

PRESIDENTIAL REMARKS

PRESIDENT'S PERSPECTIVE: INCREASING STUDENT AND STAFF PAY REFLECT OU'S VALUES

June 28, 2023

We are delighted to announce a 4-percent pay increase for most staff members, effective July 1. The measure is part of the 2023-24 fiscal-year budget approved on Monday by the Oakland University Board of Trustees. The budget also includes higher wages for undergraduate student-workers and master's graduate assistants to \$15/hour, and doctoral graduate assistants to \$25/hour.

This year's balanced budget reflects sound fiscal management, ensures that a college education remains affordable, and demonstrates our appreciation to our talented staff.

We recognize that the past few years have been challenging. Many employees suffered during the pandemic. As a campus, we have responded admirably to the necessary expense reductions that were imposed as a result of decreasing revenue, largely following an enrollment decline and other stark fiscal realities. Through it all, I have been inspired by the many ways our students, faculty and staff have focused on our mission, vision and values despite having fewer resources.

These newly adopted pay increases represent steps toward paying employees competitive wages, and ensuring that Oakland University remains a "university of choice" as an attractive and inspiring place of employment.

Over the course of the past two years, I am proud of how we have rigorously managed our expenses, lobbied for an unprecedented increase in state funding for higher education and led the successful "Strive for 45" campaign. In addition to these actions, the Michigan Achievement Scholarship award adds significant financial support directly to the majority of our students in the coming years.

Other 2023-24 budget details include:

- \$54.48M in financial aid that discounts overall average tuition costs by 38 percent. (Note: Nearly 77 percent of OU students

receive some form of financial aid.)

- No increase to housing rates, and a 4.6-percent decrease in double occupancy costs.

In August, AAUP members will receive merit increases based on the terms of the current contract, as agreed upon in 2021. Generally, raises are based on a review of a faculty member's demonstrable achievement in teaching, service and research.

We look forward to productive discussions with the AAUP in the upcoming 2024 negotiations when the university will address faculty compensation.

My deepest appreciation to all members of our campus community.

In gratitude,

Ora

Ora Hirsch Pescovitz, President

Oakland University