

NEWS

Russi Takes Interim Rein of Presidency

Faculty, Staff Can Expect Oakland to Continue To Move Forward During Transition, Search Process

As the search process for Oakland University's next, and fifth, president gets underway, Gary D. Russi, vice president for academic affairs and interim president of the university, is calling for support of faculty and staff to continue to move Oakland forward.

"I think it's going to be challenging at times," Russi said, "but we've got a good team in place, we're meeting with the university's faculty, staff, supporters and friends to make sure this transition period goes smoothly. There is no doubt we can advance this university. And with the help of faculty and staff, I'm up to the challenge."

Russi was named interim president of the university January 10 by the Board of Trustees after Sandra Packard resigned her position as president to accept an appointment as senior fellow with the American Association of State Colleges and Universities (AASCU) in Washington, D.C. She remains a tenured faculty member of the School of Education and Human Services.

"Dr. Packard has a wealth of talent and creativity with a strong commitment to higher education," Russi said. "I am pleased she will play a role at the national level. Higher education needs her advocacy."

The search process for a new president will begin immediately, according to David T.

Fischer, chair of the university's board of trustees. "A consultant will be retained by the board of trustees to conduct the search, which will include campus participation," Fischer said.

Packard was named president of Oakland in March 1992, and took office June 15 of that year.

"I believe I have accomplished or set in motion key programs for the university during a period of important growth," she said.

As senior fellow for AASCU, Packard will lead its efforts to assist its more than 1,000 member schools in how to use technology to improve teaching and learning. She is expected to begin the assignment February 1, and has the option of returning to Oakland to teach.

"During Dr. Packard's administration," said Fischer, "Oakland University has experienced record enrollment, attracted prominent educators, and made significant progress on capital and building projects, added new degree programs, balanced a deficit budget, significantly increased its fund raising, and continued to achieve national recognition for its academic quality and management. On behalf of the Board of Trustees, I want to extend our appreciation for her efforts in representing Oakland University on a local, regional and national basis."

Russi began his service as Oakland's chief



Gary D. Russi

academic officer in July 1993. He came to OU from Drake University in Des Moines, Iowa, where he was vice president for research and strategic planning, and a tenured professor of pharmacology and toxicology.

"Oakland University is an innovative university devoted to excellence," Russi said. "We are strategically positioning ourselves to seize unique opportunities for tomorrow and beyond."

"I look forward to working with the faculty, staff, students and the board of trustees to advance the university." ▼

Lani Guinier to Speak on Campus

Lani Guinier, leader of a new movement for fairness and minority rights, will be the next guest speaker in the Student Life Lecture Series, scheduled for 2:30 p.m. January 25 in the OC Crockery.

From the bitter episode of having her nomination as assistant U.S. attorney general defeated, she is, in her words, reclaiming "the unfinished agenda of civil rights."

Today Guinier is a professor of law at the University of Pennsylvania and the author of *The Tyranny of the Majority: Fundamental Fairness in Representative Democracy*, which is also the title of her talk at Oakland.

Her remarks are expected to focus on the need for a national conversation on race and gender — a conversation that emphasizes common interests and problem solving, rather than divisiveness.



Guinier

A graduate of Radcliffe College and Yale University Law School, where she was a classmate of both President and Hillary Clinton, Guinier was a highly successful litigator with the NAACP Legal Defense Fund after serving as assistant to the Carter administration's chief of the Justice Department's civil rights division.

Tickets for the event are \$9 for the general public, \$6 for OU employees and OUAA members, and \$3 for students. All tickets purchased in advance will be discounted \$1 and are available at the CIPO service window in the OC. For more information, call CIPO at (810) 370-2020. ▼

Exciting Opportunities Ahead for Health Care, School of Nursing, Says New Dean

The health care industry is changing and its transformation will bring exciting opportunities for the School of Nursing, says Oakland's new dean, Justine J. Speer.

"Health care is moving out of the hospitals and into the community," she says. "I see great opportunity for Oakland to develop a community-based curriculum to meet the growing needs of the diverse population of the Detroit metropolitan area. I believe Oakland is ready to move forward in ways other schools haven't been able to."

Speer, who officially began her new duties for the School of Nursing January 3, says the fact that Oakland is located in an area more metropolitan than the University of Louisville, where she had been dean and professor since 1984, is one of the things that attracted her to the university.

Speer says tomorrow's nurses will need more community-based training and experience as hospitals and doctors team up to build HMO-type partnerships — where hospitals treat mainly the acutely ill, while one-day surgical centers and community nursing in schools, factories, homes and hospices becomes increasingly popular and cost-effective.

"Baccalaureate nurses will be the ones who coordinate and design these services that will manage people's health care and make sure people get what they need," Speer predicts. "Nurses at the master's level will be providing lots of care that primary physicians do now, such as routine physicals and ob/gyn exams, management of drugs, and taking care of colds, flu, and rashes."

To help meet these added responsibilities, the School of Nursing plans to offer a "family

nurse practitioner certificate," says Speer. The program will provide training in coordinating care and dealing with the family as a whole unit, pharmacology, and clinical as well as diagnostic training.

Oakland University is also in the "talking stages" with Henry Ford Hospital about a possible curriculum partnership, Speer says. The hospital is closing its community-based nursing curriculum and is interested in having it replaced with a teaching partnership with Oakland's School of Nursing. "We would not only be able to share faculty and research, but also be able to give our students the opportunity to become managed-care providers in schools and occupational settings."

Speer says her short-term goals for the school include successful re-accreditation of both the B.A. and M.A. programs, scheduled for March; fulfilling the school's objectives under the university's strategic plan; establishing more clinical sites and opportunities for students; finding more funding for the school; improving technology for students; and increasing the number of full-time, doctoral-prepared faculty, including researchers, teachers and practitioners.

Gary Russi, interim president, said, "we are delighted to have Dean Justine Speer as a member of the team. She brings a breadth and depth of experience that will enrich the School of Nursing and the university community."

Speer makes her new home in Beverly Hills. Her husband, Robert Dare, works with Ford Motor Company in Louisville and is expecting a job transfer to Michigan. They have five children, one still at home. ▼



Justine J. Speer



Biological Sciences

Student Researchers Shine at Conference

Seven undergraduate and graduate students presented their research work at the 19th Conference of Student Research in the Biological Sciences December 4 in Dodge Hall.

"We are very proud of our students and of the high caliber work they are doing," said Virinder Moudgil, professor and chair of the Department of Biological Sciences.

Zachary Bird (third from left), a senior premedical student, says his research experience at Oakland has helped him "appreciate the role intuition plays, the need for meticulous attention to detail, the commitment to the patience required to achieve incremental advances in understanding the biological sciences."

Featured student presenters, from left to right, are: Elizabeth Bura, who received her M.S. from Oakland in 1993 and now teaches biology at Macomb and Oakland Community colleges, who studied the behavior of wood frog tadpoles and social wasps with adviser and associate professor, Keith Berven; Sandhya Kodali-Gali, who is

working on her master's thesis on the effects of progesterone and steroids on human breast cancer cells with adviser and professor, Virinder Moudgil; Zachary Bird, who is studying the interdoublet sliding rates in bull sperm with adviser and professor, Charles Lindemann; Tim Judd, a master's student in biology working on the waggle dance of the honey bee and the defense behavior in *Polistes* wasps, with adviser and professor, George Gamboa; Michael Janech, who received his B.S. in biology from Oakland in 1994, and discovered the only known population of the Asiatic clam, *corbicula fluminea*, with adviser and professor, Doug Hunter; Susan Toczykowski, senior biology major, who is researching the effects of zebra mussels with adviser and professor, Doug Hunter; and Bindu Joshi, a graduate student studying environmental health and chemistry, is researching biodegradation and bioremediation in water and soil with advisers and associate professor, SatishWalia. ▼

Skillman Fund Helps Underwrite Americorps

The Skillman Fund has made a \$26,000 matching grant to Oakland University to help fund the AmeriCorps/Oakland University program to help teenagers in Pontiac.

OU is one of nine sites in Michigan chosen to participate in the federal AmeriCorps Program designed to provide alternatives to youth violence within communities.

Some 40 OU students are serving as mentors and working with Pontiac teenagers in a variety of projects within agencies in the City of Pontiac or Oakland County. The OU students receive an hourly wage and, after 900 hours of service, will earn an additional \$2,363 toward their university tuition and fees. A credit course within the College of Arts and Sciences is also available for the OU students.

The Skillman Foundation is headquartered in Detroit and founded by Rose P. Skillman, widow of Robert H. Skillman, vice president and director of Minnesota Mining and Manufacturing Company. Foundation grants are made in the areas of child and family welfare and health, education, family health education, juvenile justice, youth development, basic human needs, culture and the arts, and strengthening community institutions. ▼

TSGWNN Strikes Again

The mysterious roving gang, known only as TSGWNN, has again almost been caught congratulating employees around campus who don't always get the recognition they deserve. "Working hard" . . . "great attitude" . . . an asset to OU" are a few phrases that describe the folks who have been singled out most recently: Jeanne Carter, Academic Skills Center; Bill Headley and Stacy Penkala, Admissions; Claire Rammel, graduate study; and Sue Lindberg, nursing. ▼



Sigma Xi Chapter at Oakland is Growing

Oakland's chapter of Sigma Xi, the international scientific research society that has fostered the works of more than 150 Nobel Prize winners, displayed more than 30 scholarly works published by its Oakland members at a special exhibit at the OC during December.

"We're here to show students and the community the spectrum of scientific activity on campus," explained Sheldon Hordon (left), professor of biological sciences and president of Oakland's Sigma Xi for 1994-95.

"Oakland does an incredible amount of true scientific research for its size, and we want to make students more aware of all of the opportunities in our labs that they can't get as undergraduates at other schools," he said.

Co-hosting the exhibit with Gordon was

Deanna Klosinski, assistant administrator and education programs director in the department of clinical pathology at William Beaumont Hospital and a clinical assistant professor of medical laboratory sciences at Oakland.

Gordon says Oakland's chapter of Sigma Xi, which celebrates its 20th anniversary in 1995, includes 57 full and 26 associate members.

"This helps us open up the channels of communication with different research disciplines," added Gordon. "We plan to sponsor more events this year, including brown bag lunches. With the trend in diminished funding for research, there's a bigger need for collaboration among researchers and business and industry. We need to help promote more corporate interaction." ▼

16 Receive Fellowship Awards

Research topics ranging from environmental protection under NAFTA to political repression in America are among topics explored in a series of internal grants awarded by the Oakland University Research Committee.

The \$6,500 competitive awards were made to 16 faculty to encourage continuing research among Oakland faculty. In addition to the Fellowship Awards announced by the Research Committee, there was approved funding for three special projects and a Meadow Brook Conference on steroid hormone receptors.

Fellowship Award winners and their topics are:

Kevin Andrews, Rochester, mathematical sciences, *Mathematical Models for the Frictional Contact of an Elastic Beam*.

Charles Ching-An Cheng, mathematical sciences, *Solving Polynomial Systems with Computers*.

Natalie Bell Cole, English, *That Delicious Traveller's Trance: Dickens' Uncommercial Traveller and Our Mutual Friend*.

Brian Connery, English, *Authority and Political Theory in the Works of Jonathan Swift*.

Manohar Das, engineering, *Development of Efficient Lossless and Near-lossless Compression Schemes for Medical Images*.

Augustin Fosu, economics, *External Debt and Economic Growth in Developing Economies: Evidence from Sub-Saharan Africa*.

Robert Goldstein, political science, *Limits in the Land of the Free: Political Repression in Modern America*.

Sandra Kingan, mathematical sciences, *The Structure of Binary Matroids*.

Emmett Lombard, political science, *Environmental Protection under NAFTA*.

Sean Farrell Moran, history, *The Idea of Hope and Irish Republicanism*.

Dale Nesbary, political science, *Capital Budgeting and Finance Project*.

Guohua Pan, mathematical science, *Test Whether One Population with Umbrella Ordering Reaches Its Peak Earlier Than Others*.

Gopalan Srinivasan, physics, *Studies on Ultra-high Magneto-Resistance in Manganese Based Oxides*.

Sze-kai Tsui, mathematical science, *Application of Differential Geometry to Robotics*.

Karen Wachsmuth, music, theatre and dance, *A Selected Bibliography of Twentieth-Century Hungarian Choral Music*.

Yang Xia, physics and literatures, *Nuclear Magnetic Resonance Imaging of Cartilage at Microscopic Resolutions*.

Virindir Moudgil, chair of biological sciences, received \$3,000 to support a forthcoming Meadow Brook Conference on *Steroid Receptors in Health and Disease*.

Receiving special project awards were:

Lettie Beckon Alston, music, theatre and dance, \$1,000 for a work *Anxiety for Orchestra*.

Eric Follo, education, \$224 for an advisory conference on a doctoral program in educational administration

Dan Ring, library, \$997 for a study on *The Origins and Early Years of the Billings Public Library*.

THE CAMPUS REGISTER

Of Distinction

Items about professional activities or honors from anyone within the university community may be sent to the Publications Department, 109 NFH. Items run as space permits. Persons with E-mail capabilities are encouraged to send their items to: billingt@vela.acs.oakland.edu

Hoda S. Abdel-Aty-Zohdy, electrical and systems engineering, Microelectronics System Design Lab, was a selected invited participant at the NSF sponsored and supported short course on "Designing Microelectronic Systems Using Field-Programmable Gate Arrays," last summer in Sacramento, California. She also coauthored a paper, *Applied Versus Theoretical Approaches in Undergraduate Electrical Engineering Education*, in the 1994 *American Society of Engineering Education Annual Conference Proceedings*, pp.2794-2798, Edmonton, Canada, 1994, and organized and chaired a track of two sessions on "Electronic Design Automation: Tools, Applications, and Implementation in Research and Education," at the IEEE 37th Midwest Symposium on Circuits and Systems, August 1994, Lafayette, Louisiana.

Sean Farrell Moran, history, gave a talk, "The

Irish Republican Army and the Peace Process in Northern Ireland," before the Women of Christ Church Cranbrook Discussion Group in Bloomfield Hills.

Professors **Louis Bragg** and **Brad Cahlon**, mathematical sciences, co-authored a paper entitled, *Analytic Approximation of Solutions of Differential Equations*, which recently appeared in the journal *Complex Variables*, vol. 26, 1994, pp. 11-40.

Phillip Singer, health sciences, has been invited to attend a conference in Lansing, sponsored by the Michigan Department of Mental Health, on the theme "An Experience in Television." Singer was invited based on recognition of his visual-medical anthropology documentaries and his work with Metrovision's Southwestern Oakland Cable Commission. He has been identified as a "Michigan Designated Area Community Producer." During the January 25th conference, Singer will present excerpts from his documentaries *Schizophrenia and Psychiatric Commitment*. The goal of the conference is to have television programming produced and aired in local cable systems throughout Michigan.

Philip Gould, English, is the author of *Catharine Sedgwick's "Recital" of the Pequot War*, which appears in the December 1994 issue of *American Literature*.

Donald E. Morse, English, and Csilla Bertha authored *Worlds Visible and Invisible, Essays on Irish Literature*, published by Lajos Kossuth University, Debrecen, Hungary. This is a collection of original essays by the authors.

Pamela Marin, continuing education, was appointed task force chair of the County Liaison Economic Development Task Force of the Oakland County Chamber Division of the Greater Detroit Chamber of Commerce. The task force works directly with the county's Community Economic Development Division to identify areas of cooperation for continued growth.

Geroge E. Stevens, business administration, presented a case study on violence in the work place entitled *The Social Security Agency*, at the 1994 annual meeting of the Decision Sciences Institute in Honolulu, Hawaii in November.

Don Warren, sociology-anthropology, has

been appointed senior research consultant to the Gallup Institute International focusing on issues of urban communities. He has been working on comparative social indicators on the "health of community." The project involves several U.S. and European cities, and will be extended to other continents around the globe. Warren also helped organize a conference called "Populism and the New Politics" under the auspices of the journals *Telos* and *New German Critique* at the historic Cooper Union in New York City in December. He delivered a paper, entitled *White Middle Americans as An Ethnic Minority: From the Fringe to the Mainstream*.

Jobs

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

- Network operations analyst, AP-8, Office of Computer Services, electronic systems operations
- General counsel and secretary to the board of trustees, miscellaneous, Office of General Counsel and Board of Trustees
- Director for governmental and public relations, miscellaneous, Office of the Board of Trustees
- Groundskeeper III, Campus Facilities and Operations
- Current Journals Room Monitor, Kresge Library, casual
- Executive director, miscellaneous, Meadow Brook Hall
- Academic adviser, AP-6, School of Education and Human Services
- Assistant director, AP-6, Orientation, (part-time)
- Scientific program analyst program II, AP-8
- Presentation production coordinator, AP-4, Instructional Technology Center
- Training & network support coordinator, AP-5, OTUS
- Clerk Receptionist II, Office of Admissions
- Executive secretary, University Relations
- Accounting clerk IV, Office of Controller



The *Oakland University News* is published every other Friday during the fall and winter semesters and monthly from June-August and December. Editorial offices are in

the Publications Department, 109 North Foundation Hall, Oakland University, Rochester, MI 48309-4401. Next copy deadlines: Jan. 19 for the Jan. 27 issue
Feb. 2 for the Feb. 10 issue

• **Vicky Billington**, *Oakland University News* editor, and Publications Department staff writer, (810) 370-4347 or E-mail: billingt@vela.acs.oakland.edu

• Fax: (810) 370-3182

This publication is printed on recycled paper.

OU Remembers Art Gallery Donor

George E. F. Brewer, Ph.D, a chemist who did not teach at Oakland but was a good friend and donor to the university, died November 13, 1994. Over the years, Dr. Brewer and his first wife, Maxine, donated several pieces of art to the Meadow Brook Art Gallery including paintings and sculpture worth more than \$350,000. Longtime members of the Meadow Brook Gallery Associates, in 1989 the gallery hosted a month-long exhibit of contemporary art from their collection. Most recently, Dr. Brewer attended the Heritage luncheon, and the university's Donor Recognition Gala in October. He is survived by one niece. Internment is in Holy Sepulchre Cemetery, Southfield.

QUOTE

"For you to be successful, sacrifices must be made. It's better that they are made by others but failing that, you'll have to make them yourself."

— Rita Mae Brown

BITS & PIECES

Lettie Alston and Friends to Perform

Composer Lettie Beckon Alston and a handful of other faculty members will perform in a showcase of evocative and contemporary chamber works at 3 p.m. Sunday, January 29, in Varner Recital Hall. Alston has grouped together a dynamic collection of pieces written by herself and several others, representing a cross-section of 20th-century composition trends. Featured performers are Alston (piano, electronic keyboards), soprano Jan Albright, dancer Gregory Patterson, oboist Rebecca Hammond, cellist Tim Holley, and violinist Constance Price. Works are by Alston, Karl Boelter, John Carter, James Hartway and Stanley Hollingsworth. The centerpiece of the program is the premiere of *Diverse Imagery*, an Alston/Patterson collaboration. Tickets are available through the Department of Music, Theatre and Dance box office, 370-3013.

Keep It Flowing

Start the new year off right by donating blood to the American Red Cross January 18 and 19 in the Oakland Center. The blood drive, sponsored by CIPO, has a goal of 180 pints. Generally, anyone from age 17 to 70 who is in good health may donate. Blood is meant to circulate — keep it flowing by making an appointment to donate through CIPO, 370-2020. Walk-ins will also be welcome.

TIAA Workshops Offer Closer Look at Your Financial Portfolio

TIAA participants, from new entrants to mid-career and pre-retirement employees, are invited to attend any of four workshops sponsored by the Benefits Office January 17 and 18. Reservations are required due to limited seating. Details are available from the office at 370-3483. (The workshops will be repeated in June and October.)

Pioneers to Celebrate 30 Years at Annual Hall of Honor Banquet

The OU Athletic Department will be celebrating 30 years of intercollegiate athletics at the annual Hall of Honor banquet and ceremonies February 25. Inducted into the Hall of Honor will be Tracey Bearden, volleyball; John Stewart, soccer; and Ernie Maglisco, former coach of men's swimming. Also scheduled to attend are Woody Varner and Hollie Lepley, along with Oakland's first national champions — the 1980 men's swimming and diving team and the 1990 women's swimming and diving team. The event will be held at Petruzzello's Banquet Hall, 6950 Rochester Road, Troy, beginning with a 5:30 p.m. reception and dinner at 7 p.m., followed by the induction ceremonies. Tickets are \$35 and must be ordered by February 1. For details, call the Athletic Department, 370-3190.

Student Affairs Plans Educational Forum on Gays, Lesbians

The Division of Student Affairs is planning an educational forum from 3-5 p.m. February 1 in the Oakland Room of the OC with the Gay and Lesbian Alliance student group to discuss campus climate and legal issues regarding gay, lesbian and bisexual students. Plans call for panel presentations and a question and answer session. The forum is open to the public. For details, call the division, 370-4200.

Dust Off Your Party Hats

The AP Association will host the 1995 AP "Ultimate Fringe Benefit" from 5-7 p.m. February 24 in Meadow Brook Hall. The annual soiree is a chance to meet other APs, eat some great food, and blow off some mid winter steam. All AP and Contract employees are invited. Dues paying members of the AP Association are free, while others will be charged \$10. For details, contact Mona Wallace, 370-3245.

New Robotel Computer System Aids SBA

A single professor can provide one-to-one instruction to a classroom of students and offer immediate feedback on progress, thanks to a Robotel Computer Instructional System just installed in a School of Business Administration lab at Oakland.

The system is already being hailed for its effectiveness in teaching and for the immediate feedback it provides between each student, the instructor, and the entire class.

John Tower, associate dean of the School of Business Administration, says the system is already in use for several management information system classes and an accounting class. There will be expanded use of Robotel as more professors are trained to use the equipment.

With the system, an instructor can control what goes on at 21 student computer workstations, share information with all students at once, or monitor each workstation and interact by microphone and headphones directly with an individual student if the lesson is not being absorbed.

Tower says the state-of-the-art computer system replaces the old overhead projection systems and one-way instructional methods that have hampered instructors in the past.

He says the computerized system has the following advantages:

Each student can see and capture on his or her workstation the material that is on the instructor's monitor without having to copy what would have been on an overhead monitor.

The instructor can then release the students to work on their own computers and can monitor each of their stations and take over an individual computer if needed, to help a student with the lesson.

An instructor can allow a student who is doing an exceptional job to display his or her project over the computer screens of other students in the class.

Students have key pads that allow them to raise their hands electronically to request information from the professor or to respond to spot quizzes and have the results displayed immediately, or configure the computers so that a group of students can work and interact together in solving a problem.

The opportunity to get immediate feedback from students and to let them work at their own pace while monitoring each one's progress makes for an incredibly powerful teaching tool, Tower says.

Several versions of this computer instructional system are being made available, but the Robotel Instructional System is among the most advanced, if not the most advanced, Tower says. The screen sharing is all done with external video networks so it doesn't interfere with any computer network or other applications within the School of Business Administration.▼



Push Button Technology: Robotel gives students and faculty immediate feedback and instant computer monitoring.



"By and large the university is involved in very little litigation, mainly because of the good work of university employees, and I'm proud of Oakland's record."

— Susan Gerrits
Acting General Counsel

Gerrits Offers On-The-Job Legal Tips

How can university employees stay out of legal trouble and reduce personal and institutional liability on the job?

Act in good faith, use common sense, and become familiar with Oakland's policies and procedures, says Susan Gerrits, J.D., acting general counsel.

"By and large the university is involved in very little litigation, mainly because of the good work of university employees, and I'm proud of Oakland's record," says Gerrits, who has been with the university for six years and has served as acting general counsel since February, 1994. She shared her views and experiences on preventative law at the December Oakland University Insight information session.

Gerrits explained that the role of the office of general counsel is two-fold: to give legal advice and provide legal defense. "We give a lot of advice and consequently, have to provide little defense, which is a tribute to the hard work of the counsel staff, the university faculty and staff, as well as the university attorneys."

Gerrits said her role is as counselor at law in the traditional sense: to give advice and try to solve problems. Instead of asking "is this or that legal," she says those seeking advice from her office should tell her what goal is to be achieved, then the legal staff will assist in achieving that goal within the parameters of the law.

In her role as legal defender, she says, her charge is to represent Oakland as an institution, not any particular employee of Oakland.

"The client is always the university," she said, adding that Oakland will defend employees in the event of a lawsuit as long as they have acted in good faith and as part of their jobs. Gerrits offered these legal tips:

Writings
When you write anything in your role as an OU employee, be careful what you say — even in E-mail messages. Most writings are subject to release in response to a subpoena or a Freedom of Information request and once requested, the law prohibits destruction of the document, she says. "My advice is to write as if what you're writing could end up on the front page of a newspaper for all the world to see, because it could be subject to release."

Be careful of what you put out on E-mail and erase those E-mail messages you don't need, Gerrits suggests. "The law hasn't caught up with E-mail yet. It may eventually treat E-mail the same as a phone conversation rather than as a memo, but for now, E-mail messages are subject to release."

The best defense, she says, is to make sure that what you write is the truth and is written

in good faith. She added that employees may want to keep personal messages separate from work-related memos.

Defamation (slander and libel)

Any type of communication that lowers an individual's reputation in the community can be considered defamatory if it is false and communicated about one person to someone else, is unprotected by a "legal privilege" and the person (victim) has suffered some kind of damage.

Defenses to defamation, Gerrits says, are truth, consent, privilege and opinion (rather than statement). Privilege protects the speaker/writer of defamatory statements as long as the statements were made in good faith, have a basis in fact and were communicated only to those who need to know. Personnel evaluations and performance appraisals fall into this category, she says.

"Don't be glib, especially with negative comments," Gerrits warns. "Share information only with those who need to know. Truth, again, is the best defense. If you can get the information you need without naming names, so much the better."

For those seeking job references, Gerrits suggests obtaining a signed release from the prospective or past employee to access his or her personnel file or to speak to current or former employers. "When in doubt, refer calls about work performance from a prospective employer to the Employee Relations Department or Academic Affairs."

Handicap Issues

Oakland University is required to make "reasonable accommodations" for students and employees with disabilities. The Americans with Disabilities Act compliance officer for the university is the director of the Office of Equal Opportunity (Ed Perez is the acting director of the office). "Before refusing a request for accommodation or turning someone away, get some guidance from the Office of Equal Opportunity."

The Office of Risk Management will be sponsoring an employment practices program this spring, through the Michigan Universities Self Insurance Corporation, that will give faculty and staff additional tips on avoiding liability in employment practices, she says.

Adds Gerrits: "If you are named in a lawsuit, it doesn't necessarily mean you did something wrong. Anyone can file a frivolous lawsuit." ▼

The next Oakland Insight brown bag luncheon session is scheduled for noon, January 17 in the Oakland Center, and will feature Vice President David Disend on fund raising.

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.

JANUARY

Meadow Brook Hall tours, 1:30 p.m. daily and from 1-5 p.m. Sundays (last tour begins at 3:45). Admission. Gift Shoppe also open. Call 370-3140.

13-29 — Play, *Benefactors*, various times, Meadow Brook Theatre. Admission. 370-3300.

17 — Arts at Noon, noon-1 p.m., Varner Recital Hall. Free. Sponsored by Department of Music, Theatre and Dance. 370-2030.

17 — Oakland Insight Series with Vice President David Disend speaking on *Fund Raising: Why OU Needs it and How We Do It*, noon-1 p.m., Oakland Center Gold Room C. Free. Beverages provided.

18-19 — American Red Cross blood drive, OC, sponsored by CIPO. 370-2020.

24 — Arts at Noon, noon-1 p.m., Varner Recital Hall. Free. Sponsored by Department of Music, Theatre and Dance. 370-2030.

25 — Brown Bag lunch/lecture, *Stress: Humor as a Coping Mechanism*, featuring speaker Jack Wilson, noon, Oakland Center, Rooms 126-127 OC. Sponsored by the Women of OU. Free.

25 — Lecture, *The Tyranny of the Majority: Fundamental Fairness in Representative Democracy*, by Loni Guinier, 2:30 p.m. OC Crockery. Admission. Sponsored by the Student Life Lecture Board. 370-2020.

29 — Chamber music program, *The Diverse Composer*, 3 p.m., Varner Recital Hall. Admission. Sponsored by Department of Music, Theatre and Dance. 370-3013.

31 — Arts at Noon, noon-1 p.m., Varner Recital Hall. Free. Sponsored by Department of Music, Theatre and Dance. 370-2030.

FEBRUARY

Meadow Brook Hall tours, 1:30 p.m. daily and from 1-5 p.m. Sundays (last tour begins at 3:45). Admission. Gift Shoppe also open. Call 370-3140.

1 — Enigma of Genius Lecture Series with Curt Chipman, *Alan Turing*, 7:30-9 p.m., Birmingham Community House. Sponsored by Continuing Education and the College of Arts and Sciences. Admission. 370-3120.

2 — University Board of Trustees meeting, 3 p.m., Oakland Center.

2 — 11th annual Faculty and Staff Night, Pioneer women's and men's basketball teams play Ferris State, beginning at 5:30 p.m. Buffet at 7 p.m. Reservations. Sponsored by the Athletic Department, 370-3190.

3-5 and 10-12 — Play, *Eleemosynary*, 8 p.m. Friday and Saturday and 2 p.m. Sunday, Varner Studio Theatre. Admission. Sponsored by the Department of Music, Theatre and Dance. 370-3103.

7 — Arts at Noon, noon-1 p.m., Varner Recital Hall. Free. Sponsored by Department of Music, Theatre and Dance. 370-2030.

8 — Brown Bag lunch/lecture, *Getting Your Parent's House in Order: Taking Care of the Elderly*, featuring Jane Briggg-Bunting, noon, Oakland Center Lounge. Sponsored by the Women of OU. Free.

9-March 5 — Play, *I Hate Hamlet*, various times, Meadow Brook Theatre. Admission. 370-3300.

10 — Pontiac Oakland Symphony, *All That Jazz — Cabaret Concert*, 7:30 p.m., Northfield Hilton. Admission. 370-3013.

10-11 — Eisenhower Dance Ensemble and Dance Kaleidoscope, *On the Move*, 8 p.m., Varner Recital Hall. Admission. Sponsored by Department of Music, Theatre and Dance. 370-3013.

13 — Oakland Insight Series with Vice President Paul Bissonnette speaking on *Oakland University's Master Plan: Building and Maintaining for the Future*, noon-1 p.m., room to be announced. Free. Beverages provided.

14 — Arts at Noon, noon-1 p.m., Varner Recital Hall. Free. Sponsored by Department of Music, Theatre and Dance. 370-2030.

17 — Arts at Noon, noon-1 p.m., Varner Recital Hall. Free. Sponsored by Department of Music, Theatre and Dance. 370-2030.

17 — Concert Band, *Rain Rhythm*, 8 p.m., Varner Recital Hall. Admission. Sponsored by Department of Music, Theatre and Dance. 370-3013.

19 — Pontiac Oakland Symphony, *Young Artists Concert*, 3 p.m., Varner Recital Hall. Admission. 370-3013.

21 — Arts at Noon, noon-1 p.m., Varner Recital Hall. Free. Sponsored by Department of Music, Theatre and Dance. 370-2030.

22 — Brown Bag lunch/lecture, *Tax Tips*, featuring Barbara Theisen, noon, Oakland Center Rooms 128-130. Free. Sponsored by the Women of OU.

24 — Arts at Noon, noon-1 p.m., Varner Recital Hall. Free. Sponsored by Department of Music, Theatre and Dance. 370-2030.

24 — Party, 1995 AP Association's "Ultimate Fringe Benefit," 5-7 p.m. Meadow Brook Hall. Admission for non-members. 370-3245.

25 — Annual Hall of Honor banquet, beginning at 5:30 p.m., Petruzzello's Banquet Hall, Troy. Advanced tickets. Sponsored by the Athletic Department. 370-3190.

25 — Saturday Fun for Kids series with puppeteer/visual artist Marshall Izen, 11 a.m., Meadow Brook Theatre. Admission. 370-3300.

28 — Arts at Noon, noon-1 p.m., Varner Recital Hall. Free. Sponsored by Department of Music, Theatre and Dance. 370-2030.

MARCH

Meadow Brook Hall tours, 1:30 p.m. daily and from 1-5 p.m. Sundays (last tour begins at 3:45). Admission. Gift Shoppe also open. Call 370-3140.

7 — Arts at Noon, noon-1 p.m., Varner Recital Hall. Free. Sponsored by Department of Music, Theatre and Dance. 370-2030.

8 — Brown Bag lunch/lecture, *Peaceful Parenting*, featuring Linda Chastain, Oakland Center Rooms 128-130. Free. Sponsored by the Women of OU.

8 — Enigma of Genius Lecture Series with James Ozinga, *Karl Marx, German Philosopher*, 7:30-9 p.m., Birmingham Community House. Sponsored by Continuing Education and the College of Arts and Sciences. Admission. 370-3120.

10-12, 17-19 and 24-26 — Play, *Quilt*, 8 p.m. Friday and Saturday and 2 p.m. Sunday, Varner Studio Theatre. Admission. Sponsored by the Department of Music, Theatre and Dance. 370-3103.

14 — Arts at Noon, noon-1 p.m., Varner Recital Hall. Free. Sponsored by Department of Music, Theatre and Dance. 370-2030.

16-April 9 — Play, *The Glass Menagerie*, various times, Meadow Brook Theatre. Admission. 370-3300.

18 — Jazz program, *James Tatum Trio Plus*, 8 p.m., Varner Recital Hall. Admission. Sponsored by Department of Music, Theatre and Dance. 370-3013.

21 — Arts at Noon, noon-1 p.m., Varner Recital Hall. Free. Sponsored by Department of Music, Theatre and Dance. 370-2030.

21 — Oakland Insight Series with Vice President Gary Russi, noon-1 p.m., room to be announced. Free. Beverages provided.

22 — Brown Bag lunch/lecture, *How to Increase Productivity through Value Based Time Management*, featuring Richard Stapp of Franklin Quest, Lounge II Oakland Center. Free. Sponsored by the Women of OU.

28 — Arts at Noon, noon-1 p.m., Varner Recital Hall. Free. Sponsored by Department of Music, Theatre and Dance. 370-2030.

30 — Afram Jazz Ensemble and Vocal Jazz Ensemble, *52nd Street*, 8 p.m., Varner Recital Hall. Admission. Sponsored by Department of Music, Theatre and Dance. 370-3013.

APRIL

Meadow Brook Hall tours, 1:30 p.m. daily and from 1-5 p.m. Sundays (last tour begins at 3:45). Admission. Gift Shoppe also open. Call 370-3140.



Basketball Teams Host 11th Annual Faculty, Staff Night

Share an evening of fun, fellowship, food and excitement as Oakland's women's and men's basketball teams take on Ferris State, beginning at 5:30 p.m. Thursday, February 2, in Lepley Sports Center. All faculty, staff and their families are invited. A light buffet will be served between games, approximately 7 p.m., and shuttle buses will run from Varner Hall parking lot to Lepley throughout the evening. Reservations must be made by January 26, to the Athletic Department.

1 — Saturday Fun for Kids series with folk entertainers Cathy & Marcy, 11 a.m., Meadow Brook Theatre. Admission. 370-3300.

1 — Pontiac Oakland Symphony, *Season Finale*, 8 p.m., Varner Recital Hall. Admission. 370-3013.

5 — Brown Bag lunch/lecture, *Nice Things Aren't Always New: Resale Fashion Show*, Oakland Center Rooms 128-130. Free. Sponsored by the Women of OU.

6 — University Board of Trustees meeting, 3 p.m., Oakland Center.

7 — Community Chorus, *Two Choral Giants*, 8 p.m., First Presbyterian Church, Birmingham. Admission. Sponsored by Department of Music, Theatre and Dance and Continuing Education. 370-3013.



Award-Winning Play *Benefactors* Runs Through January 29

Benefactors, a dark comedy that explores the relationship of two couples whose personal and professional lives have gone in completely different directions, runs through January 29 at Meadow Brook Theatre. The play, written by Michael Frayn, won the New York Critic's Circle Award for "best foreign play" in 1986.

Meadow Brook's production has received a three-star rating from the theatre critic of *The Detroit News*, who called it a "challenging, entertaining play of ideas, imaginatively conceived by director Jay Broad and adroitly performed by four intelligent actors."

In the play, David, an architect, and his wife, Jane, (portrayed by Judith Moreland and Kevin Jackson, top) seem to have everything going for them — a good marriage and successful careers. On the other hand, David's old university friend, Colin, and Colin's wife, Sheila (portrayed by Claire Beckman and Samuel Maupin, below), live in a loveless marriage with careers that are also unfulfilling. The relationship of the couples comes to a head when Colin, fueled by jealousy, leads the opposition to a slum redevelopment project designed by David. Colin even goes so far as to live in the slum to prevent it from being razed. Tickets are available through Ticketmaster or by calling 370-3300.

"Some Call It Work"

A collection of works by Joan von Schmidt Brace, painter, print-maker, sculptor, poet and world traveler, will be on exhibit January 15 through February 12 at the Meadow Brook Art Gallery. The exhibit, *Some Call It Work*, is being sponsored by the Department of Art and Art History and the Department of History. Brace is the daughter of the famous Western painter Harold von Schmidt. She was married to the late Richard Brace, a professor of history at Oakland, and collaborated with him on several books about the Algerian revolution in North Africa. She is also the founder and was the first editor of the nationally recognized poetry publication *Mobius*. In 1992, the American Academy in Paris honored her with a one-woman retrospective, and in 1993, Governor John Engler formally recognized her quarter century of important contributions to the arts in Michigan. Brace now exhibits and works at her own gallery-studio-home in Lake Orion. Her work is represented in private collections across the United States and abroad.

Portrait of Richard Brace by Joan von Schmidt Brace

