.00	
Supv Lab	AS6739	100.00000	$43,243.20	
Supv Lab	AS7147	100.00000	$43,243.00	
Lab Tech Sr	AS7161	100.00000	$39,000.00	
Lab Tech Sr	AS7313	100.00000	$37,980.80	
Lab Tech Sr	AS7329	100.00000	$38,000.00	
OTHER SALARIES AND WAGES			$30,000.23	
FRINGE BENEFITS			$138,487.00	
TOTAL PERSONNEL SERVICES				$576,810.00
SUPPLIES AND OTHER OPERATING EXPENSES				$32,027.00
TOTAL				$608,837.00
16713O - Adl - Toxicology				
SUPPLIES AND OTHER OPERATING EXPENSES				$5,000.00
TOTAL				$5,000.00

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ACTIVITY: 13 - Public Service , continued				
FUNCTION: 2605 - Community Service , continued				
16714O - Oaddl Molecular				
Clinical Ast Prof	AF7904	100.00000	$125,000.00	
Mgr Vet Lab	AS8532	100.00000	$65,568.00	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.00	
Lab Tech Sr	631356	100.00000	$38,209.60	
Lab Tech Sr	632802	100.00000	$37,980.80	
Lab Tech Sr	AS8797	100.00000	$37,980.80	
Supv Lab	AS9044	100.00000	$43,243.20	
OTHER SALARIES AND WAGES			$6,000.60	
FRINGE BENEFITS			$113,430.00	
TOTAL PERSONNEL SERVICES				$467,413.00
SUPPLIES AND OTHER OPERATING EXPENSES				$200,000.00
TOTAL				$667,413.00
16715O - Oaddl Serology				
Mgr Vet Lab	AS8524	100.00000	$60,371.00	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.00	
Lab Tech Sr	631713	100.00000	$37,980.80	
Supv Lab	639579	100.00000	$43,576.00	
Lab Tech Sr	AS7691	100.00000	$38,000.00	
Lab Tech Sr	AS8824	100.00000	$39,894.40	
OTHER SALARIES AND WAGES			$6,000.80	
FRINGE BENEFITS			$77,663.00	
TOTAL PERSONNEL SERVICES				$303,486.00
SUPPLIES AND OTHER OPERATING EXPENSES				$100,000.00
TOTAL				$403,486.00
16716O - Oaddl Virology				
SUPPLIES AND OTHER OPERATING EXPENSES				$179,000.00
TOTAL				$179,000.00
16717O - Adl-Facilites & Serv				
Proj Mgr Constructn	AS7278	15.00000	$12,385.46	
Mgr Facil Svc	AS8292	15.00000	$13,415.22	

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ACTIVITY: 13 - Public Service , continued				
FUNCTION: 2605 - Community Service , continued				
16717O - Adl-Facilites & Serv , continued				
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.32	
Supv Constructn Svc	AS6833	15.00000	$7,800.00	
Spclt Facil Ops	AS7029	15.00000	$7,020.00	
PROJECTED SALARY SAVINGS-- OTHER SALARIES AND WAGES			$0.00	
FRINGE BENEFITS			$14,351.00	
TOTAL PERSONNEL SERVICES				$54,972.00
SUPPLIES AND OTHER OPERATING EXPENSES				$107,000.00
TOTAL				$161,972.00
16718O - Oaddl Necropsy				
Clinical Ast Prof	220964	100.00000	$145,000.00	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.00	
FRINGE BENEFITS			$40,194.00	
TOTAL PERSONNEL SERVICES				$185,194.00
TOTAL				$185,194.00
168500 - Continuing Ed&Exten.				
Ast Ext Spclt/Dir Co	AF9516	25.00000	$40,595.41	
Coor Outrch Edu	AS6730	100.00000	$48,000.00	
Ast Dir Outreach	AS8966	30.31000	$18,989.22	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$-0.63	
FRINGE BENEFITS			$34,920.00	
TOTAL PERSONNEL SERVICES				$142,504.00
TOTAL				$142,504.00
168600 - Cvhs Fall Conference				
Ast Ext Spclt/Dir Co	AF9516	25.00000	$40,595.41	
Ast Dir Outreach	AS8966	44.18000	$27,678.77	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$-0.18	
OTHER SALARIES AND WAGES			$2,232.00	
FRINGE BENEFITS			$21,032.00	
TOTAL PERSONNEL SERVICES				$91,538.00

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ACTIVITY: 13 - Public Service , continued				
FUNCTION: 2605 - Community Service , continued				
168600 - Cvhs Fall Conference , continued				
SUPPLIES AND OTHER OPERATING EXPENSES				$58,462.00
TOTAL				$150,000.00
TOTAL 2605 - Community Service				$15,496,572.00
TOTAL 13 - Public Service				$15,496,572.00
ACTIVITY: 14 - Academic Support				
FUNCTION: 2770 - Educational and Media Services				
170700 - Cvm Computing Lab				
Mgr Software Svc	534426	80.00000	$85,657.99	
Spclt Comp Sr II	AS7599	9.31000	$5,924.54	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.47	
Spclt Comp I	AS7597	67.00000	$27,035.84	
Spclt Tech Supp	AS9812	67.00000	$23,691.20	
PROJECTED SALARY SAVINGS-- OTHER SALARIES AND WAGES			$-0.04	
FRINGE BENEFITS			$50,278.00	
TOTAL PERSONNEL SERVICES				$192,588.00
SUPPLIES AND OTHER OPERATING EXPENSES				$80,162.00
PROPERTY FURNITURE AND EQUIPMENT				$5,000.00
TOTAL				$277,750.00
170800 - Technology Fee				
Mgr IT	331050	25.00000	$28,202.22	
Mgr Software Svc	534426	20.00000	$21,414.50	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.28	
Spclt Comp I	AS7597	33.00000	$13,316.16	
Spclt Tech Supp	AS9812	33.00000	$11,668.80	
PROJECTED SALARY SAVINGS-- OTHER SALARIES AND WAGES			$0.04	
FRINGE BENEFITS			$26,357.00	
TOTAL PERSONNEL SERVICES				$100,959.00
SUPPLIES AND OTHER OPERATING EXPENSES				$111,261.00

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ACTIVITY: 14 - Academic Support , continued				
FUNCTION: 2770 - Educational and Media Services , continued				
170800 - Technology Fee , continued				
PROPERTY FURNITURE AND EQUIPMENT				$54,340.00
TOTAL				$266,560.00
TOTAL 2770 - Educational and Media Services				$544,310.00
FUNCTION: 2790 - Academic Administration				
170200 - Vm Business Office				
Dir Bus Ops	330478	33.00000	$47,719.32	
Admin Aso	534588	56.59000	$40,238.32	
Acct III	AS6831	100.00000	$61,950.00	
Mgr Spons Pgm	AS8529	21.60000	$15,847.70	
Coor Spons Pgms Sr	AS8530	10.00000	$6,442.80	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$-0.14	
Spclt Fiscal Ops	AS9603	100.00000	$47,839.79	
OTHER SALARIES AND WAGES			$5,032.21	
FRINGE BENEFITS			$77,739.00	
TOTAL PERSONNEL SERVICES				$302,809.00
TRAVEL				$100.00
SUPPLIES AND OTHER OPERATING EXPENSES				$5,698.00
PROPERTY FURNITURE AND EQUIPMENT				$300.00
TOTAL				$308,907.00
170300 - Vet Med Rcr/Alu/Com				
Coor Prosp Stu Svc	534684	100.00000	$55,400.00	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.00	
Spclt Admiss Review	AS8256	75.00000	$29,640.00	
Admin Ast	633291	27.74000	$11,539.84	
PROJECTED SALARY SAVINGS-- OTHER SALARIES AND WAGES			$0.16	
FRINGE BENEFITS			$34,122.00	
TOTAL PERSONNEL SERVICES				$130,702.00
TRAVEL				$1,250.00
SUPPLIES AND OTHER OPERATING EXPENSES				$3,605.00
TOTAL				$135,557.00

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ACTIVITY: 14 - Academic Support , continued				
FUNCTION: 2790 - Academic Administration , continued				
170500 - Office Of The Dean				
Dean/Prof	112700	100.00000	$261,564.00	
Tchg Aso Prof	AF7875	100.00000	$140,000.00	
AST DEAN	AF9008	100.00000	$200,809.99	
Aso Dean	AF9612	100.00000	$182,135.79	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.22	
Supv Food Svc	AS7258	50.00000	$16,640.00	
Admin Ast	AS8213	100.00000	$41,535.58	
Spclt Fiscal Ops	AS9345	100.00000	$49,857.60	
Exec Admin Ast	AS9484	90.00000	$48,002.86	
OTHER SALARIES AND WAGES			$4,939.96	
FRINGE BENEFITS			$331,992.00	
TOTAL PERSONNEL SERVICES				$1,277,478.00
TRAVEL				$35,000.00
SUPPLIES AND OTHER OPERATING EXPENSES				$27,352.00
PROPERTY FURNITURE AND EQUIPMENT				$29,461.00
TOTAL				$1,369,291.00
170600 - Vet Med Development				
Spclt Event	632502	100.00000	$46,271.93	
PROJECTED SALARY SAVINGS-- OTHER SALARIES AND WAGES			$0.07	
FRINGE BENEFITS			$16,348.00	
TOTAL PERSONNEL SERVICES				$62,620.00
TRAVEL				$6,000.00
SUPPLIES AND OTHER OPERATING EXPENSES				$84,859.00
PROPERTY FURNITURE AND EQUIPMENT				$1,000.00
TOTAL				$154,479.00
170650 - CVHS Alumni Affairs				
SUPPLIES AND OTHER OPERATING EXPENSES				$6,500.00
TOTAL				$6,500.00
TOTAL 2790 - Academic Administration				$1,974,734.00
TOTAL 14 - Academic Support				$2,519,044.00

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POSITION TITLE	POSITION NUMBER	FUNDING PERCENT	POSITION PROPOSED BUDGET AMOUNT	FY 2025-2026 PROPOSED ACCOUNT BUDGET AMOUNT
ACTIVITY: 15 - Student Services				
FUNCTION: 2990 - Student Admissions				
121000 - Vet Med Admissions				
Dir Stu Acad Svc	330736	100.00000	$84,330.42	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$-0.42	
Coor Grad Pgm	AS7897	38.14000	$13,089.65	
Admin Ast	633291	27.74000	$11,539.84	
PROJECTED SALARY SAVINGS-- OTHER SALARIES AND WAGES			$0.51	
FRINGE BENEFITS			$38,496.00	
TOTAL PERSONNEL SERVICES				$147,456.00
TRAVEL				$1,600.00
SUPPLIES AND OTHER OPERATING EXPENSES				$11,498.00
PROPERTY FURNITURE AND EQUIPMENT				$500.00
TOTAL				$161,054.00
121500 - Adv/Assmt Fee				
Instructl Des Dvlpr	AS8893	18.90000	$12,285.00	
Clinical Couns	AS9450	64.00000	$47,151.36	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$-0.36	
Spclt Acctg Sr	AS7516	50.00000	$20,144.80	
Admin Supp Spclt Sr	AS7818	32.00000	$11,980.80	
Admin Supp Spclt Sr	AS7823	32.00000	$12,599.81	
Spclt Acad Pgm	AS9905	30.48000	$14,226.60	
PROJECTED SALARY SAVINGS-- OTHER SALARIES AND WAGES			$-0.01	
FRINGE BENEFITS			$41,827.00	
TOTAL PERSONNEL SERVICES				$160,215.00
SUPPLIES AND OTHER OPERATING EXPENSES				$16,396.00
PROPERTY FURNITURE AND EQUIPMENT				$14,767.00
TOTAL				$191,378.00
121600 - CVHS Academic Facilities				
SUPPLIES AND OTHER OPERATING EXPENSES				$17,936.00
PROPERTY FURNITURE AND EQUIPMENT				$192,014.00
TOTAL				$209,950.00
TOTAL 2990 - Student Admissions				$562,382.00
TOTAL 15 - Student Services				$562,382.00

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INSTITUTION NUMBER: 5 INSTITUTION NAME: College of Veterinary Medicine PRESIDENT: DR. JIM HESS

POSITION TITLE	POSITION NUMBER	FUNDING PERCENT	POSITION PROPOSED BUDGET AMOUNT	FY 2025-2026 PROPOSED ACCOUNT BUDGET AMOUNT
ACTIVITY: 16 - Institutional Support				
FUNCTION: 3120 - Executive Management				
111000 - University Regents				
SUPPLIES AND OTHER OPERATING EXPENSES				$269,150.00
TOTAL				$269,150.00
112000 - Internal Audits				
SUPPLIES AND OTHER OPERATING EXPENSES				$72,792.00
TOTAL				$72,792.00
112100 - Vth Admin-Regents				
SUPPLIES AND OTHER OPERATING EXPENSES				$197,000.00
TOTAL				$197,000.00
112200 - Oaddl Admin-Regents				
SUPPLIES AND OTHER OPERATING EXPENSES				$115,000.00
TOTAL				$115,000.00
128000 - Other General Expens				
SUPPLIES AND OTHER OPERATING EXPENSES				$314,628.00
TOTAL				$314,628.00
128100 - Vth-Other Gen. Exp.				
SUPPLIES AND OTHER OPERATING EXPENSES				$185,000.00
TOTAL				$185,000.00
128200 - Oaddl-Other Gen. Exp				
SUPPLIES AND OTHER OPERATING EXPENSES				$98,500.00
TOTAL				$98,500.00
TOTAL 3120 - Executive Management				$1,252,070.00

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POSITION TITLE	POSITION NUMBER	FUNDING PERCENT	POSITION PROPOSED BUDGET AMOUNT	FY 2025-2026 PROPOSED ACCOUNT BUDGET AMOUNT
ACTIVITY: 16 - Institutional Support , continued				
FUNCTION: 3135 - Public Relations/Development				
128500 - Vet Med Publication				
SUPPLIES AND OTHER OPERATING EXPENSES				$15,155.00
TOTAL				$15,155.00
128600 - V M Public Relations				
Mgr Comm Svc	531918	100.00000	$77,000.00	
Spclt Comm	AS7810	100.00000	$47,380.00	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.00	
Spclt Mktg	AS6767	100.00000	$41,995.20	
PROJECTED SALARY SAVINGS-- OTHER SALARIES AND WAGES			$-0.20	
FRINGE BENEFITS			$58,780.00	
TOTAL PERSONNEL SERVICES				$225,155.00
TRAVEL				$2,500.00
SUPPLIES AND OTHER OPERATING EXPENSES				$4,894.00
PROPERTY FURNITURE AND EQUIPMENT				$1,000.00
TOTAL				$233,549.00
TOTAL 3135 - Public Relations/Development				$248,704.00
TOTAL 16 - Institutional Support				$1,500,774.00
ACTIVITY: 17 - Operation & Maint of Plant				
FUNCTION: 3220 - Physical Plant Administration				
180190 - Vm Other Phy Pl Exp				
SUPPLIES AND OTHER OPERATING EXPENSES				$15,000.00
PROPERTY FURNITURE AND EQUIPMENT				$48,000.00
TOTAL				$63,000.00
TOTAL 3220 - Physical Plant Administration				$63,000.00

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INSTITUTION NUMBER: 5 INSTITUTION NAME: College of Veterinary Medicine PRESIDENT: DR. JIM HESS

POSITION TITLE	POSITION NUMBER	FUNDING PERCENT	POSITION PROPOSED BUDGET AMOUNT	FY 2025-2026 PROPOSED ACCOUNT BUDGET AMOUNT
ACTIVITY: 17 - Operation & Maint of Plant , continued				
FUNCTION: 3230 - Building Maintenance				
180100 - Vetmed Bldg&Grdmaint				
Proj Mgr Constructn	AS7278	70.00000	$57,798.82	
Mgr Facil Svc	AS8292	70.00000	$62,604.36	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$-0.18	
Welder	630009	100.00000	$44,501.13	
Bldg Maint Mech II	AS6832	100.00000	$45,240.00	
Supv Constructn Svc	AS6833	70.00000	$36,400.00	
HVAC Refrig Mech I	AS6952	100.00000	$68,140.80	
Spclt Facil Ops	AS7029	70.00000	$32,760.00	
Painter II	AS7127	100.00000	$41,787.20	
Bldg Maint Mech II	AS8015	100.00000	$43,655.04	
Bldg Maint Mech II	AS8016	100.00000	$43,243.20	
Bldg Maint Mech II	AS8043	100.00000	$39,720.10	
Bldg Maint Mech II	AS8044	100.00000	$42,411.20	
Supv Maint Svc	AS8208	100.00000	$63,277.37	
OTHER SALARIES AND WAGES			$3,999.96	
FRINGE BENEFITS			$219,590.00	
TOTAL PERSONNEL SERVICES				$845,129.00
SUPPLIES AND OTHER OPERATING EXPENSES				$201,133.00
TOTAL				$1,046,262.00
181200 - Teach Hosp B&G Maint				
Proj Mgr Constructn	AS7278	15.00000	$12,385.46	
Mgr Facil Svc	AS8292	15.00000	$13,415.22	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.32	
Supv Constructn Svc	AS6833	15.00000	$7,800.00	
Spclt Facil Ops	AS7029	15.00000	$7,020.00	
PROJECTED SALARY SAVINGS-- OTHER SALARIES AND WAGES			$0.00	
FRINGE BENEFITS			$14,351.00	
TOTAL PERSONNEL SERVICES				$54,972.00
SUPPLIES AND OTHER OPERATING EXPENSES				$275,100.00
PROPERTY FURNITURE AND EQUIPMENT				$9,000.00
TOTAL				$339,072.00
TOTAL 3230 - Building Maintenance				$1,385,334.00

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POSITION TITLE	POSITION NUMBER	FUNDING PERCENT	POSITION PROPOSED BUDGET AMOUNT	FY 2025-2026 PROPOSED ACCOUNT BUDGET AMOUNT
ACTIVITY: 17 - Operation & Maint of Plant , continued				
FUNCTION: 3240 - Custodial Services				
180130 - Vet Med Gen.Custodia				
SUPPLIES AND OTHER OPERATING EXPENSES				$675,000.00
TOTAL				$675,000.00
TOTAL 3240 - Custodial Services				$675,000.00
FUNCTION: 3250 - Utilities				
180160 - Cvhs Academic Center				
UTILITIES				$105,000.00
SUPPLIES AND OTHER OPERATING EXPENSES				$25,000.00
TOTAL				$130,000.00
180170 - Vet Med Gen Utilitie				
UTILITIES				$977,598.00
SUPPLIES AND OTHER OPERATING EXPENSES				$236,000.00
TOTAL				$1,213,598.00
181270 - Teach Hosp Utilities				
UTILITIES				$425,000.00
SUPPLIES AND OTHER OPERATING EXPENSES				$150,000.00
TOTAL				$575,000.00
187170 - Oaddl Utilities				
UTILITIES				$300,000.00
TOTAL				$300,000.00
TOTAL 3250 - Utilities				$2,218,598.00
FUNCTION: 3270 - Major Repairs and Renovations				
180180 - Cvhs Academic Center				
SUPPLIES AND OTHER OPERATING EXPENSES				$435,869.00
TOTAL				$435,869.00

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POSITION TITLE	POSITION NUMBER	FUNDING PERCENT	POSITION PROPOSED BUDGET AMOUNT	FY 2025-2026 PROPOSED ACCOUNT BUDGET AMOUNT
ACTIVITY: 17 - Operation & Maint of Plant , continued				
FUNCTION: 3270 - Major Repairs and Renovations , continued				
180300 - Equine Park				
Coor Equine Rsrch Pa	AS8920	100.00000	$47,726.95	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.05	
OTHER SALARIES AND WAGES			$30,853.00	
FRINGE BENEFITS			$17,271.00	
TOTAL PERSONNEL SERVICES				$95,851.00
SUPPLIES AND OTHER OPERATING EXPENSES				$10,000.00
TOTAL				$105,851.00
181280 - Canine Facility				
Animal Care Tech III	AS7618	100.00000	$29,003.52	
Vet Tech Sr	AS7965	100.00000	$52,000.00	
OTHER SALARIES AND WAGES			$13,313.48	
FRINGE BENEFITS			$28,619.00	
TOTAL PERSONNEL SERVICES				$122,936.00
UTILITIES				$20,702.00
SUPPLIES AND OTHER OPERATING EXPENSES				$36,362.00
TOTAL				$180,000.00
TOTAL 3270 - Major Repairs and Renovations				$721,720.00
TOTAL 17 - Operation & Maint of Plant				$5,063,652.00
TOTAL PRIMARY BUDGET EXPENDITURES				$57,570,459.00

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INSTITUTION NUMBER: 6 INSTITUTION NAME: OSU - Oklahoma City PRESIDENT: DR. JIM HESS

POSITION TITLE	POSITION NUMBER	FUNDING PERCENT	POSITION PROPOSED BUDGET AMOUNT	FY 2025-2026 PROPOSED ACCOUNT BUDGET AMOUNT
ACTIVITY: 11 - Instruction				
FUNCTION: 2370 - General Academic Instruction				
131010 - Academic Affairs, Vp				
Assistant VP	FS8981	50.00000	$72,500.00	
Vice Provost	FS8991	100.00000	$150,000.00	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$4.00	
OTHER SALARIES AND WAGES			$41,760.00	
FRINGE BENEFITS			$94,316.00	
TOTAL PERSONNEL SERVICES				$358,580.00
TRAVEL				$11,000.00
SUPPLIES AND OTHER OPERATING EXPENSES				$8,922.00
TOTAL				$378,502.00
131011 - SON Program Fees				
SUPPLIES AND OTHER OPERATING EXPENSES				$10,525.00
TOTAL				$10,525.00
131012 - Stu Success/Opportun				
Director of Student	FS9904	100.00000	$65,000.00	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$4.00	
Academic Success Coa	FS8990	100.00000	$38,792.00	
Writing Tutor	FS9917	100.00000	$38,765.28	
Tutor - Math	FS9918	100.00000	$38,920.32	
Academic Success Coa	FS9946	100.00000	$41,204.80	
OTHER SALARIES AND WAGES			$148,118.60	
FRINGE BENEFITS			$124,976.00	
TOTAL PERSONNEL SERVICES				$495,781.00
TRAVEL				$2,000.00
SUPPLIES AND OTHER OPERATING EXPENSES				$23,525.00
TOTAL				$521,306.00
131013 - Instit Effectiveness & Accred				
Sr Dir Inst Effect &	331997	100.00000	$88,099.38	
Director	331601	100.00000	$55,000.00	
Assistant Director	331723	100.00000	$47,010.18	
OTHER PROFESSIONAL SALARIES			$18.44	

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ACTIVITY: 11 - Instruction , continued				
FUNCTION: 2370 - General Academic Instruction , continued				
131013 - Instit Effectiveness & Accred , continued				
FRINGE BENEFITS			$67,857.00	
TOTAL PERSONNEL SERVICES				$257,985.00
TRAVEL				$11,150.00
SUPPLIES AND OTHER OPERATING EXPENSES				$10,788.00
PROPERTY FURNITURE AND EQUIPMENT				$2,400.00
TOTAL				$282,323.00
131014 - Diagnostic Imaging				
Asst Professor/Dept	210612	100.00000	$97,238.80	
Instructor	210969	100.00000	$76,450.15	
OTHER TEACHING SALARIES			$6,761.05	
Administrative Assis	636755	50.00000	$16,099.20	
OTHER SALARIES AND WAGES			$24,422.80	
FRINGE BENEFITS			$69,041.00	
TOTAL PERSONNEL SERVICES				$290,013.00
TRAVEL				$250.00
SUPPLIES AND OTHER OPERATING EXPENSES				$11,043.00
PROPERTY FURNITURE AND EQUIPMENT				$2,000.00
TOTAL				$303,306.00
131015 - Instructional Technology				
Assistant VP Instruc FS8982		50.00000	$60,000.00	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.00	
FRINGE BENEFITS			$21,414.00	
TOTAL PERSONNEL SERVICES				$81,414.00
TRAVEL				$4,875.00
SUPPLIES AND OTHER OPERATING EXPENSES				$2,348.00
TOTAL				$88,637.00
131016 - Institutional Grants				
Director Institution	331991	91.17000	$61,950.02	
OTHER PROFESSIONAL SALARIES			$569.98	

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POSITION TITLE	POSITION NUMBER	FUNDING PERCENT	POSITION PROPOSED BUDGET AMOUNT	FY 2025-2026 PROPOSED ACCOUNT BUDGET AMOUNT
ACTIVITY: 11 - Instruction , continued				
FUNCTION: 2370 - General Academic Instruction , continued				
131016 - Institutional Grants , continued				
FRINGE BENEFITS			$22,313.00	
TOTAL PERSONNEL SERVICES				$84,833.00
TRAVEL				$200.00
SUPPLIES AND OTHER OPERATING EXPENSES				$800.00
TOTAL				$85,833.00
131020 - College Connection				
OTHER PROFESSIONAL SALARIES			$21,504.00	
FRINGE BENEFITS			$7,675.00	
TOTAL PERSONNEL SERVICES				$29,179.00
TRAVEL				$1,400.00
SUPPLIES AND OTHER OPERATING EXPENSES				$5,269.00
TOTAL				$35,848.00
131025 - Faculty Professional				
TRAVEL				$500.00
SUPPLIES AND OTHER OPERATING EXPENSES				$13,966.00
PROPERTY FURNITURE AND EQUIPMENT				$300.00
TOTAL				$14,766.00
131030 - Staff Professional D				
SUPPLIES AND OTHER OPERATING EXPENSES				$7,000.00
TOTAL				$7,000.00
131031 - Accreditation Expens				
TRAVEL				$24,000.00
SUPPLIES AND OTHER OPERATING EXPENSES				$25,138.00
TOTAL				$49,138.00

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ACTIVITY: 11 - Instruction , continued				
FUNCTION: 2370 - General Academic Instruction , continued				
131150 - Honors Program				
SUPPLIES AND OTHER OPERATING EXPENSES				$2,137.00
TOTAL				$2,137.00
131400 - Professional Studies				
Dean of Professional	FF9976	100.00000	$85,000.00	
OTHER TEACHING SALARIES			$8.00	
Administrative Assis	632263	100.00000	$32,198.40	
OTHER SALARIES AND WAGES			$123.60	
FRINGE BENEFITS			$41,153.00	
TOTAL PERSONNEL SERVICES				$158,483.00
TRAVEL				$19,117.00
SUPPLIES AND OTHER OPERATING EXPENSES				$6,558.00
PROPERTY FURNITURE AND EQUIPMENT				$2,400.00
TOTAL				$186,558.00
131410 - Veterinary Technolog				
Instructor/Dept Head	210280	100.00000	$67,909.00	
Instructor	210884	100.00000	$65,000.00	
OTHER TEACHING SALARIES			$31,542.00	
RVT/Compliance Offic	639107	100.00000	$39,520.00	
Vet Tech/ Clinical C	FS9937	100.00000	$31,566.08	
OTHER SALARIES AND WAGES			$272.92	
FRINGE BENEFITS			$74,570.00	
TOTAL PERSONNEL SERVICES				$310,380.00
SUPPLIES AND OTHER OPERATING EXPENSES				$18,293.00
PROPERTY FURNITURE AND EQUIPMENT				$1,500.00
TOTAL				$330,173.00
131412 - VET Tech Program Fees				
SUPPLIES AND OTHER OPERATING EXPENSES				$8,472.00
TOTAL				$8,472.00

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ACTIVITY: 11 - Instruction , continued				
FUNCTION: 2370 - General Academic Instruction , continued				
131420 - Sciences				
Associate Professor	210432	100.00000	$55,090.00	
Assistant Professor	210616	100.00000	$55,499.00	
Assistant Professor/	210887	100.00000	$79,901.00	
Assistant Professor	210971	100.00000	$50,039.00	
Professor	211652	100.00000	$76,863.23	
Instructor	212922	100.00000	$51,713.00	
Assistant Professor	FF9984	100.00000	$1.00	
Assistant Professor	FF9986	100.00000	$64,034.38	
Assistant Professor	FF9999	100.00000	$57,507.00	
OTHER TEACHING SALARIES			$329,874.39	
Science Lab Coordina	631366	100.00000	$36,774.40	
Anatomy Lab Technici	633321	100.00000	$33,571.20	
OTHER SALARIES AND WAGES			$8,700.40	
FRINGE BENEFITS			$240,767.00	
TOTAL PERSONNEL SERVICES				$1,140,335.00
SUPPLIES AND OTHER OPERATING EXPENSES				$17,705.00
TOTAL				$1,158,040.00
131422 - Science Lab Fees				
SUPPLIES AND OTHER OPERATING EXPENSES				$23,905.00
PROPERTY FURNITURE AND EQUIPMENT				$5,697.00
TOTAL				$29,602.00
131425 - English				
Associate Professor/	210622	100.00000	$69,729.41	
Professor	210889	100.00000	$76,823.64	
Assistant Professor	210891	100.00000	$53,301.00	
Professor	210959	100.00000	$65,311.00	
Associate Professor	211126	100.00000	$54,586.00	
Assistant Professor	FF9987	100.00000	$1.00	
OTHER TEACHING SALARIES			$266,950.95	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$1.00	
FRINGE BENEFITS			$147,317.00	
TOTAL PERSONNEL SERVICES				$734,021.00

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ACTIVITY: 11 - Instruction , continued				
FUNCTION: 2370 - General Academic Instruction , continued				
131425 - English , continued				
SUPPLIES AND OTHER OPERATING EXPENSES				$1,000.00
PROPERTY FURNITURE AND EQUIPMENT				$500.00
TOTAL				$735,521.00
131430 - Humanities				
Associate Professor	210050	100.00000	$51,334.00	
Associate Professor	210197	100.00000	$57,743.24	
Associate Professor	210377	100.00000	$66,536.00	
Professor	210614	100.00000	$68,201.00	
Associate Professor/	210973	100.00000	$78,868.00	
Professor	FF9973	100.00000	$163,800.00	
OTHER TEACHING SALARIES			$216,696.76	
FRINGE BENEFITS			$188,871.00	
TOTAL PERSONNEL SERVICES				$892,050.00
SUPPLIES AND OTHER OPERATING EXPENSES				$2,000.00
PROPERTY FURNITURE AND EQUIPMENT				$500.00
TOTAL				$894,550.00
131440 - Mathematics				
Associate Professor	210253	100.00000	$58,445.23	
Associate Professor	210567	100.00000	$51,489.00	
Associate Professor/	213902	100.00000	$62,508.93	
Instructor	FF9988	100.00000	$43,875.00	
OTHER TEACHING SALARIES			$141,376.84	
FRINGE BENEFITS			$88,963.00	
TOTAL PERSONNEL SERVICES				$446,658.00
SUPPLIES AND OTHER OPERATING EXPENSES				$1,579.00
TOTAL				$448,237.00
131450 - Behavioral Sciences				
Professor/ Dept Head	210431	100.00000	$84,762.00	
Professor	210626	100.00000	$68,099.38	
Associate Professor	210962	100.00000	$53,524.45	

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POSITION TITLE	POSITION NUMBER	FUNDING PERCENT	POSITION PROPOSED BUDGET AMOUNT	FY 2025-2026 PROPOSED ACCOUNT BUDGET AMOUNT
ACTIVITY: 11 - Instruction , continued				
FUNCTION: 2370 - General Academic Instruction , continued				
131450 - Behavioral Sciences , continued				
Assistant Professor	211837	100.00000	$55,314.59	
OTHER TEACHING SALARIES			$306,669.58	
PROJECTED SALARY SAVINGS-- OTHER SALARIES AND WAGES			$1.00	
FRINGE BENEFITS			$131,187.00	
TOTAL PERSONNEL SERVICES				$699,558.00
SUPPLIES AND OTHER OPERATING EXPENSES				$2,000.00
PROPERTY FURNITURE AND EQUIPMENT				$500.00
TOTAL				$702,058.00
131460 - Initial College Stud				
TRAVEL				$1,250.00
SUPPLIES AND OTHER OPERATING EXPENSES				$3,855.00
PROPERTY FURNITURE AND EQUIPMENT				$250.00
TOTAL				$5,355.00
131500 - Human Services				
Associate Professor	113907	100.00000	$81,659.00	
PROJECTED SALARY SAVINGS-- OTHER TEACHING SALARIES			$1.00	
Administrative Assis	636949	100.00000	$45,177.60	
OTHER SALARIES AND WAGES			$173.40	
FRINGE BENEFITS			$44,636.00	
TOTAL PERSONNEL SERVICES				$171,647.00
TRAVEL				$11,200.00
SUPPLIES AND OTHER OPERATING EXPENSES				$8,219.00
TOTAL				$191,066.00
131510 - Police Science				
Assistant Professor/	FF9993	100.00000	$61,880.00	
OTHER TEACHING SALARIES			$42,750.00	
OTHER SALARIES AND WAGES			$62,752.00	
FRINGE BENEFITS			$30,907.00	
TOTAL PERSONNEL SERVICES				$198,289.00

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SCHEDULE E
EXPENDITURES BY ACTIVITY/FUNCTION, DEPARTMENT, POSITION AND OBJECT

INSTITUTION NUMBER: 6 INSTITUTION NAME: OSU - Oklahoma City PRESIDENT: DR. JIM HESS

POSITION TITLE	POSITION NUMBER	FUNDING PERCENT	POSITION PROPOSED BUDGET AMOUNT	FY 2025-2026 PROPOSED ACCOUNT BUDGET AMOUNT
ACTIVITY: 11 - Instruction , continued				
FUNCTION: 2370 - General Academic Instruction , continued				
131510 - Police Science , continued				
SUPPLIES AND OTHER OPERATING EXPENSES				$19,130.00
PROPERTY FURNITURE AND EQUIPMENT				$271.00
TOTAL				$217,690.00
131512 - Police Science Program Fees				
PROPERTY FURNITURE AND EQUIPMENT				$1,500.00
TOTAL				$1,500.00
131520 - Fire Science				
Assistant Professor/ 210617		100.00000	$75,107.00	
OTHER TEACHING SALARIES			$84,301.00	
OTHER SALARIES AND WAGES			$199,250.00	
FRINGE BENEFITS			$63,838.00	
TOTAL PERSONNEL SERVICES				$422,496.00
SUPPLIES AND OTHER OPERATING EXPENSES				$28,815.00
PROPERTY FURNITURE AND EQUIPMENT				$1,300.00
TOTAL				$452,611.00
131522 - Fire Science Program Fees				
SUPPLIES AND OTHER OPERATING EXPENSES				$153,035.00
TOTAL				$153,035.00
131540 - Drug /Alcohol Counse				
Professor/ Dept Head FF9980		100.00000	$101,979.01	
OTHER TEACHING SALARIES			$18,008.99	
FRINGE BENEFITS			$37,127.00	
TOTAL PERSONNEL SERVICES				$157,115.00
SUPPLIES AND OTHER OPERATING EXPENSES				$2,000.00
TOTAL				$159,115.00

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INSTITUTION NUMBER: 6 INSTITUTION NAME: OSU - Oklahoma City PRESIDENT: DR. JIM HESS

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ACTIVITY: 11 - Instruction , continued				
FUNCTION: 2370 - General Academic Instruction , continued				
131550 - Interpreter Training				
Instructor/ Departme	FF9975	100.00000	$51,755.00	
OTHER TEACHING SALARIES			$44,185.00	
ASL Lab Technician	637249	100.00000	$19,418.80	
OTHER SALARIES AND WAGES			$20,455.20	
FRINGE BENEFITS			$31,688.00	
TOTAL PERSONNEL SERVICES				$167,502.00
SUPPLIES AND OTHER OPERATING EXPENSES				$6,973.00
TOTAL				$174,475.00
131560 - Crime Victim Survivo				
Assistant Professor/	210289	100.00000	$57,530.63	
OTHER TEACHING SALARIES			$27,959.37	
OTHER SALARIES AND WAGES			$6,260.00	
FRINGE BENEFITS			$23,325.00	
TOTAL PERSONNEL SERVICES				$115,075.00
SUPPLIES AND OTHER OPERATING EXPENSES				$1,991.00
TOTAL				$117,066.00
131570 - Early Care & Child Dev				
Associate Professor	210621	100.00000	$55,014.02	
Associate Professor/	210968	100.00000	$87,288.49	
OTHER TEACHING SALARIES			$44,264.49	
FRINGE BENEFITS			$53,504.00	
TOTAL PERSONNEL SERVICES				$240,071.00
SUPPLIES AND OTHER OPERATING EXPENSES				$167.00
TOTAL				$240,238.00
131572 - Early Care Program Fees				
SUPPLIES AND OTHER OPERATING EXPENSES				$5,448.00
TOTAL				$5,448.00

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ACTIVITY: 11 - Instruction , continued				
FUNCTION: 2370 - General Academic Instruction , continued				
131590 - Paramedicine				
Instructor	210241	100.00000	$51,962.00	
Associate Professor	210453	100.00000	$68,616.00	
Assistant Professor/	FF9998	100.00000	$81,864.00	
OTHER TEACHING SALARIES			$112,990.00	
Clinical Coordinator	633439	100.00000	$42,078.60	
Administrative Assis	FS8988	100.00000	$32,281.60	
Lab Coordinator	FS9945	100.00000	$47,840.00	
OTHER SALARIES AND WAGES			$165,337.80	
FRINGE BENEFITS			$139,618.00	
TOTAL PERSONNEL SERVICES				$742,588.00
SUPPLIES AND OTHER OPERATING EXPENSES				$16,751.00
PROPERTY FURNITURE AND EQUIPMENT				$300.00
TOTAL				$759,639.00
131592 - EMS Program Fees				
SUPPLIES AND OTHER OPERATING EXPENSES				$16,493.00
TOTAL				$16,493.00
131595 - Emergency Resp Admin				
Professor/Department	211656	100.00000	$95,213.00	
OTHER TEACHING SALARIES			$24,757.00	
FRINGE BENEFITS			$35,367.00	
TOTAL PERSONNEL SERVICES				$155,337.00
SUPPLIES AND OTHER OPERATING EXPENSES				$2,936.00
PROPERTY FURNITURE AND EQUIPMENT				$500.00
TOTAL				$158,773.00
131600 - Nursing Department				
Associate Professor/	210114	95.69000	$93,294.88	
Assistant Professor	210116	92.66000	$53,002.30	
Associate Professor	210200	93.24000	$57,943.07	
Associate Professor	210207	93.11000	$56,736.58	
Assistant Professor	210260	92.67000	$53,097.24	

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ACTIVITY: 11 - Instruction , continued				
FUNCTION: 2370 - General Academic Instruction , continued				
131600 - Nursing Department , continued				
Assistant Professor	210332	92.65000	$52,912.12	
Instructor	210373	16.35000	$8,004.96	
Instructor	210559	92.56000	$52,223.28	
Instructor	210615	92.29000	$50,276.82	
Assistant Professor	210627	93.64000	$61,821.13	
Assistant Professor	210674	93.47000	$60,091.86	
Assistant Professor	210690	92.46000	$51,527.96	
Associate Professor	210885	94.10000	$67,027.43	
Associate Professor	211663	93.93000	$65,027.74	
Instructor	212931	91.50000	$45,234.86	
Instructor	212935	90.85000	$41,683.80	
Instructor	212997	92.84000	$56,909.99	
Instructor	FF9977	92.48000	$51,653.78	
Assistant Professor	FF9982	94.40000	$69,164.77	
Instructor	FF9983	92.29000	$50,276.82	
OTHER TEACHING SALARIES			$15,538.61	
Administrative Assis	636765	100.00000	$48,422.40	
OTHER SALARIES AND WAGES			$315,286.60	
FRINGE BENEFITS			$443,495.00	
TOTAL PERSONNEL SERVICES				$1,920,654.00
SUPPLIES AND OTHER OPERATING EXPENSES				$39,500.00
PROPERTY FURNITURE AND EQUIPMENT				$4,500.00
TOTAL				$1,964,654.00
131602 - Nursing Sim Lab Fees				
SUPPLIES AND OTHER OPERATING EXPENSES				$89,320.00
TOTAL				$89,320.00
131604 - Nursing Testing Fees				
SUPPLIES AND OTHER OPERATING EXPENSES				$85,000.00
TOTAL				$85,000.00

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ACTIVITY: 11 - Instruction , continued				
FUNCTION: 2370 - General Academic Instruction , continued				
131605 - Health Sciences				
Assistant Professor/	112995	100.00000	$88,453.00	
PROJECTED SALARY SAVINGS-- OTHER TEACHING SALARIES			$-1.00	
Administrative Assis	636755	25.00000	$8,049.60	
Nursing/Paramedicine	FS8984	100.00000	$1.00	
OTHER SALARIES AND WAGES			$30.40	
FRINGE BENEFITS			$33,701.00	
TOTAL PERSONNEL SERVICES				$130,234.00
TRAVEL				$18,200.00
SUPPLIES AND OTHER OPERATING EXPENSES				$4,500.00
TOTAL				$152,934.00
131610 - Healthcare Initiativ				
Associate Professor/	210114	4.31000	$4,202.12	
Assistant Professor	210116	7.34000	$4,198.54	
Associate Professor	210200	6.76000	$4,200.94	
Associate Professor	210207	6.89000	$4,198.42	
Assistant Professor	210260	7.33000	$4,199.88	
Assistant Professor	210332	7.35000	$4,197.56	
Instructor	210373	83.65000	$40,955.04	
Instructor	210559	7.44000	$4,197.72	
Associate Professor	210613	100.00000	$73,580.01	
Instructor	210615	7.71000	$4,200.18	
Assistant Professor	210627	6.36000	$4,198.87	
Assistant Professor	210674	6.53000	$4,198.14	
Assistant Professor	210690	7.54000	$4,202.04	
Associate Professor	210885	5.90000	$4,202.57	
Associate Professor	211663	6.07000	$4,202.26	
Instructor	212931	8.50000	$4,202.14	
Instructor	212935	9.15000	$4,198.20	
Instructor	212997	7.16000	$4,389.01	
Instructor	FF9977	7.52000	$4,200.22	
Assistant Professor	FF9982	5.60000	$4,103.00	
Instructor	FF9983	7.71000	$4,200.18	
PROJECTED SALARY SAVINGS-- OTHER TEACHING SALARIES			$-85.04	
FRINGE BENEFITS			$67,698.00	
TOTAL PERSONNEL SERVICES				$262,040.00
TOTAL				$262,040.00

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ACTIVITY: 11 - Instruction , continued				
FUNCTION: 2370 - General Academic Instruction , continued				
131630 - Healthcare Managemen				
Asst Professor/Dept	210620	100.00000	$65,478.03	
OTHER TEACHING SALARIES			$52,721.97	
Administrative Assis	636755	25.00000	$8,049.60	
OTHER SALARIES AND WAGES			$31.40	
FRINGE BENEFITS			$30,620.00	
TOTAL PERSONNEL SERVICES				$156,901.00
SUPPLIES AND OTHER OPERATING EXPENSES				$7,380.00
PROPERTY FURNITURE AND EQUIPMENT				$200.00
TOTAL				$164,481.00
131640 - Radiography				
Instructor	FF9985	100.00000	$59,808.24	
Instructor	FF9995	100.00000	$76,450.15	
OTHER TEACHING SALARIES			$8,007.61	
FRINGE BENEFITS			$48,184.00	
TOTAL PERSONNEL SERVICES				$192,450.00
SUPPLIES AND OTHER OPERATING EXPENSES				$1,275.00
TOTAL				$193,725.00
131642 - RAD Program Fees				
SUPPLIES AND OTHER OPERATING EXPENSES				$9,725.00
PROPERTY FURNITURE AND EQUIPMENT				$1,000.00
TOTAL				$10,725.00
131710 - Horticulture Tech				
Associate Professor	210330	100.00000	$56,827.88	
Asst Professor/Dept	212988	100.00000	$71,121.65	
OTHER TEACHING SALARIES			$14,411.47	
Horticulture Technic	631261	100.00000	$29,764.80	
Greenhouse Manager	FS9912	100.00000	$40,181.97	
OTHER SALARIES AND WAGES			$11,494.23	
FRINGE BENEFITS			$71,913.00	
TOTAL PERSONNEL SERVICES				$295,715.00

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POSITION TITLE	POSITION NUMBER	FUNDING PERCENT	POSITION PROPOSED BUDGET AMOUNT	FY 2025-2026 PROPOSED ACCOUNT BUDGET AMOUNT
ACTIVITY: 11 - Instruction , continued				
FUNCTION: 2370 - General Academic Instruction , continued				
131710 - Horticulture Tech , continued				
SUPPLIES AND OTHER OPERATING EXPENSES				$26,233.00
PROPERTY FURNITURE AND EQUIPMENT				$7,700.00
TOTAL				$329,648.00
131800 - STEM				
Professor/Dean	110252	100.00000	$100,800.00	
OTHER TEACHING SALARIES			$17,208.00	
STEM Divisional Outr FS9910		100.00000	$44,447.87	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.13	
Administrative Assis 636175		100.00000	$35,859.20	
OTHER SALARIES AND WAGES			$137.80	
FRINGE BENEFITS			$69,825.00	
TOTAL PERSONNEL SERVICES				$268,278.00
TRAVEL				$16,800.00
SUPPLIES AND OTHER OPERATING EXPENSES				$16,500.00
PROPERTY FURNITURE AND EQUIPMENT				$1,000.00
TOTAL				$302,578.00
131810 - Architectural Draft				
OTHER TEACHING SALARIES			$27,000.00	
FRINGE BENEFITS			$9,407.00	
TOTAL PERSONNEL SERVICES				$36,407.00
TOTAL				$36,407.00
131815 - Construction Technol				
Associate Professor/ 210882		89.08000	$81,507.31	
OTHER TEACHING SALARIES			$38,927.69	
FRINGE BENEFITS			$31,827.00	
TOTAL PERSONNEL SERVICES				$152,262.00
SUPPLIES AND OTHER OPERATING EXPENSES				$6,943.00
TOTAL				$159,205.00

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ACTIVITY: 11 - Instruction , continued				
FUNCTION: 2370 - General Academic Instruction , continued				
131817 - Cons Program Fees				
SUPPLIES AND OTHER OPERATING EXPENSES				$17,186.00
PROPERTY FURNITURE AND EQUIPMENT				$3,500.00
TOTAL				$20,686.00
131830 - Engineering Tech				
Assistant Professor/ 210888		100.00000	$118,000.00	
OTHER TEACHING SALARIES			$15,752.00	
FRINGE BENEFITS			$42,507.00	
TOTAL PERSONNEL SERVICES				$176,259.00
SUPPLIES AND OTHER OPERATING EXPENSES				$16,560.00
PROPERTY FURNITURE AND EQUIPMENT				$10,640.00
TOTAL				$203,459.00
131832 - ENGR Tech Program Fees				
SUPPLIES AND OTHER OPERATING EXPENSES				$2,040.00
TOTAL				$2,040.00
131840 - Pdtd				
Instructor	FF9979	100.00000	$65,000.00	
OTHER TEACHING SALARIES			$54,757.00	
FRINGE BENEFITS			$41,723.00	
TOTAL PERSONNEL SERVICES				$161,480.00
SUPPLIES AND OTHER OPERATING EXPENSES				$3,926.00
TOTAL				$165,406.00
131842 - PTDT Program Fees				
SUPPLIES AND OTHER OPERATING EXPENSES				$17,929.00
PROPERTY FURNITURE AND EQUIPMENT				$18,200.00
TOTAL				$36,129.00

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ACTIVITY: 11 - Instruction , continued				
FUNCTION: 2370 - General Academic Instruction , continued				
131845 - PTDT - STEM Init./OG&E Part				
PROJECTED SALARY SAVINGS-- OTHER TEACHING SALARIES			$1.00	
TOTAL PERSONNEL SERVICES				$1.00
TOTAL				$1.00
131850 - STEM Initiative Fund				
OTHER TEACHING SALARIES			$180,000.00	
FRINGE BENEFITS			$62,712.00	
TOTAL PERSONNEL SERVICES				$242,712.00
SUPPLIES AND OTHER OPERATING EXPENSES				$71,664.00
PROPERTY FURNITURE AND EQUIPMENT				$40,000.00
TOTAL				$354,376.00
131860 - Bio-Manufacturing				
Instructor/ Program FF9974		100.00000	$72,000.00	
OTHER TEACHING SALARIES			$4,500.00	
OTHER SALARIES AND WAGES			$15,750.00	
FRINGE BENEFITS			$26,879.00	
TOTAL PERSONNEL SERVICES				$119,129.00
TRAVEL				$250.00
SUPPLIES AND OTHER OPERATING EXPENSES				$17,070.00
TOTAL				$136,449.00
131862 - BFMT Program Fees				
SUPPLIES AND OTHER OPERATING EXPENSES				$180.00
TOTAL				$180.00
131880 - Surveying				
Instructor/ Dept Hea 210166		100.00000	$78,294.42	
OTHER TEACHING SALARIES			$55,055.58	
FRINGE BENEFITS			$37,301.00	
TOTAL PERSONNEL SERVICES				$170,651.00
TOTAL				$170,651.00

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ACTIVITY: 11 - Instruction , continued				
FUNCTION: 2370 - General Academic Instruction , continued				
131882 - Surveying Program Fees				
OTHER TEACHING SALARIES			$25,200.00	
FRINGE BENEFITS			$8,780.00	
TOTAL PERSONNEL SERVICES				$33,980.00
SUPPLIES AND OTHER OPERATING EXPENSES				$2,613.00
TOTAL				$36,593.00
131900 - Business Administration				
Associate Professor	210478	100.00000	$53,622.40	
Associate Professor	210960	100.00000	$56,618.00	
Associate Professor/	212991	100.00000	$71,113.00	
Associate Professor	212993	100.00000	$62,163.72	
OTHER TEACHING SALARIES			$120,652.88	
FRINGE BENEFITS			$96,480.00	
TOTAL PERSONNEL SERVICES				$460,650.00
SUPPLIES AND OTHER OPERATING EXPENSES				$2,650.00
PROPERTY FURNITURE AND EQUIPMENT				$500.00
TOTAL				$463,800.00
131910 - Information Sys/Tec				
Associate Professor	210375	100.00000	$61,896.00	
Assistant Professor	210964	100.00000	$45,000.00	
Assistant Professor/	211427	100.00000	$84,291.00	
Instructor	FF9981	100.00000	$50,200.00	
OTHER TEACHING SALARIES			$67,201.00	
FRINGE BENEFITS			$90,053.00	
TOTAL PERSONNEL SERVICES				$398,641.00
SUPPLIES AND OTHER OPERATING EXPENSES				$27,837.00
PROPERTY FURNITURE AND EQUIPMENT				$1,250.00
TOTAL				$427,728.00

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ACTIVITY: 11 - Instruction , continued				
FUNCTION: 2370 - General Academic Instruction , continued				
139802 - Rtmt Supplmt,Life,Me				
FRINGE BENEFITS			$2,000.00	
TOTAL PERSONNEL SERVICES				$2,000.00
TOTAL				$2,000.00
139900 - Budget Control-Instr				
OTHER TEACHING SALARIES			$6,000.00	
Evts & Wellness Supp 638003		6.35000	$2,390.65	
OTHER SALARIES AND WAGES			$132,038.35	
FRINGE BENEFITS			$32,034.00	
TOTAL PERSONNEL SERVICES				$172,463.00
SUPPLIES AND OTHER OPERATING EXPENSES				$2,000,000.00
TOTAL				$2,172,463.00
TOTAL 2370 - General Academic Instruction				$16,867,714.00
FUNCTION: 2400 - Community Education				
131006 - Microcredential WF Fund				
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$4.00	
PROJECTED SALARY SAVINGS-- FRINGE BENEFITS			$2.00	
TOTAL PERSONNEL SERVICES				$6.00
TOTAL				$6.00
TOTAL 2400 - Community Education				$6.00
FUNCTION: 2405 - Instructional Information Technol				
130800 - It-Instruction				
Sr Director of Netwo 331332		100.00000	$62,330.59	
Network Security Ana FS8993		100.00000	$55,000.00	
Network Security Ana FS9913		100.00000	$57,650.00	
OTHER PROFESSIONAL SALARIES			$27.41	

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INSTITUTION NUMBER: 6 INSTITUTION NAME: OSU - Oklahoma City PRESIDENT: DR. JIM HESS

POSITION TITLE	POSITION NUMBER	FUNDING PERCENT	POSITION PROPOSED BUDGET AMOUNT	FY 2025-2026 PROPOSED ACCOUNT BUDGET AMOUNT
ACTIVITY: 11 - Instruction , continued				
FUNCTION: 2405 - Instructional Information Technol, continued				
130800 - It-Instruction , continued				
Network Analyst	630198	100.00000	$42,889.60	
Network Analyst I	633316	100.00000	$41,426.00	
Network Analyst	633317	100.00000	$42,827.20	
OTHER SALARIES AND WAGES			$329.20	
FRINGE BENEFITS			$107,955.00	
TOTAL PERSONNEL SERVICES				$410,435.00
TOTAL				$410,435.00
TOTAL 2405 - Instructional Information Technol				$410,435.00
TOTAL 11 - Instruction				$17,278,155.00
ACTIVITY: 14 - Academic Support				
FUNCTION: 2750 - Libraries				
170000 - Library				
Instr. Services Libr	331694	100.00000	$45,003.09	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$-3.09	
Library Technician	631432	100.00000	$31,200.00	
Access Services Coor	634987	100.00000	$36,129.60	
Library Assistant	635211	100.00000	$15,475.20	
Library Assistant	637185	100.00000	$15,475.20	
OTHER SALARIES AND WAGES			$378.00	
FRINGE BENEFITS			$59,633.00	
TOTAL PERSONNEL SERVICES				$203,291.00
TRAVEL				$1,500.00
SUPPLIES AND OTHER OPERATING EXPENSES				$15,000.00
LIBRARY BOOKS AND PERIODICALS				$165,421.00
TOTAL				$385,212.00
TOTAL 2750 - Libraries				$385,212.00

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POSITION TITLE	POSITION NUMBER	FUNDING PERCENT	POSITION PROPOSED BUDGET AMOUNT	FY 2025-2026 PROPOSED ACCOUNT BUDGET AMOUNT
ACTIVITY: 14 - Academic Support , continued				
FUNCTION: 2770 - Educational and Media Services				
171050 - IT Administration				
VP Fiscal Services	130095	9.68000	$15,004.39	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$-4.39	
FRINGE BENEFITS			$5,354.00	
TOTAL PERSONNEL SERVICES				$20,354.00
TOTAL				$20,354.00
171100 - Tech Services Fees				
Support Specialist	631779	100.00000	$33,571.20	
Technology Support M	FS9975	100.00000	$39,686.40	
OTHER SALARIES AND WAGES			$281.40	
FRINGE BENEFITS			$26,246.00	
TOTAL PERSONNEL SERVICES				$99,785.00
TRAVEL				$6,000.00
SUPPLIES AND OTHER OPERATING EXPENSES				$547,800.00
PROPERTY FURNITURE AND EQUIPMENT				$189,800.00
TOTAL				$843,385.00
171200 - CTLE				
Sr Dir of Instructio	331987	100.00000	$85,818.96	
Instructional Design	332074	100.00000	$50,000.00	
Digital Media Techno	FS9919	100.00000	$55,371.13	
Instructional Design	FS9932	100.00000	$60,808.24	
OTHER PROFESSIONAL SALARIES			$2,029.67	
FRINGE BENEFITS			$98,327.00	
TOTAL PERSONNEL SERVICES				$352,355.00
TRAVEL				$3,000.00
SUPPLIES AND OTHER OPERATING EXPENSES				$128,395.00
PROPERTY FURNITURE AND EQUIPMENT				$13,000.00
TOTAL				$496,750.00

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POSITION TITLE	POSITION NUMBER	FUNDING PERCENT	POSITION PROPOSED BUDGET AMOUNT	FY 2025-2026 PROPOSED ACCOUNT BUDGET AMOUNT
ACTIVITY: 14 - Academic Support , continued				
FUNCTION: 2770 - Educational and Media Services , continued				
171600 - Academic Technologie				
Support Specialist	631141	100.00000	$32,281.60	
Support Specialist	631162	100.00000	$32,281.60	
Support Specialist	631782	100.00000	$32,281.60	
Evng/Wknd Coordinato	632250	100.00000	$9,673.56	
Support Specialist	632253	100.00000	$33,571.20	
OTHER SALARIES AND WAGES			$688.44	
FRINGE BENEFITS			$50,244.00	
TOTAL PERSONNEL SERVICES				$191,022.00
TRAVEL				$5,000.00
SUPPLIES AND OTHER OPERATING EXPENSES				$24,500.00
PROPERTY FURNITURE AND EQUIPMENT				$10,500.00
TOTAL				$231,022.00
TOTAL 2770 - Educational and Media Services				$1,591,511.00
FUNCTION: 2790 - Academic Administration				
179802 - Rtmt Supplmt,Life,Me				
FRINGE BENEFITS			$400.00	
TOTAL PERSONNEL SERVICES				$400.00
TOTAL				$400.00
TOTAL 2790 - Academic Administration				$400.00
TOTAL 14 - Academic Support				$1,977,123.00
ACTIVITY: 15 - Student Services				
FUNCTION: 2950 - Student Services Administration				
122000 - Student Services AVP Fund				
Assoc VP Enrollmt Mg	FS8995	100.00000	$124,500.00	
CRM Administrator/ D	FS9902	100.00000	$49,148.00	
OTHER PROFESSIONAL SALARIES			$5,008.00	

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ACTIVITY: 15 - Student Services , continued				
FUNCTION: 2950 - Student Services Administration , continued				
122000 - Student Services AVP Fund , continued				
College Connection C FS9914		50.00000	$21,507.20	
OTHER SALARIES AND WAGES			$82.80	
FRINGE BENEFITS			$71,467.00	
TOTAL PERSONNEL SERVICES				$271,713.00
TRAVEL				$4,000.00
SUPPLIES AND OTHER OPERATING EXPENSES				$12,687.00
TOTAL				$288,400.00
122050 - Access & Community Impact				
Director of Access a	330874	100.00000	$53,787.50	
OTHER PROFESSIONAL SALARIES			$8.50	
Coordinator- Access FS8986		100.00000	$40,877.78	
OTHER SALARIES AND WAGES			$14,350.22	
FRINGE BENEFITS			$35,101.00	
TOTAL PERSONNEL SERVICES				$144,125.00
TRAVEL				$2,980.00
SUPPLIES AND OTHER OPERATING EXPENSES				$7,420.00
TOTAL				$154,525.00
TOTAL 2950 - Student Services Administration				$442,925.00
FUNCTION: 2970 - Counseling and Career Development				
122030 - Academic Advisement				
Academic Advisor	330731	100.00000	$38,764.54	
Academic Advisor	331103	100.00000	$39,396.34	
Director Academic A	331430	100.00000	$52,674.50	
Academic Advisor	331831	100.00000	$37,278.00	
Academic Advisor	331933	100.00000	$37,278.00	
Academic Advisor	331934	100.00000	$37,278.00	
Academic Advisor	331935	100.00000	$42,317.34	
Academic Advisor	331985	100.00000	$38,764.54	
Academic Advisor	331986	100.00000	$37,278.00	
Academic Advisor	332151	100.00000	$38,772.00	

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ACTIVITY: 15 - Student Services , continued				
FUNCTION: 2970 - Counseling and Career Development, continued				
122030 - Academic Advisement , continued				
Academic Advisor	FS8983	100.00000	$46,000.00	
Academic Advisor	FS8985	100.00000	$1.00	
OTHER PROFESSIONAL SALARIES			$4.74	
FRINGE BENEFITS			$159,109.00	
TOTAL PERSONNEL SERVICES				$604,916.00
TRAVEL				$6,000.00
SUPPLIES AND OTHER OPERATING EXPENSES				$9,805.00
TOTAL				$620,721.00
122060 - Assessment / Testing				
Testing Center Coord	630075	50.00000	$18,134.28	
Testing Specialist	630284	50.00000	$13,540.80	
Testing Specialist	631095	50.00000	$15,475.20	
Testing Specialist	633432	50.00000	$7,767.36	
Testing Specialist	633435	50.00000	$11,651.03	
Testing & Assessment	FS9999	50.00000	$21,788.00	
OTHER SALARIES AND WAGES			$1,433.33	
FRINGE BENEFITS			$31,776.00	
TOTAL PERSONNEL SERVICES				$121,566.00
TRAVEL				$2,950.00
SUPPLIES AND OTHER OPERATING EXPENSES				$47,744.00
PROPERTY FURNITURE AND EQUIPMENT				$800.00
TOTAL				$173,060.00
TOTAL 2970 - Counseling and Career Development				$793,781.00
FUNCTION: 2980 - Financial Aid Administration				
121040 - Financial Aid				
Senior Director	330144	100.00000	$67,485.60	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$2.40	
Financial Aid Counse	630554	100.00000	$38,771.20	
Financial Aid Counse	632524	100.00000	$39,395.20	
Financial Aid Counse	FS9903	100.00000	$37,273.60	

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ACTIVITY: 15 - Student Services , continued				
FUNCTION: 2980 - Financial Aid Administration , continued				
121040 - Financial Aid , continued				
Financial Aid Counse	FS9964	100.00000	$39,395.20	
Financial Aid Counse	FS9969	100.00000	$39,395.20	
Financial Aid Counse	FS9989	100.00000	$38,771.20	
Financial Aid Office	FS9995	100.00000	$44,449.60	
OTHER SALARIES AND WAGES			$1,067.80	
FRINGE BENEFITS			$123,490.00	
TOTAL PERSONNEL SERVICES				$469,497.00
TRAVEL				$4,000.00
SUPPLIES AND OTHER OPERATING EXPENSES				$17,085.00
PROPERTY FURNITURE AND EQUIPMENT				$2,000.00
TOTAL				$492,582.00
123850 - Work Study				
FRINGE BENEFITS			$2,000.00	
TOTAL PERSONNEL SERVICES				$2,000.00
TOTAL				$2,000.00
TOTAL 2980 - Financial Aid Administration				$494,582.00
FUNCTION: 2985 - Student Records				
122020 - Recruitment				
Recruitment Speciali	631423	100.00000	$33,571.20	
Recruitment Speciali	631424	100.00000	$33,571.20	
Recruitment Speciali	631428	100.00000	$37,731.20	
Manager	FS9908	100.00000	$45,531.20	
OTHER SALARIES AND WAGES			$578.20	
FRINGE BENEFITS			$53,886.00	
TOTAL PERSONNEL SERVICES				$204,869.00
TRAVEL				$3,500.00
SUPPLIES AND OTHER OPERATING EXPENSES				$17,834.00
PROPERTY FURNITURE AND EQUIPMENT				$500.00
TOTAL				$226,703.00

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POSITION TITLE	POSITION NUMBER	FUNDING PERCENT	POSITION PROPOSED BUDGET AMOUNT	FY 2025-2026 PROPOSED ACCOUNT BUDGET AMOUNT
ACTIVITY: 15 - Student Services , continued				
FUNCTION: 2985 - Student Records , continued				
122040 - Admissions & Recruitment				
Director Admissions	331833	100.00000	$62,000.00	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$4.00	
Admissions Specialis	630473	100.00000	$33,571.20	
Student Services Spe	637870	100.00000	$14,882.40	
Admissions Specialis	637872	100.00000	$33,571.20	
Admissions Specialis	FS9900	100.00000	$33,571.20	
Student Services Spe	FS9901	100.00000	$30,950.40	
Admissions Specialis	FS9933	100.00000	$33,571.20	
Lead Admissions Spec	FS9985	100.00000	$38,771.20	
OTHER SALARIES AND WAGES			$20,050.20	
FRINGE BENEFITS			$102,253.00	
TOTAL PERSONNEL SERVICES				$403,196.00
TRAVEL				$6,500.00
SUPPLIES AND OTHER OPERATING EXPENSES				$38,105.00
TOTAL				$447,801.00
TOTAL 2985 - Student Records				$674,504.00
FUNCTION: 2990 - Student Admissions				
122010 - Registrar / Records				
Registrar	331294	100.00000	$70,000.00	
Assistant Registrar	632016	100.00000	$43,775.62	
OTHER PROFESSIONAL SALARIES			$4,568.38	
Registrar Specialist	631053	100.00000	$32,281.60	
Registrar Specialis	633190	100.00000	$35,256.00	
Registrar Specialist	FS8999	100.00000	$33,571.20	
OTHER SALARIES AND WAGES			$389.20	
FRINGE BENEFITS			$78,461.00	
TOTAL PERSONNEL SERVICES				$298,303.00
TRAVEL				$1,200.00
SUPPLIES AND OTHER OPERATING EXPENSES				$27,900.00
TOTAL				$327,403.00

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ACTIVITY: 15 - Student Services , continued				
FUNCTION: 2990 - Student Admissions , continued				
122015 - Veteran'S Services				
Military Student SVC FS9980		100.00000	$43,180.00	
PROJECTED SALARY SAVINGS-- OTHER SALARIES AND WAGES			$0.00	
FRINGE BENEFITS			$15,411.00	
TOTAL PERSONNEL SERVICES				$58,591.00
TRAVEL				$500.00
SUPPLIES AND OTHER OPERATING EXPENSES				$3,149.00
TOTAL				$62,240.00
TOTAL 2990 - Student Admissions				$389,643.00
FUNCTION: 3005 - Student Services Information Tech				
120800 - It-Student Services				
Chief Information Of	331073	100.00000	$73,996.46	
Director of Enterpri	330593	100.00000	$55,000.00	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$3.54	
Developer	FS9927	100.00000	$39,686.40	
Developer	FS9968	100.00000	$41,267.20	
Developer II	FS9981	100.00000	$50,523.20	
OTHER SALARIES AND WAGES			$505.20	
FRINGE BENEFITS			$93,145.00	
TOTAL PERSONNEL SERVICES				$354,127.00
TOTAL				$354,127.00
TOTAL 3005 - Student Services Information Tech				$354,127.00
TOTAL 15 - Student Services				$3,149,562.00

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ACTIVITY: 16 - Institutional Support				
FUNCTION: 3120 - Executive Management				
111000 - University Regents				
SUPPLIES AND OTHER OPERATING EXPENSES				$179,000.00
TOTAL				$179,000.00
113000 - Presidents Office				
Provost and Vice Pre	130220	18.75000	$45,000.00	
Executive Assistant	331606	100.00000	$58,633.39	
Project Coordinator	FS8996	100.00000	$55,000.00	
OTHER PROFESSIONAL SALARIES			$606.61	
Coordinator	638089	100.00000	$40,809.60	
OTHER SALARIES AND WAGES			$157.40	
FRINGE BENEFITS			$71,454.00	
TOTAL PERSONNEL SERVICES				$271,661.00
TRAVEL				$9,500.00
SUPPLIES AND OTHER OPERATING EXPENSES				$7,600.00
TOTAL				$288,761.00
113002 - Institutional Advanc				
SUPPLIES AND OTHER OPERATING EXPENSES				$141,000.00
TOTAL				$141,000.00
129802 - Rtmt Supplmt,Life,Me				
FRINGE BENEFITS			$9,000.00	
TOTAL PERSONNEL SERVICES				$9,000.00
TOTAL				$9,000.00
TOTAL 3120 - Executive Management				$617,761.00
FUNCTION: 3125 - Fiscal Operations				
116000 - Purchasing				
Director	FS8987	100.00000	$53,000.00	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$4.00	

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ACTIVITY: 16 - Institutional Support , continued				
FUNCTION: 3125 - Fiscal Operations , continued				
116000 - Purchasing , continued				
Purchasing Coordinat	633192	100.00000	$37,939.20	
Procurement Program	637709	100.00000	$32,115.20	
Purchasing-Travel As	FS9960	100.00000	$32,510.40	
OTHER SALARIES AND WAGES			$394.20	
FRINGE BENEFITS			$55,663.00	
TOTAL PERSONNEL SERVICES				$211,626.00
TRAVEL				$1,468.00
SUPPLIES AND OTHER OPERATING EXPENSES				$2,720.00
PROPERTY FURNITURE AND EQUIPMENT				$600.00
TOTAL				$216,414.00
116002 - Budget & Finance VP				
VP Budget/Finance	130087	100.00000	$148,000.00	
Campus Budget Coordi	332069	100.00000	$55,284.13	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$-4.13	
FRINGE BENEFITS			$72,551.00	
TOTAL PERSONNEL SERVICES				$275,831.00
TRAVEL				$5,000.00
SUPPLIES AND OTHER OPERATING EXPENSES				$4,942.00
PROPERTY FURNITURE AND EQUIPMENT				$500.00
TOTAL				$286,273.00
116003 - Health & Wellness				
Health and Wellness	FS9923	100.00000	$66,445.35	
OTHER PROFESSIONAL SALARIES			$10.65	
FRINGE BENEFITS			$23,718.00	
TOTAL PERSONNEL SERVICES				$90,174.00
TRAVEL				$2,500.00
SUPPLIES AND OTHER OPERATING EXPENSES				$2,700.00
PROPERTY FURNITURE AND EQUIPMENT				$300.00
TOTAL				$95,674.00

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ACTIVITY: 16 - Institutional Support , continued				
FUNCTION: 3125 - Fiscal Operations , continued				
116004 - Business Services				
Director	331056	50.00000	$25,000.00	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$2.00	
Stu Acct Specialist/	633318	100.00000	$33,571.20	
Stu Acct Spec/Collec	639015	100.00000	$1.00	
Business Services Co	FS9929	100.00000	$44,720.00	
OTHER SALARIES AND WAGES			$36,000.80	
FRINGE BENEFITS			$49,178.00	
TOTAL PERSONNEL SERVICES				$188,473.00
TRAVEL				$1,000.00
SUPPLIES AND OTHER OPERATING EXPENSES				$5,700.00
PROPERTY FURNITURE AND EQUIPMENT				$1,000.00
TOTAL				$196,173.00
119802 - Rtmt Supplmt,Life,Me				
FRINGE BENEFITS			$19,000.00	
TOTAL PERSONNEL SERVICES				$19,000.00
TOTAL				$19,000.00
TOTAL 3125 - Fiscal Operations				$813,534.00
FUNCTION: 3130 - General Administration and Logist				
116001 - Human Resources				
SR Director Human Re	330856	100.00000	$80,181.25	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$3.75	
Human Resources Spec	631781	100.00000	$36,420.80	
Human Resources Coor	633438	100.00000	$50,044.80	
Human Resources Spec	637749	100.00000	$33,571.20	
Human Resources Spec	FS9998	100.00000	$33,571.20	
OTHER SALARIES AND WAGES			$591.00	
FRINGE BENEFITS			$83,652.00	
TOTAL PERSONNEL SERVICES				$318,036.00
TRAVEL				$1,000.00

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ACTIVITY: 16 - Institutional Support , continued				
FUNCTION: 3130 - General Administration and Logist, continued				
116001 - Human Resources , continued				
SUPPLIES AND OTHER OPERATING EXPENSES				$115,102.00
TOTAL				$434,138.00
116020 - Stillwater Admin Chg				
SUPPLIES AND OTHER OPERATING EXPENSES				$848,124.00
TOTAL				$848,124.00
129900 - Budget Control - Student Srvs				
OTHER SALARIES AND WAGES			$100,000.00	
FRINGE BENEFITS			$35,690.00	
TOTAL PERSONNEL SERVICES				$135,690.00
TOTAL				$135,690.00
TOTAL 3130 - General Administration and Logist				$1,417,952.00
FUNCTION: 3135 - Public Relations/Development				
113003 - Marketing / Communic				
Associate Vice Presi	331425	100.00000	$110,000.00	
Web Communication Ma	331468	100.00000	$61,051.82	
Director	331835	100.00000	$55,371.13	
Creative Services Ma	FS9916	100.00000	$45,534.07	
Video & Digital Cont	FS9925	100.00000	$49,147.90	
OTHER PROFESSIONAL SALARIES			$27.08	
FRINGE BENEFITS			$114,612.00	
TOTAL PERSONNEL SERVICES				$435,744.00
TRAVEL				$5,130.00
SUPPLIES AND OTHER OPERATING EXPENSES				$355,743.00
PROPERTY FURNITURE AND EQUIPMENT				$8,500.00
TOTAL				$805,117.00
TOTAL 3135 - Public Relations/Development				$805,117.00

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INSTITUTION NUMBER: 6 INSTITUTION NAME: OSU - Oklahoma City PRESIDENT: DR. JIM HESS

POSITION TITLE	POSITION NUMBER	FUNDING PERCENT	POSITION PROPOSED BUDGET AMOUNT	FY 2025-2026 PROPOSED ACCOUNT BUDGET AMOUNT
ACTIVITY: 16 - Institutional Support , continued				
FUNCTION: 3140 - Institutional Support Information				
110800 - Operations VP				
OTHER PROFESSIONAL SALARIES			$15,000.00	
FRINGE BENEFITS			$5,354.00	
TOTAL PERSONNEL SERVICES				$20,354.00
TOTAL				$20,354.00
TOTAL 3140 - Institutional Support Information				$20,354.00
TOTAL 16 - Institutional Support				$3,674,718.00
ACTIVITY: 17 - Operation & Maint of Plant				
FUNCTION: 3220 - Physical Plant Administration				
181000 - Physical Plant Admin				
SUPPLIES AND OTHER OPERATING EXPENSES				$43,329.00
TOTAL				$43,329.00
189802 - Rtmt Supplmt,Life,Me				
FRINGE BENEFITS			$200.00	
TOTAL PERSONNEL SERVICES				$200.00
TOTAL				$200.00
TOTAL 3220 - Physical Plant Administration				$43,529.00
FUNCTION: 3230 - Building Maintenance				
181100 - Bldg Maint/Construct				
Sr Director Facility	331726	100.00000	$77,119.58	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$4.42	
Bldg Specialist-Main	631435	100.00000	$32,510.40	
Maintenance Tech I	631773	100.00000	$30,222.40	
MEP Trades Superviso	633183	100.00000	$49,150.40	
Maintenance Technici	634990	100.00000	$30,950.40	

OKLAHOMA STATE REGENTS FOR HIGHER EDUCATION
EDUCATIONAL AND GENERAL BUDGET PART I
FISCAL YEAR 2025-2026
SCHEDULE E
EXPENDITURES BY ACTIVITY/FUNCTION, DEPARTMENT, POSITION AND OBJECT

INSTITUTION NUMBER: 6 INSTITUTION NAME: OSU - Oklahoma City PRESIDENT: DR. JIM HESS

POSITION TITLE	POSITION NUMBER	FUNDING PERCENT	POSITION PROPOSED BUDGET AMOUNT	FY 2025-2026 PROPOSED ACCOUNT BUDGET AMOUNT
ACTIVITY: 17 - Operation & Maint of Plant , continued				
FUNCTION: 3230 - Building Maintenance , continued				
181100 - Bldg Maint/Construct , continued				
Bldg Specialist-Main 639423		100.00000	$33,571.20	
OTHER SALARIES AND WAGES			$678.20	
FRINGE BENEFITS			$91,082.00	
TOTAL PERSONNEL SERVICES				$345,289.00
TRAVEL				$500.00
SUPPLIES AND OTHER OPERATING EXPENSES				$5,000.00
PROPERTY FURNITURE AND EQUIPMENT				$1,865.00
TOTAL				$352,654.00
TOTAL 3230 - Building Maintenance				$352,654.00
FUNCTION: 3240 - Custodial Services				
181200 - Operations, VP of				
VP Operations\Dir Wo 120228		100.00000	$165,927.80	
OTHER PROFESSIONAL SALARIES			$8.20	
Operations Admin Spe FS9911		100.00000	$29,764.80	
OTHER SALARIES AND WAGES			$114.20	
FRINGE BENEFITS			$69,886.00	
TOTAL PERSONNEL SERVICES				$265,701.00
TRAVEL				$5,500.00
SUPPLIES AND OTHER OPERATING EXPENSES				$6,500.00
TOTAL				$277,701.00
181700 - Motor Pool				
TRAVEL				$750.00
SUPPLIES AND OTHER OPERATING EXPENSES				$67,608.00
PROPERTY FURNITURE AND EQUIPMENT				$2,750.00
TOTAL				$71,108.00
TOTAL 3240 - Custodial Services				$348,809.00

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INSTITUTION NUMBER: 6 INSTITUTION NAME: OSU - Oklahoma City PRESIDENT: DR. JIM HESS

POSITION TITLE	POSITION NUMBER	FUNDING PERCENT	POSITION PROPOSED BUDGET AMOUNT	FY 2025-2026 PROPOSED ACCOUNT BUDGET AMOUNT
ACTIVITY: 17 - Operation & Maint of Plant , continued				
FUNCTION: 3250 - Utilities				
181600 - Utilities				
UTILITIES				$900,000.00
SUPPLIES AND OTHER OPERATING EXPENSES				$141,000.00
TOTAL				$1,041,000.00
TOTAL 3250 - Utilities				$1,041,000.00
FUNCTION: 3260 - Landscape and Ground Maintenance				
181300 - Grounds Maintenance				
Grounds Technician	630517	100.00000	$30,950.40	
Grounds Manager	FS9994	100.00000	$49,556.51	
OTHER SALARIES AND WAGES			$319.09	
FRINGE BENEFITS			$28,847.00	
TOTAL PERSONNEL SERVICES				$109,673.00
TRAVEL				$452.00
SUPPLIES AND OTHER OPERATING EXPENSES				$158,000.00
TOTAL				$268,125.00
TOTAL 3260 - Landscape and Ground Maintenance				$268,125.00
FUNCTION: 3275 - Safety and Security				
181350 - Emergency Management				
SUPPLIES AND OTHER OPERATING EXPENSES				$5,650.00
TOTAL				$5,650.00
181400 - Office Safety/Securi				
Director Safety & Se	331822	100.00000	$52,574.50	
OTHER PROFESSIONAL SALARIES			$9.50	
Security Officer	631771	100.00000	$32,510.00	
Administrative Assis	632522	100.00000	$30,950.40	
Security Officer	637972	100.00000	$39,078.00	
Security Officer	637987	100.00000	$33,030.40	
Security Officer	638065	100.00000	$33,030.40	

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INSTITUTION NUMBER: 6 INSTITUTION NAME: OSU - Oklahoma City PRESIDENT: DR. JIM HESS

POSITION TITLE	POSITION NUMBER	FUNDING PERCENT	POSITION PROPOSED BUDGET AMOUNT	FY 2025-2026 PROPOSED ACCOUNT BUDGET AMOUNT
ACTIVITY: 17 - Operation & Maint of Plant , continued				
FUNCTION: 3275 - Safety and Security , continued				
181400 - Office Safety/Securi , continued				
Safety Coordinator/	FS9950	100.00000	$33,571.20	
Security Officer	FS9952	100.00000	$34,195.20	
Safety & Security Ma	FS9957	100.00000	$44,449.60	
Security Officer	FS9982	100.00000	$33,550.40	
OTHER SALARIES AND WAGES			$59,050.40	
FRINGE BENEFITS			$139,693.00	
TOTAL PERSONNEL SERVICES				$565,693.00
TRAVEL				$1,500.00
SUPPLIES AND OTHER OPERATING EXPENSES				$24,600.00
PROPERTY FURNITURE AND EQUIPMENT				$5,000.00
TOTAL				$596,793.00
TOTAL 3275 - Safety and Security				$602,443.00
TOTAL 17 - Operation & Maint of Plant				$2,656,560.00
ACTIVITY: 18 - Scholarship and Fellowship				
FUNCTION: 3410 - Scholarships				
129001 - Scholarships-Bright				
SCHOLARSHIPS AND OTHER ASSISTANCE				$5,000.00
TOTAL				$5,000.00
129002 - Scholarships-Faculty				
SCHOLARSHIPS AND OTHER ASSISTANCE				$10,000.00
TOTAL				$10,000.00
129003 - Student Competitions				
SCHOLARSHIPS AND OTHER ASSISTANCE				$5,000.00
TOTAL				$5,000.00

OKLAHOMA STATE REGENTS FOR HIGHER EDUCATION
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INSTITUTION NUMBER: 6 INSTITUTION NAME: OSU - Oklahoma City PRESIDENT: DR. JIM HESS

POSITION TITLE	POSITION NUMBER	FUNDING PERCENT	POSITION PROPOSED BUDGET AMOUNT	FY 2025-2026 PROPOSED ACCOUNT BUDGET AMOUNT
ACTIVITY: 18 - Scholarship and Fellowship , continued				
FUNCTION: 3410 - Scholarships , continued				
129004 - Scholarships-Pres Le				
SCHOLARSHIPS AND OTHER ASSISTANCE				$25,000.00
TOTAL				$25,000.00
129006 - Recruitment/Persiste				
SCHOLARSHIPS AND OTHER ASSISTANCE				$35,000.00
TOTAL				$35,000.00
TOTAL 3410 - Scholarships				$80,000.00
FUNCTION: 3420 - Resident Tuition Waivers				
102910 - Fee Waivers				
RESIDENT TUITION WAIVERS				$1,570,896.00
TOTAL				$1,570,896.00
TOTAL 3420 - Resident Tuition Waivers				$1,570,896.00
TOTAL 18 - Scholarship and Fellowship				$1,650,896.00
TOTAL PRIMARY BUDGET EXPENDITURES				$30,387,014.00

OKLAHOMA STATE REGENTS FOR HIGHER EDUCATION
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INSTITUTION NUMBER: 7 INSTITUTION NAME: Center for Health Sciences PRESIDENT: DR. JIM HESS

POSITION TITLE	POSITION NUMBER	FUNDING PERCENT	POSITION PROPOSED BUDGET AMOUNT	FY 2025-2026 PROPOSED ACCOUNT BUDGET AMOUNT
ACTIVITY: 11 - Instruction				
FUNCTION: 2370 - General Academic Instruction				
130190 - Deans GME Funding-Restricted				
PROF	120180	95.00000	$194,413.58	
PROF/CHAIR	210025	68.34000	$226,912.47	
DIO/PROF	210106	52.89000	$170,671.79	
ASO PROF	210223	50.00000	$103,000.00	
ASO DEAN/PROF	210476	85.00000	$326,654.46	
CLINICAL PROF/CHAIR	210589	50.00000	$225,605.73	
CLINICAL PROF	210593	48.54000	$120,550.30	
CLINICAL AST PROF	210598	48.54000	$97,245.31	
CHAIR/CLINICAL PROF	210599	72.82000	$189,324.54	
PROF/VICE CHAIR	210602	82.00000	$313,114.70	
CHAIR/PROF/DIR	210603	72.82000	$216,373.89	
CHAIR/CLINICAL PROF	210723	30.00000	$146,400.00	
CLINICAL PROF	210724	9.00000	$39,996.00	
PROF/DIRECTOR	210725	8.95000	$33,058.61	
CLINICAL PROF	210740	33.00000	$156,552.00	
CLINICAL ASO PROF	210742	48.54000	$109,328.25	
CLINICAL AST PROF/VC	210747	64.00000	$128,494.36	
CLINICAL PROF	210748	48.54000	$175,861.13	
CLINICAL PROF	210750	48.54000	$119,814.95	
PROF	210753	87.13000	$246,609.36	
CLINICA PROF/EXEC DI	210754	80.00000	$233,254.07	
CLINICAL PROF	210757	48.54000	$118,503.83	
PROF	210758	62.50000	$157,883.27	
PROF	210906	48.54000	$115,544.76	
CLINICAL AST PROF	210908	50.00000	$164,324.29	
CLINICAL PROF	210909	48.54000	$117,787.02	
CLINICAL PROF	210912	70.00000	$267,536.69	
CLINICAL AST PROF	210913	50.00000	$153,500.00	
CLINICAL AST PROF	210914	48.54000	$94,955.13	
CLINICAL AST PROF	210915	48.54000	$94,955.13	
CLINICAL ASO PROF	210922	48.54000	$106,966.37	
PROF	210924	100.00000	$307,491.57	
CLINICAL ASO PROF/VC	210925	48.54000	$109,468.39	
CLINICAL ASO PROF	211058	50.00000	$330,074.96	
CLINICAL ASO PROF	211061	70.00000	$174,868.65	
CLINICAL ASO PROF	211065	32.00000	$139,212.80	
CLINICAL ASO PROF	211066	16.00000	$72,806.40	
CLINICAL ASO PROF	211067	20.00000	$88,704.00	

OKLAHOMA STATE REGENTS FOR HIGHER EDUCATION
EDUCATIONAL AND GENERAL BUDGET PART I
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EXPENDITURES BY ACTIVITY/FUNCTION, DEPARTMENT, POSITION AND OBJECT

INSTITUTION NUMBER: 7 INSTITUTION NAME: Center for Health Sciences PRESIDENT: DR. JIM HESS

POSITION TITLE	POSITION NUMBER	FUNDING PERCENT	POSITION PROPOSED BUDGET AMOUNT	FY 2025-2026 PROPOSED ACCOUNT BUDGET AMOUNT
ACTIVITY: 11 - Instruction , continued				
FUNCTION: 2370 - General Academic Instruction , continued				
130190 - Deans GME Funding-Restricted , continued				
CLINICAL AST PROF	211069	48.54000	$97,064.97	
CLINICAL ASO PROF	211157	80.00000	$171,989.71	
CLINICAL ASO PROF	211158	9.71000	$25,750.18	
CLINICAL PROF/DIR	211162	97.09000	$216,168.10	
CLINICAL ASO PROF	211164	97.09000	$392,097.60	
CLINICAL ASO PROF	211165	47.00000	$70,500.00	
CLINICAL ASO PROF	211166	92.00000	$158,267.82	
CLINICAL PROF	211170	25.00000	$105,682.61	
CLINICAL ASO PROF	211210	70.00000	$243,437.08	
CLINICAL ASO PROF	211211	100.00000	$136,638.62	
CLINICAL ASO PROF	211212	29.00000	$134,328.00	
CLINICAL ASO PROF	211213	29.00000	$117,624.00	
CLINICAL ASO PROF	211216	100.00000	$259,705.54	
CHAIR/CLINICAL ASO P	211220	49.59000	$117,230.23	
CLINICAL AST PROF	211244	80.00000	$171,077.34	
CLINICAL ASO PROF	211249	33.00000	$118,404.00	
CLINICAL ASO PROF/VC	211251	48.55000	$117,772.12	
CLINICAL PROF	221163	60.00000	$96,332.43	
Assistant Professor	GF1759	100.00000	$110,200.00	
CLINICAL AST PROF	GF1760	100.00000	$188,490.00	
CLINICAL AST PROF	GF1768	54.00000	$105,635.59	
CLINICAL AST PROF	GF9783	100.00000	$288,000.00	
CLINICAL AST PROF	GF9805	4.82000	$11,568.00	
CLINICAL AST PROF	GF9806	90.00000	$176,059.55	
CLINICAL AST PROF	GF9807	100.00000	$194,000.00	
CLINICAL AST PROF	GF9818	80.00000	$156,497.38	
CLINICAL AST PROF	GF9827	100.00000	$208,997.30	
CLINICAL AST PROF	GF9830	100.00000	$223,510.00	
CLINICAL AST PROF	GF9831	5.00000	$16,379.00	
CLINICAL ASO PROF	GF9837	100.00000	$263,710.90	
CLINICAL AST PROF	GF9841	50.30000	$109,263.27	
CLINICAL AST PROF	GF9847	10.00000	$29,705.20	
CLINCAL AST PROF	GF9848	50.00000	$97,811.22	
CLINICAL ASO PROF	GF9859	87.00000	$153,733.25	
CLINICAL AST PROF/SE	GF9860	29.75000	$121,318.72	
CLINICAL AST PROF	GF9867	50.00000	$166,289.00	
CLINICAL AST PROF	GF9874	100.00000	$189,924.00	
CLINICAL AST PROF	GF9877	50.00000	$109,737.11	

OKLAHOMA STATE REGENTS FOR HIGHER EDUCATION
EDUCATIONAL AND GENERAL BUDGET PART I
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SCHEDULE E
EXPENDITURES BY ACTIVITY/FUNCTION, DEPARTMENT, POSITION AND OBJECT

INSTITUTION NUMBER: 7 INSTITUTION NAME: Center for Health Sciences PRESIDENT: DR. JIM HESS

POSITION TITLE	POSITION NUMBER	FUNDING PERCENT	POSITION PROPOSED BUDGET AMOUNT	FY 2025-2026 PROPOSED ACCOUNT BUDGET AMOUNT
ACTIVITY: 11 - Instruction , continued				
FUNCTION: 2370 - General Academic Instruction , continued				
130190 - Deans GME Funding-Restricted , continued				
CLINICAL AST PROF	GF9879	51.48000	$100,706.43	
CLINICAL AST PROF	GF9890	48.54000	$94,955.13	
CLINICAL AST PROF	GF9891	48.54000	$94,955.13	
CLINICAL AST PROF	GF9892	48.54000	$94,955.13	
CLINICAL AST PROF	GF9903	48.54000	$159,526.02	
CLINICAL ASO PROF	GF9910	48.54000	$106,969.85	
CLINICAL AST PROF	GF9917	12.00000	$55,104.00	
CLINICAL ASO PROF	GF9922	100.00000	$125,044.03	
CLINICAL PROF	GF9923	100.00000	$136,590.88	
AST PROF	GF9925	100.00000	$110,365.43	
ASO PROF	GF9926	100.00000	$123,352.70	
CLINICAL AST PROF	GF9927	100.00000	$110,200.00	
AST PROF	GF9928	50.00000	$57,963.71	
AST PROF	GF9929	100.00000	$115,927.41	
CLINICAL AST PROF	GF9930	80.00000	$171,077.34	
PROF	GF9932	80.00000	$232,602.09	
CLINICAL AST PROF	GF9935	50.30000	$109,263.17	
CLINICAL AST PROF	GF9936	20.00000	$34,388.20	
CHAIR/CLIN ASO PROF	GF9938	80.00000	$235,664.00	
CLINICAL PROF/ASO DE	GF9942	90.00000	$333,720.00	
CLINICAL AST PROF	GF9944	20.00000	$80,640.00	
PROF/DIR CIRCA	GF9945	58.00000	$135,833.60	
CLINICAL ASO PROF	GF9954	100.00000	$249,817.55	
CLINICAL AST PROF	GF9964	24.79000	$31,836.67	
CLINICAL ASO PROF	GF9966	21.00000	$104,046.60	
CLINICAL ASO PROF	GF9967	5.00000	$13,391.21	
CLINICAL ASO PROF/CH	GF9969	0.25000	$965.63	
CLINICAL ASO PROF/CH	GF9988	48.54000	$180,651.66	
CLINICAL ASO PROF	GF9990	47.09000	$68,794.28	
CLINICAL ASO PROF	GF9992	65.36000	$350,978.00	
CLINICAL PROF/SR ASO	GF9993	100.00000	$229,603.80	
CLINICAL PROF	GF9997	38.83000	$143,415.39	
ACAD AST II	GS9703	100.00000	$40,289.60	
MANAGER - ANATOMY LA	GS9736	100.00000	$46,145.86	
OTHER TEACHING SALARIES			$572,050.90	
DEAN/CLIN PROF	210606	25.00000	$121,950.01	
PROF/DIRECTOR	210725	90.41000	$333,947.37	
CLINICAL ASO PROF	210918	48.54000	$109,328.48	

OKLAHOMA STATE REGENTS FOR HIGHER EDUCATION
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INSTITUTION NUMBER: 7 INSTITUTION NAME: Center for Health Sciences PRESIDENT: DR. JIM HESS

POSITION TITLE	POSITION NUMBER	FUNDING PERCENT	POSITION PROPOSED BUDGET AMOUNT	FY 2025-2026 PROPOSED ACCOUNT BUDGET AMOUNT
ACTIVITY: 11 - Instruction , continued				
FUNCTION: 2370 - General Academic Instruction , continued				
130190 - Deans GME Funding-Restricted , continued				
CLINICAL PROF	211062	15.00000	$68,820.00	
CLINICAL AST PROF	GF9824	10.00000	$30,553.92	
CLINICAL AST PROF	GF9904	50.00000	$46,708.62	
CLINICAL AST PROF	GF9905	2.70000	$3,302.68	
CLINICAL AST PROF/DI	GF9907	16.50000	$19,341.85	
CLINICAL AST PROF	GF9918	28.00000	$132,294.40	
CLINICAL AST PROF	GF9931	72.50000	$155,038.84	
DEAN CN/ASO DN/CLIN	GF9989	80.00000	$350,080.19	
AST DIO/EXEC DIR	331720	90.00000	$126,472.22	
MANAGER	120210	7.50000	$8,352.09	
PROGRAM ADMIN	534039	30.00000	$24,177.28	
SPEC - SIMULATION II	534617	100.00000	$69,605.56	
TECH- SIMULATION	GS9137	100.00000	$35,443.20	
LIBRARIAN I	GS9276	100.00000	$51,350.00	
SPEC-SIMULATION I	GS9338	100.00000	$49,862.30	
CAREER COUN III	GS9357	100.00000	$50,127.53	
ACAD COUN III	GS9358	82.00000	$49,972.87	
PROJECT MGR	GS9379	100.00000	$61,192.71	
ASO DIRECTOR	GS9428	100.00000	$111,085.50	
AST DIRECTOR	GS9430	100.00000	$65,563.62	
Aso Dean	GS9536	4.38000	$15,554.97	
REGIONAL ADMIN II	GS9625	42.00000	$25,090.80	
SPEC - SIMULATION II	GS9628	100.00000	$54,590.00	
ACAD COUN III	GS9696	82.00000	$46,453.00	
STUD PERS COUNSELOR	GS9697	95.00000	$68,592.57	
PROJECTS DIRECTOR	GS9700	61.00000	$51,492.03	
SPEC - LEAD SIMULATI	GS9702	100.00000	$65,209.57	
CAREER DEVT SPEC IV	GS9710	100.00000	$57,241.04	
MANAGER	GS9714	5.00000	$3,692.51	
REGIONAL ADMIN IV	GS9715	5.00000	$3,130.86	
REGIONAL ADMIN IV	GS9718	25.00000	$16,696.72	
REGIONAL ADMIN II	GS9719	5.00000	$2,834.46	
INSTRUCTIONAL DESIGN	GS9735	100.00000	$64,324.43	
MANAGER - SIMULATION	GS9761	80.00000	$60,242.46	
MANAGER - IT	GS9781	50.00000	$40,130.67	
AST DIRECTOR	GS9829	90.00000	$80,815.31	
DIRECTOR	GS9847	100.00000	$92,795.54	
QUAL MGR CLIN LEARN	GS9890	100.00000	$73,158.08	

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INSTITUTION NUMBER: 7 INSTITUTION NAME: Center for Health Sciences PRESIDENT: DR. JIM HESS

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ACTIVITY: 11 - Instruction , continued				
FUNCTION: 2370 - General Academic Instruction , continued				
130190 - Deans GME Funding-Restricted , continued				
ACAD COUN III & COOR	GS9944	82.00000	$49,972.87	
OTHER PROFESSIONAL SALARIES			$390,376.87	
PROGRAM ADMIN	632229	50.00000	$32,514.80	
PROGRAM COORD II	633026	100.00000	$54,781.17	
ACAD AST II	633255	100.00000	$35,360.00	
ANALYST - TELEHEALTH	633416	49.25000	$24,022.18	
SUPP SPEC II - TELEH	633593	19.00000	$7,903.34	
SUPERVISOR-RESID COO	633596	100.00000	$56,687.90	
COORD - SIMULATION P	633601	100.00000	$43,950.40	
PROGRAM COORD III	633684	100.00000	$45,094.40	
RES PROG COORD	633844	100.00000	$52,574.50	
RESIDENCY PROG COORD	GS9131	100.00000	$46,800.00	
RESIDENCY PROG COORD	GS9152	95.00000	$48,194.64	
COORD - RESIDENCY PR	GS9352	100.00000	$51,331.90	
COORD - RURAL TRACK	GS9353	92.50000	$48,631.41	
ACAD AST II	GS9406	100.00000	$37,190.40	
SR AV TECH	GS9431	30.00000	$16,993.52	
PROGRAM COORD III	GS9494	100.00000	$53,560.00	
RES PROG COORD II	GS9538	100.00000	$53,624.27	
COORD - STUDENT LIFE	GS9574	100.00000	$47,598.48	
LEAD PROG COORD AV S	GS9580	100.00000	$52,020.80	
ACAD AST II	GS9600	100.00000	$40,214.14	
BOOKSTORE ASSOCIATE	GS9645	100.00000	$40,705.60	
HELPDESK REP	GS9647	100.00000	$37,963.21	
SECURITY OFFICER - U	GS9669	100.00000	$42,140.80	
SECURITY OFFICER - U	GS9670	100.00000	$39,062.40	
COORD - BURSAR	GS9681	100.00000	$45,069.79	
ADMIN AST II	GS9683	100.00000	$40,257.31	
ACAD AST III	GS9684	100.00000	$42,162.43	
SUPP SPEC I	GS9685	100.00000	$41,984.08	
SUPP SPEC II	GS9727	100.00000	$47,892.37	
ACAD AST II	GS9760	100.00000	$39,398.74	
ACAD AST III	GS9778	100.00000	$41,350.40	
EXEC AST III	GS9846	50.00000	$24,069.86	
ACAD AST IV	GS9865	50.00000	$21,515.69	
ACAD AST IV	GS9896	100.00000	$56,620.84	
RESEARCH AST	GS9906	65.00000	$26,528.27	
EXEC AST I	GS9955	100.00000	$49,344.32	

OKLAHOMA STATE REGENTS FOR HIGHER EDUCATION
EDUCATIONAL AND GENERAL BUDGET PART I
FISCAL YEAR 2025-2026
SCHEDULE E
EXPENDITURES BY ACTIVITY/FUNCTION, DEPARTMENT, POSITION AND OBJECT

INSTITUTION NUMBER: 7 INSTITUTION NAME: Center for Health Sciences PRESIDENT: DR. JIM HESS

POSITION TITLE	POSITION NUMBER	FUNDING PERCENT	POSITION PROPOSED BUDGET AMOUNT	FY 2025-2026 PROPOSED ACCOUNT BUDGET AMOUNT
ACTIVITY: 11 - Instruction , continued				
FUNCTION: 2370 - General Academic Instruction , continued				
130190 - Deans GME Funding-Restricted , continued				
RESIDENCY PROG COORD GS9995		100.00000	$53,624.27	
RESIDENCY PROG COORD GS9996		100.00000	$61,144.10	
RESIDENCY PROG COORD GS9997		100.00000	$57,330.62	
RESIDENCY PROG COORD GS9998		100.00000	$52,574.50	
OTHER SALARIES AND WAGES			$496,810.15	
FRINGE BENEFITS			$5,209,285.00	
TOTAL PERSONNEL SERVICES				$27,463,359.00
SUPPLIES AND OTHER OPERATING EXPENSES				$302,862.00
TOTAL				$27,766,221.00
130191 - VA Hospital - OSUMA - Restricted				
CLINICAL AST PROF	211245	49.00000	$132,774.46	
CLINICAL AST PROF	GF9844	75.00000	$430,460.18	
CLINICAL AST PROF	GF9862	24.00000	$78,875.59	
CLINICAL AST PROF	GF9867	50.00000	$166,289.00	
CLINICAL AST PROF	GF9877	50.00000	$109,737.11	
PROJECTED SALARY SAVINGS-- OTHER TEACHING SALARIES			$-0.34	
CLINICAL AST PROF	GF9792	50.00000	$312,500.00	
CLINICAL ASO PROF	GF9850	80.00000	$329,566.46	
OTHER PROFESSIONAL SALARIES			$62,500.54	
FRINGE BENEFITS			$285,307.00	
TOTAL PERSONNEL SERVICES				$1,908,010.00
SUPPLIES AND OTHER OPERATING EXPENSES				$529,402.00
TOTAL				$2,437,412.00
131000 - Chair Integris Bapt				
OTHER SALARIES AND WAGES			$3,551.00	
FRINGE BENEFITS			$355.00	
TOTAL PERSONNEL SERVICES				$3,906.00
SUPPLIES AND OTHER OPERATING EXPENSES				$91,094.00
TOTAL				$95,000.00

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EDUCATIONAL AND GENERAL BUDGET PART I
FISCAL YEAR 2025-2026
SCHEDULE E
EXPENDITURES BY ACTIVITY/FUNCTION, DEPARTMENT, POSITION AND OBJECT

INSTITUTION NUMBER: 7 INSTITUTION NAME: Center for Health Sciences PRESIDENT: DR. JIM HESS

POSITION TITLE	POSITION NUMBER	FUNDING PERCENT	POSITION PROPOSED BUDGET AMOUNT	FY 2025-2026 PROPOSED ACCOUNT BUDGET AMOUNT
ACTIVITY: 11 - Instruction , continued				
FUNCTION: 2370 - General Academic Instruction , continued				
13110O - Kaiser Chair Pediatr				
CLINICAL PROF	210593	25.00000	$62,088.13	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$-0.13	
OTHER SALARIES AND WAGES			$1,184.00	
FRINGE BENEFITS			$13,778.00	
TOTAL PERSONNEL SERVICES				$77,050.00
SUPPLIES AND OTHER OPERATING EXPENSES				$377,950.00
TOTAL				$455,000.00
13111O - John Garey Chair				
SUPPLIES AND OTHER OPERATING EXPENSES				$217,000.00
TOTAL				$217,000.00
132000 - Snb Professor In Hca				
OTHER TEACHING SALARIES			$26,082.00	
FRINGE BENEFITS			$5,738.00	
TOTAL PERSONNEL SERVICES				$31,820.00
SUPPLIES AND OTHER OPERATING EXPENSES				$30,180.00
TOTAL				$62,000.00
132062 - Access & Community Impact				
AST DEAN	535087	100.00000	$145,632.61	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.39	
COORD - ACCESS & COM GS9633		100.00000	$45,364.80	
PROJECTED SALARY SAVINGS-- OTHER SALARIES AND WAGES			$0.20	
FRINGE BENEFITS			$61,119.00	
TOTAL PERSONNEL SERVICES				$252,117.00
TRAVEL				$5,000.00
SUPPLIES AND OTHER OPERATING EXPENSES				$21,500.00
TOTAL				$278,617.00

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INSTITUTION NUMBER: 7 INSTITUTION NAME: Center for Health Sciences PRESIDENT: DR. JIM HESS

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ACTIVITY: 11 - Instruction , continued				
FUNCTION: 2370 - General Academic Instruction , continued				
132102 - CS Finding Hope				
CLINICAL ASO PROF/CH	GF9969	2.42000	$9,347.25	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.75	
FRINGE BENEFITS			$77.00	
TOTAL PERSONNEL SERVICES				$9,425.00
TOTAL				$9,425.00
132107 - Nursing Education				
DIRECTOR - CLINICAL	GS9790	11.50000	$15,398.50	
OTHER PROFESSIONAL SALARIES			$669.50	
FRINGE BENEFITS			$5,142.00	
TOTAL PERSONNEL SERVICES				$21,210.00
SUPPLIES AND OTHER OPERATING EXPENSES				$225,000.00
TOTAL				$246,210.00
132111 - Office Of Gme				
TRAVEL				$21,500.00
SUPPLIES AND OTHER OPERATING EXPENSES				$1,152,000.00
PROPERTY FURNITURE AND EQUIPMENT				$32,000.00
TOTAL				$1,205,500.00
132112 - Int Educational Exp				
TRAVEL				$85,000.00
SUPPLIES AND OTHER OPERATING EXPENSES				$24,000.00
TOTAL				$109,000.00
132114 - CS Med Ed Train Prgm				
REGIONAL ADMIN II	GS9705	25.00000	$14,420.00	
REGIONAL ADMIN II	GS9708	25.00000	$14,000.00	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.00	
PROJECTED SALARY SAVINGS-- FRINGE BENEFITS			$1.00	
TOTAL PERSONNEL SERVICES				$28,421.00
TOTAL				$28,421.00

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INSTITUTION NUMBER: 7 INSTITUTION NAME: Center for Health Sciences PRESIDENT: DR. JIM HESS

POSITION TITLE	POSITION NUMBER	FUNDING PERCENT	POSITION PROPOSED BUDGET AMOUNT	FY 2025-2026 PROPOSED ACCOUNT BUDGET AMOUNT
ACTIVITY: 11 - Instruction , continued				
FUNCTION: 2370 - General Academic Instruction , continued				
132115 - CS SDAR Hartwell				
CLINICAL AST PROF	GF9829	21.85000	$25,498.73	
PROJECTED SALARY SAVINGS-- OTHER TEACHING SALARIES			$0.27	
PROJECTED SALARY SAVINGS-- FRINGE BENEFITS			$1.00	
TOTAL PERSONNEL SERVICES				$25,500.00
TOTAL				$25,500.00
132116 - CS MSEP				
MANAGER	GS9714	25.00000	$18,462.55	
REGIONAL ADMIN IV	GS9715	25.00000	$15,654.30	
REGIONAL ADMIN IV	GS9718	25.00000	$16,696.73	
REGIONAL ADMIN II	GS9719	25.00000	$14,172.28	
OTHER PROFESSIONAL SALARIES			$13,132.14	
FRINGE BENEFITS			$24,998.00	
TOTAL PERSONNEL SERVICES				$103,116.00
TOTAL				$103,116.00
132117 - CS NACA Personnel				
AST PROF	GF9934	15.00000	$17,389.11	
RSRCH SCIENTIST I	533704	13.59000	$10,484.46	
OTHER PROFESSIONAL SALARIES			$316.43	
OTHER SALARIES AND WAGES			$1,765.00	
FRINGE BENEFITS			$7,458.00	
TOTAL PERSONNEL SERVICES				$37,413.00
TOTAL				$37,413.00
132121 - Physician Assistant Program				
CLINICAL AST PROF	211244	20.00000	$42,769.33	
CLINICAL AST PROF	GF9821	10.00000	$13,128.38	
CLINICAL AST PROF	GF9853	100.00000	$123,805.97	
CLINICAL AST PROF	GF9900	100.00000	$123,805.97	
CLINICAL AST PROF	GF9901	100.00000	$125,865.97	
CLINICAL AST PROF/DI	GF9902	100.00000	$123,805.97	

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INSTITUTION NUMBER: 7 INSTITUTION NAME: Center for Health Sciences PRESIDENT: DR. JIM HESS

POSITION TITLE	POSITION NUMBER	FUNDING PERCENT	POSITION PROPOSED BUDGET AMOUNT	FY 2025-2026 PROPOSED ACCOUNT BUDGET AMOUNT
ACTIVITY: 11 - Instruction , continued				
FUNCTION: 2370 - General Academic Instruction , continued				
132121 - Physician Assistant Program , continued				
CLINICAL AST PROF/DI	GF9958	100.00000	$159,198.08	
PROJECTED SALARY SAVINGS-- OTHER TEACHING SALARIES			$0.33	
ACAD AST III	GS9318	100.00000	$39,312.00	
ACAD AST III	GS9492	100.00000	$40,319.97	
COORD - CLINICAL III	GS9692	100.00000	$44,576.70	
OTHER SALARIES AND WAGES			$3,120.33	
FRINGE BENEFITS			$196,782.00	
TOTAL PERSONNEL SERVICES				$1,036,491.00
TRAVEL				$10,000.00
SUPPLIES AND OTHER OPERATING EXPENSES				$125,500.00
PROPERTY FURNITURE AND EQUIPMENT				$2,500.00
TOTAL				$1,174,491.00
132156 - CN Additional Site				
TRAVEL				$120,000.00
SUPPLIES AND OTHER OPERATING EXPENSES				$513,000.00
PROPERTY FURNITURE AND EQUIPMENT				$700,000.00
LIBRARY BOOKS AND PERIODICALS				$5,000.00
TOTAL				$1,338,000.00
132160 - CS Fed AHEC				
CHAIR/CLINICAL PROF	211215	10.00000	$18,884.02	
CLINICAL ASO PROF/AS	332111	10.00000	$22,866.00	
COORD -RURAL RSRCH &	535094	50.00000	$38,549.05	
AST DIRECTOR	GS9359	65.00000	$44,054.27	
AST DIR	GS9646	4.00000	$3,069.40	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.26	
COORD - OUTREACH II	GS9723	4.00000	$1,901.59	
COORD - OUTREACH II	GS9915	2.00000	$958.46	
PROJECTED SALARY SAVINGS-- OTHER SALARIES AND WAGES			$-951.05	
FRINGE BENEFITS			$39,498.00	
TOTAL PERSONNEL SERVICES				$168,830.00
TOTAL				$168,830.00

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INSTITUTION NUMBER: 7 INSTITUTION NAME: Center for Health Sciences PRESIDENT: DR. JIM HESS

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ACTIVITY: 11 - Instruction , continued				
FUNCTION: 2370 - General Academic Instruction , continued				
132161 - Rural Medical Educat				
TRAVEL				$40,000.00
SUPPLIES AND OTHER OPERATING EXPENSES				$23,300.00
PROPERTY FURNITURE AND EQUIPMENT				$26,500.00
TOTAL				$89,800.00
132164 - Cs: Sorh				
CHAIR/CLINICAL PROF	211215	15.00000	$28,326.03	
MANAGER	120210	65.00000	$72,384.78	
AST DIRECTOR	533597	62.40000	$55,453.89	
AST DIRECTOR	GS9359	35.00000	$23,721.53	
Aso Dean	GS9536	20.00000	$71,027.26	
REGIONAL ADMIN II	GS9625	58.00000	$34,649.20	
REGIONAL ADMIN II	GS9705	58.00000	$33,454.40	
REGIONAL ADMIN II	GS9708	58.00000	$32,480.00	
MANAGER	GS9714	70.00000	$51,695.13	
REGIONAL ADMIN IV	GS9715	70.00000	$43,832.04	
REGIONAL ADMIN IV	GS9718	50.00000	$33,393.45	
REGIONAL ADMIN II	GS9719	70.00000	$39,682.38	
DIRECTOR	GS9860	42.00000	$36,771.00	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.91	
ANALYST - TELEHEALTH	633416	16.00000	$7,804.16	
SUPP SPEC II - TELEH	633593	60.00000	$24,957.90	
PROJECTED SALARY SAVINGS-- OTHER SALARIES AND WAGES			$-0.06	
FRINGE BENEFITS			$175,917.00	
TOTAL PERSONNEL SERVICES				$765,551.00
TOTAL				$765,551.00
132170 - Medical Education				
TRAVEL				$25,000.00
SUPPLIES AND OTHER OPERATING EXPENSES				$160,000.00
PROPERTY FURNITURE AND EQUIPMENT				$5,000.00
TOTAL				$190,000.00

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INSTITUTION NUMBER: 7 INSTITUTION NAME: Center for Health Sciences PRESIDENT: DR. JIM HESS

POSITION TITLE	POSITION NUMBER	FUNDING PERCENT	POSITION PROPOSED BUDGET AMOUNT	FY 2025-2026 PROPOSED ACCOUNT BUDGET AMOUNT
ACTIVITY: 11 - Instruction , continued				
FUNCTION: 2370 - General Academic Instruction , continued				
132171 - Family Medicine				
TRAVEL				$24,000.00
SUPPLIES AND OTHER OPERATING EXPENSES				$19,400.00
TOTAL				$43,400.00
132172 - Dept Of Er Med				
TRAVEL				$24,000.00
SUPPLIES AND OTHER OPERATING EXPENSES				$39,500.00
PROPERTY FURNITURE AND EQUIPMENT				$5,000.00
TOTAL				$68,500.00
132173 - Psychiatry				
TRAVEL				$25,500.00
SUPPLIES AND OTHER OPERATING EXPENSES				$26,000.00
PROPERTY FURNITURE AND EQUIPMENT				$10,000.00
TOTAL				$61,500.00
132175 - Forensic Science				
PROF/DIRECTOR	210738	100.00000	$166,697.85	
CLIN ASO PROF/CHAIR	211070	70.00000	$254,941.12	
CLINICAL AST PROF	GF9828	100.00000	$107,150.90	
AST PROF/DIRECTOR	GF9915	42.00000	$66,886.62	
OTHER TEACHING SALARIES			$170,000.51	
CLINICAL AST PROF	GF1762	100.00000	$107,150.90	
ACAD COORD	GS9432	100.00000	$46,440.90	
MANAGER - ACAD PROGR	GS9788	100.00000	$63,378.17	
RANGE MANAGER	GS9895	100.00000	$103,321.71	
OTHER PROFESSIONAL SALARIES			$33,475.32	
OTHER SALARIES AND WAGES			$1,765.00	
FRINGE BENEFITS			$248,278.00	
TOTAL PERSONNEL SERVICES				$1,369,487.00
TRAVEL				$10,000.00
SUPPLIES AND OTHER OPERATING EXPENSES				$175,500.00
PROPERTY FURNITURE AND EQUIPMENT				$10,000.00
TOTAL				$1,564,987.00

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POSITION TITLE	POSITION NUMBER	FUNDING PERCENT	POSITION PROPOSED BUDGET AMOUNT	FY 2025-2026 PROPOSED ACCOUNT BUDGET AMOUNT
ACTIVITY: 11 - Instruction , continued				
FUNCTION: 2370 - General Academic Instruction , continued				
132176 - Manipulative Medicin				
TRAVEL				$27,000.00
SUPPLIES AND OTHER OPERATING EXPENSES				$134,000.00
PROPERTY FURNITURE AND EQUIPMENT				$1,500.00
TOTAL				$162,500.00
132181 - Dept Internal Med				
TRAVEL				$13,500.00
SUPPLIES AND OTHER OPERATING EXPENSES				$48,800.00
TOTAL				$62,300.00
132182 - Dept Ob/Gyn				
TRAVEL				$12,000.00
SUPPLIES AND OTHER OPERATING EXPENSES				$24,000.00
PROPERTY FURNITURE AND EQUIPMENT				$1,200.00
TOTAL				$37,200.00
132183 - Dept Pediatrics				
TRAVEL				$10,000.00
SUPPLIES AND OTHER OPERATING EXPENSES				$22,000.00
PROPERTY FURNITURE AND EQUIPMENT				$2,500.00
TOTAL				$34,500.00
132184 - Dept Radiology				
SUPPLIES AND OTHER OPERATING EXPENSES				$219,000.00
TOTAL				$219,000.00
132185 - Dept Surgery				
SUPPLIES AND OTHER OPERATING EXPENSES				$20,000.00
TOTAL				$20,000.00

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POSITION TITLE	POSITION NUMBER	FUNDING PERCENT	POSITION PROPOSED BUDGET AMOUNT	FY 2025-2026 PROPOSED ACCOUNT BUDGET AMOUNT
ACTIVITY: 11 - Instruction , continued				
FUNCTION: 2370 - General Academic Instruction , continued				
132186 - Post Doc Education				
SUPPLIES AND OTHER OPERATING EXPENSES				$15,000,000.00
TOTAL				$15,000,000.00
132187 - Telemedicine Center				
TRAVEL				$15,000.00
SUPPLIES AND OTHER OPERATING EXPENSES				$37,500.00
PROPERTY FURNITURE AND EQUIPMENT				$7,500.00
TOTAL				$60,000.00
132191 - Simulation Center				
TRAVEL				$15,000.00
SUPPLIES AND OTHER OPERATING EXPENSES				$434,209.00
PROPERTY FURNITURE AND EQUIPMENT				$995.00
TOTAL				$450,204.00
132195 - Biomedical Graduate Prgms				
ASO DEAN/DIR/PROF	211672	6.00000	$12,872.44	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$-0.44	
OTHER SALARIES AND WAGES			$314,310.00	
FRINGE BENEFITS			$8,181.00	
TOTAL PERSONNEL SERVICES				$335,363.00
TRAVEL				$3,000.00
SUPPLIES AND OTHER OPERATING EXPENSES				$12,600.00
PROPERTY FURNITURE AND EQUIPMENT				$2,500.00
TOTAL				$353,463.00
132196 - Medical Adj Faculty				
DIRECTOR	332030	50.00000	$78,385.76	
MANAGER	533280	100.00000	$75,048.34	
COORD - MEDICAID	533483	100.00000	$55,127.23	
PROGRAM ANALYST II	533868	100.00000	$70,530.86	
OTHER PROFESSIONAL SALARIES			$78,385.81	
CREDENTIALING SPEC	631560	100.00000	$48,482.51	

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ACTIVITY: 11 - Instruction , continued				
FUNCTION: 2370 - General Academic Instruction , continued				
132196 - Medical Adj Faculty , continued				
CLAIMS REV SPEC	632842	100.00000	$47,252.16	
SPEC-CREDENTIALING I	GS9491	100.00000	$42,275.42	
PROJECTED SALARY SAVINGS-- OTHER SALARIES AND WAGES			$-0.09	
FRINGE BENEFITS			$158,556.00	
TOTAL PERSONNEL SERVICES				$654,044.00
TRAVEL				$2,800.00
SUPPLIES AND OTHER OPERATING EXPENSES				$353,000.00
PROPERTY FURNITURE AND EQUIPMENT				$5,500.00
TOTAL				$1,015,344.00
132197 - Healthcare Adm Progr				
Aso Prof	210346	25.00000	$48,847.20	
CLINICAL AST PROF	GF9829	75.00000	$87,524.25	
CLINICAL PROF	GF9978	100.00000	$172,202.85	
CHAIR/AST PROF	GF9979	100.00000	$218,918.84	
OTHER TEACHING SALARIES			$175,327.86	
PROGRAM MGR	543959	100.00000	$82,604.10	
PROG MANAGER	GS9149	100.00000	$52,403.10	
PROGRAM MGR	GS9813	100.00000	$60,250.00	
OTHER PROFESSIONAL SALARIES			$33,474.80	
COORD - ACAD II	GS9111	100.00000	$45,000.00	
OTHER SALARIES AND WAGES			$11,400.00	
FRINGE BENEFITS			$231,487.00	
TOTAL PERSONNEL SERVICES				$1,219,440.00
TRAVEL				$6,500.00
SUPPLIES AND OTHER OPERATING EXPENSES				$17,000.00
PROPERTY FURNITURE AND EQUIPMENT				$5,000.00
TOTAL				$1,247,940.00
132199 - COM Assoc Dean OKC				
TRAVEL				$7,500.00
SUPPLIES AND OTHER OPERATING EXPENSES				$2,000.00
PROPERTY FURNITURE AND EQUIPMENT				$13,000.00
TOTAL				$22,500.00

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ACTIVITY: 11 - Instruction , continued				
FUNCTION: 2370 - General Academic Instruction , continued				
132245 - Athletic Training Pr				
CHAIR/PROF	211155	100.00000	$154,937.07	
PROF	211217	100.00000	$134,654.34	
PROF	211247	90.00000	$133,452.40	
OTHER TEACHING SALARIES			$4,999.19	
ACAD AST I	GS9958	100.00000	$40,077.25	
OTHER SALARIES AND WAGES			$1,764.75	
FRINGE BENEFITS			$101,071.00	
TOTAL PERSONNEL SERVICES				$570,956.00
TRAVEL				$10,000.00
SUPPLIES AND OTHER OPERATING EXPENSES				$35,500.00
PROPERTY FURNITURE AND EQUIPMENT				$5,000.00
TOTAL				$621,456.00
132251 - Body Donor Program				
MANAGER - BODY DONOR	GS9844	100.00000	$59,122.98	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.02	
SPEC - BODY DONOR	631117	100.00000	$44,304.98	
PROJECTED SALARY SAVINGS-- OTHER SALARIES AND WAGES			$0.02	
FRINGE BENEFITS			$33,097.00	
TOTAL PERSONNEL SERVICES				$136,525.00
SUPPLIES AND OTHER OPERATING EXPENSES				$95,400.00
PROPERTY FURNITURE AND EQUIPMENT				$5,000.00
TOTAL				$236,925.00
132261 - Anatomy/Cell Biology				
AST PROF	210054	100.00000	$110,365.43	
AST PROF	210372	100.00000	$110,365.43	
ASO PROF/CHAIR	210571	100.00000	$147,838.05	
ASO PROF	210733	100.00000	$122,495.83	
PROF	210920	100.00000	$145,198.07	
AST PROF	GF1767	100.00000	$110,200.00	
ASO PROF	GF9995	75.00000	$92,560.87	
PROF/ASC DEAN	332028	30.00000	$51,750.57	
PROJECTED SALARY SAVINGS-- OTHER TEACHING SALARIES			$-200.25	

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POSITION TITLE	POSITION NUMBER	FUNDING PERCENT	POSITION PROPOSED BUDGET AMOUNT	FY 2025-2026 PROPOSED ACCOUNT BUDGET AMOUNT
ACTIVITY: 11 - Instruction , continued				
FUNCTION: 2370 - General Academic Instruction , continued				
132261 - Anatomy/Cell Biology , continued				
CLINICAL AST PROF	GF9908	100.00000	$110,365.43	
RESEARCH SCIENTIST I	534616	87.50000	$60,777.67	
RESEARCH SCIENTIST I	GS9392	100.00000	$67,780.06	
OTHER PROFESSIONAL SALARIES			$8,681.84	
RSRCH AST III	533708	100.00000	$55,016.83	
ACAD AST IV	GS9409	100.00000	$43,169.36	
RSRCH AST II	GS9688	100.00000	$52,389.70	
PROJECTED SALARY SAVINGS-- OTHER SALARIES AND WAGES			$0.11	
FRINGE BENEFITS			$328,483.00	
TOTAL PERSONNEL SERVICES				$1,617,238.00
TRAVEL				$16,500.00
SUPPLIES AND OTHER OPERATING EXPENSES				$31,000.00
PROPERTY FURNITURE AND EQUIPMENT				$5,000.00
TOTAL				$1,669,738.00
132262 - Pharmacology/Physiol				
PROF	210218	92.00000	$177,233.62	
CHAIR/PROF	211059	100.00000	$212,270.96	
ASO DEAN/DIR/PROF	211672	42.00000	$90,107.11	
CLINICAL AST PROF	GF9843	100.00000	$113,676.39	
AST PROF	GF9871	25.00000	$28,435.03	
CLINICAL ASO PROF	GF9872	100.00000	$124,931.48	
PROJECTED SALARY SAVINGS-- OTHER TEACHING SALARIES			$0.41	
AST PROF	GF9895	25.00000	$28,434.95	
RESEARCH SCIENTIST I	631248	100.00000	$61,800.00	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.05	
RSRCH AST I	534037	100.00000	$46,592.00	
RSRCH AST II	534331	100.00000	$65,617.82	
Rsrch Ast II	GS9251	100.00000	$47,882.64	
ACAD AST II	GS9765	100.00000	$40,370.73	
OTHER SALARIES AND WAGES			$1,765.81	
FRINGE BENEFITS			$190,032.00	
TOTAL PERSONNEL SERVICES				$1,229,151.00
TRAVEL				$15,000.00
SUPPLIES AND OTHER OPERATING EXPENSES				$33,000.00

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SCHEDULE E
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INSTITUTION NUMBER: 7 INSTITUTION NAME: Center for Health Sciences PRESIDENT: DR. JIM HESS

POSITION TITLE	POSITION NUMBER	FUNDING PERCENT	POSITION PROPOSED BUDGET AMOUNT	FY 2025-2026 PROPOSED ACCOUNT BUDGET AMOUNT
ACTIVITY: 11 - Instruction , continued				
FUNCTION: 2370 - General Academic Instruction , continued				
132262 - Pharmacology/Physiol , continued				
PROPERTY FURNITURE AND EQUIPMENT				$2,000.00
TOTAL				$1,279,151.00
132263 - Dept Of Biochem				
PROF	210064	100.00000	$150,498.15	
AST PROF	210248	100.00000	$115,927.41	
CHAIR/PROF	210739	86.67000	$150,908.86	
CLINICAL AST PROF	GF1766	100.00000	$115,927.41	
AST PROF	GF9934	75.00000	$86,945.56	
OTHER TEACHING SALARIES			$573.61	
Research Scientist I	533703	100.00000	$71,596.68	
RSRCH SCIENTIST I	533704	73.51000	$56,711.72	
OTHER PROFESSIONAL SALARIES			$378.60	
RSRCH AST IV	639157	100.00000	$63,481.32	
ACAD AST IV	GS9865	50.00000	$21,515.68	
OTHER SALARIES AND WAGES			$21,515.00	
FRINGE BENEFITS			$211,835.00	
TOTAL PERSONNEL SERVICES				$1,067,815.00
TRAVEL				$14,000.00
SUPPLIES AND OTHER OPERATING EXPENSES				$26,500.00
PROPERTY FURNITURE AND EQUIPMENT				$5,780.00
TOTAL				$1,114,095.00
132610 - Human ID Lab				
PROGRAM COORD I	631034	50.00000	$27,992.16	
PROJECTED SALARY SAVINGS-- OTHER SALARIES AND WAGES			$-0.16	
FRINGE BENEFITS			$8,957.00	
TOTAL PERSONNEL SERVICES				$36,949.00
TOTAL				$36,949.00
132611 - Toxicology Lab				
PROGRAM COORD I	631034	10.00000	$5,598.43	
PROJECTED SALARY SAVINGS-- OTHER SALARIES AND WAGES			$-0.43	

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POSITION TITLE	POSITION NUMBER	FUNDING PERCENT	POSITION PROPOSED BUDGET AMOUNT	FY 2025-2026 PROPOSED ACCOUNT BUDGET AMOUNT
ACTIVITY: 11 - Instruction , continued				
FUNCTION: 2370 - General Academic Instruction , continued				
132611 - Toxicology Lab , continued				
FRINGE BENEFITS			$1,791.00	
TOTAL PERSONNEL SERVICES				$7,389.00
TOTAL				$7,389.00
132661 - Impex Lab				
AST PROF/DIRECTOR	GF9915	33.00000	$52,553.78	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.22	
PROGRAM COORD I	631034	40.00000	$22,393.72	
OTHER SALARIES AND WAGES			$53,560.28	
FRINGE BENEFITS			$24,084.00	
TOTAL PERSONNEL SERVICES				$152,592.00
UTILITIES				$3,409.00
SUPPLIES AND OTHER OPERATING EXPENSES				$59,173.00
TOTAL				$215,174.00
133100 - Kaiser Chair Urban M				
PROF	210906	22.82000	$54,320.79	
OTHER TEACHING SALARIES			$428.21	
FRINGE BENEFITS			$12,045.00	
TOTAL PERSONNEL SERVICES				$66,794.00
PROPERTY FURNITURE AND EQUIPMENT				$143,206.00
TOTAL				$210,000.00
133155 - Chair and Professorship Endow				
SUPPLIES AND OTHER OPERATING EXPENSES				$99,000.00
TOTAL				$99,000.00
133156 - Chair Kaiser Tech				
SUPPLIES AND OTHER OPERATING EXPENSES				$99,000.00
TOTAL				$99,000.00

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ACTIVITY: 11 - Instruction , continued				
FUNCTION: 2370 - General Academic Instruction , continued				
137000 - Tahlequah Foundation				
SUPPLIES AND OTHER OPERATING EXPENSES				$27,000.00
TOTAL				$27,000.00
138000 - Dresser Chair Rural				
SUPPLIES AND OTHER OPERATING EXPENSES				$130,000.00
TOTAL				$130,000.00
139000 - Dress Chair Rural H				
SUPPLIES AND OTHER OPERATING EXPENSES				$235,000.00
TOTAL				$235,000.00
TOTAL 2370 - General Academic Instruction				$63,206,722.00
FUNCTION: 2405 - Instructional Information Technol				
130800 - It Instruction				
ASO VP	331715	100.00000	$249,221.42	
COOR - TECH PROCURE/	GS9117	50.00000	$30,000.00	
NETWORK ARCHITECT	530008	100.00000	$94,760.00	
PROJECT MGR	533055	100.00000	$67,260.00	
NETWORK MANAGER	533180	100.00000	$112,333.66	
NETWORK ENGR	533596	100.00000	$92,458.89	
HIT ANALYST	533698	100.00000	$65,563.62	
SPEC - INFRASTRUCTUR	534034	100.00000	$63,141.04	
HIT ANALYST	534615	100.00000	$65,563.62	
IT SYSTEM ENGINEER	534831	100.00000	$82,400.00	
AST DIRECTOR	535091	50.00000	$56,478.07	
NETWORK ENGINEER	GS9597	100.00000	$92,066.62	
MANAGER - IT	GS9781	50.00000	$40,130.66	
VOICE ENGINEER	GS9819	100.00000	$70,000.00	
IT SECURITY ANALYST	GS9889	100.00000	$153,785.62	
OTHER PROFESSIONAL SALARIES			$72,238.78	
SUPP SPEC I	631577	100.00000	$40,913.60	
SUPP SPEC I	633592	100.00000	$84,089.20	
SUPP SPEC II	639528	100.00000	$48,484.80	

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ACTIVITY: 11 - Instruction , continued				
FUNCTION: 2405 - Instructional Information Technol, continued				
130800 - It Instruction , continued				
SUPP SPEC I	GS9342	100.00000	$40,170.00	
SR AV TECH	GS9431	55.00000	$31,154.78	
SUPP SPEC II	GS9739	100.00000	$46,685.74	
SUPP SPEC II	GS9740	100.00000	$46,685.74	
HELPDESK REP	GS9745	100.00000	$39,644.79	
HELPDESK REP II	GS9785	100.00000	$37,963.21	
SUPP SPEC II	GS9822	100.00000	$42,055.31	
SUPP SPEC II	GS9823	100.00000	$52,439.15	
SUPP SPEC I	GS9870	100.00000	$46,196.80	
SUPP SPEC II	GS9878	100.00000	$42,098.16	
OTHER SALARIES AND WAGES			$41,984.72	
FRINGE BENEFITS			$655,350.00	
TOTAL PERSONNEL SERVICES				$2,703,318.00
TRAVEL				$25,000.00
SUPPLIES AND OTHER OPERATING EXPENSES				$1,535,000.00
PROPERTY FURNITURE AND EQUIPMENT				$765,000.00
TOTAL				$5,028,318.00
TOTAL 2405 - Instructional Information Technol				$5,028,318.00
TOTAL 11 - Instruction				$68,235,040.00
ACTIVITY: 12 - Research				
FUNCTION: 2542 - Individual and Project Research				
150190 - Academic Research - Restricted				
AST PROF	AF9345	25.00000	$22,110.75	
ASO PROF/DIRECTOR	GF9884	82.72000	$248,132.56	
PROF/EXEC DIR	GF9946	53.90000	$136,405.38	
PGRM DIRECTOR	GS9568	85.00000	$114,801.90	
AST DIRECTOR	GS9656	85.00000	$97,750.00	
OPERATIONS ADMIN	GS9657	50.00000	$33,100.00	
OTHER PROFESSIONAL SALARIES			$10.41	
LAB MANAGER	GS9146	10.00000	$6,000.00	
MRI TECH	GS9426	100.00000	$88,438.27	

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POSITION TITLE	POSITION NUMBER	FUNDING PERCENT	POSITION PROPOSED BUDGET AMOUNT	FY 2025-2026 PROPOSED ACCOUNT BUDGET AMOUNT
ACTIVITY: 12 - Research , continued				
FUNCTION: 2542 - Individual and Project Research , continued				
150190 - Academic Research - Restricted , continued				
OTHER SALARIES AND WAGES			$4,060.73	
FRINGE BENEFITS			$298,225.00	
TOTAL PERSONNEL SERVICES				$1,049,035.00
UTILITIES				$335,000.00
SUPPLIES AND OTHER OPERATING EXPENSES				$3,615,965.00
TOTAL				$5,000,000.00
151021 - Immune Predictors CS				
AST PROF	GF9871	25.00000	$28,435.03	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$-0.03	
FRINGE BENEFITS			$6,256.00	
TOTAL PERSONNEL SERVICES				$34,691.00
TOTAL				$34,691.00
152111 - Cntr Indigenous Health				
PROF/EXEC DIRECTOR	GF9933	2.00000	$7,068.20	
GRANT MGR	GS9330	100.00000	$65,572.36	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$-0.56	
FRINGE BENEFITS			$22,538.00	
TOTAL PERSONNEL SERVICES				$95,178.00
TRAVEL				$5,000.00
SUPPLIES AND OTHER OPERATING EXPENSES				$36,000.00
PROPERTY FURNITURE AND EQUIPMENT				$62,733.00
TOTAL				$198,911.00
152156 - CS OCMR Huang				
AST PROF	GF9928	25.00000	$28,981.85	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.15	
PROJECTED SALARY SAVINGS-- FRINGE BENEFITS			$1.00	
TOTAL PERSONNEL SERVICES				$28,983.00
TOTAL				$28,983.00

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ACTIVITY: 12 - Research , continued				
FUNCTION: 2542 - Individual and Project Research , continued				
153111 - STEM				
SUPPLIES AND OTHER OPERATING EXPENSES				$5,000.00
TOTAL				$5,000.00
153113 - Post Doc Wallace				
OTHER SALARIES AND WAGES			$3,530.00	
PROJECTED SALARY SAVINGS-- FRINGE BENEFITS			$1.00	
TOTAL PERSONNEL SERVICES				$3,531.00
TOTAL				$3,531.00
153311 - CS TSET Stillwater Med Cntr				
DIO/PROF	210106	20.00000	$64,538.40	
OTHER PROFESSIONAL SALARIES			$48,018.60	
FRINGE BENEFITS			$24,762.00	
TOTAL PERSONNEL SERVICES				$137,319.00
TOTAL				$137,319.00
153312 - Canopy Health Chair				
DIRECTOR	GS9325	100.00000	$95,481.00	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.00	
FRINGE BENEFITS			$30,554.00	
TOTAL PERSONNEL SERVICES				$126,035.00
TOTAL				$126,035.00
153444 - Beasley Seed Fund				
PROF/DIR CIRCA	GF9945	2.00000	$4,683.92	
DIRECTOR	GS9203	5.00000	$6,540.50	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.58	
PROJECTED SALARY SAVINGS-- FRINGE BENEFITS			$1.00	
TOTAL PERSONNEL SERVICES				$11,226.00
TOTAL				$11,226.00

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POSITION TITLE	POSITION NUMBER	FUNDING PERCENT	POSITION PROPOSED BUDGET AMOUNT	FY 2025-2026 PROPOSED ACCOUNT BUDGET AMOUNT
ACTIVITY: 12 - Research , continued				
FUNCTION: 2542 - Individual and Project Research , continued				
15410O - Com Alumni Prof				
OTHER PROFESSIONAL SALARIES			$10,200.00	
FRINGE BENEFITS			$1,836.00	
TOTAL PERSONNEL SERVICES				$12,036.00
SUPPLIES AND OTHER OPERATING EXPENSES				$77,964.00
TOTAL				$90,000.00
15420O - Sw Bell Prof/Telemed				
SUPPLIES AND OTHER OPERATING EXPENSES				$68,000.00
TOTAL				$68,000.00
154285 - Rural Health Idc-Ss				
OTHER SALARIES AND WAGES			$3,750.00	
PROJECTED SALARY SAVINGS-- FRINGE BENEFITS			$1.00	
TOTAL PERSONNEL SERVICES				$3,751.00
TOTAL				$3,751.00
154409 - Cs:Estro Diet Cns Co				
ASO DEAN/DIR/PROF	211672	7.00000	$15,017.85	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.15	
PROJECTED SALARY SAVINGS-- FRINGE BENEFITS			$1.00	
TOTAL PERSONNEL SERVICES				$15,019.00
TOTAL				$15,019.00
154413 - OCAST Davis				
ASO DEAN/DIR/PROF	211672	18.00000	$38,617.33	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.67	
PROJECTED SALARY SAVINGS-- FRINGE BENEFITS			$1.00	
TOTAL PERSONNEL SERVICES				$38,619.00
TOTAL				$38,619.00

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ACTIVITY: 12 - Research , continued				
FUNCTION: 2542 - Individual and Project Research , continued				
154418 - CS: OCAST Miller				
RESEARCH SCIENTIST I 534616		12.50000	$8,682.52	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.48	
PROJECTED SALARY SAVINGS-- FRINGE BENEFITS			$1.00	
TOTAL PERSONNEL SERVICES				$8,684.00
TOTAL				$8,684.00
154442 - CIRCA Grant Salary Capped				
PROF/DIR CIRCA	GF9945	1.58000	$3,700.29	
PROF/EXEC DIR	GF9946	1.23000	$3,112.78	
OTHER PROFESSIONAL SALARIES			$9,400.93	
FRINGE BENEFITS			$3,567.00	
TOTAL PERSONNEL SERVICES				$19,781.00
TOTAL				$19,781.00
154445 - CAINTDR Salary Capped				
PROF/EXEC DIRECTOR	GF9933	0.37000	$1,307.62	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.38	
PROJECTED SALARY SAVINGS-- FRINGE BENEFITS			$1.00	
TOTAL PERSONNEL SERVICES				$1,309.00
TOTAL				$1,309.00
154446 - OSCA Salary Capped				
PROF/EXEC DIRECTOR	GF9933	9.30000	$32,867.11	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.89	
FRINGE BENEFITS			$5,937.00	
TOTAL PERSONNEL SERVICES				$38,805.00
TOTAL				$38,805.00

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ACTIVITY: 12 - Research , continued				
FUNCTION: 2542 - Individual and Project Research , continued				
154453 - Healthy Brain Salary Capped				
CLINICAL PROF	210593	0.53000	$1,316.27	
PROF/DIR CIRCA	GF9945	0.26000	$608.91	
PROF/EXEC DIR	GF9946	2.59000	$6,554.54	
CLINICAL ASO PROF/CH	GF9988	2.02000	$7,517.85	
OTHER PROFESSIONAL SALARIES			$10,520.43	
FRINGE BENEFITS			$5,834.00	
TOTAL PERSONNEL SERVICES				$32,352.00
TOTAL				$32,352.00
154457 - Integ Sub Use Dis Salary Cap				
CLINICAL AST PROF	GF9960	0.77000	$2,355.92	
OTHER PROFESSIONAL SALARIES			$3,763.08	
FRINGE BENEFITS			$1,346.00	
TOTAL PERSONNEL SERVICES				$7,465.00
TOTAL				$7,465.00
154458 - MSEP Salary Capped				
ASO DEAN/PROF	210476	4.23000	$16,255.86	
PROF	210758	2.43000	$6,138.50	
PROF	GF9932	4.74000	$13,781.67	
CLINICAL PROF/ASO DE	GF9942	4.02000	$14,906.16	
DEAN CN/ASO DN/CLIN	GF9989	9.86000	$43,147.38	
CHAIR/CLIN ASO PROF	GF9938	4.93000	$14,522.79	
Aso Dean	GS9536	3.75000	$13,317.61	
OTHER PROFESSIONAL SALARIES			$418.03	
FRINGE BENEFITS			$29,841.00	
TOTAL PERSONNEL SERVICES				$152,329.00
TOTAL				$152,329.00
154459 - CIIHE Salary Capped				
PROF/EXEC DIRECTOR	GF9933	14.88000	$52,587.37	
OTHER PROFESSIONAL SALARIES			$424.63	

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ACTIVITY: 12 - Research , continued				
FUNCTION: 2542 - Individual and Project Research , continued				
154459 - CIIHE Salary Capped , continued				
FRINGE BENEFITS			$11,663.00	
TOTAL PERSONNEL SERVICES				$64,675.00
TOTAL				$64,675.00
154460 - OCMR Salary Capped				
OTHER PROFESSIONAL SALARIES			$3,000.00	
FRINGE BENEFITS			$660.00	
TOTAL PERSONNEL SERVICES				$3,660.00
TOTAL				$3,660.00
154468 - ODMHSAS Block Sal Cpd				
PROF/EXEC DIR	GF9946	0.49000	$1,240.05	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.95	
PROJECTED SALARY SAVINGS-- FRINGE BENEFITS			$1.00	
TOTAL PERSONNEL SERVICES				$1,242.00
TOTAL				$1,242.00
154500 - Sfhs Chair In Pediat				
SUPPLIES AND OTHER OPERATING EXPENSES				$330,000.00
TOTAL				$330,000.00
154540 - Vp Of Research				
VP - RESEARCH	GS9535	100.00000	$234,936.31	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$-0.31	
FRINGE BENEFITS			$75,180.00	
TOTAL PERSONNEL SERVICES				$310,116.00
TRAVEL				$13,140.00
SUPPLIES AND OTHER OPERATING EXPENSES				$5,850.00
PROPERTY FURNITURE AND EQUIPMENT				$1,500.00
TOTAL				$330,606.00

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ACTIVITY: 12 - Research , continued				
FUNCTION: 2542 - Individual and Project Research , continued				
154542 - Research Office				
DIRECTOR	332026	95.00000	$117,439.76	
COORD-GRANTS PRE-AWA	GS9115	100.00000	$58,359.80	
COORD-GRANTS PRE-AWA	GS9116	100.00000	$55,368.46	
AST DIRECTOR	GS9118	100.00000	$75,000.00	
Director of Award an	GS9281	100.00000	$108,150.00	
AST DIRECTOR	GS9737	42.75000	$39,725.93	
AST DIRECTOR	GS9869	100.00000	$91,155.00	
DIRECTOR	GS9880	100.00000	$115,360.00	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$-541.95	
ADMIN AST II	GS9382	100.00000	$37,492.00	
COORD-SHARED RESOURC	GS9576	100.00000	$46,757.29	
ANIMAL CARE COORD	GS9867	100.00000	$48,794.01	
COORD - RSRCH COMPLI	GS9868	100.00000	$48,027.20	
EXEC AST II	GS9884	100.00000	$52,103.17	
OTHER SALARIES AND WAGES			$6,239.33	
FRINGE BENEFITS			$286,445.00	
TOTAL PERSONNEL SERVICES				$1,185,875.00
TRAVEL				$15,000.00
SUPPLIES AND OTHER OPERATING EXPENSES				$51,500.00
PROPERTY FURNITURE AND EQUIPMENT				$5,000.00
TOTAL				$1,257,375.00
154556 - G&C Post Award Admin				
POST AWARD GRANT ADM	GS9158	100.00000	$59,162.38	
POST AWARD GRANT ADM	GS9159	100.00000	$58,401.00	
ASO DIRECTOR	GS9386	100.00000	$82,400.00	
DIRECTOR	GS9582	100.00000	$123,805.97	
ASO DIRECTOR	GS9748	90.00000	$74,160.00	
POST AWARD GRANT ADM	GS9753	100.00000	$57,600.00	
Sponsored Projects F	GS9981	100.00000	$65,000.00	
OTHER PROFESSIONAL SALARIES			$8,239.65	
ADMIN AST II	GS9277	100.00000	$38,306.11	
PROJECTED SALARY SAVINGS-- OTHER SALARIES AND WAGES			$-0.11	
FRINGE BENEFITS			$181,464.00	
TOTAL PERSONNEL SERVICES				$748,539.00

OKLAHOMA STATE REGENTS FOR HIGHER EDUCATION
EDUCATIONAL AND GENERAL BUDGET PART I
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SCHEDULE E
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INSTITUTION NUMBER: 7 INSTITUTION NAME: Center for Health Sciences PRESIDENT: DR. JIM HESS

POSITION TITLE	POSITION NUMBER	FUNDING PERCENT	POSITION PROPOSED BUDGET AMOUNT	FY 2025-2026 PROPOSED ACCOUNT BUDGET AMOUNT
ACTIVITY: 12 - Research , continued				
FUNCTION: 2542 - Individual and Project Research , continued				
154556 - G&C Post Award Admin , continued				
TRAVEL				$15,000.00
SUPPLIES AND OTHER OPERATING EXPENSES				$7,800.00
PROPERTY FURNITURE AND EQUIPMENT				$5,200.00
TOTAL				$776,539.00
154560 - Clinical Research				
COORD - CLIN RESEARC	534062	100.00000	$85,503.60	
COORD - RESEARCH III	534279	100.00000	$81,904.11	
COORD -- CLINICAL RE	534326	100.00000	$60,000.00	
COORD - CLIN RESEARC	534482	100.00000	$60,000.00	
DIRECTOR - CLINICAL	GS979O	88.50000	$118,501.50	
OTHER PROFESSIONAL SALARIES			$669.79	
FRINGE BENEFITS			$130,105.00	
TOTAL PERSONNEL SERVICES				$536,684.00
TOTAL				$536,684.00
154600 - Kaiser Chair In Heal				
OTHER SALARIES AND WAGES			$3,120.00	
FRINGE BENEFITS			$312.00	
TOTAL PERSONNEL SERVICES				$3,432.00
SUPPLIES AND OTHER OPERATING EXPENSES				$232,568.00
TOTAL				$236,000.00
154664 - COE Salary Capped				
OTHER PROFESSIONAL SALARIES			$19,500.00	
FRINGE BENEFITS			$2,860.00	
TOTAL PERSONNEL SERVICES				$22,360.00
TOTAL				$22,360.00

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INSTITUTION NUMBER: 7 INSTITUTION NAME: Center for Health Sciences PRESIDENT: DR. JIM HESS

POSITION TITLE	POSITION NUMBER	FUNDING PERCENT	POSITION PROPOSED BUDGET AMOUNT	FY 2025-2026 PROPOSED ACCOUNT BUDGET AMOUNT
ACTIVITY: 12 - Research , continued				
FUNCTION: 2542 - Individual and Project Research , continued				
154665 - OKCAPMAP Salary Capped				
CLINICAL ASO PROF	GF9814	6.60000	$22,231.16	
CLINICAL AST PROF	GF9824	5.23000	$15,979.70	
CLINICAL ASO PROF/CH	GF9969	12.77000	$49,324.13	
OTHER PROFESSIONAL SALARIES			$1,533.01	
FRINGE BENEFITS			$19,595.00	
TOTAL PERSONNEL SERVICES				$108,663.00
TOTAL				$108,663.00
154668 - PSA Pharm Salary Capped				
CLINICAL ASO PROF	GF999O	4.55000	$6,647.14	
OTHER PROFESSIONAL SALARIES			$657.86	
FRINGE BENEFITS			$1,607.00	
TOTAL PERSONNEL SERVICES				$8,912.00
TOTAL				$8,912.00
154669 - GWEP Salary Capped				
Aso Dean	GS9536	5.63000	$19,994.17	
OTHER PROFESSIONAL SALARIES			$1,313.83	
FRINGE BENEFITS			$4,688.00	
TOTAL PERSONNEL SERVICES				$25,996.00
TOTAL				$25,996.00
154670 - Mindful Hays-Grudo Sal Cap				
PROF/DIR CIRCA	GF9945	0.47000	$1,100.72	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.28	
PROJECTED SALARY SAVINGS-- FRINGE BENEFITS			$1.00	
TOTAL PERSONNEL SERVICES				$1,102.00
TOTAL				$1,102.00

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POSITION TITLE	POSITION NUMBER	FUNDING PERCENT	POSITION PROPOSED BUDGET AMOUNT	FY 2025-2026 PROPOSED ACCOUNT BUDGET AMOUNT
ACTIVITY: 12 - Research , continued				
FUNCTION: 2542 - Individual and Project Research , continued				
154671 - Ryan White Salary Capped				
PROF/CHAIR	210025	6.30000	$20,918.18	
DIO/PROF	210106	5.93000	$19,135.64	
OTHER PROFESSIONAL SALARIES			$230.18	
FRINGE BENEFITS			$8,642.00	
TOTAL PERSONNEL SERVICES				$48,926.00
TOTAL				$48,926.00
154672 - IMSS Ryan White Salary Cap				
PROF/CHAIR	210025	4.20000	$13,945.45	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$-664.45	
FRINGE BENEFITS			$2,992.00	
TOTAL PERSONNEL SERVICES				$16,273.00
TOTAL				$16,273.00
154673 - PMHCA Coffey Salary Cap				
CLINICAL AST PROF	GF9824	2.61000	$7,974.57	
CLINICAL ASO PROF/CH	GF9969	8.31000	$32,097.38	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$-5.95	
FRINGE BENEFITS			$8,815.00	
TOTAL PERSONNEL SERVICES				$48,881.00
TOTAL				$48,881.00
154700 - Kaiser Chair In Obgy				
SUPPLIES AND OTHER OPERATING EXPENSES				$479,000.00
TOTAL				$479,000.00
154800 - Mw Osteo Found Chair				
SUPPLIES AND OTHER OPERATING EXPENSES				$67,000.00
TOTAL				$67,000.00

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POSITION TITLE	POSITION NUMBER	FUNDING PERCENT	POSITION PROPOSED BUDGET AMOUNT	FY 2025-2026 PROPOSED ACCOUNT BUDGET AMOUNT
ACTIVITY: 12 - Research , continued				
FUNCTION: 2542 - Individual and Project Research , continued				
155115 - CS OCHA				
CLINICAL AST PROF	GF9824	5.00000	$15,276.96	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.04	
RESEARCH AST	GS9906	10.00000	$4,081.27	
PROJECTED SALARY SAVINGS-- OTHER SALARIES AND WAGES			$-0.27	
FRINGE BENEFITS			$4,667.00	
TOTAL PERSONNEL SERVICES				$24,025.00
TOTAL				$24,025.00
155116 - CS Effect Combo Treatment				
OTHER PROFESSIONAL SALARIES			$43,885.00	
FRINGE BENEFITS			$11,200.00	
TOTAL PERSONNEL SERVICES				$55,085.00
TOTAL				$55,085.00
155117 - CS PMHCA Coffey				
CLINICAL ASO PROF/CH	GF9969	9.00000	$34,762.50	
PROJECTS DIRECTOR	GS9700	9.00000	$7,597.19	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.31	
FRINGE BENEFITS			$10,079.00	
TOTAL PERSONNEL SERVICES				$52,439.00
TOTAL				$52,439.00
TOTAL 2542 - Individual and Project Research				$10,517,253.00
TOTAL 12 - Research				$10,517,253.00

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INSTITUTION NUMBER: 7 INSTITUTION NAME: Center for Health Sciences PRESIDENT: DR. JIM HESS

POSITION TITLE	POSITION NUMBER	FUNDING PERCENT	POSITION PROPOSED BUDGET AMOUNT	FY 2025-2026 PROPOSED ACCOUNT BUDGET AMOUNT
ACTIVITY: 13 - Public Service				
FUNCTION: 2605 - Community Service				
160200 - Clinic System Outreach				
CLINICAL PROF/CHAIR	210589	17.00000	$76,705.95	
CLINICAL AST PROF/SE	GF9860	6.25000	$25,487.12	
DATA ENGINEER	GS9150	100.00000	$110,000.00	
ATHL TRAINER-FC TULS	GS9180	100.00000	$70,000.00	
ATHL TRAINER-BMX	GS9199	100.00000	$70,040.00	
HEAD ATHL TRAINER -	GS9323	100.00000	$68,654.00	
COUNSELOR-OSU ATHLET	GS9415	95.00000	$70,260.58	
PSYCHOLOGIST/SPORT P	GS9541	100.00000	$135,061.06	
DIRECTOR - SPORTS ME	GS9545	100.00000	$250,000.00	
DIRECTOR	GS9800	25.00000	$35,805.37	
EXEC DIRECTOR	GS9968	25.00000	$46,298.50	
ATHL TRAINER	GS9979	100.00000	$68,000.00	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$1.42	
FRINGE BENEFITS			$272,575.00	
TOTAL PERSONNEL SERVICES				$1,298,889.00
TOTAL				$1,298,889.00
161000 - Tobacco Tax Fund				
SUPPLIES AND OTHER OPERATING EXPENSES				$5,000,000.00
TOTAL				$5,000,000.00
161300 - Project Echo				
CLINICAL ASO PROF	211165	10.00000	$15,000.00	
CLINICAL PROF	221163	20.00000	$32,110.81	
CLINICAL AST PROF/HE	GF9816	20.00000	$59,328.00	
CLINICAL AST PROF/DI	GF9907	19.42000	$22,764.77	
DIRECTOR	GS9992	40.00000	$64,874.78	
MANAGER	120210	2.50000	$2,784.03	
ASO DIRECTOR	GS9322	100.00000	$147,518.66	
AST DIR	GS9646	36.00000	$27,624.60	
BUS DEV/FIN MGR	GS9726	6.70000	$5,332.40	
RN CASE MGR	GS9841	10.00000	$7,681.60	
HAN CARE MGR II	GS9849	10.00000	$7,471.45	
EXEC DIRECTOR	GS9968	25.00000	$46,298.50	
OTHER PROFESSIONAL SALARIES			$16,251.40	

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POSITION TITLE	POSITION NUMBER	FUNDING PERCENT	POSITION PROPOSED BUDGET AMOUNT	FY 2025-2026 PROPOSED ACCOUNT BUDGET AMOUNT
ACTIVITY: 13 - Public Service , continued				
FUNCTION: 2605 - Community Service , continued				
161300 - Project Echo , continued				
COORD - CME IV	633413	2.50000	$1,316.28	
ANALYST - TELEHEALTH	633416	10.00000	$4,877.60	
CLINICAL COORD - ECH	GS9278	100.00000	$43,212.21	
ECHO COORD II	GS9279	100.00000	$43,212.21	
CLINICAL COORD - ECH	GS9280	55.00000	$22,977.24	
COORD - CME II	GS9421	15.85000	$6,820.27	
COORD - ECHO	GS9648	100.00000	$39,520.00	
CLINICAL COORD - ECH	GS9649	55.00000	$23,825.40	
CLINICAL COORD - ECH	GS9677	68.00000	$32,108.58	
CLINICAL COORD - ECH	GS9693	83.00000	$37,622.90	
CLINICAL COORD - ECH	GS9795	100.00000	$45,053.07	
CLINICAL COORD - ECH	GS9926	45.00000	$20,397.14	
OTHER SALARIES AND WAGES			$41,526.10	
FRINGE BENEFITS			$253,156.00	
TOTAL PERSONNEL SERVICES				$1,070,666.00
TRAVEL				$5,000.00
SUPPLIES AND OTHER OPERATING EXPENSES				$35,300.00
PROPERTY FURNITURE AND EQUIPMENT				$40,000.00
TOTAL				$1,150,966.00
164540 - Health Policy/Resrch				
SUPPLIES AND OTHER OPERATING EXPENSES				$326,000.00
TOTAL				$326,000.00
TOTAL 2605 - Community Service				$7,775,855.00
TOTAL 13 - Public Service				$7,775,855.00
ACTIVITY: 14 - Academic Support				
FUNCTION: 2750 - Libraries				
176751 - Library				
DIRECTOR	GS9680	75.00000	$78,750.00	
PROJECTED SALARY SAVINGS-- OTHER TEACHING SALARIES			$0.00	

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POSITION TITLE	POSITION NUMBER	FUNDING PERCENT	POSITION PROPOSED BUDGET AMOUNT	FY 2025-2026 PROPOSED ACCOUNT BUDGET AMOUNT
ACTIVITY: 14 - Academic Support , continued				
FUNCTION: 2750 - Libraries , continued				
176751 - Library , continued				
LIBRARIAN IV	533707	100.00000	$73,479.32	
MANAGER LIBRARIAN	GS9129	100.00000	$62,000.00	
LIBRARIAN II	GS9575	100.00000	$56,984.10	
LIBRARIAN IV	GS9706	74.62000	$53,936.03	
LIBRARIAN I	GS9709	100.00000	$54,124.37	
LIBRARIAN IV	GS9711	100.00000	$69,042.45	
OTHER PROFESSIONAL SALARIES			$71,693.73	
LIBRARY TECH AST IV	636223	100.00000	$51,206.53	
OTHER SALARIES AND WAGES			$20,680.47	
FRINGE BENEFITS			$176,982.00	
TOTAL PERSONNEL SERVICES				$768,879.00
TRAVEL				$13,500.00
SUPPLIES AND OTHER OPERATING EXPENSES				$33,000.00
PROPERTY FURNITURE AND EQUIPMENT				$2,000.00
LIBRARY BOOKS AND PERIODICALS				$986,000.00
TOTAL				$1,803,379.00
TOTAL 2750 - Libraries				$1,803,379.00
FUNCTION: 2780 - Ancillary Support				
145000 - Okla Rural Health Po				
COORD -RURAL RSRCH &	535094	22.89000	$17,647.76	
DIRECTOR	GS9794	5.00000	$4,783.41	
OTHER TEACHING SALARIES			$4,710.83	
CHAIR/CLINICAL PROF	211215	28.24000	$53,328.47	
CLINICAL AST PROF	GF9845	73.00000	$85,190.27	
CLINICAL ASO PROF	GF9906	90.89000	$120,174.73	
DIRECTOR	GS9883	100.00000	$94,596.77	
AST DIRECTOR	533597	7.49000	$6,656.24	
REGIONAL ADMIN II	GS9705	17.00000	$9,805.60	
REGIONAL ADMIN II	GS9708	17.00000	$9,520.00	
MANAGER -- GLOBAL HE	GS9713	50.00000	$30,007.03	
DIRECTOR - RSRCH EPI	GS9810	82.00000	$56,450.28	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$1.61	
PROG SPEC II	GS9151	50.00000	$18,200.00	

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ACTIVITY: 14 - Academic Support , continued				
FUNCTION: 2780 - Ancillary Support , continued				
145000 - Okla Rural Health Po , continued				
PROG EVALUATION SPEC GS9504		25.00000	$11,138.18	
OTHER SALARIES AND WAGES			$480.82	
FRINGE BENEFITS			$119,815.00	
TOTAL PERSONNEL SERVICES				$642,507.00
TRAVEL				$19,800.00
SUPPLIES AND OTHER OPERATING EXPENSES				$84,443.00
PROPERTY FURNITURE AND EQUIPMENT				$24,951.00
TOTAL				$771,701.00
TOTAL 2780 - Ancillary Support				$771,701.00
FUNCTION: 2790 - Academic Administration				
140155 - Assoc Dean Curriculum				
TRAVEL				$15,000.00
SUPPLIES AND OTHER OPERATING EXPENSES				$92,000.00
PROPERTY FURNITURE AND EQUIPMENT				$8,000.00
TOTAL				$115,000.00
170700 - Vice Provost				
OTHER SALARIES AND WAGES			$34,996.00	
PROJECTED SALARY SAVINGS-- FRINGE BENEFITS			$1.00	
TOTAL PERSONNEL SERVICES				$34,997.00
TRAVEL				$3,000.00
SUPPLIES AND OTHER OPERATING EXPENSES				$6,500.00
TOTAL				$44,497.00
172136 - Oaaims				
DIRECTOR - AIMS	GS9930	100.00000	$95,130.14	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.86	
FRINGE BENEFITS			$22,831.00	
TOTAL PERSONNEL SERVICES				$117,962.00

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POSITION TITLE	POSITION NUMBER	FUNDING PERCENT	POSITION PROPOSED BUDGET AMOUNT	FY 2025-2026 PROPOSED ACCOUNT BUDGET AMOUNT
ACTIVITY: 14 - Academic Support , continued				
FUNCTION: 2790 - Academic Administration , continued				
172136 - Oaaims , continued				
TRAVEL				$18,000.00
SUPPLIES AND OTHER OPERATING EXPENSES				$19,000.00
TOTAL				$154,962.00
172137 - Er&D				
INSTRUCTIONAL DESIGN	533711	100.00000	$68,533.49	
INSTRUCTIONAL DESIGN	534487	100.00000	$61,800.00	
DIRECTOR	535096	27.50000	$27,492.30	
COOR -- ED MEDIA SVC	GS9707	100.00000	$52,977.97	
MANAGER	GS9717	100.00000	$68,649.50	
INSTRUCTIONAL DESIGN	GS9757	100.00000	$64,324.43	
MANAGER	GS9983	100.00000	$77,830.53	
MANAGER	GS9984	100.00000	$73,954.00	
OTHER PROFESSIONAL SALARIES			$499.78	
ACAD AST II	633934	100.00000	$37,440.00	
ACAD AST II	633935	100.00000	$40,077.25	
ACAD AST IV	639111	100.00000	$51,579.31	
ACAD AST II	GS9261	100.00000	$38,306.11	
ADMIN AST II	GS9954	100.00000	$39,893.47	
PROJECTED SALARY SAVINGS-- OTHER SALARIES AND WAGES			$-1.14	
FRINGE BENEFITS			$225,074.00	
TOTAL PERSONNEL SERVICES				$928,431.00
TRAVEL				$15,000.00
SUPPLIES AND OTHER OPERATING EXPENSES				$20,700.00
PROPERTY FURNITURE AND EQUIPMENT				$5,000.00
TOTAL				$969,131.00
172138 - Sr Assoc Dean:Academ				
DEAN/CLIN PROF	210606	75.00000	$365,850.01	
OPS ADMIN - OSUCHS O	GS9135	100.00000	$70,000.00	
Aso Dean	GS9536	50.62000	$179,769.98	
OTHER PROFESSIONAL SALARIES			$51,349.01	
EXEC AST IV	633357	50.00000	$30,480.49	
PROJECTED SALARY SAVINGS-- OTHER SALARIES AND WAGES			$0.51	
FRINGE BENEFITS			$186,599.00	
TOTAL PERSONNEL SERVICES				$884,049.00

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ACTIVITY: 14 - Academic Support , continued				
FUNCTION: 2790 - Academic Administration , continued				
172138 - Sr Assoc Dean:Academ , continued				
TRAVEL				$19,700.00
SUPPLIES AND OTHER OPERATING EXPENSES				$110,000.00
PROPERTY FURNITURE AND EQUIPMENT				$22,000.00
TOTAL				$1,035,749.00
172139 - Assoc Dean:Clin Ed				
MANAGER	331721	75.00000	$44,823.38	
DIRECTOR	GS9860	8.00000	$7,004.00	
OTHER PROFESSIONAL SALARIES			$30,642.62	
COORD - CLIN ED II	633680	75.00000	$34,642.78	
COORD - CLIN ED IV	633681	75.00000	$37,636.24	
COORD ? CONTRACT & A	GS9567	25.00000	$13,358.80	
COORD - CLIN ED II	GS9768	100.00000	$44,444.30	
COORD - CLIN ED III	GS9913	75.00000	$33,567.91	
OTHER SALARIES AND WAGES			$129,137.97	
FRINGE BENEFITS			$120,083.00	
TOTAL PERSONNEL SERVICES				$495,341.00
TRAVEL				$9,000.00
SUPPLIES AND OTHER OPERATING EXPENSES				$501,000.00
PROPERTY FURNITURE AND EQUIPMENT				$4,500.00
TOTAL				$1,009,841.00
172140 - Assoc Dean:Basic Sci				
ASO DEAN/DIR/PROF	211672	27.00000	$57,926.00	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.00	
OTHER SALARIES AND WAGES			$1,765.00	
FRINGE BENEFITS			$12,920.00	
TOTAL PERSONNEL SERVICES				$72,611.00
TRAVEL				$2,300.00
SUPPLIES AND OTHER OPERATING EXPENSES				$22,700.00
PROPERTY FURNITURE AND EQUIPMENT				$500.00
TOTAL				$98,111.00

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ACTIVITY: 14 - Academic Support , continued				
FUNCTION: 2790 - Academic Administration , continued				
172155 - Provost				
PROV/SVP/PROF/COO OS	210731	100.00000	$471,761.26	
DIRECTOR	331702	100.00000	$78,785.11	
MANAGER	GS9437	100.00000	$67,749.07	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$-0.44	
EXEC AST IV	633357	50.00000	$30,480.49	
COORD - GRAD ADVANCE	GS9100	100.00000	$55,000.00	
GRAD STUD RECR	GS9743	100.00000	$44,133.44	
PROJECTED SALARY SAVINGS-- OTHER SALARIES AND WAGES			$0.07	
FRINGE BENEFITS			$221,731.00	
TOTAL PERSONNEL SERVICES				$969,640.00
TRAVEL				$3,500.00
SUPPLIES AND OTHER OPERATING EXPENSES				$30,000.00
TOTAL				$1,003,140.00
TOTAL 2790 - Academic Administration				$4,430,431.00
TOTAL 14 - Academic Support				$7,005,511.00
ACTIVITY: 15 - Student Services				
FUNCTION: 2950 - Student Services Administration				
121235 - Graduation				
SUPPLIES AND OTHER OPERATING EXPENSES				$23,000.00
PROPERTY FURNITURE AND EQUIPMENT				$57,000.00
TOTAL				$80,000.00
121262 - Enrollment Management				
MANAGING DIRECTOR	120206	100.00000	$100,785.50	
DIRECTOR	332029	100.00000	$78,787.71	
CLINICAL ASO PROF/AS	332111	90.00000	$205,794.00	
REGISTRAR	531686	100.00000	$78,783.98	
DIRECTOR	534619	100.00000	$84,872.00	
AST DIRECTOR	GS9275	100.00000	$63,654.00	
DIRECTOR	GS9419	50.00000	$47,740.50	

OKLAHOMA STATE REGENTS FOR HIGHER EDUCATION
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SCHEDULE E
EXPENDITURES BY ACTIVITY/FUNCTION, DEPARTMENT, POSITION AND OBJECT

INSTITUTION NUMBER: 7 INSTITUTION NAME: Center for Health Sciences PRESIDENT: DR. JIM HESS

POSITION TITLE	POSITION NUMBER	FUNDING PERCENT	POSITION PROPOSED BUDGET AMOUNT	FY 2025-2026 PROPOSED ACCOUNT BUDGET AMOUNT
ACTIVITY: 15 - Student Services , continued				
FUNCTION: 2950 - Student Services Administration , continued				
121262 - Enrollment Management , continued				
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$1.31	
FINANCIAL AID COUN I	633683	100.00000	$49,474.11	
COORD - STUDENT REC	633806	100.00000	$42,940.57	
ADMIN AST II	GS9108	100.00000	$38,080.00	
SPEC - RECRUITMENT I	GS9192	100.00000	$43,929.60	
SPEC - EVENTS & COMM	GS9267	100.00000	$42,098.16	
EXEC AST II	GS9621	100.00000	$48,006.40	
COORD - FIN AID III	GS9704	100.00000	$44,112.02	
SPEC - RECRUITMENT I	GS9784	100.00000	$39,714.74	
OTHER SALARIES AND WAGES			$20,799.40	
FRINGE BENEFITS			$310,019.00	
TOTAL PERSONNEL SERVICES				$1,339,593.00
TRAVEL				$40,000.00
SUPPLIES AND OTHER OPERATING EXPENSES				$108,500.00
PROPERTY FURNITURE AND EQUIPMENT				$15,000.00
TOTAL				$1,503,093.00
TOTAL 2950 - Student Services Administration				$1,583,093.00
FUNCTION: 2960 - Social and Cultural Development				
121230 - Student Life				
INT AST DEAN	120207	100.00000	$125,663.61	
MANAGER	GS9615	100.00000	$56,275.44	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$-0.05	
ACAD AST II	631364	100.00000	$38,509.83	
COORD - STUDENT LIFE	GS9759	100.00000	$47,599.84	
PROJECTED SALARY SAVINGS-- OTHER SALARIES AND WAGES			$0.33	
FRINGE BENEFITS			$85,776.00	
TOTAL PERSONNEL SERVICES				$353,825.00
TRAVEL				$4,500.00
SUPPLIES AND OTHER OPERATING EXPENSES				$57,500.00
PROPERTY FURNITURE AND EQUIPMENT				$10,000.00
TOTAL				$425,825.00
TOTAL 2960 - Social and Cultural Development				$425,825.00

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INSTITUTION NUMBER: 7 INSTITUTION NAME: Center for Health Sciences PRESIDENT: DR. JIM HESS

POSITION TITLE	POSITION NUMBER	FUNDING PERCENT	POSITION PROPOSED BUDGET AMOUNT	FY 2025-2026 PROPOSED ACCOUNT BUDGET AMOUNT
TOTAL 15 - Student Services				$2,008,918.00
ACTIVITY: 16 - Institutional Support				
FUNCTION: 3120 - Executive Management				
110109 - General Counsel				
STAFF ATTORNEY	GS9729	100.00000	$104,000.00	
ASSISTANT GENERAL CO	GS9832	100.00000	$120,000.00	
PARALEGAL/LEGAL AST	GS9588	100.00000	$62,000.00	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.00	
FRINGE BENEFITS			$91,520.00	
TOTAL PERSONNEL SERVICES				$377,520.00
TRAVEL				$6,500.00
SUPPLIES AND OTHER OPERATING EXPENSES				$46,500.00
TOTAL				$430,520.00
110111 - Board Of Regents				
TRAVEL				$5,000.00
SUPPLIES AND OTHER OPERATING EXPENSES				$667,500.00
TOTAL				$672,500.00
110112 - President/Provost				
PRES CHS/SVP/INT PRE	331706	100.00000	$605,265.00	
DIR/AST TO PRES	GS9502	100.00000	$90,688.34	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.66	
OTHER SALARIES AND WAGES			$21,832.00	
FRINGE BENEFITS			$208,888.00	
TOTAL PERSONNEL SERVICES				$926,674.00
TRAVEL				$25,000.00
SUPPLIES AND OTHER OPERATING EXPENSES				$118,500.00
PROPERTY FURNITURE AND EQUIPMENT				$8,000.00
TOTAL				$1,078,174.00
110114 - Compliance				
DIRECTOR	GS9826	100.00000	$114,801.89	
SAFETY MANAGER	533859	100.00000	$97,842.70	
OCC/STUD HEALTH NURS	633933	100.00000	$76,384.80	

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INSTITUTION NUMBER: 7 INSTITUTION NAME: Center for Health Sciences PRESIDENT: DR. JIM HESS

POSITION TITLE	POSITION NUMBER	FUNDING PERCENT	POSITION PROPOSED BUDGET AMOUNT	FY 2025-2026 PROPOSED ACCOUNT BUDGET AMOUNT
ACTIVITY: 16 - Institutional Support , continued				
FUNCTION: 3120 - Executive Management , continued				
110114 - Compliance , continued				
HIPAA ANALYST	GS9804	50.00000	$31,365.37	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.24	
AST OCC/STUDENT HEAL	GS9540	25.00000	$11,364.36	
AST OCC/STUDENT HEAL	GS9655	50.00000	$26,138.03	
RECORDS CUSTODIAN II	GS9776	100.00000	$44,849.45	
PROJECTED SALARY SAVINGS-- OTHER SALARIES AND WAGES			$0.16	
FRINGE BENEFITS			$120,354.00	
TOTAL PERSONNEL SERVICES				$523,101.00
TRAVEL				$5,500.00
SUPPLIES AND OTHER OPERATING EXPENSES				$201,500.00
PROPERTY FURNITURE AND EQUIPMENT				$53,000.00
TOTAL				$783,101.00
110115 - VP Admin Finance				
VP	331611	100.00000	$315,524.93	
DIRECTOR	332030	50.00000	$78,385.75	
MANAGER - FINANCIAL	533696	100.00000	$70,278.73	
DIRECTOR	535089	100.00000	$125,143.97	
DATA SCIENTIST	GS9256	100.00000	$68,804.00	
DATA SCIENTIST	GS9572	100.00000	$68,804.00	
OTHER PROFESSIONAL SALARIES			$45,214.62	
PATIENT ACCT REP II	631357	100.00000	$48,866.76	
COORD-ADMIN/FIN-ANAL	GS9763	100.00000	$58,926.40	
BOOKSTORE MANAGER	GS9874	100.00000	$43,371.00	
PROJECTED SALARY SAVINGS-- OTHER SALARIES AND WAGES			$-0.16	
FRINGE BENEFITS			$295,462.00	
TOTAL PERSONNEL SERVICES				$1,218,782.00
TRAVEL				$22,500.00
SUPPLIES AND OTHER OPERATING EXPENSES				$42,000.00
PROPERTY FURNITURE AND EQUIPMENT				$2,500.00
TOTAL				$1,285,782.00

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ACTIVITY: 16 - Institutional Support , continued				
FUNCTION: 3120 - Executive Management , continued				
110117 - Chief Operating Offi				
COO	GS9635	100.00000	$304,051.29	
OTHER PROFESSIONAL SALARIES			$180,249.71	
EXEC AST II	633807	100.00000	$65,562.17	
PROJECTED SALARY SAVINGS-- OTHER SALARIES AND WAGES			$-0.17	
FRINGE BENEFITS			$175,956.00	
TOTAL PERSONNEL SERVICES				$725,819.00
TRAVEL				$9,000.00
SUPPLIES AND OTHER OPERATING EXPENSES				$17,000.00
PROPERTY FURNITURE AND EQUIPMENT				$5,000.00
TOTAL				$756,819.00
TOTAL 3120 - Executive Management				$5,006,896.00
FUNCTION: 3125 - Fiscal Operations				
110121 - Employee Health				
CLINICAL ASO PROF/VC 211251		5.24000	$12,711.14	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$-582.14	
FRINGE BENEFITS			$2,668.00	
TOTAL PERSONNEL SERVICES				$14,797.00
TRAVEL				$5,000.00
SUPPLIES AND OTHER OPERATING EXPENSES				$12,500.00
PROPERTY FURNITURE AND EQUIPMENT				$7,500.00
TOTAL				$39,797.00
110122 - Business Office				
ASO VP	331349	100.00000	$163,909.05	
DIRECTOR	530026	80.00000	$76,927.98	
AST DIR	530189	75.00000	$50,647.90	
AST DIR	534047	100.00000	$78,785.62	
COORD-PROCUREMENT	GS9293	100.00000	$48,880.00	
COORD-PROCUREMENT	GS9414	100.00000	$46,800.00	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.45	
COORD - BUDGET/FINAN	630867	100.00000	$46,538.71	

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INSTITUTION NUMBER: 7 INSTITUTION NAME: Center for Health Sciences PRESIDENT: DR. JIM HESS

POSITION TITLE	POSITION NUMBER	FUNDING PERCENT	POSITION PROPOSED BUDGET AMOUNT	FY 2025-2026 PROPOSED ACCOUNT BUDGET AMOUNT
ACTIVITY: 16 - Institutional Support , continued				
FUNCTION: 3125 - Fiscal Operations , continued				
110122 - Business Office , continued				
CUSTOMER SERVICE REP	631183	80.00000	$31,715.83	
COORD - BUDGET/FINAN	631825	100.00000	$52,253.99	
SPEC - BUDGET/FINANC	633678	100.00000	$42,826.58	
CUSTOMER SERVICE REP	639449	80.00000	$29,952.00	
LOADING DOCK MGR	GS9507	100.00000	$48,588.80	
COORD - BUDGET/FINAN	GS9526	100.00000	$48,899.85	
COORD-BUDGET/FINANCE	GS9595	100.00000	$45,804.51	
OTHER SALARIES AND WAGES			$47,450.73	
FRINGE BENEFITS			$266,500.00	
TOTAL PERSONNEL SERVICES				$1,126,482.00
TRAVEL				$8,000.00
SUPPLIES AND OTHER OPERATING EXPENSES				$120,000.00
PROPERTY FURNITURE AND EQUIPMENT				$5,000.00
TOTAL				$1,259,482.00
110125 - Univ Admin Charge				
SUPPLIES AND OTHER OPERATING EXPENSES				$1,402,590.00
TOTAL				$1,402,590.00
TOTAL 3125 - Fiscal Operations				$2,701,869.00
FUNCTION: 3130 - General Administration and Logist				
110116 - Wellness				
MANAGER - HEALTH/WEL	GS9769	100.00000	$65,172.87	
OTHER PROFESSIONAL SALARIES			$17,583.13	
COORD - WELLNESS III	GS9754	100.00000	$51,996.05	
PROJECTED SALARY SAVINGS-- OTHER SALARIES AND WAGES			$-0.05	
FRINGE BENEFITS			$41,362.00	
TOTAL PERSONNEL SERVICES				$176,114.00
TRAVEL				$4,500.00
SUPPLIES AND OTHER OPERATING EXPENSES				$3,000.00
TOTAL				$183,614.00

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POSITION TITLE	POSITION NUMBER	FUNDING PERCENT	POSITION PROPOSED BUDGET AMOUNT	FY 2025-2026 PROPOSED ACCOUNT BUDGET AMOUNT
ACTIVITY: 16 - Institutional Support , continued				
FUNCTION: 3130 - General Administration and Logist, continued				
128223 - Human Resources				
AST VP	332112	90.00000	$130,333.83	
HR CONSULTANT III	533502	90.00000	$62,158.13	
HR CONSULTANT III	GS9853	100.00000	$79,154.39	
HR CONSULTANT III	GS9891	100.00000	$71,136.95	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$-0.30	
SPEC - HR II	631241	90.00000	$35,429.47	
SPEC - HR IV	633820	90.00000	$47,949.51	
SPEC - HR III	GS9337	90.00000	$39,413.28	
PROJECTED SALARY SAVINGS-- OTHER SALARIES AND WAGES			$0.74	
FRINGE BENEFITS			$146,512.00	
TOTAL PERSONNEL SERVICES				$612,088.00
TRAVEL				$7,500.00
SUPPLIES AND OTHER OPERATING EXPENSES				$130,862.00
PROPERTY FURNITURE AND EQUIPMENT				$5,500.00
TOTAL				$755,950.00
TOTAL 3130 - General Administration and Logist				$939,564.00
FUNCTION: 3135 - Public Relations/Development				
128225 - Off. Of Development				
SUPPLIES AND OTHER OPERATING EXPENSES				$700,000.00
TOTAL				$700,000.00
128228 - Communications				
AVP EXT AFFAIRS/COMM	GS9755	70.00000	$107,087.24	
WEBSITE COORD II	531981	100.00000	$55,592.64	
SPECIALIST - DIGITAL	GS9144	100.00000	$44,200.00	
COORD - MKTG/DESIGN	GS9383	100.00000	$53,045.00	
PHOTOGRAPHER/VIDEOGR	GS9644	100.00000	$59,089.22	
COORD - SR COMMUNICA	GS9824	100.00000	$65,766.69	
SR GRAPHIC DESIGNER	GS9837	100.00000	$66,197.64	
MANAGING DIRECTOR	GS9914	100.00000	$94,091.64	
OTHER PROFESSIONAL SALARIES			$96,106.93	
SPEC - DIGITAL/WEB I	GS9201	100.00000	$42,848.00	

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POSITION TITLE	POSITION NUMBER	FUNDING PERCENT	POSITION PROPOSED BUDGET AMOUNT	FY 2025-2026 PROPOSED ACCOUNT BUDGET AMOUNT
ACTIVITY: 16 - Institutional Support , continued				
FUNCTION: 3135 - Public Relations/Development , continued				
128228 - Communications , continued				
COORD ? DIGITAL/SOCI	GS9385	100.00000	$49,982.19	
EXEC AST II	GS9724	50.00000	$22,880.00	
OTHER SALARIES AND WAGES			$21,839.81	
FRINGE BENEFITS			$244,388.00	
TOTAL PERSONNEL SERVICES				$1,023,115.00
TRAVEL				$8,000.00
SUPPLIES AND OTHER OPERATING EXPENSES				$347,700.00
PROPERTY FURNITURE AND EQUIPMENT				$19,000.00
TOTAL				$1,397,815.00
128229 - Outreach				
MANAGING DIRECTOR	533702	100.00000	$103,289.43	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$-0.43	
COORD - OUTREACH II	GS9723	96.00000	$45,638.27	
EXEC AST II	GS9724	50.00000	$22,880.00	
EVENTS MANAGER	GS9792	100.00000	$50,294.40	
COORD - OUTREACH III	GS9851	100.00000	$53,456.00	
COORD - OUTREACH II	GS9915	98.00000	$46,964.74	
OTHER SALARIES AND WAGES			$50,870.59	
FRINGE BENEFITS			$108,503.00	
TOTAL PERSONNEL SERVICES				$481,896.00
TRAVEL				$30,000.00
SUPPLIES AND OTHER OPERATING EXPENSES				$69,000.00
PROPERTY FURNITURE AND EQUIPMENT				$22,000.00
TOTAL				$602,896.00
128350 - Institutional Member				
SUPPLIES AND OTHER OPERATING EXPENSES				$240,000.00
TOTAL				$240,000.00
TOTAL 3135 - Public Relations/Development				$2,940,711.00
TOTAL 16 - Institutional Support				$11,589,040.00

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POSITION TITLE	POSITION NUMBER	FUNDING PERCENT	POSITION PROPOSED BUDGET AMOUNT	FY 2025-2026 PROPOSED ACCOUNT BUDGET AMOUNT
ACTIVITY: 17 - Operation & Maint of Plant				
FUNCTION: 3220 - Physical Plant Administration				
180120 - Act 17 Sal Increase				
UTILITIES				$919,899.00
TOTAL				$919,899.00
187873 - Physical Plant Admin				
ASO VP	332113	100.00000	$192,136.32	
DIRECTOR	534963	70.00000	$76,490.89	
DIR BLDG OPS/CHIEF E	GS9827	70.00000	$77,788.69	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.10	
COORD - INVENTORY II	630247	100.00000	$46,238.40	
MANAGER - PLANT OPS	639475	100.00000	$85,425.22	
ASSET/SPACE UTILIZAT	GS9417	100.00000	$47,361.60	
COORD-FACILITIES	GS9559	70.00000	$29,326.24	
MECHANICAL JOURNEYMA	GS9585	70.00000	$37,797.76	
CONTROLS TECH	GS9626	100.00000	$60,777.60	
Mechanical Journeyma	GS9638	70.00000	$40,341.39	
COORD - OPERATIONS I	GS9764	70.00000	$36,181.60	
PROJECTED SALARY SAVINGS-- OTHER SALARIES AND WAGES			$0.19	
FRINGE BENEFITS			$205,434.00	
TOTAL PERSONNEL SERVICES				$935,300.00
TRAVEL				$30,000.00
SUPPLIES AND OTHER OPERATING EXPENSES				$996,000.00
PROPERTY FURNITURE AND EQUIPMENT				$30,000.00
TOTAL				$1,991,300.00
TOTAL 3220 - Physical Plant Administration				$2,911,199.00
FUNCTION: 3230 - Building Maintenance				
181000 - Building Maintenance				
Coor Facil Svc	AS7190	7.13000	$4,161.79	
MANAGER	GS9497	70.00000	$54,841.42	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$-186.21	
MAINT TECH II	630210	70.00000	$26,208.00	
BLDG ENGR II	630944	100.00000	$45,204.64	
MAINT TECH - SUP	631402	70.00000	$39,747.58	

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ACTIVITY: 17 - Operation & Maint of Plant , continued				
FUNCTION: 3230 - Building Maintenance , continued				
181000 - Building Maintenance , continued				
BLDG ENGR III	633671	100.00000	$67,504.30	
SUPERVISOR - SKILLED	633811	70.00000	$54,803.84	
BLDG ENGR 3rd CLASS	638045	100.00000	$41,600.00	
PROJ SUPERINTENDENT	639094	70.00000	$40,763.75	
SUPERVISOR - TULSA	GS9345	65.00000	$51,376.00	
BLDG ENGR II	GS9370	65.00000	$40,384.24	
SUPERVISOR - PLANT O	GS9372	100.00000	$79,102.40	
MAINT TECH I	GS9405	70.00000	$28,101.37	
LOCKSMITH I	GS9510	70.00000	$34,224.70	
BLDG ENG TECH II	GS9520	100.00000	$40,919.84	
MAINT TECH I	GS9578	70.00000	$25,494.56	
BLDG ENGR II	GS9586	65.00000	$42,843.64	
BLDG ENGR TECH II	GS9587	100.00000	$40,913.60	
CARPENTER II	GS9611	70.00000	$31,870.08	
CARPENTER III	GS9613	70.00000	$36,847.14	
CARPENTER II	GS9614	70.00000	$31,663.09	
MAINT TECH I	GS9690	70.00000	$24,669.74	
BLDG ENG II	GS9793	100.00000	$59,550.40	
BLDG ENGR II	GS9801	100.00000	$56,160.00	
PLUMBING JOURNEYMAN	GS9814	70.00000	$39,384.80	
ELECTRICAL JOURNEYMA	GS9903	70.00000	$39,384.80	
BLDG ENGR 3rd CLASS	GS9963	100.00000	$45,057.18	
PROJECTED SALARY SAVINGS-- OTHER SALARIES AND WAGES			$0.31	
FRINGE BENEFITS			$346,893.00	
TOTAL PERSONNEL SERVICES				$1,469,490.00
TRAVEL				$13,500.00
SUPPLIES AND OTHER OPERATING EXPENSES				$2,171,000.00
PROPERTY FURNITURE AND EQUIPMENT				$200,000.00
TOTAL				$3,853,990.00
181100 - Tandy Building MRPL 2015B				
SUPPLIES AND OTHER OPERATING EXPENSES				$806,036.00
TOTAL				$806,036.00
TOTAL 3230 - Building Maintenance				$4,660,026.00

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ACTIVITY: 17 - Operation & Maint of Plant , continued				
FUNCTION: 3240 - Custodial Services				
182000 - Custodial Services				
SUPPLIES AND OTHER OPERATING EXPENSES				$601,000.00
TOTAL				$601,000.00
182222 - Cherokee Nation Operations				
MAINT MECHANIC	GS9694	100.00000	$42,120.00	
OTHER SALARIES AND WAGES			$36,421.00	
FRINGE BENEFITS			$25,133.00	
TOTAL PERSONNEL SERVICES				$103,674.00
UTILITIES				$434,500.00
SUPPLIES AND OTHER OPERATING EXPENSES				$270,500.00
TOTAL				$808,674.00
TOTAL 3240 - Custodial Services				$1,409,674.00
FUNCTION: 3250 - Utilities				
181101 - North Hall Master Lease				
SUPPLIES AND OTHER OPERATING EXPENSES				$1,036,882.00
TOTAL				$1,036,882.00
181200 - Utilities				
UTILITIES				$2,499,000.00
SUPPLIES AND OTHER OPERATING EXPENSES				$153,283.00
TOTAL				$2,652,283.00
181201 - Forensic Sci Ml				
SUPPLIES AND OTHER OPERATING EXPENSES				$1,563,499.00
TOTAL				$1,563,499.00
181222 - 211 S Houston Operations				
UTILITIES				$94,500.00
SUPPLIES AND OTHER OPERATING EXPENSES				$108,500.00
TOTAL				$203,000.00
TOTAL 3250 - Utilities				$5,455,664.00

OKLAHOMA STATE REGENTS FOR HIGHER EDUCATION
EDUCATIONAL AND GENERAL BUDGET PART I
FISCAL YEAR 2025-2026
SCHEDULE E
EXPENDITURES BY ACTIVITY/FUNCTION, DEPARTMENT, POSITION AND OBJECT

INSTITUTION NUMBER: 7 INSTITUTION NAME: Center for Health Sciences PRESIDENT: DR. JIM HESS

POSITION TITLE	POSITION NUMBER	FUNDING PERCENT	POSITION PROPOSED BUDGET AMOUNT	FY 2025-2026 PROPOSED ACCOUNT BUDGET AMOUNT
FUNCTION: 3260 - Landscape and Ground Maintenance				
184000 - Grounds Maintenance				
SUPPLIES AND OTHER OPERATING EXPENSES				$149,460.00
PROPERTY FURNITURE AND EQUIPMENT				$11,540.00
TOTAL				$161,000.00
TOTAL 3260 - Landscape and Ground Maintenance				$161,000.00
FUNCTION: 3275 - Safety and Security				
185000 - Campus Safety				
ASSOC EMERG MGR	GS9850	100.00000	$62,563.00	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.00	
LEAD SECURITY OFFICE	633421	100.00000	$46,832.86	
SECURITY OFFICER - A	633422	100.00000	$43,550.40	
SECURITY OFFICER - A	633423	100.00000	$40,123.20	
SECURITY OFF - ARMED	633424	100.00000	$43,190.78	
SEC OFFICER - ARMED	633427	100.00000	$41,558.40	
SEC OFFICER - ARMED	633673	100.00000	$37,918.40	
SEC OFFICER II - ARM	633927	100.00000	$42,265.60	
ADMIN AST	GS9109	100.00000	$38,080.00	
SEC OFFICER - UNARME	GS9112	100.00000	$43,550.40	
SEC OFFICER I - ARME	GS9140	100.00000	$43,550.40	
SPEC - SECURITY TECH	GS9171	100.00000	$39,062.40	
SECURITY OFFICER - A	GS9367	100.00000	$43,190.78	
LEAD DISPATCHER - SE	GS9411	100.00000	$39,141.65	
DISPATCHER - SECURIT	GS9412	100.00000	$37,939.20	
SECURITY DISPATCHER	GS9413	100.00000	$38,080.00	
DISPATCHER II	GS9639	100.00000	$35,360.00	
SEC OFFICER - UNARME	GS9653	100.00000	$41,168.34	
SECURITY OFFICER - U	GS9654	100.00000	$41,221.70	
SECURITY OFFICER-UNA	GS9687	100.00000	$44,595.20	
SECURITY OFFICER - A	GS9722	100.00000	$43,550.40	
LEAD SEC OFFICER - U	GS9728	100.00000	$46,404.38	
SECURITY OFFICER - A	GS9806	100.00000	$39,055.95	
LEAD SECURITY OFFICE	GS9840	100.00000	$42,203.20	
SECURITY OFFICER - A	GS9894	100.00000	$43,550.40	
PROJECTED SALARY SAVINGS-- OTHER SALARIES AND WAGES			$0.96	
FRINGE BENEFITS			$235,674.00	
TOTAL PERSONNEL SERVICES				$1,293,382.00

OKLAHOMA STATE REGENTS FOR HIGHER EDUCATION
EDUCATIONAL AND GENERAL BUDGET PART I
FISCAL YEAR 2025-2026
SCHEDULE E
EXPENDITURES BY ACTIVITY/FUNCTION, DEPARTMENT, POSITION AND OBJECT

INSTITUTION NUMBER: 7 INSTITUTION NAME: Center for Health Sciences PRESIDENT: DR. JIM HESS

POSITION TITLE	POSITION NUMBER	FUNDING PERCENT	POSITION PROPOSED BUDGET AMOUNT	FY 2025-2026 PROPOSED ACCOUNT BUDGET AMOUNT
ACTIVITY: 17 - Operation & Maint of Plant , continued				
FUNCTION: 3275 - Safety and Security , continued				
185000 - Campus Safety , continued				
TRAVEL				$22,000.00
SUPPLIES AND OTHER OPERATING EXPENSES				$69,200.00
PROPERTY FURNITURE AND EQUIPMENT				$17,800.00
TOTAL				$1,402,382.00
TOTAL 3275 - Safety and Security				$1,402,382.00
TOTAL 17 - Operation & Maint of Plant				$15,999,945.00
ACTIVITY: 18 - Scholarship and Fellowship				
FUNCTION: 3420 - Resident Tuition Waivers				
102910 - Fee Waivers				
RESIDENT TUITION WAIVERS				$1,652,027.00
NON-RESIDENT TUITION WAIVERS				$2,144,416.00
TOTAL				$3,796,443.00
TOTAL 3420 - Resident Tuition Waivers				$3,796,443.00
TOTAL 18 - Scholarship and Fellowship				$3,796,443.00
TOTAL PRIMARY BUDGET EXPENDITURES				$126,928,005.00

OKLAHOMA STATE REGENTS FOR HIGHER EDUCATION
EDUCATIONAL AND GENERAL BUDGET PART I
FISCAL YEAR 2025-2026
SCHEDULE E
EXPENDITURES BY ACTIVITY/FUNCTION, DEPARTMENT, POSITION AND OBJECT

INSTITUTION NUMBER: 8 INSTITUTION NAME: OSU - Tulsa PRESIDENT: DR. JIM HESS

POSITION TITLE	POSITION NUMBER	FUNDING PERCENT	POSITION PROPOSED BUDGET AMOUNT	FY 2025-2026 PROPOSED ACCOUNT BUDGET AMOUNT
ACTIVITY: 11 - Instruction				
FUNCTION: 2370 - General Academic Instruction				
130300 - Academic Programs				
OTHER TEACHING SALARIES			$10,000.00	
FRINGE BENEFITS			$2,999.00	
TOTAL PERSONNEL SERVICES				$12,999.00
SUPPLIES AND OTHER OPERATING EXPENSES				$2,500.00
TOTAL				$15,499.00
130400 - Instrucional Equip				
SUPPLIES AND OTHER OPERATING EXPENSES				$7,000.00
PROPERTY FURNITURE AND EQUIPMENT				$500.00
TOTAL				$7,500.00
130500 - Laboratory Maintenan				
SUPPLIES AND OTHER OPERATING EXPENSES				$2,500.00
PROPERTY FURNITURE AND EQUIPMENT				$20,000.00
TOTAL				$22,500.00
130910 - Bcbs Okla Health Lab				
PROPERTY FURNITURE AND EQUIPMENT				$3,000.00
TOTAL				$3,000.00
132112 - College of Prof Studies				
PROF/VICE PROVOST/DE	JS9953	50.00000	$124,761.84	
AST DIR	JS9943	100.00000	$65,000.00	
OTHER PROFESSIONAL SALARIES			$332,798.16	
FRINGE BENEFITS			$171,913.00	
TOTAL PERSONNEL SERVICES				$694,473.00
SUPPLIES AND OTHER OPERATING EXPENSES				$5,000.00
TOTAL				$699,473.00

OKLAHOMA STATE REGENTS FOR HIGHER EDUCATION
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SCHEDULE E
EXPENDITURES BY ACTIVITY/FUNCTION, DEPARTMENT, POSITION AND OBJECT

INSTITUTION NUMBER: 8 INSTITUTION NAME: OSU - Tulsa PRESIDENT: DR. JIM HESS

POSITION TITLE	POSITION NUMBER	FUNDING PERCENT	POSITION PROPOSED BUDGET AMOUNT	FY 2025-2026 PROPOSED ACCOUNT BUDGET AMOUNT
ACTIVITY: 11 - Instruction , continued				
FUNCTION: 2370 - General Academic Instruction , continued				
132122 - Trennepohl Finance Chair II				
Prof/Trennepohl Chai 211532		39.80000	$88,184.86	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.14	
FRINGE BENEFITS			$26,446.00	
TOTAL PERSONNEL SERVICES				$114,631.00
TRAVEL				$1,000.00
TOTAL				$115,631.00
137201 - Psychology				
Rgts Prof/George Kai 213295		100.00000	$131,985.00	
AST PROF	AF9345	50.00000	$44,221.50	
Tchg Prof	AF9178	100.00000	$82,404.00	
PROJECTED SALARY SAVINGS-- OTHER TEACHING SALARIES			$0.50	
FRINGE BENEFITS			$77,557.00	
TOTAL PERSONNEL SERVICES				$336,168.00
TOTAL				$336,168.00
137215 - Plant Biology, Ecology, & Evolution				
Tchg Ast Prof	AF9319	100.00000	$63,441.00	
PROJECTED SALARY SAVINGS-- OTHER TEACHING SALARIES			$0.00	
FRINGE BENEFITS			$19,026.00	
TOTAL PERSONNEL SERVICES				$82,467.00
TOTAL				$82,467.00
137216 - Integrative Biology				
OTHER TEACHING SALARIES			$60,003.00	
FRINGE BENEFITS			$17,995.00	
TOTAL PERSONNEL SERVICES				$77,998.00
TOTAL				$77,998.00

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INSTITUTION NUMBER: 8 INSTITUTION NAME: OSU - Tulsa PRESIDENT: DR. JIM HESS

POSITION TITLE	POSITION NUMBER	FUNDING PERCENT	POSITION PROPOSED BUDGET AMOUNT	FY 2025-2026 PROPOSED ACCOUNT BUDGET AMOUNT
ACTIVITY: 11 - Instruction , continued				
FUNCTION: 2370 - General Academic Instruction , continued				
137221 - MPH				
OTHER TEACHING SALARIES			$140,000.00	
Dir Grad Pgm	AS7848	100.00000	$109,640.41	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.59	
FRINGE BENEFITS			$54,149.00	
TOTAL PERSONNEL SERVICES				$303,790.00
TOTAL				$303,790.00
137240 - Comp / Info Sci				
Prof	210057	100.00000	$136,170.00	
TCHG AST PROF	AF9039	100.00000	$90,000.00	
PROJECTED SALARY SAVINGS-- OTHER TEACHING SALARIES			$0.00	
FRINGE BENEFITS			$67,828.00	
TOTAL PERSONNEL SERVICES				$293,998.00
TOTAL				$293,998.00
137250 - English				
OTHER TEACHING SALARIES			$6,001.00	
FRINGE BENEFITS			$1,800.00	
TOTAL PERSONNEL SERVICES				$7,801.00
TOTAL				$7,801.00
137265 - Environ Science				
OTHER TEACHING SALARIES			$68,000.00	
Dir Grad Prgm PSM	AS7774	100.00000	$143,985.35	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.65	
FRINGE BENEFITS			$61,832.00	
TOTAL PERSONNEL SERVICES				$273,818.00
TOTAL				$273,818.00

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INSTITUTION NUMBER: 8 INSTITUTION NAME: OSU - Tulsa PRESIDENT: DR. JIM HESS

POSITION TITLE	POSITION NUMBER	FUNDING PERCENT	POSITION PROPOSED BUDGET AMOUNT	FY 2025-2026 PROPOSED ACCOUNT BUDGET AMOUNT
ACTIVITY: 11 - Instruction , continued				
FUNCTION: 2370 - General Academic Instruction , continued				
137290 - Sociology				
Prof	211835	100.00000	$102,555.00	
Ast Prof	AF9127	100.00000	$77,004.00	
Tchg Ast Prof	AF9176	100.00000	$69,084.00	
PROJECTED SALARY SAVINGS-- OTHER TEACHING SALARIES			$0.00	
FRINGE BENEFITS			$74,568.00	
TOTAL PERSONNEL SERVICES				$323,211.00
TOTAL				$323,211.00
137300 - Economics				
Ast Prof Profnl Prac	221967	70.78000	$62,839.19	
PROJECTED SALARY SAVINGS-- OTHER TEACHING SALARIES			$0.81	
FRINGE BENEFITS			$18,846.00	
TOTAL PERSONNEL SERVICES				$81,686.00
TOTAL				$81,686.00
137305 - Business Administration				
Aso Prof	213337	33.33000	$57,294.27	
PROF	214303	4.16000	$6,581.95	
PROJECTED SALARY SAVINGS-- OTHER TEACHING SALARIES			$0.78	
FRINGE BENEFITS			$19,157.00	
TOTAL PERSONNEL SERVICES				$83,034.00
TOTAL				$83,034.00
137310 - Accounting				
Instr Profnl Pract	222296	59.27000	$69,600.76	
Aso Prof	AF8236	86.00000	$222,267.00	
Instr Profnl Pract	AF9677	98.52000	$99,881.55	
OTHER TEACHING SALARIES			$4,999.69	
FRINGE BENEFITS			$117,886.00	
TOTAL PERSONNEL SERVICES				$514,635.00
TOTAL				$514,635.00

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INSTITUTION NUMBER: 8 INSTITUTION NAME: OSU - Tulsa PRESIDENT: DR. JIM HESS

POSITION TITLE	POSITION NUMBER	FUNDING PERCENT	POSITION PROPOSED BUDGET AMOUNT	FY 2025-2026 PROPOSED ACCOUNT BUDGET AMOUNT
ACTIVITY: 11 - Instruction , continued				
FUNCTION: 2370 - General Academic Instruction , continued				
137325 - Hotel & Tourism Management				
Lecturer	AF9226	100.00000	$84,627.00	
PROJECTED SALARY SAVINGS-- OTHER TEACHING SALARIES			$0.00	
FRINGE BENEFITS			$25,380.00	
TOTAL PERSONNEL SERVICES				$110,007.00
TOTAL				$110,007.00
137335 - Finance				
Aso Prof	210428	73.78000	$184,715.61	
ASO PROF/HELM PROF	210896	71.56000	$158,820.26	
OTHER TEACHING SALARIES			$10,003.13	
FRINGE BENEFITS			$103,828.00	
TOTAL PERSONNEL SERVICES				$457,367.00
SUPPLIES AND OTHER OPERATING EXPENSES				$13,000.00
TOTAL				$470,367.00
137350 - Management				
Ast Instructl Profnl	210271	75.00000	$67,500.00	
PROF	210552	10.73000	$27,898.00	
Aso Prof	210662	67.61000	$128,289.98	
Aso Prof	213337	66.67000	$114,605.73	
Ast Prof Profnl Prac	AF9474	75.00000	$52,312.50	
OTHER TEACHING SALARIES			$4,000.79	
Ast Prof	211106	20.45000	$44,877.53	
Ast Prof	AF8216	75.00000	$137,625.75	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.72	
FRINGE BENEFITS			$172,196.00	
TOTAL PERSONNEL SERVICES				$749,307.00
TOTAL				$749,307.00
137360 - Spears Business Grad Programs				
Acad Advisor Sr I	534599	25.00000	$12,429.00	
Acad Advisor III	AS6971	25.00000	$12,125.01	

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EXPENDITURES BY ACTIVITY/FUNCTION, DEPARTMENT, POSITION AND OBJECT

INSTITUTION NUMBER: 8 INSTITUTION NAME: OSU - Tulsa PRESIDENT: DR. JIM HESS

POSITION TITLE	POSITION NUMBER	FUNDING PERCENT	POSITION PROPOSED BUDGET AMOUNT	FY 2025-2026 PROPOSED ACCOUNT BUDGET AMOUNT
ACTIVITY: 11 - Instruction , continued				
FUNCTION: 2370 - General Academic Instruction , continued				
13736O - Spears Business Grad Programs , continued				
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.99	
FRINGE BENEFITS			$9,616.00	
TOTAL PERSONNEL SERVICES				$34,171.00
TOTAL				$34,171.00
137370 - Marketing				
Aso Prof	210279	73.17000	$157,242.33	
Prof/Trennepohl Chai	211532	29.00000	$64,255.30	
SAS Prof	213307	10.54000	$23,473.64	
Aso Prof Profnl Prac	221937	12.50000	$11,742.75	
PROJECTED SALARY SAVINGS-- OTHER TEACHING SALARIES			$0.98	
Aso Prof	210481	72.33000	$116,530.86	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.14	
FRINGE BENEFITS			$111,936.00	
TOTAL PERSONNEL SERVICES				$485,182.00
TOTAL				$485,182.00
137380 - Msis				
Aso Prof	210315	75.00000	$104,321.25	
Ast Prof	210318	61.07000	$106,735.09	
Regents Prof/Spears	210319	54.57000	$158,651.36	
Prof/Hd/Pmiller Pf	210464	9.24000	$22,716.08	
Instr Profnl Pract	AF9566	10.88000	$13,123.46	
PROJECTED SALARY SAVINGS-- OTHER TEACHING SALARIES			$0.76	
Ast Prof	AF8038	89.77000	$170,338.58	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.42	
FRINGE BENEFITS			$172,709.00	
TOTAL PERSONNEL SERVICES				$748,596.00
TOTAL				$748,596.00

OKLAHOMA STATE REGENTS FOR HIGHER EDUCATION
EDUCATIONAL AND GENERAL BUDGET PART I
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SCHEDULE E
EXPENDITURES BY ACTIVITY/FUNCTION, DEPARTMENT, POSITION AND OBJECT

INSTITUTION NUMBER: 8 INSTITUTION NAME: OSU - Tulsa PRESIDENT: DR. JIM HESS

POSITION TITLE	POSITION NUMBER	FUNDING PERCENT	POSITION PROPOSED BUDGET AMOUNT	FY 2025-2026 PROPOSED ACCOUNT BUDGET AMOUNT
ACTIVITY: 11 - Instruction , continued				
FUNCTION: 2370 - General Academic Instruction , continued				
137440 - Applied Health Education and Psycho				
Aso Prof	210032	100.00000	$81,925.86	
Aso Prof	210152	100.00000	$72,828.00	
Ast Prof	211029	95.69000	$111,000.00	
Clin Ast Prof	AF8015	100.00000	$75,000.00	
Clinical Ast Prof	AF9536	94.82000	$87,903.68	
PROJECTED SALARY SAVINGS-- OTHER TEACHING SALARIES			$0.46	
FRINGE BENEFITS			$128,555.00	
TOTAL PERSONNEL SERVICES				$557,213.00
TOTAL				$557,213.00
137470 - Curr/Ed Leadership				
Prof	212414	90.91000	$99,988.03	
PROJECTED SALARY SAVINGS-- OTHER TEACHING SALARIES			$0.97	
FRINGE BENEFITS			$29,986.00	
TOTAL PERSONNEL SERVICES				$129,975.00
TOTAL				$129,975.00
137480 - Educational Studies				
Aso Prof	210252	89.09000	$81,627.75	
Ast Prof	210411	100.00000	$79,205.00	
Prof	210506	90.73000	$97,841.70	
Prof	211007	100.00000	$89,786.05	
Ast Prof	212453	93.96000	$77,805.44	
Ast Prof	AF9564	100.00000	$83,018.59	
PROJECTED SALARY SAVINGS-- OTHER TEACHING SALARIES			$0.47	
FRINGE BENEFITS			$152,735.00	
TOTAL PERSONNEL SERVICES				$662,020.00
TOTAL				$662,020.00
137510 - Material Science Eng				
Ast Prof	210934	55.80000	$64,644.30	
PROJECTED SALARY SAVINGS-- OTHER TEACHING SALARIES			$0.70	

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INSTITUTION NUMBER: 8 INSTITUTION NAME: OSU - Tulsa PRESIDENT: DR. JIM HESS

POSITION TITLE	POSITION NUMBER	FUNDING PERCENT	POSITION PROPOSED BUDGET AMOUNT	FY 2025-2026 PROPOSED ACCOUNT BUDGET AMOUNT
ACTIVITY: 11 - Instruction , continued				
FUNCTION: 2370 - General Academic Instruction , continued				
13751O - Material Science Eng , continued				
Rgts Prof	210692	2.19000	$7,314.17	
Ast Prof	210934	34.20000	$39,620.70	
Aso Prof	210999	16.25000	$19,182.83	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.30	
Spclt Acctg Sr	AS7146	50.00000	$20,880.00	
PROJECTED SALARY SAVINGS-- OTHER SALARIES AND WAGES			$0.00	
FRINGE BENEFITS			$45,477.00	
TOTAL PERSONNEL SERVICES				$197,120.00
SUPPLIES AND OTHER OPERATING EXPENSES				$5,000.00
TOTAL				$202,120.00
13755O - Mechanical Engr				
Aso Prof	211536	62.00000	$47,537.42	
Aso Head/Aso Prof	AF7929	56.85000	$68,453.09	
Ast Prof	AF9477	62.00000	$71,256.60	
PROJECTED SALARY SAVINGS-- OTHER TEACHING SALARIES			$0.89	
Aso Prof	211536	38.00000	$29,135.83	
Aso Head/Aso Prof	AF7929	43.15000	$51,956.92	
Ast Prof	AF9477	38.00000	$43,673.40	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.85	
Spclt Acctg Sr	AS7146	50.00000	$20,880.00	
PROJECTED SALARY SAVINGS-- OTHER SALARIES AND WAGES			$0.00	
FRINGE BENEFITS			$99,835.00	
TOTAL PERSONNEL SERVICES				$432,730.00
SUPPLIES AND OTHER OPERATING EXPENSES				$5,000.00
TOTAL				$437,730.00
13782O - Human Development & Family Science				
Aso Prof	211171	68.12000	$74,297.02	
PROJECTED SALARY SAVINGS-- OTHER TEACHING SALARIES			$0.98	
FRINGE BENEFITS			$22,282.00	
TOTAL PERSONNEL SERVICES				$96,580.00
TOTAL				$96,580.00
TOTAL 2370 - General Academic Instruction				$7,925,477.00

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INSTITUTION NUMBER: 8 INSTITUTION NAME: OSU - Tulsa PRESIDENT: DR. JIM HESS

POSITION TITLE	POSITION NUMBER	FUNDING PERCENT	POSITION PROPOSED BUDGET AMOUNT	FY 2025-2026 PROPOSED ACCOUNT BUDGET AMOUNT
FUNCTION: 2400 - Community Education				
130610 - Poets Foundation				
Tchg Aso Prof	AF9692	20.30000	$15,290.98	
PROJECTED SALARY SAVINGS-- OTHER TEACHING SALARIES			$0.02	
DIRECTOR	JS9997	100.00000	$5,280.00	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.00	
FRINGE BENEFITS			$6,169.00	
TOTAL PERSONNEL SERVICES				$26,740.00
TOTAL				$26,740.00
TOTAL 2400 - Community Education				$26,740.00
FUNCTION: 2405 - Instructional Information Technol				
130800 - Is-Instruction				
Ast Mgr Tech Supp	AS7782	100.00000	$56,650.00	
Entrprs Sys Admin II	AS9344	100.00000	$55,125.89	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.11	
Spclt Tech Supp	638044	100.00000	$41,241.20	
Spclt Tech Supp	639315	100.00000	$37,960.00	
OTHER SALARIES AND WAGES			$45,356.80	
FRINGE BENEFITS			$79,431.00	
TOTAL PERSONNEL SERVICES				$315,765.00
SUPPLIES AND OTHER OPERATING EXPENSES				$186,338.00
PROPERTY FURNITURE AND EQUIPMENT				$87,201.00
TOTAL				$589,304.00
TOTAL 2405 - Instructional Information Technol				$589,304.00
TOTAL 11 - Instruction				$8,541,521.00

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POSITION TITLE	POSITION NUMBER	FUNDING PERCENT	POSITION PROPOSED BUDGET AMOUNT	FY 2025-2026 PROPOSED ACCOUNT BUDGET AMOUNT
ACTIVITY: 12 - Research				
FUNCTION: 2542 - Individual and Project Research				
150190 - Polytech Funding - Restricted				
Instr - Electrical C	DF9988	50.00000	$29,500.00	
Instr - Elect/Instru	DF9990	100.00000	$60,000.00	
OTHER TEACHING SALARIES			$52,500.00	
Associate Professor/	210882	10.92000	$9,991.69	
Provost and Vice Pre	130220	81.25000	$195,000.00	
ASO PROF	210223	50.00000	$103,000.00	
Ast Dir Entrprs Bran	AS6720	18.75000	$15,000.00	
Ast Dir Entrprs Bran	AS6722	100.00000	$80,000.00	
Ast VP A&F	AS6828	50.00000	$87,500.00	
Dir Polytech	AS6949	100.00000	$150,000.00	
Exec Ast	534286	50.00000	$36,050.00	
Sys Admin	AS6890	100.00000	$70,000.00	
OTHER PROFESSIONAL SALARIES			$45,000.31	
FRINGE BENEFITS			$293,868.00	
TOTAL PERSONNEL SERVICES				$1,227,410.00
TRAVEL				$10,000.00
SUPPLIES AND OTHER OPERATING EXPENSES				$96,000.00
PROPERTY FURNITURE AND EQUIPMENT				$210,000.00
TOTAL				$1,543,410.00
150900 - Hrc Research				
TRAVEL				$5,000.00
SUPPLIES AND OTHER OPERATING EXPENSES				$175,735.00
PROPERTY FURNITURE AND EQUIPMENT				$60,000.00
TOTAL				$240,735.00
153600 - Helmerich Chair				
Associate Dean	120251	28.96000	$79,268.87	
Rsrch Ast Prof	AF8225	100.00000	$63,036.00	
Rsrch Scientist	534836	100.00000	$102,720.00	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.13	
FRINGE BENEFITS			$82,902.00	
TOTAL PERSONNEL SERVICES				$327,927.00
TRAVEL				$5,000.00

OKLAHOMA STATE REGENTS FOR HIGHER EDUCATION
EDUCATIONAL AND GENERAL BUDGET PART I
FISCAL YEAR 2025-2026
SCHEDULE E
EXPENDITURES BY ACTIVITY/FUNCTION, DEPARTMENT, POSITION AND OBJECT

INSTITUTION NUMBER: 8 INSTITUTION NAME: OSU - Tulsa PRESIDENT: DR. JIM HESS

POSITION TITLE	POSITION NUMBER	FUNDING PERCENT	POSITION PROPOSED BUDGET AMOUNT	FY 2025-2026 PROPOSED ACCOUNT BUDGET AMOUNT
ACTIVITY: 12 - Research , continued				
FUNCTION: 2542 - Individual and Project Research , continued				
153600 - Helmerich Chair , continued				
SUPPLIES AND OTHER OPERATING EXPENSES				$10,000.00
PROPERTY FURNITURE AND EQUIPMENT				$5,000.00
TOTAL				$347,927.00
153700 - C F Colcord Chair				
Prof/School Head	AF8155	59.13000	$114,277.00	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.00	
FRINGE BENEFITS			$34,272.00	
TOTAL PERSONNEL SERVICES				$148,549.00
TRAVEL				$5,000.00
SUPPLIES AND OTHER OPERATING EXPENSES				$10,000.00
PROPERTY FURNITURE AND EQUIPMENT				$5,000.00
TOTAL				$168,549.00
153800 - Varnadow Chair				
Prof/Varnadow Pf	210693	63.73000	$135,050.24	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.76	
FRINGE BENEFITS			$40,502.00	
TOTAL PERSONNEL SERVICES				$175,553.00
TRAVEL				$4,000.00
SUPPLIES AND OTHER OPERATING EXPENSES				$8,000.00
PROPERTY FURNITURE AND EQUIPMENT				$8,000.00
TOTAL				$195,553.00
153900 - Williams Chair				
Rgts Prof/Hendrix Ch	211549	9.42000	$26,609.33	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.67	
FRINGE BENEFITS			$7,980.00	
TOTAL PERSONNEL SERVICES				$34,590.00
TRAVEL				$20,000.00
SUPPLIES AND OTHER OPERATING EXPENSES				$35,000.00
PROPERTY FURNITURE AND EQUIPMENT				$25,000.00
TOTAL				$114,590.00

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EXPENDITURES BY ACTIVITY/FUNCTION, DEPARTMENT, POSITION AND OBJECT

INSTITUTION NUMBER: 8 INSTITUTION NAME: OSU - Tulsa PRESIDENT: DR. JIM HESS

POSITION TITLE	POSITION NUMBER	FUNDING PERCENT	POSITION PROPOSED BUDGET AMOUNT	FY 2025-2026 PROPOSED ACCOUNT BUDGET AMOUNT
ACTIVITY: 12 - Research , continued				
FUNCTION: 2542 - Individual and Project Research , continued				
157603 - CLOSED - CS Singh				
Associate Dean	120251	58.84000	$161,052.13	
Prof/School Head	AF8155	40.87000	$78,971.00	
OTHER PROFESSIONAL SALARIES			$16.87	
FRINGE BENEFITS			$71,988.00	
TOTAL PERSONNEL SERVICES				$312,028.00
TOTAL				$312,028.00
TOTAL 2542 - Individual and Project Research				$2,922,792.00
TOTAL 12 - Research				$2,922,792.00
ACTIVITY: 13 - Public Service				
FUNCTION: 2605 - Community Service				
160000 - Campus Events-University Events				
SUPPLIES AND OTHER OPERATING EXPENSES				$5,000.00
TOTAL				$5,000.00
160200 - Urban Outreach Misc				
AST VP	331357	25.00000	$34,479.25	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.75	
COORD-COMM ENGAGEMEN	JS9967	100.00000	$43,915.52	
PROJECTED SALARY SAVINGS-- OTHER SALARIES AND WAGES			$0.48	
FRINGE BENEFITS			$30,700.00	
TOTAL PERSONNEL SERVICES				$109,096.00
TOTAL				$109,096.00
TOTAL 2605 - Community Service				$114,096.00
TOTAL 13 - Public Service				$114,096.00

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INSTITUTION NUMBER: 8 INSTITUTION NAME: OSU - Tulsa PRESIDENT: DR. JIM HESS

POSITION TITLE	POSITION NUMBER	FUNDING PERCENT	POSITION PROPOSED BUDGET AMOUNT	FY 2025-2026 PROPOSED ACCOUNT BUDGET AMOUNT
ACTIVITY: 14 - Academic Support				
FUNCTION: 2750 - Libraries				
170500 - Library				
DIRECTOR	533388	100.00000	$93,974.52	
LIBRARIAN I	JS9940	100.00000	$50,003.20	
LIBRARIAN II	JS9954	100.00000	$53,470.00	
LIBRARIAN III	JS9988	100.00000	$58,073.44	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.84	
LIBRARY TECH AST II	630234	100.00000	$40,999.14	
LIBRARY TECH AST III	631153	100.00000	$44,510.93	
LTA II	JS9941	100.00000	$37,440.00	
OTHER SALARIES AND WAGES			$58,181.93	
FRINGE BENEFITS			$170,994.00	
TOTAL PERSONNEL SERVICES				$607,648.00
TRAVEL				$1,700.00
SUPPLIES AND OTHER OPERATING EXPENSES				$68,300.00
PROPERTY FURNITURE AND EQUIPMENT				$18,000.00
LIBRARY BOOKS AND PERIODICALS				$295,532.00
TOTAL				$991,180.00
TOTAL 2750 - Libraries				$991,180.00
FUNCTION: 2790 - Academic Administration				
140120 - Act 14 Sal Increase				
OTHER PROFESSIONAL SALARIES			$10,000.00	
OTHER SALARIES AND WAGES			$34,884.00	
FRINGE BENEFITS			$17,577.00	
TOTAL PERSONNEL SERVICES				$62,461.00
SUPPLIES AND OTHER OPERATING EXPENSES				$1,124,059.00
TOTAL				$1,186,520.00
170300 - Faculty Support Serv				
ADMIN AST II	JS9947	100.00000	$36,400.00	
PROJECTED SALARY SAVINGS-- OTHER SALARIES AND WAGES			$0.00	
FRINGE BENEFITS			$14,254.00	
TOTAL PERSONNEL SERVICES				$50,654.00

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INSTITUTION NUMBER: 8 INSTITUTION NAME: OSU - Tulsa PRESIDENT: DR. JIM HESS

POSITION TITLE	POSITION NUMBER	FUNDING PERCENT	POSITION PROPOSED BUDGET AMOUNT	FY 2025-2026 PROPOSED ACCOUNT BUDGET AMOUNT
ACTIVITY: 14 - Academic Support , continued				
FUNCTION: 2790 - Academic Administration , continued				
170300 - Faculty Support Serv , continued				
TRAVEL				$45,000.00
SUPPLIES AND OTHER OPERATING EXPENSES				$22,500.00
PROPERTY FURNITURE AND EQUIPMENT				$28,000.00
TOTAL				$146,154.00
170305 - Faculty Awards				
SUPPLIES AND OTHER OPERATING EXPENSES				$3,000.00
TOTAL				$3,000.00
177020 - OSU-Tulsa Phone Bill				
SUPPLIES AND OTHER OPERATING EXPENSES				$101,000.00
TOTAL				$101,000.00
179120 - PSM Ede				
SUPPLIES AND OTHER OPERATING EXPENSES				$4,300.00
PROPERTY FURNITURE AND EQUIPMENT				$200.00
TOTAL				$4,500.00
TOTAL 2790 - Academic Administration				$1,441,174.00
TOTAL 14 - Academic Support				$2,432,354.00
ACTIVITY: 15 - Student Services				
FUNCTION: 2950 - Student Services Administration				
120110 - Prospec Stud Svcs Grad				
DIR - ACAD AFFAIRS & JS9949		50.00000	$45,000.00	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.00	
FRINGE BENEFITS			$17,622.00	
TOTAL PERSONNEL SERVICES				$62,622.00
TRAVEL				$4,000.00
SUPPLIES AND OTHER OPERATING EXPENSES				$3,500.00
TOTAL				$70,122.00

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INSTITUTION NUMBER: 8 INSTITUTION NAME: OSU - Tulsa PRESIDENT: DR. JIM HESS

POSITION TITLE	POSITION NUMBER	FUNDING PERCENT	POSITION PROPOSED BUDGET AMOUNT	FY 2025-2026 PROPOSED ACCOUNT BUDGET AMOUNT
ACTIVITY: 15 - Student Services , continued				
FUNCTION: 2950 - Student Services Administration , continued				
121010 - Student Success Ct				
AST VP	331357	75.00000	$103,437.75	
AST DIR	533541	100.00000	$65,000.00	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.25	
SPEC-CAMPUS & COMM	631556	100.00000	$48,386.21	
LEARNING SPEC II	631836	100.00000	$38,251.24	
PROJECTED SALARY SAVINGS-- OTHER SALARIES AND WAGES			$0.55	
FRINGE BENEFITS			$99,888.00	
TOTAL PERSONNEL SERVICES				$354,964.00
SUPPLIES AND OTHER OPERATING EXPENSES				$4,900.00
PROPERTY FURNITURE AND EQUIPMENT				$100.00
TOTAL				$359,964.00
126040 - Career Services				
COORD - CAREER SVC	JS9944	100.00000	$52,000.00	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.00	
FRINGE BENEFITS			$20,363.00	
TOTAL PERSONNEL SERVICES				$72,363.00
TRAVEL				$1,500.00
SUPPLIES AND OTHER OPERATING EXPENSES				$1,300.00
TOTAL				$75,163.00
TOTAL 2950 - Student Services Administration				$505,249.00
FUNCTION: 2970 - Counseling and Career Development				
121050 - Disability / Testing				
LEAD TESTING SPEC I	631557	100.00000	$40,405.31	
COORD II - STUD DISA	JS9995	100.00000	$45,947.87	
PROJECTED SALARY SAVINGS-- OTHER SALARIES AND WAGES			$0.82	
FRINGE BENEFITS			$33,816.00	
TOTAL PERSONNEL SERVICES				$120,170.00
SUPPLIES AND OTHER OPERATING EXPENSES				$11,200.00
TOTAL				$131,370.00

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POSITION TITLE	POSITION NUMBER	FUNDING PERCENT	POSITION PROPOSED BUDGET AMOUNT	FY 2025-2026 PROPOSED ACCOUNT BUDGET AMOUNT
ACTIVITY: 15 - Student Services , continued				
FUNCTION: 2970 - Counseling and Career Development, continued				
121200 - Academic Advising				
SR ACAD COORD I	530059	100.00000	$67,588.45	
ACAD COUN I	533807	100.00000	$47,929.04	
SR ACAD COUN I	533866	100.00000	$48,352.22	
ACAD COUN II	534950	100.00000	$65,563.62	
SENIOR ACAD COUN I	630061	100.00000	$49,156.17	
DIRECTOR	JS9975	100.00000	$90,000.00	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.50	
FRINGE BENEFITS			$144,340.00	
TOTAL PERSONNEL SERVICES				$512,930.00
TRAVEL				$2,950.00
SUPPLIES AND OTHER OPERATING EXPENSES				$700.00
TOTAL				$516,580.00
TOTAL 2970 - Counseling and Career Development				$647,950.00
FUNCTION: 2980 - Financial Aid Administration				
121040 - Financial Aid				
Fin Aid Couns Sr	AS7249	100.00000	$45,057.82	
Ast Dir Schol Fin Ai	AS7461	100.00000	$67,121.18	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.00	
FRINGE BENEFITS			$43,929.00	
TOTAL PERSONNEL SERVICES				$156,108.00
TRAVEL				$1,294.00
SUPPLIES AND OTHER OPERATING EXPENSES				$1,000.00
TOTAL				$158,402.00
TOTAL 2980 - Financial Aid Administration				$158,402.00
FUNCTION: 2990 - Student Admissions				
121100 - Recruitment				
Aso Dir Undrgrad Adm	AS7270	100.00000	$86,000.00	
Mgr Recruitment	AS7470	100.00000	$62,375.00	

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INSTITUTION NUMBER: 8 INSTITUTION NAME: OSU - Tulsa PRESIDENT: DR. JIM HESS

POSITION TITLE	POSITION NUMBER	FUNDING PERCENT	POSITION PROPOSED BUDGET AMOUNT	FY 2025-2026 PROPOSED ACCOUNT BUDGET AMOUNT
ACTIVITY: 15 - Student Services , continued				
FUNCTION: 2990 - Student Admissions , continued				
121100 - Recruitment , continued				
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.00	
Admiss Couns I	AS7131	100.00000	$40,194.00	
Admiss Couns I	AS7474	100.00000	$42,664.04	
Admiss Couns II	AS7951	40.00000	$17,977.80	
Admiss Couns Sr I	AS8928	40.00000	$19,760.16	
PROJECTED SALARY SAVINGS-- OTHER SALARIES AND WAGES			$-0.00	
FRINGE BENEFITS			$105,329.00	
TOTAL PERSONNEL SERVICES				$374,300.00
TRAVEL				$15,000.00
SUPPLIES AND OTHER OPERATING EXPENSES				$77,836.00
PROPERTY FURNITURE AND EQUIPMENT				$2,700.00
TOTAL				$469,836.00
121150 - Admissions				
SUPPLIES AND OTHER OPERATING EXPENSES				$48,540.00
TOTAL				$48,540.00
122010 - Admissions and Enrollment				
ADMIN AST II	JS9952	100.00000	$37,128.00	
PROJECTED SALARY SAVINGS-- OTHER SALARIES AND WAGES			$0.00	
FRINGE BENEFITS			$14,539.00	
TOTAL PERSONNEL SERVICES				$51,667.00
TRAVEL				$2,000.00
SUPPLIES AND OTHER OPERATING EXPENSES				$500.00
PROPERTY FURNITURE AND EQUIPMENT				$1,000.00
TOTAL				$55,167.00
122050 - Academic Services				
DIR - ACAD AFFAIRS &	JS9949	50.00000	$45,000.00	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.00	
COORD - ACAD ENROLLM	630307	100.00000	$59,491.56	
ADMIN AST - ACAD ENR	GS9324	100.00000	$38,243.71	
PROJECTED SALARY SAVINGS-- OTHER SALARIES AND WAGES			$0.73	

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INSTITUTION NUMBER: 8 INSTITUTION NAME: OSU - Tulsa PRESIDENT: DR. JIM HESS

POSITION TITLE	POSITION NUMBER	FUNDING PERCENT	POSITION PROPOSED BUDGET AMOUNT	FY 2025-2026 PROPOSED ACCOUNT BUDGET AMOUNT
ACTIVITY: 15 - Student Services , continued				
FUNCTION: 2990 - Student Admissions , continued				
122050 - Academic Services , continued				
FRINGE BENEFITS			$55,895.00	
TOTAL PERSONNEL SERVICES				$198,631.00
TRAVEL				$1,000.00
SUPPLIES AND OTHER OPERATING EXPENSES				$2,500.00
PROPERTY FURNITURE AND EQUIPMENT				$500.00
TOTAL				$202,631.00
TOTAL 2990 - Student Admissions				$776,174.00
TOTAL 15 - Student Services				$2,087,775.00
ACTIVITY: 16 - Institutional Support				
FUNCTION: 3120 - Executive Management				
111000 - Governing Board				
SUPPLIES AND OTHER OPERATING EXPENSES				$304,250.00
TOTAL				$304,250.00
113010 - President				
OTHER PROFESSIONAL SALARIES			$69,100.00	
EXEC AST II	633350	100.00000	$49,870.79	
PROJECTED SALARY SAVINGS-- OTHER SALARIES AND WAGES			$0.21	
FRINGE BENEFITS			$44,838.00	
TOTAL PERSONNEL SERVICES				$163,809.00
TRAVEL				$100.00
SUPPLIES AND OTHER OPERATING EXPENSES				$2,400.00
TOTAL				$166,309.00
113100 - Chief Acad Officer				
PROF/VICE PROVOST/DE JS9953		50.00000	$124,761.84	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.16	
FRINGE BENEFITS			$48,857.00	
TOTAL PERSONNEL SERVICES				$173,619.00

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ACTIVITY: 16 - Institutional Support , continued				
FUNCTION: 3120 - Executive Management , continued				
113100 - Chief Acad Officer , continued				
TRAVEL				$5,500.00
SUPPLIES AND OTHER OPERATING EXPENSES				$2,500.00
PROPERTY FURNITURE AND EQUIPMENT				$1,000.00
TOTAL				$182,619.00
116010 - Vp-Adm Services				
Ast VP A&F	AS6828	50.00000	$87,500.00	
OTHER PROFESSIONAL SALARIES			$87,500.00	
OTHER SALARIES AND WAGES			$10,000.00	
FRINGE BENEFITS			$69,554.00	
TOTAL PERSONNEL SERVICES				$254,554.00
TRAVEL				$2,500.00
SUPPLIES AND OTHER OPERATING EXPENSES				$700.00
PROPERTY FURNITURE AND EQUIPMENT				$300.00
TOTAL				$258,054.00
TOTAL 3120 - Executive Management				$911,232.00
FUNCTION: 3125 - Fiscal Operations				
116500 - Budgets And Acct				
DIRECTOR	530026	20.00000	$19,232.00	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.00	
CUSTOMER SERVICE REP	631183	20.00000	$7,928.96	
CUSTOMER SERVICE REP	639449	20.00000	$7,488.00	
PROJECTED SALARY SAVINGS-- OTHER SALARIES AND WAGES			$0.04	
FRINGE BENEFITS			$13,579.00	
TOTAL PERSONNEL SERVICES				$48,228.00
SUPPLIES AND OTHER OPERATING EXPENSES				$9,650.00
PROPERTY FURNITURE AND EQUIPMENT				$600.00
TOTAL				$58,478.00
TOTAL 3125 - Fiscal Operations				$58,478.00

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ACTIVITY: 16 - Institutional Support , continued				
FUNCTION: 3130 - General Administration and Logist				
119802 - Rtmt Supplmt,Life,Me				
FRINGE BENEFITS			$250.00	
TOTAL PERSONNEL SERVICES				$250.00
TOTAL				$250.00
128500 - Human Resources				
AST VP	332112	10.00000	$14,481.54	
HR CONSULTANT III	533502	10.00000	$6,906.46	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.00	
SPEC - HR II	631241	10.00000	$3,936.61	
SPEC - HR IV	633820	10.00000	$5,327.72	
SPEC - HR III	GS9337	10.00000	$4,379.25	
PROJECTED SALARY SAVINGS-- OTHER SALARIES AND WAGES			$0.42	
FRINGE BENEFITS			$12,776.00	
TOTAL PERSONNEL SERVICES				$47,808.00
SUPPLIES AND OTHER OPERATING EXPENSES				$9,000.00
TOTAL				$56,808.00
128510 - Staff Advisory Council				
SUPPLIES AND OTHER OPERATING EXPENSES				$1,350.00
TOTAL				$1,350.00
TOTAL 3130 - General Administration and Logist				$58,408.00
FUNCTION: 3135 - Public Relations/Development				
126200 - Marketing				
AST DIRECTOR	530016	100.00000	$67,897.60	
DIRECTOR	533334	100.00000	$99,149.67	
COORD-DIGITAL COMM I	GS9712	100.00000	$47,740.50	
COORD -- COMMUNICATI	JS9974	100.00000	$47,740.50	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.73	
PROJ COORD II	630882	100.00000	$41,660.85	
COORD-EVENTS AND SER	633351	100.00000	$38,770.56	

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POSITION TITLE	POSITION NUMBER	FUNDING PERCENT	POSITION PROPOSED BUDGET AMOUNT	FY 2025-2026 PROPOSED ACCOUNT BUDGET AMOUNT
ACTIVITY: 16 - Institutional Support , continued				
FUNCTION: 3135 - Public Relations/Development , continued				
126200 - Marketing , continued				
SPEC- COMMUNICATIONS JS9961		100.00000	$38,688.00	
PROJECTED SALARY SAVINGS-- OTHER SALARIES AND WAGES			$0.59	
FRINGE BENEFITS			$149,454.00	
TOTAL PERSONNEL SERVICES				$531,103.00
TRAVEL				$3,500.00
SUPPLIES AND OTHER OPERATING EXPENSES				$148,327.00
PROPERTY FURNITURE AND EQUIPMENT				$10,000.00
TOTAL				$692,930.00
126220 - Academic Marketing				
SUPPLIES AND OTHER OPERATING EXPENSES				$70,000.00
TOTAL				$70,000.00
128400 - Development				
SUPPLIES AND OTHER OPERATING EXPENSES				$150,000.00
TOTAL				$150,000.00
TOTAL 3135 - Public Relations/Development				$912,930.00
TOTAL 16 - Institutional Support				$1,941,048.00
ACTIVITY: 17 - Operation & Maint of Plant				
FUNCTION: 3220 - Physical Plant Administration				
181010 - Facilities Admin				
DIRECTOR	534963	30.00000	$32,781.81	
MANAGER	GS9497	30.00000	$23,503.47	
DIR BLDG OPS/CHIEF E	GS9827	30.00000	$33,338.01	
PROJECTED SALARY SAVINGS-- OTHER PROFESSIONAL SALARIES			$0.71	
COORD-FACILITIES	GS9559	30.00000	$12,568.39	
COORD - OPERATIONS I	GS9764	30.00000	$15,506.40	
PLUMBING JOURNEYMAN	GS9814	30.00000	$16,879.20	
PROJECTED SALARY SAVINGS-- OTHER SALARIES AND WAGES			$0.01	

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ACTIVITY: 17 - Operation & Maint of Plant , continued				
FUNCTION: 3220 - Physical Plant Administration , continued				
181010 - Facilities Admin , continued				
FRINGE BENEFITS			$41,396.00	
TOTAL PERSONNEL SERVICES				$175,974.00
SUPPLIES AND OTHER OPERATING EXPENSES				$43,452.00
TOTAL				$219,426.00
181190 - Graduation/Chautauqu				
SUPPLIES AND OTHER OPERATING EXPENSES				$23,000.00
TOTAL				$23,000.00
TOTAL 3220 - Physical Plant Administration				$242,426.00
FUNCTION: 3230 - Building Maintenance				
181100 - Building Maintenance				
MAINT TECH II	630210	30.00000	$11,232.00	
MANAGER - PLANT OPS	630215	100.00000	$102,772.80	
MAINT TECH - SUP	631402	30.00000	$17,034.67	
SUPERVISOR - SKILLED	633811	30.00000	$23,487.36	
PROJ SUPERINTENDENT	639094	30.00000	$17,470.18	
SUPERVISOR - TULSA	GS9345	35.00000	$27,664.00	
BLDG ENGR TECH II	GS9349	100.00000	$40,791.30	
BLDG ENGR TECH II	GS9362	100.00000	$43,838.43	
BLDG ENGR TECH II	GS9366	100.00000	$44,776.16	
SUPERVISOR - TULSA	GS9369	100.00000	$70,870.59	
BLDG ENGR II	GS9370	35.00000	$21,745.36	
BLDG ENGR I	GS9371	100.00000	$64,435.92	
BLDG ENGR II	GS9373	100.00000	$59,550.40	
MAINT TECH I	GS9405	30.00000	$12,043.45	
LOCKSMITH I	GS9510	30.00000	$14,667.73	
MAINT TECH I	GS9578	30.00000	$10,926.24	
MECHANICAL JOURNEYMA	GS9585	30.00000	$16,199.04	
BLDG ENGR II	GS9586	35.00000	$23,069.65	
CARPENTER II	GS9611	30.00000	$13,658.61	
CARPENTER III	GS9613	30.00000	$15,791.63	
CARPENTER II	GS9614	30.00000	$13,569.90	

OKLAHOMA STATE REGENTS FOR HIGHER EDUCATION
EDUCATIONAL AND GENERAL BUDGET PART I
FISCAL YEAR 2025-2026
SCHEDULE E
EXPENDITURES BY ACTIVITY/FUNCTION, DEPARTMENT, POSITION AND OBJECT

INSTITUTION NUMBER: 8 INSTITUTION NAME: OSU - Tulsa PRESIDENT: DR. JIM HESS

POSITION TITLE	POSITION NUMBER	FUNDING PERCENT	POSITION PROPOSED BUDGET AMOUNT	FY 2025-2026 PROPOSED ACCOUNT BUDGET AMOUNT
ACTIVITY: 17 - Operation & Maint of Plant , continued				
FUNCTION: 3230 - Building Maintenance , continued				
181100 - Building Maintenance , continued				
Mechanical Journeyma	GS9638	30.00000	$17,289.17	
MAINT TECH I	GS9690	30.00000	$10,572.74	
ELECTRICAL JOURNEYMA	GS9903	30.00000	$16,879.20	
PROJECTED SALARY SAVINGS-- OTHER SALARIES AND WAGES			$0.47	
FRINGE BENEFITS			$218,500.00	
TOTAL PERSONNEL SERVICES				$928,837.00
SUPPLIES AND OTHER OPERATING EXPENSES				$1,458,500.00
PROPERTY FURNITURE AND EQUIPMENT				$4,000.00
TOTAL				$2,391,337.00
182100 - OSU-Tulsa Insurance				
SUPPLIES AND OTHER OPERATING EXPENSES				$320,000.00
TOTAL				$320,000.00
TOTAL 3230 - Building Maintenance				$2,711,337.00
FUNCTION: 3250 - Utilities				
181660 - Utilities				
UTILITIES				$675,000.00
TOTAL				$675,000.00
TOTAL 3250 - Utilities				$675,000.00
FUNCTION: 3260 - Landscape and Ground Maintenance				
181110 - Grounds Maintenance				
SUPPLIES AND OTHER OPERATING EXPENSES				$155,000.00
TOTAL				$155,000.00
TOTAL 3260 - Landscape and Ground Maintenance				$155,000.00

OKLAHOMA STATE REGENTS FOR HIGHER EDUCATION
EDUCATIONAL AND GENERAL BUDGET PART I
FISCAL YEAR 2025-2026
SCHEDULE E
EXPENDITURES BY ACTIVITY/FUNCTION, DEPARTMENT, POSITION AND OBJECT

INSTITUTION NUMBER: 8 INSTITUTION NAME: OSU - Tulsa PRESIDENT: DR. JIM HESS

POSITION TITLE	POSITION NUMBER	FUNDING PERCENT	POSITION PROPOSED BUDGET AMOUNT	FY 2025-2026 PROPOSED ACCOUNT BUDGET AMOUNT
ACTIVITY: 17 - Operation & Maint of Plant , continued				
FUNCTION: 3275 - Safety and Security				
18140O - Public Safety				
Captain	AS8838	100.00000	$99,438.16	
OTHER PROFESSIONAL SALARIES			$2,983.84	
PS Comm Ofcr I	630627	4.00000	$1,497.60	
PS Comm Ofcr I	631285	4.00000	$1,497.60	
PS Comm Ofcr II	631286	4.00000	$1,523.39	
Supv PS Comm	631752	4.00000	$2,122.04	
PS Comm Ofcr I	632162	4.00000	$1,414.40	
PS Comm Ofcr III	632164	4.00000	$1,896.56	
PS Comm Ofcr III	632169	4.00000	$1,855.56	
PS Comm Ofcr I	636885	4.00000	$1,414.40	
PS Comm Ofcr II	637336	4.00000	$1,538.37	
Lieutenant	AS7085	100.00000	$79,768.00	
Polc Ofcr	AS8283	100.00000	$41,600.33	
Admin Ast	AS8285	100.00000	$42,290.16	
Polc Ofcr	AS8287	100.00000	$43,680.00	
Polc Ofcr	AS8288	100.00000	$41,600.00	
Polc Ofcr	AS8289	100.00000	$44,096.00	
Polc Ofcr	AS8291	100.00000	$44,096.00	
OTHER SALARIES AND WAGES			$65,686.59	
FRINGE BENEFITS			$203,631.00	
TOTAL PERSONNEL SERVICES				$723,630.00
TRAVEL				$10,000.00
TOTAL				$733,630.00
18150O - Helmerich Research Center				
SUPPLIES AND OTHER OPERATING EXPENSES				$162,452.00
TOTAL				$162,452.00
TOTAL 3275 - Safety and Security				$896,082.00
FUNCTION: 3280 - Logistical Services				
18171O - Tulsa Motor Pool				
TRAVEL				$61,046.00
TOTAL				$61,046.00
TOTAL 3280 - Logistical Services				$61,046.00

OKLAHOMA STATE REGENTS FOR HIGHER EDUCATION
EDUCATIONAL AND GENERAL BUDGET PART I
FISCAL YEAR 2025-2026
SCHEDULE E
EXPENDITURES BY ACTIVITY/FUNCTION, DEPARTMENT, POSITION AND OBJECT

INSTITUTION NUMBER: 8 INSTITUTION NAME: OSU - Tulsa PRESIDENT: DR. JIM HESS

POSITION TITLE	POSITION NUMBER	FUNDING PERCENT	POSITION PROPOSED BUDGET AMOUNT	FY 2025-2026 PROPOSED ACCOUNT BUDGET AMOUNT
TOTAL 17 - Operation & Maint of Plant				$4,740,891.00
ACTIVITY: 18 - Scholarship and Fellowship				
FUNCTION: 3420 - Resident Tuition Waivers				
102920 - Fee Waivers-Tcc				
RESIDENT TUITION WAIVERS				$150,000.00
TOTAL				$150,000.00
TOTAL 3420 - Resident Tuition Waivers				$150,000.00
TOTAL 18 - Scholarship and Fellowship				$150,000.00
TOTAL PRIMARY BUDGET EXPENDITURES				$22,930,477.00

Board of Regents
for the
Oklahoma Agricultural and Mechanical Colleges

Executive Summary
Fiscal Year 2026 Board Assessment

The Executive and Administrative Office, the Office of Legal Counsel, and the Office of Internal Audit (Board Offices) are funded by Board Assessments allocated to the institutions under the Oklahoma Agricultural and Mechanical Colleges Board of Regents (Board).

The proposed Board Offices Budget for Fiscal Year 2026 is $5,952,820, a 2.75% increase from last year. The annual budget for the Board Offices represents 0.30% of all institutional budgets under the purview of the Oklahoma Agricultural and Mechanical Colleges Board of Regents.

The Board Offices continue to optimize resources to provide proactive and quality services to meet the needs of the Board and its institutions.

Board of Regents for the Oklahoma Agricultural and Mechanical Colleges

Board Budgets by Fiscal Year

The percent of Board Budgets compared to Institutional Budgets is 0.3% for FY 2026.

Description	FY 2025	FY 2026*
Total Institutional Budgets	$ 1,952,877,220	$ 1,964,929,476
Board Budgets	**5,793,556**	**5,952,820**
Discount/Use of Reserves	(325,000)	-
Discounted Board Assessment	**5,468,556**	**5,952,820**
Board Budget as a % of Institutional Revenue Budgets	**0.30%**	**0.30%**

*Based on the budget summaries provided to the Board prior to the finalized institutional budgets

Proposed Fiscal Year 2026 Board Assessments by Institution

Institutions	FY 2026 Board Assessments
OSU and Constituent Agencies	$ 5,394,564
Connors State College	60,282
Langston University	317,683
Northeastern Oklahoma A&M College	96,902
Oklahoma Panhandle State University	83,388
Total	**$ 5,952,820**

Basis for Board Assessment Allocation

Institutions	Basis for Board Assessment Allocation %
OSU and Constituent Agencies	90.62%
Connors State College	1.01%
Langston University	5.34%
Northeastern Oklahoma A&M College	1.63%
Oklahoma Panhandle State University	1.40%
Total	**100.00%**

Board of Regents for the Oklahoma Agricultural and Mechanical Colleges
Combined Board Offices
Proposed Budget for FY 2026

Expenditure Description	FY 2024 Budget	FY 2024 Actual	FY 2025 Budget	FY 2025 Projected Expenditures	FY 2026 Proposed Budget	FY 2026 Budget $ Increase (Decrease) From FY 2025	FY 2026 Budget % Increase (Decrease) From FY 2025
Personnel & Fringe Benefits							
Personnel	$ 3,189,110	$ 3,092,553	$ 3,468,754	$ 3,477,356	$ 3,538,011	$ 69,257	2.00%
Fringe Benefits	1,155,365	1,121,692	1,214,302	1,196,702	1,183,159	(31,143)	(2.56%)
Total Personnel & Fringe Benefits	**$ 4,344,475**	**$ 4,214,245**	**$ 4,683,056**	**$ 4,674,059**	**$ 4,721,170**	**$ 38,114**	**0.81%**
Operating Expenditures							
Supplies and Materials	10,600	11,587	13,500	10,193	12,300	(1,200)	(8.89%)
Books and Periodicals	2,500	62	2,500	-	2,500	-	0.00%
Property, Furniture, and Equipment	312,500	227,777	310,700	318,599	259,650	(51,050)	(16.43%)
Travel	110,500	119,472	136,500	132,127	142,500	6,000	4.40%
Communications	15,500	15,221	17,600	13,656	17,300	(300)	(1.70%)
Contractual Services	552,000	395,268	561,000	628,316	* 722,500	161,500	28.79%
Other Current Expenses	64,200	62,814	68,700	59,571	74,900	6,200	9.02%
Carryforward Funds	-	-	-	-	-	-	0.00%
Total Operating Expenditures	**$ 1,067,800**	**$ 832,202**	**$ 1,110,500**	**$ 1,162,461**	**$ 1,231,650**	**$ 121,150**	**10.91%**
Grand Total Expenditures	**$ 5,412,275**	**$ 5,046,447**	**$ 5,793,556**	**$ 5,836,520**	**$ 5,952,820**	**$ 159,264**	**2.75%**

Board of Regents for the Oklahoma Agricultural and Mechanical Colleges
FY 2026 Salaries and Wages Budget

Executive/Administrative Office

Title	Name	FTE	FY 2026 Annual Compensation
Compensation			
Chief Executive Officer	Jason Ramsey	1.00	$ 360,000
Director of Public Policy	Steve Thompson	1.00	210,000
Deputy Director of Public Policy	Karlee Belle Gholson	1.00	84,000
Office Manager/Executive Assistant to the CEO	Kyla Dawn Eldridge	1.00	84,000
Executive Administrative Assistant	Nicole Nixon	1.00	53,500
Administrative Associate	Amy Thomas	1.00	45,000
Total Compensation			**$ 836,500**
Fringe Benefits			
Fringe Benefits - 35.08% in FY 2025; 33.51% in FY 2026			280,311
Total Fringe Benefits			**$ 280,311**
Total Personnel Costs			**$ 1,116,811**

Office of Internal Audit

Title	Name	FTE	FY 2026 Annual Compensation
Compensation			
Chief Audit Executive	Michelle Finley	1.00	$ 268,000
Assistant Chief Audit Executive - Tulsa	Rick Brewster	1.00	170,000
Senior Audit Manager - Tulsa	Terry Cloud	1.00	104,200
Senior Audit Manager	Megan Hannabass	1.00	110,000
Audit Manager	Mindi Pukstas	1.00	98,000
Senior IT Audit Manager	Keith Cook	1.00	118,000
Audit Manager	vacant	1.00	47,675 *
Internal Audit Director - Tulsa	Jamie Simons	1.00	138,000
Senior Auditor	Charlie Jones	1.00	88,800
Audit Manager - Tulsa	Paige Mackey	1.00	91,200
Executive Administrative Associate	Ann Schlotthauer	1.00	55,000
Office Manager and Executive Asst to the CAE	Mary Smith	1.00	82,000
Total Compensation			**$ 1,370,875**
* Budgeted with consideration of a mid-year start date.			
Fringe Benefits			
Fringe Benefits - 35.08% in FY 2025; 33.51% in FY 2026			459,380
Total Fringe Benefits			**459,380**
Total Personnel Costs			**1,830,255**

Office of Legal Counsel

Title	Name	FTE	FY 2026 Annual Compensation
Compensation			
General Counsel	Steve Stephens	1.00	$ 332,000
Deputy General Counsel	Brandee Hancock	1.00	186,300
Senior Staff Attorney	Lyman Lenker IV	1.00	105,000
Assistant General Counsel	Gaylan Towle II	1.00	122,860
Associate General Counsel	Clint Pratt	1.00	142,400
Assistant General Counsel	Erika Artinger	1.00	128,625
Senior Staff Attorney	Amanda Webb	1.00	105,000
Assistant General Counsel - Tulsa	Amy Newton	1.00	- *
Staff Attorney - Tulsa	Caroline Nemecek	1.00	- *
Paralegal/Legal Assistant - Tulsa	Ann Marie Reynolds	1.00	- *
Director of Administrative Operations	Cynthia Pearson	1.00	93,450
Executive Administrative Assistant	Amy Green	1.00	52,500
Executive Administrative Assistant	Melissa Wadley	1.00	55,000
File Clerk	One Student Employee		7,500
Total Compensation			**$ 1,330,635**
Fringe Benefits			
Fringe Benefits - 35.08% in FY 2025; 33.51% in FY 2026			443,383
Fringe Benefits Students - 1.26% in FY 2025; 1.13% in FY 2026			85
Total Fringe Benefits			**$ 443,467**
* $120,000 salary of Amy Newton, Asst General Counsel, $104,000 salary of Caroline Nemecek, Staff Attorney, and $62,000 salary for Ann Reynolds, Paralegal/Legal Asst fully funded by the OSU-CHS.			
Total Personnel Costs			**$ 1,774,102**

Board of Regents for the Oklahoma Agricultural and Mechanical Colleges
Summary of Proposed Institutional Budgets

Institutions	FY 2025 Institutional Budgets	FY 2026 Proposed Institutional Budgets*	% Total FY 2026 Institutional Budgets	Increase (Decrease) $	Increase (Decrease)** %
OSU and Constituent Agencies	$ 1,771,788,292	$ 1,780,658,295	90.62%	$ 8,870,003	0.50%
Connors State College	19,888,238	19,898,105	1.01%	9,867	0.05%
Langston University	103,187,177	104,862,060	5.34%	1,674,883	1.62%
Northeastern Oklahoma A&M College	30,653,148	31,985,942	1.63%	1,332,794	4.35%
Oklahoma Panhandle State University	27,360,365	27,525,074	1.40%	164,709	0.60%
Total	**$ 1,952,877,220**	**$ 1,964,929,476**	**100.00%**	**$ 12,052,256**	**0.62%**

* Student Aid has been removed from the budgets since it is not consistently reported in a uniform manner in the budget presentations by the institutions.

Note: These institutional budget figures were provided by the institutions in the Summary of Institutional Budget reports.