



OAKLAND UNIVERSITY

News

104 North Foundation Hall
Rochester, MI 48309-4401

A publication for the university community

December 11, 1992

Board Honors Trustee Sims

University trustees publicly thanked Howard F. Sims at their December 3 meeting for his contributions of time and talent to the university community.

The former board chairperson served two terms as chairperson, from October 10, 1990 to this past November 5. He had also served two terms as vice chairperson, from September 14, 1988 to October 10, 1990.

Sims also served the board as chairperson of the University Affairs Committee, as a member of the Finance and Personnel Committee and on several *ad hoc* committees.

The board also noted that Sims, chairman and chief executive officer of the Detroit architectural firm Sims-Varner & Associates, "has also shared his unique professional talent as an architect and his outstanding knowledge regarding construction and design with the university, at no cost and at the sacrifice of his personal time, saving the institution from critical problems and conserving financial resources."▼

Faces Tell a Story in Study of Psychological Repression

Two Oakland University psychologists are studying hundreds of faces — angry faces, frightened faces, sad faces — to gain a better understanding of the processes involved in repression.

Professor Ranald Hansen says the research looks at emotion and its impact on memory and on the interaction of emotion and cognition (conscious appraisal of a stimulus).

Hansen explains that repression involves a person's blocking out certain memories, usually fairly intense negative emotions like fear, anger or embarrassment. "The memories are there, you just cannot access them," he explains.

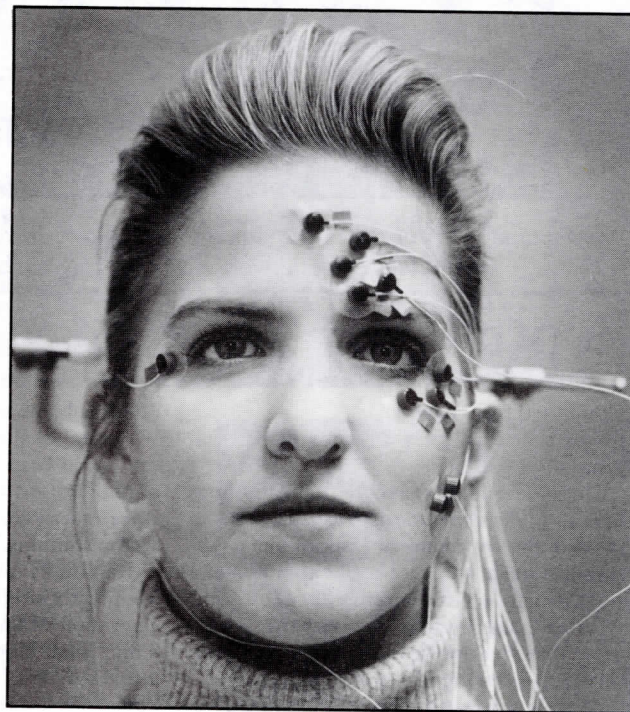
The research is being conducted with a three-year, \$225,000 grant from the National Institutes of Mental Health under the direction of Hansen and his wife, Christine, who

is an assistant professor of psychology. They are assisted by eight undergraduates who are running the psychophysiology laboratory in the Department of Psychology.

The researchers have studied nearly 300 subjects thus far. "The subjects' psychophysiological responses to other human faces showing primitive emotions are measured as frequently as 1,000 times a second," Ranald Hansen explains. "Eye, facial muscle and psychological responses are charted."

The professor says he believes "psychophysiological measurements taken of the subjects will show that we have emotional reactions to another person's frightened or angry face before we are fully aware of the emotion that the person is expressing. Another

(Continued on page 2)



Morgan Caskey demonstrates the procedure used to measure a subject's reaction to photographs.

Five Candidates Named in Vice Presidential Search

Five candidates for the position of vice president of university relations have been identified.

Interviews with the candidates have begun, and the process involves the entire university community. The candidates were selected by a search committee, chaired by George Stevens, dean of the School of Business Administration, with the concurrence of President Sandra Packard.

The candidates are:

Philip J. Brunskill, assistant to the president and former director of the development at the University of Buffalo Foundation, State University of New York at Buffalo. Brunskill has prior development and public affairs experience at Chautauqua Institution, N.Y., and at Baldwin College. He directed fund-raising campaigns for SUNY-Buffalo and Chautauqua Institution. At Albion College, he secured \$15 million in capital/endowment gifts. His campus visit has concluded.

Bernard Loposer, executive director for development and alumni relations, University of Nevada, Reno Foundation. He is directing a capital campaign (1991-95) with a \$105 million goal. Previous experience includes director of the Office of Development

and Public Relations at Washington State University, vice president for development at Phillips University, and director of college and university marketing for Omni Media Corp., Lenexa, Kansas. A public reception for Loposer is scheduled for 2:30-4 p.m. December 11 in the Oakland Center Fireside Lounge.

W. Michael Chertok, a consultant. Most recently he was vice president for university relations at Xavier University in Cincinnati. Prior experience includes serving as executive director of development and associate vice president for development at the University of Houston. A public reception for Chertok is slated for 2:30-4 p.m. December 16 in the Fireside Lounge.

Richard Dressner, special assistant to the chancellor for university development and vice president for institutional advancement, State University College at Buffalo. He has also been executive director of Buffalo State College Foundation, and associate vice president for corporate relations and executive director of the University of Albany Foundation. His reception is scheduled for 2:30-4 p.m. December 18.

Georgina Borton, director of major gifts

and director of corporate and foundation relations at the University of Pittsburgh. She has lengthy and varied experiences as director of special projects, executive associate to the vice president for public affairs and staff associate for public affairs. She also has broad experience in governmental relations, public relations, news, publications and alumni affairs. Her reception will be from 2:30-4 p.m. December 22 in the Fireside Lounge.

Borton and Brunskill are also certified fund-raising executives. The National Society for Fund-Raising Executives Certification Program offers fund-raising professionals with five or more years experience an opportunity to earn recognition for their experience and professionalism.

The finalists were selected from a pool of more than 120 candidates. Members of the university community who wish to comment on any of the candidates may do so by forwarding remarks to Stevens at 417 Varner Hall. The timetable calls for the president to select the new vice president in January.▼

Listening Post to Offer a Friendly Ear

Students looking for a place to turn to solve problems can try the Listening Post.

The Listening Post begins in January with volunteers from the campus ministry, faculty and staff on hand to assist students. The Listening Post will be a table in the Oakland Center, open from 10 a.m.-2 p.m. Monday-Thursday each week.

"It will be a safe place for students to explore ideas, clarify thinking, express frustration and share friendship," says David Herman, assistant vice president for student affairs and dean of students. "Students with problems will be referred to an appropriate office for assistance. The Listening Post will not be an academic advising center, a counseling center or a religious area. It will provide a new resource for students to use to assist in problem solving."

For details or to volunteer, call 370-3352.▼

Season's Greetings from the President

The holiday season is a time to celebrate with family and friends. As new members of the Oakland University community, Martin and I want to thank you for the warm reception you have given us. These are times we will always remember fondly.

The coming of the New Year also brings thoughts of renewal and of new opportunities. During these challenging economic times, we need to be prudent in using our financial resources so that we can continue to fulfill our important educational mission. To this end, I have chosen to forego the traditional holiday greeting card and communicate my greetings to you through this existing publication.

It is my hope that each of you will experience a year of progress and peace. I wish you a very happy holiday season!

Sincerely,

Sandra Packard

Sandra Packard
President



The university community is invited to join President Sandra Packard at the annual holiday reception at 3 p.m. December 18 in the Oakland Center Fireside Lounge.



Assistant Professor Karen Sheridan, left, and student Brenda Buford entertain a noon-time audience in the Oakland Center with an African drumming exhibition.

Repression

(Continued from page 1)

person's face triggers an immediate emotional response."

Christine Hansen says, "If these findings hold up under replication, they will lead us to question the conventional wisdom that a person must make a full conscious appraisal of a stimulus before having an emotional reaction."

Instead, the findings support those who argue that emotions can be triggered by automatic processing of stimuli.

The Hansens say their research could present an important avenue for investigating repression, and Randal Hansen notes that

"both subjects who are repressors and those who are not should show the same nonconcurrent facial responses to negative emotional stimuli but evidence a lesser facial response once conscious attention has been devoted to the stimulus."

Randal Hansen says "research demonstrating those effects would clearly document operation of the core mechanism of repression: initial emotional reactivity to negative stimuli that is blunted or disappears at the conscious level of processing."

The two scientists say that a better understanding of the interplay of emotion, mem-

Researcher Studies Light, Depression

People who get depressed in gloomy weather may be expressing a physiological as well as mental reaction, a professor in the Eye Research Institute says.

Sitaramayya Ari says light or its absence triggers reactions within the eye that can play a part in our mental attitude.

"A research interest of mine is the possible role of the retina in manic-depressive illness," Ari says. The retina, or back of the eye, is the area where light is converted into signals and transmitted to the brain.

"It has been known for many years that long periods of light-deprivation lead to depression and, more recently, it has been reported that bipolar or manic-depressive people have supersensitivity to light," Ari says.

A key in the research, Ari says, is a common salt, lithium chloride. "Lithium chloride has been used effectively in treating bipolar disease, and a lot of research is being directed at the exact role of lithium," Ari says.

Ari tries to locate biochemical reactions in rod photoreceptor cells in the retina that are affected by lithium. This metallic element (lithium) can moderately inhibit an important enzyme group called guanylate cyclase, Ari has discovered. The enzyme group plays a key role in helping the eye react to light.

Ari says he is investigating whether or not this effect of lithium on the guanylate cyclase enzymes is relevant to the light supersensitivity of bipolar patients.

Ari explains that when light enters the cornea and travels to the retina or back of the eye, complex and lightning-quick reactions are triggered among various proteins. A nucleotide called cyclic GMP is hydrolyzed in the cells "in the blink of an eye" Ari says, and changes the electrical property of those cells. This change creates light signals transmitted to cells in the retina and then to the brain.

The photoreceptor cells in the eye must replenish this cyclic GMP almost instantly if the eye is to continue to distinguish various shades of light. It is in the replenishing of this nucleotide that lithium appears to have an inhibiting role.

Ari says many neurons have an all or nothing reaction to a stimulus, but the cells in the retina react in direct proportion to the strength of the light stimulus, allowing us to adjust to see in dim or bright light.

The scientist says he is also looking at the enzymes guanylate cyclases and found there are two of these enzymes in photoreceptor rod outer segments, one regulated by calcium and the other by nitric oxide.

Ari's research is supported (1987-96) by the National Eye Institute of the National Institutes of Health.▼

Of Distinction ...

Items about professional activities or honors may be sent to the News Service, 104 NFH. Items run as space permits.

Phyllis Rooney, philosophy, presented *On Values in Science: Is the Epistemic/Non-Epistemic Distinction Useful?* at the Philosophy of Science Association biennial meeting in Chicago. Her paper was also published in *PSA 1992*, vol. 1.

Karl Gregory, business administration, has been elected vice president of the Black Caucus Foundation of Michigan.

Paul Ketchum, biological sciences, has been appointed to chair the membership committee of the American Society for Microbiology. The organization represents 40,000 microbiologists around the world. He has also published a paper in the journal, *Applied and Environmental Microbiology*, that reports on his work on how microorganisms metabolize nitrates, which under some conditions, can become major contaminants. Coauthor was **William Payne** of the University of Georgia in Athens.

Sid Mittra, business administration, appeared on *Oakland Perspective*, a cable television program.

A review of James G. Hunt's book, *Leadership: A New Synthesis*, by **Lizabeth Barclay**, business administration, appeared in the *Journal of Management*.

John Kim, business administration, wrote *Impact of Consumers' Confidence in Judgments about Missing Information on Product Evaluation*

for the *Journal of Business Research*. Coauthor was **Jeen-Su Lim** of the University of Toledo.

Susan Wood, art and art history, lectured on Early Christian Art in Rome for the Episcopal Church Women of Christ Church Cranbrook. She also lectured on High Fashion and Classical Reference: The Public Images of Imperial Roman Women for the same group. Wood's book review of Roman Art: Romulus to Constantine, by Nancy and Andrew Ramage, was published in the October issue of *American Journal of Archaeology*.

Ronald Sudol, rhetoric, communications and journalism, made presentations on writing assessment to faculty members at St. Clair County Community College and Rochester public schools, and to students enrolled in advanced placement English at Chippewa Valley High School.

Two students presented papers at the Autumn Immunology Conference in Chicago. **Andrew Dyer** described his studies on the *Recycling Capacity of Cytotoxic Lymphocytes in MHC-Restricted vs. Non-MHC-Restricted Cytotoxicity Reactions*. **Cary Isaacson** discussed *Pleiotropic Effects of Glucocorticoids on Cloned Cytotoxic Lymphocytes*. Both students have conducted undergraduate research in the laboratory of Dennis Callewaert, chemistry, and Institute for Biochemistry and Biotechnology. Their work is partially supported by the state Research Excellence Fund, and a Research Experiences for

Undergraduates grant from the National Science Foundation to the Department of Chemistry.

Denis Callewaert, chemistry, and Institute for Biochemistry and Biotechnology, and **F.H. Sarkar**, presented *Purified Prostaglandin Synthase-Mediated Activation of Aromatic Amines Mutagenic to Salmonella Typhimurium* at the eighth International Conference on Prostaglandins and Related Compounds in Montreal. Callewaert, **Virinder K. Moudgil**, biological sciences, **R. Waite** and **G. Radcliff** presented *Agonist and Antagonist Activities of RU486 on the Expression of Glucocorticoid-Responsive Genes in Human Natural Killer Cells* at the Meadow Brook Conference on Steroid Receptors in Health and Disease. It was held at Meadow Brook Hall. Callewaert also presented *Differential Regulation of Cloned Natural Killer and Cytotoxic T Lymphocytes by Glucocorticoids* at the eighth International Workshop on Natural Killer Cells in St. Petersburg, Fla. Copresenters were **C. Isaacson**, **P. Meyers** and **J. Urbain**. At the annual meeting of the American College of Gastroenterology, Callewaert presented *Neutrophil Mediated Injury to Gastric Mucosal Surface Cells*. Copresenters were **R. Kozol**, **A. Kopatsis** and **S. Fligiel**.

Denis Callewaert, chemistry, and Institute for Biochemistry and Biotechnology, wrote *Purified Prostaglandin H Synthase Activates Aromatic Amines to Derivatives that are Mutagenic to Salmonella Typhimurium*. It appeared in *Mutation Re-*

search. Coauthors were **F.H. Sarkar** and **G. Radcliff**. Callewaert also wrote *Adoptive Immunotherapy of Cancer: Biological Response Modifiers and Cytotoxic Cell Therapy for Biotherapy*. Coauthors were **G. Hillman**, **G. Haas** and **W. Wahl**. Callewaert also served as a member of a special National Institutes of Health Scientific Review Committee that evaluated *Implementation Grants for Gene Therapy Programs in Cancer Treatment*. This group conducted the initial scientific review of proposals to continue basic research and initiate clinical trials of gene therapy for the treatment of human cancer.

Baruch Cahlon, mathematical sciences, published an article, *On the Numerical Stability of Volterra Integrodifferential and Integral Equations in Computational and Applied Mathematics II*. Coauthor was **A. Deutz** of the University of Leiden.

Peter Shi and **Meir Shillor**, mathematical sciences, wrote *Existence of a Solution to the n Dimensional Problem of Thermoelastic Contact for Communications in Partial Differential Equations*.

Kevin Andrews, **Peter Shi** and **Meir Shillor**, mathematical sciences, published an article, *One Dimensional Thermoelastic Contact with a Stress Dependent Radiation Condition* for the *SIAM* journal of mathematical analysis. Another joint author was **A. Mikelić**.

Donald O. Mayer, management and marketing, wrote *Sovereign Immunity and the Moral Community* for the October issue of *Business Ethics Quarterly*.

The Campus Register

Funding Opportunities

Sources of external funding are provided by the Office of Research and Academic Development. Stop by 370 SFH or call 370-3222.

Department of Education

The department is encouraging applications for cooperative agreements and grants in basic energy sciences, biological and environmental research, fusion energy, scientific computing, field operations management, high energy and nuclear physics, and other areas. For-profits and nonprofits, including colleges and universities, are eligible to apply for \$500 million in funding. Applications will be accepted until October 31.

National Heart, Lung and Blood Institute

The institute invites applications to foster collaborative clinical research focusing on new and improved approaches for diagnosis, management and prevention of cardiovascular, lung and blood diseases in minorities. The project period is five years, and \$5 million is available for first-year funding of four to six collaborative groups. February 12 deadline for letters of intent; March 19 for applications.

National Institute on Deafness and Other Communications Disorders

The institute invites applications for research on identification and treatment of childhood language impairment in multi-cultural populations. Areas of interest include definition and characteristics of impaired language at varying ages in specific cultures; bilingual proficiency and language disorders, including factors such as type of exposure to English and age of English acquisition; ways to identify language differences and disorders across cultural groups; development of culture-fair evaluative measures; establishment of cultural norms for determining the presence of communication disorders; and development of culturally valid language sampling procedures and observational techniques, among others. February 1, June 1 and October 1 deadlines.

Nominations

At least two positions will be available next March on the Alumni Association Board of Directors.

The association's Nominating Committee needs to identify persons who wish to en-

hance their leadership skills, expand their personal and professional networks, and provide service to the university.

Prospects must be a current OUAA member, make a commitment to playing a leadership role in serving the university and alumni, agree to participate in bimonthly board meetings and one or more OUAA committees and activities, submit a resume or list of current or past volunteer activities, and submit a personal statement on why they wish to seek election.

If interested, submit your application materials to the Alumni Association at John Dodge House. The deadline is December 14. Call 370-2158 if you have questions.

Jobs

Information about job openings is available from the Employee Relations Department, 140 NFH.

- Vice president for academic affairs, executive, Office of Vice President for Academic Affairs.
- Vice president for finance and administra-

tion, executive, Office of Finance and Administration.

- Medical director, miscellaneous, Meadow Brook Health Enhancement Institute.
- Food handler I, AFSCME, Food Service.

Reaching Us ...

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. Copy deadline is noon Friday of the week preceding the publication date.

- **James Llewellyn**, News Service senior editor and news director, 370-3180
- **Jay Jackson**, *Oakland University News* editor, News Service staff writer, 370-4344, or E-mail at jacksonj@argo.acs.oakland.edu
- **Rick Smith**, Publications Department photographer, 370-4341
- News Service fax: 370-4249

Quote

"Injustice is relatively easy to bear; what stings is justice."

— H.L. Mencken

Bits & Pieces

Multicultural Funding Available

University departments and registered student organizations can apply for funding from the Multicultural Advisory Board for programs whose content promote cultural learning.

Application forms are available from the Office of Student Life, 144 Oakland Center. For details, call 370-3352.

PT Program Imposes Fee

The university Board of Trustees has approved the first special application fee for prospective students in physical therapy.

Students will pay \$50 when applying for the popular program. The School of Health Sciences estimates 100 students a year will file a formal application, thus generating \$5,000 in revenue. The \$5,000 will be used to offset the cost of printing and mailing information and application packets to prospective students, including those who do not officially apply.

Dean Ronald Olson noted that other schools charge similar application fees, with the range being \$10 to \$100. The \$50 fee is in addition to the regular \$25 undergraduate application fee.

The board approved the fee with Trustee Larry Chunovich voting against it. Trustee Howard Sims was absent.



President Sandra Packard, Governor John Engler and TV-2 news anchor Rich Fisher attended a Patron's Dinner at Meadow Brook Hall. Fisher is honorary chairperson of the annual Christmas Walk.

OU Seeking Spectrometer

Faculty researchers may no longer have to drive to downtown Detroit to conduct experiments on a spectrometer.

Researchers now have access to a spectrometer at Henry Ford Hospital in Detroit, but the university is looking into purchasing a nuclear magnetic resonance spectrometer of its own. It would be shared by the Eye Research Institute and the departments of chemistry, biological sciences and physics.

The equipment will not be purchased until all of the estimated \$260,000 needed is identified. The Oakland University Foundation has pledged \$80,000 and another \$80,000 from an estate given to the university has been set aside. Dr. Jan Bennett, an alumna, and Ronald Bennett have agreed to lead a fund-raising program to raise the balance.

Second Chance on 'Phantom'

You can still get tickets to see *The Phantom of the Opera* at the Masonic Temple in Detroit.

The play's run is being extended from February 15-20. Budget Director Pat Nicosia has obtained three more ticket blocks for 8 p.m. performances February 16-18. Each block consists of 100 main floor tickets at \$55 each and balcony seats at \$22.50. To order, send a check payable to Nicosia in 100 NFH. Note the date you prefer, the number of tickets and the price.

If you need additional information, call Nicosia at home, 375-0419. He asks that you not call the Budget Office about tickets.

Home for Sale

A brick, trilevel house in the Meadow Brook subdivision is listed for sale at \$102,000. The house has three bedrooms, 1.5 baths, a fireplace, a large family room and an attached garage. For information, call Dean Purcell at 375-0763 or 370-2305.



Near the Peak Soccer Team Short of National Championship

By any standard, the Oakland University soccer team had a successful season.

The season ended one game earlier than the team had hoped, but regardless, the team equaled the school record for wins in a season and set new scoring marks.

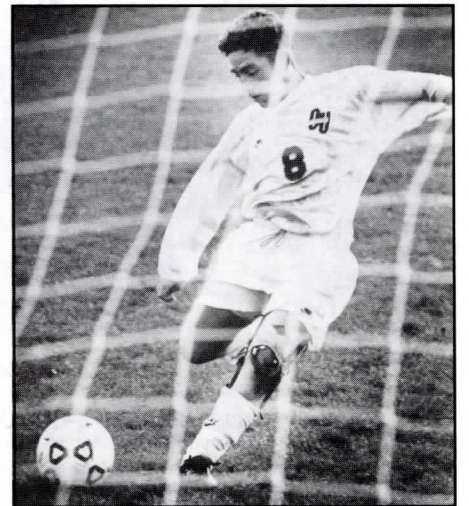
The Pioneers made it to the NCAA Division II national championship Final Four, where they lost, 3-1, to the University of Tampa in their first game on December 4. Tampa lost the championship game to Southern Connecticut State University.

Oakland ended the season with an 18-3-1 record, which tied the 1983 mark for most victories. The trip to Tampa represented the fifth time in 20 years that Oakland has made it to the Final Four. It was also Oakland's sev-

enth straight trip to the NCAA tournament, the longest streak in Division II, and was the 10th post-season trip in 11 years.

This year's team set school records for goals (80), assists (99) and points (259). The team was seventh nationally in both scoring and defense. Individually, sophomore Eli Tiomkin scored a school record 51 points and equaled the school record with 20 goals. He was ninth in the nation in scoring. Sophomore Mali Walton was 12th nationally in scoring with 17 goals and 14 assists. Junior goalkeeper Mike Sheehy was 10th nationally in goals-against-average at 0.97.

Coach Gary Parsons now has a career record of 181-48-23 in 12 seasons at Oakland.▼



Sophomore Andrew Wagstaff, in action earlier this season, fires in one of his 11 goals.

Panelists Say AIDS is Much More than a Health Issue

Experts on employer-employee relations say AIDS is one health issue at work whose ramifications extend beyond medical costs.

Of equal concern, panelists at a recent *AIDS in the Work Place* discussion on campus said, is how employers react to persons with AIDS and how they ensure an AIDS patient does not suffer discrimination. (Oakland University's policy on HIV/AIDS is published below.)

The panelists were invited to campus by the School of Business Administration, which sponsored the discussion with the business program at the University of Detroit-Mercy.

Panelists were Walter Connelly, an attorney with Miller Canfield Paddock & Stone; Bea Denard, risk manager with MichCon; Mike Whitty, associate professor of management, U-D Mercy; Howard Schwartz, associate professor of management, Oakland; and

Mike Sugameli, attorney and part-time instructor in management at Oakland.

Witty said effective corporate responses to AIDS are rooted in good communications. That means creating a work culture of compassion for persons who are ill, he added. "Our challenge is to get ahold of our guts, our brains and our compassion," he said.

Denard said MichCon first considered the AIDS issue in 1987, and at the time was admittedly ignorant of how widespread the disease would become. "We thought it would remain in California or New York, and not spread into our nice, clean work environment at MichCon in downtown Detroit," she said.

The company decided "we'd better take another approach and become smarter," Denard said. That meant looking at safety issues for all employees and dispelling myths, plus getting a grasp of health costs.

Denard said it is important for businesses

to make a strong stand that harassment and discrimination will not be tolerated.

"Helping your employees and being compassionate with your employees is a very wise business decision," she added.

Connelly stressed the nondiscrimination angle, but from a legal perspective. "I don't care about how you feel about AIDS," he said, "just as long as you understand that you're going to be sued if you discriminate."

The courts will side with persons who are infected with HIV, the virus which leads to AIDS, and AIDS patients, Connelly said, as long as they are able to perform their jobs.

The attorney said employers and their managers will need to accommodate persons with HIV or AIDS. Those accommodations may mean changing the work site to make it easier to do the job, or restructuring the job to make it easier for the person to fulfill tasks.▼

Oakland University Presidential Statement on HIV/AIDS

I. Background Information

Human Immunodeficiency Virus (HIV) and Acquired Immune Deficiency Syndrome (AIDS) have been determined by the United States surgeon general to be very serious health disorders. Persons suffering from HIV/AIDS have developed a defect in the functioning of their immune systems and become susceptible to certain opportunistic infections. HIV/AIDS is contagious under certain conditions.

Oakland University recognizes that the disease has generated controversy and a high level of public anxiety. Myths and misinformation about HIV/AIDS have contributed to the climate of fear surrounding this disease. Education about the disease, the means of transmittal, and the methods of prevention is an important response to the HIV/AIDS threat. The university is committed to promoting such education.

Information available at this time from the United States surgeon general and the Centers for Disease Control indicates that HIV/AIDS is not transmitted by casual, nonsexual contact. HIV/AIDS is transmitted by intimate sexual conduct, exposure to contaminated blood, the sharing of intravenous needles and may be passed intrauterine from mother to fetus. Current research indicates that in the absence of the previously stated contacts, normal conditions relating to working together, swimming in public swimming pools, using a restroom, or sharing a classroom or residence hall room does not result in the transmittal of HIV/AIDS. Oakland University is concerned about providing a safe environment for students,

employees and the public. The institution is also concerned that the rights of persons who develop HIV/AIDS are protected.

II. Position Statement

An individual with HIV/AIDS is protected by the provisions of the Michigan Handicappers' Civil Rights Act, and the federal Americans with Disabilities Act. Oakland University's Equal Opportunity Policy affirms that no person shall be discriminated against on the basis of handicap. Accordingly, the university will strive to protect the rights of all individuals under the law. The university shall address each HIV/AIDS situation individually, on a case-by-case basis, in consideration of the health and safety factors involved.

III. Inquiries

Question and concerns regarding HIV/AIDS should be directed to:

- the dean of students, if there is reason to believe a student has HIV/AIDS; or
- the director of employee relations, if there is reason to believe that a staff member has HIV/AIDS; or
- the vice president for academic affairs, if there is reason to believe a faculty member has HIV/AIDS.

Questions and concerns regarding interference with personal rights may be directed to the above mentioned persons, as appropriate, or to the director of the Office of Equal Opportunity.

The university encourages students and employees to contact the Graham Health Center for medical information about HIV/AIDS.

Further information may be obtained by calling

the state sponsored AIDS hotline at 1-800-872-AIDS. Appointments for confidential or anonymous testing conducted at no charge by the Oakland County Health Department may be arranged by calling 858-5220 in North Oakland County or 424-7155 in South Oakland County. Confidential testing is provided at the Graham Health Center, on Monday 9-11 a.m. and Tuesday 1-4 p.m., for a fee of \$25. Please call 370-2341 for further information.

IV. Guidelines

In cases where the safety of students, employees, or the public is called into question, an investigation may be conducted. Prior to conducting any investigation, however, the individual about whom the report is made shall be notified and given an opportunity to discuss the matter, unless there is an emergency situation that requires immediate action. Any investigation will be conducted by the dean of students, the director of employee relations, the vice president for academic affairs, or the director of the Office of Equal Opportunity, as appropriate. Confidentiality will be maintained in accordance with state and federal law and university policies and obligations.

The university physician and the general counsel shall be consulted as necessary in determining medical and legal aspects of each individual situation. Recommendations of actions that should be taken to protect the health and welfare of any individuals and the university community shall be made to the appropriate vice president and the president.▼

Faculty Personnel/Grant Decisions

The following personnel actions within the faculty and grants for research were presented to the Board of Trustees at its November meeting.

Adjunct Appointments

- **George Williams**, clinical associate professor of biomedical sciences, August 15, 1992 to August 14, 1994.

Leave of Absence

- **David Daniels**, professor of music, sabbatical leave from January 4, 1993 through April 28, 1993.
- **Robert Edgerton**, professor of engineering, sabbatical leave from August 31, 1993 through December 18, 1993. (Supersedes previous board action that placed him on sabbatical during winter semester. Change made at request of department chairperson.)
- **Albert Meehan**, assistant professor of sociology, leave from January 4, 1993 through April 28, 1993.

Resignation

- **Almira Karabeg**, assistant professor of mathematical sciences, effective December 31, to accept a position at the University of Oslo in Norway.

Research Grants

- To **Howard Splete**, professor of education, and **Judith Hoppin**, Continuum Center associate director, \$116,568 from the National Occupational Information Coordinating Committee for developing a National Career Development Training Institute.
- To **Satish Walia**, assistant professor of biological sciences, \$134,302 from the Environmental Protection Agency for *Genotoxicity Evaluation of Polychlorinated Biphenyls and Their Metabolites*.
- To **Joyce Esterberg**, program manager, Department of Placement and Career Services, \$75,000 from Oakland County Employment and Training for *JTPA Regular Work Experience and Employment Development Services*.

'Christmas Carol' Lights Up MBT

The folks at Meadow Brook Theatre must know something: *A Christmas Carol* is back for its 11th season.

Now in its 11th season, *A Christmas Carol* with Ebenezer Scrooge, Tiny Tim and all the favorites of Dickens' classic is on the Meadow Brook stage.

Performances continue now through January 3. The story, about a miserly merchant who learns the meaning of Christmas from a crippled child, has been adapted for the stage by Charles Nolte, who directs the production. Nolte is a theatre professor at the University of Minnesota and artistic director of its five theatres.

Hollywood and Broadway actor Booth Colman returns to play Ebenezer Scrooge. One of Meadow Brook's most distinguished actors, Colman has consistently won audience and critical praise for his leading roles at Meadow Brook. In 1992, he won the Best Actor Award from the *Detroit Free Press*.

The popular show sells quickly, and audiences are urged to call 370-3300 early for tickets. The production is presented with support of GMAC Financial Services.▼

ERD Suggests Mid-year Reviews

The Employee Relations Department suggests that administrative-professional and excluded clerical-technical employees consider meeting now with their supervisors for mid-year performance appraisals.

In October and November, all supervisors of APs and excluded CTs received a memo

from the ERD notifying them that they should meet with their employees to review job expectations and to provide a performance progress review.

By meeting with supervisors now, staff members who will be appraised next spring can make sure that expectations are clear, be sure the supervisor is aware of performance to date, and be sure the supervisor is apprised of factors affecting performance.

In March, ERD will present several training sessions focusing on the performance system for APs and excluded CTs. The sessions will review the procedures of the appraisal system, expand on the definitions of performance ratings and illustrate written documentation/explanations for ratings.

The training sessions will also discuss how to conduct an effective performance appraisal and provide an overview of a performance appraisal cycle. The cycle includes performance planning, observation, documentation and communication. ERD recommends that all supervisors of APs and excluded CTs attend the training sessions, details of which will be announced later.

If you have questions about the process, call Victoria Y. Junior at 370-3480.▼

December Employee of the Month

EMPLOYEE:

Shirley Cobb

POSITION:

Senior secretary

DEPARTMENT:

Office of the President

LENGTH OF OU SERVICE:

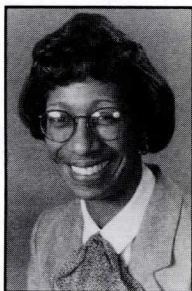
25 years

EMPLOYMENT HISTORY AT OU:

Secretary, Upward Bound; senior department secretary, Student Services; employee relations assistant, Employee Relations Department; senior secretary, Office of the President.

UNIVERSITY SERVICE:

Women of Oakland University, past treasurer and current member; MSU Federal Credit Union, past ambassador; and Pontiac



Cobb

General Hospital/OU Christmas Project, coordinator.

PLAUDITS OF OTHERS:

- "After transferring to the Employee Relations Department in 1973, Shirley dutifully assisted in keeping the ship afloat during an extended period of turmoil created by a frequent turnover in the administration of that department. From 1973 to mid-1980, Shirley easily adapted to four changes in supervision. She became a veritable fountain of knowledge during her tenure in employee relations and always willingly shared that knowledge to make the job easier for those around her."
- "Shirley has served as senior secretary to three university presidents. She handles an enormous work load, is exceptionally helpful to all who call upon the president's office and maintains a warm and cheery composure at all times."
- "Shirley is a very positive first point of con-

tact for many community members and representatives."

- "Shirley's commitment to her job and to Oakland, and her concern for others, are reflected in her many activities 'beyond the call of duty' and after normal work hours. Many employee recognition events, student-centered activities and other morale-building events at Oakland have benefited from her contributions of time, energy and considerable skills."
- "Shirley is a positive role model. She has influenced many by teaching positive values and a strong work ethic."
- "Shirley is the very best OU has to offer in service and caring."

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

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

Events

DECEMBER

- 11 — University community reception for candidate for vice president of university relations, 2:30-4 p.m., Oakland Center Fireside Lounge.
- 11-13 — Meadow Brook Estate Holiday Concert, times vary, Varner Recital Hall. Admission. Sponsored by Department of Music, Theatre and Dance. 370-3013.
- 18 — Film, *It's a Wonderful Life*, 8 p.m., Beer Lake Yacht Club. Free. Sponsored by Student Program Board. 370-4295.
- 10 — University Senate meeting, 3:10 p.m., Oakland Center Oakland Room. 370-2190.
- 10-13 — Meadow Brook Estate holiday concert, various times, Varner Recital Hall. Admission. Sponsored by Department of Music, Theatre and Dance. 370-3013.
- 12 — Women's and men's basketball with Lake Superior State University, 1 and 3 p.m. games, Lepley Sports Center. Admission. 370-3190.
- 15 — Bible Study for faculty, staff and students, noon-1 p.m., 125 Oakland Center. Free. Victoria Junior at 370-3480.
- 16 — University community reception for candidate for vice president of university relations, 2:30-4 p.m., Oakland Center Fireside Lounge.
- 18 — University community reception for candidate for vice president of university relations, 2:30-4 p.m., Oakland Center Fireside Lounge.
- 19 — Women's and men's basketball with Hillsdale College, 1 and 3 p.m., Lepley Sports Center. Admission. 370-3190.
- 21 — Opera Workshop, 8 p.m., Varner Lab Theatre, free. Sponsored by Department of Music, Theatre and Dance. 370-3013.
- 21 — Women's basketball with Slippery Rock Uni-

versity, 6 p.m., Lepley Sports Center. Admission. 370-3190.

- 22 — University community reception for candidate for vice president of university relations, 2:30-4 p.m., Oakland Center Fireside Lounge.
- 29-30 — Men's Bankshot Basketball Classic with Oakland, Alma College, University of Michigan-Dearborn and Spring Arbor College, Lepley Sports Center. Admission. 370-3190.

JANUARY

- 7-31 — Play, "Master Harold" ... And the Boys, Meadow Brook Theatre. Times vary. Admission. 370-3033.
- 8 — Men's and women's swimming and diving with University of Western Ontario, 7 p.m., Lepley Sports Center. Admission. 370-3190.
- 8-9 — Eisenhower Dance Ensemble with Pick of the Crop Dance and Music Ensemble of Buffalo, N.Y., 8 p.m., Varner Studio Theatre. Admission. Sponsored by Department of Music, Theatre and Dance. 370-3013.
- 12 — Personal appointments with TIAA/CREF retirement counselor. Call Staff Benefits Office, 370-3483, for an appointment.
- 13 — Personal appointments with Fidelity Investments retirement counselor. Call Staff Benefits Office, 370-3483, for an appointment.
- 14 — University Senate meeting, 3:10 p.m., Oakland Center Oakland Room. 370-2190.
- 14 — Women's and men's basketball with Northwood Institute, 5:30 and 7:30 p.m. games, Lepley Sports Center. Admission. 370-3190.
- 16 — Theatrical duet, *Laughing Wild*, with faculty members Karen Sheridan and Michael Gillespie, 8 p.m., Varner Recital Hall. Admission.

Sponsored by Department of Music, Theatre and Dance. 370-3013.

- 22 — Men's and women's swimming and diving with Kenyon College, 2 p.m. women, 4 p.m. men, Lepley Sports Center. Admission. 370-3190.
- 23 — Women's and men's basketball with Wayne State University, 1 and 3 p.m. games, Lepley Sports Center. Admission. 370-3190.
- 23 — Pontiac-Oakland Symphony cabaret pops concert, 7 p.m., Roma's of Bloomfield. Admission. 370-3013.
- 25 — Men's basketball with Mercyhurst College, 7:30 p.m., Lepley Sports Center. Admission. 370-3190.
- 27 — Women's basketball with Mercyhurst College, 7 p.m., Lepley Sports Center. Admission. 370-3190.
- 29 — Men's swimming and diving with Cal-State Bakersfield (telephone meet), 5 p.m., Lepley Sports Center. Admission. 370-3190.
- 30 — Trio Aventura, 8 p.m., Varner Recital Hall. Admission. Sponsored by Department of Music, Theatre and Dance. 370-3013.

FEBRUARY

- 2 — Personal appointments with Fidelity Investments retirement counselor. Call Staff Benefits Office, 370-3483, for an appointment.
- 3 — Personal appointments with TIAA/CREF retirement counselor. Call Staff Benefits Office, 370-3483, for an appointment.
- 4 — Women's and men's basketball with Ferris State University, 5:30 and 7:30 p.m. games, Lepley Sports Center. Admission. 370-3190.
- 6 — Evening with the Arts benefit gala featuring faculty members, 8 p.m., Varner Recital Hall.

Admission. Sponsored by Department of Music, Theatre and Dance. 370-3013.

- 11-March 7 — Play, *Plaza Suite*, Meadow Brook Theatre. Times vary. Admission. 370-3033.
- 11 — Women's and men's basketball with Northern Michigan University, 5:30 and 7:30 p.m. games, Lepley Sports Center. Admission. 370-3190.
- 12-21 — Musical revue, *Broadway, Baby!* various times on weekends, Varner Studio Theatre. Admission. Sponsored by Department of Music, Theatre and Dance. 370-3013.
- 13 — Women's and men's basketball with Michigan Technological University, 1 and 3 p.m. games, Lepley Sports Center. Admission. 370-3190.
- 18 — University Senate meeting, 3:10 p.m., Oakland Center Oakland Room. 370-2190.
- 20 — Women's and men's basketball with Saginaw Valley State University, 1 and 3 p.m. games, Lepley Sports Center. Admission. 370-3190.
- 21 — Pontiac-Oakland Symphony young artists concert, 3 p.m., Varner Recital Hall. Admission. 370-3013.
- 25 — Women's and men's basketball with Grand Valley State University, 5:30 and 7:30 p.m. games, Lepley Sports Center. Admission. 370-3190.
- MARCH**
- 2 — Personal appointments with TIAA/CREF retirement counselor. Call Staff Benefits Office, 370-3483, for an appointment.
- 3 — Personal appointments with Fidelity Investments retirement counselor. Call Staff Benefits Office, 370-3483, for an appointment.
- 3-4 and 6 — American College Dance Festival Association Great Lakes Regional Festival. Various times and performers. Varner Recital Hall. Admission. 370-3013.
- 11-14 — Play, *Diviners*, various times, Varner Lab Theatre. Admission. Sponsored by Department of Music, Theatre and Dance. 370-3013.
- 13 — Impact jazz sextet, 8 p.m., Varner Recital Hall. Admission. Sponsored by Department of Music, Theatre and Dance. 370-3013.
- 18-April 11 — Play, *Dr. Jekyll and Mr. Hyde*, Meadow Brook Theatre. Times vary. Admission. 370-3033.
- 18 — University Senate meeting, 3:10 p.m., Oakland Center Oakland Room. 370-2190.
- 18 — Women's tennis with Northwood Institute, 1 p.m., Lepley Sports Center. Free. 370-3190.

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