

# **President's Report to the Board of Trustees**

**October 12, 2020  
Ora Hirsch Pescovitz, M.D.**



**OAKLAND UNIVERSITY™**

# Agenda

- 
- I. August Commencement (President Pescovitz)**
  - II. Enrollment Update (President Pescovitz)**
  - III. Grizzlies Protect Grizzlies (President Pescovitz)**
  - IV. Diversity, Equity & Inclusion (Piskulich)**
  - V. New Provost**

# August Commencement

**Friday, Aug. 28 and Saturday, Aug. 29**

***Thank You***

***to***

**OU's Academic Affairs team and  
60 volunteers led by Stephanie  
Lee and Michelle Piskulich**



**Stephanie Lee**  
Administrative Associate  
Academic Affairs

# August Commencement

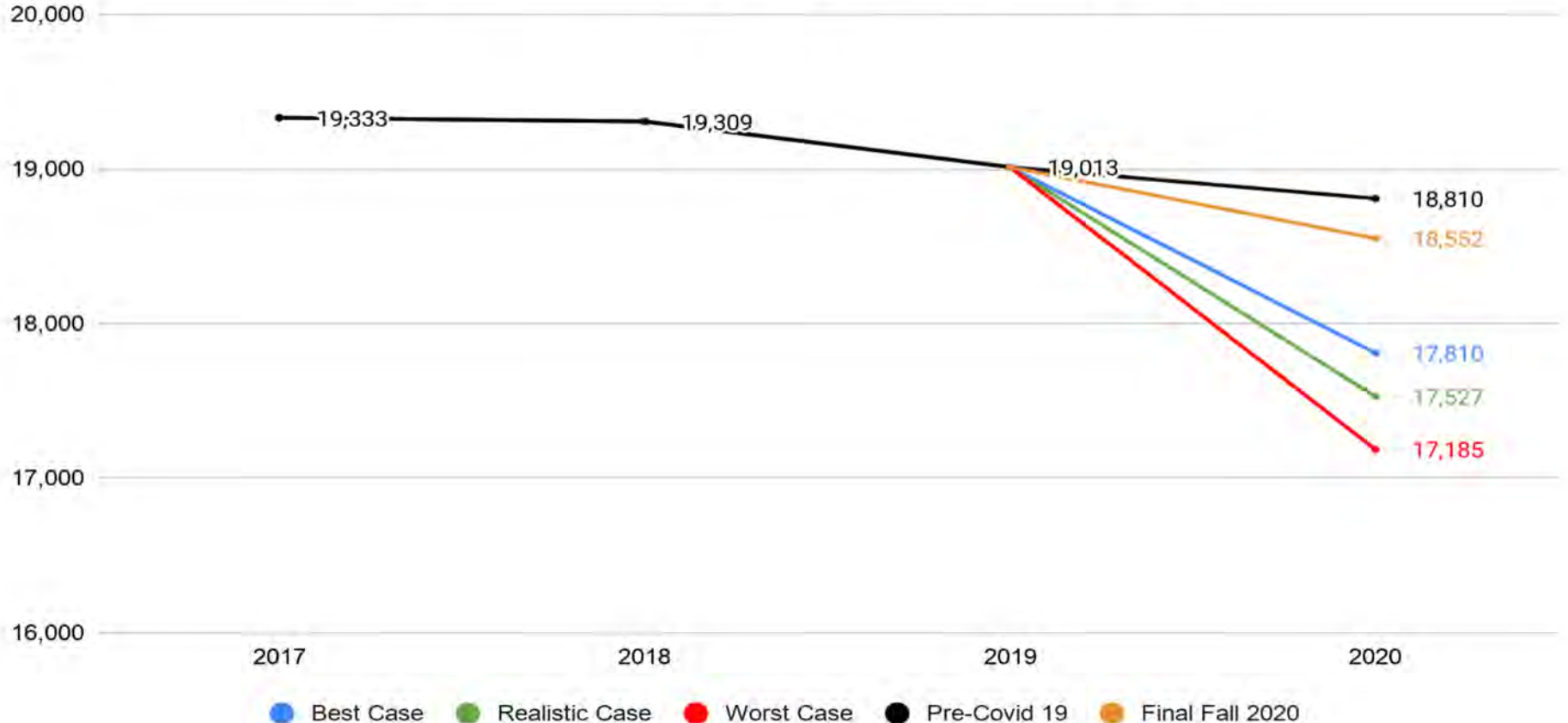
## Number of Passes Issued

• CAS ceremony	230
• Graduate ceremony	113
• SEHS, SHS, SON ceremony	191
• BIS, SBA, SECS ceremony	79
<b>TOTAL</b>	<b>713</b>



# Fall 2020 Projection Scenarios and Final Enrollment

## Total Headcount, Graduate, Undergraduate and Medical School









# Fall 2020 Enrollment - Michigan Public Institutions

Institution	2020	2019	% Change
UM-AA	47,907	48,090	-0.4%
MSU	49,875	50,578	-1.4%
WSU	26,251	26,844	-2.2%
<b>OU</b>	<b>18,552</b>	<b>19,013</b>	<b>-2.4%</b>
MTU	6,867	7,037	-2.4%
GVSU	23,350	24,033	-2.8%
SVSU	8,030	8,265	-2.8%
LSSU	1,772	1,846	-4.0%
UM-D	8,783	9,195	-4.5%
WMU	20,490	21,470	-4.6%
NMU	7,368	7,732	-4.7%
UM-F	6,829	7,297	-6.4%
EMU	16,324	17,814	-8.4%
FSU	11,165	12,472	-10.5%
CMU	17,293	19,431	-11.0%
<b>TOTAL</b>	<b>270,856</b>	<b>281,117</b>	<b>-3.7%</b>

## 2020 Enrollment Data

- Summer I  5.1%
- Summer II  2.7%
- Fall  2.4%
- Total fall credit hours  2.5%
- **#1 Transfer Destination –  
OU once again top among  
Michigan publics**

# Grizzlies Protect Grizzlies

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# Grizzlies Protect Grizzlies

- I. Limit Person-to-Person Spread of the Virus**
- II. Lower the Risk of Virus Outbreaks on Campus**
- III. Foster Culture of Compliance**
- IV. Modify Learning Environment**  
Strategic responses to teaching and learning challenges
- V. Define Student Experience**  
Changes to residence halls, campus activities, requirements for student-athletes

# **I. Limit Person-to-Person Spread of the Virus**

- **Social distancing**
- **Face masks**
- **Personal hygiene protocol**
- **Daily health assessment**
- **Daily honor pledge**

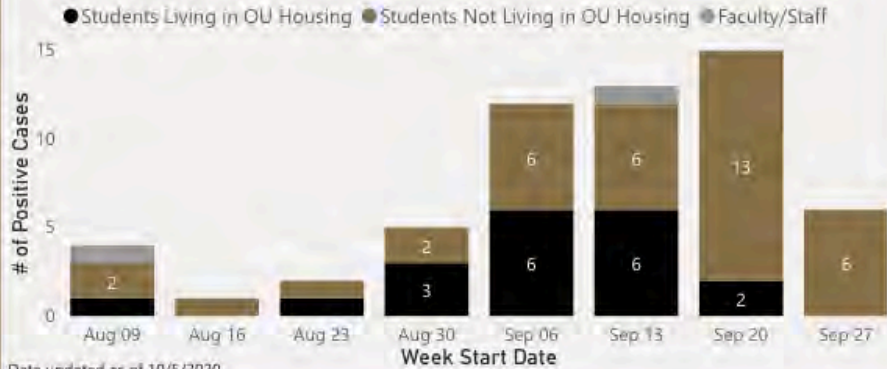


## II. Limit Person-to-Person Spread of the Virus

- COVID-19 testing
- 110,000 masks distributed
- Graham Health Center telehealth services
- Student Health Ambassadors
- COVID-19 dashboard



## On Campus Positive Cases by Week



## Cumulative On Campus Positive Cases

Total Positives Since July 12

**68**

Faculty or Staff	Students Not Living in OU Housing	Students Living in OU Housing
2	44	22

Data updated as of 10/5/2020

## Health Assessments Cleared and Not Cleared



## Daily Health Assessments



Health Assessments - Students, faculty, or staff reporting a "Yes" to any screening questions are referred to GHC for follow-up. They are reported as 'Not cleared' in the chart above.

Data updated as of 10/5/2020



### III. Foster Culture of Compliance: Communications

- University website is central information source
- Campus signage
- Social media
- News media



#### **GRIZZLIES PROTECT GRIZZLIES**

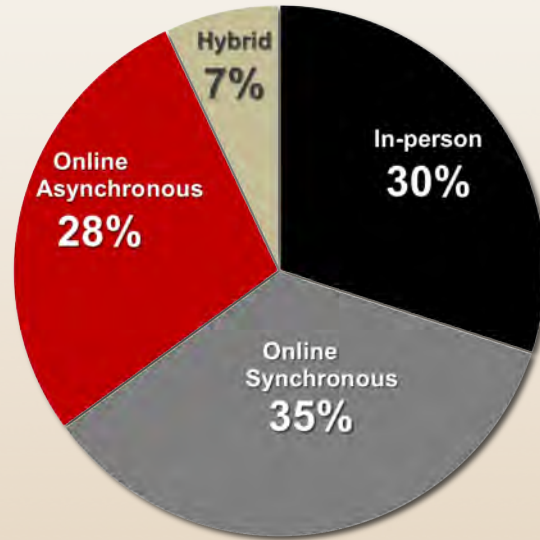
This fall, we will come together in a learning environment that maintains the highest level of safety and provides engaging educational experiences. More than ever, we must rely on each other in a collective effort we call "Grizzlies Protect Grizzlies: Healthy Together".

Moving on together requires mutual trust, caring for each other, open communication and a clear expectation of the changes taking place in the classroom and on campus to ensure a healthy setting to learn, live and thrive.



## IV. MODIFIED LEARNING ENVIRONMENT

- **Instructional modalities**
  - **30% in-person**
  - **35% online synchronous**
  - **28% online asynchronous**
  - **7% hybrid**



## **V. Define Student Experience**

- **Resident students received health kits and face masks**
- **Cafeteria offers pre-packaged, dine-in or take out meals**
- **Academic Peer Mentors facilitates virtual tutoring**



## **V. Define Student Experience**

### **Student-athletes**

- **NCAA/Horizon League postponement fall sports**
- **Men's and women's basketball season starts Nov. 25**
- **NCAA-required COVID-19 testing implemented**
- **Weekly surveillance testing**
- **Men's and women's basketball tested  
3 times per week during the season**

## **Fall 2020 Overview**

- **Overall success with enrollment, instruction and health and safety measures**
- **Collaboration across campus has been outstanding**
- **Cannot let our guard down as pandemic persists**

# Diversity, Equity and Inclusion



**Michelle Piskulich**

Interim Executive Vice President  
for Academic Affairs and Provost



# Strategic Goal #4

**Advance** diversity, equity, and inclusion in an environment of mutual trust and respect at all levels of the institution and facilitate opportunities and success for all community members.

# Oakland University Demographics Overall

Fall 2016 Student Enrollment and Fall 2017 Benefit Eligible Employees

	STUDENT		FACULTY		STAFF	
HEADCOUNT	20,012		874		1,154	
Female	11,316	56.5%	462	52.9%	721	62.5%
Male	8,696	43.5%	412	47.1%	433	37.5%
Unreported	0	0.0%	0	0.0%	0	0.0%
White/non-Hispanic	14,505	76.1%	670	78.1%	903	80.6%
Black/non-Hispanic	1,682	8.8%	29	3.4%	137	12.2%
Asian/Pacific Islander	1,206	6.3%	126	14.7%	48	4.3%
Hispanic	623	3.3%	24	2.8%	26	2.3%
American Indian/Alaskan Native	194	1.0%	5	0.6%	5	0.4%
Native Hawaiian	32	0.2%	0	0.0%	0	0.0%
International with Visa	809	4.2%	4	0.5%	1	0.1%
No Response*	0		7		8	
Unreported/Incomplete*	961		9		26	
Total	20,012		874		1,154	

\*Not in calculated percentages.

## ENROLLMENT/EMPLOYMENT STATUS

FULL TIME	14,707	73.5%	615	71 %	1,078	93.4%
PART TIME	5,305	26.5%	249	29%	76	6.6%

# How might the academic pipeline influence goals?



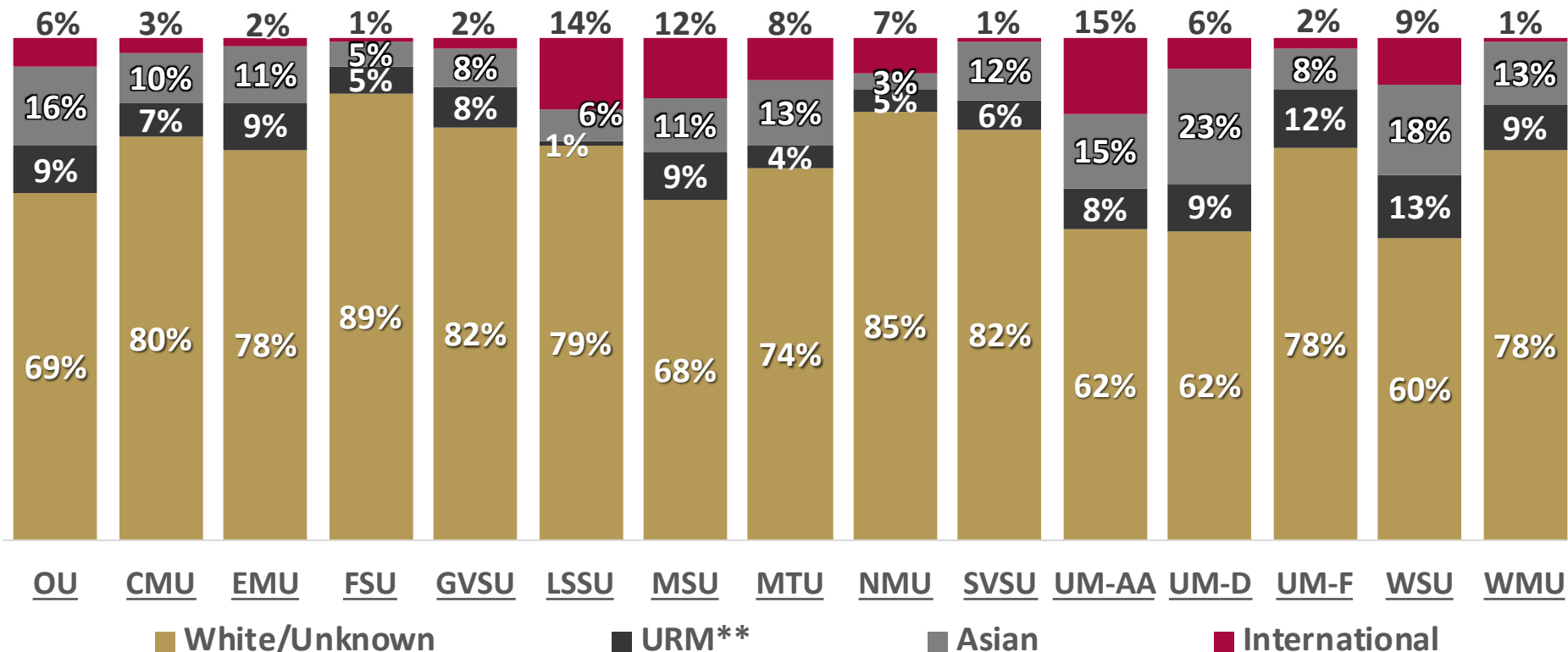
# Doctorate recipients, by ethnicity, race and citizenship status: 2009–18

<b>Ethnicity, race, and citizenship status</b>	<b>2009</b>	<b>2010</b>	<b>2011</b>	<b>2012</b>	<b>2013</b>	<b>2014</b>	<b>2015</b>	<b>2016</b>	<b>2017</b>	<b>2018</b>	<b>2018 %</b>
All doctorate recipients	49,552	48,028	48,910	50,943	52,703	53,989	54,889	54,798	54,559	55,195	
Hispanic or Latino	2,815	2,702	2,915	3,064	3,073	3,147	3,421	3,572	3,566	3,603	6.5
Not Hispanic or Latino											
Amer. Indian or Alaska Ntv.	138	129	135	107	126	109	141	136	111	116	0.2
Asian	12,131	11,583	12,311	12,850	13,430	13,556	13,834	14,048	14,262	14,815	26.8
Black or African American	2,617	2,380	2,313	2,528	2,655	2,654	2,773	2,866	2,951	3,058	5.5
White	26,630	25,964	26,173	26,982	27,871	27,948	28,620	28,760	28,349	28,585	51.8
More than one race	695	711	780	868	929	939	971	1,116	1,110	1,213	2.2
Other race, not reported	554	441	464	462	447	411	458	470	788	862	1.6
Ethnicity not reported	3,972	4,118	3,819	4,082	4,172	5,225	4,671	3,830	3,422	2,943	5.3

**SOURCE:** Excerpted from National Center for Science and Engineering Statistics – NSF 20-301

# Race/Ethnicity of Full-Time Faculty\* Across Michigan Universities

## Fall 2019 IPEDS



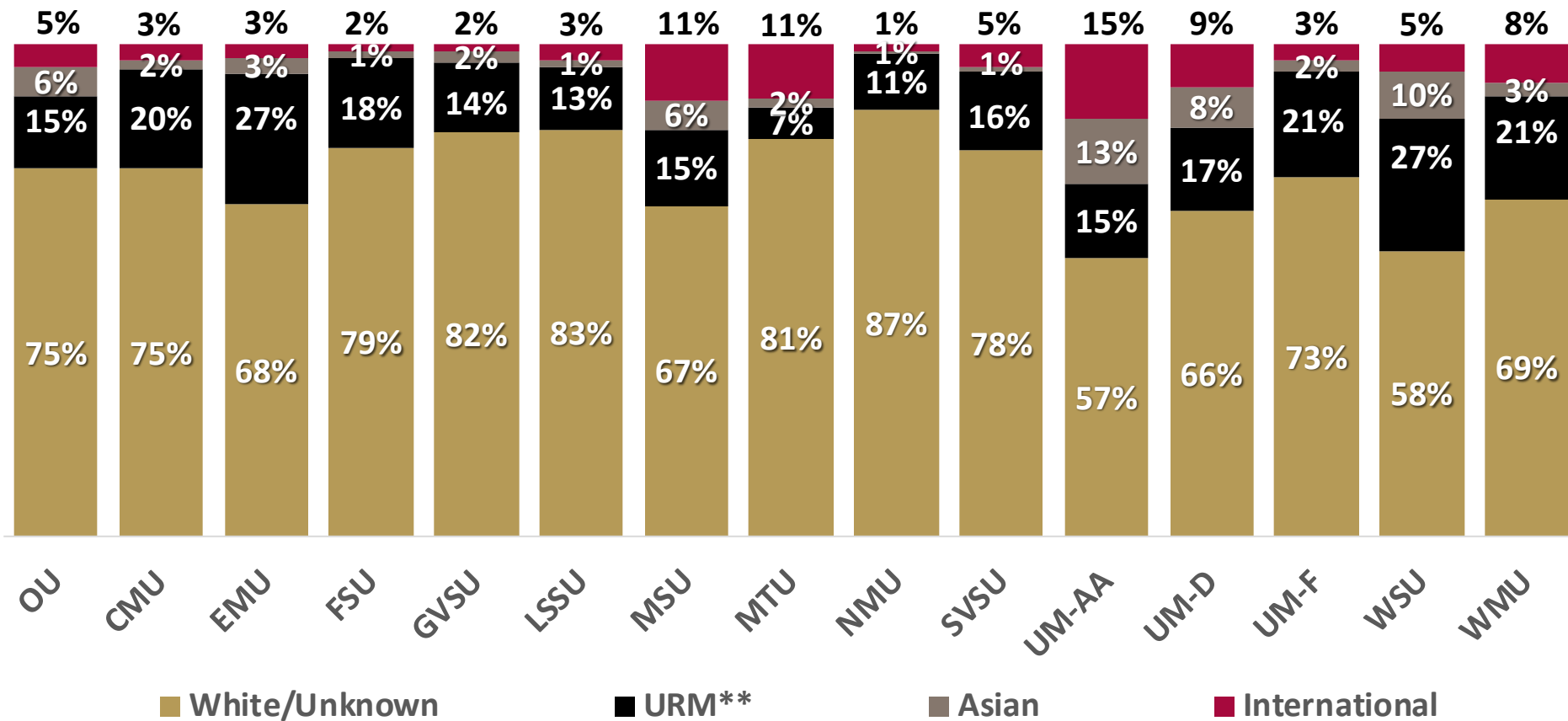
\* Includes Instructional Staff, Research, and Public Service from Medical school and Non-medical schools

\*\*URM includes American Indian or Alaska Native, Black or African American, Hispanic or Latino, Native Hawaiian or Other Pacific Islander, Two or more races



# Race/Ethnicity of Student Across Michigan Public Universities

Fall 2019 IPEDS



URM includes American Indian or Alaska Native, Black or African American, Hispanic or Latino, Native Hawaiian or Other Pacific Islander,

# Academic Affairs DEI-Related Activity Highlights

Activity	Outcome/Status
1. Launched OU DEI Post Doctoral Program	2 Post Docs Hired (Sociology and SEHS)
2. Proposed (2019) Senate Faculty DEI University Committee	Approved 2020 (13 Faculty, 3 APs, 1 Student) (ongoing)
3. Created and launched OU Diversity Advocate Program (In Person and Hybrid Formats)	62 Trained Faculty Das 25 Searches with DAs (on-going)
4. Facilitated Group DEI-Related Training for Faculty	By Invitation (ongoing)

# Academic Affairs DEI-Related Activity Highlights

Activity	Outcome/Status
5. Developed and launched Diversity Advocate Resource Page	2018-present
6. DEI Strategic Initiatives Template for Deans (under development)	Winter 2020
7. Launched Inaugural Founders Day DEI Faculty Recognition	Winter 2020
8. Launched Provost Faculty Fellow for Diversity	Summer 2017 - present
9. Launched new Affinity Groups	2018

# **Academic Affairs DEI-Related Activity Highlights**

## **2019-20 Academic Searches**

- **42 hires**
- **9 URM**s
- **URMs represent 21% of new hires**



# **New Fall 2020 Initiatives and on the Horizon**

- **Deeper focus on key promotion and tenure committees (CAP and FRPC)**
- **FRPC has officially implemented Equity Advocate for the first time**
- **DEI Faculty Committee reviewing Tenure and Promotion Statements**
- **Deans have begun developing unit level diversity plans**
- **Continuing to support Affinity Group activities on campus**





# *Thank You*

- Passion and expertise to make OU the best it can be
- Exceptional leadership
- Guiding OU's Academic Affairs team during transition to online learning
- Implementing “Grizzlies Protect Grizzlies: Healthy Together”



**Michelle Piskulich**  
Interim Executive Vice President  
for Academic Affairs and Provost

# *Thank You*

- Led by Glenn McIntosh, search committee chair
- 18 member committee, including faculty, staff, students and Trustee Brian Calley
- Search firm Isaacson Miller reviewed 150 candidates in a highly competitive search



**Glenn McIntosh**

Senior Vice President  
for Student Affairs and Chief  
Diversity Officer

# New Provost



**Britt Rios-Ellis, Ph.D.**

**Executive Vice President for  
Academic Affairs and Provost**

# New Provost



- **Founding Dean of the College of Health Sciences and Human Services at California State University, Monterey Bay (CSUMB)**
- **Ph.D. in community health, M.Sc. in health and fitness management (University of Oregon)**
- **Outstanding Professor Award at Cal. State, Long Beach**
- **Built programs that positively impact Latino and URM populations**
- **Attracted more than \$55 million in health and education program funding**
- **Proven and innovative leader**



# New Provost

- **Vision to elevate academic programs**
- **Passion for serving URM communities**
- **Commitment to research**
- **Determination for OU to significantly impact the lives and economy of the region**

