

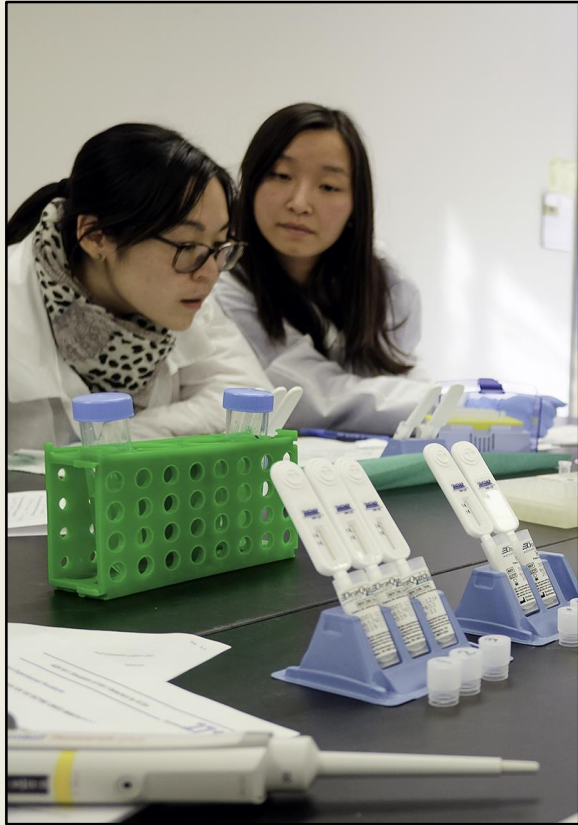


President's Report to the Board of Trustees

Thursday, February 7, 2019

Ora Hirsch Pescovitz, M.D., President

News and Developments



Carnegie Classification of Institutions of Higher Education

- Framework for classifying colleges and universities for educational and research purposes
- OU moved Up from R3 – “moderate research activity” to R2 – “higher research activity”
- Places OU among the top 5% of 4,424 colleges nationally

News and Developments

Higher Learning Commission Visit

- Accreditor of post-secondary institutions in central U.S.
- Representatives visited campus February 3–5
- Critical evaluation of programs, services and operations
- University preparations led by:
 - Anne Hitt, Interim Associate Provost and Associate Professor of Biological Sciences
 - Joi Cunningham, Assistant Vice President for Academic Human Resources
- Contributions of faculty, staff and students across campus very much appreciated



News and Developments

- South Foundation Hall

- In December, the Governor and State Legislature approved \$30 million in renovation and expansion funding.
- OU to bond \$10 million of the \$40 million cost
- Not dependent on tuition
- Project designed to meet modern teaching and learning needs
- University grateful for tremendous work and support from the Office of Government and Community Relations, Facilities Management and OU Trustees



Today's Presenters

Kelly Brault

Director of Annual Giving

2018 All University Fund Drive Report

**Glenn McIntosh, Vice President for Student Affairs
and Chief Diversity Officer**

Diversity, Equity and Inclusion Initiatives Update

Martha Escobar, Ph.D.

Associate Professor of Psychology

Research on Diversity, Equity and Inclusion in STEM fields

2018 All University Fund Drive



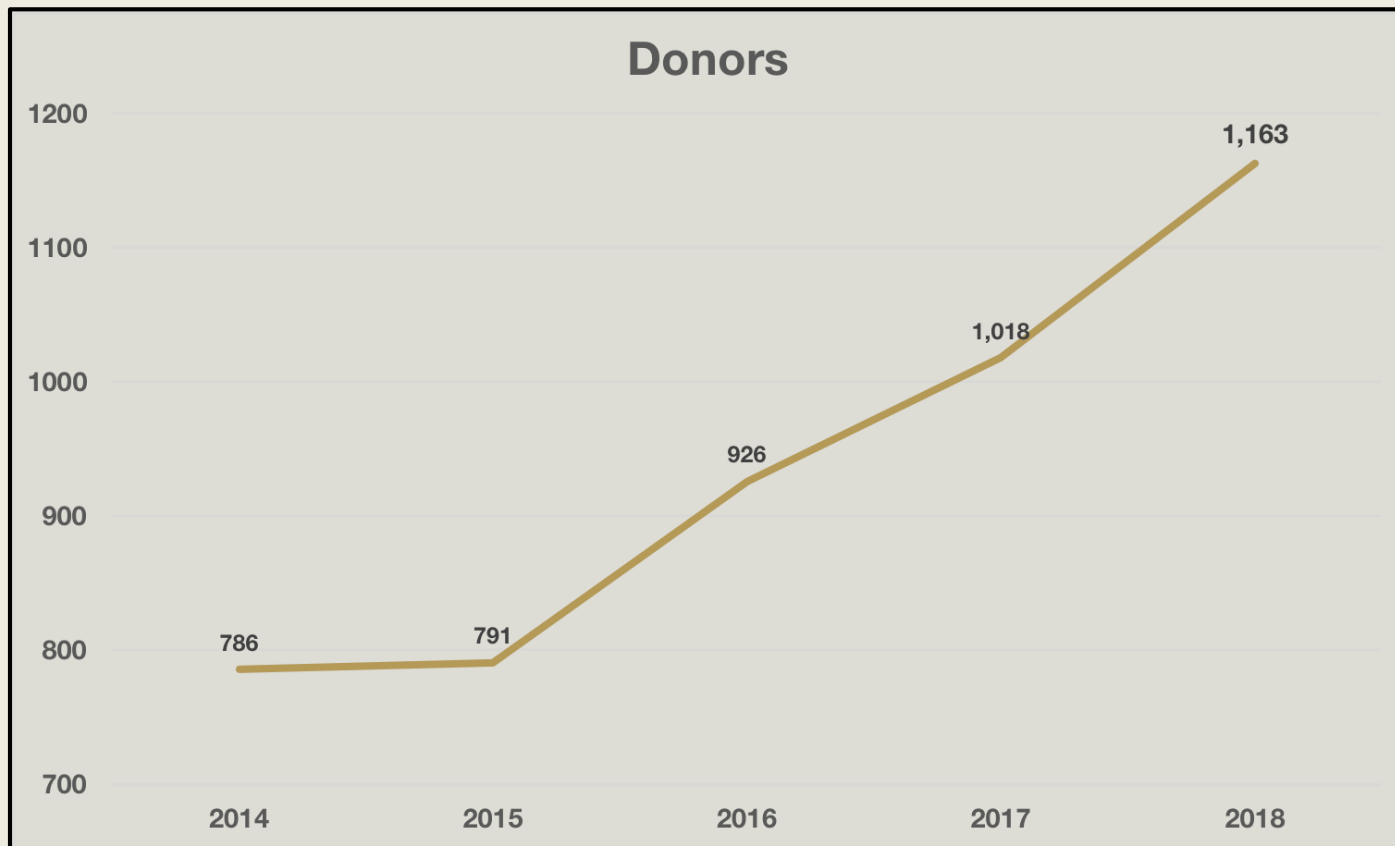
Kelly Brault, Director of Annual Giving

Annual Giving Summary

2018
AUFD

Steady growth
to a record
number of
contributors

~~1163~~



Annual Giving Summary

2018
AUFD

- **136** gifts of \$1,000 or more, totaling \$486,145
- **7** gifts of \$10,000 or more
- Gift match continues to be a big reason for people to give
- Positive 5-year giving growth trend



Annual Giving Summary

2018
AUFD

Eight new endowments created

Endowment	Creator
Kevin A. Ball & Margaret J. Ahfeldt Health Symposium Endowment	Kevin Ball
Chiu Family SBA Education Endowment	Peggy Chiu
Mental Health and Wellness Endowment Fund	Terry Dibble
Sarah Weinberg Scholarship	Mark Isken
Lynne & Lia McIntosh Scholarship	Glenn McIntosh
Jean Ann Miller Office for Student Involvement Endowment	Jean Ann Miller
Dr. John White Oakland University Athletics Endowment	John H. White
OUWB Faculty Scholarship Endowment	OUWB group effort

Annual Giving Summary

2018
AUFD

- President's support for top five funds made a difference
 - **34** funds with 10 or more donors
 - **870** gifts to those funds
 - **598** gifts to top funds last year
- Top five funds receiving gifts from the President
 - Meadow Brook Hall Gifts and Donations (**70 gifts**)
 - Oakland University Endowment for Suicide Prevention (**60 gifts**)
 - Grizzlies Food Pantry (**58 gifts**)
 - Ron Cramer and W. Dorsey Hammond Reading Legacy Fund (**55 gifts**)
 - MTD Scholarship Gifts (**50 gifts**)

Annual Giving Summary

2018
AUFD

Unit Participation Competition Winners

Large Division

School of
Education
Human
Services

64.6%



Small
Division

University
Advancement

100%



Annual Giving Summary

2018
AUFD

Total Funds Raised

\$576,921

OAKLAND
UNIVERSITY

Diversity, Equity and Inclusion Initiatives Update

A photograph of three people sitting on a stone ledge by a pond. On the left, a man with short dark hair and glasses, wearing a dark blue hoodie, is looking towards the woman on the right. In the center, a man with short brown hair, wearing a dark blue jacket over a blue shirt, is smiling at the camera. On the right, a woman with voluminous red curly hair and sunglasses, wearing a dark blue hoodie with a small logo, is looking towards the man on the left. They are all sitting on a stone ledge. In the background, there is a body of water, a bridge with a white railing, and a large building with many windows. The scene is outdoors and appears to be a campus setting.

Glenn McIntosh, Vice President for Student Affairs
and Chief Diversity Officer

DEI Strategic Planning

Oakland University Strategic Goal #4

Advance diversity, equity, and inclusion in an environment of mutual trust and respect at all levels of the institution and facilitate opportunities and success for all community members.

Strategic Priorities

- 4.1 Establish policies and practices that support and promote diversity and inclusion
- 4.2 Become a university of choice for students, administrators, faculty and staff for underrepresented minorities and underrepresented groups.

DEI Focus Groups

Underrepresented Minorities (URM)

- African Americans
- Hispanic
- Native Americans
- American Asians

Underrepresented Groups (URG)

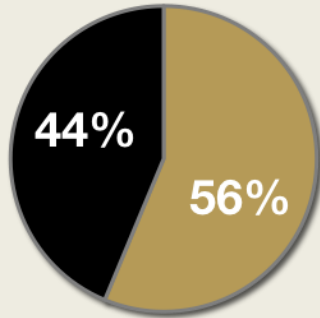
- Individuals with Disabilities
- LGBT
- Veterans
- Women



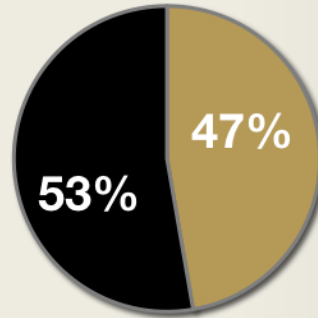
University Demographics

Gender

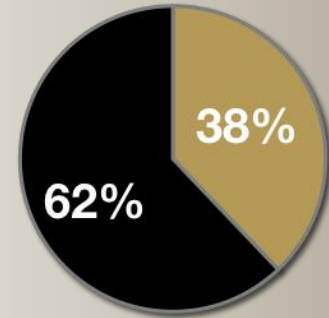
Students



Faculty



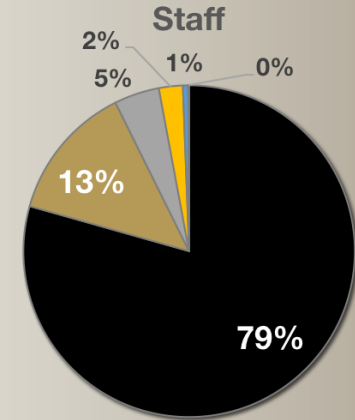
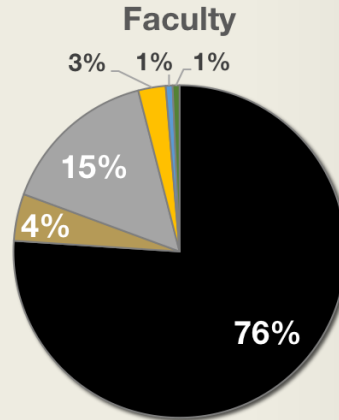
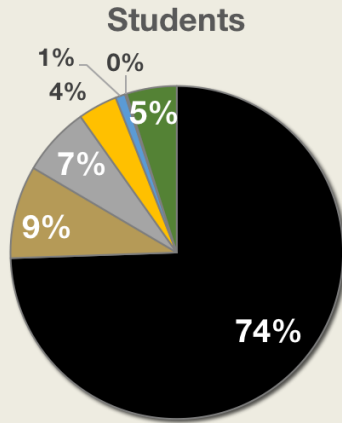
Staff



■ Female ■ Male

University Demographics

Ethnic & Foreign Native



- White/non-Hispanic
- Black/non-Hispanic
- Asian/Pacific Islander
- Hispanic
- American Indian/Alaskan Native
- Native Hawaiian
- International

Diverse Population Changes

Employees from August 2017 to January 2019 (2,028 to 2,112)

- URM employee headcount 20% (405) to 21.5% (454)
- African American faculty 3.3% (29) to 4.5% (41)
- Women faculty percentage 52.9% to 52.7%
- Women faculty headcount 462 to 482
- URM staff 18.8% (217) to 19.9% (239)
- African American staff 11.9% (137) to 12.9% (154)

Students from Fall 2017 to Fall 2018 (19,333 to 19,309)

- URM students 18.7% (3,623) to 19.8% (3,822)
- African American students 8.4% (1,554) to 9.0% (1,666)
- Hispanic students 3.5% (657) to 3.8% (657)

DEI Initiatives

Diversity Awareness and Training Services for Faculty, Staff and Students

- Title IX Awareness and Prevention
- Discrimination and Harassment
- Unconscious Bias
- Autism Spectrum Disorder
- Disability Rights and Accommodations

Targeted Faculty-Focused Initiatives

- Faculty search committee diversity advocates
- Provost Diversity Fellow positions
- Post Doctorate Fellowship Program
- Center for Teaching and Learning (CETL) – Inclusion Grants



DEI Community Accomplishments

Veterans

- OU nationally ranked as a Gold Status Veteran-Friendly School
- Veterans Support Services moved to newly renovated office space

Lesbian, Gay, Bisexual and Transgendered Community

- OU ranked as most LGBTQ-friendly campus in Michigan
- Gender and Sexuality Center space renovated and expanded
- Preferred Name Policy developed and approved

Campus Accessibility

- 12.5% increase in students registered for ADA accommodations
- Building entry door and restroom accessibility challenges addressed
- Lactation stations installed in several campus buildings
- Spiritual reflection room with footbath opened in Oakland Center

DEI Community Accomplishments

Underrepresented Minority Students

- Achievement gap between URM students and white students decreased from 30% to 17%
- CORE summer bridge program expanded from 50 to 60 students
- OU Trustee Academic Success Scholarship Program (OUTAS) 6-year graduation rate is 79%; retention rate is 92%

Underrepresented Minority Faculty and Staff

- Black Faculty Association
- Diversity Advocate E-Space

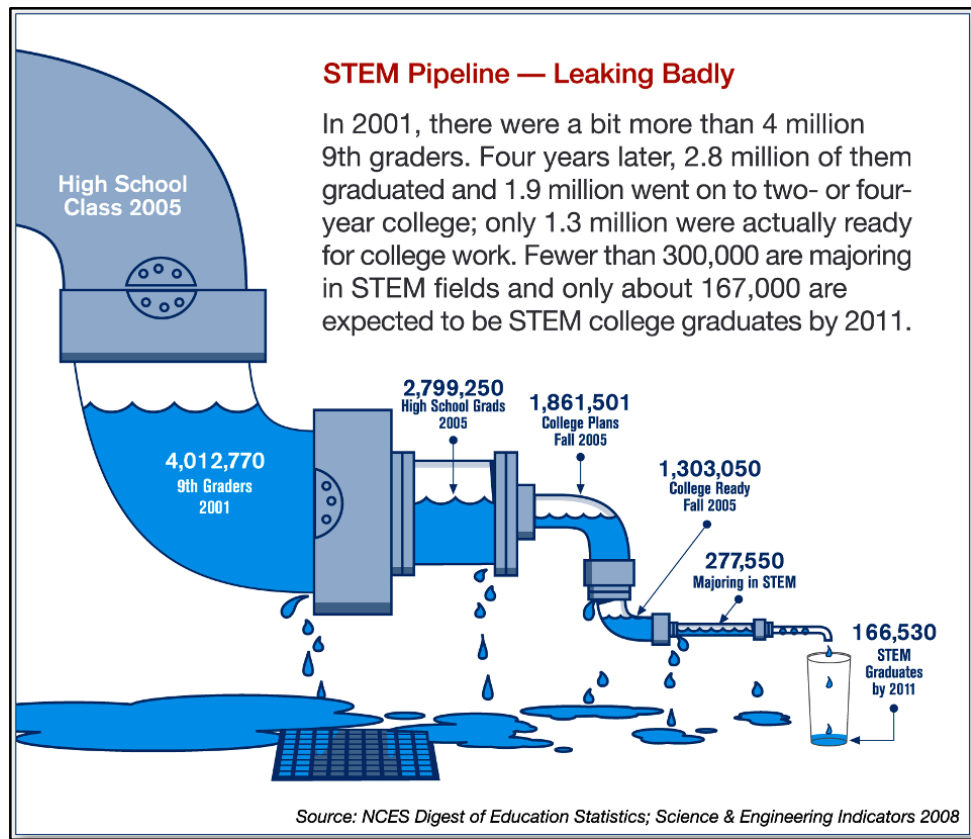




Assessing and Creating Opportunity

Martha Escobar, Ph.D., Associate Professor of Psychology

Inclusion in STEM Education



- Ethnic minorities make up 30% of U.S. population, but only 15% of STEM professionals
- Low-income individuals rarely pursue STEM careers
- Increase in equity gap: STEM professions out-earn non-STEM professions

Research and Engagement

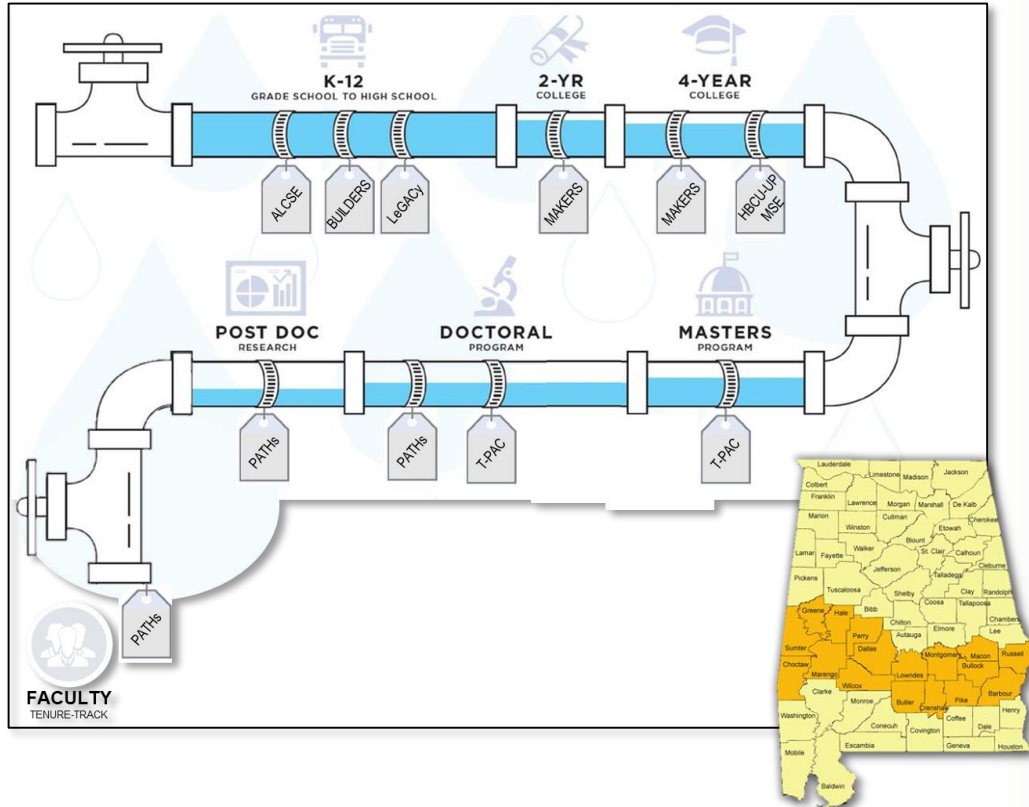
- 7 NSF-funded projects in collaboration with 10 other colleges and universities



- More than \$12 million in funding, \$1.2 million to OU
- OU students involved in research and development



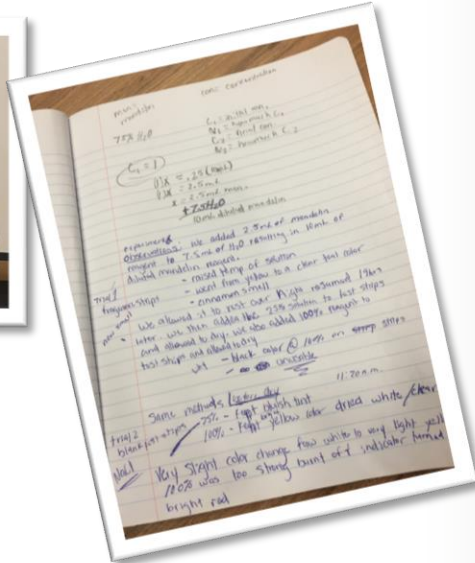
Current projects



- **Currently focused on Alabama Black Belt**
 - Empower talent where opportunity is lacking
- **Maintain students' interest in STEM, increase diversity in academia**
- **Directly impacting 450+ students, 15+ teachers, 18+ professors**

Culturally-relevant informal education

- Teacher training
- Hands-on learning
- Academic, social, and cultural mentorship
- Inclusion of community organizations



- Personal and professional development strategies
- Research: Which program components make a difference?

Will this work outside the Black Belt?

- Next step: Taking existing program prototypes to new sites
- Challenges:
 - Establishing partnerships
 - Maintaining cultural relevance
 - Making programs self-supporting
- Timeline:
 - 2019: Extend middle school computer science program to Georgia, Louisiana, and Florida
 - 2021: Extend high school summer program to Michigan

Thank You

