

Minutes of the Meeting
of the
Oakland University
Board of Trustees
April 16, 1980

The meeting was called to order by Interim President George T. Matthews at 7:40 p.m.

Present: Chairman David Lewis, Trustees Ruth Adams, Richard Headlee, Marvin Katke, Alex Mair, Ken Morris and Arthur Saltzman

Absent: Trustee David Handleman

Information Items

Mr. Matthews reported on the following matters of general interest regarding campus activities:

Faculty Scholarship - Two faculty members have been recognized for their scholarship:

Beverly K. Berger, physics, has been selected to attend the Institute for Theoretical Physics at the University of California, Santa Barbara. The institute, which is supported by the National Science Foundation, is recognized internationally.

Frank J. Giblin, Institute of Biological Sciences, has been granted a \$106,000 academic investigator award from the National Eye Institute.

Research Grant - For the 11th straight year, Oakland University has earned a Biomedical Research Support Grant of \$48,969 from the National Institutes of Health. Oakland University is the only institution in Michigan, without a medical school, to qualify for the award.

Student Awards - Mr. Matthews gave special recognition for the academic accomplishments of the following students:

Diane Kowalski was awarded a Rotary Club International Graduate Studies Scholarship. She will study for her M.B.A. at Cranbrook Institute, England.

Margaret Murley, from the School of Economics and Management, has received the 1980 award for academic excellence presented by the Detroit Chapter of Financial Executives Institute.

Paul Sherman, an engineering student was awarded the \$5,000 Katke Fellowship for 1980-81 along with a tuition waiver.

James Spall, an engineering graduate, was awarded the 1979-80 Tau Beta Pi Fellowship of \$3,500 for study at M.I.T. Mr. Matthews noted that Tau Beta Pi is the national engineering honor society.

Social Activities - Mr. Matthews stated that a remarkable number of events occur on campus regularly. Among some recent program offerings were a dance concert at Varner Hall; "Kiss Me Kate" at Varner Hall; and a mime performance at the Barn Theater.

Approval of Minutes of March 19, 1980

Mr. Matthews requested approval of the minutes of the meeting of the Board of Trustees held on March 19, 1980. Mr. Katke offered a motion for approval of the minutes which was seconded by Mr. Mair. The motion was voted on and approved by all of the Trustees present.

Resolution of Tribute for Helen Louise Shereda

The following resolution of tribute for Helen Louise Shereda for her athletic achievements was recommended for the Board's approval:

WHEREAS Ms. Helen Louise Shereda entered Oakland University in the fall of 1976 from Free Soil High School in Free Soil, Michigan; and

WHEREAS Ms. Shereda, in addition to maintaining high scholarship, has performed an active role in four years as a student-athlete, including being selected as Oakland University's first All-American female athlete by the National Scouting Association and first academic All-American by the College Sports Information Directors of America and the U. S. Tobacco Company; and

WHEREAS Ms. Shereda was the State of Michigan's all-time leading scorer and rebounder in her 101-game performances; and

WHEREAS Ms. Shereda holds Oakland's game, season and career scoring and rebounding records; and

WHEREAS Ms. Shereda finished her senior year as the nation's third-leading scorer and fourth-leading rebounder with respective averages of 27.3 and 14.4, in addition to making the all-tournament teams at the University of Nevada Las Vegas and the University of Houston; and

WHEREAS Ms. Shereda was selected to the 1977 United States National Select Basketball Team that travelled to China after her freshman season at Oakland University; and

WHEREAS Ms. Shereda was a four-year starter for the basketball team, a two-year starter for both volleyball and softball; therefore be it

RESOLVED, That the Board of Trustees commends Ms. Shereda for the dedication and determination she displayed while representing Oakland University Women's Athletics; and be it further

RESOLVED, That the Board extends its congratulations to Ms. Shereda for the quality of her leadership and scholarship.

Mr. Headlee moved that the resolution be adopted. Mrs. Adams seconded the motion which was voted on and approved by all of the Trustees present.

Mr. John De Carlo presented a copy of the resolution to Ms. Shereda who was present at the meeting.

Approval of Authority to Resolve Sewer Issues

Mr. Matthews noted that the sewer system which serves Oakland University was established under the provisions of Act No. 185 of the Public Acts of 1957 and two contracts relating to the administration of the system by Oakland County were entered into as of June 24, 1959, and January 11, 1967. Sewer service to the university has been administered and billed by Oakland County continuously since the service was instituted until late last year when these responsibilities were transferred by the county to Pontiac Township.

The charges for sewer services as imposed by the township would be considerably greater than those imposed by the county and the university prefers to remain under county administration in order to carry out its fiduciary responsibility of reducing costs to the student body and to the citizens of the State of Michigan. Retained university counsel reviewed the legal basis for the proposed change in service and has determined in an opinion delivered to Oakland County Civil Counsel that the contract provides that the university will receive its service directly from the county and not from any township. Oakland County Civil Counsel, in a letter received by the university on April 14, 1980, is of the opinion that the county has the legal right to serve the university only with the concurrence of the township by resolution of the township board. University counsel reaffirmed its opinion of the contractual rights of the university to continue to be served by the county and the following resolution was proposed to resolve the legal issues relating to the administration of sewer services to the university:

WHEREAS, the Board of Trustees must carry out its fiduciary responsibility to the citizens of the State of Michigan in order to preserve the fiscal assets of the university; and

WHEREAS, there is a substantive legal question regarding the control and jurisdiction of sewer facilities serving the institution; now therefore be it

RESOLVED, That the Board of Trustees authorizes the President of Oakland University or his designee to take appropriate administrative or legal action to resolve the issues relating to the status and control of sewage facilities serving the institution; and be it further

RESOLVED, That the President and/or his designee shall have the authority to institute legal action which may include a request for a declaratory judgment.

Mr. Katke moved that the recommendation be approved. Mr. Mair seconded the motion which was voted on and approved by all of the Trustees present.

Acceptance of Gifts and Grants

Mr. Matthews noted that this month's gifts and grants represented a number of fund-raising items including the Meadow Brook Music Festival and Theatre as well as the President's Club. He observed that the President's Club continues to flourish and now has 251 members. Mr. Matthews requested the Board's acceptance of the following gifts and grants:

I.	Gifts in support of the General Scholarship Fund:	
	Miscellaneous Donors	\$ 10.00
II.	Gift in support of the Don Iodice Grant-In-Aid For Foreign Study:	
	Iodice, Mr. Don R., Rochester	100.00
III.	Gifts in support of the Alumni Association:	
	American Natural Service Company, Detroit (Matching Gift)	105.00
	Browning, Mr. and Mrs. Paul, Granby, Massachusetts	100.00
	Chrysler Corporation, Detroit (Matching Gift)	125.00
	Fantini, Mr. Robert, Rochester	100.00
	Ford Motor Company Fund, Dearborn (Matching Gift)	205.00
	Lamparski, Ms. Mary E., Warren	100.00
	Miscellaneous Donors	2,886.50
	Turski, Mr. A. Warren, Warren	100.00
IV.	Gifts in support of the Athletic Department:	
	Chappell Steel Company, Inc., Detroit	500.00
	Christensen, Mr. Gerald A., Sterling Heights	500.00
	Industrial Fuels Corporation, Troy (Matching Gift)	100.00
	Miscellaneous Donors	200.00
	Pontiac Plastics, Pontiac	500.00
	Sliwinski, Mr. Ronald, Oxford	100.00
	Steele, Mr. and Mrs. Ralph, Oxford	500.00
V.	Gifts in support of the Friends of the Meadow Brook Music Festival:	
	Berghauser, Ms. Jean, Mt. Clemens	150.00
	Miscellaneous Donors	405.00
VI.	Gifts in support of Kresge Library:	
	Mara, Mr. William A., Bloomfield Hills	200.00
	Miscellaneous Donors	138.45
VII.	Gifts in support of Meadow Brook Art Gallery:	
	Himmel, Clarence and Jack, Foundation, Southfield	1,000.00
	Little Gallery, Birmingham	100.00

VIII. Gift in support of Meadow Brook Hall:

Wilson, Matilda R., Fund, Detroit	\$25,000.00
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IX. Gifts in support of Meadow Brook Hall - Gilders Development Fund:

Ford Motor Company Fund, Dearborn (Matching Gift)	200.00
Miscellaneous Donors	221.75
Mitchell, Ms. Marian S., Bloomfield Hills	1,000.00

X. Gifts in support of Meadow Brook Music Festival:

Fauver, Mr. and Mrs. John W., Bloomfield Hills	100.00
General Motors Foundation, Detroit	12,500.00
Kelsey-Hayes Company Foundation, Romulus	500.00
McCagg, Mr. and Mrs. George W., Jr., West Bloomfield	200.00
Miscellaneous Donors	325.00
Page, Mr. Thomas C., Dearborn	100.00
Singer, Mr. and Mrs. Myron, Birmingham	100.00
Tyson, Mr. and Mrs. H. Blair, Rochester	100.00
West, Mr. and Mrs. Philip, Orchard Lake	100.00

XI. Gifts in support of Meadow Brook Music Festival/ Meadow Brook Theatre:

Atwood, Mr. and Mrs. Donald J., Franklin	100.00
Auto Metal Craft, Inc., Oak Park	100.00
Barion, Mr. C. V., Bloomfield Hills	150.00
Bolton, Mr. and Mrs. Andrew L., Jr., West Bloomfield	100.00
Bourke, Mr. and Mrs. William O., Dearborn	200.00
Bugas Fund (The), Southfield	100.00
Capolongo, Mr. and Mrs. James A., Bloomfield Hills	100.00
Central Transport, Inc., Sterling Heights	100.00
Chrysler Corporation, Detroit (Matching Gift)	800.00
Coletta, Mr. and Mrs. P. J., Rochester	100.00
Conwell, Mr. James T., Rochester	100.00
Cumming, Mr. and Mrs. James, Dearborn	100.00
Darnton, Mr. and Mrs. Thomas E., Bloomfield Hills	100.00
Detroit Free Press, Inc., Detroit	200.00
Eby, Mr. John T., Bloomfield Hills	100.00
Edman, Mr. and Mrs. John R., Bloomfield Hills	100.00
Forbes, Mr. and Mrs. Charles A., Orchard Lake	100.00
Greer, R. L., Inc., Dearborn Heights	100.00
Griffith, Mr. and Mrs. George, Ann Arbor	100.00
Grow Group, Inc., Troy	100.00
Holley Carburetor Division, Warren	100.00
Jones Transfer Company, Monroe	500.00
Karrer, Mr. and Mrs. E. R., Northville	100.00

XI. Gifts in support of Meadow Brook Music Festival/
Meadow Brook Theatre (Continued):

Koch, Mr. and Mrs. Nathan E., Clarkston	\$ 100.00
Lund, Mr. and Mrs. Robert D., Bloomfield Hills	100.00
Manoogian, Mr. and Mrs. John A., Plymouth	100.00
McDougall, Mr. and Mrs. John, Bloomfield Hills	100.00
Meier, Mr. and Mrs. W. A., West Bloomfield	100.00
Michigan Consolidated Gas Company, Detroit	250.00
Michigan Wisconsin Pipe Line Company, Detroit	700.00
Miscellaneous Donors	2,035.00
Moriarty, Mr. W. J., West Bloomfield	100.00
Murphy, Mr. and Mrs. Thomas A., Detroit	100.00
Orlovich, Mr. Michael G., Dearborn	100.00
Oxford Metal Products, Inc., Oxford	150.00
Perkins, Mr. George W., Fraser	100.00
Place Machine Corporation, Troy	300.00
Reef Industries Division, Mt. Clemens	250.00
Ritter Smith, Inc., Southfield	200.00
Roark, Mr. and Mrs. Mayford L., Birmingham	100.00
Runyon, Mr. and Mrs. Marvin, West Bloomfield	200.00
Smith, Mr. and Mrs. Gail, Birmingham	100.00
Stempel, Mr. and Mrs. Robert C., Bloomfield Hills	100.00
Upton, Mr. and Mrs. Donald G., Lake Orion	100.00
Vorhes, Mr. and Mrs. J. G., Birmingham	100.00
Zokas, Mr. Robert F., Livonia	100.00

XII. Gifts in support of Meadow Brook Theatre:

Miscellaneous Donors	175.00
Shannon, Mr. and Mrs. Robert G., Bloomfield Hills	100.00

XIII. Gifts in support of the O.U. Foundation -
President's Club:

Ford Motor Company Fund, Dearborn (Matching Gift)	2,000.00
Kast Heating & Cooling Company, Inc., Pontiac	1,000.00
Lavrakas, Mr. and Mrs. John, Birmingham	500.00
Lorenz, Mr. and Mrs. Paul F., Bloomfield Hills	1,172.50 ⁺
Lucas, Mr. and Mrs. Mack B., Bloomfield Hills	1,000.00
Scott, Mr. and Mrs. David W., Birmingham	1,000.00

XIV. Gifts in support of the Slavic Folk Ensemble:

Miscellaneous Donors	105.00
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*Stock Contribution

XV. Grants in support of Departments, Staff,
Schools and Colleges:

Michigan Heart Association, Southfield, under the direction of Dr. Asish C. Nag of the Department of Biological Science, to be used in support of the program entitled, "Regulation of Cell Proliferation and Intercellular Contact in Mammalian Heart." Period of Performance: July 1, 1980 to June 30, 1981. \$15,000.00

National Institutes of Health, Bethesda, Maryland, under the direction of Dr. Venkat Reddy of the Institute of Biological Sciences, to be used as a supplement to the original award for the program entitled, "Intraocular Fluid Dynamics." Period of Performance: September 1, 1979 to August 31, 1980. 1,501.00

XVI. A gift to Meadow Brook Theatre of a cut crystal chandelier from Mr. and Mrs. Mitchell I. Kafarski, Bloomfield Hills. Appraised value: 750.00

XVII. A gift to Meadow Brook Art Gallery of an oil painting by Rigaud Benoit, titled, "Dance," from Mr. and Mrs. Gerhard Stebich, Scarsdale, New York. Appraised value: 10,000.00

Total Gifts and Grants \$92,210.20

REPORT ON STOCK TRANSACTION

	<u>Value</u>	<u>Sale Price</u>	<u>Comm. & Taxes</u>	<u>Net Proceeds</u>
Mr. and Mrs. Paul F. Lorenz Ford Motor Company 35 Shares				
Date of Gift 1/15/80	\$1,172.50			
Date of Sale 1/24/80		\$1,246.88	\$76.28	\$1,170.60

Mr. Saltzman moved that the gifts and grants be accepted with appreciation. Mr. Headlee seconded the motion which was voted on and approved by all of the Trustees present.

Approval of Personnel Actions

Mr. Matthews presented the following personnel actions for Board approval, noting that Mr. Frederick W. Obear was present to answer questions regarding the faculty personnel actions and Mrs. Wilma Ray-Bledsoe was present to answer questions regarding the recommendation from the Employee Relations Department:

Faculty Personnel ActionsAppointment

Farah, Badie, full-time Assistant Professor of Management, effective August 15, 1980

Leaves of Absence

Kahana, Boaz, Professor of Psychology, leave from January 3, 1980, through April 24, 1980

Schwartz, Helen J., Associate Professor of English, sabbatical leave from August 25, 1980, through December 16, 1980

Stransky, Alfred W., Associate Professor of Education, sabbatical leave from August 25, 1980, through December 16, 1980

Recommendation from Employee Relations DepartmentCampus and Student AffairsPhysical Plant Services

Reclassify budget position #400450, Secretary II, salary grade C-5, to Executive Secretary, salary grade C-8.

Source of funds: A transfer of general fund budget allocations within existing approved budget levels. No increase in the total budget allocation.

Mr. Headlee inquired about the article in the Detroit News on March 24, 1980 regarding the comments of Ms. Rosalia Swidzinski, women's sports coach, in connection with her resignation due to restrictions imposed by the Physical Education and Athletics Department.

Mr. Corey Van Fleet, Director of Physical Education and Athletics, was present and responded that there was no real conflict. He stated that Ms. Swidzinski was coming up for review of her second two-year contract for renewal for a third two-year contract. He added that she has been contemplating for some time whether to move to a larger school with a broader funded basketball program, or to go into a field other than coaching. She had requested permission to discuss other options at the National Championships at Mt. Pleasant. Mr. Van Fleet said this permission was granted, and the newspaper columnists from the Detroit News and Detroit Free Press reported this fact. Copy for the story was filed before being checked with Mr. Van Fleet. He reiterated that there was no problem in supervisory matters, but that he had discussed with her that there were fiscal limitations at Oakland and that there would be a limited travel budget. If there was a problem, it was over the level of funding for athletic programs at the university.

Mr. Saltzman moved that the personnel actions be approved. Mrs. Adams seconded the motion which was voted on and approved by all of the Trustees present.

Approval of the 1980-81 Area Hall Council Fee Increase

Mr. Matthews stated that in order to expand services to residence hall students and to meet inflationary costs, the Area Hall Council, the student government body of the residence halls, held a residence hall student referendum on March 18, 1980, for the purpose of increasing the Area Hall Council fee. Seventy-three percent of the students voting were in favor of a \$1.50 per semester increase. Area Hall Council will receive \$1.00 and each House Council will receive 50 cents per student per semester. Mr. Matthews then presented the following proposal for the Board's approval:

It is recommended that the Board of Trustees approve an increase of \$1.50 per semester in the Area Hall Council fees for each student living in the residence halls.

Mr. Headlee moved that the recommendation be approved. Mr. Katke seconded the recommendation which was voted on and approved by all of the Trustees present.

Approval of the Establishment of a Major in Economics within the Bachelor of Science (B.S.) Degree Authorized for the School of Economics and Management

Mr. Matthews informed the Board that currently the School of Economics and Management offers the B.S. degree with a major in management, and administers the B.A. in economics offered by the College of Arts and Sciences. The number of majors in economics has fallen to a very low level over the past few years (5 to 10 majors per year). It is the opinion of the administration that more students would choose the economics major if it led to a B.S. degree. The Bachelor of Science degree, considered more rigorous and professional-sounding than the B.A., is perceived by students to be a more useful degree for vocational preparation.

To meet this market demand by the students, the School of Economics and Management proposes to offer a B.S. in economics. The B.S. program requirements will parallel the current B.A. in economics with the addition of econometrics as a required course. The courses and faculty to cover the few additional majors this shift will generate are currently available. No additional resources will be necessary to accomplish this program. The proposed B.S. major in economics has been reviewed and approved by the Assembly of the School of Economics and Management and the University Committee on Undergraduate Instruction. Mr. Matthews requested the Board's approval of the following recommendation:

RESOLVED, That the School of Economics and Management be authorized to offer a major in economics leading to the B.S. degree.

Mr. Matthews added that Mr. Obear was present to answer questions concerning this proposal.

Mr. Saltzman inquired if the B.A. would still continue.

Mr. Obear replied that it would, but that there would now be a choice of the B.A. or the B.S. degree. In terms of State Legislative review, this new major is considered a "spin-off" from an existing program and does not require State approval.

Mr. Katke moved that the recommendation be approved; Mr. Saltzman seconded the motion which was voted on and approved by all of the Trustees present.

Approval of Revision of Administrative-Professional Employees
Continuing Contract Policies and Procedures

Mr. Matthews informed the Board that the continuing Administrative-Professional employees contract system provides job security, without tenure in position. The proposed recommendation would modify existing policy and procedures in several respects. Currently, APs in grades I-VI receive performance evaluations on a biennial basis, with a determination being made during the third two-year contract regarding the award of a continuing contract. In grades VII-X, a single three-year contract is issued with the continuing contract decision being made after a single performance review. The proposed Administrative-Professional Employment Policy statement is set forth below:

ADMINISTRATIVE-PROFESSIONAL
EMPLOYMENT POLICY

1. An AP staff member is considered on probation for a period from five months to eleven months, depending on the date of appointment.
2. Assuming satisfactory performance during the probationary period, the employee is offered a specified time contract. Employees appointed to AP positions are awarded renewable two-year contracts which may lead to a continuing contract.
3. A two-year contract is subject to two renewals prior to the awarding of a continuing contract. Under certain circumstances, an accelerated review procedure may be initiated. The actions taken at each step in the procedure leading to a continuing contract are outlined below.

Probationary Period

(1) In order to provide uniform dates of appointment, review, and awarding of contracts, on a semi-annual basis, the probationary period of new employees is variable. The probationary period is a minimum of five months long, or a maximum of one day less than eleven months long. The uniform appointment dates are August 15 and February 15.

(2) Employees whose first date on the payroll in AP status is from March 16 to September 15 will have an appointment date, for the purposes of this continuing contract procedure, of February 15. Employees whose first date of employment is from September 16 to March 15 will have an appointment date, for the purposes of this continuing contract procedure, of August 15. The period from the first date of active employment to the appropriate uniform appointment date constitutes the probationary period.

(3) Thirty days prior to the end of the probationary period (that is, on July 15 or on January 15) a probationary employee's performance shall be evaluated by the university, and the employee will be informed either (a) that his/her employment will terminate in 30 days, or (b) that he/she will be offered his/her first two-year contract, commencing thirty days hence on August 15 or February 15.

First Two-Year Contract

(4) An AP staff member on his/her first two-year contract may be terminated only for just cause within the period of the contract.

(5) The evaluation of staff members on their first two-year contracts shall commence March 15 for staff members who were appointed on August 15, and shall commence on September 15 for staff members who were appointed on February 15, in each case the evaluation commencing one year and seven months after the date of appointment to the first two-year contract.

(6) The evaluation by the university of the staff member's performance shall be completed on or before May 15 for staff members who were appointed on August 15, and on or before November 15 for staff members who were appointed on February 15. On May 15 or November 15, the university shall notify the staff member either (a) that his/her employment will terminate in 90 days, or (b) that she/he will be offered his/her second two-year contract, commencing 90 days hence on August 15 or February 15.

Second Two-Year Contract

(7) An AP staff member on his/her second two-year contract may be terminated only for just cause within the period of the contract.

(8) The evaluation of staff members on their second two-year contract shall commence March 15 for staff members who were appointed on August 15, and shall commence on September 15 for staff members who were appointed on February 15, in each case the evaluation commencing one year and seven months after the date of appointment to the second two-year contract.

(9) The evaluation by the university of the staff member's performance shall be completed on or before May 15 for staff members who were appointed on August 15, and on or before November 15 for staff members who were appointed on February 15. On May 15 or November 15, the university shall notify the staff member either (a) that his/her employment will terminate in 105 days, or (b) that he/she will be offered his/her third two-year contract, commencing 90 days hence on August 15 or February 15.

Third Two-Year Contract

(10) An AP staff member on his/her third two year contract may be terminated only for just cause within the period of the contract.

(11) The evaluation of staff members on their third two-year contract shall commence March 15 for staff members who were appointed on August 15, and shall commence on September 15 for staff members who were appointed on February 15, in each case the evaluation commencing one year and seven months after the date of appointment to the third two-year contract.

(12) The evaluation by the university of the staff member's performance shall be completed on or before May 15 for staff members who were appointed on August 15, and on or before November 15 for staff members who were appointed on February 15. This evaluation shall include as its final step a recommendation to the president of the university by the Advisory Committee on Administrative-Professional Appointments (ACAPA). On May 15 or November 15, the university shall notify the staff member either (a) that his/her employment will terminate in 120 days, or (b) that he/she will be offered a continuing contract, commencing 90 days hence on August 15 or February 15.

Continuing Contract

(13) A continuing contract shall provide an AP staff member with employment security, without tenure in position, subject to termination only for just cause.

Implementation

- (1) If the date for review is missed for a person who is not eligible for a continuing contract review, an extension of the person's existing contract will be granted until the next regularly scheduled review period. Following review, if the employee is not awarded a new contract, he/she will receive the normal notice of termination commensurate with his/her status in the system.
- (2) If the review date is missed for an employee eligible for a continuing contract review, the university will institute immediate review procedures as soon as practicable after the oversight has been recognized. If the review process results in a positive recommendation, the employee will be offered a continuing contract. If the review is negative, and the employee is not offered a continuing contract, the employee will receive termination notice of the duration that he/she normally would have been entitled to had he/she been reviewed on his/her regular date plus ninety days.
- (3) Employees on contract may only be terminated for "just cause." "Just cause" shall be defined as termination for reasons of incompetency, malfeasance, nonfeasance, misfeasance, moral turpitude, a felony conviction which causes imprisonment or a loss of bonding, and actions which are inimical to the interests of the university.
- (4) Program changes or lack of funds may from time to time force the university into staff reductions. If a university-wide reduction of staff is necessary, whenever possible non-continuing contract staff will be released first, with the date of hire used to determine the order of layoff. An AP staff member on a continuing contract whose job is scheduled to be eliminated during a layoff may displace a staff member with less service in another department, provided he/she is qualified to do the work. The university will make every effort to reassign staff members whose jobs are abolished through program changes or lack of funds.
- (5) The president and the Board of Trustees may, as an exception to this policy, grant continuing contract status to any new AP staff member at the time of employment. Under certain circumstances, an accelerated review procedure may be initiated.

(6) All termination periods in the above procedures will be inclusive of any paid vacation leave or paid personal leave or other forms of paid leave to which the staff member may be entitled.

Mr. Matthews then requested the Board's approval of the policy by the following recommendation:

WHEREAS, the Advisory Committee on Administrative-Professional Appointments (ACAPA), which is advisory to the president, began reviewing continuing contract procedures in 1978, and

WHEREAS, the procedures have been refined to provide for the following: (1) A university performance standard has been developed which makes the criteria against which people are being measured more clear. On a scale of four, three has been established as the university standard; (2) procedures regarding employee access to his or her file, are more clearly defined; and (3) the peer review process is structured rather than informal; and

WHEREAS, the ACAPA recommendations have been reviewed and endorsed by the administration and AP association; now therefore be it

RESOLVED, That a uniform, two-year renewable contract system without regard to employee salary grade be established; and be it further

RESOLVED, That a mechanism for accelerating the award of a continuing contract when superior performance can be documented after the completion of an initial two-year contract be established.

Mr. Morris moved that the recommendation be approved. Mr. Mair seconded the motion which was voted on and approved by all of the Trustees present.

Approval of University Investment Policy Regarding Companies Doing Business in South Africa

Mr. Matthews stated that there was considerable interest at the university in the issue of the institution's investment policy regarding companies doing business in South Africa. Three written reports had been submitted by the Board committee members appointed to research this matter as represented by Trustees Richard Headlee, Alex Mair and Ken Morris. Mr. Matthews stated that each Board committee member would state his position, and he then called upon Mr. Headlee for his presentation.

Mr. Headlee stated that the committee spent an extensive amount of time studying reports and other data, and each Trustee arrived at a different conclusion although they all shared many common concerns. Mr. Headlee stated that in his opinion since Oakland is an educational institution that the Board should identify a broad university group which would involve several areas such as the School of Economics and Management, the Political Science Department and others to develop an action plan for expressing the university's position to various corporations. Mr. Headlee's proposal is outlined as follows:

"Fiduciary Responsibility of Board of Trustees

The fiduciary responsibility of the Board of Trustees prohibits the Board from disposing of stock purely on a social issue such as whether the company is doing business in South Africa if there is a loss in investment revenue of potential income. The Board has a duty to preserve and increase the assets of the institution and any losses related to a breach of the fiduciary trust could make the Board members personally liable. A possible alternative would be to develop other investment outlets (companies not doing business in South Africa) which would provide an equal if not greater return. In order for the Board to defend itself against any action for loss of income because of divestiture it should have an independent recommendation from an investment counselor on the alternative investment action.

"Control of University Stock

The Board of Trustees holds the stock possessed by the university in trust for the institution and the people of the State of Michigan. The Board is charged with the responsibility of maintaining these assets and could send a representative (agent) to corporate shareholder meetings to vote the stock in a manner determined by the Board. The Board could also give its voting proxy to an agent. It would however be an inappropriate delegation of authority for the Board to give to the agent complete discretion to vote the stock or represent the Board. The Board must define the limits of the agent's authority by resolution.

"Oakland University Community's Concern on Divestiture

In order to address the university community's concern about the divestiture of stock in South Africa an educational effort could be developed by the School of Economics and Management and perhaps the Political Science Department of the College of Arts and Sciences. A coordinated study program of the

apartheid issue and the structure of corporations in connection with classroom assignments may be beneficial. This process could inform the student body and other members of the university community about the process by which corporations are governed and managed and the procedures for voting stock and thereby effecting change. Oakland University could establish some form of advisory group or committee from the classroom program which would make recommendations to the Board of Trustees on appropriate actions to be taken at corporate shareholders' meetings. If the majority of the Board concurred in the recommendations, the Board could vote its stock in support of certain corporate actions or offer motions at the shareholders' meeting. Communications could also be addressed to corporate officers and directors.

"Involvement of Other Universities

To make this effort more meaningful a broader program of involving other university boards and their academic units may be desirable. For example, if Oakland University felt strongly about an issue it could communicate with the other governing boards in the State suggesting the establishment of educational programs and advisory committees as set forth above. If each of the governing boards could agree upon a position, there would be greater impact by block voting or action.

"Conclusion

The Board of Trustees may wish to request that the Academic Affairs Division contact the College of Arts and Sciences and the School of Economics and Management to obtain their input in the establishment of programs to implement this effort. An academic coordinator should be appointed to work with the Secretary to the Board of Trustees with respect to communications directed to the Board. Communications should not be made to other universities without coordination through the academic coordinator and the Secretary to the Board of Trustees."

Mr. Matthews then called upon Mr. Mair for his report.

Mr. Mair said that he felt the problem in South Africa was of such great magnitude that the divestiture of stock would have no impact on aiding this problem. Mr. Mair stated that to be effective there should be involvement, and proposed the following:

"1. That we acknowledge that there exists in South Africa denials of individual rights of certain groups of people, and that it also exists elsewhere including the United States, but generally less extensively.

"2. That we make a formal presentation of our concerns to the United States Department of State in Washington, D. C. to obtain guidance from knowledgeable people.

"3. That we develop an action plan to represent the university community and request public discussion on Channel 56 or the like in order to be more effective than simply selling off stock related to South African operations."

Mr. Matthews called upon Mr. Morris to present his report.

Mr. Morris stated that at times individuals are so busy that they do not pay sufficient attention to an issue such as the one under discussion. He added that since this issue was raised, he has spent a great deal of time and effort in investigating this matter, and he is greatly disturbed by "man's inhumanity to man" wherever it occurs in the world. Therefore, his position on this issue was as follows:

"The struggle for human rights and for individual freedom and democracy in the United States over the last 200 years has taken a number of turns; but after a Civil War over the issue of slavery, the passage of the 14th and 15th Amendments to the U. S. Constitution, after court decisions such as the 1954 Brown v. the Board of Education, and, subsequently, the Voters' Rights Acts and the Civil Rights Acts in the 1960s, the concept that all people are created equal is ingrained in the value structure of our society and reflected in our national psyche as well as our government's advocacy for human rights throughout the world.

"Public universities, especially public universities which are perceived to be centers of excellence and should reflect the best values in society, cannot adopt a neutral position with regard to the violations of human rights anywhere in the world. Whether the violations of human rights occur in the Soviet Union, China, Iran, Chile, Argentina, or South Africa, a public university, in maintaining relationships within the university community as well as in the general community, cannot be unmindful of the relationship of ownership of stock and investments in companies that operate businesses in foreign countries where the concept of human rights is a sham.

"In the instant case of South Africa, the governmental policy of apartheid is reprehensible. That non-whites are not permitted to vote is unacceptable to a nation and a people such as ours who believe in and seek to practice democracy. This is a government that grants full collective

bargaining rights to white workers but denies full collective bargaining rights to non-white workers. This is a government that implements by policy the separation of the races in every facet of human existence. The involvement of foreign companies in South Africa has not made a visible impact on reducing any form of apartheid.

"We should be especially concerned about the external props to the apartheid regime in South Africa and its oppressive system that results from other nations' involvement in the South African economy. American investment must be discouraged there unless it materially contributes to the well-being and development of the total population with particular emphasis on the non-white population so that the ugliness of racial totalitarianism can be eradicated and help can be provided to adjust to a new system of equality.

"A tax-supported public university cannot close its eyes and ignore its involvement in support of the denial of human rights by continuing to hold investments in companies operating in South Africa. Those companies that have sought to abide by the Sullivan Principles should be commended for that modest step, but at the same time, universities that are publicly financed and reflect the value of human rights must, by their actions, express their commitment to go beyond the modest Sullivan Principles.

"Oakland University has been, and we hope continues to be, the beneficiary of countless gifts and donations including corporate stocks. It is important that we make a wise disposition of such assets to enhance and adhere to the fundamental goals and objectives of an educational institution of higher learning.

"Therefore, Oakland University should retain an investment counselor to accomplish this objective by providing advice to the disposition of stocks held in companies that do operate businesses in South Africa, and at the same time, Oakland University can purchase stocks that will provide equal or better investment income so that the fiduciary responsibility of the Board of Trustees is met as well. Long before a Board of Trustees of a public institution of higher learning worries about fiduciary responsibility, it should worry about the values it expresses on behalf of the university to the university community and to the general community.

"Addendum Response to Mr. Headlee's Other Proposals Contained in Memorandum Dated December 18, 1979"

(A) The university should not get involved in a process of sending agents to stockholders' meetings to vote the stock that the university holds on major social and public policy

issues for two reasons: (1) That activity would embroil the Board of Trustees and the university in continuous controversies that would deter the university from its main mission and purpose as a center of higher education, a center of excellence, and the advocate of the best values in society; (2) The voting of such stock would have such an insignificant impact on any decision that would be made within a corporate structure of a shareholders' meeting that no real impact would be made in relation to the advocacy for human rights, or any other socially worthwhile goal.

"(B) The proposal to carry on an education program on the way corporations function and operate has some merit, but in all likelihood, such an educational program that talks about the real role of the shareholders of corporations and the role of managements of corporations as well as the governance of corporations is probably the kind of program that should go on independent of any consideration with regard to South Africa, human rights, or investments by a public university.

"(C) The proposal to coordinate what we do with other universities is important, but we should not wait for other universities to come to the conclusion to dispose of those investments in their investment portfolio; for, if we can act now, after having spent a considerable amount of time studying this issue, then we can lead the way and other public universities can join with us."

Mr. Morris added that he believed in the fundamental rights that were basic to the formation of this country, i.e., the right of every individual to the pursuit of happiness and economic independence, freedom and the right to equality. He stated that it is a "sham" if we believe in these rights for our country, but "tolerate" injustice in other countries. Mr. Morris concluded that the university should exercise leadership in this area and recommended the divestiture of the university's stock.

Mr. Matthews said that a general discussion would follow.

Mr. Headlee said he concurred with Mr. Morris' concerns. However he felt in an issue this important that in order to reap long-range benefits for the students and university, there should be personal involvement, and not the "superficial step" of trading one stock certificate for another.

Mr. Mair stated that he would like to take action that would have more impact, adding that the mistreatment of individuals exists throughout the world as well as in South Africa. He cited as an example that the American Indians on the reservations in the Phoenix area have a deplorable existence with an average life span of 41 years.

Mr. Mair urged that some substantive action be taken such as working with the United States Department of State.

Mr. David O'Bryan, a student, stated that while divestiture of stock may not appear to be important, it would be an expression of the university's opinion that "all people are created equal." While he had no objection to the Sullivan Principles, it was his opinion South Africa's constitution is based on the concept of racism, and the principles would be ineffective. Mr. O'Bryan reiterated his recommendation for divestiture.

Mr. Saltzman said he was very concerned about ill-conceived "simple" solutions to "major" problems. "Idealism" many times suggests a solution which appears appropriate when discussed, but can lead to unforeseen and unfortunate consequences. He said there is no doubt that the situation in South Africa is intolerable. However, in his opinion there is nothing that any of the people in the room could do to rectify the situation. The implications and outcome of actions taken by the university must be considered and weighed very carefully because the results can be far reaching and damaging to the institution. If Ford Motor Company and General Motors withdraw from South Africa, Japan and Germany will replace them with nothing being accomplished except a loss of income to these companies. Our presence in South Africa gives access for the resolution of the problems in that country. Mr. Saltzman said that the Board should not take any action on this subject.

Ms. Martha Gleason, a student, stated that recently a representative from the "African National Council" was on campus and he suggested that the students could help the South African movement by encouraging divestment, since the "liberation forces" would win the "war" in South Africa.

Mr. Tony Brazile, a student, said he wished to share with the Board a few thoughts of a fellow student. He read from the student's letter which stated that the United States government must be made aware that its citizens oppose apartheid. If there is no evidence of concern, the government will not apply pressure on South Africa by breaking diplomatic relations. With no action, the blacks in South Africa believe we support suppression.

Mr. Brazile said that he supported the view of divestment as proposed by Mr. Morris. Most of the members of the university committee who researched the problem agreed on this action.

Mr. Mair posed the question of the morality of the university to divest its stock holdings since the institution is heavily supported by those companies doing business in South Africa from gifts and through tax revenues.

Mr. Lewis responded that not all income for the State is derived from companies engaged in business activities in South Africa. He added that moral questions are not subject to a "cost-benefit analysis." The important objective as advocated by Trustee Morris is to make a policy statement of the value the university places on its activities. The moral issue is "stock ownership and participation in ownership."

Mr. Headlee asked whether or not South Africans were helped or harmed by these companies being in South Africa. He said he is troubled by the same issues presented by Mr. Richard Light who served on the university committee which reviewed the divestiture issue. He then read the following extract from Mr. Light's report:

"A university is a forum. A university should never let itself, as an institution, become politicized. It should not take sides on issues. It should permit all issues to be explored by those who care to do so.

"Once a university takes sides, it loses its status as a forum and becomes just another advocate, taking its place among all those who plead one worthy cause or another. Not taking a stand does not preclude individual community members from taking vigorous stands on issues that concern them. Indeed it is uniquely here at a university that such stands, possibly unpopular stands, can be taken, that research on almost any subject can go on, that almost any idea can find a home.

"When the university takes a political stand it must recognize that it is expending its moral capital, and thereafter loses its claim, at least on the particular issue and any related issues, of impartiality and fairness.

"There may be times when an issue is so morally pervasive, and the unanimity and vigor of the feelings of the university community are so intense, that the university as an institution may decide to drop its neutrality and choose sides. But that is not the case here. It is plain that a significant, moral principle is at stake. The treatment of blacks in South Africa is a repellent

evil. It is impossible to read a single article about the subject without becoming outraged at conditions there. But it is also clear to me that the feelings of the Oakland University community on the issue of divestiture are neither unanimous nor vigorous."

Mr. Headlee said the university should take substantive action. He added that there were some of the finest minds at the university and it was necessary for them to become involved, not in "trading one share of stock for another, but in attending shareholders' meetings, because corporate board chairmen and board members listen" to those who appear at their meetings.

Mr. Morris replied that he felt it was important to express your beliefs and to "say it over and over again." He cited the protest efforts of Rev. Martin Luther King as an example of what can be accomplished by a willingness to advocate strongly one's beliefs.

Mr. Headlee responded that Martin Luther King was an activist which is what he is suggesting. It is necessary to raise the level of understanding on this issue by getting involved, spending some of the university's funds, spending time, and doing something constructive such as attending meetings so that the university's position could be presented.

Mr. Lewis inquired if Mr. Headlee would agree to Mr. Morris' recommendation as a first step if Mr. Morris would agree to Mr. Headlee's recommendation by retaining one share of stock of each company in order to attend the stockholders' meetings.

Mr. Headlee said that divestiture would be the "last step." One share of stock did not provide any "leverage." In order to be credible and to have economic strength, a large number of shares and proxies were needed. That was the reason he proposed involving the School of Economics and Management and the Political Science Department to work out a plan for collecting proxies.

Ms. Elizabeth Chlipala, a student, stated that Oakland University should set an example for others by divesting.

Mr. Mair reiterated that making a formal presentation to the Department of State in Washington which has more knowledge about such matters was the course of action that should be followed.

Mr. James Graham, Associate Professor of History, congratulated the Board members for the amount of research they had done on this issue. He concurred that the issue was complex and could be discussed "forever." He expressed support for Mr. Lewis' proposal and urged that the Board make a decision immediately. He added that if we do not divest and the South African government is overthrown, the United States would not be "invited" back by the new government.

Mr. Saltzman noted that the problem has been defined, but he feels that the proposed action of divestiture is irrelevant and could adversely affect other relationships.

Mr. Graham reemphasized that the Board should reach a decision. He said the shareholders' meetings were an effective arena and that Mr. Lewis' suggestion was an excellent attempt at compromise. He added that it was necessary to do something other than "talk." Basically the Sullivan Principles are "talk." The U. S. Department of State is more "talk." He stated that Mr. Morris' recommendation would put Oakland in the forefront of a movement for human rights and dignity. It was in his opinion a mistake not to plan on the fact that the government in South Africa would be changing within the next ten years.

Mr. Mair asked Mr. Graham if he had visited the GM plant in South Africa, or if he had visited an Indian reservation in Michigan. When Mr. Graham responded that he had not, Mr. Mair suggested that he do so. Mr. Mair stated that the plant was completely integrated. Mr. Mair added that he, like Mr. Graham and Mr. Morris, was interested in all people, and it was a concern to him that we have not resolved the problems in this country.

Mr. Graham agreed that the Indian situation was bad, but that the South African constitution authorized racism.

Mr. Katke said he was "absolutely opposed to divestiture" and such action would not "help make one iota of difference" with the government of South Africa. He said he did not think that Oakland University, as a small segment of this country's society, would be able "to police world" governments. Further, as a former automotive official, he visited South Africa and was actively involved in the management of the plants in that country. He was aware of the record of positive accomplishments for the people of that country. Mr. Katke added that the university should not "bite the hand that feeds it" and that would be what it was doing by divestiture. This action would undoubtedly eliminate many future gifts and grants. He felt it would be "absolutely wrong" to accept gifts from these corporations and then propose divestiture

Mr. Lewis said that the recently invested president of the University of Michigan, Mr. Harold Shapiro, stated that a university is a very important institution in a democratic society. That it serves two roles and functions at the same time. It is the servant of society, yet it is society's critic; that it was most important that the institution's freedom be maintained in order that it can perform those two roles. It is quite clear that in order for intellectual freedom to exist and flourish the university must be able to make a collective statement of its values for society and those values which society can seek to achieve. We should support the freedom of expression of those values even if they are not in accord with our own values or preferences.

Mr. Lewis said it troubled him to hear any allusion to a lack of support or withholding of support for the university's mission in society because of a collective judgment of the university's values. In his opinion "that is what academic freedom is all about." Mr. Lewis said he was sure that all of the views expressed were sincere and held in the best faith. On the other hand, he thought it most important that the process of analyzing moral issues such as the South African matter was appropriate for the university. He concluded "that there is more to speak in favor of a strong symbolic statement of divestiture of stock in American companies doing business in South Africa than for any other course of action." This course of action is not exclusive, so he did not view divestiture as opposed to the activism suggested by Mr. Headlee. Mr. Lewis then made the following motion:

That as an appropriate and symbolic statement of the university's total rejection of apartheid and the economic benefits derived by American business from its practice, the Board should adopt the Morris recommendation to divest. As a further statement of the university's commitment to act to solve the problem of the denial of human rights in South Africa, the Board should adopt the Headlee recommendation by retaining one share of stock, which is presently held, in each company doing business in South Africa.

Mr. Morris supported the recommendation.

Mr. Saltzman stated that he felt very strongly that the statement of divestiture is a criticism of the corporations doing business in South Africa and the people who work for those corporations. To say that divestiture does not imply criticism does not change the impact. He said his interpretation of "academic freedom" is a university which provides an "environment for all points of view." Providing an "environment" is one thing; taking an "advocacy position" is counter productive in terms of academic

freedom. If we wish to maintain an "environment" in which all points of view are to function effectively, then a single advocacy position cannot be taken. When a university takes an advocacy position, academic freedom disappears. It is important to maintain an environment within which all parties can speak freely--not to pass judgment. "When we pass judgment, we are damaging academic freedom and our environment and not reinforcing it." He stated that the universities in Germany and France declined in the 1930's when they took advocacy positions.

Mr. Lewis said he did not agree with the position that "taking up the banner for overriding moral questions in some way diminishes academic freedom." The principle of academic freedom is important, but it has to be practiced. He cited the civil rights movement as an example of advocacy that did not "diminish the principle of academic freedom." Mr. Lewis said his recommendation was not intended as a personal criticism, but it was important to realize that while people make up corporations, they are "invisible people" because a corporation can act without conscience since it is an "intangible body." To say that there is some criticism of Ford, GM or any other company or their leaders who presently comprise those organizations, is a disservice to those who want to deal with policy and the fact that there is oppression on a racial basis in South Africa. Many of the companies have been there for some time, and looking at the record, there is no great encouragement that the corporate sector or the United States government is going to do anything in an active way to overturn that oppression.

Mr. Mair stated that the three proposals he had made represented his thoughts as a Trustee and not as a General Motors employee. He said they were recommended as an appropriate action in this matter. He said he was awed at the fact that an institution of higher learning would take such an ineffective approach to this problem. He added that he is personally working diligently with minority groups within his organization. Mr. Mair said that as Mr. Katke had indicated, he too had high ethical values, and he felt it would be immoral for him to contribute or encourage his company to contribute to the university if it decided to divest itself of its stock since the university would in effect be saying it did not approve of the company's actions. Mr. Mair reemphasized that these were his personal feelings.

Mr. Morris said that the UAW divested itself of stock in companies doing business in South Africa because it did not approve of the actions of the government. The union also presented this issue at the bargaining tables in connection with pension fund

monies. Mr. Morris said that positive action has been taken at Chrysler Corporation to invest in other companies. Mr. Morris said he was concerned about all of the people in the world suffering from oppression. He concluded that the university should "say something" about these problems.

Mr. Headlee said that in order to have economic credibility, the university should take a stand through the corporate structure. It is ineffective to sell your stock and then tell the corporation what it should do. Mr. Headlee said if you have an economic interest in a position, and are willing to share in the economic loss, then you have credibility.

Mr. Morris called for a vote on Mr. Lewis' recommendation.

The motion which was proposed by Mr. Lewis was voted on with the following results: Messrs. Lewis and Morris voted in favor of the motion; Mrs. Adams, Messrs. Headlee, Katke, Mair and Saltzman voted "no." The motion did not pass.

Mr. Robert Williamson, Professor of Physics, stated that a number of universities had adopted a position of withdrawing funds from banks which are making loans to South African firms, and he felt this position was noteworthy. Mr. Williamson observed that perhaps the first consideration should be "what the companies should do, how to get them to do it, and then, perhaps, divestiture.

Mr. Saltzman moved the following recommendation:

1. That the Board of Trustees go on record in support of the Sullivan Principles.
2. That the Secretary to the Board notify each corporation in which Oakland University is a shareholder of the adoption of the Sullivan Principles by the university.
3. That as part of the notification to the corporation, a request be made to the officers of the corporation that they report at the company's annual meeting and to the university the company's efforts in implementing the Sullivan Principles. In addition, the university shall request that such a report be submitted to Oakland on a regular basis.
4. That the university take appropriate actions to implement the recommendation proposed by Mr. Richard Headlee for an education program which includes co-ordinated efforts with other institutions.

Mr. Saltzman added that in addition he would like to see some additional or alternative action taken. He suggested that the Board continue this review process to see if the members could come up with some kind of action on which the Board could all agree that is "stronger" than the Sullivan Principles and more satisfactory to all parties.

Mrs. Adams supported Mr. Saltzman's recommendation.

Mr. Morris stated that he would vote for the motion because it is an indication of some progress. He said he wished it to be recorded that he is still in favor of divestiture.

The motion to approve Mr. Saltzman's recommendation was voted on and approved by six of the Trustees. Mr. Lewis voted "no."

Mr. Headlee stated that additional funding should be provided to the Secretary of the Board of Trustees for implementation of this action.

Mr. Katke stated that he would arrange for Mr. James Graham to meet with Ford officials if he ever visits South Africa.

Approval of Change in Board May Meeting Date

Mr. Matthews announced that there was a change in the regular Board May meeting date from 7:30 p.m. on Wednesday, May 21, 1980 to 7:30 p.m. on Thursday, May 22, 1980.

Approval of Closed Meeting

Mr. Matthews announced that Mr. Lewis has requested a closed meeting on May 22, 1980.

Mr. Lewis made the following recommendation:

That a closed meeting of the Board of Trustees be called for 3 p.m. Thursday, May 22, 1980 for the purpose of reviewing the confidential applications of candidates for the presidency of Oakland University.

Mr. Katke seconded the motion.

The following roll call vote was taken by Mr. De Carlo:

Trustee Adams	-	"Yes"
Trustee Headlee	-	"Yes"
Trustee Katke	-	"Yes"
Trustee Lewis	-	"Yes"
Trustee Mair	-	"Yes"
Trustee Morris	-	"Yes"
Trustee Saltzman	-	"Yes"

The motion was approved by all of the Trustees present which constituted a two-thirds majority of the Board.

The agenda was completed and Mr. Matthews recognized Mr. James B. Franklin III.

Mr. Franklin said that as President of the Association of Black Students he wished to call certain matters to the attention of the Trustees. Mr. Franklin then read a letter addressed to the Board of Trustees indicating several specific incidents which in his opinion indicated that "black students are treated differently than white students." (A copy of Mr. Franklin's letter is on file in the Office of the Secretary to the Board of Trustees.) Mr. Franklin also urged that the "university administration become more sensitive to black students." His letter concluded with a request to the "Board to look into the status of blacks on" Oakland's campus and to "take appropriate action to bring about a peaceful situation for black students who return" in the fall.

Mr. Matthews said the petition of grievance would be duly recorded. He added that the administration had knowledge of the alleged incidents and that they were being investigated. Mr. Matthews noted that he was concerned about the increased racial tension on campus, and he was attempting to resolve the problems. He said that during the summer he would prepare for the fall in order to create an atmosphere to avoid such issues.

Messrs. Headlee and Morris asked that the Board receive a further report on the issues raised in Mr. Franklin's letter.

Mr. Saltzman requested that the report set forth specific actions to correct any problems.

Mr. Matthews assured the Board that there would be a report.

Mr. Mair expressed great concern over the allegations in Mr. Franklin's letter.

There being no further discussion, Trustee Morris moved that the meeting be adjourned. Trustee Katke seconded the motion which was approved by all of the Trustees present. The meeting was adjourned at 10:15 p.m.

Approved,

John De Carlo, Secretary
Board of Trustees

David B. Lewis, Chairman
Board of Trustees

Date _____

Minutes
of the
Special Meeting
of the
Oakland University
Board of Trustees
April 16, 1980

The meeting was called to order by Interim President George T. Matthews at 3:15 p.m.

Present: Chairman David Lewis, Trustees Ruth Adams, David Handleman, Marvin Katke, Alex Mair, and Arthur Saltzman

Absent: Trustees Richard Headlee and Ken Morris

Mr. Matthews stated that the special meeting was called to authorize a closed session in order to review the confidential applications of candidates for the position of President of Oakland University. The provisions of Michigan Act No. 267 Public Acts of 1976 permit this action.

Mr. Katke moved that a closed session be authorized. Mrs. Adams seconded the motion. Mr. John De Carlo, Secretary to the Board of Trustees, took the following roll call vote:

Trustee Adams	-	"Yes"
Trustee Handleman	-	"Yes"
Trustee Katke	-	"Yes"
Trustee Lewis	-	"Yes"
Trustee Mair	-	"Yes"
Trustee Saltzman	-	"Yes"

The motion was approved by all of the Trustees present which constituted a two-thirds majority of the Board.

The special meeting was adjourned at 3:20 p.m. so that the Board could meet in closed session.

Approved,

John De Carlo, Secretary
Board of Trustees

David B. Lewis, Chairman
Board of Trustees

Date _____