

MINUTES OF THE MEETING
of the
OAKLAND UNIVERSITY
BOARD OF TRUSTEES
December 11, 1985

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

Absent: Trustees Alex Mair and David Handleman

The meeting was called to order at 5:15 p.m. in Lounge II of the Oakland Center by Chairman Wallace Riley. Mr. Riley announced that the agenda is available in advance of the meeting, and anyone wishing to address the Board should complete an information card indicating name, address, and agenda topic of interest. Any person completing a card will be called upon at the time of discussion on the agenda item noted. At the conclusion of the meeting, the Chairman will ask if anyone has any other topic they wish to bring before the Board.

Mr. Riley, for the record, asked Mr. John De Carlo, Secretary to the Board of Trustees, if the Trustees in attendance constituted a quorum. Mr. De Carlo replied in the affirmative.

For the record, Mr. Riley made inquiry of the Secretary whether notice of the meeting was duly posted. Mr. De Carlo stated that notice of the meeting had been properly posted. Mr. Riley asked that the minutes report Mr. De Carlo's statement that notice as required by law was duly made.

Approval of minutes of November 9, 1985

Mr. Riley asked for any additions or corrections to the minutes of the Board meeting of November 9, 1985, as distributed. There were no additions or corrections. Mr. Sims, seconded by Mrs. Googasian, moved to approve the minutes. The motion was unanimously passed.

Approval of minutes of November 13, 1985

Mr. Riley asked for any additions or corrections to the proposed minutes of the Board meeting of November 13, 1985, as distributed. Mr. Bemis stated that page 196 of the November 13, 1985, minutes should be amended to delete his name from the list of Trustees who reconvened in open session after the closed session on November 13. Mrs. Hartmann, seconded by Ken Morris, moved to approve the proposed minutes as corrected. The motion was unanimously passed.

Gifts and grants list of December 11, 1985

Mr. Robert Swanson, Vice President for Developmental Affairs, stated that the gift list this month totals \$24,794.00 and is routine in nature.

Mr. Kleckner drew the Board's attention to the various significant support grants for faculty research in the listing, and to the grants for student internships from various governmental units of Oakland County. He also pointed out the continuing support from the U. S. Army Tank Automotive Command for engineering research in the amount of approximately \$168,000.

Mr. Riley stated that the gifts and grants list had been reviewed by the University Affairs Committee and called upon committee chairperson, Mrs. Hartmann, to report its action.

Mrs. Hartmann stated that the committee reviewed the gifts and grants and recommends that they be accepted with thanks. Mr. Sims seconded the motion to accept the gifts and grants with appreciation to the donors. The motion was unanimously passed.

Approval of faculty personnel actions

Mr. Kleckner noted the change of status for Professor Suzanne Frankie and Professor Joel Russell who had been providing special assistance to his office while the Vice Provost position was vacant.

Mr. Kleckner also pointed out the request for the withdrawal of a leave of absence by Associate Professor Alice Gorlin. She was to spend a year in Japan under a Fulbright lectureship but will be unable to participate in the program because of illness. Mr. Kleckner asked approval of the following faculty personnel actions:

Appointment

Hoerr, Harry R., Jr., Clinical Instructor in Perfusion Technology, effective January 1, 1986, through August 14, 1986

Rozenblit, Jerzy W., Assistant Professor of Engineering, effective December 1, 1985

Salomon, Kristine S., Assistant Professor, University Library, effective August 15, 1984 (Supersedes Board action of June 20, 1984, which, due to a typographical error, appointed Ms. Salomon with an effective date of August 15, 1985.)

Wilson, Lorraine M., Associate Professor of Nursing,
effective August 15, 1986

Change of Status

Frankie, Suzanne O., from Professor, University Library, Dean of the University Library, and Special Assistant to the Provost, to Professor, University Library and Dean of the University Library, effective, December 14, 1985

Henry, Egbert W., from Professor of Biological Sciences to Professor of Biological Sciences and Acting Chair, Department of Biological Sciences, effective January 6, 1986, through April 25, 1986

Russell, Joel W., from Professor of Chemistry, Interim Dean, School of Health Sciences, and Interim Dean of Graduate Study, to Professor of Chemistry and Interim Dean, School of Health Sciences, effective December 14, 1985

Leave of Absence

Lougheed, Jacqueline I., Professor of Education, sabbatical leave from January 6, 1986, through April 25, 1986 (with half pay)

Leave of Absence Request Withdrawn

Gorlin, Alice C., Associate Professor of Economics, leave of absence from January 6, 1986, through December 13, 1986 (with no pay) (Supersedes previous Board action of July 25, 1985.)

Mr. Riley asked Mr. Morris, chairperson of the Finance and Personnel Committee, to report on the Committee's action on the faculty personnel recommendations.

Mr. Morris stated that the proposed faculty personnel actions were reviewed by the Finance and Personnel Committee and the committee recommends their approval. Mr. Morris moved, seconded by Mrs. Googasian, to approve the faculty personnel actions as recommended. The motion was unanimously passed.

Approval of contract with AFSCME Local 1418

Mr. Willard Kendall, Director of Employee Relations, stated that last Fall Oakland University negotiated a three year agreement with AFSCME Local 1418 representing the University's service/maintenance employees. The agreement included an economic reopener after the first year. On November 20, 1985, tentative agreement was reached for settlement on the second and third

years of that agreement. This agreement was reviewed with the Finance and Personnel Committee.

Mr. Morris stated that the Finance and Personnel Committee reviewed the AFSCME contract. The changes in terms are within the guidelines authorized by the committee. The committee was kept advised of negotiation progress and recommends approval of the proposed contract economic changes pending union ratification. Mr. Kendall stated that ratification had occurred December 10, 1985, and asked approval of the following recommendation:

RESOLVED, That the Board of Trustees approves the economic changes to the November 8, 1984, to October 31, 1987, Agreement Between Oakland University and Local 1418 of Council No. 25 of American Federation of State, County, and Municipal Employees, AFL-CIO as described in the attached document dated December 4, 1985, and entitled "Costing Analysis and Summary of Changes to the November 8, 1984, to October 31, 1987, Agreement Between Oakland University and AFSCME Local 1418.

(A complete copy of the agreement is on file in the Office of the Board of Trustees.)

Mr. Morris moved, seconded by Mrs. Googasian, to approve the proposed AFSCME contract economic changes. The motion was unanimously passed.

Approval of the constitution for Kresge Library

Mr. Kleckner stated that each college and school of the University has a constitution for its academic governance. These constitutions are ratified by the University Senate and by the Board of Trustees. No evidence can be found that indicates that the original 1970 Kresge Library constitution, its 1978 amended version, or the 1983 reaffirmed constitution was advanced for Board ratification. He stated that the document has now been reviewed by the General Counsel's office and also was approved, some years ago, by the appropriate University governance units. Mr. Kleckner asked approval of the following recommendation:

RESOLVED, That the Board of Trustees approves the constitution of the Library, as reaffirmed by the Library faculty on March 31, 1983.

Mr. Morris moved, seconded by Mr. Sims, to approve the recommendation as presented. The motion was unanimously passed.

Mrs. Hartmann, chairperson of the University Affairs Committee, stated that the committee has asked Mr. Kleckner to ensure that the routine five year review process of constitutions takes place

and that the review is documented, even if no changes are recommended.

Approval of health program for University animal handlers

Mr. Kleckner stated that the National Institutes of Health (NIH) and the U. S. Department of Health and Human Services (HHS) are taking a much greater interest in the care and feeding of animals and the health of employees engaged in research sponsored by HHS agencies. Oakland is awarded between \$2 and \$2.5 million annually in grants and contracts sponsored by NIH and if the University is to continue to be eligible for such grants, the new standards for animal care must be met. One of the new standards is the requirement that Oakland implement a health program for individuals who have substantial contact with research animals in the course of their work. Mr. Kleckner asked approval of the following recommendation:

RESOLVED, That all University personnel who will have in excess of eight hours per week contact with research laboratory animals be required to participate in a University-sponsored health program to include:

1. A complete medical history provided by the individual and reviewed by the examining physician,
2. An allergy history and referral if deemed necessary by the examining physician,
3. A physical examination, as determined by Oakland University,
4. Chest x-ray, if indicated, and
5. Immunizations as indicated by the particular animal contacts involved;

and be it further

RESOLVED, That Oakland University administer this health program without cost to affected personnel.

Mr. Morris stated that the Finance and Personnel Committee has reviewed this item, and recommends approval of the implementation of the program to assure that the required physicals are provided at no cost to employees. The committee recommends that the University administration determine the appropriate manner in which to meet these requirements at the lowest cost to the institution, and in a manner which would limit the institution's liability. With this understanding, he moved to approve the recommendation as presented. The motion was seconded by Mrs. Googasian.

Mr. Riley asked whose doctor would be performing the physicals. President Joseph E. Champagne replied that the wording of the recommendation is broad enough to permit the University administration to work out this detail to limit liability. The physical could be administered by the employee's personal physician or an independent physician or a University doctor.

The motion was unanimously passed.

Report of equal opportunity programs

Mr. De Carlo introduced Ms. Catherine Rush, Director of the Office of Equal Opportunity and stated that she joined the University in December, 1984, and has been working very aggressively to assure that Oakland is in compliance with equal opportunity regulations and laws. The status of the University's various equal opportunity programs has not been reported to the Board for several years and Ms. Rush will provide an update at this meeting. Mr. De Carlo stated that it is his recommendation that, at a minimum, there should be an annual report on this subject.

Mr. Riley noted for the audience and the Board that Ms. Rush's detailed report appears in the agenda materials.

(What follows is an abbreviated paraphrasing of Ms. Rush's comments. The first person presentation is retained for ease of reading.)

Thank you for this opportunity to address the Board. I would like to take a few minutes to cover some of the critical areas of concern and the strategies designed to resolve those issues. Joining me in this presentation is Mr. Willard Kendall, Director of the Employee Relations Department; Mr. William Connellan, Assistant Provost; Ms. Wilma Ray-Bledsoe, Vice President for Student Affairs; Mr. Cleveland Hurst, Director of the Academic Support Program; Mr. Gerald Redoutey, Director of Purchasing Department. At the conclusion of my presentation I shall call upon each of these representatives to highlight the activities in their respective areas and to answer any questions you may have regarding specific programs.

The four areas that I shall address are employment, both non-instructional and faculty; handicapper accessibility; students; and purchasing. The employment procedures followed for non-instructional positions are developed and implemented by the Employee Relations Department. I have daily contact with that office regarding the recruitment, selection, and hiring of employees, and the preparation and review of statistical reports. The University is required to submit a report to the federal government biennially documenting,

among other items, the number of minorities and women employees. Copies of those reports for 1979 and 1985 have been provided to you for comparative purposes. A review of that data demonstrates no increase in the number of Blacks employed at Oakland in non-instructional positions since 1979. The number of all minorities (Blacks, Hispanics, Asians and American Indians) employed in non-instructional positions increased by 2% during that period.

Several initiatives to improve the outreach to minorities in non-instructional employment are planned or have been implemented. Some of those initiatives are a regular review of reports which document applicant flow, meetings with each hiring supervisor to discuss selection procedures, and outreach to minorities through expanded recruitment procedures.

The Employee Relations Department is planning the development of a computerized vitae bank for minority applicants. ERD has also proposed creation of two clerical/technical positions utilizing monies from the federal On-The-Job-Training Program. This program is targeted to increase the number of minorities in entry level clerical/technical positions, with opportunities for training, skill development, and movement to higher level positions. Oakland University's employee benefits and opportunities for training and career development are offered on a non-discriminatory basis to all employees.

Faculty recruitment and selection are not covered by the procedures developed in the Employee Relations Department. Each school or college has been responsible for its own selection and recruitment. The Office of Equal Opportunity has been contacted by various academic departments for advice in the recruitment and selection process. When I am advised of faculty vacancies, I contact the responsible department to offer assistance.

The Office of Equal Opportunity, with the assistance of the Provost's Office, has developed a draft of a uniform hiring procedure for faculty. This procedure will provide for regular monitoring of the recruitment and selection process, and will require applicant flow data. This procedure was discussed with the deans last month and there was great support for its implementation and a willingness to expend the time and resources required to make the procedure effective.

Since 1979, both the number and percentage of full time tenure track Black faculty has dropped slightly. This data is reported in the EEO6 reports which have been distributed to the Board.

Competition for highly qualified minorities is fierce, particularly in technical fields where industry, with its greater financial resources, can pay more for talented people. It is nonetheless critical to recognize that a representative staff, both faculty and non-instructional, is important to the development of a supportive environment for minority students and to provide a culturally varied educational atmosphere for all students.

Oakland University's policies and procedures prohibit discrimination against women in employment opportunities. Employment data for 1985 indicates that 42% of our full-time employees are women.

Oakland's sexual harassment policy, which is Board approved, prohibits discriminatory treatment and its procedures provide a mechanism for employees and students to raise and resolve complaints.

Oakland's policies and procedures also prohibit discrimination in employment against handicapped persons. At this time, data is not kept on the number of handicappers employed by the University, other than that information kept regarding employees receiving disability benefits. Recruitment is done on a regular basis through the Michigan Rehabilitation Services and the Pontiac Vocational Rehabilitation Office. The Employment Relations Department is working with the Food Service Department on campus and the Michigan Rehabilitation Office on a training program in food service for disabled persons.

Regarding handicapper accessibility, federal and state law require that Oakland University provide an accessible environment for students and staff. Available data indicates a rapid growth in the number of handicapped students on campus. Progress has been made to improve the physical accessibility of Oakland's campus. I meet monthly with representatives of the Campus Facilities and Operations Department and the Office of Special Advising to address general concerns, as well as to resolve specific complaints which are brought to our attention.

Academic accessibility is another concern. The Director of Special Advising and I are meeting with deans and chairpersons of the various schools and the departments to resolve problems relating to the use of auxiliary aids, and to discuss other handicapper concerns.

Regarding students, primary responsibility and administrative leadership for addressing the problems relating to access to higher education for minorities, women and handicapped stu-

dents rests with the Vice President for Student Affairs. This overview serves to describe briefly some of the issues, and the programs designed to address them.

Admissions data reflects a decline in the number of Black students enrolled and matriculated at Oakland University. This data has been reflected in Appendix E of my report. I should indicate that this trend is not unique to Oakland, but is being experienced by most Michigan universities.

In August, 1985, the Chronicle of Higher Education reported some of the reasons for this decline: the availability of and limitations on federal financial aid for students, cutbacks on specialized services offered by higher education to students, tightened standards for admissions and academic performance, and a de-emphasis by federal and state governments on affirmative action and civil rights initiatives.

The lack of adequate preparation in secondary schools cannot be overlooked. The inadequacy of math and science preparation at secondary schools appears to be the most significant barrier to access to highly technical courses of study at Oakland. This problem is reflected in the low number of black students enrolled in engineering, computer science and nursing. A number of programs and initiatives have been developed to address these problems both at the college and pre-college level. Among them are the Upward Bound program, which is celebrating its 20th year at Oakland, the Pontiac Challenge Project, and the Academic Support Program. All of these programs have been described in more detail in my written report.

Oakland University will continue to work with state government to address concerns relating to minority student enrollment and retention. This year's state appropriations bill includes a provision which requires all state college and university presidents to jointly develop, through the Presidents Council, a plan to improve access to higher education for minorities, both students and staff.

Oakland University continues to enroll a predominantly female student body. In 1985, 62% of our students are women. Oakland University offers an interdisciplinary Women's Studies program which seeks to address issues of importance to women. Oakland's Adult Career and Counseling Center and our Continuum Center are two of the offices and programs which provide services to women re-entering the academic world or seeking career changes.

On the subject of purchasing and contracting, Oakland's Purchasing Department has developed an affirmative action

program designed to promote opportunities for minority and female vendors to furnish goods and services to the University. Data is retained and published, documenting the numbers of minority and female businesses bidding on, and being awarded, University contracts. This data is reported in Appendix G and Appendix H of my report and reflects a steady increase in both the number of minority and female vendors providing services, as well as an increase in dollars spent with these firms.

A substantial portion of this money is spent with two large publicly held firms, Wang Laboratories and Inacomp. Although these firms are still considered minority companies under federal reporting requirements, their relative size and financial structure does not totally correspond to our targeted objectives of involvement with minority companies.

Perhaps I am more sensitive to issues relative to equal opportunity because of my employment in this position, but every time I pick up a newspaper I read something about affirmative action and the status of efforts to rid our society of discriminatory practices. I believe institutions of higher education need to be particularly sensitive to providing opportunities for minorities, women, and handicapped persons. It is partly through our efforts that opportunities are created in the world outside the institution. Oakland University works hard to meet its responsibilities. The problems we face, such as the declining black student enrollment, and the high demand by industry and other institutions for qualified minority professionals and faculty are not issues exclusive to this institution. These are national concerns, which continue to be addressed by government, educators and professionals.

We at Oakland are committed to continue to strive for resolutions to the problems reflected in this report. I have provided you with some data which I believe is important. Equally important is the level of institutional and individual commitment.

(Ms. Rush then called on Vice President Ray-Bledsoe and Messrs. Connellan, Hurst, Kendall and Redoutey. A complete record of the various detailed reports made by these individuals is available in the Office of the Board of Trustees.)

Mr. Sims asked in which academic programs Oakland's minority students are enrolled and in which academic areas the minority faculty members are assigned. He asked for verification that when Mr. Redoutey stated that 4% of the University's \$8 million purchasing volume went to minority vendors, he was including Wang Laboratories and Inacomp. Mr. Redoutey replied that the figure is 8% if those companies are included, and 4% if they are not.

Mr. Sims stated that information on the program location of students and faculty is significant. This information would pertain to the issue of the student body as a potential source of future faculty members. Mrs. Ray-Bledsoe stated that she believes it is accurate to say that minority students are enrolled in every school at Oakland. More precise information on the matter will be provided to Mr. Sims. In general, it can be said that minority students are concentrated in the non-technical and non-scientific areas. The largest number of minority students are in the School of Human and Educational Services and the College of Arts and Sciences, with more in arts and humanities than in the sciences. There are smaller numbers in the School of Economics and Management, and still smaller numbers in the School of Nursing. Specific data are available that indicates the exact number of minority students in every school, and that information will be provided to Mr. Sims.

Mr. Sims requested that the information to be provided also include the number of minority faculty in each school. He asked if minority faculty are concentrated in the same areas as minority students. Mr. Kleckner replied that this is true to some extent. There are black faculty members in education, nursing, economics and management, social sciences and humanities, but the concentration is in education and social sciences.

Mr. Sims stated that he is not certain that the emphasis on engineering and management as the areas of real job opportunities will hold for years to come. There may be a change in the trend for certain career fields.

Mr. Morris stated that he appreciates the report and hopes that it will result in discussions of what can be done to alleviate the problem of the decline in enrollment and employment.

Mr. Riley stated that it is clear that the Board should be provided reports from time to time on change or progress in the area of equal opportunity. He said that he would prefer that a report be made to the Board any time there is action required or progress achieved in a specific area of equal opportunity. He preferred more frequent periodic reports on various areas rather than attempting to report on all areas at once.

Mr. Bemis stated that he was "depressed" to learn that Oakland loses 60% of its minority students during their last two years of undergraduate work. In his view, the last two years would seem to be the most successful period in the student's four year program.

Mr. Sims asked whether the 60% loss figure related to a specific program, rather than to Oakland's entire minority enrollment. Mrs. Ray-Bledsoe responded that the 60% figure applies only to students in the Academic Support Program.

Mr. Bemis said that new initiatives were mentioned and he would welcome further information in the future on these developments. He added that there was no reference to recruitment of community college students, and he believed that this pool of students should be tapped. Mrs. Ray-Bledsoe stated that an attempt is being made to improve communications with community colleges, but the percent of minority enrollment at Oakland's "feeder" community colleges is much less than at Oakland. The absence of public transportation to Oakland is another serious problem.

Mr. Bemis stated that he found the testimony that Mrs. Ray-Bledsoe gave before the State Superintendent's Special Committee on Minorities, Women, and Handicappers in Michigan's Colleges and Universities to be very interesting reading. He mentioned the former Oakland Prep School in Detroit as being a good program that was dropped in 1976 because of a millage failure. He asked if any effort had been made to revive that program utilizing funds in the State Aid Act. Mrs. Ray-Bledsoe responded that there had not been any movement to reinstitute the program due to a lack of funds. She stated that the program was maintained for five or six years as a model to be implemented in the Detroit school district or in the juvenile justice system.

Mrs. Hartmann asked if the Academic Support Program tied in with the Horizons Upward Bound Program. Mr. Hurst answered that the programs were similar. The Horizons Upward Bound Program "feeds" programs at other universities similar to Oakland's Academic Support Program .

Mrs. Hartmann stated that she noted that some recent graduates of the Horizons Upward Bound Program for this area have gone on to prestigious schools. If these graduates could be convinced that Oakland University is equally prestigious, some of them may choose Oakland. Mr. Hurst noted that the Horizons Upward Bound Program selects top level students from all of the public schools and is highly competitive.

Mrs. Googasian stated that minority students need to believe from an early age that they can enter college, that they can succeed, and that they can get jobs. What Oakland is seeing is the product of the public school system, which does not convince these students that the educational system after high school can be of value to them personally. She asked if there is any dialogue between the Provost's Office and Oakland's teacher education faculty concerning the need for interaction with minority students. She asked if there is any meaningful exchange of ideas to improve the quality of teaching of minority students.

Mr. Kleckner responded that this very subject was under discussion in his office the past few days. The Education faculty is looking at an outreach program in Detroit. A meeting was held a

week ago which was attended by 175 teachers who were interested in graduate course work on how to work with minority students in the public school setting. Oakland will offer some courses in such a program this Winter. One of the concerns is the preparation of students prior to high school. There is an effort planned with a school in Pontiac to work with gifted and talented students in the 7th grade to put those students on a program course that will keep them in a college preparatory curriculum throughout middle and high school so they will have the proper background to enter college. Oakland had a program about fifteen years ago called Cadet Engineering that was very successful by some measures in working with students in grades 9 through 12. The program involved work each Summer at the University and continued contact with the students during the academic year in cooperation with teachers in their schools. There were two groups of students who went through four years of that program. Virtually none came to Oakland University; it did little if anything to increase the number of minority students in Oakland's enrollment figures. However, the students went to prestigious schools on large scholarships. The same thing happened with Oakland's Renaissance Scholars Program.

Mrs. Ray-Bledsoe stated that the other dimension of the new program in Pontiac is that while the students are coming to the campus for a range of enrichment opportunities, their teachers will be in seminars led by Oakland faculty. She illustrated the difficulty of increasing minority enrollment by stating that of the first 90 candidates of the Academic Support Program invited to Oakland last Spring, only 42 came to campus. Of those 42, only 18 could read at, or above, the ninth grade level. She stated that it was "nothing short of heartbreaking, because there is no indication that students are more prepared now than they were a decade ago."

Mr. Morris stated that he agrees with most of what has been said but has one reservation. He questions the "seeking out of only the smart students." A "test is given and then the person becomes eligible". He said he can not help but think about the students who do not pass the test, or who are in a low percentile. He said that our attitude should be that we never know who has talent or "what can be unearthed" by continued effort. Tests should not be the only measure of potential talent.

In connection with Mr. Morris' comments, Mr. Bemis stated that "if a student feels like a failure" in college, he or she will not stay. The non-completion rate (60%) is very high. How much of a disservice is being done by enrolling students who are not capable of college-level work? How many students, University-wide, fail their first math and rhetoric test? Is the University examining this problem to determine how the failure rate could be reduced?

Mr. Riley charged the Oakland administration to report to the Board regularly on specific areas of equal opportunity. President Champagne suggested that the University Affairs Committee might be an appropriate body to monitor affirmative action programs at Oakland. He suggested that this charge should become another function of the University Affairs Committee.

Approval of statement regarding South African apartheid action

Mr. Riley stated that at the November 13, 1985, Board of Trustees meeting Mr. Dennis Washington, President of the Oakland University Association of Black Students, and Mr. Sean Higgins, President of the Oakland University Commuter Council, approached the Board with respect to a resolution which the University Congress adopted on October 21, 1985, relating to the South African apartheid issue. The student request was referred to the University Affairs Committee. The committee has met and has drafted a proposed resolution for Board consideration. Mr. Riley asked the committee chairperson, Mrs. Hartmann, to report on the Committee's action.

Mrs. Hartmann stated that the committee met on this matter and requested and received all available pertinent information, including previous Board actions. In addition, copies of the pending legislative bills on the subject of state divestiture of stock have been reviewed. The committee has drafted a statement on the apartheid question because of the Board's concern about the inhumane actions in South Africa. The committee also discussed this proposal in separate meetings with both Mr. Washington and Mr. Higgins. Mrs. Hartmann moved that the following resolution be approved:

WHEREAS, The Oakland University Board of Trustees, on April 16, 1980, adopted a position in support of the Sullivan principles with respect to the holding of corporate stock in its portfolio; and

WHEREAS, This position was taken at that time in response to the expressed concern of the Board of Trustees regarding the apartheid actions of the government of South Africa; and

WHEREAS, The Board of Trustees complied with a state law effective in 1984, requiring the divestiture of all stock of corporations doing business in South Africa in spite of the questionable legality of the statute as it pertains to the constitutional autonomy of the University; and

WHEREAS, The student body has requested a current review of the Board's position and also requested that

the Board of Trustees support the passage of legislation now pending in the Michigan Legislature which would require that the State of Michigan divest a portion of its holdings in stock of companies doing business in South Africa from some of its pension funds; now, therefore, be it

RESOLVED, That the Board of Trustees reasserts its position that it considers the apartheid actions of the government of South Africa to be abhorrent and inhumane and repugnant to the principles of justice; and be it further

RESOLVED, That the Board of Trustees shall communicate to the Legislature this expression of concern and urge the State Legislature to consider appropriate legal actions and sanctions within the constraints of the state and federal constitutions; and be it further

RESOLVED, That the Board of Trustees applauds the University Congress and the student body for its concern and sensitivity to this issue; and be it further

RESOLVED, That the Board of Trustees urges the University community to engage in rigorous intellectual dialogue to explore the issues relating to apartheid; and be it further

RESOLVED, That the Board of Trustees also urges each member of the university community to examine his or her personal conduct regarding the issues of human justice in order to bring about an improved local and world environment.

Mr. Sims seconded the motion.

Mr. Morris opposed the inclusion of the phrase "in spite of the questionable legality of the statute as it pertains to the constitutional autonomy of the University" in the third paragraph. He stated his belief that the phrase serves no purpose since the University has divested stock in companies doing business in South Africa. The phrase "detracts from the issue."

Mr. Sims stated that he would accept the amendment. Mr. Morris moved the statement be amended to strike the words "in spite of the questionable legality of the statute as it pertains to the constitutional autonomy of the University". Mr. Sims seconded the amendment, which was unanimously passed.

Mr. Riley asked for a vote on the motion to adopt the statement as amended. The motion was unanimously passed.

Mr. Riley asked Mr. Higgins if he wished to speak on the subject. Mr. Higgins replied that he and Mr. Washington were "satisfied" with the statement.

Mrs. Hartmann thanked Mr. Higgins and Mr. Washington for bringing the matter to the Board in a timely fashion.

Approval of statement regarding academic freedom

Mr. Riley stated that the University Affairs Committee wished to bring to the Board at this time a proposed statement regarding academic freedom.

Mrs. Hartmann reported that after much discussion, the committee felt it necessary at this time to reaffirm Oakland University's commitment to the highest educational standards. She moved approval of the following proposed statement:

The freedom of colleges and universities to determine their curricula and courses of investigation in accordance with professional standards is a fundamental source of strength for American higher education and must be preserved. The Board of Trustees of Oakland University recognizes its responsibility in this regard and issues the following statement:

The Board of Trustees of Oakland University reaffirms its commitment to maintain Oakland University as an institution where both students and faculty are free to pursue scholarship in an open and creative environment. The rights of faculty members to undertake scholarly approaches to their disciplines in accordance with professional standards in the classroom, in the laboratory, and in publications are guaranteed. Likewise, the rights of students to question, without fear of reprisal, the positions and points of view espoused by faculty must be assured. An academic community is a delicate balance of teaching and scholarship in which both suffer when the freedom to pursue either in a fully open manner is compromised.

As a public institution of higher education, Oakland University acknowledges its responsibility to conduct its programs in the public interest. The Board of Trustees expects the University faculty to maintain the highest standards of academic integrity and to act only in ways that will further the mission of the University. In return, the University shall vigorously defend the competence

of the faculty to establish the content and direction of their scholarly investigations and presentations in the classroom in accordance with prevailing professional and legal standards and institutional requirements.

Mr. Sims seconded the motion, which passed by unanimous vote.

Mrs. Googasian stated that, as the Board's representative to the Michigan Association of Governing Boards (MAGB), she would like to report that at the MAGB's November meeting, at which ten university boards were represented, this issue was raised. The MAGB was asked to take a position. It was the consensus of those at the meeting that since Oakland University was at the forefront of concern in Michigan about academic freedom due to the actions of the organization "Accuracy in Academia", Oakland should determine if it will issue a statement. If a public position is taken, a copy of such action should be sent to the other fourteen state colleges and universities.

Mr. Morris stated that he agrees with sending a copy of Oakland's statement to the other institutions, and suggested that it was not necessary at this time to take any other action. He asked what the procedure should be for notifying other institutions and the press in regard to both statements approved tonight.

President Joseph E. Champagne stated that the administration could convey the information to the other universities through the Board Secretaries and through the Presidents' Council. If the Board desires, a press release on the academic freedom statement could be prepared.

Mr. Morris stated that he believes all of the newspapers should be notified on both the apartheid and the academic freedom statements. President Champagne stated that the University's news service will carry out this action.

Mr. Riley asked if any member of the audience wished to address the Board. No member of the audience indicated a desire to present any matter to the Board.

President's report

President Champagne introduced Mr. Tony Boganey, the President-elect of the University Congress, who will take office January 1, 1986. The Board welcomed Mr. Boganey to the meeting.

Mr. Riley asked why the term of the University Congress president is coincident with the calendar year rather than the University year. President Champagne replied that the question of the term of office has been debated at length in the Congress. One of the

principal reasons for a calendar year term is to give the new president the opportunity to commence work during a regular University term and thereby gain experience when the University is in session.

The Board members congratulated Mr. Boganey on his election to office.

Approval of closed meeting

Mr. De Carlo read the following request from President Joseph E. Champagne for a closed session:

The Open Meetings Act states that a public body may meet in a closed session for the following purpose:

To consider the dismissal, suspension, or disciplining of, or to hear complaints or charges brought against, or to consider a periodic personnel evaluation of, a public officer, employee, staff member, or individual agent, if the named person requests a closed hearing. A person requesting a closed hearing may rescind the request at any time in which case the matter at issue shall be considered thereafter only in open sessions.

This provision of the Act (Sec. 8a) permits the evaluation of the President of the University.

Section 7 of the Open Meetings Act provides that:

- (1) A two-thirds roll call vote of members elected or appointed and serving shall be required to call a closed session, except for closed sessions permitted under section 8(a), (b), (c), and (g). The roll call vote and the purpose or purposes for calling the closed session shall be entered into the minutes of the meeting at which the vote is taken.
- (2) A separate set of minutes shall be taken by the clerk or the designated secretary of the public body at the closed session. These minutes shall be retained by the clerk of the public body, shall not be available to the public, and shall only be disclosed if required by civil action filed under Section 10, 11, or 13. These minutes may be destroyed one year and one day after approval of the minutes of the regular meeting at which the closed session was approved.

Mr. De Carlo stated that the President has requested a recess of this meeting in order to conduct a closed meeting for his "periodic personnel evaluation". In order to authorize a closed session, a roll call vote must be taken.

Mr. Bemis moved to approve the request to recess for a closed session. Mr. Morris seconded the motion.

Mr. De Carlo then called the roll.

Roll Call:

-	Donald Bemis	<u>Yes</u>
-	Phyllis Law Googasian	<u>Yes</u>
-	David Handleman	<u>Absent</u>
-	Patricia Hartmann	<u>Yes</u>
-	Alex Mair	<u>Absent</u>
-	Ken Morris	<u>Yes</u>
-	Wallace Riley	<u>Yes</u>
-	Howard Sims	<u>Yes</u>

The motion was carried with six affirmative votes.

Mr. Riley asked the Trustees' opinion about the 5:00 p.m. meeting time for the January 8, 1986, meeting. The consensus was to meet at 5:00 p.m.

Mr. De Carlo stated that the Open Meeting Act requires that the Board reconvene in open session following the closed meeting. This session of the open meeting adjourned at 6:55 p.m.

At 10:10 p.m. the Board reconvened in open session with the following Trustees present:

Donald Bemis
Phyllis Law Googasian
Patricia Hartmann
Ken Morris
Wallace Riley
Howard Sims

There were no matters brought before the Board.

Adjournment was moved by Mrs. Hartmann and seconded by Mr. Sims. The motion passed and the meeting was adjourned at 10:15 p.m.

Approved,



John De Carlo, Secretary
Board of Trustees

Wallace D. Riley, Chairman
Board of Trustees