

**Minutes of the Meeting
of the
Oakland University Board of Trustees
August 4, 1994**

Present: Chairman James A. Sharp, Jr.; Trustees Larry Chunovich, Andrea L. Fischer, David T. Fischer, Rex E. Schlaybaugh, Jr., Stephan Sharf, and Howard F. Sims

Absent: Trustee David Handleman

Chairman James A. Sharp, Jr. called the meeting to order at 3:52 p.m. in the Gold Rooms of the Oakland Center.

Consent Agenda

President Sandra Packard presented the following recommendations:

a. Approval of the Minutes of the Meeting of July 7, 1994

b. University Personnel Actions and Addendum to University Personnel Actions dated August 4, 1994

Reappointments (with Tenure)

1. Assistant Professors eligible for early tenure as associate professor, effective August 15, 1994:

Brian A. Connery	English	Reemploy & Promote
Edward Haworth Hoeppe	English	Reemploy & Promote
Frank J. Lepkowski	University Library	Reemploy & Promote
Winson Taam	Mathematical Sciences	Reemploy & Promote
2. Assistant Professor eligible for promotion to the rank of associate professor, effective August 15, 1994:

Amir M. Hormozi Operations Management Do Not Reemploy*

* Termination effective August 14, 1994

3. Assistant Professors eligible for early tenure as associate professor, effective August 15, 1995:

Gary C. Barber Mechanical Engineering Reemploy & Promote

Kieran D. Mathieson Management Information Systems Reemploy & Promote

4. Assistant Professors eligible for reemployment and promotion to the rank of associate professor, effective August 15, 1995:

Susan M. Barrett Theatre Reemploy & Promote

Maria M. Szczesniak Bryant Chemistry Reemploy & Promote

Nicole B. Buffard-O'Shea French Reemploy & Promote

Arthur W. Bull Chemistry Reemploy & Promote

Christopher R. Clason German Reemploy & Promote

Natalie Bell Cole English Reemploy & Promote

Robert H. Kushler Mathematical Sciences Reemploy & Promote

Charles R.C. Marks Exercise Science Reemploy & Promote

Donald O. Mayer Management Reemploy & Promote

Mary Arshagouni Papazian English Reemploy & Promote

Cheryl M. Piskulich Political Science Reemploy & Promote

Renate I. Rohde Counseling Reemploy & Promote

Peter Shi	Mathematical Sciences	Reemploy & Promote
Michael B. Smith	Linguistics	Reemploy & Promote

5. Associate Professor eligible for early reemployment as associate professor, effective August 15, 1994:

None

6. Associate Professors eligible for reemployment as associate professor, effective August 15, 1995:

Susan M. Awbrey	Human Resource Development	Reemploy
Eric J. Follo	Curriculum, Instruction and Leadership	Reemploy

Reappointments (with Job Security)

1. Special Instructor eligible for reemployment as special instructor, effective August 15, 1995:

Kristine A. Thompson	Physical Therapy	Reemploy
----------------------	------------------	----------

Reappointments (Probationary) - Effective August 15, 1995, through August 14, 1997:

1. Assistant Professors eligible for reemployment to second, two-year probationary terms as assistant professor:

Sandra Marie Alber	Human Development and Child Studies	Reemploy
Nathan Franklin Longan	Russian	Reemploy
Nivedita Mukherji	Economics	Reemploy
Seigo Nakao	Japanese	Reemploy
Geoffrey D.W. Wawro	History	Reemploy

2. Assistant Professors eligible for reemployment to final, two-year probationary terms as assistant professor:

Paul R. Graves	Philosophy	Reemploy
Christine H. Hansen	Psychology	Reemploy
John Dooik Kim	Marketing	Reemploy
Seyoung Kim	Electrical and Systems Engineering	Do Not Reemploy*
Sean F. Moran	History	Reemploy
Theophilus O. Ogunyemi	Mathematical Sciences	Reemploy
John P. Piskulich	Political Science	Reemploy
Sherryl A. Schultz	Industrial Health and Safety	Reemploy

*Termination effective August 14, 1995

(One Assistant Professor, Janice E. Fries, originally scheduled for reemployment review is not presented for consideration by virtue of her resignation.)

3. Special Instructor eligible for reemployment to a final, two-year probationary term as special instructor:

None

New Appointments

Blinchow, Frances M., Assistant Professor of Spanish, effective August 15, 1994

Cipielewski, James F., Assistant Professor of Education, effective August 15, 1994

Gould, Philip B., Assistant Professor of English, effective January 1, 1995

Keane, William G., Associate Professor of Education, effective August 15, 1994

McNair, Mary Shannan, Assistant Professor of Education, effective August 15, 1994

Administrative Appointments

Department Chairs - Effective August 15, 1994, through August 14, 1997:

<u>Department</u>	<u>Chair</u>	<u>Term</u>
Biological Sciences	Virinder K. Moudgil	1st
Chemistry	Paul Tombouliau	11th
Electrical and Systems Engineering	Naim A. Kheir	3rd
English	Joan G. Rosen	1st
History	Ronald C. Finucane	2nd
Human Development and Child Studies	Ronald M. Swartz	1st
Human Resource Development	Susan M. Awbrey	1st
Management and Marketing	Kenneth M. York	1st
Mathematical Sciences	James H. McKay	2nd
Mechanical Engineering	Joseph D. Hovanesian	4th
Music, Theatre and Dance	Karl Boelter	2nd
Philosophy	Richard W. Brooks	2nd
Political Science	William A. Macauley	3rd
Rhetoric, Communication and Journalism	Jane Briggs-Bunting	3rd

Change of Status

Awbrey, Susan M., from Assistant Professor of Education, to Assistant Professor of Education and Acting Chairperson, Department of Human Resource Development, effective June 27, 1994 through August 14, 1994

Resignation

Fries, Janice E., Assistant Professor of Nursing, effective August 14, 1994

New Appointment

Keane, William G., Associate Professor of Education, effective August 15, 1994 (New appointment filling a vacant authorized position)

Change of Status

Barclay, Lizabeth A., from Associate Professor of Management and Chairperson, Department of Management and Marketing, to Associate Professor of Management, effective August 14, 1994 (This action is taken due to Ms. Barclay's resignation as Chairperson)

Lilliston, Lawrence G., from Professor of Psychology and Chairperson, Department of Psychology, to Professor of Psychology, effective August 14, 1994 (This action is taken due to Mr. Lilliston's resignation as Chairperson)

Otto, Mary L., from Professor of Education, to Professor of Education and Acting Dean, School of Education and Human Services, effective August 15, 1994

Resignation

Pine, Gerald J., Professor of Education and Dean, School of Education and Human Services, effective August 14, 1994 (Resigned to accept a position at Boston College.)

c. Recommendation to Accept Gifts and Grants to Oakland University and the Oakland University Foundation for the Period of May 1 through May 31, 1994

d. Recommendation to Accept Gifts and Grants to Oakland University and the Oakland University Foundation for the Period of June 1 through June 30, 1994

Trustee David T. Fischer, seconded by Trustee Rex E. Schlaybaugh, Jr., moved approval of the consent agenda. The motion was unanimously carried.

President's Report

The President highlighted university accomplishments and achievements for the past year under the following goals:

GOAL 1: Serve a statewide mission for teaching and research excellence

To fulfill this goal the university increased spring and summer enrollments, and the enrollment projection for fall, 1994, appears to be at last year's level. A marketing campaign was initiated through radio and print media. Recruiting activities were initiated in every Michigan county, and a significant expansion of minority recruiting efforts resulted from assigning three recruiters to that task. There was a growth in the spring and summer course offerings of significant proportion. The first articulation agreements were established with Delta College, Mott Community College, Oakland Community College, and St. Clair Community College, in addition to JuSeong Community College in South Korea. Cooperative program activity grew with an on-site nurses training program at Henry Ford Hospital, and a Physical Therapy program at Providence Hospital. Grant and contract activity for research and training reached over \$7 million for the first time. To fulfill the teaching and research excellence mission, the university successfully completed the North Central Association Institutional Reaffirmation of Accreditation, and achieved first-time accreditation for the Accounting Program and a reaffirmation of accreditation for all of the Business programs. The university also achieved a national rating as one of the ten "best buys" in the midwest through U.S. News and World Report.

GOAL 2: Strengthen our commitment to students as our first and most important priority

To accomplish this goal, North Foundation Hall was converted to a "one-stop shopping center," and the university is in the process of moving as many student services as possible into that facility. To find ways to assist minority students and support minority programming on campus, the Minority Equity Office was established with Mr. Glen McIntosh as Director. An additional \$135,000 was added to the scholarship pool for diversity scholarships. Through Dean Gerald J. Pine's efforts, Oakland University joined Oakland Community College and Eastern Michigan University to create a minority teacher training program. Hill House was renovated in the effort to expand student use of the residence halls. Recreation and extra curricular programs were expanded with women's golf and women's cross country added to the intercollegiate athletic sports offerings. Oakland University's sports teams had the best year in history. The "Freshman Success Seminars" were initiated to improve retention. Additional evening hours were established in some offices for the further convenience of evening students. A deferred payment plan will be implemented in fall, 1994, to assist students in paying tuition.

GOAL 3: Develop strategic plans for Oakland University's next decade

Over 180 people on and off campus were involved in establishing a university strategic plan. The Board will be discussing that plan later in the summer.

GOAL 4: Expand external awareness and support of Oakland University

This year Oakland University made national media coverage -- Tim Allen on television's "Home Improvement" wore an Oakland University sweatshirt. CNN's "Science News" program covered research of some Oakland faculty. An initiative from the Student Affairs division was highlighted in the Chronicle of Higher Education. The fund raising efforts resulted in 20 percent growth in annual gifts and 10 percent in number of donors. The university recognized through the establishment of the Heritage Society the giving of \$9 million in deferred gifts through wills and insurance policies. The university broke ground for a new Science and Engineering Building. The Big Apple Circus came to campus. Oakland's soccer team members had the opportunity to interact with the American and Swedish World Cup Soccer teams while they practiced on campus.

GOAL 5: Strengthen our campus family

A campus family picnic was reestablished with an attendance of over 800 people. An administrative internship program was established for development of skills to aid in career advancement.

GOAL 6: Maintain fiscal integrity

The university operated with a balanced budget in 1993-94.

GOAL 7: Assure a safe and attractive physical environment

A campus emergency response plan was completed and put into effect after the Dodge Hall fire. Campus lighting was increased. The emergency phone installations were completed. Classroom and laboratory conditions were improved with the replacement of broken furniture. The Dodge Hall fire damage was fully repaired.

Chairman Sharp expressed appreciation for the President's report and for the efforts of those who contributed to the enumerated achievements.

Approval of 1994-95 General Fund Budget

Mr. Paul E. Bissonnette, Vice President for Finance and Administration, stated that the 1994-95 General Fund Budget reflects a proposed expenditure level of \$73 million, 4.5 percent greater than the 1993-94 expenditure level. The expenditure plan includes an increase in student financial aid of \$296,000, and \$200,000 to begin the implementation of the strategic plan. An increase in state revenue of \$835,000 and a 9 percent 1994-95 tuition increase are also incorporated in the budget. An enrollment decline of 310 full year equivalent students has placed the enrollment projections for 1994-95 at 9,140. Merit salary adjustments for non-represented employees are included in the budget as well. Mr. Bissonnette recommended the following resolution to the Board for approval:

RESOLVED, that the Board of Trustees approves the 1994-95 General Fund Budget at an expenditure level of \$73,366,279 plus approved encumbrances and carryforwards from the June 30, 1994, fund balance.

Trustee David Fischer, seconded by Trustee Schlaybaugh, moved approval of the recommendation.

Trustee Stephan Sharf inquired as to the basis for an increase in projected investment income. Mr. Bissonnette responded that it results from an interest rate increase and a strategy change in the investment of short-term cash, as recommended by the Investment Advisory Committee last fall.

The motion was unanimously carried.

Approval of 1994-95 Compensation Adjustments for Non-represented Employees

Mr. Bissonnette stated that the following resolution for non-represented pooled merit salary increase adjustments is recommended to the Board for approval:

RESOLVED, that the Board of Trustees approves a 1994-95 compensation adjustment for non-represented employees, retroactive to July 1, 1994, of a 3.0% pool increase for each employee subgroup, as follows: Group I, President, Executives, and Deans; Group II, Academic Administrators, Administrative-Professionals, and Contract Employees; and Group III, Excluded Clerical-Technicals and Miscellaneous Employees. The distribution for individual employees within subgroups will be based on an assessment of performance or merit.

Trustee David Fischer, seconded by Trustee Sharf, moved approval of the recommendation.

Trustee Andrea Fischer asked for an explanation of who is in the pool and who makes the decisions on the pool. Mr. Bissonnette stated that the pool is made up of three groups: Group I includes the President, Executives, and Deans; Group II includes the Academic Administrators, Administrative-Professionals, and Contract Employees; and Group III includes Excluded Clerical-Technicals and Miscellaneous Employees. The groups are comprised of approximately 300 employees. The adjustments are made on the basis of merit review by the appropriate vice president and supervisory levels within a department. The President makes the decision on the vice presidents, and the Board makes the decision on the President. President Packard stated that 3 percent is the figure included in already-negotiated union contracts. In response to a question she stated that an employee can receive more than a 3 percent increase if there is more than one position in a pool; she noted that the President is in a "pool" of one. The motion was unanimously carried.

Report of the Ad Hoc Nominating Committee for Selection of the Chairperson and Vice Chairperson of the Board of Trustees

Trustee Sims, serving as Chairman of an Ad Hoc Nominating Committee created by Chairman Sharp, reported that the committee, consisting of Trustees David Handleman, Sharp, and Sims, wishes to nominate Trustee David T. Fischer for the position of Chairperson and Trustee Rex E. Schlaybaugh, Jr. for the position of Vice Chairperson. Trustee Andrea Fischer seconded the motion. Trustees Andrea Fischer, David Fischer, Schlaybaugh, Sharf, Sharp, and Sims voted for the motion. Trustee Chunovich voted against the recommendation. The motion carried.

Chairman Sharp expressed the Board's congratulations to both nominees.

Other Items that May Come Before the Board**Recommendation for Approval of Degree Candidates List dated June 23, 1994**

Dr. Gary D. Russi, Vice President for Academic Affairs, recommended that the Board approve the degree candidates list for undergraduate and graduate degrees dated June 23, 1994.

Trustee Sims, seconded by Trustee Chunovich, moved approval of the recommendation. The motion was unanimously carried.

Approval of a Closed Session

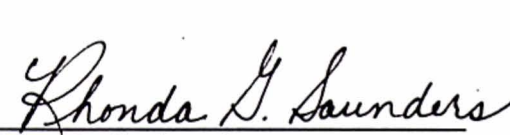
Trustee Sims, seconded by Trustee Andrea Fischer, moved to recess into a closed session to discuss collective bargaining strategy, written legal opinion of counsel, and to consult with its

attorney regarding settlement of pending litigation. Mr. Robert H. Bunger, Acting Secretary to the Board of Trustees, called the roll of the Board for a closed session, which was unanimously approved by the seven trustees present. The public meeting recessed at 4:15 p.m., and the trustees convened in closed session in the Meadow Brook Room of the Oakland Center.

The public meeting adjourned at 5:05 p.m. without further discussion or action.

Submitted,

Approved,



Rhonda G. Saunders
Administrative Assistant
Board of Trustees



James A. Sharp, Jr.
Chairman
Board of Trustees