

**Minutes of the Special Formal Meeting
of the
Oakland University Board of Trustees
November 5, 2003**

- Present: Chair Henry Baskin; Vice Chair Penny M. Crissman;
and Trustees David J. Doyle, Dennis C. Muchmore,
Ann V. Nicholson, and Dennis K. Pawley
- Absent: Trustees David T. Fischer and Rex E. Schlaybaugh, Jr.
- Also Present: President Gary D. Russi; Vice Presidents Susan Goepf, Virinder K. Moudgil, Lynne C. Schaefer, and Mary Beth Snyder; General Counsel and Secretary to the Board of Trustees Victor A. Zambardi; and Student Liaisons Lenwood D. Compton and Rhonda R. Hanna

I. Call to Order

Chair Henry Baskin called the meeting to order at 2:08 p.m. in the Auditorium of the Elliott Hall of Business and Information Technology.

II. Roll Call

Mr. Victor A. Zambardi, General Counsel and Secretary to the Board of Trustees, conducted a roll call. All of the Board members were present except Trustees David T. Fischer and Rex E. Schlaybaugh, Jr.

III. Action Items

A. Approval of Collective Bargaining Agreement between Oakland University and Oakland University Chapter, American Association of University Professors

Dr. Virinder K. Moudgil, Vice President for Academic Affairs and Provost, stated that Oakland University and the Oakland University Chapter of the American Association of University Professors reached tentative agreement on a three-year contract on September 1, 2003. The faculty union ratified the Agreement on October 10, 2003, by a mail ballot vote of 222 to 138. A summary of the economic and non-economic changes in the Agreement was attached to the

agendum item as Exhibit A. (A copy of Exhibit A is on file in the Board of Trustees office.)

Dr. Moudgil presented the following recommendation for Board approval:

RESOLVED, that the Board of Trustees approves the 2003-2006 Agreement between Oakland University and the Oakland University Chapter of the American Association of University Professors, effective August 15, 2003 through August 14, 2006.

Dr. Moudgil added that, despite a difficult economic environment, the 2003-2006 Agreement includes a number of new provisions that will enable Oakland University and the Oakland University Chapter of the American Association of University Professors to advance common academic missions, such as a significantly strengthened process for re-employment, promotion and tenure, and the creation of “teaching effectiveness” and “research incentive” pools.

Trustee Dennis C. Muchmore, seconded by Trustee Ann V. Nicholson, moved approval of the recommendation. The motion was unanimously approved by those present.

B. Approval to Proceed with Agreement between Oakland University and the Oakland University Police Officers Association of Michigan – October 1, 2002-September 30, 2005

Ms. Lynne C. Schaefer, Vice President for Finance and Administration, stated that the Police Officers Association of Michigan (POAM) contract expired a year ago, and the police officers and administration have worked diligently to negotiate a fair contract that recognizes the value that the police officers bring to campus. The POAM ratified the agreement on October 29, 2003 by a vote of 12 to 4. A summary of the economic and non-economic changes in the Agreement was attached to the agendum item as Exhibit A. (A copy of Exhibit A is on file in the Board of Trustees office.)

Mr. Schaefer presented the following recommendation for Board approval:

RESOLVED, that the Board of Trustees approves the 2002-2005 Agreement between Oakland University and the Oakland University Police Officers Association of Michigan effective October 1, 2002 through September 30, 2005.

Trustee Penny M. Crissman, seconded by Trustee David J. Doyle, moved approval of the recommendation. The motion was unanimously approved by those present.

C. Approval to Proceed with Agreement between Oakland University and the Oakland University Police Officers Labor Council – July 1, 2002-June 30, 2005

Ms. Schaefer stated that the Police Officers Labor Council (POLC) represents the sergeants, the mid-level command staff at the Police Department. The POLC ratified the agreement on October 27, 2003 by a vote of 3 to 1. A summary of the economic and non-economic changes in the Agreement was attached to the agenda item as Exhibit A. (A copy of Exhibit A is on file in the Board of Trustees office.)

Ms. Schaefer presented the following recommendation for Board approval:

RESOLVED, that the Board of Trustees approves the 2002-2005 Agreement between Oakland University and the Oakland University Police Officers Labor Council, effective July 1, 2002 through June 30, 2005.

Trustee Dennis K. Pawley, seconded by Trustee Trustee Nicholson, moved approval of the recommendation. The motion was unanimously approved by those present.

D. Approval of FY 2004 Financial Adjustment for Non-Represented Employees

Ms. Schaefer stated that this issue was delayed due to budgetary uncertainties. The proposal includes a one-time payment of \$1,030 for all full-time non-represented employees and a 2.5% move in the Administrative Professional Individual Contract compensation structure consistent with the market place. As a result, a few employees who fall below the minimum salary bands will be moved up to the new minimum salary levels.

Ms. Schaefer presented the following recommendation for Board approval:

RESOLVED, that the Board of Trustees approve a FY 2004 adjustment for non-represented employees, effective upon approval, of a one-time bonus of \$1,030 for each employee whose performance warrants the bonus in the following subgroups: Group II, Academic Administrators, Administrative-Professionals, and Individual Contract employees; Group III, Non-Represented Clerical-Technical and Miscellaneous Employees; and, be it further

RESOLVED, that the Administrative-Professional/Individual Contract compensation structure ranges will be adjusted by 2.5% to reflect market adjustments. Employees who fall below the minimum as a result of this range movement will be raised to minimum. If the adjustment to the

minimum is less than the \$1,030 bonus, the employee will receive the difference as a one-time bonus.

Student Liaison Lenwood D. Compton asked if the proposal has been communicated to the non-represented employees, and Ms. Schaefer and Mr. Ronald P. Watson, Assistant Vice President for University Human Resources, replied that communications were sent in July and last week explaining the budgetary constraints and the one-time payment proposal. Ms. Schaefer added that the non-represented employees recognize and understand the budgetary situation.

Trustee Muchmore, seconded by Trustee Crissman, moved approval of the recommendation. The motion was unanimously approved by those present.

IV. Adjournment

Chair Baskin adjourned the meeting at 3:45 p.m.

Submitted,

Approved,

Victor A. Zambardi
Secretary to the Board of Trustees

Henry Baskin
Chair, Board of Trustees