

inside OAKLAND

A newsletter for Oakland University colleagues

And the 1999 excellence winners are ...

Terri L. Orbuch — New Investigator Research Excellence Award

Studying the glue of interpersonal relationships

Terri L. Orbuch seeks the answers to an important question most people have: What are the keys to a good marriage and a good parent-child relationship?

Orbuch's drive to find the answers has netted her the 1999 OU New Investigator Research Excellence Award. The assistant professor, Sociology, Department of Sociology and Anthropology, College of Arts and Sciences, earned her Ph.D. in 1988. In the last 10 years, colleagues say, Orbuch's prolific scholarly



work has made significant contributions to the study of interpersonal relationships.

"From 1987-1997, her work was cited 193 times," says one of her nominators, Gary Shepherd, chair, Department of Sociology and Anthropology. Another colleague says she is

among the two or three most highly respected new scholars studying close relationships in the United States. Orbuch has co-authored 18 peer-reviewed articles appearing in major journals; co-authored two books; edited or co-edited two books of readings and authored or co-authored 11 book chapters.

Orbuch says she wants to understand interpersonal relationships because they are "the backbone of peoples' existence." She's found that one important factor in marriage is "affective

affirmation."

"When individuals feel that they are being affirmed, or valued, they feel very happy in their relationships and they're more likely to stay together," she says.

It's important for partners to say that they care about each other and make each other feel worthwhile, she says.

The University Research Committee selects the winner of the award based on significant scholarly contributions, quality of work and national/international recognition. Orbuch received a \$1,500 award at fall commencement September 19.

Darrell Schmidt — Teaching Excellence Award

Undivided attention adds up to recognition

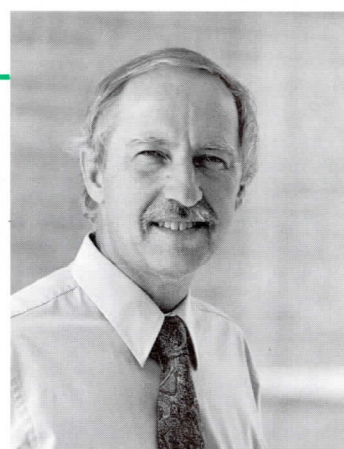
At an early age, Darrell Schmidt knew that math was his best subject. As a schoolboy, he used to dream of the solutions to his math and science homework, awakening at night with the answers. That enthusiasm still shines through in his classrooms. Schmidt's dedication to students' success won him the 1999 OU Teaching Excellence Award.

Since he started at Oakland in 1979, Schmidt, professor, Department of Mathematics and Statistics, College of Arts and Sciences, has taught a wide range of undergraduate and graduate mathematics courses.

"I love to teach math," Schmidt says. "I love to see people 'get it.' I think it's an important subject. A lot of everyday life requires a certain element of mathematical calculations — paying for goods at the store, for example."

Jeff Vande Zande, tutor coordinator, Academic Skills Center (ASC), nominated Schmidt for the award.

"Professor Schmidt has always recognized that tutoring can be an integral part of learning," Vande Zande says. "He has told me his goal is to help students realize that math can be learned easily with the right techniques."



Schmidt has volunteered to assist the Academic Skills Center and has frequently devoted one office hour a week there. Vande Zande says Schmidt offers to help students without being asked, and he also helps to train tutors in math pedagogy. In the

classroom, Schmidt says he is always looking for better ways to teach.

The University Teaching and Learning Committee commended Schmidt as "an outstanding instructor who goes above and beyond the call of duty."

The committee selects the award winner based on classroom performance, innovative instructional practice, high educational standards and development of a productive learning environment. Schmidt received a \$2,500 award at fall commencement September 19.

Tadeusz Malinski — Research Excellence Award

Getting to the heart of heart disorders

"The importance of your scientific contributions cannot be overstated," says Louis Esposito, vice president, Academic Affairs, and Provost, in recognizing Tadeusz Malinski as the recipient of the 1999 OU Research Excellence Award. Malinski, professor, Department of Chemistry, College of Arts and Sciences, rocked the world's scientific community in 1992 with the first measurement of nitric oxide, a molecule that regulates blood flow in the cardiovascular system. In 1997, he made a breakthrough



in understanding how the heart works. And in 1998, he was nominated for the Nobel Prize in Physiology and Medicine.

Soon, his discoveries may lead to better prevention and treatment of heart attacks and high blood pressure and better preservation of hearts for

transplant. His findings also led to a new method to reduce brain damage during stroke.

Malinski's team is the first to show that nitric oxide, a powerful vasodilator and anticoagulant, is released during each heartbeat. They also discovered that nitric oxide controls the heart's relaxation phase and that the amount of nitric oxide released is directly proportional to the contraction forces of the heart. Deficiency of nitric oxide appears to be the most common cause of heart disorders, he says.

Malinski has lectured on his findings at prestigious American universities and at

many institutions around the world.

Modest, softspoken Malinski acknowledges that the breakthrough is his top achievement. "It's very rewarding to find something so useful," he says.

The University Research Committee selects the winner of the Research Excellence Award based on the candidate's significant scholarly contributions, quality of work, level of peer acceptance, and national/international reputation. Malinski received a \$2,500 award at fall commencement September 19.

bits and **PIECES****Step right up!**

OU alumna Cindy Tomczak, SBA '94, uses her business savvy to sell raffle tickets for a video camera, donated by alumnus Stan Babiuk, CAS '73, to raise funds for Oakland University Alumni Association scholarships at the annual September Art & Apples Festival in downtown Rochester.

**Graham Center offers screening for depression**

The OU community is invited to learn about depression symptoms and treatments October 7 in the Counseling Center at Graham Health Center. Depression Screening Day programs are set for 10 a.m. and 1 p.m., featuring a talk and video on depression. Participants may also complete a depression screening questionnaire and meet individually with a counselor to discuss the results or any other concerns. Booklets, pamphlets and fact sheets on depression will be available.

Egyptians seek collaboration on OU high-tech control projects

Because it wants Egyptian engineering researchers to have a

look at projects in Oakland's School of Engineering and Computer Science labs, the Egyptian Cultural and Educational Bureau (EEB) is funding the cost of prototype development and Internet connections between OU, other Michigan sites, and Cairo for exchanging results of control research. Researchers from the SECS have been awarded three \$3,500 grants, one for each project, from the EEB, based in Washington, D.C. says Mohamed A. Zohdy, the projects' principal investigator. The projects include a walking robot, a digital stabilizer control system, and an automotive braking control system. Zohdy and a graduate student will conduct real-time control demonstrations of these projects in front of equipment that will eventually transmit digital images and data to remote sites.

SON faculty to present at international conference

School of Nursing faculty will make presentations at the inaugural conference of the King International Nursing Group on October 1-3 at the Somerset Inn in Troy. The SON is serving as the headquarters for the King group, which focuses on Imogene M. King's Interacting Systems Framework and related theories. SON faculty presenters and moderators include Christina Sioff, Rita A. Moulton, Mary Mittelstaedt, Diane Norris and Justine Speer.

38th Annual Writers' Conference features 40 presentations

Writers are invited to meet publishers, editors and other writers at the 38th Annual Writers' Conference at Oakland, October 15-16. Sponsored by Detroit Women Writers and the College of Arts and Sciences, the conference features writing workshops, individual manuscript critiques and 40 presentations covering all types of writing. Judith Guest, author of the award-winning novel and movie, *Ordinary People*, will be the featured speaker at the luncheon on October 16. The Saturday conference fee is \$75 and the optional luncheon is \$12; the hands-on writing workshop is \$38. The registration deadline is October 8. For further information, call 3125 or visit www.oakland.edu/contin-ed/writersconf/

OU grant to ensure children are ready for college

Oakland University, with support from a new \$1.5 million federal grant, will help Pontiac middle school students and their families plan and prepare for college by offering counseling, tutoring, mentoring and information about college and financial aid.

Starting this fall, students at Jefferson/Whittier Middle School will participate in the new GEAR UP program (Gaining Early Awareness and Readiness for Undergraduate Programs).

OU is administering the grant with the School District of the City of Pontiac, Oakland Community College, the State of Michigan Department of Education and

Pontiac schools' Community Collaborative, a group of Pontiac human service agencies, churches and businesses.

Lynn Hockenberger, director, Learning Resources; Dawn Pickard, SEHS associate dean; and Jane Goodman, SEHS associate professor, are directors of the project.

OUTAS honored

The Oakland University Trustee Academic Success (OUTAS) scholarship program was identified by the National Association of Student Personnel Administrators as a 1999 Noteworthy Program. OU's Office of Equity will deliver a presentation on the program at a University of Nebraska conference, People of Color in Predominantly White Institutions: Beyond Diversity 101, October 15-16.

Conference on IT management

Oakland's School of Business Administration and its Applied Technology in Business Program, Computer Associates, Champion Enterprises, Inc., and Lear Corporation will sponsor the Second Fall Conference on Managing Information Technologies October 8-9 at the Somerset Inn in Troy. Presenters include representatives from DaimlerChrysler Corporation, New York University, University of Maryland-College Park, University of South Florida, William Beaumont Hospital and many other institutions.

Information is available at: <http://www.sba.oakland.edu/atib/itconference99/>

campus **REGISTRY****of distinction**

- **Susan Awbrey**, vice provost, presented a paper: Organizations of Learning or Learning Organizations: The Challenge of Creating Integrative Universities for the Next Century, at an international conference titled, Reorganizing Knowledge: Knowing, Knowledge and the University in the 21st Century, at University of Massachusetts.
- **Bill Connellan**, vice provost, will be a visiting scholar at Harvard University this fall, working with Richard Chait and others on the Harvard Project on faculty appointments.
- **Brian Connery**, English, chaired a double roundtable on The Authority of Swift and presented a paper, Hints towards Authoritative Conversation, at the Tenth International Congress on the Enlightenment, held at University College, Dublin, in August. Excerpts from his paper will appear in the meeting's proceedings, to be published by the Voltaire Foundation. The collection of papers from the double roundtable has been solicited for publication by the University of Delaware Press.
- **Carlo Coppola**, Modern Languages & Literatures, wrote the 1998 articles, Magic Realism and Psychoanalytic Models of Narrative and Criticism of the Novel in *The Encyclopedia of the Novel*. Coppola also presented a discussion and analysis of the film, *My Beautiful Laundrette*, for the Association for Psychoanalytic Thought, Michigan chapter, last January.
- **Anahid Kulwicki**, Nursing, recently completed research, funded by Oakland University Fellowship Program, in Jordan on Honor Crimes. She also presented three papers at the First International Nursing

Conference entitled Global Collaboration: Route to Excellence in Beirut, Lebanon, Domestic Violence in the Arab Community, Assessment of CVD Risk Factors in Jordan, and Partnership for Cultural Competency: Enhancing Health Services Quality and Access with the Arab Community.

- **Frank Lepkowski**, Kresge Library, has been appointed to serve on the Library Review of Greenwood Press.
- **Shawn Lombardo** and **Kristine Condie**, Kresge Library, presented a poster session, How Patrons Cope with a New OPAC: A Study of User Satisfaction in an Academic Library, at the annual American Library Association conference in New Orleans last June.
- **David Maines**, Sociology, published Information Pools and Racialized Narrative Structures in the *Sociological Quarterly* and The Liturgical Social Movement in the Vatican II Catholic Church in *Research in Social Movements, Conflict, and Change*.
- **Ramune Mikaila** recently taught nurses in Lithuania about psychiatric mental health.
- **Sean Farrell Moran**, History, gave an address, Bishop Berkeley and the Rational Defense of the Faith, at St. Patrick's College, Maynooth, Ireland.
- **Terri Orbuch**, Sociology, received a grant from NIMH for \$962,730 to extend her Early Years of Marriage research.
- The Michigan Quality Council named **Kathleen Osentoski** and **Dave Lewis**, Copy Stop etc., Quality Heroes for providing outstanding quality service to customers and/or their community. The council promotes quality practices in businesses and other organizations.
- **Janice Schimmelman** has

published *Architectural Books in Early America:*

Architectural Treatises and Building Handbooks in American Libraries and Bookstores through 1800 (Oak Knoll Press). It was originally published in 1985 in the Proceedings of the American Antiquarian Society.

- **Phillip Singer**, Anthropology and Health Behavior Sciences, was invited to be a panelist and to show two of his video documentaries: *Kali Mai - She Who Is God and Trance, Dance, Healing in Guyana*, before the Global Organization of People of Indian Origin in New York City in September. Scholars from India, Sri Lanka, Nepal, Mauritius, Fiji, Uganda, Kenya and other countries also attended.

- **Susan Wood**, Art and Art History, had her book *Imperial Women: A Study in Public Images, 40 B.C. - A.D. 68* published by Brill Academic Publishers.
- **Karen Zaglaniczny**, SON, is chairman of American Association of Nurse Anesthetists.

new faces

- **Sandra Alsterberg**, Teacher, Lowry Center
- **Ewell Compton**, Media Distribution Coordinator, Instructional Technology Center
- **Marcee Daly**, Assistant Lab Manager, Chemistry Dept.
- **Kirk Lutz**, Assistant Director, Special Events
- **Margaret Mudge**, Teacher, Lowry Center



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DEADLINES

Submit items for publication no later than the 10th of the month before publication

NEXT DEADLINE

October 10

calendar of **EVENTS****WOCO V**

- Oct 1 **OU Spirit Day.** Wear OU and Greek Colors.
- 1 Men's soccer: OU vs. Butler, Lower Pioneer Field, 4 p.m.
 - 1 Meet Me in the OC: Faculty, staff, student appreciation dinner, OC, 5 - 7 p.m.
 - 1 Comedienne Sherry Davey, Pioneer Court, 7 - 8 p.m.
 - 1 The Gordon Bennett Band, Pioneer Court, 8 - 9:30 p.m.
 - 2 Heart Walk, OU campus, 7:30 a.m. - 2 p.m.
 - 2 Basketball Jam '99, Recreation Center, 3 - 8 p.m.
 - 6 Echo Cognition, sculpture unveiling by Joseph Wesner, Honors College, 5 p.m.
 - 7 Depression Screening Day, Counseling, GHC, 10 a.m. and 1 p.m.
 - 16 Art and Art History Lecture, Lisa Ngote, Recognition, Renovation & Restoration: Art in Rome from 313-1300, MBAG, 7 p.m.
- Nov 5 **Writing for Publication**, 9 - 11 a.m., Gold Room A, OC, e-mail registration, nrsinfo@oakland.edu, include name, dept. phone
- 8 History Lecture, David Snell, Slavery in World History, Oakland Room, OC, noon
 - 8 Slavery in World History seminar, 376 SEB, 3 p.m.

People with disabilities who need special assistance to attend any of the events listed may call the sponsoring unit or the Office of Disability Support Services at 3266. Meadow Brook Hall tours are from 1:30 p.m. daily and 1 p.m. - 5 p.m. Sundays (last tour begins at 3:45 p.m.).

Show you care — share

Annual OU fund drive supports university, human service organizations

It's time again for OU employees and retirees to show their support for Oakland, the United Way and Black United Fund (BUF) by donating to the All-University Fund Drive (AUFDD).

The United Way raises funds for local nonprofit health and human service providers; BUF provides funding for nonprofit agencies and projects focusing on community enrichment, self-help and education. Donations to OU support causes on campus that aren't supported by the general fund, including student research, scholarships, lecture series, Kresge Library, and individual academic

department gift funds. Employees can earmark their gift for the areas or programs they want to support.

"Your Oakland — Caring through Sharing," the annual fund drive, runs October 28 through December 7. The kickoff reception will be October 28 at noon in Oakland Center's Fireside Lounge.

A new part of AUFDD this year is the addition of a volunteer OU retiree committee: Marion Bunt, Suzanne Frankie, Glenn Jackson, Jane Mosher, Joan Rosen and Jack Wilson.

"Donating to the All-University Fund Drive is a wonderful way for members of

our university to support worthy causes both on-campus and off," says Kevin Murphy, faculty co-chair, AUFDD committee. "The AUFDD funds a variety of organizations doing desperately needed charitable work in our communities and it also helps subsidize research, scholarships, library collections, and the like, right here at Oakland. Giving to the AUFDD is simple and it is simply the right thing to do. Every donation will be received gratefully and no donation is too small."

Watch your campus or U.S. mail for pledge forms.

Your pledge form may be returned to your designated group leader or sent directly to

AUFDD Committee:

Kevin Murphy,
faculty co-chair
Pat Nicosia,
Administrative-
Professional/
Miscellaneous
Contract co-chair



Representatives:

Joyce McGathy,
clerical-technical
Shirley Cobb,
exempt employees
Susan Derocher,
police
Jim Boucard,
skilled trades
Matt Carlson,
building/grounds
maintenance
Lisa Sample,
custodial

the Annual Giving office in John Dodge House. The goal of the campaign is to achieve 100 percent participation from all Oakland's caring employees.



Donald O'Dowd

Old Oaks remember their pioneer days

"Oakland University is the most important place I've ever been, and it continues to be a magical location," says Donald O'Dowd, OU's president emeritus. He and more than 100 former faculty and staff members who served at Oakland from 1959 to 1963 returned to campus to mark the 40th anniversary of the university's first convocation September 17. Some memorable comments and anecdotes from the September 17-18 celebration:

Donald O'Dowd

OU president, 1970-79. O'Dowd spent 20 years at Oakland and also served as university dean and provost. O'Dowd retired from the presidency of the Alaska state university system based in Fairbanks. He and his wife live in Santa Barbara, California.

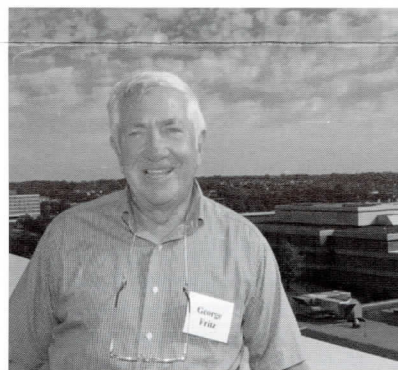
"The physical changes are overwhelming," O'Dowd says of OU. "It really looks like a different place. The university continues to have the very strong academic qualities that we valued at the beginning."

Samuel Shapiro

Assistant professor, History, 1960-63. Gloria, his wife, was an assistant professor of English. They were one of the few married couples working on campus. Sam retired from the University of Notre Dame in 1991. Gloria retired in 1994 from Indiana University. They live in South Bend, Indiana.

In 1959, says Sam Shapiro, Cuban revolutionary Fidel Castro swore he wasn't a Communist — and Shapiro believed him. So the young professor voiced his support for Castro. But the state legislature didn't share his

enthusiasm. Lawmakers pressured OU Chancellor Woody Varner about Oakland's "pink professor," as front-page headlines called Shapiro, so Shapiro was fired. Eventually he ended up at Notre Dame, where he taught for 29 years.



George Fritz

First director, Oakland Center, 1959-62. Fritz retired from Michigan State University in 1986. He lives in Charlevoix, Michigan, in the summer and Venice, Florida, in the winter.

"Oakland was just a field when we came. It was just North Foundation Hall and South Foundation Hall. Cattle used to come and look in the windows," Fritz says.

He too marveled at OU's development. "I'm very proud to have been a part of it."

John Corker

Held three consecutive positions: **director, Oakland Center; director, Student Activities; and director, Housing; 1962-65.** He retired last August after 37 years as a college union director or director of housing at five universities. He lives in Carbondale, Illinois.

Corker recalls Varner's demanding management style.

In the fall of 1962, Corker redecorated a residence hall. The Wednesday before the students arrived, Varner came over to look at the building.

"Can you redecorate the public areas of the other two halls?" Varner asked Corker. "Yes, but it will take three months," Corker replied.

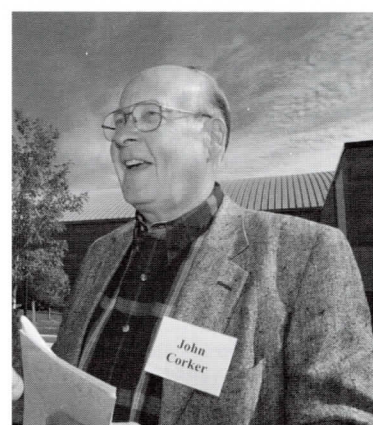
"John, I will be over at 11 o'clock Saturday (three days later) to see the new lounges," Varner said.

Corker spent that night measuring windows and choosing paint and furniture. The next morning he told the head of maintenance to start painting the walls. Corker drove to Detroit, found fabric in stock, and told the vendor to install the drapes by Friday night. The furniture company said it couldn't deliver Corker's order for six weeks.

"I said, 'I'm sending a truck to Grand Rapids, to Lansing, and Detroit, and I want every piece of furniture that you've got on display that is like what we've ordered,'" Corker recalls.

Varner came over at 11 o'clock that Saturday, and six lounges had new paint, drapes and furniture. He said, "Looks nice. Good for the students," then he walked out.

"Those are the kinds of things we did in the first few years," Corker says.



oakland WAY OF LIFE

More exercise myths!

Who has time for gimmicks?

The best way to guard your health is to understand the misconceptions about exercise and diet. Check out these common myths: 1. FALSE: Products that increase sweat during exercise, such as plastic suits or rubber garments, help control weight and enhance appearance.

FACT: Sweating doesn't encourage fat loss. You'll burn as much fat exercising in minimal clothing as you will in heavy clothing.

2. FALSE: Athletes and others who exercise need special foods or supplements.

FACT: There is little evidence to suggest that those who exercise have special nutritional needs.

3. FALSE: A slender figure



is a good indicator of fitness.

FACT: Even some body-builders with well-defined body contours can have poor aerobic fitness levels. 4. FALSE: Females who lift heavy weights are likely to develop large muscles.

FACT: Wrong again. Because of hormone limitations, most women do not have the potential to develop significantly larger muscles.

5. FALSE: Muscle can change to fat; fat can change to muscle.

FACT: These two tissue types are very different. One can never become the other.

For more information, call the Meadow Brook Health Enhancement Institute at (248) 370-4523.

employee of the MONTH



Employee: Janet Hepburn
Title: Construction Manager
Department: Capital Planning and Design
Length of Service: 1 1/2 Years

Comments: "Janet played a pivotal role in the successful Hannah Hall remodeling project. She followed through on questions and concerns in a timely manner, always doing her best to achieve a resolution which was in our best interests. She has a difficult job, trying to balance the demands of many people, and she does it in an exemplary manner."

"Janet works hard to keep the users informed and part of the process while maintaining control of budget and schedule. She has developed good working relationships with her project teams—architects and contractors."

Software Regulations & Conflict of Interest Policy

Software Regulations Policy

The university is licensed to use numerous software programs for its various units. The university enters into a license agreement with the owner of each program pursuant to which the university and its employees assume certain legally binding obligations.

Licensed software is intended for the use specifically authorized in such agreements and remains the intellectual property of the owner and is protected by copyright.

All employees and users of licensed software shall use the software only in accordance with the license agreement. There is no authority for an employee to violate the terms of a license agreement. To transfer possession of any copy, modification or merged portion of any licensed program, whether gratuitously or for gain, shall be deemed to be in violation of these regulations and is prohibited by Oakland University. Such conduct may also violate state and federal law. Employees who make, acquire, or use unauthorized copies of computer software or otherwise violate these regulations shall be subject to discipline in accordance with university policy and may also be subject to personal liability.

The responsibility for complying with these regulations rests with each employee. Employees shall report any violations to their unit supervisors. Unit supervisors shall report violators for appropriate discipline.

Conflict of Interest Policy

In conducting affairs of the university, employees are to make decisions which promote the best interest of the university.

Employees should not make a decision which serves a personal interest. Employees are responsible for disclosing any personal financial interest in transactions of outside organizations with the university.

Employees may not accept gifts from persons who do business with the university. Employees may not have outside interests which interfere with their university duties.

For detail, see complete Conflict of Interest Policy below.

Exception to Policy

In rare instances an employee may obtain an exception to this policy. It is the employee's responsibility to report reasons for the need for an exception to the Vice President for Finance and Administration. The employee must make the request in writing.

Conflict of Interest Policy

Approved by the Board of Trustees on November 18, 1981

I. Preamble

All employees, consultants, and members of the Board of Trustees (hereafter "Trustees") of Oakland University serve a public-interest role and must conduct all affairs of the university in a manner consistent with this concept. Decisions are to be made solely to promote the best interests of the university and the public good rather than to serve a personal interest.

This policy is designed to foster high ethical standards of performance by insuring that actual or apparent conflict-of-interest situations are avoided.

Nothing in this policy shall be considered to conflict with applicable state laws governing the conduct of public officers and public employees.

II. Definitions

A. Employee: As used hereafter, the term "employee" means an employee, regardless of

classification or rank, or a consultant to the university.

B. Financial Interest: "Financial interest" means any interest, direct or indirect, in the financial success or failure of an organization or company with whom the university does business, regardless of how such interest was acquired. A "financial interest" includes owning stocks or bonds; being a partner, employee, or creditor; or any other arrangement that results in an interest in or claim upon the assets or income of the company or organization. Excluded are immaterial interests, that is, interests of such a general or insignificant nature that university transactions with the organization or company will not result in direct benefit to the individual. A "financial interest" includes any interest of the employee, trustee, or employee or trustee spouse; and any interest of those who are related to any of the foregoing as parents, children, or siblings.

C. Gift: A "gift" means anything of value except as excluded below. A "gift" may be in the form of money, goods, entertainment, services, price concessions not available to all employees or to the public, use of property or facilities, loans (except loans upon normal terms from a lending institution), or in any other form. Specifically excluded from the term "gift" are nominal advertising items or promotional materials of token value, or food consumed at a business meeting.

III. Statement of Policy
University employees and members of the Board of Trustees (hereafter "trustees") should not have a personal financial interest in transactions with the university. Recognizing, however, that such interests will be on occasion unavoidable, there should be full disclosure of any such interest in advance of university action, and special approval of the transaction is required as set forth herein to insure that university welfare is the paramount consideration. The specific terms of this policy are to be interpreted in light of the broad objectives set forth in the preamble.

A. No employee or trustee shall recommend or determine to enter into a transaction on behalf of the university when such transaction involves an organization in which the employee has a financial interest unless the provisions of Article IV are met in advance. If there is any question about whether this prohibition III A should apply, the provisions of Article IV must be followed.

B. The university shall not enter into any transaction for the purchase of any item or service (other than an employment or consulting contract) with any employee, trustee, or employee or trustee spouse, or with anyone who is related to any of the foregoing as parent, child or sibling.

C. Acceptance by an employee or a trustee of a gift from an individual or organization that engages in commercial transactions with the university is prohibited. If a gift is received, it must be returned unless an acceptable statement is filed with the university president (or the Board of Trustees Finance and Personnel Committee, in the case of the president or a trustee) describing the gift and justifying its retention in terms of the university's best interests.

D. An employee or trustee must

inform the university of any outside interest, consulting service, or other relationship that might interfere with her/his internal duties or raise a question of conflict of interest. In cases in which an employee's outside relationship substantially interferes with the employee's ability to carry out her/his job responsibilities and/or act in the university's best interests, the employee must either end the outside relationship or sever employment with the university.

E. A trustee must abstain from voting on any matter when to do so would place or appear to place the trustee in a conflict-of-interest situation. The minutes of board meetings shall record such abstentions.

IV. Exceptions to this Policy

A. No employee or trustee of the university shall have the authority to authorize, approve, ratify, or confirm any transaction which is an exception to this policy, except as provided below.

B. The university president or his designee may approve exceptions to this policy which involve university employees. Any such designation shall be made in writing. Exceptions involving the president or a trustee may be approved by the Finance and Personnel Committee of the Board of Trustees. Any approved exceptions to this policy must be made in writing and the reasons therefore must be documented.

C. Approval of an exception shall be based upon a finding that the transaction is fair, reasonable, and in the best interests of the university.

V. Role of the Purchasing Department

The Purchasing Department is empowered to delay the processing of any requisition that appears to be in violation of this policy in order to investigate the circumstances surrounding the proposed transaction. If, following investigation, the transaction still appears to be a violation, the matter will be referred to the vice president for Finance and Administration. Any purchase order or contract issued by the university is subject to cancellation if any university employee involved has a relationship or history of activity with the vendor that is violative of this policy. All purchase orders and contracts shall contain a clause to this effect.

VI. Regulations Governing Federal Grants and Contracts

The university administration is authorized and directed to create, implement, and maintain current those regulations and procedures necessary to meet federal agency conflict-of-interest requirements related to grants and contracts. The regulations are designed to prevent bias in the design, conduct or reporting of federally sponsored research.

Principal investigators, co-investigators and any other person involved in the design, conduct, or reporting of funded research (investigation) are required to disclose to the university any significant financial interest (1) (including those of spouses and dependent children) that (a) would reasonably appear to be affected by the research for which the funding is sought, or (b) are maintained in entities whose own financial interest would reasonably appear to be affected by the proposed research. All financial disclosures must be updated during the period of the award, either on an annual basis or as new reportable significant financial interests are obtained.

A conflict will be deemed to exist when it is reasonably determined that a significant financial interest may directly and significantly affect the design, conduct or reporting of research. The university is then required to manage, reduce or eliminate the conflict.

The director of the Office of Grants, Contracts and Sponsored Research is designated to certify on behalf of the institution in its application to the federal agencies that prior to the expending of any agency-awarded funds it will report to them the existence of a conflict of interest.

Principal Investigator's Responsibilities

Principal investigators are required to read and certify to the Office of Grants, Contracts and Sponsored Research upon each and every application for funding from a federal agency that:

1. they have read and understand the institution's policy and regulations on conflict of interest;
2. all required disclosures have been made; and
3. they will comply with any conditions or restrictions imposed by the institution to manage, reduce or eliminate conflicts.

Determining a Conflict of Interest

The director of the Office of Grants, Contracts and Sponsored Research is required to review whether a reported significant financial interest creates a potential conflict of interest in federally funded grant activities. If the director determines that further review is warranted, s/he will request a review by the Conflict of Interest Review Committee (COIRC). COIRC members shall be appointed by the vice president for Academic Affairs. The COIRC will consist of one voting member from each school and the college. Three additional voting members may be selected from other units on the campus. The COIRC shall include the director of the Office of Grants, Contracts, and Sponsored Research. COIRC shall report all findings to the vice president for Academic Affairs for any required action.

Managing a Conflict of Interest

Once a conflict of interest is determined to exist, the vice president for Academic Affairs, in consultation with COIRC, the affected investigator and the director of the Office of Grants, Contracts and Sponsored Research, shall determine how the conflict will be managed, reduced or eliminated within 60 days of identification, and no expenditure of funds shall occur until this requirement is satisfied. The vice president may choose to manage a conflict of interest situation in various ways, including, but not limited to, the following:

- periodic review of the activity by individuals independent of the investigator,
- outside monitors for the activity divestiture of the financial interest,
- modification of the plan of work,
- assignment of another employee (without a financial interest in the research) to control the activity.

If the vice president for Academic Affairs finds that the university is unable to satisfactorily manage a conflict of interest funded by the National Science Foundation (NSF), or any other federal agency, s/he will inform its Office of General Counsel.

The director of the Office of Grants, Contracts and Sponsored Research shall maintain records of all financial disclosures and all actions taken by the university

with respect to each conflict of interest for at least three years from either the date of submission of the final expenditure report or from the termination or completion of the grant to which they relate, or until the resolution of any federal agency action involving these records, whichever is later.

Compliance

Investigators shall comply fully and promptly with all requirements of these regulations. Breaches may result in discipline. If sanctions are necessary, they will be imposed in accordance with the appropriate university regulations or collective bargaining agreements in effect at the time of the violation. Sanctions may include, but are not limited to, the following:

- Letter of admonition;
- Ineligibility of the investigator to submit grant applications to receive Institutional Review Board (IRB) approval or to supervise graduate students;
- Suspension;
- Dismissal.

The university shall also notify the appropriate federal agency of non-compliance instances and inform it of corrective action taken.

Research Involving Contractors, Subgrantees or Collaborators

If research is carried out through contractors, subgrantees, or collaborators (other investigators), the university investigators must take reasonable steps to ensure that other investigators comply with these Conflict of Financial Interest Regulations Governing Federal Grants and Contracts, either by requiring other investigators to comply with the university's regulations or by requiring other investigators to provide assurances to the university which enables the investigator to comply with these regulations.

VII. Policy Dissemination

The university will communicate this policy to trustees and the campus community at the time of its adoption and at least annually thereafter. The policy shall be included in the university Administrative Policies and Procedures Manual.

1. Significant financial interest includes anything of monetary value (salary or other payments for services, such as consulting fees and honoraria; equity interests, such as stocks and stock options; intellectual property rights, such as patents, copyrights, and royalties). The term does not include: salary or other remuneration from Oakland University; income derived from seminars, lectures or teaching engagements sponsored by public or nonprofit entities; income derived from a service on advisory committees or review panels for public or nonprofit entities; or salary, royalties or other payments that, when aggregated for the investigator and spouse and dependent children, is not expected to exceed \$10,000 over the next 12 months. Also excluded from the definition of significant financial interest is an equity interest that, when aggregated for the investigator, spouse, and dependent children, does not exceed \$10,000 and does not represent more than five percent ownership interest in any entity.