

# OAKLAND UNIVERSITY BOARD OF TRUSTEES

## President's Report

Monday, August 8, 2022



# AGENDA

- **OU Pride**
  - **Ora Hirsch Pescovitz, President**
- **Diversity, Equity & Inclusion Report**
  - **Glenn McIntosh, Senior Vice President, Student Affairs & Chief Diversity Officer**
  - **Joi Cunningham, Vice President, Human Resources**
- **Global Engagement**
  - **Rosemary Max, Executive Director, Global Engagement**

# Alumni Recognition

- On June 18<sup>th</sup>, we celebrated Alumni Night of Excellence, featuring OU graduates who have established themselves in business, engineering, healthcare, education, and community service.
- More than 130,000 alumni are the backbone of the Michigan economy, and making a positive difference in their professions and communities.



# Alumni Recognition: Remarkable Young Alums

**Katie Aleck, SHS '17**

Founder and Owner, Spark to Sprig

**Jamilah Alhashidi, OUWB '19**

Chief Resident, Family Medicine, Beaumont Hospital

**Fatima Fahs, OUWB '16**

Dermatologist, Hamzavi Dermatology  
Founder, DermY Doc Box

**Koby Glenn, CAS '12**

Founder and Owner, KMG Landscaping  
Founder and Owner, S.L.A. Labs

**Nick Hooper, CAS '12, SEHS '15**

Talent Acquisition Analyst, Leadership Development  
Programs, Whirlpool

**Christian Kettenbeil, SBA '17**

Co-Owner and Director of Finance, Dessert Oasis  
Co-Founder, Ace High Co.

**Kelsey Novak, CAS '15**

Recruiter, Spectrum Health

**Travis R. Peterson, SBA '12**

Director of Sales & Program Management for  
North America & Japan, Lear Corp. Fabric Division

**Eddie Rayborn, Jr., SEHS '14**

Leadership and Career Development Programs  
Manager, StockX

**Megan Elizabeth Tack, SBA '18 and '21**

Business Planner, Head of Software Business and  
Product Management, Stellantis

# Alumni Recognition

## Distinguished Alumni Service Award

**Mark Guthrie**, SECS '86, SBA '91  
Chief Information Officer, AM General LLC

## Distinguished Alumni Achievement Award

**Esau Pritchett**, CAS '98  
Actor

## Odyssey Award

**Valiena A. Allison**, SBA '88 and '94  
President, *Vertex Adventures LC*  
President, *Allison Family Foundation*

## Spirit Award

**Andrea Bittinger**, SON '89, '96 and '18  
Adjunct Instructor & Clinical Coordinator for  
OU-Beaumont Graduate Program

## **Scott Bittinger**, SBA '88

Director of Internal Audit for American Axle &  
Manufacturing

## Alumni Community Service Award

**Brenda Carter**, CAS '14  
State Representative, 29<sup>th</sup> House District

## Honorary Alumni Award

**Virinder K. Moudgil**, PhD  
President Emeritus, Lawrence Technical University

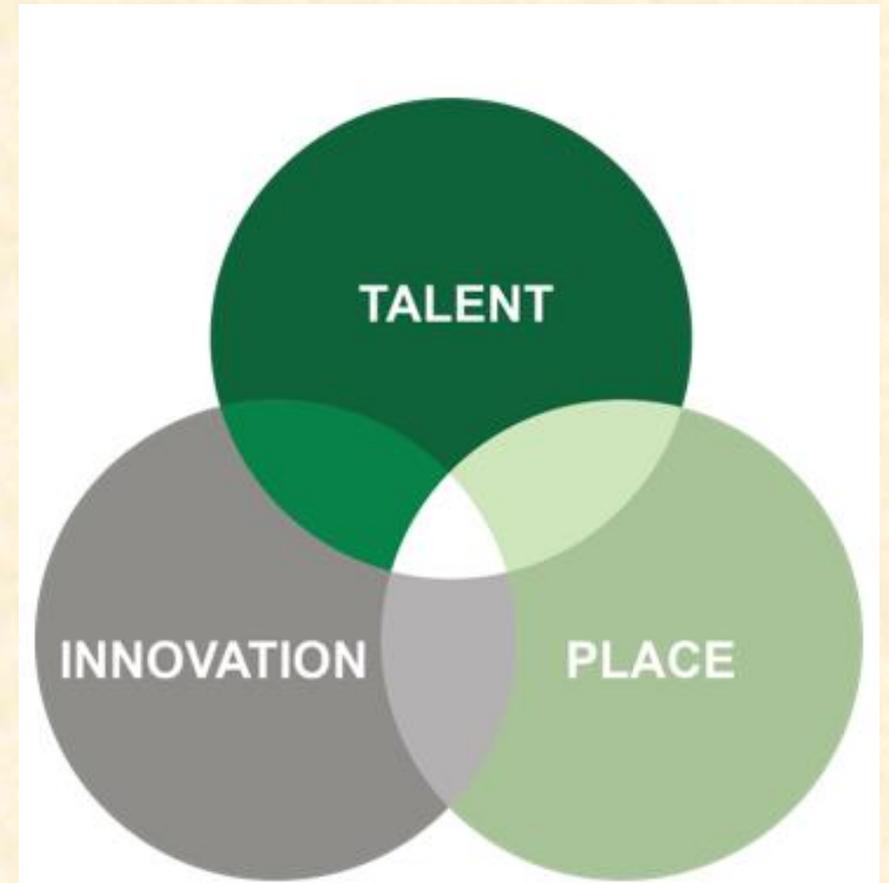
# Economic Engagement

- **OU along with Michigan State, Michigan Tech, UM & Wayne State hosted APLU's Commission on Economic and Community Engagement Meeting, entitled "Inclusive Community and Economic Engagement: The Path to Social Mobility," Aug. 2 – Aug. 5.**
- **APLU is a national research, policy, and advocacy organization dedicated to strengthening and advancing the work of public universities.**
- **The event featured tours of local economic growth engines, interactive sessions, and special programming for Innovation and Economic Prosperity (IEP) Universities.**



# APLU President's Panel

- **Appreciation to Rochelle Black, Vice President of Gov't & Community Relations, in leading OU's participation in the national meeting attended by more than 200 people.**
- **OU participated in a President's Panel, which included Wayne State University President M. Roy Wilson, moderated by MSU's Kathy Wilbur.**
- **Topics of discussion included:**
  - **How universities advocate on behalf of the value of higher education**
  - **Role of a public university in regional economic development**
  - **How universities can elevate our role in addressing the "talent needs" of the business community**



# Oakland80 Initiative: Building the region's talent pipeline

- Gov. Whitmer set the goal of attainment of 60 percent by 2030.
- The goal of Oakland80 is attainment of 80 percent by 2030.
- Oakland80 initiative connects residents to educational and financial resources.
- OU is partnering with Oakland County to help county residents obtain degrees and certificates.



From left: OCC Chancellor Peter Provenzano, President Pescovitz, OU student Jared Barnett, OCC Interim Dean of Health Professions Lynn Cherry, , and Oakland County Chief Deputy Executive Hilarie Chambers.

# Helping Students Find Their Career Paths



- **As part of Oakland80, career and education navigators are embedded at OU to help students find career paths, complete college, training programs, and reduce obstacles, e.g. cost of books, registration fees, and finding childcare services.**

# Fall Semester: Looking Ahead

- **Sept. 1: Classes begin**
- **Sept. 8: Conversations (monthly meetings with staff and faculty)**
- **Sept. 9: OU Leadership Day**
- **Sept. 13: Welcome Address**
- **Oct. 3: Sustainability Month (Kick Off)**



# In Appreciation: Melissa Stolicker

## Contributions

- **Executive Vice President & Chief Internal Auditor for GreenStone Farm Credit Services**
- **Appointed to OU Board of Trustees in August, 2014**
- **Chair and member of the Audit Committee**
- **Chair and member of the Intercollegiate Athletics Committee**
- **Member of the Presidential Search Committee**
- **Leadership in implementing major capital improvements**



# In Appreciation: W. David Tull

## Contributions



- **Chairman, and founder of Crestmark Bank**
- **His career in banking spans more than 40 years, including Executive Vice President and Treasurer of Michigan National Bank**
- **Serves on a range of of civic and corporate boards**
- **Appointed to OU Board of Trustees in August 2014**
- **Served as board chair**
- **Chair and member of the Governance Committee**
- **Member of the Facilities & New Development Projects Committee**
- **Member of Nominating Committee**



# Diversity, Equity and Inclusion Report

**Glenn McIntosh, Senior VP, Student Affairs and Chief Diversity Officer**

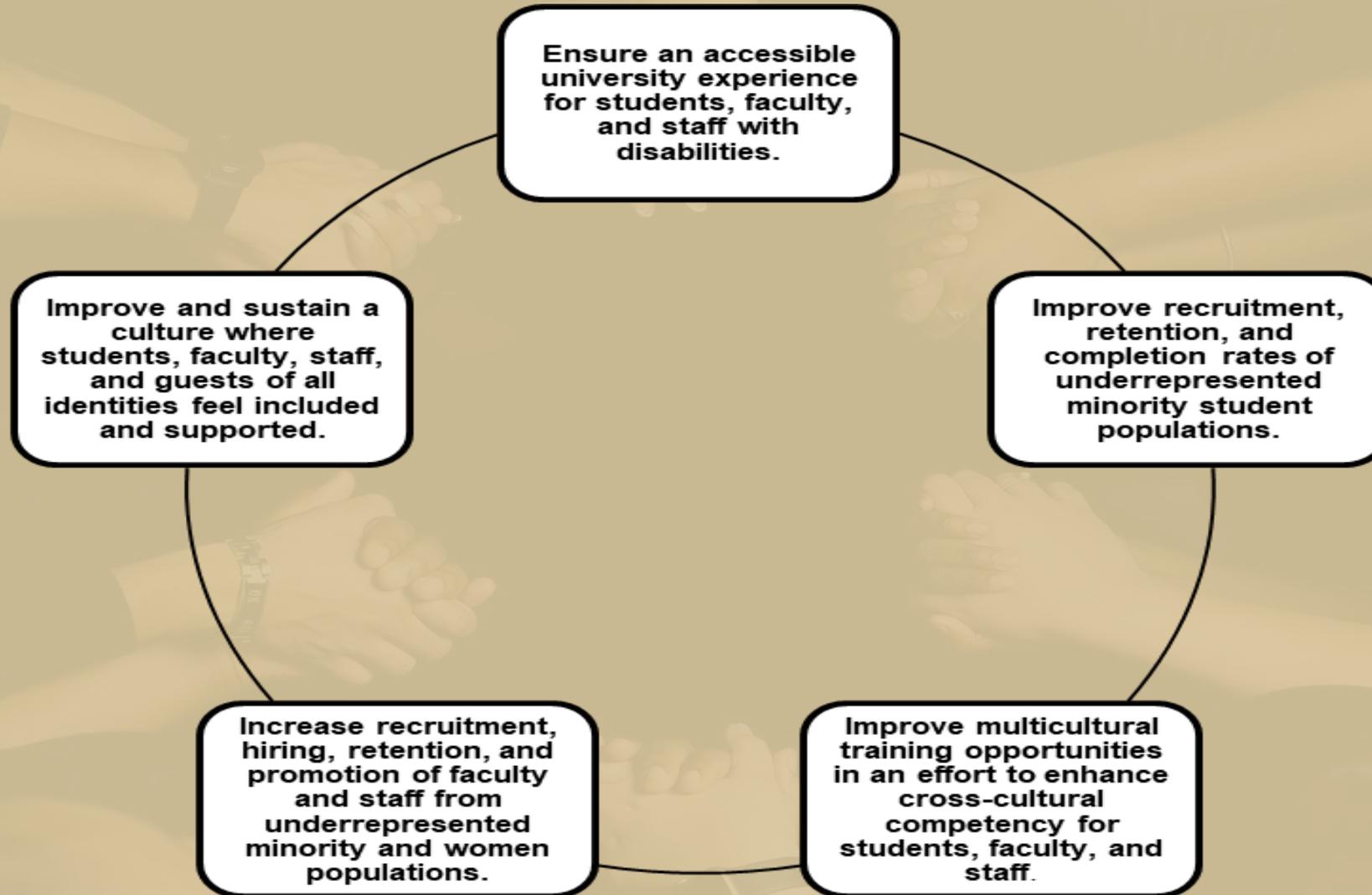
**Joi Cunningham, Vice President, Human Relations**

# OU DEI Collaborative Model

- DEI is a collaborative undertaking and demonstrates the “power and possibilities of teamwork”
- More than 30 members of DEI Council representing every campus unit



# OU DEI Model Strategic Focus



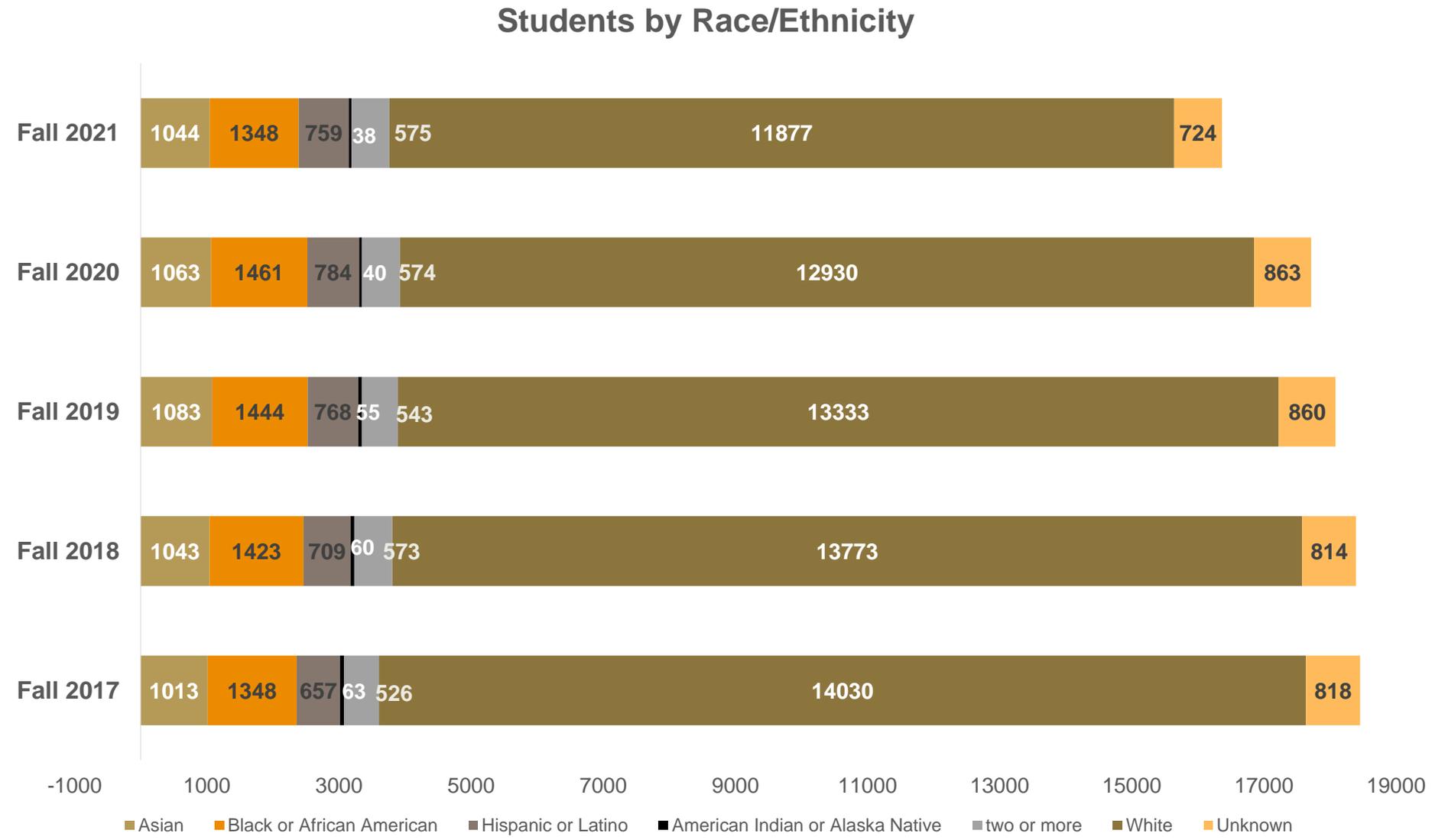
# Diversity, Equity & Inclusion

A top-down view of a group of diverse students sitting in a circle on a dark floor. Their hands are clasped together in the center, forming a circle. The students are wearing dark clothing, and the lighting is dramatic, highlighting their hands and the texture of their clothes. The word "STUDENTS" is overlaid in white, serif, all-caps font in the center of the image.

STUDENTS

# Students 5 Year Enrollment by Race/Ethnicity

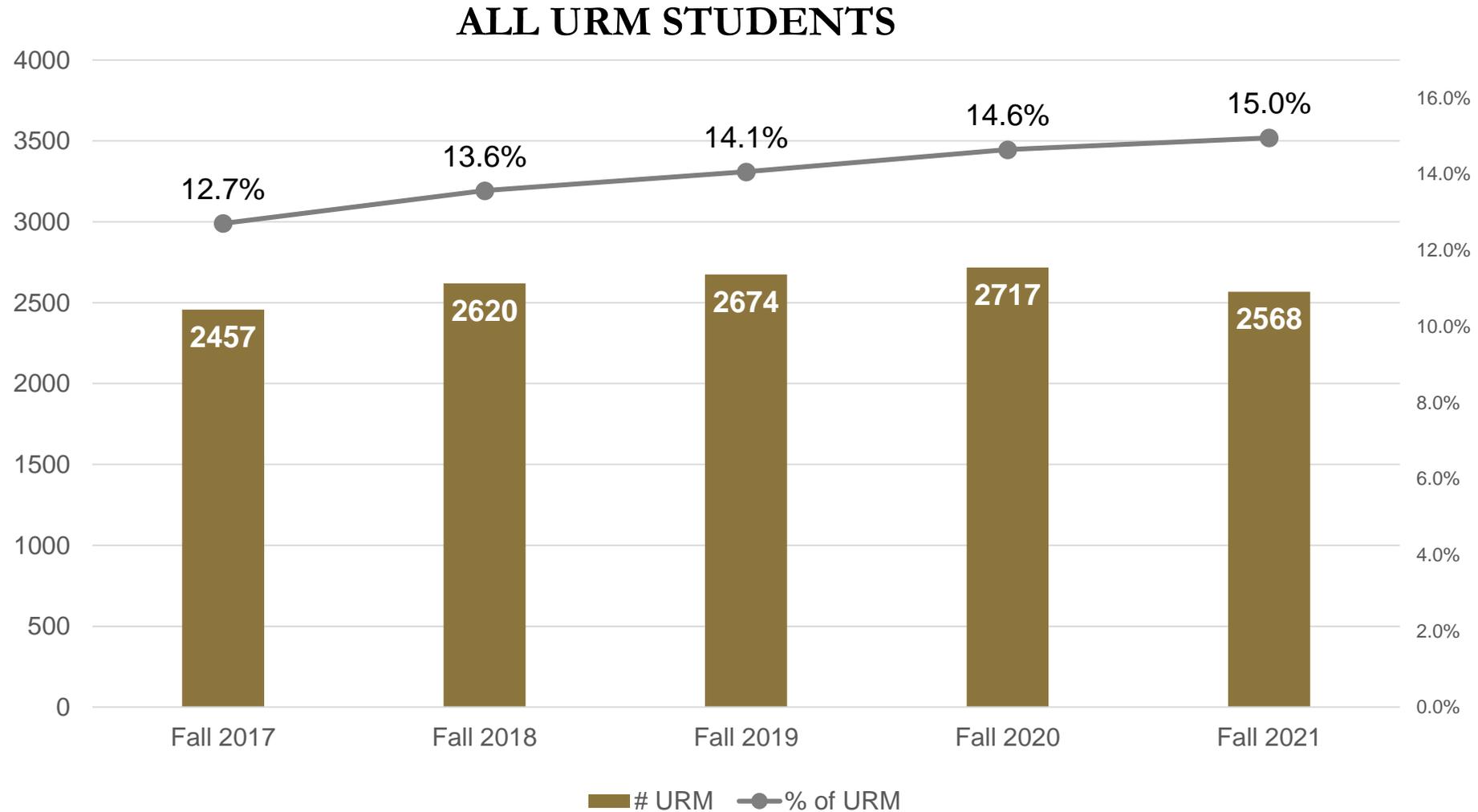
Even though overall enrollment dropped from Fall 2017 to Fall 2021, the percentage of Black or African America, Latinx and Asian students increased.



Source: OIRA Official Count Census File

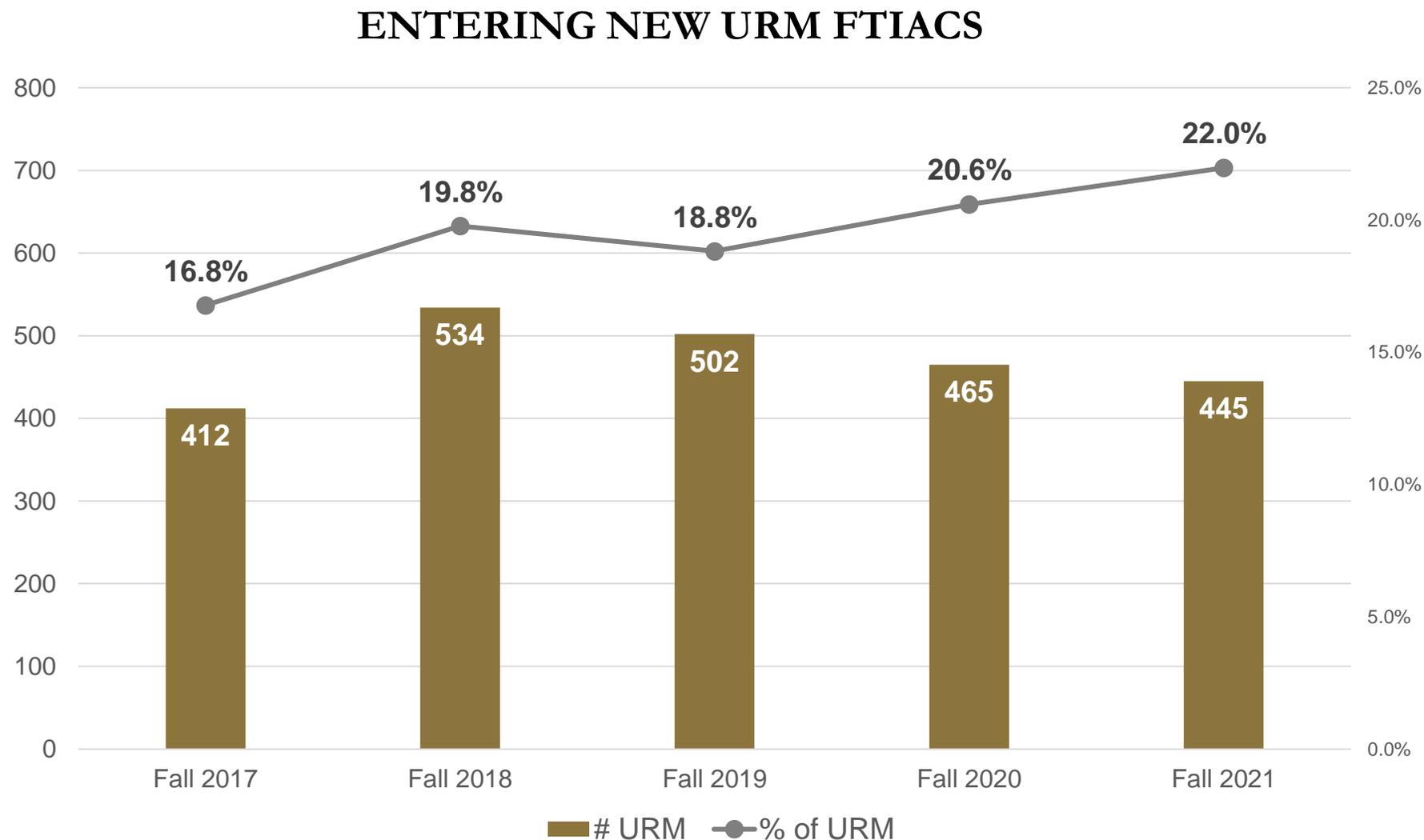
# Underrepresented Minority (URM)\* Students 5 Year Trend

- Percentage of URM student has been increasing over the past several years, from **12.7%** (Fall 2017) to **15.0%** (Fall 2021)
- Our student body is more diversified



# Underrepresented Minority (URM)\* New FTIACs 5 Year Trend

- New Entering FTIACs are more diversified
- **22%** of Fall 2021 new FTIACs are self-reported as URM students



# Strategies for Increasing URM Student Success

## Existing

- Expanded high-performing support programs, such as OUTAS (Oakland University Trustee Academic Success) and CORE (Collectively Oakland Retains Everyone)
- Peer mentoring
- Student retention grants and book loan program
- Counseling support—individual and group sessions

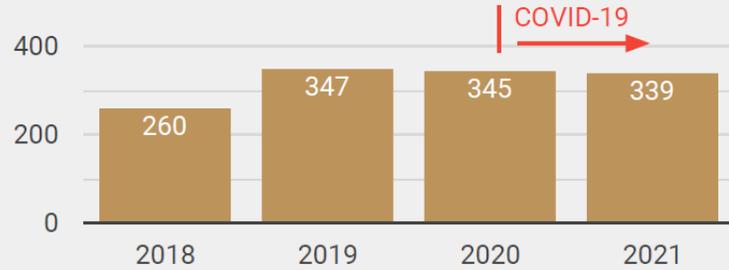
## New Initiatives

- Increase success rates in gateway course through course development and redesign
- URM students improved curriculum and scheduling
- Create math emporium (“Math Urgent Care”) for URM students entering math sequences
- Expand direct outreach efforts to URM students on academic probation

# LGBTQ Support Services

## Points of Pride

S.A.F.E. On Campus Training Participants



## Library of Literature

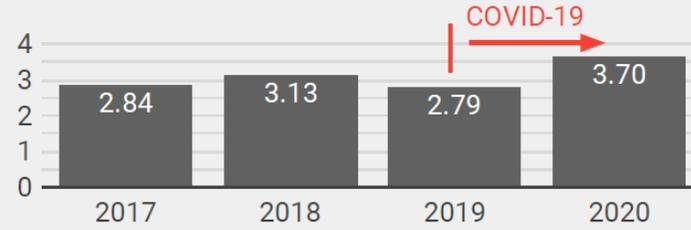
Over  
200



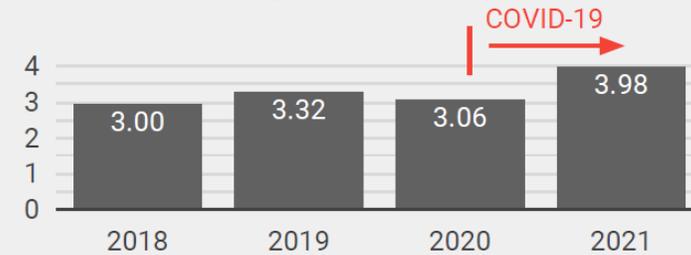
Titles of LGBTQIA books on topics ranging from biographies to historical and fiction works

## Peer Mentoring

Average Mentee GPA: Fall

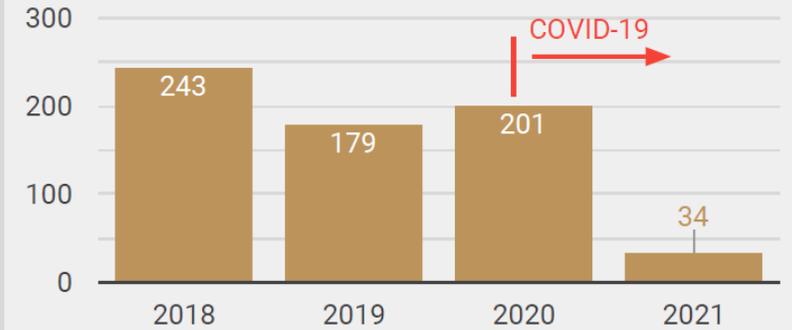


Average Mentee GPA: Winter



## Coordinator One-on-One Meetings

One-on-One meetings with the coordinator



Meetings were held virtually throughout the COVID-19 Pandemic.

## Campus Pride Index

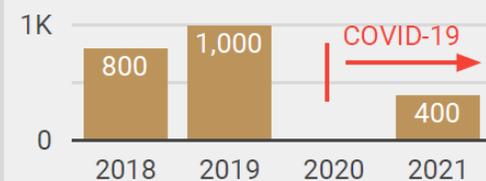


#3

most LGBTQ-inclusive campus in Michigan!

Top three Every year for the past 5 years in a row!

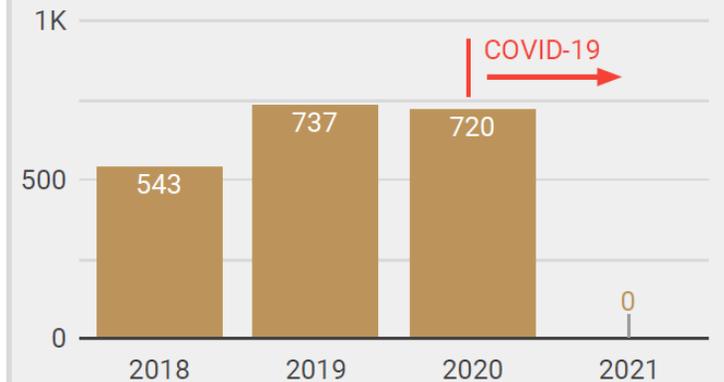
## Pride Month Attendees



2020 Pride Month cancelled due to COVID-19 Pandemic. 2021 was the first-ever all-virtual Pride Month.

## Office Visits

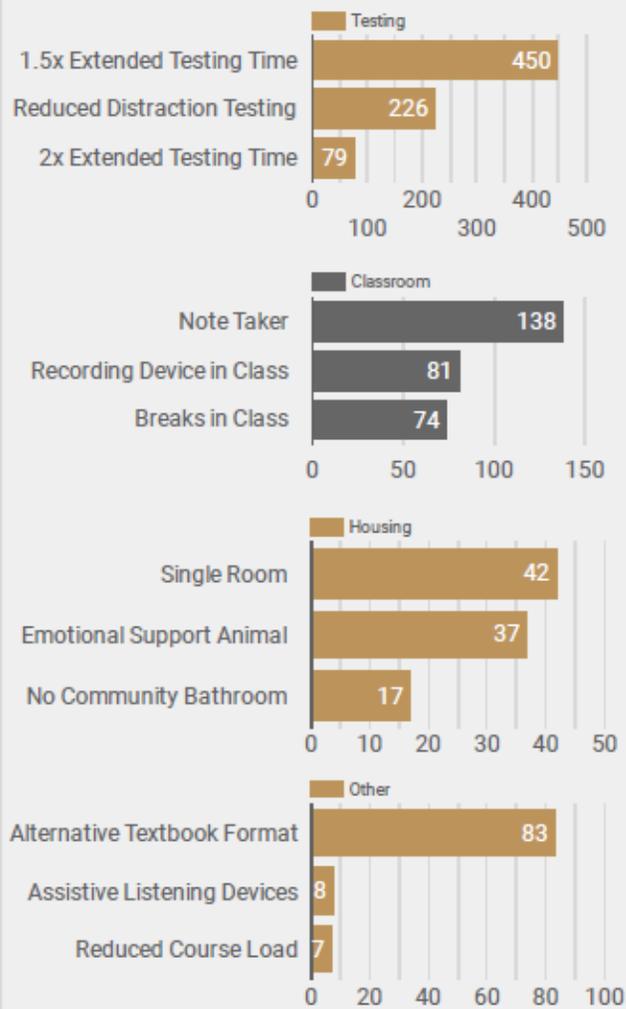
Total Student Visits to GSC



For the health and safety of students and the community, the Gender and Sexuality Center office was closed throughout the pandemic.

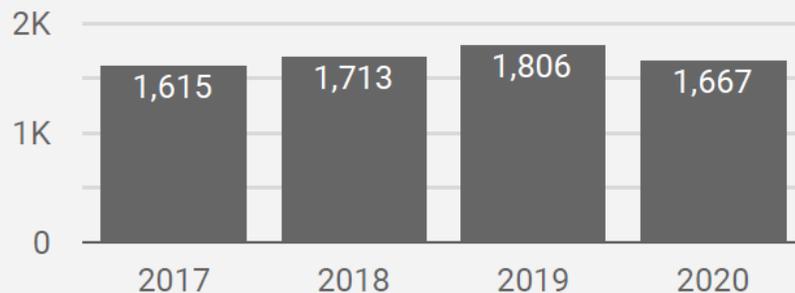
# Disability Support Services

## Top Accommodations by Category

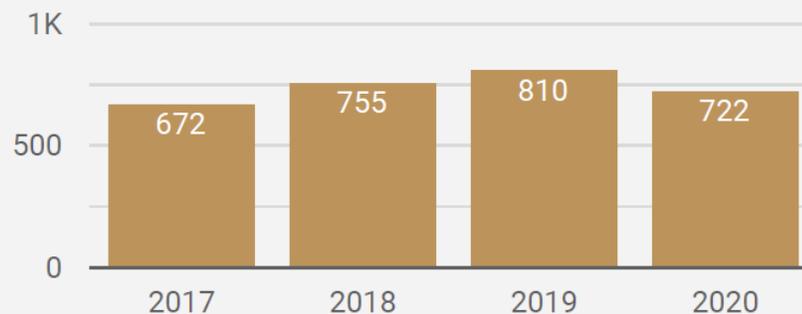


*Accommodation plans are determined on an individualized basis to meet the unique needs of each student. DSS is not limited to the accommodations listed on this document.*

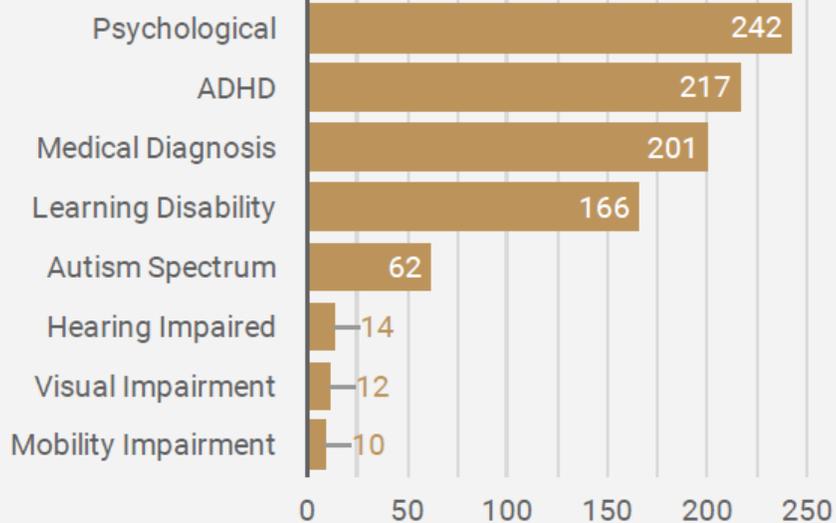
## Approved Accommodations for Enrolled Students



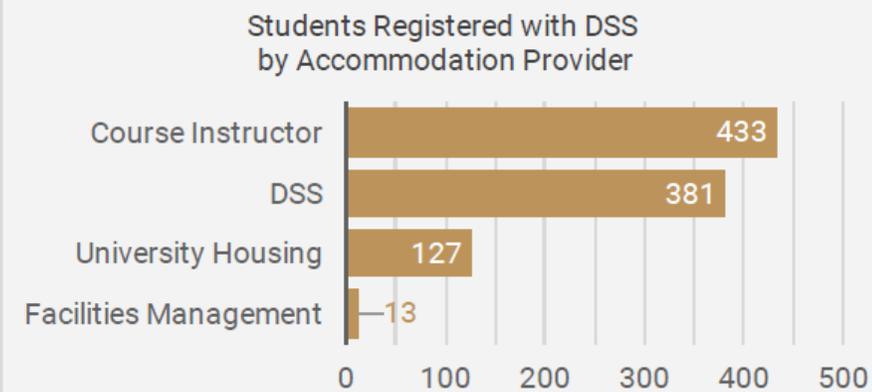
## Enrolled Students Registered with DSS



## Enrolled Students by Disability

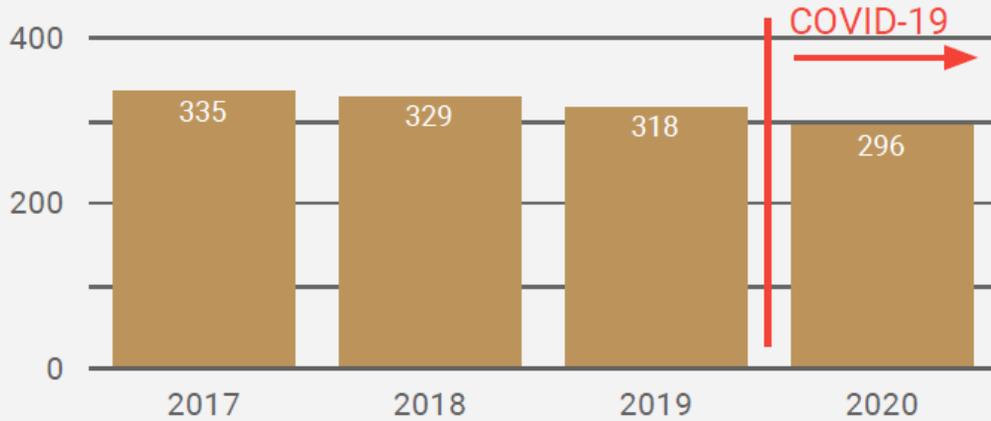


## A Campus-Wide Partnership

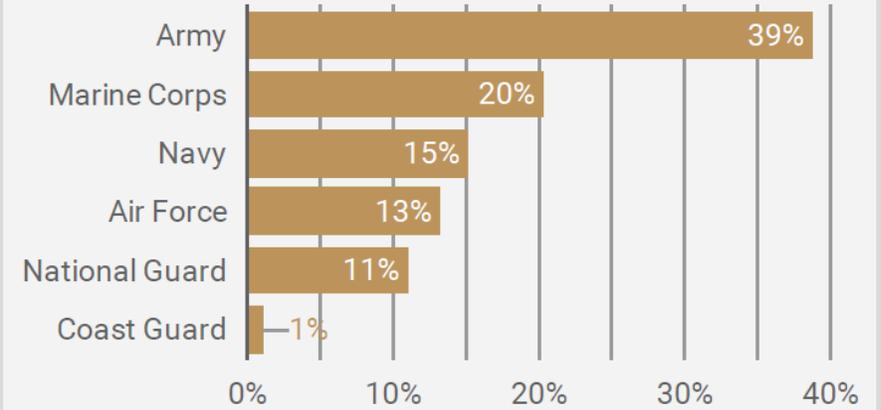


# Veteran Support Services

## Total Veterans and Dependents Over Time



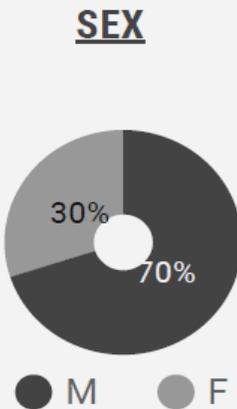
## Veterans by Branch



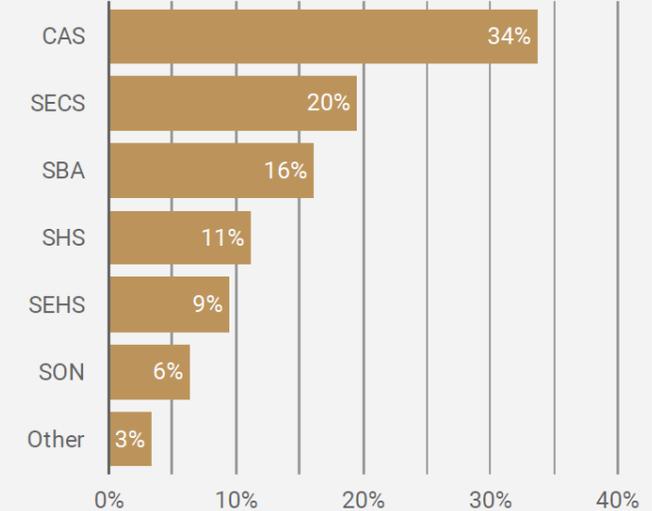
## Demographics

**AGE**  
Veterans  
**27**  
All UG  
**22**

**GPA**  
Veterans  
**3.09**  
All UG  
**3.20**



## Veterans by College



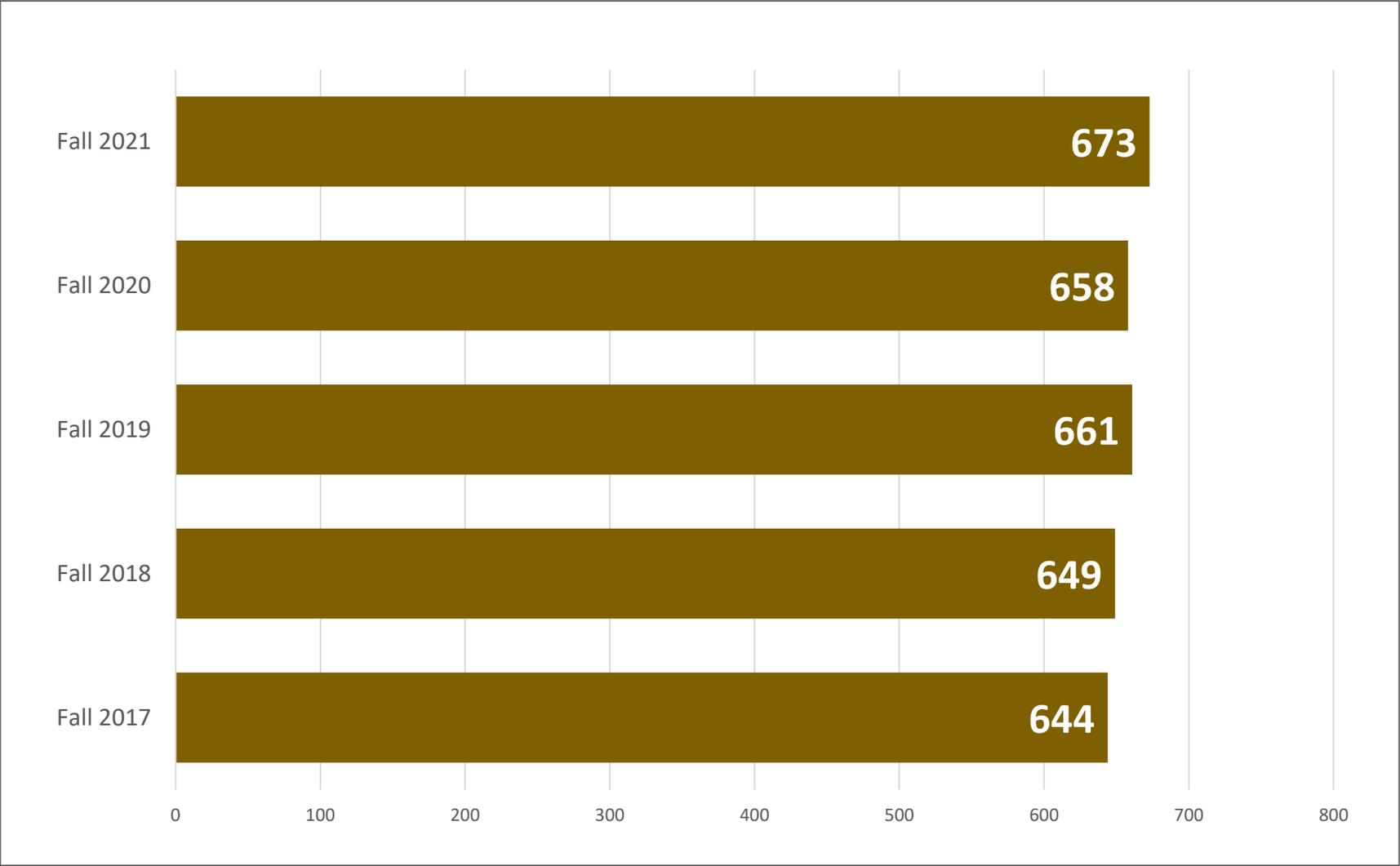
# Diversity, Equity & Inclusion

A top-down view of a diverse group of people sitting in a circle, with their hands clasped together in the center. The background is dark, and the lighting highlights the hands and forearms. The word "FACULTY" is written in white, serif, all-caps font across the center of the image, positioned over the clasped hands.

FACULTY

# Full-time Faculty 5 Year Growth

Full-time Faculty Increased by 5% over the last five years



\*Full-time faculty include E-class FF, FM, VF; Source: OIRA Census File;

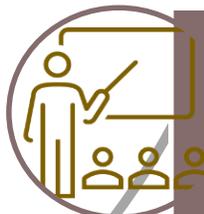
# Faculty Hiring Efforts



Oakland actively recruits faculty from a host of universities – both nationally and internationally



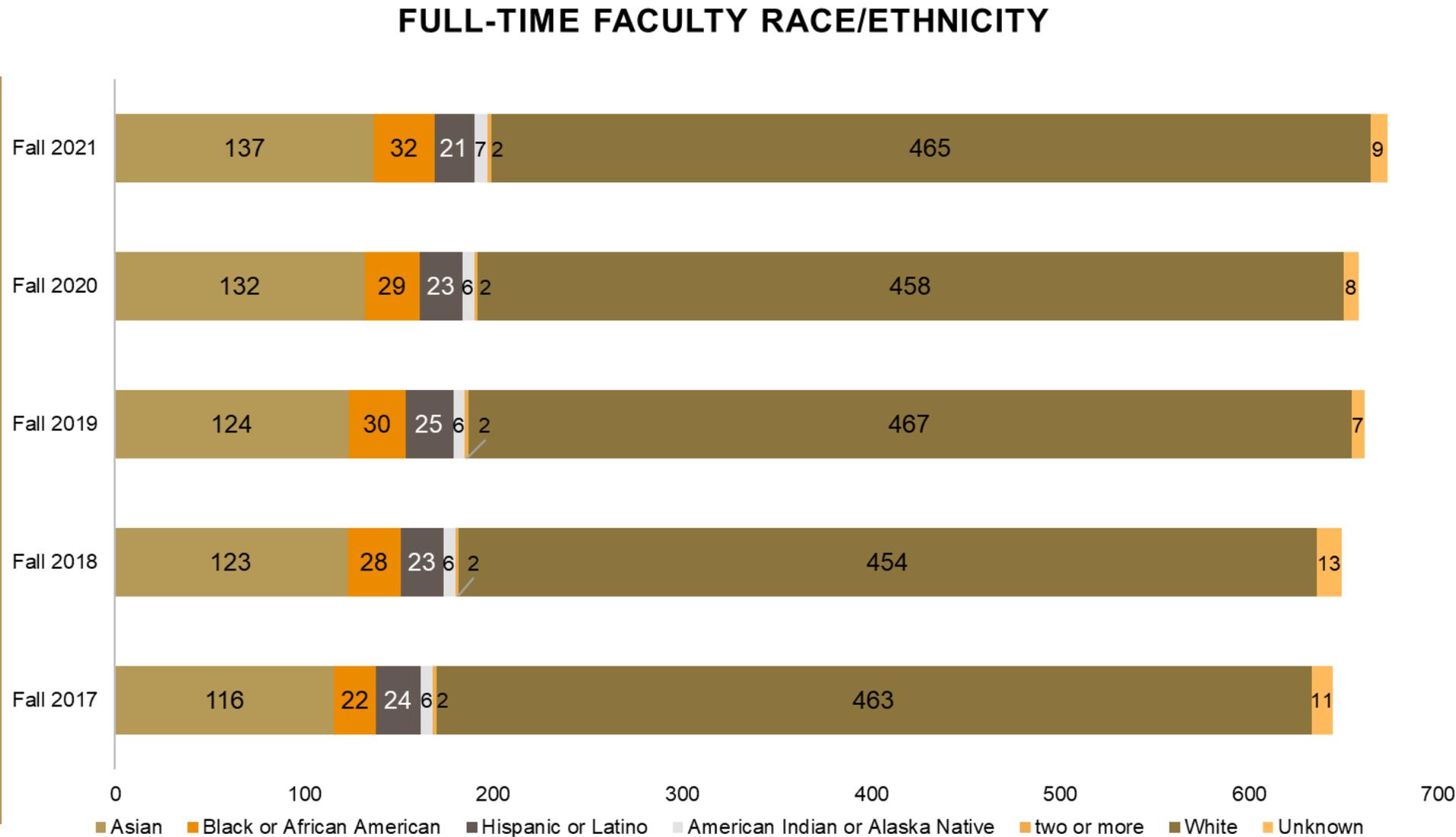
Each year Oakland has between 30-35 number of full-time faculty positions to fill



Over the course of the last 5 years, 167 full time faculty positions have been filled across units.

# Full-time Faculty 5 Year Growth by Race/Ethnicity

- Black or African American faculty increased from 22 to 32
- Hispanic faculty fluctuated from 24 to 21



\*Full-time faculty include E-class FF, FM, VF; Source: OIRA Census File;

# Full-time Faculty - By Sex

- Percentage of Full-time Faculty by sex is evenly split
- Relatively unchanged over time

Fall 2017



Female  
48.9%



Male  
51.1%

Fall 2018



Female  
49.3%



Male  
50.7%

Fall 2019

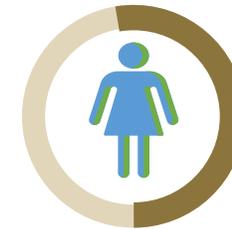


Female  
49.6%



Male  
50.4%

Fall 2020

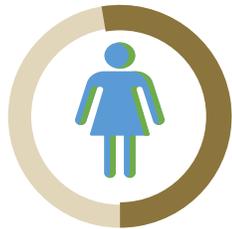


Female  
48.9%



Male  
51.1%

Fall 2021



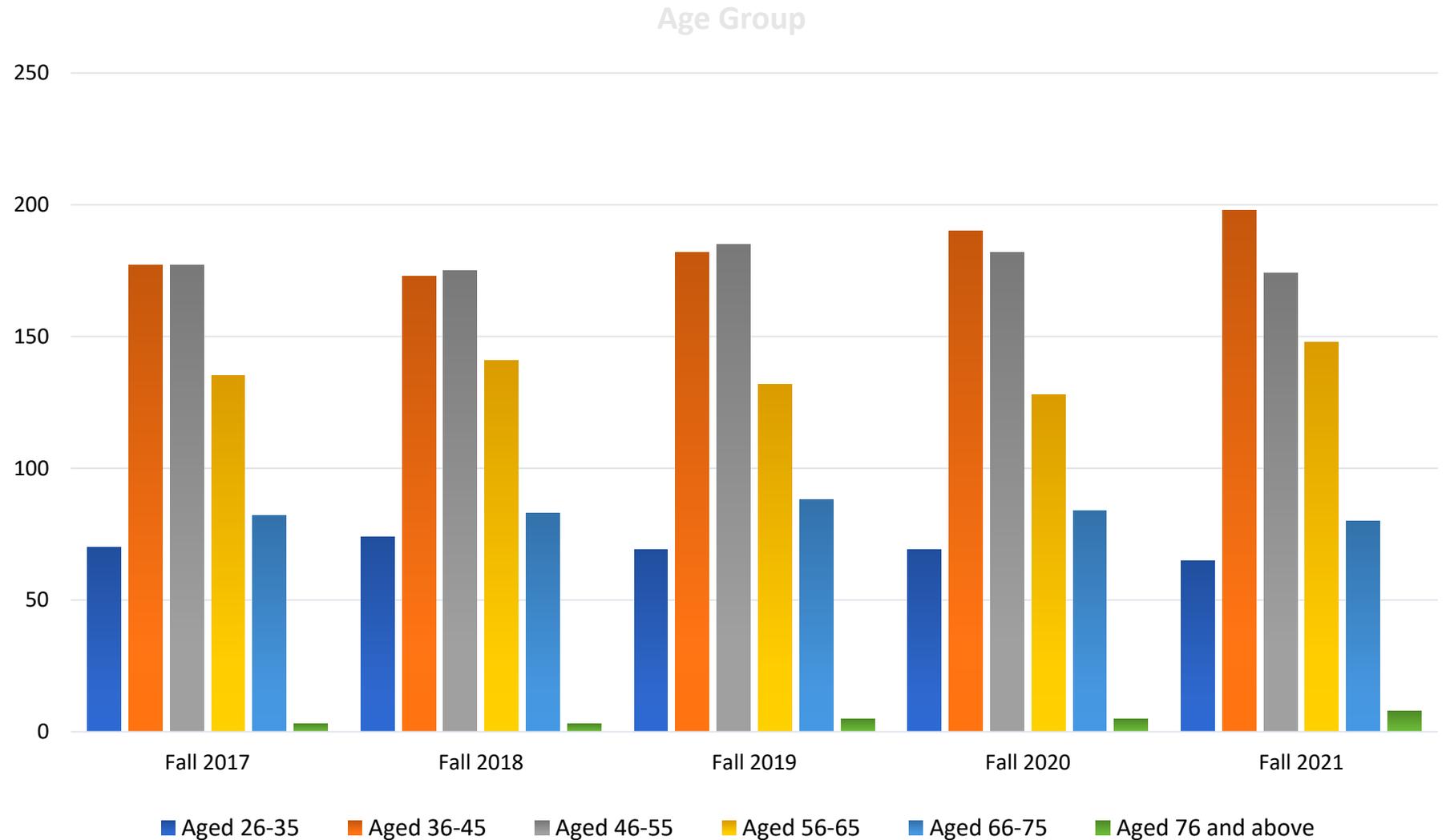
Female  
49.5%



Male  
50.5%

# Full-time Faculty by Age Group

- Over 5 years age distribution of faculty has not changed significantly



\*Full-time faculty include E-class FF, FM, VF; Source: OIRA Census File;

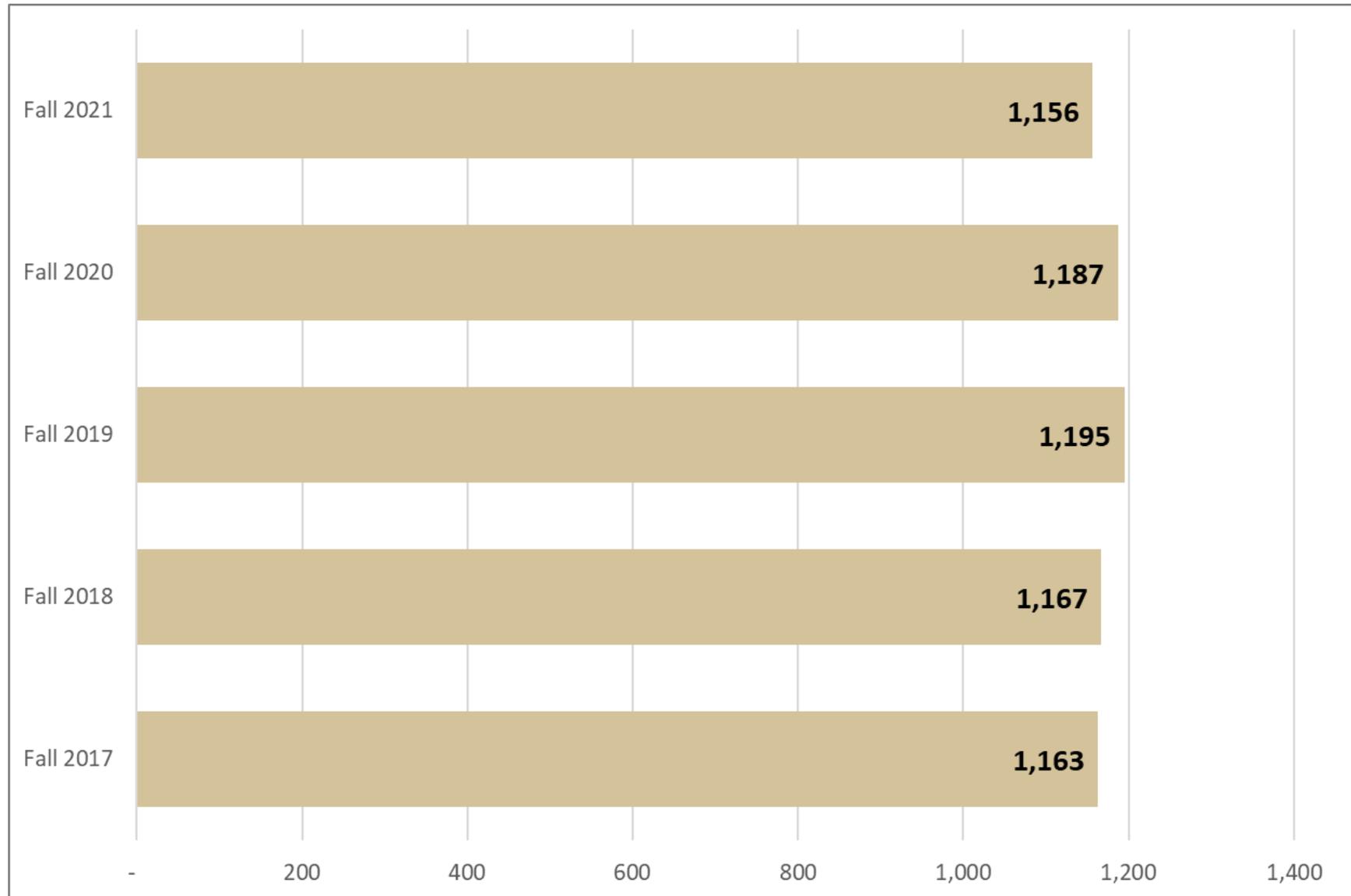
# Diversity, Equity & Inclusion

A top-down view of a diverse group of people sitting in a circle, with their hands clasped together in the center. The individuals are of various ethnicities and are wearing dark clothing. The scene is lit from above, creating a strong contrast against a dark background. The word "STAFF" is centered in the middle of the image.

STAFF

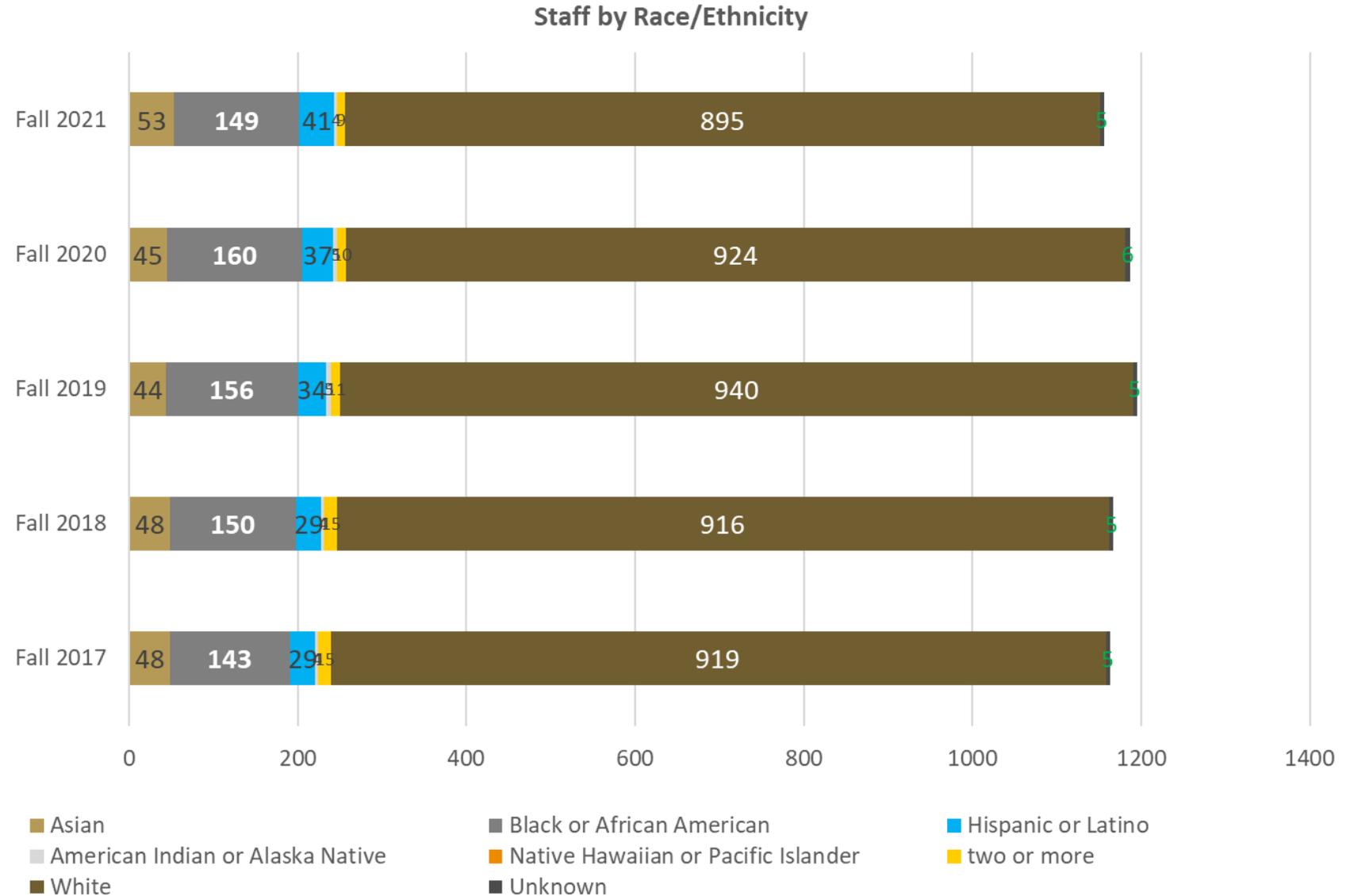
# Total Staff 5 Year Trend

Number of staff steadily grew for several years, then dropped in the fall of 2021 by about 3%



# Staff 5 Year Growth by Race/Ethnicity

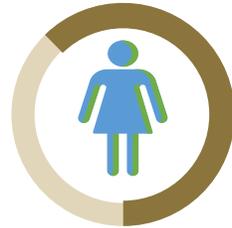
- Black or African American staff steadily increased from 2017 to 2020, then dropped in 2021
- Hispanic staff increased by 41% from 29 to 41 over the last 5 years



# Staff By Sex

Staff by sex has remained relatively unchanged over time, with female staff representing over 61%

Fall 2017



**Female**  
61.5%



**Male**  
38.5%

Fall 2018



**Female**  
62.1%



**Male**  
37.9%

Fall 2019



**Female**  
62.2%



**Male**  
37.8%

Fall 2020



**Female**  
61.8%



**Male**  
38.2%

Fall 2021



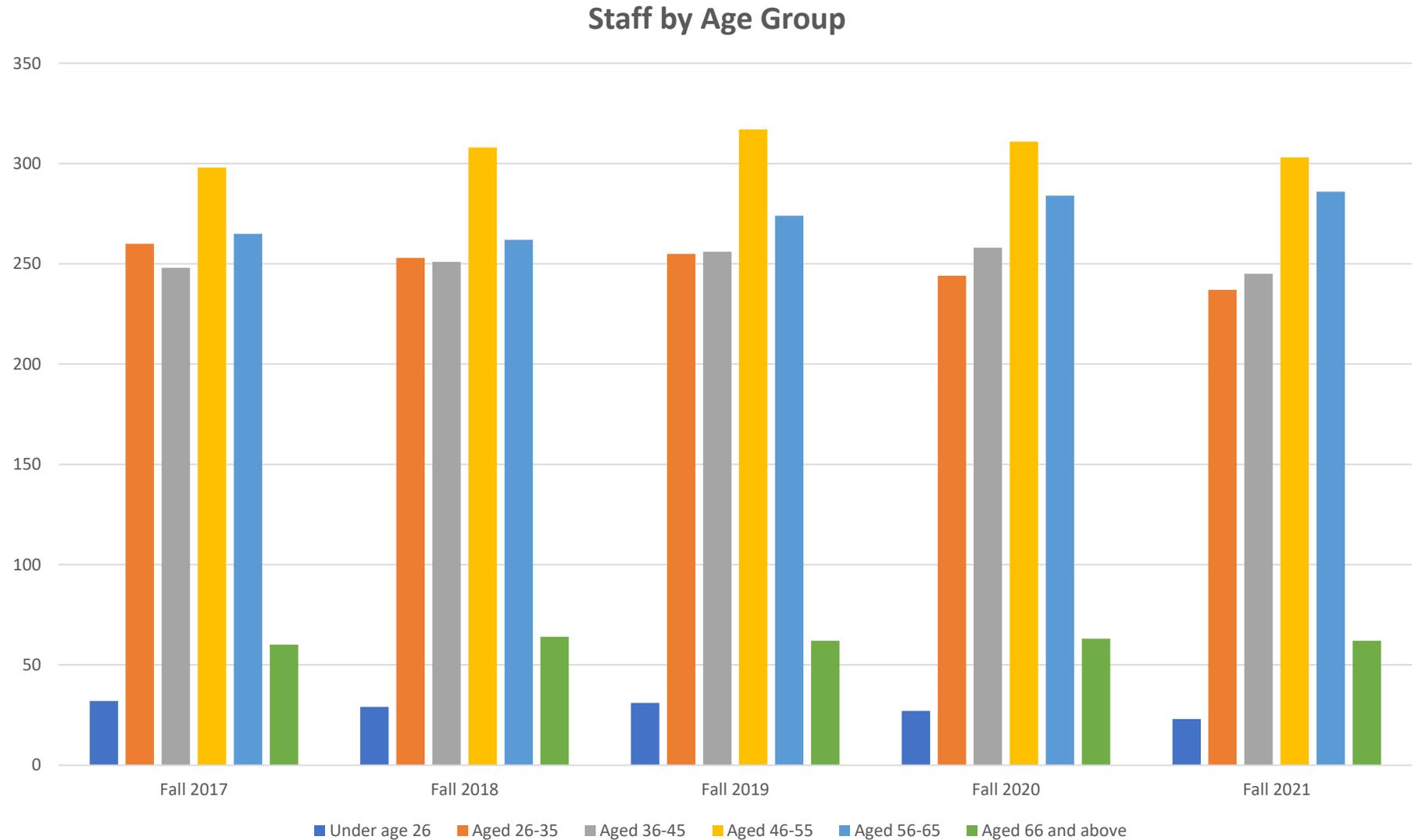
**Female**  
61.5%



**Male**  
38.5%

# Staff by Age Group

- Staff age distribution has not changed significantly over the past five years.



*\*Source: OIRA Census File;*

# Strategies for Recruitment & Retention of Diverse Faculty and Staff

- Employee Resource Groups and Faculty Associations
- Diversity (Equity) Advocates & Tool Kit
- The Rabbi Richard G. and Bella Hirsch Faculty Endowment for Racial and Social Justice



- Provost Fellows focus on DEI



Adina Schneeweis  
Associate Professor  
Director of the Journalism Program  
Department of Communication,  
Journalism, and Public Relations



Jason Adam Wasserman,  
Associate Professor, Department of  
Foundational Medical Studies  
Associate Professor, Department of Pediatrics  
(secondary)  
Director of Student Professionalism



Joanne Lipson Freed  
Associate Professor and M.A.  
Program Director, Department of  
English



# DEI Pledge

**STAND UP**

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**STAND  
STRONG**

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**STAND  
TOGETHER**

## **I TOOK THE PLEDGE**

I believe that everyone has the right to live, work and study in a community where they feel welcomed, safe, included, valued and accepted.

I pledge to be respectful of others and stand up against bullying.

[oakland.edu/diversity](https://oakland.edu/diversity)



OAKLAND UNIVERSITY

# DIVERSITY, EQUITY and INCLUSION

ANNUAL REPORT 2022



# Office of Global Engagement Update

## August 8, 2022

Rosemary Max. EdD  
Executive Director  
Global Engagement

# OVERVIEW

- International Student and Scholars
- Study Abroad
- English Language Institute
- International Agreements
- Coordination of international activities/strategy

**International work of the university was greatly affected by the pandemic; however, significant progress was made in 2021-22.**

# Why are international students important?



## International Students: financial, academic, diversity/cultural, industry, diplomatic contributions

- Between 50% and 82% of the full-time graduate students in key technical fields at U.S. universities are international students.
- International students are the most diverse group on any campus. Share their culture and viewpoints with American students.
- Start up company CEOs, diplomats, OU faculty.

**We often hear about American exceptionalism. America is exceptional because it makes room for talented people from all over the globe.**



# MICHIGAN

## Benefits from International Students

<b>FINANCIAL CONTRIBUTION</b>	\$828.7 million
<b>JOBS SUPPORTED</b>	9,183
<b>INTERNATIONAL STUDENT ENROLLED</b>	27,454

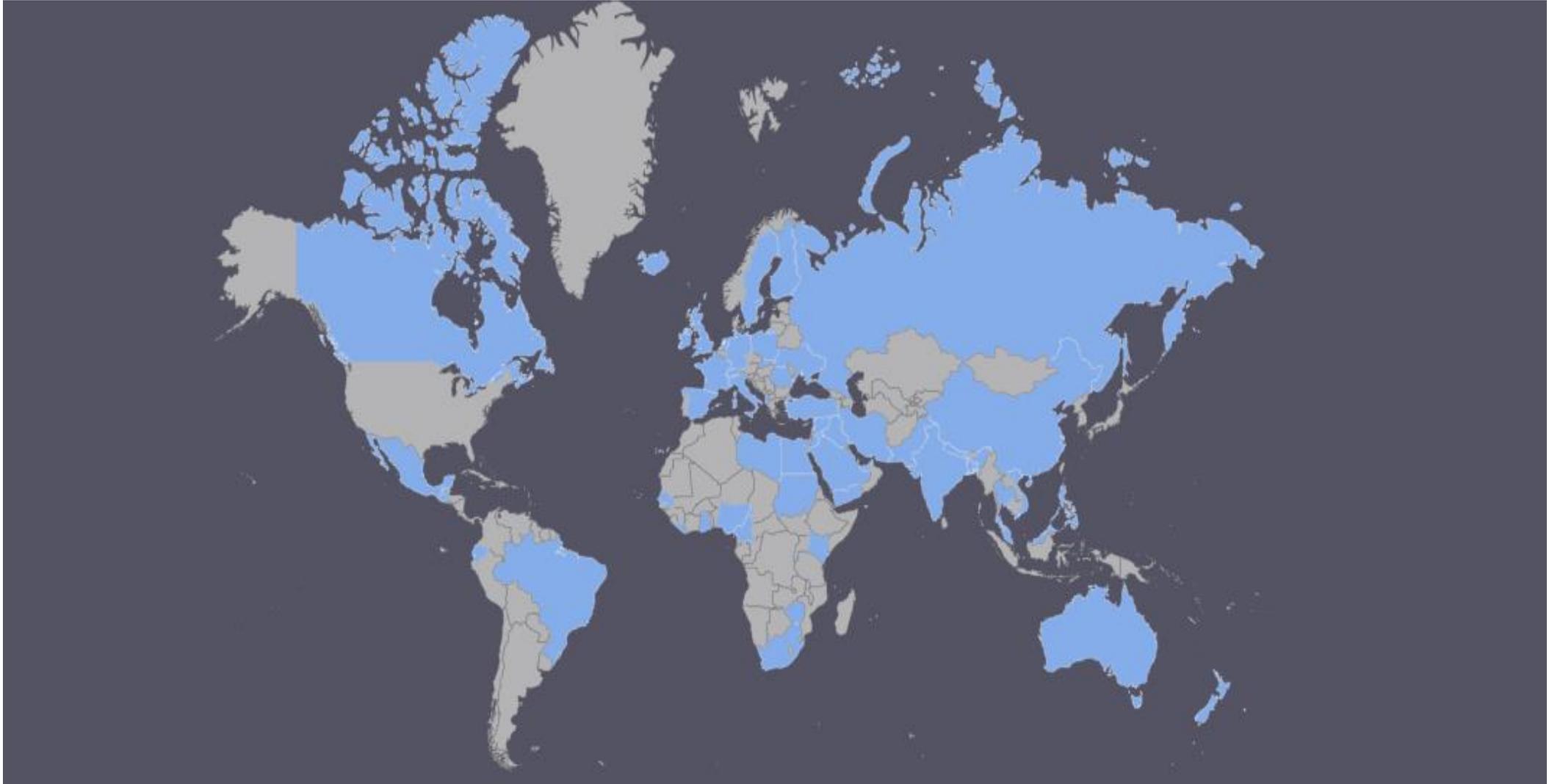


### TOP HIGHER EDUCATION INSTITUTIONS (DOLLARS AND JOBS)

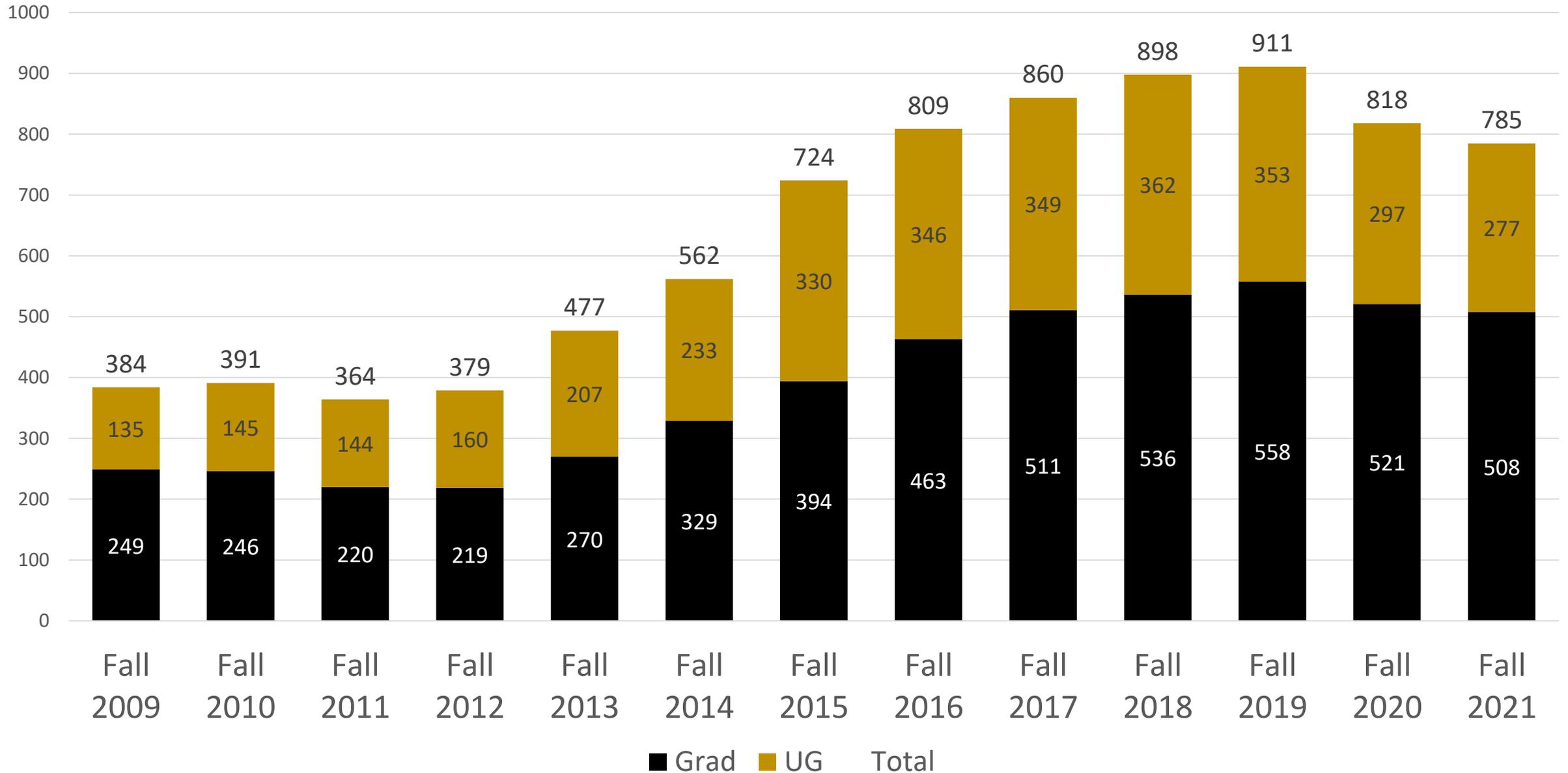
- 1 University of Michigan-Ann Arbor**  
\$316.4 million supporting 4,040 jobs
- 2 Michigan State University**  
\$195.2 million supporting 2,448 jobs
- 3 Western Michigan University**  
\$55.8 million supporting 584 jobs
- 4 Wayne State University**  
\$38.5 million supporting 464 jobs
- 5 Oakland University**  
\$22.4 million supporting 257 jobs

- 6 Calvin University**  
\$19.9 million supporting 100 jobs
- 7 Andrews University**  
\$17.4 million supporting 204 jobs
- 8 University of Michigan-Dearborn**  
\$15.8 million supporting 78 jobs
- 9 Michigan Technological University**  
\$15 million supporting 165 jobs
- 10 Eastern Michigan University**  
\$12.8 million supporting 139 jobs

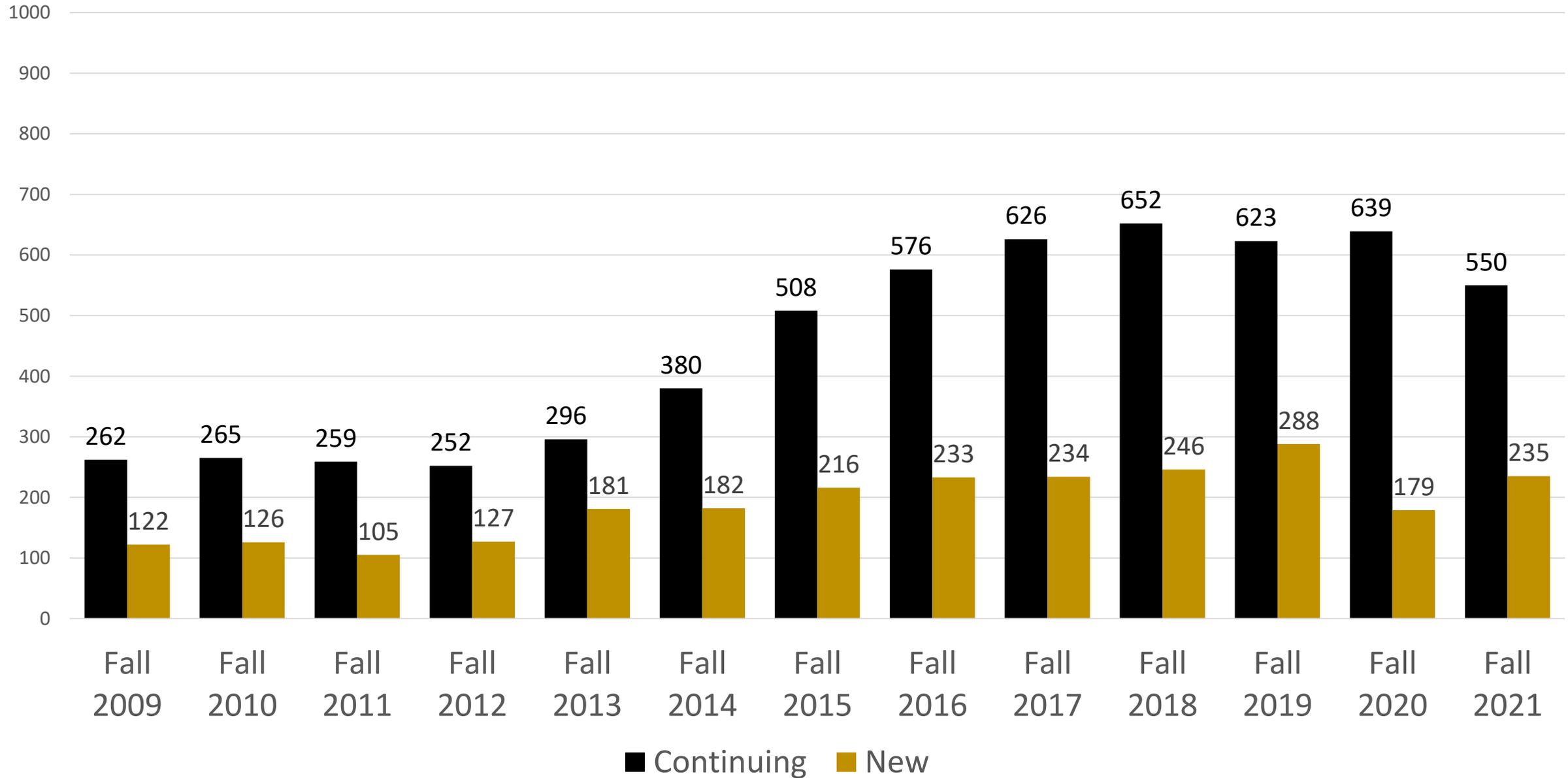
# OU's Reach: International Students Fall 2021



# International Student Enrollment (Headcount)



# International Student Enrollment, Continuing vs. New



## International Enrollment by School/College

School/Col.	Fall 2015	Fall 2016	Fall 2017	Fall 2018	Fall 2019	Fall 2020	Fall 2021
CAS	89	88	97	105	113	119	120
SBA	113	140	146	135	146	133	129
SEHS	34	27	34	31	30	30	30
<b>SECS</b>	<b>363</b>	<b>439</b>	<b>475</b>	<b>509</b>	<b>512</b>	<b>460</b>	<b>407</b>
SHS	50	58	50	47	55	42	44
SOM	18	20	16	17	5	1	1
None	29	11	14	25	21	5	23
SON	18	16	15	15	15	16	15
SECS/CAS	4	3	2	2	3	2	3
UP	7	6	11	12	11	10	13
Total	724	809	860	898	911	818	785

# International Students

Global Engagement Supports International Students at OU  
in the following ways:

- 3 pipeline programs:  
American Semester Abroad Program (ASAP)  
Global Achievement Pathways Program (GAPP)  
ESL Institute
- International Agreements
- Immigration Compliance



# American Semester Abroad Program (ASAP)

- ASAP is a visiting international student program, began in 2019.
- 12 ASAP students from 2019 to 2021, 4 of the 12 have continued on for a degree at OU.
- 10 new ASAP students expected this fall alone.
- Of all of the new agreements signed over the past year, 17 are ASAP agreements; potential impact of the program is high.



# GAPP and ESL

## Global Achievement Pathways Program (GAPP)

- Pathway for students with a slightly lower English proficiency score to start out at OU
- Undergrad since 2019 (40 students have come to OU, 32 more are admitted for Fall 2022).
- Approved this summer at the Grad level

## ESL Institute

- Enrollment has gone down significantly in pandemic
- Since 2015 over 100 students who have started in ESL have gone on to complete degrees at OU and there are currently 33 degree seeking students who started in ESL



# OU's Reach: International Mobility Agreements



# International Agreements



**MOUs, ASAP, Articulation, Outgoing Study Abroad Agreements result in students coming to OU but also OU getting out into the world**

- 40 new agreements since September 2019
- 29 in the past year of which 7 are pending
- 17 ASAP agreements
- Broadened beyond China to Jordan, India, Indonesia, Mexico, Vietnam, Taiwan, Turkey, Spain, Tunisia
- Prior to pandemic about 45 new students a year came to OU via agreements representing 1/3<sup>rd</sup> of new student intake

# Students affected by conflict

- Oakland University has supported 14 students affected by the war in Ukraine through academic and ESL scholarships as well as other emergency funds totaling over \$24,500.
- OU has also helped these students to obtain an additional \$14,000 in external funding (IIE and Rotary).
- The ESL Institute continues to support students in refugee status (from Ukraine, Afghanistan and other countries) through scholarships for ESL classes.
- **Total to these students approx. \$41,000**



# Why is study abroad important?

- Acquisition of global skills/forming of a global comfort zone
- More likely to graduate on time and with a higher GPA
- More likely to go on to graduate school
- Language fluency/cultural fluency (72% of employers found appealing)
- Often provides a pathway to a career (62% employers see it as positive)
- Personal Growth/tenacity

**It is important to see and experience people who do not live like you live.**

**Over 80% of our students come from and will graduate and work in the surrounding counties...if not now, when?**

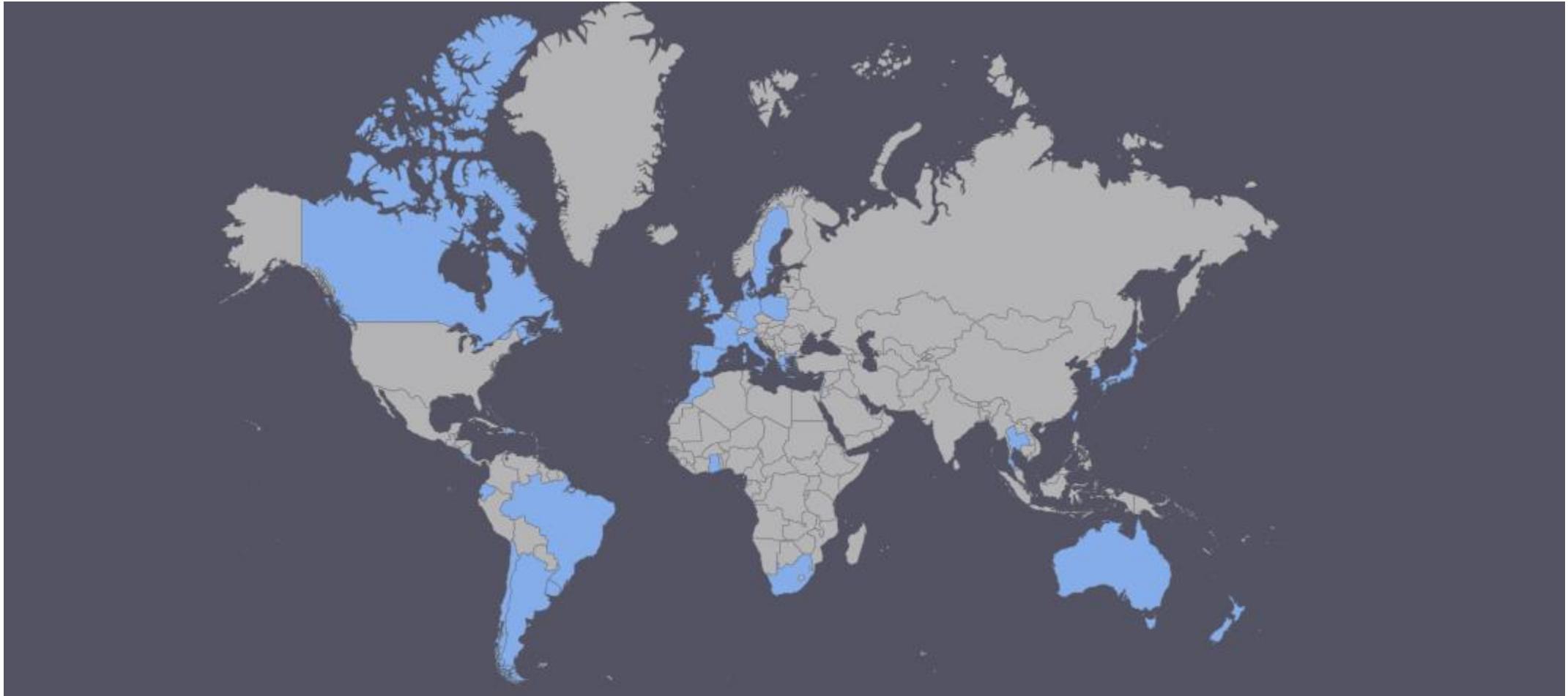
# Malaena Caldwell

- **2022 grad, Single parent household**
- **France, Covid evacuation**
- **Study Abroad essay winner**
- **Plans to attend Oklahoma State for an MFA after first teaching in France for two years**



Photos courtesy of Malaena Caldwell  
<https://oaklandpostonline.com/42237/features/people-of-ou-organizational-powerhouse-malaena-caldwell/>

# OU's Reach: Study Abroad 2019 to present



# Study Abroad

- All faculty led study abroad programs cancelled in summer 2020 and summer 2021; 12 students were abroad during the 2020-2021 school year.
- Faculty led programs resumed in summer 2022.
- REBOUND FOR 2021-22: 162 abroad  
12 faculty led trips- 117 (undergraduates/for credit)

# OU Faculty Led Study Abroad 2022



1. Archaeology in Israel -6
2. Art and Art History in Volterra - 5
3. Chorale in European Concert Tour - 30
4. Classical Theatre in Greece -16
5. Cross and Crown - 14
6. Film TIFF program (runs Sept. 8 – 14, 2022) - 27
7. Global Arts in Ghana (Spring break) – 6
8. Italian Language and Culture in Italy - 12
9. Medicine and the Holocaust -19
10. Public Health in Ghana - 6
11. Tropical Ecology in Ecuador - 17
12. Tudors of England - 14

# Ghana Public Health

School of Health Sciences faculty member Kwame Sakyi





# Archeology in Israel

College of Arts and Science faculty member Michael Pytlik





# Tropical Field Ecology Ecuador

College of Arts and Science faculty member Scott Teigs





# Medicine and the Holocaust

OUWB



# Other Intl activities

## Grants

- Global Engagement received OU's first state department grant (\$408,000) to bring 20 special education teachers from Pakistan to OU for 6 weeks in summer 2022 and then again in summer 2020
- \$100,000 grant for study abroad in Taiwan

## Delegations/Visitors

- Jordan (2 delegations)
- Egypt
- Mexico



# Upcoming/Future

## **Mexico**

- Tuition program for Mexico; Mexico is 5<sup>th</sup> in the number of international students at OU.
- Supports OU goal to recruit more domestic Latino students/Excelencia seal
- Recently concluded two agreements with Mexico and there is scope for many more agreements
- Exploratory trip to meet potential partners Fall 2022
- Mexico Consulate Detroit (initiatives Mexico City and Sonora)
- Pre-Med program starting summer 2022 at UPAEP in Puebla Mexico

## **Increase Pipeline/Agreements in the Middle East/North Africa, Asia, Latin America**

- Jordan, Egypt, Tunisia, Mexico, India, Indonesia
- Conference Morocco (ICESCO)

## **Exploring new visa types**

- J-1 intern and J-1 Trainee categories

## **Exploring new additional faculty led study abroad options for students**

- Mexico, Jordan



**THANK YOU**