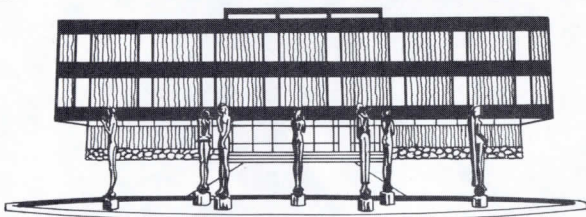


# OAKLAND UNIVERSITY NEWS



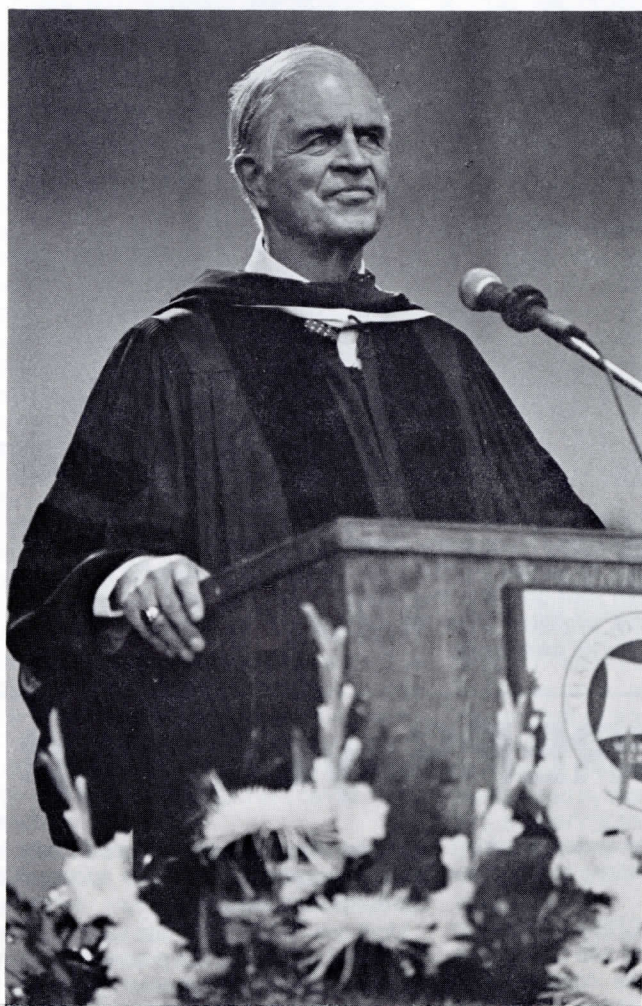
OAKLAND UNIVERSITY

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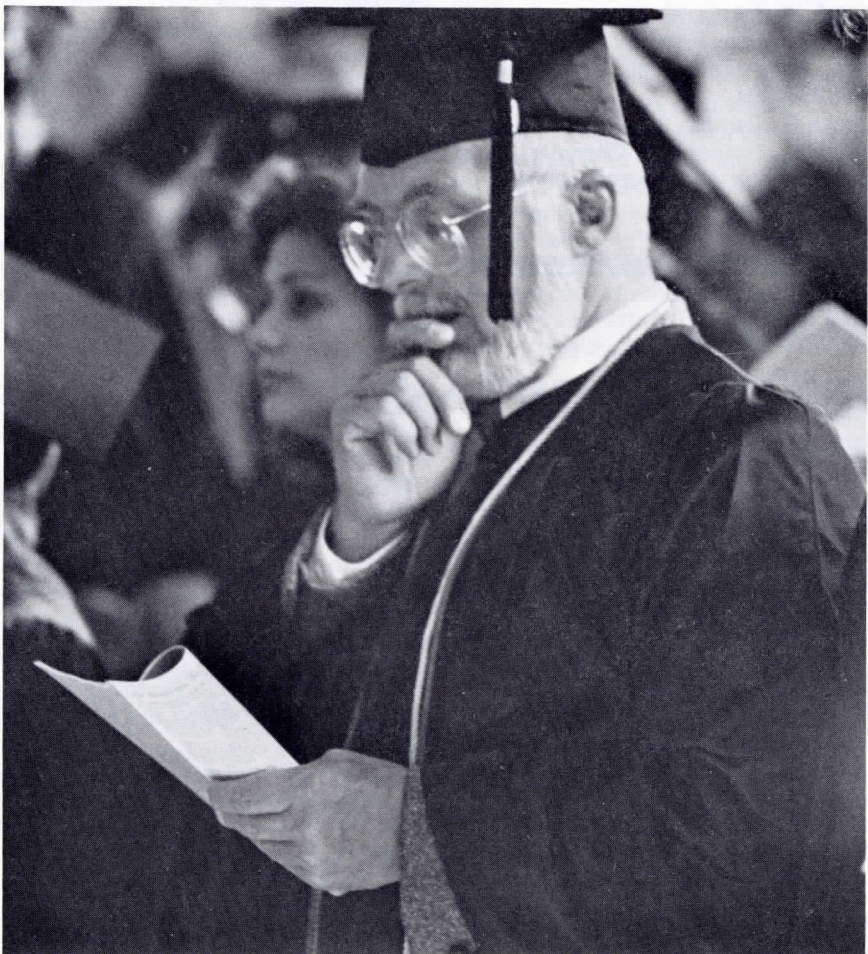
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ROCHESTER, MICHIGAN

September 19, 1986

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A crisp, late summer day provided a perfect backdrop for the September 14 commencement. Among the honorees was G. Mennen Williams (left), who received an honorary doctor of laws. The former governor joined over 600 graduates at the Baldwin Pavilion ceremony. Details are on page 3.



## Board Appoints Engineering Dean

A director at the Rochester Institute of Technology has been appointed dean of the School of Engineering and Computer Science. Robert M. Desmond begins his new duties at OU as of January 1.

Desmond was appointed September 10 by the Board of Trustees. He is director of the Center for Imaging Science at the New York school.

"We are pleased that this long search for a dean has produced so highly capable an individual as Bob Desmond," said Keith R. Kleckner, senior vice president for university affairs and provost.

"Dean Desmond's considerable experience in developing relationships with business and industry will be invaluable to OU as we continue to strengthen our research and industrial relations programs."

Desmond has a long association with the Rochester Institute of Technology. He started in 1970 as associate professor and became full professor in 1975. He served as head of the Mechanical Engineering

Department, and executive director and member of the RIT Research Corp. Board of Directors from 1983-85. In September 1985 he became director of imaging science.

The new dean is a licensed professional engineer and a member of numerous professional organizations, including Sigma Xi national honorary scientific society, and the American societies for electrical and mechanical engineering. He is author or coauthor of 32 scientific articles and has been principal investigator on more than a dozen research projects. He is coauthor of the book, *Engineering Heat Transfer*, now in its second edition.

Desmond received his undergraduate degree in mechanical engineering from Worcester Polytechnic Institute and his master's and doctorate, also in mechanical engineering, from the University of Minnesota.

Desmond replaces Thomas W. Butler, Jr., who left OU to return to private industry.

## Ford Provides \$500,000 for OU Capital Campaign

Oakland University has received a \$500,000 grant from the Ford Motor Company Fund for the School of Engineering and Computer Science. The Ford Fund commitment is in support of the university's 25th anniversary development campaign.

"Ford is pleased to make this substantial grant to Oakland University because we recognize the university's importance as an educational institution in our community," said Donald E. Petersen, Ford Motor Co. chairman.

"We know that many of Oakland's graduates remain in the metropolitan Detroit area and that the school serves as an excellent source for potential employees."

More than 300 OU graduates currently are employed by Ford. The Ford contribution is designated for research and instructional programs within the School of Engineering and Computer Science.

"This act of faith by one of the world's most important corporations is extremely encouraging," said President Joseph E. Champagne. "We're excited and pleased that Ford is participating in our 25th anniversary campaign."

President Champagne noted that the grant will be paid over five years and will help support research and instructional programs such as intelligent robotic systems and intelligent machine-vision systems; smart suspension systems; automated, nondestructive inspection systems; three-dimensional machine-vision systems; and development of graduate courses on computer-aided inspection.

## Writers Gather for Anniversary Celebration

Writers — budding and otherwise — will converge on OU to sharpen their skills and pick up valuable tips from nationally known authors at the 25th annual Writer's Conference.

The October 17-18 event will feature authors William X. Kienzle and William Zinsser. Kienzle wrote *The Rosary Murders*, *Sudden Death* and *Mind Over Murder*. He will speak about *The Invisible Writer* after the Friday dinner in Meadow Brook Hall.

Zinsser is Book-of-the-Month Club general editor and author of 11 books, including *On Writing Well*. He has been an editor, critic and editorial writer for the *New York Herald Tribune*; a columnist for *Life* magazine; a free-lance writer for *The New Yorker* and *The Atlantic*; has taught writing at Yale University and was master of Branford College. He will speak at the Saturday luncheon in the Oakland Center.

Thirty-three writing labs will cover such categories as fiction, nonfiction, juvenile, short stories, articles, religion, mystery and poetry. Professional writers conducting each session will critique manuscripts submitted in advance by conferees. Manuscripts must be submitted by September 26.

The Writer's Conference has developed over the years from a program focused strictly on writing to one that provides complete information from writing to getting published.

The registration deadline is October 13. For a brochure or further details about fees and times, call the Division of Continuing Education at 370-3120.

## Direct Thy Deposit

Employees who receive a monthly paycheck may have it deposited directly into their checking or savings account through an electronic fund transfer.

All area banks and the OU Branch of the Michigan State University Federal Credit Union participate in the program. By signing up, you eliminate the need to pick up a paycheck and then make a trip to the bank or the credit union to deposit it. The possibility of the check being lost or stolen is eliminated.

Enroll at the Payroll Office, 114 NFH, or call 370-3473.

## Open House Slated

Prospective graduate students for next spring or later are invited to the second annual Graduate Study open house. It will be from 4-8 p.m. October 15 in the Oakland Center.

The program will offer information about degree programs, admission requirements, research facilities and assistantships. Counselors will be on hand to chat. For details, call 370-3360.



## Our People

Enjoy the glory of seeing your name in print by submitting items for this column to the News Service, 109 NFH. Items are published on a space-available basis.

•Thomas W. Casstevens, political science, organized and chaired a session on *Models of Politics and Government* in Baden-Baden, West Germany. The session received the Distinguished Symposium Award of the third International Conference on Systems Research, Informatics and Cybernetics. Casstevens coauthored two (and presented one) of the session's four papers, with James R. Ozinga, political science, and Harold T. Casstevens II, a 1974 OU graduate. At the conference, Casstevens was designated a member of the board of the International Institute for Advanced Studies in Systems Research and Cybernetics. He also presented a paper on the absence of memory as a property of elections, at the 11th International Congress on Cybernetics in Namur, Belgium. The three papers are to be published in the respective *Proceedings*.

•Keith E. Stanovich, psychology, presented a paper at the 11th World Congress on Reading in London. The paper was *Cognitive Epiphenomena as an Organizing Principle for the Literature on Individual Differences in Reading Ability*.

•Five members of the Department of Mathematical Sciences attended the quadrennial International Congress of Mathematicians at the University of California at Berkeley. They were Donald Malm, James McKay, Jerrold Grossman, Jack Tsui and Stuart Wang. Grossman presented a paper, *An Algebraic and Combinatorial Approach to Some Number Theoretic Problems of Hilbert and Pedersen*, which was joint research with Jon Froemke.

•The proceedings of the successful Conference on Partial Differential Equations and Applied Mathematics, held at OU in May, will be published by Longman House of Essex, England. Louis R. Bragg and John W. Dettman, mathematical sciences, will be editors.

•Baruch Cahlon presented a paper, *Numerical Solution of Differential Equations with Deviation Arguments and Application to Control Problems*, at the Symposium on Modeling and Simulation for Control of Lumped and Distributed Parameter Systems. The symposium was held in Villeneuve D'Ascq, France. The research was done jointly with Louis J. Nachman. A version of the paper was published in the *Proceedings* of the symposium, which was sponsored jointly by the International Association for Mathematics and Computers in

Simulation and the International Federation of Automatic Control.

•John Barnard, history, wrote *Rebirth of the United Automobile Workers: The General Motors Tool and Diemakers' Strike of 1939*. The essay appears in the spring issue of *Labor History* and includes an analysis of the role of skilled workers in the early history of the UAW, as well as an account of the strike and its settlement.

•Miron Stano, economics, wrote *A Further Analysis of the 'Variations in Practice Style' Phenomenon* for the summer issue of *Inquiry*. An abstract of a previously published article, *An Analysis of the Evidence of Competition in the Physician Services Markets*, appeared in the June issue of the *Journal of Economic Literature*.

•Richard Boortz-Marx, nursing, discussed *The Expanded Role Nurse in Neurosurgery* at the June meeting of the Canadian Association of Neurosurgery Nurses.

•Anna Baziak Dugan, nursing, has received funding from the William E. Slaughter, Jr., Foundation, Inc., and the Sloane Foundation for the purchase of computer hardware for the Nursing Learning Resource Laboratory.

•Teri Cross, management, spoke at the annual Conference of Oakland County Probate Court Administrators. Her topic was *Planning and Motivating Employees Toward Planning*.

•David P. Doane, economics and management, presented a paper, *Computer-generated Median Splits as a Teaching Tool: Promise and Reality*, at the second International Conference on Teaching Statistics held in Victoria, British Columbia. Doane and Gerald V. Post, economics, coauthored and presented a paper, *When Least Squares Give Bad Forecasts*, at the joint statistical meetings of the American Statistical Association in Chicago.

•Alan Reinstein, management, has been appointed to the Notable Contributions in the Accounting Literature Committee of the American Accounting Association.

•Karl Gregory, economics, has been reappointed to a two-year term on the Governor's Entrepreneurial and Small Business Commission. He has also been appointed a member of the Executive Committee of the Detroit Economic Growth Corp.

•Helen Schwartz, English, presented a week of lectures to over 100 participants in a month-long seminar, *New Technologies in Teaching English*, at California State University at Long Beach. The state-sponsored conference included work on using computers in the teaching of English.



David Daniels, chairperson of the Department of Music, Theatre and Dance, conducts the Pontiac-Oakland Symphony during its season premiere at 3 p.m. October 5. The concert in Varner Recital Hall also features faculty members Joyce Adelson and Jan Albright, and the Oakland Chorale with director Lyle Nordstrom. Tickets are available from the Center for the Arts box office at 370-3013 from 11 a.m.-5 p.m. weekdays.

## TIAA-CREF Says Divest

The TIAA-CREF pension system is asking 160 U.S. portfolio corporations to withdraw from South Africa.

According to TIAA-CREF Chairman James G. MacDonald, the \$49 billion pension fund is urging these companies to withdraw for economic reasons, in that "the growing world outrage against apartheid may be translated into additional sanctions against South Africa and boycotts against U.S. corporations doing business there," and that "the financial risks of portfolio companies remaining in South Africa increasingly outweigh the potential rewards."

The shift in TIAA-CREF policy on investments and South Africa stems from the trustees' recognition that the crisis in that country "has become predominantly political"

and "there is now little opportunity for U.S. corporations to intrude successfully into that political arena."

Until now TIAA-CREF has supported the continued U.S. corporate presence in South Africa so long as portfolio corporations could be an effective force for change. TIAA-CREF has urged portfolio companies to implement the Sullivan Principles; to publicly condemn South Africa's racist "homeland" concept and influx control laws; to refrain from making new loans to South Africa's public and private sectors; and to increase quality mass education and training for blacks.

## Register Now for CE Courses

A certificate program in the growing personal financial planning area and an 18-month program to train paralegals and accounting assistants are among the professionally oriented noncredit courses offered by the Division of Continuing Education. Registration begins the week of September 22.

The certificate program in personal financial planning, for which evening classes are conducted in Detroit and on campus, is designed for those who want to acquire the professional certified financial planning designation or simply want to become competent practitioners. Six of 10 courses in the year-old program cover the CFP exam material. Remaining courses hone professional competence. The CFP program of graduate-level courses is offered in conjunction with the School of Business Administration.

For career seekers interested in 15- to 18-month training periods, the accounting assistant and legal assistant programs will offer 10 weekly evening classes.

Other courses include plastics technology, computers, investing, test preparation and word processing. Call 370-3120.

## Shape Up at Lepley

Low-impact aerobic exercises for men and women are offered at Lepley Sports Center for \$20.

The first session begins September 22 and ends October 29. A second session begins November 3 and ends December 10. Classes in each session meet from 5:15-6:15 p.m. on Monday and Wednesday in the Lepley multipurpose room.

Call 370-3190 for requirements and details.

## Funding Opportunities

Information about sources of external funding is available from the Office of Research and Academic Development, 370 SFH, or by calling 370-3222. Unless indicated, proposal due dates are unknown.

### Robert Wood Johnson Foundation

Health care finance fellowships, December 1.

### Ford Foundation

Minority doctoral fellowships, November 14.

### Department of Education

Handicapped children's early education program, January 16; library career training program, September 26; handicapped research, September 30 and March 16; and innovative grant projects, June 1.

### Centers for Disease Control

AIDS surveillance and epidemiology, September 30.

### Michigan Council for the Arts

Minigrants, October 17.

### Michigan Council for the Humanities

Minigrants, November 28.

### Michigan Department of Commerce

State research fund.

### National Heart, Lung and Blood Institute

Basic studies of developmental hemo-

stosis, November 17; minimally invasive techniques for detection and quantification of atherosclerotic lesions in human coronary arteries, December 15; and effects of diet fat and fiber on lipoprotein metabolism, December 15.

### National Institute on Aging

Research on osteoporosis, November 17; and nutritional/metabolic factors affecting aging, October 1 and February 1.

### National Cancer Institute

Analysis of chemicals and pharmaceutical formulations for anticancer agents, October 1; and the role of omega-3 polyunsaturated fatty acids in cancer prevention, October 1 and February 1.

### National Institute of Diabetes and Digestive and Kidney Diseases

Kidney and urological research centers, December 12.

### Department of Education

Innovation grant projects for the handicapped, June 1; and field-initiated projects for rehabilitation of the handicapped, March 16.

### Tandy Corp.

Use of microcomputers in education, November 30; and user for microcomputers for instructional management, February 28.

### Committee on Scholarly Communications with the People's Republic of China

A national program of scholarly exchanges.

### National Endowment for the Arts

Challenge grants: letter of intent, November 1.

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, 109 North Foundation Hall, Oakland University, Rochester, MI 48063. 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.  
• Ann Straky, photographer.



# Computer Efficiency Expands Our Capabilities

Allow us to brag a little about ourselves by telling you about our new page-composition system.

The News Service, as other campus offices have done, has streamlined operations with computers. That's not news in itself, but what we can do with computers today is. Comparing the News Service computer system to the method we used three years ago makes the old way seem like something designed by Johann Gutenberg himself.

OU is among the first universities in Michigan to install a system called Do-It from Studio Software that provides complete page composition on our IBM AT computer. Some computer systems sold as "desktop publishing" are similar in concept, but differ in quality of final product. Typical desktop publishing uses a laser printer to produce copy that, although similar to typeset copy, is not the same high quality. With Do-It, we continue to use a Compugraphic MCS 8400 typesetter.

A few years ago the sophisticated equipment we now use did not exist. In the News Service, for example, we wrote the *Oakland University News* on typewriters; not quite archaic, but less efficient than what we wanted. The copy was edited and sent to the adjoining Publications Department for typesetting. At this point the copy was entered into the typesetter by retyping the writers' work. From there the system became complicated. Once the copy was typeset (the form you are reading now), it was measured, proofread and returned for corrections. The editor then laid out page dummies to indicate where typeset copy should be placed on pages. The dummies were given to Publications for keylining — placing typeset copy in the exact arrangement called for by the editor.

All told, the system required from eight to 10 hours of labor after the writing was completed, with many people involved to boot.

Next in our high-tech revolution came a new typesetter and two terminals in Publications. Compugraphic equipment allows operators to preview their work on a screen to ensure that jobs will come out as desired, thereby eliminating the expense of rerunning jobs to correct a complicated typesetting code. The Compugraphic equipment is also quicker, setting copy at 45 lines per minute for columns this size, compared to the old typesetter's speed of 18 lines per minute.

Shortly afterward the News Service added IBM personal computers and software to allow the computer to "talk" to the typesetter. Through the translation program, all keystrokes required for a story were captured on disk and converted for the Compugraphic equipment. This procedure shaved four to five hours of keyboard time in Publications for each issue of the *Oakland University News*. Although some of the time saved in Publications was shifted to the editor's desk, the overall cost savings were significant: approximately \$160 per issue. The cost of the IBM computer was recovered in less than a year.

This system worked well but technology has made it possible for us to expand further. Now the *Oakland University News* is produced on an even faster system.

This summer the News Service added an IBM AT computer and the Do-It software from Studio Software. With this tandem, the editor now enters all stories on the IBM AT with a Multimate word processor. The Do-It program reads the Multimate files and converts electronic signals for Compugraphic compatibility. Pages are then laid out on the computer and the stories, headlines, boxes and other elements all flow into spaces designated by the editor. The Do-It program is a true WYSIWYG system, which means "what you see is what you get." In other words, we can't blame all errors on the computer.

Once a page is created electronically, we



Before this story was typeset, an early electronic version of the layout appeared like this on the IBM AT computer screen. By zooming in, each of the small boxes under the headline clearly appears as an individual word in the story.

transmit the data to the typesetter via cable. The Compugraphic typesetter then produces the complete page, ready to be taken to Avon Printing in Rochester for printing. The process eliminates about four hours of keylining for each issue. For a full year, the News Service will save approximately \$3,000 in charges.

The Publications staff gains, too, because personnel are available for other projects. Over the past three fiscal years, the volume of business has increased from 480 major jobs per year to about 850 today in Publications. The figures do not include resumes, business cards and stationery orders, which amount to about 100 jobs a month.



The old method of producing this publication involved hours of hand keylining. Robin Williamson uses the traditional tools of the trade: rulers, triangles, T-squares, X-acto knives — and occasionally a Band-Aid.

## Tax Reform Could Affect Retirement

Proposals included in the federal tax reform package before Congress could significantly change retirement and tax-deferred annuity plans for OU employees.

Staff Benefits Manager Pam Beemer said the changes affect plans that use 403(b) annuities. She provides this summary of the proposed changes, as published in *Benefit Plan Counselor* newsletter from TIAA-CREF.

- Nondiscrimination rules regarding plan participation and coverage will apply to the retirement plans of institutions using 403(b) annuities like the TIAA-CREF retirement annuities.

These rules will be the same as the rules that will apply to plans qualified under Section 401(a) or 403(a) of the Internal Revenue Code (qualified plans). The Internal Revenue Service is also instructed to issue regulations regarding comparability of benefits tests, which will generally be used for employers with separate plans for separate classes of employees. In addition, regulations are to take into consideration the special situation that educational institutions face with compressed salary ranges and in attracting visiting professionals. Plans will have to comply with these rules beginning January 1, 1989.

- A new "403(b) limit" will be placed on "elective employee contributions" to 403(b) annuities. This new 403(b) limit is the greater

of \$9,500 or the limit that applies to qualified cash or deferred arrangements, known as "401(k) plans." The 401(k) limit will be \$7,000 but will be indexed to inflation (with reference to the percentage increase in the primary insurance amount under Social Security.) The alternative special elections provided by Section 415, which permit higher tax-deferred contributions, will be retained subject to the elective contribution limit. "Elective employee contributions" means salary reduction contributions to the basic retirement plan as well as to a TDA plan.

- Withdrawals from tax-deferred annuities like the TIAA-CREF Supplemental Retirement Annuities would be prohibited after January 1, 1987 unless the individual is age 59½, encounters financial hardship, separates from service, becomes disabled or dies. It is uncertain whether accumulations made prior to January 1, 1987 will be subject to the new withdrawal restrictions.

- A 10 percent additional tax will apply to withdrawals from 403(b) annuities, whether the withdrawal is made from an accumulation resulting from contributions made before January 1, 1987 or from an accumulation resulting from contributions made after that date. No additional tax will apply to the withdrawal if the employee is at least age 59½, is age 55 and retires early under the

plan, separates from service and receives a lifetime annuity (or annuity for the duration of life expectancy); has medical expenses to the extent that they exceed the tax-deductible limit; separates from service in 1986 and receives the benefit before March 15, 1987 (and the benefit is taxable for the 1986 tax year); dies; or becomes disabled.

Further information is available at the Staff Benefits Office.

## University Gives Williams Degree at Fall Commencement

The university awarded its first honorary degree since 1980 when it presented a doctor of laws to G. Mennen Williams, a Michigan Supreme Court justice. He became the 22nd person to receive an honorary degree from OU.

Williams received the distinction at commencement ceremonies September 14 in Baldwin Pavilion. The former governor has a long and distinguished career in state and federal government. Williams served as governor from 1949-60 and later was U.S. ambassador to the Philippines and assistant secretary of state for African affairs.

As a friend of the university, Williams donated his 218-piece collection of African art in 1967. His gift formed the core of what is now a permanent collection of sculpture and painting in the Meadow Brook Art Gallery.

Also during commencement, the Alumni Association announced Mark B. Kotler and Richard J. Wlodyga were recipients of the annual Distinguished Alumni Service Award. Kotler received a bachelor's degree in secondary education with an emphasis in history in 1970 and Wlodyga received a bachelor's degree in management in 1981. Both are sales engineers with Blumenberg and Associates in Oak Park.

The award is given to recognize exceptional meritorious service. Kotler was cited for six years service on the Alumni Association Board of Directors. "Your distinguished achievements set a high standard for alumni service and are highly respected by your

alumni peers," said President Joseph E. Champagne.

Wlodyga was recognized for his "dynamic leadership, enthusiasm and hard work in guiding the development of the Alumni Association as a significant fund-raising body for the university."

Also at the ceremony, faculty members Robert I. Facko and Richard B. Stamps received Teaching Excellence Awards and Randal D. Hansen was awarded a Research Excellence Award. Each received a \$1,000 stipend.

## Students Face Stricter Standards

Higher grade requirements have been approved for new graduate and undergraduate education students. The changes went into effect this semester.

University officials say the stricter standards will help increase both the breadth and quality of teachers in K-12 schools as recommended in national studies.

OU graduate students will need at least a 2.8 grade point average in all classes for admission to graduate studies, rather than the 2.5 required previously. Once admitted, students will be expected to earn at least a 3.0 in each class, the same standard as before.

The university has fine tuned higher undergraduate requirements that were announced earlier. Under the revisions, undergraduates will be required to earn a 2.8 average in all classes taken during the

first three semesters of general study (2.0 GPA previously). For one semester, the students will be in preprofessional status and then spend four semesters completing the professional program, including student teaching. During these last five semesters of study, students must earn at least a 2.8 grade in every class (2.5 previously).

At the end of the third semester, students must take the preprofessional skills test administered by the Educational Testing Service (another new requirement). All undergraduates will be required to complete two minor fields of study in addition to the major.

University officials caution that space in undergraduate and graduate education programs is limited and that meeting the minimum requirements does not guarantee admission.

## Faculty May Call on Michigan Bell

Experts on business subjects at Michigan Bell are willing to come to campus to share their knowledge.

Under the company's College Colloquy program, speakers will address classes, seminars and workshops on such topics as accounting principles, advertising, collective bargaining, demographics, communications technology, personnel practices, strategic planning and others.

Brochures outlining the program are available from Margo King, director of university relations, in 104J NFH. For details, call her at 370-4350.



# Faculty, Students Share in Research Awards

Fourteen faculty members have been awarded fellowships from the University Research Committee and will share in \$67,900. Individual fellowships range from \$4,400 to \$5,200 in the competition designed to foster faculty research.

The Office of Research and Academic Development announced additional awards for undergraduate and graduate research. The undergraduate awards are supported by funds from the Alumni Association.

Fellowships were presented to the following:

- John L. Beardman, art and art history, \$5,200 for a *New York Painting Project*.
- William C. Bryant, modern languages and literatures, \$4,800 for *Completion of a Critical, Annotated Edition and Study of an Unpublished Spanish Novel Written in 1615*.
- Charles Ching-an Cheng, mathematical sciences, \$4,700 to study *Applications of Data Flow Analysis in Testing Computer Programs*.
- David Diltz, business administration, \$5,100 for *A Time Series Analysis of Corporate Capital Structure*.
- John Halpin, philosophy, \$4,400 to study *What is the Logical Form of Probability Ascription in Quantum Mechanics*.
- Fay Hansen-Smith, biological sciences, \$5,000 for *Regulation of the Sugar Composition of Muscle Basal Laminae: In Vitro Studies*.
- Robert Douglas Hunter, biological sciences, \$5,200 for *Shell Mass in Fresh Water Snails: Controlling Factors and Implications for the Bioassay of Lake Acidification*.
- Devadatta Kulkarni, mathematical sciences, \$4,800 for *Semigroup of a Reducible Curve*.

- Nancy S. Kursman, political science, \$4,800 to study *The Effect of Structure on Public Policy: Congressional Reforms and the Origins of the Subcommittee System*.
  - Susan H. Miller, English, \$4,400 for *Gertrude Stein's 'Tender Buttons': Syntax/Genre/Politics*.
  - Kevin J. Murphy, business administration, \$4,800 for *An Analysis of Contract Duration in Collective Bargaining Agreements*.
  - Richard J. Rozek, health sciences, \$4,900 to study *Proteolytic Activity in Rat Lungs*.
  - Keith E. Stanovich, psychology, \$5,000 for research on *Developmental Changes in the Cognitive Correlates of Reading Ability*.
  - Steven J. Wright, mathematical sciences, \$4,800 to study *The von Neumann Algebras of Cohomological Dimension Zero*.
- Three graduate students and 15 undergraduates received research grant awards. Graduate winners were:
- Thomas J. Cornell, biological sciences, \$462 for *The Perceptual Component of Honeybee Kin Recognition*.
  - Cliff Hurd, biological sciences, \$500 for *Activation and Inhibition of Calf Uterine Progesterone Receptor*.
  - Steven G. Swarts, chemistry, \$500 for *Use of Spin Labels to Monitor Free Radical Damage to the DNA Molecule in Lipid Membranes*.

- Undergraduate winners were:
- Catherine Crane, Susan Tacia and Jacqueline Thompson, physical therapy, \$230 to study *The Effects of an Alternate Modality for Rehabilitation of Patients with Coronary Heart Disease*.
  - Lisa Fenkell, communications, \$97 for

- The Stylistic Evolution of Green Figure Sculpture of the Archaic Period*.
- Kathy Helsing and Laurie Keister, physical therapy, \$300 to study *The Effects of Two Selected Strengthening Programs on Rehabilitation of the Knee*.
  - William J. Johnson, chemistry, \$300 for *The Relative Effectiveness of Three Antioxidants as Determined by ESR Spectroscopy*.
  - Randy Scott Stier, chemistry, \$300 for *The Use of Spin Labels to Investigate Lens Membrane Sulfhydryl Groups*.
  - Stephen Surbrook, Jr., chemistry, \$300 for *Determination of Site-specific Protein Binding on Rat Liver DNA*.
  - Mary Beth Tierney, biological sciences, \$300 for a study of *Hydration of Cholinergic Compounds*.
  - Jerard Trombka, biological sciences, \$300 for research on *Organic Level and*

- Caloric Content of Ranid Frogs*.
- David Walker, psychology, \$150 for research on *MMPI Scales, AAMD Adaptive Behavior Scales and a Quality of Life Rating Scale for Relationships with Recovery Outcome Among Closed Head Injury Adults*.
  - Kim Walters and Lois Romanelli, psychology, \$58 to support a study of *Alternative Models of the Development of Self-esteem, Using Locus of Control, Sex-role Identity, and Situational Variables as Predictors*.
  - John Zipple, physical therapy, \$300 for *An Assessment of Attitude Regarding Mandatory Post-graduate Education for Entry Level Physical Therapists Among Rural and Urban Licensed Physical Therapists within the State of Michigan*.
- Details about applying for future student research grants are available in 370 SFH.

## SHES Restructures, Names Chairpersons

An award-winning teacher and administrator from Oklahoma has been appointed chairperson of the Department of Curriculum, Instruction and Supervision in the School of Human and Educational Services. The appointment was made during a restructuring of administrative operations in SHES approved by the Board of Trustees on September 10. Joining SHES is Sharon Pray Muir of Oklahoma State University. She has received numerous awards, including the Distinguished Teaching Award from the National Council for Geographic Education. Muir's experience also includes being educational administrator at Father Flanagan's Boys Town in Nebraska.

Dean Gerald J. Pine said Muir "has a strong commitment to continual professional development" and is particularly interested in research "that relates to how teachers learn. I look forward to the leadership Dr. Muir will provide for our undergraduate and graduate programs in teacher education, curriculum and leadership."

Muir was associate professor on the graduate faculty at Oklahoma State. A 1984-85 sabbatical leave from the university was spent as visiting research scientist at Tufts University and as visiting researcher,

Piaget Archives, at the University of Geneva, Switzerland.

Her publication credits include many articles on social studies and book and computer software reviews. She has served on the editorial boards of *Elementary School Journal* and *Journal of Social Studies Research*.

Muir is a graduate of Midland High School and earned an undergraduate degree from Graceland College in Iowa. She received her master's degree in education from the University of Northern Iowa and her doctorate in elementary education-curriculum from the University of Nebraska.

Other departmental chairpersons approved at Pine's request were Robert W. Brown, counseling; Donald M. Miller, human development and child studies; William F. Moorhouse, human resource development; and George E. Coon, reading and language arts.

All chairpersons will serve until August 14, 1989.

## Soccer Tourney Includes 4 Teams

The top soccer event in the state — the third annual National Invitational Soccer Tournament — comes to campus September 20-21.

The following policy is published at the request of the Office of Telecommunications and Office Automation.

**MICROCOMPUTER SOFTWARE REGULATIONS**

The university has purchased, or is licensed to use, numerous microcomputer software programs for its various units. In so doing, the university enters into a license agreement with the seller for each program pursuant to which the university and its employees assume certain legally binding obligations.

Licensed software is intended for the use specifically authorized and remains the intellectual property of the manufacturer or distributor. Software may also be protected by copyright.

All employees and users of licensed software shall use the software only in accordance with the license agreement. To transfer possession of any copy, modification or merged portion of any licensed program, whether gratuitously or for gain, shall be deemed to be in violation of these regulations.

The above described violations of licensed or copyrighted software may also violate state and federal law and are prohibited by Oakland University. There is no authority to perform such acts, and any such performance by the employee or someone working in the employee's behalf will be subject to discipline in accordance with university policy. Such conduct may also subject the employee to personal liability.

The responsibility for complying with these regulations rests with each unit supervisor and the employee. The unit supervisor shall take the following actions:

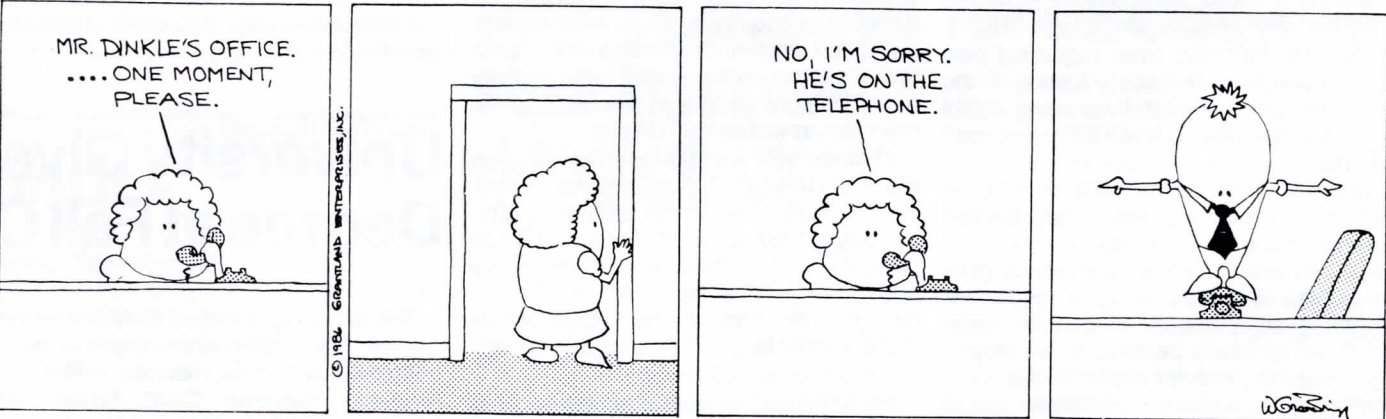
1. Review each license agreement for unit-purchased programs to assure that the terms of the agreement are understood and being complied with by all employees.
2. Instruct members of the unit and users of unit-purchased programs that any copying of, or distribution of, such programs, which is not permitted by the particular license agreement, may be a violation of law and is a violation of general university policy and these regulations.
3. Report violators for appropriate discipline.

Questions concerning this policy should be directed to the Office of Telecommunications and Office Automation, 370-4560.

The OU soccer team will host three other of the best NCAA Division II teams. The visitors will be 1985 NCAA tournament participants Gannon University and New York Institute of Technology, and New Hampshire College. The Pioneers will play at 4 p.m. September 20 and again at 3 p.m. September 21. The Pioneers' game on Sunday will be on United Cable.

"This is a first-class tournament and one that we are very proud of," said soccer Coach Gary Parsons. "In my opinion this is the best Division II tournament in the country. This weekend is made for soccer fans of all ages."

### GRANTLAND™



The following Conflict of Interest Policy, approved by the OU Board of Trustees on Nov. 18, 1981, is published to acquaint employees with its provisions.

**Introduction**

As a public trust, Oakland University must strive to insure that all transactions in which it is involved are in the public interest. Toward that end, it is proposed that the Board of Trustees approve the Conflict of Interest Policy statement set forth below.

**Recommendation**

Conflict-of-Interest Policy:

**I. Preamble**

All employees, consultants, and members of the Board of Trustees (hereafter "Trustees") of Oakland University serve a public-interest role and must conduct all affairs of the university in a manner consistent with this concept. Decisions are to be made solely to promote the best interests of the university and the public good rather than to serve a personal interest.

This policy is designed to foster high ethical standards of performance by insuring that actual or apparent conflict-of-interest situations are avoided.

Nothing in this policy shall be considered to conflict with applicable State laws governing the conduct of public officers and public employees.

**II. Definitions**

A. Employee: As used hereafter, the term "employee" means an employee, regardless of classification or rank, or a consultant to the university.

B. Financial Interest: "Financial interest" means any interest, direct or indirect, in the financial success or failure of an organization or company with whom the university does business, regardless of how such interest was acquired. A "financial interest" includes owning stocks or bonds, being a partner, employee, or

creditor, or any other arrangement that results in an interest in or claim upon the assets or income of the company or organization.

Excluded are immaterial interests, that is, interests of such a general or insignificant nature that university transactions with the organization or company will not result in direct benefit to the individual. A "financial interest" includes any interest of the employee, Trustee, or employee or Trustee spouse, and any interest of those who are related to any of the foregoing as parents, children, or siblings.

C. Gift: A "gift" means anything of value except as excluded below. A "gift" may be in the form of money, goods, entertainment, services, price concessions not available to all employees or to the public, use of property or facilities, loans (except loans upon normal terms from a lending institution), or in any other form. Specifically excluded from the term "gift" are nominal advertising items or promotional materials of token value, or food consumed at a business meeting.

**III. Statement of Policy**

University employees and members of the Board of Trustees (hereafter "Trustees") should not have a personal financial interest in transactions with the university. Recognizing however, that such interests will be on occasion unavoidable, there should be full disclosure of any such interest in advance of university action, and special approval of the transaction is required as set forth herein to insure that university welfare is the paramount consideration. The specific terms of this policy are to be interpreted in light of the broad objectives set forth in the preamble.

A. No employee or Trustee shall recommend or determine to enter into a transaction on behalf of the university when such transaction involves an organization in which the employee has a financial interest unless the provisions of Article IV are met in advance. If there is any question about whether this prohibition IIIA

should apply, the provisions of Article IV must be followed.

B. The university shall not enter into any transaction for the purchase of any item or service (other than an employment or consulting contract) with any employee, Trustee, or employee or Trustee spouse, or with anyone who is related to any of the foregoing as parent, child, or sibling.

C. Acceptance by an employee or a Trustee of a gift from an individual or organization that engages in commercial transactions with the university is prohibited. If a gift is received, it must be returned unless an acceptable statement is filed with the university president (or the Board of Trustees Audit and Finance Committee, in the case of the president or a Trustee) describing the gift and justifying its retention in terms of the university's best interest.

D. An employee or Trustee must inform the university of any outside interest, consulting service, or other relationship that might interfere with her/his internal duties or raise a question of conflict of interest. In cases in which an employee's outside relationship substantially interferes with the employee's ability to carry out her/his job responsibilities and/or act in the university's best interests, the employee must either end the outside relationship or sever employment with the university.

E. A Trustee must abstain from voting on any matter when to do so would place or appear to place the Trustee in a conflict of interest situation. The minutes of Board meetings shall record such abstentions.

**IV. Exceptions to this Policy**

A. No employee or Trustee of the university shall have the authority to authorize, approve, ratify, or confirm any transaction which is an exception to this policy, except as provided below.

B. The president of the university or his designee may approve exceptions to this policy which involve university employees. Any such designation shall be made in writing. Exceptions involving the president or a Trustee may be approved by the Audit and Finance Committee of the Board of Trustees. Any approved exceptions to this policy must be made in writing and the reasons therefore must be documented.

C. Approval of an exception shall be based upon a finding that the transaction is fair, reasonable, and in the best interests of the university.

**V. Role of the Purchasing Department**

The Purchasing Department is empowered to delay the processing of any requisition that appears to be in violation of this policy in order to investigate the circumstances surrounding the proposed transaction. If, following investigation, the transaction still appears to be a violation, the matter will be referred to the Vice President for Administrative Affairs.

Any purchase order or contract issued by the university is subject to cancellation if any university employee involved has a relationship or history of activity with the vendor that is violative of this policy. All purchase orders and contracts shall contain a clause to this effect.

**VI. Policy Dissemination**

The university will communicate this policy to Trustees and the campus community at the time of its adoption and at least annually thereafter. The policy shall be included in the university **Administrative Policies and Procedures Manual**.

Mr. Robert McGarry, Vice President for Finance and Administration, has been designated by President Champagne to handle employee requests for exceptions to this Policy. Employees who are interested in seeking exceptions should contact him. In the case of members of the Board of Trustees, written contact should be made with the Board Secretary, who will transmit exception requests to the Audit and Finance Committee of the Board.