



OAKLAND UNIVERSITY

News

104 North Foundation Hall
Rochester, MI 48309-4401

A publication for the university community

August 1993

Making the Right Moves

North Foundation Hall Takes on Role of Student Services

A plan to bring many Oakland University student services together under one roof is beginning to take shape.

The goal is to provide Oakland students with a one-stop shopping concept by consolidating certain offices into North Foundation Hall. By linking services already available in the adjacent Oakland Center with those in NFH, the two buildings will form a student services complex.

The project will be carried out in three phases. The first two phases, which began at the end of July, actually involve three steps and will be completed during the fall semester. Phase three will come later once the new science building is constructed.

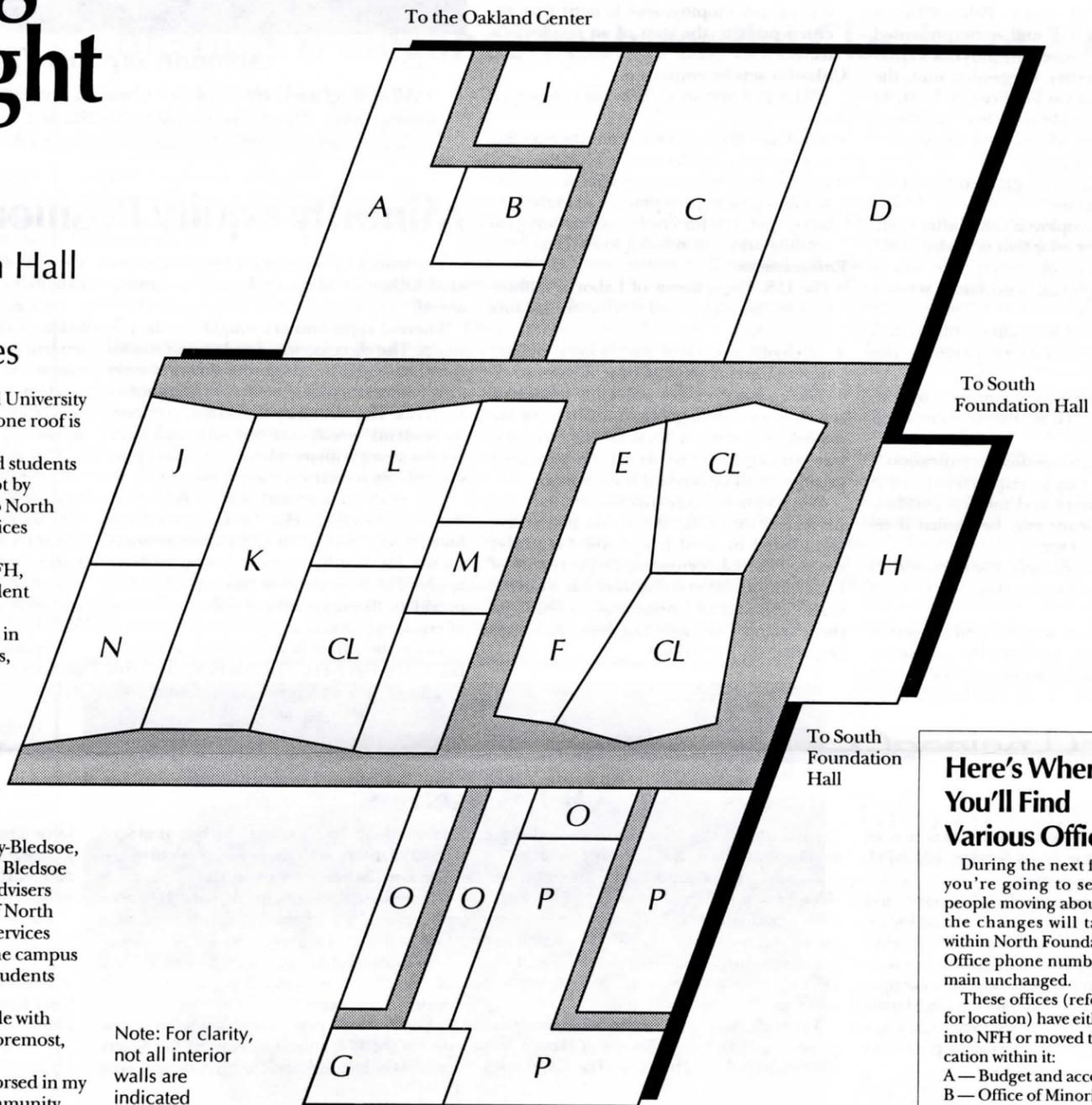
President Sandra Packard endorsed the plan, which had been proposed by Wilma Ray-Bledsoe, vice president for student affairs. Bledsoe and numerous faculty and staff advisers have suggested the conversion of North Foundation Hall into a student services complex as a means of making the campus environment more inviting for students and visitors.

All of the moves are being made with students' convenience in mind foremost, the president stressed.

"It is a fine idea and one I endorsed in my first address to the university community last fall," President Packard said. "When I asked Vice President Bledsoe to come up with a plan, I also told the community that the motto that would guide my actions would be 'students first.'"

"Our goal is to minimize the need for students to go into different buildings for student services and to maximize student services through the collaboration that can occur between areas when they are in close proximity to each other."

Services moving into North Foundation are the Office of Admissions and Scholarships, the Office of the Vice President for Student Affairs, the Office of the Dean of Students, the Orientation Office, the Office of Minority Equity and the Academic Skills Center.



Note: For clarity, not all interior walls are indicated

Moving from North Foundation are the Office of the President; the Office of the Senior Vice President, Board of Trustees and General Counsel; the Office of the Vice President for University Relations; the Office of University Relations; the News Service; and the Office of the Vice President for Finance and Administration.

(Please refer to the accompanying chart and boxed text on this page for a complete listing of new office locations and departments which are also moving from other buildings.)

The president said an outside mover was hired for two significant reasons: a private company's professional know-how and

equipment to speed the moves, and less risk and disruption to university employees by not asking them to cart belongings from one location to another.

Included in the cost of the moves are funds to give the interior of NFH a more pleasing appearance. Wall decorations and hallway benches, for example, will be upgraded, and offices will be repainted.

President Packard said that by coordinating services for students and making it easier for them to locate needed resources, their overall impression of the university will be enhanced.

Here's Where You'll Find Various Offices

During the next few weeks, you're going to see a lot of people moving about. Most of the changes will take place within North Foundation Hall. Office phone numbers will remain unchanged.

These offices (refer to chart for location) have either moved into NFH or moved to a new location within it:

- A — Budget and accounting
- B — Office of Minority Equity
- C — Academic Skills Center
- D — Admissions
- E — Vice President Wilma Ray-Bledsoe
- F — Dean of students
- G — Orientation

The following offices either offer student-related services and will remain within the building or have not been assigned a new location during this relocation phase:

- CL — Classroom
- H — Financial aid
- I — Internal audit
- J — Student accounts
- K — Publications
- L — Financial aid accounting, controller
- M — Payroll
- N — Cashier, voucher audit
- O — Academic Services and General Studies
- P — Employee relations; related services

Other offices moving:
President, to 205 Wilson; Office of Training and User Support, to 232 Dodge; University relations and News Service, to 364 SFH; vice president for university relations, to John Dodge House; special advising, to 144 Oakland Center; developmental services, to 364 SFH; general counsel, to 205 Wilson (later to 201 Wilson); internship office, to 371 Vandenberg; vice president for finance and administration, to 201 Wilson; vice president for academic affairs, to 205 Wilson; and fund-raising telephone support, to 125 Vandenberg.

Two Vice Presidents Announce Shifts in Reporting

Important changes in the reporting structure within the Division of Student Affairs have been announced by Vice President Wilma Ray-Bledsoe.

In addition, Vice President Paul Bissonnette has announced that within the Division of Finance and Administration as of July 30, the Department of Public Safety and Police will report directly to him.

The changes in student affairs follow the retirement of Ronald Kevern and the elimination of his position. As of now:

- The Department of Residence Halls, with Eleanor Reynolds, director, reports directly to the vice president.

- The Department of Placement and Career Services reports to Jack Wilson, associate vice president.

- The Department of Financial Aid and the Orientation Department report to David Herman, assistant vice president and dean of students.

- The Department of Special Advising and the Academic Opportunity Program report to Lynn Hockenberger, director of academic support services. Hockenberger will also report to the vice president.

- Oversight responsibility for the following areas within the division will be handled by the individuals listed:

- Jack Wilson: Bookcenter, budget, Counseling Center, Graham Health Center, Marriott Food Service, Oakland Center and placement and career services.

- David Herman: Student development and

well-being, CIPO, financial aid, judicial systems and orientation.

- Lynn Hockenberger: Academic Skills Center, Academic Opportunity Program, enhanced studies program and special advising.

- Manuel Pierson: The assistant vice president for university and school relations will oversee the Detroit Compact, Forward Bound, the King/Chavez/Parks initiative, Upward Bound, Visions Unlimited and the Wade McCree Scholars.

- Eleanor Reynolds: residence halls.

Federal Law Provides Employees with Family, Medical Leaves

A new federal Family and Medical Leave Act signed by President Clinton provides Oakland University employees with specific rights and responsibilities.

The FMLA requires certain employers — including Oakland University — to provide up to 12 weeks of unpaid, job-protected leave to “eligible” employees for specified family and medical reasons. Employees are eligible if they have worked for Oakland University for at least one year, and for 1,250 hours over the previous 12 months.

At Oakland, the FMLA takes effect on August 5, 1993 for all eligible Police Officers Labor Council, UAW and nonrepresented employees. For other employees represented by a collective bargaining unit, the FMLA takes effect on February 5, 1994, or the date the applicable collective bargaining agreement expires, whichever is sooner.

Reasons for taking leave

Unpaid leave must be granted for any of the following reasons:

- To care for the employee's child after birth, or placement for adoption or foster care.
- To care for the employee's spouse, son or daughter, or parent, who has a serious health condition.
- For a serious health condition that makes the employee unable to perform the employee's job.

At the employee's or employer's option, certain kinds of *paid* leave may be substituted for unpaid leave.

Advance notice and medical certification

The employee may be required to provide advance leave notice and medical certification. Taking of leave may be denied if requirements are not met.

- The employee ordinarily must provide 30 days advance notice when the leave is “foreseeable.”
- An employer may require medical certification to support a request for a leave because of a serious health condition, and

may require second or third opinions (at the employer's expense) and a fitness for duty report to return to work.

Job benefits and protection

- For the duration of the FMLA leave, the employer must maintain the employee's health coverage under any “group health plan.”
- Upon return from FMLA leave, most employees must be restored to their original or equivalent positions with equivalent pay, benefits, and other employment terms.
- The use of FMLA leave cannot result in the loss of any employment benefit that accrued prior to the start of an employee's leave.

Unlawful acts by employers

FMLA makes it unlawful for any employer to:

- Interfere with, restrain or deny the exercise of any right provided under FMLA.
- Discharge or discriminate against any person for opposing any practice made unlawful by FMLA or for involvement in any proceeding under or relating to FMLA.

Enforcement

- The U.S. Department of Labor is authorized to investigate and resolve complaints of violations.
- An eligible employee may bring a civil action against an employer for violations.

The FMLA does not affect any federal or state law prohibiting discrimination, or supersede any state or local law or collective bargaining agreement which provides greater family or medical leave rights.

For additional information, contact the nearest office of the Wage and Hour Division, listed in most telephone directories under U.S. Government, Department of Labor. Information is also available from the Classification and Compensation Office in the Oakland University Employee Relations Department, 370-3476.▼



'Somone Say There's a Lake Around Here?'

All kidding aside, the Coast Guard was on campus for the serious business of teaching boating safety. The officers provided safety tips and answered questions about what to do in an emergency. Rikki Schwartz, director of environmental health and safety, coordinated the day.

Minority Equity Position Now Open

The search for a director of the newly created Office of Minority Equity is moving ahead.

Internal applicants are sought for the position. The director will develop and implement strategies and programs that positively affect recruitment and retention of minority students. The director will also assess minority students' needs and concerns and work cooperatively with members of the university community to address those concerns.

The position is posted at the AP-10 level. President Sandra Packard said there is flexibility, however, to permit alternative arrangements for faculty members who wish to apply. The new director will report to the president through Catherine Rush, director of equal opportunity.

Once the office is established, it will be housed in 106 NFH. The North Foundation location is in keeping with the ongoing con-

version of the building to a student services-oriented facility.

Persons interested in applying should have a master's degree or equivalent experience in student personnel administration, higher education administration, counseling or a related academic field, or other experience within the university demonstrating knowledge and ability needed for minority assistance.

The position also calls for an individual with experience in problem solving, decision making and counseling students; experience with the development of strategies for ensuring academic success of racial and ethnic minority students; two years professional experience in higher education; strong written and oral communication skills; and strong analytical and organizational skills.

Applications from internal candidates will be accepted until August 4 in the Employee Relations Department.▼

Of Distinction ...

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

Munibur Rahman, modern languages and literatures, has been cited in a section on Indian literature by the *Encyclopedia of World Literature in the 20th Century*. The encyclopedia says Rahman is “an outstanding example of contemporary Urdu poet. Initially influenced by Marxist ideology, his poetry has moved beyond its ideological beginnings and reveals a poet con-

cerned about the large but especially the small anomalies of the human condition.”

Gerard Joswiak, academic computer services, has been elected president of the Rochester Toastmasters Club. Toastmasters is a nonprofit organization founded to improve public-speaking skills. The club meets at the Denny's restaurant in Rochester on the first and third Tuesday at 6:30 p.m.

Lizabeth Barclay, business administration, presented *Perceptual Differences of Women in a Traditionally Male Profession: The Certification*

Advantage at the American Psychological Society Conference in Chicago. **Sandra Pelfrey** and **Barbara Theisen** were coauthors.

Devadatta Kulkarni, mathematical sciences, presented a talk, *Algebraic Graph Theory without Orientation*, at the Indian Statistical Institute, New Delhi. He later visited the Indian Institute of Technology in Bombay and gave the talk during a colloquium.

Dean Purcell, psychology, presented two papers at the fifth annual meeting of the American Psychological Association in Chicago. They

were *The Face in the Crowd: An Effect of a Confounding Variable and Another Look at the Face in the Crowd: An Anger Inferiority Effect*. Coauthors of both papers were **A.L. Stewart** and **R. Skov**.

Carol Halsted, music, theatre and dance, presented a paper at a conference of dance history scholars and the Congress on Research on Dance at Lincoln Center in New York City. Her paper was *A Voice for Dance in Detroit: 1931-1940*.

The Campus Register

Funding Opportunities

Information about the following sources of external funding for faculty research projects is available from the Office of Research and Academic Development.

U.S. Information Agency

The agency seeks applications under its fall discretionary grant program to encourage international exchanges that introduce U.S. and foreign participants to each other's social, economic and political structures and interests. Projects should be intellectual and cultural, not technical. USIA supports projects involving leaders and potential leaders in urban planning law, journalism, business, the environment, politics, education, economic planning and government. Nonprofit organizations, including colleges and universities, professional organizations and major cultural organizations are eligible. USIA will give preference to proposals for less than \$150,000. August 27 deadline.

The USIA also seeks applications for cooperative international group projects that introduce U.S. and foreign participants to each other's culture and artistic life and traditions. USIA supports international projects in the United States or overseas involving artistic creators, such as composers, choreographers, filmmakers, playwrights and theatre artists, writers and poets, visual artists, folk artists, craft persons and folklorists, museum professionals and managers and administrators of arts institutions and organizations. The maximum grant is \$150,000. August 16 deadline.

Ford Motor Co. Fund

The fund makes grants for projects in health and welfare, civic and public policy, education, national and international relations, and arts and humanities. The fund's health and welfare giving supports United Ways, hospitals, community health care, and health-care research and development. Civic and public policy funding focuses on community improvement, youths, employment and safety. Education grants strengthen the employee/school relationship; aid math, science and engineering education; encourage training in areas that benefit the economy; and aid minority training. U.S./international relations giving supports the domestic activities of groups in the United States that conduct research concerning other countries. Artsfunding centers on delivering high-quality exhibitions.

Department of Education

The department invites application for training and information centers to help parents of children with disabilities to deal effectively with professional on behalf of their children. Parent organizations are eligible for about \$3 million in funding. August 27 deadline.

For Your Benefit

Optical Sale Runs to September

Employees covered by Co/Op Optical insurance can still save on prescription glasses at a sale that continues until September 11.

For your dependent children, up to age 18, you can buy a spare pair of prescription glasses at 33 percent off the regular price (ex-

cluding sale frames). The first and second pair must be for the same child.

You can call the Co/Op Optical office of your choice to make an appointment.

Meet with Retirement Counselors

The Staff Benefits Office reminds employees that retirement counselors from Fidelity Investments and TIAA/CREF are on campus once a month for individual consultations. They can answer all your questions on the retirement plans. To set up an appointment, call 370-3483. The dates of the visits are published in the Events listing of the *Oakland University News*.

Jobs

Information about job openings is available from the Employee Relations Department, 140 NFH, or by calling the Jobs Hotline at 370-4500.

- Director, AP-10, Office of Minority Equity.
- Assistant registrar for records, AP-8, Office of the Registrar.
- Systems programmer, AP-8, Office of Computer and Information Services
- Programmer analyst, AP-4, Office of Computer and Information Services
- Assistant to the dean and director of the MBA Program, AP-9, School of Business Administration.
- Groundskeeper IV, AFSCME, Campus Facilities and Operations, grounds maintenance.
- Coordinator, health maintenance/health improvement program, miscellaneous, Meadow Brook Health Enhancement Institute.

- Associate vice president for enrollment management (director of admissions and scholarships), miscellaneous, Office of Admissions and Scholarships.
- Secretary I, C-4, Department of Rhetoric, Communications and Journalism.

Reaching Us ...

The *Oakland University News* is published every other Friday during the fall and winter semesters and monthly from June-August. Editorial offices are in the Publications Department, 109 North Foundation Hall, Oakland University, Rochester, MI 48309-4401. Copy deadline is noon Friday of the week preceding the publication date.

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

Quote

"Instead of having 'answers' on a math test, they should just call them 'impressions,' and if you got a different 'impression,' so what, can't we all be brothers?"
—Jack Handey

Bits & Pieces

Chip in, Fly Out

Alums Darrell Datte and Don Nelson have the magic touch.

The two participants in the annual Alumni Golf Outing at Katke-Cousins Golf Course both scored a hole-in-one on the par 3 17th hole. On an ordinary day, that would be something to brag about, but this wasn't your run-of-the-mill golf excursion. Both Datte and Nelson earned two free airline tickets to send them anywhere in the continental United States.

As part of the outing, various sponsors provide prizes on different holes. The 17th was sponsored by Ed Williams of Farm Bureau Insurance Agency. Williams is also an alumnus and a member of the Alumni Association Board of Directors. He cochaired the outing. In all, 148 golfers participated.

Make Copies in Color

Kresge Library has added a color copier to the lengthy list of services it offers to the university community.

For a measly 50 cents, you can make a lasting impression, but not necessarily of yourself. The copier is next to the circulation desk.

Don't Pitch That Software

The folks in the Office of Training and User Support say that software — like hazardous waste and relatives — must be dealt with carefully.

A note from OTUS says software is licensed material and must be disposed of according to industry standards. Rather than learn the standards yourself, just drop off the old software at 220 Dodge Hall and they'll do the rest for you.

The OTUS staff also notes that if you buy a new computer and give or sell your old one to another department, be sure to include all of the system software in the transaction.

The Ticket Man is Back

When you think of tickets, who comes to mind? Dick Leonard? No, no, no ... we're talking about Pat Nicosia.

Oakland's favorite purveyor of discount tickets to theatrical events is back with a plethora of ducats for university employees and students.

At 7:30 p.m. September 19, you can see *Evita* at the Fisher Theatre. Tickets are \$28 for loge seating (regular price: \$35) and \$12.50 for balcony (regular price: \$25). Orders and checks are due by August 23, but call Nicosia after that date to see if the ticket deadline has been extended.

Tickets are available for the 7:30 p.m. December 19 performance of *Les Misérables* at the Fisher. This will be the fourth visit in five years for this musical. Tickets are \$28 loge (regular: \$35) and \$16 for the balcony (regular: \$25). Tickets are limited to 200 and orders should be placed immediately. If the run is extended, Nicosia will try to get a second ticket block. You should postdate your checks to October 1.

All checks should be payable to Nicosia and sent to the budget office, 100 NFH until early August, or 104 NFH after the office moves.

Also available are season tickets to Michigan Opera Theatre's five productions of *Barber of Seville*, *Merry Widow*, *Turandot*, *Faust* and *Cinderella Ballet*. The first two are in the fall, the others in the spring. Regular \$190 season tickets are available for \$150, and full exchange privileges are available.

During the year, discounted tickets to all Fisher productions will be available. This year the upper balcony seats (starting at the ninth row of the balcony; the first eight rows are the loge seating) will be available at half off.

Miss Saigon will not be discounted but at least five or six blocks will be available to Oakland University. The dates will be announced in February for the production that starts in October 1994 at the Masonic Temple.

Remember, when calling for information, call Nicosia at his home number, 375-0419.

External Funding Increases for University Research

External support for Oakland University research and other program activity for 1991-92 was \$6,553,830, an increase of \$84,076 over the previous fiscal year.

The results from the Office of Research and Academic Development show external funding for research at \$4,367,550 of the \$6,553,830 total. Research funding is up \$430,773 over 1990-91.

Director Donald McCrimmon says external support was measured in four categories: research, \$4,367,550; education projects, \$924,691; program development, \$89,594; and student services, \$1,171,996.

External sponsors represent a broad section of

governmental agencies, business and industry representatives, community organizations, educational institutions and private foundations.

The agencies of the National Institutes of Health provide 34.8 percent of Oakland's funding; state and local agencies and foundations, 25.5 percent; the National Science Foundation, 4.7 percent; other federal agencies, 13.9 percent; business and industry, 31.1 percent; and hospitals and universities, 8 percent.

The leading academic unit in total funding was the College of Arts and Sciences with \$1,660,557 in research support and \$348,976 for education projects. The Eye Research Insti-

tute was first in research funding with \$1,698,540.

McCrimmon notes the problems of balancing hard-to-get external dollars with the emphasis on high-quality teaching and scholarship. He says OU is positioned to face the challenges as it undertakes an important strategic planning process.

The research director says keys to increased success are to focus research and scholarship in a few areas, perhaps tied to local or regional needs; cross-disciplinary efforts; and collaboration with other university or industrial research facilities.▼

Concours d'Elegance Features the Classics of 1932

It was a very good year, the year of the classics.

To those in the know about automobiles, the year in question was 1932. Now, the 15th annual Concours d'Elegance at Meadow Brook Hall plans to honor the work of auto companies from that era rather than a single car as in the past.

Automotive historians say 1932 produced the most beautiful cars ever made, and the period is often called "the last year of the classics."

The public can judge these autos at the Concours from 9 a.m.-4 p.m. August 8 at the hall. More than 250 classic cars from makers around the world are expected.

Lloyd Reuss, former president of General Motors Corp., is honorary chairperson of the event. John L. Schwartz, president of TDM Development is chairperson.

Again this year there will be a featured sports car marque. Chevrolet has been chosen for that honor.

Dave Holls, former director of design for GM, led the search for and presentation of 1932 automotive classics.

"The year 1932 was the last year of the classic look," Holls says. "After that single point, cars grew more streamlined. In 1932 every car was a jewel."

Holls and his committee identified 37 different makes of cars with approximately 50 different models for display. The cars debuted in 1932 included a great number of engineering innovations and crossed all price ranges.

To reflect this, the Concours has devised a unique presentation of the cars. They will be arranged in seven different groupings of six to 10 cars each, arranged according to the car's original price tag. They ranged from \$500 to more than \$5,000.

Among the autos to look for will be the Cadillac Madam X Car, the Marmon V-16, the Lincoln V-12 Razor Edged Town Car, Walter P. Chrysler's personal Special Convertible Coupe, the Rockne Roadster and the Auburn Speedster 8.

Fashion statements will also be made in clothing, as well as cars. Somerset Collection in Troy will present three separate fashion shows of the latest designer ensembles

matched with award-winning classic autos. This *Mode du Concours* will take place throughout the day as autos pass the reviewing stand. By incorporating haute couture into the day's activities, Meadow Brook is recreating the original French concours of the 1920s.

Other activities related to the Concours include the Invitational Automotive Art Show Preview on August 6 at Somerset Collection. Fourteen automotive artists will display their work, and all are expected to attend.

The Invitational Art Auction of the artists' works will be August 7 immediately preceding the annual Concours d'Elegance banquet at Meadow Brook Hall.

On August 6-8, the TDM Meadow Brook Historic Races will be held at Waterford Hills Raceway in Clarkston.

Admission to the August 8 Concours d'Elegance is \$10 for adults, \$5 for children ages 5-12 and free for children 4 and under. Proceeds are used for preservation of Meadow Brook Hall.

For details about the Concours and related events, call 370-3140.▼



High school students participating in the annual Summer Journalism Camp got a taste of putting out a newspaper from start to finish. Coordinated by the Department of Rhetoric, Communications and Journalism, the camp provides students with an intensive look at all aspects of journalism. Professionals, including Renea Hampton, above, assistant to the publisher of the *Flint Journal*, helped teach classes. During a visit to *Focus:HOPE* in Detroit, student Chandra Anderson (below) practices her photojournalism skills. Two students received scholarships to attend Oakland.



President Plans Opening Day Talk, Reception

The university community is asked to mark September 10 on calendars for President Sandra Packard's second annual Opening Day and Awards Ceremony program.

Faculty, staff and students will convene at 3 p.m. in the Oakland Center Crockery. The president will review accomplishments of the university community and speak about goals for the coming year.

Actor Olmos to Start Fall Speaker Series

Actor and social activist Edward James Olmos will lecture at Oakland University on September 20.

Olmos will speak at 2:30 p.m. in the Oakland Center Crockery on *We Are All in the Same Gang*. The actor is best known for roles in *Miami Vice* and *Stand and Deliver*. He recently made his directing debut in *American Me*.

Olmos speaks of life in the *barrio* from personal experience, having grown up in East Los Angeles. After working with a rock group and in small acting parts, he got the role of Zoot Suit in a musical drama about a murder case in which some Mexican-American youths were wrongly convicted of murder. For *Zoot Suit*, Olmos won the Los Angeles Drama Critics Circle Award, a Theatre World Award and a Tony nomination.

Olmos has been referred to as America's most visible spokesperson for the Hispanic community. He was especially active helping fire-bombed neighborhoods following the Los Angeles riots.

The Olmos lecture is sponsored by the Student Life Lecture Board, Student Program Board and University Student Congress.

Tickets for the program are \$7 to the general public, available in advance at the CIPO ticket window, or at the door. Tickets purchased prior to September 17 will be discounted \$1. For additional information call 370-2020.▼

August Employee of the Month

EMPLOYEE:

Carole Crum

POSITION:

Assistant director

DEPARTMENT:

Academic services and general studies

LENGTH OF OU SERVICE:

Ten years

EMPLOYMENT HISTORY AT OU:

Counselor, Evening Program; counselor and program coordinator, academic advising and general studies; assistant director for orientation and general studies; assistant director of academic services and general studies

UNIVERSITY SERVICE:

Past affiliations: Academic Progress Committee for Financial Aid; Adult Career Counseling Center Committee; AP Assembly, member-at-large, and chairperson, Communications Committee; ACE-NIP Planning Committee; Teaching and Learning Committee; Women of OU, chairperson. Current affiliations: Academic and Career Advising Committee; Standing and Honors Committee, *ex-officio*; ACE-NIP Newsletter editor; AP Assembly, member-at-large; Blue Ribbon Task Force on Student Development; Planning Review Committee

PLAUDITS FROM OTHERS:

- "Ms. Crum has an extraordinary blend of administrative ability, concern for students, dedication to her profession, support for her colleagues and a strong passion for Oakland University. In her role she brings a truly remarkable sense of commitment to Oakland University as well as an acute sensitivity to the needs of others."
- "Carol has reorganized the office functions which she is responsible in order to provide employees greater participation in the development of office policy as well as policy implementation. Through her leadership, employee morale has increased significantly. This, too, has had a positive impact on the productivity of her staff. Equally important is her ability to set priorities and

provide the support for the completion of tasks."

- "As assistant director, Carole has been involved in coordinating events with many campus offices: admissions office, orientation, residence halls, financial aid and dean of students. She has always enthusiastically participated in whatever the event may be. Also, she has been simply outstanding in coordinating the advising activities of the academic services staff. Outside of the office, she is a strong advocate for quality advising. When conflict arises as a result of



Crum

natural human interactions, Carole is a master at resolving issues that others might simply shrug their shoulders and insist that nothing could be done. She seeks to define win-win situations."

- "Carole takes on a lot of responsibilities, and she does so with such a positive attitude. She is al-

ways available and always willing to listen when problems arise. She serves as a very positive example for others in the office."

- "When we have stacks of files that need attention, it is nothing for Carole to grab a stack and go at them."

- "Ms. Crum is truly an outstanding employee. During her years of dedication and service to Oakland University, she has displayed integrity, compassion, creativity and perseverance. 'A person with enormous energy and empathy' describes Ms. Crum, who is most deserving of the honor, Employee of the Month."

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

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

Faculty Personnel/Grant Decisions

The following personnel actions within the faculty and grants for research were presented to the Board of Trustees at its June 3 meeting.

Leave of absence

- **Robert Edgerton**, professor of engineering, sabbatical leave from August 31 through April 27.

- **Nancy O'Connor**, assistant professor of nursing, part-time leave from August 31 through April 27.

Change of status

- **Ronald Horwitz**, from acting vice president for academic affairs and professor of finance, to professor of finance, effective July 1.

Resignation

- **Anne Federlein**, associate professor of education, effective May 1, to continue to serve as the director of the Center for Early Development Education at the University of Northern Iowa.

Grants

- To **Barry Winkler**, professor of biomedical sciences, Eye Research Institute, \$18,000 from Alcon Laboratories for *An Assessment of Ischemia-Reperfusion in the Isolated Rat Retina*.

- To **Robert Jarski**, associate professor of exercise science, \$16,500 from Detroit Osteopathic Hospital Corp. for *Consultant for Health Science Research*.

- To **Gary Barber**, assistant professor of engineering, \$9,500 from Eaton Corp. for *Comparison of Valve Materials*.

- To **Alan Winterbottom**, visiting professor of mathematics, \$25,000 from Ford Glass Division for *Glass Statistical Projects*.

- To **Robert Kushler**, assistant professor of mathematics, \$100,000 from Ford Motor Co. for *Light Truck Operations Statistical Services*.

- To **Sherryl Schultz**, assistant professor of health sciences, \$12,118 from General Motors Systems Engineering for *Systems Safety for a Motion with Simulator with Human Occupant*.

- To **Kristine Thompson**, special instructor

in physical therapy, \$500 from the Michigan Physical Therapy Association, Inc., for *Evaluating Degree Bias Perceived by Master's Entry Level PT Students on Clinical Affiliations*.

- To **Subramaniam Ganesan**, assistant professor of engineering and computer science, \$2,000 from Motorola, Inc., for *Development of an Embedded Controller Using DSP Processor for an Automotive Fuel Pump*.

- To **Egbert Henry**, professor of biological sciences, \$14,000 from the National Institutes of Health, Center for Research, for *Minority High School Student Research Apprenticeship Program*.

- To **Kenneth Hightower**, associate professor of biomedical sciences, Eye Research Institute, \$147,955 from the National Institutes of Health, National Eye Institute, for *Role of Cations in Cataract Development*.

- To **Venkat Reddy**, professor of biomedical sciences and director, Eye Research Institute, \$263,689 from the National Institutes of Health, National Eye Institute, for *Study of Intraocular Transport and Metabolism*.

- To **Charles Lindemann**, professor of biological sciences, \$113,723 from the National Science Foundation for *RUI: Control Mechanisms in Sperm Motility*.

- To **Susan Awbrey**, associate professor of education, \$1,105 from Oakland County Cable Communications Corp., for *Communicating with Seniors*.

- To **Joyce Esterberg**, program manager, placement and career services, \$123,000 from the Oakland County Department of Personnel for joint internships.

- To **Howard Splete**, professor of education, \$12,500 from the state for the National Career Development Training Institute.

- To **Doris Mason**, Upward Bound director, \$389,075 from the U.S. Department of Education for *Upward Bound - A Program Designed to Assist Disadvantaged High School Students Complete High School and Pursue Postsecondary Education*.

Events

Persons with disabilities who need special assistance to attend any of the events listed should call the sponsoring unit, or the Office of Equal Opportunity at 370-3496.

AUGUST

- 2 - Seminar (three sessions), *Study Power and Test Success: How to Improve Your GPA*, 7-9:30 p.m., 225A Kresge Library. Admission. Sponsored by the Continuum Center. 370-3033.
- 3 - OU Bible Study, noon-1 p.m., Oakland Center Faculty Lounge. Free. Call Victoria Junior at 370-3480.
- 3 - Personal appointments with Fidelity Investments retirement counselor. Call Staff Benefits Office, 370-3483, for an appointment.
- 4 - CIPO Patio Concert, Jacina Jacobs on the keyboard, 11:45 a.m.-1 p.m., Oakland Center lower-level patio. Free. Grilled lunches by guest chefs Beth Talbert and Kourtney Thompson available for purchase. 370-2020.
- 4 - Personal appointments with TIAA/CREF retirement counselor. Call Staff Benefits Office, 370-3483, for an appointment.
- 5 - Seminar (four sessions), *Career Building: Preparing for Change*, 7-10 p.m., 126 Oakland Center. Admission. Sponsored by the Continuum Center. 370-3033.
- 6 - Meadow Brook Music Festival Women's Committee Fashion Show, noon, Shotwell-Gustafson Pavilion. 370-3316.
- 6 - Everly Brothers and Dion at Meadow Brook Music Festival. Call TicketMaster, 645-6666.
- 7 - Natalie Cole at Meadow Brook Music Festival. Call TicketMaster, 645-6666.
- 8 - Concours d'Elegance classic car show featuring the cars of 1932, 9 a.m.-4 p.m., grounds of Meadow Brook Hall. Admission. 370-3140.
- 10 - OU Bible Study, noon-1 p.m., Oakland Center Annex I. Free. Call Victoria Junior at 370-3480.
- 11 - CIPO Patio Concert, classical guitar with Nancy Squires, 11:45 a.m.-1 p.m., Oakland Center lower-level patio. Free. Grilled lunches available for purchase. 370-2020.
- 11 - Seminar, *Confrontation: A Step Toward Problem Solving*, 7-10 p.m., 225A Kresge Library. Admission. Sponsored by the Continuum Center. 370-3033.
- 12 - Seminar, *Self-Esteem Issues for Counselors*, 8:30 a.m.-3:30 p.m., 125 Oakland Center. Admission. Sponsored by the Continuum Center. 370-3033.
- 13 - Seminar, *Business Writing Made Simple*, 8:30 a.m.-3:30 p.m., campus location to be announced. Admission. Sponsored by the Continuum Center. 370-3033.
- 13 - Dwight Yoakam at Meadow Brook Music Festival. Call TicketMaster, 645-6666.
- 14 - Shari Lewis (11 a.m. and 2 p.m.), Nancy Griffith and John Prine (8 p.m.) at Meadow Brook Music Festival. Call TicketMaster, 645-6666.
- 16 - Seminar, *Stress and the College Student*, 7-9:30 p.m., 125 Oakland Center. Admission. Sponsored by the Continuum Center. 370-3033.
- 17 - OU Bible Study, noon-1 p.m., Oakland Center Faculty Lounge. Free. Call Victoria Junior at 370-3480.
- 20 - Peter, Paul & Mary at Meadow Brook Music Festival. Call TicketMaster, 645-6666.
- 20 - Seminar, *Conflict Resolution Issues for Counselors/Educators*, 8:30 a.m.-3:30 p.m., 125 Oakland Center. Admission. Sponsored by the Continuum Center. 370-3033.
- 21 - Seminar, *Successful Job Hunt Strategies: How to Land a Job*, 9 a.m.-4 p.m., 156 NFH. Admission. Sponsored by the Continuum Center. 370-3033.
- 21-22 - Art at Meadow Brook art fair, grounds of Meadow Brook Hall, all day. Admission. 370-3140.
- 24 - OU Bible Study, noon-1 p.m., Oakland Center Faculty Lounge. Free. Call Victoria Junior at 370-3480.
- 24 - Seminar, *Four Basic Essentials for Working in Groups*, 9 a.m.-4 p.m., 126 Oakland Center. Admission. Sponsored by the Continuum Center. 370-3033.
- 27-28 - Themes from Broadway Blockbusters and laser-light show at Meadow Brook Music Festival. Call TicketMaster, 645-6666.
- 28-29 - Gus Macker basketball tournament, all day, campus parking lots. Spectators free. 370-3190.
- 31 - OU Bible Study, noon-1 p.m., Oakland Center Faculty Lounge. Free. Call Victoria Junior at 370-3480.

- 7 - Personal appointments with TIAA/CREF retirement counselor. Call Staff Benefits Office, 370-3483, for an appointment.
- 7 - Alcoholics Anonymous confidential meetings, noon-1 p.m., room 11, Counseling Center, Graham Health Center.
- 8 - Personal appointments with Fidelity Investments retirement counselor. Call Staff Benefits Office, 370-3483, for an appointment.
- 10 - Opening Day and Awards Ceremony with President Sandra Packard, 3 p.m., Oakland Center Crockery. Everyone invited. 370-3500.
- 14 - Alcoholics Anonymous confidential meetings, noon-1 p.m., room 11, Counseling Center, Graham Health Center.
- 18 - Glyndebourne Picnic, *Evening in the*

- Cotswolds*, Shotwell-Gustafson Pavilion. Sponsored by Kresge Library. Admission. 370-2486.
- 19 - Commencement, 2 p.m., Baldwin Pavilion. 370-2190.
- 20 - Lecture, *We Are All in the Same Gang* by Edward James Olmos, 2:30 p.m., Oakland Center Crockery. Admission. Sponsored by Student Life Lecture Board, Student Program Board and University Student Congress. 370-2020.
- 21 - Alcoholics Anonymous confidential meetings, noon-1 p.m., room 11, Counseling Center, Graham Health Center.
- 21 - Seminar, *Understanding Your Child's Sexual Development*, 7-9:30 p.m., 126 Oakland Center. Admission. Sponsored by the Continuum Center. 370-3033.
- 22 - Enigma of Genius Lecture Series presentation on painter Paul Gauguin by Michael Farrell of the Detroit Historical Society and Art House. Sponsored by Continuing Education. 644-5832.
- 25-26 - Spotlights Juried Arts and Crafts Show, 10 a.m.-5 p.m. Saturday and 11 a.m.-5 p.m. Sunday, Shotwell-Gustafson Pavilion. Sponsored by Meadow Brook Theatre. 370-3316.
- 28 - Alcoholics Anonymous confidential meetings, noon-1 p.m., room 11, Counseling Center, Graham Health Center.

GRANTBAND®



- OCTOBER**
- 1 - Groundbreaking ceremonies for science building. Time and details to be announced.
 - 5 - Personal appointments with Fidelity Investments retirement counselor. Call Staff Benefits Office, 370-3483, for an appointment.
 - 5 - Alcoholics Anonymous confidential meetings, noon-1 p.m., room 11, Counseling Center, Graham Health Center.
 - 6 - Personal appointments with TIAA/CREF retirement counselor. Call Staff Benefits Office, 370-3483, for an appointment.
 - 7-9 - University homecoming and alumni reunion. 370-2158.
 - 10 through December 19 - Exhibit, *Charles Culver: A Retrospective*, Meadow Brook Art Gallery. Free. Hours vary. 370-3005.
 - 12 - Alcoholics Anonymous confidential meetings, noon-1 p.m., room 11, Counseling Center, Graham Health Center.
 - 19 - Alcoholics Anonymous confidential meetings, noon-1 p.m., room 11, Counseling Center, Graham Health Center.
 - 21 - Annual Business Forum sponsored by School of Business Administration Student Board, noon, Shotwell-Gustafson Pavilion. Admission. 370-3286.