

Oakland University Board of Trustees

Thursday, August 12, 2021



President Ora Hirsch Pescovitz, M.D.

Fanfare from "La Peri" by Paul Dukas

Performers:

- **David Koch, Trumpet**
- **Nicole Tremonti, Trumpet**
- **Derek Kolp, Horn**
- **Iyla Miller, Trombone**
- **Colin Holstein, Tuba**



Agenda

- **Overview and Updates**

President Ora Hirsch Pescovitz

- **Joanne & Ted Lindsay Foundation Autism Outreach Services**

Kristin Rohrbeck, Director

- **OU Graduate School**

Brandy Randall, Dean
Graduate School

- **In Appreciation**

President Ora Hirsch Pescovitz



- Campaign underway to encourage students, faculty and staff to get vaccinated as soon as possible.
- Vaccinations available on campus.
- Aim to attain 85-to-90-percent vaccination rate of OU community.
- Intensive education and incentives for students, faculty and staff.

Mask Mandate Rationale

- **Effective Aug. 5, Oakland mandated indoor masking based on recent CDC guidelines because Oakland County case rates fell into CDC's "substantial" category.**
- **The Delta variant is 2x to 1000x more infectious than the earlier versions of the virus, and even those who are vaccinated can pass along this variant-virus and can become infected.**
- **The probability of those who are vaccinated becoming infected is much lower; if infected, infections are considerably milder.**

Accountability & Responsibility

Attaining an 85-to-90-percent vaccination rate in OU community will allow us to reach herd immunity, and requires ACCOUNTABILITY and RESPONSIBILITY from everyone to do their part and get vaccinated as we, together, take responsibility for one another.



Approaches by Public Universities

VACCINE MANDATE

- University of Michigan*
- Michigan State
- **OAKLAND****
- Wayne State
- Grand Valley State
(September 30)

INDOOR MASK MANDATE

- Central Michigan
- Eastern Michigan
- Ferris State (encouraged)
- Grand Valley State
- Michigan State
- Michigan Tech
- Northern Michigan
- **OAKLAND**
- Saginaw Valley State
- University of Michigan
- Wayne State
- Western Michigan

NO VACCINE MANDATE

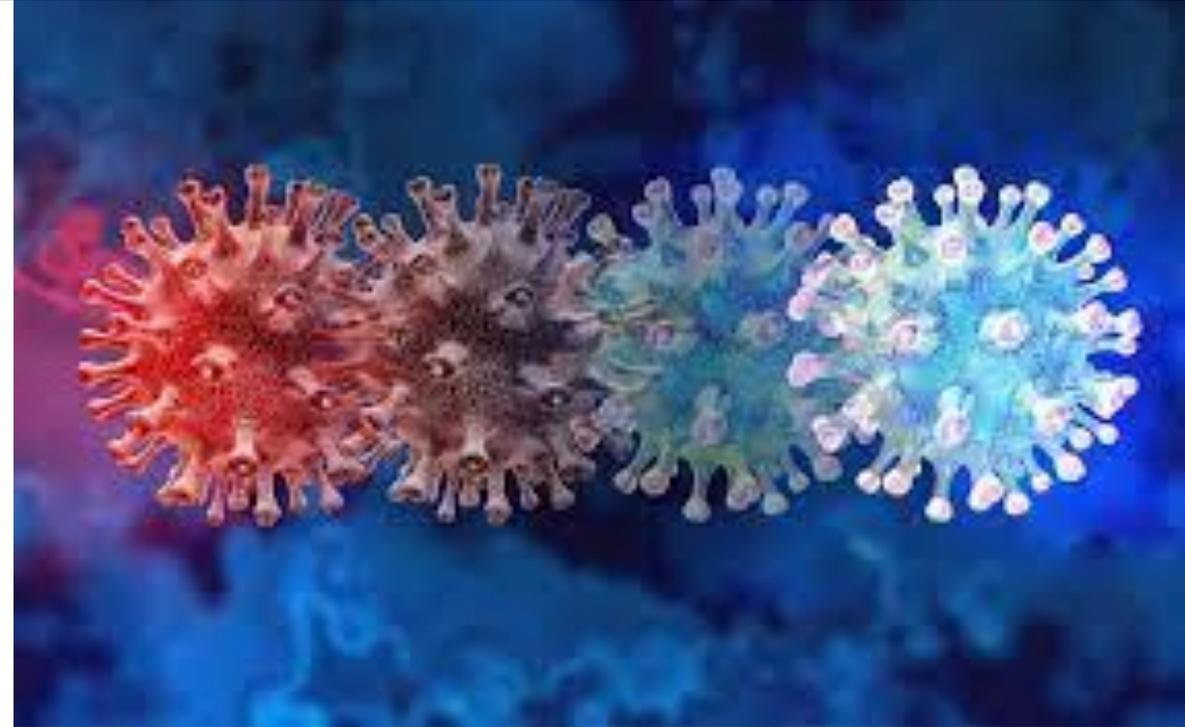
- Central Michigan
- Eastern Michigan
- Ferris State
- Lake Superior State
- Michigan Tech
- Northern Michigan
- **OAKLAND****
- Saginaw Valley State
- Western Michigan

* Vaccines are mandated for all University of Michigan campuses, i.e. Ann Arbor, Dearborn, Flint.

** Oakland University mandates vaccinations only for students living in residence halls.

What is herd immunity?

- **The percent of the population that is immune to an infectious disease. This varies by disease and by how infectious the disease is.**
- **At the onset of the pandemic, it was estimated that 70 percent of the population must be immune to Covid-19 to stop transmission of the virus.**
- **Today, because the Delta variant is 2x to 1000x more infectious than the original Covid-19 strain, 85-to-90 percent of the population may need to be immune to stop transmission.**



How do we reach herd immunity?

- 1. The entire population gets infected with Covid-19.**
- 2. Mandate vaccinations.**
- 3. Educate and incentivize everyone on the merits and benefits of vaccination. (Critical to set a clear goal based on shared community responsibility.)**





VACCINE HESITANT

- Many reasons for hesitancy including lack of understanding of how vaccinations work, concern over absence of full FDA approval, lack of convenient access to vaccine clinics, belief that natural immunity suffices, and mistrust.

VACCINE EFFECTIVENESS

- 4.33M deaths worldwide (from Covid-19)
- 1.23B vaccinations worldwide
- 1.53M lives saved and averted hospitalization in the U.S. due to being vaccinated, according to a Yale University study (July 2021).

Full FDA Approval



- Full approval from U.S. Food and Drug Administration is expected by early September. (Vaccine is currently authorized for emergency use.)
- 31% of unvaccinated adults said they would be more likely to get a vaccine when one of the vaccines currently authorized for emergency use received full FDA approval.

(Source: Kaiser Family Foundation survey, June, 2021)

OU's Vaccination Education Campaign

- Respectful and non-coercive approach.
- Proactive awareness campaign demonstrates the importance of collective action to achieve the health and safety of our entire community.
- The INITIAL strategy includes empathy, education and incentives (e.g. \$100 to upload their vaccine data).



- If education campaign doesn't translate into 85%-90% vaccine rate, we will move to the next phase of our healthy campus plan.

Leading By Example – OU Staff



	Total Staff	Vaccinated	Not Vaccinated	Unwilling to disclose	%Vaccinated of total reported	Reported
Academic Affairs	719	507	28	71	84%	84%
Athletics	132	77	1	47	62%	95%
Chief of Staff*	63	57	3	3	90%	100%
Government Relations	4	4			100%	100%
UCM	28	28			100%	100%
Legal Affairs	9	8	1		89%	100%
Finance and Administration	230	158	30	42	69%	99.6%
Student Affairs	265	214	44	6	81%	99.8%
University Advancement	90	79	6	4	89%	99.9%
TOTAL	1540	1132	113	173	80%	92%

*Human Resources, UTS, and Office of the President.

NOTE: 73.5% vaccinated of total staff.

SOURCE: OU Human Resources, August 12, 2021

COVID 19 ×

Please allow up to 5 days for processing. You can check your record acceptance status by viewing the Immunization section of the portal (found on the lower left of the screen). If the details of your COVID-19 Vaccine is listed including dates, your record has been accepted.

COVID-19 Vaccination Card Upload

Upload

Please upload a copy of your COVID vaccination card

- **1,892 uploaded prior to August 5 presidential announcement.**
- **4,441 uploaded as of August 11.**

235% INCREASE

New CAS Dean

- Elaine K. Carey, Ph.D., began tenure as Dean of the College of Arts and Sciences on June 30.
- Outstanding research career and track record of academic leadership.
- Before arriving at OU, she was the founding Dean of the College of Humanities, Education, and Social Science at Purdue University Northwest.
- Dean Carey holds a Ph.D. in history from the University of New Mexico, a Master's of Arts in History and a Bachelor's of Arts in International Affairs from Florida State University.



Construction Updates

- **Fitzgerald/Anibal (\$3.7M)**
 - Move-in phase
Occupancy: July 2021
- **Dodge Hall (\$3M)**
 - Move-in phase
Occupancy: July 2021
- **Research Building (\$12.5M)**
 - Mid-design phase
Occupancy: Fall 2022



- **Wilson Hall (\$21.5M)**
 - Construction phase
Occupancy: Aug 2022



Construction Updates

- **South Foundation Hall (\$40M)**

- Status: Change of project scope unanimously approved by joint Capital Outlay Subcommittee
- Pending final legislative approval
Occupancy: TBD

- **Varner Hall (\$45M)**

- Mid-design phase
Occupancy: August 2023

- **High Temp Hot Water loop (HTHW) (\$5M)**

- Construction phase
Completion: September 2023

Total Project Costs = \$131M



September Ribbon-cutting

- 24 PC stations in the revamped Bear Cave (in OC lower level).
- Game room expansion includes pool tables, foosball, air hockey.
- OU was the first public university in Michigan to have a varsity esports team.



Esports



- OU team began competition in fall of 2020 in the League of Legends, Rocket League and Super Smash Bros.
- The Golden Grizzlies were fall and winter Rocket League Michigan Esports Conference Champions.
- The Golden Grizzlies Smash Ultimate team ranked #10 in nation power rankings.



Award for Diversity Advocacy



- **OU received the 2021 College and University Professional Association “HR Inclusion Cultivates Excellence Award”**
- **Recognized for institutional initiatives and programs that make significant impact to inclusive and equitable workplace practices.**

L to R: Joanne Lipson Freed, Cynthia Miree-Coppin, Joi Cunningham, Deirdre Pitts, and Michelle Piskulich.

Olympic Medalist: Kate Nye



- Kate is a health sciences major and Honors College member.
- She won a silver medal in the women's 76-kilogram/156-pound weightlifting event at the Tokyo Olympics.
- In 2019, Kate was the youngest American woman to win a world weightlifting championship.

"I'm really glad I ended up at OU because it's allowed me a lot of freedom in my life [that] I feel like I wouldn't have had if I went somewhere else."

Olympic Medalist: Erika Polidori



- Erika won a bronze medal as a member of the Canadian Softball Team. (She is from Brantford, Ontario.)
- Played catcher/outfield for OU from 2011-14, and earned all-conference honors all four seasons.
- Nominated for Senior Class Award honoring student-athletes of showing character in the classroom and in competition.

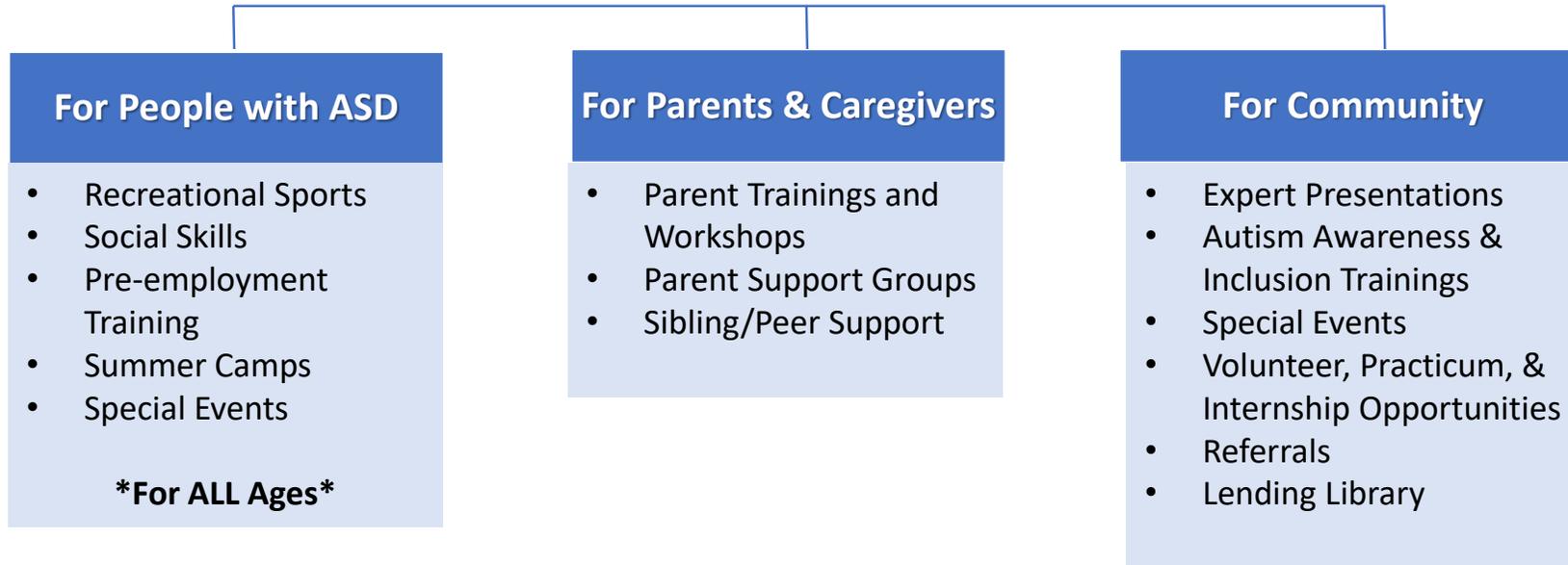


JOANNE AND TED LINDSAY FOUNDATION
AUTISM OUTREACH SERVICES
OAKLAND UNIVERSITY

Kristin Rohrbeck, MA
Director of OUCARES

OUCARES Impact on Autism Community

Joanne & Ted Lindsay Foundation Autism Outreach Services (OUCARES)



Pandemic Impact on Autism Community

“The loss of structure and routine has been the worst part of the pandemic for my son. Not only are we scared of getting sick, and god forbid one of us dying, but I am more scared of my son not developing and learning the skills he is supposed to be learning now. He should be practicing socializing with peers, learning to communicate, and getting more independent. Instead, we have been doing the best we can with him at home alone with us and a screen, but I’m not a teacher and I have to work. I pray each day it is enough, but I doubt it.”

- Heather, mom of an 8 year old boy with autism

“Changes in school, therapies, and programs are really taking their toll on people with autism and their families. I see a lot more challenging behaviors—screaming, SIBs, more escalations. Every day I have parents asking me where to find more support, and sometimes I’m at a loss. I want to give them more, but I am burnt out too.”

-Richard, special education teacher



“Mostly, I’m not sure what to do. I’m depressed and alone. I just want to get a job, make money, have friends, and live on my own. I need help with it, but how can I get help with the world shut down?”

-Claire, 22 year old with autism

Pandemic Impact on Autism Community

“The loss of structure and routine has been the worst part of the pandemic for my son. Not only are we scared of getting sick, and god forbid one of us dying, but I am more scared of my son not developing and learning the skills he is supposed to be learning now. He should be practicing socializing with peers, learning to communicate, and getting more independent. Instead, we have been doing the best we can with him at home alone with us and a screen, but I’m not a teacher and I have to work. I pray each day it is enough, but I doubt it.”

- Heather, mom of an 8 year old boy with autism

“Changes in school, therapies, and programs are really taking their toll on people with autism and their families. I see a lot more challenging behaviors—screaming, SIBs (self-injurious behaviors), more escalations. Every day I have parents asking me where to find more support, and sometimes I’m at a loss. I want to give them more, but I am burnt out too.”

-Richard, special education teacher



“Mostly, I’m not sure what to do. I’m depressed and alone. I just want to get a job, make money, have friends, and live on my own. I need help with it, but how can I get help with the world shut down?”

-Claire, 22 year old with autism

Pandemic Impact on Autism Community

“The loss of structure and routine has been the worst part of the pandemic for my son. Not only are we scared of getting sick, and god forbid one of us dying, but I am more scared of my son not developing and learning the skills he is supposed to be learning now. He should be practicing socializing with peers, learning to communicate, and getting more independent. Instead, we have been doing the best we can with him at home alone with us and a screen, but I’m not a teacher and I have to work. I pray each day it is enough, but I doubt it.”

- Heather, mom of an 8 year old boy with autism

“Changes in school, therapies, and programs are really taking their toll on people with autism and their families. I see a lot more challenging behaviors—screaming, SIBs, more escalations. Every day I have parents asking me where to find more support, and sometimes I’m at a loss. I want to give them more, but I am burnt out too.”

-Richard, special education teacher



“Mostly, I’m not sure what to do. I’m depressed and alone. I just want to get a job, make money, have friends, and live on my own. I need help with it, but how can I get help with the world shut down?”

-Claire, 22 year old with autism

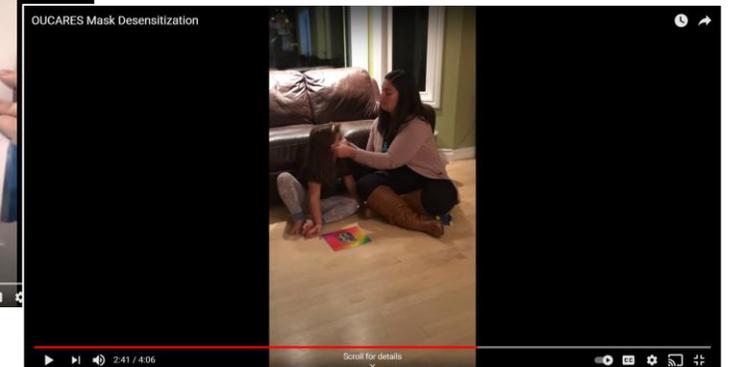
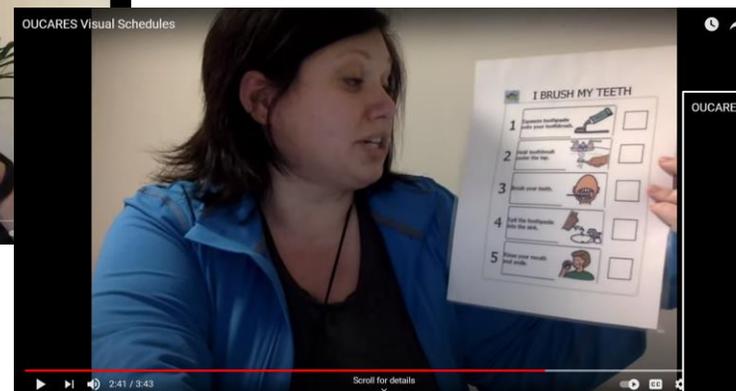
Pandemic Impact on Autism Community

- OUCARES conducted a needs assessment survey in 2020
 - 83% wanted continued support from OUCARES
 - Community needed information and programs
 - What can I do to best support someone with autism at home?
 - How do I set up our environment for success?
 - Is it reasonable to have someone with autism to wear a mask?
 - How can I set up routines virtually?
 - How can I help someone practice and improve social and communication skills with peers?



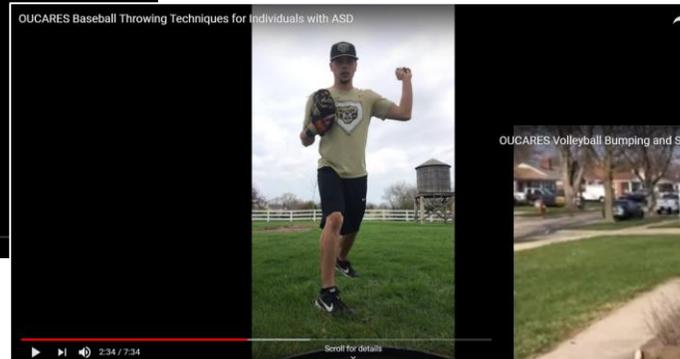
Responding to Community Needs

- OUCARES developed free content
 - New OUCARES YouTube channel
 - Expert videos and resources for parents, caregivers, and professionals



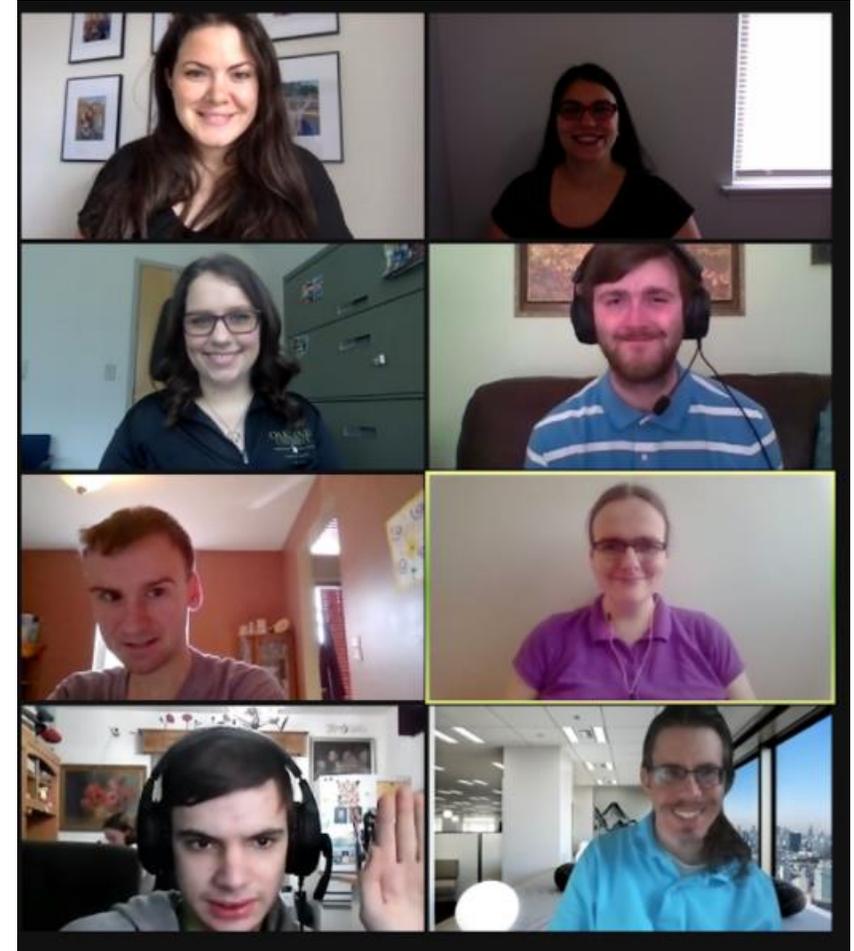
Responding to Community Needs

- OUCARES developed free content
 - New OUCARES YouTube channel
 - Expert presentations and resources for parents, professionals
 - Engaging activities for people with autism



Responding to Community Needs

- OUCARES created interactive virtual programming
 - 14 webinar presentations and trainings for parents, caregivers, and professionals
 - 27 programs for people with autism
 - Recreational sports, social skills and clubs, employment-readiness training, computer software training
 - For ages 3 through adulthood (into 60s)
 - Over 1,000 people engaged through interactive virtual programs



Responding to Community Needs

“Thank God for OUCARES. My son was able to get involved in movie club and then gaming club. At first, the virtual movie club was hard for him, but after a couple weeks, he began to look forward to it and told me he made a friend. To me, that was it, everything I needed. He finally had another kid who had the same interest (in Lego movies no surprise). Then they both were able to try the gaming club together and made even more buddies with the same interest. Without OUCARES, he never would have had any social opportunities over the pandemic, let alone make friends.”
- Heather, mom of an 8 year old boy with autism

“I was really glad to learn some new strategies and learning techniques in the OUCARES training. It was also validating to know other teachers were going through the same difficulties as me. I kind of already knew it, but the training let me talk to them and we helped each other work through some of the difficult parts of teaching together. I will definitely come to more trainings like this.”
-Richard, special education teacher



“Now that I am in the pre-employment skills training, I am not bored anymore. It is good to be among people again. I am learning about job hunting. I have issues with memory loss. So, the binder I am making in the program will be a good reference for me to have for future job hunting tips. I think now I can get a job.”
-Claire, 22 year old with autism

Responding to Community Needs

“Thank God for OUCARES. My son was able to get involved in movie club and then gaming club. At first, the virtual movie club was hard for him, but after a couple weeks, he began to look forward to it and told me he made a friend. To me, that was it, everything I needed. He finally had another kid who had the same interest (in Lego movies no surprise). Then they both were able to try the gaming club together and made even more buddies with the same interest. Without OUCARES, he never would have had any social opportunities over the pandemic, let alone make friends.”

- Heather, mom of an 8 year old boy with autism

“I was really glad to learn some new strategies and learning techniques in the OUCARES training. It was also validating to know other teachers were going through the same difficulties as me. I kind of already knew it, but the training let me talk to them and we helped each other work through some of the difficult parts of teaching together. I will definitely come to more trainings like this.”

-Richard, special education teacher



“Now that I am in the pre-employment skills training, I am not bored anymore. It is good to be among people again. I am learning about job hunting. I have issues with memory loss. So, the binder I am making in the program will be a good reference for me to have for future job hunting tips. I think now I can get a job.”

-Claire, 22 year old with autism

Responding to Community Needs

“Thank God for OUCARES. My son was able to get involved in movie club and then gaming club. At first, the virtual movie club was hard for him, but after a couple weeks, he began to look forward to it and told me he made a friend. To me, that was it, everything I needed. He finally had another kid who had the same interest (in Lego movies no surprise). Then they both were able to try the gaming club together and made even more buddies with the same interest. Without OUCARES, he never would have had any social opportunities over the pandemic, let alone make friends.”

- Heather, mom of an 8 year old boy with autism

“I was really glad to learn some new strategies and learning techniques in the OUCARES training. It was also validating to know other teachers were going through the same difficulties as me. I kind of already knew it, but the training let me talk to them and we helped each other work through some of the difficult parts of teaching together. I will definitely come to more trainings like this.”

-Richard, special education teacher

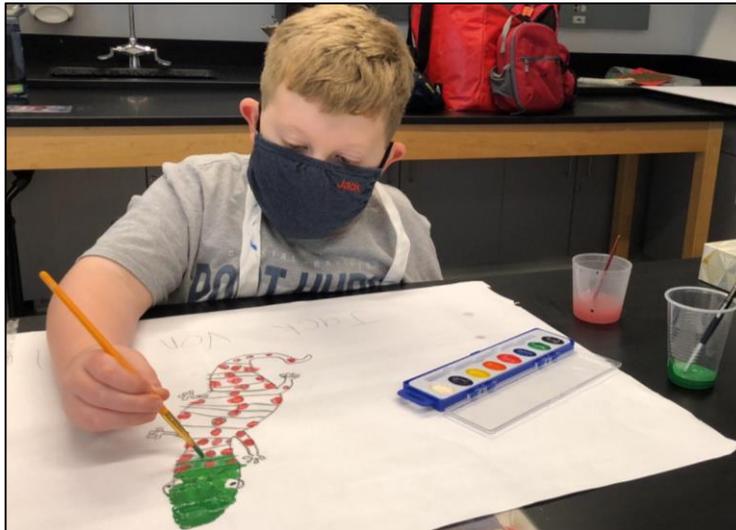


“Now that I am in the pre-employment skills training, I am not bored anymore. It is good to be among people again. I am learning about job hunting. I have issues with memory loss. So, the binder I am making in the program will be a good reference for me to have for future job hunting tips. I think now I can get a job.”

-Claire, 22 year old with autism

Responding to Community Needs

- Began in-person programming in Summer 2021
 - Summer camps
 - Pre-Employment Skills Training



Responding to Community Needs

- Began in-person programming in Summer 2021
 - Summer camps
 - Pre-Employment Skills Training
- Fall 2021 and beyond
 - Both virtual and in-person



The Graduate School Oakland University

**Prepared for Board of Trustees Meeting
August 2021**

**Brandy A. Randall, Ph.D.
Dean of the Graduate School**

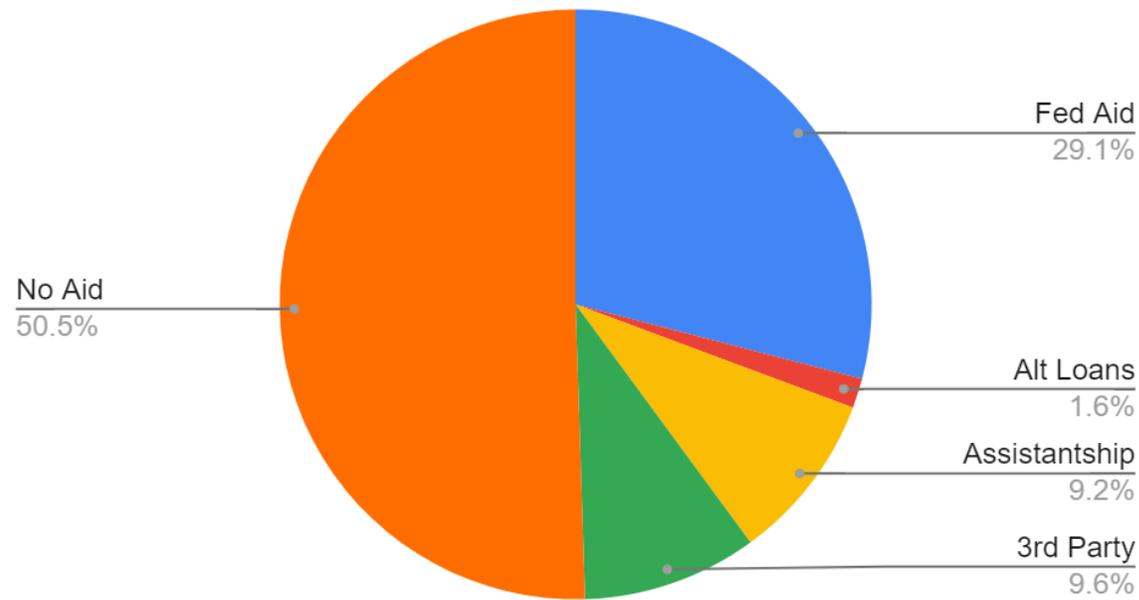
- **Controversy in national media**
 - **“Financially hobbled for life: The elite master’s degrees that don’t pay off”**
 - **“Master’s degrees are the second biggest scam in higher education”**
- **Why get a master’s degree?**

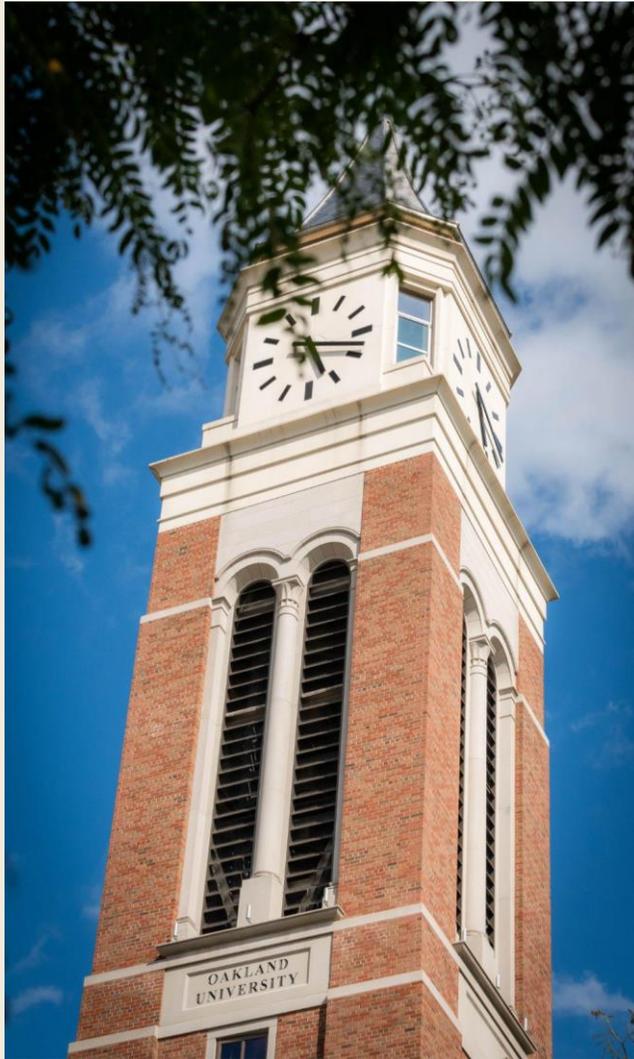
- **US Bureau of Labor Statistics-careers requiring a master's or doctoral degree fastest growing segment of workforce through 2028**
- **Entry level degree in some fields**
- **Many companies require the degree for promotion and/or supervisory positions**
- **Employers show they value through tuition reimbursement**

An Oakland Master's: Worth the Time & Money

- An Oakland master's is affordable: FT master's \$6,460/semester
- Oakland master's students graduate with an average debt load of \$33,705 & median annual salary of \$60,000

Form of Payment - Master's Level Students





- The master's degree opens doors.
27% promotion/advancement
29% switch careers
20% start career
- The master's degree results in salary increases.
32% employer guaranteed
- It's good for Michigan.
95% working in MI

Top 10 Programs for Fall 2020

Rank	Program	School	Enrolled
1	MBA Business Administration	BA	270
2	DPT Physical Therapy	HS	146
3	MA Clinical Mental Hlth Counsel	ED	142
4	MS Mechanical Engineering	EG	131
5	MS Engineering Management	EG	119
6	MED Special Education	ED	117
7	MA Counseling	ED	91
8	MS Elec and Computer Engineering	EG	87
9	DNP Nursing Practice	NR	86
10	MSN Family Nurse Practitioner	NR	84

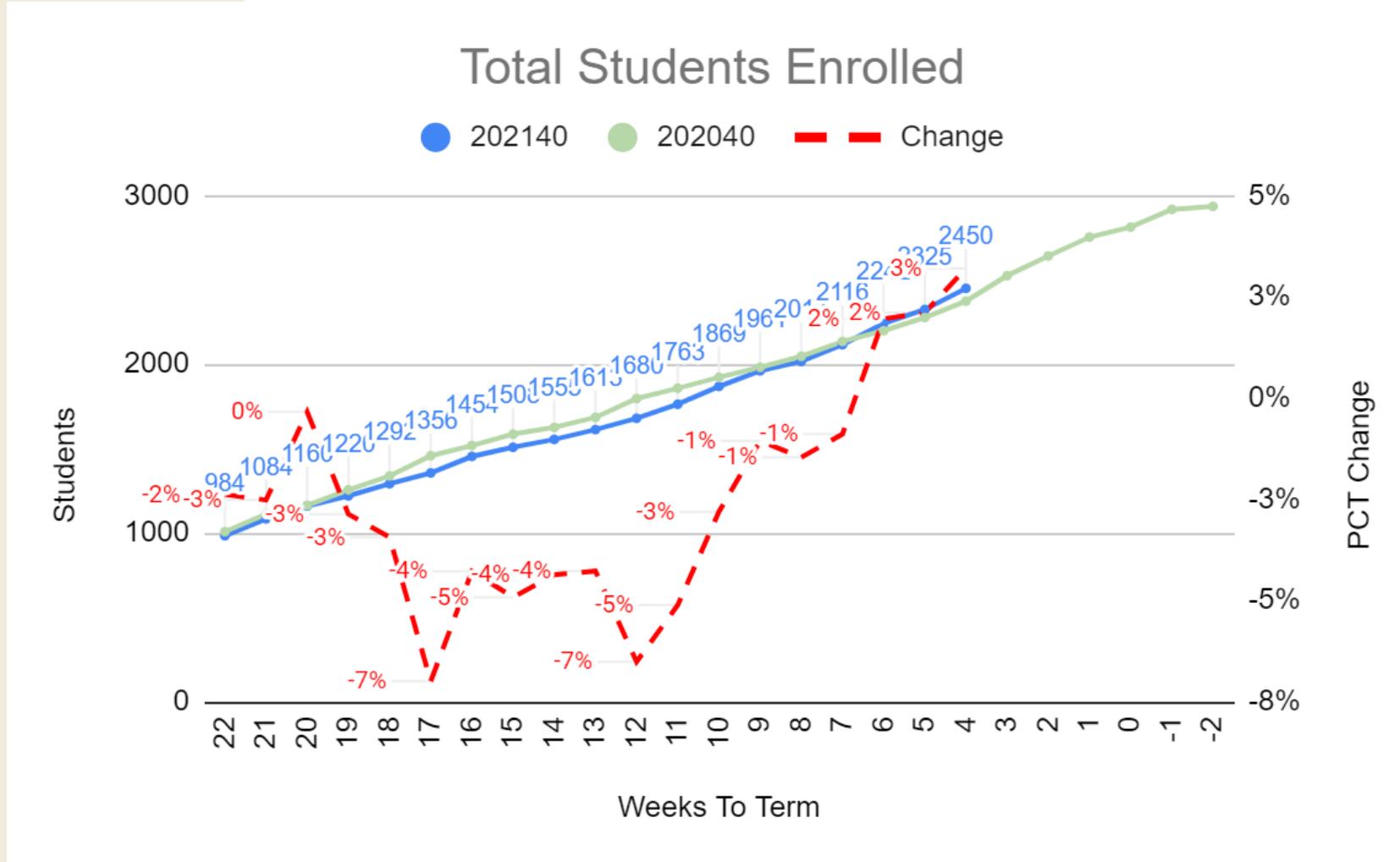
- **1,013 graduate credentials awarded (Summer 2020 - Winter 2021)**
- **55 doctoral dissertations completed**
- **3,518 applications, 1,535 admits, 1,164 new students enrolled**
- **Across the 3 terms, we had 3,502 graduate students enrolled**

Graduate School Hosted Events

- **Three Minute Thesis Competition and Graduate Student Showcase-Feb 2021 (3MT Marisa Brake-Biological & Biomedical Sciences; GSS Red Douglas-Educational Leadership)**
- **Graduate Student Research Conference (6th annual)- May 2021**
- **Celebration of Graduate Students with Advisory Board - July 2021**



- **3 Outstanding Dissertation Award 2020 winners**
- **Outstanding Graduate Mentor Award--Dr. Jay Meehan (Professor of Sociology)**
- **Don & Jan O'Dowd Graduate Award (2022)**
- **Graduate Student Finish Line Scholarship**
- **Jeffrey VanHoorne Cybersecurity Scholarship & Professional Development Allowance**



- **Financial benefits to degree earner**
- **Skills & knowledge that help employers (and Michigan) thrive**
- **Growing culture of support and celebration at Oakland**
- **Student demand**

In Appreciation



In Appreciation

Michelle Piskulich

Senior Associate Provost

- Departed OU to become Provost and Vice President for Academic Affairs at Molloy College in Long Island
- 32-year career at Oakland University
- Pivotal role and outstanding leadership, especially during the transition to online learning during the pandemic
- Led key initiatives, e.g. developing alternative revenue sources, expansion of online courses/programs, overseeing Center for Teaching Excellence.



Michelle Piskulich

Senior Associate Provost

- In the forefront of advancing women in higher education at OU and in Michigan.
 - Recipient of the 2021 Michigan ACE
 - Recipient of Googasian Award, which honors an OU community member who has contributed to the advancement of women
- Unflinching advocate in upholding the university mission to support students and each other



Thank You



Oakland University Board of Trustees Meeting

Thursday, August 12, 2021



President Ora Hirsch Pescovitz, M.D.