

Minutes of the Meeting
of the
Oakland University Board of Trustees
May 10, 1989

Present: Chairman Patricia Hartmann, Trustees Larry
Chunovich, Phyllis Law Googasian, David Handleman,
Ken Morris, Stephan Sharf, and James A. Sharp, Jr.

Absent: Trustee Howard Sims

Chairman Hartmann called the meeting to order at 5:10 p.m. in the
Gold Rooms of the Oakland Center.

Chairman Hartmann congratulated Trustee Chunovich who was recently
reelected as President of the Michigan Education Association.

Approval of the Minutes of the Meeting of April 13, 1989

Trustee Handleman, seconded by Trustee Sharp, moved approval of
the proposed minutes. The motion was voted on and unanimously
carried.

Recommendation to Accept Gifts and Grants to Oakland University
for the periods of February 1, 1989, through February 28, 1989,
and March 1, 1989, through March 31, 1989

Mr. David Rodwell, Vice President for External Affairs, noted the
generous gift of Mr. and Mrs. E. Jan Hartmann in February. He
stated that the gifts and grants for the period of February 1,
1989, through February 28, 1989, totaled \$317,697.25. The gifts
and grants for the period of March 1, 1989, through March 31,
1989, totaled \$401,572.14.

Mr. Keith Kleckner, Senior Vice President for University Affairs
and Provost, noted that the Kellogg Foundation grant of \$104,650
to the School of Human and Educational Services is a cooperative
grant with the University and local school districts. The grant
is for four years, this year being the first installment toward a
total of \$497,000.

Trustee Handleman, seconded by Trustee Sharp, moved acceptance of
the gifts and grants with gratitude. The motion was voted on and
unanimously carried.

Information Report on Gifts and Grants to the Oakland University
Foundation for the periods of February 1, 1989, through
February 28, 1989, and March 1, 1989, through March 31, 1989

Mr. Robert Swanson, Vice President for Developmental Affairs,
stated that the gifts and grants to the Oakland University Founda-
tion for the period of February 1, 1989, through February 28,
1989, totaled \$41,203.23. The gifts and grants for the period of

March 1, 1989, through March 31, 1989, totaled \$112,904.59.

Mr. Swanson reported that the President's Club membership is presently at 1,082.

Trustee Handleman, seconded by Trustee Sharp, moved acceptance of the report. The motion was voted on and unanimously carried.

Contract with Detroit Symphony Orchestra Hall for Summer Meadow Brook Music Festival Concerts

President Joseph E. Champagne stated that the contract with the Detroit Symphony Orchestra Hall (DSOH) was discussed and voted on at the April 13, 1989, meeting. Trustee Handleman abstained from voting due to a conflict of interest as he is a member of the Board of the Detroit Symphony Orchestra. Since five votes are required for the passage of a recommendation, Trustee Handleman's abstention resulted in only four affirmative votes which made it necessary that the item be brought before the Board at this time for ratification.

President Champagne stated that the total value of the package to the DSOH totals approximately \$800,000, which includes a \$150,000 cash amount, plus ticket revenue, plus \$75,000 in pops concert fees, plus a "free venue" and no overhead costs. The money involved in the contract comes from donated funds.

President Champagne requested that the following recommendation be ratified:

WHEREAS, Oakland University has been in contract with the Detroit Symphony Orchestra Hall for classical performances at Meadow Brook Music Festival; and

WHEREAS, Oakland wishes to retain this important cultural relationship at the Meadow Brook Music Festival; now, therefore, be it

RESOLVED, that the President of Oakland University is authorized to enter into seasonal contracts with the Detroit Symphony Orchestra Hall in keeping with the general provisions of the 1989 contract.

(A copy of the 1989 contract is on file in the Office of the Board of Trustees.)

Trustee Morris, seconded by Trustee Googasian, moved for ratification of the recommendation. Trustees Chunovich, Googasian, Hartmann, Morris, Sharf, and Sharp voted affirmatively. Trustee Handleman abstained for the reason stated above. The motion was passed.

Recommendation for Affirmative Action Policy

Mr. John De Carlo, Vice President for Governmental Affairs, Secretary to the Board of Trustees and General Counsel, stated that in 1981, the Board of Trustees adopted an Equal Opportunity Policy. The Board is now asked to approve a more specific policy statement endorsing and directing affirmative action in employment related to race and gender. The policy would be immediately effective and remain in place until the University's personnel is reasonably representative of the work force pools from which the University recruits.

Mr. De Carlo stated that the policy statement requires the University administration to develop and implement an Affirmative Action Plan. A Plan has been developed with substantial guidance from the University Affairs Committee and has been provided to the Board. Elements of the Plan may be expected to change over time as a result of experience and demographic changes. Under State law, the Plan may be subject to the approval of the Michigan Civil Rights Commission and, therefore, it will be submitted to that agency for review.

Mr. De Carlo added that the University administration has also promulgated an Affirmative Action Plan for Handicappers, Disabled Veterans, and Vietnam Era Veterans. Because federal regulations for these groups differ and because no goals are established for handicappers and veterans, this Plan is written as a separate document, but is incorporated within the other enclosed materials for information purposes. Authority for the administration to initiate a Plan for Handicappers, Disabled Veterans, and Vietnam Era Veterans already exists in the Board's 1981 Equal Opportunity Policy statement.

Mr. De Carlo stated that the Affirmative Action Plan is an implementation of the Equal Opportunity Policy. This recommendation sets forth more specific action to assure equal opportunity.

Mr. De Carlo read the following recommendation.

In order to accomplish the goals set forth in the institution's role and mission statement, it is essential that

Oakland University's work force be appropriately representative of all racial and ethnic groups and of both genders. Accordingly, the University shall establish an Affirmative Action Plan for the purpose of eliminating and/or avoiding racial and sexual imbalances in traditionally segregated job categories. The goal of the Plan shall be to achieve within the University community a work force that is reasonably representative of minorities and women as measured by the race and sex mix of persons with the requisite skills within the reasonable employee recruiting area of the University. Once the goal is reached, a plan will no longer be necessary or appropriate, since any significant imbalances will have been eliminated. The University's commitment to equal opportunity shall, however, continue undiminished.

The Plan shall not create "quotas" that must be met, but rather "goals" for minorities and women that promote consideration of affirmative action concerns when establishing and filling positions.

The University administration shall develop and implement a plan in conformance with the policy enunciated above. It is expected that goals and procedures contained within the Plan will change periodically in accordance with conditions and experience. The administration shall provide a copy of the current Plan and a status report on the University's work force by race, ethnic group, and gender to the Board for review and comment at the Board's February and August meetings or the next meeting thereafter should a meeting not be held in February or August.

All persons with hiring responsibilities have the obligation to ensure compliance with the University's equal opportunity and affirmative action policies and the Affirmative Action Plan and its associated hiring procedures.

Trustee Morris, seconded by Trustee Sharp, moved approval of the recommendation.

Chairman Hartmann called on Mr. Brian Murphy, Associate Professor of English and Director of the Honors College, who had previously requested to speak to the Board.

The following are excerpts of Professor Murphy's statement.
(First person narrative is retained for ease of reading.)

I am here chiefly to let you know of the existence of the Human Relations Committee which is new at Oakland University. I am supported by my colleagues Mr. John Tower, Associate Dean of the School of Business Administration, and Mr. David Herman, Dean of Students, to say that we not only endorse the draft before you, but that we commend those responsible for it. The Human Relations Committee would like a complete copy of the Plan.

A group of faculty and some administrators met in 1988 at the St. Clair Inn to consider the state of racial relations at Oakland University. The Human Relations Committee is one of the outgrowths of those deliberations. It is curious to note that when we originally thought to examine this question, it truly was "conceived in tranquility". We felt that we could do better.

The Committee has one small suggestion regarding the "preamble" of the policy. In the sentence that reads, "It is therefore the policy of Oakland University that no person shall be discriminated against on the basis of race, sex, age, handicap, color, religion, creed, national origin or ancestry, marital status, or veteran status.", the Committee recommends that the word "sex" be altered to read "gender or sexual preference." I realize that this puts us ahead of the required statutory language, however, the suggested replacement phrase may be more clear and precise.

The Human Relations Committee will cooperate in every way toward the successful implementation of the Affirmative Action Plan.

Chairman Hartmann thanked Professor Murphy for his commendation and his comments.

Trustee Googasian stated that it is important that the University community is aware that the University Affairs Committee has dealt with the issue of the Affirmative Action Plan for several months. Each Committee member was anxious to have a policy adopted, and each time the document was reviewed it was revised and strengthened. The Committee feels very strongly that this Plan is merely "the first step." There is much more to be done in order that all of the concerns are discussed and acted upon. This is a common concern which should be addressed in a "very concentrated effort." The Committee has been very concerned about individual wording and intent, and it is anxious for the University to move forward. The University community must organize itself to carry out this Policy.

Trustee Sharp stated that what is before the Board is a "very fine, state of the art legal document." However, the moral obligations that must be considered to "flesh out this legal document" are missing. He stated that none of the Trustees is optimistic enough to believe that the problem can be solved through "legalese" alone. The document provides a "framework" in which to operate. The real solution is in the University's awareness of its moral obligations and in moving forward with them.

Chairman Hartmann asked if there were any other comments from the floor. Mr. Clarence Bennett, Electronics Engineer in Physics, stated that he noticed that the wording in the Plan acknowledges "Disabled Veterans and Vietnam Era Veterans." He stated that he is a veteran of a previous "police action" which is seldom mentioned. He questioned why some "skirmishes" were mentioned and not others.

Mr. De Carlo stated that the policy provides that the University does not discriminate against any veteran. There are laws that require that the Plan specifically state the words "Disabled Veterans and Vietnam Era Veterans." The University is trying to address the statutory requirements.

Chairman Hartmann stated that the Plan states that all veterans will not be discriminated against, it does not specify particular veterans.

Trustee Chunovich stated that the University must work "beyond the Plan" in order to avoid the necessity of reimplementing a plan and having to correct further discriminatory practices.

Mr. De Carlo agreed with Trustee Chunovich and stated that the University's commitment to Equal Opportunity must continue undiminished. If it was assumed that the University was successful in implementing the Equal Opportunity Policy, a plan would not be necessary.

Chairman Hartmann stated that the Plan is a good start, but she agrees with Trustee Googasian that it is "just a start," and she is sure that it will be altered for the better as the University gains experience.

The motion was voted on and unanimously carried.

Faculty Personnel Actions

Mr. Keith Kleckner, Senior Vice President for University Affairs and Provost, made the following recommendation:

Appointments

Geltner, Beverley B., Associate Professor of Education, effective August 15, 1989 (replacing a permanent faculty member)

Johnson, Patricia J., Adjunct Instructor in Nursing, effective August 15, 1989, through August 14, 1991 (new appointment to an honorary position)

Lederer, Albert L., Associate Professor of Management Information Systems with tenure, effective August 15, 1989 (replacing a permanent faculty member)

Lloyd, Barbara S., Adjunct Instructor in Nursing, effective August 15, 1989, through August 14, 1991 (new appointment to an honorary position)

Margherio, Raymond R., Clinical Professor of Biomedical Sciences, effective April 15, 1989, through August 14, 1991 (new appointment to an honorary position)

Napiewocki, Joanne K., Adjunct Associate Professor of Nursing, effective August 15, 1989, through August 14, 1992 (renewal)

Wesley, Mary Lou, Adjunct Instructor in Nursing, effective August 15, 1989, through August 14, 1991 (new appointment to an honorary position)

Emeritus Appointments

Thomas, S. Bernard, Professor Emeritus of History, effective May 10, 1989²

Leaves of Absence

Blatt, Gloria T., Associate Professor of Education, sabbatical leave from August 29, 1989, through December 20, 1989 (with full pay)

Burdick, Harvey, Professor of Psychology, sabbatical leave from August 29, 1989, through December 20, 1989 (with full pay)

Christina, Robert J., Associate Professor of Education, sabbatical leave from January 2, 1990, through April 26, 1990 (with full pay)

Edgerton, Robert H., Professor of Engineering, leave from August 29, 1989, through December 20, 1989 (with no pay)

Federlein, Anne, Associate Professor of Education, leave from August 15, 1989, through August 14, 1991 (with no pay)

Jones, William H., Associate Professor of Education, sabbatical leave from August 29, 1989, through December 20, 1989 (with full pay)

Kulkarni, Davadatta M., Assistant Professor of Mathematical Sciences, effective August 29, 1989, through April 26, 1990 (with no pay)

Malm, Donald G., Professor of Mathematical Sciences, sabbatical leave from January 2, 1990, through April 26, 1990 (with full pay)

Murphy, J. Austin, Assistant Professor of Finance, sabbatical leave from August 29, 1989, through December 20, 1990 (with half pay), leave from January 2, 1990, through April 26, 1990 (with no pay)

Villalobos, Miguel, Assistant Professor of Mathematical Sciences, leave from August 29, 1989, through April 26, 1990 (with no pay)

Wedekind, Gilbert L., Professor of Engineering, sabbatical leave from January 2, 1990, through April 26, 1990 (with full pay)

Resignation (Information Item)

Chao, W. F. Paul, Assistant Professor of Marketing, effective August 14, 1989

Welch, John H., Assistant Professor of Economics, effective August 14, 1989

Trustee Handleman, seconded by Trustee Googasian, moved approval of the recommendations. The motion was voted on and unanimously carried.

Approval of Early Retirement Incentive Arrangement with Mr. Bernard L. Toutant, Business Manager, Kresge Library

Mr. Robert McGarry, Vice President for Finance and Administration and Treasurer to the Board of Trustees, stated that Mr. Bernard L. Toutant, Business Manager in the Kresge Library, who has been

employed at Oakland University since July 11, 1960, has proposed an early retirement arrangement which has fiscal benefits to the University. Mr. Toutant's position would be eliminated and the duties of his position would be absorbed by others within the Kresge Library and the Division of University Affairs. Kresge Library Dean Suzanne Frankie and Provost Keith Kleckner strongly support this arrangement.

Mr. McGarry made the following recommendation:

RESOLVED, that the Board of Trustees approves the voluntary early retirement arrangement for Mr. Bernard L. Toutant, as specified in the "Agreement between Oakland University and Bernard L. Toutant," with the voluntary early retirement to be effective at the end of the working day on June 30, 1989.

(A copy of the Agreement between Oakland University and Bernard L. Toutant is available in the Office of the Board of Trustees.)

Trustee Morris, seconded by Trustee Chunovich, moved approval of the recommendation, the motion was voted on and unanimously carried.

Approval of Classification of an Administrative-Professional Position: Assistant Director of Institutional Research

Mr. McGarry stated that it is the policy of the Board of Trustees that all new nonfaculty positions with salary levels of \$30,000 and above must be approved by the Board. As a result of restructuring in the Provost's office, it is proposed that a new administrative-professional position be established in the Office of Institutional Research. The new position, Assistant Director of Institutional Research, has been evaluated at an AP-11 level, with a salary minimum of \$30,591.

Mr. McGarry made the following recommendation:

RESOLVED, that the Board of Trustees approves the establishment of the position of Assistant Director of Institutional Research at AP Salary Level 11.

Trustee Googasian, seconded by Trustee Morris, moved approval of the recommendation. The motion was voted on and unanimously carried.

Walk, Ramp, and Curb Improvements, 1989

Mr. McGarry stated that the bids for the walk, ramp and curb improvements were submitted at the end of April, necessitating that the item be a "walk-in" in order to accomplish the work before the students return in the fall. He stated that the project is bid at \$105,881. The low bidder is Somerset Asphalt Paving, Inc. This project will be funded by the Transportation Use Fee, currently part of the Registration Fee paid by the students, which has in the past been used for road repairs and parking lot resurfacing. This particular project will concentrate solely on walk, ramp and curb improvements.

Mr. McGarry made the following recommendation:

RESOLVED, that the Vice President for Finance and Administration is authorized to award the contract of the Walk, Ramp, and Curb Improvement, 1989, to Somerset Asphalt Paving, Inc. for the total bid amount of \$105,881.80 including alternates 1, 2, 3, and 4; and, be it further

RESOLVED, that the contracts be approved by legal counsel and be in accordance with the University's Affirmative Action Policy.

Trustee Morris, seconded by Trustee Handleman, moved approval of the recommendation. The motion was voted on and unanimously carried.

Other Items

President Champagne stated that in April he announced that the University was awarded \$65,000 additional funding by the State Department of Management and Budget for an entirely new roof for the original Kresge Library building. Since that time, the University has procured an additional \$60,000 for tuck pointing and brick repair on the original Library building. He thanked Mr. De Carlo and Mr. McGarry and his staff for their efforts in convincing the State on the repairs required on the original library building. He also thanked the Department of Management and Budget for its generosity.

Trustee Googasian stated that the School of Nursing Board of Visitor's Nightingale Awards for Nursing program was a "wonderful success." She congratulated and thanked the School of Nursing Board of Visitors, faculty and staff.

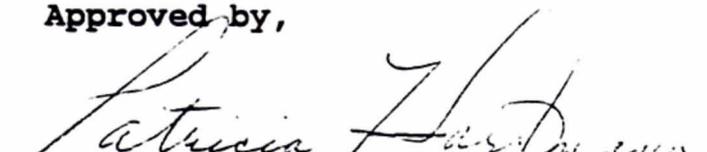
Trustee Morris, seconded by Trustee Handleman, moved adjournment of the meeting. The motion was voted on and unanimously carried.

The meeting was adjourned at 6:35 p.m.

Submitted by,


John De Carlo, Secretary

Approved by,


Patricia Hartmann, Chairman