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Minutes of the Meeting  
of the

Oakland University Board of Trustees  
October 10, 1990

NOV 29 1990

Present: I B R A R Y  
ROCHESTER

Trustees Patricia Hartmann, David Handleman,  
Phyllis Law Googasian, Ken Morris, James A. Sharp,  
Jr., and Howard F. Sims

Absent: Trustees Larry Chunovich and Stephan Sharf

Chairman Patricia Hartmann called the meeting to order at 2:46 p.m. in the Gold Rooms of the Oakland Center.

Approval of the Minutes of the Meeting of August 30, 1990

Trustee Morris, seconded by Trustee Handleman, moved approval of the proposed minutes of the meeting of August 30, 1990. The motion was voted on and unanimously carried.

Selection of New Chairman and Vice Chairman

Chairman Hartmann stated that Article IV, Paragraph A, of the Board of Trustees Bylaws calls for the selection of a Chairman and Vice Chairman in the fall of each year. A nominating committee of the Board, appointed by Chairman Hartmann, has recommended the selection of Trustee Howard Sims as Chairman of the Board of Trustees and Trustee Phyllis Law Googasian as Vice Chairman of the Board for a one-year term.

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

Trustee Hartmann thanked the Trustees for the opportunity to serve "this fine university." She stated that she is honored to have been selected to chair the Board of Trustees for the past two years. She wished newly elected Chairman Sims and Vice Chairman Googasian congratulations and good luck.

Trustee Sims stated that he knows that he speaks for all of the Trustees in thanking Trustee Hartmann for her fine service and leadership as Chairman of the Board of Trustees. Trustee Sims assumed the chairmanship of the Board at this time.

Recommendation to accept Gifts and Grants to Oakland University for the periods of July 1, 1990, through July 31, 1990, and August 1, 1990, through August 31, 1990; and Information Report on Gifts and Grants to the Oakland University Foundation for the same periods

Mr. David Rodwell, Vice President for Development and Alumni Affairs, stated that the gifts and grants to Oakland University for the period of July 1, 1990, through July 31, 1990, totaled \$478,800.02. The gifts and grants for the period of August 1, 1990, through August 31, 1990, totaled \$350,341.04.

Trustee Hartmann, seconded by Trustee Sharp, moved acceptance with gratitude of the gifts and grants. The motion was voted on and unanimously carried.

Mr. Rodwell stated that the gifts and grants to the Oakland University Foundation for the period of July 1, 1990, through July 31, 1990, totaled \$57,024.02. The gifts and grants for the period of August 1, 1990, through August 31, 1990, totaled \$49,629.98.

Faculty Personnel Actions

Mr. Keith Kleckner, Senior Vice President for Academic Affairs and Provost, made the following recommendation:

Appointment

Arends, Joseph A., Clinical Assistant Professor of Exercise Science, effective August 15, 1990, through August 14, 1994 (renewal)

Bank, Morris I., Clinical Assistant Professor of Medical Physics, effective August 15, 1989, through August 14, 1992 (renewal)

Bannon, James D., Adjunct Professor of Sociology, effective August 15, 1990, through August 14, 1991 (renewal)

Beauvais, Michael R., Clinical Instructor in Physical Therapy, effective August 15, 1990, through August 14, 1992 (renewal)

Cahalan, Barbara J., Clinical Instructor in Medical Laboratory Sciences, effective August 15, 1990, through August 14, 1994 (renewal)

Dingler, Susan, Clinical Instructor in Medical Laboratory Sciences, effective August 15, 1990, through August 14, 1994 (renewal)

Fuqua, William B., Clinical Associate Professor of Medical Laboratory Sciences, effective August 15, 1990, through August 14, 1994 (renewal)

Hilliard, Asa, Adjunct Professor of Education, effective August 15, 1990, through August 14, 1993 (new appointment to an honorary position)

Joh, Michael M., Clinical Assistant Professor of Medical Laboratory Sciences, effective August 15, 1990, through August 14, 1994 (renewal)

Joswiak, Gerard, Adjunct Assistant Professor of Biological Sciences, effective August 15, 1990, through August 14, 1993 (renewal)

Kim, John D., Assistant Professor of Marketing, effective August 15, 1990 (replacing a permanent faculty member)

Klosinski, Deanna D., Clinical Assistant Professor of Medical Laboratory Sciences, effective August 15, 1990, through August 14, 1994 (renewal)

Lavoie, Ross R., Clinical Instructor in Medical Laboratory Sciences, effective August 15, 1990, through August 14, 1994 (renewal)

Levin, Murray B., Clinical Professor of Exercise Science, effective August 15, 1990, through August 14, 1994 (renewal)

Libcke, John H., Clinical Associate Professor of Medical Laboratory Sciences, effective August 15, 1990, through August 14, 1994 (renewal)

Mayer, Donald O., Assistant Professor of Management, effective August 15, 1990 (new position)

McCleskey, Nathaniel Turk, Assistant Professor of History, effective August 15, 1990 [Supersedes previous Board action of August 16, 1990, which due to a typographical error indicated an incorrect salary]

Milford, Creagh E., Clinical Associate Professor of Exercise Science, effective August 15, 1990, through August 14, 1994 (renewal)

Nestor, Robert C., Clinical Assistant Professor of Exercise Science, effective August 15, 1990, through August 14, 1994 (renewal)

Prasad, Rajendra, Clinical Associate Professor of Exercise Science, effective August 15, 1990, through August 14, 1994 (renewal)

Reddy, Chandra S., Clinical Assistant Professor of Exercise Science, effective August 15, 1990, through August 14, 1994 (renewal)

Schmidt, Parbury P., Adjunct Professor of Chemistry, effective August 15, 1990, through August 14, 1993 (new appointment)

Schomaker, Thomas E., Clinical Assistant Professor of Exercise Science, effective August 15, 1990, through August 14, 1994 (renewal)

Silberberg, Boris K., Clinical Associate Professor of Medical Laboratory Sciences, effective August 15, 1990, through August 14, 1994 (renewal)

Walker, Richard H., Clinical Professor of Medical Laboratory Sciences, effective August 15, 1990, through August 14, 1994 (renewal)

Weimer, Robert V., Clinical Instructor in Medical Laboratory Sciences, effective August 15, 1990, through August 14, 1994 (renewal)

#### Leaves of Absence

Beaudry, Melinda G., Assistant Professor of Nursing, sick leave from September 24, 1990, through November 19, 1990 (with full pay)

Butterworth, Francis M., Professor of Biological Sciences, sabbatical leave from January 2, 1991, through April 25, 1991 (with full pay)

Dykes, De Witt S., Jr., Associate Professor of History, sabbatical leave from January 2, 1991, through April 25, 1991 (with full pay)



Ganesan, Subramaniam, Associate Professor of Engineering, sabbatical leave from January 2, 1991, through April 25, 1991 (with half pay)

Gu, Ren-Jyh, Assistant Professor of Engineering, sabbatical leave from January 2, 1991, through April 25, 1991 (with full pay)

Halpin, John F., Assistant Professor of Philosophy, leave from August 28, 1990, through April 25, 1991 (with no pay)

Mittelstaedt, Mary E., Assistant Professor of Nursing, part-time (50%) leave from January 2, 1991, through April 25, 1991 (with prorated pay) [Supersedes previous Board action of May 9, 1990, which placed Ms. Mittelstaedt on part-time (25%) leave from August 28, 1990, through April 25, 1991]

Perla, Subbaiah, Associate Professor of Mathematical Sciences, sabbatical leave from January 2, 1991, through April 25, 1991 (with full pay)

Pillow, Christine, Special Instructor in Physical Therapy, sabbatical leave from August 28, 1990, through December 19, 1990 (with full pay)

Rusek, Andrzej, Professor of Engineering, sabbatical leave from January 2, 1991, through April 25, 1991 (with full pay)

Sangeorzan, Brian P., Associate Professor of Engineering, research leave from January 2, 1991, through April 25, 1991 (with full pay)

Sevilla, Michael D., Professor of Chemistry, sabbatical leave from January 2, 1991, through April 25, 1991 (with full pay)

Shine, Cornelius J., Professor of Journalism, leave from August 28, 1990, through April 25, 1991 (with no pay)

Srinivasan, Gopalan, Assistant Professor of Physics, research leave from August 28, 1990, through April 25, 1991 (with no pay)

Resignations (Information item)

Bryant, William C., Associate Professor of Spanish, effective August 14, 1990

Raymond, Marilyn J., Special Instructor in Physical Therapy, effective December 20, 1989

Phased Retirement

Hollingsworth, Stanley W., Professor of Music, effective January 1, 1991

Deaths (Information item)

Allvin, Raynold L., Associate Professor of Music, August 17, 1990

Susskind, Norman, Professor of French, September 4, 1990

Mr. Kleckner noted the recommendation to appoint Mr. Asa Hilliard as Adjunct Professor of Education. He stated that Mr. Hilliard will be in attendance at the meeting shortly, and he would like to introduce him to the Board. Mr. Hilliard has been associated with Oakland University for approximately six years as a Martin Luther King/Rosa Parks/Cesar Chavez Scholar working with university faculty and staff and local school districts in conjunction with the School of Human and Educational Services. Mr. Kleckner stated that Mr. Hilliard is a major resource to the University.

Mr. Kleckner then regretfully noted the death of Professor William C. Bryant which occurred soon after his resignation from Oakland University which is included in the above recommendation.

Trustee Morris, seconded by Trustee Handleman, moved approval of the recommendations. The motion was voted on and unanimously carried.

Department Chair Appointment

Mr. Kleckner stated that the department chair recommendation presented at this meeting is a carry over appointment from the summer when the Board approved the department chair appointments for 1990. Mr. Kleckner made the following recommendation:

RESOLVED, that the following person is recommended for appointment to a three-year term--August 15, 1990, through August 14, 1993--as Department Chair:

| <u>Department</u>                      | <u>Chair</u>  | <u>Term</u> |
|----------------------------------------|---------------|-------------|
| Human Development<br>and Child Studies | Donald Miller | 2nd         |

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

Approval of 1991-92 Operating Budget Request for Submission to the Executive Office of the State of Michigan

Mr. Robert McGarry, Vice President for Finance and Administration and Treasurer to the Board of Trustees, stated that the 1991-92 Operating Budget Request involves an increased expenditure level from \$61.8 million to \$67.3 million. This request does not anticipate any tuition increase and is comprised of both programmatic and non-programmatic funding requests. Mr. McGarry then reviewed the major elements of the proposed budget increase and noted that the program revision requests are basically the same as last year.

In response to a question raised by Trustee Morris regarding annual requests for funding for the same projects, President Champagne responded that until projects are funded, the items remain on the request list.

Mr. McGarry made the following recommendation:

RESOLVED, that the Board of Trustees approves the 1991-92 Operating Budget Request to the State of Michigan in the amount of \$67,343,000, as described in the detailed material accompanying this action.

Trustee Hartmann, seconded by Trustee Sharp, moved approval of the recommendation. The motion was voted on and unanimously carried. (The 1991-92 Operating Budget Request is on file in the Office of the Board of Trustees.)

Capital Outlay Budget Requests 1991-92

Mr. McGarry stated that each year the University requests funding for specific capital or maintenance projects. Mr. McGarry reviewed the nineteen projects by State classification and in priority order. He remarked that the lump sum allocation for maintenance projects authorized last year was subsequently rescinded by the State with the understanding that the State may return 75 percent of the funds during the upcoming fiscal year. He noted that Oakland may receive some funding to complete the projects authorized last year, however, it is unlikely that funds will be allocated for new projects.

Mr. John De Carlo, Vice President for Governmental Affairs, Secretary to the Board of Trustees and General Counsel, noted that the State's rescinding of previously allocated funds was a budget balancing action which affected all Michigan higher education institutions.

Mr. McGarry then reviewed the lump sum allocations request beginning with the Brightway Path Conversion. While a map indicating the path was being distributed, Chairman Sims noted that in the past the Trustees had requested that the listing of lump sum allocations consider health and safety issues as top priority. Chairman Sims also stated that since the University Affairs Committee did not have time to review this recommendation at its meeting earlier in the day, this item should be deferred until November for a thorough review by the Committee. The Trustees concurred with Chairman Sims' recommendation, and the matter was withdrawn from consideration.

#### Lowry Child Care Center Operating Budget for 1990-91

Mr. Kleckner stated that the current cycle for the Lowry Child Care Center's budget presentation is presently not ideal because the Lowry Center operates entirely from tuition revenues, and tuition adjustments are made in May or June. He noted that this budget would be brought before the Board again in the late spring of 1991 in order to provide for a more timely consideration of the issues relating to this operation.

Mr. Kleckner noted that the budget indicates a deficit which would be recouped in the next two years through tuition increases. The Center would prefer not to raise tuition at this time to eliminate the deficit which is due to an "across the board" increase in teacher salaries totalling \$22,000. He stated that the Center was losing key people to other teaching positions in the community, because its salaries were not competitive. Mr. Kleckner then introduced Mr. George Freeman, Faculty Director of the Center, to respond to any questions from the Trustees.

Mr. Kleckner then made the following recommendation:

RESOLVED, that the Board of Trustees accepts the Lowry Child Care Center budget for the year ending June 30, 1991, with a budgeted net operating loss of \$9,547 to be covered by internal borrowing.



Trustee Googasian stated that there was no indication in the three-year projection of any increase in child care accommodations for the campus community. She noted that the national trend is for companies to provide on-site child care for their employees. She stated that the Center should look at whether it can serve the community better with increased child care.

Mr. Kleckner stated that there was considerable discussion of that issue by the Finance and Personnel Committee. The key difficulty is the capital investment required for a new facility. He noted that the Center is presently operating at peak capacity with a waiting list of children. In order to acquire new facilities to accommodate more children, funds are required which cannot be covered by tuition revenues alone. He noted that there have been discussions with firms in this area regarding this issue.

Trustee Hartmann stated that the Lowry Center is an educational facility rather than a "babysitting service." She noted that most people prefer a simple child care service which is less expensive than an educational program.

Trustee Morris mentioned that the Department of Commerce had issued a letter suggesting experimental approaches to child care and indicating that funds were available for certain types of programs. He noted that Oakland would be making a great contribution by entering into child care programs in conjunction with other organizations.

Chairman Sims asked whether the Lowry Center was primarily a service for faculty and students, an entrepreneurial venture beyond the University or a lab for the School of Human and Educational Services. Mr. Freeman responded that it served all three areas. He stated that because the Center is housed on a university campus, it has an educational function. He added that the Center is used extensively by the School of Human and Educational Services and other departments which require child care development and behavior as part of the course work. Mr. Freeman stated that the Center has always been a service principally for the staff and students at Oakland. He stated that the Center offers "exemplary" educational programs for young children. The Center also serves as a continuing education facility for the professional community in the area. Over 200 individuals visit the Center annually to observe the operation. He concluded that if a child care facility were developed to meet the needs of the area, a "rethinking" of the current philosophy under which the present Center operates would be required.

Chairman Sims stated that since the Trustees have indicated an interest in additional child care facilities, he would like Mr. Freeman to return to the Board, after reviewing this issue, with a report on his findings in terms of community need and potential sources of funding for such a program. Mr. Freeman stated that he and Dean Gerald Pine of the School of Human and Educational Services have already begun discussions on this issue and will return to the Board in the future with their findings.

Trustee Googasian stated that she feels that the present program is a perfect base from which to start a child care center.

President Champagne stated that he has had several discussions with Oakland Community College administrators regarding collaboration in a joint effort to spread the cost of staffing and construction between both institutions. He stated that since OCC has a very large campus adjacent to Oakland University, it seems logical to explore the possibility of working together for a drop-off child care facility as well as an educational program.

Trustee Morris, seconded by Trustee Hartmann, moved approval of the budget recommendation. The motion was voted on and unanimously carried.

At this time, Dean Pine arrived at the meeting with Mr. Asa Hilliard, the newly appointed Adjunct Professor of Education. Dean Pine stated that he felt privileged to introduce Mr. Hilliard who for the past few years has been a Martin Luther King/Rosa Parks/Cesar Chavez Scholar in the School of Human and Educational Services and has provided advice and counsel to the University regarding its programs involving school children from Detroit, Pontiac, Highland Park and Southfield. Mr. Hilliard has assisted in initiating educational equity and a multicultural curriculum. He stated that the University community should feel very honored that Mr. Hilliard is affiliated with its programs. He expressed his pleasure that the Board has approved the recommendation to appoint Mr. Hilliard as an Adjunct Professor of Education. He then noted that Mr. Hilliard's receipt of the Candle in the Dark award from Morehouse College in the area of education placed him among very distinguished company. Dean Pine then introduced Mr. Hilliard to the Trustees. There was a round of applause from the audience and the Trustees.

Mr. Hilliard stated that he felt "very humbled and honored at the same time" by the Board's action in appointing him Professor of Education at Oakland. He expressed his "deepest appreciation and thanks to the faculty in the School of Education" who he has come

to respect and admire. He stated that he has known Dean Pine for many years and respects his courage and leadership. He added that he appreciated Dean Pine's efforts in making it possible for him to be a part of "one of the best and most rewarding" opportunities in his career. He stated that Oakland is in a unique situation and has already begun to do some things in education with the surrounding school districts that will become a model for other universities. He thanked the Board of Trustees and stated that working with the Oakland faculty and students is a "total joy."

#### Graham Health Center Operating Budget for 1990-91

Ms. Wilma Ray-Bledsoe, Vice President for Student Affairs, stated that the Graham Health Center is self-liquidating, supported entirely by student fees and fees for medical services. She briefly reviewed the budget and made the following recommendation:

RESOLVED, that the Board of Trustees accepts the Graham Health Center Budget for the year ending June 30, 1991, with a budgeted net income of \$64.

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

#### Meadow Brook Theatre Operating Budget for 1990-91

Mr. Frank Cardimen, Interim Vice President for University Extension and Public Service, reviewed the actual results for the 1989-90 theatre season and proposed a balanced budget for 1990-91. He noted that attendance during 1989-90 dropped approximately 12,000 from the prior year due to the scheduling of five Detroit premieres which drew critical acclaim, but did not attract patrons. He stated that last season's theatre loss will be considered in connection with the 1990 Music Festival loss in order to develop a program for the elimination of these deficits. The Theatre administration is confident about the proposed balanced budget and there is excitement about the success of the 1990-91 season. With the apparent popularity of the productions that have been selected for the season, the increase in corporate support, and the cost-cutting measures that have been taken, the administration feels that the same quality which has always been a trademark of the theatre can be maintained with a balanced budget.

Mr. Cardimen made the following recommendation:

RESOLVED, that the Board of Trustees accepts a break-even budget for Meadow Brook Theatre for the year ending June 30, 1991; and, be it further

RESOLVED, that this budget includes expenses of \$2,650,100 which is offset by anticipated ticket revenues, gift income, grant income and corporate support.

Chairman Sims asked about the gift income projections for the Theatre. Mr. Cardimen stated that \$50,000 of the \$70,000 corporate support projection has been received, and there are three other possible sponsors at \$10,000 each. He noted that the gifts and grants assumption is approximately at the same level as last year's figures. The MCA Grant is "locked in," and the remaining gifts will be generated from the Theatre Guild and the annual fund raising effort. He concluded that the projections are based on a conservative assumption in line with last year's figures.

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

Approval of Negotiated Agreement between Oakland University and Labor Council Michigan Fraternal Order of Police

Mr. McGarry stated that a tentative agreement was reached with Labor Council Michigan Fraternal Order of Police on a three-year agreement (July 1, 1990-June 30, 1993), with an economic opener provision in the third year. The agreement applies to the four Public Safety Sergeants represented by the union. He noted that the contract was within the guidelines established in previous settlements.

Mr. McGarry then made the following recommendation:

RESOLVED, that the Board of Trustees approves the Agreement Between Oakland University and Labor Council Michigan Fraternal Order of Police, July 1, 1990-June 30, 1993.

Chairman Sims stated that this agreement has been reviewed by the Finance and Personnel Committee. Trustee Morris, seconded by Trustee Handleman, moved approval of the recommendation. The motion was voted on and unanimously carried.

Approval of Reclassification of Dean of Students to Assistant Vice President for Student Affairs and Dean of Students

Mr. McGarry stated that as a result of restructuring within the division of Student Affairs, the administration recommends that

the position of Dean of Students be upgraded from Administrative-Professional Salary Level 17 to Administrative-Professional Salary Level 19. Mr. McGarry noted that Board policy requires Board approval for reclassification of positions at or above the Administrative-Professional Salary Level 18.

Mr. McGarry made the following recommendation:

RESOLVED, that the Board of Trustees approves the reclassification of the position of Dean of Students at Administrative-Professional Salary Level 17 to Assistant Vice President for Student Affairs and Dean of Students at Administrative-Professional Salary Level 19.

Trustee Morris stated that at the Finance and Personnel meeting, he had requested a staffing chart indicating where this position was placed in the division. Since that time, a chart has been distributed to the Trustees. He added that he is pleased with the chart and would like to receive staffing charts from the other divisions in the future.

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

#### Affirmative Action Plan Status Report

Ms. Catherine Rush, Director of Equal Opportunity and Assistant to the President, reviewed highlights of the Affirmative Action Plan Status Report that had been submitted to the Board. She stated that the report indicates that Oakland has been working hard to meet the challenges to diversify its work force. She stated that over a three-year period, 44 percent of the faculty tenure track positions have been filled by women and 14.7 percent by minorities of which seven percent were black. She noted that the hiring goals established by the Plan have been met in both mathematics and health sciences which are two areas where there has been low availability. When Oakland is compared to other Michigan public higher education institutions, the University's figures equal or exceed the average percentage of Black, Hispanic, Asian, Pacific Islander and women faculty at all institutions. Ms. Rush stated that in the area of non-instructional hiring, there have been 45 hires of executives and administrative-professionals of which 56 percent were women, 36 percent were Black and 9 percent were comprised of other minorities. The figures for para- and non-professional staff were 54 hires of which 83 percent were women and 16 percent were minorities.



Ms. Rush stated that the University's Affirmative Action Plan identifies specific action areas which have all been met. She noted that the areas which were most helpful were additional monitoring procedures established for faculty and non-instructional hires. She recommended new action areas which include intensifying Hispanic recruitment, sexual harassment training for all faculty and staff and the development of a community advisory committee. Ms. Rush noted that some of these initiatives are also part of the Operation Graduation program. She concluded her report by stating that the University can look forward to continued progress in affirmative action. She stated that she appreciates the support of the Board, the leadership of the President and the vice presidents and the "hard work" of the search committees and hiring supervisors. She noted that the success reflected in this report is theirs.

Chairman Sims raised a question brought up in the University Affairs Committee meeting regarding the role of the Office of Equal Opportunity in monitoring outside vendors to determine whether or not they have met their equal opportunity employment and subcontracting commitments. Ms. Rush stated that this issue would be included as one of the action areas identified for next year. In addition, she has collected information from the Purchasing Department on this issue which is under review. She noted that Ms. Barbara Hardeman, Director of Purchasing, has won an award from the Minority Business Community for her activities in the area of working with minority vendors.

Trustee Morris stated that pay rates and working conditions should also be reviewed. Chairman Sims responded that there was considerable discussion in committee about the University monitoring these matters without engaging additional staff.

Chairman Sims thanked Ms. Rush for her report.

Chairman Sims stated that, with the Board's concurrence, he would like to instruct the Secretary to the Board, Mr. John De Carlo, to draft a resolution in appreciation of Trustee Hartmann for her two years of service as Chairman of the Board of Trustees. Mr. De Carlo responded that he would be pleased to prepare such a resolution.

#### Recommendation for Approval of Degree Candidates

Mr. Kleckner recommended that the degree candidates list of August 16, 1990, be approved by the Board.

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

Other Items that May Come Before the Board

Chairman Sims called on Ms. Esther Martinez, President of RAICES, and Mr. Keith Arnold, President of the Association of Black Students, who had submitted a request to address the Board.

Ms. Martinez stated that she wished to address the concerns held by RAICES and ABS regarding the Operation Graduation document. She stated that many students will not come to Oakland because other schools offer scholarships to them based on their being Hispanic. She stated that those Hispanic students who meet an academic standard should be given renewable scholarships on a merit basis. She added that the "spirit" of affirmative action indicates that the University can meet this need. Ms. Martinez noted that the students are concerned that the University claims there are no funds for this purpose, however, she believes that if the administration wants to develop these scholarships, funds will be found. She concluded that this is a very important issue for the Hispanic students on campus.

Mr. Arnold stated that he wished to address the Operation Graduation document in general which he feels is "extremely vague" and has many "loopholes." He noted that he is dedicated to the efforts outlined in the document, however, he cannot guarantee the commitment of other students. He noted that Oakland students should recruit new students in the metro area because "my voice can touch a total population of students in Pontiac . . . because I represent a friend, a neighbor and someone who grew up in their surroundings." Mr. Arnold stated that if potential Oakland students can see that Oakland has made a commitment to him, then they will realize that Oakland will make that same commitment to them and they will be interested in attending Oakland. He noted that Oakland is surrounded by large populations of Blacks and Hispanics. He stated that if a university does not have a representational number of these minorities in its student body, then it appears that there is not much commitment to diversity.

Trustee Googasian stated that she is interested in expanding the pool of students from which Oakland can recruit. She noted that it would not be in Oakland's best interest, nor would it be possible, to enter into a "bidding war" with other universities for the same group of minority students.

Ms. Martinez responded that she has read the Elliot Larsen Act which states that there will be no discrimination or quotas. She noted that the students are not looking for quotas; however, she finds that only 125 Hispanic students out of a student population of 13,000 is not sufficient. She believes that scholarships would increase the number of students able to attend.

Trustee Handleman restated Trustee Googasian's comments adding that it is important that more students be prepared to attend universities. This development would involve programs for students in the grade schools and secondary schools.

Mr. Arnold stated that he understands that it is important to broaden the outreach to prospective Oakland students. He stated that he attended Oakland because a friend of his came home and promoted the University. Mr. Arnold raised a communication issue suggesting that students are not being informed of programs and scholarships which are already in place.

Trustee Hartmann asked Mr. Arnold if the students would have time to serve as recruiters for the University as he was suggesting. Mr. Arnold stated that many organizations on campus have representatives who would engage in a recruitment effort. He also stated that there are many student leaders who are part of a program called the "Think Tank" who would have the skills to promote the University.

Chairman Sims asked if his understanding was correct that the students believe that Operation Graduation is not substantive either in the form of the document or its implementation.

Mr. Arnold stated that he represents a certain percentage of the student body which believes this to be the case. He added that the students need to understand the direction of the document.

Ms. Martinez stated that while the students realize that it is very early in the implementation of Operation Graduation, they are seeking "concrete" evidence that the program is truly in place and is being utilized and reviewed.

Chairman Sims stated that a report on the status of Operation Graduation is scheduled for December, 1990. He added that the Board "hears" the students' concerns and requires time to look into the issues raised. If the Board believes that a report is necessary sooner than December that addresses these specific concerns, it shall require that one be presented in November.

Trustee Hartmann requested another copy of the document.

Trustee Morris stated that he understood the need for scholarship assistance. Mr. Arnold stated that both scholarship money and academic counseling were needed.

Trustee Morris stated that counseling assistance is perhaps more readily available than funding for scholarships. He noted that he has raised the question of funds for scholarships in the past. In his opinion, it is very important that the University explore methods of funding for this purpose if it is in accordance with the law.

Chairman Sims thanked Ms. Martinez and Mr. Arnold for their comments. He stated that the Board has heard their concerns and will review this matter prior to the scheduled December report.

Trustee Googasian, seconded by Trustee Hartmann, moved adjournment of the meeting. The motion was voted on and unanimously carried. The meeting was adjourned at 4:11 p.m.

Chairman Sims announced that a reception for the University community would be held immediately following the Board meeting, and he invited everyone at the meeting to attend.

Submitted by,

Approved by,

  
John De Carlo, Secretary  
Board of Trustees

\_\_\_\_\_  
Howard F. Sims, Chairman  
Board of Trustees

Written and Prepared by  
Catherine Gianakura Rogg