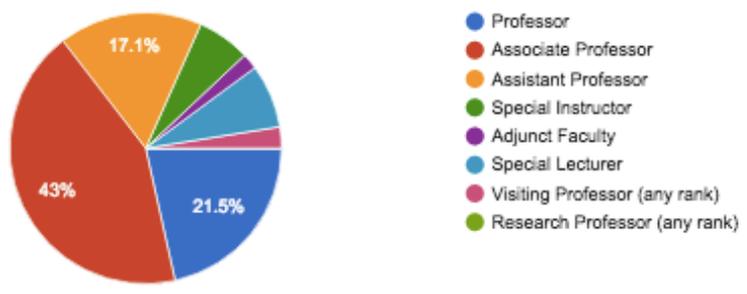


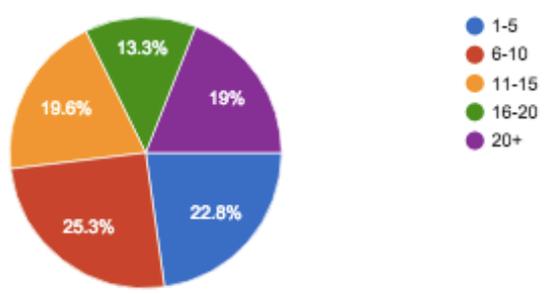
**Survey of the Faculty, by the Faculty: Oakland University presidential candidates.  
OU-AAUP  
4-28-2017**

**Results for candidate Ora Pescovitz, MD**

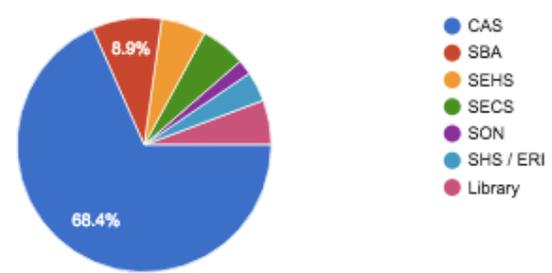
What is your current rank (158 responses)



Years working at Oakland University? (158 responses)

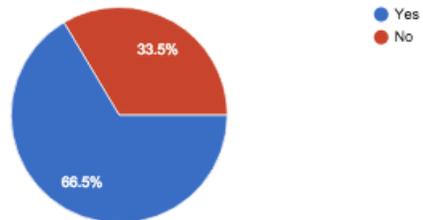


School / College? (158 responses)

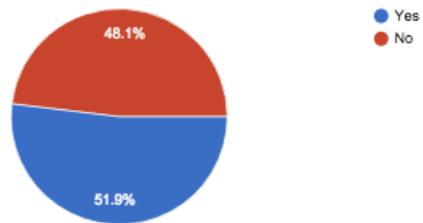


Did you attend an open forum or have another opportunity to interact with the candidate (Pescovitz)?

(158 responses)

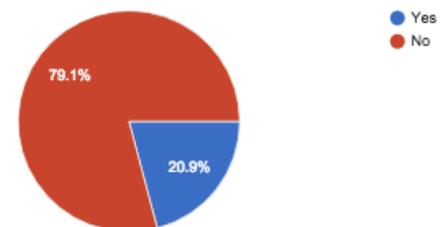


Have you read anything written by the candidate (Pescovitz)? (158 responses)



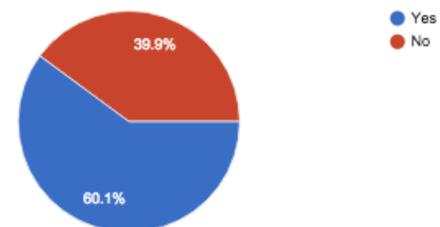
Have you watched a recorded performance/interview of the candidate (Pescovitz)?

(158 responses)



Have you read any news coverage/reportage concerning the candidate (Pescovitz)?

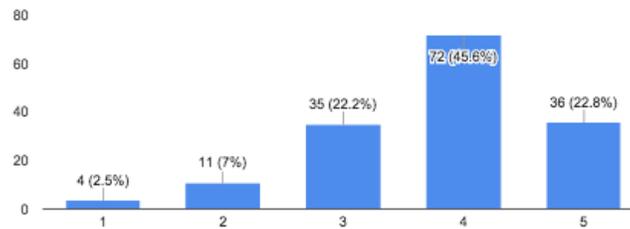
(158 responses)



The following graphs use a scale from 1 to 5: 1 = Strongly Disagree, 5 = Strongly Agree.

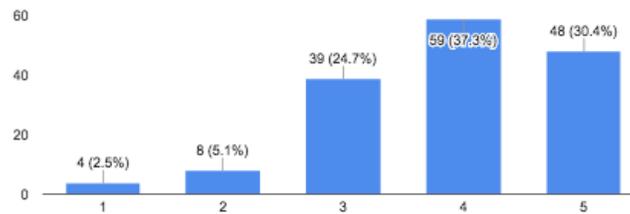
The candidate (Pescovitz) understands the problems facing Oakland University.

(158 responses)



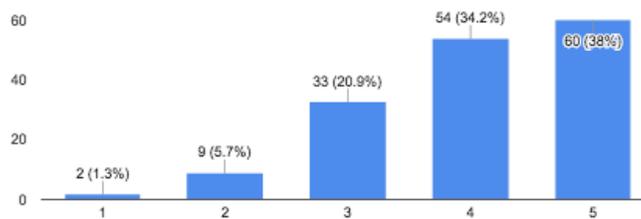
The candidate (Pescovitz) has a vision for Oakland University that is achievable.

(158 responses)



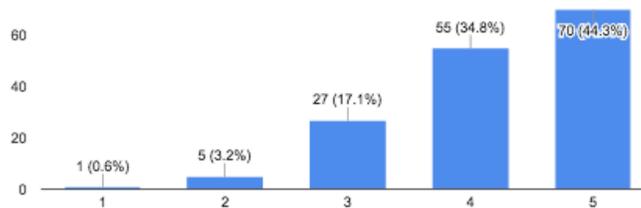
The candidate (Pescovitz) has the ability to effectively lobby on behalf of the University in Lansing and Washington, D.C.

(158 responses)



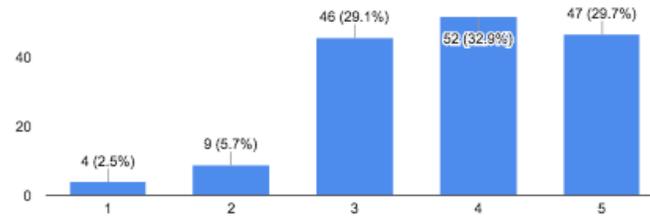
The candidate (Pescovitz) has the ability to fundraise effectively for Oakland University.

(158 responses)



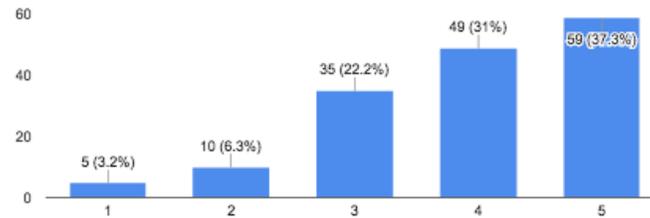
The candidate (Pescovitz) will create a better learning environment for students.

(158 responses)



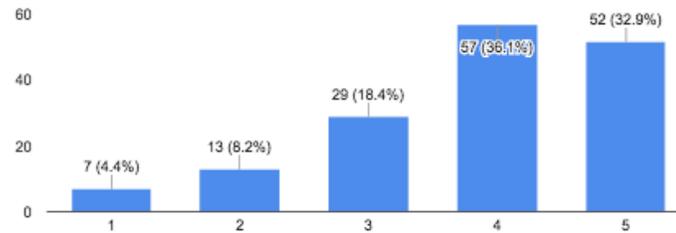
The candidate (Pescovitz) will improve the morale of the Oakland University community (including faculty, staff, and students).

(158 responses)



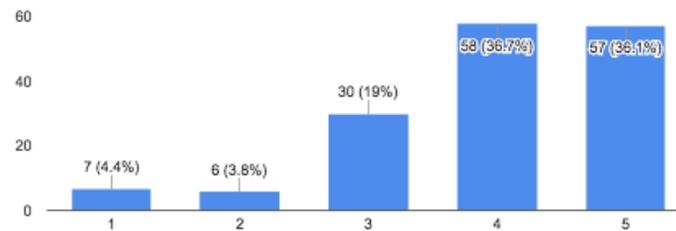
The candidate (Pescovitz) has the experience and background to be a successful leader of Oakland University.

(158 responses)



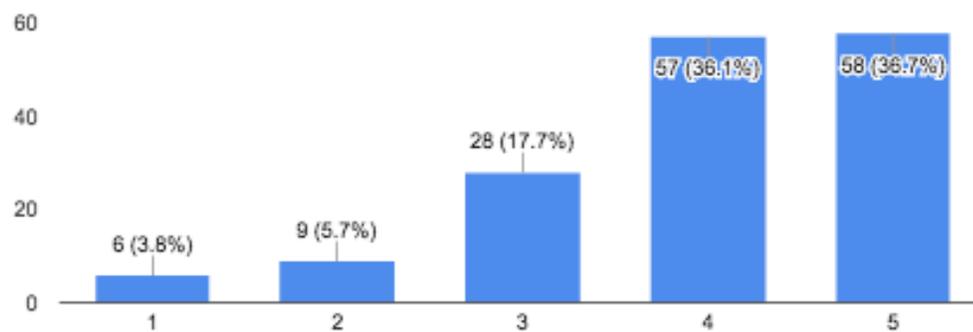
The candidate (Pescovitz) will advance the academic mission of the institution.

(158 responses)



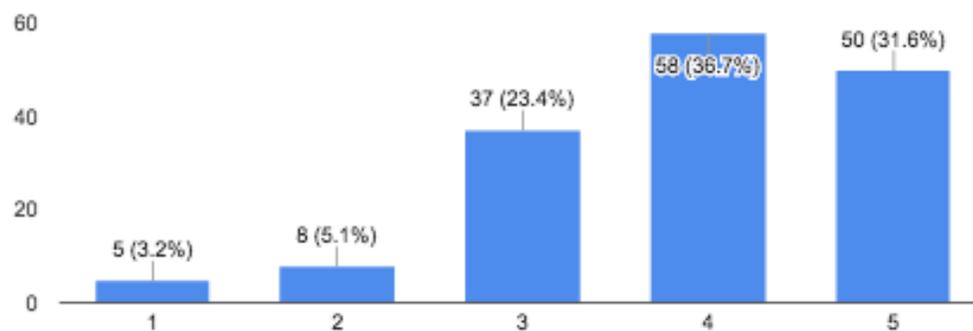
The candidate (Pescovitz) will create a cultural orientation that respects the unique contribution of the faculty.

(158 responses)



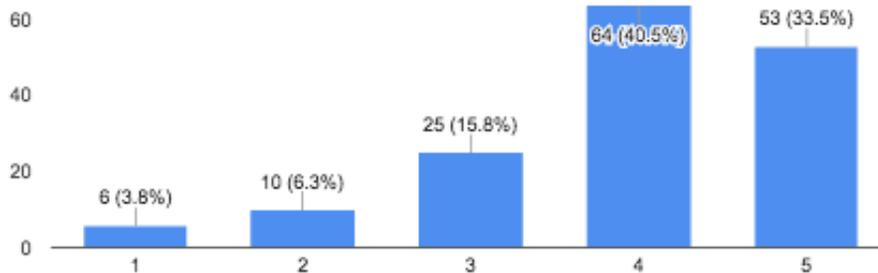
The candidate (Pescovitz) will create more appropriate support for faculty research.

(158 responses)



The following graph used a scale from 1 to 5:  
 1 = Not a good fit for Oakland University's needs.  
 5 = An excellent fit for Oakland University's needs.

What is your overall rating of the candidate (Pescovitz)? (158 responses)



You may comment on the candidate (Pescovitz) here.

Comments will not be identifiable. (43 responses)

I strongly support Dr Pescovitz. She is the right person for Oakland. If for some reason she is not appointed, the search must be reopened. Mr Camden is completely unacceptable as a second or fallback choice.

She could not but shine when compared to the other finalist. In fact, the contrast was so incredible that it felt like a deliberate manipulation to engineer the outcome. While Pescovitz is qualified and seemed genuinely excited about the prospect of leading the university, I would very much like to see how she would have stacked up to another qualified finalist. That said, we could do worse.

By far the most qualified candidate that was brought to OU for an interview. Dr. Pescovitz will be able to focus on all aspects of the university (OUWB included) and aid in driving OU forward with positive and affirming leadership. Her connections for fundraising in Oakland County are invaluable, as are her experiences in academic, medical and industrial leadership.

Outstanding candidate.

This candidate was very prepared and understood the need to appeal to different groups. She has a strong record of fundraising. She is not my ideal candidate but is light years ahead of the other candidate.

Concerned about her being an MD; however, I was very impressed with her. She would be an inspiration to many students - especially those who have had to weather a tragedy. She has connections in Lansing and D.C. After her presentation, I was ready to hand her a check and she wasn't fundraising at the time.

Her value of the arts matters to me. I believe her to be an extraordinary leader and excellent fit for Oakland University's needs.

Dr. Pescovitz is a likeable candidate, she is successful, smart and competent. She took the time to learn about Oakland and had specific ideas for what we can do. Her weakness is that she has no experience with undergraduate education and is not very in touch with undergraduates and the issues they face, especially our undergraduates. She could learn if she is open to listening and

surrounding herself with competent advisors. She has good connections to Lansing and fundraising knowledge which we desperately need.

Pescovitz is a strong candidate for this position--not perfect, but EXCELLENT in comparison to the other finalist (Camden). In her forum, she expressed an interest in and knowledge of the university (she had done her research!) and, just as important, an interest in the needs of OU students, staff, and faculty. She also has prior experience in fundraising and lobbying--via her work with IU and UM-Health System--which bodes well for OU. HIRE THIS CANDIDATE!

This candidate I rank better than Camden. She was certainly more prepared and more recently associate with an academic institution. But, my concern is that she does not seem to understand the kind of faculty we have at OU. NON-Clinical. She sees everything with employees being through the contract, but not convinced that she is willing to press to influence the contract to be fair for faculty. She was for maternity leave in the open forum, when faced by a member who was pregnant and not getting sufficient leave, but she also stated well its governed by the contract. She was not sure about how the details went here at Oakland. She was not willing to state clearly that something in the way faculty are treated was distressing to her or that she would take a stand for faculty too.

I did not attend this candidate's forum but I did read her CV and receive reports on her talk. While not ideal this candidate at least has some experience in academia, has conducted and published research and worked for an academic institution. She also seems aware of the challenges that OU faces and came to the forum having done some research on the university and had answers to some questions regarding a vision for its future.

Has the academic and leadership experience.

The candidate was well prepared, smart, researched Oakland University and its needs and issues, and had spot-on well-developed answers to questions. She did a great job of outlining her past, her goals, her vision, and her leadership style. Her leadership style and background will bring Oakland University into the forefront and help us grow and become better. She had specific goals and specific ideas about the future and how to combat some of OU's issues and challenges. She was inspiring, she motivated me to be a better faculty member, and she got me excited about the future of OU! She answered questions very well at the forum, she had great slides, and she thinks about leadership in an inspiring way. It would be the best decision for OU to hire this candidate. Great presentation style as well, and I can see her presenting and fundraising well for OU. The BOD should definitely offer the position to this candidate! She will have OU's interests, she will fight for OU, and she will bring OU into the future with dedication, commitment and integrity.

While this candidate's academic background is far superior to the first candidate, I worry that again emphasis is being placed on the vocational professions (medical school). There is worth in the humanities, and the challenges facing the humanities in the academy are a far better representation of the challenges facing our students and OU as a whole: high cost tuition with lower wage employment after college, less federal research grants supporting the program, and a less stable quantity of students year to year. I would have preferred an academic in the humanities be considered, and I say this as a scientist.

She was a charismatic and engaging speaker, which are necessary skills as OU's 'fundraiser in chief'. She was incredibly well prepared, with back up slides. She had obviously done a large amount of research on OU and the current state of higher education. For example, she had read the AAUP contract. She knew about OU's mission statement and strategic plan (unlike candidate Camden). She is, BY FAR, the superior candidate for OU's president.

I think this candidate is vastly superior to the other. However, she gave us very little information about family leave policies and other plans for advancing research or lowering tuition. Like Camden, she used the cop-out of not having the information available. The information we have

is not sufficient to make a confident choice in a president for the future of the university. I'm also concerned that neither of the candidates really have experience leading an academic institution, although I think Pescovitz is again superior in this department. I'm somewhat more optimistic about this candidate over Camden, but do have reservations and feel that the lack of information on policies is particularly concerning.

Pescovitz displays the virtues that should be expected of a university president. She believes in offering undergraduates unique and transformative academic experiences in college (something OU already does quite well with limited financial resources). She is enthusiastic about the institution and has experience with fundraising in the local environs. Pescovitz understands that OU is a "diamond in the rough" and will bring the institution to greater prominence in Michigan and beyond.

Too many unknowns out of the candidate's control to know if she has an achievable vision for OU.

While clearly an impressive background and career, I don't think Dr. Pescovitz has any comprehension of the institution, its faculty or students. She has always been at high level institutions with lots of money, and isn't likely to be able to deal with the lack of resources and crappy administration. Oh, and MD's tend to think that only other MD's deserve true respect...

Dr. Pescovitz was incredibly prepared for her open forum. I was impressed with her story telling and preparedness for potential questions, and I thought the breadth of her research into OU (union contract, student newspaper, strategic plan) was commendable. She seems to be an energetic candidate who would have the ability to sell OU's 'story' to leadership in Lansing and D.C., which would bode well for OU's place on the state and national stage, both in terms of visibility and funding. I am cautious of her stance towards unions, based on what I've read of her and reading between the lines of her statements during her open forum, but I think she, far and away, is the much stronger of the two candidates for president we've been presented with.

Ora is the only choice!

This candidate was very well-prepared for the faculty forum, and came prepared with many slides to correspond to anticipated questions from the audience. Her slides were not always actual responses to the questions, and were general in nature, but they showed that she had thought things over. She was not negative about the Strategic Plan, although she saw areas of improvement. She was aware of the mission of the university, and seemed to be interested to uphold it (as opposed to rewrite it). She said she wanted to be the 'spicy sauce' in the administration, which was an interesting phrase. The faculty appeared to react better to her in the question/answers than to the other candidate with whom there was tension in the air that was quite palpable. But as with the other candidate, she has not had much experience in leadership positions at the university. I would think the SOM would be happy if she were to come, since this is her primary area of expertise. She is described as a 'non-traditional' candidate, as is the other one, in the newspaper. What this means is that faculty are being asked to decide between two non-traditional candidates, neither of whom have the experience that you would think they would need for this job. It winds up being a matter of personality and intuition as to which ones seems to be the stronger candidate, instead of job experience in academia. Both candidates have dealt with large budgets and have experience fund-raising, and perhaps that is the most important thing. Maybe the BOT is looking for the person who can raise the most money. Neither candidate addressed faculty research in any articulate way. I think it is hard to say whether the experience either has in his and her former jobs would translate well into the presidency of Oakland University. However, Pescovitz seems to have energy and she had done her homework.

She was articulate, prepared, answered questions. She thought through her introduction to the campus community, cared that we knew something about her other than her accomplishments. She was a good listener, respected the questions and the people who asked them. And she

answered the questions. She had done her homework. She had explored important Oakland University concerns and knew something of our culture and had thought about what she might actually do if given the position. I believe there was a respect in the room that went both ways. I think she admires what has been built here and our academic programs. I believe she would support the faculty and not try to fix things that aren't broken. She seems the sort of leader who would want faculty support. I believe she would get to know us and be a champion for our strengths, and understand that growth only counts as success if it is healthy growth. Her preparation made me believe she'd be a force for us in Lansing and would keep us on the map. She would not stand down without a fight. But, the fight would not just be muscle, it would carry undeniable substance.

I do not think that Dr. Pescovitz has the progressive academic leadership background to be a successful and inspiring president at OU.

I am encouraged to see the board nominate a woman as finalist. Diversity in top leadership has been a persistent and troubling trend in recent years.

I felt that Ms. Pescovitz has a much stronger vision of what Oakland is and what its future should be. She also had a better understanding of the critical role faculty play at Oakland. I would be proud to have her as our president, and to know that she was representing Oakland.

Pescovitz is an acceptable candidate, though many questions remain regarding her ability to translate hospital experience to higher ed leadership. Hypothetically, she could be a good president, but that is in no way certain. She will have to orient herself to the issues facing Oakland and the larger universe of public higher education. That will include a willingness to work with collective bargaining faculty in a constructive and productive manner.

We need somebody with a background and involvement in higher education that understands the intricacies of administration, research, student life, and OU's mission; not a CEO from a company whose sole purpose is to recruit employees and make money off people trying to earn a decent living.

She will be a good OU President.

I have not seen or heard anything from either of the candidates. This will not be a valid survey from me.

Ms. Pescovitz seemed very prepared about Oakland University. She seemed very organized and shares the values of academia. I would like to see her as the next president of OU.

Pescovitz is much more qualified than Camden for president of Oakland University (of the two finalists). However, neither candidate has the kind of recent faculty academic experience that would be expected in this kind of important position. Of the two, I strongly recommend Pescovitz.

Pescovitz is clearly the superior candidate for the position of university president. She has been a high productivity faculty member in the past. She has meaningful experience working in university administration. And she seemed to actually believe in the value of our university. She is, in other words, qualified in a way that the other candidate simply is not. Pescovitz' ability to lead a university community was on clearest display during the question-and-answer portion of her open forum presentation. There, she demonstrated a capacity for collegial interaction. The fact that she was far more prepared to actually talk in that Q/A about our institution than the other finalist (the woefully unprepared Camden) is a further testament to her ability to lead Oakland University. Two elements of her open forum session, though, gave me pause: --The first was the presentation that preceded the Q/A. That presentation--focused as it was on her biography and leadership philosophies (like the mentorship quilt)--appeared to be woefully lacking in substantive content. In a short presentation like that, it would have been more compelling to hear her share her perspectives on the current state of higher education in the state and the country. The intellectual pitch of her presentation, in other words, seemed a miscalculation, one that might suggest that she's not exactly in touch with the sensibilities and concerns of those of us teaching in

universities. --The second was her focus on STEM fields, and especially on STEM fields that allow students to have "immersive learning experiences" that engage "real world problems." I wondered how the humanities, and other fields of the liberal arts, fit into that vision. To be sure, Pescovitz shared a number of anecdotes that suggested she liked the arts. But liking the arts is not the same as having a clear sense of the value that the humanities and liberal arts contribute to the university. I would have liked to hear more about how such disciplines fit into the Oakland University she imagines. These points notwithstanding, Pescovitz is clearly the superior candidate.

Pescovitz seemed much better prepared than Camden, had done her homework on OU, and had more facts at her fingertips. She is better than Camden on diversity issues and seems to be an energetic leader who might be able to clean house in the administration and maybe even stand up to the Board. Although it would have been nice to have at least one alternative who was a genuine academic with greater experience in something like the CAS, of the two presented, she is clearly the better choice.

While Dr. Pescovitz seems as if she would be a fine leader for OU, I'm puzzled why there are only 2 choices, especially since one is so eminently unqualified. Faculty and staff (and the BOT) should be seeing at least 3 qualified candidates to compare strengths.

Ora Pescovitz's presentation was inspiring because her enthusiasm and passion were infectious and she demonstrated knowledge of OU and much thought about ways to move the university and its educational mission forward.

Although she is also a CEO, most of her career has been spent in academia, serving as an administrator of a complex hospital system, with a sizable budget, and in her work, has helped guide infrastructure projects. These qualities best align with what I think is required and needed for this position. If this alone was all I knew, I would be comfortable with her as our president. However, when I did some research on line, viewed some of her talks, and heard her presentation and question-and-answer session with the faculty, staff, and students, I came away convinced that she is by far the better of the two candidates, and very likely, the highest qualified candidate in the entire field. She showed that she is able to weave leadership skills she has developed and honed in her experiences with the compassion and empathy that I think is rare and unique. She would set such a positive example for all of us in cultivating a work and educational environment that is dynamic and inspiring. She understands people, and she understands the people that populate the university. Our human resources are our greatest asset, and this needs to be cultivated and nurtured. She is uniquely qualified to do this, and that's what I find to be most compelling about her, that she has these special qualities in addition to having the experience, knowledge, and ability to do this job. I think the university community will climb on board and get behind her. I can see how her warmth, enthusiasm, and infectious energy would permeate all we do. She is a unique leader, and I think hiring her would represent an opportunity for us.

Please choose her!

I felt that Ms. Pescovitz showed her interest in Oakland University by clearly preparing assiduously for the interview. She was extremely prepared, not only with extra slides with detailed information and research, but also her plans for her first 100 days in office, as far as should could project them. I was very impressed with her and feel that she truly does want to give back (to "return" in her words) at this stage of her career.

I think Dr. Pescovitz has the potential to be an outstanding president. In particular, I think she can be an effective fund raiser and advocate. It also told me a great deal that she recognize the need for both fund raising and friend raising. Because we live in an area where so many people are graduates of the other state schools, especially U of M and MSU, I keep waiting for someone in development to figure we need to find a way to encourage these people to "adopt" OU as a

second school—the great school right here in the neighborhood. To this end, I believe she has the potential to articulate a vision such as this. My concern is her lack of connection to undergraduate education, but I also believe she has the capacity to learn what she needs to learn. Anything else I have read in the press about her time at U of M I would assume the search firm has conducted due diligence to clarify.

Dr. Pescovitz connected well with the audience, she was informed and prepared, and she answered questions. These are all things that Dr. Camden was unable or unwilling to do. By that measure, with the bar set so very low by Dr. Camden, Dr. Pescovitz did exceptionally well during the open forum. She seems a suitable candidate for the job; although I believe a university president should have more experience with undergraduate education. She tells a good story and is charming in a geeky, but self-aware, sort of way, so I think she could be successful as a fund raiser and advocate in Lansing. I like her, but since we were introduced to only one viable candidate for this position (Dr. Pescovitz), I wish the BOT had brought in a third candidate. Dr. Camden was not a viable candidate; he was an embarrassment, and his candidacy did nothing more than demonstrate that the BOT must have very little respect for the students and faculty here. Again, given the choice between Dr. Pescovitz and Dr. Camden, Dr. Pescovitz is the only candidate with any chance of success in this position, but since we were offered only one candidate, the search should fail.

I knew her when she was at UM. She is an experienced, well recognized scholar, administrator, fund raiser and great person.

This candidate was more prepared, charming, intelligent, and I believe could raise a lot of money. That said, I am less sanguine about the match between her background and the qualifications for being a University President. She appeared rather outward directed, with far less interest or concern in faculty, and even less (judging by her answers to them) in students. There is no doubt she was a breath of fresh air after candidate one. That said, both candidates shared a condescending attitude as if this job was somehow beneath them. Pescovitz focused a lot on budget, as if the lesser budget of the institution was something that would make this job more manageable, when in fact, the opposite is likely true. I disliked both candidates highly corporate rather than academic orientation, and was especially dismayed by Pescovitz's corporate speak - but I suppose that is the way the world is going. I think from one perspective she will be good for the institution from the outside looking in - she is dynamic, engaging, and is bound to be a good public face. From the inside, however, I fear we will get more of the same in top down messages about the 8 Cs without much actual engagement in what goes on in the day to day life for the many stakeholders. This will either just keep the status quo of low morale across all stakeholders, or worse, decrease morale. Finally, I just don't think her very specific background in medicine has prepared her for the broader vision necessary to lead the University.

Questions regarding this survey may be directed to the OU-AAUP.

Email to [Barns@oakland.edu](mailto:Barns@oakland.edu)

<http://www.oaklandaaup.org>