

## NEWS

## Student Affairs

## Snyder: Student Input Wanted to Respond to Changing Needs

Across the country the trend in college students is moving away from the traditional full-time teenage student body to a more diverse group, and nowhere is that more apparent than at Oakland, says Mary Beth Snyder, new vice president of student affairs.

"It's hard to characterize today's students," says Snyder, "because our students experience school in a lot of different ways."

Citing recent freshmen surveys by the American Council on Education, and other reports and observations, Snyder says an increasing number of Oakland students are taking part-time course work and working part-time jobs. OU students also have a greater urgency to get into the job market. They are more technically sophisticated than their national counterparts, and more plan on going to graduate school.

Though the majority of Oakland students commute, they do so from a variety of places — parents' homes, their own apartments, and from homes where they are raising families. More and more, older students want to live on or near campus, but they also demand a variety of adult amenities. Oakland students also have different standards for the kinds of foods they will eat, and differing recreational needs.

"Despite their differences, students go to school for a reason," says Snyder. "They need a lot of support services, and we need to make sure we're serving them." Snyder shared some of her initial impressions of Oakland and goals for the division of student affairs, as guest speaker at a recent University Insight luncheon.

Her new challenge, since coming to Oakland September 1 from Iowa State-Ames, where she had been dean of students since 1989, is to identify and respond to the changing student needs at Oakland.

"The key to servicing a student body that is as mobile as OU's is to try to stay on top of their changing needs. We want to keep students on campus as much as we can. From offering hamburgers and health food to videos and daycare, we want to make sure our services and our hours are meeting student needs."

One of Snyder's main goals is to become more familiar with active student groups.

"I would like to be able to provide more program support, help coordinate and maybe even fund some student seminars. But I want to hear from students about what they want. I can't do it on my own," she says.

On the other hand, eliminating programs that aren't working will be just as important.

"I am committed to dropping any student programs that are not working, to help re-allocate resources. Since there is little new money in the budget for us to work with, evaluation of our programs becomes even more important, especially student input."

"We are going to be plugging into groups who want to be more involved on campus. We will be soliciting more student comments, good and bad, about what's going on at OU. We want good advice from students."

An important responsibility of the division is the planning for the proposed recreation center at Oakland.

"We will want lots of student involvement with this," says Snyder. "The rec center will be a major program for the campus and we want to make sure we get it right."

Snyder says her division will also be interested in hearing from students about their preferences in food and restaurant options on campus.

"The university's contract with Marriott expires in about 16 months, and we will be looking both at the OC and at the residence halls to see what we will want to put out for bids."



Mary Beth Snyder, vice president of student affairs, shared her views at the recent Oakland University Insights luncheon.

Snyder says her division will also be looking at ways to strengthen fraternities and sororities.

"I'm interested in keeping them strong and attractive to students. We have lost some ground in this area in recent years," she admits. "I believe that on and off campus, there is a lot of interest here by students that we don't always recognize or applaud."

In the immediate future, Snyder plans to continue with the renovation of North Foundation Hall as a one-stop student service center.

"We will be renovating the Academic Skills Center, a heavily used area, and make it more conducive to students. We also want to bring the Placement and Career Center to North Foundation from Vandenberg. I also want to

continue to renovate the residence halls and increase student numbers."

Snyder says other planned changes in student affairs include moving Dave Herm and the office of dean of students back to the OC, in exchange for relocating associate vice president Jack Wilson's office to North Foundation. Herman will also take over responsibility for the office of handicapped and international students services. He also manages judicial affairs, CIPO and orientation. Wilson will be handling more staff and budget work, including helping to carry out the division's responsibilities under the university's strategic plan. The moves are expected to be completed by the end of the semester, says Snyder. ▼

## First Impressions

**On students:** "I am pleased to see the high caliber of students at Oakland. They are bright, eager and very career focused. There is also an interesting streak of activism among students on campus, which is good. Learning about social issues is what college is all about. We also have many formal and informal student groups, on and off campus, interested in making a difference in their society and giving back to the community."

**On faculty:** "There is a strong interest by faculty to give students a good educational experience that will also lead to jobs."

**On the OC:** "I am pleased to see how busy the OC is during the day. That tells me students need a place that's comfortable and allows them to see and be seen."

**Personal:** Married to Dick Armitage, retired professor of romance languages and dean of the graduate school at Ohio State. They have a 10-year-old son, and share their home in nearby Rochester with a golden retriever.

## "Hot" Technological Future for Engineers

The U.S. automotive industry stands to be the "hot industry of the early 21st century" and that's good news for engineering students and engineering educators, according to Michael Polis, dean of the School of Engineering and Computer Science.

"In much the same way that engineering educators looked at the aerospace industry in the '60s and '70s, and the computer industry in the '80s as the source of interesting and challenging problems and processes, I believe that for the '90s and into the first decade of the 21st century, engineering educators will look to the automotive industry."

The automotive industry, once viewed as "low-tech and not terribly exciting," admits Polis, "holds fascinating opportunities for the future."

Polis shared his predictions in a talk before a group of business, industry and community leaders at the university's quarterly Executive Breakfast November 15 at Meadow Brook Hall.

"Engineering education and the automotive industry are facing similar challenges and opportunities as we move toward the first decades of the 21st century," he says.

Polis cites near and long term research, price containment, fierce competition for market share, and the impact of technology on how products are delivered, as areas where he sees particular parallels between engineering education and the automotive industry.

In the area of research, environmental concerns, including the challenge to meet zero-emissions standards, improve battery and energy storage technology and produce economic electric vehicles, will provide interesting work for engineers, says Polis. So too, will be satisfying the increasingly high-tech demands of consumers for intelligent vehicle highway systems, on-board computers, CD-ROMS, display screens, data transmission equipment and other features.

Engineering education and the automotive

industry are also driving down parallel roads in the area of price, Polis says.

"It is becoming more expensive to finance the purchase of a typical car," while at the same time, "the price of tuition and fees for a typical engineering education has risen at a rate greater than inflation."

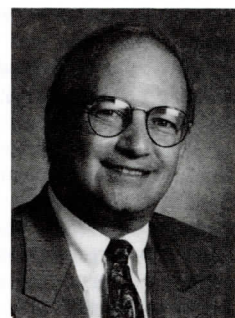
Over-capacity in both the automotive industry and in engineering education is now an issue, he says, and competition for market share is intensifying.

"Total vehicle sales worldwide . . . still surpasses effective demands. . . The very strong yen has helped the U.S. automotive companies in their competition with the Japanese. The Japanese, however, retain competitive advantages in productivity, quality, technology and manufacturing flexibility. . . and remain a powerful force to deal with."

On the academic side, the number of high school graduates, he says, is at its lowest point in years.

"Engineering schools are becoming more and more competitive in their attempts to attract undergraduate students." And as distance learning becomes increasingly popular, "the competition among universities will intensify."

"Ultimately," concludes Polis, "since the U.S. is competing in a global marketplace, the long term economic well being of the country depends on our being able to meet technological and social demands . . . this is especially true for citizens of Michigan, whose incomes and taxes are so heavily dependent on the health of the automotive industry." ▼



Polis

## How many days 'til Christmas?

(Left to right) Ebenezer Scrooge (Booth Colman) has the holiday spirit literally scared into him by the Ghost of Christmas Future (Gregory Wilson) in Meadow Brook Theatre's annual production of *A Christmas Carol*, through December 29.

Tickets are available through Ticketmaster or by calling (810) 377-3300.





## Hunter continues study of Zebra Mussels

Zebra mussels pose a major threat to native bivalve mussels in the Clinton River and the Michigan Department of Natural Resources and other appropriate agencies should begin to formulate conservation and/or relocation efforts, recommends Oakland University biologist Doug Hunter.

Hunter has issued a progress report on a study of Zebra and native mussel populations in the upper Clinton River Basin from Clarkston through Waterford to Pontiac. Hunter says the dearth of information about Zebra mussel infestation in small rivers and the resultant risk to native mussels and the ecosystem prompted the study.

Native populations of bivalves or unionids have already been mostly destroyed by Zebra mussels in Lake St. Clair and the Western Basin of Lake Erie. Hunter's work is supported by the Michigan DNR Nongame Wildlife Fund, and a grant from the OU Research Committee.

Hunter has done extensive research on Zebra Mussels in lake areas. His findings in the Clinton appear ominous for native mussels. These bivalves are threatened by concentrations of Zebra mussels that can attach to native bivalve shells, limiting activities and causing death.

Among Hunter's findings:

There is no evidence from any previous lake study that any species of unionid is immune or resistant to mortality due to Zebra mussels as long as the mussel load reaches relatively high levels; the presence of moderate current speeds of up to 50 cm/sec do not appear to remove any threat of Zebra mussel attachment. He says that while the accumulation of Zebra mussels may be somewhat slowed by moderate current,

some attachment was observed and this indicates no stretch of the Clinton River will be safe from Zebra mussels.

The OU scientist says that it would be prudent for the appropriate agencies to begin to formulate plans for conservation efforts of our native unionids in areas of risk from Zebra mussels. "He notes that in the past two areas of the Clinton River, the Cooley Lake Road and Dawson's Millpond outlet have seen major conservation efforts implemented in order to minimize damage to endangered species due to construction projects in those areas.

Hunter feels that possible relocation of endangered stocks to safe areas, although possible on a limited scale, requires further study since the threat of Zebra mussels will be on a more extended time scale than that of a construction project or dam.

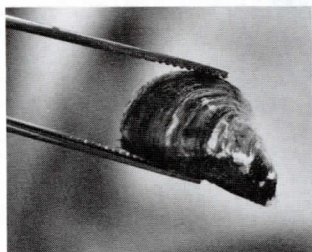
Hunter says it is important to begin informed conservation planning and in the meantime, to continue to monitor the distribution and intensity of Zebra mussel populations in the upper Clinton River. He says such monitoring should be accompanied by regular physicochemical and hydrological measurements in the river to establish baseline readings. Hunter says one of the effects of Zebra mussel concentrations is a filtering out of large amounts of suspended matter from the water source. "It is known," Hunter says, "that this can have a profound effect on the lake's ecosystem by increasing the amounts of solar energy reaching shallow bottom areas."

Some fishermen in Lake St. Clair are already blaming the drop in walleye fishing and an increase last season in small mouth bass fishing, on the changing water clarity levels in the lake due to Zebra mussel populations.

The effect of Zebra mussels filtering sediment from moving waters in a river as opposed to lake waters is one of the areas needing further study, Hunter says.

Hunter is assisted in his work by student researchers Jill Hunt, Michael Janech and Susan Toczyłowski.▼

Story provided by Jim Llewellyn, director, news service.



Zebra Mussel

## Circling for the Next Place to Land

Mary Otto enjoys the thrill of risk taking and the challenge of trying new things.

Last year at this time, Otto was on sabbatical in New Zealand, studying alternative teaching methods. Her favorite pastime was downhill skiing.

Today, she is acting dean of the School of Education and Human Services, hoping it becomes a permanent assignment, and learning to fly an airplane.

"There's something wonderful about learning something new as an adult," says Otto, a veteran Oakland faculty member and professor of education.

Otto started taking flying lessons this past summer through the Oakland-Pontiac Airport, where she rents a Cessna 150 single-engine plane.

"What I love about it when I fly is that it takes all of my concentration," she says. "From the pre-flight check to constantly checking the fuel, my mind can't wander for a moment."

Learning to pilot a plane is an especially good experience for someone who teaches, says Otto.

"When you really don't know what's going to happen next, it can be a humbling and rewarding experience."

Adds Otto, "Now I also understand how people can feel scared about coming back to school after 15 or 20 years."

Otto says that by spring, she'll probably have finished her license, but has yet to solo, an adventure she's expecting to undertake sometime this winter.

If her wishes take wing, Otto's solo flight may coincide with her permanent appointment as dean of the school. The SEHS dean search and screen committee started receiv-

ing applications in November, including Otto's. She says she is "keeping her fingers crossed."

"I didn't know I wanted to be a dean until I was one," admits Otto, who became acting dean of the school August 1, yet began working with Gerald Pine, former dean, in July, to help smooth the transition.

During her 22-year career at Oakland, Otto has been special assistant to John DeCarlo during his term as interim president, executive assistant to President Packard during her first year in office, an American Council on Education fellow, director of Research and Academic Development, National Council for Accreditation of Teacher Education coordinator for the SEHS, professor of education, grant director, counselor and adviser.

"I'm an example of someone whom Oakland has nurtured. I have been given a lot of wonderful opportunities here, and I have often been at the right place at the right time to take advantage of them. I have also had a lot of support from women on campus, some wonderful role models.

"I believe you have to guide your own

life," adds Otto. "Each person is responsible for making her life work for her. I know that if I don't get the deanship, there will be other wonderful opportunities out there for me."▼

(Otto is married to Bob Brown, Oakland associate professor of education and chair of the department of counseling. They have a son in graduate school at George Washington University and a daughter who is an undergraduate at Miami University-Oxford.)



Otto with husband Bob Brown.

## OF DISTINCTION

Items about professional activities or honors from anyone within the university community may be sent to the Publications Department, 109 NFH. Items run as space permits. Persons with E-mail capabilities are encouraged to send their items to: [billingt@vela.acs.oakland.edu](mailto:billingt@vela.acs.oakland.edu)

**Kevin T. Andrews, Meir Shillor, and Steve Wright**, mathematical sciences, published the article, *A Hyperbolic-parabolic System Modelling the Thermoelastic Impact of Two Rods*, in the journal *Mathematical Methods in the Applied Sciences*.

**Louis Bragg**, mathematical sciences, wrote a paper, *Cauchy Problems Associated with Certain Integro-partial Differential Equations*, which appeared in the spring 1994 (vol 6) issue of the *Journal of Integral Equations with Applications*.

**Geoff Wawro**, history, gave a talk at the University of Michigan in Ann Arbor called, *The Good Soldier Svejk and his Adventures in the Great War: Fact or Fiction*. The presentation, to the History Department's Military Studies Group, considered Austria-Hungary's military performance in World War I.

**A.R. Liboff**, physics, presented the Electrical Engineering Colloquium at Cornell University, in Ithaca, New York, Nov.8. The title of his talk was *Weak ELF Magnetic Biointeractions*.

**Mary Beth Snyder**, student affairs, was among 50 invited participants at the Airline House Conference on the Dwight D. Eisenhower College Student Leadership Project. The project is funded by the Department of Education and seeks to design a college-based program for developing a new generation of leaders in national and international affairs.

**Barbara Hamilton**, rhetoric, read and scored essays written for the Graduate Management Achievement Test (GMAT) Oct. 20-24. Analytical and argumentative writing have been added this year to the GMAT, which is administered by the Educational Testing Service.

**Kathleen Healy Moore**, chemistry, presented a paper, *Capillary Electrophoretic Analysis of Xenobiotic Carboxylic Acid Activation by Hepatic Microsomal Acyl-CoA Synthetases*, at the 16th International Congress of Biochemistry and Molecular Biology held in New Delhi, India, in September.

**Mary Beth Snyder**, student affairs, **Maura Caruth Selahowski**, campus information programs, and **Felicia Bumpus**, intercultural programs, have been selected for honorary membership in the Golden Key National Honor Society.

**Helen Zucker**, rhetoric, wrote an article on Claire Bloom for the American Artist Series at Cranbrook/Kingswood. Actress Bloom did readings from *Shakespeare's Women* at a fundraiser for the series. Zucker's article appeared in Oct. 27 issues of the *Observer Eccentric* newspapers.

**Subra Ganesan**, computer science and engineering, presented a one-day seminar, *RISC and DSP Microprocessors — Advances and Automotive Applications*, at the General Motors Tech Center Oct. 28. He also presented a half-day tutorial, *Image Processing Architectures*, at the International Conference on Computer System and Education in India in June.

## THE CAMPUS REGISTER

### Funding Opportunities

The Office of Grants, Contracts and Sponsored Research has relocated to 520 O'Dowd Hall. Stop in to visit the staff and obtain assistance with the external proposal development process. The following funding opportunities include sponsor contact information and submission deadlines. You may contact sponsors directly or request assistance from Information Specialist Pat Beaver at 370-4116.

### Foundation for Physical Therapy Research Grants

The Foundation for Physical Therapy supports research activities in physical therapy in two categories: (1) Investigative Studies—to add to or refine the body of theoretical, scientific, and clinical knowledge on which physical therapy practice is based through evaluation of the clinical effectiveness of therapeutic methods; assessment of the interaction between patient characteristics and therapeutic methods; determination of the accuracy, reliability, and validity of measurements used in physical therapy; or exploration of the scientific theoretical basis for methods used in physical therapy. (2) Demonstration Projects—to evaluate the application of theory to new methods for improving patient care or professional education and test the value of these methods and materials when used in realistic conditions. Interested applicants must notify the sponsor of their intent to apply by December 10, 1994. Deadline for completed applications is January 15, 1995. Application forms and guidelines are available from the sponsor, 703-684-5984.

### Database Activities in Biological, Behavioral and Social Sciences

The National Science Foundation provides support for the design, development, implementation, and use of information resources. All fields of science supported by NSF's Biological Science Directorate are eligible for support. Objectives of the program include: support planning and subsequent design, prototyping, implementation, testing, and distribution of databases relevant to biological, behavioral, and social (BBS) research, algorithms and software

related to the management and analysis of BBS information resources, and of new methods and tools for the construction, operation, and access of BBS databases. Pre-proposal submissions are due January 1, 1995 and July 1, 1995. Target dates for regular proposal submission are May 1, 1995 and November 1, 1995. There are no deadlines for planning grant and workshop proposals. Application forms and guidelines are available from the sponsor, (703) 306-1470. Applicants should consult the sponsor's brochure "Grant Proposal Guide" prior to applying.

### Society for the Humanities — Mellon Postdoctoral Fellowships

Fellowships provided in-residence post-doctoral fellowships for nontenured scholars and teachers in the humanities to encourage the growth of promising humanists. Areas of specialization for 1995-96 include: Anthropology, Comparative Literature, Music, Near Eastern Studies, Russian Literature, and Theatre Arts. The application deadline is January 4, 1995. Three or four fellowships will be awarded for the period beginning July 1995. Awards offer a stipend of \$28,000 for one year. Recipients are required to be in residence at Cornell University. Application forms and guidelines are available from the sponsor, (607) 255-9274.

### Jobs

Information about job openings is available from the Employee Relations Department, 140 NFH, or by calling the Job Hotline at 370-4500.

- Network operations analyst, AP-8, Office of Computer Services, electronic systems operations
- General counsel and secretary to the board of trustees, miscellaneous, Office of General Counsel and Board of Trustees
- Director for governmental and public relations, miscellaneous, Office of the Board of Trustees
- Groundskeeper III, Campus Facilities and Operations
- Curator of visual resources, AP-2 (part time), Department of Art and Art History



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• **Vicky Billington**, *Oakland University News* editor, and Publications Department staff writer, (810) 370-4347 or E-mail: [billingt@vela.acs.oakland.edu](mailto:billingt@vela.acs.oakland.edu)

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## QUOTE

"Life engenders life. Energy creates energy. It is by spending oneself that one becomes rich."

— Sarah Bernhardt

## BITS &amp; PIECES

## Last Call for Insurance Enrollment

The 1994 insurance open enrollment period ends November 30. Participating employees have only a few days left to make changes in their benefits, such as choosing a different health plan, adding dependents, increasing insurance and enrolling in the 1995 flexible spending account plan, which requires a new selection form annually.

Employees with dependents aged 19-25, and those with disabled dependents, must complete a Certification of Dependent Status, otherwise, dental coverage for these dependents will be cancelled January 1. Often, those with dependents must also complete a response to their health carriers. Failure to respond may result in cancellation of dependent coverage.

For more information, contact the Staff Benefits Office, 142 NFH, (810) 370-3483.

## Challenge Enlivens Fund Drives

As the joint All University/United Way fund drive campaign continues through December 11, a group of eight "high powered" Oakland women are challenging faculty and staff to increase pledges. Members of the group say they will increase their individual donations, beyond their personal pledges, by \$1 for every faculty or staff member who contributes at a level of \$104 or more.

The challengers, President Packard, Jane Briggs-Bunting, Peggy Cooke, Suzanne Frankie, Susan Gerrits, Mary Otto, Cathy Rush and Mary Beth Snyder, say members of the university community "who feel they possess the requisite charm, powers of persuasion or groveling skills to encourage more individuals to contribute, are invited to join our pledge group." To sign up, contact Snyder at 157 NFH, (810) 370-4200.

## Tending the Trees

Special care is being used in planning for the horticultural needs of the remaining greenery surrounding the site of the new Science and Engineering Complex. After a "prudent analysis," 35 trees will be removed, and 95 new trees and shrubs will be added.

"For each tree we have to remove, three will replace them," explains Al Nordheden, landscape architect for campus facilities and operations. "Some have to go because they are in poor condition, due to structural branching or a non-curable disease. It could take 10 years or more of constant attention before they could be viable again, if ever."

Some trees are simply too large to move economically.

"We have seven large spruces too big to be dug up by a mechanical spader," says Nordheden. "They would have to be dug out by hand, and it would be extremely difficult to get all the roots. It would cost upwards of \$2,500 for each to be transplanted."

By contrast, trees that were transplanted in an earlier construction site clearing cost about \$150 each, says Nordheden.

## Financial Aid Extends Hours

Beginning November 30, the Financial Aid Office will be open until 7 p.m. on Wednesdays.

## Just Say No (Thanks)

With the holiday season upon us, the division of finance and administration would like to remind the university community that it is inappropriate to accept gifts from organizations that do business with Oakland. For details, read up on section 7.5.2 of the Conflict of Interest Policy passed by the Board of Trustees in 1981.

## Shop 'till You Drop

Holiday gifts, decorations and stocking stuffers will be on sale during the annual Art, Book and Gift Fair from 9-4 p.m. November 30 in the Oakland Center Crockery. The fair is sponsored by the Oakland Center.

## Home for Sale

A four-bedroom colonial is available for sale in the Meadow Brook Subdivision. The house has 1.5 baths, partially finished basement, family room, attached two-car garage and screened porch. If interested, call Kate Lark at 370-4196.

## Process Redesign: Cross-functional Work Groups Team Up to Make Improvements

A new team approach to problem solving is being launched on campus that is aimed at improving the way the university does business.

The pilot project, called process redesign, started in earnest earlier this month, and involves six cross-functional employee teams charged with looking at ways to improve services, eliminate redundancies, save money and, in some instances, simplify and enrich employees' work lives.

"It's exciting. People are ready for a change, especially when they think they can make a difference," said Bill Kendall, assistant vice president for employee relations.

Initiated by Kendall and Paul Bissonnette, vice president for finance and administration, the underlying premise of process redesign is to have people from various departments function

recruitment, software, and student placement testing.

The six areas of study were chosen from among a list of suggestions offered by the process redesign advisory group, comprising Lee Anderson, Larry Bartalucci, Bill Connellan, Peggy Cooke, David Herman, Kate Lark, Joan Love, Glenn McIntosh, Laura Schartman and Maura Selahowski.

Team members (more than 40), were chosen on the basis of those directly involved in one of the six processes, those indirectly involved, and those who are the recipients of the process. "In this way everyone in the group could bring something to bear," explains Kendall.

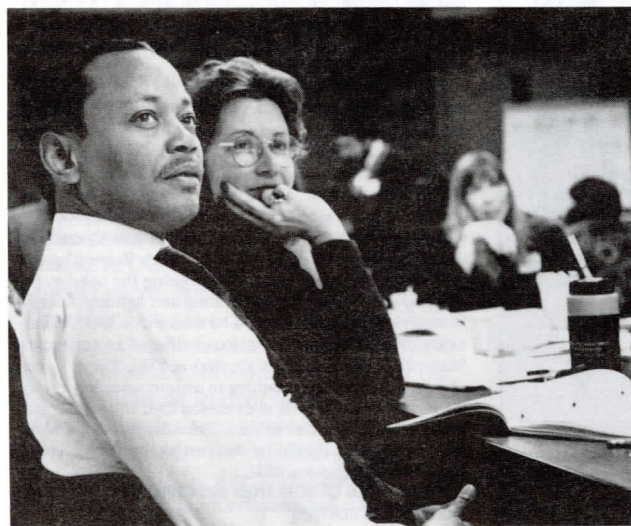
The non-faculty hiring process team, for instance, is a cross-functional group of eight employees, including a few who work in ERD, a few who have recently hired staff, and a recently hired staff member. Larry Bartalucci, registrar, is the advisory group liaison.

The six groups are undergoing specialized training in team building and process redesign concepts and practices, before they begin to examine their assigned process from start to finish, and work on ways the process can be improved.

Recommendations from the groups are expected in February or March.

Kendall claims process redesign is "not a fad," and that in the future, more university projects will be undertaken by cross-functional employee teams.

"We're expecting it to become a normal part of doing business at Oakland," he says. "It's a chance for employees to get involved and make a difference in the way things are done, instead of having one group or person say this is the



as teams to study a current business practice and recommend improvements in the way the process is accomplished.

The areas chosen for consideration in the pilot project include non-faculty hiring, staff training, student billing system, minority student



way we are going to do things.

"Those who are involved in this pilot program, and those we have talked to about process redesign seem very positive," adds Kendall. The pilot project is also one of the ways ERD is supporting the university's strategic plan. Under the plan, the division is charged with using "cross-functional teams to assist in problem-solving and the transfer of 'best practices' across units" in order to help create "an empowered community of diverse, unified, committed and motivated employees who focus their collective skills, talents and knowledge toward realization of the university's mission and vision."

Says Kendall, "We need to be constantly looking at the way we do business and make sure the emphasis is on quality. That the beneficiaries of our services get what they want, when they want it."

"By taking advantage of our employees' insights and ideas, we can make things not only easier for each other, but also better. And by making the way we do business more efficient, it will free people up to have more time for other things. The world is changing and the rapid rate of change will affect us anyway. This is a way we can help control it." ▼

**Redesigning Work:** Cathy Rush (above) and Gary Moss and Gail Ryckman (above left) are among more than 40 employees receiving training in the pilot program.

## Pioneers End a Successful Season

The **women's volleyball** team finished with an 18-12 overall record under first-year coach Tracy Bearden, a former Oakland volleyball standout. Oakland also finished in the upper division in the GLIAC, placing fifth with an 11-7 league record. Included in OU's record is a perfect 4-0 mark and a championship in the Colorado Springs Gold Rush Invitational.

The first-year **women's soccer** squad finished with a .500 record in its inaugural season, ending at 7-7-2. The Pioneers won their last four matches, the last three by shutout, to hit the break-even mark. Freshman Jessica Mrozek scored 12 goals to lead the team, while freshman goalkeeper Leila Beydoun played all but 72 minutes in front of the OU net.

The **men's cross country** squad placed fifth in the GLIAC Championship meet, which was held at Oakland. The Pioneers' top two runners, seniors Tony Markel and Jim Haviland, were Academic All-GLIAC choices as well as outstanding runners. Markel was OU's top finisher at the GLIAC Championships, while Haviland was the first Pioneer across the finish line in half of the meets.

The **women's cross country** team finished in a fifth place tie at the GLIAC Championships on the OU campus. Freshman Ann Marie Seiter was Oakland's top finisher in seven of the eight meets, including the GLIAC Championship. Seiter won the Upper Peninsula Classic in Sault Ste. Marie, and placed in the top five at the Bulldog and Roadrunner Invitationals.

The **women's golf** team, OU's other new sport, played two tournaments this fall. The Pioneers finished sixth of 13 teams at the Ferris State Invitational and 18th of 21 teams at the Michigan State Lady Spartan Invitational. OU had four freshmen and a sophomore transfer playing golf in the fall, led by Marilyn Michaelson and Stephanie Suave, who averaged 87.3 and 88 respectively.

The **men's golf** team played in six fall tournaments, winning two and placing second in three others. Oakland won the St. Clair College Invitational and the Salem Hills Shootout, and was second at the Findlay, Siena Heights, and NCM District Tournaments. A similar spring performance could result in a first trip to the NCAA Tournament. Senior Matt Greco averaged 76.3 strokes per round, while junior Todd Heifner was right behind at 76.8.

The **women's tennis** team had a very successful fall, placing third in the GLIAC both in dual matches and at the championship tournament. Oakland was 6-3 in dual matches and finished behind league champ Ferris State and runner-up Wayne State at the league tournament. Two singles players, junior Nikki Bejin and sophomore Katie Kennedy, won individual league titles — Bejin at number four singles and Kennedy at number three singles. ▼

Story provided by Andy Glantzman, sports information director.

The Oakland University **men's soccer** team is heading for Tampa, Florida for the NCAA Division II Soccer Championships final four. Oakland, 17-1-2 and rated eighth nationally, will play defending national champion Seattle Pacific University on Thursday, December 1. The Pioneers won the Central Region with a 2-0 victory at the University of Wisconsin-Parkside on November 19, avenging their only loss of the season. The national championship game will be played on Saturday, December 3.



## Luncheon to Feature Women's Issues in Legislature, Awards

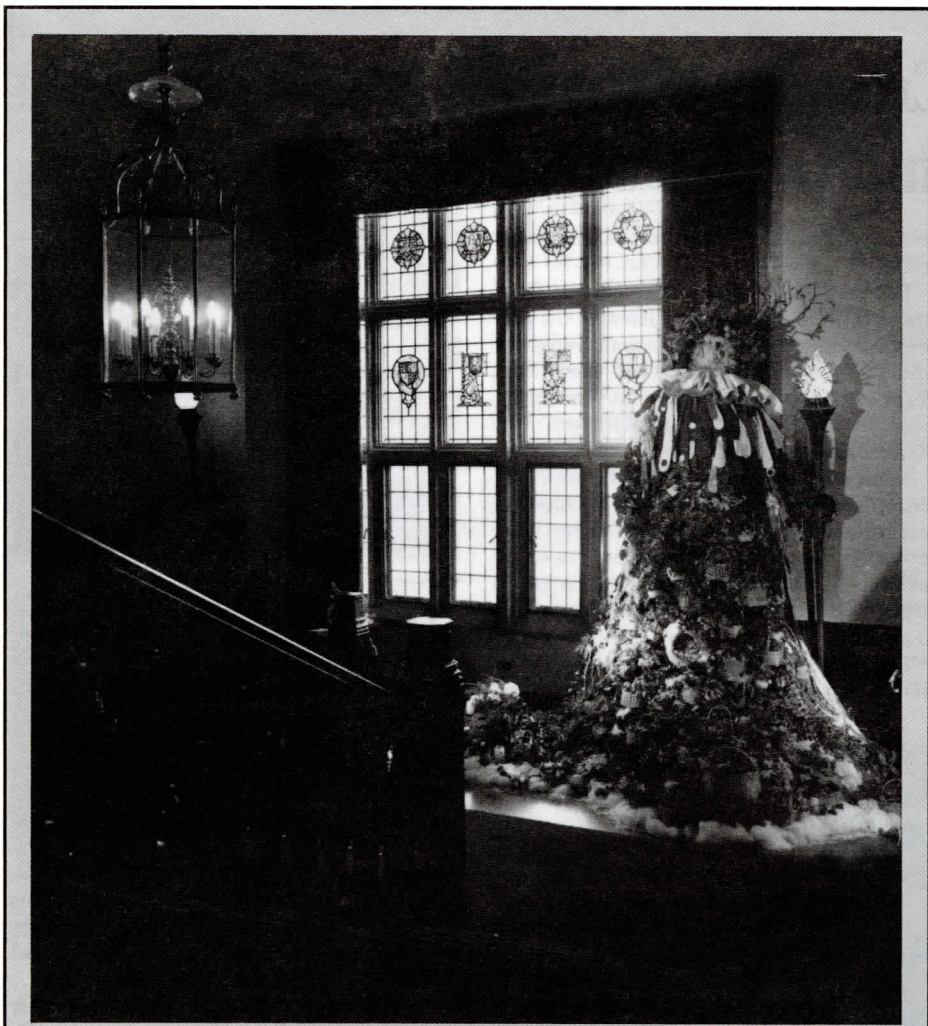
The 1994-95 ACE-NIP Professional Professional Women's Programs Series presents *Women's Issues in the Legislature*, featuring guest speaker State Rep. Maxine Berman, chair of the state appropriations subcommittee on public health and author of the book *The Only Boobs in the House are Men*.

Today (November 28) is the final day to register for the luncheon, to be held noon-1:30 p.m. December 2 in the Oakland Center Gold Rooms.

The luncheon also will feature the presentation of the 3rd Annual Phyllis Googasian Awards. This year, Catherine Rush, acting director/labor relations adviser in ERD, and Elizabeth Barclay, associate professor of management for the SBA, will be honored for their work in advancing the visibility of women in high profile jobs at Oakland, and in mentoring other women for careers in higher education.

Paid reservations are \$7 per person. Checks, payable to Oakland University, must be received today by Lisa McGill, c/o 144 OC. ▼





## Guarding the Castle

A 10-foot Belzsnickel (a German St. Nicholas, with woodland creatures nestling in his hair) is among the holiday treasures on display at Meadow Brook Hall's annual Christmas walk. "Christmas in the Castle" runs through December 11. A special attraction this year is a collection of rare, handmade princess dolls from Germany, valued at more than \$20,000 each.

## UNIVERSITY HOLIDAY/RECESS GUIDELINES

This following information from the Employee Relations Department is intended to clarify current plans for university operations immediately preceding and immediately following the December holiday/recess period and to provide information and guidance on compensation while university activities are curtailed during this period.

The holiday recess period will officially begin at the close of the regular work day on Thursday, December 22, 1994, and continue through Monday, January 2, 1995.

**Monday, December 19; Tuesday, December 20; and Wednesday, December 21, 1994.**

December 19, 20, 21, and 22, 1994, are regular work days. Departments are expected to maintain normal hours except as specifically authorized by the respective division vice presidents.

**Holiday and Recess Period — December 23, 1994 through January 2, 1995**

The regular holiday recess period will officially begin on Friday, December 23, 1994, and will continue through Monday, January 2, 1995.

The university will observe Friday, December 23; Monday, December 26; Friday, December 30; and Monday, January 2, 1995 as holidays and will treat December 27, 28, and 29, 1994, as holiday recess days.

Questions regarding the proper application of union contracts during the holiday recess period should be directed to the Employee Relations Department (3486).

Any employee who is *not granted recess leave with pay* under union contracts or personnel policies during this period, and who does not have sufficient personal leave days or vacation days for use, may request an advance in vacation accrual to cover any shortage incurred during the recess period. Forms for requesting such advances are available from the Employment Office.

The holiday recess period provides the university an opportunity to achieve significant energy savings by closing most campus buildings and reducing heating and lighting. Accordingly, all work that is not essential to the safe and efficient operation of the university during the recess period should be suspended, and the continuance of any operation during the recess period will require the prior approval of division vice presidents. Campus Facilities and Operations should be informed in writing via a "Work Request" prior to December 13 of building activity during the holiday/recess period requiring normal heating and lighting. Energy Management questions should be directed to Rick Perhai, extension 4228; Plant Maintenance inquiries to Daniel Niezurawski (Work Control Center) at 2381. Please direct all calls for situations pertaining to maintenance services to the Work Control Center at extension 2381 during normal business hours of 8 a.m. to 5 p.m., Monday through Friday. After hours, calls should be directed to the Public Safety Dispatcher at extension 3331.

**BELOW ARE GUIDELINES SPECIFIC TO EACH EMPLOYEE CATEGORY:**

A. Administrative-Professional Employees

Current policy applicable to administrative-professional staff members provides for the following time off with pay during the holiday recess:

Friday, December 23, 1994	Holiday Leave
Monday, December 26, 1994	Holiday Leave
Tuesday, December 27, 1994	Recess Leave
Wednesday, December 28, 1994	Recess Leave
Thursday, December 29, 1994	Recess Leave
Friday, December 30, 1994	Holiday Leave
Monday, January 2, 1995	Holiday Leave

The policy applies to all regular full-time and regular part-time administrative-professional staff members who would normally be scheduled to work on these dates.

**B. UAW/TOP Clerical-Technical Employees**

Friday, December 23, 1994; Monday, December 26, 1994; Friday, December 30, 1994; and Monday, January 2, 1995 are paid holidays. Regular work days between these dates are paid recess days. Compensatory days are granted for any holidays or recess days worked during this period. Part-time UAW/TOP clerical-technical employees are eligible for the above on a pro-rated basis.

**C. American Federation of State, County and Municipal Employees (AFSCME)**

The specific holidays and recess days are as delineated above for administrative-professional and clerical-technical employees.

For employees whose work schedule is other than Monday thru Friday, other days may be treated as holidays or recess days.

Provisions relating to compensatory time-off for work performed on holidays and recess days and to paid recess for food service employees are set forth in paragraph 51.8 of the current *Agreement between Oakland University and the Union*.

**D. Police Officers and Dispatchers (OUPOA) and Public Safety Sergeants (POLC)**

Saturday, December 24, 1994; Sunday, December 25, 1994; Saturday, December 31, 1994; and Sunday, January 1, 1995 are paid holidays. If one of the above holidays falls on an employee's regular day off, an additional day off with pay will be arranged between the Director of Public Safety and the employee. Part-time employees are eligible for the above on a pro-rated basis.

**E. Other Employees**

For clerical-technical employees in classifications excluded from the UAW/TOP bargaining unit, Friday, December 23, 1994; Monday, December 26, 1994; Friday, December 30, 1994; and Monday, January 2, 1995 are paid holidays. Regular work days between these dates are paid recess days. Compensatory days can be granted for any holidays or recess days worked during this period. Part-time employees are eligible for the above on a pro-rated basis.

Holiday pay and benefits to be extended to any "unclassified" or "temporary" employee or any other employees not specifically covered above will be discretionary with division vice presidents.▼

## EVENTS

Persons with disabilities who need special assistance to attend any of the events listed should call the sponsoring unit, or the Office of Equal Opportunity at 370-3496.

### NOVEMBER

Meadow Brook Hall tours, 1:30 p.m. daily and from 1-5 p.m. Sundays (last tour begins at 3:45). Admission. Gift Shoppe also open. Call 370-3140.

**28-December 29** — Play, *A Christmas Carol*, various times, Meadow Brook Theatre. Admission. 370-3300.

**28-December 11** — Meadow Brook Hall Christmas Walk, hours vary. Admission. 370-3140.

**29** — Arts at Noon, noon-1 p.m., Varner Recital Hall. Free. Sponsored by Department of Music, Theatre and Dance. 370-2030.

**29** — Meadow Brook Estate Greenhouse plant sale, 8 a.m.-5 p.m., OC Exhibit Lounge.

**30** — Art, Book and Gift Fair, 9 a.m.-4 p.m., Oakland Center Crockery. Free. Sponsored by Oakland Center Operations. 370-3245.

### DECEMBER

Meadow Brook Hall tours, 1:30 p.m. daily and from 1-5 p.m. Sundays (last tour begins at 3:45). Admission. Gift Shoppe also open. Call 370-3140.

**1** — Environmental Film Series, *Only One Earth: Big Fish, Little Fish*, noon, Oakland Center Annex I. Sponsored by Honors College, CIPO and the Environmental Studies Program. 370-4450.

**1** — OU Bible Study, noon-1 p.m., 130 Oakland Center. 370-4189.

**1** — University Board of Trustees meeting, 3 p.m., Oakland Center.

**1-4** — Concert, *Holiday Spectacular*, presented by student song-and-dance ensemble Meadow Brook Estate, various times, Varner Recital Hall. Admission. 370-3013.

**1-3** — Meadow Brook Hall Christmas Walk patron dinners, by reservation only. Admission. 370-3140.

**2** — Open office hours with President Sandra Packard, 3:30-5 p.m., Office of the President, 204 Wilson Hall. 370-3500.

**5** — Saturday Fun for Kids series with singing duo Gemini, 11 a.m., Meadow Brook Theatre. Admission. 370-3300.

**6** — Arts at Noon, noon-1 p.m., Varner Recital Hall. Free. Sponsored by Department of Music, Theatre and Dance. 370-2030.

**6 and 13** — Alcoholics Anonymous, noon-1 p.m., 9 Graham Health Center. 370-2341.

**7** — Vandenberg Dinning Center holiday buffet with university guest carvers, 4-6 p.m.

**8** — OU Bible Study, noon-1 p.m., Oakland Center Annex II. 370-4189.

**9** — Open office hours with President Sandra Packard, 3:30-5 p.m., Oakland Center Oakland Room. 370-3500.

**9** — Community Chorus, *32nd annual Yuletide Celebration*, 8 p.m., Varner Recital Hall. Admission. Sponsored by Department of Music, Theatre and Dance and Continuing Education. 370-3013.

**10** — Chorale and University Chorus, *Choruses and Carols*, 8 p.m., Varner Recital Hall. Admission. Sponsored by Department of Music, Theatre and Dance. 370-3013.

**13** — Arts at Noon, noon-1 p.m., Varner Recital Hall. Free. Sponsored by Department of Music, Theatre and Dance. 370-2030.

**13** — Oakland Insight Series with Susan Gerrits, acting general counsel, speaking on *Preventive Law: What Managers Need to Know to Stay Out of Trouble*, noon-1 p.m., Oakland Center Gold Room C. Free. Beverages provided.

**15** — OU Bible Study, noon-1 p.m., Oakland Center Faculty Lounge. 370-4189.

### JANUARY

Meadow Brook Hall tours, 1:30 p.m. daily and from 1-5 p.m. Sundays (last tour begins at 3:45). Admission. Gift Shoppe also open. Call 370-3140.

**5-29** — Play, *Benefactors*, various times, Meadow Brook Theatre. Admission. 370-3300.

**10** — Arts at Noon, noon-1 p.m., Varner Recital Hall. Free. Sponsored by Department of Music, Theatre and Dance. 370-2030.

**17** — Arts at Noon, noon-1 p.m., Varner Recital Hall. Free. Sponsored by Department of Music, Theatre and Dance. 370-2030.

**17** — Oakland Insight Series with Vice President David Disend speaking on *Fund Raising: Why OU Needs it and How We Do It*, noon-1 p.m., room to be announced. Free. Beverages provided.

**24** — Arts at Noon, noon-1 p.m., Varner Recital Hall. Free. Sponsored by Department of Music, Theatre and Dance. 370-2030.

**29** — Chamber music program, *The Diverse Composer*, 3 p.m., Varner Recital Hall. Admission. Sponsored by Department of Music, Theatre and Dance. 370-3013.

**31** — Arts at Noon, noon-1 p.m., Varner Recital Hall. Free. Sponsored by Department of Music, Theatre and Dance. 370-2030.

### FEBRUARY

Meadow Brook Hall tours, 1:30 p.m. daily and from 1-5 p.m. Sundays (last tour begins at 3:45). Admission. Gift Shoppe also open. Call 370-3140.

**1** — Enigma of Genius Lecture Series with Curt Chipman, *Alan Turing*, 7:30-9 p.m., Birmingham Community House. Sponsored by Continuing Education and the College of Arts and Sciences. Admission. 370-3120.

**2** — University Board of Trustees meeting, 3 p.m., Oakland Center.

**3-5 and 10-12** — Play, *Eleemosynary*, 8 p.m. Friday and Saturday and 2 p.m. Sunday, Varner Studio Theatre. Admission. Sponsored by the Department of Music, Theatre and Dance. 370-3013.

**7** — Arts at Noon, noon-1 p.m., Varner Recital Hall. Free. Sponsored by Department of Music, Theatre and Dance. 370-2030.

**9-March 5** — Play, *I Hate Hamlet*, various times, Meadow Brook Theatre. Admission. 370-3300.

**10** — Pontiac Oakland Symphony, *All That Jazz — Cabaret Concert*, 7:30 p.m., Northfield Hilton. Admission. 370-3013.

**10-11** — Eisenhower Dance Ensemble and Dance Kaleidoscope, *On the Move*, 8 p.m., Varner Recital Hall. Admission. Sponsored by Department of Music, Theatre and Dance. 370-3013.

**13** — Oakland Insight Series with Vice President Paul Bissonnette speaking on *Oakland University's Master Plan: Building and Maintaining for the Future*, noon-1 p.m., room to be announced. Free. Beverages provided.

**14** — Arts at Noon, noon-1 p.m., Varner Recital Hall. Free. Sponsored by Department of Music, Theatre and Dance. 370-2030.

**17** — Arts at Noon, noon-1 p.m., Varner Recital Hall. Free. Sponsored by Department of Music, Theatre and Dance. 370-2030.

**17** — Concert Band, *Rain Rhythm*, 8 p.m., Varner Recital Hall. Admission. Sponsored by Department of Music, Theatre and Dance. 370-3013.

**19** — Pontiac Oakland Symphony, *Young Artists Concert*, 3 p.m., Varner Recital Hall. Admission. 370-3013.

**21** — Arts at Noon, noon-1 p.m., Varner Recital Hall. Free. Sponsored by Department of Music, Theatre and Dance. 370-2030.

**24** — Arts at Noon, noon-1 p.m., Varner Recital Hall. Free. Sponsored by Department of Music, Theatre and Dance. 370-2030.

**25** — Saturday Fun for Kids series with puppeteer/visual artist Marshall Izen, 11 a.m., Meadow Brook Theatre. Admission. 370-3300.

**28** — Arts at Noon, noon-1 p.m., Varner Recital Hall. Free. Sponsored by Department of Music, Theatre and Dance. 370-2030.

### MARCH

Meadow Brook Hall tours, 1:30 p.m. daily and from 1-5 p.m. Sundays (last tour begins at 3:45). Admission. Gift Shoppe also open. Call 370-3140.

**7** — Arts at Noon, noon-1 p.m., Varner Recital Hall. Free. Sponsored by Department of Music, Theatre and Dance. 370-2030.

**8** — Enigma of Genius Lecture Series with James Ozinga, *Karl Marx, German Philosopher*, 7:30-9 p.m., Birmingham Community House. Sponsored by

Continuing Education and the College of Arts and Sciences. Admission. 370-3120.

**10-12, 17-19 and 24-26** — Play, *Quilt*, 8 p.m. Friday and Saturday and 2 p.m. Sunday, Varner Studio Theatre. Admission. Sponsored by the Department of Music, Theatre and Dance. 370-3013.

**14** — Arts at Noon, noon-1 p.m., Varner Recital Hall. Free. Sponsored by Department of Music, Theatre and Dance. 370-2030.

**16-April 9** — Play, *The Glass Menagerie*, various times, Meadow Brook Theatre. Admission. 370-3300.

**18** — Jazz program, *James Tatum Trio Plus*, 8 p.m., Varner Recital Hall. Admission. Sponsored by Department of Music, Theatre and Dance. 370-3013.

**21** — Arts at Noon, noon-1 p.m., Varner Recital Hall. Free. Sponsored by Department of Music, Theatre and Dance. 370-2030.



## Dine in Style

The university community is invited to break bread with students at a holiday buffet dinner from 4-7 p.m. Dec. 7 at Vandenberg Dining Center. The dinner will feature guest campus carvers, such as Deborah Wade (above), business manager, campus facilities and operations. Call (810) 370-2058 for details.

**21** — Oakland Insight Series with Vice President Gary Russi, noon-1 p.m., room to be announced. Free. Beverages provided.

**28** — Arts at Noon, noon-1 p.m., Varner Recital Hall. Free. Sponsored by Department of Music, Theatre and Dance. 370-2030.