



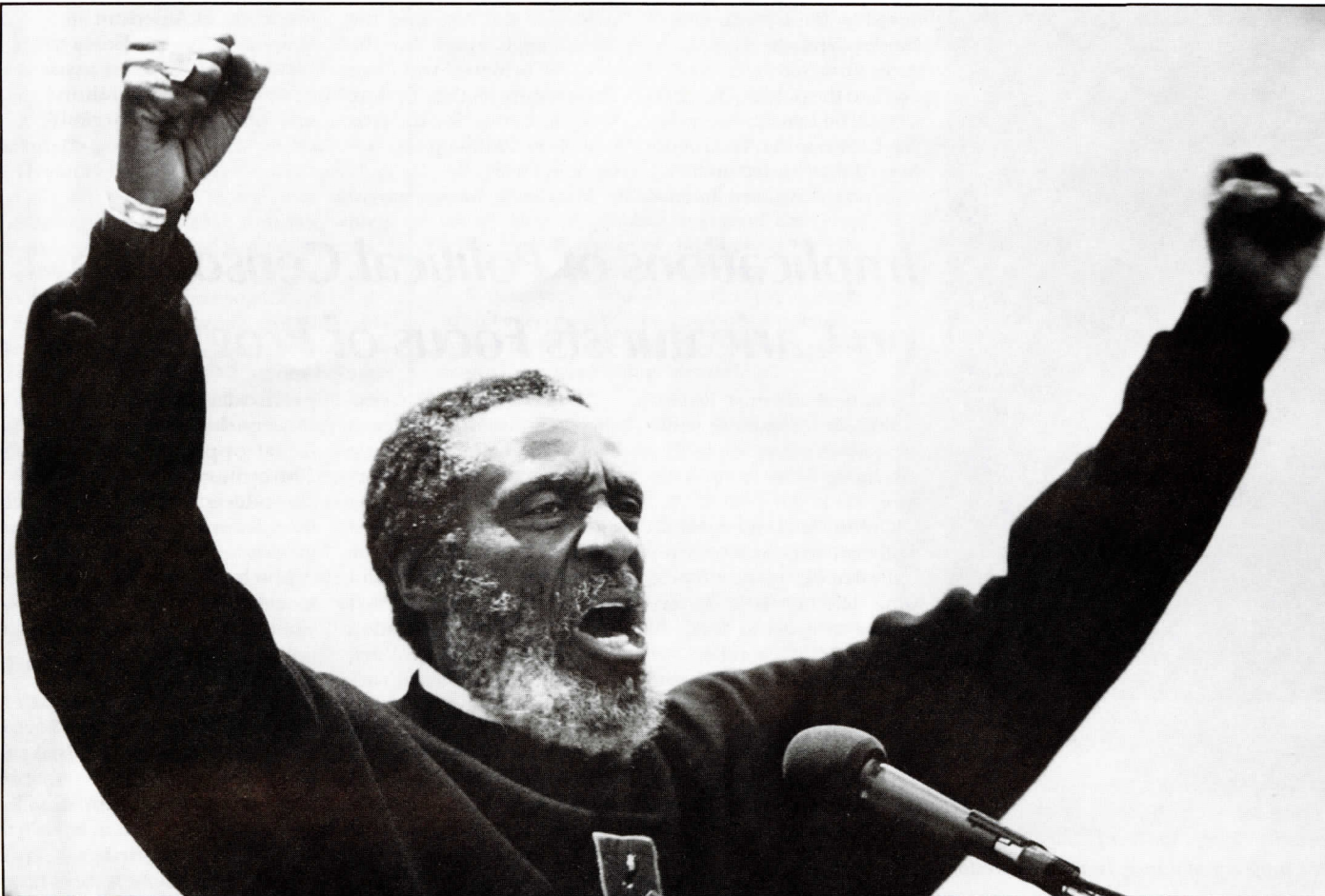
# OAKLAND UNIVERSITY

## News

104 North Foundation Hall  
Rochester, MI 48309-4401

A publication for faculty and staff

February 22, 1991



*Social activist Dick Gregory lectured to several hundred persons on campus on February 13, mixing comedy with relevant issues in the news. Gregory called on students to get involved, to question what they are presented and to work toward eliminating racism and drugs from their community. His appearance was sponsored by the Student Program Board and the Student Life Lecture Board.*

## Campus Crime Rate at 5-Year Low

A decrease in reported larcenies and auto theft led an overall drop in campus crime in 1990, according to Department of Public Safety and Police statistics.

The total number of reported crimes, 273, was the lowest in the past five years. Chief Richard W. Leonard attributed the decrease to "diligent" patrols by uniformed officers and student marshals, and crime prevention programs in residence halls.

The residence halls programs consisted of meetings with students to alert them to crime-prevention techniques. They were coordinated by Sergeant Richard Tomczak.

Reports of criminal activity are classified in categories established by the FBI. Part I statistics, used by the FBI to develop an index of overall crime by community, are considered more serious offenses. They are homicide, criminal sexual conduct, robbery, felonious assault, breaking and entering, larcenies, stolen auto and arson.

Oakland's total in Part I crimes stood at 124 in 1990. The major portion, 107, was larcenies. The totals, by year, for Part I crimes were 218, 1986; 172, 1987; 129, 1988; 164, 1989; and 124, 1990.

The 107 larcenies in 1990 compared to 129 in 1989, 108 in 1988, 146 in 1987 and 195 in 1986. Figures for auto theft were 2 in 1990, 13 in 1989, five in 1988, one in 1987 and two in 1986.

Seventeen categories of less severe crimes, plus "others," are reported as Part II statistics. Those include assault and battery, vandalism, driving under the influence of liquor and disorderly conduct.

Leonard reported the total of crimes in that category were the second highest in the past five years, but the number has been consistent during the past four years.

The totals were 211, 1986; 147, 1987; 145, 1988; 143, 1989; and 149, 1990.

Oakland recorded the largest number of DUIL arrests last year, 28, of the past five years. Eleven assaults were reported, down from 17 in 1989 and 1988, 22 in 1987 and 27 in 1986.

The campus had 46 reported incidents of vandalism. That compared with 42 in 1989, 52 in 1988, 65 in 1987 and 67 in 1986.

Among the rest of the categories, which generally were consistent in number during the past five years, the totals for 1989 and 1990 (in parentheses) were forgery and counterfeiting, 2 (0); fraud, 2 (0); embezzlement, 0 (1); stolen property, 3 (1); weapons, 1 (4); prostitution, gambling, family and children, vagrancy, 0 (0) in each category; sex offenses, 1 (1); narcotics, 5 (6); liquor laws, 6 (1); drunkenness 0 (1); disorderly conduct, 10 (7); and all other, 31 (42).

Leonard added that the "other" category includes such incidents as false fire alarms, trespassing, obscene or harassing phone calls, unlawful entry, threats and tampering with a motor vehicle.▼

## Meadow Brook Theatre Substitutes 'Sleuth' for 'Wind'

*Inherit the Wind* has gone with the wind.

The popular drama has been removed from the Meadow Brook Theatre schedule due to budgetary problems caused by a worsening economy and a freeze in Michigan Council for the Arts grants. The play will, however, be rescheduled for next season.

In its place from March 28-April 21, the theatre will substitute *Sleuth*, Anthony Shaffer's murder-mystery.

Jim Spittle, managing director, said the prospect of red ink on their hands made it easier to change the schedule.

Meadow Brook lost \$176,800 from the MCA when it froze payments to arts organizations throughout the state. The council acted after Governor John Engler announced virtual across-the-board funding cuts in state operations.

The switch in plays means big savings to Meadow Brook. *Inherit the Wind* had a cast of thousands — 27, to be precise. It seemed like thousands in contrast to *Sleuth*, which has a budget-friendly two characters to gallivant across the stage.

Although Meadow Brook is substituting a play with a small cast for one with a large

ensemble, Spittle said there is no dropoff in quality.

"It's probably one of the most original suspense thrillers ever written. It's a very good show that set a new standard for suspense plays when it came out in 1970 in New York. Nothing was ever written like it, and it's got some really neat twists and turns," Spittle said.

While there has been much publicity about the fact that Meadow Brook changed plays, Spittle pointed out that schedule changes were made during the past three seasons, too, without much fanfare or subscriber reaction. Those changes, however, were due to artistic reasons, not budgetary, he added.

"Once you lay it on the line for them, subscribers are very understanding about it," he said.

What the public thinks about the theatre in general is important, since this is an especially pivotal year for Meadow Brook. Theatre management wants to at least break even this year to avoid adding to an accumulated debt of approximately \$1 million. Meadow Brook Music Festival compiled most of that

debt over the past three seasons, but some is due to theatre losses.

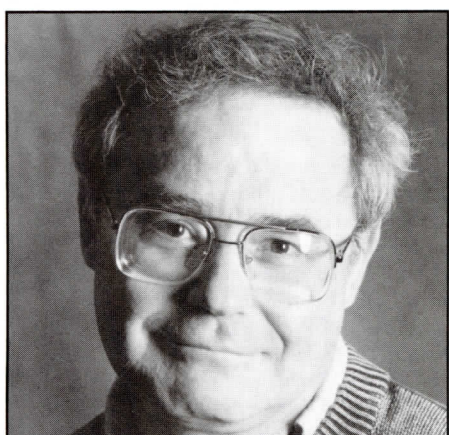
Spittle said that after this season's *A Christmas Carol*, theatre revenue exceeded projections for the first three plays. *What I Did Last Summer* didn't get off to a good start, and then the Persian Gulf war broke out in the middle of its run. No one knows how many people glued to their televisions would have bought tickets otherwise, of course.

"We were trying to get a CNN feed right on stage," Spittle laughed. Having Wolf Blitzer in a bit part couldn't have hurt, either.

The worsening recession has also affected the theatre. Even without the freeze in MCA funding, *Inherit the Wind* might have been pulled in a cost-cutting effort.

"We're not in a position to take uncalculated risks," Spittle said. "Without that MCA funding, and to go ahead as business-as-usual would have been a very uncalculated risk."

All-in-all, Spittle said, "I feel very confident about the future of this place. We can change our product to fit the market and finances, and that's good."▼



*Howard Schwartz has studied organizational narcissism.*

## Why Some Organizations Fail

### Professor Says Management Develops Own Psychological Problems

Sometimes relationships just don't pan out.

A few things can get in the way, like the love of power and an all-consuming drive to be loved. Before you know it, what others think about you doesn't matter.

But this isn't an individual with the problem. It's an organization.

Howard Schwartz, an associate professor in the School of Business Administration, says companies can fail because of "organizational totalitarianism." That is, top management becomes narcissistic and consumed by "me first" desires. Before long, the

organization's relationships with others sour and it fails.

Schwartz, who teaches management and theory of organizations, has studied the problem for years. His book on the topic, *Narcissistic Process and Organizational Decay: The Theory of the Organization Ideal*, has been published by New York University Press.

Schwartz has applied psychoanalytic principles — usually associated with individuals — to organizations. What he has come up with is a study of management which reveals how an organization can begin to live in its own fantasy world.

"This causes organizations to lose touch

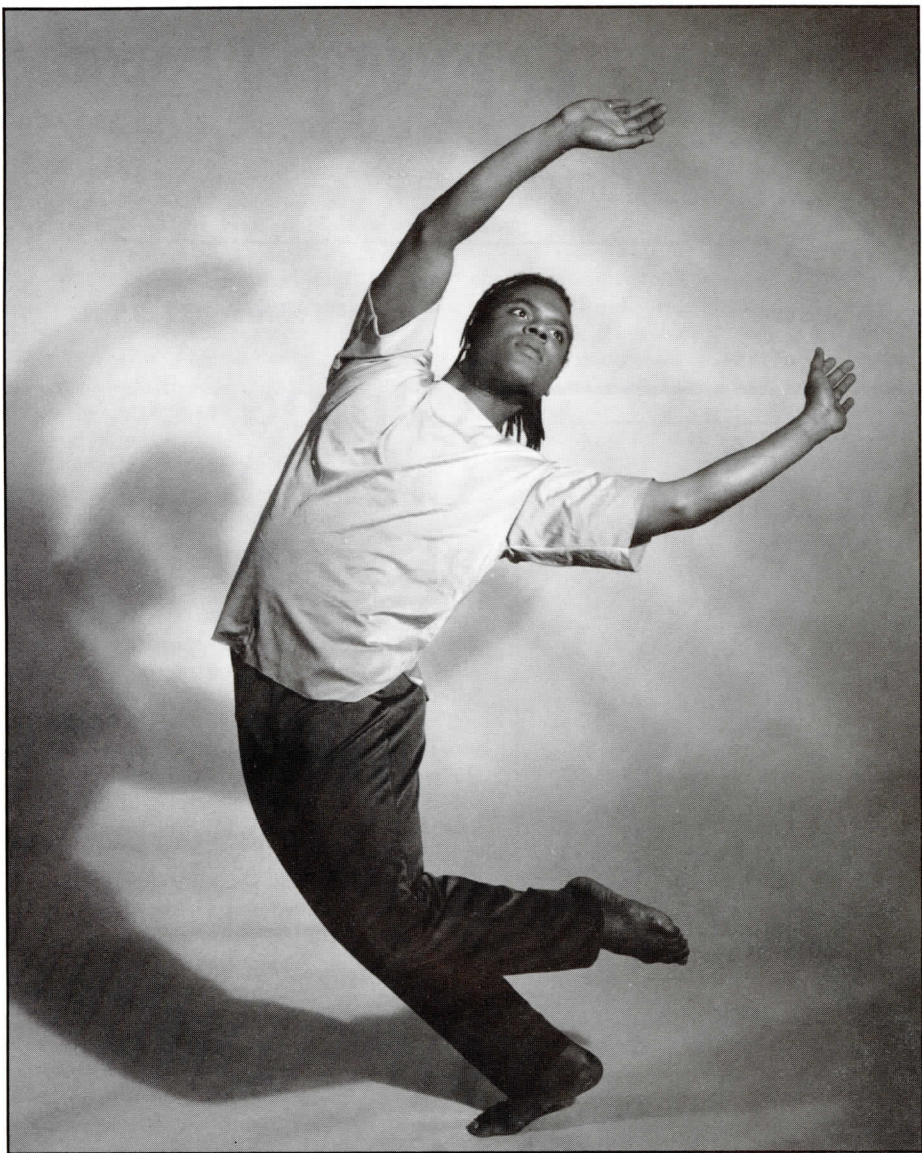
with reality," Schwartz says. "An organization which loses touch with reality in this way tends to be incapable of doing work in the world that it lives in."

Often, Schwartz says, the problem is systemic and infects an organization from the top down. Top managers seek a world which loves them, he says, and promote the organization in such a way as to support their own egocentric psychological needs.

"Typically, chief executive officers are the last persons in the world to know, because they've got the most to gain from this kind of fantasy process, and the people around them

(Continued on page 4)





### Graceful Arch

Gregory Patterson of the Harbinger Dance Company, which is in residence at the Center for the Arts, prepares for the troupe's next concert at 8 p.m. March 2. It will be at Smith Theatre on the Oakland Community College Orchard Ridge Campus. Laurie Eisenhower, assistant professor of dance, is artistic director.

## Poet to Deliver Annual Brown Memorial Lecture

The Michigan poet who authored *Skating with Heather Grace* will deliver the annual Maurice F. Brown Memorial Lecture at Oakland University.

Thomas Lynch will read a selection of his poems at 3:30 p.m. March 18 in the Oakland Center East Crockery. The free program is sponsored by the Department of English and the College of Arts and Sciences and is open to the public. The reading will be Lynch's second in the Brown series; he also delivered the first lecture.

Lynch, a Milford funeral

director, published many of his poems in *Skating with Heather Grace* (Alfred A. Knopf, 1987). Numerous other poems and essays have been published in the United States and Ireland. A second collection of his poems nears completion.

Lynch has received grants from the National Endowment for the Arts and the Michigan Council for the Arts. He held the Frost Place Fellowship at the Tyrone Guthrie Center for the Arts in County Monaghan, Ireland, in 1988.

Maurice F. Brown was an

Oakland professor of English from 1961 until his death in 1985. A further tribute to him is the new Maurice Brown Collection of Contemporary Poetry at Kresge Library. The theme is in keeping with the teaching style Brown expressed.

"Brown delighted in introducing students to innovative works of American literature," says Edward Haworth Hoepfner, assistant professor of English and one of the series organizers.▼

## Implications of Political Censorship on Caricaturists Focus of Program

Political scientist Robert Goldstein will explore political caricature as opposition art during a free campus lecture.

Goldstein is an expert on political caricature, especially that of 19th century Europe. His March 14 lecture will be at noon in Oakland Center Gold Room B.

The lecture is held in conjunction with the Meadow Brook Art Gallery exhibition, *In the Spirit of Protest*, by artist Henrietta Mantooth that runs through March 17.

"During the 19th century," Goldstein says, "most European regimes bore little resemblance to modern conceptions of democracy. In an age which preceded most modern forms of communication like television and radio, and in which the vast majority of the population was illiterate, political art, and especially political caricature, was one of the most potent forms of opposition political expression."

Goldstein will illustrate his lecture with contemporary

political caricatures and focus on the use of art for political opposition during 19th century Europe. He will also address the efforts authorities made to suppress the art.

Much of Goldstein's research centers on France, where prior censorship of political caricatures was in effect until 1881. The French jailed numerous caricaturists and editors.

For details, call 370-3005.▼

## Our People

Send your brief items about professional activities or honors to the News Service, 104 NFH. Space limitations sometimes create minor backlogs.

### PRESENTATIONS

CARLO COPPOLA, modern languages, and international programs, presented a paper, *What Marco Polo Ate: A Culinary Odyssey*, to the Culinary Historians of Ann Arbor. A special videotape used for this lecture was shot by Richard Stamps, anthropology and sociology, during his UNESCO-sponsored trip along the Silk Road in China this past summer. The lecture and tape will be presented on campus in March. He also presented a lecture, *Language and Migration*, for a course

on human migration at the Weekend College of Wayne State University.

ROBERT T. EBERWEIN, English, presented a paper, *Social Change and Generic Transformation*, at the 16th annual Comparative Literature and Film Conference at Florida State University. The paper was part of a panel he organized on *Stasis and Change in Film*.

NATALIE B. COLE and JOAN G. ROSEN, English, were guest lecturers in the First United Methodist Church of Birmingham's Life Adult Education Series. Cole lectured on Sherwood Anderson's *Winesburg, Ohio* and Rosen spoke on Charles Baxter's *Through the Safety Net*.

HARRIET E. MARGOLIS, English, spoke on *Women and Film* at a meeting of the Detroit Women's Forum. Copresenter was TONI SWANGER of *The Metro Times* and WDET radio.

### PUBLICATIONS

A paper by BARUCH CAHLON and LOUIS J. NACHMAN, mathematical sciences, *Numerical Methods for Discontinuous Linear Boundary Value Problems with Deviation Arguments*, has been published in the *Journal of Mathematical Analysis and Applications*.

DEVADATTA M. KULKARNI, mathematical sciences, wrote *Coincisions and Standard Bitableaux* (with S. ABHYANKAR) for *Discrete Mathematics*, and *On the Semigroup of an Ord-*

*nary Multiple Point*, which appeared in the *Bulletin of the Australian Mathematical Society*.

DONALD MORSE, English, published an essay, *'Moments for Nothing': Images of Time in Samuel Beckett's Plays*. It appeared in the October issue of *AAA-Arbeiten Aus Anglistik und Amerikanistik*.

PETER SHI and MEIR SHILLOR, mathematical sciences, together with Andrew Pitonyak, a former graduate student in the department, wrote a paper, *On an Iterative Method for Variational Inequalities*. It was published in the *Numerische Mathematik* journal.

CARLO COPPOLA, modern languages, and international programs, edited Volume 23, Number 2 of the *Journal of South Asian Literature*. It is devoted to essays on the Bhagavad Gita. The journal, in its 28th year, is published by the Asian Studies Center at Michigan State University. He contributed an essay, *Pakistani Poetry in English*, for *The Routledge Encyclopaedia of Commonwealth Literature* in London.

### CONFERENCES

DEVADATTA M. KULKARNI, mathematical sciences, presented a talk on *Counting Paths and Coefficients of Hilbert Polynomials of Determinantal Ideals* at the International Conference on Sets, Graphs and Numbers. It was held in Budapest, Hungary.

### HONORS

RICHARD TUCKER, history, has received a research fellowship from the American Institute of Indian Studies to spend the fall semester on research in India. He will study the social impact of British colonial forestry policy in northern India.

CARLO COPPOLA, modern languages, and international programs, has been invited to join the editorial staff of the *Encyclopedia of World Literature in the 20th Century* as Indian literature editor. Coppola will also contribute four articles.

## Jobs

For information on position openings, call the Employee Relations Department Job Hotline at 370-4500.

- Director of corporate and foundation programs, AP-16, Office of Development and Alumni Affairs.
- Financial aid officer, AP-8, Office of Financial Aid.
- Electron microscopy technician, C-9, Department of Biological Sciences.
- Director of alumni relations and assistant director of development, AP-14, Office of Alumni Relations.
- Senior secretary, excluded, Office of the President.
- Clerk II, C-4, Bookcenter.

The *Oakland University News* is published every other Friday during the fall and winter semesters and monthly from June-August. Editorial offices are at the News Service, 104 North Foundation Hall, Oakland University, Rochester, MI 48309-4401. The telephone is 370-3180. Copy deadline is noon Friday of the week preceding the publication date.

- James Llewellyn, senior editor and news director
- Jay Jackson, staff writer
- Rick Smith, photographer

## New Faces

Additions to the university staff include the following persons:

- ANNAMARIE DANIELS of Oxford, secretary II in the Division of Continuing Education.
- LORI EAGLEN of Waterford, food handler I in the Food Service.
- GERALDINE GRAHAM of Pontiac, assistant director of Upward Bound.
- PHYLLIS GUGEL of Lake Orion, clerk-receptionist in the Academic Skills Center.
- ALESIA HERRING of Pontiac, food handler I in the Food Service.
- ELIZABETH HOUSE of Dryden, secretary I in the Department of Psychology.
- DANIEL JAFFE of Waterford, technical production director in Meadow Brook Theatre.

- THERESA KATZ of Troy, senior systems analyst in the Office of Computer Services.
- MATTHEW MCFARLAND of Auburn Hills, food handler I in the Food Service.
- JOYCE MCGATHY of Lapeer, secretary I in the Office of Admissions and Scholarships.
- MUNIRA MITHANI of Huntington Woods, supervisor in the Office of Student Accounts.
- LINDA OLECHOWSKI of Rochester Hills, teacher in the Lowry Child Care Center.
- BRENDA PAYTON of Detroit, clerk II in the Office of the Registrar.
- DR. NANCY RESNICK of Farmington Hills, staff physician at Graham Health Center.
- WINFRED ROBINSON of Lansing, computer facilities administrator in the School of Business Administration.

## For Your Benefit

### Insurance and Military Reserves

Employees in the military reserves who are called to active duty and have insurance benefits for dependents through Oakland University should stop by the Staff Benefits Office before they report to duty.

Diana Decker, staff benefits manager, says her staff will help you avoid any lapse in coverage for your dependents before military insurance becomes effective. She says there is a possibility that you may be able to extend coverage to the effective date of the military insurance for your dependents at no cost.

The Staff Benefits Office is in 142 NFH.

## In the News

Recent news coverage about the faculty and staff has included the following items.

- CARLO COPPOLA, modern languages, and international programs, appeared as a panelist for the program, *America at War: The Community Response*, on ComCast Cable. He has also been interviewed extensively about the Gulf War by the *Royal Oak Daily Tribune*, *The Oakland Press*, *The Detroit News*, *Troy Source*, *Rochester Eccentric*, *Rochester Clarion* and *Advisor Source* newspapers. The *Daily Tribune* also featured him in an article about the Honors College senior colloquium on culture and cuisine.



## Quote

"Whenever you hear a man speak of his love for his country it is a sign that he expects to be paid for it."

— H.L. Mencken

## Bits & Pieces

### Think Summer (Hours)

Practice eating fast: Summer hours return June 3 and continue through August 30.

Most university offices again will observe the summer hours plan of 7:30 a.m.-5 p.m. Monday-Thursday and 7:30-11:30 a.m. Friday. The Monday-Thursday stint includes a 30-minute lunch period.

The work week of July 1-5 will revert to the regular 8 a.m.-5 p.m. schedule due to the Independence Day holiday, which counts as eight hours of holiday time. As a consolation prize, you get a one-hour lunch period those four work days.

Summer hours generally cannot be implemented for employees represented by AFSCME, POAM or FOP unions because of the nature of their duties, says Bill Kendall, assistant vice president for employee relations.

Supervisors of offices or departments where summer hours are not feasible should review their coverage needs and staff scheduling arrangements with their vice president. Departments are also advised to note special hours in publications and calendars.

### Student Fees Going Up

The university Board of Trustees has approved a gradual increase in student activity fees for undergraduate and graduate students.

The increases from the present rates will be phased in over the next three academic years. Regardless of class standing or credit load, students will pay \$15 a semester in the 1993-94 academic year. Current fees for full-time students are \$9.75 for undergraduates and \$2.50 for graduate students.

The new rate structure will more than double the amount University Student Congress collects to fund programs and events. The money is used for such purposes as subsidizing some student organizations and bringing speakers to campus. Congress now collects \$210,900 with its multi-tiered fee schedule. In 1993-94, Congress projects revenues to be \$423,360.

The fee schedule was approved by a 463-343 vote in a referendum at winter registration. This will be the first rate increase since 1985. Trustees gave their approval on February 13.

### Printers Upgrade Service

New duplicating equipment in University Services makes it possible to provide faster service to the university community, says Frank Clark.

The director of university services says noon hour and "while you wait" services have been added. Prices for short-order runs have also been changed, which makes the Reproduction Center competitive with commercial businesses in the area, he says.

Clark, sounding like the Ollie Fretter of the printing biz, says that if you find a lower price off-campus for the same service, he'll match it.

### Remember to Dial 3-1-3

For those of you who didn't believe it the first time: You must dial the 313 area code when making long-distance calls as of March 7.

Michigan Bell is changing dialing patterns throughout the area code and has notified the university that as of March 7, callers must dial 313 for long-distance calls within the 313 area code. If you do not dial 313 as of that date, your call will not go through. Local calls are unaffected.

Until March 7, calls will go through within the 313 area code with or without dialing 313. Judy Wharry, telecommunications manager, says you should reprogram your phone if you use automatic dialing features. Other devices with programmed numbers, such as fax machines and modem software, should also be updated now.

# Yes, Virginia, There is a Santa Claus for Jobs

It must have been a dream. Right there, in the Oakland Center Crockery, 151 recruiters representing 72 health-care providers went head-to-head for nursing and physical therapy students.

That's right, employers almost got their knees dirty asking students to work for them.

Wait, isn't this the year of the recession when jobs are scarce? Aren't these merely graduates-to-be without real world experience? They're *supposed* to pound the pavement like the rest of us did, looking for jobs that don't really exist, aren't they?

Worse yet — actually, better yet — these aren't even people who can dribble a basketball or throw a football. They're real, honest-to-gosh students being *recruited*.

What gives?

The law of supply and demand, that's what. For more than 280 job-seekers who signed in at the door, it was a toyland of jobs under one roof. In the health field, job openings outnumber candidates by the thousands. Physical therapy students in particular have their pick of employers. Little signs on booths told the story: "Ask About Our Sign-on Bonus." It's actually come to that; new-hires get cash for promising to work somewhere once they graduate.

The Department of Placement and Career Services organized the February 6 job fair. Similar events are held elsewhere many times a year. For students, it's a chance to shop employers, make informed decisions — and if they choose to, in a few cases — sign on the dotted line.

"The main thing I tell students is that they have a captive audience. They don't have to troop over to 72 different hospitals to meet with the folks," said Joyce Esterberg, program manager.

Health-care companies from throughout Michigan, plus Ohio, Indiana and Minnesota, set up display tables. So did the military.

The Mayo Clinic sent Thomas Hamer to pass out brochures about nursing careers. Unlike some lesser-known hospitals, the Mayo Clinic doesn't get into bidding wars for new graduates, Hamer said, resisting any urge to smile about that fact.

Denise White of the University of Michi-

gan brought along two nursing reps to entice students. Last year at this time, White said, the University of Michigan Hospitals had more than 200 job openings. This year there were 26, due mainly to an improved nursing

nia prowled for physical therapists for its 285-bed facility. "We describe the facility and tell what we have to offer a new graduate," said Laurie Manery, chief physical therapist. Benefits include a stipend package tailored for



Aluma Lori Warpup, a physical therapist and recruiter, right, chats with Jill Dunphy, assistant director of alumni relations.

contract and such amenities as dual-degree programs. A nurse can earn a master's in nursing and a master's in business administration simultaneously, she pointed out.

White easily won the trinket wars, with a table laden with key chains, eye-glass holders, brochures, apartment guides and whatnot, including maize and blue *Say Yes to Michigan* buttons for the taking. If you wanted more occupational information later, you could call Ann Arbor — collect, no less.

Down the aisle, St. Mary Hospital in Livo-

the graduate.

Physical therapists who didn't find St. Mary or other institutions weren't out of luck. "If you put PT after your name, you can expect at least one letter a week from employers. But, you have to be unique," Manery said.

You also need to be honest. "PT" won't work its magic if you're an English major.

Reports from the western frontier — Grand Rapids and Kalamazoo — indicate the nursing shortage felt in Detroit has not spread to those parts. Recruiter Sheri Peacock of Butterworth Hospital in Grand Rapids pointed out that Oakland is a natural pipeline for Butterworth, because some students do their clinical work there.

Peacock added that Butterworth and other major institutions sell themselves on location and reputation. "If you're competitive in the market with salary and sign-on bonuses, you don't have to top others," she said.

Peacock and other recruiters replied that they attend about 15 job fairs a year to scout out candidates. Which indicates that students who do well in class can enjoy the luxury of turning down job offers.▼

— By Jay Jackson

## How to Tell a Health Career Job Applicant from a Mere Mortal

### Mere Mortal

I wish I could work there.  
I hope I make enough to live on.  
How will I ever pay off my student loan?

May I borrow a pen?  
Do I have to wear a tie to work?

I might get a raise next year?

### Health Careerist

I'll be there June 1.  
I'll settle for \$32,000 — to start.  
Add tuition reimbursement and I'm yours.  
Would you type this for me?  
Embroider my name on my uniform with blue silk, please.  
Why yes, a Swiss bank retirement account would be nice.

## University to Honor 79 Employees for Service

Employees who have achieved service milestones at Oakland will be honored March 6 at the annual Employee Recognition Program.

Seventy-nine members of the faculty and staff will be recognized during ceremonies at Meadow Brook Hall. President Joseph E. Champagne, who will offer welcoming remarks, commented about the honorees, "As a result of the leadership, dedication and loyalty of our faculty and staff, Oakland University has grown and matured to an institution of distinction and quality. We sincerely appreciate the professional attitude and pride with which each of you fulfills your work-related responsibilities."

The list includes persons who attained 10, 20 and 30 years of service between January 1 and December 31, 1990.

Making presentations will be Keith R. Kleckner, senior vice president for aca-

demic affairs and provost; Paul Hartman, director of athletics; Robert J. McGarry, vice president for finance and administration; Wilma Ray-Bledsoe, vice president for student affairs; and Frank P. Cardimen, Jr., interim vice president for university extension and public service.

Willard C. Kendall, assistant vice president for employee relations; and Howard F. Sims, chairperson of the Board of Trustees, will also speak.

The list of honorees includes the following persons:

**30 years**  
Sheldon L. Appleton, Robert J. McGarry and Claire E. Murray.

**20 years**  
William E. Bedzek, Peter J. Binkert, Robert J. Christina, Callie Coleman, William W. Connellan, Prasanna K. Datta, James W. Dow, Ronald J. Forbes, Mary L. Graham, W. Dorsey Hammond, Marjory A. Hampton, Willie A. Harris, Algea O. Harrison, Joseph D. Hovanesian, William D. Jaymes, Larry D. Johnson, Robert B.

Johnson, Mary C. Karasch, Paul A. Ketchum, Thomas F. Kirchner, Janet A. Krompart, Joan M. Malin, Kathryn McArdle-Pigott, Carl R. Osthaus, Queen E. Phillips, Ann M. Pogany, Munibur Rahman, James C. Schmidt, Lee T. Schovan, Michael D. Sevilla, Allen R. Steele, Jr., Ronald M. Swartz, Sandra J. Teague, W. Donald Wallace, John F. Wendland, Marlene J. York and Rita J. Zettel.

**10 years**  
James E. Ashley, Elizabeth A. Barclay, Scott J. Barns, David M. Birkholz, Robert H. Bonar, William F. Bradford, Juan G. Cantu, Diana Lou Decker, John J. Delcamp, Jr., Massoud Dianat, Edward R. Dorich, Vernon Dunnem, Paul L. Franklin, George J. Gamboa, Arthur G. Glaser, Kenneth E. Gould, Sharon J. Griffin, Vicky A. Kelley, Willard C. Kendall, Jr., Ardella M. Kohlman, Ronald J. Koski, Janusz W. Laski, Frederick Lutz, Janet M. Markes, Jerry Marsh, John E. McNab, Karen M. Meyer, Ahebe W. Michael, Kathleen Healy Moore, Albert Nordheden, Gina G. Nowiski, Ingeborg K. Paas, Mary L. Paige, Ravi Parameswaran, Gerald J. Pine, Carmen S. Sather, Kathleen D. Smith, Barbara K. Somerville and Mohamed A. Zohdy.▼



# Hall of Honor Induction Athletics Recognizes Six for Accomplishments

Three past Oakland athletes were inducted into the Hall of Honor at a recognition reception and dinner February 16 at Meadow Brook Hall.

Inducted into the Hall of Honor were swimmers Kathy Van Valkenburg Swieter and Mark Vagle and John Motzer, former soccer coach. The induction ceremony was attended by nearly 180 persons

Paul Hartman, athletic director, said an induction committee considers athletic performance and significance of achievement in choosing honorees.

As for the ceremony itself, Hartman said it is one of the best ways the university can draw the community to the university.

"It's always nice to recognize people. We had a good mix of people at the dinner from the university and from the community. Many of them had never been on campus before, and they left with a good feeling about Oakland."

In her four seasons at Oakland, Swieter was a 19-time All-America swimmer. She won three national championships in 1982, including two individual titles, and established

several school records. She helped her team to three top-five national finishes, including a third place. She is now a special education teacher in Grand Rapids and coaches swimming.

Vagle was a member of the 1980 national championship team. During his four seasons, he was a 23-time All-America swimmer, just short of the 24 possible. He was a two-time individual national champion and a member of three national champion relay units. His team finished in the top three nationally all four years that he swam at Oakland. He is now general manager of Multi-Arc Scientific Coatings in Dallas.

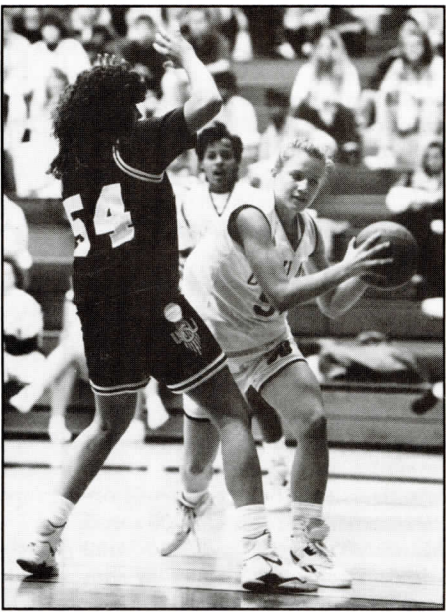
Motzer was soccer coach eight years. His term included the first five years soccer was a varsity sport, 1973-77. As varsity coach, Motzer compiled a 48-16-6 record. He was named Mr. Michigan Soccer in 1973 by the Michigan Soccer Association. He also played a major role in developing coaches for youth soccer leagues and high schools.

Motzer started his soccer career as a player with junior teams in Hungary, Austria and Germany. In Michigan, he played for 12

Michigan Cup Champions and 11 Michigan League Champions. He also represented the state on 30 occasions in international competition, and was a member of the national amateur champion Carpathia Kickers squad in 1962. Motzer still lives in Rochester Hills.

In addition, Roger Faulkner, president of the Michigan Soccer Association, and John Savio, vice president of the OU Branch of the Michigan State Federal Credit Union, received the Community Service Awards. Faulkner was cited for his work on the Marriott Soccer Classic planning committee and in advancing Oakland soccer in general. Savio was recognized for his support of athletic programs through fund-raising, advertising, sponsorship of special programs, donations, printing of flyers, gifts and serving on the Gus Macker basketball tournament committee.

Michael Riley, a professor of biomedical sciences and associate professor of biological sciences, received the George Wibby Award for his work in promoting the Marriott Soccer Classic.▼



Pioneer center Nicole Leigh works her way past a Ferris State University defender during the team's comeback win on February 16.

## Kresge Library Adds Books on Black History

Eighty-five books that will aid anyone studying black history have been added to the Kresge Library collection.

Professor Thomas Casstevens, political science, provided funding to buy the books. The volumes were reprinted by the Negro

Universities Press of New York and include the writings of Afro-Americans and treatises on slavery and the Civil War. Most materials date from the 19th and early 20th centuries.

The books are listed on the LUIS online card catalog. The items are not yet on the

shelves, however, and persons wishing to use them should ask at the reference desk.

Other materials researchers may wish to use include the 6,000-item William Springer Collection, which the library acquired in 1970. Springer collected materials about Abraham Lincoln over a 42-year period. The collection is one of the largest about Lincoln and covers every phase of his life, including extensive materials about his assassination. Monographs concerning Lincoln are also listed in LUIS. Patrons must make an appointment with the curator of the collection to use the materials.

Besides books, the collection includes busts, medallions, photographs and other items. Some of the items are displayed this month as part of Black History Month.▼

## Russian Scientists Visit Oakland Physics Labs

Leaders of a Russian Institute of Biological Physics were on campus February 5-6 to share research notes with Professor Abraham R. Liboff.

The physics professor says the scientists, who had corresponded with him, were interested in his work on cyclotron resonance. He says many Russian scientists work in this field and use his model.

The guests were E.E. Fesenko and M.N.

Zhadin, director and deputy director, of the Institute of Biological Physics, Academy of Sciences, USSR Moscow Region.

Liboff also showed the visitors the Eye Research Institute and the OU work at Henry Ford Hospital in Detroit. The Russians visited only three other labs in the U.S. Liboff says his guests have invited him to the Soviet Union and that arrangements may be made as early as this summer.▼

## Organizations

(Continued from page 1)  
are going to be the last to tell them," Schwartz adds.

It's not necessarily that chief executives have ego problems to start with, Schwartz says. The role itself tends to make people believe it is a powerful position, perhaps more so than it really is.

"The narcissism is in the role, and people identify with the role," he says. "The role of the top executive is to 'act perfect,' but you don't get to play that until you get to be top executive."

Warning signs of an organization in such a state include employees committed to acting on bad decisions by management, a denial of reality through an idealization of the organization, decisions made on the basis of an idealization of the organization, incompetent persons being promoted on the basis of their ideology, and discouragement or alienation of competent individuals.

Schwartz says an organization can survive managers with ego problems until other employees begin to believe them. Once employees act to further the aims of misguided management, he says, the organization as a whole is on the way toward losing touch with reality.

"What you have is people within the organization losing touch with their own limitations," Schwartz says. "They lose touch with the reality of the world that is around them. In fact, demanding that others lower down

in the organization act and fill out this fantasy," he says.

Schwartz has studied General Motors and NASA and used them as models of organizations suffering in the past from narcissistic management. NASA in particular, he says, became wrapped up in believing that whatever management said was true and should be pursued, almost without regard to cost.

The professor cites numerous decisions

What you have is people within the organization losing touch with their own limitations.

— Howard Schwartz

before and after the Challenger shuttle disaster that support his theory. Top management ignored the safety warnings of lower-level engineers as it pursued a course that, if nothing else, would enhance the egos of top executives.

"NASA officials were coming up and talking about how NASA couldn't possibly have made this mistake or that mistake because it was NASA," he says. In fact, Schwartz says, NASA officials were "out of touch with reality."

Schwartz says reforming a sick organization involves much more than recognition of

the problem. Unless all-new management is brought in, those who suffer from organizational narcissism must realize they need help.

"The narcissistic process that takes place in an organization is very much like an addiction. It's indulging in fantasy to the detriment of one's contact with reality, as well as one's relationship with reality deteriorates, the indulging in the fantasy becomes ever-more important," Schwartz says. "It becomes an end in itself."

Schwartz turned to the Alcoholics Anonymous model of recovery from addiction to find answers for corporate narcissists. "The answer seems to be that this is something that happens to one person at a time," he says. "The requirement on the part of individuals is to recognize their own limitations, to deal with the world as they find it."

Although Schwartz used GM and NASA as case studies, he says corporate decay can be found in small companies, too. It can also be found in nonprofit institutions.

Schwartz says an organization can avoid the pitfalls of corporate decay. "You have to work on yourself," he says. "You have to make sure that you don't buy into the fantasy of your own perfection."

The professor adds, "It can only be resisted to the extent that people understand what a mess they are going to make of their lives if they pursue it."▼

— By Jay Jackson

## Events

### CULTURAL

Until March 17 — Exhibit, *In the Spirit of Protest*, Meadow Brook Art Gallery. Hours vary. Free. Call 370-3005.

Until February 24 — Play, *A Midsummer Night's Dream*, various times, Meadow Brook Theatre. Admission. Call 370-3300.

February 28-March 24 — Play, *Barefoot in the Park*, various times, Meadow Brook Theatre. Admission. Call 370-3300.

March 9 — Meadow Brook Estate Benefit Show, 8 p.m., Varner Recital Hall. Admission (portion is tax-deductible). Call 370-3013.

March 14 — Lecture by Professor Robert Goldstein, *Political Cavalcade as Protest Art in the 19th Century*, noon-1:30 p.m., Oakland Center Gold Room B. Free. Sponsored by Meadow Brook Art Gallery.

March 14 — Bill Evans Solo Dance Concert, 8 p.m., Varner Recital Hall. Sponsored by the Center for the Arts. Admission. Call 370-3013.

March 15 — Wind Ensemble Youth Concert, 8 p.m., Varner Recital Hall. Sponsored by the Center for the Arts. Admission. Call 370-3013.

March 15-17, 22-24, 29-30 and April 5-7 — Play, *Into the Woods*, Varner Studio Theatre. Various times. Sponsored by the Center for the Arts. Admission. Call 370-3013.

March 17 — Lafayette String Quartet concert and pianist Flavio Varani, 3 p.m., Varner Recital Hall. Admission. Sponsored by the Center for the Arts. Admission. Call 370-3013.

### ETCETERA

Weekly — Gay and Lesbian Alliance, open to all students, faculty and staff. Free. Call 370-2345 for time and location.

March 14 — OURS program, *Wellness Hall*, 1:30-3 p.m., Anibal House lounge. Free. Sponsored by AP Association and AP Assembly.

March 15 — APICS seminar, *Bar Coding*, all day, Meadow Brook Hall. Sponsored by Division of Continuing Education. Admission. Call 370-3120.

March 18 — Maurice Brown Memorial Lecture by poet Thomas Lynch, 3:30 p.m., Oakland Center East Crockery. Free. Sponsored by the Department of English and the College of Arts and Sciences.

March 18 — *Enigma of Genius* lecture about Neil Simon, presented by Lawrence DeVine and Susan Stark, 7-9 p.m., Meadow Brook Theatre. Sponsored by Division of Continuing Education. Admission. Call 370-3120.

March 26 — OURS program, *OU and Your Role in Helping the Environment*, 1:30-3 p.m., Oakland Center Gold Room C. Free. Sponsored by AP Association and AP Assembly.

March 26 — Para-Accountant Information Night, 6:30 p.m., Oakland Center. Free. Sponsored by Division of Continuing Education. Call 370-3120.

April 1 — Lecture by Helen Caldicott, internationally known critic of nuclear power, 2:30 p.m., Oakland Center Crockery. Sponsored by Student Life Lecture Board. Admission. Tickets on sale at CIPSO starting March 8. Call 370-2020.

April 2 — Legal Assistant Career Night, 7:30 p.m., Oakland Center. Free. Sponsored by Division of Continuing Education. Call 370-3120.

April 12-14 — Low-Fat Food Fest, all day, Shotwell-Gustafson Pavilion. Sponsored by Meadow Brook Health Enhancement Institute. Admission. Call 370-3198.

### CLASSES

The Office of Computer and Information Systems offers various free software training courses for university employees. Call 370-4560.

The Division of Continuing Education offers classes on such topics as computer software, Statistical Quality Control, Do-it-Yourself Financial Planning and others. Call 370-3120.

### ATHLETICS

Through February 23 — GLIAC men's and women's swimming championships, Lepley Sports Center, various times. Admission. Call 370-3190.

February 23 — Men's and women's basketball with Michigan Tech University, 1 and 3 p.m., Lepley Sports Center. Admission. Call 370-3190.

February 25 — Men's and women's basketball with Northern Michigan University, 5:30 and 7:30 p.m., Lepley Sports Center. Admission. Call 370-3190.

March 2-3 — Pioneer Invitational, women's and men's swimming, all day, Lepley Sports Center. Admission. Call 370-3190.

### FILMS

March 8 and 10 — *Child's Play II*, 7 and 9:30 p.m. Friday and 7 p.m. Sunday, 201 Dodge Hall. Admission. Call 370-4295.

March 15 and 17 — *Three Men and a Little Lady*, 7 and 9:30 p.m. Friday and 7 p.m. Sunday, 201 Dodge Hall. Admission. Call 370-4295.

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