



OAKLAND UNIVERSITY

News

104 North Foundation Hall
Rochester, MI 48309-4401

A publication for faculty and staff

December 8, 1989

Volunteers Give a Hand to Meadow Brook Festival, Theatre

This past season was a winner for Meadow Brook Music Festival and Theatre when it came to volunteer efforts.

Final figures now in show the Women's Committee for the Festival raised \$92,399 for festival operations. Nearly 80 members earned the funds through the gift shop, a raffle of a new Cadillac and a fashion show at Shotwell-Gustafson Pavilion.

Since 1980, says Jane Mosher, director of group sales and community relations for the theatre and festival, the Women's Committee for the Festival has raised \$466,339.

In addition, the Rochester Festival Club, another volunteer organization, raised \$74,000 for the festival through direct solicitation of businesses and individuals in the area.

For the theatre, the Theatre Guild recently raised \$12,004 at a holiday benefit show at Jacobson's in Rochester. Additional funds will

be raised through the guild's traveling costume show. Last year, all told, the guild turned over more than \$20,000 for the theatre.

Mosher notes the guild usually designates its funds for specific theatre projects. Last year the money helped purchase new dressing room trailers. Other projects funded by the guild have included the canopy over the front entrance sidewalk and carpeting.

"I don't know what we'd do without them. They're critical to our continuance and to our success," Mosher says.

Something that is especially pleasing, Mosher notes, is that the theatre and festival are well-received by the public. "The festival and theatre are part of our university commitment to serve the community, and this is also an example of how the community has made a commitment to the university. It's a two-way street."▼

Telefund '89 Surpasses \$150,000 Goal with Eight Days Yet to Go

With eight nights of calling still to go, TeleFund '89 (the university's major appeal for alumni support of the academic program) has topped its \$150,000 pledge.

As of November 30, the development office had recorded 3,933 pledges for \$167,123. The number of pledges is up by 56 percent from last year, and total dollars are up by 35 percent.

"We could make \$175,000 or more if the current pace continues," observes Mel Gilroy, senior investigator in the Department of Public Safety. He and his wife, Jennifer, an office assistant in the registrar's office, serve as volunteer cochairs for TeleFund '89.

"It was tough scheduling 14-20 volunteer callers every night for two and a half months, but response from faculty, staff, alumni and student organizations has been tremendous — they're the ones who made it work. It's amazing to think that something like 350 different volunteers have already made calls for TeleFund."

Gilroy also paid special tribute to Debra Jankovich, TeleFund coordinator. Jankovich came to OU from the Judson Center in Royal Oak, where she served as associate director of development.

One particular highlight of this year's TeleFund occurred on the second night of calling. A 1978 graduate called by Indra David, associate dean of Kresge Library, responded with a gift of stock for the library worth over \$12,000. Two

other alums contributed \$1,000 each. One was called by Peter Boettke, assistant professor of economics; the other by William Macauley, associate professor and chairman of political science.

Other TeleFund '89 top callers include:

- Most dollars, one night: Bob Stern, \$1,815; Ron Tracy, \$1,570; and Macauley, \$1,510

- Most pledges, one night: Gerard Joswiak, 24; and Jack Barnard, Jenny Gilroy and David Housel, 21.

- Highest average pledge: Boettke, \$166.43; Macauley, \$125.83; and Ron Tracy, \$112.14

In an on-going contest among the fraternities and sororities (what Gilroy calls a "little side bet"), callers from Gamma Phi Beta lead competing teams from 12 other Greek organizations. An "all-Greek night" scheduled for December 7 concluded the competition.

Students from University Student Congress, the Residence Halls staff, the men's and women's swim teams, the Golden Key Honor Society, the Student Alumni Affiliate and the Student Life Scholars program have also worked hard for TeleFund.

The final night will welcome back to campus a number of alumni "VIPs" — former Alumni Association officers. Greg Demanski, current president of the OUAA, has invited former officers to bring TeleFund '89 to a grand close on December 14.▼

University Changes Insurance Carrier; January Open Enrollment Period Set

The university will make some changes in carriers for health and dental plans. In addition, an open enrollment period has been established for nonacademic employees that will run throughout January.

"As of January 1, the university will no longer have MedView or TIAA as health and dental carriers," says Diana Decker, staff benefits manager. "The health, major medical and dental will be administered by the Connecticut General Life Insurance Co."

Representatives from Connecticut General and Alexander & Alexander Consulting Group will be on campus to explain the plan and answer questions. "It is very important that all employees who are currently enrolled in MedView Health and/or MedView Dental try to attend one of these meetings," Decker says.

The schedule is as follows:

December 18 — 9 a.m.-10:30 a.m., 159 NFH.

December 19 — 9 a.m.-10:30 a.m., 128-130 Oakland Center.

December 20 — 3:30-5 p.m., 159 NFH.

December 20 — 6-7:30 p.m., 128-130 OC.

New insurance identification cards will be handed out at these meetings. New PAID Pre-

scription Cards will be distributed by campus mail during the first week in January.

For nonacademic employees, open enrollment for insurance purposes will be held from January 3-31 with coverage effective March 1. During open enrollment, no evidence of insurability will be required to make the following changes in enrollment:

- Change to a different health plan
- Enroll for health coverage if not previously enrolled.

- Add dependents (spouse and eligible children) to health coverage

- Enroll for or increase group accident insurance coverage

Representatives from Blue Care Network, Connecticut General Life Insurance and Health Alliance Plan will be on campus for presentations from 10 a.m.-noon and noon-2 p.m. January 15 in Oakland Center Gold Room C. "Please plan to attend one of these sessions if you have any questions regarding the health insurance plans," Decker says.

If you have any questions regarding your benefits, stop by the Staff Benefits Office, 142 NFH, or call 370-3483.▼



President's Holiday Message to the University Community

As I review our many 1989 accomplishments in the areas of instruction, research, and scholarship, student development and public service, it is clear that Oakland University is well-prepared to enter the 1990s as a leader in quality education.

Your loyalty and commitment to our mission are sincerely appreciated. Because of your many efforts, we are moving into the 21st century with dignity from a position of strength as an institution of excellence.

During this holiday season, Emilie and I wish to express our best wishes to each of you, and those you love, for a lifetime of peace, hope, and joy.

Holiday Reception

Oakland University faculty and staff are cordially invited to attend a holiday reception jointly hosted by the president and the provost on Thursday, December 21, from 1-3 p.m. in the Oakland Center Fireside Lounge.



Professor's Invention Could Increase Reliability of Computer Chips

Like the little girl with a curl, computers can be very, very good, but when they are bad, they are worse than horrid.

A computer malfunction could endanger life, shut down a business or render a complex automobile an inert mass of metal and plastic, says engineering Professor Mike Hung.

Hung says one important source of these failures is a leaky chip that was not perfectly hermetically sealed. He notes that despite the

critical nature of this process, no means exists to date for on-line testing of this procedure.

The OU professor, inventor of a process called Shearography, is perfecting a process that now tests 64 computer chips a second. More work needs to be done before it is fast enough for commercial application.

Hung says his earlier uses of Shearography are now being marketed by a firm in Philadelphia and are in use in the tire and aerospace industries. Some composite space shuttle mate-

rials have also been tested by this process. He hopes that the process will also be accepted in time by the auto industry.

Hung, assistant director of the Center for Robotics and Advanced Automation, says his process is noninvasive and nondestructive. It allows in-plant and on-site inspections of materials for strains or production flaws.

The Shearography process employed in the tire and aerospace industries is film-based and allows grid patterns of the tested object to be compared. Where there are variances in the two grid patterns fitting together, there are indications of strains or imperfections in production, Hung says.

The newer Shearography process being developed for computer chip testing is electronic and eliminates some of the processes involved in the earlier versions. Hung says a laser, computer, video camera, shearing prism and monitor are involved, along with a pressurized chamber.

The inventor says the chips are put under pressure and monitored through his process. Chips that are observed to remain deformed under pressure are well-sealed while those that return to form or change shape markedly are faulty.

Hung says that to the present, testing leakage of IC chips primarily relies on the old techniques of helium leak detection for fine leaks, and fluorocarbon detection for gross leaks. Both processes, he says, are slow, cumbersome and contaminating. They cannot be employed for on-line inspection of every chip.

The professor says he can envision, perhaps two years down the road, a regular production line with computer chips passing through a large, pressurized chamber. He also envisions a robot programmed to remove faulty chips.

In commenting on the general applications of Shearography, Hung observes that the Federal Aviation Administration has endorsed the project for the inspection of plane tires. Fiber re-enforced plastics — light and strong and desirable for use in aerospace — have a downside. In the fabrication process, there is increased opportunity for flaws. Thus the need for 100 percent inspection of these materials is present.

As to the computer chip process, Hung says its success could greatly enhance the reliability of electronic devices and computers, help eliminate component failures, reduce warranty costs and provide improved product quality and reliability. "All of the above," he predicts, "will have a significant effect on improving the image of things labeled 'Made in the USA.'"

The idea, he says, is to develop the technology in the university laboratory, then have the concept translated into industrial use by commercial firms.

Hung is now seeking grant money to further his testing of computer chip Shearography.

— By Jim Llewellyn

'December Dances' Come Just in Time

The Oakland Dance Theatre will perform *December Dances* in concert in Varner Studio Theatre.

The concerts are sponsored by the Department of Music, Theatre and Dance. Performances will be at 8 p.m. December 8-9 and at 3 p.m. December 10. Tickets are \$5 general admission and \$3 for senior citizens, students and children. For tickets, call the Center for the Arts box office at 370-3013.

HRD Receives Accreditation

The Human Resource Department has received a five-year program approval from the Council for Standards in Human Service Education.

Gerald Pine, dean of the School of Human and Educational Services, says the accreditation clearly enhances the reputation of the Human Resource Development program in human services. The program is housed in SHES.

The program in human services prepares students for service-action careers related to human problems, services and social change.



'Tis the Season for Madcaps

The holiday spirit has sets in again at Meadow Brook Hall. Margaret Twyman, managing director, says there's still time to visit the 19th annual Christmas Walk. It runs through December 10. In addition to seeing floral and other holiday displays in the rooms, visitors can walk over to Knole Cottage and then get some refreshments in the Carriage House. The Meadow Brook Estate Greenhouse is also open for tours. Special prices are in effect for OU affiliates at all times for the Christmas Walk.

Our People

Made a name for yourself lately? Send the details to the News Service, 104 NFH.

PRESENTATIONS

- Charlotte Stokes, art and art history, presented a report on her participation in the Bryn Mawr Summer Institute for Women in Higher Education Administration to a panel discussion on *Is There Sexual Discrimination in Higher Education Today?* It was sponsored by the Grosse Pointe Branch of the American Association of University Women.

- John Cameron, art and art history, spoke to the staff of Land Design/Research, Inc., of Columbia, Md., about *Gothic Architecture: From Thick Walls to No Walls*. The audience consisted of architects, designers and planners.

In the News

Recent news coverage about the faculty has included the following items.

- Philip Singer, health sciences, was featured in a section front page of the *Detroit News* regarding traditional healing.

- Karl Gregory, business administration, was interviewed in the December issue of *Money* magazine about how racial discrimination against the black middle class costs America billions of dollars.

- Abraham R. Liboff, physics, was quoted in *The Reader's Digest* and *Discover* magazines about his research concerning electromagnetic waves. He was also interviewed on a Philadelphia radio talk show.

- A study by Al Lederer, business administration, on strategic information systems planning was quoted extensively in *Mis Week*.

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- James Llewellyn, senior editor and news director

- Jay Jackson, staff writer
- Rick Smith, photographer

- Richard C. Pipan, human development and child studies, presented a paper on *Action Research and Teacher Empowerment* at a conference on *Curriculum Theorizing* held in Ohio. He was also involved in the planning for the Midwest Philosophy of Education Society Conference in Chicago.

- Barbara Mabee, German, presented *The 'Double Focus' and the Dialogical Reader in Rahel Varnhagen's Letters to Women and in Sarah Kirsch's 'Wiepersdorf 1-11'* at the 14th annual Women in German Conference at Frontenac, Minn. She was a panelist in a literature workshop on recent GDR poetry at the International Symposium on the German Democratic Republic held in Conway, N.H.

- Frank Schieber, psychology, presented a paper, *Age and Contrast Sensitivity*, at the annual scientific meeting of the Gerontological Society of America in Minneapolis, Minn. The paper summarized the first wave of data collected from his vision research experiments which were incorporated into the National Institute on Aging's Baltimore Longitudinal Study. Schieber coauthored two additional papers which also were presented at the conference.

- Patricia Montenegro, Spanish, presented *La metáfora de las relaciones humanas a través de un desierto de símbolos de luz y sombras en 'Piente de sombra' de Jesus Gardea* at the 15th annual Hispanic Literatures Conference on *Narradores y Poetas de Los Ochenta* at Indiana University on Pennsylvania. She also presented *A Trial on Trial in 'Felipe Angeles' by Elena Garro* at the annual meeting of the Society for Values in Higher Education at Colorado College.

- Renate E. Rohde, counseling, served as InfoNet host at the EDUCOM '89 Conference at the University of Michigan. The conference, *Lessons from the Past, Strategies for the Future*, was concerned with information technology in higher education from 1964-2014. Among the topics were the impact of information technology on higher education, its impact on intellectual innovation, innovative applications, recent progress and future prospects for information technology.

- Carlo Coppola, Hindi-Urdu, presented *Poets and Poetry in Salman Rushdie's 'The Satanic Verses'* as a panelist on the immigrant experience in South Asian literature at the Mid-

west Conference on Asian Affairs at Michigan State University.

- Munibur Rahman, Hindi-Urdu, presented *The Islamic Revival and World Politics* at the Conference on Teaching About World Religions in Secondary Schools.

- Peter J. Boettke, business administration, presented *The Gorbachev Reforms* at the *Le Liberalisme a L'Europeenne* conference at the University of Aix-en-Provence, France.

- Augustin K. Fosu, business administration, presented *Political Instability and Economic Growth, with Evidence from Sub-Saharan Africa* at the 32nd annual meeting of the African Studies Association in Atlanta.

- Dean Purcell, psychology, presented a paper, *Facilitation and Interference in Face Detection*, at the annual meeting of the Psychonomic Society in Atlanta.

PUBLICATIONS

- Barbara Mabee, German, wrote *Die Poetik von Sarah Kirsch. Erinnerungsarbeit und Geschichtsbewußtsein* for the *Amsterdamer Publikationen zur Sprache und Literatur*, vol. 83.

- Keith Stanovich, psychology, wrote *Print Exposure and Orthographic Processing* for the journal, *Reading Research Quarterly*.

- Augustin K. Fosu, business administration, wrote the third chapter, *Black-White Youth Unemployment in Michigan, 1971-87*, for the *State of Black Michigan 1989* report published by the Michigan State University Urban Affairs Programs and the Michigan Council of Urban

League Executives. As a result, he was quoted extensively in *The Detroit News*.

- Brian A. Connery, English, has edited the premiere number of *Writing on the Edge*, a new journal about writing, which was published in November. In addition to covering theoretical issues and practical problems in the teaching of rhetoric, advanced composition and technical writing, the journal also features interviews from practicing writers. The premiere issue includes articles on Quintilian, hypertext, technical writing and writing workshops, along with interviews with Vietnam journalist Michael Herr and neurologist Oliver Sacks.

CONFERENCES

- Ronald Swartz, human development and child studies, attended and participated in the planning of the Midwest Philosophy of Education Society Conference in Chicago.

Jobs

For information on position openings, call the Employee Relations Department Jobs Hotline at 370-4500.

- Administrative secretary, C-7, Ken Morris Center for the Study of Labor and Work.

- Energy manager, AP-11, Campus Facilities and Operations, plant engineering and facilities planning.

- Secretary I, C-4, Department of Rhetoric, Communications and Journalism.

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.

Office of Naval Research

Young investigator program, January 17.

Department of Energy

University coal research, January 23.

Department of Education

Student Literacy Corps program, January 2; Jacob K. Javits Fellowships, February 2; and Drug Prevention in Higher Education: approaches to accountability in prevention, February 15; National College Student Organiza-

tional Networks, March 23; specific approaches to prevention projects, April 16; institution-wide programs, February 22; and analysis and dissemination, March 1.

National Institutes of Health

Alcohol, Drug Abuse and Mental Health Administration: Behavioral strategies trials for AIDS prevention, June 11; and replacing animals in research, February 1, June 1 and October 1.

National Science Foundation

Neurobiology of learning and memory, January 15.

Bits & Pieces

Tax Rate Rises in 1990

Just when you thought it was safe to open your paycheck...

Starting in 1990, the social security payroll tax rate will increase from 7.51 percent to 7.65 percent, according to the Staff Benefits Office. The social security taxable wage base will also increase, from \$48,000 this year to \$50,400.

For self-employed individuals, the rate will be 15.3 percent, which is the combined rate for employees and employers.

The increase in the wage base will boost the maximum amount of social security taxes paid by both employers and workers by \$250.80. The new maximum contribution for each will be \$3,855.60 in 1990.

Certificate Program a Success

The new Production and Manufacturing Management certificate program launched during the fall semester has been deemed a success.

The program, designed to help manufacturers stay competitive in today's market, is offered by the Division of Continuing Education and the School of Business Administration. The introductory course quickly reached capacity, with many individuals turned away until winter semester which begins January 15.

The program attracted a wide range of enrollees, including representatives from small manufacturing companies and large automotive corporations.

Small to medium-size manufacturers can learn the latest manufacturing technologies without hiring costly experts. With the diversity of individuals bringing real-world cases to the classroom, participants have the opportunity to hear problems and solutions of other manufacturers.

Amir M. Hormozi of the SBA is program consultant. Carmen Thomas of continuing education is program director.

Students Make Impression

Howard H. Splete, School of Human and Educational Services counseling, presented three graduate assistants and their work at the Michigan Association for Counseling and Development Conference.

All three assistants work in the Adult Career Counseling Center in O'Dowd Hall. Nelson E. Phillips presented results of his research on the use of the Computer-Assisted Career Guidance Program, DISCOVER, to produce more certainty and "stillness" in subjects seeking help with career choices. His study included 15 clients who participated in a locus of control evaluation before their intake interview, use of DISCOVER, and exit interview. The hypothesis was that an increased perception of an internal locus of control would produce more confidence in the participants.

Julie Semroc and Cecilia Peters studied dual-career families and the division of household labor and spousal support in the early development stages. Their research included dual-career families in two developmental stages: married-childless and married-young children. A small sampling of four families produced interesting, though not conclusive, results that were reported at the MACD conference. Among the conclusions: both spouses must be involved in the career counseling process in order to deal with the issues of juggling responsibilities and planning career transitions, adult career counselors must be aware of the career and marriage/family dilemmas of couples in career transitions, and the adult career counselor must understand the developmental stage of the couple, the family and each career.

As part of their work in the Adult Career Counseling Center, all graduate assistants are required to do research on an area of interest to them in career development. An opportunity to present the resulting information at a major professional conference is one of the advantages of earning a master's degree at Oakland.

A Close-Knit Group

Oakland alumni are close to one another.

How close? Let these astonishing facts tumble through the recesses of your mind:

One of every 190 or so residents in Wayne, Oakland and Macomb counties — including all men, women and itty-bitty people too young to even pronounce Oakland University — is an OU graduate.

Of all the 34,494 persons (not counting the fall graduates) who crossed the stage, shook the hand of somebody important and walked out with a sheepskin since 1963, 99.3 percent count themselves among the quick.

Of those alums with reliable addresses known to the Alumni Relations Office, 26,560 live in the United States. Another 76 are spread out around the world. The rest are incognito but probably not immune to mailings for oil company credit cards.

Of the 22,849 alums known to be living in Michigan, 20,546 make their homes in the tri-county area. Only 750 have wandered afar and settled down in Lapeer and Genesee counties.

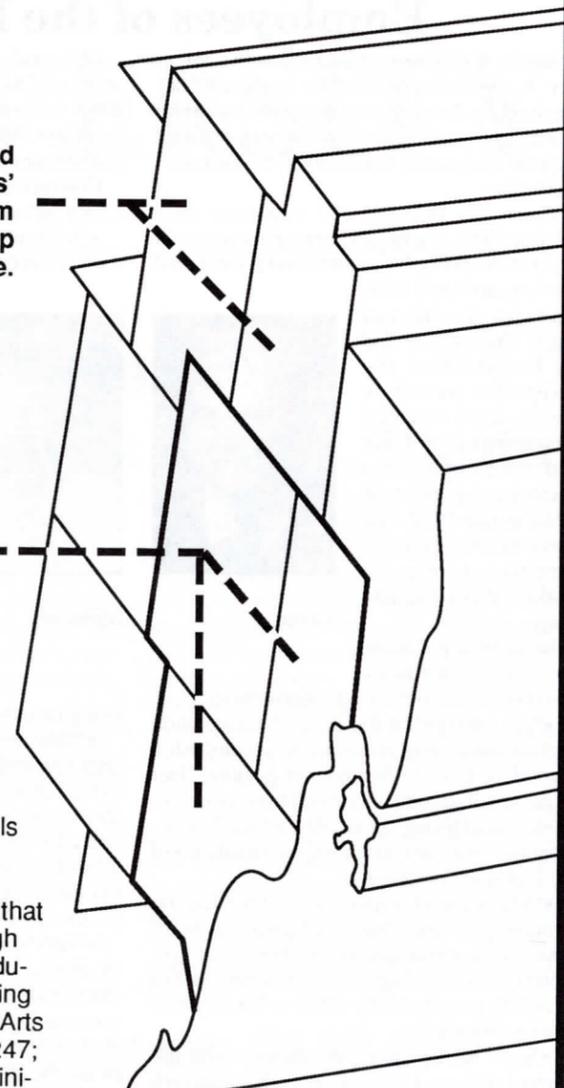
Not all who attended OU toil away in low-profile jobs. Among those who are on the well-known side are the mayor of Tuscon, Ariz., a *Wall Street*

The Lapeer and Genesee counties' crowd has room to roam — just 750 or so live up there.

More than 20,500 alumni live in Wayne, Oakland and Macomb counties.

Journal reporter, an associate provost at Princeton University and, of course, actors Curtis Armstrong and Robert Englund who stalked the halls of the former Academy of Dramatic Arts.

Alumni records also show that 13,153 students went through the School of Human and Educational Services, not including this past fall. The College of Arts and Sciences educated 12,247; the School of Business Administration, 4,763; the School of Engineering and Computer Science, 2,841; the School of Nursing, 1,177; and the School of Health Sciences, 524. Another 1,010 got a Bachelor of General Studies.



Classics Program Begins in January; Explores Western Traditions

The Division of Continuing Education begins its *Classics of Western Tradition* cultural program January 9 with a series of lectures on the Bible.

Designed simply for enjoyment without the burden of exams or grades, the lecture-discussion program is presented primarily by OU faculty members in Meadow Brook Hall library. Class size is limited to 25 to encourage free

exchange of interpretations and questions that expand understanding of the texts.

Leading off the series on January 9, 16, 23 and 30 is Charles Mabee, Oakland protestant chaplain, who will explore *Genesis* and *Matthew* from the Bible. Sessions will be from 7-9 p.m.

On February 6, 13 and 20, Peter J. Bertocci, professor of anthropology, will lead the class in interpreting Charles Darwin's *Selections*.

Capping off the winter series March 6, 13 and 20 will be Joan G. Rosen, associate professor of English, who will delve into James Joyce's *Portrait of the Artist as a Young Man*.

Tuition for faculty and staff for the 10-week period is 20 percent off the regular \$175 fee. For a brochure and to register, call 370-3120, or stop by 265 SFH.▼

Evening Exercise Program for Senior Citizens Now Available

The popular *Sixty Plus* Health and Fitness program is now available in an evening session for persons 60 years of age or older.

The program offers participants individualized nutrition and exercise programs and lectures about senior health matters to help participants maintain high levels of productivity and physical ability.

The evening session will run Monday,

Wednesday and Thursday from 7-8 p.m. It will run in intervals of three to 12 months.

Fred Stransky, director of the Meadow Brook Health Enhancement Institute, says the institute began the program in 1988 to prove Americans can be fit into their 60s and beyond and to debunk other negative stereotypes about old age.

Each participant in a *Sixty Plus* program re-

ceives a blood chemistry analysis, a pulmonary function analysis, a physical examination, a resting electrocardiogram and a treadmill test before an individualized exercise program is recommended. The sessions combine warm-up periods, exercise and lectures on nutrition and related senior health matters.

For information, call Caryn Hadley at 370-3198.▼

Engineering Students Receive National Honor Society Award

Oakland's chapter of Tau Beta Pi national engineering honor society received a bronze plaque in recognition of being named national winner of the R.C. Matthews Outstanding Chapter Award.

The award ceremony and initiation of new members took place at a banquet and program in Meadow Brook Hall. Roger Hawks of Tau Beta Pi's national office presented the plaque to chapter officials.

The Matthews award is named after Tau Beta Pi's former secretary. It honors the collegiate chapter (OU's Michigan Theta Chapter) for the best overall performance in quality, variety and number of projects.

The OU chapter over the past two years has been involved in such diverse projects as tutoring, open houses for high school students, activities for Children's Hospital, the March of Dimes, work in the Detroit Pre-College Engi-

neering Program and work with the Ford Motor Co. Electrical and Electronics Division.

New members of OU's Michigan Theta Chapter are Susan Andries, Anne Fadler, Kenneth Osmun, Manjote Sandhu, Robert Miller, David Sherman, Michelle Steyaert, Florence Stiles, Monica Wild, Joellin Wojtczak and Patrick Zelinski.▼

Awards Cite Work of Publications Department Staff

Staff members in the University Relations Publications Department captured a number of awards during the year for their work.

Director Geoff Upward reports the following awards were received:

Council for the Advancement and Support of Education

Gold medal — "Best Articles of the Year" category, *Poetic Undertaking* by former staff writer Mimi Mayer for the *Oakland University Magazine*.

Silver medals — "Photographer of the Year," "Photography and Photo Essays" and "Individual Photographs" categories, Photographer Rick Smith.

International Association of Business Communicators (Detroit Chapter): Renaissance Awards

Award of Excellence (first place) — "Best Magazine 1-3 Color" category, *Oakland University Magazine*; "Best Layout and Design category, 1988 President's Report" by Art Director Lynn Metzker; "Shoestring Budget Publications" category, *Getting the Word Out: A Guide to Publications and Creative Services at Oakland University*, Karel Bond Lucander, staff writer, and Metzker, art director; and "Best Photograph" category, *Oakland University Magazine*, Smith, photographer.

Award of Merit (second place) — "Best Fea-

ture Writing" category, *Winning Smart for Oakland University Magazine*, Upward, writer; and "Graphic Illustration category, *Oakland University Basketball: The Right Stuff* poster, Glenn Batkin, illustrator and Metzker, art director.

IABC (District 7: Ohio, Indiana, Michigan): Silver Quill Awards

Award of Excellence (first place) — "One-Color Magazine category, *Oakland University Magazine*.

Award of Merit (second place) — "External Annual Report category, 1988 President's Report; and "Direct Mail" category, 1989 alumni membership campaign.▼

Employees of the Month

Juanita (Joy) Green, senior executive secretary to the vice president for student affairs, received the Employee Recognition Award for November, and Elizabeth Millwood, assistant registrar for records, has received the award for December.

Green has been an OU employee since January 1985. She began her employment as a typist in the School of Human and Educational Services and until 1986 worked in the Office of Equal Opportunity and the Budget Office. She accepted a position in the Employee Relations Department in 1986 and then transferred to a Secretary II position in OEO in late 1987. She was promoted to senior executive secretary in student affairs this past May.



Green

In selecting Green, the award committee relied on such nominating statements as:

- "Joy exemplifies the spirit of cooperation and understanding necessary to accomplish a myriad of tasks in her current position. Her professional attitude only serves to enhance her friendly and giving personality, which is a tremendous asset when dealing with members of the Oakland community."
- "Ms. Green's experience with Oakland University in other departments such as equal opportunity and Employee Relations have generated consistent high praise that exemplifies reliability, responsibility, initiative and superior work standards."
- "Joy's relationship with students she has contact with can best be described as outstanding. She truly cares about their success and does what ever she can to make their experience at Oakland a positive one."
- "Last, but certainly not least, Joy's willingness to work as a team member and to support the role and mission of the university is a pleasure to see and share in."

Millwood, of the Office of the Registrar, has been an OU employee since February 1977 when she began her employment as a registration clerk. Millwood has been in her current position since July 1982.

Comments considered by the selection committee included:

- "Millwood has been an outstanding representative of Oakland University for many years. Beth's professionalism, communication skills and effectiveness at dealing with a variety of people and situations is extremely commendable."



Millwood

• "Beth has been called upon by varying administrative, faculty and student leaders and organizations to share her expertise and knowledge in numerous OU programs and committees, and in many cases to do so in a leadership role."

- "One need only look at her committee and organizational titles, such as AP representative to the Faculty Senate, cochair of the ACE Mini-Workshop, president of the AP Assembly, member of the ACE-NIP Equity Committee, to name a few, to fully realize her commitment, not only to Oakland University, but to her own sense of professionalism."
- "Beth's involvement does not stop at the boundary line of the OU campus. Beth also has made a deep commitment to the surrounding community as well. She has been involved in many community projects that substantially improve the quality of life in this area."
- "Many, many, additional comments and compliments could be made about Beth Millwood. The point, however is that Beth is the type of employee who exemplifies the high standards of excellence we should all strive for, and institutionally, we should expect to enhance the reputation of Oakland and its mission of access to excellence."

The Employee Recognition Award Selection Committee wishes to remind staff that any employee may nominate any other employee for consideration of the award. The committee would like to take this opportunity to encourage the nomination of worthy OU employees. Any question about the program can be referred to Larry Sanders at 370-3480.

Feynman Outlook Part of His Genius

If a lesson can be learned from the life of the late Richard P. Feynman, maybe it's that we should never discourage child-like wonderment.

Even, that is, after we reach middle age. That kind of fresh approach to problem-solving certainly worked for Feynman: He won the Nobel Prize in physics for his fundamental work on quantum electrodynamics. His brilliance, however, did not preclude him from enjoying life. He had a marvelously offbeat personality and never let reality get in the way of scientific inquiry.

The scientist was the subject of the most recent Engima of Genius lecture, given by Abraham R. Liboff, director of medical physics graduate studies. The lecture series is sponsored by the Division of Continuing Education and the College of Arts and Sciences.

Liboff called Feynman an "every man's scientist" who could find in nature the best scientific puzzles. He was a man who liked to break into safes for the thrill of coming up with the right number combinations. He did that while working on the Manhattan Project at Los Alamos, leaving behind friendly notes to announce his accomplishment. He was also someone who liked to teach by combining a flair for theatrics with clear examples of complex problems.

Yet despite his brilliance, he remained relatively anonymous outside scientific circles during his lifetime. He was, however, one of the leading scientists who uncovered the reason for the Challenger space shuttle disaster. Liboff noted that Feynman's theories may someday be recognized on a par with Einstein's theory of relativity.

It Adds Up to Major

The university has a new undergraduate major in applied statistics to meet growing student demand in this field.

Each year some students majoring in mathematics take as many courses in statistics as they can within the constraints of the mathematics major.

Now a separate major permits restructuring core requirements to include much more work in statistics. The university already offers a graduate certificate program and a master's degree in applied statistics.

Interest in applied statistics has been aided by the OU statistical quality control project at Ford Motor Co.▼

Liboff played videotapes of Feynman talking about himself. In one, Feynman related that as a child, he wondered about the movement of a ball in a wagon once the wagon was pulled. His father encouraged him to learn more. It was a physics lesson from observation. Looking back at the experience, Feynman said that one of the lessons to learn is that knowing the principles involved can be more important than knowing all the terminology involved.

That excitement for learning remained within Feynman throughout his career. Although his words are recorded in numerous books, Liboff said, the fire in Feynman's presentation is missing. It is, Liboff observed, like the difference between reading Shakespeare and hearing it performed by Laurence Olivier.▼

Events

- CULTURAL**
- Until December 20 — *Friends of Meadow Brook II*, an exhibition of the works of 10 artists who participated in the annual Picnic on the Grass fund-raiser for Meadow Brook Art Gallery. Hours vary. Free. Call 370-3005.
 - Until December 31 — *A Christmas Carol* at Meadow Brook Theatre, times vary. Admission. Call 370-3300.
 - Until December 10 — Meadow Brook Estate Holiday Concerts, Varner Recital Hall. Times vary by day. Admission. Sponsored by the Center for the Arts. Call 370-3013.
 - December 8-9 — Dance concert, 8 p.m. Friday and 3 and 8 p.m. Saturday, Varner Studio Theatre. Sponsored by the Center for the Arts. Admission. Call 370-3013.
 - December 13-16 — Concerts for Youth Series, *The Legend of King Arthur's Christmas*, Varner Recital Hall. Times vary. Sponsored by Oakland Schools and the Center for the Arts. Admission. Call 370-3013.
 - December 15 — Handel's *Messiah* by Oakland University Chorus with orchestra and soloists, 8 p.m., St. Hugo of the Hills Church, Bloomfield Hills. Admission. Sponsored by the Center for the Arts. Call 370-3013.
 - January 4 — *Dial M for Murder* opens at Meadow Brook Theatre, times vary. Admission. Call 370-3300.
- ETCETERA**
- Until December 10 — Christmas Walk at Meadow Brook Hall, various hours. Admission. Call 370-3140.
 - December 10 — Pre-Hanukkah party for faculty, staff, students and their families and friends, 6:30-8:30 p.m., Oakland Center East Crockery. Israeli folk dancing. Admission. Make reservations by calling 370-4257 or 443-0424 by December 7. Sponsored by Jewish Students Organization/Hillel.
 - December 12 or 13 — Film, *Discipline without Punishment*, noon-1 p.m., Oakland Center East Crockery. Sponsored by Employee Relations Department and AP Assembly. Call 370-3480.
 - December 19 — Academic Edge Toastmasters, 11:30 a.m.-1 p.m., 225 Hannah Hall. Guests welcome.
 - December 21 — Holiday reception for faculty and staff, hosted by the president and the provost, 1-3 p.m., Oakland Center Fireside Lounge.
 - January 9 — Lecture by Henry Cisneros, former mayor of San Antonio, Texas, 7:30 p.m., Oakland Center Crockery. Sponsored by Student Life Lecture Board and Student Program Board. Admission. Call 370-2020.

See You in January

The *Oakland University News* will take a holiday break with this issue.

Publication will resume with an issue dated January 12. The deadline for it is January 4, but early submission of material before the holidays will be met with enduring thanks. Pray tell.▼

December Holiday/Recess Period

The Employee Relations Department has issued the following policy statement concerning current plans for university operations immediately preceding and immediately following the December holiday/recess period and to provide information and guidance on compensation while university activities are curtailed during this period.

The holiday recess period will officially begin at the close of the regular work day on Friday, December 22, 1989, and continue through Tuesday January 2, 1990. I. **Monday, December 18 through Friday, December 22, 1989.**

December 18 through 22 are regular work days. Departments are expected to maintain normal hours except as specifically authorized by the respective Division Heads.

II. Holiday and Recess Period — December 23, 1989 through January 2, 1990

The university will observe Monday, December 25; Tuesday, December 26; Monday, January 1; and Tuesday, January 2 as Holidays and will treat December 27, 28 and 29 as Holiday Recess Days.

Questions regarding the proper application of union contracts during the Holiday Recess period should be directed to the Employee Relations Office (3486).

Any employee who is not granted recess leave with pay under union contracts or personnel policies during this period, and who does not have sufficient personal leave days or vacation days to use, may be granted an advance equal to a three-month accrual of vacation days. Forms for granting such advances are available from the Employment Office.

The holiday recess period provides the university an opportunity to achieve significant energy savings by closing most campus buildings and reducing heating

and lighting. Accordingly, all work that is not essential to the safe and efficient operation of the university during the recess period should be suspended, and the continuance of any operation during the recess period will require the prior approval of Division Heads. Campus Facilities and Operations should be informed in writing prior to December 15 of building activity during the holiday/recess period requiring normal heating and lighting. (Energy Management questions should be directed to Nainan Desai, extension 2161; Plant Maintenance inquiries to Daniel Niezurawski, Work Control Center, at 2381.)

Below are guidelines specific to each employee category:

A. Administrative-Professional Employees

Current policy applicable to administrative-professional staff members provides for the following time off with pay during the holiday/recess:

| | |
|------------------------------|---------------|
| Monday, December 25, 1989 | Holiday Leave |
| Tuesday, December 26, 1989 | Holiday Leave |
| Wednesday, December 27, 1989 | Recess Leave |
| Thursday, December 28, 1989 | Recess Leave |
| Friday, December 29, 1989 | Recess Leave |
| Monday, January 1, 1990 | Holiday Leave |
| Tuesday, January 2, 1990 | Holiday Leave |

The policy applies to all permanent full-time and permanent part-time administrative-professional staff members who would normally be scheduled to work on these dates.

B. UAW/Clerical-Technical Employees

Monday, December 25, 1989; Tuesday, December 26, 1989; Monday, January 1, 1990; and Tuesday January 2, 1990 are paid holidays. Regular work days between these dates are paid recess days. Compensatory days are granted for any holidays or recess days worked during this period. Part-time UAW/Clerical-Technical

employees are eligible for the above on a pro-rated basis.

C. American Federation of State, County and Municipal Employees (AFSCME)

The specific holidays and recess days are delineated above for administrative-professional and clerical-technical employees.

For employees whose work schedule is other than Monday through Friday, other days may be treated as holidays or recess days.

Compensatory time-off for work performed on holidays and recess days, and paid recess for food service employees are controlled by paragraph 51.8 of the current Agreement between Oakland University and the Union.

D. OU Police Officers Association (OUPOA) and Public Safety Sergeants (FOP)

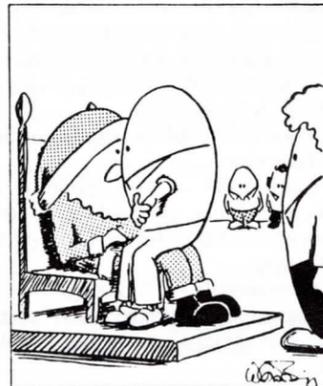
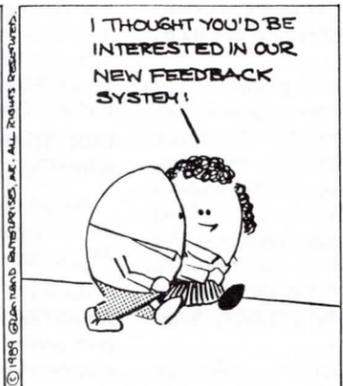
Sunday, December 25, 1989; Monday, December 25, 1989; Sunday, December 31, 1989; and Monday, January 1, 1990 are paid holidays. If one of the above holidays falls on an employee's regular day off, an additional day off with pay will be arranged between the Director of Public Safety and the employee.

E. Other Employees

For Clerical-Technical employees in classifications excluded from the UAW/CT bargaining unit, Monday, December 25, 1989; Tuesday, December 26, 1989; Monday, December 31, 1989; and Tuesday, January 2, 1990 are paid holidays. Regular work days between these holidays or recess days worked during this period. Part-time employees are eligible for the above on a pro-rated basis.

Holiday pay and benefits to be extended to any "unclassified" or "temporary" employee or any other employee not specifically covered above will be discretionary with the Division Heads.

GRANT BAND®



- December 29-30 — Men's basketball Convenient Food Mart Classic with Alma, Siena Heights and Huntington colleges, 6 and 8 p.m. games, Lepley Sports Center.
- January 4 — Men's and women's basketball with Grand Valley State University, 5:30 and 7:30 p.m., Lepley Sports Center.
- January 6 — Men's and women's basketball with Saginaw Valley State University, 1 and 3 p.m., Lepley Sports Center.
- January 9 — Men's basketball with Concordia College, 7:30 p.m., Lepley Sports Center.
- FILMS**
- January 13 — *Easy Rider*, 8 p.m., 201 Dodge Hall. Admission.