

Minutes of the Meeting
of the
Board of Trustees
October 17, 1984

The meeting was called to order at 7:45 p.m. in Lounge II of the Oakland Center by Chairman Ken Morris.

Present: Trustees Donald Bemis, Phyllis Law Googasian, Patricia Hartmann, Alex Mair, Ken Morris, Wallace Riley

Absent: Trustees David Handleman and Howard Sims

Recommendation from committee on Board of Trustees Chair and Vice Chair for 1984-85

Chairman Morris stated that it has been the custom every year to have a committee appointed by the Board Chairman to meet and make recommendations for Chair and Vice Chair for the ensuing year. This procedure has taken place; but the committee has been unable to conclude its work at this time. Therefore, this matter will be acted upon at the next Board meeting.

Ratification of agenda items approved at the August 8, 1984 meeting of the Board of Trustees in the absence of a quorum

The following agenda items were "adopted" at the August 8, 1984 meeting under the Board resolution dated January 22, 1975 governing action in the absence of a quorum. The President is authorized by the resolution of the Board to act upon the items approved at such an informal meeting, but with the requirement that ratification occur at the next regularly scheduled Board of Trustees meeting at which a quorum is present. The following items are now recommended for ratification:

1. Approval of faculty reemployment and promotion actions (tenure or job security)
2. Approval of faculty reemployment and promotion actions (non-tenure or job security)
3. Approval of proposed academic calendars for the years 1985-86 and 1986-87
4. Approval of construction of road entrances/exits on the western perimeter of the campus

5. Approval of the regional cardiac rehabilitation and health maintenance/health improvement center
6. Approval of the installation of an automated teller machine on campus
7. Approval of dismissal of classes and noncritical work for a period of time on September 18, 1984 in connection with the President's state of the University message

Mrs. Hartmann moved approval of the seven items requiring ratification. Mr. Riley seconded the motion which was voted on and approved by all of the Trustees present.

Approval of minutes of October 2, 1984

Mr. Riley moved approval of the October 2, 1984 minutes. Mrs. Hartmann seconded the motion which was voted on and approved by all of the Trustees present.

Acceptance of gifts and grants lists of August 15, September 19 and October 17, 1984

Mr. Swanson stated that the gifts and grants listings for the indicated dates were fairly routine. These lists contained several contributions from members of the President's Club to Meadow Brook Music Festival and Meadow Brook Theatre.

Mr. Swanson drew the Board's attention to the gift of \$150 given by the three children of Harold A. Fitzgerald who recently celebrated his 88th birthday and wished to have his birthday gift contributed to the Oakland University Library. Mr. Harold A. Fitzgerald was the first chairman of the MSU-O Foundation and was very actively involved in the early development of Oakland University.

Mr. Swanson regretted that he wished to inform the Board that Mr. Fitzgerald died this past week and was buried today.

Mr. Keith Kleckner, Senior Vice President and Provost, stated that the grant lists contained many diversified projects and, therefore, in the interest of time he would not comment on them. The total of the listed grants was \$1.5 million.

Mr. Riley asked for the identification of ARA Services, Inc., of Wisconsin which appears on page four of the gift section of the September 19 list.

President Joseph E. Champagne replied that ARA Services, Inc., is a vending company whose headquarters is in Wisconsin, but has some business relationship with the automobile companies involved in the Meadow Brook Festival and Theatre fund raising drive.

President Champagne also pointed out the various gifts and grants from the Big Three automobile manufacturers and from Volkswagen of America. He suggested that perhaps American Motors Corporation could be challenged into supporting Oakland University in some manner.

Mrs. Hartmann moved the gifts and grants be accepted with gratitude. Mr. Bemis seconded the motion which was voted on and passed by all of the Trustees present.

Approval of faculty personnel actions

Mr. Kleckner drew the Board's attention to page two of the faculty personnel actions list which indicates the change in status of Mr. George Feeman from Vice Provost and Dean of Graduate Study to Professor of Mathematical Sciences. It is Professor Feeman's desire to return to the classroom. Interim steps have been taken regarding his position by the appointment of Mr. Joel Russell, Professor of Chemistry and Interim Director, Center for Health Sciences, to the additional position of Interim Dean of Graduate Study.

Mr. Kleckner noted the appointment of Alfred W. Stransky to Associate Professor of Exercise Science, Director of Exercise Physiology and Cardiac Rehabilitation Program and Associate Director for Community Health, Center for Health Sciences.

Mr. Kleckner asked approval of the following faculty personnel actions:

Appointment

Aksoy, Asuman G., Assistant Professor of Mathematical Sciences (Supersedes previous Board action of August 8, 1984)

Bakalyar, Donovan M., Clinical Associate Professor of Medical Physics, effective August 15, 1984, through August 14, 1985

Bank, Morris I., Clinical Assistant Professor of Medical Physics, effective August 15, 1984, through August 14, 1985

Baumann, Billy Ben, Clinical Assistant Professor of Physical Therapy, effective August 15, 1984, through August 14, 1986

Brown, Arnold L., Clinical Assistant Professor of Health Sciences, effective August 15, 1984 through August 14, 1986

Carlson, Ray A., Clinical Instructor in Medical Physics,
effective August 15, 1984, through August 14, 1985

Cheok, Ka, Assistant Professor of Engineering, effective
August 15, 1984

Christiansen, Mara J., Clinical Instructor in Medical
Laboratory Sciences, effective August 15, 1984,
through August 14, 1986

DeLorme, Henry R., Special Instructor in Exercise Science

Fisher, Lawrence E., Clinical Assistant Professor of
Medical Laboratory Sciences, effective August 15,
1984, through August 14, 1986

Fuqua, William B., Clinical Associate Professor of
Medical Laboratory Sciences, effective August 15,
1984, through August 14, 1986

Hoschner, Judith Ann, Clinical Assistant Professor of
Medical Laboratory Sciences, effective August 15,
1984, through August 14, 1986

Kloosterman, Norman D., Instructor in Nursing, effective
August 15, 1984

Matthew, Kathryn K., Adjunct Assistant Professor of
Biological Sciences, effective August 15, 1984,
through August 14, 1986

Mohan, Jean, Adjunct Clinical Instructor in Nursing,
effective August 15, 1984, through August 14, 1986

Murphy, J. Austin, Assistant Professor of Management,
effective August 15, 1984

Rutzky, Julius, Consulting Professor of Biomedical and
Health Sciences, effective August 15, 1984, through
August 14, 1986

Subramaniam, Taruvia N., Assistant Professor of
Mathematical Sciences, effective August 15, 1984
(Supersedes previous Board action of May 16, 1984)

Van Til, Robert P., Assistant Professor of Engineering,
effective August 15, 1984

Walia, Satish K., Assistant Professor of Biological
Sciences, effective August 15, 1984

Weimer, Robert V., Clinical Instructor in Medical
Laboratory Sciences, effective August 15, 1984,
through August 14, 1986

Willoughby, Floyd G., Assistant Professor of Management,
effective August 15, 1984

Change of Status

Feeman, George F., from Professor of Mathematical
Sciences, Vice Provost and Dean of Graduate Study
to Professor of Mathematical Sciences effective
October 1, 1984

Halstead, Carol E., from Associate Professor of Dance to
Associate Professor of Dance and Acting Chair,
Department of Theatre and Dance, effective January
2, 1985, through August 16, 1985

McArdle-Pigott, Kathryn Mary, from Associate Professor
of Spanish to Associate Professor of Spanish and
Acting Director, Center for International Programs,
effective August 28, 1984, through December 15,
1984 (Supersedes previous Board action of August 8,
1984)

Reddan, John R., from Professor of Biological Sciences
to Professor of Biological Sciences and Adjunct
Professor of Biomedical Sciences, effective August
15, 1984, through August 14, 1986

Russell, Joel W., from Professor of Chemistry and
Interim Director, Center for Health Sciences to
Professor of Chemistry; Interim Director, Center
for Health Sciences; and Interim Dean of Graduate
Study, effective October 1, 1984

Stransky, Alfred W., from Associate Professor of
Exercise Science and Director of Exercise
Physiology and Cardiac Rehabilitation Program to
Associate Professor of Exercise Science, Director
of Exercise Physiology and Cardiac Rehabilitation
Program and Associate Director for Community
Health, Center for Health Sciences, effective
October 1, 1984

Unaker, Nalin J., from Professor of Biological Sciences
and Chair, Department of Biological Sciences to
Professor of Biological Sciences; Chair, Department
of Biological Sciences; and Adjunct Professor of
Biomedical Sciences effective August 15, 1984,
through August 14, 1986

Leave of Absence

- Appleman, Herbert, Associate Professor of English,
part-time (33%) leave from August 28, 1984, through
December 15, 1984 (with no pay)
- Boulos, Nadia E., Associate Professor of Nursing, leave
from August 28, 1984, through December 15, 1984
(with no pay)
- Boulos, Nadia E., Associate Professor of Nursing,
sabbatical leave from January 2, 1985, through
April 20, 1985 (with full pay)
- Bricker, David C., Associate Professor of Philosophy,
sabbatical leave from January 2, 1985, through
April 20, 1985 (with full pay)
- Briggs-Bunting, Jane L., Assistant Professor of
Journalism, sabbatical leave from August 28, 1984,
through December 15, 1984, (with full pay)
- Facko, Robert I., Associate Professor of Music,
sabbatical leave from January 2, 1985, through
April 20, 1985 (with full pay)
- Falkenburg, Donald R., Professor of Engineering, leave
from August 15, 1984, through August 14, 1985 (with
no pay)
- Feeman, George F., Professor of Mathematical Sciences,
sabbatical leave effective October 1, 1984, through
April 20, 1985 (with half pay)
- Fung, Kon K., Assistant Professor of Mathematical
Sciences, leave from August 28, 1984, through April
20, 1985 (with no pay)
- Goldstein, Robert J., Associate Professor of Political
Science, sabbatical leave from January 2, 1985,
through April 20, 1985 (with half pay)
- Iodice, Don Robert, Associate Professor of French and
Linguistics, sabbatical leave from January 2, 1985,
through April 20, 1985 (with full pay)
- Johnson, Patrick J., Associate Professor of Education,
part-time (67%) leave from August 28, 1984, through
April 20, 1985 (with no pay)

Klaits, Joseph E., Associate Professor of History,
continuation of leave from August 15, 1984, through
August 14, 1985 (with no pay)

Marney, John, Associate Professor of Chinese, leave from
January 2, 1985, through April 20, 1985 (with no
pay)

Walia, Satish K., Assistant Professor of Biological
Sciences, leave from August 15, 1984, through
October 14, 1984 (with no pay)

Workman, Mark E., Associate Professor of English,
sabbatical leave from January 2, 1985, through
April 20, 1985 (with full pay) (supersedes previous
Board action of August 8, 1984)

Resignations (Information Item)

Beckwith, Karen L., Assistant Professor of Political
Science, effective December 15, 1984

Easterly, Jean E., Associate Professor of Education,
effective August 14, 1984

Fink, Joel S., Associate Professor of Education,
effective August 14, 1984

Heeralall, Satnarine, Assistant Professor of Economics,
effective December 15, 1984

Titus, Elizabeth A., Associate Professor, University
Library, effective September 11, 1984

Mr. Riley moved to approve the faculty personnel changes
as presented. Mr. Mair seconded the motion which was voted on
and approved by all of the Trustees present.

Approval of Career Development Leave for Robert S. Fink, Ph.D., Director, Psychology Clinic

Mr. Robert McGarry, Vice President for Finance and
Administration, called upon Mr. Willard Kendall, Director of
Employee Relations Department. Mr. Kendall stated that the
University has provisions for career development leaves for A/P
personnel. Such leaves may be approved for planned programs of
study or other career related activities for a limited time
period. A leave is being requested to allow Dr. Fink to obtain
"special professional training in the psychological treatment of
individuals (and their families) who have suffered a significant
physical disability or trauma". Part of Dr. Fink's work is with

such individuals and this leave will enable him to become more proficient in that work. The leave will also enable him to provide additional training to students.

Mr. Kendall requested Board approval of the following recommendation:

RESOLVED, That the Board of Trustees approves a career development leave for Robert S. Fink, Director, Oakland University Psychology Clinic, to be taken in blocks of four (4) hours per week beginning on October 24, 1984, and to be spread over a period of approximately two years, for the purpose of obtaining special professional training in the psychological treatment of individuals (and their families) who have suffered a significant physical disability or trauma.

Mr. Riley asked for confirmation of his understanding that the requested leave is for four hours a week over a two-year period.

President Champagne confirmed that the leave is requested for four hours a week for a two-year period and added that it is Board policy that such leave requests must be brought before the Board of Trustees for approval. He said this is not an unusual request, and the University is pleased that Dr. Fink wishes to take this leave for the intended purpose. It is appropriate training.

Mr. Riley moved approval of the recommendation. Mrs. Hartmann seconded the motion which was voted on and passed by all of the Trustees present.

Approval of reappointment of department chair

Mr. Kleckner requested approval of the following recommendation for department chair:

The following person is recommended for appointment to a three-year term--August 15, 1984 through August 14, 1987--as Department Chair:

<u>Department</u>	<u>Name</u>	<u>Term</u>
Art and Art History	John B. Cameron	5th

Mr. Riley moved approval of the recommendation. Mr. Mair seconded the motion which was voted on and passed by all of the Trustees present.

Approval of Conditions of Employment for Clerical-Technical
Employees Excluded from the Bargaining Unit (as Revised 9/19/84)

Mr. McGarry called on Mr. Kendall to comment on this agenda item. Mr. Kendall stated that the University has 13 excluded C/T (Clerical/Technical) positions, and the Board was being asked to approve the statement of conditions of employment for these positions. Certain conditions of the original statement, which the Board approved about two years ago, have changed. Approval of the proposed conditions as set forth in the agenda material was being requested.

Mr. Riley stated that he would find it helpful to see a summary of the changes that would focus on the proposed changes as compared to the current status. He also asked that future recommendations of this nature be written so as to indicate the budgetary implications of the changes.

Mr. Kendall stated that Mr. Riley's request will be honored in the preparation of future recommendations.

Mr. Bemis moved approval of the recommendation as presented:

RESOLVED, That the Board of Trustees approves the policy statement entitled Conditions of Employment for Clerical-Technical Employees Excluded from the Bargaining Unit (as revised on 9/19/84)

Mr. Mair seconded the motion which was voted on and passed by all of the Trustees present. (A copy of the Conditions of Employment is attached to these minutes.)

Recommendation for approval of degree candidates of June 21 and August 16, 1984

Mr. Kleckner stated that all of the degree candidates of June 21 and August 16, 1984 have now been certified as meeting all requirements for graduation. He requested Board approval of the lists. (The lists are on file in the Provost's office.)

Mr. Riley moved approval of the recommendation. Mrs. Hartmann seconded the motion which was voted on and passed by all of the Trustees present.

Approval of resolutions honoring the Alfred G. and Matilda R. Wilson Awards recipients

Mrs. Wilma Ray-Bledsoe, Vice President for Student Affairs, stated that the Alfred G. and Matilda R. Wilson Awards are presented annually to an Oakland University senior man and

senior woman who have contributed as scholars, leaders and responsible citizens to the Oakland University community. First awarded in 1965, these honors were designed by Mrs. Matilda R. Wilson and Durwood Varner, Oakland's first chancellor, to recognize those students who not only have achieved academic excellence but who also have made significant contributions to campus life and demonstrated interest in the social problems of this community and society in general. These two students are traditionally honored through a resolution approved by the Board of Trustees. Mrs. Bledsoe introduced the recipient of the Alfred G. Wilson Award, Mr. Alan R. McMann. She then read the following recommendation:

WHEREAS, Mr. Alan R. McMann entered Oakland University in the fall of 1980 as a residence hall student from West Bloomfield, Michigan, West Bloomfield High School; and

WHEREAS, Mr. McMann demonstrated academic excellence by maintaining a 3.7 grade point average as a member of the Honors College in pursuit of a major in art history; and

WHEREAS, Mr. McMann's academic excellence has been recognized by his receipt of the Campus Activity Award; by membership in the Golden Key National Honor Society; and as recipient of the William Morris, Upper Class Achievement and Linsalata Memorial Scholarships; and

WHEREAS, Mr. McMann has demonstrated leadership capabilities and commitment to the University by his participation in a variety of campus functions, including La Pittura (serving as president and treasurer), German Club (serving as vice president), and CIPO Village Intern; and

WHEREAS, Mr. McMann has served as a student representative of Oakland University to the public through his work as a member of the Founders Society of the Detroit Institute of Arts, an intern for the Paint Creek Center for the Arts, a volunteer gallery aide for the Detroit Institute of Arts; and

WHEREAS, Mr. McMann has made a significant contribution in heightening the artistic awareness of the campus community through his work with La Pittura and the researching and writing of catalog descriptions for rare art pieces and prints from the Carl and Anna Barnes Collection Exhibit at the Meadow Brook Art Gallery; and

WHEREAS, Mr. McMann has been selected as the 1984 recipient of the Alfred G. Wilson Award given annually to a senior man who has maintained high academic standards, who has demonstrated extraordinary leadership capabilities and involvement in the Oakland University community and who has expressed social concern; therefore be it

RESOLVED, That the Board of Trustees expresses its appreciation to Mr. Alan R. McMann for his commitment to campus life at Oakland University; and be it further

RESOLVED, That the Board of Trustees commends Mr. Alan R. McMann for the quality of his scholarship and leadership

Mr. Morris asked Mr. McMann to stand to receive the congratulations of the Board of Trustees. Mr. Morris stated that a copy of the resolution will be prepared and forwarded to Mr. McMann.

Mrs. Hartmann moved to approve the recommendation. Mr. Mair seconded the motion which was voted on and passed by all of the Trustees present.

Mrs. Bledsoe stated that Ms. Jean Chagnon-Royce, the recipient of the Matilda R. Wilson Award, has begun graduate work and is out of the State. Mrs. Bledsoe requested approval of the following resolution honoring Ms. Chagnon-Royce:

WHEREAS, Ms. Jean Chagnon-Royce entered Oakland University in the fall of 1980 as a residence hall student from Bloomfield Hills, Michigan, Lahser High School; and

WHEREAS, Ms. Chagnon-Royce demonstrated academic excellence by maintaining a 3.5 grade point average as a member of the Honors College in pursuit of majors in Computer and Information Science and Human Resources Development; and

WHEREAS, Ms. Chagnon-Royce's academic excellence has been recognized by her successful and active participation as a member of the Honors College and by membership in the Mid-eastern Honors Association; and

WHEREAS, Ms. Chagnon-Royce has demonstrated leadership capabilities and commitment to the University by her participation in a variety of campus functions, including Executive Assistant to the University Congress, CIPO Programming Intern, Resident Assistant,

Commuter Council (serving as president), member of the Library Dean Search Committee and Teacher Excellence Award Committee, Ride Pool Assistant, Area Hall Council Floor Representative, and Student Representative to the Oakland University Faculty Senate; and

WHEREAS, Ms. Chagnon-Royce has served as a Student Representative of Oakland University to the public through her work as a Freshman Orientation Group Leader, Rochester Apple Amble Coordinator, annual blood drive coordinator, St. John Fisher Chapel Board of Directors, Women's Week committee member, and Michigan Metro Girl Scouts trainer; and

WHEREAS, Ms. Chagnon-Royce has been selected as the 1984 recipient of the Matilda R. Wilson Award given annually to a senior woman who has maintained high academic standards, who has demonstrated extraordinary leadership capabilities and involvement in the Oakland University community and who has expressed social concern; therefore be it

RESOLVED, That the Board of Trustees expresses its appreciation to Ms. Chagnon-Royce for her commitment to campus life and Oakland University; and be it further

RESOLVED, That the Board of Trustees commends Ms. Chagnon-Royce for the quality of her scholarship and leadership

Mrs. Hartmann moved to approve the recommendation. Mr. Riley seconded the motion which was voted on and passed by all of the Trustees present.

Approval of 1985-86 budget request

Mr. McGarry stated that each year the state colleges and universities are asked to submit to the Governor their budget request for the subsequent fiscal year. Oakland's proposed budget request consists of the existing budget with the addition of inflationary needs and some additional program requests. He noted, however, that "any resemblance between the request and actual funding is purely coincidental." The procedure of setting forth desired needs is a routine that all universities follow. He stated, however, that he learned that Michigan State University is not submitting any program revision requests in order to retain some flexibility in the use of their funds. This action on the part of Michigan State University is a "first".

Oakland University's total 1985-86 budget request is \$47,864,000 including an inflationary allowance of \$2.9 million in order to operate existing programs at current levels. The

request also includes an anticipated 20% inflation in the cost of utilities, an increase of 6% for employee compensation adjustments, an increase of 6% inflation allowance for all other non-personal cost increases, and an increase of \$1,704,600 for program revisions. There is no tuition increase included. The budget and the additions are based on an FYES enrollment of 9,000 students.

The budget submitted to the Board does not address the imbalance in the 1984-85 budget due to the fact that even with the application of a fund balance from 1983-84 of \$1,718,000 there will be a \$524,000 deficit for 1984-85. The absence of any fund balance, plus the deficit and other costs, could amount to a \$2.6 million dollar shortfall for 1985-86. This deficit does exist and will only be eliminated through a tuition increase, program cuts, or additional funding from the State.

President Joseph E. Champagne pointed out that this deficit is going forward into next year and that it is a growing deficit. It is encouraging to note that some progress is being made in Lansing toward the restoration of the budget cuts by Executive Orders 1982-3 and 1983-5 which amounted to approximately \$1.6 million. The Senate has accepted a substitute bill which would restore the Executive Order under the Millikin administration, and the other order, which was under Governor Blanchard's administration. If these restorations are made, the existing deficit could be wiped out and the balance could be used to meet other needs of the University. Some other institutions have already "booked" these funds as a "receivable", but Oakland chose to show a deficit instead on the advice of the auditors. The institutions that booked the money do not show a deficit, but the money is not actually available since it is paid during the University's fiscal year (July 1 to June 30) and deducted by the State the following July to be available for the State during its fiscal year which runs from September 1 to October 30.

Mr. Bemis drew the Board's attention to page three under the section entitled "Center for Academic Skill Development". This program would provide individualized, diagnostic, tutorial and counseling support to disadvantaged and underachieving students. He asked Mrs. Bledsoe how many students would qualify for this program.

Mrs. Bledsoe replied that 100 to 120 new students have been identified as disadvantaged under the federal guidelines. In addition, there are about 500 current students who may benefit from this program.

Mrs. Bemis inquired if the program could be properly implemented for \$110,000.

Mrs. Bledsoe stated that it would allow the University to launch a more effective program than is in operation at the present time.

President Champagne agreed that such a program is currently in place, but it is inadequate.

Mr. Bemis stated that money is available for programs of this nature through the K-12 school systems without any tuition charge. This may be a funding opportunity to assist these students. Mr. Bemis stated that he would like to see the Board examine the possibility of contacting K-12 districts to see if any district would fund this program for Oakland. Mr. Bemis stated that it was his understanding that about \$2700 could be obtained for each student up to 20 years of age.

President Champagne asked Mrs. Bledsoe if her office had approached any K-12 school districts with this proposal.

Mrs. Bledsoe replied that it had not.

President Champagne stated that this possibility will certainly be explored.

Mr. Bemis also asked about the \$281,000 for the financial management information system and \$600,000 for systems development personnel. He stated that this was a large amount of money for these items out of a limited University budget of \$50 million. In reading the audit report, he did not see a suggestion that there was a problem in this area.

Mr. Bemis also referred to page nine under the section entitled "Institutional Resources". He took exception to the following sentences on page nine:

The freezing of tuition rates for 1984-85, at the urging of Governor Blanchard and the Legislature, made it particularly difficult for the University to build a responsible 1984-85 operating budget.

This is the legacy of the 1984-85 tuition freeze and the relative underfunding of the University.

Mr. Bemis stated that he believes that it is unfair to include these statements in the budget request document in view of the fact that the State has granted an 11.8% increase to Oakland University on an overall 11% in education funding, which is more than higher education has been granted for several years. He suggested that the indicated sentences should be deleted before the document is sent to Lansing.

Mr. Morris recalled telling Governor James J. Blanchard that he has done a good job this year in terms of coming up with funding for higher education, and stated he knows of no other governor who has done as well in the area of funding for colleges and universities.

Mr. Bemis drew the Board's attention to the \$524,000 deficit stated in the budget request summary on page 14. He observed that the University should be able to "find \$500,000 out of a \$50 million budget". He stated his concern regarding the deficit and asked how often the Board of Trustees is provided with a report on the financial condition of the University.

President Champagne replied that there is no regular report to the Board on the budget once it is adopted unless some change is made. The Audit and Finance Committee is kept informed of all facets of the University budget.

Mr. Harris, Associate Vice President for Finance and Administration, stated that a status report is prepared in January of each year for the Board Audit and Finance Committee.

Mr. Bemis stated that in his opinion a progress report once a year is insufficient when dealing with a deficit in excess of \$500,000. He felt the Board should minimally have quarterly reports so that adjustments can be included by January.

Mr. McGarry stated that his office monitors the expenditure budget and could report to the Board on a regular basis.

President Champagne stated that he hoped to remove the deficit by "position and expenditure freezes".

Mr. Bemis stated that the Board of Trustees has a legal responsibility to monitor the problem. He added that some budget reduction choices may currently exist that may not exist later in the year. He expressed concern that the problem may become compounded if it is not addressed now. He stated that the Board must monitor the current year's deficit of \$500,000 and the potential deficit of \$2,500,000 for the following fiscal year.

Mrs. Googasian stated that she was also concerned with the statement regarding the need for a tuition increase.

Mr. Morris agreed with Mr. Bemis in his concern regarding the two sentences on page nine of the budget request and stated that he believed they should be stricken from the page.

Mr. Bemis stated that the Governor and the Legislature did not tell the University it could not raise tuition at Oakland. The inclusion of the sentences on page nine is inappropriate and could cause some potential problems for the University.

President Champagne agreed that the Board did have legal authority to raise tuition. There were institutions that did raise tuition, but they "rolled" the increases back at the request of the Governor. He added that the sentences in question merely stated that Oakland's decision not to increase tuition was in compliance with the Governor's specific request.

The first time that the concept of the tuition freeze emerged was in the Governor's State of the State message which took place well into the planning for Oakland's fiscal year. There was nothing the University could do at that time. The University decided not to raise tuition and not to "book" the forward funding revenue received during the University's fiscal year, but deducted in the three month period succeeding the fiscal year. The University enrollment fee was raised by \$20 and the allocation for inflationary increases was also frozen to reduce the pending deficit for 1984-85. The University expects to end the fiscal year without a deficit, and budget control steps have been taken to accomplish this goal. If a budget that does not show a deficit were adopted and presented to the State, it would, in President Champagne's opinion, be dishonest. He added that a deficit situation will exist until the State returns to formula funding. Oakland University is not funded for 1400 students which amounts to \$3.8 million annual shortfall. Oakland is asking for a return to formula funding, and the State is beginning to reconsider this concept.

President Champagne stated that he is sorry that the language in question has been interpreted in the manner stated this evening. He believed that it was very clear that the Governor wished to have a tuition freeze because he did succeed in getting 100% of the institutions to follow his recommendation.

Mr. Bemis stated that he understood the institution's problems, but believed that these concerns could be better presented in the budget request document.

Mr. Morris stated that he takes some exception to the reference that advance knowledge of a tuition freeze would have permitted some preparation and planning to make the necessary adjustments. On more than one occasion Mr. Morris stated that he made clear statements that he was against tuition raises. He has heard for the past several years the concern about the reduced level of funds to education in general and to Oakland University. Mr. Morris added that, in his opinion, the granting

of additional funds to Oakland is largely due to Mr. John De Carlo's efforts in Lansing. He wished to maintain good relations with the State and added that the statement in question could be taken out of context and used improperly.

Mr. Mair agreed that the same thing could be said using different words. A 10% increase in inflation rate exists in this State. In addition, he stated that Michigan's economic level is declining at a faster rate than other states. Michigan is experiencing an exodus of business and is having difficulty attracting new business to Michigan. We cannot maintain tuition rates without a tax base to provide revenue. Ultimately, tuition must be raised. The Board will have to recognize that this State is not heading in a direction which will be conducive to holding the line on tuition. The problem is broader than this one issue.

Mr. Riley requested approval of the deletion of the following sentences on page nine of the 1985-86 Operating Budget Request:

The freezing of tuition rates for 1984-85, at the urging of Governor Blanchard and the Legislature, made it particularly difficult for the University to build a responsible 1984-85 operating budget.

This is the legacy of the 1984-85 tuition freeze and the relative underfunding of the University.

Conditioned on the deletion of these sentences, he also moved for the approval of the following recommendation:

RESOLVED, That the Board of Trustees approves the 1985-86 operating budget request totaling \$47,864,000 as described in detail in the budget request material dated October 17, 1984.

Mr. Mair seconded Mr. Riley's motion subject to the deletions on page nine of the budget document. The motion was voted on and approved by all of the Trustees present.

Mr. Bemis asked President Champagne if the Board could be provided with regular progress reports on the deficit.

President Champagne replied that this action would be taken.

Mr. Morris stated that he believes Mr. Bemis should be placed on the Audit and Finance Committee because of his astute observations and suggestions.

Approval of 1985-86 capital outlay budget request

Mr. McGarry stated that each year Oakland University must submit a capital outlay request to the State. (A copy of the request is on file in the Office of the Board of Trustees.) The projects and their priority listing is as follows:

<u>New Priority #</u>	<u>Last Year's Priority #</u>	<u>Project</u>
1.	1	Library
2.	6	Science Building
3.	2	Addition to Dodge Hall
4.		Health Sciences - Phase II
5.		Dodge Farmhouse Renovation
6.	3	Energy Management Plan
7.		Replace High Temperature Hot Water Lines
8.	5	Replace Absorption Unit and Cooling Tower, Kresge Library
9.		Repair Below Grade Water Leaks at Wilson Hall, Hollie Lepley Sports Building, and Varner Hall
10.		Administration and Risk Management Addition
11.		Computer Center Renovation
12.	7	Modify Elevators
13.		Repair and Replace Exterior Doorways, Varner and Hannah Halls
14.	8	Roof Modification, North Foundation Hall
15.	9	Install Chilled Water Loop
16.	10	Air-condition Hannah Hall

Since this request was prepared, three of the projects have been funded: The Dodge farmhouse renovation, the replacement of high temperature hot water lines, and the replacement of the absorption unit for the cooling tower for the Kresge Library.

Oakland's top priority capital outlay project is the Kresge Library addition. It is requested that the Board approve the capital outlay request subject to the deletion of the three projects that have been funded.

Mr. McGarry added that the State has been cooperative in granting Oakland's capital outlay requests given the State's economic constraints, and Mr. De Carlo is constantly working on this issue in Lansing.

Mr. McGarry asked for approval of the following resolution:

RESOLVED, That the Board of Trustees approves the 1985-86 capital outlay budget request to the State of Michigan.

Mrs. Hartmann moved to approve the capital outlay request as amended to exclude the three items already funded. Mr. Riley seconded the motion which was voted on and passed by all of the Trustees present.

Report of security transactions for Oakland University Foundation

Mr. McGarry stated that the security transaction report is an informational matter regarding the sale of securities for \$2,220.00 which produced a gain of \$131.25.

Mr. Riley moved to accept the report as presented. Mrs. Hartmann seconded the motion which was voted on and passed by all of the Trustees present.

Approval of audited financial statement and audit report for year ending June 30, 1984

Mr. McGarry stated that the Board of Trustees commissioned Ernst & Whinney to perform an independent audit of the financial statements and operations for the year ended June 30, 1984. The following report was submitted for approval: Audited Financial Statements and Other Financial Information - Oakland University.

Mr. McGarry stated that the Report on Examination - Residences and Other Facilities with Pledged Income was not available for presentation at this time. Mr. John Haga of Ernst & Whinney was introduced to answer questions on the report.

Mr. Haga stated that he had no additional comments other than to commend the University's finance staff for its cooperative and willing attitude during the time the audit was performed. He also stated that he has met twice with the Board Audit and Finance Committee to review the audit.

Mr. Riley referred to page five and asked for a clarification on the "Expendable Restricted Fund".

Mr. McGarry replied that the Expendable Restricted Fund refers to gifts, federal grants and any money that is restricted in the manner in which it can be used.

Mr. Bemis stated that he had the opportunity to look at the last two years' audits and noticed that they both were accompanied by Management Letters. He asked if a Management Letter would be submitted this year.

Mr. Haga replied that it has not been decided yet whether or not a Management Letter is required.

Mr. Bemis asked if the auditing firm had any recommendations for Oakland University this year.

Mr. Haga replied that the recommendations under consideration were resolved during the audit.

Mr. Bemis asked if all the recommendations made in previous years have been corrected.

Mr. Haga replied that all recommendations previously made to the University had been implemented and that there are no material weaknesses in this year's audit.

Mrs. Hartmann asked about the availability of a consolidated statement.

Mr. Haga replied that the standard for colleges and universities is not to have consolidated fund statements, but that some schools are experimenting with them.

Mrs. Hartmann stated that with a \$60 million "business" consisting of many different funds, it is difficult to get a total financial picture without a consolidated statement.

Mr. McGarry stated that a summary report will be produced by his office later in the year.

Mrs. Googasian drew the Board's attention to page eight regarding the drop between June, 1983 and June 1984 in the Student Loan Fund account.

Mr. Haga replied that this resulted in part due to the fact that fewer new student loans have been granted.

Mr. McGarry asked approval of the following resolution:

RESOLVED, That the Board of Trustees accepts the audited financial statements prepared by the public accounting firm of Ernst & Whinney in connection with the audit of the University's financial records for the year ended June 30, 1984

Mrs. Hartmann moved to approve the audited financial statements as presented. Mr. Mair seconded the motion which was voted on and passed by all of the Trustees present.

Approval of request for temporary liquor license

Mr. Mair stated that he must abstain from voting on this item because of his involvement in a research project at General Motors Corporation to control drivers who are intoxicated. He felt that there may be a conflict of interest between the project and any action taken at this meeting regarding the consumption of alcoholic beverages.

Mrs. Wilma Ray-Bledsoe, Vice President for Student Affairs, stated that the Liquor Control Commission regulates the services of all alcoholic beverages and requires the issuance of a special 24-hour license to non-profit "fraternal, patriotic, religious or civic organizations". The University is covered by this temporary licensing procedure which requires the prior approval of the governing board before a license will be issued. The Student Programming Board has requested authorization for a temporary liquor license to be used from 9:00 p.m. on October 27, 1984 until 2:00 a.m., October 28, 1984 for an all-campus Halloween Dance in the Crockery of the Oakland Center. There has been recent publicity regarding excessive drinking by college students, and she stated that Oakland's student leadership has been very effective in its efforts to honor University regulations on this issue. The procedures for the conduct of such an event are set forth in the report to the Board.

Mr. Riley stated that he believes the University should not be involved in the issuance of temporary liquor licenses. He questioned whether this activity was germane to the mission of the institution.

Mrs. Hartmann asked if Mr. Riley preferred that students drink off campus.

Mr. Riley replied that he has difficulty relating the granting of a license to drink on campus to educational endeavors.

Mr. Bemis asked about the serving of alcoholic beverages at Meadow Brook Hall.

President Champagne explained that Meadow Brook Hall has a Class C Conference license to serve liquor.

Mr. Morris asked for clarification of the University's position on the issue of serving and drinking alcoholic beverages on campus.

Mr. De Carlo explained that the basis for this request results from recent legislation which permits the consumption of alcoholic beverages on unlicensed State property upon the issuance of a special (24 hour) license. A special (24 hour) license will not be issued by the Liquor Control Commission without authorization of the application by the governing body of the State property involved.

The University is concerned about:

1. compliance with the law,
2. liability, and
3. insurance coverage.

An organization is allowed five licenses a year. This particular license is requested in the name of the University because the party would be sponsored by the Student Affairs Division.

President Champagne stated that Mr. Riley raised a broader question regarding the service of alcoholic beverages at an educational institution. The average age of Oakland's students is 27 years. They are going to drink as do most adults. Is it more desirable to force the students to drink off campus or allow them to drink on campus where some measure of control can be exercised? It is almost a no-win question. If these licenses are granted, there will always be a segment of our society that is of the opinion that people should not drink. At the same time, we have on campus a licensed facility (Meadow Brook Hall) which provides for the service of alcoholic beverages, if requested, for conferences, meetings and social events.

Mrs. Hartmann asked if she correctly understood that students may drink alcoholic beverages in their own rooms.

President Champagne replied that this is correct.

Mr. Riley stated that the specific request under consideration raises a policy question. This is the first request, and if it is granted, on what basis can subsequent

requests be refused? He then asked if the University desired to be "in the business of applying for liquor licenses". He stated his belief that such action is not related to the purpose or mission of the University.

Mr. Morris asked for a clarification of the term "organization" as used by the Liquor Control Commission.

Mr. De Carlo stated that the Liquor Control Commission has not issued specific rules with respect to the definition of a "non-profit fraternal, patriotic, religious or civic organization" other than it must be a separate, identifiable legal entity. A student club may not be a legal entity separate from the University. A fraternity or sorority, nationally chartered, may be a separate, legally identifiable entity. Each organization would have to be considered separately by the Commission.

Mrs. Hartmann asked how many legally identifiable corporate entities were directly related to the University.

President Champagne replied that in his opinion there are three: the Oakland University Foundation, the Meadow Brook Performing Arts Company and the University.

Mrs. Hartmann asked if it were correct that a total of 15 (five each) temporary liquor licenses could be granted per year to these entities.

President Champagne replied that her understanding is correct.

Mr. Bemis stated that as a new Trustee he did not realize that this is the first time such a request has been made to the Board. He expressed concern about the existence of adequate rules and procedures for such events, if approved.

Mrs. Bledsoe stated that the emphasis has been on moderate consumption and there are certain controls ready for implementation to ensure moderate consumption. The Sheriff's Department has presented on campus an education program on controlled drinking.

Mr. Morris moved for the approval of the following recommendation which was seconded by Mrs. Hartmann and Mr. Bemis:

RESOLVED, That the Board of Trustees, through its duly authorized officers, makes application to the Liquor Control Commission for a special license for the sale of beer, wine, and spirits for consumption on the premises to be in effect from the 27th day of October,

1984 and ending no later than 2:00 a.m. on the 28th day of October, 1984 (or in the alternative November 17 and 18, 1984), at the Oakland Center, Oakland University, provided all regulatory requirements are met including the acquisition of appropriate bonding and insurance coverage, the acquisition of appropriate law enforcement endorsements, and such other requirements as may be directed by the Vice President for Student Affairs to ensure moderate lawful consumption; and be it further

RESOLVED, That non-alcoholic beverages be available

Affirmative votes were made by Mr. Bemis, Mrs. Googasian, Mrs. Hartmann and Mr. Morris. Mr. Mair abstained and Mr. Riley voted against the resolution. The resolution failed in passage due to the fact that a majority vote (five votes) is required for the approval of Board matters.

Approval of agreement with Oakland County Road Commission for installation of traffic light and road construction on Adams Road

Mr. McGarry stated that the intersection of Meadow Brook Drive and Adams Road is heavily traveled and hazardous. This situation has been a concern for some time and the University has had the Oakland County Road Commission conduct a traffic survey. The County Road Commission agrees that a traffic light and road improvements are necessary. The Road Commission does not have funds for the project this year, and it is not a priority item given all of the County demands. The County will share in the cost if Oakland will undertake the engineering and construction responsibilities. The total cost will be \$42,532 with Oakland's share being \$23,766. There will be a shared cost for the operation of the traffic light. The project will involve some easements within the defined right-of-way.

Mrs. Googasian asked if the traffic concern is primarily at Festival concert time.

President Champagne replied that the intersection is hazardous every day. He explained that people turn at the intersection of Meadow Brook Drive and Adams Road and go through the campus to avoid the intersection at Adams and Walton Roads. The problem is worse in the early morning on Mondays, Wednesdays and Fridays, but traffic studies show there is a year-round need for a traffic light at the intersection.

Mr. Bemis asked if the County Road Commission has a policy or formula regarding the costs for traffic control devices, or if this agreement is for this particular situation.

President Champagne answered that he and Mr. McGarry negotiated the arrangement quickly in order to have the work completed before winter. The Road Commission routinely enters

into cost-sharing agreements. If the Commission performs all of the work and considers the project to be of a county-wide nature, it bears all of the cost. In this case the Commission was very cooperative, but could not perform the work this year due to a heavy construction schedule. Therefore, in order to expedite the project, the University is participating in the cost.

Mr. Bemis moved for approval of the following recommendation which was seconded by Mrs. Hartmann:

RESOLVED, That the Board of Trustees grants the Vice President for Finance and Administration authority to enter into an agreement with the Board of County Road Commissioners to widen the intersection of Meadow Brook Drive and Adams Road to provide for traffic flow requirements needed to accommodate a traffic signal, as well as an agreement for the installation of a traffic signal.

The agreement and easement documents will be reviewed by the University's General Counsel

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

Request from City of Auburn Hills for right-of-way and easements to pave a portion of Squirrel Road

Mr. McGarry stated that at the last Board meeting the Trustees approved the construction of two campus entrance/exits on Squirrel Road. These are to be built by the State Department of Transportation with State funds. When the City of Auburn Hills became aware of this plan, they objected to the State, indicating that the increased traffic would create an unsafe condition because Squirrel Road is unpaved south of University Drive. The recommendation before the Board at this time provides for the authorization of a grading permit to the City of Auburn Hills to allow for the paving of the road from the termination of the existing pavement to a point approximately 1300 feet south to the entrance of the City's park. The pavement would be contained within the existing road bed and would be paid for by the City of Auburn Hills and the Oakland County Road Commission.

Mr. McGarry asked for approval of the following recommendation:

RESOLVED, That Oakland University grants permission to the City of Auburn Hills for necessary grading in connection with the paving of Squirrel Road. The paving is to extend from the termination of the existing

pavement, approximately 900 feet south of the University Drive entrance to campus, to a point 1300 feet south at the entrance to the City's park, on the existing road bed.

The permit document will be reviewed by the University's General Counsel.

Mr. Morris stated that before moving on this matter, he would like to state that there is a considerable history to this issue. Some time ago Pontiac Township, which is now Auburn Hills, asked our approval to pave all of Squirrel Road. This action would have required both grading and permanent easements. This Board took the matter under consideration and a committee was established to study the request. The committee consisted of Trustees Richard Headlee, Ruth Adams and Ken Morris. Many meetings were held with representatives from the County, Pontiac Township, students, faculty and staff. The pros and cons of paving Squirrel Road were thoroughly discussed. It was unanimously decided that Squirrel Road was of great interest and importance to the University community. There are very few natural beauty roads left in this part of the State, and to have one adjacent to the University is highly desirable. Many people believed that Squirrel Road should be left in its natural state. After much discussion, the Board decided not to assist in the paving of Squirrel Road and refused to grant any right-of-way on University land. Subsequently, a request was made to pave part of the road (approximately 950 feet) as far as the Township buildings in order to provide paved access and exit for City vehicles, including police cars. This request was brought to the Board and granted. They again requested authorization to pave an extended portion of the road, but this request was also rejected.

Mr. Morris stated that when the issue of the additional campus entrance/exits arose at the last Board meeting, he asked if this action would mean any additional paving of Squirrel Road. He was told it would not. This Board has the authority to decide whether or not to grant the grading permit for this paving. Mr. Morris added that he believes the Board has an understanding with the University community not to pave Squirrel Road and to agree to this request without University community involvement is incorrect. If a road to the City park is required, it should be built on City land and connected to existing pavement.

Mr. Morris stated that he understands the importance of working with the City and the Road Commission. He reiterated that he believes a commitment to the University community exists and he intends to vote against the recommendation for paving.

Mr. Morris added that the University should consider relocating the next exit south of University Drive to a more northerly location in order to connect with the existing paved road section. The City of Auburn Hills could take whatever action it desires south of Butler Road which is not bounded by University property.

Mr. Morris said that he wished to provide this background to the Board and he stated that he would vote against the recommendation.

Mr. Bemis asked when construction would take place.

President Champagne replied that the Road Commission and the City would like to start the paving immediately due to the onset of winter. The connections to the road from the University entrance/exits would be done in the spring.

Mrs. Hartmann asked if the entrance/exit would be constructed if the paving is not done.

President Champagne replied that the south entrance/exit would not be constructed because the State will not pay for the construction of the entrance if the City does not agree. If Oakland does not grant the grading permit, the south entrance will not be constructed. The Board has already approved the two new entrance/exits in concept, which would include extending Pioneer Road out to Squirrel Road with the State paying for the project.

Mrs. Googasian asked if the location under discussion is the only one to consider.

President Champagne replied that the plan under consideration is the one adopted by the Board of Trustees prior to her joining the Board. After this approval, the University attempted to proceed, but the City of Auburn Hills said it would not agree to the construction of the entrance/exit unless Squirrel Road was paved at the intersection. The State will not proceed as long as the City objects. The City wants 1300 feet of the road paved. Within the last year Oakland granted grading permits to pave 950 feet from the traffic light to the City offices. The City now requests an additional 1300 feet to the park entrance. It is not known at this time what plans exist for Squirrel Road beyond that point due to the development of the Oakland Technology Park. It is believed that the road is scheduled to remain a service road for the University and for emergency vehicles.

The City of Auburn Hills has indicated that if the paving is extended to the park, they will be "satisfied". The City's position at this point is that if Oakland wishes to have

an entrance/exit built at Pioneer and Squirrel Roads, Squirrel Road must be paved. This would mean granting permits for the paving of another 700 feet beyond the planned entrance. The City's future intentions for Squirrel Road are not known at this time.

There is only one way to enter or leave the campus on the west side. The proposed entrance would allow traffic to come out Pioneer Road and turn north on Squirrel to University Drive which has a traffic light.

A traffic study revealed that 24% (1800-1900 cars) of the vehicles entering the campus daily at University and Squirrel Road do so during a three hour period between 7:30 and 10:30 a.m. Fifty per cent of the cars make a right turn to Pioneer Road.

Mr. Morris suggested altering the direction of Pioneer Road.

President Champagne stated that such action is possible, but it is questionable whether or not the State would approve or fund such a project that would put an "S" turn in the road. The proposal could be made to the State.

Mr. McGarry added that the proposed location for the entrance/exit is part of the original 1972 Master Plan.

President Champagne stated that the traffic circle is of great concern because it is a very congested point. The intent was to find a workable method of constructing additional entrances/exits on the west side of the campus.

Mr. Riley questioned the advisability of having additional entrances to the campus with their attendant control problems.

President Champagne stated his belief that the entrance/exit will be used as an exit more than as an entrance because students wish to exit at one time. Entrances seem to be made at a more varied rate.

Mr. Morris stated that many persons wish to keep the road in its current condition because it is an enjoyable place for students to walk. In his opinion, it is an important part of the University rural setting. He said he believes the road should be kept as it is, and he would like to receive the opinion of the professors, students and others in the University community on this issue.

Mr. Bemis stated that he has never driven or walked on Squirrel Road. He asked if, in cognizance of Mr. Morris' strong

feelings about the issue, the Board action could be deferred until the next meeting. By that time, the Board could visit the site.

Mr. Morris replied that the Board could defer this item until its next meeting.

President Champagne stated that the University was notified today by the State that the entrance/exits cannot be made until spring. The only problem would relate to a concern about the status of the funds for this project. The state cost for the two entrances and exits is \$80,000. If action is deferred, the State may not reserve the funds. President Champagne added, however, that he believed a month's delay would not jeopardize the funds for the project.

Mr. Riley asked Mr. Morris if he would have the same objections if the paving went to Pioneer Road rather than the additional distance to the City park.

Mr. Morris responded that he would still object because a principle was also involved. The Board had a position regarding the paving and it was advised at the last meeting that Squirrel Road would not be involved. He expressed great concern that the members of the administration involved in this project did not advise the Board of these developments and conferred with the City without consultation with the Trustees. He added that if a Board member expresses an interest in a matter, the respective members of the administration should "spend some time" with that Trustee to assure that Board policy is followed and that the stated concern is being addressed.

Mr. Bemis moved to defer the item until the next Board meeting. Mr. Riley seconded the motion which was voted on and passed by all of the Trustees present.

Mrs. Hartmann and other members stated that they would visit the site.

Designation of Florence and S. Brooks Barron Room at Meadow Brook Art Gallery

President Champagne stated that Florence and S. Brooks Barron have over the years aided greatly in sustaining the Meadow Brook Art Gallery through their generous support. In addition, on several occasions they have loaned works of art from their personal collection to the Gallery.

In recognition of their support, President Champagne asked Board approval for the following resolution:

WHEREAS, Florence and S. Brooks Barron have been associated with the Meadow Brook Art Gallery since 1967 and were responsible for the establishment of the Meadow Brook Art Gallery Associates, and

WHEREAS, They have over the years provided both personal and financial support to sustain the Meadow Brook Art Gallery, and

WHEREAS, They have loaned pieces of their personal art collection which formed the basis of several exhibitions at the Meadow Brook Art Gallery and at this very time there is an exhibit entitled "Contemporary Art in the Collection of Florence and S. Brooks Barron"; and

WHEREAS, The Meadow Brook Art Gallery Associates have recommended to the President of the University that Florence and S. Brooks Barron's accomplishments should be recognized by the designation of a room in their honor in the Art Gallery; now therefore be it

RESOLVED, That the Board of Trustees expresses its deep appreciation and gratitude to Florence and S. Brooks Barron for their interest in the University and support to the Meadow Brook Art Gallery; and be it further,

RESOLVED, That in recognition of their efforts on behalf of the University and the Meadow Brook Art Gallery the Board of Trustees hereby decrees that a room in the Meadow Brook Art Gallery shall be designated as the Florence and S. Brooks Barron Gallery Room.

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

Presidential Salary for 1984-85

Mr. Riley on behalf of the Personnel Policy Committee presented the following recommendation:

RESOLVED, That in recognition of the service and the accomplishments of President Joseph E. Champagne his 1984-85 salary should be increased by seven per cent (7%) which is comparable to the salary increase provided to administrative and other academic officers

Mr. Riley also stated that the requested action would increase President Champagne's salary to \$80,250. He added that the Board is also being asked for authorization to convert the

President's life insurance policy of \$250,000 from term to universal life with a first year premium of \$2,088 as compared with \$753 for the existing term policy. This action is also recommended by the Personnel Committee.

Mr. Riley moved to approve the recommendations as to salary and insurance. Mr. Mair seconded the motion which was voted on and passed by all of the Trustees present.

President's Report

President Champagne reported that Oakland's fall, 1984 enrollment figures are as follows:

Female	7,183
Male	4,788
Total	11,971

He stated that total enrollment is 100, or 0.9% less than last year.

(Mr. Mair left at this point.)

President Champagne stated that in accordance with the April 21, 1984 guidelines provided by the Board of Trustees for the Kresge Library addition, the architects have designed the configuration depicted on the chart displayed to the Board at the meeting. The drawing is being presented to the Trustees to ensure that the design meets their guidelines. The library staff was consulted by the architectural firm in regard to the internal integration of the new sections with the existing facility. The addition will consist of identical wings on the north and south sides of the current library. The proposed configuration which extends out from either side maintains the existing brick appearance. To blend with the surrounding buildings, the addition will also utilize some glass panels.

President Champagne added that a concern regarding the barren look of the brick front was expressed to the architect, and it was suggested that some pieces of exterior sculpture be mounted on the front of the building. If the Board concurs with the proposed configuration, steps will be taken to seek approval from the State for funds and authorization for construction.

Mrs. Hartmann asked if the proposed plan would allow for future expansion.

President Champagne replied that the architectural firm has assured him that the proposed addition would allow for more

than one expansion alternative. The building could be added to in the back and the step or tiered additions could be expanded. (A copy of the drawing is on file in the Office of the President.)

Mr. Riley moved to approve the library addition as displayed. Mrs. Hartmann seconded the motion which was voted on and passed by all of the Trustees present.

Mr. Morris asked for any comments from the floor. There being none, Chairman Morris adjourned the meeting at 10:20 p.m.

Approved,



John De Carlo, Secretary
Board of Trustees

Ken Morris, Chairman
Board of Trustees

Date

CONDITIONS OF EMPLOYMENT FOR CLERICAL-TECHNICAL EMPLOYEES
EXCLUDED FROM THE BARGAINING UNIT (As Revised on 9/19/84)

- I. Employment: After successfully completing a three-month probationary period, the employee's service shall be terminated only for just cause, for deficient work performance, or if the position is eliminated through reorganization or as a result of financial cutbacks. (Employees who transfer into an "excluded" position after having successfully completed a probationary period in a bargaining unit position shall be deemed to have satisfied the probationary period requirement for the excluded position.)
- II. Salary Rates: Regular clerical-technical employees shall be paid in accordance with the salary ranges established for those positions on 7/1/81 and subsequently updated to reflect changes in titles and annual adjustments. The salaries of excluded clerical-technical employees shall normally be increased annually and these increases shall be implemented in such a manner that salary increases for excluded employees shall not be less favorable than those granted to bargaining unit employees. (See the current salary ranges attached to this statement of benefits.)
- III. Longevity Pay: Longevity payments to excluded clerical-technical employees will be made on the following schedule based on their continuous service to the university (including service in positions other than those covered by this statement of conditions of employment) and a percentage of twelve thousand dollars (\$12,000) of their annual salary:

<u>Continuous Service</u>	<u>Annual Longevity Pay</u>
6 or more and less than 10 years	2%
10 or more and less than 14 years	3%
14 or more and less than 18 years	4%
18 or more and less than 22 years	5%
22 or more and less than 26 years	6%

No longevity payment as shown in the above schedule will be made for that portion of the excluded employee's salary which is in excess of twelve thousand dollars (\$12,000).

Payments to employees who become eligible by October 1st of any year will be paid on the hourly payroll that is closest to December 1st.

A pro-rated longevity payment will be made to employees who retire under the university retirement plan prior to October 1 of any year. The prorated payment will also be made to employees who separate after having attained sixty-five (65) years of age but do not meet the terms of the university's retirement plan. In the event of death, the pro-rated payment will be made to the designated beneficiary or estate. Pro-rated payments referred to above will be based on the number of calendar months of full-time employment credited to the employee from the preceding October 1 to the date of termination, resignation, retirement, or death.

- IV. Vacation Leave Accumulation: Vacation leave is accrued based on an excluded clerical-technical employee's length of continuous service. For the purpose of this section, length of continuous service shall mean uninterrupted time with the university since the employee's most recent date of hire. In the event the employee takes a leave of absence without pay for a period of three months or more, the entire period of such leave shall be deducted from the length of continuous service as determined above. All regular, full-time employees shall accrue vacation according to the following schedule:

<u>Length of Continuous Service</u>	<u>Vacation Hours Earned Per Month</u>
0.0 to 4.5 years	8.67
4.5 to 9.5 years	11.33
9.5 to 14.5 years	12.67
14.5 years and over	15.33

A part-time employee shall accrue vacation leave based on the proportion which her/his regular, part-time work bears to forty (40) hours of work.

Probationary employees shall not accrue vacation leave provided, however, following successful completion of the three-month probationary period, the employee shall be credited with the number of hours which she/he would have accrued during said period had she/he not been on probation.

- V. Sick Leave Accrual: A full-time excluded clerical-technical employee shall be entitled to sick leave with pay credited at the rate of 8.67 hours per month. A regular, part-time employee shall be entitled to sick leave with pay credited on the basis of the proportion which her/his work schedule bears to full-time employment. The maximum amount of sick leave accumulation shall be 1040 hours. Sick leave with pay may be authorized for the same reasons as those authorized for bargaining unit clerical-technical employees.

Salary continuation after all sick leave and other forms of paid time have been exhausted shall be on the same basis as provided for clerical-technical bargaining unit employees. Sick leave time beyond accruals will be granted administratively by the university for this purpose. In no event shall salary continuation extend beyond the first of the month following six consecutive months of total disability.

- VI. Personal Leave Days: Three (3) personal leave days with pay will be granted annually to each full-time employee on July 1st of each year and may be used as described in the bargaining unit Agreement for bargaining unit clerical-technical employees.

Personal leave hours are credited as follows:

<u>If Hired</u>	<u>Hours Granted</u>
July through September	24
October through December	18
January through March	12
April through May	6
June	0

A permanent, part-time employee who works a weekly schedule of twenty (20) or more hours shall be credited with personal leave days based on the proportion of her/his work schedule to full-time employment.

- VII. Specific Benefits as Provided to Bargaining Unit Clerical-Technical Employees: The university shall provide the same coverage (and on the same basis) to excluded clerical-technical employees as that provided to bargaining unit clerical-technical employees for these benefits: dental, optical, life, long-term disability, Accidental Death and Dismemberment, and Group Travel Accident Insurance.
- VIII. Specific Benefits as Provided to Administrative-Professional Employees: The university shall provide the same coverage (and on the same basis) to excluded clerical-technical employees as that provided to administrative-professional employees for these benefits: hospital/medical and major medical, except that excluded clerical-technical employees are first eligible for participation with university contribution for the premium after they have successfully completed their probationary period.
- IX. Retirement Plan: Eligibility for participation in the TIAA-CREF Retirement Annuity Plan and TIAA-CREF Supplementary Retirement Annuity Plan shall be on the same basis as for bargaining unit clerical-technical employees. However, effective July 1, 1984, the contribution level for the retirement annuity plan is 10% from the university and 1% from the employee.
- X. Other Benefits: The university shall provide these employees all other benefits (besides those stated above) granted to bargaining unit clerical-technical employees in the same manner as provided in the bargaining unit agreement.
- XI. Job Security: In the event an excluded clerical-technical position is eliminated because of reorganization or consolidation of university functions or as a result of financial cut-backs, a determined effort will be made to place the employee in a comparable position which causes the least disruption to university functions. If no comparable position is found, the employee will be scheduled for layoff.

- XII. Dispute Resolution: In the event an excluded clerical-technical employee has a complaint or dispute about working conditions, the employee should first discuss the matter with her/his immediate supervisor and attempt to resolve the complaint or dispute. If the complaint or dispute is not resolved to the employee's satisfaction during the discussion meeting, the employee may meet with the Director of Employee Relations to pursue the complaint further.
- XIII. Changes to this Statement of Benefits. As university needs and resources change and as the occasion for updating this "Conditions of Employment" statement arises, the statement may be revised accordingly. The university reserves the right to add to, delete or otherwise alter the provisions described above at any time. This document supersedes any prior documents relating to conditions of employment for excluded clerical-technical employees.

08/30/84
(0007P/Doc. #0405P)

CLASSIFICATIONS AND SALARY RANGES FOR
EXCLUDED CLERICAL-TECHNICAL EMPLOYEES

<u>CLASSIFICATION TITLES</u>	<u>1984-85 SALARY RANGES</u>
Senior Executive Secretary Employee Relations Assistant	\$16,707 to \$22,554
Senior Secretary Senior Clerical Accounting Assistant	\$15,574 to \$21,024
Secretary, Office of the President Secretary/Receptionist, Office of the President Secretary, Office of the Vice President for Finance and Administration	\$14,523 to \$18,880

08/30/84
Doc. #0405P