



# OU NEWS

## Hay Study Approved by Board

The Hay Associates job content evaluation and salary plan for administrative and professional positions has been adopted and will be implemented for those employees effective July 1.

The June 8 Board of Trustees action completes a process which began last October when Hay Associates was engaged to develop an objectively structured job evaluation and classification system for OU administrative-professional employees.

As a result of that study, provisions have been made to bring 62 AP employees up to the minimum of their respective new salary grades at a cost of approximately \$82,000.

The formal recommendation follows:

1. The Hay Associates "Job Content Evaluation and Salary Plan for Administrative and Professional Positions" dated April 1982 be received.

2. The Hay Associates recommended system methodology be adopted effective July 1, 1982.

3. Section VII of the report be adopted effective July 1, 1982 with the following modifications:

- Salaries above the maximum will gradually be brought into the respective ranges, but shall not be immediately frozen, and
- The recommendation regarding an automatic salary increase at the end of the probationary period will not be implemented.

4. Salaries of those employees whose current salaries are below the minimum of the new range for their respective positions be brought to the minimum of the range effective July 1, 1982.

The following salary policy principles are part of the plan recommended by Hay Associates:

1. A consistent relationship should be established between salary opportunity and job content.

2. Each position will be assigned to its proper salary grade as directed by formula, within an established salary range table.

3. The salaries of all employees will be brought to at least the minimum of the respective salary range.

4. A permanent prevailing rate salary policy will be adopted whereby compensation policy will be to strive to establish salary practice based on prevailing rate for jobs of similar content within the relevant competitive employment market.

5. A Job Content Evaluation Committee will provide ongoing maintenance to this portion of the program.

Orientation sessions were held to inform employees about the study, and each AP employee will be notified by letter of his/her job evaluation and compensation level. Copies of the Hays Associates report and job descriptions for employees will be available in the Kresge Library beginning Monday, June 21.

## Katke Honored

Marvin L. Katke, charter member of the OU Board of Trustees and first chairperson of that body, returned June 8 to accept the plaudits of his colleagues and other members of the university community.

Katke had resigned effective February 15, 1982, but he returned June 8 to accept in person a resolution honoring him for long and distinguished service to the university and naming him trustee emeritus. In brief remarks, he commended President Joseph E. Champagne on his leadership during the president's first year in office. Katke received a standing ovation from the trustees and audience.

## Marin in President's Office

Pamela Marin has been appointed to the position of assistant to the president.

She is responsible for the management of the complex administrative affairs of the Office of the President. Her duties include the handling of regular administrative matters such as budget management, scheduling, correspondence, referrals to other university officers and the supervision of office support staff and student interns.

Additional duties include representing the president in his absence at both on- and off-campus meetings; providing background research for speeches to be presented by the president; occasionally welcoming groups on his behalf; performing statistical analysis of management data; preparing executive summaries of articles and reports for the

president; and investigating and resolving inquiries made to the Office of the President.

She will serve as a staff resource by attending cabinet and Board of Trustees meetings and when appropriate will meet with the public, faculty, staff and students who have need for presidential involvement.

Marin says she is looking forward to working with all members of the university community as they come in contact with her as she performs her new duties. Her new phone number is 377-3502.

Marin had been serving as assistant director of the Career Advising and Placement Office and president of the Administrative Professional Assembly. She has relinquished her duties as assembly president.

# M.B. FESTIVAL OPENS JUNE 24 377-2010

## Scholarship Concert

The Oakland University Athletic Scholarship Fund will benefit from "A Picnic in the Country," a Saturday, June 19 country music extravaganza in the Baldwin Pavilion.

Members of the OU community are invited to the 4 p.m. concert featuring Ronnie McDowell, Gail Davies, Kieran Kane, Shotgun Willie, Kansas City Southern, and Sneaky Peat. For ticket prices call 377-2010. The program is sponsored by Detroit radio station WWWW.

## S.E.T.

### "UNDER THE GASLIGHT"

BARN THEATRE  
JUNE 18-19-20

377-2000

## Faculty Lecture, Publish

Joe Euculano, CIPO office, and Rosalind Andreas, dean of students, presented a paper "Applications of Computer Technology to Commuter Services" at the Annual Convention of the American Personnel and Guidance Association held in Detroit March 17-20.

Paul Franklin, CIPO office, was coordinator for film and video education sessions at the National Entertainment and Campus Activities Association annual conference held in Chicago in February. In addition he served as executive producer of the Video Production Track which resulted in a thirty-minute tape summarizing the national conference. He was assisted by George Preisinger of audio visual. The tape is available for viewing from audio visual.

Sponsored by the United Way of America and Kellogg Foundation, the Oakland County Community Leaders Conference recently graduated Maura Selahowski of the Urban Affairs Center.

Selahowski was one of twenty-two Oakland County residents selected to participate in this nationally acclaimed leadership training program.

Elizabeth Pinkstaff, nursing, presented a paper entitled "Four Writers' Views of the English Working Class: The Function of the Novel in Creating Reality" at the annual conference of the College English Association in Houston, April 16-18. She also attended a conference on "Concerns in Community Health Nursing Education" at the University of North Carolina-Chapel Hill, Department of Public Health Nursing, April 19-21."

Mary Karasch, history, is the author of a chapter entitled "Damiana da Cunha: Catechist and Sertanista in Struggle and Survival in Colonial America, a 1981 publication of the University of California Press.

Bhushan Bhatt, School of Engineering, presented a paper, "Measurement of Flowrates Under Transient Conditions Using a Differential Pressure Transducer," at the 16th Southeastern Seminar on Thermal Sciences at Miami Beach, Florida. Professor Bhatt also chaired a session on Basic Heat Transfer II.

Virinder K. Moudgil, biological sciences, announced the following papers co-authored by students in his laboratory. Glucocorticoid Binding in the Hen Oviduct, 1981. *Biochemical Journal*, 198:91-99. Activation of Progesterone Receptor by ATP, 1981. *European Journal of Biochemistry*, 118:547-555. Effects of Sodium Tungstate on the Nuclear Uptake of Glucocorticoid-Receptor Complex from Rat Liver, 1982. *Archives of Biochemistry and Biophysics*, 214: 326-334. Inhibition of Nuclear Uptake and ATP-Sepharose Binding of Progesterone-Receptor by Aurintricarboxylic Acid, 1982. *Archives of Biochemistry and Biophysics*, 213:98-108.

The student authors in these publications were: Thomas Eessalu, Vera Kruczak, Shaun Healy, Tamara Shaffer, Michael Taylor, Jeffrey Hansen and Therese Quattrocchi. The studies were supported through a National Institute of Health grant.

Cameron Bruner, CIPO office, was a presenter for the session "More than a Place to Park: New Developments for Commuters" at the American Personnel and Guidance Association convention held in Detroit.

Dean G. Purcell and Keith E. Stanovich, psychology, recently had a paper entitled "Some Boundary Conditions for a Word Superiority Effect" published in the *Quarterly Journal of Experimental Psychology*.

Katherine Z. Rowley, manager of the plastics program for the Division of Continuing Education, was elected to the board of directors of the Detroit section, Society of Plastics Engineers. Rowley also was elected secretary of the board of directors for the Plastics in Automotive Division, SPE, for which she formerly served as education chairperson.

John W. Atlas, School of Human and Educational Services, Human Resource Development area, recently conducted a four day "Human Relations Training" seminar in Chicago, Illinois for the U.S. Department of Justice, Immigration and Naturalization Services.

Four rhetoric faculty participated in the recent National Convention of Conference on College Composition and Communication. Ronald A. Sudol chaired the session "Concepts of Audience"; Wilma Garcia chaired the session "Going Public: Letters to the Editor"; Barbara Hamilton served as vice chairperson and respondent on the panel "Training Teaching Assistants in the Field of Composition;" and Paul Bator presented "From Writer to Reader to Audience."

## Chairpersons Named

Six department chairpersons were appointed or reappointed in Board of Trustees action June 8.

Three chairpersons were named for the first time to three-year terms. They are Robert T. Eberwein, English; W. David Jaymes, modern languages and literatures; and David W. Daniels, music.

William Schwab, linguistics, and Richard J. Burke, philosophy, were named to their fifth terms. In addition, Peter J. Bertocci, sociology and anthropology, was given a one-year extension on his current term.

## 82-83 Continuation Budget

At its June 8th meeting the Board of Trustees adopted a continuing spending resolution to start the university's 1982-83 fiscal year. The resolution establishes an interim general fund budget equal to that of the current fiscal year, less the amounts withdrawn under Governor Milliken's executive order reductions in state appropriations.

In early May the executive committee on the budget recommended to President Champagne a set of budget reductions across all divisions of the university totaling \$1,895,000. At this time President Champagne announced his acceptance of reductions amounting to \$857,000 in order to bring spending more closely into line with the board-approved level.

While 24.6 full-time-equivalent positions will be eliminated by these reductions, over one half are positions presently vacant or soon to become vacant through retirements and resignations. Those employees affected have already been notified by the Employee Relations Department. Budget reductions, by division, are as follows:

Division	Amount
Academic Affairs	\$203,312
Finance and Administration	266,403
Student and Urban Affairs	302,863
Development	32,730
Governmental Affairs	4,000
President	48,000
	\$857,308

Additional reductions may occur following final review by President Champagne and the Board of Trustees of the program and organizational restructurings recommended in the CAMP and SUAMP reports.

Although the establishment of a firm 1982-83 university budget awaits legislative enactment in Lansing of an appropriation to Oakland later in the year, instituting the inevitable reductions of expenditures early in the new fiscal year will avoid the disruptive effect of the larger cuts that would be required if implementation were delayed.

## Board Date Changes

The Board of Trustees has changed its September 1982 meeting date from the proposed September 15 date to September 22. All other meeting dates are as published in the May 20 issue of the *OU News*. Those 1982-83 dates again, are July 21, August 18, September 22, October 20, November 17, December 15, January 19, February 16, March 16, April 20, May 18, and June 15.

## President Addresses Board

Editor's note—The Personnel Committee of the Board of Trustees has conducted a review of the first year of the presidency of Joseph E. Champagne in accordance with board policy. The committee termed his performance "outstanding," and recommended a ten percent raise for him effective July 1, 1982. That motion was passed unanimously at the board meeting held June 8, 1982, but the raise was declined by President Champagne, who issued the following statement:

Statement of President to Board of Trustees  
June 8, 1982

Members of the Board of Trustees:

I feel compelled to make a few personal statements which I think are warranted at this time. First, let me reemphasize my appreciation for your strong vote of confidence this evening. I believe we are making great progress at Oakland University despite declining financial resources. I do not feel that we are in "steady state" in our pursuit of excellence and educational relevance to these challenging and changing times. I believe we as a university community are acting responsibly and in the direction of what you as public trustees expect of us.

In that connection, I wish to inform you that it is my intention not to accept the increased salary payments you have approved for me at this time. I feel that in the spirit of the harsh economic times we face, coupled with budgetary uncertainties and rising student tuition and fees, it is not in the institution's best interest for its president to accept at this time increased salary payments.

These are difficult times in the state of Michigan and some in the public are questioning various agencies of government, be they legislative or executive. We cannot take our livelihoods or our futures for granted. We must earn the public trust, and unless we do, our institutions will continue to suffer serious declines in resources.

We fully recognize that the uncertainty of the times has brought about great anxieties among employees of all agencies of government, not just at Oakland University. We would hope, however, that at Oakland University we could rise above these anxieties by continuing to work together toward a common objective of providing our students and our surrounding community with the best possible educational resources available. Our energy should be directed to that end so that we might retain the strong public trust that this great university has

earned over the years. We have a magnificent university staffed with dedicated and hard working personnel. I hope that in these times in which all of us are coping with uncertainty, we may work together to achieve our common objective to improve the quality of lives of our students and our community.

We can take great pride in our university, even in these stormy times. We have taken our public stewardship seriously and will continue to do so. We have begun to move the university in new directions and provided new emphasis for the future. The response of the public to these added dimensions at Oakland University has been very positive and reinforces our commitment to follow these patterns and directions with even greater vigor.

However, we must continue to guard against complacency in our efforts to be excellent on the one hand and efficient and frugal on the other hand. We must budget ourselves responsibly and live within the resources made available to us. And if we do these things and continue to act responsibly as a public institution, we will enhance our public trust and achieve our desired goals and aspirations with deliberateness and expedience. But this implies that we continue to manifest internal responsibility and conduct ourselves as a mature institution worthy of the public trust and the public's investment in our future. We are making progress and will continue to do so in an even more accelerated manner. But this continued success will come only from a resolve to work together to achieve our common purpose. It will only come about if all of us put our maximum effort into our work and devote ourselves to the unending task of providing for a quality institution. No task is too small or insignificant; each fits integrally into a fine organizational mosaic, and therefore each assignment must be carried out with zeal, motivation, and quality. These are characteristic of Oakland University employees. In these highly unstable times filled with uncertainty, we must never slip backward in our quest to maintain our recognized position of excellence in higher education.

## Inventory

Charlie Brown's desk will close for inventory at 1:00 p.m. June 30, 1982. The desk will re-open for business the next day at 8:00 a.m. July 1. Purchase of any items from Charlie Brown's on the 30th must be done between 8:00 a.m. and 1:00 p.m.

# DIVERSIONS

**June 17**  
New Student Orientation for Summer

**June 18**  
Meadow Brook Hall Sately Dinner

Play  
Under the Gaslight  
Barn Theatre  
8:30 p.m.

Arab Student Organization Fashion Show  
O.C. West Crockery  
6:00 p.m.

**June 19**  
Undergraduate Placement Testing  
O'Dowd Hall  
7:30 a.m.

"Picnic in the Country"  
Baldwin Pavilion  
4:00 p.m.

Play  
Under the Gaslight  
Barn Theatre  
6:00 and 9:30 p.m.

**June 20**  
Play  
Under the Gaslight  
Barn Theatre  
2:30 p.m.

Public Tours Meadow Brook Hall  
Meadow Brook Hall  
1:00 p.m.

**June 22**  
Classes End  
10:00 p.m.

Omega Phi Psi Seminar  
Money Management and Financial  
Planning  
202 O'Dowd Hall  
6:00 p.m.

**June 23**  
Final Exams  
New Student Orientation for Fall

**June 24**  
Final Exams  
M.B. Music Festival 1982 Season Begins  
Detroit Symphony Orchestra  
Baldwin Pavilion  
8:00 p.m.

**June 25**  
Meadow Brook Festival  
Neil Sedaka - David Sayh  
Baldwin Pavilion  
8:00 p.m.

Undergraduate Placement Testing  
O'Dowd Hall  
7:30 a.m.

**June 26**  
Summer Support Orientation

Meadow Brook Festival  
Cleo Laine - Detroit Symphony Pops  
Baldwin Pavilion  
8:00 p.m.

**June 27**  
Parent-Student Orientation—Upward  
Bound  
203 O'Dowd Hall  
3:00 p.m.

Meadow Brook Festival  
Detroit Symphony Orchestra  
Baldwin Pavilion  
8:00 p.m.

Public Tours Meadow Brook Hall  
Meadow Brook Hall  
1:00 p.m.

**June 28**  
Registration

**June 29**  
Classes Begin  
8:00 a.m.

New Student Orientation for Fall

**June 30, 1982**  
CIPO Patio Series  
The Mime Ensemble  
O.C. Patio/Fireside  
12:00 noon

## Swim Club

University Swim Club memberships are available now to all members of the university community for the 1982 season, which runs now through August 29. Membership applications may be obtained at the Athletic Department office or by calling 7-3190. Master Charge and Visa card services are available in addition to payroll deduction.

## BASIC Course

A BASIC language computer course for beginners that focuses on business applications for home or business will be offered by the Division of Continuing Education from 6 to 9 p.m., Thursdays, beginning July 8. John Tower, School of Economics and Management, will instruct the noncredit course in the Apple II lab on campus. Tuition may be reimbursable through career development plans. For course information, call the Continuing Education office, 7-3120.

## Accounting Schedule

The schedule for closing Oakland University's accounting records for 1981/82 has been established. All financial data for this year's business must be submitted according to the following schedule:

**ACCOUNTS PAYABLE:** Invoices dated on or before June 30, 1982 for goods and/or services received during 1981/82 must be submitted to Voucher Audit by July 7 for inclusion in 1981/82 business. (Claims for travel reimbursement which are to be charged to 1981/82 cannot include expenses incurred subsequent to June 30, 1982.)

**PAYROLL:**

	Pay Period	Date Time Sheets are to be Submitted	Pay Date
Salary	June	--	6/30
Labor	6/21-7/4	7/6	7/9
Student	6/14-6/27	6/28	7/2
MBPAC	6/21-6/27	6/28	7/1

**INTERDEPARTMENTAL CHARGES:** Charges incurred prior to July 1, 1982 must be submitted to the Accounting Office by July 7, to be included in 1981/82 business.

**CASH RECEIPTS/DEPOSITS:** All monies on hand June 30 must be deposited with the Business Office Cashier by 9:30 a.m. on July 1. The cashier will be open from 8:00 a.m.-9:30 a.m. to process these deposits.

The above data will be included on the June accounting ledgers that will be available about July 12. Any adjustments or corrections that are to be made to the ledgers must be communicated to the Accounting Office no later than July 16 to be considered in the final 1981/82 accounting reports.

For additional information call the Accounting Office, 7-2447.