Minutes of the Meeting
of the
Oakland University Board of Trustees
September 2, 1993

Present: Chairman James A. Sharp, Jr.; Trustees Larry Chunovich, Andrea L. Fischer, David T. Fischer, David Handleman, Rex E. Schlaybaugh, Jr., Stephan Sharf, and Howard F. Sims

Present: President Sandra Packard; Mr. Paul E. Bissonnette; Mr. John De Carlo; Mr. David S. Disend; Ms. Wilma Ray-Bledsoe; and Dr. Gary D. Russi

Chairman James A. Sharp, Jr. called the meeting to order at 3:10 p.m. in the Gold Rooms of the Oakland Center.

Approval of the Minutes of the Meeting of August 5, 1993; Approval of the Minutes of the Closed Meeting of August 5, 1993; Approval of the Minutes of the Leadership Meeting of August 17, 1993; and Approval of the Minutes of the Closed Meeting of August 17, 1993

Trustee Howard F. Sims stated that, since the minutes were late in arriving, they should be approved subject to necessary corrections. Trustee David Handleman, seconded by Trustee Sims, moved approval of the Minutes of the Meeting of August 5, 1993; the Minutes of the Closed Meeting of August 5, 1993; the Minutes of the Leadership Meeting of August 17, 1993; and the Minutes of the Closed Meeting of August 17, 1993, subject to the recommendation of Trustee Sims. The motion was voted on and unanimously carried.

Announcement by Chairman James A. Sharp, Jr. on Reappointments of Trustee Committee Assignments and Committee Chairmanships

Chairman Sharp announced the Board committee assignments and chairpersons for the period of his chairmanship as follows:

Finance and Personnel Advisory Committee

Trustees Larry Chunovich; Andrea L. Fischer; David T. Fischer, Chair; and David Handleman

University Affairs Advisory Committee

Trustees Rex E. Schlaybaugh, Jr.; Stephan Sharf, Chair; James A. Sharp, Jr.; and Howard F. Sims

Investment Advisory Committee

Trustees David T. Fischer; David Handleman, Chair; Rex E. Schlaybaugh, Jr.; and Stephan Sharf

He expressed appreciation to the Trustees for their service on the committees.

President's Report

President Sandra Packard noted the death of Mr. Marvin L. Katke, a devoted benefactor of Oakland University whose name is commemorated in the university's Katke-Cousins Golf Course. She stated that "his wisdom, counsel, and generosity" benefited the university in a variety of ways. Among other things, Mr. Katke served as the first Chairperson of the Board of Trustees, as a Trustee and President of the Oakland University Foundation, and as Chairman of the Meadow Brook Music Festival Executive Committee.

The President reported on the successful Phase I moves in the plan to convert North Foundation Hall into a student services building.

President Packard stated that with the recent attention nationally on the issue of student loan default rates, she was pleased to announce that the university has received a very favorable report from the federal government. The 1991 default rate was 4.7 percent, which represents a dollar amount of $85,203 from 30 borrowers, compared to the 1990 rate of 6.2 percent. The President stated that "this speaks very highly of Oakland University students and their sense of responsibility in paying back loans."

The President reported that this year's Concours d'Elegance was most successful, with approximately 17,000 people attending and $240,000 raised for the preservation of Meadow Brook Hall. She commended Ms. Margaret Twyman, Director of Meadow Brook Hall, who coordinates the volunteers throughout the year to achieve this success. The President added that the Concours was also a notable event this year with the Engineering Excellence Trophy being awarded to Trustee David Fischer for his 1957 Chevrolet Corvette.

President Packard stated that the Gus Macker Basketball Tournament was another successful event. The Tournament attracted 8,000 basketball players and 20,000 people each day for two days raising approximately $55,000 to support the university's athletic programs.

The President reported that the Department of Mathematical Sciences sponsored an international conference on industrial statistics and quality improvements in late August. Academic and industry experts from around the world attended the conference.

President Packard announced that the School of Business Administration has entered into a relationship with Ameritech Information Systems, Inc. to offer an advanced academic program for a three-year period to Ameritech employees at Ameritech's Southfield location. The President stated that this is part of the "effort to move our expertise off campus to help economic development and advancement in the region."

The President recognized the September Employee of the Month, Ms. Karen Kukuk, Senior Executive Secretary in the Finance and Administration division, who has served Oakland for 14 years in an organized, competent, and dedicated manner with the highest standards of integrity.

President Packard invited the Board and the audience to attend the Second Annual Opening Day Ceremonies and Awards Program on September 10, 1993. The meeting will review the successes of the past year and plans for the coming year. New faculty and staff members will be introduced to the campus community, and the Faculty Teaching Excellence Awards and Research Excellence Awards will be presented.

The President announced that the Meadow Brook Art Gallery will mount an exhibit from October 10 to November 21, 1993, titled "Charles Culver: A Retrospective."

The President expressed her appreciation to those wearing the homecoming pins. She stated that the second annual homecoming will be held from October 7 through October 9, 1993, with numerous activities for students, alumni, and friends of the university.

President Packard then referred to the official President's Report of the University titled "Going for the Gold." She noted that the title, playing on school colors, signifies the many university achievements this past year that were "first class" and that prove that Oakland is a "university of high achievement and great strength." The President commended Mr. Jeff Upward, Director of Publications, and his staff for the fine job they did in producing the report.

Consent Agenda

The following items were presented for approval on a consent agenda basis:

a. Approval of the Faculty and Administrative Personnel Actions

Dr. Gary D. Russi, Vice President for Academic Affairs, made the following recommendations:

> RESOLVED, that the Board of Trustees approve the following personnel actions as recommended by the President in concurrence with the Vice President for Academic Affairs, Deans, Department Chairs and faculty review bodies in accordance with the specified tenure review process.

New Appointment

Sen, Ananda, Assistant Professor of Mathematical Sciences, effective August 15, 1993 [Supersedes previous Board action of August 5, 1993, which appointed Mr. Sen as an Instructor in Mathematical Sciences]

Sabbatical Leaves

Appleton, Sheldon L., Professor of Political Science, sabbatical leave from January 3, 1994, through April 27, 1994 (with full pay)

Bazaz, Mohammad S., Assistant Professor of Accounting, sabbatical leave from January 3, 1994, through April 27, 1994 (with full pay)

Dillon, Gadis J., Professor of Accounting, sabbatical leave from January 3, 1994, through April 27, 1994 (with full pay)

Farragher, Edward J., Associate Professor of Finance, sabbatical leave from January 3, 1994, through April 27, 1994 (with full pay)

Gillespie, Michael E., Associate Professor of Theatre, sabbatical leave from January 3, 1994, through April 27, 1994 (with full pay)

Gold, Harry, Associate Professor of Sociology, sabbatical leave from January 3, 1994, through April 27, 1994 (with half pay)

Goldstein, Robert J., Professor of Political Science, sabbatical leave from January 3, 1994, through April 27, 1994 (with half pay)

Gunsberg, Andrew S., Associate Professor of Education, sabbatical leave from January 3, 1994, through April 27, 1994 (with full pay)

Halpin, John F., Associate Professor of Philosophy, sabbatical leave from January 3, 1994, through April 27, 1994 (with half pay)

Henke, Jr., John W., Associate Professor of Marketing, sabbatical leave from January 3, 1994, through April 27, 1994 (with full pay)

Hoyle, James F., Professor of English, sabbatical leave from January 3, 1994, through April 27, 1994 (with full pay)

Jacobs, Sheila M., Assistant Professor of Management Information Systems, sabbatical leave from January 3, 1994, through April 27, 1994 (with full pay)

Malinski, Tadeusz, Professor of Chemistry, sabbatical leave from January 3, 1994, through April 27, 1994 (with full pay)

Mascitelli, David W., Associate Professor of English, sabbatical leave from January 3, 1994, through April 27, 1994 (with full pay)

Meehan, Albert J., Associate Professor of Sociology, sabbatical leave from January 3, 1994, through April 27, 1994 (with full pay)

Mittra, Siddheshwar, Professor of Finance, sabbatical leave from January 3, 1994, through April 27, 1994 (with full pay)

Porter, Anne, Associate Professor of Education, sabbatical leave from January 3, 1994, through April 27, 1994 (with full pay)

Ramey, Luellen, Associate Professor of Education, sabbatical leave from January 3, 1994, through April 27, 1994 (with full pay)

Tomboulian, Paul, Professor of Chemistry and Chairperson, Department of Chemistry, sabbatical leave from January 3, 1994, through April 27, 1994 (with full pay)

Tucker, Richard P., Professor of History, sabbatical leave from January 3, 1994, through April 27, 1994 (with half pay)

Wood, Susan E., Associate Professor of Art History, sabbatical leave from January 3, 1994, through April 27, 1994 (with full pay)

York, Kenneth M., Associate Professor of Management, sabbatical leave from January 3, 1994, through April 27, 1994 (with full pay)

Zepelin, Harold, Professor of Psychology, sabbatical leave from January 3, 1994, through April 27, 1994 (with half pay)

Resignation

Stokes, Charlotte V., Professor of Art History, effective August 14, 1993

Workman, Mark E., Professor of English and Folklore and Chairperson, Department of English, effective September 3, 1993

Administrative-Professional Career Development Leave

Wright, Forrest, Manager, Mechanical Equipment and Instrumentation, career development leave from September 7, 1993, through December 13, 1993 (with full pay)

b. Recommendation to Accept Gifts and Grants to Oakland University for the Period of July 1 through July 31, 1993

Report dated September 2, 1993, from David S. Disend, Vice President for University Relations.

c. Meadow Brook Subdivision Financing Guarantee -- A Report

Report, dated September 2, 1993, on the guaranteed promissory note for Robert B. Stewart, Jr.

Trustee Handleman, seconded by Trustee Chunovich, moved acceptance of items a, b, and c of the consent agenda. The motion was voted on and unanimously carried.

Recommendation on the School of Nursing

Dr. Russi made the following recommendation:

> WHEREAS, Carol S. Zenas concluded her initial assignment as Acting Dean of the School of Nursing on August 31, 1993; and

WHEREAS, temporary administrative leadership is needed until the Vice President for Academic Affairs concludes his review of the scope and role of the School; now, therefore, be it

RESOLVED, that Carol S. Zenas shall serve as Acting Dean of the School of Nursing, pending final contract negotiation, effective immediately, and until such time as Dr. Russi reports to the President and the Board on his findings regarding the administration of the School of Nursing.

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

Report on Strategic Planning Process by Dean Suzanne Frankie

Dr. Suzanne Frankie, Dean of Kresge Library, provided an interim oral report on the Strategic Plan Process. She summarized the activities of the six task forces and their preliminary findings and recommendations:

The **Graduate Education Task Force** is charged to plan for the advancement of graduate education, including the development of a prioritized list of new programs and ways to serve a diverse student population. The draft recommendations currently under consideration by this task force include:

1. Oakland should focus primarily on those new graduate programs that involve collaboration between academic departments or between Oakland and other institutions. These programs should be innovative and should not directly compete with surrounding institutions that have superior resources.

2. Oakland should offer more graduate courses in the evenings and on Saturdays to accommodate students with full-time jobs.

3. Masters and Ph.D. stipend amounts and the number of stipends should be substantially increased.

The **Undergraduate Education Task Force** is currently concluding discussion of stimulus papers in the four focal areas:

1. Strengthening student retention.

2. Attracting and retaining quality faculty.

3. Enhancing diversity in instruction and in student and faculty representation.

4. Insuring quality in the classroom teaching/learning dynamic.

The **Excellence and Distinction Task Force** is reviewing academic programs and practices to identify high quality areas including such things as the use of undergraduate students for research projects. This task force is also reviewing external funding sources in areas, activities, and accomplishments which have great potential for attracting special interest, recognition and support for the university.

The **Student Development Task Force** is charged to plan for the advancement of student recruitment and service, including athletics and facilities that support resident life. This task force has found that:

1. Students feel that the greatest strengths of the university are the quality and acceptability of the faculty and the quality of the academic programs in our location.

2. Students do not find Oakland to be a user friendly campus. Some staff make students feel they are an interruption of their work. Evening and weekend services are too limited. The university bureaucracy sets up too many obstacles.

3. There is support for the concept of a student recreation activities building centrally located on campus and financed through student fees.

4. Broadening the composition of the student body is desirable.

5. There is a need for a feasibility study regarding our current affiliation with NCAA Division II, and the possibilities of moving into Division I basketball and of establishing a football program.

6. Faculty and staff orientation training should be instituted to provide a common understanding of university goals and an understanding and commitment to the varied needs of students.

7. The faculty promotion and tenure process should recognize faculty activities relating to student advising and mentoring.

The **Campus Family Task Force** is charged with planning for the advancement of campus morale, governance and organizational effectiveness, including the development of strategies to enhance campus communication and to recognize accomplishment in teaching, research, and service. To date, its findings are:

1. Employees are very hard working and have managed to perform well during periods of great change and pressures to do more with less.

2. Employees do not find Oakland to be an employee-friendly place to work. Employees do not feel that they are appreciated or trusted. Our environment is one of competition and criticism rather than cooperation, fellowship, and praise for one another's contributions. Employee morale is very low.

3. The faculty promotion and tenure process should recognize faculty activities relating to student advising and mentoring.

4. There is a need for more emphasis and activities promoting team building rather than competition among departments and employees.

The **Community Outreach Task Force** is charged to plan for the fulfillment of our statewide mission for continuing education, community partnerships, research, and off-campus instruction. Its preliminary findings are:

1. There is a need to recognize and reward those engaged in outreach activities.

2. There is a need for coordinating mechanisms for university outreach programs.

3. Oakland should develop partnerships in areas of mutual benefit with outside organizations.

4. Oakland needs to expand opportunities for student internships and off-campus learning opportunities.

5. Oakland needs to provide for regular monitoring and evaluation of outreach activities, including consultation of those outside the university.

Dean Frankie concluded by stating that on October 1, 1993, the full reports of the task forces will be issued to the Board and the university community. Each task force will have an open hearing for additional input before the final reports of the task forces are submitted to the Steering Committee.

Trustee Sims moved that, given the current strategic planning effort, the Board disband and discontinue its Ad Hoc Committee on Long Range Planning which was placed in abeyance while the search for a new president was conducted. Trustee Stephan Sharf, seconded the motion, which was then voted on and unanimously carried.

Recommendation on Architectural Design for Science and Engineering Building

Mr. Clifford Snyder and Mr. Ray Cekauskus of Harley Ellington Pierce Yee Associates, Inc. updated the Board on the latest developments of the model of the Science and Engineering Building. They requested the Board's approval on the exterior design scheme for the building in order to complete the project model for the October 1, 1993, ground breaking ceremony and to complete the documentation in time for release for bids in early spring. Mr. Bissonnette then submitted the following recommendation:

> WHEREAS, the architectural firm of Harley Ellington Pierce Yee Associates have made presentations to the University Affairs Advisory Committee and the Board of Trustees on August 5, 1993, and to the Board of Trustees on September 2, 1993, concerning the exterior design of the Science and Engineering Building; and
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> WHEREAS, the Board has taken the opportunity to provide input to and ask questions concerning that design; now, therefore, be it
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> RESOLVED, that the Board approves the general design concept of the Science and Engineering Building as presented to it on September 2, 1993.

Trustee Sims, seconded by Trustee David Fischer, moved approval of the recommendation, subject to the administration resolving certain refinements in the design to the institution's satisfaction. The motion as amended was voted on and unanimously carried.

Other Items

A Resolution Honoring Howard R. Witt, Former Dean of Engineering and Computer Science

President Packard stated that on August 15, 1993, Dr. Howard R. Witt resigned his position as Dean of the School of Engineering and Computer Science to resume his position with the faculty. The President then made the following recommendation:

> WHEREAS, Dr. Howard R. Witt was appointed Acting Dean of the School of Engineering and Computer Science, effective June 15, 1988, and Dean of the School of Engineering and Computer Science, effective July 25, 1988; and
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> WHEREAS, Dr. Witt has submitted his resignation from the deanship, effective August 15, 1993, in order to return to his tenured faculty position; now, therefore, be it
>
> RESOLVED, that the Board of Trustees and President Sandra Packard, on behalf of the faculty and academic staff of Oakland University, extend their appreciation to Dr. Howard R. Witt for his service as Acting Dean and Dean of the School of Engineering and Computer Science and for his many contributions to Oakland University during his tenure in these positions; and, be it further
>
> RESOLVED, that a copy of this resolution be forwarded to Dr. Witt to convey the appreciation of the Board of Trustees and the university community.

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

University Political Action Committee

Trustee Andrea Fischer, seconded by Trustee Schlaybaugh, moved that the Board explore the feasibility of creating a political action committee (PAC) in support of the university. Trustee Sims stated that some university PACs do not have the traditional focus of PACs, and stressed the importance of reviewing the reason why those committees have been instituted. He added that the PAC members that he has spoken with "see their principal mission not as one of a traditional political action committee to support candidates, but to seek qualified candidates to become interested in serving as trustees of that university."

Trustee Andrea Fischer stated that she views the purpose of a PAC as a way to support the university's governmental efforts.

There was a general discussion on the legal limitations regarding political activities.

Chairman Sharp stated that, assuming passage of the motion, he would refer the issue to the University Affairs Advisory Committee for further review.

The motion to explore the feasibility of establishing a PAC in support of the university was voted on and unanimously carried.

Approval of a Closed Session

Trustee Schlaybaugh, seconded by Trustee Sims, moved to recess into closed session to discuss collective bargaining strategy and an employee evaluation as requested by President Sandra Packard. Mr. De Carlo called the roll of the Board to recess into closed session, which was unanimously approved.

The public meeting was recessed at 3:50 p.m., and the trustees convened in closed session in the Meadow Brook Room of the Oakland Center.

The Board of Trustees reconvened in open session at 5:09 p.m.

Chairman Sharp then offered the following recommendation:

> RESOLVED, that the President be authorized to implement the recommendations as set forth in Mr. Willard C. Kendall's confidential memorandum of September 1, 1993, subject to the decisions and implications related to collective bargaining issues currently underway.

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

There being no further items for discussion, Trustee Andrea Fischer, seconded by Trustee Schlaybaugh, moved adjournment of the meeting. The motion was voted on and unanimously carried. The meeting was adjourned at 5:10 p.m.

Submitted,

Rhonda G. Saunders

Rhonda G. Saunders
Acting Administrative Assistant
Board of Trustees

Approved,

James A. Sharp, Jr.

James A. Sharp, Jr.
Chairman
Board of Trustees