



OAKLAND UNIVERSITY

News

104 North Foundation Hall
Rochester, MI 48309-4401

A publication for faculty and staff

April 17, 1992

Board, Packard Agree on Contract Terms; She Starts June 15

University trustees have approved the employment contract for Sandra Packard, making it official that she will become president on June 15.

The board approved the contract at its April 8 meeting. The contract provides Packard with a \$132,000 salary, use of Sunset Terrace as the official residence, a university-owned car and other standard medical and retirement benefits. She has also been awarded faculty status as professor of education with tenure.

Trustee Larry Chunovich commented that the salary is based on the final 1990-91 amount paid to Joseph E. Champagne, plus the same inflationary increases that Cham-

pagne would have received if he had stayed for the 1991-92 and 1992-93 fiscal years.

Packard's contract does not outline a specific term. Chunovich said Packard will be an "at-will employee," meaning that she will serve at the pleasure of the board and could be terminated "with or without notice." The contract, he noted, calls for periodic performance reviews.

In a related matter, board members noted that Sunset Terrace, where Packard will live, needs substantial repairs. No cost estimates have yet been presented. The list of items needing attention is lengthy, according to Alan Miller, assistant vice president for campus facilities and operations. Among the

major points are a leaky roof, aging heating systems, and broken window air conditioners (there is no central air-conditioning system).

Trustee Andrea Fischer commented that she prefers that the university not put its regular operating funds into Sunset Terrace repairs. Fischer said she would like to see an effort to raise private funds to fix up the home, which most recently was a conference center operated by Meadow Brook Hall. Sunset Terrace had been the president's home until the university purchased an off-campus

house on Muenster Road in Rochester Hills for Joseph E. Champagne.

During earlier visits to campus, Packard said she sees Sunset Terrace as a university resource. In addition to being a residence, the home can be the site of official receptions and other small events, she said. The layout of the home makes it possible for the Packards' private living area to be kept separate from areas where guests would be entertained.

No decision has yet been made about keeping or selling the Muenster house.▼

Squirrel to Become Boulevard Sale of Land Makes Road Widening Possible

Work may soon be under way on a \$16.1 million construction project to widen Squirrel Road from Walton Boulevard south to Butler Road.

One of the last matters to be cleared up before construction could begin was the sale of a narrow strip of university land that will become part of the right-of-way for the new roadway. University trustees approved a *Memorandum of Understanding* on April 8 to sell 23.5 acres at \$4 a square foot to the city of Auburn Hills. The existing road right-of-way that the university has with the city along Squirrel Road will also be deeded to the city.

The approval is contingent on final review by board Chairperson Howard F. Sims and Personnel and Finance Committee Chairperson Larry Chunovich. The sale will net the university approximately \$4.1 million from the \$16.1 million in state and local funds.

The plan calls for Squirrel — now two lanes — to be realigned slightly and widened to three lanes in both directions from Walton south to University Drive. From University Drive south to Butler Road, Squirrel will be two lanes in both directions. A center median will be included the length of the project.

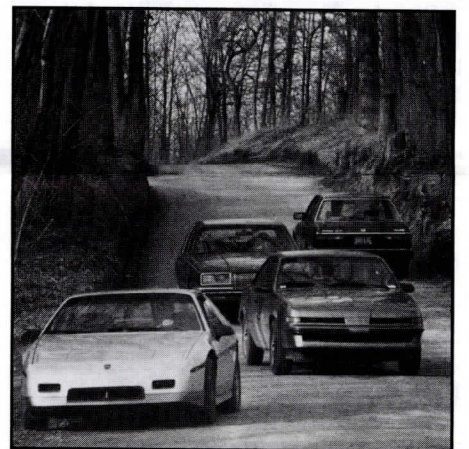
Due to the road realignment, the actual width of the strip the university is selling extends inward from the present right-of-way line by anywhere from zero to 120 feet. The present road is paved from Walton south to a point just beyond Pioneer Drive, and is unimproved south of that point.

The road widening will provide a north-south access route to the Oakland Technology Center. The widened road will have a center median, similar to Walton Boulevard along the north side of the university. A pedestrian/bike path will be included.

Three entrance signs, including the information sign and the alumni berm at the University Drive entrance, will be relocated and rebuilt at city expense. The city will also pay to relocate

or replace the trailers now used by the purchasing and risk management offices, and will relandscape the land the length of the project.

Hundreds of trees will be cut down on what is now university property, and more than 150



Squirrel Road, just north of Butler Road.

parking spaces will be pared from the main lot. An equal number of new trees will be planted after construction is completed, in part to screen university property from the roadway. The university will receive an additional \$203,200 to provide replacement parking spaces.

From the \$4.1 million sale proceeds, the university will dedicate \$750,000 to a scholarship fund. No decision has been announced as to how the remainder of the sale proceeds will be used by the university.

The scholarship will provide two four-year scholarships per year for a period of five years, to qualified applicants coming from the city of

(Continued on page 4)



No ISIS Crisis

Registrar Lawrence Bartalucci and Linda Hodges, a registration agent, give the new Integrated Student Information System a test. The system is in place for spring registration. It integrates records, bill paying and a number of other student services. For details, please turn to page 3.

University Senate Approves Ethnic Diversity Requirement

University senators on April 9 approved a recommendation to add a graduation requirement in American ethnic diversity.

The University Senate received the proposal from the University Committee on Undergraduate Instruction. The requirement does not affect students now enrolled, only those who begin when the diversity classes are in place.

Senators approved a statement that says "all Oakland University students must acquaint themselves with American ethnic diversity by taking at least one course designated as exploring the implications of the discipline(s) for ethnic perspectives and interrelationships. Courses will acquire this designation through departmental application to a subcommittee of UCUI, demonstrating that at least the equivalent of three weeks of the course deal with these subjects. These courses may be in any rubric and may also be used to meet general education, major, minor, distribution, concentration, elective credit or other degree requirements. This requirement is to be implemented when UCUI has approved a sufficient number of courses to meet student need."

Debate over the issue focused on strengthening the wording of the resolution. Originally, UCUI recommended that students "acquaint themselves with American cultural diversity." Senators, however, agreed that substituting the word "ethnic" would more clearly demonstrate the intent and commitment of the university in exposing students to issues related to race, ethnicity and culture.

Perhaps convincing some senators of the need to change the wording was a statement by Wilma Garcia, chairperson of the Senate Committee on Human Relations. She read an anonymous letter sent to the editor of

UMOJA, a newsletter published by the African American Journalism Club. The letter espoused hatred for blacks.

Senators listened intently as Garcia read, then sat speechless as the words sank in. Senators also heard of literature from a Neo-Nazi group that was found in the Oakland Center.

Although Garcia supported the UCUI resolution, she said it did not go far enough. "My suggestion is that we really do need a 'Racism 101' course required of all our students.

(Continued on page 4)

Muir Awarded Fulbright to Cyprus

The first Fulbright Scholar in the School of Education and Human Services will have something unusual to show for her experience in politically divided Cyprus.

Sharon Muir will carry a special diplomatic passport to make it possible for her to cross between the Turkish and Cypriote sectors of the island. The diplomatic passport will be essential as Muir carries out her work in developing a social studies curriculum for textbooks in primary schools.

"I will be consulting with the Cyprus Pedagogical Institute and the Turkish Ministry of Education," Muir says. The professor of curriculum, instruction and leadership notes that travel between the Turkish and Cypriote sections of Turkey is not easy. Factions in Cyprus, which has been divided since the mid-1970s, have an intense dislike for each other and a passport from one side is not valid in the other, Muir says. Cyprus is the third-largest Mediterranean island with a population that's approximately 80 percent Greek and 18 percent Turkish.

As for the school system she will conduct her research in, Muir says it is British-based. In fact, foreigners often comment that the

quality of the schools is on par with those of other Western countries, even with the internal tensions. Muir will be in Cyprus from September-April while on sabbatical from Oakland.

Muir says her stay in Cyprus should also provide a quick hands-on lesson in conflict management. She will live in Nicosia, which is also home-base for many journalists covering the Middle East.

"I feel fortunate that I'll be living in Nicosia," Muir says. "It's the eyes and ears of the region. Most journalists have relocated there."

Muir is the 23rd known faculty member, past or present, to have received a Fulbright award to teach, lecture or conduct research. Seventeen were employed by Oakland when they received the Fulbright; six received their awards while at other institutions.▼

I feel fortunate that I'll be living in Nicosia. It's the eyes and ears of the region.

—Sharon Muir

Slim Pickin's State Budget Increase Outlook Less Than Rosy

Probabilities of the state finding dollars to enhance the university's 1992-93 operating budget fall somewhere between slim and fat.

In other words, don't bet the farm that Oakland will get additional operating funds from the state.

Larry Chunovich, chairperson of the Personnel and Finance Committee of the Board of Trustees, gave a bleak assessment of the budget outlook at the April 8 board meeting. He indicated the university will be fortunate to receive the same amount of state funding it got this year, with no increase. Governor John Engler and the state legislature are looking at budget reductions in all areas, but hoping to spare higher education.

Chunovich said the board committee is looking at budget cutbacks, which combined with reductions made in 1991-92, total \$2.3 million.

"That's become necessitated for a couple of reasons. ... We have become more and more convinced as we continue to refine our deliberations that the impact on state assistance to higher ed, that the projection in that area, is going to be zero. That traditionally reflects about two-thirds of our budget; one-third of it would be tuition," Chunovich said.

The affect on tuition could be greater than in recent history.

"I am not at all pleased at this point to

indicate — even with the efforts in the \$2.3 million in cuts — that we still have the possibility, hopefully not a probability but a possibility, that we are looking at double-digit tuition increases," he said.

Chunovich said the committee will continue to refine its budget forecast and "continue to turn over every rock possible so that we can bring a reasonable tuition action to this board that will also reflect a balanced budget."

Any tuition increase, Chunovich said, would consider the affect on students. "Our intent is clearly to minimize any adverse impact on the educational opportunities for the students here at Oakland University," Chunovich said.

Trustee Andrea Fischer asked anyone with a cost-saving idea to forward it to the Office of the President or the Office of the Board of Trustees. "Sometimes the best ideas are left unheard because one person ahead of you doesn't think it's a good idea, or it might impact something that they're concerned with."

Fischer said she would like to see cuts made outside the academic affairs arena. "The concern we have is that we don't want to make cuts that will impact student life on this campus, or that will change things drastically to impact the reputation of the institution." ▼

Fats Waller Jazz Great's Music Enlivens Meadow Brook

Meadow Brook Theatre is bringing back the feel of the 1920s and '30s with *Ain't Misbehavin'*, a Tony Award-winning musical.

The musical opens April 23 and continues through May 17. *Ain't Misbehavin'* is a revue of more than 30 songs written or made famous by "Fats" Waller, the legendary jazz musician of the 1920s and '30s.

Besides the title song, musical numbers include *Honeysuckle Rose*, *The Joint is Jumpin'* and *Your Feet's Too Big*.

Arthur Faria, a Broadway director and choreographer, will direct *Ain't Misbehavin'* at Meadow Brook. Faria received nominations for both the Tony and Drama Desk awards for his work on the Broadway production of *Ain't Misbehavin'*. His production of *The All Night Strut* at the historic Ford's Theatre in Washington, D.C. was highly acclaimed and had a record-breaking run. Faria received another Tony Award nomination for directing and choreographing *Lena Horne: The Lady and Her Music*.

The Meadow Brook cast of *Ain't Misbehavin'* includes a number of performers who have been involved with the production on regional, national and international levels. Ensemble members are Eugene Barry-Hill, Clent Bowers, Julia Lema, Cynthia Thomas and Terry White.

Berry-Hill is the newest member of the Grammy Award-winning singing group, Fifth Dimension. Although he has ap-

peared in films and television, theater remains his first love. He has starred in *Jesus Christ Superstar*, *Pippin* and *Kiss Me Kate*.

Bowers has performed in *Ain't Misbehavin'* on and off for 10 years. He played Deuteronomy in *Cats* on Broadway and toured Europe in *Porgy and Bess*.

Lema has performed in various companies of *Ain't Misbehavin'*, including the world tour. She has also performed in productions of *Don't Bother Me*, *Guys and Dolls* and *Lena Horne: The Lady and Her Music*.

Ron Metcalf is musical director. Since 1983 he has resided in New York where theatre, nightclub engagements and various cabaret dates have kept him busy. His theatre credits include *Williams and Walker*, *Harlem Suites*, *The River*, *Truly Blessed*, *Don't Bother Me*, *I Can't Cope*, *Leader of the Pack*, *Jerry's Girls* and seven productions of *Ain't Misbehavin'*.

For times and ticket information, call 370-3300. ▼

WalkAmerica Teams Out to Pound Pavement for March of Dimes

The March of Dimes WalkAmerica will walk its way through the university on April 26.

WalkAmerica is the largest walk-a-thon in the nation and the March of Dimes' most important fundraiser.

WalkAmerica will begin on the Auburn Hills campus of Oakland Community College. Walkers will travel through Auburn Hills to Oakland University, then head east

toward Rochester, come back to the Oakland Technology Park area and wind their way back to OCC.

Persons who complete the entire course will see approximately 12 miles (20 kilometers) pass beneath their feet.

Laurie Mastrogianis of Meadow Brook Health Enhancement Institute is coordinating the campus effort. She hopes to put to-

gether a team of OU walkers who will each obtain sponsors willing to pledge an amount per mile walked. Sponsor forms are available at the MBHEI and the University Relations Office in North Foundation Hall.

Each year teams from other institutions and private businesses make friendly challenges to each other to see who can raise the most money for the March of Dimes.

Funds raised from the WalkAmerica are put into community services, education, advocacy and research. All efforts are aimed at reducing infant mortality and prevention of birth defects. More than \$480,000 in grants has been provided this year in southeastern Michigan.

For details, call 370-4021 or 370-4524. ▼

The Campus Register

Faculty and Staff Notes

Items about professional activities or honors may be sent to the News Service, 104 NFH. They appear as space permits.

Presentations

STEVEN GILBERT, curriculum, instruction and leadership, presented *A Survey of Science Methods Courses and Instructors in Illinois, Indiana and Ohio* at the annual meeting of the National Association for Research in Science Teaching.

ALICE HORNING, rhetoric and linguistics, attended the Conference on College Composition and Communication. She chaired a session on *Cognition, Learning Styles and English as a Second Language*.

SUSAN WOOD, art and art history, delivered a paper at the annual meetings of the Archaeological Institute of America in Chicago. She presented *Mass-Produced Art, an Oxyrhynchus? The Case of the Roman Imperial Portrait*.

DYANNE TRACY, curriculum, instruction and leadership, presented *How Many Female Mathematicians Do You Know?* at a state ACE-NIP meeting.

MICHAEL CHOPP, physics, presented *In Vivo NMR Spectroscopy and NMR Functional Imaging* at the Max-Planck-Institut in Germany.

JOYCE ECKART, curriculum, instruction and leadership, presented *Hierarchy of Parental Involvement at the Annual Association of Teacher Educators conference*, held in Orlando, Fla.

JAY MEEHAN, sociology and anthropology, will present *Crime and Punishment in Oakland County* during the Quarterly Executive Breakfast sponsored by the Office of University Relations. The event is May 13.

ERIC FOLLO, curriculum, instruction and leadership, presented *Preparing for Employment Interviews* to an audience of student-teachers at the Michigan Association of Teacher Educators and the Student Association for Teacher Education.

ALGEA HARRISON and ROBERT STEWART, psychology, will present *Adolescent's Perceptions of Their Social Networks: A Cross-Cultural Investigation* at the fifth European Conference on Developmental Psychology. It will be held in September in Seville, Spain. Coauthors were ZEN-YU WANG, YEE CHEN and ZHOU CHAO of Nanjing University in China, and KATHERINE MYAMBO and CLARKSTON TREVAISHE of the University of Zimbabwe in Africa. Harrison collected the data while at the University of Zimbabwe in 1990 on a Ful-

bright scholarship and at Nanjing University in 1991 while a visiting scholar.

ROBERT STEWART, psychology, will present *Relationships and Systems in Families* and participate in a workshop, *Educational Developmentalists: Professionals in Action*, at the seventh Australian Developmental Conference in Brisbane in July. Following the conference, Stewart will go to Massey University in New Zealand, where as a university visitor, he will explore possibilities of expanding the range of the collaborative research already under way with ALGEA HARRISON.

KEVIN MURPHY, economics, presented a paper, *Interstate Differences in Per Capita State and Local Revenues and the Neighboring State Effect*. It was presented at the annual meeting of the Midwest Economics Association in Chicago. Coauthor was ODED IZRAELI. Murphy also served on a panel to discuss *The Impact of Government Programs*.

RICHARD STAMPS, sociology and anthropology, spoke on his 1990 UNESCO-sponsored trip to China, *Silk Roads: Roads of Dialogue*. He presented it at the annual meeting of the Society for Applied Anthropology in Memphis, Tenn. He also presented a paper, *Historic Preservation — The Port Huron, Michigan, Example of Regional Research and Development*.

HOWARD SCHWARTZ, management and marketing, presented a paper, *Male Sexuality and the Emotional Basis of Work*, at the Society for the Advancement of Socio-Economics. The meeting was held at the University of California-Irvine.

KENNETH YORK and LIZABETH BARCLAY, management and marketing, presented *Sexual Harassment: Do Men and Women See Eye-to-Eye?* at the ACE-NIP Spring Conference at Michigan State University.

SHARON MUIR, curriculum, instruction and leadership, presented *Maps and Numbers: A Geography-Mathematics Connection* to the Detroit Area Council of Teachers of Mathematics, and separately to the Oakland County Mathematics Curriculum Directors.

DYANNE TRACY, curriculum, instruction and leadership, wrote *Basic Fact Families at the Concrete, Pictorial and Symbolic Stages*. It appeared in the journal, *Factorial*. Coauthor was B. SMITH. Tracy and J.A. ECKART wrote *Gender Socialization in Schools: A Course for Change Agents*. It will appear in *Teaching Education*.

PHILIP SINGER, health behavioral sciences, has produced a videotape series, *We are All Natives*. The series examines medical and psychological methods of healing worldwide. The first program, shown on area cable systems in February and March, depicted medical and health-care practices in Mexico. Future programs will use videotape shot by Singer on his current sabbatical in England. Singer was assisted by TODD WHITMAN, a production specialist with the Southwestern Oakland Cable Commission.

JOYCE ECKART, curriculum, instruction and leadership, and D. WISSBRUN wrote *Hierarchy of Parental Involvement in Schools* in the book, *Education and the Family*, published by Allyn and Bacon.

SHELDON GORDON, biological sciences, has been invited to write a major review article for the journal, *International Review of Cytology*. He is also writing reviews for two other journals, *Progress in Histochemistry and Cytochemistry* and *Cell Biology Reviews*.

SUSAN WOOD, art and art history, wrote *Messalina, Wife of Claudius: Propaganda Successes and Failures of His Reign* for the *Journal of Roman Archaeology*.

SHARON MUIR, curriculum, instruction and leadership, wrote *Assessing Readiness for Map Skill Instruction*, for the journal, *Social Education*.

Honors

BARRY WINKLER, Eye Research Institute, has been selected to serve until June 30, 1995 on the Visual Sciences C Study Section, Division of Research Grants, National Institutes of Health. The 20-member panel reviews grant applications in biomedical fields and makes recommendations. Selection was based on quality of his research, publications in scientific journals and other scientific activities.

Funding Opportunities

Sources of external funding are provided by the Office of Research and Academic Development. Stop by 370 SFH or call 370-3222.

Historical Publications and Records Commission

The commission supports the dissemination and more general availability of documentary source material important to the study and understanding of U.S. history. June 1 deadline.

Agency for Health Care Policy and Research
The Agency for Health Care Policy and Research supports research in primary care,

health promotion and disease prevention; technology assessment; market forces in health care delivery; and studies relevant to state and local government. June 1 deadline.

Fulbright Scholar Program

The Fulbright program, sponsored by the Council for International Exchange of Scholars, supports travel, maintenance and stipends for university-level lecturing, and post-doctoral or advanced research for one academic year in the candidate's field of interest. June 15 deadline for India, Latin America, Australia and the Commonwealth of Independent States.

Nominations

Outstanding Academic Advising Award

Any member of the university community may nominate faculty members who have served in an exemplary fashion as academic advisers.

The Outstanding Academic Advising Award will be presented at the June 6 commencement ceremony by the College of Arts and Sciences Alumni Affiliate. The award includes a framed certificate and a \$500 stipend. Nominations should include a brief statement about the nominee.

Nominations should be sent to Janice Elvekrog, 211 Varner Hall, by April 24.

New Faces

Additions to the staff in recent weeks include the following:

- Raymond F. Mora of Farmington Hills, director of plant engineering and construction management, in Campus Facilities and Operations.

Reaching Us ...

The *Oakland University News* is published every other Friday during the fall and winter semesters and monthly from June-August. Editorial offices are at the News Service, 104 North Foundation Hall, Oakland University, Rochester, MI 48309-4401. Copy deadline is noon Friday of the week preceding the publication date.

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Quote

"Insanity is often the logic of an accurate mind overtaxed."

— Oliver Wendell Holmes, Sr.

Bits & Pieces

Exposed to the North

What does the CBS-TV show *Northern Exposure* have to do with the study of American culture?

According to Professor Ron Sudol, *Northern Exposure* is an excellent representation of American culture and fits right in with his *American Culture* course. The course provides students with a multidisciplinary perspective on the issues and themes that define American culture, society and character.

Sudol says he had already chosen books by a historian and a team of sociologists, and an anthology of personal narratives about the immigrant experience, when he decided to include six episodes of *Northern Exposure*.

The program is based on the townsfolk in fictitious Cicely, Alaska, population 215. *Northern Exposure* brings its characters, who are unbound by family ties, into a genuine frontier experience.

Sudol calls the program a "contemporary Western — a kind of ecological western where cultures, individuals, the past and nature are kept in healthy balance."

The professor of rhetoric, communications and journalism adds, "Students seem to enjoy *Northern Exposure* and have become regular viewers. Television is so much a part of American culture, that watching *Northern Exposure* helps students realize that regular TV programming can represent pop culture, be made well and be a form of video art."

Late Word from the 'Phantom'

The *Phantom of the Opera* is giving a second chance to those who couldn't decide whether to buy a ticket.

Pat Nicosia, budget director, has received a ticket-sale extension for the December 27 and January 17 performances at the Masonic Temple. Tickets are \$55 for main floor and \$22.50 (January 17 only) for the last four rows of the balcony. The December 27 performance has more tickets available and slightly better seating.

Orders will be accepted until April 27, unless the blocks sell out first. Unless the run is extended into February, this may be your last chance to buy, he says.

In other ticket news, a block of seats for the Michigan Opera Theatre production of *Samson and Delilah* is available for the 8 p.m. May 16 show. Regular \$32.50 seats are available for \$26. Registered students can buy the same tickets for \$17, and senior citizens (65 and up) may buy them for \$25. The seats are the seventh through 10th rows of the balcony, about 1.5 sections from center.

The opera will be sung in French with English subtitles above the stage.

Checks with a note specifying the show and performance date, and made payable to Nicosia, may be sent to the Budget Office, 100 NFH.

Benefit Dance a Success

Proceeds from a St. Patrick's Day square-dance sponsored by St. John Fisher Chapel are helping to cover medical bills of a young boy who has a malignant brain tumor.

Many of the contributions for the Peter Bennett Fund came from Oakland University employees, chapel members and others who were unable to attend the dance. More than 200 persons attended the event.

Patrick and Nancy Bennett, parents of Peter, said, "Through all the ups and downs since Peter was diagnosed, we have been blessed with so much support from caring family and friends. We thank you for all that you have done and are doing. Consider yourself an important part of Peter's family. Through your help, you have lessened the burden of all the difficulties we're going through."

Anyone wishing to contribute to the Peter Bennett Fund may send a check, payable to St. John Fisher Chapel, to either the chapel, 3665 Walton Blvd., Auburn Hills, 48326, or to Pat Nicosia, Budget Office, 100 NFH.

AP Performance Pay Plan Reviews Begin

A new performance-related pay system for administrative-professional employees has been established and is now being used.

A major change from past practice is that all annual pay increases for APs will be based on the individual's performance appraisals for the previous year. The performance period is April to April.

Bill Kendall, assistant vice president for employee relations, said all funds for annual AP pay adjustments will be distributed through this system. That makes it imperative that appraisals be completed in accordance with the timetable (outlined below).

APs hired after January 1 are not eligible for performance-based salary increases to take effect the following July 1. APs hired before January 1 are eligible.

The system works in the following way: The Board of Trustees authorizes an amount for AP increases. Increases in the existing salary ranges reflect percentage of salaries available for salary increases, cost of living, market survey and adequacy of ranges in attracting and retaining staff.

Dollars available for AP increases will be allocated to salary pools within the major university divisions on an equal percentage basis. Dollar and percentage increases for each AP in a pool are affected by the AP's performance rating and the performance ratings of others in the same pool. Hypothetically, Kendall says, if 3 percent of APs' salaries were available for increases, the average increase for all APs would be 3 percent. However, the increase for an individual AP could be more or less than 3 percent.

Dollars available for AP increases which

are based on the salary of an AP whose performance rating precludes an increase will be distributed among all other APs within the same division.

Vice presidents have primary responsibility for appraisals within their area. They may also consider appeals from APs, with decisions to come before late June.

Kendall says the process involves the following steps:

APs submit their *Employee Summary of Performance* to their immediate supervisors. This was to have been completed by April 15.

Immediate supervisors prepare preliminary ratings (for each of the individual rating factors and an overall performance rating) with supporting explanations.

Immediate supervisors (except vice presidents and the president) also meet with the next higher-level supervisor to review ratings and explanations. The ratings must be acceptable to the next higher-level supervisor. This step is to be completed by April 30.

The immediate supervisor meets with the AP to discuss the ratings. APs sign the appraisal forms and receive a copy of the ratings and written explanations. This is to be completed by May 10.

Appraisals are forwarded through administrative hierarchy to the vice presidents. Appraisals are then sent to the Employee Relations Department. This step is to be completed by May 20.

APs who wish to appeal their performance rating should submit a written appeal, by May 20. Each intervening supervisor will add a written recommendation. The vice president will decide on the merit of the appeal.

ISIS Up and Running Smoothly

You can't beat the system. The one Registrar Lawrence Bartalucci is talking about is the Integrated Student Information System, which he is happy to report, is up and running.

ISIS, which seemingly has been in the planning stages since Hoover was a president and not a vacuum cleaner, is handling the spring registration with ease. Students are finding faster response time for their course registration, in getting bills and in making payments.

The beauty of ISIS, Bartalucci says, is it links all student records, which then can be accessed by computer. The benefits extend beyond registration, however. Alumni who want a transcript will now get one overnight, rather than in a week, once all records are converted.

ISIS also incorporates or will incorporate housing records, financial aid records and academic histories of students. Academic advisers will be able to call up needed records on screen, rather than send for paper copies. "Advisers will be able to inspect a lot of records on-line, which they have not been able to do before," Bartalucci says.

"The benefit to the student is the response time for transactions is much quicker," Bartalucci says. "This means when the clerk

hits the enter key to register a student, the response comes back in one to seven seconds, when to finish off registration for a student in the current system, the response time can vary from literally one second to 45 or 50 seconds, depending on the volume of transactions being processed at the university."

Although many departments and individuals have access to ISIS, not all have the ability to view all student records. Security is good, Bartalucci says, and only selected individuals will be authorized to change records.

The computer program is one of the packages the university purchased from SCT Corp. of Malvern, Pa., and adapted after numerous meetings with potential users. Bartalucci heads the ISIS Steering Committee, whose members include Mary Grills, Terry Katz and Jean Wersching of the Office of Computer Services; Roberta Badgley of the Office of Financial Aid Accounting; and William Connellan of the Office of the Provost. They have met weekly for the past three years.

The hardware to run the program is in downtown Detroit, where the university leases computer time at MCN Corp. The MCN computer runs the Integrated Financial Information System as well.▼

Awards Night Cites Individuals, Organizations

Individuals and organizations representing a cross-section of campus life came away winners from the annual Student Organization Award Night on April 6.

The awards program — sans Jack Palance doing aerobic exercises — was held in the Oakland Center before an audience of students, faculty and staff. The event was organized by CIPO and the Student Life Office.

The English Club received the Organization of the Year Award, and Sue Jurkiewicz of the Alumni Relations Office received the Adviser of the Year Award for her work with the Student Alumni Affiliate.

Individuals who received Link Awards for their contributions to student life were Freddie Martin, adviser to the Association of Black Students; Donald Hildum, Gene Fogle and David Lau, advisers to WOUX radio; Sandy Loeffler, adviser to the Jewish Students Organization; Hoda Abdel-Aty-Zohdy, adviser to the Society of Women Engineers; Nancy O'Connor and Suzanne Skowronski, advisers in the School of Nursing; Patrick Nicosia, adviser to Theta Chi; Beth Talbert, adviser to Phi Sigma Sigma; Paul Franklin, adviser to the Fencing Society; and Sister Mary Bodde, adviser to the Student Involvement Committee.

Other awards were:
Most Innovative Program
The English Club, for academic/educational

programs; WOUX, for sports/recreational programs; the Gospel Choir, for cultural/religious/political programs; the Association of Black Students for entertainment/performance programs; and the Jewish Students Organization for diversity/multicultural programming.

Most Original Publicity/Promotion

Gay and Lesbian Alliance

Cooperative Programming Award

Society of Women Engineers and Women and the Work Place

Outstanding Traditional Event

Association of Black Students and Meadow Brook Ball

Greek Academic Excellence

Gregory R. Marrs Awards for Greek Excellence: Dave Kniola, Campus Leadership Award; Alpha Delta Pi, Commitment to Non-alcoholic Programs Award and the Community Service Award. Phi Sigma Sigma received

Students Can Apply for Fulbright

Students interested in graduate study abroad or completing their professional training in the creative and performing arts in 1993-94 may now apply for Fulbright grants.

Applicants must be U.S. citizens when they apply and hold a baccalaureate degree or its equivalent by the beginning date of the grant. Creative and performing artists need only have four years of relevant training and study.

By June 1, all rating forms will be sent to ERD. All appeal forms with a recommendation are due to the vice presidents by June 15, and decisions by vice presidents are due June 30.

ERD will calculate increases for each AP by division and by salary pool, based on performance ratings and the percentage of AP salaries available for annual adjustments. All dollars available for AP increases for the division and for each pool will be distributed, but will not be exceeded.

Kendall adds that performance-based increases will reflect relative values linked to specific ratings. For the first year, these relative values will be in effect:

- Substandard performance/serious deficiencies: value of 0
- Meets most expectations/some improvement expected: value of .85
- Fully meets expectations: value of 1.00
- Exceeds some expectations/meets all others: value of 1.15
- Exceeds all expectations/superior: value of 1.30

Relative values in conjunction with the pattern of ratings for the respective pools determine the increases for each AP within the pool.

ERD has conducted training sessions for both APs and supervisors. Supervisors have received training manuals, and less-extensive manuals were provided to APs who attended the training sessions.

For details about the system, or to review a listing of the salary pools, call Victoria Junior, manager of employment, 140 NFH, at 370-3480.▼



Stacey Garrett is among six high school students from Troy and Rochester studying with university scientists as part of a mentoring program. The others are Amina Rathur, Woojeouet Yeom, Sapna Raisonni, Sravanthi Pagerla and Erika Bartlo.

the Award for Outstanding Program on Alcohol/Substance Abuse.

Most Promising New Organization

African American Journalism Club.

Campus Service

Kappa Alpha Tau

Community Service and Philanthropy

Alpha Kappa Sigma

Opportunity

This new award went to organizations that provided members with the opportunity to grow, learn and develop. Winners were Association of Black Students, Jewish Students Organization, Women in the Work Place, American Marketing Association, Alpha Delta Pi, Society of Automotive Engineers, WOUX radio, the English Club, Student Involvement Committee, Society for Human Resource Management, Fencing Society, Student Alumni Affiliate, Alpha Kappa Alpha, Phi Beta Sigma and Alpha Kappa Sigma.▼

OU Makes Affirmative Action Progress

The director of the Office of Equal Opportunity reported to the Board of Trustees that women and minorities continue to make hiring gains at the university.

In her semiannual report to the board, Catherine Rush noted that, "During 1990-91, the university continued its past progress in hiring women and minorities. During that period, 56 percent of faculty hires were women, 15 percent were black, 3 percent were Hispanic.

"Over the past four years, 45 percent of our faculty hires have been women, 10 percent have been black. Twenty-six administrative-professional staff were hired in 1990-91; 65 percent women, 15 percent black and 8 percent were members of other minority groups."

Rush said that during the past two years, 60 percent of the administrative-professional hires have been women, 26 percent have been black and 6 percent have been members of other racial or ethnic minority groups.

"The data cited above reflect diligent efforts made by faculty and staff search committees to recruit, identify and attract women and persons of diverse ethnic and racial backgrounds to Oakland University," Rush said.

The director said that although not all hiring goals have been met, the university community should not overlook the gains.

"Hiring opportunities in the faculty have been reduced by almost 75 percent over last year. A hiring freeze, layoffs and movement of some noninstructional staff into vacancies in other units have resulted in limited hiring in noninstructional positions," she said.

Rush said this year her office will monitor retention rates for staff and review results of the performance-based pay plan for administrative professionals to ensure it is nondiscriminatory.▼

Squirrel Road

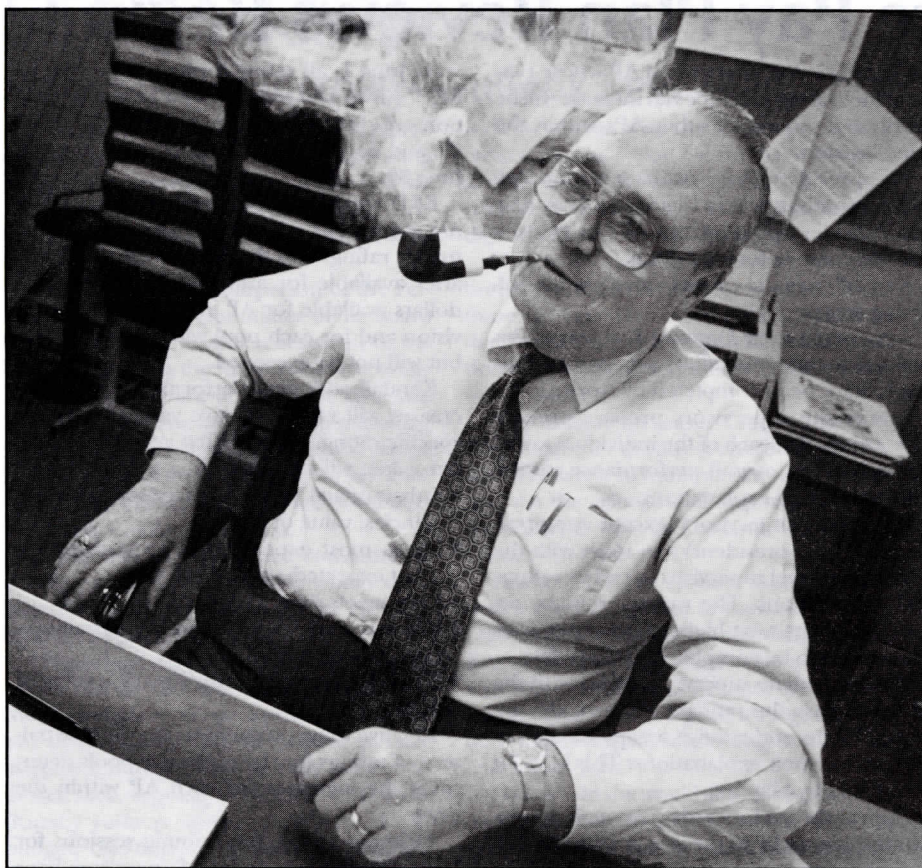
(Continued from page 1)

Auburn Hills. In addition, the university will provide one additional four-year scholarship each year for a five-year period from other funds.

The university will select the scholarship winners, who must meet all regular university entrance requirements.

After the fifth year, the university will receive \$500,000 of the \$750,000 to use for other purposes. Remaining funds will continue to be used for scholarships for Auburn Hills residents.

For future university expansion, the city will provide, at university cost, a tap-in to a 12-inch water line along Squirrel. Having the tap available will avoid having to tear apart Squirrel Road in the future to connect.▼



Pipe Dreams

Frank Clark, who kept things moving in University Services for 25 years, retired March 31. In his years with the university, he oversaw the expansion of the Print Shop, Mail Room, Stores and other services. When he started, all was not well. "We took an operation that was providing no service and straightened it out, and started providing a service," he recalls. From his retirement home along the St. Clair River, he plans to take it easy and explore new interests.

Ethnic Diversity

(Continued from page 1)

Today's legislation should certainly be passed because it's such a bare minimal thing, but at least it passes some slight indication that we are thinking about the problem. This is a beginning, but certainly not an ending," she said.

Departments will be free to develop their own ethnic diversity components. Sheldon Appleton, associate provost for undergraduate study, said departments could weave material related to ethnic diversity into regular courses. Departments might also develop special one-credit classes, for example, to meet student needs. Neither UCUI nor the Senate have mandated how departments ful-

Appleton said he favored steering away from a single 'Racism 101' class approach that all students would take.

"I would think there are courses in philosophy and lots of other fields which would deal with ethnic perspectives, which would qualify (as fulfilling the requirement). As far as the most direct approach, after a great many hours of deliberation, it was the committee's feeling that this was a more effective approach. We were looking for the most effective, rather than the most direct approach. I have to confess personally that I would oppose a racism course because of my belief that it would be less effective than exploring the implications of one's discipline," he said.▼

Faculty Personnel/Grant Decisions

Recent personnel actions within the faculty and grants for research approved by the Board of Trustees on April 8 include the following items:

Promotions

- To rank of professor, effective August 15: R. Douglas Hunter, biological sciences; Tadeusz Malinski, chemistry; Subbaiah Perla, mathematical sciences; Flavio Varani, music; Albert Lederer, management information systems; and Howard Schwartz, management.

Appointments

- Sitaramaya Ari, associate professor of biomedical sciences with tenure, effective August 15.
- John Hoffmann, adjunct assistant professor of industrial health and safety (honorary position, retroactive to January 1).
- Kieran Mathieson, assistant professor of management information systems, effective August 15.
- Barbara Ondrisek, adjunct instructor in industrial health and safety (honorary position, retroactive to January 1).
- Anthony Tersigni, adjunct assistant professor

of health behavioral sciences, retroactive to January 1.

- Clarence Vaughn, clinical professor of physical therapy, retroactive to January 1.

Leave of Absence

- Frank Butterworth, professor of biological sciences, from September 1-April 28.
- Fay Hansen-Smith, assistant professor of biomedical sciences, sabbatical leave from January 4, 1993-April 28, 1993.
- Tung Weng, professor of engineering, sabbatical leave from January 4, 1993-December 18, 1993.

Research Grants

- To Subramaniam Ganesan, associate professor and acting chairperson, Department of Computer Science, \$4,000 from Electron International for support of *Application of New Computer Science and Engineering Methods to Computer-Aided Power System Protection*, and \$14,000 from Texas Instruments for support of *Research/Special Project*.
- To Venkat Reddy, professor of biomedical sciences and director, Eye Research Institute, \$24,200 from Fidia Sud of Catania, Italy, for

support of *The Gagliosides in the Medical Treatment of Cataracts*.

- To Norman Tepley, professor and chairperson, Department of Physics, \$13,270 from Henry Ford Hospital for support of the graduate assistant program.
- To Anahid Kulwicki, assistant professor of nursing, \$4,000 from the March of Dimes, Birth Defects Foundation, for support of *Smoking Cessation Program for Pregnant Arab Women*.
- To Fay Hansen-Smith, assistant professor of biological sciences, \$22,762 from the Medical College of Wisconsin for support of *Changes in Microvessel Density and Structure in Hypertension*.
- To Kenneth Harmon, professor of chemistry, \$40,000 from the National Science Foundation for support of *Research Experiences for Undergraduates at Oakland University*.
- To Maria Szczesniak Bryant, assistant professor of chemistry, \$51,633 from Southern Illinois University for support of *Contribution of Electron H-Bonds*.

Events

APRIL

17 - Oakland Community Chorus, University Chorus and Oakland Chorale, 8 p.m., Varner Recital Hall. Admission. Sponsored by Department of Music, Theatre and Dance. Call 370-3013.

19 - Easter buffet, noon, 2 and 4 p.m. seatings, Meadow Brook Hall. Admission. Reservations required. Call 370-3140.

21 - OU Bible Staff meeting, noon-1 p.m., Oakland Center Faculty Lounge. Free. Call Victoria Junior, 370-3480.

22 - Secretaries Day videoconference, *Change in the '90s - The Key to Success*, 11:30 a.m. luncheon, 12:30-3 p.m. videoconference. Sponsored by Division of Continuing Education and Continuum Center. Admission. Call 370-3120.

22 - Unveiling of mural painted by Oakland students, 2:30 p.m., first-level of Kresge Library. Free. Call 370-4561.

23 through May 17 - Play, *Ain't Misbehavin'*, times vary, Meadow Brook Theatre. Admission. Call 370-3033.

28 - Seminar, *Empowering Older Adults*, 9 a.m.-4 p.m., Oakland Center. Sponsored by the Continuum Center. Admission. Call 370-3033.

28 - Men's baseball doubleheader with Northwood Institute, 2 p.m., Lepley Sports Center field. Admission. Call 370-3190.

29 - Men's baseball doubleheader with Hillsdale College, 2 p.m., Lepley Sports Center field. Admission. Call 370-3190.

MAY

1 - Meadow Brook Theatre Guild Luncheon on the Aisle, 11:30 a.m., Meadow Brook Theatre. Admission. Call 370-3316.

2 - Seminar, *Home is Where We Started From: The Use of the Genogram in Counseling*, 9:30 a.m.-noon, Oakland Center. Admission. Sponsored by Continuum Center. Call 370-3033.

2-3 - Men's baseball doubleheader with Grand Valley State University, 1 p.m., Lepley Sports Center field. Admission. Call 370-3190.

2 - Saturday Fun for Kids Series with Puppet Place Theatre of Chicago performing *The Firebird*, 11 a.m., Meadow Brook Theatre. Admission. Sponsored by MBT and Holiday Inn of Auburn Hills. Call 370-3300.

6 - Lecture, *Perspectives on Art*, on print collecting, 7-9 p.m., Meadow Brook Hall Carriage House. Admission. Sponsored by Division of Continuing Education. Call 370-3120.

9 - Meadow Brook Theatre Guild costume sale, 10 a.m., Meadow Brook Theatre. Call 370-3316.

11 - Concert, *Jeanne Arnold Sings*, 8 p.m., Meadow Brook Theatre. Admission. Call 370-3300.

13 - Personal appointments with TIAA/CREF retirement counselor. Call Staff Benefits Office, 370-3483.

13 - Lecture, *Perspectives on Art*, on techniques in printmaking, 7-9 p.m., Meadow Brook Hall Carriage House. Admission. Sponsored by Division of Continuing Education. Call 370-3120.

20 - Lecture, *Perspectives on Art*, on conservation and framing of prints, 7-9 p.m., Meadow Brook Hall Carriage House. Admission. Sponsored by Division of Continuing Education. Call 370-3120.

JUNE

1-2 - Gehring Golf Classic fund-raiser for Meadow Brook Hall and Athletic Department, all day, Katke-Cousins Golf Course. Admission. Call 370-3140.

6 - Commencement ceremonies, at Baldwin Pavilion: 10 a.m., School of Education and Human Services, 1 p.m.; School of Business Administration; 4 p.m., College of Arts and Sciences, School of Health Sciences and Bachelor of General Studies; 7:30 p.m., School of Engineering and Computer Science. At Meadow Brook Theatre: 1 p.m., School of Nursing.

6-7 - Meadow Brook Landscape and Garden Show, all day, grounds of Meadow Brook Hall. Sponsored by MBH and the Metropolitan Detroit Landscape Association. Admission. Call 370-3140.

9 - Personal appointments with TIAA/CREF retirement counselor. Call Staff Benefits Office, 370-3483.

20-21 - Meadow Brook Art Fair, 10 a.m.-6 p.m., East Campus area. Free. Sponsored by Meadow Brook Art Gallery. Call 37-3005.

JULY

8 - Personal appointments with TIAA/CREF retirement counselor. Call Staff Benefits Office, 370-3483.

AUGUST

2 - Concours d'Elegance classic car show, 9 a.m.-4 p.m., Meadow Brook Hall. Admission. Call 370-3140.

11 - Personal appointments with TIAA/CREF retirement counselor. Call Staff Benefits Office, 370-3483.

15-16 - Art at Meadow Brook, all day, Meadow Brook Hall. Free. Call 370-3140.

SEPTEMBER

9 - Personal appointments with TIAA/CREF retirement counselor. Call Staff Benefits Office, 370-3483.

12 - Glyndebourne Picnic to benefit Kresge Library, evening, Shotwell-Gustafson Pavilion. Admission. Sponsored by Friends of Kresge Library. Call 370-2486.

OCTOBER

3 - *Rediscover OU*, an alumni reunion for all Oakland graduates, on campus, all day. Call 370-2158.

13 - Personal appointments with TIAA/CREF retirement counselor. Call Staff Benefits Office, 370-3483.

NOVEMBER

11 - Personal appointments with TIAA/CREF retirement counselor. Call Staff Benefits Office, 370-3483.

29-December 13 - Christmas Walk at Meadow Brook Hall, hours vary. Admission. Call 370-3140.

DECEMBER

8 - Personal appointments with TIAA/CREF retirement counselor. Call Staff Benefits Office, 370-3483.

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