

Minutes of the Meeting
of the
Oakland University Board of Trustees
April 1, 1993

Present: Chairman James A. Sharp, Jr., Trustees Larry Chunovich, David T. Fischer, Stephan Sharf, and Howard F. Sims

Absent: Trustees Andrea L. Fischer, David Handleman, and Rex E. Schlaybaugh, Jr.

Vice Chairman Stephan Sharf called the meeting to order at 1:40 p.m. Chairman James A. Sharp, Jr., was expected at approximately 2:30 p.m. Since a quorum of the Board was not present, Vice Chairman Sharf determined that report items that did not require Board action would be presented at this time. He then called on President Sandra Packard

President's Report

President Packard stated that along with her upcoming recommendation to appoint a new Vice President for Academic Affairs, she would like to highlight several of the accomplishments within the Academic Affairs division. She noted that following the precepts articulated in Oakland's strategic guidelines, the College of Arts and Sciences has expanded programs of collaboration with Henry Ford Hospital, General Motors Corporation, Ford Motor Company, local government agencies, and the Oakland Intermediate School District, as well as social service agencies and components of the criminal justice system in Oakland County.

Dr. Sherryl A. Schultz, Director and Assistant Professor of Industrial Health and Safety in the School of Health Sciences, has received a Grant of \$12,000 from General Motors for the study of systems safety protocols for robotics research. She stated that these protocols will help assure both employee safety and compliance with regulations and standards during research and development involving robotics.

The President stated that during the next two years, the School of Nursing is focusing on program outcome criteria that include critical thinking, communication, and therapeutic nursing interventions. Through a series of faculty retreats, the faculty is attempting to meet its goal of improving the quality of clinical decision making and to prepare students to meet the demands of a complex and ever-changing health care system. The School has also undertaken a search for a dean this year.

President Packard reported that the School of Business Administration is pleased to announce that Mr. Robert Eaton, Chairman and Chief Executive Officer of Chrysler Corporation, will be the

speaker at its Annual Business Forum to be held on Thursday, October 21, 1993. During the past year, the School of Business Administration has received pledges of nearly \$250,000 for scholarships and other forms of student-related support. She recognized Dean George E. Stevens for his efforts in raising the scholarship pledges.

The President reported that Dr. Gilbert L. Wedekind, Professor of Mechanical Engineering, has won the Outstanding Teacher Award from the North Central Section of the American Society for Engineering Education. Dr. Wedekind has been at Oakland since 1966 with research specialties in fluid and thermal sciences. The competition for this honor covered more than 30 colleges. She also reported that during the week of March 8-12, 1993, the Oakland University Consortium of Schools hosted a delegation of educators from Guizhou Province in China. Included in discussions with the Guizhou delegation were representatives from Pontiac, Bloomfield, and Birmingham Schools, and Oakland Community College as well as Oakland University. She stated that Dr. Robert J. Christina, Associate Professor of Education in the Department of Reading and Language Arts, was honored at the recent Michigan Reading Association Conference. Dr. Christina received the Association's 1993 Adult Educator Award for his many contributions in the field of reading and adult literacy. Ms. Joan Buffone, an Oakland Reading Ph.D. fellow and Curriculum Coordinator at East Detroit Public Schools, was the 1993 recipient of the Michigan Reading Association's Administrator Award.

President Packard reported that on March 3, 1993, the Nuclear Regulatory Commission conducted an unannounced inspection of Oakland's facilities. No violations were found. She congratulated Dr. Donald A. McCrimmon, Director of Research and Academic Development, Dr. Ronald M. Horwitz, Acting Vice President for Academic Affairs, the department chairs, and the respective faculty.

She noted that she is "delighted" to recognize Oakland University's women's and men's swimming teams and their coaches. Oakland's women's swimming and diving team set an NCAA Division II record on March 13 by winning an "unprecedented" fourth consecutive National title in competition in Canton, Ohio. The women finished a record 203 points ahead of their closest competition. She stated that a number of significant individual records were also achieved: The women's team coach, Mr. Tracy A. Huth, was selected NCAA Division II Women's Coach of the Year for the second straight year and the third time in the past four

years. Ms. Amy Comerford, a junior, and a seven-time All-American and three-time National champion, won an individual championship in the 100-yard back stroke as well as second-place showings in the 100-yard back stroke and 200-yard individual medley, and she assisted the 200-yard medley and 200-yard free relay teams set school and NCAA II records. Ms. Beth Surowiec, a senior, became the only swimmer in NCAA Division II history to be a member of four national championship teams. She stated that it is also notable that five of the 12 women's team national qualifiers were first-year students.

President Packard noted that the Pioneer men's team performance was also remarkable. Under Coach Peter N. Hovland, the team achieved a second-place ranking in the national competition. The men's squads have placed in the top three, nationally, 15 times in the past 16 years, and in the top seven in each of the past 20 seasons. Five of Oakland's ten male national qualifiers were seniors, and they combined for 26 All-American honors and six national championships. She then called the names of all of the national team swimmers and their coaches and asked those who were present to stand: Becki Bach, Molly Cliffel, Amy Comerford, Laura Fischer, Angie Johnson, Danni Lentine, Ellen Lessig, Kristen Nagelkirk, Debby Nickles, Jodi Parker, Beth Surowiec, Shannon Taylor, Head Coach Tracy Huth, Assistant Coach Jeff Cooper, Diving Coach Nikki Kelsey. Doug Allen, Adric Arndt, Morgan Bailey, Carl Boyd, Eric Newton, Sean Peters, Enos Pritchett, Jon Stump, Steve Traube, Jeff Van Norman, Chris Zoltak, Head Coach Pete Hovland, Assistant Coaches Chuck McClune and Jon Teal. She congratulated the teams and coaches for their individual and team achievements, and she thanked them for bringing such recognition to Oakland University.

President Packard stated that a number of other Oakland family members have also been honored, and she congratulated the March Employee-of-the-Month, Ms. Ida Gray-Tinsley. Ms. Gray-Tinsley is the Administrative Secretary in the Center for International Programs and has been associated with the Center throughout her 24-year career at Oakland. She merited this award because of her "adept and skilled work, diplomatic interactions with students and faculty, and unfailingly pleasant attitude."

The President noted that the first Thurgood Marshall Race Relations Awards were made this year for promoting the betterment of African-Americans at Oakland University. She acknowledged the importance of the award and named the recipients: Dr. Monifa A. Jumanne, Director of Special Programs; Mr. Gary Moss, Program Manager, Academic Skills Center; Dr. Kevin E. Early, Assistant

Professor of Sociology and Special Assistant to the President; Ms. Chaunci Wyche, President of the Association of Black Students; Dr. George E. Stevens, Dean of the School of Business Administration; and UMOJA magazine, a student-produced publication.

President Packard then reviewed the campus activities for April including performances at Meadow Brook Theatre and Varner Studio Theatre, Oakland's spring choral concert, and an exhibit of faculty and student art at the Meadow Brook Art Gallery. She stated that she is "pleased with the collaboration between Meadow Brook Art Gallery and the Department of Art and Art History."

At this time, a video of the women's and men's 400-yard freestyle relays and the awards ceremony, narrated by Coaches Hovland and Huth, was played for the Trustees.

President Packard stated that "not only does this team have a stellar record in athletics, but they also have a very fine academic record." Coach Huth stated that Oakland has always promoted the student athlete. During his tenure as coach, the women's team has carried grade point averages of 3.0 or better. Coach Hovland stated that in eight of the 12 years that he has been coaching at Oakland, there has been an NCAA post graduate scholar in the men's program and a couple in the women's program as well. Last year, one of the graduating seniors on the women's team was chosen NCAA Academic Athlete of the Year.

President Packard thanked the coaches and commended them for their accomplishments.

Affirmative Action Report

Ms. Catherine J. Rush, Director of the Office of Equal Opportunity, noted that the university is currently seeking to fill four tenure track positions and two visiting faculty positions in the School of Nursing. She reported that in staff hiring, 16 administrative/professionals have been hired since the last report in October, 1992, 56 percent of those hires were women, 19 percent were black and 13 percent were Asian/Pacific Islanders. Affirmative action goals for executive officers, business, public relations, and coaching positions were met. There have been ten hires in all other staff groups of which 80 percent were women. Ms. Rush stated that the hiring freeze the university has experienced for the last several years has had an impact on the ability to make dramatic progress in the area of affirmative action. Ms.

Rush noted that a survey was recently conducted of every department and academic unit on campus toward compliance with the Americans with Disabilities Act. A training program for supervisory staff was provided in the fall and will be repeated for managers in the spring. In addition, the minority enrollment report distributed to the Trustees provides activities taken by the Office of Graduate Studies and various university departments. Ms. Rush stated that the minority enrollment results indicate the relative success of the King/Chavez/Parks initiatives on campus.

The Trustees recessed at 2:14 p.m. awaiting the arrival of Chairman Sharp in order that the remainder of the agenda could be reviewed by a quorum of the Board.

The meeting reconvened at 2:36 p.m. with the arrival of Chairman Sharp.

Approval of the Minutes of the Meeting of March 4, 1993

Trustee David Fischer, seconded by Trustee Howard Sims, moved approval of the proposed minutes of the meeting of March 4, 1993. The motion was voted on and unanimously carried.

Approval of the Minutes of the Closed Meeting of March 4, 1993

Trustee Sims, seconded by Trustee Fischer, moved approval of the proposed minutes of the closed meeting of March 4, 1993. The motion was voted on and unanimously carried.

Improvements to Meadow Brook Music Festival Restrooms

Mr. Ray T. Harris, Acting Vice President for Finance and Administration and Acting Treasurer to the Board of Trustees, stated that last year the Board of Trustees leased the Meadow Brook Music Festival grounds to Olympia Arenas, Inc. (OAI) for a three-year period. The lease agreement provides that OAI must obtain university approval for any capital improvements. OAI wishes to make a number of improvements to the facility for the 1993 season with the most pressing being to increase restroom capacity in the south restrooms by approximately 930 square feet. The Michigan Liquor Control Commission has made continuance of OAI's liquor license conditional on this expansion. The estimated cost would be \$125,000. The proposed restroom improvements have been reviewed by Campus Facilities and Operations. Mr. Harris stated that additional improvements, which are pending review by the administration, will be reported to the Board at its May meeting.

He stated that at the termination of the OAI lease, the improvements will revert to the university, and the university will benefit from their residual value.

Mr. Harris noted that OAI made a presentation to the University Affairs Advisory Committee earlier in the day regarding improvements to the south restrooms. The University Affairs Advisory Committee raised a few concerns regarding traffic flow within the restrooms, the design of the roof line and the front doors. He stated that Mr. Alan Miller, Assistant Vice President for Campus Facilities and Operations, has detailed his concerns in a letter dated March 31, 1993, which was distributed to the Trustees. Mr. Harris noted that two of these concerns were the size of the waterline and compliance with ADA sloping requirements. OAI has indicated that it would acknowledge these concerns.

Trustee Sharf asked Mr. John De Carlo, Senior Vice President, General Counsel and Secretary to the Board of Trustees, to read the proposed recommendation of the University Affairs Advisory Committee prior to the presentation by OAI.

Mr. De Carlo read the following recommendation:

RESOLVED, that the Board of Trustees authorizes Olympia Arenas, Inc., (OAI) to proceed with the expansion of the restroom facilities as generally described at the Board meeting of April 1, 1993, but subject to the following conditions:

1. that OAI shall comply with the recommendations set forth in the memorandum from Mr. Alan Miller to Mr. Ray Harris dated March 31, 1993, as amended, at the suggestion of the University Affairs Advisory Committee;
2. that the final exterior design shall be subject to the review and approval of the University Affairs Advisory Committee; and
3. that approval is subject to the execution of an agreement between the parties regarding the specific conditions relating to the expansion project.

There was some discussion regarding the concerns raised by the University Affairs Advisory Committee including the issue of the architectural incompatibility of the proposed cupolas on the restroom building with the existing buildings on the grounds.

Mr. Steve Facione, Vice President for Olympia Arenas, Inc., and General Manager of the Fox Theatre, stated that the major impetus for restroom expansion was adherence to Michigan Liquor Control Commission requirements to have a specific number of hand sinks and water closets on the grounds. Also, from OAI's experience last year, there is an obvious need for additional restroom facilities. He noted that the south restrooms were chosen for expansion, since modification to the Trumbull Terrace restrooms would be cost prohibitive due to the existing physical conditions. He reviewed the proposed expansion and its affect on the number of hand sinks, urinals, and water closets. The exterior facade will be painted in the same color scheme as the other buildings on the grounds. Mr. Stuart Mayer, General Manager of the Meadow Brook Music Festival, indicated the expansion area on a diagram for the Trustees. Mr. Facione noted that it is OAI's intent to address the concerns of Campus Facilities and Operations as well as the issues raised by the committee.

Mr. De Carlo stated that since there is a proposed delegation of authority to the University Affairs Advisory Committee, the meeting will be posted.

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

Participation in Electric Retail Wheeling Tariff Proceedings

Mr. Harris stated that, at this time, the university purchases all of its electricity from the Detroit Edison Company. On September 11, 1992, the Michigan Public Service Commission (MPSC) announced that it would hear two cases to consider the implementation of experimental electric retail "wheeling" for selected consumers in the Detroit Edison and Consumers Power Company service territories. Retail wheeling would allow the University to purchase electrical power from sources other than Detroit Edison, provide competition to the market and significantly reduce electric costs. The MPSC refers to the cases as experimental retail wheeling because only those companies and institutions that intervene and receive pre-approval by the MPSC will be allowed to wheel during the experimental phase that may last from one to five years. The University of Michigan (UM) and Eastern Michigan University (EMU) intervened by the October 30, 1992, deadline. By requesting a block of electric power in excess of their needs, they kept open the opportunity for other universities to intervene in association with them. The attorney representing UM and EMU before the MPSC has recommended the formation of an Association of Michigan Higher Education Power Purchasers

(AMHEPP) to intervene in place of UM and EMU. In so doing, a group of public universities appropriate to the requested block of power would intervene in the cases, and all AMHEPP members could more quickly respond to future MPSC cases and tariff intervention requests.

Mr. Harris stated that the administration recommends that the university protect its interests by participating as an intervenor in the tariff action. However, because of potential liability disadvantages of membership in an unincorporated association, the administration would prefer to participate in the action by sharing legal expenses with other institutions, but without involvement in an unincorporated association. The attorney representing the institutions is comfortable with such an arrangement and believes it will not jeopardize Oakland's status as an intervenor.

Mr. Harris noted that Oakland's share of legal expenses are estimated to be approximately \$2,000. He also noted that the tariff action and resultant involvement in retail electric wheeling will likely save the university \$20,000 to \$50,000 the first year and \$50,000 to \$100,000 in subsequent years.

Chairman Sharp asked if the \$2,000 in legal fees was an upper limit estimate. Mr. Robert Bunger, Assistant General Counsel, stated that \$40,000 in legal fees is the upper limit for all of the institutions. Oakland's share is based on the percentage of the amount of power requested. If there is no change in power requests and none of the other institutions were to drop out of this action, then the \$2,000 would be an effective upper limit. If another institution were to drop out of the proceeding, Oakland's share would increase.

Trustee David Fischer stated that the proposed legal fees seem to be a small investment against a rather substantial savings. He recommended a \$5,000 cap on the legal fees associated with the tariff intervention. Trustee Sharf seconded the motion which was voted on and unanimously carried.

Trustee Sharf, seconded by Trustee Sims, moved approval of the following recommendation:

RESOLVED, that the Oakland University Board of Trustees authorizes the university to participate in an Experimental Retail Wheeling tariff action (Michigan Public Service Commission Cases U-10143 and U10176).

The motion was voted on and unanimously carried.

Butler Road Development

Mr. Harris reported that Frankel Associates owns land south of Butler Road which is located at the southern most border of the university campus. He noted that Frankel Associates is interested in developing its land (approximately 125 acres along the south side of Butler Road) to accommodate approximately 120 lots for single family dwellings ranging from \$300,000 to \$500,000. Frankel Associates wishes to have 4100 feet of Butler Road paved for access to the development. The paving of Butler Road would involve university land both in the road bed and for right-of-way purposes. Frankel Associates would have to acquire approximately 16,000 square feet of university property for the road bed alone. A six-foot right-of-way would involve approximately 25,000 square feet of university land. Also, a review by Oakland's landscape architect indicates that approximately 57 more trees than Frankel Associates' estimate of 16 would be at risk during the construction and grading associated with this project.

Mr. Harris then introduced Mr. Mark Erickson, Attorney for Frankel Associates, who gave a presentation on the proposed road improvements. He reviewed the need to provide access to the proposed subdivision by paving Butler Road and rebuilding the bridge over Galloway Creek. He noted that Frankel Associates proposes to acquire land from the university which would be part of the roadbed. He also reviewed the need for tree removal and relocation.

Mr. Erickson stated that he would like the opportunity to negotiate with the university toward the acquisition of the land necessary for the road bed and right-of-way purposes. The City of Rochester Hills has indicated that six additional feet of highway easement or right-of-way along the road is required in order to provide adequate maintenance of the retaining walls, for snow removal and to post appropriate traffic control devices.

Mr. Harris then read the following recommendation:

RESOLVED, that the Board of Trustees authorizes the President or her designee to meet with Mr. Samuel Frankel and his representatives in order to conduct discussions and negotiations regarding Mr. Frankel's proposed development of Butler Road and its impact on the university; and, be it further

RESOLVED, that there shall be no commitment on behalf of the university and that all recommendations shall be presented to the University Affairs Advisory Committee for consideration and recommendation to the Board of Trustees.

Trustee David Fischer stated that while Oakland is not in the business of selling land, there does seem to be some benefit to the university to have its southern boundary accessible. President Packard stated that in the future, the southern portion of Oakland's property will most likely be developed, and access would be necessary. The improved road will require additional patrolling by campus security.

Trustee David Fischer stated that he believes the university should not release its property unless ample compensation is received.

Trustee Sharf, seconded by Trustee David Fischer, moved approval of the recommendation. The motion was voted on and unanimously carried.

President Packard stated that the Environment Committee of the university has reviewed the original proposal, and the ecological impact of the additional land request will also be reviewed.

Mr. David Szczesny, President of AFSCME Local 1418, asked to address the Board. He stated that the wood value of the trees should be considered. He suggested that any university trees that are lost with the proposed road development should be cut into saw wood and stored on campus for future use by the university. President Packard thanked Mr. Szczesny and stated that his suggestion has been noted.

Lease of Property for Squirrel Road Construction Purposes

Mr. Harris stated that in July, 1992, the university leased to John Carlo, Inc., the Squirrel Road construction contractor, two parcels of land, one for use as a construction management site, and the other for equipment and material storage and as a concrete batch plant. At the time of lease, the contractor estimated that all work except for landscaping would be completed during the 1992 construction season, and the lease provided for a term not to exceed one year. John Carlo has not been able to meet its original schedule because of adverse weather conditions, and now asks the university to extend its lease through August 31, 1993, for the equipment site and through November 30, 1993, for the

management site. Since the total lease period would exceed one year, this matter is brought to the Board for its consideration.

Mr. Harris then made the following recommendation:

RESOLVED, that the Board of Trustees authorizes the President and/or the Acting Vice President for Finance and Administration to enter into an amendment of the university's lease agreement with John Carlo, Inc., extending the term of the lease through August 31, 1993 for the equipment site and through November 30, 1993 for the management site at lease payments of \$1,500 per month and \$200 per month, respectively.

Mr. Harris stated that Campus Facilities and Operations has reviewed this request and agrees that the university has a very good working relationship with John Carlo. He noted that the original agreement includes provisions that John Carlo will return the land to its original condition.

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

Trustee David Fischer suggested that the administration should ensure that the environmental audit as provided in D. 6. of the land lease agreement has been completed. The administration was instructed to determine that compliance is confirmed prior to any execution of the lease arrangement.

The motion was voted on and unanimously carried.

Faculty and Administrative Personnel Actions

Dr. Horwitz made the following recommendations:

Emeritus(a) Appointments

Arnold, Harvey J., Professor Emeritus of Mathematical Sciences, effective April 1, 1993

Michaud, Paul M., Professor Emeritus of History, effective April 1, 1993

Tripp, Anne H., Professor Emerita of History, effective April 1, 1993

Change of Status

Witt, Howard R., from Professor of Engineering and Dean, School of Engineering and Computer Science to Professor of Engineering, effective August 15, 1993 (The August 15, 1993, date is contingent upon the appointment of a new dean for the School of Engineering and Computer Science.)

Sabbatical Leaves

Barnes, Carl F., Jr., Professor of Art History and Archaeology, sabbatical leave from August 31, 1993, through December 18, 1993 (with full pay)

Boddy, David E., Professor of Engineering, sabbatical leave from August 31, 1993, through December 18, 1993 (with full pay)

Bragg, Louis R., Professor of Mathematical Sciences, sabbatical leave from August 31, 1993, through December 18, 1993 (with full pay)

Coppola, Carlo, Professor of Hindi-Urdu and Linguistics and Director, Center for International Programs, sabbatical leave from August 31, 1993, through December 18, 1993 (with full pay)

Eisenhower, Laurie N., Assistant Professor of Dance, sabbatical leave from August 31, 1993, through April 27, 1994 (with half pay)

Folland, Sherman T., Associate Professor of Economics, sabbatical leave from August 31, 1993, through April 27, 1994 (with half pay)

Graham, James D., Associate Professor of History, sabbatical leave from August 31, 1993, through December 18, 1993 (with full pay)

Grimm, Kevin T., Assistant Professor of English, sabbatical leave from August 31, 1993, through December 18, 1993 (with full pay)

Jarski, Robert W., Associate Professor of Exercise Science, sabbatical leave from August 31, 1993, through April 27, 1994 (with half pay)

Kotynek, Roy A., Associate Professor of History, sabbatical leave from August 31, 1993, through December 18, 1993 (with full pay)

Marney, John, Associate Professor Chinese, sabbatical leave from August 31, 1993, through December 18, 1993 (with full pay)

Mikaila, Ramune V., Special Instructor in Nursing, sabbatical leave from August 31, 1993, through December 18, 1993 (with full pay)

Otto, Mary L., Associate Profess of Education, sabbatical leave from August 31, 1993, through December 18, 1993 (with full pay)

Ozinga, James R., Professor of Political Sciences, sabbatical leave from August 31, 1993, through December 18, 1993 (with full pay)

Stewart, Robert B., Jr., Associate Professor of Psychology, sabbatical leave from August 31, 1993, through December 18, 1993 (with full pay)

Swift, Carol A., Associate Professor of Education, sabbatical leave from August 31, 1993, through December 18, 1993 (with full pay)

Tracy, Dyanne M., Assistant Professor of Education, sabbatical leave from August 31, 1993, thorough April 27, 1994 (with half pay)

Turett, J. Barry, Professor of Mathematical Sciences, sabbatical leave from August 31, 1993, through December 18, 1993 (with full pay)

Van Til, Robert P., Associate Professor of Engineering, sabbatical leave from August 31, 1993, through April 27, 1994 (with half pay)

Witt, Howard R., Professor of Engineering and Dean, School of Engineering and Computer Science, sabbatical leave from August 31, 1993, through December 18, 1993 (with full pay) (The timing of the sabbatical leave is contingent upon completing his assignment as Dean prior to the beginning of the Fall Semester.)

Yates, Jon A., Associate Professor of Biological Sciences, sabbatical leave from August 31, 1993, through December 18, 1993 (with full pay)

Leaves with No Pay

Barnard, V. John, Professor of History, part-time (50%) leave from August 31, 1993, through April 27, 1994 (with prorated pay)

Sick Leave

Fries, Janice E., Assistant Professor of Nursing, sick leave starting February 22, 1993, through April 28, 1993 (return date not yet specified by doctor) (with full pay up to a maximum of six months at which time the long-term disability policy benefits take effect)

Phased Retirement

Rahman Munibur, Professor of Modern Languages and Literatures, effective August 15, 1993 (Professor Rahman will be on a 50% schedule for the three-year period)

The Phased Retirement program permits faculty to work at reduced loads (generally half-time) for up to three years prior to retirement. Their pay is reduced accordingly.

Trustee Larry Chunovich, seconded by Trustee Fischer, moved approval of the recommendations. The motion was voted on and unanimously carried.

Gifts and Grants to Oakland University and the Oakland University Foundation for the periods of January 1 to January 31, 1993, and February 1 to February 28, 1993

Dr. Margo King, Assistant Vice President for University Relations, reported that gifts for the month of January totaled \$67,599 and grants and contracts totaled \$27,720 for total external support of \$95,319. Total gifts in the month of February totaled \$84,656 with \$158,841 in grants and contracts for a total of \$243,497 in external support.

Trustee Fischer, seconded by Trustee Chunovich, moved acceptance of the gifts to Oakland University. The motion was voted on and unanimously carried.

Recommendation of Appointment of Vice President for Academic Affairs

President Packard recommended the appointment of Dr. Gary D. Russi as Vice President for Academic Affairs and Professor of Health Sciences, with tenure. She stated that Dr. Russi is currently Vice President for Research and Strategic Planning and Professor of Pharmacology and Toxicology at Drake University in Des Moines, Iowa. He has also served at Drake as Vice Provost for Academic Affairs, Vice Provost for Planning and Budgeting, and Director of University Planning. Dr. Russi was an American Council on Education Fellow in 1982-83. His Ph.D. is from the University of Kansas.

The President stated that she visited the Drake University campus to evaluate Dr. Russi's experience and accomplishments. She noted that Dr. Russi led the strategic planning process at Drake. The result of the process was such significant improvement that Drake is now rated among the best private universities in the country for a university of its size. Dr. Russi was also credited with guiding the process in such a way that it resulted in a high degree of consensus for change on the campus. The university community felt that the process was led in a very collaborative manner and was pleased with the results. Dr. Russi also has a successful record of fund raising. Under his stewardship as Vice President, Drake University annually obtains over \$6,000,000 in external grants. She stated that Dr. Russi also has broad-based academic leadership and administrative experience. In 1992-93, Dr. Russi, along with the Dean of the College of Arts and Sciences, shared the responsibilities of the position of Provost at Drake. Also, for two previous years he served as the institution's chief finance and administrative officer. His work in both areas was described as first rate. Dr. Russi was also project director for the new science building recently erected at Drake University. His expertise in this area could be a great service to Oakland as state approval of the funding for a new science building is anticipated. Dr. Russi also has expertise in computing and telecommunications.

President Packard then shared the following quotes from colleagues of Dr. Russi at Drake University: "a deep appreciation for academic quality and high standards" . . . "has much respect among deans and faculty as anyone on campus" . . . "gifted teacher and scholar in the College of Pharmacy" . . . "good in faculty development" . . . "extremely responsive to faculty wishes and concerns" . . . "a work ethic that is unequalled in the university" . . . "has the ability to think strategically" . . .

"an action person who gets things done" . . . "listens well, and gets things solved" . . . "an open and participatory administrative style" . . . "very good on collaborative matters" . . . "forthright" . . . "the most trusted man on campus."

With Board approval, Dr. Russi will begin his position on July 1, 1993, but will be coming to campus several times before that date to provide for a smooth transition of leadership. President Packard thanked the members of the search committee and its "very able and extraordinarily hard-working chair, Dr. Gerald Pine."

She also expressed appreciation to Dr. Horwitz for his "superb leadership skills and enthusiasm as Acting Vice President for Academic Affairs." She stated that she has enjoyed working with him and has "watched with great pleasure his fine management of the Academic Affairs Division."

Dr. Pine then responded to Trustee Sims' questions regarding the search committee's special efforts to ensure that minority candidates were considered for the position. Dr. Pine stated that 3,500 letters were sent to institutions all over the United States and every minority caucus, organization, and publication in higher education was contacted. He stated there were six finalists; three of which were women, and one of the women was African/American.

President Packard commended Ms. Judith E. Pearce, Office Assistant III, for her secretarial support in the search.

She then made the following recommendation:

RESOLVED, that the Board of Trustees authorizes President Sandra Packard to appoint Dr. Gary D. Russi to the position of Vice President for Academic Affairs and Professor of Health Sciences, with tenure, effective July 1, 1993 in accordance with the terms and conditions of the Agreement between Dr. Gary D. Russi and Oakland University appended to this agenda item.

Trustee Chunovich, seconded by Trustee Sims, moved approval of the recommendation.

Trustee Sharf asked for additional reasons for the selection of Dr. Russi. President Packard stated that an academic administrator must have strong academic standards and understand the mission and role of the university. The administrator must be someone who can get things accomplished, and Dr. Russi, by virtue

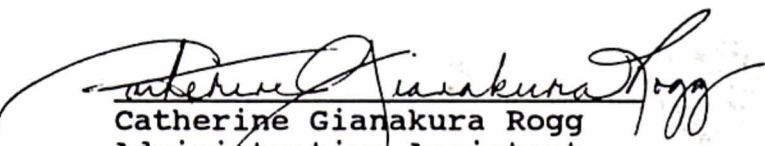
of his achievements and his colleagues comments, is an "action person and a problem solver." Another important criteria is that Dr. Russi has the ability to "empower others." She stated that Dr. Russi was described as a very collaborative worker who is supportive of his colleagues in the decision-making process. President Packard stated that she saw concrete examples of his affirmative action practices and his work with students. In addition, Dr. Russi is a "very honest, straight-forward person."

The motion was voted on and unanimously carried.

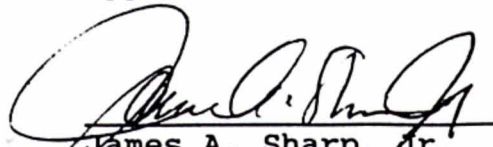
There being no further items for discussion, Trustee Sharf, seconded by Trustee David Fischer, moved adjournment of the meeting. The motion was voted on and unanimously carried. The meeting was adjourned at 3:40 p.m.

Submitted,

Approved,



Catherine Gianakura Rogg
Administrative Assistant
Board of Trustees



James A. Sharp, Jr.
Chairman
Board of Trustees