



# OAKLAND UNIVERSITY

## News

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A publication for faculty and staff

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Pamela Masters of Flowers by Us in Utica puts the finishing touches on her reindeer. Masters created the ice sculpture for the Meadow Brook Hall Christmas Walk, which continues through December 11. Masters started with a 400-pound block of ice and whittled it down to about 250 pounds. She was among 36 florists and display artists who decorated Meadow Brook Hall.

## President Extends Holiday Greetings to University Community

President Joseph E. Champagne offers the following message for the holiday season:

"Each year brings new challenges and rewards. During 1988, we accomplished a great deal throughout the university community and renewed our pride in Oakland

as a result of the self-study for our accreditation process next year.

"As we begin to celebrate the holiday season and look forward to the New Year, Emilie and I extend a holiday greeting to each of you, and those you love, for a lifetime of peace, hope, and joy."▼

## All Invited to December 19 Reception

All university faculty and staff members are cordially invited by the president to attend a holiday reception from 1-3 p.m. De-

cember 19 in the Oakland Center Fireside Lounge.

President Joseph E. Champagne and Provost Keith R. Kleckner will host the event.▼

## 'Odyssey' Explores Faculty Research

A new publication focusing on research topics at Oakland has come off the presses.

*Odyssey Research Monographs* will be sent to the scholarly community interested in the topic of each issue.

The monographs will be issued annually and distributed to scholars interested in the subject of the monograph, said Brian Murphy, director of the Honors College. He and Mary Otto, director of the Office of Research and Academic Development, serve as editors.

"We hope for it to highlight the research and scholarly achievements of the faculty," Murphy said.

Many of the *Odyssey Research Monographs* will focus on research of special interest to Michigan. The inaugural issue presents an index of monuments in Oakland County by John S. Bantel, John B. Cameron and Wesley P. Hanks.

Funding for *Odyssey* is provided by Keith R. Kleckner, senior vice president for university affairs and provost.

A limited number of copies of *Odyssey* are available from the Honors College.

Murphy notes that the other *Odyssey* on campus, concerning the humanities, will continue publication.▼

## Almost!

## Soccer Team Fourth in NCAA Tourney

The men's soccer team ended its season in fourth place in the country after losing in the first round of the NCAA Division II national championship tournament.

Coach Gary Parsons' squad lost 3-1 in double overtime to tournament host California State University-Northridge on December 3. Northridge advanced to the championship game to play Florida Institute of Technology, which won that game, 3-2. FIT made it to the championship game by defeating defending champion Southern Connecticut State University.

Oakland's only score came at 37:45 on a goal by sophomore forward Paul Phillips. Brothers Alan and John Stewart assisted Phillips. Northridge had scored earlier in the contest, and the game remained tied

throughout the first 10-minute overtime period.

The soccer team made it to the Final Four by beating the University of Missouri-St. Louis on November 20 in a game played at Oakland. That win sent the team into the finals with a 17-2-3 season record and ranked second in the nation.

Winning has not been out of the ordinary for Parsons and his teams. Since coming to Oakland in 1981, he has compiled a 105-29-12 record. His teams made it to the NCAA semifinal round in 1982 and '83, to the NCAA first round in 1984 and '87 and to the NCAA finals in 1986. He has never won fewer than 14 games in a season at Oakland. Last season, he won his fourth Mid-east Coach of the Year honor.▼

## Construction Project Requests Dispatched to State Officials

A 1989-90 construction "wish list" includes a new science building, classroom-office building and maintenance facility.

The capital-outlay projects, approved by the Board of Trustees, have been submitted to the state Department of Management and Budget. The three priority facilities would total \$45.7 million, but no state funds have been received to date.

In addition, trustees requested \$7 million to complete construction of the Kresge Library addition and nine lump-sum allocations for remodeling/additions or special maintenance.

The science building is the top priority building project with a cost of \$28,868,000. The university is asking for \$837,500 for fiscal 1989-90. The facility would alleviate marked shortages of laboratory, classroom and office space and specialized facilities. The shortages are made more critical by the shift in enrollment trends to technologically oriented programs and by increased research on the part of faculty and students.

The university also seeks \$578,500 in 1989-90 toward a \$16,071,000 classroom-office building. The facility would provide

needed classroom and office space for both day and evening classes.

In addition, OU is asking for a \$2,820,000 maintenance facility with \$83,700 of that total requested for next year. The building will consolidate and provide additional room for needed services that are now spread throughout campus. Some of those service operations are housed in a horse barn originally constructed in the 1930s.

Remodeling, additions or special maintenance requests include: \$349,000 for an addition to the Public Safety and Services area; \$98,600 for classroom renovations in Dodge Hall; \$92,400 for high voltage switchgear maintenance; \$210,000 for replacement of high-temperature hot water lines to serve Wilson and Dodge Halls; \$89,000 for replacement of exterior entrances and doorways; \$61,200 to begin additional classroom renovations; \$58,000 for replacement of high-temperature hot-water supply pumps; \$487,000 for air conditioning in Hannah Hall; and \$336,600 to modify existing structures for handicapped accessibility.▼

## Quartets, Chorus to Perform

This weekend will be a good one at the Center for the Arts for those who appreciate fine choral and string music.

On December 9, the University Chorus will present a concert of 20th century sacred music. It will be followed December 11 by a concert featuring the Lafayette String Quartet and the Augustine Quartet.

The University Chorus will perform at 8 p.m. in a program featuring Alan Hovhaness' *Magnificat*, Op. 157, John Rutter's *Gloria* and Andrew Lloyd Webber's *Pie Jesu*. In keeping with tradition, the concert will end with a sing-along of yuletide carols.

Conductor John Douras, director of university choruses for the past 22 years, blends voices from the university and the community in this special program. The chorus will be joined by a full orchestra and a brass choir. The audience will also be treated to the sounds of the tracker-action pipe organ in Varner Recital Hall.

On Sunday, two of the country's premier quartets will bring their sophisticated musical artistry to the recital hall.

The Augustine Quartet and the Lafayette String Quartet will perform at 3 p.m. Both quartets have won numerous con-

tests and are considered among the elite of rising talents. The two quartets share a fellowship at the Eastman School of Music in Rochester, N.Y., where they study with the Cleveland Quartet. The Lafayette is also quartet-in-residence at Oakland University.

The concert's highlight will be Mendelssohn's *Octet in E flat Major* performed by both quartets. The Mendelssohn octet is seldom performed and is one of the most beloved works in the chamber music literature.

Separately, the Lafayette will perform Beethoven's *Quartet in F Major*, Op. 18, No. 1. The Augustine will play Beethoven's *Quartet in f minor*, Op. 95. The selections are the standards by which all string quartets are judged.

Following the concert, the audience may attend a reception to meet the quartet members.

Tickets to both concerts may be obtained from the Center for the Arts box office, 370-3013.▼



# Oakland Students Gain from Humanity of Her Teaching

## Ann Marie Douglas Stresses the Personal Side of Nursing

Ann Marie Douglas will never forget a dictate from an early teacher — never leave alone the patient who was bringing life or the patient who was leaving life.

The 67-year-old nurse-educator shares that humanity and 48 years of experience with Oakland nursing students.

The stint as visiting professor of nursing resulted from her long friendship with Dean Andrea Lindell of the School of Nursing.

Douglas had never before lived in the Midwest, but a post-card campaign extolling the virtues of Michigan carried the day. The cards came from Dean Lindell "who can be very tenacious," says Douglas.

The nurse had taught Lindell while the latter worked on her master's and doctoral degrees at Catholic University of America in the mid-1970s.

For the past six years, Douglas has visited OU twice yearly to consult on the curriculum. Her previous positions included West Virginia, Maryland and Washington, D.C. Even her native New York City was preferable to a Michigan winter, Douglas had reasoned, and she had never lived in the Midwest.

Douglas is philosophical about the move, saying it "might be a good experience" and noting that "they say the Midwest is the place where all the values of America are still intact."

At OU, Douglas is teaching broadly in nursing, taking over courses for the late nursing professor Anna Dugan. Douglas is a specialist in psychiatric nursing and will add two courses, an undergraduate offering in nurse-patient relationships and a graduate course on issues in nursing.

Despite 48 years in practice and in nursing education, Douglas is in her first position at a state-supported university. She lauds the institution for its programs in the liberal arts, calling the area critical to the training of young nurses.

Douglas says "nursing is really a tremendous human service." She constantly reminds students that "we cannot become ro-



Ann Marie Douglas takes her personal approach to teaching directly to the students. The nurse-educator came to Oakland at the urging of Dean Andrea Lindell of the School of Nursing. Douglas had taught Lindell at Catholic University of America.

bots" and that each patient is special. The professor explains this is why the humanities are so important. "Students get a picture of the people they will have to take care of."

In fact, "The biggest continuing need is to work in the area of nursing humanities," Douglas claims. "We need to see patients as persons who need specific help relative to what is wrong, but we also need to see them as people who are suffering, who are in torment. We know all the right things to do in terms of machinery and medication, but we don't deal with the humanity of that person."

Some OU students have expressed fear about starting their clinical work, worrying about making a mistake. Douglas tells them to do their best and to care about the patient, not just the system. "Patients are always glad to see the students because they are fresh and eager to help and caring, and I tell those students that you bring joy and comfort into the lives of these patients," she says.

Douglas is a nationally known teacher, writer and lecturer. Douglas jokes she is shooting for 50 years in nursing and then

"somebody will give me a gold watch and send me home."

Douglas has also held major positions at Allentown College of St. Francis de Sales; Georgetown University, where she was a long-time faculty member and dean from 1963-1967; and Catholic University of America. She served as project director of Continuing Education for Nurse Academic Administrators at the American Association of Colleges of Nursing.

— By Jim Llewellyn

## University Mourns Death of Robert Donald

The university community lost another of its faculty members November 29 with the passing of Associate Professor Robert Donald, who died following a long illness.

Mr. Donald, 55, was a respected member of the Department of English faculty, having come to Oakland in 1967 as a research associate. In his latest assignment, he directed the Academic Skills Center. He taught in Detroit schools before coming to Oakland.

"We have all lost a trusted and revered colleague, an individual for whom the term 'gentleman and scholar' was superbly fitting," said Keith R. Kleckner, senior vice president for university affairs and provost.

Mr. Donald, a native of Meridian, Miss., received his bachelor's degree from Xavier University and his master's from the University of Detroit. He received a Ford Foundation Advanced Study Fellowship in 1970-71 to work toward a doctorate.

Among his research interests were reading lessons for use in secondary schools and oral language programs for secondary school students. His book, *The Wonderful World of Words*, promoted the use of proper English, which he referred to as "the prestige dialect."▼

## Our People

Send items to the News Service, 104 NFH. Brevity wins in the race for space.

### PUBLICATIONS

- The *Journal of South Asian Literature*, of which Carlo Coppola, Hindi-Urdu, is editor, celebrated its 25th anniversary by publishing a 250-page anthology.

- Ian Bradbury, mathematical sciences, authored a paper, *Approximations to Permutation Distributions in the Completely Randomized Design*, for *Communications in Statistics (Theory and Methods)*.

- An update of a volume of poetry (*Baaz-diid, or Visitation*) by Munibur Rahman, Hindi-Urdu, has been published by Katyd Press.

- An article by Barbara Mabee, German, 'Im Totenspiel ungewisser Bedeutung': *Antirassistische Assoziationsräume in der Lyrik von Sarah Kirsch*, appeared in *Jahrbuch zur Literatur in der DDR* 6.

- James McKay and Stuart Wang, mathematical sciences, coauthored papers in *The Journal of Pure and Applied Algebra*. They were *An Elementary Proof of the Automorphism Theorem for the Polynomial Ring in Two Variables* and *On the Inversion Formula for Two Polynomials in Two Variables*. The same issue of this journal contains the paper, *On Face Polynomials*, which is coauthored by McKay, Wang and T.T. Moh of Purdue University.

### PRESENTATIONS

- Mary E. Eddy, nursing, delivered a paper, *Dimensions of Climate in Schools of Nursing*, at the fifth annual Research Day at the University of North Dakota.

- Norman Kloosterman, nursing, gave a

presentation at Brent Hospital in Detroit on caring for the person with AIDS.

- Patricia Montenegro, Spanish, read a paper, *History in the Modernism of Rubén Darío*, at the conference on *One Hundred Years of 'Blue'* at the University of Northern Iowa.

- Penny Cass, nursing, presented *Certified Nurse-Midwives: Position in the Health Care System and Potential for Mobilization*, at St. Louis University School of Nursing's 15th annual research conference.

- Dikka Berven, French, read *Is There Order in the Essais?* at the Montaigne Colloquium at the University of Massachusetts.

- Carol Zenas, nursing, presented a paper, *Socialization and Interpersonal Environment in Nurses' Affective Reactions to Work: A Replication*, at the National Nursing Conference on Leadership held at the University of Michigan.

- Nicole Buffard-O'Shea, French, read a paper, *Grotesque Realism in Boris Vian's World*, for the Research Club of the Department of Modern Languages and Literatures.

- Rita Munley Gallagher, nursing, gave a presentation on *Client Satisfaction: The Aging Perspective* at Nursing Research — Hawaii, in Honolulu.

- Barbara Mabee, German, read a paper, *The Teacher in 19th and 20th Century German Literature and Film*, at West Virginia University. This past summer she attended a one-week seminar in Berlin on *Contemporary German Literature and Theatre*, sponsored by Loyola College in Maryland.

- Almira Karabeg, mathematical sciences, presented a paper, *A Graph Reduction Problem*, at MIGHTY XII, a one-day conference on graph theory sponsored by the department. More than 40 participants from Michigan, Ohio, Indiana, New York, Texas and Ontario heard 19 presentations. Jerrold W. Grossman, with help from colleagues at Wayne State University, organized the meeting. The University Research Committee provided partial support.

### HONORS

- Rita Munley Gallagher, nursing, is listed in *Who's Who in American Nursing* for 1988-89.

- Abraham R. Liboff, physics, has been invited to present a talk on his research in ion cyclotron resonance in cell membranes at

the International Symposium in honor of Luigi Galvani at the University of Bologna. It will be held April 14.

### CONFERENCES

- Irwin E. Schochetman, mathematical sciences, attended the joint meeting of the Operations Research Society of America and the Institute of Management Science in Denver. He also presented a paper, *Convergence of Selections with Applications in Optimization*.

- James Dow, anthropology, was the discussant in the symposium, *Computer Solutions to Anthropological Problems*, held at the 87th annual meeting of the American Anthropological Association in Phoenix. At the same meeting, Dow presented a paper, *The Evolution of Exploitation: Twists and Turns in the Genetic Evolution of the Capacity for Culture*, in the session, *Reflections on Theoretical Approaches*.

### APPOINTMENTS

- Penny Cass, nursing, has been elected

director of legislation for the Detroit district of the Michigan Nurses Association.

- Carol Zenas, nursing, has been elected to a second term as president of the Michigan Nurses Association for 1988-90.

- Anahid Kulwicki, nursing, has been appointed chairperson of the Problem Identification and Description Committee of the Infant Health Promotion Coalition in Detroit.

## New Faces

Additions to the staff include the following persons, according to the Employee Relations Department.

- Connie Bongiorno of Rochester Hills, a clerk III at Kresge Library.

- Joel Bronstein of Farmington Hills, a laboratory research technician II in the Department of Chemistry.

- Susan Cee of Rochester Hills, a clerk-receptionist II in the Employee Relations Department.

## Funding Opportunities

The Office of Research and Academic Development has details about sources of external funding. Stop by 370 SFH or call 370-3222. Unless noted, proposal due dates are unknown.

### National Institute on Alcohol Abuse and Alcoholism

Alcoholism treatment protocol trials, December 30 and April 3; research grants on alcohol and AIDS, January 2, May 1 and September 1.

### Department of Agriculture

Competitive research grants program; food and agricultural sciences national needs graduate fellowship, February 13.

### John E. Fogarty International Center

Biomedical research fellowship opportunities abroad.

### National Institute of Mental Health

Treatment of HIV-related mental disorders, January 2, May 1 and September 1.

### Federal Mediation and Conciliation Service

Labor-management committees, May 6;

labor-management cooperation program, January 28.

### State Justice Institute

State justice institute grants, February 2 for concept papers.

### National Institutes of Health

Human genome and model organism studies, February 1, October 1 and June 1.

### Department of Energy

Energy research for 1989.

### National Center for Health Services Research

Health services dissertation research, February 6; variations in health-care outcomes, February 1, June 1 and October 1.

### Department of Education

Special education parent training, January 9; special education early intervention training; special education parent training, January 9; field readers; minority graduate education, December 29; FIPSE lecture grants, January 31.

### Small Business Administration

Management and technical assistance to women-owned businesses, December 23.

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

- James Llewellyn, senior editor and news director

- Jay Jackson, staff writer

- Rick Smith, photographer



## Bits & Pieces

### Scholarship in Works

Carlo Coppola, Hindi-Urdu and director of the Center for International Programs, has received \$4,200 from the Alumni Association to establish a scholarship fund for study abroad.

Partial matching funds from the Japan Cross-Cultural Training Program will assist in developing the scholarship.

### CFA Receives \$1,000

The Meadowbrook Woman's Club of Rochester has presented the Center for the Arts with \$1,000 to be used for scholarships in the 1989 Arts-for-Youth Camps and programs in the Department of Music, Theatre and Dance.

The CFA cooperated with the club to present the club's Town Hall series in Varner Recital Hall. Speakers were Martha Seeger, first woman governor of the Federal Reserve Board, author David Eisenhower, humorist Theresa Bloomingdale and Kurt Luedtke, the university's 1988-89 McGregor Professor of the Humanities and Arts.

The club plans to present another Town Hall series at Varner, with the CFA again benefiting from the proceeds. For details about the series, call 370-3018.

### Student Earns Grant

Senior Donald Felstow, a physical therapy major, has been awarded the Filippis Scholarship Grant for \$1,000. The grant competition is offered by the Michigan Physical Therapy Association, an institute for education and research.

### WOU Plans 3 Programs

Three free programs for the Women of Oakland University Brown Bag Luncheon Series have been planned for January.

Joann Womack of Fox Hills Travel will speak on *Got Wanderlust?* at the January 11 program. She will reveal some bargain getaways and offer travel and packing tips.

On January 18, Wilma Garcia, who describes herself as a "woman, OU teacher and OU graduate," will talk about *Making the Critical Difference*. Her program will concern persons who enter your life at critical times of need.

The final program for the month will be *The Taxpayer's Bill of Rights: What's in it for You?* Bert Whitehead, president of Cambridge Associates in Bloomfield Hills, will talk about this legislation, now pending in Congress.

All three programs will be in 128-130 Oakland Center. For details, call Joyce Parrish at 370-4382.

### Tax Aides Needed

Volunteers are needed to help low-income families complete their federal, state and local income tax returns and filings for credits.

Last year, 28 OU students volunteered, many of whom were members of OASIS, the group for accounting students. This year's goal is to serve 5,500 families and obtain \$2 million in tax refunds and credits.

The free Tax Assistance Program operates on Saturdays and some weekdays from January 28-April 15 at 25 locations in metropolitan Detroit. Volunteers must preregister and attend one review session prior to assignment to a tax preparation site. Sessions for professionals will be held from 8:30 a.m.-1 p.m. and for students from 8 a.m.-4:30 p.m. on January 14 in North Foundation Hall.

The program is sponsored by the Accounting Aid Society and the National Association of Black Accountants in cooperation with a number of governmental and private organizations.

If interested in volunteering, call 961-1840 or see any member of OASIS.

## Matter of Choice: Students Look at School Structure

Praise for work by a team of education specialist degree students is coming to the School of Human and Educational Services from some high places.

The students completed a national survey of schools of choice. Their findings, published by the nonprofit Metropolitan Affairs Corp., have been praised from the governor's office on down to local education officials.

The 12 students involved in the schools of choice project were among the 14 who graduated from the Education Specialist in School Administration Program this fall.

Each entering student in the program participates in team-building process skills, research and school improvement studies, says James Clatworthy, associate dean of SHES.

The dozen students in the Project to Access Choice in Education (PACE) worked on *Schools of Choice: Open Enrollment, Empowerment and Diversity*. The PACE students reported on 79 districts from the United States and Canada which responded to a query about whether the district had open enrollment schools, diversity in its curriculum and administrative techniques, and empowerment of school personnel to make decisions regarding educational issues.

### The Idea Behind Choice

With schools of choice, students and parents have the option of choosing a school because they like its curriculum. In contrast, parents in traditional districts usually must send their children to a specific school because of predetermined district boundaries.

"The concept of schools of choice includes having teachers empowered to develop programs, which then are academically diverse from one school to another," Clatworthy says. "This gives students choice, parents choice and teachers choice. They felt that that combination of ingredients then would probably be the answer to dealing with at-risk students, and indeed it seems to be the case.

"In East Harlem (in New York City), they have minischools within the schools, and they have teacher-empowered programs. Teachers themselves decide what the theme or the focus of the program ought to be and students then can choose to come into that program. They have both faculty choosing to be within a program for what it is attempting to do and students and parents choosing for the same reason. That seems to be working with students who normally would be considered at-risk. In a traditional program, more than half would be dropping out of school."

### Why Not More Like This?

A number of obstacles prevent school districts from adopting the schools of choice concept. One major obstacle is merely political, rather than economic.

"They (school boards) don't want to give teachers more power," Clatworthy says. "They don't want teachers to tell administrators what's good for students, and they don't want teachers to enter into policy areas that they as board members feel is the responsibility of the board. That's just an outdated position; it's not dealing with reality, it's dealing with power. That's an old industrial-model perception that teachers are just assembly-line workers, they should do what they are told to do and they are not professional.

"If you buy into that, you don't want teachers making curriculum decisions or recommendations on changing programs."

Clatworthy adds that not all districts



T. Andrew Aston of the Center for the Arts directs his Ensemble Theatre Co. in an original production of 'Babes in Toyland.' Aston adapted the story of characters from Mother Goose battling to save Toyland from the evil clutches of Mr. Barnaby. The production is part of the Concerts-for-Youth Series cosponsored by the Center for the Arts and Oakland Schools. Morning and afternoon shows are planned for December 14-17 in Varner Recital Hall. For details, call 370-3013.

operate from fear. "Fortunately, there are school boards around who see the shared-governments model as one that is consistent with a democratic society and don't see any major flaw in it."

Reflecting on that, Clatworthy adds, "Schools teach civics, but they don't practice democracy."

Schools of choice need not be separate structures, Clatworthy says. In East Harlem, for example, one school is quite large but has separate curricula under the choice program. Some districts will actually designate different buildings for specific curricula.

### A Group Effort

The team concept is part of the SHES program. Students who enter the education specialist program are selected with an eye toward how they will contribute as a team member. After the students agree on a problem to study, Clatworthy and the faculty help focus the topic. This team approach benefits the students involved.

"One benefit is the end-product, being able to see a goal and being able to accomplish it. More importantly, they learn more about team process and the dynamics of dealing with problems as they come up. Going in, they could never envision all of the problems that would occur."

The PACE team speaks to various community groups interested in public school reform/improvement. Among them has been the Southeast Michigan Council of Governments.

Project members were Kenneth Brock, Stephen Cook, Barbara Ferguson, Joan Graz-

da, Constance Hamilton, Toni Kasander, Gayle Krentler, Wendy Neideck, Dennis Seppanen, Richard Streetman, Susan Teper and Steven Wilcox.

### Students Make Presentations

The *Schools of Choice* project has been mailed to more than 1,400 persons interested in programs that can improve public education. The Michigan Legislature is keenly interested, as is the Governor's Cabinet on Human Investment, because the pending school finance reform will be tied into several key legislative bills targeted on school improvement, Clatworthy notes.

Of the two remaining research projects completed for the fall graduating class, one was a study of Waterford students in grade nine that helped the district profile students at risk and design intervention programs. Gerald Martin completed the project, *A Study of Waterford Students Losing Credit Grade Nine*.

The other project by Nancy Turner involved the Huron Valley School District. She chaired a district social studies curriculum committee and used the committee's task and process as her action research project. The project was *Effectiveness and Perceptions on Empowering Teachers to Develop Their Own Curriculum: A Case Study*.▼

## Major Findings of the Study...

The Project to Access Choice in Education developed a number of points about open enrollment, teacher empowerment and diversity in curriculum and administration of schools.

- Schools of choice promote excellence in education.

- The most effective schools of choice are a systematic interrelationship of the components of open

enrollment, programmatic diversity and empowerment.

- When open enrollment, diversity and empowerment function in isolation, they do not maximize educational reform.

- Empowerment of building administrators, teachers, parents, students and the community will lead to increased

commitment to facilitate excellence in schools.

- Programmatic diversity recognizes different instructional methods and subject matter that addresses students' differing educational needs.

- Open enrollment provides access to programmatic diversity.

- It is possible to establish

schools of choice within a local public school district.

- Empowerment within the schools requires public understanding and legislative incentive in order for the concept to be implemented in a timely manner.

- Schools of choice deserve financial support to sustain the reform efforts.▼



## Employee Recognition Award Program Begins Third Year

President Joseph E. Champagne and university vice presidents honored the 12 Employee Recognition Award recipients for 1987-88 at the second Annual Employee Recognition Award Ceremony.

The dinner, held at Meadow Brook Hall, was attended by more than 45 honorees, guests and university staff members. Cathy Rush, representing the Employee Recognition Selection Committee, introduced the award recipients to the audience and commented on their accomplishments as an OU employee.

President Champagne expressed his appreciation to the gathered honorees and emphasized the importance of the contributions of the award recipients and their impact on the success of Oakland University. Champagne also noted how important the loyalty and dedication of OU staff have been, as indicated in the university's accreditation review self-study process and the comments of their peers and colleagues that brought the honorees to the attention of the selection committee.

The Employee Recognition Award is given monthly to a deserving employee. The award is based on nomination forms received by the Employee Relations Department, which administers the program.

A committee of staff members from the various employee groups reviews all

nominations each month and selects the monthly recipients from all nonfaculty, non-probationary employee groups. Each nominee is eligible for consideration for three consecutive months.



Laurel Strong of finance and administration was among the honored guests at the annual Employee Recognition Award dinner.

Peggy Cooke, manager of internal audit and a selection committee member, said, "To understand the philosophy of an organization such as Oakland University, you first have to get a sense and feel of the people who work within that organization. The roles and responsibilities of the staff here at Oakland are so diversified and important to the success of the organization, that it is vital that we make every effort possible to recognize the contributions of staff to the university community."

Each monthly recipient receives a dinner certificate for two that is honored at over 25 restaurants in the Oakland County area, an imprinted memo folder, a coffee mug, an award certificate, a personal letter from President Joseph E. Champagne, recognition in the *Oakland University News* and a banner display in the Oakland Center announcing the winner.

Anyone may nominate qualified employees for this award. The nominating procedure is not limited to people in their respective departments or employee classification. Faculty members, although ineligible for the award, may nominate others.

Nomination forms and selection criteria are available in all departments, ERD and CIPO. For more information call Larry Sanders at 370-3476.▼

## President Issues Statement on AIDS

President Joseph E. Champagne has issued a statement on acquired immune deficiency syndrome (AIDS) and AIDS Related Complex (ARC).

The statement notes that an individual with AIDS or ARC is protected by provisions of the Michigan Handicappers Civil Rights Act. The university's Equal Opportunity Policy affirms that no person shall be discriminated on the basis of a handicap, and accordingly, the university will strive to protect the rights of all individuals under the law.

The statement continues that the "university shall address each AIDS/ARC situation individually, on a case-by-case basis, in consideration of the health and safety factors involved."

Questions and concerns regarding AIDS/ARC should be directed to the dean of students, if there is reason to believe a student has AIDS/ARC, to the director of employee relations for staff members or to the provost or his designee for faculty members.

Questions about interference with personal rights may be directed to the above persons or to the director of the Office of Equal Opportunity.

The university encourages students and employees to contact Graham Health Center for medical information about AIDS/ARC. Further information is available by calling the state-sponsored hotline at 1-800-872-AIDS. For confidential testing, call the Oakland County Health Department at 858-5220 (north) or 424-7155 (south).

The statement also notes that if the safety of students, employees or the public is called into question, the university may conduct a confidential investigation after notifying the individual involved.▼

## Student Leader at Workshop

University Congress President Kelly Martek attended the 19th annual Leadership Conference held November 11-13 in Boston, hosted by the Center for the Study of the Presidency.

Martek is a fellow of the center and was among students who met members of President-elect George Bush's transition team and cabinet members-to-be.▼

## Employee of the Month

Pamela Childers, food handler III in Sweet Sensations, received the Employee Recognition Award for December.

Childers has been an OU employee since August 1979 when she began her employment as a food service apprentice. In September 1985, Childers was promoted to her present classification. In addition, during periods of layoff for food handlers, Childers has worked as a groundskeeper in Campus Facilities and Operations.

In selecting Childers, the review committee relied on such nominating statements as:

• "Pam is one of those 'service' people who really provides a service! She is friendly and always cooperative."

• "No matter how many people are in line she 'treats' each customer as quickly as possible. She never wastes time or motion as she makes every movement count to provide quick and efficient services."

• "Pam will always go the extra mile to take orders for Sweet Sensations 'goodies.' She will have them wrapped and waiting. When I've been rushed, she will allow me to

quickly get on my way with a smile and a 'have a good day.'"



Childers

face."

• "Pam is always pleasant, helpful and a reminder that Oakland University is a good place to work."

Employee Recognition Award nomination forms are available in all departments, ERD and CIPO. For details, call Larry Sanders at 370-3476.

## CE Begins Winter Course Signup

Registration is under way for programs beginning in January, offered by the Division of Continuing Education.

The programs are the latest in computer-user training, a money management course to plan tax strategies, paraprofessional training to become a legal assistant or accounting assistant and a professional program for financial planners.

Computer training and starting dates are *WordPerfect For Beginners*, January 18; *Operating the IBM PC*, January 21; and *Lotus 1-2-3*, February 18.

A three-session course covering how to plan a sensible investment program that reduces tax burdens will be offered starting January 17. It will cover tax-saving strategies, managing money and selecting from the variety of investments available.

Paraprofessional careers that have predicted growth and provide a diversity of job opportunities are offered in OU's Legal Assistant Program and Paraprofessional Ac-

countant Program, beginning the week of January 16. Both are evening programs, can be completed in as few as 15-18 months or at the enrollee's own speed, and conclude with 80-hour internships and job-referral service.

The latest information important for those providing financial services is offered in the Certificate Program in Personal Financial Planning, beginning January 23. Expertise for designing and executing comprehensive financial plans is presented in the courses, which may be taken singly without enrollment in the program. A new course in operating the HP-12C calculator, useful for solving problems in time value of money, begins February 25.

For further information, call 370-3120.▼

## Shared Expertise Now, Better School Teaching Later

Faculty members from OU and Adams High School shared their expertise on university-high school collaborations in science teaching at a professional meeting in Spencer, Ind.

Professor Robert Williamson of the Department of Physics and Adams physics teacher Alan Gibson gave an invited presentation to the Local Physics Alliances Midwest Regional Workshop in November. It was sponsored by the American Physical Society and the American Association of Physics Teachers.

The purpose of the meeting was to plan the initiation of alliances of high school and college physics teachers in the midwest.

Williamson and Gibson have had leading roles in the Detroit Metro Area Physics Teachers, a local alliance of high school and college teachers that started in 1957 and which is one of the oldest academic alliances in the country.

The OU professor explains that an alliance is a group of school and college faculty who meet regularly to exchange ideas about the discipline and about teaching. The collaboration helps improve teaching and helps break down the traditional barriers between high school and college faculty.

Williamson says alliances have also been formed in other disciplines. These programs can have a direct influence on the improvement of teaching in the United States, he says.▼

## Events

### CULTURAL

Until December 11 — Meadow Brook Hall Christmas Walk, *A Wondrous Christmas*, various times. Admission. Call 370-3140.

Until January 1 — *A Christmas Carol* at Meadow Brook Theatre. Admission. Call 370-3300.

December 14-17 — *Babes in Toyland* at Varner Recital Hall. Part of the Concerts-for-Youth Series. Call 370-3013.

January 9 — *A Reasonable Facsimile* with Rob and Anne Burns, 10 a.m., Varner Recital Hall. Part of the Concerts-for-Youth Series. Call 370-3013.

### ETCETERA

December 9 — Film, *Get to the Point, Keep to the Point*, noon-1 p.m., Oakland Center Gold Room C. Sponsored by the Employee Relations Department. Free.

December 19 — Holiday reception for faculty and staff, sponsored by the president and the provost, 1-3 p.m., Oakland Center Fireside Lounge.

January 11 — Women of Oakland University Brown Bag Luncheon Series program, *Got Wanderlust?* Joann Womack of Fox Hills Travel will speak, noon-1 p.m., 128-130 Oakland Center. Free. Call 370-4382.

### COURSES

Meadow Brook Health Enhancement Institute offers an exercise-education program for adults with insulin- and noninsulin-dependent diabetes. The program focuses on strategies for life enhancement. Interested persons will learn about exercise, nutrition and self-care measures, and may participate in three medically supervised exercise sessions per week. Call Terri Darrenkamp, RN, at 370-3198.

ATHLETICS  
December 10 — Women's and men's basketball with Hillsdale College, 1 p.m. (women), 3 p.m. (men), Lepley Sports Center.  
December 29-30 — Convenient Food Mart Classic men's basketball tournament with OU, Bristol College, Northwood Institute and Indiana Wesleyan University beginning at 6 p.m. each day, Lepley Sports Center.  
January 12 — Women's and men's basketball with Lake Superior State University, 5:30 p.m. (women), 7:30 p.m. (men), Lepley Sports Center.



Could it be Tiny Tim and Bob Cratchit at Meadow Brook Theatre? Is this December? The loveable tyke is back for another run of 'A Christmas Carol,' the holiday favorite. Tickets are going fast. Call 370-3300 for details.

## GRANTLAND®

