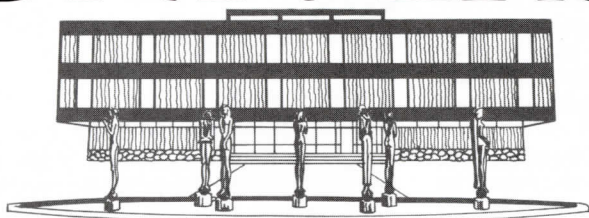


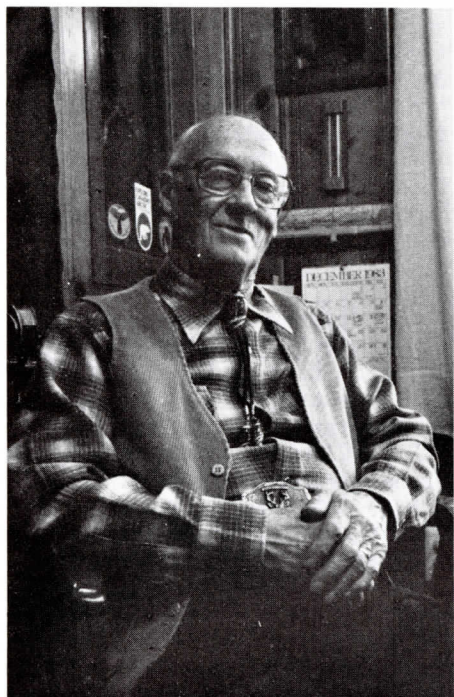
OAKLAND UNIVERSITY NEWS



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January 13, 1984

A publication for faculty, staff and friends



Howard Shelley: His film collection has been donated to OU and will be available to students and the public.

Nature Photographers' Work

OU Receives Film Collection

Howard Shelley, noted nature and wildlife photographer and lecturer from Pontiac, has realized his latest goal. The Howard and Ruth Shelley adventure series collection, consisting of nearly 60,000 feet of 16mm color motion picture film, has been donated to OU through a special grant arrangement made possible by Alice Shotwell Gustafson.

The university will get title to the collection, recently appraised by the White Star Film Co. as having a replacement value of \$500,000.

The collection contains 19 45-minute features, eight 15- to 18-minute wildlife reports and about 40 three- to five-minute outdoor world vignettes. All of the film is narrated by Howard Shelley in that easy, natural style which has become his trademark.

President Joseph E. Champagne

accepted the collection and lauded Shelley and Gustafson for the generous and useful gift. "Alice Gustafson is a most gracious benefactress of Oakland University. Her continued friendship, interest and generosity in helping the university fulfill its mission is gratefully acknowledged. The outstanding nature and wildlife films of the Howard and Ruth Shelley collection will be shared with OU students in the classroom and the university will insure that the people of the state of Michigan will have access to this nature treasure over the years to come," he said.

Shelley said, "I've known Alice Shotwell Gustafson for over 25 years. I filmed her magnificent feats when she was a water-skiing champion. I'm very excited and pleased that through her generosity our films are going to Oakland University. I've watched the university grow and develop over the past 25 years. And I'm comforted knowing that young people will be able to share in Ruth's and my love for the outdoors. Working with the university on this project has been one of the highlights of my life."

Gustafson said, "It is deeply rewarding to me that it was possible to keep the Shelley collection of films in Michigan where the Shelleys have resided for so many years and where many of the films were made and shown. I'm pleased that this large and valuable film collection is to become property of Oakland University and that it will be available immediately to be shown to children and adults in school auditoriums throughout the state. This library will be kept intact for posterity and controlled by professional staff at the university who will insure that these films will be used to their highest potential."

Shelley's nature films have been enjoyed by many appreciative audiences over the years. His unique film sequences were featured during the long-running **Michigan Outdoors** television series with host Mort Neff. During the same period, Shelley's outdoor adventure films were seen at least once a year on the late George Pierrot's **World Adventure** series, one of the most popular television travel programs ever produced in Detroit.

Shelley also offered a wide variety of audiences his own travel-outdoor adventure lecture series for over 35 years. Some of his best received film-lectures were **Camera Caravan**, **An African Safari**, **Alaskan Safari**, featuring footage of the Michigan '59ers' Alaskan homesteaders; **Montana Big Sky Country**; and **Sub-Arctic to the Gaspe**.

Shelley first used a camera at age 43. At the time he worked for General Motors and conducted his outdoor life on weekends. He became acquainted with outdoors writers Ben East and Jack Van Covering, who also made nature films.

Shelley, while a friend of the two, thought he could improve upon their films. His theory was to go into the wilderness to show what great fun could be had hunting, fishing and exploring.

"My best films have always come out of challenge," he said. "When someone said, 'It can't be done,' I went out and did it."

A technique that proved invaluable was the gunstock-mounted camera. "I just tuck it squarely to my shoulder, rest my chin on the stock, aim the thing and shoot," he said.

He always had two cameras available, along with his wife of 44 years, "to make sure the big scene never gets away."

Award Nominees Sought

The search is on for the next recipient of the OU Teaching Excellence Award.

All faculty members are eligible for the award, which carries a stipend and is presented during fall commencement. Anyone may nominate a candidate.

Letters of nomination should contain a sufficient number of supporting statements to permit an initial review of the nominee. Criteria for nomination include superior classroom performance; innovative techniques through preparation of instructional materials; fairness, depth and rigor in evaluating students; evidence of commitment; and personal interest in students.

One or more of these criteria should be addressed in the nomination. If the nominee is accepted, the nominator will be asked to solicit one additional letter of recommendation on behalf of the candidate.

Joan Rosen chairs the Teaching Excellence Award Subcommittee. Membership consists of four faculty members, two alumni and two students. Nominations may be sent to the subcommittee at 513 Wilson Hall by Monday, February 8.

Questions regarding the procedures or criteria may be sent to the subcommittee chair.

When Snow Flies, Plow Drivers Hustle

If the thought of shoveling the snow from the path between your house and the car depresses you, be glad you don't have to clean the eight miles of campus sidewalks.

That job, and that of clearing all of the campus roadways and parking lots, falls on nine employees of the Campus Facilities and Operations Department. Their responsibility is to clear all the walks and roads, even when Mother Nature seems to have other ideas for

them in mind.

This winter has given the snowplow drivers a workout, with regular snowfalls clogging the sidewalks and roads. During an average snowfall of a few inches, it may take from eight to 10 hours to clear all of the areas adequately—provided that more snow does not fall in the meantime.

George Catton, director of Campus Facilities and Operations, said the roadways are the first priority along with

the parking lots. To make it easier for students and employees to get to work safely, the drivers hit the roads and walkways with their plows in the early morning hours. Their goal is to have the areas cleaned by 7:30 a.m. If the snowfall is not severe, the work may be completed—including the "fine tuning" of shoveling around entrances—by mid-morning, Catton said.

Richard Moore, associate director of Campus Facilities and Operations, said the workers use three dump trucks, several pickup trucks, a front-end loader and tractors equipped with brushes to do the work.

The snowplowing begins whenever accumulations reach about an inch. The Department of Public Safety keeps an eye on conditions and notifies the cleaning crew when snow builds up.

If the threat of a severe storm is present, Catton may arrive at the campus at 3 or 4 a.m. to determine whether it is possible to have the roads, parking lots and walks cleared by morning. If not, he may recommend to university officials that the campus be closed that day.

If the campus is closed, radio and television stations are notified to alert employees and students. In all, about 13,000 persons are affected by a decision to close the campus.

A major concern in deciding to close is whether the parking lots can be cleared out. The thought of having several

Continued on page 3



Vernon Dunnem, a groundskeeper with Campus Facilities and Operations, clears a portion of the eight miles of sidewalks on campus.

We're bigger, better

Something look different today?

With this issue the **OU News** becomes the **Oakland University News**, but more than just a name change has been made. The larger publication size allows us to provide more features and news about the campus.

Our publication will include more items of interest to staff members of all employee groups. Stories that are "people oriented" will be a regular part of the **Oakland University News**. News coverage about campus activities will be broadened to give readers a better understanding of their university.

Among the new features to be introduced in the weeks ahead will be columns providing answers to staff

benefits questions, talks with university people in the news, photo features and profiles of interesting people on campus. You will also see other changes that will make for a more informative publication.

Another change effective today is a Friday publication date. Our deadline for news submissions will be 5 p.m. the Friday preceding the publication date. Items can be sent to the News Service office, 109 NFH, or call 377-3180. Our distribution will also be greater with copies available for the first time in Rochester area stores.

We hope you find the expanded **Oakland University News** to be helpful and informative. Your comments are welcome and may be sent to the News Service office.

• Alice Horning, rhetoric, communications and journalism, gave a presentation on monitor theory and skill development at the second annual Intellectual Skills Development Conference at Western Michigan University. Her presentation was **Monitor Theory and Skill Learning with Computers**. She also demonstrated Helen Schwartz' literary analysis tutorial program called SEEN.

• Carole Royer, rhetoric, communications and journalism, and Carol Swift, education, presented the results of their experimental course, **Writing as Problem-Solving**, at the second annual Intellectual Skills Development Conference at Western Michigan University. The course has writing as its content and uses Reuven Feuerstein's **Instrumental Enrichment** to teach the problem-solving process. The experiment, which is now in its second year, involves faculty from SHES, the College of Arts and Sciences and rhetoric in eight composition sections.

• Donald E. Morse, rhetoric, communications and journalism, conducted a workshop on writing short fiction at Lahser High School in Bloomfield Hills. The creative writing class had read his short story **Stoney Grey Soil**, originally published in **Green's** magazine in Detroit. Morse discussed the genesis and development of the story and offered some observations on the writing process.

• An article in Spanish by James Dow, anthropology, appears in **America Indigena**. Entitled **Las Figuras de Papel Amate y el Concepto de Alma entre lost Otomies de la Sierra**, it concerns the beliefs surrounding the Shamanic ceremonies of the Otomi Indians.

• Katherine Z. Rowley, continuing education, presented the Society of Plastics Engineers Award for the most innovative use of plastics in a passenger car body to the project director for the 1984 Pontiac Fiero. She presented the award at the Detroit Section and Plastics in Automotive Division, SPE. Rowley is director of the continuing education plastics technology program and serves as education chairperson and board member of the SPE Detroit Section and secretary to the PIAD Board of Directors.

• Jack P. Haynes, psychology, wrote **An Empirical Method for Determining Core Psychology Journals in American Psychologist and Validity of Two WPPSI Short Forms in Outpatient Clinic Settings** in **Journal of Clinical Psychology**. A third paper, **Factor Structure of the WPPSI in Mental Health Settings**, will be published by the **Journal of Clinical Psychology**.

Conference Signup On

The challenges and opportunities faced by minority women in higher education will be discussed in Achieving Against the Odds, a February 17 conference to be held at Meadow Brook Hall.

The program is sponsored by OU and

Team Wins Awards

The OU Forensics team competed in two weekend tournaments in November, taking first- and second-place finishes.

The team came in first out of nine colleges and universities from Michigan and placed second in competition against 14 schools from five states at Wayne State University's invitational. Karen Seelhoff is the coach.

China Trip Set

The third OU China Study Tour led by S. Bernard Thomas, Chinese and Japanese history, is being organized for next June 20-July 12.

The 23-day tour will visit eight cities in China and Hong Kong. The study tour, limited to 25 persons, will be preceded by three weeks of evening classes. Films, slides, reading lists and other handouts will be provided.

All interested persons, including students, are invited to call Thomas at 377-3510 or 644-7969 for more details.

Our people

• Elizabeth Pinkstaff, nursing, attended the 111th annual meeting of the American Public Health Association in Dallas, where she presented a paper, **Lystra Gretter: The Struggle for Social Reform in the Detroit Visiting Nurse Association, 1908-23**. It was presented during the Public Health Nurse Section's first-ever session devoted entirely to history and nursing.

• Dan Braunstein, economics and management, has been named to the board of trustees of Roeper City and Country School in Bloomfield Hills as a parent representative. He is serving his second term as co-president of the school's parent council. He is now on the program committee of the Society for Industrial and Organizational Psychology (Division 14 of the American Psychological Association). He will chair a panel discussion and present **Organizational Impacts of Information Systems** during the fourth annual Conference on Information Systems in Houston.

• Lawrence D. Orton, history, attended a conference on The Role and Functions of the Media in Eastern Europe, hosted by the Indiana University School of Journalism. Orton commented on six papers dealing with the press in 19th Century Eastern Europe. He also addressed the Polish Genealogical Society of Michigan on **The Expansion and Consolidation of the Detroit Polish Community**.

• Robert Goldstein, political science, wrote **On Political Funerals** for the Summer 1984 issue of **Society/Transaction**. He also addressed the Brotherhood of the Beautiful Savior Lutheran Church in Bloomfield Hills on the Lebanon issue. He has been selected for the next issue of **Who's Who in the Midwest**.

• Harold Zepelin, psychology, was a panelist at a symposium on Animal Models of Human Sleep and Aging at the annual meeting of the Gerontological Society in San Francisco.

• Boaz Kahana, psychology, presented two papers at the annual meeting of the Gerontological Society in San Francisco. The papers were **Futurity, Desire for Change and Satisfaction Among Long-Distance Movers and Methodological Issues in Studying Elderly Populations: Looking at Survivors of the Holocaust**.

will feature speaker Reatha Clark King, researcher, teacher and administrator. She is president of Metropolitan State University in St. Paul, Minn. and chair of the board of the American Council on Education.

The sessions are intended for all minority women working in institutions of higher education and for minority women who want to establish careers in higher education.

Conference topics include survival skills, how to handle racist/sexist remarks and behavior, understanding the politics of your institution, seizing control of your career direction, and mentoring and networking.

Guest speakers will include faculty and administration from OU, Central Michigan University, Eastern Michigan University, Michigan State University, University of Michigan-Dearborn, U-M—Flint, Wayne State University and the Pontiac schools.

Registration will open at 8 a.m. with the formal program to follow from 9 a.m.-5 p.m. OU President Joseph E. Champagne will provide the welcome and Clark King's address will follow.

For registration information, call the Office of Equal Opportunity, 148 NFH, 377-3496.

Ayres Donates Fee

Actor Lew Ayres has demonstrated his interest in OU by donating his speaking fee from an October Macomb Town Hall appearance to university activities.

He designated \$1,500 for the OU Scholarship Committee of Macomb County and \$1,000 for Meadow Brook Hall.

OU is a member of the NCAA Division II and will be represented at the annual meeting in Dallas from January 9-11. Paul Hartman, director of athletics, and Glenn Jackson, faculty representative, will represent OU at the meeting. Ronald Forbes of the athletic department will also attend and participate in the business managers' convention. Hartman discusses the annual meeting:

Will any of the proposed NCAA rule changes have a direct impact on OU and its athletics program?

Basically, there are no proposals that will directly affect Oakland University athletics. The few proposals that would have some bearing do not really have enough support to pass. There are some issues which affect NCAA governance and possibly intercollegiate athletics as a whole.

The key issue of this convention is whether or not there should be a separate committee of presidents which have the authority to veto any legislation passed by the membership. This proposal is basically sponsored by the American Council on Education. The NCAA Council has countered by submitting a proposal of its own proposing a President's Committee but still keeping a the governing structures the same, which basically is one vote per institution with the majority ruling. Unfortunately, both of these proposals are top heavy in favor of Division I. In both proposals, there are 44 members on the committee, 22 from Division I, 11 from Division II and 11 from Division III. For this reason Oakland University is not necessarily in favor of either proposal but would probably favor the NCAA Council legislation over the American Council on Education plan.

Other proposals deal with technicalities of current rules. Proposals in this category pertain to eligibility, financial aid, recruitment and length of sport seasons. One proposal, if passed, that could eventually affect the Oakland University athletic program is legislation

About your university

that mandates that by 1987, Division II programs have a minimum of six sports for men and six sports for women. At the present time Oakland University is only sponsoring four sports for women. Our Athletic Department views this as a positive proposal and would vote in favor of it since there is a need to increase offerings for women.

How would OU's successful soccer program be affected, if at all?

There is legislation in the area of soccer which, if passed, could have some effect on out-of-season competition, such as number of contests in the spring and participation in camp programs.

What are the convention procedures?

Altogether there are 162 pieces of legislation or resolutions. Some items will move quite quickly whereas others will have quite a bit of debate.

The NCAA members vote differently depending upon their division and the type of legislation. The entire membership may vote on one piece of legislation and then on the next it may be Division I, Division II or Division III voting separately or in some combination.

Institutions vote by the appointed representative of the institution, which in this case is Glenn Jackson, holding up a colored paddle so that votes can be accurately counted. It is a very interesting and democratic procedure with a diverse population taking part. Both male and female directors of athletics and college presidents make their feelings known.

Grant Funds Available

The Office of Research and Academic Development has announced the following funding opportunities are now available. For further information about any of them, call the office at 377-3222.

U.S. Department of Commerce
Minority Owned Businesses Study. Conduct research studies on the characteristics and problems of minority-owned businesses. Areas of study will include minority business formation, growth and socioeconomic environment in which they operate. Due: February 15.

Health Care Financing Administration
Medicare Competition Alternatives. Provide demonstrations to test alternative approaches to Medicare competition, which is administered by the Health Care Financing Administration. Due date not available.

Health Agency Bidding. Develop competitive bidding models for home health agency services under the Medicare and Medicaid programs. Objectives are to analyze the effect of competitive bidding on access to and availability of home health services under Medicare and Medicaid. Due date not available.

Centers for Disease Control
Health Workshop. Conduct a workshop on health and policy issues of Superfund legislation affecting states, territories and U.S. possessions. Due date not available.

Veterans Administration Contracting
Conduct a systematic collection and analysis of data concerning both male and female veterans of the Vietnam era. Due date: March 27.

National Cancer Institute
Determine the opportunity to use occupational high risk populations in the evaluation of newly developed cancer control applications. Due date: March 8.

National Science Foundation
Data Collection and Processing. Design and conduct surveys of business firms to determine the condition of labor markets for scientific and technical personnel and related information pertaining to scientists. Due date not available.

Department of Education
Communications Skills Center. Establish one communication skills development center for deaf-blind school-age children. Due: March 2.

Other Funding Opportunities:

Faculty Fellowships
Senior International Fellowships for 1985-86. The Fogarty International Center for Advanced Study in Health Sciences will be accepting applications for senior postdoctoral fellowships for the 1985-86 academic year. Applications are due June 1.

National Endowment for the Humanities. Summer seminars for college teachers are offered by the National Endowment for the Humanities each year in order to provide teachers with a unique opportunity for advanced study or research in their own fields or in other fields related to their interests. Deadline for application: March 1. Stipend: \$3,000.

Handicapped Children's Projects
U.S. Department of Education invites applications for two projects under its Handicapped Children's Early Education Program: 1) demonstration projects (apply by January 20); 2) Outreach Projects (apply by February 9).

National Endowment for the Arts
The National Endowment for the Arts invites applications for its Artists in Education Program, Folk Arts Program, Literature Program and others.

Department of Energy
The Energy Department recently announced that it is accepting proposals from educational institutions and university-related centers for advanced research on solar energy. Proposals are due February 17.

Food and Drug Administration
The Office of Orphan Products Development will soon announce the availability of fiscal 1984 grants to support clinical trials on the safety and effectiveness of orphan drug products. These products may be useful in treating diseases, but lack commercial sponsorship.

The **Oakland University News** is published every other Friday by the University Relations News Service, 109 North Foundation Hall, Oakland University, Rochester, MI 48063. The telephone is 377-3180. Copy deadline is 5 p.m. Friday of the week preceding the publication date.

- Jerry Dahlmann, assistant to the president for university relations.
- James Llewellyn, senior editor and news director.
- Jay Jackson, staff writer.
- Ann Straky, photographer.

OU Board of Trustees Receives Major Gifts

The OU Board of Trustees accepted \$1,104,554 in gifts and grants at the December 7 meeting.

The funds were received by the university since the mid-October meeting of the trustees and include major grants ranging from \$245,300 from the Michigan Council for the Arts to \$238,653 from the National Institutes of Health (NIH) for heart, hormone and eye research.

The largest single grant of \$131,104 from the NIH went to Arun K. Roy, biological sciences, for his study of **Hormonal Control of Alpha 2U Globulin Synthesis in Liver**. The protein is an important marker in the study of the aging process.

Other major NIH awards went to John Reddan, biological sciences, \$33,513 to study control of cell division in the ocular lens; Bandana Chatterjee, chemistry,

\$25,555 for indirect costs on a study of **Age and Hormone Dependent Regulation of Hepatic Protein**; Virinder K. Moudgil, biological sciences, \$23,747 for indirect costs related to **Interaction of Nucleotides and Steroid Receptors**; and Asish Nag, biological sciences, \$15,064 for indirect costs for research on **Regulation of Cell Proliferation in Mamalian Heart**.

The Michigan Council for the Arts award will be directed by Robert A. Dearth, director of cultural affairs, for operational support and outreach programs. Dearth directs the university's Meadow Brook Festival and Theatre programs.

The Michigan Department of Education made a grant of \$79,970 to the Continuum Center of the School of Human and Educational Services to

revise and disseminate employability skills training procedures and materials throughout the state.

Donald R. Falkenburg, director of the Center for Robotics and Advanced Automation, received \$34,263 from General Motors Corp. for **Software Development for Computer-Assisted Design of a Paintshop** and William Moorhouse, SHES, received \$13,500 from Fisher Body Division of GM for **Re-employment Career Planning for Displaced Workers Leading to Job/Education/Training Selection**.

Carroll M. Hutton, director of labor education in SHES, received \$42,500 from Wayne State University as payment in a state-wide program of **Leadership Skills Training Program for Trade Union Women and Minorities**.

Other awards include \$34,926 to Joseph Hovanesian, engineering and computer science, for experimental stress analysis research, and Jacqueline Lougheed, SHES, received \$20,000 from the federal agency ACTION for a Young Volunteers in ACTION program in Oakland County.

Rodwell Fills Position

A development director responsible for major fund raising activities has been appointed by OU.

David H. Rodwell becomes director of development on February 1. He will work in the Developmental Affairs Office under Robert W. Swanson, vice president for developmental affairs.

President Joseph E. Champagne characterizes Rodwell as "one of this country's leading educational advancement professionals."

Rodwell comes to OU from Berry College, Mount Berry, Ga., where he had been vice president for development.

Prior to that position, Rodwell was director of information services at Rice University in Houston and at New Mexico State University. He also served as

assistant to the president for public relations at Trinity College in San Antonio, Texas.

A graduate of Syracuse University, Rodwell spent several years as a journalist on daily newspapers in Las Cruces and Raton, N.M. He is an accredited member of the Public Relations Society of America, a former national trustee of the Council for the Advancement and Support of Education and a member of the National Society of Fund Raising Executives.

Rodwell's wife, Kathryn, is also a university advancement professional. She performs in opera, musical theatre and theatre. The Rodwells have six children who now span the globe from Arkansas to Japan.



Mark Carter and Diane Bailey make their way through the registration lines for winter classes. Psychology Professor Boaz Kahana helps them with the paperwork. Enrollment is expected to remain steady for the winter semester.

Doctoral Student Compiles Children's Books List

An OU doctoral student has published a bibliography of children's books to help parents select suitable reading material for their youngsters.

A Treasury of Books for Family Enjoyment lists over 1,000 books for children

from infancy to second-grade level. It was compiled by Elouise Daniel, who is working toward a doctorate in reading at OU. The Pontiac school teacher's 122-page book also includes over 200 resource books for adults.

Daniel lists the books under 37 headings, such as song books, fairy tales and books about holidays. She thought of the bibliography after conducting reading workshops with parents and finding they wanted lists of children's reading material. She was encouraged to publish the list by her OU academic adviser, Jane Bingham.

Daniel gathered the book titles during visits to libraries and bookstores and from other sources. She personally reviewed hundreds of the books to determine whether they were appropriate for the ages suggested by the authors. She based her decisions on the quality of the writing and the illustrations.

The value of the bibliography is in helping parents choose reading materials for their children, she says. "This way, they can look at the bibliography and go through the lists and take them to the

bookstore or to the library and ask for the books," she says.

An ardent reader, Daniel encourages parents to read to their children. Children are never too young, she says, and suggests parents read to infants to improve their listening skills. As children get older, they will appreciate books and reading, she says.

The bibliography is not intended to be the sole source of reading materials for children she says. Rather, it balances the books and magazines children tend to choose for themselves that may not be considered of high quality by parents.

"Kids don't know what is good for them unless we present it to them," she says.

The book is available in area bookstores and from the OU bookstore in the OC. It sells for \$8.95 and was published by Blue Engine Express.

Fitness Classes To Begin

Men and women of any age who are interested in becoming physically fit may sign up for six-week sessions of aerobics beginning the week of January 16.

The classes are being offered at the Lepley Sports Center for persons of both beginner and advanced levels. The classes will meet twice weekly for six weeks at either 7 a.m. or 5:15 p.m. The morning and afternoon sessions on Tuesdays and Thursdays will be for advanced students. The 5:15 p.m. classes on Mondays and Fridays will be for moderate-level aerobics students, including beginners.

The first half-hour of class will consist of warmup exercises. The second half will be the participant's choice of continuous rhythmic, vigorous exercise done to music; brisk walking or running

inside the gym or multi-purpose room with music; brisk walking or running outdoors; or swimming, depending on availability of the pool.

The classes will also include mini-lectures about diet and nutrition, exercise physiology and the basics of safety, progression and effectiveness. Skinfold, blood pressure and pulse tests will be taken.

All persons registering for the first time must attend an orientation session. Participants need the permission of their doctor, also. The fee is \$20 for each six-week session. Persons enrolled in the Exercise Physiology Lab Health Maintenance Program are admitted without charge.

For further details, call Sally Peters at 377-3198.

Snow Removal

Continued from page 1

thousand cars mired in drifting snow is enough to give any snowplow driver a headache.

Catton said in that case, it would be preferable to close the university rather than risk having parking lots filled with cars and snow that could not be cleared away.

William Gardner, supervisor of grounds and maintenance, said during a typical winter the university may use from 200 to 600 tons of salt on the roads and parking lots. During the course of a typical plowing operation, he said, each of the eight vehicles may log about 110 miles driving about the campus.

Catton praised the work of the drivers, who not only must put up with severe weather, but dodge motorists and pedestrians as they go about their work.

"With the small number of grounds-people we have, they do a very acceptable job of snow removal. They work very hard and have a very high level of pride in their work, just as any others have in the work they do."

Added Moore, "I just think they're an extremely hard-working bunch of guys."

OU Board Cancels Meeting

The January 18 meeting of the OU Board of Trustees has been canceled. The next regularly scheduled meeting is set for February 15.

Arts Events Planned

Music and dance highlight the Center Artists Series this month at the Center for the Arts.

Oboist James Ostryniec and pianist Paul Hoffmann will perform at 3 p.m. Sunday, January 15. Their program, "Kaleidoscope," will include classical music by Hotteterre, Schumann, Piston, Saint-Saens, Stockhausen and Ussachevsky. A special feature will be "Sonata," op. 2, composed by Stanley Hollingsworth, the OU composer-in-residence.

The concert is made possible in part by a grant from the National Endowment for the Arts Solo Recitalists Program.

At 8 p.m. Friday, January 20, the acclaimed Footpath Dance Company of Cleveland will perform its contemporary dances. Footpath is completing its sixth year as both a professional dance touring company and a school of contemporary dance—modern, jazz and ballet. The humanistic dancers touch on a variety of emotions while relating direct and powerful statements about the human condition.

The Footpath performance is made

possible in part by a grant from the Great Lakes Arts Alliance.

Both performances will be in Varner Recital Hall. Tickets are \$4 general admission and \$3 students and senior citizens. For tickets, call the Center for the Arts box office at 377-3013.

Jobs Listed

The following positions are listed at the Employment Office, 140 NFH. Interested persons should call 377-3480 to determine the current status of them.

- Program manager, AP-9, Placement and Career Services.
- Console operator, C-2, Telecommunications.
- Administrative assistant, AP-6, Ken Morris Labor Studies Center.
- Custodian I, AFSCME, Campus Facilities and Operations.
- Administrative assistant, AP-3, Campus Information, Programs, and Organizations.
- Clerk typist, C-3, Mathematical Sciences.

Theatre:

January 13-22
“Long Day’s Journey into Night” continues at MB Theatre. The American classic by Eugene O’Neill is an autobiographical view of his own family.

January 25-27
“The Dining Room” by A.R. Gurney opens at MB Theatre.

Film:

January 18 and 25
The Ski Team and the Ski Club will sponsor a film at 10:30 a.m. in the OC.

Dance:

January 14
Alpha Kappa Alpha will sponsor a dance from 9 p.m.-1 a.m. in the OC Crockery.

January 20
The Footpath Dance Company of Cleveland will perform in a Center Artists Series concert at Varner Recital Hall at 8 p.m.

Music:

January 15
Oboist James Ostryniec and pianist Paul Hoffmann will perform a variety of music in their program “Kaleidoscope” at 3 p.m. in Varner Recital Hall. One of the selections will be Stanley Hollingsworth’s “Sonata,” op. 2. Hollingsworth is OU’s composer-in-residence.

Athletics:

January 13
Wrestling vs. Northern Michigan University at 7 p.m. in Lepley Sports Center.

Women’s swimming vs. Cleveland State University at 7:30 p.m. at Lepley.

Men’s and women’s basketball vs. Wayne State University. Games begin at 1 p.m. at WSU.

January 18
Wrestling vs. Saginaw Valley State College at 7 p.m. at Lepley.



Men’s swimming vs. Michigan at 7:30 p.m. at Michigan.

January 19
Men’s and women’s basketball vs. Lake Superior State College. Games begin at 6 p.m. at Lepley.

Art:

January 15-February 11
The MB Art Gallery presents the print collection of Carl F. and Anna M. Barnes, entitled **From Line to Tone**. Prints featured in the exhibit are from the 13th to 19th centuries. The prints demonstrate the evolution of print-making techniques from undecorated text of the early 13th Century to the mechanical color-printing of lithographs in the first half of the 19th Century. The accompanying catalog was prepared by eight art history students at OU under the direction of the Barneses. Gallery hours are 1-5 p.m., Tuesday-Friday; 2-6:30 p.m., Saturday-Sunday; and 7:30 p.m. until the first intermission during MB Theatre performances.

Seminars:

January 16
“Making a Career Choice” and “How to Look for a Job” begin at 3 p.m. in OC Room 126-127. Call Placement and Career Services for details.

January 19, 20 and 25
“Resume Preparation” at various times. Call Placement and Career Services for information.

January 20, 24-25
“How to Interview for a Job” at various times. Call Placement and Career Services for information.

January 27
“How to Negotiate Your Salary” at noon in OC Room 126-127. For information, call Placement and Career Services.

Picnic Raises \$17,000

Thanks to the efforts of the Friends of Kresge Library, approximately \$17,000 has been donated to buy library materials.

The money was raised during the annual Glyndebourne Picnic on September 10. The event was held in the festival tent on the Meadow Brook Hall estate. Mr. and Mrs. Robert DeWar were co-chairs of the event, the theme of which was “King Arthur’s Court.” Thirty tables were decorated with live ficus trees wrapped in royal blue material. Appropriate “royal” banners were hung throughout the tent. Bordine’s and Mitzelfeld’s, both of Rochester, provided the decorations.

The 300 guests in formal attire brought their own food and table service for the elaborate event. The picnic was

styled after the popular Glyndebourne of England in 1934, which was sponsored by Mr. and Mrs. John Christie (of auction house fame). The Christies opened their estate for the entertainment of Londoners dressed in evening attire. The guests brought their own picnic baskets and wine and dined on the lawn while being entertained by a famous opera.

At OU’s first Glyndebourne in 1968, the Friends used the riding ring on the Meadow Brook estate and transformed it into their own “garden wonderland.” The first year’s proceeds totaled \$2,000 and over the years the Friends have raised \$100,000. The picnic was not held from 1976-81 but was revived in 1982 and held in the tent outside of Meadow Brook Hall.

Graduate Admissions Test Offered

The Division of Continuing Education is offering personalized instruction to persons who plan to take the Graduate Management Admissions Test. The GMAT training provides insights into the types of questions that appear on the exam. Timed practice tests are administered. Business judgment, data

sufficiency, mathematical ability, English usage, reading comprehension, verbal ability, logical reasoning, and validity of conclusions are covered. The registration fee is \$115 and the next session begins January 28. For registration information, call 377-3120.

Theatre Features O’Neill Play

The Pulitzer Prize-winning play **Long Day’s Journey into Night** is at the Meadow Brook Theatre until January 22.

Eugene O’Neill’s autobiographical drama concerns his own family when he was a young man. The play depicts the shattering events of one climactic day in the lives of the Tyrone family. The story exposes the penny-pinching father as being responsible for his wife’s drug addiction by refusing to spend money to

help her. The younger son (O’Neill) is torn in all directions by his love for his parents and his brother.

Charles Nolte directs the production, with Tony Mockus as the father, Deanna Dunagan as the mother, Gregg Almquist as the elder son and Joey L. Golden as the playwright himself. Bethany Carpenter is the Irish-American maid. The play will feature a single set by Peter W. Hicks. For times and tickets, call 377-3300.

Board Adopts Policy Statements

OAKLAND UNIVERSITY
SEXUAL HARASSMENT POLICY STATEMENT
AND COMPLAINT PROCEDURES

I. Policy Statement

The Oakland University Board of Trustees has adopted a policy of nondiscrimination. Amendments to the Michigan Civil Rights Act and Section 703 of Title VII of the Federal Civil Rights Act have defined sex discrimination to include sexual harassment. Oakland University reaffirms its nondiscrimination policy including the prohibition of discrimination based upon sexual harassment. The definition of sexual harassment is set forth in the following paragraph:

Sexual favors may not be required either explicitly or implicitly as a term or condition of an individual's employment, education, or use of educational facilities. The submission to or rejection of sexual favors may not be used as the basis for employment decisions, for academic or educational decisions, or for determining access to University services. Sexual conduct which has the purpose or effect of: unreasonably interfering with an individual's work, academic performance, or use of University services; or which creates an intimidating, hostile, or offensive working, educational, or service environment, is prohibited.

Employees, students, or users of University services who believe their rights have been violated may seek a resolution of the problem through the use of the procedures set forth below. Complaints will be processed equitably **and in a timely manner**.

The University will periodically publish this policy and the following procedures.

II. Complaint Procedure for Sexual Harassment Cases.

A. Complaints by Faculty, Staff and Non-Student Users of University Services

1. **Applicability.** The following procedures apply to all employees of Oakland University, including part-time and full-time, temporary and permanent, faculty and staff, and to non-student users of University services.

2. **Informal Procedures.** Faculty, staff and non-student users of University services may make inquiries or complaints concerning sexual harassment to the Office of Equal Opportunity. If the facts and circumstances require action, in some cases this office will be able to provide suggestions that may enable the individual to effectively resolve the problem without further assistance; other cases may require intervention by the Office of Equal Opportunity or other appropriate offices. The Director of the Office of Equal Opportunity may suggest that further information and counseling are available through the Employee Relations Department, the vice president for the area involved in the complaint (or a designee of the vice president), or some appropriate counseling service.

3. **Formal Procedures.** An individual may file a formal complaint of sexual harassment with the University through the Office of Equal Opportunity. (Alterna-

tively, where applicable, employees may choose to file through their regular collective bargaining grievance procedures).

a. **Form of Complaint.** All formal complaints must be in writing, signed, and must clearly state the nature of the alleged offense, the name of the alleged harasser and the specifics of the offending incident(s).

b. **Time Limits.** It is in everyone's best interest to file complaints promptly, while the facts are current. Complaints must normally be filed within sixty (60) days of the most recent offending incident. However, the University reserves the right to investigate and act on complaints involving incidents which have occurred beyond the sixty (60) day filing period.

c. **Notice to Alleged Harasser.** A copy of the written complaint will be provided to the alleged harasser.

d. **The Investigative Process.** The Director of Equal Opportunity will act as an investigator and conduct a thorough and **timely** inquiry to protect the rights of both the complainant and the alleged harasser. In the absence of the Director of Equal Opportunity, the Director of Employee Relations or a designee will conduct the investigation. Although discretion will be exercised, no guarantee of confidentiality may be given, since the investigation will involve discussions with other parties. In the course of the investigation, the investigator will consult with:

(1) The complainant and alleged harasser;

(2) The Provost or a designee when the person charged is a member of the faculty or academic staff;

(3) The division head responsible for the employee's working area and the Director of the Employee Relations Department when the person charged is a non-faculty staff member; or

(4) The Office of the Dean of Students when the person charged is a student.

e. **Report on Investigation.** The investigator will make a written report of findings, including a conclusion as to whether "just cause" is present to pursue disciplinary or discharge action against the **alleged harasser**. The report of the investigator will be submitted to the Vice President for Student Affairs when a student is involved, the Provost in the case of a faculty member, or the Director of Employee Relations in the case of all other employees. The individual to whom the report is submitted, after consultation with the investigator, the University General Counsel, and other appropriate parties shall make a recommendation on the action to be taken in accordance with University policies and procedures. If, after an evaluation of the facts and the law, action is warranted, the institution will utilize due process mechanisms for faculty, staff, and student discipline or dismissal. The complainant will be informed of the determination reached. The requirements of applicable bargaining agreements or personnel policies will be observed. If an employee objects to a sanction or corrective measure, that individual may initiate a complaint through regular faculty or staff grievance procedures. In the case of a student accused of sexual harassment, if disciplinary action is considered appropriate, the student judiciary process will be

followed.

B. Student Complaints

A student who wishes to make inquiries or file a complaint concerning sexual harassment should utilize the University Student Grievance Procedure. A copy of that procedure is on file in the Office of the Dean of Students and is made a part of this procedure.

C. Impartiality and Confidentiality

Allegations of sexual harassment will be treated objectively and impartially. Each complaint will be treated as an allegation that must be substantiated by the evidence. The University will not be partial to either the charging or the charged party. Guarantees of confidentiality or anonymity cannot be made. Information about the complaint, and incidents giving rise to the complaint will be treated with discretion and will be revealed only as investigatory and disciplinary processes require.

November 1983

OAKLAND UNIVERSITY
PROCEDURE FOR THE RESOLUTION OF
STUDENT COMPLAINTS

Students may encounter a variety of problem situations during their course of study at Oakland University which may require review by appropriate administrative or academic personnel. A number of problem resolution procedures have been established by the university. The purpose of the following procedure is to provide an equitable system for resolving problems between students and faculty or staff members when a review of the issue is not available under other established university procedures. Questions regarding these procedures or guidance on the applicability of any Oakland University policy or procedure to a student's specific problem situation should be directed to the Dean of Students, 144 Oakland Center, 377-3352.

APPLICABILITY

The procedures set forth in the following sections shall apply to all registered Oakland University students: undergraduate, graduate, and special status; part-time and full-time.

The procedures are available for the review of problems such as the following:

1. all aspects of the degree granting process, including grading, evaluation, or status (if other procedures are not available);

2. alleged professional misconduct toward a student by a faculty or university staff member while in the scope of university employment;

3. alleged illegal, discriminatory, unfair, or intimidating treatment of students, including sexual or racial harassment or failure to adequately accommodate handicapped students. These procedures will be used for Title IX and Section 504 complaints;

4. allegations concerning the application or propriety of regulations, policies, or procedures governing student behavior or rights.

PROCEDURES

General

The procedures consist of two parts: an informal resolution process and a formal written process. Although the Dean of Students may suggest the use of the informal process, its use is not a prerequisite to the filing of a formal complaint. No complainant shall be penalized by the university for filing a complaint or participating in the complaint process when the student has acted reasonably and in good faith.

Informal Procedures

Each student, faculty member, administrator, and staff mem-

ber has an obligation to resolve problems fairly and informally through discussion between the aggrieved student(s) and the specific university person immediately involved with the problem. If a suitable solution cannot be reached informally through independent means, then a student or a group of students must consult with representatives from the Office of the Dean of Students prior to submitting a formal complaint. In cases involving grading or other academic or non-academic matters in which the academic or administrative unit involved maintains a current student grievance procedure, the Dean of Students will direct the student(s) to utilize the established procedure and assist the student, if the student desires, in the filing of a complaint. In cases of alleged illegal discrimination on such bases as sex, race, or handicap, the Dean of Students will contact the Director of the Office of Equal Opportunity for assistance prior to advising the student about a course of action.

Formal Complaint Through This Student Grievance Procedure

1. If a problem is not resolved through the informal complaint process, and if another problem resolution procedure has not been established, the student(s) may:

a. in cases involving alleged illegal discrimination or handicap accommodation, submit a written complaint to the Equal Opportunity Office in which case the complaint resolution procedures of that office for faculty and staff shall be followed for students;

b. in all other cases, submit a written complaint to the immediate supervisor of the specific university employee involved.

The written complaint shall be signed, and must state clearly the nature and basis of the alleged offense, the name of the person(s) committing the alleged offense, and the specifics of the incident(s) involved. Although discretion will be exercised, no guarantee of confidentiality may be given, since an investigation will necessarily involve discussions with other parties.

2. In cases under 1.b. above, the immediate supervisor of the person against whom the complaint was lodged must meet with the complainant within thirty days after the complaint was filed, (unless an extension for additional review or information-gathering is agreed to by the Dean of Students), to report on conclusions of the review. A written decision will be provided to the complainant, with a copy to the Dean of Students.

3. **Appeal.** If the complainant is dissatisfied with the supervisor's decision, a written appeal may be made to the next level of supervision or to an individual designated by the Dean of Students. The Dean of Students will provide procedural assistance to the complainant if requested. The appeal must be submitted in writing to the Dean of Students within ten (10) working days of receipt of the immediate supervisor's decision. The appellate determination must be communicated in writing to the parties involved after completion of the appellate review, with a copy to the Dean of Students.

Time Limits

In the interest of fairness to all parties concerned, a complaint should be filed as soon as possible to assure the availability of witnesses and to assist in obtaining the facts related to the complaint. For this reason, a formal complaint generally will not be processed unless it or the associated informal complaint was filed no later than 60 days after the student became aware or should have become aware of the incident giving rise to the complaint. However, the University reserves the right to waive the 60-day rule based upon the facts and circumstances of the complaint and after giving due consideration to the protection of the rights of both the complainant and the individual accused.

If another formal problem resolution procedure exists for the resolution of a particular complaint, and that specific procedure has time limits which conflict with the 60-day rule above, then the time limits of the specific procedure shall govern.