



OAKLAND UNIVERSITY

News

104 North Foundation Hall
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A publication for faculty and staff

October 18, 1991



Rosabeth Moss Kanter makes a point at the Business Forum in Shotwell-Gustafson Pavilion. For more on her visit to Oakland, please turn to page 2.

University Budget Increases by 4.3 Percent for 1991-92

The university's general fund operating budget for 1991-92 will be a record \$64,557,838, an increase of 4.3 percent from the previous year.

The Board of Trustees approved the budget October 9, noting that compensation adjustments, other inflationary allowances, state-mandated line items, and staffing and programs to increase multi-cultural diversity account for most of the increase.

University revenues will come from the following sources:

- Legislative appropriation, \$35,528,230
- Tuition and required fees, \$26,353,569
- Indirect cost recovery from administering grants, \$900,000
- Miscellaneous income (mostly from investments), \$871,000.

Expenditures for the year exceed revenues by \$905,039, and the university shows a

\$2,004,922 negative fund balance from 1990-91, creating a deficit of \$2,909,961.

The deficit was caused by a state reduction in the 1990-91 appropriation.

University officials say budget language under consideration by the governor could alter state payment procedures and erase the deficit for 1991-92. A separate revenue package for the year will be presented to the board for consideration when the appropriations bill language is final.

The university would have faced an additional \$3.8 million deficit on top of the \$2,909,961 if it had not raised \$1.9 million in new tuition and fees, raised \$300,000 through special computer fees, and cut \$1.6 million from the 1991-92 budget by freezing hiring, most travel and all non-instructional equipment purchases.▼

Hammerle Lecturer to Look at Living Machines

Microorganisms that form living machines can sustain society's needs and aid the environment, ecological designer John Todd will demonstrate in a lecture on October 31.

Todd will deliver the annual William Hammerle Memorial Lecture at 3:30 p.m. in 201 Dodge Hall. He will speak on *Living Machines: the Next Technological Revolution*. A reception will follow.

"Living machines are being created that can produce foods and fuels for combustion, treat wastes, including hazardous materials, heat and cool buildings, and reintegrate architecture with nature," Todd says.

Todd is president of the Center for the

'Living machines are being created that can produce foods and fuels for combustion...

Restoration of Waters at Ocean Arks International in Falmouth, Mass. He is credited with discovering the chemical languages of fishes, and he designed the Solar Aquatic System, a biological approach to treating wastewater. This system incorporates high-tech "intelligent" materials with inhabited ecosystems in which much of the work is done by microscopic life.

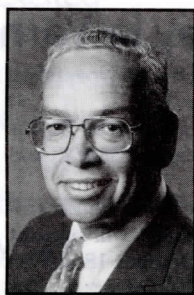
"The new discipline of ecological designer holds out the promise of developing a whole new family of technologies with the dual potential of sustaining human societies while restoring and protecting the environment," Todd says.

For the past 25 years, Todd has developed innovative ways to apply ecological knowledge to environmental problems. He has worked at Woods Hole Oceanographic Institution and San Diego State University. He is cofounder of Ecological Engineering Associates, a utility for the purification of wastes.

Todd is author or coauthor of more than 100 articles on animal communication and navigation, social behavior, the environment, ecological engineering and design. Among his many awards was the 1990 Teddy Roosevelt Conservation Award presented by President George Bush.

The Hammerle lecture is named in honor of the late William G. Hammerle, a professor of engineering who died in 1986. The series features lecturers who reflect Hammerle's fresh approach to solving challenging problems.

Additional information can be obtained at 370-2212.▼



Sims



Googasian

Board Re-Elects Sims, Googasian to 2nd Terms

Noted architect Howard F. Sims and higher education activist Phyllis Law Googasian have been re-elected to leadership posts on the university Board of Trustees for 1991-92.

Trustees elected Sims chairperson and Googasian vice chairperson at the October 9 board meeting. Both officers were elected to serve their second one-year terms.

Sims has been appointed and reappointed to the board by two former governors. He was first appointed by William G. Milliken in 1981 and reappointed in 1988 by James J. Blanchard. Googasian was appointed by Blanchard in 1984.

Sims is founder and chairman of Sims-Vanner & Associates, Inc., architectural and planning firm, with offices in Detroit and Chicago.

The board chairperson is a graduate of the University of Michigan and a fellow of the

American Institute of Architects. In his career as an architect, Sims has directed planning and design of projects totaling more than \$1.7 billion in construction costs. His firm's projects have included the expansion of Cobo Hall Convention Center in Detroit and buildings on the University of Michigan campuses.

Sims' firm has also designed the Museum of African American History, the Wayne County Community College Downtown Center, and corporate offices of Michigan Consolidated Gas and Omni Care Health Plan.

Among his numerous civic activities, Sims includes service as chairman of the Metropolitan Detroit Youth Foundation and membership on boards of the Citizens Research Council, the Detroit Economic Growth Corp., the Founders Society of the Detroit Institute of Arts, and the Boy Scouts of America. He has also served as a director with Comerica, Inc., Primark and MCN corporations, and as a trustee for the Kellogg Foundation.

Sims has received numerous civic and professional awards, including a Mercy Medalion in 1989 from Mercy College; the gold medal in 1988 from the American Institute of Architects, Detroit Chapter; the Silver Beaver Award in 1987 from the Boy Scouts of America; and an honorary Doctor of Public Service in 1989 from Eastern Michigan Uni-

versity. Sims and his wife Judith are the parents of four children.

Googasian holds a degree in business administration from the University of Michigan. Following graduation, she worked in the personnel department of the city of Chicago and then as an assistant to former U.S. Rep. Billie S. Farnum.

Since 1985, Googasian has been active in the Michigan Association of Governing Boards, the organization representing Michigan's 15 public universities.

From 1987-89, she Googasian cochaired the MAGB awards convocation for distinguished faculty members and outstanding students. She was treasurer of the MAGB from 1988-89, and in 1990-91 accepted the position of cochair of the MAGB trustee leadership conference.

Googasian has been involved in numerous civic organizations and charities, including the Oakland Township United Way, the American Cancer Society, March of Dimes, 4-H, Girl Scouts, and numerous school committees. She is former vice chairperson of the Oakland County Democratic Party, and she is now a travel consultant with Kimberly Travel in Rochester.

She and her husband George, a principal in the law firm of Googasian, Hopkins, Hohauser & Forhan of Birmingham, are the parents of three children.▼

Enrollment Edges Up, Thanks to Graduate Students

Official fall enrollment has increased by 130 students from the 1990 level, to 12,530.

Georgia Aktan, director of the Office of Institutional Research, says undergraduate enrollment is down for first-year and sophomore students, but is up slightly for juniors and seniors. The large headcount increase came at the master's level with 2,370 students enrolled, up from 2,166 a year ago.

Undergraduate totals for 1991 are first-year students, 1,850, down 146 from 1990; sophomores, 2,305, down 54; juniors, 2,728,

up 84; and seniors, 2,522, up 49. Those categories total 9,405 students for this fall. Additional undergraduates enrolled in special categories (college guests and non degree granting tracks, for example) bring total undergraduate enrollment for fall to 10,016, down from 10,089 last fall.

Master's degree students enrolled this fall number 2,370, up 204. Doctoral and specialist degree students total 144, down one.

Oakland's all-time record enrollment was achieved in 1986 with 12,707 students. The

university has downsized slightly since that time to increase the number of dollars in annual state support available for each student.

OIR information also shows FYES (fiscal year equated students) at 4,145, up 46 students from fall of 1990.

The FYES count is used to report enrollment to the state and for budget purposes. FYES is determined by taking average credit loads for undergraduates, master's and doctoral students and dividing by the total credits delivered in each area.▼

OU to Participate in Chemical Disaster Drill

It's only a drill.

Those words will be good to remember this month if you see police cars, ambulances and fire trucks converging on campus.

Rikki Schwartz, environmental health and safety coordinator, says a mock chemical spill will be staged outdoors to acquaint emergency personnel with procedures for proper clean up.

The university is cooperating with

Crittenton Hospital and the Rochester Hills Fire Department to hold the drill. The time and location are secret, so as not to give participants time to prepare.

The exercise will involve five "victims" who will be decontaminated at Crittenton. Schwartz says Oakland agreed to participate because the drill provides her office and the Department of Public Safety and Police with practice in dealing with emergencies. The drill is also important,

Schwartz says, because of the number of laboratories on campus.

The drill victims are students from the Environmental Health and Safety program in the School of Health Sciences.

Schwartz says classes will not be disrupted by the accident, because an outdoor storage facility has been selected for the exercise. Large signs will be posted once the drill is in progress to alert passers-by of the nature of the event.▼

SBA Business Forum Speaker: Business Needs to Become More Conscious of Serving its Customers

Business persons looking for the keys to success could find them in the 4-Fs.

That's stay focused, be fast, be flexible and be friendly, according to management expert Rosabeth Moss Kanter. The editor of the *Harvard Business Review* spoke October 1 before an audience of 900 persons at the sixth annual Business Forum in Shotwell-Gustafson Pavilion.

Kanter, not speaking about any industry in particular, said businesses need to conduct a thorough self-examination to find out where they've been and what they are if they plan to be around tomorrow. Part of the problem with business leaders, she said, is that they can't agree on what it is their company does best and can't adapt fast enough when conditions change.

Kanter said successful businesses will rely less on formal hierarchy and more on an entrepreneurial spirit. Creativity, she said, is not something that can be plugged into certain squares on the organizational chart.

As for focusing, Kanter said a business today cannot afford to spread its resources

into unknown areas. "We used to honor big, not quality. That's what the Fortune 500 was all about: big," she told the audience.

A focused company will also provide the "value-added" product, the little something extra that will surprise and reward a customer, Kanter said.

One of the best tools for focusing, Kanter said, is recognition of employee contributions toward success. "That way, employees will say, 'So that's how they do it,'" she said. Kanter added that executives must also communicate. "Even the best strategy at the top means nothing if you can't express it."

A fast company, Kanter said, can take an idea and run with it. "I talk to a lot of companies that say they're open to new ideas; they just don't want to be the first," she said.

Fast companies may also be streamlined. Eliminating the "sequential hand-off" speeds the design and manufacturing process. Speaking to the stodgy nature of corporate structures, Kanter commented, "In a bank, if you're not a vice president, you're not an employee."



In the audience:
Ronald Horwitz of
the School of Business Administration.



Amir Hormozi of the School of Business Administration listens to Rosabeth Moss Kanter.

Kanter said "project leader" should be the most important title within an organization.

While the 4-Fs may help a business survive, a fifth is needed, Kanter added. That one is fun.

"If it's not fun, nobody's going to do it," she said.▼

Two Plays, Concerts Get Fall Entertainment Season Under Way in Varner Hall

Theatre students have taken on an ambitious project this month: producing two plays concurrently.

The concept of tandem plays is not new, but has not been tried at Oakland recently. The Department of Music, Theatre and Dance is producing *Biloxi Blues* and *Waiting for the Parade* in the Varner Studio Theatre.

Biloxi Blues, a Neil Simon play, will be

staged at 8 p.m. October 19, 2 p.m. October 20, 8 p.m. October 25, 6:30 p.m. October 27, 8 p.m. November 2 and 2 p.m. November 3. Michael Gillespie of the department directs.

Overlapping those dates is *Waiting for the Parade*. John Murrell's play is directed by Patricia Hennessy Laing of the University of Windsor. Performances will be at 8 p.m. October 18, 6:30 p.m. October 19, 8 p.m. Octo-

ber 26, 2 p.m. October 27, 8 p.m. November 1 and 6:30 p.m. November 3.

Tickets are \$8 general admission, \$5 for students and senior citizens, and \$3 for Oakland students.

Meanwhile in music, the Baroque Ensemble and the Collegium Singers will present *Scherzi Musicali* at 8 p.m. October 18 in Varner Recital Hall.

The Symphonic Wind Ensemble will present *Goblins, Ghouls and Gongs* at 8 p.m. October 30 in Varner Recital Hall. The ensemble will be decked out in Halloween costumes while performing music appropriate for the occasion. Director James Dawson says the audience is invited to wear costumes, too.

Call 370-3013 for tickets to any of the productions.▼

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

HOWARD H. SPLETE, education and human services, delivered the keynote address, *Guidelines for Career Development Over the Life Span*, at Ngee Ann Polytechnic in Singapore. He also conducted workshops at the conference, *Career 2000: International Perspectives on the Role of Educators*, which was held for teachers and others involved in helping students make career choices.

DATTA KULKARNI, mathematical sciences, presented *Counting of Paths and Coefficients of Hilbert Polynomial of a Determinantal Ideal* at the International Conference on Sets, Graphs, and Numbers. It was held in Budapest, Hungary.

GEORGIA B. AKTAN and ELIZABETH STEIGERWALD, institutional research, represented Oakland at the fifth annual Michigan Association of Institutional Research Conference in Ann Arbor. Aktan presented, *A Computer System Design for Institutional Research*, and Steigerwald presented, *The 1990 Followup Survey of 1986 Oakland University Freshmen*.

ALICE HORNING, rhetoric and linguistics, presented a paper, *Case Study Methodology and Personality Preferences: Implications for Writing Acquisition in L2*. She gave it at the Applied Linguistics at Michigan State Conference on *Theory Construction and Methodology in Second Language Research*.

BEVERLEY B. GELTNER, education and human services, will present *Action Research as an Instrument for Administrator Preparation* at the annual conference of the University Council for Education Administration in Baltimore. She will also present *Career Development Patterns of Women in Administration* at a combined meeting of the Women's Research Council and the Center for Education of Women at the University of Michigan.

NAIM A. KHEIR, KA C. CHEOK, and N. HUANG, engineering and computer science, presented an article, *Computer Simulation and Animation Environment for Control Education* at the Conference on Advances in Control Education in Boston. Kheir was publications chair and editor of the *Preprints* and editor of

the *Proceedings*. He also chaired a session on *Curriculum Issues in Control Education*. Kheir chaired a session on *Simulation Methodology and Validation Techniques* at the Summer Computer Simulation Conference in Baltimore. He also chaired a session on *Technological and Cultural Development in Egypt* during the Conference of the Association of Egyptian-American Scholars in Washington, D.C.

CARL F. BARNES, JR., art and art history, will be the guest of the German government at a symposium in the Städtische Galerie Liebieghaus at Frankfurt am Main in December. The symposium is one of four devoted to the development of style in European sculpture from antiquity to the present. Barnes, one of only two scholars from North America invited to these symposia, will present a paper, *The Portfolio of Villard de Honnecourt as 'Exemplum' of the Medieval Modelbook*.

ANAHID KULWICKI, nursing, presented a paper on *Assessment and Nursing Intervention for Cardiovascular Risk Factors in Arab Americans*. She presented it at the international nursing conference, *Good Nursing Care*, in Turku, Finland. Copresenter was VIRGINIA RICE. Kulwicki also gave a presentation on issues related to women and HIV infection among Arab Americans at the Mental Health: Challenges and Opportunities Conference sponsored by Detroit-Wayne County Community Mental Health and the AIDS Research and Education Program of Wayne State University.

Publications

LOUIS BRAGG, mathematical sciences, wrote *Complex Transformations of Solutions of Generalized Initial Value Heat Problems for the Rocky Mountain Journal of Mathematics*.

BARUCH CAHLON and JACK NACHMAN, mathematical sciences, wrote *Numerical Methods for Discontinuous Linear Boundary Value Problems with Deviation Arguments for the Journal of Mathematical Analysis and Applications*.

ALMIRA KARABEG, mathematical sciences, wrote *Classification and Detection of Obstructions to Planarity* in the publication, *Linear and Multilinear Analysis*.

JANE D. EBERWEIN, English, wrote *Civil War and Bradstreet's 'Monarchies'* for the fall issue of *Early American Literature*.

Conferences

KORNELIA KULIG, physical therapy, has been elected to a four-person task force to explore educational standards in the profession. She was elected at a joint meeting of the Orthopedic Manual Physical Therapists and the International Federation of Manual Therapy. The meeting was organized by Kulig and held at Oakland. JANE WALTER moderated the meeting.

HARRIET E. MARGOLIS, English, organized and participated in a session on *Feminism and Social Responsibility in the Film Classroom*, as part of the Michigan College English Association's annual conference. It was held at Oakland.

Honors

JOHN K. URICE, arts and sciences, has been appointed a consultant-evaluator for the Commission on Institutions of Higher Education of the North Central Association of Colleges and Schools. In his role, Urice will visit institutions being considered for accreditation.

BEVERLEY B. GELTNER, education and human services, will edit *Organization of Public Education in Michigan*, part of a series being published by Kendall/Hunt. Each volume will be a comprehensive, inclusive source of information about the status of education in the state.

DAWN PICKARD, education and human services, has been invited by the National Science Foundation to read this year's grants.

Senior KATHY J. WILLIAMS and junior ALICIA CUNNINGHAM-SAMPSON have received Mary K. Davis Awards from the Detroit Women Writers. The awards mean the students will be guests of the DWW at the Writer's Conference on October 18-19, which is sponsored by DWW and the Division of Continuing Education.

Funding Opportunities

The Office of Research and Academic Development has details about sources of external funding. Stop by 370 SFH or call 370-3222. Unless noted, proposal due dates are unknown.

National Institute of Mental Health

Applications are invited for a range of basic, clinical and epidemiological research related to women's mental health over the

life cycle. February 1, June 1 and October 1 deadlines.

Spencer Fellowship Program

Fellowships are designed to promote scholarship in the United States and abroad on matters relevant to the improvement of education in all its forms. Applications are accepted from persons in education, the humanities or the social and behavioral sciences. January 2 deadline.

Environmental Protection Agency

Applications for exploratory research in biology, chemistry, physics, engineering and socioeconomics are invited. Deadlines are March 6 for air chemistry and physics, March 16 for soil chemistry, physics and biology, March 25 for socioeconomics and April 16 for engineering.

National Science Foundation

Young tenure-track faculty members in science and engineering may apply for the Presidential Faculty Fellows program. Oakland may nominate two persons. December 2 deadline.

National Science Foundation

Flexible support for research and teaching and fostering contact and cooperation between academia and industry is available. December 2 deadline.

Jobs

Information about employment opportunities is available by calling 370-4500.

- Coordinator for intercultural programs, AP-6, CIPO.

Reaching Us ...

The *Oakland University News* is published every other Friday during the fall and winter semesters and monthly from June-August. Editorial offices are at the News Service, 104 North Foundation Hall, Oakland University, Rochester, MI 48309-4401. Copy deadline is noon Friday of the week preceding the publication date.

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Quote

"A sharp tongue is the only edged tool that grows keener with constant use."
— Washington Irving

Bits & Pieces

Lecturer Focuses on Picasso

The curator of graphic arts at the Detroit Institute of Arts will deliver the sixth Fred M. Braun Lecture in Art and Art History at 4 p.m. October 24.

Ellen Sharp will discuss *Picasso's Graphic Works* in 128-130 Oakland Center. A discussion and reception will follow the talk.

The lecture is sponsored by the Fred M. Braun Memorial Fund, with support from the College of Arts and Sciences and the Department of Art and Art History.

Freeze Thaws a Bit

Interim President John De Carlo has eased restrictions on out-of-state travel, equipment purchases and hiring.

For travel and equipment, removal of the freezes is conditioned on the identification of immediate budget cuts by vice presidents of an amount equal to the projected freeze savings. On hiring, part-time and casual employment freezes have been lifted on the condition that nonsalary funds be used to support these requests.

"It should be noted that these changes are to provide managerial flexibility, and are not an indication that our funding dilemma is resolved," De Carlo said.

Two Add Emeritus Titles

The Board of Trustees has granted professor emeritus status to the titles of retired professors Jesse Pitts and Robert Williamson. Pitts taught sociology and Williamson physics.

In addition, the board extended Egbert Henry's term as chairperson of the Department of Biological Sciences by three years. It will be his second term. Carlo Coppola, director of the Center for International Programs, received a one-year extension as director. It is his seventh term as director.

Don't Forget to Give Blood

Your blood is in demand by the American Red Cross.

The annual fall blood drive to help alleviate chronic blood-supply problems in the Detroit area will be held from 9 a.m.-9 p.m. October 28-30 in the Oakland Center Gold Rooms.

The goal is 732 pints, says Cathy Mullins, blood drive coordinator. Prospective donors can sign up in CIPO or at the sign-up table on the main floor of the OC.

That's Entertainment

The Alumni Association can cut you a deal — a lot of them, actually.

The popular Entertainment coupon books, available in East and West versions, offer discounts on restaurants, movies, hotels and services. They are priced at \$35. Purchasing a coupon book also entitles the buyer to a \$5 discount off the price of an OUAA-sponsored event, such as the annual golf outing or the reception at the annual Meadow Brook Hall Christmas Walk.

Persons who have not yet joined the Alumni Association may do so for the special price of \$50, which includes the coupon book, and saves the member \$5.

Those coupon books are fine for people, you say, but what about animals? Ah, the association also has separate coupon books good for pet supplies and services, available for \$15. To get a copy of any of the books, call 370-2158.

Units Shift in Reorganization

Two of the Meadow Brooks will have new homes on November 1.

Meadow Brook Hall will report to the vice president for development and alumni relations, and Meadow Brook Health Enhancement Institute will report to the dean of the School of Health Sciences.

Both had reported to the interim vice president for university extension and public service.

Interim President John De Carlo said the change was made to streamline operations and have the units report to offices which are logically related to their function.

Grant Allows for Language Lab Expansion

Students studying foreign languages may want to say *gratzi* and *merci* to the McGregor Fund.

The Detroit-based foundation has awarded the university \$256,499 for an improved languages program, including a computer-based language technology center and the addition of two faculty members to teach Japanese and Russian.

The College of Arts and Sciences, working with the Development Office, sought the funding because of growing demand for lan-

guage courses. In particular, the business community seeks individuals who are trained for the Asian markets. The Greater Detroit Chamber of Commerce alone has identified 279 businesses in Southeastern Michigan that have Japanese affiliations or connections. The grant will allow Oakland to expand its Japanese language program to include a full four-year sequence of courses.

The Russian courses now focus on culture and civilization, as well as the language. The grant will allow the university to help train

students who may be interested in the expanding trade role with the Soviet Union.

Technology to be added to the McGregor Language Technology Center includes interactive audio, video and videodisc stations.

Since its founding in 1925, the McGregor Fund has awarded more than \$24.8 million in grants to education. That amount is more than 40 percent of all grants made by the fund.▼

Computer Fees at Work: SBA Updates Lab Equipment

Students who sometimes wonder if computer fees are actually used for the intended purpose should check out two labs in Varner Hall.

The School of Business Administration has replaced equipment in an instructional lab with 25 computers, and added eight more to an open lab used by all students.

John Tower, associate dean, said IBM-compatible 486 computers with color monitors have been purchased. All will be connected to the OUNet fiber-optic network.

The new computers replace five-year-old equipment, that by today's standards, bordered on antique status. Tower said the university is now committed to replacing computers on a four-year cycle.

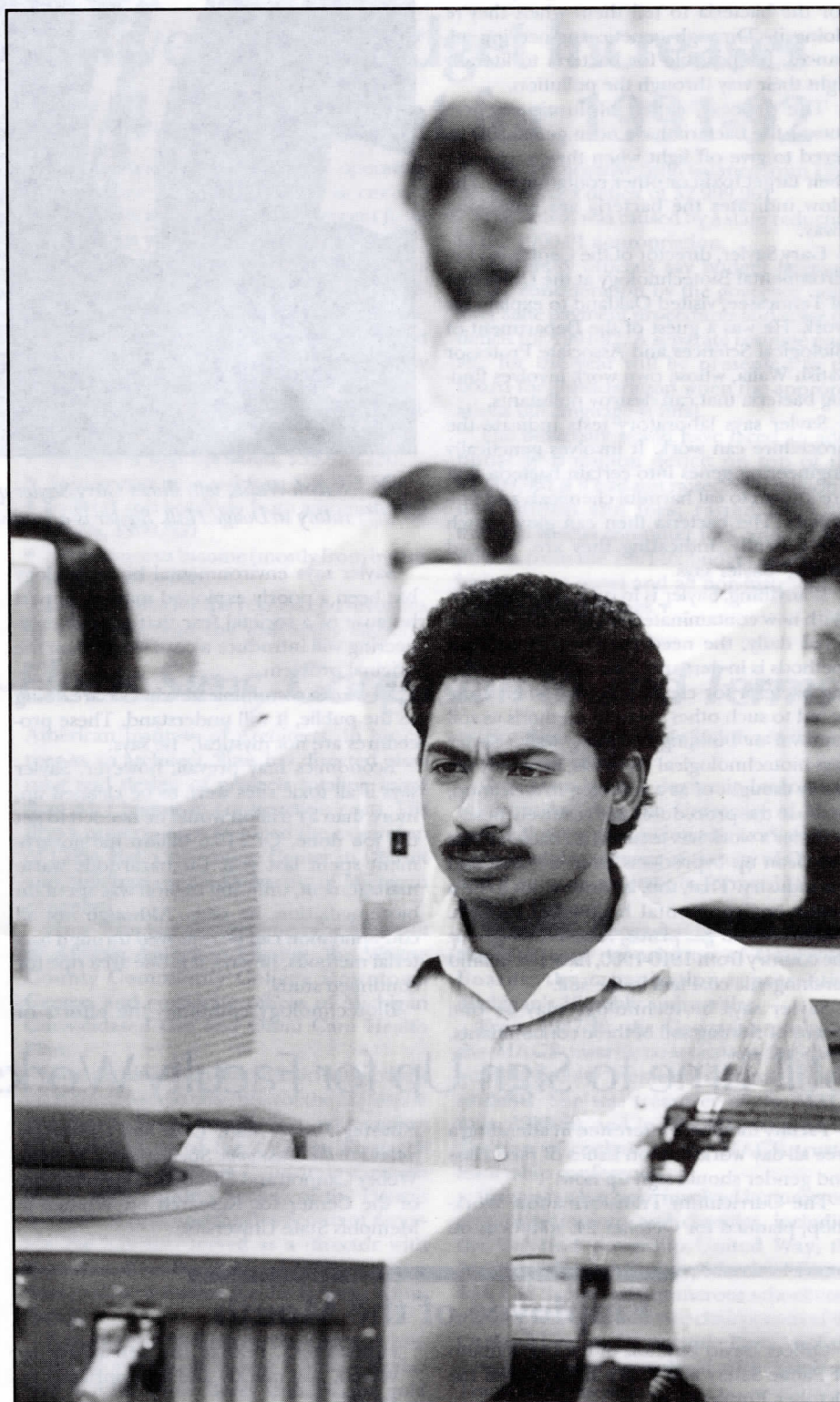
"We're excited about this because it's essentially the highest level of PC equipment. It leaves us in good condition for the next four years," Tower said. "This is a significant improvement."

The instructional computers are in Room 226 and are used by classes. The open lab in Room 237 is open to faculty, staff and students.▼

'We're excited about this... It leaves us in good condition for the next four years.'

— John Tower

A student uses one of the new personal computers in the instructional lab in Varner Hall. Computer fees paid by students made the purchase of 33 computers possible, eight of which are in a separate open lab for students, faculty and staff.



Board Envisions Naming New President Early Next March

A single search committee of 15 members will assist the Board of Trustees in selection of a new president.

Trustees on October 9 approved one committee to represent all segments of the university community. The committee will report to the trustees no later than January 27 with the names of three to five individuals the committee feels well qualified to lead Oakland as its next president. The search timetable calls for the Board of Trustees to name a new president on March 11.

A four-page document outlining the qualities and competencies to be sought in a new president was also approved. The document is the result of wide consultation with individuals, both on and off campus.

The search committee will consist of four university trustees, four faculty representatives, two administrative-professionals, one academic dean or academic administrator, one nonfaculty union representative, one student, one alumnus or alumna, and one Oakland University Foundation trustee. Howard F. Sims, board chairperson, will select committee members.

The original recommendation to the board was to form a 14-member committee. However, after hearing from faculty repre-

sentatives, the board agreed to amend the resolution to include four faculty members. The campus chapter of the American Association of University Professors had asked for six.

A recommendation for a single search committee came from the *ad hoc* Committee on the Presidential Search Process. Vice Chairperson Phyllis Law Googasian chaired the four-member trustee committee. Trustees have been assisted in the search process by the Presidential Search Consulting Service, Association of Governing Boards of Universities and Colleges. The *ad hoc* committee had also recommended that a consulting firm be retained to assist in the search process.

Googasian said her committee favored a small search committee. Other universities suggested limiting membership to 10, she said, in the interest of speeding communications and keeping the procedure manageable.

Googasian added the uni-

versity community will be kept informed of the search process. She added that once finalists are selected next winter, open interviews will be held on campus, probably in late February and early March.

Noting the scheduling, Googasian commented, "We envision a timetable that is pretty aggressive."▼

In Search of a President:

The 15-member presidential search committee will be composed of the following persons from the university community.

- Four members of the Board of Trustees
- Four faculty members
- Two administrative-professionals
- One academic dean or academic administrator
- One representative of the AFSCME, FOP, POAM and UAW/CT employee groups
- One student
- One alumnus or alumna
- One representative of the Oakland University Foundation

Glowing Bugs Could Signal a Cleaner Environment

Scientists already know that certain bacteria can eat toxic wastes and other pollutants.

Now the scientists are making it possible for the bacteria to tell them when they're doing it. Through genetic engineering advances, it's possible for bacteria to literally light their way through the pollution.

The process, called bioluminescence, means the bacteria have been genetically altered to give off light when they encounter their target toxin or other contaminant. The glow indicates the bacteria are munching away.

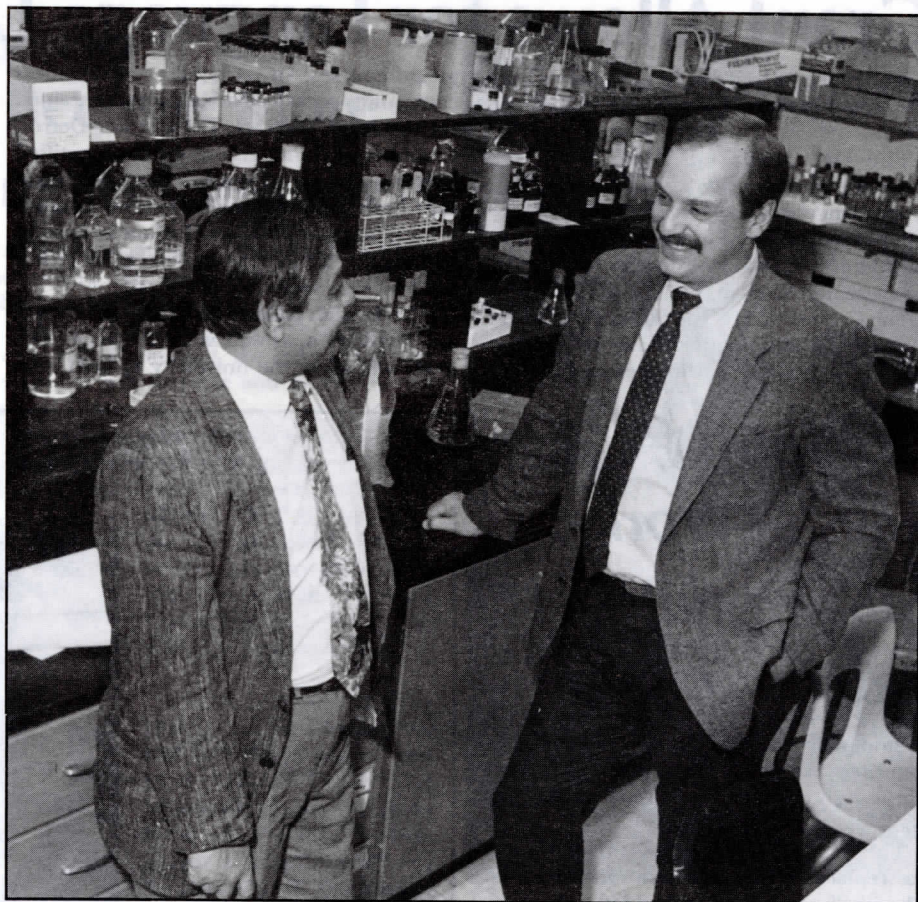
Gary Saylor, director of the Center for Environmental Biotechnology at the University of Tennessee, visited Oakland to explain his work. He was a guest of the Department of Biological Sciences and Associate Professor Satish Walia, whose own work involves finding bacteria that can destroy pollutants.

Saylor says laboratory tests indicate the procedure can work. It involves genetically engineering genes into certain bacteria that are known to eat harmful chemicals and pollutants. The bacteria then can glow, much like a firefly, indicating they are "fat and happy," Saylor says.

If anything, Saylor is in on a growing field. With new contaminated soil sites being identified daily, the need for low-cost cleanup methods is in demand. The cost of introducing bacteria for cleanup is low, when compared to such other cleanup methods as soil removal or building retaining walls. Saylor says biotechnological methods, however, are rarely thought of as a first step in a cleanup, because the procedures are relatively new.

Saylor's work has focused on bacteria that can clean up byproducts from the coal and gas industry. That, too, is turning out to be a major environmental headache, he says. Manufactured gas plants, found throughout the country from 1816-1960, have left behind carcinogenic coal tars in the soil.

Saylor says biotechnology may be one means of ridding soil of these contaminants.



Satish Walia, left, shows Gary Saylor of the University of Tennessee around his laboratory in Dodge Hall. Saylor is a leading expert in the growing field of biotechnology.

Saylor says environmental biotechnology has been a poorly exploited market, in part because of a societal fear that genetic engineering will introduce a cure worse than the original problem.

"If we can communicate what we are doing to the public, it will understand. These procedures are not mystical," he says.

Economics may prevail, however. Saylor says if all toxic sites were to be cleaned up, more than \$1 trillion would be needed to get the job done. Of \$15.6 billion the government spent last year for hazardous waste management, only \$60 million was spent on bioremediation, he adds. Although not all contamination can be removed through bacterial methods, he says, it is one area ripe for continued study.

Biotechnology combines the efforts of

ecologists, engineers and molecular biologists. Saylor says doubters, among them engineers who design traditional cleanup equipment and cleanup procedures, must be convinced that biotechnology is firmly entrenched in the scientific community.

Still, Saylor says, the minds from all three major fields must work together. "We have to capitalize on a lot of the broad-based knowledge of the field," he says. "No one discipline can solve the problem."

Saylor says his work focuses on solving existing waste problems, but there is another possible use for bacteria that glow in the dark. Containers of the bacteria, deposited near landfills or industrial areas, could be used as an early-warning system to indicate contaminants leaching into groundwater or into the soil.▼

Still Time to Sign Up for Faculty Workshop

Faculty members interested in attending a free all-day workshop on issues of race, class and gender should sign up now.

The Curriculum Transformation Workshop, planned for October 24, will focus on

Fostering Positive Race, Class and Gender Dynamics in the Classroom. Speakers will be Lynn Weber Cannon and Elizabeth Higginbotham of the Center for Research on Women at Memphis State University.

Susan Haworth-Hoeppner, sociology and anthropology, and Barbara Hamilton, rhetoric, communications and journalism, codirect the program. Cosponsors are the Women's Studies Program Executive Committee and the Senate Human Relations Committee. Funding is provided by the provost.

The workshop is intended for all faculty members. The purpose is to increase awareness of classroom issues that affect teaching and learning.

The workshop will give faculty members an opportunity to broaden their awareness of and sensitivity to gender and multicultural issues.

Persons interested in registering for either session should call Hamilton, 370-4136, or Haworth-Hoeppner, 370-2433.▼



Higginbotham



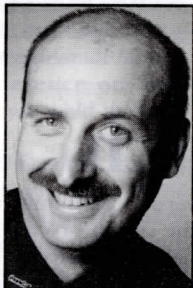
Weber

Employee of the Month

Officer David Birkholz of the Department of Public Safety and Police has received the October Employee of the Month Award.

An officer since August 1980, Birkholz has become an intricate part of our law enforcement team. His selection was based on the following information:

- "Officer Birkholz demonstrates professional, efficient and no-nonsense police work balanced with the right amount of common sense."
- "In a public service position, many of the tasks performed daily are just part of the job. Dave's unique characteristics are his ability to quickly analyze the facts and cir-



Birkholz

cumstances, realize the sensitivity involved, and quickly and appropriately respond."

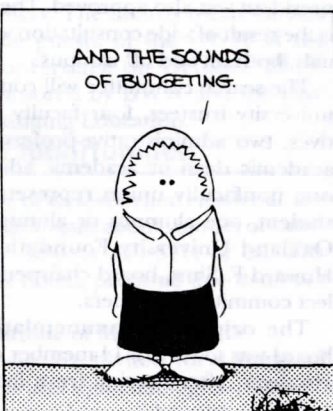
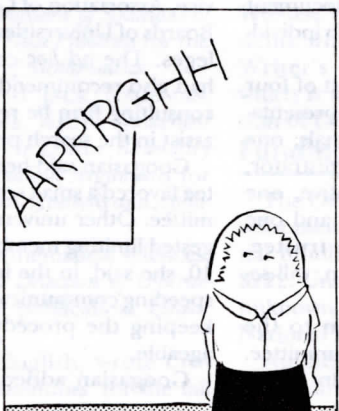
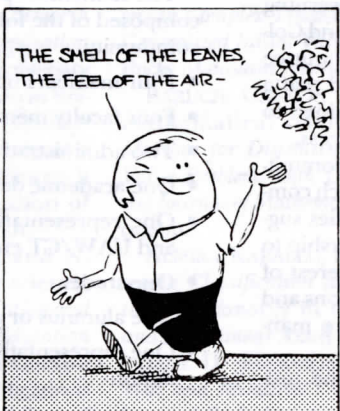
- "Officer Birkholz has demonstrated an outstanding effort in his role as an investigator. With little supervision, he professionally and efficiently pursued these additional assignments. As a result, a number of these investigations were closed."

- "The efforts put forth by Dave not only enhance the image of the department, but also assist in fostering a more positive image of Campus Facilities and Operations and the university. Commendation for his initiative and spirit of teamwork is well deserved."

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

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

GRANTLAND®



Events

OCTOBER

Until October 27 — Play, *Inherit the Wind*, Meadow Brook Theatre. Times vary. Admission. Call 370-3300.

18 — Concert, Oakland Baroque Ensemble and Collegium Singers performing *Scherzi Musicali*, 8 p.m., Varner Recital Hall. Admission. Sponsored by Department of Music, Theatre and Dance. Call 370-3013.

18, 20, 26, 27 — Play, *Waiting for the Parade*, Varner Studio Theatre. Times vary. Sponsored by the Department of Music, Theatre and Dance. Call 370-3013.

18-19 — 30th annual Writers' Conference, all day, Oakland Center and Meadow Brook Hall. Admission. Sponsored by Division of Continuing Education and Detroit Women Writers. Call 370-3120.

18 and 21 — Film, *City Slickers*, 7 and 9:30 p.m. Friday and 7 p.m. Sunday, 201 Dodge Hall. Admission. Call 370-4296.

19, 20, 25, 27 — Play, *Biloxi Blues*, Varner Studio Theatre. Times vary. Sponsored by the Department of Music, Theatre and Dance. Call 370-3013.

19 — Women's tennis with Wayne State University, 10 a.m., Lepley Sports Center. Call 370-3190.

21 — Low-impact aerobics for men and women begin, 5:15-6:15 p.m. Monday, Wednesday and Thursday for six weeks, Lepley Sports Center. Admission. Call 370-3190.

23 — Discussion, *Israel and South Africa*, with Sivan Maas, noon, Oakland Center Fireside Lounge. Free. Sponsored by Jewish Students Organization/Hillel, Honors College, Office of Equal Opportunity and Office of Vice President for Student Affairs. Call 370-4257, 443-0424 or 646-4267.

23 — Men's soccer with Siena Heights College, 3 p.m., Lepley Sports Center. Call 370-3190.

24 — Cultural Transformation Workshop for faculty members on *Fostering Positive Race, Class and Gender Dynamics in the Classroom*, 8 a.m.-4 p.m., Oakland Center East Crocker. Free, including lunch. Call 370-2433 or 370-4136.

24 — Fred M. Braun Lecture Series in Art and Art History, *Picasso's Graphic Works*, by Ellen Sharp, 4 p.m., 128-130 Oakland Center. Free. Call 370-3375.

25 and 27 — Film, *Misery*, 7 and 9:30 p.m. Friday and 7 p.m. Sunday, 201 Dodge Hall. Admission. Call 370-4296.

26 — Men's soccer with Lewis University, 3 p.m., Lepley Sports Center. Call 370-3190.

27 — Reception for exhibition, *Expressive Visions and Exquisite Images (Part I)*, 3-5 p.m., Meadow Brook Art Gallery. Free. Call 370-3005.

28-30 — American Red Cross blood drive, 9 a.m.-9 p.m., Oakland Center Gold Rooms. Sign up at CIPO beginning October 9. Call 370-2020.

29 — Men's soccer with Central Michigan University, 3 p.m., Lepley Sports Center. Call 370-3190.

29 — Women's volleyball with Wayne State University, 7:30 p.m., Lepley Sports Center. Call 370-3190.

29, and November 5 and 12 — Classics of Western Tradition class on *Bill of Rights, Declaration of Independence and U.S. Constitution*, 7-9 p.m., Meadow Brook Hall library. Admission. Sponsored by Division of Continuing Education. Call 370-3120.

30 — Concert, *Goblins, Ghouls and Gongs*, by the Oakland Wind Ensemble, 8 p.m., Varner Recital Hall. Admission. Sponsored by the Department of Music, Theatre and Dance. Call 370-3013.

31 — William G. Hammerle Memorial Lecture, 3:30 p.m., 201 Dodge Hall. Free. Call 370-2212.

31-November 24 — Play, *Ten Little Indians*, Meadow Brook Theatre. Times vary. Admission. Call 370-3300.

NOVEMBER

1 — Men's and women's swimming with Wright State University, 4 p.m., Lepley Sports Center. Call 370-3190.

1 and 3 — Film, *Terminator 2*, 7 and 9:30 p.m. Friday and 7 p.m. Sunday, 201 Dodge Hall. Admission. Call 370-4296.

2-3 — Play, *Biloxi Blues*, Varner Studio Theatre. Times vary. Admission. Sponsored by the Department of Music, Theatre and Dance. Call 370-3013.

1 and 3 — Play, *Waiting for the Parade*, Varner Studio Theatre. Times vary. Admission. Sponsored by the Department of Music, Theatre and Dance. Call 370-3013.

4 — Sidelights lecture, *Ten Little Indians*, by Professor Emerita Gertrude White on the current Meadow Brook Theatre production, 6:30 p.m. dessert reception and 7-9 p.m. lecture. Admission. Sponsored by Division of Continuing Education. Call 370-3120.

5-7 — Teleconference, *Guiding Society into the Future*, 9:30 a.m.-6 p.m. Tuesday-Wednesday and 10 a.m.-4 p.m. Thursday, 112 Varner Hall. Admission. Sponsored by Division of Continuing Education. Call 370-3120.

6, 13, 20 — Perspectives on Art lectures, *Exploring Islamic Gardens, Islamic Architecture and Islamic Painting*, by Bonnie Abiko, 7-9 p.m., Meadow Brook Hall Carriage House. Admission. Sponsored by Division of Continuing Education. Call 370-3120.

6 — Men's swimming with the University of Michigan, 7 p.m., Lepley Sports Center. Call 370-3190.

7 — University Senate, 3:10 p.m., Oakland Center Oakland Room. Call 370-2100.

8 — Women's swimming with Cleveland State University, 7 p.m., Lepley Sports Center. Call 370-3190.

8-10 — CPA Weekend, all day, Oakland Center and Holiday Inn of Auburn Hills. Sponsored by Division of Continuing Education. Admission. Call 370-3120.

8 and 10 — Film, *Jungle Fever*, 7 and 9:30 p.m. Friday and 7 p.m. Sunday, 201 Dodge Hall. Admission. Call 370-4296.

9 — Men's soccer with University of Michigan, 3 p.m., Lepley Sports Center. Call 370-3190.

14 — Discussion, *Roots of Racism, Part III: Psychological Perspectives*, noon, Oakland Center Fireside Lounge. Free. Sponsored by Jewish Students Organization/Hillel, Catholic Chaplaincy, UMHE, CIPO, Association of Black Students and Raices. Call 370-4257.

14 — Enigma of Genius lecture by Sheldon Appleton on Mao Zedong, 7-9 p.m., Meadow Brook Hall. Sponsored by Division of Continuing Education. Admission. Call 370-3120.

15 — Concert, *Brazilian Holiday*, by the Pontiac-Oakland Symphony, 8 p.m., Varner Recital Hall. Admission. Sponsored by the Department of Music, Theatre and Dance. Call 370-3013.

15 and 17 — Film, *What About Bob?*, 7 and 9:30 p.m. Friday and 7 p.m. Sunday, 201 Dodge Hall. Admission. Call 370-4296.

21 — Mainstage event with comedian Bertice Berry, 8 p.m., Oakland Center. Free. Call 370-4296.