



President's Report to the Board of Trustees

Monday, October 14, 2019
Ora Hirsch Pescovitz, M.D.

OAKLAND
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Agenda

I. Fall 2019 Enrollment

II. OU Values

III. Flexible Work Arrangements

Assoc. VP for HR Ron Watson

Asst. VP for Academic HR Joi Cunningham

I. Campus Security

Chief Mark Gordon

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**Fall 2019
Enrollment**



Enrollment Overview

- Undergraduate

15,543

- Graduate

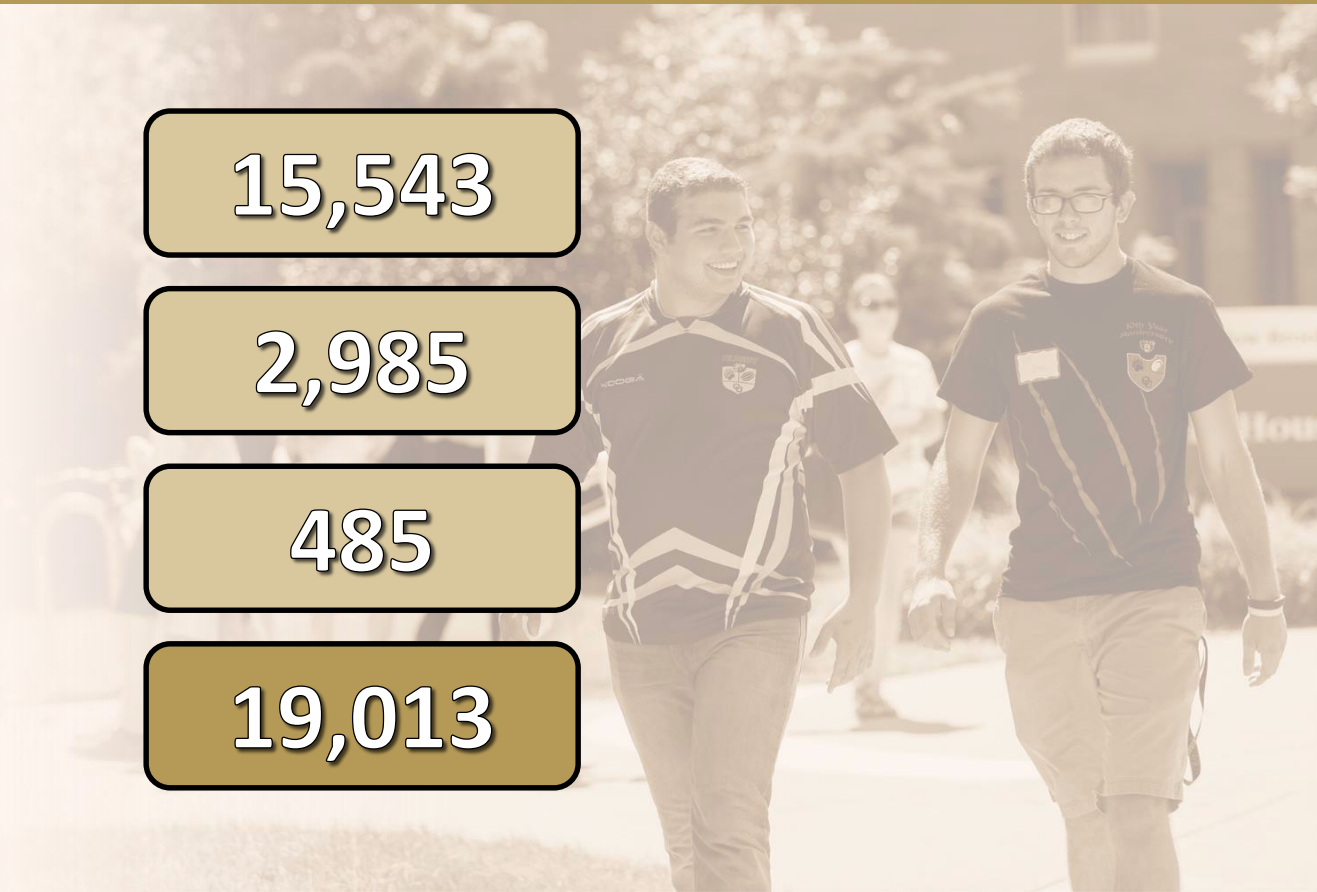
2,985

- Medical School

485

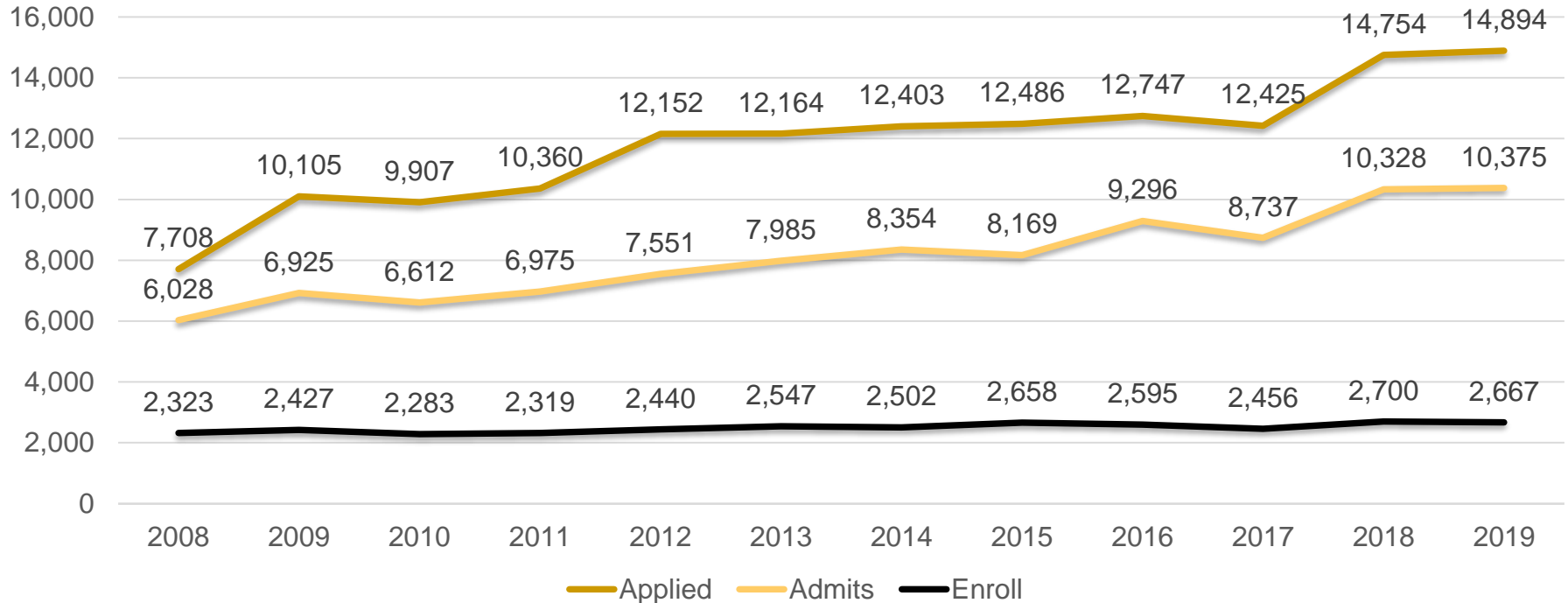
- Total headcount

19,013



OU FTIACs

New FTIAC Apps, Admits and Enrolls (Fall)



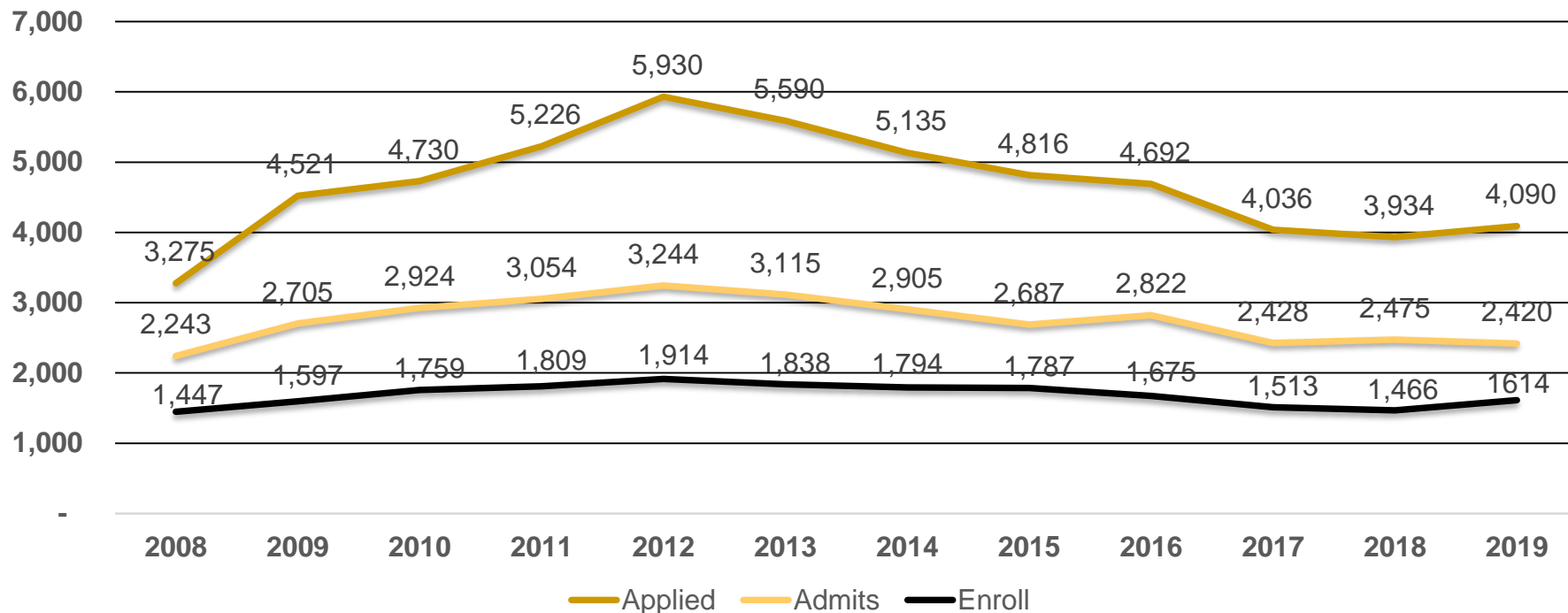
FTIAC Class Highlights

- Second largest cohort in OU history
- 33% first-generation students
- Most diverse class
- Largest Hispanic/Latino population
- Average high school GPA of 3.55
- Average SAT score of 1130
- FTIAC applications ↑ 2.8%
- Pell Grant eligible students ↑ 8%



OU Transfers

New Transfers Apps, Admits and Enrolls (Fall)



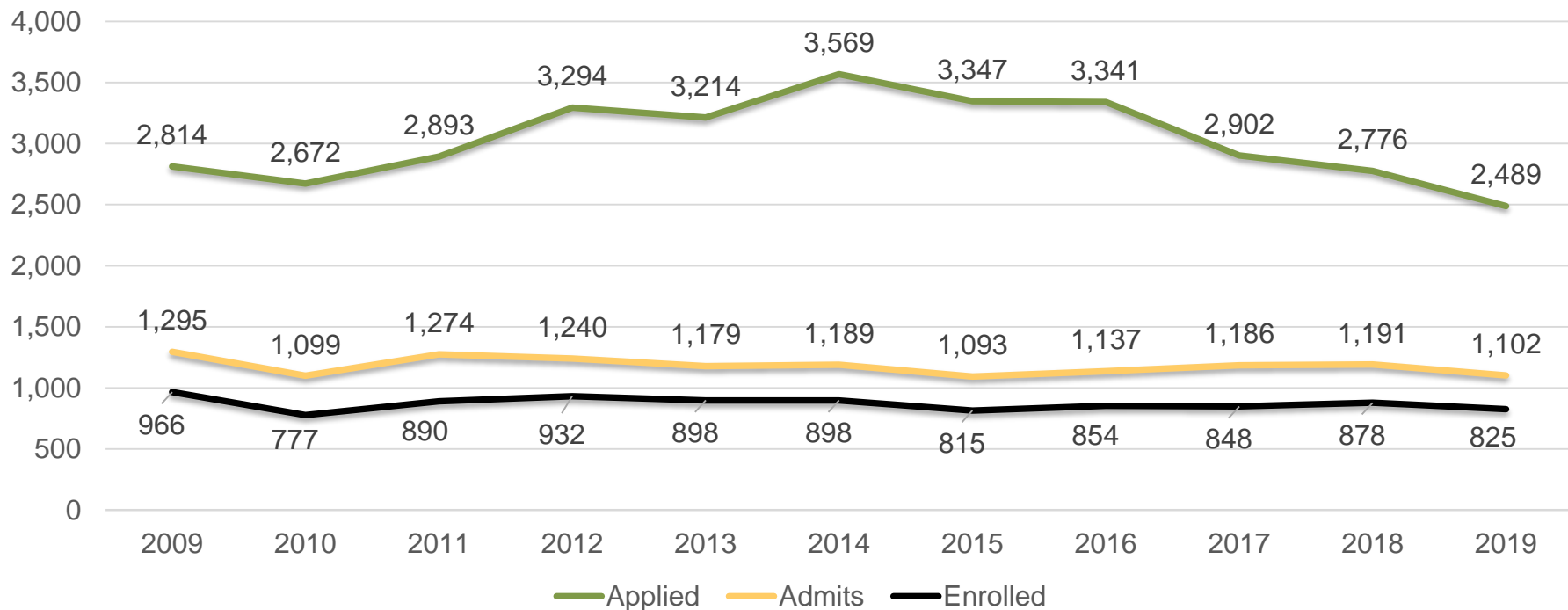
Transfer Class Highlights

- Increase of 10.1%
- 2nd largest transfer class in the State of Michigan
- Over 300 more than Michigan State
- On par with most academically talented transfer class in OU history
- Added 20 articulation agreements with community colleges



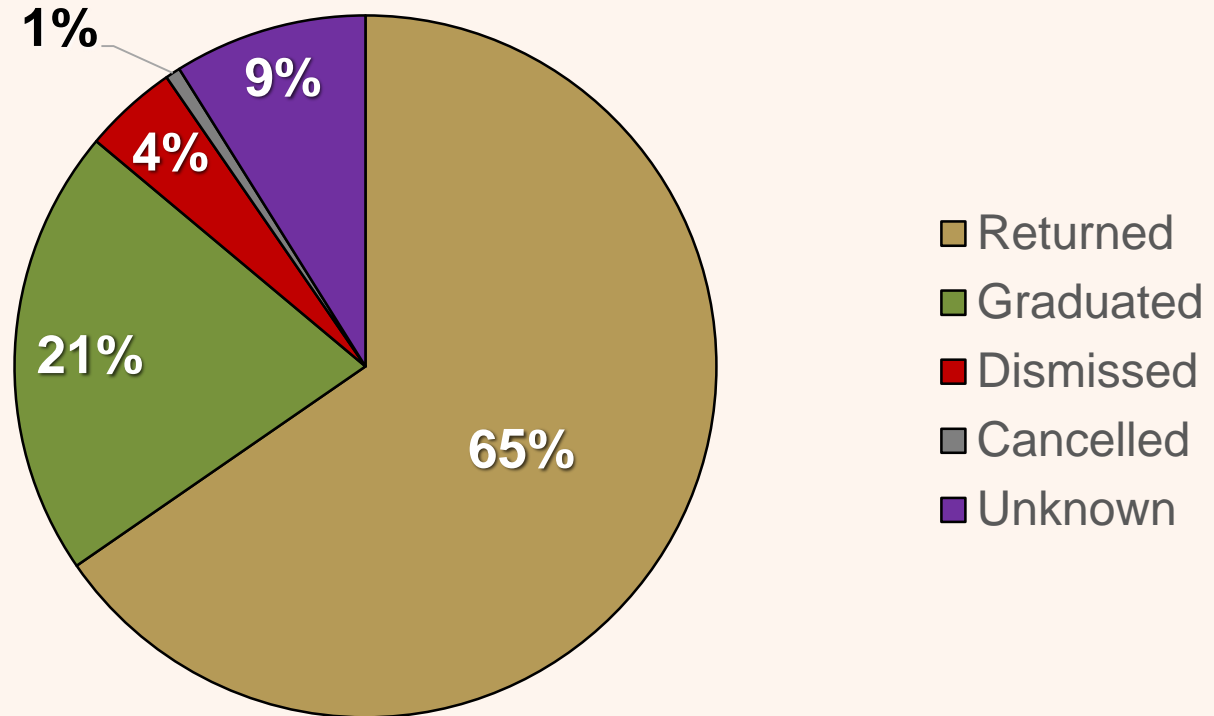
OU Graduates

New Graduate Applications, Admits and Enrolls (Fall)



Student Retention

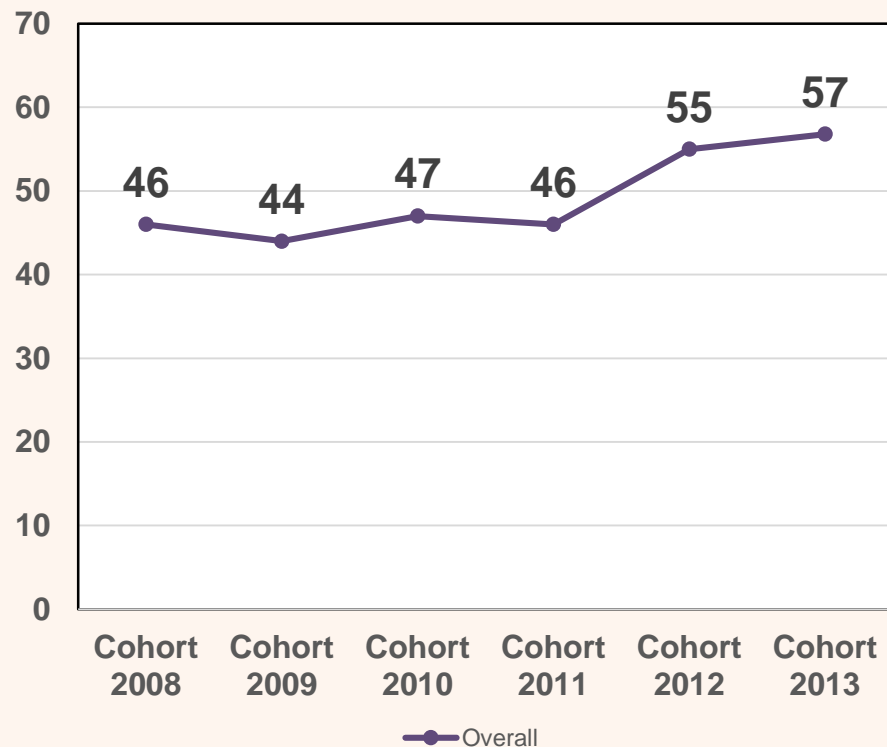
Status of fall 2018 Undergrads in fall 2019 Term



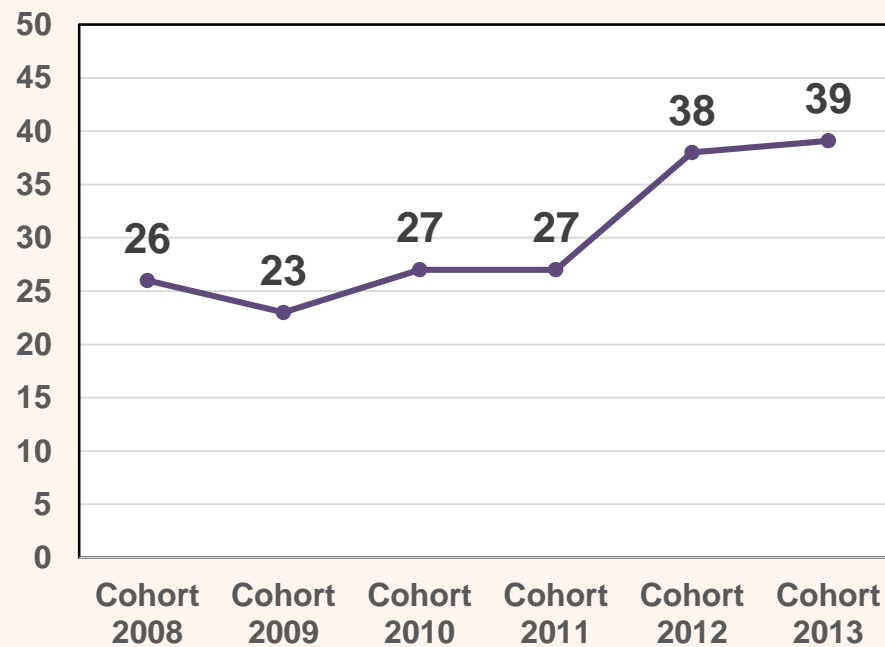
Full-Time FTIAC Graduation Rates



6-Year Graduation Rates - Overall



URM 6-Year Graduation Rates



URM: Includes African American, Hispanic, Native American, Native Hawaiian*

Strategic Enrollment Plans

- Continuing financial aid optimization work
- Implementing SEM plan



Our Foundation

- **Mission Statement**
- **Vision Statement**
- **Strategic Goals**
 - **Outstanding Academics**
 - **Exemplary Research, Scholarship and Creative Endeavors**
 - **Impactful Community Engagement**
 - **Enhanced Diversity, Equity and Inclusion**

What We Value

- **Working with Pontiac leaders on more than 50 community revitalization projects**
- **Helping Marygrove College students complete their degrees in light of the college closing**



What We Value

- Promoting timely public issues through the Center for Civic Engagement
- Addressing health care and poverty issues through OUWB partnership with Missionary Baptist Church



What We Value

- Supporting individuals and families dealing with autism through the Lindsay Foundation
- Promoting cultural connections through our Center for Religious Understanding



What We Value

- Having students, faculty, staff, alumni, retirees and University partners raise more than **\$19,000** in 24 hours for University of the Bahamas
- Project Leaders
 - Senior Director, Office for Student Involvement **Jean Ann Miller**
 - Students **Chris Russell** and **Destinee Rule**



OU Values Statement

- **Address need to communicate shared values**
- **Establish OU Values Statement Committee**
 - Glenn McIntosh, Senior VP, Student Affairs/Chief Diversity Officer
 - John Young, VP, University Communications & Marketing
 - Kevin Corcoran, Dean of College of Arts & Science
 - Cynthia Miree, School of Business Administration
 - Jo Hairston, Executive Associate to the President
 - Kevin Grimm, College of Arts & Sciences
 - Amanda Summers, Director, Brand Initiatives
- **Seek input from faculty, staff, students, alumni and others**

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Flexible Work Arrangements

Ron Watson

Associate Vice President
for Human Resources

Joi Cunningham

Assistant Vice President for
Academic Human Resources



IMPETUS

- In June 2018, President Pescovitz announced a **University of Choice initiative** to make OU the most desirable place to work in southeastern Michigan.
 - Improve employee morale and job satisfaction
 - Increase overall productivity and institutional impact
- A 14-member **Flexible Work Arrangements Committee** was convened to research opportunities and make recommendations.
- The committee used a data-driven process to identify and address employee needs and professional aspirations.



ADDED SCOPE

- Formalize FWA options outlined in faculty and staff contracts and handbooks, as well as existing informal arrangements
 - Variety of arrangements made at various levels throughout the University
 - Official records of agreements often not created
 - Decentralized administration and oversight



EXECUTION

- Utilized internal and external research to explore flexible work arrangement options
- Numerous considerations included but were not limited to:
 - Readiness/adaptability of OU's existing work culture
 - Availability of FWA support resources
 - Applicability of FWA options in various work environments across campus
 - Continuity of excellent services and high-quality work product





FWAs – FACULTY PERSPECTIVE

- **FWAs long available to faculty include phased retirement, automatic and other tenure clock extensions, alternate teaching load and alternate work assignments (AWA).**
- **Need exists to better communicate options through a more formal, transparent process.**
- **AWAs increasing as a result of changing family diversity.**



EVALUATION

- FWA options considered for implementation included:

- Adjusted Meal Periods
- Alternate Work Assignment
- Compensatory Time
- Compressed Work Weeks
- Flex Time
- Job Sharing
- Phased Retirement
- Remote Work
- Shift Swaps
- Telecommuting

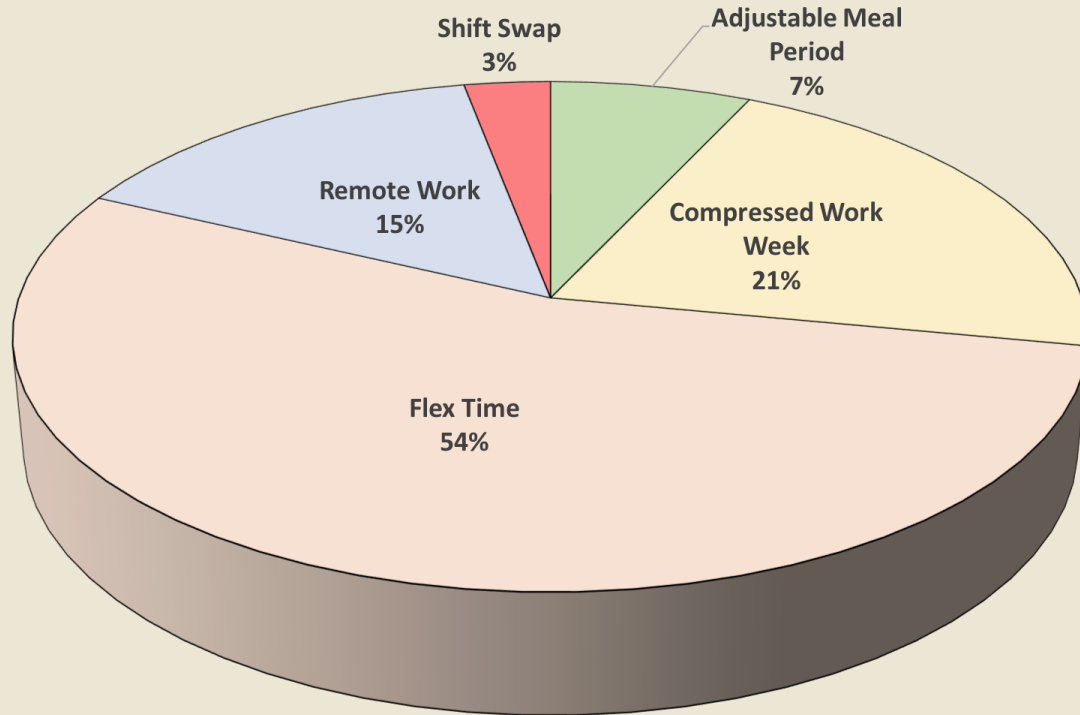
IMPLEMENTATION

- FWA options officially launched in June 2019 include:

- Adjusted Meal Periods
- Alternate Work Assignment
- Compressed Work Weeks
- Flex Time
- Remote Work
- Shift Swaps



EMPLOYEE RESPONSE



Moving Forward

- Flexible Work Arrangements Committee will continue its work.
- Based on employee feedback, expanding remote work will be a priority focus in the near term.
- New options are likely to require policy review, additional resources and/or increased administration and oversight.
- Ongoing consideration will focus on options with the most beneficial practical and strategic outcomes.





QUESTIONS?



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**Campus
Safety**

Personnel

- 23 Sworn Officers~
- 5 911 Dispatchers~
- 3 Support Services
- Office of Emergency Management~
- 8-10 Student Service Aides
- 20+ First Aid Support Team (FAST)~



OUPD Philosophy for Campus Safety

- **Community Partnerships include:**
 - Housing Liaison
 - Faculty Training
 - Social Media Engagement
 - Charity Softball Games
 - Shop with a Hero
 - Children's Hospital Toy Drive
 - Breast Cancer Awareness (October)
 - No Shave November - Men's Health



Emergency Communication Methods

Outgoing

- Emergency text messaging (with UCM)
- Campus-wide electronic digital signage (24)
- OU and OUPD social networks
(Twitter, Facebook)
- Email to all University email addresses
- Campus telephone voice mail messages
- University website
- Local television and radio

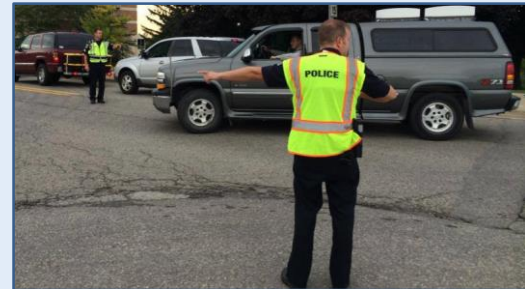
Incoming

- Closed Circuit Television (600)
- Intrusion Alarms (1,200)
- Blue Light 911 Phones (235)



Police Services

- **Traffic Management**
- **Campus Patrol Approaches**
 - Bike Patrol
 - Foot Patrol
 - Vehicle Patrol
- **Incident Reporting**
- **Criminal Investigations**
 - Threat Assessments
 - Background Checks
- **Safe-Walk Program**
- **Vehicle Jump Start**
- **Vehicle Lock Out Assistance**
- **Public Education Presentations**



Education Opportunities

An Educated Community is a Prepared Community

- Community presentations include:
 - Rape Aggression Defense (RAD)
 - Surviving an Active Assailant
 - Stop the Bleed Training
 - Weather Safety and Preparedness
 - Emergency Preparedness for the Classroom
 - Alcohol and Drug Awareness



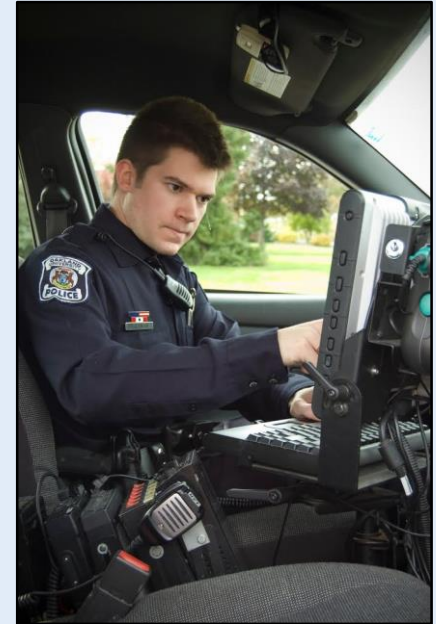
Oakland University CARE Team

- **Centralized reporting location to receive information related to threats or concerning behavior on campus**
- **Each submission is examined and an appropriate course of action is recommended to University officials**
- **Members of the CARE Team Core Group include:**
 - Vice President of Student Affairs (Chair)
 - Office of the Dean of Students
 - Graham Health Center Staff
 - Office of the Dean, School of Education
 - Oakland University Police Department



Future Vision of Campus Safety

- Grow department as demand for police services continues to grow
- K-9 unit in support of large scale events
- Emergency Operations Center –
Emergency Preparedness
- Adapting police services as
community expectations change



Oakland University Police Department

Questions?



Staff Training

- Established in 2009 to prepare consortium members to respond to major incidents
- Active Shooter Response-Rescue Task Force
- First Aid, CPR, AED
- Stop the Bleed
- Cultural Sensitivity
- Defensive Tactics
- Trauma Informed
Victim Interviewing
 - Sexual Assault
 - Domestic Violence
- Crisis Intervention Training
 - Mental Health



OAKTAC
Oakland County Tactical
Response Consortium Group



911 Dispatch Center for Campus

- **Secondary PSAP – 2016**
- **Service calls in 2019 YTD: 14,458**
- **Service calls in 2018: 18,792**
- **Services:**
 - Complete 911 services
 - Safety-Walk-CCTV Systems
 - First Contact for Medical Emergencies
 - First OUPD contact
 - Alarm monitoring and fire response coordination



Office of Emergency Management

- Stop the Bleed (BCON)
- AED
- Interactive Map (AEDS, BCON, Emergency Blue Lights)
- Storm Ready
- EOC (Emergency Operations Center)
- EMAC
(Emergency Management Advisory Committee)
- Building Coordinator



First Aid Support Team (FAST)

- Student lead team
- Support for large scale events
- Events Worked:
 - 13 events in 2017
 - 49 events in 2018
 - 70 projected in 2019

