

NEWS

Holiday Greetings to the University Community



As we approach the close of another fruitful year, please accept my appreciation for all of the hard work and effort you contributed which helped make Oakland a better university.

Your commitment to maintaining our historic strengths — high quality education, world class research and generous service to our students and our region — is deeply valued.

Marty and I would like to wish you and your family a very happy and safe holiday season. It is my wish that each of you will return in January refreshed, renewed and ready for an exciting and challenging new year.

Sincerely,

Sandra Packard

Sandra Packard
President

You're Invited



President Sandra Packard and the vice presidents invite the faculty and staff to attend the annual Holiday Gathering to be held 2-4 p.m. Friday, December 16 in the Oakland Center Fireside Lounge.

College Reorganizes: Names Two Acting Associate Deans

Two Oakland professors have been named acting associate deans of the College of Arts and Sciences.

Jacqueline Scherer, professor of sociology, will take charge of undergraduate and student concerns and the college's many outreach programs. Michael Sevilla, professor of chemistry, will head up graduate and research issues.

The reorganization was approved by the Board of Trustees at its December 1 meeting and is effective August 15, 1994 to August 14, 1995.

"We hope to maximize our opportunities by concentrating on specific projects and initiatives, consistent with the draft of the strategic plan," said Dave Downing, acting dean. "So far, the approach has been a fantastic success, with continued development of initiatives such as our '2 + 2' programs in criminal justice, expanded internship programs, and a variety of other college-wide opportunities."

Downing said Scherer has been "a wonderful asset in strengthening the college's and Oakland's commitment" to community outreach. "I am particularly optimistic and enthused about Professor Scherer's interest in

and experience with pursuing college-wide funding opportunities through grant support and other external funding."

Sevilla, who is on the biomedical sciences doctoral program committee, will also be an asset.

"Mike's experience, outstanding record of grant support, and long-term involvement with one of the college's two Ph.D. programs will enable him to provide an important and insightful perspective as we work together to realize the unique opportunities afforded our institution."

Downing, associate professor of mathematics, had been associate dean since 1989, before being named acting dean last July when John Urice resigned to accept a position in Illinois. Downing has applied to the college's search committee to be considered permanent dean of the college.

The college's search committee, chaired by Peter Bertocci, professor of anthropology, is undergoing a national search for a new dean. According to Bertocci, nominations will be accepted until December 20, with a decision expected by June 1.

External Funding Reaches Record \$7.9 Million for 1994

Grant, contract, and sponsored research activity at Oakland reached a record \$7.9 million for fiscal year 1994, according to an annual report just published by the Office of Grants, Contracts and Sponsored Research.

During July 1, 1993 through June 30, 1994, a total of \$7,981,617 was awarded for research and other sponsored projects produced by faculty and staff, an increase of \$811,808 over the total extramural funding Oakland reported for fiscal 1993. That year (1993) was the first time in history that the university exceeded \$7 million in external funding.

Research funding also reached a record high level in fiscal 1994, totalling \$5,044,655 or 63% of total external funding support.

"For the third year in a row, I am pleased to report increases in both total external support and research support at Oakland University," said Donald McCrimmon, director of the Office of Grants, Contracts and Sponsored Research. Our faculty and staff colleagues, whose vision, persistence, dedication and most importantly, expertise have made this achievement possible."

In addition to support for research-related activities, external funding at Oakland supports education, student services and program development projects.

During fiscal year 1994, education project funding was 19% of total external support; student services funding represented 15%; and program development support was 3% of the total.

"Solid academics, a reputation for excellence in focused areas of research and a commitment to service have all encouraged our sponsors to support and, in many cases, collaborate with us . . ."

— Donald McCrimmon

Academic program funding represented \$5,919,451 of total external funding; student program funding represented \$1,364,006 of the total; and university program funding represented \$698,160 of total external funding for fiscal 1994.

The School of Engineering and Computer Science experienced a more than five-fold increase in support in the last year. The school went from under \$400,000 in external funding during fiscal years 1992 and 1993, to nearly \$1.3 million during fiscal year 1994.

Oakland's world-renowned Eye Research Institute (ERI) continues to make a major contribution to overall funding, reporting \$1.6 million, \$2.0 million, and \$2.9 million in fiscal years 1992, 1993, 1994, respectively.

For fiscal 1994, the top four academic units contributing to external funding were the ERI, with 25.7 percent of total funding; the College of Arts and Sciences, with 22.7%; Student Services, with 17.1%;

and the School of Engineering and Computer Science, with 16.2%.

"The support received reflects the confidence of our sponsors in you and our university community," said Director McCrimmon in the report. "Solid academics, a reputation for excellence in focused areas of research and a commitment to service have all encouraged our sponsors to support and, in many cases, collaborate with us . . . As we progress into the 21st century, I look forward to the fulfillment of even greater goals."▼

Stevens Accepts Post at Kent State

George E. Stevens, dean of the School of Business since January 1991, has accepted a position as dean of the College of Business Administration and Graduate School of Management at Kent State University in Ohio, where he received his Doctor of Business Administration in 1979. He will leave Oakland to begin his new duties in mid-June.

Returning to his alma mater will be a sweet homecoming, says Stevens.

"The opportunity to return to the school where I earned my doctorate is flattering . . . humbling and a great honor to be going back," he says. "No higher compliment can be paid to an alumnus than to have his or her alma mater call and ask that you lead the school where you earned your degree. I have thoroughly enjoyed my four years here at Oakland, and until Kent called, I refused to consider any position elsewhere. It is doubly hard to say 'no' to your school."

His new appointment at Kent reflects favorably on Oakland, adds Stevens.

"Our achievements here at the SBA made me a more attractive candidate to Kent. It took the work of students, staff, faculty and administrators to accomplish the wonderful things we have."

Stevens says he's most proud of the

reaccreditation of the school and the successful first time accreditation of the accounting program. The revival of the Alice Gorlin lecture series, the continuation of the annual Business Forum and the addition of two new SBA advisory boards are among other accomplishments.

Stevens was chosen as dean at Kent State from among 63 candidates after a nationwide search. His extensive academic experience as both an upper level administrator and faculty member was especially noted, according to

Myron Henry, provost of Kent State University.

"As an administrator and educator, Stevens brings a great deal of experience to Kent. We are especially proud that Stevens — a Kent graduate — is returning to his alma mater," said Henry.

Stevens was an instructor in Kent's College of Business Administration from 1977-79, where he taught graduate personnel management, principles of organization, and individual and group behavior. He was also a member of the accounting department chair search committee.

Stevens came to Oakland four years ago from the University of Central Florida, where he was acting dean of the College of Business Administration.▼



Stevens

DECEMBER EMPLOYEE OF THE MONTH

EMPLOYEE:

Vanessa Bard

POSITION:

Administrative Secretary

DEPARTMENT:

Academic Services & General Studies

LENGTH OF OU SERVICE:

Fifteen Years

EMPLOYMENT HISTORY AT OU:

Departmental Secretary - Special Programs
Editorial Assistant - Public/Alumni Relations
Administrative Secretary - Evening Program
Administrative Secretary - Academic Services

UNIVERSITY SERVICE:

Past member of OU Affirmative Action

Recruitment Committee

Past member of Oakland Post Board of Directors

Past member of Vision Unlimited Board of Directors

All University Fund Drive Committee

1st Vice President for UAW Local 1925

Member of UAW Local 1925 Civil Rights Committee

Member of Black Faculty and Staff Advocacy and Support Network

Member of Black Faculty and Staff Professional Development Committee

Participant in the Mentor Alliance Program

NOTEWORTHY QUOTES:

- "Vanessa Bard is one of the Oakland University staff members I have most admired for many years. She does an outstanding job managing the Office of Academic Services, treating students and co-workers alike with unfailing competence and courtesy. She displays great intelligence and loyalty and is always willing to go the extra mile to help. She balances work, family responsibilities and her work as an OU undergraduate with great energy and dedication to all three. We are very fortunate to have her in academic services and at OU."
- "The position Vanessa holds is very demanding with dual responsibilities in two departments reporting to multiple supervisors. This is an extremely difficult task and often re-

quires her to wear many different hats on a given day. I have witnessed her ability to move from handling an academic advising matter in Academic Services to making arrangements for a conference for Academic Affairs."

- "Vanessa is dedicated to doing her job well. There is a quiet professionalism that pervades everything she does. In addition she is cooperative and ever pleasant. Judging from my dealings with her I think she richly deserves the employee of the month honor."
- "If asked a question for which she has no immediate answer, Vanessa makes a point to find it — one does not leave her office without what is needed. Vanessa is a caring individual with a strong student following. Serving as a mentor to many, she is highly regarded as a wonderful role model."



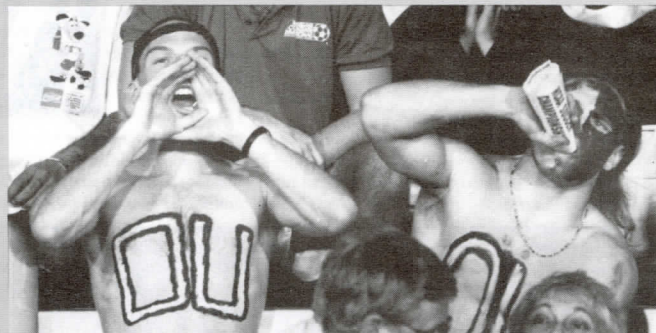
Bard

meetings. Then she attended the meetings as secretary, recording the goings-on both electronically and on paper and also as occasional historian, reminding us of some past event in the archives of the General Studies program. When we faculty and staff went flitting about campus, teaching and administering, Vanessa stayed 'back at the ranch,' anchoring the program. It would be wonderful to reward her diligence, good humor, and friendliness with Employee of the Month Award."

Employee Recognition Award nomination forms are available in all departments, ERD and CIPO. For more information, call Gail Ryckman at 370-3480.

The Employee of the Month column is provided by the Employee Relations Department.

Pioneers Fought to the Finish



The Oakland men's soccer team came so close to its goal of winning the national championship before falling in overtime to host University of Tampa by a 3-0 score on December 3. OU, which advanced to the final with a thrilling 6-4 overtime win over Seattle Pacific in the semi-final two days earlier, completed one of its greatest seasons ever. The team finished with an 18-2-2 record, matching school records for most wins and fewest losses in a season. Senior Mali Walton was selected first-team All-American and became Oakland's first three-time soccer All-American. Senior John Gentile was voted second-team All-American.

THE CAMPUS REGISTER

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

Monifa Jumanne, director of special programs who recently completed a Ph.D. in higher education at Wayne State University, has been elected president of the Michigan Chapter of the Mid-America Association of Educational Opportunity Program Personnel (MAEOPP). The Michigan Chapter is comprised of professionals throughout Michigan who work with students in more than 50 different federal programs. Jumanne will serve as president-elect during 1994-95, and as president during 1995-96.

Hoda S. Abdel-Aty-Zohdy, electrical and systems engineering, Microelectronics System Design Lab, Presented two papers at the IEEE 37th Midwest Symposium on Circuits and Systems, Lafayette, Louisiana, August 1994. A paper coauthored with M. A. Zohdy, titled *A Recurrent Dynamic Neural Network Approach and Implementation for Noise-Contaminated Signal Representation*, and the other paper, coauthored with A. Hiasat, a Ph.D. graduate student, on *Design and Implementation of a Fast and Compact Residue-Based Semi-Custom VLSI Arithmetic Chip*. The papers will appear in the IEEE MWSCAS'94 Proceedings, 1994.

A.R. Liboff, physics, has been appointed by the Minnesota Public Utilities Commission to a team of Science Advisors who will examine the potential for and actual effects on dairy cow production and animal health of currents in the earth originating from utility distribution systems and other electrical sources. The multidisciplinary nine-member team, drawn from across the United States and Canada, will be meeting during 1995 and 1996.

The Minnesota Legislature is seeking clarification and recommendations from this committee concerning the problem of "stray voltage," first brought to the public's attention during a "Sixty Minutes" presentation on television a number of years ago.

Ronald M. Horwitz, finance, wrote a paper, *Health-Care Reform: Deja Vu All Over Again*, which appeared in the December, 1994 issue of *The Freeman*. The article was co-authored with Steven Horwitz.

Virinder Moudgil, biological sciences, presented an invited symposium lecture on the findings of Oakland's breast cancer research at the 16th International Congress of Biochemistry and Molecular Biology, September 19-22 in New Delhi, India. In addition, Moudgil chaired a scientific session and presented an invited lecture at the International Conference on Molecular Biology of Development and Aging, September 24-26 in Bhubaneswar, India.

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
- Current Journals Room Monitor, Kresge Library, casual

New Faces

Recent additions to the university staff include the following persons:

- **Cynthia Appleton** of Sterling Heights, program manager and marketing and promotion coordinator, Division of Continuing Education
- **Ann Besaw** of Rochester Hills, a secretary I for the Meadow Brook Health Enhancement Institute
- **David Hogg** of White Lake, social science research assistant for the Office of Institutional Research
- **Tracy Wade** of Rochester Hills, a secretary I for the School of Business Administration

Faculty Grant Awards

The following faculty grants have been received:

- To **Patrick Dessert** and **Christian Wagner**, computer science and engineering, \$85,000 from the Ford Motor Company to conduct research on *Research and Prototype Development of the Enterprise Data and Decision Management Systems*.
- To **Manohar Das**, electrical and systems engineering, \$34,900 from the Ford Motor Company to conduct research on *Failure Mode Identification Using Parametric Modeling Techniques*. Das also received a \$6,500 stipend from the University Research Committee.

Four Join OU Foundation

Four new members have been added to the Oakland University Foundation, a private entity established to help support university programs.

William F. Coyro is president and chief executive officer of National TechTeam, Inc. in Dearborn, and the parent of an OU sophomore.

John Flick is manager of BCS Electronic Controls, Rockwell Automotive of Rochester Hills, and a '77 and '81 graduate of Oakland's School of Engineering and Computer Science. Flick is also the president of the OU Alumni Association.

Diane L. Grievies is executive vice president of Data Systems Network Corporation of Farmington Hills, and an '83 graduate of Oakland's School of Business Administration.

James A. Williams is senior partner with Williams, Schaefer, Ruby & Williams of Bloomfield Hills. Williams also serves as chair of the President's Club executive committee.

Foundation support for 1994-95 includes allocations of \$504,133 to support academic programs and staff development.

TSGWNN is Watching

Several employees around campus have reported receiving the same mysterious communique. To a select few, cards have arrived with this greeting: "Congratulations! We've been hearing a lot about you. And it's all been good. We heard you've been working hard, and that you have a great attitude. Somebody noticed. They told us. Now we're telling you — you're just the kind of person we like, you're an asset to OU!"

The cards, signed "sincerely, TSGWNN," recently left these recipients pleasantly surprised: Celeste Grice, registration; Al Robinson, campus facilities and operations; Laurie Tirpak, computer and information services; Rose Underwood, Marriott; and Chris Walsh, education advising.



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• Fax: (810) 370-3182

This publication is printed on recycled paper.

QUOTE

*"Year's end is neither an end nor a beginning
but a going on, with all the wisdom that
experience can instill in us."*

— Hal Borland

BITS & PIECES

Eat, Sing, Make A Wish Come True

After you tire from that final foray of holiday shopping, here's a great suggestion for a cheap meal for a good cause. The Greek Council of OU is inviting the university community to a spaghetti dinner/karaoke benefit for the Make A Wish Foundation from 3-7 p.m. December 18 at Matt's Place restaurant, 235 Groesbeck, Mt. Clemens.

Tickets for the event are \$5 and are available through CIPO and at the door. The event is so inexpensive, says student Margo Kendzier, because the restaurant is donating the dinner for the cause. The Make A Wish Foundation benefits terminally ill children. For more information, call Kendzier at (810) 739-6973.

Make Time for Yourself

Meadow Brook Health Enhancement Institute is sponsoring a winter evening session of "Just for Women," a 10-week nutrition, education and exercise program beginning January 10. Participants will learn weight loss and weight management skills, stress reduction, tips for meal planning, disease prevention and more, plus receive individualized exercise training and a health risk appraisal.

Classes will be held at the institute on Tuesdays and Thursdays from 6:15-8:15 p.m. Cost is \$250 for the general public, \$100 for "Just for Women" alumnae and \$25 for MBHEI facility members. For more information, call Terri Eudy-Teeters, (810) 370-4526.

King-Chavez-Parks Speakers Needed

Faculty and staff volunteers are needed to speak to youth in Oakland's King-Chavez-Parks (KCP) College Day programs which will run through winter semester. The program, funded by the Office of Equity, State of Michigan and Oakland University, focuses on seventh through eleventh grade minority students in the 35 state school districts. The purpose of the program is to give KCP students the assurance that no matter what their family's financial situation, they can go to college if they take the appropriate college prep classes and earn good grades.

During the winter semester, students will be on campus on Tuesdays and Thursdays, and guest university community speakers are needed to give presentations from 10:15-11 a.m. and 11:15 a.m.-noon. To volunteer, call the Honors College at (810) 370-4450



In the Spotlight

The student production of *Stags and Hens* has been selected as one of the six best in the midwest, out of more than 130 college productions. The cast and crew have been invited to perform at the Kennedy Center/American College Theatre Region III Festival, January 11-15 at the University of Wisconsin-Green Bay.

The Department of Music, Theatre and Dance is presenting a benefit performance at 8 p.m. Monday, January 9 in Varner Studio Theatre, to raise money to send the company to Green Bay. Tickets for this special performance will be \$50, \$20 and \$10. Additional donations can be made by contributing a check, payable to Oakland University. For details, call (810) 370-2035.

The play features an 11-member student cast portraying the wedding-eve adventures of both halves of a wedding party in 1977 Liverpool, and is the creative collaboration of Karen Sheridan, director, and Susan Barrett, production designer, both award-winning assistant professors of theatre.

ACE-NIP Luncheon Highlights Achievements, Goals

It was a luncheon to remember. The two award recipients dressed in '50s outfits to demonstrate the need at Oakland for "songs that celebrate the true accomplishments of all." The audience cheered with loud party noisemakers.



State Representative Maxine Berman

And the guest speaker declared "every issue is a woman's issue."

The 1994-95 American Council on Education-National Identification Program (ACE-NIP) Professional Women's Programs Series luncheon December 2 in the Oakland Center featured *Women's Issues in the Legislature* with guest speaker, State Rep. Maxine Berman, and the presentation of the 3rd annual Phyllis Googasian Awards.

The award, established at Oakland to honor its namesake, former trustee member Phyllis Googasian, and other women who, like her, demonstrate exceptional leadership qualities and provide service to the university community and to the women of OU, is part of the university's continuing efforts to advance women in higher education.

This year the award was shared by Lizabeth Barclay, business professor and chair of the Department of Management and Marketing, and Catherine Rush, acting employment director and labor relations adviser for the university.

In presenting the award, Margo King, assistant vice president for university relations and last year's recipient of the prestigious award, said Barclay has "devoted her energies to the well-being of both junior women faculty members and to students . . . Her colleagues describe (her) as an extremely effective mentor and role model for women faculty and students who

helps by collaborating, listening, giving counsel and being, herself, an example of a successful homemaker, mother and academic."

King said Rush "has shown a willingness to listen and to counsel women colleagues, and in her interactions at all levels of the campus community her professionalism is worthy of emulation."

Both Rush and Barclay are involved in numerous activities on and off campus that benefit the community. They have also collaborated on publications on gender-related issues.

In accepting the award, Barclay read from a joint-statement.

"We have come to believe that one way to make a difference is to accept responsibility for the songs we sing to ourselves and to others. In spite of our outfits, we have to stop singing the songs of the '50s, '60s and '70s. The music has changed but the message hasn't. Work is not 'Paradise by the Dash Board Light,' but an opportunity for personal and professional growth. The work we do has lasting value; we are not merely minor passing functionaries. Too often the songs women sing to themselves or have sung to them send a message of exclusion or denigration. The songs sung when evaluating others' performances (such as 'Under My Thumb'), the songs sung when asking for information or assistance (such as 'It's My Party') are songs that impact the ability of all to contribute effectively to Oakland University and our wider community. Too

often these songs focus on questioning competence and tearing down rather than building up . . . Without songs that celebrate the true accomplishments of all, we cannot be effective. We need to sing songs that help all make work the exciting, creative and fun place it can be."

After their remarks, the audience applauded and several members brought out hidden party noisemakers to add to the hoopla.

President Packard congratulated "Laverne and Shirley" (Barclay and Rush), adding, "I'm proud to have the longest standing ACE-NIP chapter of any university in the U.S. here at Oakland."



Phyllis Googasian award recipients, Lizabeth Barclay (left) and Catherine Rush.

Packard introduced guest speaker State Rep. Berman (36th Dist.), saying that as chair of the appropriations subcommittee of public health, Berman has been a leader in women's right to choose, in helping establish state mammogram standards, and making myriad other contributions that benefit all Michigan citizens. "And being on the higher education appropriations committee, she is also a big friend of OU."

Berman declared that regardless of the cause, "every issue is a woman's issue." She cited that even though recent improvements in the state's guidelines on breast cancer, school breakfasts, rape shield laws and pension equity have been introduced by women, they affect all citizens. The ironic part, she added, is that these are laws introduced by women legislators who also do "lots of other work and have expertise on many issues" that are not often heard about. "What we hear about mainly is their work on 'women's issues.'"

"When I was first in the House of Representatives (in 1982) there were only 13 or 14 women," she said, out of 110 seats. Next year, the House will be comprised of about 25% women. "It's an extraordinary slow process with no real way to make it go any faster" to get women involved in politics, she said.

"But as we become more visible, we are more acceptable."

Berman said one way for women to become more visible and powerful in politics is to "become better fundraisers, not just fund givers." She also suggests women get more involved by working on political campaigns and to "start paying more attention" to what's going on in the legislature.

"It's important to get involved in writing the legislature to let them know what you think," she said, "and by contributing money, which, whether or not you like it, is what runs things."

Berman added that tougher bills on domestic violence, another so-called "woman's issue," are sorely needed.

"We need to be more proactive in this area. Until it becomes socially unacceptable, domestic violence won't end. And that will have to come from men.

Men who will say 'I won't play golf or go to the game with you because you beat up your wife.'"

After the luncheon, Berman made herself available to autograph copies of her book, *The Only Boobs in the House Are Men*. ▼

Recruiting Minorities for Teaching Careers

Dave Moroz is hardly a new face on campus, but he has the important task of getting new faces on campus.

Moroz, '80 and '93, is coordinator of the new Minority Teacher Initiative of the School of Education and Human Services, a collaboration between Oakland Community College (OCC) and Oakland University designed to increase the number of African Americans, Asian Americans, Hispanic Americans, and Native Americans in the teaching profession.

"The door has always been open for minorities at OU," says Moroz. "But now the door is open wider and there's a person standing there saying 'come on in,' and that person is me."

The Minority Teacher Initiative (MTI) is actually a support network, explains Moroz, an academic adviser for the school. "If your goal is teacher certification, you need to identify for us what may stand in your way to get there. Of course there's always financial concerns for any student, and we can help some in that regard. But we're also interested in providing study skills, time management, and mentors."

Moroz also wants to ensure that minor-

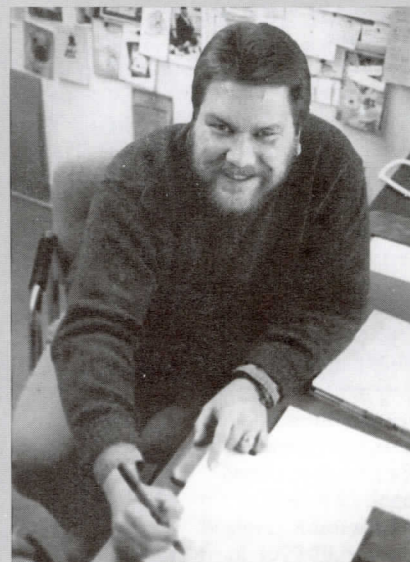
ity students interested in the teaching profession "maximize their time at OCC so that when it's time to transfer they will have satisfied the requirements of our program."

OCC has a lot of minority students interested in the teaching profession, he says, and so does Oakland. He is working with both schools to establish a database of students interested in becoming teachers. Once that's established, he can begin advising and counseling to make sure students get what they need to succeed.

And there is "an incredible need to prepare minorities for the teaching profession," says Moroz.

National studies indicate that by the year 2000, while the proportion of school children of color will be more than 33 percent, the proportion of teachers of color will be less than five percent. To achieve parity between the two would require the licensing and certification of 450,000 minority teachers during the next five years.

Just a few short months into the program, Moroz has set up an office at the Auburn Hills campus of OCC and is there every Wednesday, from 10 a.m. to 7 p.m.



Moroz

Already he has 22 OCC students "registered" as MTI participants, and two of those will transfer to Oakland winter semester. ▼

(This is one in a series of stories about cultural diversity initiatives on campus.)

UNIVERSITY POLICY REGARDING CLASS CANCELLATIONS AND EMERGENCY CLOSINGS

This information from the Employee Relations Department is intended to provide clarifications and guidance regarding Early Release of Employees, Cancellation of Classes, and Emergency Closings of the University due to severe weather conditions, non-functioning of university mechanical systems, or other unforeseen circumstances.

Early Release of Employees means that certain employees are granted permission to leave work before their regular quitting time without loss of pay when emergency or hazardous conditions exist.

Cancellation of Classes means that the university has made a decision to cancel classes for a given period of time. However, university offices would normally continue to operate and non-faculty employees would normally continue to work their regular shifts.

An **Emergency Closing** is an unanticipated official closing of the university. Scheduled classes are cancelled, all university offices are closed and operations are ceased during an Emergency Closing — although specific exceptions may be authorized as directed by appropriate university officials.

Further clarifications, related policies and procedures, and guidelines for administration are set forth below.

I. DISTINCTION BETWEEN EMERGENCY CLOSINGS AND EARLY RELEASE OF EMPLOYEES

An Early Release of Employees, whether only in certain units or more generally throughout the university, is not synonymous with an Emergency Closing and does not initiate Emergency Closing procedures.

A. *Emergency closings, or weather emergency closings*, are official closings of the university in accordance with the *Emergency Closing Policy* described below.

When an official "closing" is declared, provisions relating to notification of employees, to employee work requirements during the period of the "closing," and to employee compensation for this period go into effect.

Emergency closings generally occur when the university is unable to function because of utility failure, inability to clear campus roadways and parking lots because of excess snowfall and, when a snow emergency is declared by the State Police.

The university president will make the decision whether to close the university. If the adverse conditions exist prior to the start of the working day, the assistant vice president for campus facilities and operations will contact the vice president for finance and administration by 5 a.m. to apprise him of the situation. By 5:30 a.m., the vice president for finance and administration will notify the president of the circumstances. If the president's decision is to close the university, the vice president for finance and administration will so inform the vice president for academic affairs, the vice president for student affairs, and the vice president for university relations, who will inform the director of news service, and the public safety department.

B. *Early release of employees* from their work stations for the remainder of their work schedule may be effected at times when emergencies or hazardous conditions exist other than for official Emergency Closings that occur during the work day.

The decision to authorize a campus-wide early release of employees will be made, subsequent to consultation with the university president, by the vice president for finance and administration, who will inform the divisional vice presidents.

In granting authorization to particular units and categories of employees, the individual vice presidents will consider the impact of the decision on university operations and services. Additionally individual department heads, managers, and supervisors are expected to exercise judgment such that early release is not inappropriately granted in an instance where university operations would thereby be jeopardized. The respective vice president should be notified and consulted regarding such instances. Regular employees who are granted such release time will be paid at their regular rate for the remainder of their regular work schedule that day. Employees not granted early release shall continue to be paid for regular scheduled hours worked at their regular rate of pay. Early release does not initiate Emergency Closing procedures.

II. EMERGENCY CLOSING POLICY AND GUIDELINES FOR IMPLEMENTING THE POLICY

A. Emergency Closing Policy

1. Period of Declared Emergency Closing

For purposes of the extent of the declared emergency closing, the *operational day* shall be considered 7 a.m. until 10 p.m.

Accordingly if an emergency closing is declared for a given day, the period of the official closing shall be from 7 a.m. until 10 p.m. *unless specified otherwise*. An emergency closing may be extended beyond 10 p.m. if the determination is made that the circumstances which caused the official closing persist. Further, if an emergency closing extends to two or more calendar days in a row, the period(s) between the affected "operational days" shall also be considered official closing periods.

For purposes of determining appropriate compensation, compensatory time, or leave time in accordance with the *Guidelines for Implementing the Emergency Closing Policy*, a regular work shift which begins during an "operational day" for which an emergency closing has been declared and which extends beyond 10 p.m. shall nonetheless be considered to be wholly within the emergency closing period.

2. Prior to 7 a.m.

When an emergency closing is declared prior to the start of classes for the day, all university offices will be closed unless the president notifies the vice presidents that administrative offices are to be kept open.

If offices are to be kept open, it is the responsibility of each vice president to notify his or her employees that they are to report to work.

3. During Scheduled Class Periods (7 a.m. to 10 p.m.)

If a weather emergency or some other emergency condition seriously affecting the ability of students to attend classes arises during the class day, the university may *cancel classes* but keep offices open. In such a case, employees are to maintain their regular work schedules.

Occasionally, the severity of the weather or some other emergency condition will force the university to close during the day. The decision to close will be made by the president or a designee, and members of the president's cabinet will direct their respective managers to send employees home.

University faculty and staff members may not cancel classes or close offices independently. All decisions are made at the vice presidential level.

4. Meadow Brook Hall, Meadow Brook Theatre, and Meadow Brook Health Enhancement Institute

The president or a designee may elect to keep Meadow Brook Hall, or Meadow Brook Theatre, or Meadow Brook Health Enhancement Institute open when the rest of the university is closed during an emergency closing.

5. Scheduled Athletic Events and Other Scheduled On-Campus Programs

Normally all scheduled activities will be cancelled during an emergency closing. However, in extraordinary circumstances the President or a designee may elect to allow a scheduled event to occur on an exceptional basis.

6. Extension Centers

When the university closes or cancels classes, extension centers may be closed or classes cancelled if the same conditions occur as on campus. There may be cases in which the extension centers are closed by decision of the local school district rather than by the university which may remain open. In these cases, the extension office will notify the director of news service, or in his/her absence, the assistant vice president for university relations so that public announcements can be handled centrally.

7. Public Announcement

All public announcements concerning cancellation of classes or emergency closings, including those relating to Meadow Brook Hall, Meadow Brook Theatre, or Meadow Brook Health Enhancement Institute, are to be coordinated by the director of news service, or in his/her absence, the assistant vice president for university relations. The president or vice president for finance and administration will inform the director of news service, or in his/her absence, the assistant vice president for university relations of the decision to declare an emergency closing and to close the university or cancel classes. (The vice president for academic affairs will be consulted before a final decision to close or cancel classes is announced.) Other vice presidents will be informed by the vice president for finance and administration.

Once the decision has been made to cancel classes or to close the university, the following actions will occur:

a. Public safety will notify the State Police LEIN Network for public announcements via radio and television.

b. Confirming phone calls to radio and television stations will be made by the director of news service or, in his/her absence, the assistant vice president for university relations. The following will be notified: WJR, WWJ and WXYT radio, and TV Channels 2, 4 and 7.

c. If classes are cancelled during the work day, CIPO will be notified by the vice president for student affairs since it serves as a central information point for student inquiries.

d. The university switchboard will also be notified by the vice president for university relations. If the university is closed, a recorded message will be used.

8. Sources of Information for Students and Employees Regarding Cancellation of Classes and/or University Closing

a. Telephone 370-2000 (or extension 2000 if calling on campus)

(1) A tape-recorded message will be carried on the system. Incoming callers will either receive the taped message or a busy signal. The system can handle forty-four (44) calls at one time. Callers who get a busy signal must re-dial the number to access the message.

(2) There will always be a tape-recorded message at this extension. If the message simply provides normal university operating hours, either the university is operating as usual or the Telephone Department has not yet been notified about a change.

b. Listen to a radio station or view a TV station identified in 7.b. above.

c. Please do not telephone the public safety department or switchboard. The public safety dispatchers are expected to be available to receive communications of an emergency nature and to stay in communication with patrol vehicles.

B. Guidelines on Implementing the Emergency Closing Policy

1. AFSCME Labor Agreement

"In the event of an emergency which requires the employer to close or significantly curtail operations, all employees not specifically directed to absent themselves from their work station shall, if reasonably possible, report to their work stations as scheduled. In such circumstances, such employees who report to work as scheduled may be assigned such work as their supervisors or their designees direct, but shall be paid at the overtime rate for their regular position for hours worked while the emergency closing is in effect. However, there shall be no compounding of overtime: if the employee qualifies for overtime pay due to working beyond eight (8) hours in the work day or beyond forty (40) hours in the work week, he/she shall not receive additional overtime pay for the same hours because the emergency closing is in effect.

"Employees specifically directed to absent themselves from the work place or to go home shall be paid at their regular pay rate for all hours for which they were scheduled to work during the emergency closing. Employees who are *not* directed to absent themselves, but do not report to work may apply for authorization to use their accrued personal time or vacation time if weather conditions which caused the emergency prevented attendance at work."

2. UAW/TOP Labor Agreement

"*Official Closing of the University*. Employees who report for work and do work at the request and/or direction of the university when the university is officially closed due to adverse weather conditions shall receive compensatory time off at the rate of one hour for each hour of work actually performed on the date the university was officially closed. Such compensatory time shall be consumed within the next four (4) weeks, at a time to be mutually agreed upon between the employee and the immediate supervisor."

NOTE: Employees in classifications covered by the UAW/TOP Agreement who were scheduled to work and do not work during such conditions are paid their regular salary.

3. Excluded CT Employees

The above provisions are applied to this group of employees.

4. Administrative-Professional Employees

While there is no language in the AP Personnel Policy Manual covering this subject, employees in administrative-professional classifications who are scheduled to work but are prevented from working due to an emergency closing are paid their regular salary.

5. Police Officers Association Agreement

Employees in classifications covered by the POAM Agreement have been compensated in accordance with the call-in provisions of that Agreement, Article XIX, Section 19.1: "*Call In Pay*. A full-time employee reporting for duty at the employer's request for work which is outside and not continuous with his regularly scheduled shift will be guaranteed a minimum of four (4) hours pay at the applicable overtime compensation rate specified in Section 18.3 or Section 18.4. A part-time employee shall receive four hours pay at his/her regular rate except that hours that are in excess of forty hours in the work week will be compensated at the applicable overtime rate."

6. Police Officers Labor Council Agreement

Employees in classifications covered by the POLC Agreement have been compensated in accordance with the call-in provisions of that agreement, Article XIII, paragraph 67: "*Call In Pay*. An employee reporting for duty at the direc-

tor of public safety's direction which comes before or after and is not contiguous with his/her regularly scheduled shift will receive a minimum of four (4) hours pay at the overtime salary rate."

7. Unclassified Employees

Employees in "unclassified" positions and all other employees not specifically covered above who were scheduled to work during such circumstances and do not work are to be paid their regular rate.

Employees who do work are to be paid for time worked and are also to be granted compensatory leave at the rate of one hour for each hour worked. Compensatory leave should be scheduled within thirty (30) days on a date to be agreed upon between the employee and his or her supervisor.

C. Treatment of Employees not "Scheduled to Work" During an "Emergency Closing"

When the university effects an "emergency closing," those employees in the following categories who are scheduled to work and are prevented from working because of the "emergency closing" qualify for payment for those hours they were prevented from working: executives, deans, AAs, APs, UAW/CTs, excluded CTs, and those miscellaneous employees whose supervisor approves such payments.

But, employees in these groups who are on sick, vacation or personal leave (or are scheduled for such) would continue to have the "time away from work" charged to their respective accrual accounts, since they would not have been at work during the "emergency closing" in any event.

III. CANCELLATION OF CLASSES ON SATURDAY

The regular Monday through Friday procedures as described above will be followed as closely as possible when serious adverse conditions require cancelling Saturday classes. The process is as follows:

Decision Process

In the event of severe weather conditions, the grounds department manager or, if he/she is unavailable, the Department of Public Safety will assess campus conditions (including, if applicable, snow removal/ice control operations), and advise the assistant vice president for campus facilities and operations (CF&O) by 6 a.m. For any other serious conditions which might affect campus operations, the Department of Public Safety will notify the assistant vice president as soon possible. If the assistant vice president for CF&O is unavailable, the grounds department manager or the Department of Public Safety will contact the vice president for finance and administration.

The assistant vice president for campus facilities and operations will advise the vice president for finance and administration of the conditions and provide an assessment of the degree to which campus facilities and operations can deal with the conditions (including keeping the transportation system open and accessible). The vice president for finance and administration will consult with the vice president for academic affairs and will subsequently inform the president of the situation and recommendation(s). The president shall make the decision of whether to cancel classes.

If neither the assistant vice president for campus facilities and operations nor the vice president for finance and administration is available, the grounds department manager or the Department of Public Safety will call the vice president for academic affairs (or, if the vice president is not available, the associate vice president for academic administration) who shall then inform the president for a decision.

Dissemination of Decision to Cancel Classes

If the decision is to cancel classes, the vice president for finance and administration or, in his/her absence, the vice president for academic affairs (or associate vice president for academic administration) will inform the following offices:

Public safety, which will call the State Police LEIN Network and OU Telecommunications (which will add the information to the recorded message on the 370-2000 line).

University Relations, which will confirm the message with the media normally contacted (WWJ, WJR, and Channels 2, 4, and 7). The order for calling university relations staff, until one is reached, is as follows:

Director of news service (home telephone or beeper), assistant vice president for university relations.

Campus Facilities and Operations will continue to act to restore the campus to safe and functional status.

The vice president for academic affairs (or associate vice president for academic administration) will call the director of continuing education, who will activate the department's internal messaging system.

The message placed by OU Telecommunications on the university voice mail system will clearly state that the cancellation notice applies only to classes. The message will refer callers to other extensions for information about other scheduled campus events, such as Meadow Brook Theatre productions, activities at Meadow Brook Hall, activities at the Meadow Brook Health Enhancement Institute, athletic events, and events scheduled for the Oakland Center.

Inclement Weather Day Contest

Hoping for a lot of snow soon, or at lease frigid cold this winter?

It could be worth money if you've entered the Oakland University *Inclement Weather Day Contest*.

Faculty and staff (one entry per person) may try to guess the first day that OU classes are cancelled for all or part of the day due to the weather. It's not just limited to just snowy days — last year, you may remember, classes were cancelled due to extreme cold.

The winner will receive a dinner for two at any local restaurant (value up to \$50). If more than one person picks the correct day, the winner will be selected by a drawing.

The contest begins Thursday, December 22 and runs through Friday, March 31. Only weekdays will be valid guesses; no Saturdays, Sundays or holidays.

If classes are not cancelled during that period due to the weather, the winner will be selected by a drawing on April 3 from all entries.

So, consult the Iowa farmers' almanac, check the wooly caterpillars, but get your entry in by 5 p.m., Thursday, December 22. Then sit back and wait for the snow (or the mercury) to fall.



Inclement Weather Day Contest

Name _____ Phone _____

Campus Address _____

Prediction date _____

Return this form to:
Mary Beth Snyder, Vice President for Student Affairs
157 North Foundation Hall

Entry Deadline: 5 p.m., Thursday, December 22, 1994

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.

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.

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

16 — Black faculty & Staff, noon-1:30 p.m. 126-127 OC.

16 — RSO Concert, 7-10 p.m. Varner Recital Hall.

18 — Upward/Forward Bound Christmas Luncheon, noon-2 p.m., OC Oakland Room.

18 — Greek Council benefit dinner for Make A Wish Foundation. 739-6973.

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.

25 — Lecture, *The Tyranny of the Majority: Fundamental Fairness in Representative Democracy*, by Lani Guinier, 2:30 p.m. OC Crockery. Admission. Sponsored by the Student Life Lecture Board. 370-2020.

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.