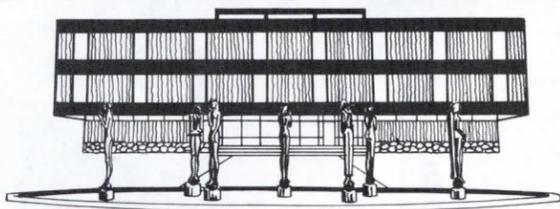


OAKLAND UNIVERSITY NEWS



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A publication for faculty, staff and friends



University employees brush up on their grammar skills with Robert Donald, English, in a seven-week course sponsored by the Employee Relations Department. Judging from the response of the participants, things have gone good — well — uh, make that just fine.

Decisions By Congress Affect Student Aid

Millions of parents will watch closely what Congress does with President Reagan's proposals to cut student financial aid programs. The president's proposed reductions would eliminate several hundred thousand students from loan and grant programs, possibly jeopardizing their educational careers.

The president is asking for changes that would take effect in the 1986-87 academic year. Decisions on those proposals will be made over the next few months, however.

If enacted by Congress, the proposals would place family income limits on such popular programs as the Pell Grants and the Student Guaranteed Loans. The limits would not take family size into account. Lee Anderson, associate director of the Financial Aid Office, analyzed the effects of the proposals on OU students.

Using the latest data available, Anderson found that if the Pell Grant program were restricted to families earning \$25,000

or less, 245 undergraduates would lose their grants, a total of \$282,000. They account for 14 percent of the need-based aid recipients at OU.

Also, 125 undergraduates receiving Title IV assistance, including some student loans, would lose \$125,000 because total assistance would be limited to \$4,000 per student.

Another 150 undergraduates coming from families with incomes of \$32,500 or more would be eliminated from the Guaranteed Student Loan program. Total assistance to them is \$225,000. They are about 10 percent of the loan program's recipients.

During the 1983-84 academic year, the university channeled \$7,684,376 in financial aid to primarily undergraduates. The amount totaled \$2,215,686 from federal sources, including the work-study program, Pell Grants, the National Direct Student Loan program, nursing student loans, and Supplementary Educational Opportunity Grants.

Another \$2,935,336 came from the state for scholarships and the Guaranteed Student Loan program. The GSL is actually funded by the federal government but administered by the states and private lenders.

The university itself provides \$834,732 for scholarships, \$369,217 for grants, and \$1,215,441 for student employment. Another \$113,964 comes from outside sources, including foundations and corporations for scholarships and grants.

The subsidized GSL program would be hit hard, Anderson said. "It's so expensive that that is why the program is one that the government is looking at," he said.

Billions of dollars would be saved in the

(Continued on page 2)

Increases Set For Housing, Fees

Increased rates for room and board and fees for activities and athletics have been approved by the OU Board of Trustees.

The board acted on the increases at its March 20 meeting. The room and board increases range from 2.6 percent to 5 percent, depending on housing and meal options. Utility and insurance costs were cited as major reasons for the actions.

The new room and board rates are: \$2,492 for fall and winter semester with nine meals a week, up \$104; \$2,570 for two semesters including 14 meals a week, up \$122; and \$2,682 for two semesters with 19 meals a week, up \$103.

Students who elect a room-only option for fall and winter will pay \$1,702, an increase of \$43. Increased rates were also set for the short spring and summer sessions. Those increases average 4 percent. Students living in the George T. Matthews Court Apartments will pay \$300 a month, up \$15 a month from present rates.

All full-time students will each pay \$25 a semester in Oakland Center fees during the fall and winter semesters, an increase of \$2 a semester. Full-time on-campus undergraduates will pay an athletic fee of \$6 a semester, an increase of \$1. Part-time

on-campus undergraduates will pay \$4 for the athletic fee, an increase of 50 cents.

On-campus graduate students, previously exempt from the athletic fee, will pay \$3 a semester as full-time students or \$2 a semester as part-time students.

University officials said the increases are necessary to fill program and maintenance needs. The Oakland Center fee applies to all students, the athletic fee to on-campus students only.

In addition, officials said, the Oakland Center fee will be used in part to reduce the prices of textbooks at the University Bookcenter.

Four From OU Receive State Awards



Arun K. Roy

Two faculty members and two students have received awards for distinguished service to the university from the Michigan Association of Governing Boards of Colleges and Universities.

Professors Nigel Hampton, English, and Arun K. Roy, biological sciences, were joined by students Robert McClory and Ann Giacomazza in the awards ceremony on March 26. The four along with 43 others received their awards from Michigan colleges and universities at the Kellogg Center at Michigan State University.

The fourth annual awards convocation cited the faculty members and students as "a treasured Michigan resource." William P. Vititoe, president of Michigan Bell, spoke to the honorees. They also received a special resolution from the Michigan Legislature.

Hampton was recognized for aiding in the growth and development of OU's academic programs since joining the faculty in 1969. He has taught more than 30 different courses at OU and received the Teaching Excellence Award in 1984. The award cited him for his compassion, patience, tough-mindedness, and wit in the classroom, as well as his accessibility to students outside the classroom.

Hampton's research focuses on the British romantic poets and 19th century American literature. He has a particular interest in Blake, Hawthorne and

Melville.

The associate professor received his undergraduate degree from Livingston State College and his master's and doctoral degrees from the University of Connecticut.

Roy joined the faculty in 1969 and is considered a researcher of exceptional quality. He has made significant contributions in biomedical science research, particularly in the area of hormone action. His current research efforts could lead to significant new information that would aid in the clinical management of human endocrine disorders during aging.

Roy is the author of three books and more than 50 articles. He has received international recognition, including participation in the 57th Nobel Symposium in 1983. He received his undergraduate and graduate degrees from the University of Calcutta and a doctorate from Wayne State University.

McClory is a senior political science and communications major. He has been both executive assistant and president of University Congress and served on numerous committees. He has been an officer of the championship forensics team and holds 11 first-place national awards. He was one of 24 fellows at the Center for the Study of the Presidency and is now working on a research project involving presidential communications.

McClory has also been involved as an orientation group leader and in the freshman leadership camp. He is involved in an apprentice college teaching program in the Department of Rhetoric, Communications and Journalism. He has also been an intern with the Meadow Brook Music Festival, a member of the Royal Oak Youth Assistance Council and attended the Advanced National Leadership Training Center.

Giacomazza is a junior majoring in marketing. She has been a University Congress member for two years and served on the Residence Hall House Council and the Student Programming Board.

As a program assistant in CIPO, Giacomazza has planned and implemented programs which are educational and entertaining to all students. She has been a volunteer for the Red Cross blood drive and the Women's Week activities.

She is involved in the American Marketing Association chapter at OU and is secretary for the newly formed Cooperative and Placement Organization.

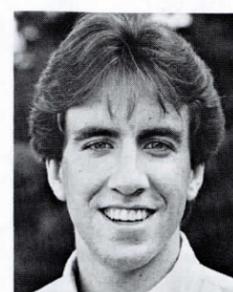
Giacomazza also works with the handicapped, teaching them figure skating, and is involved in church youth group activities. She has also been an orientation group leader and participated in the freshman leadership camp.



Ann Giacomazza



Nigel Hampton



Robert McClory

Anyone in the university community may submit items for the Our People column. Send the information about your publications, lectures or other achievements to the News Service, 109 NFH.

● Philip Singer, sociology and anthropology and Center for Health Sciences, has been appointed a member of the Motoyama-Bentov Fund International Board of Trustees. The Tokyo-based organization conducts research in the areas of religion and parapsychology.

● Jacqueline Scherer, sociology, received a Faculty Enrichment Grant from the Canadian government to develop an Introduction to Canada course at OU.

● Rosalind Andreas, student life, received the American College Personnel Association Commission for Commuter

Our People

Programs Award for outstanding service. She was the founding chairperson of the Commission for Commuter Programs in 1978 and has continued to assist in its development since that time. She also has published works on the commuter student. Andreas was a panelist at the National Association of Student Personnel Administrator's Region IV East Convention at Notre Dame University. The panel presentations were **Research and Publication Strategies for the Practitioner and Commuter Students and Their Developmental Needs.**

● Richard A. Mazzara, modern languages and literatures, is the author of essays on Machado de Assis and Chateaubriand which appear in the volume on fiction of **Critical Surveys**, published by Salem Press.

● Roberta Schwartz, journalism, gave a lecture on free-lance writing and discussed how she wrote her magazine articles at a writing conference given by Loyola University in Chicago. She attended the annual conference on First Amendment rights at Loyola sponsored by the communications department. Her article on WDIV-TV newsman Mort Crim appears in the March issue of **Cessna Owner** magazine.

● Eleftherios N. Botsas and Scott A. Monroe, economics and management, and former faculty member An Loh Lin wrote **State Gasoline Consumption in the U.S.A.: An Econometric Analysis** for the January issue of **Energy Economics**.

● Augustin K. Fosu, economics and management, was a panelist on the WXYT radio talk show, **Black Economics for the 1980s**. He was also a panelist for **The State of Black Michigan** during OU's observance of Black Awareness Month. His paper, **International Sector Prices as Signals for U.S. Price Behavior**, appeared in the **Journal of Economics**.



Ron Horwitz, dean of the School of Economics and Management, meets with award winners Pipier Scott and Sonya Rogers.

Letter

To the editor:

Your mild request for letters to the editor appeared in the same issue as a mild mistake in the statement of sick leave policy, so I'll accept the invitation.

Fortunately, illness and injury are not the only occasions for an employee (in any job category) to use her sick leave. It is my understanding that federal law requires — and surely Oakland policy adheres to this law — that disability due to pregnancy or childbirth be treated the same as disability due to illness or injury. Thus employees who are unable to work because of pregnancy or childbirth are also eligible for "sick" leave, as long as the disability to work (as determined by personal and/or university doctors) continues.

Perhaps the **OU News** can publish in a future issue the university's policies (in various job categories) with regard to parental leave for employees who may wish to take a temporary absence to care for children.

Jerrold W. Grossman
Associate Professor

Department of Mathematical Sciences

SEM Students Honored

Three students in the School of Economics and Management have been cited by external organizations for their achievements.

The Golden State Minority Foundation Scholarship Awards of \$1,000 each were presented to Pipier Scott, a junior human resources management major; and Sonya Rogers, a junior marketing major.

The California foundation designed the awards to help minority students pursue careers in business administration, life insurance and health administration. In addition to academic requirements, the students must demonstrate leadership, motivation and good citizenship.

Ronald M. Horwitz, dean of the School of Economics and Management, announced the recipients during a campus presentation. Scott and Rogers were feted at a banquet in Detroit.

Scott has been a student life and achievement scholar, a member of the

Association for Black Students, and a member of Omega Psi Phi. Scott has been a member of the Apprentice Scholars Program and a member of Alpha Kappa Phi. She will present mini-workshops on the co-op work experience to prospective students as a service to the Office of Career Planning and Placement.

The third honoree is accounting major Charles J. Jurcak. He received the Financial Executives Institute Award for the highest standard of academic excellence at the baccalaureate level in accounting and/or finance.

The senior received the award at the institute's annual education meeting. He is one of nine students from nine universities and colleges to be honored. The award recipient was selected by the SEM faculty.

The financial Executives Institute is an international association of financial executives.

Decisions

(Continued from page 1)

future by restricting loan eligibility. Although students repay the loans, they do so at below-market interest rates. Private lenders handle the transactions and the federal government pays the lenders fees plus the difference between the subsidized interest rate and the market rate. The difference can be several percentage points.

The effects on OU's enrollment are hard to predict. Jerry Rose, admissions director, speculated that if OU lost students because of financial aid cuts, it could also gain a similar number in transfers. The transfers would be students who dropped out of higher-priced institutions in search of lower-cost educations. OU might gain from the losses at the University of Michigan and Michigan State University, for example.

Rose said community colleges stand to benefit the most as students seek low-cost alternatives. Regardless, Rose said his overall impression is negative to the proposals. "Our feeling is that they will significantly affect the choices students have of where they will be able to go to school," he said. "Anything that takes away their options affects OU."

He added, "Our main opposition is that we believe anything that limits the options students have is not good for a strong, moderately selective institution like Oakland."

Rose said the proposals are consistent with the administration's past actions which have been detrimental to education and especially to minorities.

Whether the proposals, if enacted, would affect in-coming freshmen is difficult to gauge now, Rose said, because so many do not begin to think about finances until closer to the time when they must enroll. The proposed rules would affect the freshman class which now consists of high school juniors.

"Students will be hurt, yes, no question," he said, "but are students who are coming worried? No. They aren't even aware of it."

Anderson said that during the 1982-83 academic year (the latest for which figures are available), 23 percent of all undergraduates received some need-based financial aid. Last fall, about 4,600 students, including some graduate students, received aid, whether it was scholarships, grants, or work-study.

Anderson and Rose share the view that if

the rules are changed, some students will not even apply for college because they will mistakenly believe aid is unavailable to them.

The following summary of the proposed changes is compiled from a newsletter prepared by the National Association of Student Financial Aid Administrators.

Pell Grants. The program would receive \$2.681 billion in 1986-87, a \$644 million reduction from this year's budget. About 574,000 students would lose grants. The administration would also require that students contribute at least \$800 toward their education. Work-study funds could be applied to that sum. The maximum Pell Grant would be \$2,100 a year and the total federal aid could not exceed \$4,000.

Supplementary Educational Opportunity Grants: This year about 720,000 students receive grants, 60 percent of whom come from families earning less than \$18,000. The government provides \$412.5 million this year, but proposes total elimination for 1986-87. However, individual schools could use up to half of their work-study program funds for an SEOG program. This means an estimated 483,000 students could be dropped from the program.

College-Work-Study Program. Approximately 788,000 students will receive about \$879 each this year and 65 percent of the students come from families earning less than \$24,000. Reagan proposes changing the program to Work-Study/Grants and funding it with \$850 million. If schools used half of the funds for the SEOG program, about 200,000 jobs would be lost.

National Direct Student Loans. The president proposes eliminating new funding, which would cut 143,000 students from the program. Both undergraduate and graduate students apply for the loans, based on need. The program would continue with loans being issued from the funds repaid by past borrowers.

State Student Incentive Grants. The states would continue to fund the program, but federal aid to it would be eliminated. About 304,000 students would lose half or all of their grants. The average award is \$520 and half of SSIIG funds go to students from families with incomes of less than \$9,000.

Guaranteed Student Loans. By imposing income restrictions, up to 967,800 students would be cut from the program. Other changes would allow higher interest rates and they could go into effect as early as this fall, although the balance of the changes would not be made until 1986-87. In the Parent Loans to Undergraduate Students section of the GSL, families earning more than \$32,500 would be eligible. The administration estimates that 378,000 students and parents would be eligible, up from 141,000 this year. The administration estimates its total commitment to the GSL program at \$6.525 billion in 1986-87, down from \$7.498 billion in fiscal year 1985. The PLUS program contribution would be \$1.022 billion in 1986-87, up from \$443 million in 1985. The net effect, however, is that student loans will be more expensive and that total aid will be limited to \$4,000 per year.

Funding Opportunities

The Office of Research and Academic Development, 370 SFH, has details about the following funding opportunities. For information, call 370-3222. Unless specified, proposal due dates are unknown.

Department of Education

Study trends and causes of growth in private rehabilitation centers, May 10; handicapper communication aids, May 16; and conduct classification surveys of Department of Education workforce, April 22.

Division of Administrative Services

Provide employee counseling services for five federal agencies in Kansas City, May 1.

National Cancer Institute, Research Contracts Branch

Conduct a surveillance of currently published literature on natural products to obtain the names and structures of compounds with antitumor potential.

Department of Housing and Urban Development

Design a guidebook for disabled individuals.

Contracts Management Section

Perinatal study, April 22.

Department of Labor

Economic research in the areas of youth market issues, employment, impact of international trade, job mobility, older workers and their issues; research on worker mobility in the U.S. economy; research on the internationalization of the U.S. labor market; and support for Department of Labor professional development programs.

Negotiated Contracts Branch

Conduct seminars for state and local health leaders on health research findings, April 17; and provide analysis of health research and health care delivery research.

● James Ozinga, political science, was featured in a page one story in the **Oakland Press** on the leadership succession in the Soviet Union.

● The **Rochester Eccentric** and **Rochester Clarion** did pieces on Paul Tomboulia, chemistry, and his book on well-water testing. The **Oakland Press** has also taken a copy of the booklet for review.

● The **Detroit News** published a series of photos of young ballet students auditioning for the School of American Ballet at Varner Hall.

Job Listings

The following job openings have been listed by the Employee Relations Department, 140 NFH. Either visit the office or call 370-3480 for details.

● Director of university relations, AP-19, University Relations.

● Editorial associate, AP-5, College of Arts and Sciences.

In The News

Here is a sample of the university faculty members in the news recently.

● The university's China symposium was listed in **Crain's Business Weekly** and the **Detroit Free Press**.

● Fred Stransky, exercise physiology, continues to draw media attention. The **Detroit News** is sending staff members to take his stress test and do an article on his special menu at Cooper's Arms in Rochester. The **News** will also visit a noted Detroit-area chef and compare the items on that menu with a recommended Stransky meal. A **New York Times** reporter will interview Stransky on stress tips for executives.

The **Oakland University News** is published every other Friday by the University Relations News Service, 109 North Foundation Hall, Oakland University, Rochester, MI 48063. The telephone is 370-3180. Copy deadline is 5 p.m. Friday of the week preceding the publication date.

- James Llewellyn, senior editor and news director.
- Jay Jackson, staff writer.
- Ann Straky, photographer.

Library Announces Change In Hours

Temporary changes in the hours of operation of Kresge Library have been announced. The library will be open from 8 a.m.-1 a.m. on April 8-11 and 14-18, 8 a.m.-8 p.m. April 12 and 19, 9 a.m.-8 p.m. April 13, 8 a.m.-5 p.m. April 22-26, and closed on April 20-21 and 27-28. Regular hours will resume on April 29.

For further details, phone 370-2471.

Zdroj Keeps Campus Mail Moving

Inclement weather and all of the other nasty pitfalls encountered while delivering the mail are just part of the job to Kay Zdroj and her employees.

The Mail Room staff sorts, bundles and delivers thousands of pieces of mail each day. Keeping on top of the task has been Zdroj's job since 1977. Taking on the Mail Room position meant giving up a telephone operator's job she has held since 1968 and learning the new job the old-fashioned way: by doing it. "I just sat down and started reading the (postal service) manuals and the manuals about the machines," she says.

Despite the growth in mail volume, the staff size has remained constant. Zdroj

supervises five full-time employees and six student assistants. Together, they process about 1.5 million pieces of mail each year now. The work includes hand-sorting mail, machine labeling about 600,000 envelopes, and inserting about 500,000 pages into envelopes by machine.

A typical day means two employees arriving about 6:45 a.m. They pick up the mail from the Rochester Post Office and begin sorting it on campus about 8 a.m. Each day a van-load of mail is brought to campus.

Zdroj says the mail is sorted for seven routes, each of which will take about an hour to complete. The mail that is picked up in each campus office is then taken

back to the Mail Room and sorted by ZIP code for the 12:30 p.m. pick up.

The work does not end there, Zdroj says. In the afternoon the staff labels and sorts other mail and prepares parcels for shipment. Zdroj explains that any service the Rochester Post Office offers is also available at the Mail Room. The only exception is that the Mail Room does not provide a full-service window for personal first-class mail because of staff limitations. "If we did, we'd have long lines just like at the post office," she says.

"We handle the same volume of mail as a post office in a small town of about 3,000 people," Zdroj says. "We're the Rochester Post Office's largest customer."

This year the university will spend about \$300,000 on postage, she says. Zdroj takes that seriously by advising departments of lesser cost methods of mailing items, such as bulk rate or parcel post. The difference can be sizable, she notes. A first-class three-pound package mailed to London, England would cost \$7.76, but by sending it parcel post the university could save about \$4.56, she says. "It's the university's money," she adds.

For all of the mail that is sent, Zdroj says, the Mail Room's error rate is low. "We run less than 1 percent missorts. Most of those are created because people move from one department to another without changing their addresses. It's hard when you're dealing with 1,200 employees to remember where everyone is," she says.

Zdroj urges employees to include the department when using the campus mail



Kay Zdroj: Keeps the mail moving.

system. "We don't sort by room number, we sort by department," she says.

Although not formally associated with the U.S. Postal Service, the Mail Room staff must comply with all postal regulations "and all of the paperwork," she says. To keep herself current, she attends postal seminars and maintains close contact with the post office.

When not sorting mail, Zdroj remains active in other pursuits, including the Division of Continuing Education's Accounting Assistant Program. She is also president of the university's bowling league. She and her husband, Jerry, have two sons and a daughter at home and two other daughters, plus a grandchild.



Don Gemmell and Rita March tend to Mail Room responsibilities.

Leadership Forum Studies Educational Issues

More training in motivating people, improving staff morale and building a solid instructional team are the educational management needs identified by 248 principals in Oakland and Macomb counties.

In addition, these principals are interested in community and staff development and the roles they as principals should have in creating more effective schools, states Gerald J. Pine, dean of the School of Human and Educational Services.

Those needs were addressed in a March 21 seminar designed for principals and sponsored by the newly formed Meadow Brook Leadership Academy, a consortium including OU and the Oakland and Macomb Intermediate School Districts.

The academy surveyed principals in the two counties and now that the principals have talked, we have listened, Pine says. He notes that educational management training is becoming of prime interest to the schools of Michigan and it is stimulated by the call for certification of administrators and the growing inservice activity in other professional management groups.

The March 21 program in Meadow Brook Hall was entitled **New Models and Methods in Management**. It was the first

program planned by the academy. Its steering committee included Pine, and Bill Keane and Bob Lutz, superintendents of the Oakland and Macomb Intermediate School Districts.

The major purpose of the Meadow Brook Leadership Academy is to provide continuing education and professional development opportunities for school adminis-

trators is areas of need identified by those administrators. Pine said faculty for the programs will come from school administrators, national and regional consultants, university faculty, and school personnel other than administrators.

Malcolm Shaw of Educational Systems and Designs, Inc., was featured in the

March 21 program. Principals learned to read the social mood of staff, parents and students, why staff and community involvement is in, why the school culture should change, how to put a winning team together, techniques for building common themes and commitments, and who does what on a winning team.

Tax Abatement Sought For Park

The university is petitioning the city of Auburn Hills to establish a technology park district within the city limits, an action which will allow property owners in the district to take advantage of tax abatements.

The OU Board of Trustees approved the action on March 20 in accordance with Public Act 385 of 1984. The act encourages development of high-technology centers near four-year colleges or universities.

President Joseph E. Champagne said the OU petition had been requested by Comerica, Inc., Chrysler Corp., and

Schostak Brothers, Inc. They are the primary tenants of the Oakland Technology Park. The firms represent at least 75 percent of the property owners within the proposed district. The state law stipulates that once the request is received, the petition to the city must come from the four-year educational institution adjacent to the proposed district.

After the petition is filed with the city clerk, the city council will set a public hearing date on the request, publish and mail notices of the hearing to property owners in the district and to the taxing units, and conduct the hearing. The city

must record the qualifications of the district after the hearing and adopt a resolution establishing such a district, denying it or modifying it.

Property owners within the district may receive no more than a 50 percent tax reduction on facilities but no tax reduction on land or inventory. The tax abatement period may extend up to 12 years, as determined by the city council.

Champagne said the university would proceed as quickly as possible but he had no idea of the timetable that may be established by the city for the hearing and decision on the proposed district.

When Help Is Needed, Nicosia Is There

Pat Nicosia is making it more difficult all the time for people to find something that he hasn't done.

In his 13 years with the university, he has served on committees, volunteered to arrange social events, and served as a fraternity adviser. That's only a brief description of his activities.

Nicosia, budget director since August 1981, started his OU career as business manager of Residence Halls and the Oakland Center. He then became manager of business operations and was promoted to associate director of budgeting and financial planning. He stays at the university because of the people, he says.

"I enjoy working at the institution; it's a nice size. You can work with all areas and divisions and, unlike at a large university, you can accomplish things without concern for crossing into someone else's territory," he says.

"I also like the way that administrators

Breaking The Mold

seem to work closely with students. There's a lot of interaction and I enjoy that."

Nicosia has always been a promoter. At the University of Michigan where he earned bachelor's and master's degrees and is now working on a doctorate, he was social chairman of Tau Kappa Epsilon Fraternity. That experience stuck with him, because he is well known for organizing trips to cultural events at OU and elsewhere, arranging outings to U-M football games, and of course, sponsoring his annual cheesecake sale.

"I sold 300 cheesecakes in 1984 alone," he laughed. Eight years ago he sold 24 during the first sale.

Cultural events remain his forte. Last year he sold 80 tickets to a Meadow Brook Estate Concert and afterward entertained guests and the cast at his home. On March 28 he arranged for 40 persons to attend **Romeo and Juliet** by the American Ballet Theatre. He also sold 16 tickets for a National Ballet of Canada performance in Windsor.

All of the trips are arranged without personal financial gain to Nicosia. He does it strictly for the benefit of seeing people socialize. "I enjoy entertaining and I think

it's a plus to get people together. It just makes the environment better for everyone," he says.

Nicosia's name is familiar for other reasons, too. He chaired the 1984 campus United Way fund drive and serves as adviser to Theta Chi social fraternity. He works with the fraternity because "it really gives you an opportunity to work with students in a very close way," he says. He organized a Parents' Day for all 11 fraternities and sororities, too.

Other accomplishments include serving on Administrative-Professional Assembly and AP Association committees, working on the Alumni Telefund, volunteering at the Concours d'Elegance at Meadow Brook Hall, assisting at the annual Midnight Breakfast in the dormitories, and serving on the Village Advisory Board. For his work with students, CIPO awarded him one of its Link Awards.

"Breaking the Mold" will appear occasionally and spotlight individuals whose contributions to the university exceed requirements of their everyday jobs. If you would like to suggest someone as a feature subject, please call 370-3180.



Budget Director Pat Nicosia.

Grads Outline Careers

Students in the College of Arts and Sciences got a first-hand look at what liberal arts graduates are doing these days — and how they got there.

The sixth annual Arts and Sciences Career Day on March 20 offered students opportunities to meet with OU graduates in numerous liberal arts occupations. Over 50 graduates attended to talk about how they prepared for their careers and offer advice to students about which courses they should consider to accomplish their goals.

The Career Day was co-sponsored by Placement and Career Services and the Arts and Sciences Alumni Affiliate. Students were able to browse around, picking and choosing among graduates who were ready for discussions. Johnetta Brazzell, placement director, said the program was especially useful to students who were interested in a particular field but were unsure of the types of jobs available in that field. She expected about 400 students in all to visit the displays.

At many universities, Brazzell said, career days are set up as programs for recruiters. At OU, however, "It is an opportunity for alumni to share their occupational information and information about training. It's not a recruiting tool, per se, but for some students, they will make contacts that could lead to job interviews, co-op programs or internships," Brazzell said.

All of the Career Day volunteers who met with the students are OU graduates. Occupations ranged from an attorney to a funeral director to a real estate broker to a computer graphics supervisor.

Brazzell said the tables drawing the most interest were those with computer displays. "Computer graphics are always popular," she noted.

One of the Career Day participants was Joyce Meyers, a 1979 graduate with a major in psychology and a minor in management. She is a personnel staffing specialist with the U.S. Army Tank Automotive Command in Warren. She spoke to psychology students to offer encourage-



OU graduates offered advice about finding jobs during the College of Arts and Sciences' Career Day in the Oakland Center.

ment.

Meyers noted that many students have "a naivete about starting salaries for liberal arts graduates. They still expect to start at \$25,000 to \$30,000 a year," she said. "Maybe if their parents own the company."

Meyers urges students to consider their career opportunities earlier than in their senior year. Students need to adjust by taking extra classes outside their major that could provide them with the edge on other candidates.

"Jobs are there if you are a liberal arts graduate," Meyers said, "but it's going to be a bit more difficult finding them. I urge people to branch out, to pick up some management or computer classes. It will be a big plus when they graduate."

Last fall the first Career Day was held for the School of Economics and Management and in January one was held for nursing students. On May 15 there will be a Career Day for physical therapy majors.

Counselors Gather To Study Techniques

Creative approaches to counseling were explored during a daylong conference in the Oakland Center sponsored by the Graduate Student Counseling Association.

About 150 private counselors, school counselors, OU students and others attended the programs. The second annual

event was intended to provide participants with ideas for professional development in a variety of theories, techniques and approaches, said L. DiAnne Borders, faculty adviser.

A benefit to the students attending was contact with graduates of the OU counseling program. "It's a way for alums to come back. That can be a nice impetus for our students to see that there are jobs out there. It's also a nice way for them to maintain contact with Oakland," Borders said.

The graduate students planned the conference themselves, Borders said.

Topics included using creative arts in counseling, humor in counseling, couples counseling couples, family sculpturing, and others.

These approaches to counseling include using fantasy to relax a patient and act out situations, bringing music or dance into counseling to help patients express themselves, and sculpturing, which is having a patient assign roles to individuals and then react to them to work out problems.

The conference is useful to the OU graduate students, Borders said, because it allows them to talk with professionals

about career opportunities. "It's a real nice bridge between the academic and the real world of counseling in the field," she said.

The conference is only one of several programs the GCSA sponsors each year. Other speakers are also brought to campus and the association produces a newsletter to keep students informed of counseling programs. Peg Cranick and Jill Cranick were the co-chairs of the conference. Anita Haenick is the chair of the GCSA.

The keynote speaker was Jacinth Ivie Baublitz, a clinical social worker in Midland and adjunct professor of psychology at Northwood Institute.

Callewaert Invited To Give Lecture

Denis Callewaert, chemistry, will give an invited lecture at an international workshop on the human body's immune system to certain cancers.

He will participate in the June 22-29 workshop in Salernes, France. His topic will be **Kinetic Analysis of Natural Cytotoxicity**. This deals with his work on the mechanisms of the destruction of certain tumors by human killer cells.

Callewaert will join researchers from throughout the world, including N. Jerne of the Basel Institute of Immunology. Jerne is a 1984 Nobel Prize winner.

The workshop is sponsored by the French **Foundation Les Treilles**. The workshop topics are present concepts in immune regulation, the cell-mediated immune response, cancer immunity and metastasis, and manipulations of the anti-tumor immune response.

Listed for Sale

The following three homes for sale are in the faculty subdivision.

- The asking price of a four-bedroom colonial at 722 McGill Drive is \$82,900. The house has 2½ baths, a fireplace, and central air with a purifier. Other features include a custom-landscaped lot, a fenced patio, a breakfast nook with bay window, hardwood floors under wall-to-wall carpets, plaster walls and marble window sills, built-in kitchen appliances including two ovens and outside exhaust ventilation, a first-floor laundry or mud room entry from the 2½-car garage, a 2,100 square-foot finished basement, and dual water meters to separately monitor indoor and outdoor usage. If interested, call Mr. and Mrs. Alfred Adomines at 375-2737 to make an appointment to see the house. The owner may also be contacted by writing to 2030 Tanforan Ave., Placentia, Calif., 92670, or by calling (714) 961-8025.

- A four-bedroom colonial at 737 McGill Drive includes a den, storage, walk-in closet in the master bedroom, family room with fireplace, formal dining room, hardwood floors, new carpet in the family room and den in 1984, new Kitchen-Aid dishwasher in 1983, two bedrooms and one bath redecorated in 1984, a new hot-water heater in 1981, new roof in 1981, basement and chain-link fenced dog run. The home also has two-zone hot-water heat. Possession will be about July 1. For details, call 375-2650, 370-4042 or 370-3562.

- A brick tri-level is listed at \$64,500. The house includes three bedrooms, 1½ baths, a family room with fireplace, hardwood floors, and new carpeting and tile. For information and address, call 370-2850 or 656-1295.

Harry Hahn Receives Literary Award

Over 20 years of working with young children to improve their reading skills has been officially recognized for Harry Hahn of the School of Human and Educational Services.

The Michigan Reading Association presented Hahn with its first Literacy Award at ceremonies March 18 in Grand Blanc. Hahn, the founder of the Young Authors Conference held at OU biennially, has done considerable research into methods of improving language arts skills of children in grades K-8. The association's special award to him cited those efforts which have helped thousands of children to become better at their reading, writing and verbal skills.

Hahn's belief is that if writing skills are improved, a child's reading ability will also improve. He promotes reading through the broader approach of writing because it is less restrictive, he says, than standard textbooks. Books offer repetitious assignments, he says, which may bore children. Students who are active writers say they enjoy their assignments much more, he adds.

Federal Reserve's Seger To Speak

Martha R. Seger, a member of the Federal Reserve Board of Governors, will deliver an open address on Federal Reserve policy from 3-5 p.m. Thursday, April 4. She will speak in Room 206 Varner Hall.

Seger is a former School of Economics and Management faculty member and had served as commissioner of financial institutions for the state. While on campus, Seger will also speak to an MBA seminar about current business topics. She will meet with the SEM Board of Visitors, also.

Schmitt To Lecture

Professor Charles Schmitt of the Warburg Institute at the University of London will lecture on **The Historiographical Tradition of Renaissance Philosophy** on April 12.

The 7:30 p.m. lecture will be in the Oakland Center Gold Room A. Admission is free. For further details, call the College of Arts and Sciences at 370-2140.

"Youngsters rate writing as number one in school if they have a program which gives them recognition," he says. The Young Authors Conference is one such means of providing that recognition. One thousand or more young writers will gather at OU in April to discuss their writing and exhibit their successes. One such participant told Hahn that "I never felt so important. It's great to get together with other authors."

About 200 school districts in Michigan participate in the Young Authors Program.

It is the result of his research which began in 1964. At that time, he recognized the need to improve reading habits among children. He and 27 others across the United States received grants to propose solutions. Hahn's initial research has been substantiated over the years by other studies which prove that children who participate in writing programs become better readers. An essential element is offering official recognition as students progress, he says.

Endowment Policy In Effect

A policy affecting the establishment of endowment funds has been adopted, the Office of the Vice President for Finance and Administration has announced.

Endowment funds when established should be of an amount sufficient to justify the cost of administering the funds and to provide a viable annual return. A policy to accomplish this must recognize the value of promoting endowment giving and not discourage donors. The following policy has been established in recognition of the foregoing concerns and is to be effective April 1985.

1. A minimum of \$5,000 is required to establish an endowment fund.
2. Donors giving less than \$5,000 who

wish their gifts to be endowed may designate their funds for any existing endowment fund.

3. An option is available for those who indicate a desire for continued support but who initially are giving less than \$5,000. A goal of \$5,000 or more must be established with the understanding that a level of \$5,000 will be reached within a five-year period. The fund will be classified as quasi-endowment until the \$5,000 minimum has been attained. If after a five-year period the \$5,000 level has not been reached, the funds will be transferred to an expendable fund and made available for expenditures in support of the donor's original designation.

Computer Trial Run Set

Implementation of the new computerized on-line registration system has been postponed, according to William Morscheck, assistant vice president for computer and information systems. Full initial utilization of this capability will take place for early registration for spring session 1986. However, partial capabilities of the system may be put into production as early as this fall.

The scope of the university registration extends beyond the computer hardware and software facilities which will be used to support the system. Implementation is being postponed in order to plan and coordinate those aspects of the system external to the computer, including training, office procedures, advising procedures and

calendars. This postponement will provide the opportunity to develop required inter-office procedures, to develop coordinated registration, orientation and schedule development calendars, and to have all faculty and staff involved in registration observe and understand the computerized capabilities available.

Beginning in October, a series of demonstrations and hands-on training sessions using the actual capabilities of the system will be conducted for all of those involved in schedule development, advising and registration. This extensive trial period is essential to achieve a smooth transition to the new system and to gain maximum benefit for all involved in the total registration/advising process, Morscheck said.