



OAKLAND UNIVERSITY

News

104 North Foundation Hall
Rochester, MI 48309-4401

A publication for faculty and staff

June 1992

16 Things a New Prez Must Know

When you take a new job, you need some help finding your way around.

Sandra Packard is one such person. She becomes president of Oakland University on June 15, and will want to know about the *real* workings of the university. Therefore, as a public service, the *Oakland University News* has compiled a list of vital information.

The staff looked under every rock and in every cranny to provide Packard with what she really needs to know. These are the essential items people forgot to tell her during her campus visits.

- On the first day of the year when the thermometer hits 70 degrees, it's customary to let all employees go home.
- If you sing the official Oakland University fight song in J.W.'s, you get a free cup of coffee.
- Try as hard as we might, we just can't break the long-term lease on Knole Cottage held by Vermor's gnome and Domino's Noid.
- Deans gladly take turns washing and waxing your car each Monday morning.
- Oakland tradition dictates that the president feeds the raccoons and other critters occasionally living in the North Foundation Hall ceiling.
- Beer Lake is heated in the winter to make early morning swims nice and comfy.
- Students get a two-for-one tuition break if they register on Alfred Wilson's birthday.
- No matter how bad you feel about your cluttered desk, seeing Pat Nicosia's will cheer you up.
- Your family gets eight — not the usual paltry four — 50-yard line tickets to all Pioneer home football games.
- At your inauguration, you'll be asked to define the differences between the AP Association and the AP Assembly in 15 seconds. If you can, you keep the job.
- The summer tent outside Meadow Brook Hall can be rented for swell camping parties up north with the gang.
- During tight budget times, all employees pitch in with the yard work and snow shoveling.
- Saints & Sinners is a sculpture in front of Kresge Library, not a description of the physics department.
- Circular living room in Sunset Terrace is great for winner-takes-all marbles tournaments with donors.
- Another tradition: Newly inaugurated president must sing lead role in first Meadow Brook Theatre production of the season — even if it's not a musical.
- Collecting commissions on car-parking concessions at commencements is a valuable source of mad money.▼

Theatre Takes Honors from 'Free Press'

The staff of Meadow Brook Theatre has something to cheer about.

The *Detroit Free Press* awarded three of its annual theatre awards to Meadow Brook. For the first time, the theatre won "best play" with *Inherit the Wind*. Terence Kilburn, artistic director, guided that production.

In addition, Charles Nolte captured the best director award and Booth Colman claimed best actor. Both were also for *Inherit the Wind*.

The awards were presented before an audience of approximately 300 members of the Detroit-area theatre community. The ceremony was held at the Gem Theatre.

Stuart Hyke, director of cultural affairs, notes that Meadow Brook Music Festival, which last year was operated by the university, just captured the "best outdoor venue" award from *Michigan Living* magazine. Magazine readers were polled for their favorites.▼



Sharon Creel searches through reference materials available at the Department of Placement and Career Services. June graduates are already aware that the job market is tight, and many fruitless searches are often required before a solid offer comes in. Bob Thomas, placement director, offers his advice for what graduates can do. Please turn to page 4.

Commencement Will Give 1,600 an OU Sendoff

More than 1,600 students will receive their degrees in spring commencement ceremonies June 6, and a number of special honors will be presented.

At the College of Arts and Sciences 4 p.m. commencement, which is combined with the School of Health Sciences and the Bachelor of General Studies, Reginald J. McCloud will receive the Human Relations Award. It is among the top three awards for graduating seniors. Lynn Waroway and David Nykanen will receive the Matilda R. and Alfred G. Wilson Awards.

McCloud was cited for his many accomplishments in bringing about understanding, particularly in the areas of intercultural communication.

McCloud was writer and managing editor of *UMOJA*, a newsletter designed to present the African-American perspective of relevant campus issues.

McCloud has served as a literacy volunteer for two years. As an officer in the Freemasonry Society, McCloud chaired fund-raising and communications committees. He also served as the artistic director for a Detroit City Summer Youth Program that included an interracial group of actors and musicians, and which toured 21 Detroit public libraries.

(Descriptions of the Wilson Award winners were published in the May 15 issue of the *Oakland University News*.)

The day begins at 10 a.m. in Baldwin Pavilion with the School of Education and Human Services commencement. Guest speaker will be Patrick J. Johnson, chairperson of the Macomb County Board of Commissioners. He is a professor emeritus of Oakland.

University participants include Marc Briod, marshal; Gerald J. Pine, dean, delivering the welcome and valediction, and awarding undergraduate degrees; Dawn M. Astrino and Michael Strobel, who will deliver remarks for the class; and Danette G. Simon, who will give the alumni welcome. Also awarding degrees will be Interim President John De Carlo and Vice Provost George Dahlgren. The school will have special music from the St. Andrews Pipe Band and Highlander Dancers.

The School of Business Administration commencement begins at 1 p.m. Participants are marshals Eleftherios Botsas and Kevin Murphy; Augustin K. Fosu, giving the exordium; Attorney Irving R. Miller of Akerman, Senterfitt & Eidson, giving the peroration; Dean George Stevens presenting special awards; Interim President John De Carlo giving the investiture; Vice Provost George Dahlgren, Associate Dean John Tower and Stevens awarding the degrees; alumna Lisa Tyrrell giving the alumni welcome; and De Carlo presenting the valediction.

The only ceremony outside the pavilion will be the School of Nursing's. The ceremony be-

(Continued on page 4)

Gallery's Outdoor Art Fair Promises 'Real Art, Real Fun'

Meadow Brook Art Gallery wants to prove that you can have fun with fine art.

The first Meadow Brook Art Fair on June 19-21 is expected to draw thousands of people to the East Campus. "The Meadow Brook Art Fair will be set apart from others," says Debra Watson, art fair coordinator and office assistant II in the gallery. "There will be a wide variety of art in every price range for families, couples, and singles of all ages."

The three-day art fair will be spread out on the grounds near Meadow Brook Music Festival and Meadow Brook Hall. The displays will be amid the permanent sculptures on the grounds.

Watson says the art fair will have fine and fun art, including ceramics, glass, jewelry, painting and sculpture by more than 80 juried artists from Michigan and other states. Works of invited Michigan artists will be displayed in a special gallery pavilion.

Children can have fun, too, in an activity area where materials and artistic guidance will be provided.

Proceeds from the art fair will benefit the gallery. For the past 26 years, the gallery has

exhibited artists, private collections and traveling exhibitions from Michigan and throughout the country under the direction of Curator Kiichi Usui.

The sculpture park, where the art fair will be held, is one of the projects Usui has developed over the years. Artists represented in the outdoor works include Hanna Stiebel, David Barr, Tom Bills and John Piet.

A limited number of tickets are available for a special preview party on June 19. The evening begins with a cocktail reception at 5:30 p.m., dinner at 6:30 in the music festival tent and the Dolly Parton concert at 8. Tickets are \$100 per person.

Regular admission to the fair, pavilion and children's activity area is free. Parking is \$2. Hours are 1-5 p.m. June 19 and 10 a.m.-6 p.m. June 20-21. For details, call the gallery office at 370-3005.▼



MEADOW BROOK ART FAIR
Real Art. Real Fun.

First Students Emerge from Pilot SEHS Teacher Plan

Three Oakland University students are the first to complete a new, yearlong teaching internship through the School of Education and Human Services.

Kathy Terbrack and two other students just completed the pilot program and are preparing to enter the job market.

The plan requires students to take a traditional four-year major through the College of Arts and Sciences and then spend a full year in a teaching internship before being certified to teach at the secondary level. The first full class will be admitted to the program this fall.

In traditional teacher-education programs elsewhere, most call for a semester of student teaching, not a full year of intensive work with supervision by the school district and the university. Most teacher training programs do not require a traditional major with major courses taken outside the education unit, either.

"The program does limit a student financially in the internship year, but I feel it will help me compete," Terbrack says of the new five-year teacher program.

Terbrack, Heather Ahern and Renell Morrison have completed internships in the Avondale School District, working first in a middle school and then at Avondale High School.

Teacher groups and study commissions have all cited a full-year internship and stronger basic academic training as musts to improve teacher education. The OU program, first of its kind in the state, also provides a student with up to 12 credits toward a master's degree.

Terbrack says, "I feel the extended length of time in school allowed us to see the full extent of the teacher's responsibilities and to become better prepared." She says the fifth year "was demanding financially but it was worth it."

Ahern agrees on the internship requirement, calling it a "good idea." She adds the year of experience and her treatment at Avondale "make me feel more confident about going out to find a job." She is starting to look for a teaching position in a middle school.

Terbrack has started sending out inquiries

to area schools. She says she sends applications to some school districts that might not have responded were it not for their awareness of OU and its new program. "It's very interesting," she says.

Morrison is currently substitute teaching at Avondale High School in chemistry and will complete her work in June. The goal is a middle school or high school teaching job to match her certification. She has started looking and is encouraged.

"Things are looking good, and I am getting lots of replies from the area school districts," she says. Morrison says the full year internship was very helpful. "I feel like I am not a first-year teacher any more. I have a full year under my belt."

Morrison says she enjoyed the internship at Avondale and says she "got experience in many different jobs." The substitute teacher admits the fifth year was "very demanding" in terms of the academic work and teaching schedule, and because she had to work part time to help pay the bills. "But it was worth

it," she says, "and it is good that we are putting out teachers who have a demanding internship and are competent."

Ahern has completed work for her bachelor's in biology, Morrison is receiving a bachelor's in chemistry, and Terbrack a bachelor's in biology.

Steve Gilbert, coordinator of secondary education, says all three students will face a tight Michigan job market. He says many districts have held back in hiring until the level of support for K-12 education became clear. He says the support many districts have shown for the OU plan will help the graduates be competitive.

Dean Gerald J. Pine is part of a state task force to revamp K-12 education in Michigan. He is convinced that strong academic training and more intensive classroom work during the internship experience are crucial.

"In the long run, students who have this training will have an edge over students who have not. They will be more employable, and they will be better teachers," Pine says.▼

Meadow Brook Landscape Show a How-to of What's What in Yards

Only a stickler for details would notice if a plant were out of place in a garden.

Historically out of place, that is. Yet organizers of the first Meadow Brook Hall Landscape and Garden Show made sure that the plants that went into the eight new gardens at the hall were in harmony with the era when the home was built.

Members of the Metropolitan Detroit Landscape Association donated more than \$100,000 worth of labor and materials to create the gardens. They will be displayed June 6-7 during the show.

Kim Zelinski, Meadow Brook Hall horticultural and landscape technician, helped organize the show. Landscapers have agreed with the hall to plant gardens and install landscaping for the next two years, too.

To ensure the plants in the gardens were historically accurate, the landscape association asked Scott Kunst, a professor of historic landscape restoration at Eastern Michigan University, to oversee the landscape restoration.

Kunst had to ensure that plants hybridized during the past 50 years were not used. That means many popular plants now sold could not be added to the gardens. What visitors will see in many cases are plants, like peonies, that were once

popular but have fallen from the mainstream.

Kunst has worked on the Sarah Jordan Boarding House and the Wright Brothers House at Greenfield Village, the Commanding Officer's House at Historic Fort Wayne and other historical site.

Zelinski said she plans to establish a garden auxiliary through the Federation of Garden Clubs. Auxiliary volunteers will help care for the gardens year-round. Zelinski created a special garden of her own, intended especially for children, that's in the shape of a butterfly near Knole Cottage. The plants will be varieties especially appropriate to encourage young children to touch and smell, she says.

During the weekend show, visitors will hear from several speakers and see working displays. The Global ReLeaf organization plans to plant symbolic trees near the hall.

Along with Kunst, the speakers include Jim Wilson, cohost of *The Victory Garden*, a PBS television program; Steven Still of Ohio State University, speaking on perennials; Douglas Chapman of the Dow Gardens in Midland, talking on ornamental plants for the '90s; Paul Banish, past president of the Detroit Rose Society, speaking on old garden roses; Keith Alexander,

landscape specialist from Alexander Nursery, talking on unique landscape plants; Gregory Patchan, Oakland County horticultural agent, speaking on urban pest management; Margaret Thele of Ray Wiegand's Nursery, talking on foolproof flower beds; Rick Robertson of the Great Lakes Rose Society, speaking on miniroses; Tim Doppel of Atwood Lawn Care, talking on what you should know about professional lawn care; and Melinda Jones of Michigan Global ReLeaf, speaking on tree planting.

Participating landscapers are English Gardens, which created *Woodland Retreat*; Eaton Nursery, *Little English Country Garden*; Alexander Nursery, *Yugen: A Profound Haunting Beauty*; Ray Wiegand's Nursery, *The Perennial Border*; Superior Scape, *Escape*; Mueller's Sunrise Nursery, *The Breakfast Garden*; Arbor-Olin, *Serenity*; and Northwind Farms Landscaping, *Nature's Magic*.

Show hours are 8 a.m.-8 p.m. June 6 and 8 a.m.-6 p.m. June 7. Tickets are \$6 for adults and \$3 for children ages 6-12. Discount coupons are available at all Bordine's Better Blooms and English Gardens locations.▼



Kim Zelinski, horticultural and landscape technician at Meadow Brook Hall, shows a decorated path at Knole Cottage. Photo by Chuck Kowal.

The Campus Register

Faculty and Staff Notes

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

Presentations

Members of the Department of Management and Marketing participated in the second Organizational Behavior Teaching Conference held at the University of Michigan-Dearborn. Presenting papers were LIZABETH BARCLAY, *Social Loafing During OB Experiential Exercises*; DON MAYER, *Teaching Ethical Reasoning to Undergraduates*; and FLOYD WILLOUGHBY, *Use of Peer Assessment in the Classroom: Rationale and Recommendations*. In addition, the following persons conducted workshops: DAN BRAUNSTEIN (with BARBARA GOODMAN of Wayne State), *Management Decision Making and Behavioral Decision Theory: How Can This Relationship Be Taught?* and BARCLAY, *Developing and Teaching an International OB/HRM Course*.

KATHRYN LEBLANC, continuing education, spoke to Region 6 Legal Assistants Association of Michigan on *Today's Job Market for the Legal Assistant*. She handles internships and job referrals for the Legal Assistant Program.

KENNETH YORK, management and marketing, with PAUL KINGSTROM, presented *Fairness of Pay Policies: An Application of Policy Capturing*, at the Midwest Academy of Management. York and DAVID DOANE, decision and information sciences, presented *Validation of a Functional Status Scale Predicting Length of Stay in an Outpatient Treatment Program for Patients with Brain Injuries*. They presented at the Midwest Psychological Association Conference.

ROBERT T. EBERWEIN, English, presented a paper, *Ideology and the Video Rental Store*, at

the Society for Cinema Studies Meeting at the University of Pittsburgh.

DONALD MAYER, management and marketing, presented *Arbitration of Employment Contracts After 'Gilmer'* at the Tri-State Regional Business Law Association Meeting.

SHARON MUIR, curriculum, instruction and leadership, did a videotaped interview on social studies education with the Educational Development Corp. of Cambridge, Mass. The forthcoming videotape will contain segments taped in exemplary classrooms and contain interviews with teachers and teacher-educators. Besides Muir, the teacher-educators are JERE BROPHY of Michigan State University, and JAMES BANKS and WALTER PARKER of the University of Washington. Muir expects about 15-30 seconds of their half-hour interview to be included in the final video.

WALLI ANDERSON, rhetoric, communications and journalism, presented a paper at the Michigan Academy meeting in Mt. Pleasant on *Using Computer-Based Multi-Media Tools in a First-Year College Writing Class*.

Honors

JACK and HELEN ZUCKER, rhetoric, communications and journalism, are publishers of a literary magazine, *The Bridge: A Journal of Fiction and Poetry*. The magazine has won honorable mention in the Council of Literary Magazines and Presses Gregory Kolovakos Seed Grant Awards for new publications. Their 160-page journal offers an eclectic mix of new and well-known authors of fiction, poetry, essays and reviews. It demonstrates innovation in style and quality in content, according to the judges. A review of the Zuckers' publication in the *Library Journal* praised the journal as "exceptionally confident and professional. Jack Zucker serves

as journal editor and Helen Zucker is fiction editor.

WALLI ANDERSON, rhetoric, communications and journalism, has been elected editor of *MCEA Notes*, a publication of the Michigan College English Association. She will serve a two-year term. She has also been selected to serve on the Conference on College Composition and Communication's Committee on Computers in Composition.

In the News

- AUGUSTIN FOSU, RONALD TRACY and GEORGE STEVENS participated on a *Straight Talk with Rich Fisher* program on WJBK-TV. The topic was *Unions: Will They Survive?*

Funding Opportunities

Sources of external funding are provided by the Office of Research and Academic Development. Stop by 370 SFH or call 370-3222.

National Institute

on Alcohol Abuse and Alcoholism

Applications are sought for research on the children of alcoholics. Research topics include psychological characteristics of children of children of alcoholics and similarities with other dysfunctional families; comparisons of psychological problems between children of previously alcoholic parents and active alcoholic parents and children of alcoholic parents and parents with other chronic conditions, such as schizophrenia; characteristics that protect children of alcoholic parents and family factors that reduce the risk of problems in children of alcoholics; age-related expressions of problems in children of alcoholics; and characteristics of individuals who are affiliated with adult chil-

dren of alcoholics self-help groups. October 1, February 1 and June 1 deadlines.

NASA

The National Aeronautics and Space Administration invites proposals for six-month pilot studies to test innovative science ideas and new technologies. Small businesses with fewer than 500 employees are eligible to apply for funding. NASA will make 300 awards of \$50,000 each. July 21 deadline.

Jobs

Information about job openings is available from the Employee Relations Department, 140 NFH.

- Laboratory research technician I, C-7, Department of Biological Sciences.
- Office assistant II, C-7, Office of the Registrar.
- Technical office assistant, excluded, Office of the President.
- Medical director, miscellaneous, Meadow Brook Health Enhancement Institute.

Reaching Us ...

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Quote

"It is not a custom with me to keep money to look at."

— George Washington

Bits & Pieces

Holiday Observance a Day Early

The university will observe the Fourth of July holiday on July 3 this year, since the actual federal holiday falls on a Saturday.

If that confuses you, don't ask who's on first.

Forum Discusses Bookcenter

An open forum to air views about the future of the University Bookcenter is scheduled from 11 a.m.-noon May 29.

The university has received proposals by private companies to operate the Bookcenter. Wilma Ray-Bledsoe, vice president for student affairs, said in a memo to the faculty that the decision to seek proposals from outside companies "in no way reflects poorly on the current Bookcenter operation. It is an efficient and well-managed enterprise."

Ray-Bledsoe said the university is seeking guaranteed commissions in excess of revenue which can be generated by the university's continued operation of the Bookcenter.

Persons who cannot attend the forum, but wish to comment, may call Ray-Bledsoe at 370-4200 or Jack Wilson, assistant vice president for student affairs, at 370-3352.

Music to Help the Earth

A multimedia presentation marking the 100th anniversary of the Sierra Club is at Meadow Brook Theatre this weekend.

Alumnus Guy Sferlazza has produced *100 Years of Hope* to help call attention to environmental needs. "Through music, we can constantly keep the health of our Earth in mind. We're proud to be celebrating 100 years of hope."

The concert features original music by Sferlazza, who received his degree in music from OU in 1990. He also sings and performs on various instruments with his seven-piece band, *Earth and the 21st*.

The concerts are a little of everything. At one point, alumna Sherry Holmes will appear on stage to paint whatever the music inspires her to. The concert also has a children's choir, a mime and visuals. In all, 35 performers appear.

Sferlazza produces the shows — this is his seventh major one — to gain experience and to spread the word about the environment. He also uses his songs to counter the "musical pollution" of others less socially conscious.

When not performing in large concerts, Sferlazza busies himself with his Chautauqua Express, which is a one-person musical tour for schools and community groups. In those, too, he stresses the importance of a clean environment.

Remaining dates for the shows are 8 p.m. May 29-30. A special 1 p.m. May 30 matinee is especially suitable for families. Tickets are available at the door. A portion of the proceeds will benefit the Michigan Chapter of the Sierra Club.

OU Hosts Chem Olympics

Eighty high school juniors and seniors participated in the third consecutive Detroit-Section American Chemical Society Chemistry Olympics on the Oakland campus.

The teams represented 19 high schools from the surrounding area. Oral, written and laboratory competitions were held in the morning. Special science presentations and an awards ceremony were held in the afternoon.

The American Chemical Society awarded gold, silver and bronze plaques to top teams. Top individual scorers received the *Handbook of Chemistry and Physics*.

Many of the students' teachers attended. They spent the morning with Professor Paul Tomboulia. He spoke about laboratory waste disposal. He and Professor Joel Russell showed the teachers computer chemical simulations.

Professor Steve Miller coordinated the activities. He was assisted by undergraduates Scott Binder, Julie Flesch-Pate and Panagiota Tsatsos, and graduate students Edith Carter and Nathalie Hill. Also helping were Professor Bob Stern and stockroom manager Dorothy Duffy.



Painter John Kosmal reveals some of the etched glass inserts in the stairwell. This one, of a horsehead, and others were covered with wood panels for protection. Below, another painter finishes up the dining room. Photos by Chuck Kowal.

A New Dawn for the Sunset

Presidential Home Gets a Facelift

Work crews are scrunching years' worth of maintenance needs into a few weeks of repair time to get Sunset Terrace ready for the new president.

When Sandra Packard unpacks, she'll find freshly painted walls everywhere, a new roof over her head, and a new color scheme on the exterior.

Those changes may sound minor, but the work that went into bringing the home up to present standards was anything but.

Dick Moore of Campus Facilities and Operations, says the entire project included fixing ceramic tiles and replacing broken glass. The renovation will be covered by the sale of the home that former President Joseph E. Champagne used. That Munster Road home is on the market with an asking price of \$275,000.

Sunset Terrace repairs are not being made solely to meet the tastes of the new president. The home has not received the kind of regular maintenance it should have had, and ex-

pensive work must now be done to catch up. "It wouldn't matter if you had put an office in there instead," Moore notes.

The home was built by Matilda and Alfred Wilson in a style made popular by Frank Lloyd Wright. After the Champagnes moved out, Meadow Brook Hall used Sunset Terrace as a conference center, which increased foot traffic and demands on maintenance.

The unusual, semicircularly shaped house had some educational value for one of the painters preparing the home. John Kosmal of Brighton Decorating plans to transfer to the University of Michigan from Macomb Community College to study architecture. Wandering through the house, he observed, "It's a very clean design. It has everything a normal house has, just on a huge scale."

Sunset Terrace might make a fine home for a university president, but Kosmal could think of other uses off the top of his head.

"This would be an awesome frat house," he said.▼



Controller Asks Departments to Turn Year-End Financial Data in on Time

Controller Tom Evans asks that all departments help close the books on the 1991-92 fiscal year by submitting year-end financial data in keeping with the following schedule.

Accounts Payable

Invoices for goods and/or service received during 1991-92 (on or before June 30, 1992) must be submitted to Voucher Audit by July 8 for inclusion in 1991-92 business. Claims for travel reimbursement which are to be charged to 1991-92 cannot include expenses incurred after June 30.

Payroll

The June salary payroll will be paid on June

30; time sheets for the June 22-July 5 hourly payroll must be submitted on July 6 for a July 10 payday; time sheets for the June 15-28 student payroll must be submitted on June 29 for the July 2 payroll; and time sheets for the June 22-28 MBPAC payroll must be submitted on June 29 for the July 2 pay date.

Interdepartmental Charges

Charges incurred before July 1, 1992 must be submitted to the Accounting Office by July 8 to be included in the 1991-92 business.

Cash Receipts/Deposits

All money on hand June 30 must be deposited with the Business Office Cashier by 9:30

a.m. July 1. The cashier will be open from 8 a.m.-9:30 a.m. to process these deposits.

The above data will be included on the June accounting ledgers that will be available about July 14. Adjustments or corrections that are to be made to the ledgers must be given to the Accounting Office no later than July 20 to be considered in the final 1991-92 accounting reports.

If you have questions about the schedule, call the Accounting Office at 370-2447.▼

Placement Director Says be Flexible Job Market Calls for Adaptability

Ask just about any recent graduate how the job market is, and the answer is likely to be "What market?"

Bob Thomas, director of placement and career services, says the bleak outlook is rooted in fact. Employers just aren't coming around in great numbers with jobs in hand.

"We had a terrible winter in 1991," Thomas said, referring to the point when interviews started to disappear. The 1991-92 totals, now being compiled, are expected to show a drop from even the dismal 1990-91 season.

Although the overall market is bad, there are bright spots within it. "Health care is solid as ever," Thomas said. "Your nurses and your physical therapists and medical technologists are still doing very well."

The slowest? "Some of the liberal arts area, probably. Anytime you have a recessionary period, you're going to have a bind on liberal arts majors who don't directly tie into a given job. Let's say for instance, philosophy. They don't have a direct tie into the job market."

Liberal arts grads feel the effect of down times even more because well-trained individuals who lose their jobs — maybe finance managers — will settle for lower-paying jobs to survive.

"There were a lot more people with experience in this recession competing with the college graduate," Thomas said.

Traditional engineering and business fields, once considered locks for graduates, are competitive. The down cycle in the auto industry has hurt engineers. Both groups are affected now, however, as even successful companies make cutbacks to avoid long-range problems.

"This has been a very deep recession for the job market. Probably as deep as any in the past 20 years," Thomas said.

"There's going to be some frustration from the graduating class, no matter what the major, except the allied health areas."

Thomas advises students to think small. That is, consider small employers who may not have the big name on the door, but can give valuable training and experience. He also suggests diversifying talents. A person interested in management might have better luck starting in sales and moving up.

"Be flexible and broaden your employer-base as well as your employment objective during tight, tough times," Thomas said.▼

World Conference Slated for OU

More than 300 persons from eight countries will attend the 11th International Human Science Research Conference on the Oakland campus from June 9-13.

Marc Briod, associate professor of education, said having the conference at Oakland is a coup, since last year it was in Goteborg, Sweden, and next year it will be in Groningen, The Netherlands. The conference alternates between Europe and the United States.

The theme is *The Hermeneutic Circle of Understanding: Voice, Narrative, and Meaning in the Life-Worlds of Children and Adults*. Sponsors are the Institute for Action Research, the Department of Human Development and Child Studies and the Department of Philosophy.

"The presenters are academic researchers in the social sciences, philosophy, the arts and humanities, as well as practitioner-researchers in education, health care, counseling, clinical psychology and related fields," Briod said. "A number of presenters are Oakland University faculty members or graduate students."

Conferees will meet in Meadow Brook Hall, O'Dowd and Varner Halls and in the Oakland Center. Some guests will stay in Meadow Brook Hall and the residence halls, plus area hotels.

Briod said the Meadow Brook Conference Grant and the Alumni Conference Grant support the conference, as do funds from different schools and departments.

Many of the sessions are concerned with research about the life-worlds of children in contemporary society. Other themes include adult development, language and literacy, the life cycle, social and political worlds, education and schooling, personal awareness, and theoretical and methodological issues.

Speakers will come from Northwestern University, Columbia Teachers College, the University of Michigan, Harvard and other institutions. Vivian Paley, a teacher at the University of Chicago Lab School and a MacArthur Fellow, is also an invited speaker.

To register, call Briod at the Institute for Action Research, 370-4233.▼

Faculty Personnel/Grant Decisions

Recent personnel actions within the faculty and grants for research approved by the Board of Trustees on May 13 include the following items:

Appointment

- Nathan F. Longan, assistant professor of Russian, effective August 15.

Emeritus Appointment

- Kathryn M. McArdle-Pigott, to professor emerita of Spanish, retroactive to January 2.

Leave of Absence

- Manohar K. Das, associate professor of engineering, sabbatical leave from September 1-December 18.
- Robert G. Gaylor, associate professor,

Kresge Library, sabbatical leave from September 1-April 28.

- Mark E. Workman, associate professor of English and folklore, and chairperson, Department of English, sabbatical leave from September 1-December 18.

Research Grants

- To Michael Riley, professor of biomedical sciences, Eye Research Institute, \$2,250 from Alcon Laboratories for a continuation of an award for *Lazavoid Study on Cornea*.
- To Elinor Waters, director of the Continuum Center, and adjunct associate professor of the School of Education and Human Services, \$51,790 from Alliance for *The Alliance for Employee Growth and Development, Inc.*

Employee of the Month

He's been labeled as Oakland University's No. 1 cheerleader, and all who have met this energetic colleague know that Tom Van Voorhis is exactly that and more.

Van Voorhis was hired in 1980 as athletic marketing and promotions representative. It wasn't long before he was also promoting the university as a whole. He is loyal, enthusiastic and always for the good of the Athletic Department and the university.

Van Voorhis was selected for Employee of the Month for June based on the following comments:

- "Tom has always gone out of his way to assist staff and student groups in promoting



Van Voorhis

their activities, events and programs, as well as rallying their support for our athletic teams."

- "When there is a job to be done, Tom is always willing to do everything he can to help and to get others involved."

- "Tom radiates the fact that Oakland is a great university and promotes this everywhere he goes."

- "Not only is Tom responsible for all Athletic Department advertising, he is also involved in securing sponsorship for athletic events. In both cases, he does an outstanding job."

Incidentally, Van Voorhis is retiring at the end of June. His friendly enthusiasm and great smile will be missed by all.

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.

Commencement

(Continued from page 1)

gins at 1 p.m. in Meadow Brook Theatre. Madeline Leining, professor of nursing and anthropology at Wayne State University College of Nursing, will deliver the peroration.

University participants are Joann Richards, interim dean, who will give the welcome; Robert Shapiro, chairperson of the school's Board of Visitors, who will give the exordium; faculty member Anahid Kulwicki, who will present special awards; Provost Keith Kleckner, who will give the investiture and the valediction; student Mary Beth Kowalski, who will give remarks for the class; and Kathy Wagerson, who will give the alumni welcome. Diane R. Wilson will be marshal, Suzanne Skowronski will be deputy marshal, and guest marshals will be Charles Lindemann and Anne Tripp.

For the first time, the College of Arts and Sciences 4 p.m. commencement at Baldwin Pavilion will be interpreted in American Sign Language by alumna Denise Lange.

Participating in the ceremony are Jacqueline Scherer, marshal; Dean John K. Urice, giving the welcome; alumnus Harrison R. Miller giving the alumni welcome; Provost Keith K. Kleckner and Urice awarding the degrees; and Urice giving the valediction.

The School of Engineering and Computer Science ends the day in Baldwin Pavilion. Featured speaker is Gino Giocondi, vice president, special projects, for Chrysler Corp.

University participants are Richard E. Haskell, marshal, and deputy marshals David E. Boddy and Glenn A. Jackson. Dean Howard R. Witt will deliver the welcome. Graduating senior Tricia M. Olszewski will give the salutation. Mark A. Mikolaiczik will give the alumni welcome. The valediction will be delivered by Kleckner.▼

Festival Gets License

Beer and wine will be sold by the glass at Meadow Brook Music Festival concerts this season.

The university Board of Trustees approved a Class C license for the festival, which this year is operated by Olympia Arenas, Inc./Brass Ring Productions.

Beer and wine will be sold at Trumbull Terrace and at portable carts located on the grounds. The carts will not move about during a concert, however.

The license also allows Olympia Arenas to sell beer, wine and spirits at scheduled private events held under a lawn tent on the grounds or when Trumbull Terrace is reserved for a private event.▼

Events

MEADOW BROOK MUSIC FESTIVAL

The following concerts at Meadow Brook Music Festival are produced by Olympia Arenas, Inc./Brass Ring. All concerts begin at 8 p.m. Prices are listed as pavilion first, followed by lawn. For information, call or visit any TicketMaster outlet.

Jerry Seinfeld, June 12, \$30/\$17.50
Dolly Parton, June 19, \$27.50/\$17.50
Ray Charles, June 20, \$27.50/\$15
Frankie Valli and the Four Seasons, David Clayton Thomas and Blood, Sweat & Tears, June 21, \$25/\$15
Crosby, Stills & Nash, June 26-27, \$27.50/\$17.50
Drifters, Coasters, Platters, Shirelles, Crystals (with fireworks show), July 3, \$22.50/\$15
John Lee Hooker and Robert Cray with the Memphis Horns, July 5, \$27.50/\$15
Arlo Guthrie and Pete Seeger, July 9, \$25/\$15
Righteous Brothers, July 12, \$27.50/\$17.50
Victor Borge, July 16, \$27.50/\$15
Marky Mark & the Funky Bunch, July 18, \$25/\$15
Laser spectacular with the DSO, July 24-25, \$22.50/\$12.50

George Benson, July 29, \$25/\$15
Santana, July 30, \$27.50/\$17.50
Seals & Crofts and Little River Band, July 31, \$25/\$15

Mitzi Gaynor, August 5, \$27.50/\$15
Everly Brothers and Dion, August 6, \$22.50/\$15
Kenny Rogers, August 7, \$32.50/\$17.50
George Thorogood and the Destroyers, August 13, \$25/\$15

Highwaymen: Willie Nelson, Johnny Cash, Kris Kristofferson and Waylon Jennings, August 18, \$27.50/\$17.50
Michael Franks and the Yellowjackets, August 22, \$25/\$15

Alabama, August 23, \$27.50/\$17.50
B-52s, August 26, \$27.50/\$17.50

MAY

29-30 — Open forum regarding future of University Bookcenter, 11 a.m.-noon, 129-130 Oakland Center. Sponsored by Office of Vice President for Student Affairs. Call 370-4200.

29-30 — Sierra Club Centennial Concert, *100 Years of Hope*, 8 p.m. (plus 1 p.m. Saturday matinee), Meadow Brook Theatre. Sponsored by Earth and the 21st music ensemble. Admission. Call 370-3300.

JUNE

1-2 — Gehring Golf Classic fund-raiser for Meadow Brook Hall and Athletic Department, all day, Katke-Cousins Golf Course. Admission. Call 370-3140.

2 — Bible study group, noon-1 p.m., Oakland Center Faculty Lounge. Free. Call Victoria Y. Junior, 370-3480.

3 — CIPO Patio Series concert with a roving violin, 11:45 a.m.-1 p.m. for lunch, music begins at noon, Oakland Center Patio. Call 370-2020.

6 — Commencement ceremonies, at Baldwin Pavilion: 10 a.m., School of Education and Human Services, 1 p.m.; School of Business Administration; 4 p.m., College of Arts and Sciences, School of Health Sciences and Bachelor of General Studies; 7:30 p.m., School of Engineering and Computer Science. At Meadow Brook Theatre: 1 p.m., School of Nursing.

6-7 — Meadow Brook Landscape and Garden Show, all day, grounds of Meadow Brook Hall. Sponsored by MBH and the Metropolitan Detroit Landscape Association. Admission. Call 370-3140 or 646-4992.

9 — Personal appointments with TIAA/CREF retirement counselor. Call Staff Benefits Office, 370-3483.

9 — Bible study group, noon-1 p.m., Oakland Center Faculty Lounge. Free. Call Victoria Y. Junior, 370-3480.

10 — CIPO Patio Series concert with Greek music, 11:45 a.m.-1 p.m. for lunch, music begins at noon, Oakland Center Patio. Call 370-2020.

16 — Bible study group, noon-1 p.m., Oakland Center Faculty Lounge. Free. Call Victoria Y. Junior, 370-3480.

19-21 — Meadow Brook Art Fair, 10 a.m.-6 p.m., East Campus area. Free. Sponsored by Meadow Brook Art Gallery. Call 370-3005.

23 — Bible study group, noon-1 p.m., Oakland Center Lower Annex. Free. Call Victoria Y. Junior, 370-3480.

23 — Registration for summer classes.
24 — CIPO Patio Series concert with polynesian music, 11:45 a.m.-1 p.m. for lunch, music begins at noon, Oakland Center Patio. Call 370-2020.

30 — Bible study group, noon-1 p.m., Oakland Center Faculty Lounge. Free. Call Victoria Y. Junior, 370-3480.

JULY

1 — CIPO Patio Series concert with barbershop music, 11:45 a.m.-1 p.m. for lunch, music begins at noon, Oakland Center Patio. Call 370-2020.

2 — Bible study group, noon-1 p.m., Oakland Center Faculty Lounge. Free. Call Victoria Y. Junior, 370-3480.

7 — Bible study group, noon-1 p.m., Oakland Center Meadow Brook Room. Free. Call Victoria Y. Junior, 370-3480.

8 — CIPO Patio Series concert with German music, 11:45 a.m.-1 p.m. for lunch, music begins at noon, Oakland Center Patio. Call 370-2020.

8 — Personal appointments with TIAA/CREF retirement counselor. Call Staff Benefits Office, 370-3483.

14 — Bible study group, noon-1 p.m., 140 NFH. Free. Call Victoria Y. Junior, 370-3480.

15 — CIPO Patio Series concert with Irish music, 11:45 a.m.-1 p.m. for lunch, music begins at noon, Oakland Center Patio. Call 370-2020.

21 — Bible study group, noon-1 p.m., Oakland Center Faculty Lounge. Free. Call Victoria Y. Junior, 370-3480.

22 — CIPO Patio Series concert with steel-drum music, 11:45 a.m.-1 p.m. for lunch, music begins at noon, Oakland Center Patio. Call 370-2020.

22 — Mormon Tabernacle Choir concert, 8 p.m., Meadow Brook Music Festival. Admission. Call 2010.

28 — Bible study group, noon-1 p.m., Oakland Center Faculty Lounge. Free. Call Victoria Y. Junior, 370-3480.

29 — CIPO Patio Series concert with flamenco dancers, 11:45 a.m.-1 p.m. for lunch, music begins at noon, Oakland Center Patio. Call 370-2020.

AUGUST

2 — Concours d'Elegance classic car show, 9 a.m.-4 p.m., Meadow Brook Hall. Admission. Call 370-3140.