Minutes of the Meeting of the Oakland University Board of Trustees August 18, 1982

The meeting was called to order by Chairman Richard H. Headlee at 7:05 p.m. in Lounge II of the Oakland Center.

Present: Chairman Richard H. Headlee, Trustees Patricia B. Hartmann, Ken Morris, Arthur W. Saltzman and Howard F. Sims

Absent: Trustees David Handleman, Alex C. Mair and Wallace D. Riley

Approval of Minutes of July 21, 1982

Chairman Headlee requested approval of the minutes of the Board meeting of July 21, 1982, as presented to the Trustees.

Mr. Sims offered a motion for approval of the minutes. Mrs. Hartmann seconded the motion which was voted on and approved by all of the Trustees present.

Acceptance of Gifts and Grants

Chairman Headlee requested the Board's acceptance of the gifts and grants totaling $660,598.16. (A copy of the complete list of gifts and grants is on file in the Office of the Secretary to the Board of Trustees and the Office of the Vice President for Developmental Affairs.) Chairman Headlee requested that Mr. Robert W. Swanson, Vice President for Developmental Affairs, comment on this month's gifts and grants.

Mr. Swanson called the Board's attention to the "Picnic on the Grass X" item in support of the Meadow Brook Art Gallery. This function was under the direction of Mrs. David Handleman, President of the Meadow Brook Gallery Associates. The event was attended by approximately 200 people who made contributions totaling $4,400. In addition, 24 artists donated original paintings on tablecloths which were auctioned for an additional $2,700. He also recognized the very generous $8,000 gift to the President's Club from Mrs. George T. Trumbull.

Mr. Keith R. Kleckner, Senior Vice President for University Affairs and Provost, directed the Trustees' attention to the grants totaling $498,222 given to the various departments, staff, schools and colleges of the University from both public and governmental organizations.

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

Approval of Personnel Actions

Chairman Headlee requested approval of the following faculty personnel actions which were previously submitted to the Board members:

Appointments

Al Saadi, Abdul A., Clinical Assistant Professor of Health Sciences, effective August 15, 1982 through August 14, 1984

Arends, Joseph A., Clinical Assistant Professor of Health Sciences, effective August 15, 1982 through August 14, 1984

Bernacki, Edward G., Clinical Assistant Professor of Health Sciences, effective August 15, 1982 through August 14, 1984

Bernstein, Jay, Clinical Professor of Health Sciences, effective August 15, 1982 through August 14, 1984

Cass, Penny S., Instructor in Nursing, effective August 15, 1982

Cronin, Harriett L., Clinical Instructor in Medical Technology, effective August 15, 1982 through August 14, 1984

Cummings, Dorothy Peck, Clinical Instructor in Medical Technology, effective August 15, 1982 through August 14, 1984

Dingler, Susan, Clinical Instructor in Medical Technology, effective August 15, 1982 through August 14, 1984

Appointments (Continued)

Dworkin, Howard J., Clinical Professor of Medical Physics, effective August 15, 1982 through August 14, 1984

Fung, Kon K., Instructor in Mathematical Sciences, effective August 15, 1982

Gerber, George R., Clinical Associate Professor of Health Sciences, effective August 15, 1982 through August 14, 1984

Hoover, A. Walter, Clinical Assistant Professor of Health Sciences, effective August 15, 1982 through August 14, 1984

Johnson, Sheralyn J., Clinical Instructor in Medical Technology, effective August 15, 1982 through August 14, 1984

Juras, E. Patrick, Clinical Assistant Professor of Health Sciences, effective August 15, 1982 through August 14, 1984

Khaneja, Satish C., Clinical Assistant Professor of Health Sciences, effective August 15, 1982 through August 14, 1984

Leb, Daniel E., Clinical Associate Professor of Health Sciences, effective August 15, 1982 through August 14, 1984

Levine, Allan Jay, Clinical Assistant Professor of Health Sciences, effective August 15, 1982 through August 14, 1984

Libcke, John H., Clinical Associate Professor of Health Sciences, effective August 15, 1982 through August 14, 1984

Mader, Ivan J., Consulting Professor of Health Sciences, effective August 15, 1982 through August 14, 1984

Mitchener, James W., Clinical Associate Professor of Health Sciences, effective August 15, 1982 through August 14, 1984

Appointments (Continued)

Mitri, Moufid, Clinical Assistant Professor of Health Sciences, effective August 15, 1982 through August 14, 1984

Nestor, Robert C., Clinical Instructor in Health Sciences, effective August 15, 1982 through August 14, 1984

Portnoy, Harold D., Clinical Professor of Medical Physics, effective August 15, 1982 through August 14, 1984

Rinaldo, Joseph A., Consulting Professor of Health Sciences, effective August 15, 1982 through August 14, 1984

Samhouri, Ahmad Munird-Din, Clinical Assistant Professor of Health Sciences, effective August 15, 1982 through August 14, 1984

Schirle, Joseph L., Consulting Professor of Health Sciences, effective August 15, 1982 through August 14, 1984

Schwartz, Michael R., Consulting Professor of Health Sciences, effective August 15, 1982 through August 14, 1984

Segula, Robert L., Consulting Professor of Health Sciences, effective August 15, 1982 through August 14, 1984

Shalhoub, Carolyn A., Clinical Instructor in Medical Technology, effective August 15, 1982 through August 14, 1984

Silberberg, Boris K., Clinical Associate Professor of Health Sciences, effective August 15, 1982 through August 14, 1984

Stumpf, Terrill L., Assistant Professor of Nursing, effective August 15, 1982

Ullman, Alexander S., Clinical Associate Professor of Health Sciences, effective August 15, 1982 through August 14, 1984

Appointments (Continued)

Walker, Richard H., Clinical Professor of Health Sciences, effective August 15, 1982 through August 14, 1984

Ylvisaker, John R., Consulting Professor of Health Sciences, effective August 15, 1982 through August 14, 1984

Yntema, Theodore O., Adjunct Professor of Economics and Management, effective August 15, 1982 through August 14, 1984

Zunker, Richard J., Consulting Professor of Health Sciences, effective August 15, 1982 through August 14, 1984

Changes of Status

Gardiner, George L., from Professor of the University Library and Dean of the University Library to Professor of the University Library, effective November 15, 1982

Simmons, Robert E., Professor of German and Associate Dean, College of Arts and Sciences to Professor of German, effective January 3, 1983

Leaves of Absence

Appleman, Herbert, Associate Professor of English, leave from January 1, 1983 through April 23, 1983

Gardiner, George L., Professor of the University Library and Dean of the University Library, administrative leave from August 15, 1982 through November 14, 1982

Klaits, Joseph A., Associate Professor of History, leave from September 1, 1982 through April 23, 1983

Liboff, Abraham R., Professor of Physics, leave from September 1, 1982 through April 23, 1983

Lougheed, Jacqueline, Professor of Education, sabbatical leave from January 1, 1983 through April 23, 1983

Leaves of Absence (Continued)

Nag, Asish C., Associate Professor of Biological Sciences, sabbatical leave from January 3, 1983 through April 23, 1983

Simmons, Robert E., Professor of German and Associate Dean, College of Arts and Sciences, administrative leave from September 20, 1982 through December 19, 1982

Mrs. Hartmann moved that the faculty personnel actions be approved. Mr. Saltzman seconded the motion which was voted on and approved by all of the Trustees present.

Approval of Candidates Recommended to Receive Bachelor's, Master's and Education Specialist Degrees as of June 24, 1982

Chairman Headlee recommended approval of the candidates for bachelor's, master's and education specialist degrees as of June 24, 1982. (The list of candidates is on file in the Office of the Secretary to the Board of Trustees.)

Mr. Sims moved that the recommended candidates be approved with congratulations. Mr. Morris seconded the motion which was voted on and approved by all of the Trustees present.

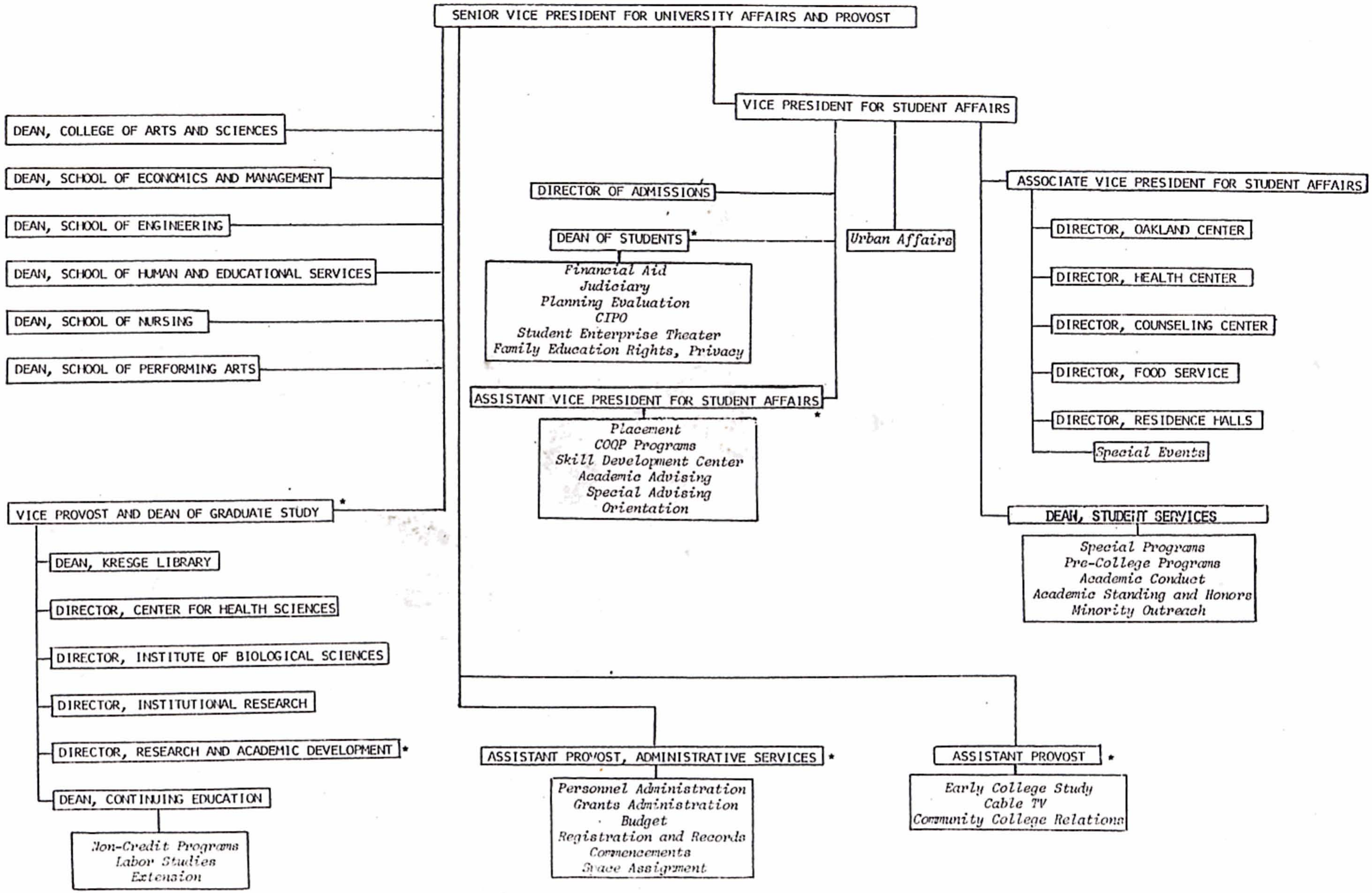
Approval of the Organization of University Affairs Division

Chairman Headlee presented the following recommendation for the Board's approval:

> RESOLVED, That the Board of Trustees approves the revised organizational structure which combines the Division of Academic Affairs and the Division of Student and Urban Affairs into a unified division designated University Affairs; and be it further
>
> RESOLVED, That the President is authorized to implement the revised organizational structure by redefining job responsibilities and reclassifying personnel as required to carry out the approval of this action by the Board of Trustees. (A copy of the University Affairs Division organization chart is on page 7.)

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

UNIVERSITY AFFAIRS DIVISION



Effective: September 1, 1982

Chairman Headlee recognized Mr. Kleckner who read the following statement for the record:

"Three months ago, at its meeting of May 6, President Champagne indicated to the Board his intention to ask the Senior Vice President for University Affairs and Provost and the Vice President for Student and Urban Affairs to work together to merge the Divisions of Academic Affairs and Student and Urban Affairs into a unified Division of University Affairs. The purpose of the merger would be to bring together under a single administrative structure all aspects of a student's Oakland experience--the academic programs, including the network of academic support services, and the personal enrichment, including the full panoply of extracurricular and student development programs.

In proceeding to develop a unified organization structure, Vice President Bledsoe and I established at the outset the following principles:

1. The new organization should group together functions which require strong mutual interaction for students to be best served.

2. The new division should be organized around existing personnel so as to take maximal advantage of their individual strengths.

3. The new organization should incorporate, wherever possible, consolidations of function so as to reduce the cost of University operations.

It is with pleasure that I report that our work is complete, that these obectives have substantially been achieved, and that reorganization has been accomplished without displacement from the University of a single employee, although one currently-vacant administrative position will be eliminated and one retirement will occur. A natural consequence of any reorganization carried out utilizing existing personnel will be an enhancement of responsibility for some individuals and a diminution of responsibility for others. The present situation is no exception. In the new organization there are modified responsibilities for a number of individuals. In no instance, however, is a new job created. That is to say, the new organization incorporates no position which involves responsibilities totally apart from those now assigned to existing personnel. This interlocking of old and new job responsibilities makes it infeasible, save in one instance, to carry out the reorganization in orderly and timely fashion via the posting of vacant positions. It is, therefore, our intention to implement the new organization by redefinition of job function and reassignment of existing personnel. The single exception is the completely redefined position of Vice Provost and Dean of the Graduate School, a position for which an open internal search will be conducted immediately upon commencement of the fall semester.

It is intended that the new reporting lines and changes of job function effected by this reorganization become effective September 1, 1982, save for the Vice Provost and Dean of the Graduate School position. The new reporting structure and job function associated with this position would become effective upon appointment by the Board of an individual to this position. It is intended that all positions involved in this reorganization be evaluated for appropriate level classification through the University's regular job-evaluation procedures.

> I would like to take this opportunity to thank the many individuals affected in some way by this reorganization for their cooperation and forbearance during the past three months. Knowing that changes are afoot and living with uncertainty as to what the changes may be is not easy. However, the fact that the University's ability to deliver services to students will be materially enhanced, without displacement from the University of a single employee and with a simultaneous realization of some monetary savings, represents an achievement which, though it required some time to fashion, serves all parties well.

Chairman Headlee thanked Mr. Kleckner for a very fine statement.

Approval of the Name Designations of Oakland University Roadways

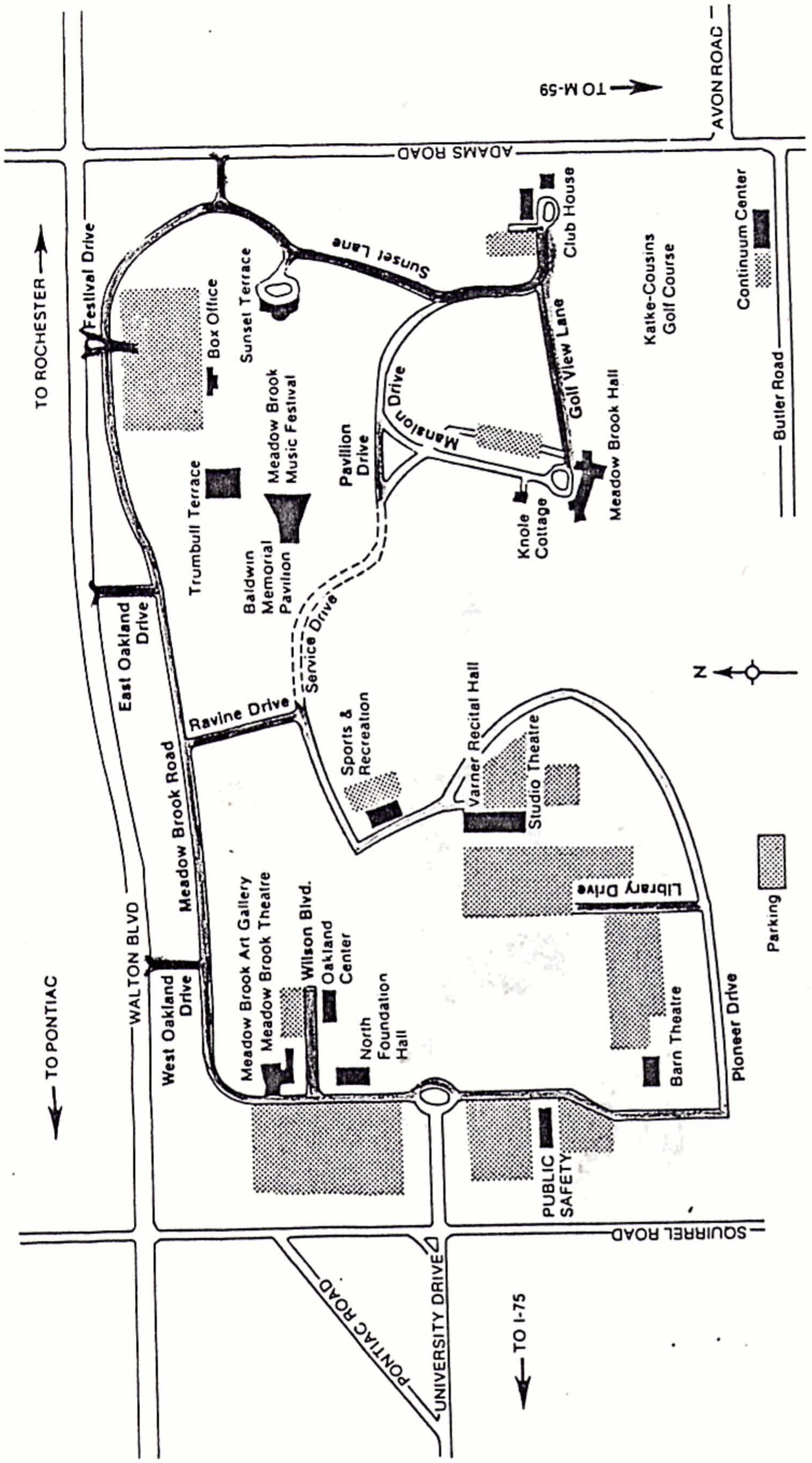
Oakland University's campus has a network of roads, many of which are unnamed, and none of which have been officially designated by the Board of Trustees. A committee, representing students, alumni and the administration, studied the campus map, considered activities and tradition and proposed names for the existing roadways. The committee's recommendation was reviewed by President Joseph E. Champagne and the University and Development Committee of the Board of Trustees.

Chairman Headlee noted that it will require approximately $1,500 to cover the cost of having the signs erected. Transportation Use Fee funds are available for this purpose. Chairman Headlee presented the following recommendation for the Board's approval:

> It is recommended that the Board of Trustees officially designate the roadways on Oakland University's campus with the names indicated on the map (see page 11) which is part of this recommendation.

Mr. Sims moved that the recommendation be accepted. Mr. Morris seconded the motion which was voted on and approved by all of the Trustees present.

OAKLAND UNIVERSITY—PUBLIC ACCESS



Report on Capital Projects

Chairman Headlee requested that Mr. Robert J. McGarry comment on the report on capital projects.

Mr. McGarry stated that the capital projects agenda item is a report on activities not requiring Board action. He noted that the air conditioning equipment servicing the computer room of the Computer Center is old, inadequate and unreliable. The State of Michigan has provided special maintenance funds of $95,440 to replace existing equipment and improve the room's air control system. Bids were received from six contractors and the contract was awarded to the low bidder, Delta Temp, Inc.

In addition, Mr. McGarry reported that the occupancy of O'Dowd Hall has caused the need for 102 additional parking spaces which will be added at a cost of approximately $50,000. Funding will come from the University Transportation Use Fee which account was established for such projects.

Mr. Morris concurred with the recommendations in the Capital Project Report and Mr. Sims seconded this with the further recommendation that the firms be subject to a review to assure that they are in compliance with the equal opportunity for minorities and antidiscrimination policies of the University and the State.

The recommendation was approved by all of the Trustees present.

President Champagne assured Mr. Sims that all of the Oakland University contracts included the provisions he referred to, but his re-emphasis made the University "more conscious" of its actions.

President's Report

Chairman Headlee called upon President Champagne for his report to the Board.

President Champagne stated that his report this evening would cover three items and asked Mr. Keith Kleckner to make a statement covering the first subject which concerns the University's Physical Therapy Program.

1. Mr. Kleckner stated that Oakland University's Physical Therapy Program has been staffed by three full-time faculty members. He read brief excerpts from letters of resignation from two of these faculty members citing personal and family reasons for their resignations and further stating that involvement in the program had been a rewarding and valuable experience with adequate support and good leadership. Mr. Kleckner stated that immediately upon receiving these communications the University instituted a search process to identify candidates to replace these individuals. The process has been under way and five candidates have been identified; three of whom have been interviewed, with two more scheduled for next week. Mr. Kleckner stated that it was expected that offers of employment would be made very quickly, and that these positions would be filled with full-time staff at the beginning of the fall semester.

Mr. Kleckner noted that the Faculty Review Process for reappointment and promotion was instituted this spring with respect to the program director of the Physical Therapy Program as mandated by the Faculty Agreement. In that review process, it was the collective judgment of the faculty peer review groups and the administrative review groups that tenure not be awarded to the director of the program, whose employment contract was due to expire on August 14, 1983. This individual elected to resign effective immediately. Mr. Kleckner stated that the search process was then expanded to identify a new program director, and the administration expected to employ an interim program director this fall. He added that these individuals will be supported as necessary with part-time faculty members so that the University will offer a full complement of courses in the program this fall.

Mr. Kleckner noted that there has been much speculation concerning the accreditation status of the program as a result of these events. He advised the Trustees that the Michigan Physical Therapy Association and the American Physical Therapy Association have been contacted. Mr. Kleckner stated that he had met with representatives from both groups, and the present accreditation status of the program remains unchanged. "There is nothing afoot to change that status." Mr. Kleckner said that the administration has reviewed its hiring plans with the associations, and has received assurance from their representatives that the plans are appropriate.

Mr. Kleckner also advised the Board members that the administration has been in touch with the Michigan Department of Licensing and Regulation which governs whether or not students are eligible for the licensing examination for physical therapy. The administration has received assurances that the University's students will be able to take the examinations this year. Mr. Kleckner stated that while the program is in a state of transition as a result of these three nearly simultaneous resignations, the administration is moving as quickly as possible and is sparing no effort to identify the best qualified replacements. Mr. Kleckner said that the Board would be kept informed of events.

President Champagne thanked Mr. Kleckner for his updated report, adding that understandably there had been a great deal of concern by the students when the three full-time faculty members who operated the program resigned. He noted that there are only two or three physical therapy programs in the State and there is a high level of competition for admission. President Champagne thought that it was important for a public announcement on the actions being taken to resolve this situation. He added that the University, under Mr. Kleckner's leadership, was in control of the problem and he felt confident that the situation would be resolved. He assured the Board that the administration was doing everything possible to make sure the program and its accreditation would not be prejudiced.

2. President Champagne said the second item he wished to cover was a brief statement on University development. When he came to the University nearly one and one-half years ago, he stressed the importance of developing and mounting a major development campaign. In fact, he had hoped it would be well under way by now, but the difficult budget problems in the State have caused the institution to proceed more cautiously. However, he has now approved a basic plan and strategy for a development campaign submitted by the Development Division.

During the month of August or early September, he will appoint a development council which will be comprised of persons from within the University with some external representation. The committee's function will be to recommend to him a set of priorities concerning the programs to be undertaken and the revenue sources from development that will be needed to fund these programs and to maintain this institution at an appropriate level. This committee will conduct its review during the fall and present a report to the President by the first of January. President Champagne stated that he would serve as chair to the committee.

During the course of the fall semester on a rather prescribed time schedule, a more aggressive University relations program will be instituted to enhance the University's image in the community. In addition, the process of interviewing various professional fund-raising firms will be started in order to select a consulting organization for the major capital campaign which is to be initiated next year. During the spring term, the firm which is hired will begin a community survey and analysis to inform the University of the potential market for raising funds. After this analysis, a development campaign will be formulated, possibly next summer, with a kick-off 25th anniversary campaign, to start about a year from now.

President Champagne said he felt quite confident of the proposed time schedule, adding, "We don't know how much money we can raise, but we won't know unless we ask."

In accordance with this plan, President Champagne said some very specific actions have been taken. The position of Director of Public Relations has been vacant for some time. Mr. Jerry Dahlmann has been serving as Acting Director of Public Relations. There was a national search with a screening committee reviewing many candidates. After the search process was completed, President Champagne determined that Mr. Dahlmann should assume this position and be appointed Assistant to the President for University Relations. Mr. Dahlmann has agreed to accept this position. His current title prior to this appointment is Assistant Vice President for Development. Mr. Dahlmann will now work both directly with the Vice President for Developmental Affairs and with the President to crystallize the kind of image needed to mount a development campaign in the months ahead.

President Champagne said that as a result of this appointment the position of Assistant Vice President for Development is vacant. Since the institution will be engaging in a capital campaign for some time, perhaps starting next fall, there is a need to retain someone with specific fund-raising technical skills to act as the campaign manager working under the general supervision of the Vice President for Developmental Affairs, Robert W. Swanson.

Under the current policy approved by the Board, the President does not have the authority to establish an associate vice president position without the Trustees' approval. The current policy on the delegation of authority states that he has the authority to establish positions and to make appointments of grade classification 16 or below. It is anticipated that upgrading the position from an assistant vice president to an associate vice president with broader responsibilities would require a grade classification of 18 or 19 which is the general classification of associate vice presidents. Therefore, President Champagne requested the Board's authority to proceed with an internal study to determine the specific grade classification of this new position, and to conduct a search leading to an appointment to the position.

It was moved by Mr. Saltzman and seconded by Mr. Morris that the President's requested recommendation be approved. The motion was voted on and approved by all of the Trustees present.

President Champagne said the administration would now proceed and he felt very encouraged that the development program is moving with the proper momentum.

3. The final segment of the President's report concerned the status of the State budget. The State has already acted to defer to next year the payment of half of the fourth quarter allocation to higher education which for Oakland University amounts to $2,700,000. In the Executive Order on this action there was a statement that the payment would be made after the first of October, 1982. It is the opinion of State officials that the repayment will be made sometime during the 1982-83 fiscal year. In effect, the State has borrowed this year's funds from higher education. Many individuals believe that while the money will be restored, there would be further Executive Order cuts which would in effect take away some of the restored funds. Thus, the University has not been budgeting for the full repayment of the $2,700,000, but has anticipated that only one-half to three-quarters of the funds may be restored.

Last week the University received notification that the balance of the August payment, which for Oakland University amounts to $1,157,000, would be withheld to provide funds for a proposed Executive Order by the Governor. The University learned yesterday that there is a likelihood that of the amount withheld, $1,000,000 may not be restored. Furthermore, all of the four-year institutions of higher education would be cut by $35,000,000 over and above what has already been taken during this fiscal year. During the current fiscal year, Oakland University's budget was cut by $800,000 through the Executive Order process. This proposed cut would take away another $1,000,000. Still in the balance is approximately $2,700,000 from the Executive Order deferral plan. Taken all together, this presents a dismal fiscal situation. In the last two years, Oakland University's effective appropriations have gone down by better than $3,000,000. The President concluded by stating that, "all is not well for higher education in the State." He added that this will be an extremely difficult year for this University as well as the other public universities. In fact, some universities are beginning to enter the market to borrow money.

Chairman Headlee thanked the President for his report, and asked if there were any further comments.

Mr. Morris asked if universities have the authority to borrow money.

President Champagne replied that this question has been researched by legal and bonding counsel for the Presidents Council and the institutions do have the authority to borrow money. President Champagne added that this institution has negotiated letters of credit with banks in the event it is necessary to borrow to meet payrolls. However, the problem with borrowing money is, where will the funds come from to repay the loans?

Chairman Headlee noted that there is a body of opinion that borrowing violates the State constitutional requirement that the State has to balance its fiscal affairs each year. He added that in his opinion, "using higher education as the whipping boy as a way to go around the constitution is subject to question".

Mr. Morris stated that if a community or state is to be viable, the status of its educational program is critical. "People certainly won't move into a state where they cannot obtain a decent education."

Chairman Headlee agreed. His comment was related to the fiscal commitment the Legislature had to the institutions. To say that this institution can borrow to meet the needs of the remaining fiscal year, even though the Legislature cannot borrow, was a way around the constitution.

President Champagne stated that the withholding of University funds results in a loss in short-term investment income to the institution.

There being no further comments, Mr. Morris moved that the meeting be adjourned. Mr. Saltzman seconded the motion which was voted on and approved by all of the Trustees present. The meeting was adjourned at 7:40 p.m.

Approved,

John De Carlo, Secretary
Board of Trustees

Richard H. Headlee, Chairman
Board of Trustees

Date ______________________