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Dec. 16  
1981

Minutes of the Meeting  
of the  
Oakland University  
Board of Trustees  
December 16, 1981

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The meeting was called to order by Chairman Richard H. Headlee at 6:05 p.m. in Lounge II of the Oakland Center.

Present: Chairman Richard H. Headlee, Trustees David Handleman, Patricia B. Hartmann, Marvin L. Katke, Alex C. Mair, Ken Morris, Arthur W. Saltzman, and Howard F. Sims

Approval of Minutes of November 18, 1981

Chairman Headlee requested approval of the minutes of the Board meeting of November 18, 1981, as presented to the Board.

Mr. Sims offered a motion for approval of the minutes. Mr. Katke seconded the motion which was voted on and approved by all of the Trustees present. (Mrs. Hartmann was not present for the vote.)

Acceptance of Gifts and Grants

Chairman Headlee requested the Board's acceptance of the gifts and grants totaling \$136,408.74. (A copy of the complete list of gifts and grants is on file in the Office of the Secretary to the Board of Trustees and the Office of the Vice President for Development.)

Mr. Morris moved that the gifts and grants be accepted with gratitude. Mr. Handleman seconded the motion.

In response to Chairman Headlee's request for comments, Mr. Robert W. Swanson, Vice President for Development, noted the \$5,409 gift in support of the Alumni Association which is the "vanguard of gifts that will be received as a result of the Alumni Association's 1981 telefund drive". He informed the Board that this year's drive was very successful, with pledges amounting to approximately \$58,000 and exceeding last year's pledges of \$45,000. In addition, he commended the Alumni Association for obtaining four new members for the President's Club.

Chairman Headlee requested that a commendation to the Alumni Association for their fine job be included in the recommendation for acceptance.

The motion commending the Alumni Association and accepting the gifts and grants was voted on and approved by all of the Trustees present. (Mrs. Hartmann was not present for the vote.)

### Approval of Personnel Actions

Chairman Headlee presented the following faculty personnel actions for the Board's approval:

#### Appointments

Rozek, Richard J., Assistant Professor of Industrial Health and Safety, effective August 15, 1982

Welsh, Gary J. O., Consulting Professor of Health Sciences, effective August 15, 1981, through August 14, 1983

Rescind the following appointment action taken at the September 9, 1981, Board of Trustees meeting:

Bisgeier, Benjamin, Consulting Professor of Health Sciences, effective August 15, 1981, through August 14, 1982

#### Change of Status

Spinelli, Theresa M., from Instructor in Management to Assistant Professor of Management, effective December 1, 1981

Mr. Morris moved that the faculty personnel actions be approved. Mr. Mair seconded the motion which was voted on and approved by all of the Trustees present. (Mrs. Hartmann was not present for the vote.)

Chairman Headlee then presented the following recommendation from the Employee Relations Department for the Board's approval:

#### Division of Administrative Affairs

##### Position: Assistant Vice President for Computer and Information Systems

In accordance with a resolution adopted by the Board on July 15, 1981, the President recommends William F. Morscheck to fill the position of Assistant Vice President for Computer and Information Systems within the Division of Administrative Affairs. This appointment is to be effective January 4, 1982.

Source of funds: 1981-82 approved General Fund Budget.

Division of Administrative Affairs

Position: Executive Secretary, Salary Grade C-8

This position is intended to support the Assistant Vice President for Computer and Information Systems. Since the establishment of this position results in a net increase in the total number of full-time positions, notification of this fact is presented in accordance with the "Contracting and Employee Appointment Authority" guidelines approved by the Board on September 9, 1981.

Source of funds: 1981-82 approved General Fund Budget

In response to Chairman Headlee's request for comments, Mr. Willard C. Kendall, Jr., Director of the Employee Relations Department, noted that Mr. Morscheck was selected after an extensive national recruitment effort and a "rigorous selection process involving a six-person screening committee."

Mr. Kendall also called the Board's attention to the addition of the executive secretarial position which will support the Assistant Vice President for Computer and Information Systems. This position results in a net increase in the total number of full-time positions at the University.

President Joseph E. Champagne added that when the re-organization for Administrative Affairs was approved, the position of Assistant Vice President for Computer and Information Systems was established but not filled. At the time of Board approval, the administration was instructed to fill the position and return to the Board for ratification. The Board was informed of the support secretarial position in accordance with the "Contracting and Employee Appointment Authority" policy which requires notification to the Board when there is an increase in positions at the University.

(Mrs. Hartmann arrived at this time.)

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 the Merger of the Department of Rhetoric and the Department of Communication Arts as the "Department of Rhetoric, Communications, and Journalism"

Chairman Headlee presented the following recommendation for the Board's approval:

RESOLVED, That the Board of Trustees approve the merger of the Department of Rhetoric and the Department of Communication Arts under the name, "Department of Rhetoric, Communications, and Journalism."

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 Audited Financial Statements and Audit Reports for the Year Ended June 30, 1981

Chairman Headlee stated that the audit reports had been submitted to the Trustees for review. Therefore, the following recommendation was presented for approval:

It is recommended that the Board of Trustees accept the following audited financial statements, audit reports and the management letter with the accompanying University response, for the year ended June 30, 1981, and the report of the Audit and Finance Committee of the Board:

1. Audited Financial Statements and Other Financial Information - Oakland University
2. Report on Examination - Residences and Other Facilities with Pledged Income - Oakland University
3. Audited Financial Statements - Oakland University Foundation
4. Management Letter from Ernst & Whinney to Audit Committee, together with Oakland University response.

(Copies of the reports are on file in the Office of the Secretary to the Board of Trustees and the Office of Administrative Affairs.)

Mr. Katke moved that the recommendation be approved.  
Mr. Morris seconded the motion.

Chairman Headlee requested that Mr. Katke, a member of the Board's Audit and Finance Committee, comment on the recommendation.

Mr. Katke stated that he and Mr. Morris, as members of the Audit and Finance Committee, reviewed the reports with the outside auditors, President Joseph E. Champagne, and University administrators. Mr. Katke affirmed that it was the committee's judgment that the financial records and practices of the University were in order, and recommended approval of the reports.

Mr. Katke called upon Messrs. John Haga and Thomas Burton of Ernst & Whinney for comments.

Mr. Haga stated that he had nothing to add concerning the reports. He commended the University management staff and the Board for their diligence in financial matters and for their fine cooperation in the audit.

The motion on the reports was voted on and approved by all of the Trustees present.

Mr. Saltzman requested additional information concerning Ernst & Whinney's remarks in the management letter regarding the "on-line database systems".

Chairman Headlee asked Mr. Robert McGarry, Vice President for Administrative Affairs, to clarify the administration's response.

Mr. McGarry stated that now that an Assistant Vice President for Computer and Information Systems has been appointed, it is anticipated that the current "antiquated" systems will be upgraded. The statement by Ernst & Whinney was an "alert" that the implementation of "database systems" requires a commitment of staff and the establishment of procedures.

#### Report on the University Congress

Chairman Headlee called upon Ms. Wilma Ray-Bledsoe, Vice President for Student and Urban Affairs, to comment on the 1981 University Congress report. (A copy of the report submitted to the Trustees by Ms. Jane Hershey, University Congress President, is on file in the Office of the Secretary to the Board of Trustees.)

Ms. Ray-Bledsoe stated that she wished to call upon Ms. Jane Hershey, President of the University Congress, for the report.

Ms. Hershey thanked the Board for the honor of presenting the 1981 annual report on activities of the University Congress.

She introduced the following University Congress executive staff members: James Green, Executive Assistant; Daniel E. Kunert, Elections Commissioner; and Janet M. Sosnoski, Student Activities Board Chairperson.

Ms. Hershey stated that in addition to the written report presented to the Trustees, she wished to highlight some of the activities in connection with a student lobbying effort in Lansing in behalf of higher education. The fifteen presidents of public institution student bodies in Michigan have been meeting on a regular basis to express their concerns and to develop responses to the recent State budget cuts in higher education. Ms. Hershey made two trips to Lansing with the other student body presidents to meet with Senator James DeSana, Chairman of the Senate Subcommittee on Higher Education, and with members of Governor Milliken's executive staff including Mr. Gerald Miller, Director of the Office of Management and Budget, and Mr. Frederick Whims, Director of the Education Division of the Department. The student leaders presented the concerns of students and attempted to elicit a commitment for funds for higher education. Verbal commitments were received that these officials would work with a task force to study the future of higher education. No commitment has been received from Governor William Milliken on the establishment of a task force. The second meeting in Lansing was with Representative Ruth McNamee and Senator Donald Bishop who expressed their willingness to assist higher education.

Ms. Hershey said that in addition to efforts in Lansing, a "Student Input Series" was conducted on the Oakland University campus. This consisted of a weekly series in which the President of the University Congress and the Executive Assistant met with different student constituencies to determine what campus issues directly affected each constituency or the entire student body. She stated that the program was successful and expressed the hope that the next Congress administration would continue the project.

Ms. Hershey commented that the University Congress had sponsored "leadership" conferences designed to educate students on "leadership styles and skills".

Ms. Hershey noted that her administration "worked closely with President Joseph E. Champagne, helping him to become acquainted with Oakland University", and members of Congress participated in the 1981-82 budget process.

In addition, Ms. Hershey noted that the University Congress has an elections commissioner responsible for chairing the Elections Commission, supervising the annual elections for University Congress, and coordinating the committee appointments of student delegates to the Senate and other University committees.

Finally, the University Congress is involved with the Student Activities Board which during 1981 allocated funds to approximately 130 student organizations, and with the Student Program Board which is responsible for bringing a variety of quality entertainment programs to the campus.

Ms. Hershey concluded by saying that she had enjoyed her term of office, working with the Board of Trustees, and with President Champagne. She thanked them for their cooperation. Ms. Hershey wished the next administration under the direction of the new president, Zachary Shallow, the "best of luck."

Chairman Headlee asked Ms. Hershey to comment on the statement in her written report concerning the "problems with the generality of professors".

Ms. Hershey replied that initially there had been student concern about some of the general education classes being very "general" as opposed to being "specific". After looking at the "Bricker Report", and conducting further discussions with the students, the "concerns did not appear great".

Chairman Headlee then inquired if anything had been done about the Student Program Board scheduling a major concert at Meadow Brook Music Festival in the fall when students are on campus.

President Champagne stated that this proposal has been discussed, and hopefully a solution would be developed. He noted that the administration was aware of the problems encountered in scheduling a fall student concert at the Baldwin Pavilion.

Chairman Headlee said it "made sense" to have such a program at the Meadow Brook Festival and he thought that the recommendation for such a concert was "excellent".

Chairman Headlee thanked Ms. Hershey for an outstanding report.

President Champagne announced that he was very pleased with the quality of student leadership on the University's campus, particularly under Ms. Hershey who has demonstrated all of the characteristics of leadership. He said it had been his pleasure and an education to work with her. President Champagne then requested that the Board of Trustees adopt the following resolution:

WHEREAS, Jane Hershey entered Oakland University in the fall of 1978 as an Honors College student and Student Life Scholar from Warren Fitzgerald High School; and

WHEREAS, Ms. Hershey, in addition to maintaining high scholarship and being recognized through an upperclass achievement award, has performed an active role in three and one-half years as a student leader, including serving as a member of the Senate Academic Policy and Planning Committee, the Transportation Committee, Student Leadership Retreat Planning Committees, president of Repolitik, and co-chair of the Meadow Brook Seminar "Plugging into Politics"; and

WHEREAS, in addition to her leadership on campus, Ms. Hershey has distinguished herself through her service on a national presidential campaign coordinating committee as well as in the activities of State and local political committees, and as an intern in the office of Congressman James Dunn in Washington, D.C.; and

WHEREAS, Ms. Hershey, as University Congress member and president for 1981, has met regularly with student constituents and has led the student government to support regular leadership training efforts and to fund quality campus activity programs; and

WHEREAS, Ms. Hershey has also led the student body in a movement to unify all college and university students in the State to speak out for the preservation of a strong Michigan system of higher education even in a time of scarce resources; and

WHEREAS, Ms. Hershey, as University Congress president, has brought about high accountability in student government activity and has increased the stature of that body in the Oakland University community so that more students are now seeking to serve on that body; now therefore be it

RESOLVED, That the Board of Trustees expresses its appreciation to Ms. Hershey for the dedication, careful preparation, and directness with which she has led students and interacted with the University administration and the Board of Trustees to keep all members of the University community informed of issues and thoughts important to the students at Oakland University; and be it further

RESOLVED, That the Board of Trustees hereby commends Ms. Hershey for leadership and scholarship and wishes her well in her future endeavors.

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

Mr. Headlee presented the resolution to Ms. Hershey who expressed her appreciation.

#### President's Report

President Champagne read the following statement regarding the selection of a provost for Oakland University:

"On July 1, Fred Obear assumed the position of chancellor at the University of Tennessee at Chattanooga, thereby leaving a serious void in the administrative organization of Oakland University. We immediately began a national search to find a successor for the eminently qualified Fred Obear.

"During the interim, I appointed Keith Kleckner, Associate Provost, to serve as the Interim Provost and Vice President for Academic Affairs. The search and selection process was designed to be a two-step effort. The first step involved the use of a screening and search committee which would review candidates from across the nation and recommend to me a list of three

to five finalists. The second step was for me-- in concert with a small ad hoc committee of Board members which I requested of the Board--to ultimately select the provost and make a recommendation to this Board for action.

"The members of the search committee were selected from the faculty, the administration, and the student and alumni bodies. Professor Jacqueline Scherer, Department of Sociology and Anthropology, was asked to chair the committee. Other members of the committee were Professors Charles Akers from the Department of History and William Hammerle from the School of Engineering, Dean Ron Horwitz from the School of Economics and Management, Ven Reddy from the Institute of Biological Sciences, Ron Kevern from the Career Advising and Placement Office, Wilma Ray-Bledsoe from the Office of Student and Urban Affairs, Joan Stinson from the Alumni Relations Office, and Student Zachary Shallow from the honors program.

"This group met diligently during the summer and fall seeking much advice and recruiting nationally for this most important position. The credentials of 79 candidates were reviewed during the process. The committee reduced this group of 79 candidates to 9 semi-finalists, all of whom were interviewed by the committee and by other persons at the University, including many of the academic deans. From this process, the committee narrowed down the nine semi-finalists to three finalists. On November 16, the committee presented to me the names of the three finalists.

"It was then time for the selection committee to move into action. The selection committee consisted of myself and Trustees Handleman, Saltzman, and Morris. Our first meeting involved a discussion about the three finalists, and it was decided that I should visit and interview them in depth. One of the candidates was an internal candidate; the others were external candidates. During the two weeks following my meeting with the selection committee, I traveled to the campuses of the two external candidates and I met with faculty, administrators, and the presidents of those institutions to discuss candidly the qualifications, credentials, and experience of the two

candidates. Having concluded this work, I then proceeded to interview the internal candidate in some detail. When this was completed, the selection committee was called back together to discuss the qualifications of the three candidates. I wish to designate to the Board that the committee has come forward with a candidate to be presented to this Board for approval tonight. However, before we proceed to that action, I wish to point out my view of the role of the provost. I believe that it is important for me to make these comments in a public forum officially at a meeting of the Board of Trustees that they may be incorporated into the minutes of this meeting. In this way, the Trustees and the University community at large shall understand clearly my expectation of a provost and my philosophy of the role of the provost in university management.

"I believe that the most effective way to summarize the role of a provost is to contrast it to that of a president. In these extremely difficult times for higher education, the president must emerge as a university leader and spokesman at all levels of university life, internally and externally. Indeed, it might even be said that in these times when there is serious questioning about the role and mission of higher education in society, the president's greatest function may be that of external relations and development. I tend to agree with this latter position. We are at a time when the viability of many institutions of higher education is definitely in question. The president is the individual who must carry the banner forward in a credible, vigorous, aggressive, and acceptable manner. I stated in my interviews before I was selected as president and subsequently in numerous public comments that I view my role to a great extent as an external agent of the University. Therefore, many of the details of the internal management of the University must be delegated. It is simply not possible for me as president to carry out a vigorous external effort and at the same time give the time and effort for a close management of every detail of day-to-day operations. It is in this light that I reorganized the University during the past several months delegating to the various divisional vice presidents broad areas of responsibility and holding these officers publicly and internally accountable for their actions and their divisions. But the role of the provost is a special one. The provost,

more than any other officer of the university, has the greatest responsibilities second only to the president. It is the provost who, indeed, is the program manager of the university. It is the provost who oversees the product of the university. It is the provost who is responsible for the delivery of a quality educational program of instruction, research, service, and student development. It is the provost who acts for the president in his absence. In many institutions, the provost serves as an executive vice president.

"If I could sum up my position to define the functions of a provost, I would define them in this fashion. The president has the responsibility for defining the mission of the institution and keeping the institution viable. The provost has the responsibility of managing the process of the institution and ensuring that the product is of the highest possible quality. Therefore, with these considerations in mind, the selection committee places before this Board of Trustees the nomination of Keith R. Kleckner to serve as provost effective this date. Mr. Kleckner has demonstrated a loyalty and dedication to this institution during the past fifteen years and has worked admirably well as the interim provost in a difficult time. He has the universal respect of the administration, the faculty, and the student body as a man of character, intelligence, scholarship, and administrative leadership. Mr. Kleckner possesses the vision and the characteristics I believe are required for an incumbent to the position of provost at Oakland University. I have no hesitation whatsoever in bringing forth this recommendation to the Trustee body.

"I ask that you accept my recommendation, which is concurred in by other members of the Provost Selection Committee."

RESOLVED, That Mr. Keith R. Kleckner, Interim Vice President for Academic Affairs and Provost and Professor of Engineering, be appointed Vice President for Academic Affairs and Provost and Professor of Engineering, effective December 16, 1981.

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

There was general applause from the audience.

Chairman Headlee called upon Mr. Kleckner for comments.

Mr. Kleckner thanked the members of the Board, President Champagne, and the University community at large for the vote of confidence. He pledged to do all in his power to merit the confidence expressed in him. He noted that he came to Oakland University in 1966 because the institution was in its formative stage and offered many opportunities to build and shape programs. In 1981 he believes that these opportunities still exist. "The opportunities are different; they are not those of the 60s". While there are many opportunities which this institution can still grasp, some options are no longer available because the financial resources are not present. The current economic problems make the challenge to select and focus the efforts of the institution more exciting. Mr. Kleckner stated the "ingredients" for an outstanding university are present. The institution has an outstanding faculty and academic leadership as manifested in deans and department chairpersons. In addition, there exists a fine student body. Mr. Kleckner reiterated that "all the ingredients are here to re-fashion the institution's programs--the instructional programs, the research programs, and the public service programs--and to seize the opportunities of the 80s." Mr. Kleckner said he was looking forward to the task.

Chairman Headlee stated that the Board was delighted to have Mr. Kleckner as Vice President for Academic Affairs and Provost.

President Champagne recognized Professor Jacqueline Scherer for her efforts as chair of the committee and for conducting the search process so diligently and so well.

Ms. Scherer stated that the more the search committee looked outside the University, the more it recognized the talent that was here in the University. On behalf of herself and the other committee members, she indicated delight with the choice of Mr. Kleckner.

President Champagne recognized and introduced the other committee members who were present: Mr. Zachary Shallow and Ms. Joan Stinson.

Chairman Headlee then thanked Mr. James Green for his efforts on behalf of the University Congress during the past year.

There being no further business, the meeting was adjourned at 6:35 p.m.

Approved,

John De Carlo, Secretary  
Board of Trustees

Richard H. Headlee, Chairman  
Board of Trustees

Date \_\_\_\_\_

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