

MINUTES OF THE MEETING
of the
BOARD OF TRUSTEES
April 17, 1985

The meeting was called to order at 7:20 p.m. in Lounge II of the Oakland Center by Chairman Alex Mair.

Present: Trustees Donald Bemis, Phyllis Law Googasian, Alex Mair, Ken Morris, Wallace Riley and Howard Sims

Absent: Trustees David Handleman and Patricia Hartmann

Approval of minutes of March 20, 1985

Mr. Riley, seconded by Mr. Morris, moved to approve the minutes of March 20, 1985. The motion passed by unanimous vote.

Acceptance of gifts and grants list of April 17, 1985

Mr. Robert Swanson, Vice President for Developmental Affairs, drew the Board's attention to the \$46,338 in contributions in support of the OU Foundation from President's Club members and other donors. He particularly mentioned the \$5,000 gift from Mrs. George T. Trumbull in honor of her husband.

Mr. Keith Kleckner, Provost and Senior Vice President, stated that items III and IV on the grants list involving the purchase of three electron microscopes were approved by the Board in special action taken at the March 20, 1985, meeting. He also noted the substantial grant of \$194,939 to the School of Engineering from the U.S. Army Tank-Automotive Command.

Mr. Sims, seconded by Mr. Morris, moved to accept the gifts and grants list of April 17, 1985, as presented. The motion passed by unanimous vote.

Approval of faculty personnel actions

Mr. Kleckner stated that he was saddened to note that the faculty personnel action list reports the death of Maurice F. Brown, Professor of English. He then requested approval of the following actions:

Appointment

Plee, Steven L., Adjunct Associate Professor of
Engineering and Computer Science, from January 1,
1985, through December 31, 1986

Change of Status

Barnes, Carl F., from Professor of Art History and Archeology, and Director, Center for the Arts, to Professor of Art History and Archeology, Director, Center for the Arts, and Acting Chair, Department of Art and Art History, effective June 24, 1985, through August 16, 1985

Macaulay, William A., from Associate Professor of Political Science to Associate Professor of Political Science and Acting Chair, Department of Political Science, effective April 29, 1985, through August 16, 1985

Stanovich, Keith E., from Associate Professor of Psychology to Associate Professor of Psychology and Education, effective August 15, 1985 (secondary appointment)

Stokes, Charlotte V., Associate Professor of Art and Art History to Associate Professor of Art and Art History and Acting Chair, Department of Art and Art History, effective April 29, 1985, through June 20, 1985

Leave of Absence

Berger, Beverly K., Associate Professor of Physics, sabbatical leave from August 27, 1985, through April 25, 1986 (with half pay)

Burdick, Dolores M., Associate Professor of French, sabbatical leave from August 27, 1985, through December 14, 1985 (with full pay)

Marney, John, Associate Professor of Chinese, leave of absence from January 2, 1985, through December 13, 1986 (with no pay) [supersedes previous Board action of October 17, 1984]

Marz, Roger H., Professor of Political Science, sabbatical leave from August 27, 1985, through April 25, 1986 (with half pay) [supersedes previous Board action of March 20, 1985]

Tucker, Richard P., Professor of History, leave of absence from August 27, 1985, through April 25, 1986 (with no pay)

Mr. Riley reported that the Personnel Policy Committee has met with all of its members present, has considered the proposed actions, and recommends their approval.

Mr. Morris, seconded by Mr. Sims, moved to approve the faculty personnel actions. The motion passed by unanimous vote.

Approval of establishment of new vice presidential position

President Joseph E. Champagne recommended the establishment of the position of Vice President for External Affairs. This position currently exists in fact, but is untitled. The position has been held for the last year and a half by Mr. David H. Rodwell, who has had the title of Director of Development. Since Mr. Rodwell's employment, he has been assigned and has assumed responsibility for alumni affairs, university relations, and fund raising. Because of the nature of his duties and his relationship with the external environment, the title of Vice President is appropriate. President Champagne noted that the title proposed in the agenda materials was Vice President for Institutional Relations, but after further consideration by and with the concurrence of the Personnel Committee, the proposed title has been changed to Vice President for External Affairs.

Mr. Riley stated that the Personnel Committee met with all of its members present, reviewed the job description of the position, and recommends that President Champagne be granted authority to create the position of Vice President for External Affairs.

President Champagne asked approval of the recommendation set forth below:

WHEREAS, Alumni affairs, institutional and public relations, and fund raising are highly interrelated university functions; and

WHEREAS, The current university Director of Development is responsible for these areas of administration; and

WHEREAS, It is deemed appropriate that these functions be recognized organizationally at a level commensurate with this importance and stature; therefore be it

RESOLVED, That the President is authorized to create the position of Vice President for External Affairs reporting directly to the President; and be it further

RESOLVED, That the current Director of Development, Mr. David Rodwell, be designated Vice President for External Affairs and Director of Development; and be it further

RESOLVED, That this action will take effect immediately and that Mr. Rodwell's salary will be \$60,000 per year on assuming these responsibilities effective this date.

Mr. Morris asked whether the relationship of this salary to other wages had been considered.

Mr. Riley replied in the affirmative and noted that this action had been considered both in relation to the job description and to a proposed organizational chart.

Mr. Sims, seconded by Mrs. Googasian, moved to approve the recommendation as amended to indicate the title as Vice President for External Affairs. The motion passed by unanimous vote.

Approval of auditing firm appointment

Mr. Robert McGarry, Vice President for Finance and Administration, stated that when the item of the selection of an auditing firm was presented to the Trustees at the March 20, 1985, meeting, several Board members raised questions regarding the ranking system of the proposals submitted by the auditing firms.

The Board members raised concerns about the higher education auditing experience factor, the comparability of options offered by each firm and the accuracy of the weighting placed on the fee and the method of scoring the fee. The Board inquired about the administration's recommendation and it was advised that the experience of Arthur Andersen was preferred, but there was a question on the weight to be given to cost. The Board considered the matter and there was an absence of a majority vote for either of the two firms considered. The administration was directed to reevaluate the process and review the conclusions with the Audit and Finance Committee with the resubmission of a recommendation at the next meeting. This action has been accomplished. Upon reevaluation and reconsideration, the Vice President for Finance and Administration continues to prefer Arthur Andersen & Co. because of its experience.

If one would disregard the fee for such a personal service contract, Arthur Andersen & Co. is the choice under the rating scale and because of its presentation and experience. Also, using a more generally accepted method of scoring fees as presented in an article in the March, 1984, issue of Government Finance, Arthur Andersen & Co. would also be the overall choice on the established general guidelines.

Other factors relative to fee are gratis consulting time and staff training. Also, the experience of Arthur Andersen & Co. with other institutions of higher education in Michigan was

considered in terms of additional University staff effort being required during the start up period for the audit.

After this reevaluation which placed Arthur Andersen & Co. as the high scorer and the preferred firm by administration representatives, Arthur Andersen was contacted in an effort to renegotiate their fee. As a result of this negotiation process, they revised their fee downward from \$35,000 to \$30,000.

The Audit and Finance Committee reviewed the evaluation system and decided that more weight should be given to the factors of total cost and prior experience with institutions of higher education. As a result, based on the recommendation of the Vice President for Finance and Administration, Arthur Anderson & Co. is recommended to perform the University's 1984-85 audit. Mr. McGarry asked approval of the recommendation as set forth below:

RESOLVED, That the Board of Trustees appoints the firm of Arthur Andersen & Co. to perform the audit for the 1984/85 financial statements, at a total annual fee of \$30,000.

Mr. Sims, seconded by Mr. Bemis, moved to approve the recommendation as presented. The motion passed by unanimous vote.

President's report

President Champagne asked Mr. Kleckner to report on the accomplishments of the University Senate for 1984/85. Mr. Kleckner said that the University Senate had addressed the following major issues during the past year:

1. The Senate increased the array of courses which a student may elect to take on a satisfactory/unsatisfactory (S/U) grading scheme. This permits students to explore alternative fields of endeavor without great risk to their grade point averages. The maximum number of S/U credits which a given student may apply toward graduation has not changed. It remains at eight credits.
2. The Senate has made recommendations concerning priorities for addressing computing needs in such areas as student facilities for general course work, specialized facilities, faculty research activities, data base maintenance, and data base retrieval in the library.
3. The Senate's most significant work was in regard to the report of the Commission on University Excellence. The report addressed all academic activ-

ities, including admission standards, level of academic quality, program review, academic support systems, advising, review mechanisms, computing, financial aid, and library resources. Many recommendations have added cost implications. The Senate has spent considerable time reviewing various aspects of the Commission's report. In particular, this year the Senate has taken steps to change Oakland's admission standards. This action is directed toward both the kind of preparation our incoming students have and the quality of that preparation. Oakland University and other State institutions are encouraging high schools to require of all college bound students four years of English, at least three years of mathematics, an introduction to fine arts and computing, and foreign language preparation. The University would deliberately move toward giving selective consideration to applying students who have completed these particular requirements. State high schools will be made aware that Oakland is moving toward looking for stronger applicants in quality and achievement. A particular goal of the Senate is to tighten entrance requirements for transfer students by increasing the minimum grade point average required for admission.

A detailed outline of the new policies and how Oakland can move within those policies to strengthen the student body will be brought before the Board of Trustees in the near future. Special note will be taken of students who are disadvantaged to make sure those students receive the additional support they need "to navigate our academic waters". Particular note is also being taken of Oakland's goal of having a balanced student body in comparison with the population of the area we serve.

Mr. Sims asked to what extent these entrance requirements are predictors of success. Mr. Kleckner stated that studies have been conducted by Educational Testing Service and various Ivy League schools that indicate that high school performance in academic subjects, measured by grade point average or rank in class, is the best single predictive factor, with a correlation factor of between .3 and .4. If SAT and/or ACT scores are included, a correlation factor of just over .5 is attained.

Mr. Sims noted that the list of requirements seemed rather long and inquired if we were "over-reacting." Mr. Kleckner said that many students already have met these requirements because high

schools are currently offering the subjects to their students and major program changes would not be necessary. Discussions with area school superintendents have indicated support for the concept and there is the belief that it will help them in their efforts to raise standards. The policy does not require that every entering student must meet these requirements, but that Oakland will give preference to those applicants who have completed the indicated course sequences. It is hoped that in eight to ten years all applicants will have fulfilled these requirements.

Mr. Sims wondered if other factors will be taken into consideration in Oakland's effort to establish balance in the student body. Mr. Kleckner replied in the affirmative.

President Champagne stated that the recommendations of the Commission on the Future of Higher Education support enhanced admission requirements.

Mr. Bemis stated that the implementation of this policy is harmonious with the State's Blueprint for Action. In fact, if anything, the State's requirements are more stringent than those described by Mr. Kleckner.

Mr. Mair stated that a .5 or .6 correlation factor is good considering the complexity of the matter. However, he has seen studies indicating that the ability to communicate in English is an even better predictor of success.

Mr. Morris expressed his concern for the students who do not meet the minimum entrance requirements. He said he believes the needs of these persons must be addressed and consideration given to how they will be prepared to earn a living, since the opportunities for gainful employment are continually being narrowed. What about the person who did not finish twelve grades, or the older person who wishes to enter college? He said he realized this is not the point of this particular discussion, but he merely wished to draw attention to the need for professionals in the education field to recognize and address this problem area. These people also need opportunity and hope.

President Champagne stated that President Hannah Gray of the University of Chicago has pointed out that one reason many college applicants are not well equipped in English and mathematics is because colleges have not had strict enough admission standards requiring high school counselors to recommend a rigorous high school program to students. During the years of declining enrollment, colleges and universities relaxed their requirements. If college entrance requirements were tightened up, high schools would be required to offer these fundamental courses and school counselors would encourage students to take them.

President Champagne concurred with Mr. Morris' concern, especially as it pertains to older students. Because the average age of Oakland's students is 26-27 years, the University Senate has carefully considered the impact of stricter entrance requirements on older students. It is believed that older students wishing to enter college will not be disadvantaged by more stringent entrance requirements. With more persons utilizing employee tuition assistance programs, adjustments must be made to meet the needs of these older applicants and yet maintain "traditional" standards.

President Champagne commended the University Senate on its accomplishments during the past year and specifically mentioned the work of the Commission on Academic Excellence, which is chaired by Professor John Chipman.

President Champagne asked Mrs. Wilma Ray-Bledsoe, Vice President for Student Affairs, to comment on next year's enrollment figures.

Mrs. Ray-Bledsoe stated that the figures she will quote are as of April 1, 1985. She said that enrollment is generally at last year's level, with a slight decrease in transfer applications, although it is early for the receipt of the bulk of transfer applications. There is some nominal improvement in the number of male students wishing to live in the residence halls. Currently there is a 70-30 ratio of females to males in the dorms.

Oakland has 3,281 University admission applications as opposed to 3,288 a year ago at this time. Last year Oakland had 588 transfer applications; this year 531. However, most transfer applications are received during the period of May through August. Of the 3,281 applicants, 2,126 have been accepted, which ratio is consistent with previous years. It is expected that of the 2,126, about 60% will actually register. A firm indication will be available after May 15, the due date of the first tuition payment.

Mrs. Ray-Bledsoe added that one other encouraging fact is that 977 applications from returning residence hall students are now in hand. This is higher than last year.

President Champagne stated that the figures presented are consistent with the projected 1.6% enrollment decline on which Oakland's early budget projections were based.

Mrs. Googasian asked about the quality of the applicant pool. Mrs. Ray-Bledsoe answered that there was no measurable change. One could speculate that students are staying longer in community colleges in order to be sure they meet Oakland's requirements. "The word is out" that Oakland is raising its entrance requirements.

Mr. Bemis asked what happens to students who apply for a particular program with limited space, such as physical therapy, and are not accepted into that program. Do we recruit them for other programs?

Mr. Kleckner replied that all students aspiring to professional programs at Oakland spend the first two years in a pre-professional program. When students have completed certain courses and achieved a certain level of quality in their work, they are admitted to the professional program. They are told before they apply for admission to the University how many spaces are available and what the requirements are in the professional program they desire. Many of the students who do not enter the physical therapy program go into medical technology or biology, or other health related fields. They may seek admission to the physical therapy program in a subsequent year.

Mr. Bemis asked whether transfer applicants who are not admitted into the physical therapy program are encouraged to enroll at Oakland in another program. Mr. Kleckner replied that they are assisted in finding other careers. It is not known how many take this action, but such information could be obtained.

President Champagne said that he wished to provide a brief status report on events relating to the report of the Commission on the Future of Higher Education. He received a letter April 8, 1985, from Robert H. Naftaly, Director of the Department of Management and Budget, which states, "The role of college and university governing boards in determining roles and missions is clear" Oakland has been working with Mr. Naftaly and other members of the Governor's staff for the past two months, and it has become clear it is in the purview of the governing board of an institution to define its role and mission, and a decision to close specific programs is solely the province of the governing board. Mr. James Robinson, Chairman of the Commission, in his testimony before a Senate Subcommittee concurred in the Board's authority. Mr. Naftaly indicates that we "have been able to demonstrate that Oakland offers a diverse program for its students and engages in significant research activities." This letter is very encouraging and an important accomplishment because in reading the Commission's report one would think that Oakland University is not engaged in significant research nor is it a full scale university. The evidence to the contrary is finally being understood.

President Champagne stated that he and Mr. John De Carlo, Vice President for Governmental Affairs and Secretary to the Board, have been working with Senator William A. Sederburg's Senate Select Committee on this matter. Senator Sederburg has released a report of 30 recommendations which accepts a proposal made by Oakland University relative to using the Carnegie system for

comparing and contrasting State institutions. Senator Sederburg's report states that individual governing boards should clearly define roles in terms of missions, programs and outcomes, thereby strengthening the role of governing boards in determining what happens at an institution.

President Champagne said that he and Mr. De Carlo will continue to work in Lansing in regard to the allocation of the \$25 million research fund to all of the state institutions. Currently, it is proposed that the funds be distributed to the University of Michigan, Michigan State University, Wayne State University and Michigan Technological University. It is a difficult problem because the fund is a fixed amount. If one institution is to gain, another must lose. However, some "cracks in the dike" are beginning to appear and things are not as bleak with respect to our participation in the research fund as they were a few months ago.

President Champagne stated that he is very pleased by Governor James J. Blanchard's action to establish the research fund in recognition of the importance of research to Michigan. He concluded that Oakland deserves to participate in the fund.

Personnel Committee Appointment

Chairman Mair announced the appointment of Trustee Bemis to the Board Personnel Policy Committee and stated that he looks forward to Mr. Bemis' contributions to the Committee.

Faculty Petition to Governor Blanchard

Chairman Mair stated that Professor Gottfried Brieger of the Department of Chemistry has asked to appear before the Board to discuss the faculty petition to Governor James J. Blanchard regarding the recommendations of the Commission on the Future of Higher Education. Professor Brieger prepared the petition and circulated it to the faculty and has submitted it to the Governor's office. This activity was undertaken by Professor Brieger on his own volition and was not a project of the University. His activity was, therefore, not subject to the University's control requiring reporting under the State Lobbying Act.

Professor Brieger explained that he is responsible for the origin and content of the petition, which was signed by 2/3 of the Oakland faculty. (A copy of the petition is on file in the Office of the Board of Trustees.) He stated that his main point in speaking to the Board and of his petition is to emphasize the need for Oakland to clarify and project its role and mission to the entire community. We should seek to reach the next-higher rank in the Carnegie classification system. This requires a more

aggressive development of doctoral programs, with the eventual goal of becoming the fourth-ranking institution in the State of Michigan.

Mr. Bemis expressed his gratitude for Professor Brieger's obvious dedication. He said the work is a credit to Professor Brieger and the entire faculty.

Professor Brieger stated that he has not had a response from Governor Blanchard with respect to the petition, but he has received favorable comments from Senators Rudy Nichols and William Sederburg.

Mrs. Googasian asked if the faculty as a group has taken a position on the recommendations contained in the report of the Commission on the Future of Higher Education. Professor Brieger replied that he believed they had not. However, it was of great importance to him personally that, in addition to the efforts of Oakland's administration in Lansing, some expression of faculty sentiment should be made.

President Champagne stated that the chairs of the College of Arts and Sciences have passed a resolution urging the administration and the Board to move forward to counter the adverse recommendations of the Commission. He knew of no other faculty group action. President Champagne noted that Professor Brieger is a respected member of the faculty who is always willing to help when needed. He thanked him for his efforts and initiative.

Mr. Morris stated that he wished to add his appreciation to Professor Brieger. It would also be helpful if, in addition to petitions, individual letters were written to the appropriate State legislators. The individually written letter often has a very positive impact on members of the Legislature and the Governor. Professor Brieger stated that he had suggested this action to faculty who were not prepared to sign the petition.

Adjournment

Chairman Mair asked if there were any other business matters to come before the Board and invited audience comment. There being none, Mr. Sims, seconded by Mrs. Googasian, moved for adjournment at 8:20 p.m. The motion carried unanimously.

Approved,

John De Carlo, Secretary
Board of Trustees

Alex C. Mair, Chairman
Board of Trustees

Date