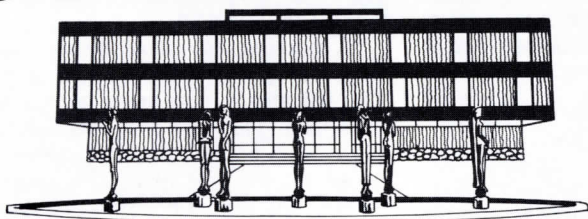


OAKLAND UNIVERSITY NEWS



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April 24, 1987

A publication for faculty, staff and friends

Record Number Eligible for Commencement

A record 1,323 students are eligible for the June 7 commencement ceremonies in Baldwin Pavilion and Varner Recital Hall.

Baldwin Pavilion

•1 p.m., College of Arts and Sciences, School of Health Sciences, Center for the Arts and students receiving the Bachelor of

General Studies.

•4:30 p.m., School of Human and Educational Services.

•7:30 p.m., School of Business Administration.

Varner Recital Hall

•1:30 p.m., School of Nursing.

•5 p.m., School of Engineering and Computer Science.

Ceremonies are being planned by William Schwab, university marshal, and his deputies, Bhushan Bhatt, Eleftherios Botsas, Jean Braun, F. James Clatworthy and Gary Moore.

Breaking Down Barriers

National Survey Hopes to Learn How Women Succeed

Routes to executive suites for male and female college administrators may be as different as expressways and hiking trails.

Whether that simplified view is credible may surface in a national survey being done by five OU women. The campus ACE/NIP Research on Career Paths Committee,

chaired by Johnetta C. Brazzell, mailed 800 questionnaires to administrators at the deanship level and above at both public and private institutions. Women accounted for 118 of the survey recipients.

"The issue we're dealing with is moving women into leadership positions within

institutions of higher education," says Brazzell, director of the Office of Placement and Career Services. Working with her are Roxanne Allen, student services; Rebecca Warner, sociology; Sharon Bostick, Kresge Library; and Pam Marin, Office of the President.

The intent of the survey is to help women chart correct career paths to leadership positions. "Once we get women to the position that they are thinking about that, then the larger questions become: How do I get there? Are there particular career paths that people in leadership positions now follow? If we can identify a certain route, then we can share that information with women who have aspirations for leadership positions."

The survey could reveal whether there is a common route that successful women administrators have followed. "We're not quite sure, and that's a reason for doing this survey."

The questionnaires cover persons in leadership posts on both the academic and nonacademic sides of higher education. Additional useful information, Brazzell says, would be career-path differences among races. Brazzell is not optimistic that enough minorities will be included in the survey to make responses statistically significant, however.

Brazzell also notes the survey may confirm or deny what many suspect: that compared to males, women administrators must give up a disproportionate share of their personal life, more of them are single or divorced, and they are less mobile and therefore limited in their advancement opportunities.

Providing career-path guidelines alone will not be enough to overcome difficulties women face. In the future, Brazzell says, "The barriers of race and sex will still be there, but at least the excuse of there not being qualified people out there could not be used anymore. As people get their credentials, as they get the background, they can fight on a different level."



Grounds crew employees Daniel Harvey, foreground, and David Sternisa are in spring training, cutting the lawn for the first time this year. Harvey, a 12-year veteran of the lawn wars, is teaching Sternisa the ins and outs of proper cutting procedures.

Payroll Deduction for Bonds Coming

Beginning in May, U.S. Savings Bonds will be offered to all faculty and regularly scheduled employees through payroll deduction.

Larry Sanders, coordinator for the savings bond project, says an informational meeting will be held in early May, at which time interested employees may sign up. Representatives from the Payroll Department and the U.S. Department of Treasury will be on hand at the meeting to answer questions. The time and place will be announced.

Savings bonds earn variable market-based income if held for five years, with a minimum rate of return guaranteed. No state or local income taxes are assessed on savings bonds and federal tax can be deferred. The market-based rate,

announced each May and November, is 85 percent of the market average on five-year treasury securities.

Bonds are available in eight denominations, from \$50 to \$10,000. The purchase price is half the face value. Bonds may be purchased in one name only or with a co-owner or beneficiary.

A minimum authorized payroll deduction of \$12.50 per pay will be required for hourly employees, and \$25 for staff paid monthly. Deductions for hourly employees will be made the first and second pay periods of the month. The deductions will become effective the pay period following enrollment.

Employees may enroll at the meeting or anytime at the Payroll Department.



President Joseph E. Champagne tries out Choking Charlie, a training mannequin used to practice the Heimlich maneuver. Charlie and other equipment were purchased by the School of Nursing with funds allocated by the president. Ginny Hosbach, manager of the Learning Research Laboratory in O'Dowd Hall, says Charlie is kept in a lab that simulates an actual hospital room. Another lab holds computers, audiovisual equipment and other training materials.

Sharing Prose, Learning from Pros

One thousand authors between ages 6-12 will share their works and learn from the pros in the 12th annual Young Authors Conference April 30.

The program will feature Steve Kroll, author of more than 30 books for children. The OU dance group Other Things & Co. will present the poetry of Shel Silverstein; Diane Baker will offer a song-writing session with limber toys (early American wooden puppets); and media writers will discuss careers in their fields.

The conference honors young authors who have organized, written, edited, illustrated and published compositions for other young people to read and enjoy. Each author will have the opportunity to share his or her manuscript with other young authors in small group discussions.

Conference sponsors in the School of Human and Educational Services say the program goals are to promote a continuing interest and concern for young people as effective composers with words, to recognize the achievements of emerging young writers, and to support teachers who have found ways to help young people develop their writing skills.

For additional information, call the Learning Strategy Center at 370-3060.

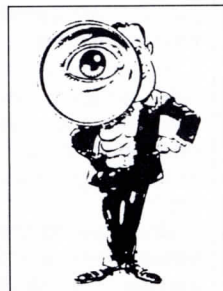
Alarming News

Safety Inspections Begin April 27

Department of Public Safety officers will test fire alarms and equipment the week of April 27.

According to Richard Leonard, director of public safety, every pull station must be activated. To eliminate confusion about whether the alarm is a test or a real emergency, alarms of 30 seconds or less will be a test. If an alarm lasts more than 30 seconds, normal building evacuation procedures should be carried out.

All other fire-related systems and equipment will be inspected during this time. Anyone who knows of problems with the equipment, or has questions, should speak to the inspectors.



Dependents Need Social Security Numbers

Beginning with your 1987 federal tax return to be filed in 1988, you must list social security numbers for all dependents you claim who are age 5 or over.

Apply for a social security number by filing Form SS-5 with the Social Security Administration. Forms are available at the Social Security Administration office, 142 Auburn

Ave., Pontiac. The phone is 858-2523.

"Please do not wait to apply until the end of the year," cautions Barbara Gaves, payroll manager. "If you apply at the end of the year, it is possible the social security number will not be received before the tax filing deadline of April 15, 1988."

Capital Campaign Proceeds Toward \$15 Million Goal

The Campaign for Oakland University has reached \$8,049,321 of its \$10 million Capital Funds Program goal and 53.7 percent of its total \$15 million goal, President Joseph E. Champagne said today.

"This represents excellent progress since November when we were able to 'go public' with \$6,102,161 in gifts and pledges," the president said. "What has been most gratifying is to see the impact the campaign is beginning to have in many areas of the university."

Campaign volunteers and staff now face a June 30 deadline to meet the \$1 million Kresge Foundation Challenge Grant for Kresge Library. Under the grant terms, the president said, the university must raise \$3.5 million to secure the \$1 million challenge fund. To date \$2.4 million has been raised.

"We're confident we can reach the goal if nothing unusual happens," the president said. "The difference between a matching grant and a challenge grant is that we have to secure the entire amount from alumni and friends before we get any of the challenge funds. The Kresge Foundation specializes in this approach and it is a brilliant strategy — they want us to work hard, and we are."

In general, the campaign has relied heavily on volunteers under the leadership of Eugene A. Miller, president of Comerica Incorporated and chairman of the campaign.

"We have fine volunteer commitment for all six committees working for the campaign," according to Miller. "We believe we will exceed the ambitious October 1 deadline to complete Phase I of the campaign."

"President Champagne has worked effectively to communicate the strength of this university's faculty and the strength of its academic, public service, and cultural programs. This has inspired all of us."

Gift Income

Grants and pledges by corporations now lead gifts and pledges by individuals for the first time in the Campaign for Oakland University.

Individuals	\$2,455,648
Organizations (1)	\$1,100,000
Corporations	\$2,520,399
Foundations (2)	\$1,973,202
Total	\$8,049,321

(1) Assumes successful completion of \$1 million alumni campaign, of which \$513,591 has been secured to date by gifts and pledges.

(2) Assumes successful completion of \$1 million Kresge Foundation Challenge program.

The campaign schedule calls for more than 25 calls by President Champagne in the immediate future to seek campaign gifts and grants from individuals, corporations, and foundations. Most are in combination with Miller and other key volunteers.

These include Ernest L. Grove, Jr., vice chairman and chief financial officer of Detroit Edison. He chairs the Leadership Gifts Committee with 22 corporate prospects. The committee has five additional volunteers who are top executives of Southeast Michigan companies.

The campaign has also been strengthened recently with the acceptance of cochair roles for the Major Gifts Committee by Jerome L. Schostak, chairman of the board of Schostak Brothers & Company, and Stephan Sharf, a new OU trustee and former Chrysler executive who is now chairman of Industrial Development Systems.

Other committee chairs previously announced are Miller as chair of the Pattern

Gifts Committee; Marvin L. Katke, president of the Oakland University Foundation, as chair of the Nucleus Fund; Aleck Capsalis, retired Pontiac Bank executive and longtime university friend, chair of the Special Gifts Committee; and John F. Mills, '72, now a Bloomfield Hills attorney.

The Alumni Campaign for Kresge Library, led by a volunteer committee of 10 chaired by Mills, who is a past president of the OU Alumni Association, plays a key role in meeting the Kresge Challenge.

According to David H. Rodwell, vice president for external affairs and director of development, "The alumni commitment to raise \$1 million was the key to securing other large gifts and plays a central role in meeting the challenge."

Joan B. Stinson, '63, director of alumni relations and assistant director of development, reports alumni have achieved \$513,591 of their commitment. The volunteer-intensive effort includes 300 personal calls on individuals to ask gifts and pledges.

Another 600 alumni employed at three area corporations will be contacted through the university's first-ever "in-house campaigns" in their companies. The first of these campaigns, held at Ford, raised over \$55,000 plus corporate matching gifts.

The 10-person alumni steering committee

was the first campaign committee with 100 percent participation, pledging \$75,000.

A phone/mail campaign with student callers will contact another 17,000 alumni by letters with telephone follow-up from offices in John Dodge House.

"It requires an extraordinary effort to reach our goal by June 30," Stinson said. "Our volunteers have never been asked to make face-to-face gift requests before, and we're using some other fund-raising techniques for the first time. This requires a learning and experience process, and overcoming 'call avoidance.'"

In the Capital Funds Program of the campaign, gifts by individuals and corporations lead the campaign effort. According to Paul R. Osterhout, director of constituent research and corporate and foundation programs in External Affairs, corporations have given or pledged \$2,248,899 to date, individuals \$2,407,460, organizations \$1.1 million (OU alumni and the Friends of Kresge Library), and foundations \$1,935,988.

Rodwell said the home-stretch effort to reach the Kresge Challenge Goal by June 30 will concentrate on gifts by individuals. "We have had some corporate designations to the library, but generally the library has the greatest appeal among individuals."

The Kresge Library project includes \$7 million from the state of Michigan and \$4.5 million in private gifts and grants. Of the \$11.5 million total, \$9 million will go to construction and renovation, \$1.5 million for acquisitions endowment, and \$1 million for current acquisitions.

Our People

Anyone may submit items for this column to the News Service, 109 NFH. Publication is on a space-available basis.

•Keith E. Stanovich, psychology, wrote *The Impact of Automaticity Theory* in a recent issue of *Journal of Learning Disabilities*.

•Susan E. Hawkins, English, has been selected for summer admission to the prestigious School of Criticism and Theory at Dartmouth College. While there she will work with other scholars and study recent trends in critical theory.

•Elyce Cron, practicum counseling center, has been elected president of the Michigan Mental Health Counselors Association and will assume a two-year term on July 1.

•An article by Roberta Schwartz, journalism, will appear in the July-August issue of *Glass Art* magazine. The article is about Tiffany artist William Scudella. Her articles and photos of the Domino's pizza headquarters and the Frank Lloyd Wright collection in Ann Arbor, and her story on the Fetzer Museum of Broadcasting at Western Michigan University, will appear in the August *Michigan Living* magazine. Her news writing students accompanied her to Ann Arbor for the interviews.

•Subbaiah Perla, mathematical sciences, presented two papers, *Testing Equality of Variances in the Analysis of Repeated Measurements* and *Testing Significance of Orthani-Restricted Multivariate Mean* at the Joint Central Regional Spring Statistics meeting in Dallas. Both papers were coauthored with Govind S. Mudholkar of the University of Rochester.

•Geraldine Palmer Coon, school and field services, spoke to the Hartland Association for Talented Students about developing better writing habits among children. She also conducted a workshop

in Hartland elementary schools about writing skills.

•Carl F. Barnes, Jr., Center for the Arts, published an article, *Les sondages de 1970 dans la cathedrale de Soissons (Aisne)* in *Revue archeologique de Picardie*, issue No. 3-4, 1986. Clark Maines of Wesleyan University, Middletown, Conn., was coauthor of this study.

•Laurie Osborne, English, is one of 15 scholars in the nation selected to participate in the Humanities Institute at the Folger Shakespeare Library this summer. Supported by the National Endowment for the Humanities, the institute's program will be on *Shakespeare's Texts in Action*.

•Roxanne Allen, special programs, completed her doctorate in counseling at Wayne State University and participated in commencement ceremonies at Cobo Hall on April 23.

•Cameron Brunet-Koch, CIPO, will graduate from the University of Michigan with a doctorate in guidance and counseling on May 2. She successfully defended her dissertation on March 19.

Jobs

The Employee Relations Department provides details about job openings.

Call 370-3480 or stop by 140 NFH for details.

•Oakland Live Y'ers head swim coach, miscellaneous, Department of Athletics.

•Laboratory assistant, biological sciences.

•University engineer, AP-16, Campus Facilities and Operations.

•Financial aid officer, AP-8, Office of Financial Aid.

•Administrative secretary, C-7, Office of the Provost.

In the News

The media have provided significant coverage of OU recently.

•Reporters from *The New York Times*, *The Detroit News*, *Detroit Free Press*, *Oakland Press*, *Newsweek*, *Automotive News*, and four television stations reported what UAW Vice President Donald Ephlin said at a luncheon sponsored by the Ken Morris Labor Studies Center.

Fraternity Honors K mart Executive

Bernard M. Fauber, chairman and chief executive officer of K mart Corp., has been inducted an honorary brother in the Mu Nu Chapter of Alpha Kappa Psi professional business fraternity.

The installation took place April 10 at the chapter's winter banquet in Warren. Fauber is the first business executive chosen for honorary membership in the OU student organization.

Fauber was introduced to the audience of students and faculty by Ronald M. Horwitz, dean of the School of Business Administration. Fauber is a member of the SBA board of visitors.

Fauber has held his current position since 1980 in a career that began in 1941 when he joined an S.S. Kresge store in Virginia. He serves on the Board of Directors for National Bank of Detroit, Dundee Cement Co. and Texas Instruments.

Participating in the honorary membership ceremony were Mu Nu President Loretta Jurewicz and Master of Rituals Paul Weber. William Thomas, a fall semester graduate, received the first Alpha Kappa Psi Professional Business Fraternity Scholarship and



Bernard M. Fauber addresses the Alpha Kappa Psi banquet. Photo by Art Stephenson.

award key. The award will be made annually to the graduating senior who holds the highest grade point average for at least two years' work in SBA courses.

Rates Set for Golf Course

Fees for the Katke-Cousins Golf Course have been revised, according to Bill Rogers, managing director.

•Weekdays — \$5 for both nine and 18 holes for full-time students; and \$6.50 (nine holes) and \$12 (18 holes) for part-time students, student families (spouse and children), members, President's Club members, OU employees and families, and alumni (except families). Guest fees are \$20 for both nine and 18 holes.

•Weekends and holidays — \$6 (nine holes) and \$11 (18 holes) for full-time students; and \$8.50 (nine holes) and \$15 (18 holes) for part-time students, student families (spouse and children), members, President's Club members, OU employees and families, and alumni (except families). Guest fees are \$25 for both nine and 18 holes.

Full-time students are defined as undergraduates taking at least 12 credits in fall and winter, and six credits in spring and summer, and graduate students taking eight credits in fall and winter or four credits in spring and summer. Part-time students do not have guest privileges.

Prepaid rates are \$450 for individuals and \$225 for the spouse and/or each additional eligible dependent under age 21.

Rental rates are clubs, \$4 (nine holes) and \$8 (18 holes); pull carts, \$1 and \$2; and gas carts, \$12 and \$20.

Tee-time hours are 8 a.m.-6 p.m. Tuesday-Friday, before Memorial Day; 8

a.m.-7 p.m. from Memorial Day to Labor Day; and 8 a.m.-6 p.m. after Labor Day. Hours for Saturdays, Sundays and holidays are 8 a.m.-6 p.m. before May 15; 7:30 a.m.-6 p.m. from May 15-June 1; 7 a.m.-7 p.m. from June 1-September 1; 7:30 a.m.-6 p.m. September 1-October 1; and 8 a.m.-5 p.m. October 1 to the end of the season.

The driving range is open Tuesday-Sunday with periodic closings for routine maintenance. Hours are 8 a.m.-5 p.m. before Memorial Day; 8 a.m.-6 p.m. from Memorial Day-Labor Day; and 8 a.m.-5 p.m. after Labor Day.

No guests are allowed before noon on weekends and holidays, on Wednesdays, before noon on Thursdays or after 2 p.m. Fridays.

Weekend tee times will be registered by telephone (370-4150) from 8-8:30 a.m. on Tuesday for the following Saturday play, on Wednesday for the following Sunday play, and on Thursday for the following Monday holiday play. Weekday tee times may be scheduled one week in advance. Weekend tee times will not be registered by telephone before the above scheduled days. Walk-ins will be registered after 8:30 a.m.

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, 109 North Foundation Hall, Oakland University, Rochester, MI 48063. The telephone is 370-3180. Copy deadline is noon Friday of the week preceding the publication date.

•James Llewellyn, senior editor and news director.

•Jay Jackson, staff writer.

•Rick Smith, photographer.

If Anyone Knew the Answer, Millie Hammerle of CIPO Did

When you watch a university develop around you, people come to you for answers.

Ask Millie Hammerle if people did that. Sure enough, she says yes.

Ask her another question — you can't lose. How come she knows so much about the university? "Part of it is that I just like to ask questions," she answers.

With the April 15 retirement of Hammerle, a mainstay in CIPO and its forerunner since 1976, the university loses one of its most likeable and knowledgeable office assistants.

Leaving OU does not mean consigning herself to being a homebody. Immediate plans include traveling to Hawaii to visit her son, and then with him and her daughter, spending two weeks in India. For one week in New Delhi, the family will study meditation.

"I've been meditating for several years now, but I'd like to be better at it," Hammerle says. "I find it helps when things are very rough to get back to normal, whatever normal may be." They will follow that by traveling in the Indian countryside.

Eventually Hammerle plans to backpack and camp in the West and move to Seattle, where her daughter lives. Once established in Seattle she will enroll in the University of Washington to study comparative religions.



The sign behind Millie Hammerle at her retirement party says it all.

"Depending on my ability, I may work toward a degree," she adds.

Hammerle speaks about OU from years

of experience with the institution. She traces her roots with OU to 1959 when she and the late William Hammerle, a professor of engineering, came from Michigan State Univer-

sity. Although she did not begin working full-time for the university until 1976 in the now-defunct Office of Commuter Services, her personal life was already intertwined with the social fabric of OU.

In the early days of OU, Hammerle and other spouses of faculty members participated in receptions, dinners and social functions. Meeting with students at the university or at home was second nature.

"The Faculty Wives Club was involved in almost everything that went on at OU," she says. Regrettably, she adds, "You don't know as many students individually now as you used to know."

When the opportunity arose for her to work as a temporary with the evening program, and later at Meadow Brook Music Festival, she jumped at the chance.

Thinking back to even earlier days, Hammerle relates her initial experience with OU. "The first time I set foot on campus, there were only 1½ buildings. We entered South Foundation Hall by lifting a canvas that covered a doorway. They didn't even have all the windows in place yet," she recalls.

Changes through the years have been more than just in physical surroundings. Hammerle notes the fickle political winds have meant ups and downs in interest among student organizations, something she has seen closely from her position with CIPO.

Contact with students has had much appeal for Hammerle. "I like being in an office with people coming and going," she says. "I like having students asking for help and being able to assist them."

Her friends and colleagues have liked that about her, too.

Turn in Equipment

The search continues for Food Service equipment.

Jeff Creveling, Saga/Marriott catering manager, says call 370-4378 or 370-3490 for pickup. You will get a treat from Sweet Sensations.

And the Winners are...Student Organizations

Creative programming and service to the university community were recognized at the annual awards night for student organizations.

Awards were presented to 17 organizations and nine individuals. Wilma Ray-Bledsoe, vice president for student affairs, presented the keynote address to the Oakland Center audience. Entertainment was provided by the Slavic Folk Ensemble and Alpha Kappa Alpha Sorority.

Paul Franklin and Nancy Schmitz of CIPO presented Most Innovative Program Awards. Recipients and their categories were the

History Club, academic/educational; Sigma Pi, social/fraternal; the Fencing Club, sports/recreation; Amnesty International, cultural/religious/social/political; and the Pep Band, entertainment/performing.

Jean Miller of Residence Halls and Maura Selahowski of CIPO presented the Diverse Programming Award to the Oakland Chapter of the Society of Automotive Engineers; the Cooperative Programming Award to the Student Alumni Association; the Greek Academic Excellence Award to Gamma Phi Beta; and the Greek Community Service Award to Theta Chi.

Cameron Brunet-Koch of CIPO and

Franklin presented the Most Original Publicity/Promotion Award to the Association of Black Students; the Best Low-Budget Program Award to SAE; the Get Off on the Right Foot Award to Tau Beta Pi; and the Most Outstanding Traditional Event Award to the Vietnamese Student Organization and the International Student Organization.

Rita Young, Student Activities Board chairperson, presented SAB Excellence Awards for the fall and winter semesters. Fall winners were Amnesty International, first place; and the History Club, second place. Winter honorees were the Association of Black Students, first; and the History Club, second.

Schmitz presented Faculty Link Awards to Pat Nicosia, budget director, for advising work with Theta Chi; Robert Stewart, psychology, for work with the Psychology Club/Psi Chi; Amir Hormozi, business administration, for advising work with APICS; Hoda Abdel-Aty Zohdy, engineering, for advising work with the Society of Women Engineers; Carrie Owens, education, for work with the Student Association for Teacher Education; Robert Judd, engineering, for work with Tau Beta Pi honorary engineering society; Kathryn Rhadigan and John Rhadigan, forensics team advisers; and Franklin for his work with the Fencing Club.

The Student Board of the School of Business Administration received the Most Promising New Organization Award.

University is Site of Teleconference

The university displayed its high technology wares to nine education sites throughout Michigan April 6 with a teleconference featuring Harold L. Hodgkinson of the American Council on Education and Institute for Educational Leadership.

The Hodgkinson report on demographics of the state of Michigan and the implications for schools was beamed to Lansing, Alpena, Flint, Traverse City, Kalamazoo, Sault Ste. Marie, Grand Rapids, Midland and Marquette.

Following the conference from the studio in the Instructional Technology Center, Hodgkinson and area educators traveled to East Lansing for an April 7 press conference. Hodgkinson has published a booklet, *Michigan and its Educational System*, that gives local school districts a view of the issues that will face them in the years ahead. Phillip Runkel, retiring state superintendent of instruction, introduced Hodgkinson on the OU telecast. Gerald J. Pine, dean of the School of Human and Educational Services, introduced the program.

OU has been asked to prepare a tape of the OU and East Lansing programs to distribute to colleges and school districts throughout the state. The state will aid districts in preparing for educational problems and opportunities that will appear in the next decade.

The program was sponsored by the Michigan Institute of Educational Management in cooperation with other organizations.

April Employee is June Fisher

Administrative secretary June Fisher of the Department of English has been selected for the April Employee Recognition Award.

She has been an OU employee since September 1980. Fisher began her employment at Meadow Brook Theatre and has been with the Department of English since May 1981.

Testimonials received by the award review committee included these:

• "June has so much experience — (that) she has developed solid and mutually respected relationships with individuals throughout the university. Her rapport with students is a joy to behold."

• "She is dedicated and conscientious to an extraordinary degree."

• "Our primary mission at Oakland is the investigation and dissemination of knowledge, and students are central to that mission. Too often I have seen rudeness and thoughtlessness to students, but *never* from June or those she supervises."

• "Persons who have served on review committees for the college and the university have often remarked that the presentations

from English are models for other units. We owe their impressive presentations to June who devotes extraordinary amounts of time to carrying out this task under high-pressure conditions."

• "June is, in many ways, the 'heartbeat' of the English department."

• "June Fisher exemplifies those qualities I associate with first-rate employees: tireless and unselfish dedication to the job, to colleagues and to the institution."

Employee Recognition Award nomination forms are available in all departments, ERD and CIPO. For details, call Larry Sanders at 370-3476 or selection committee members Leonard Celletti, Esther Easley, Cameron Brunet-Koch, Michael McCormick and Catherine Rush.



Fisher



Peter Gregory Thomson and Bethany Carpenter have leading roles in 'Go Back for Murder' at Meadow Brook Theatre. The Agatha Christie suspense thriller continues through May 17 and is the final production of the season. Tickets are no mystery and are available by calling 370-3300.

Events

CULTURAL

Through May 17 — *African Art from Oakland University's Collection*, at Meadow Brook Art Gallery.

April 25 — The Distinguished Faculty Recital Series concert has been canceled due to an illness of the guest artist. Call 370-3013 for details.

May 6 — 389th U.S. Army Materiel Command Band concert, 8 p.m., Varner Recital Hall. Free. Concert is in celebration of the Constitution bicentennial. Call 370-3013.

Every Tuesday — Arts-at-Noon recitals in Varner Recital Hall. Free. Call 370-3013.

COURSES

The Division of Continuing Education has brochures available listing spring and summer classes. Call 370-3120.

The Continuum Center offers workshops and seminars. Call 370-3033 for brochures.

ETCETERA

April 26 — Symposium for Fitness Professionals, 9 a.m.-7 p.m., Meadow Brook Health Enhancement Institute. Fee. Call 370-3198.

April 28 — Arleen LaBella will present a workshop, *Superwoman II — Finding Your Balance Between Power, Responsibility and Caring*, from 9 a.m.-4 p.m., Varner Hall. Admission. Call 370-3120.

May 5-6 — *Telephone Skills: Courtesy on the Line* for everyone who uses a telephone, noon-1 p.m., Oakland Center Gold Room C (May 5) or noon-1 p.m., 126-127 OC (May 6). For details, call 370-3480.

May 7 — 26th annual Piano Teachers Institute, Varner Recital Hall. Admission. Call 370-2030.

May 7 — Lecture on *Cross-Cultural Counseling in Contemporary Society*, 3 p.m., Oakland Center Gold Rooms. Free. Sponsored by the School of Human and Educational Services.

May 9 — Southeast Michigan Chapter of the International Association for Financial Planning, annual regional conference, 8 a.m.-5 p.m. Sponsored by the School of Business Administration and the Division of Continuing Education. Call 628-7259 for registration details.

May 14 — Workshop on organizational politics, 8:30 a.m.-noon, 126-127 Oakland Center. Free. Register by May 1 at the Employee Relations Department, 140 NFH.

May 18 — Lecture on *Competency Testing: Gatekeeping Educational Opportunities*, 10 a.m., Oakland Center Crockerly. Free. Sponsored by the School of Human and Educational Services.

May 18 — Lecture on *Teachers as Mediators of Culture*, 2:30 p.m., Oakland Center Crockerly. Free. Sponsored by the School of Human and Educational Services.

ATHLETICS

April 25, May 3, May 9 — Baseball double-headers, 1 p.m., Lepley Sports Center.

TOURS

Sundays — Meadow Brook Hall is open for tours. Admission. Call 370-3140.

Searching for a Happy Medium: 'Oakland University News' Polls its Readers

I truly enjoy your publication and always take time to read it thoroughly.

Overall I find most of the articles dry and boring. I rarely finish reading most articles and usually lose interest in the paper. Too many surveys and statistics.

With conflicting opinions like those, planning future issues of the *Oakland University News* could be a risky proposition. Those comments are culled from our annual reader survey which found a diverse range of opinions about our publication. Generally, there was strong support for the publication as it is.

For those who were not a part of the survey, here is what we are talking about. In January we compiled a list of all regular employees and then randomly selected one-fourth of them. Responses were confidential and 216 persons responded by the mid-March deadline, or about 75 percent of those who were contacted. According to David C. Beardslee, director of institutional research, our results are accurate to within 7 percentage points. The survey was done with a true random sample; therefore, it is possible to infer that the percentages would be about the same if all employees were questioned.

Rather than give you every conceivable fact and figure, we hereby present the totals for the questions, with brief explanations where appropriate. Note that total responses will vary because everyone did not answer all questions. Also, we have rounded percentages.

Before you give up reading, however, note that more comments and our fun-loving, pithy responses are in a separate story.

1. How often do you read the 'Oakland University News'?

Based on 213 responses, 53 percent read every issue, 30 percent read most issues and 15 percent read some issues. The other 2 percent enjoy *Field & Stream* magazine.

2. Have you read about someone you know

personally within the past three months?

Among 209 respondents, 87 percent said yes. Almost 14 percent said they had seen their own name in the paper. This tells us that we are writing about a broad mix of people from throughout the campus.

How do you feel about coverage of employee groups?

We received 143 responses that the present mix of stories is fine. Other groups were listed for those who wished to see more written about them. In order from most to least responses, they were clerical-technical employees, AFSCME employees and faculty members (tie), administrative-professionals, students, public safety officers and deans.

4. Last fall we started a cartoon series called 'Grantland.' Do you like it?

Seventy percent of the 171 responding said yes. A few write-in comments were the cartoon is not university-level humor and that if we must run a cartoon, why not run *Pogo*?

5. In each issue we run an events calendar. Do you find this to be useful?

Of the 201 answers, 84 percent said yes. A few commented that it is hard to read (you should try compiling it!).

6. Would you like to see a by-line on stories? (That is, the name of the person who wrote the story.)

We heard from 189 persons and 84 percent said yes. One commented it would make it easier to file libel suits if we did. Maybe we should think this over some more.

7. Please indicate which of these regular features you read (check all that apply).

Based on 216 surveys returned, the percentages were 87 percent for the *Our People* column, 39 percent for *Funding Opportunities*, 53 percent for *Jobs*, 73 percent for *New Faces*, 72 percent for *For Your Benefit*, and 79 percent for *In the News*.

8. During the fall and winter semesters, the

'Oakland University News' has a Friday publication date, every other week. When do you usually receive your copy in the campus mail?

The number of responses was too scattered to draw definite conclusions. It appears that most receive it on Monday. Unfortunately, we found, many do not receive the paper but search for copies and read them. We are looking into ways to solve that problem, which we had not heard about before this.

9. How would you rate the overall quality (ease of reading, appearance, story selection, etc.) of the 'Oakland University News' on the following scale?

We got 175 responses to this one, with 29 percent giving us the highest rating of 1, 59 percent giving us a 2, 10 percent giving us a 3, 1 percent giving us a 4 and one person giving us the lowest score of 5.

10. Using the same 1-5 scale, rate these individual aspects of the paper.

For writing quality, based on 203 answers, it was 1, 31 percent; 2, 56 percent; 3, 11 percent; 4, 3 percent; and 5, none.

For story variety, based on 201 responses, it was 1, 20 percent; 2, 46 percent; 3, 28 percent; 4, 5 percent; and 5, less than 1 percent.

For photo quality, based on 200 responses, it was 1, 40 percent; 2, 45 percent; 3, 14 percent; 4, 1 percent; and 5, less than 1 percent.

For layout and design, based on 199 answers, it was 1, 33 percent; 2, 50 percent; 3, 16 percent; 4, 2 percent; and 5, none.

For fairness, based on 186 responses, it was 1, 24 percent; 2, 48 percent; 3, 24 percent; 4, 3 percent; and 5, 1 percent.

11. Please indicate your feelings about the following aspects of campus news coverage. For each phrase, mark under the heading that reflects the importance of news coverage of each item to you.

We asked people to check whether each topic

was very important, somewhat important, not very important, or of no importance to them. We also offered a "no opinion" choice. Rather than go through every choice, we'll tell you which category had the highest score for each subject and the total responding for all five categories. The percentage figure will give you a general idea of how each item compares to others.

- Science and research: Somewhat, 39 percent (196).
- Meadow Brooks (hall, theatre, festival and art gallery): Somewhat, 51 percent (199).
- Center for the Arts: Somewhat, 44 percent (197).
- Athletics: Somewhat, 36 percent (196).
- Board of Trustees: Somewhat, 47 percent (196).
- Health, fitness issues: Somewhat, 46 percent (198).
- Liberal arts: Somewhat, 40 percent (201).
- Administrative policies: Very, 45 percent (200).
- Staff benefits: Very, 56 percent (200).
- Personality profile stories: Somewhat, 43 percent (191).
- Capital campaign: Somewhat, 37 percent (192).
- University finances: Somewhat, 45 percent (197).
- Student achievements: Somewhat, 42 percent (197).
- Evening class offerings: Somewhat, 30 percent (195).
- Faculty, staff promotions: Somewhat, 55 percent (198).
- Government policies that affect OU: Very, 45 percent (197).

A Little of This, a Little of That, Please

Here are some of the comments we received with our annual readership survey — with responses added by us.

1. Overall I think you have a very good paper and it's getting better.

When you're right, you're right.

2. Dollars and efforts could be better used elsewhere since much of this information is available from other sources and repeated in the 'OU News.'

We tried to reassign ourselves to the Bahamas, but it didn't work.

3. The logo of the library/fountain looks like a UFO. I recommend a new logo. The problem is that the fountain looks like "legs" on a spacecraft. Non-OU folks, in particular, ask what the heck it is.

You should hear what the OU folks say.

4. Important publication for the university. Well done. Don't change a thing!

There's something about you that we like.

5. 'OU News' is a terrific paper. The fact that you take the time to do this survey is but another symptom of your devotion to excellence. I have nothing but praise for this publication.

May we buy you lunch? How about a new car?

6. Would like to see the 'News' expanded to more than just a few pages. It's well written and interesting now...just want more of it! OU is a fairly large community and a wealth of information and ideas exists. A higher volume of stories across the board would be nice.

When we turn up the volume, people in the next office bang on the wall.

7. I really do not feel that the title of the paper is a good one.

'Oakland University Astonisher' wouldn't fit.

8. As a new faculty member last fall, I have not taken the time to read the 'News.' I expect to read it now and then in the future.

You bet you will, if tenure means anything.

9. Bravo!

Sorry, the opera is down the street.

10. For years I have wanted to tell you to BOLD FACE the names of staff/faculty in 'Our People.' I am annoyed each time I look! For some reason, this one layout decision feels important to me.

Please stay away from sharp objects.

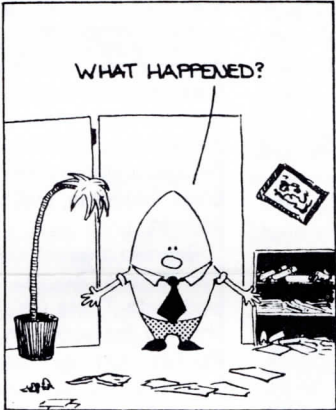
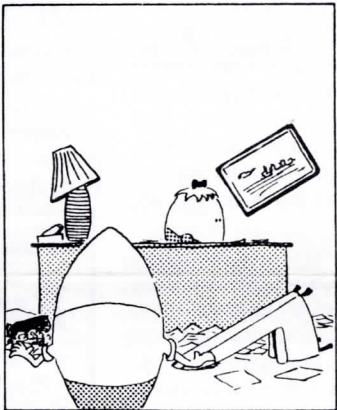
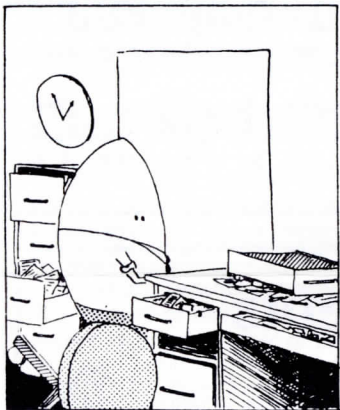
Army Band Will Give OU Concert

A free concert by the 389th U.S. Army Materiel Command Band in celebration of the bicentennial of the Constitution is planned for 8 p.m. May 6 in Varner Recital Hall.

The 40-piece band is making a national tour to 12 cities and Army bases. Its repertoire includes marches, overtures, classical selections and patriotic music. An exhibit with a bicentennial theme will be displayed.

For free tickets, call the Center for the Arts box office at 370-3013.

GRANTLAND®



Oakland University Smoking Policy

I. Introduction

Michigan law prohibits smoking in public places, subject to certain exemptions (see Act No. 198 of the Public Acts of 1986, being MCLA 333.12601, et. seq.) and provides for segregation of smokers and nonsmokers in food service establishments (see Act No. 96 of the Public Acts of 1986, being MCLA 333.12905).

This policy is established to provide for Oakland University's compliance with the law. Efforts have been made to consider the needs and concerns of smokers and nonsmokers alike and to provide a comfortable and productive environment for employees, students, and visitors.

II. Definitions

- A. "Smoking" means carrying a lighted cigar, cigarette, pipe or other lighted smoking device.
- B. "Public corridors" are hallways and stairwells that are open to and used by members of the general public who do not have any specific enrollment, employment, contract, lease or rental status.
- C. "Enclosed lounge" means a lounge or study space that is separated by ceiling height partitions or walls from a public corridor.
- D. "Private office" means an enclosed room or office that is separated from adjacent spaces by ceiling-height partitions or walls and that is occupied exclusively by a smoker, even if the space may be visited by a nonsmoker.

III. Nonsmoking Areas

Smoking is prohibited in all enclosed areas of the Oakland University campus except as provided in Section IV of this policy. Smoking is prohibited in the following areas:

- A. Classrooms; auditoria; lecture halls; teaching laboratories; and other spaces when used for teaching. Included are both the audience seating or work area and the performance area of such spaces.
- B. Offices occupied by more than one employee, including "landscaped" office areas where partitions are less than ceiling height.
- C. Enclosed lounges (including those in residence hall areas unless otherwise designated).
- D. Restrooms
- E. Music practice rooms
- F. Elevators
- G. Private corridors
- H. Conference rooms
- I. Research laboratories (and adjacent halls when designated and posted as nonsmoking)
- J. The Bookcenter
- K. All public areas of the Kresge Library, the Instructional Materials Center, and the Performing Arts Library, except as otherwise designated
- L. Gymnasias, handball courts, swimming pools,

locker rooms, and other enclosed exercise and/or sports spaces

- M. Shops, service and mechanical areas
- N. Museum and gallery spaces
- O. Waiting rooms

P. All other enclosed indoor areas except as provided for in Section IV below

IV. Smoking Areas

Notwithstanding Section III above, smoking is or may be permitted in areas and under the circumstances that follow:

A. Smoking is permitted in the following area, unless designated as "nonsmoking" under Subsection IV.F.:

1. Public corridors (except those adjacent to research laboratories, when posted)
2. Lounges and study areas which are open to or are a part of public corridors
3. Private offices
4. Private residential spaces
5. Designated spaces in Kresge Library
6. Designated residence hall lounges
7. Spaces, or portions thereof, as specifically designated by the President or his designee

B. Food Service Establishments. Smoking is permitted (under Public Act 96 of 1986) in food service establishments seating at least 50 persons, except in a nonsmoking area. The capacity of the nonsmoking area shall be determined by the University employee who is responsible for the food service area, except that the following nonsmoking areas shall be provided at a minimum.

1. Seating capacity of 50-100 persons: Three four-person tables, or the equivalent;
2. Seating capacity of 101-150 persons: Six four-person tables or the equivalent;
3. Seating capacity in excess of 150 person: Nine four-person tables or the equivalent.

A sign shall be placed at the entrance to the establishment indicating the availability of a nonsmoking area and the nonsmoking area shall be marked by a sign. Nonsmoking tables shall be grouped together.

Oakland University's food service establishments include at a minimum: Vandenberg Dining Center, The Iron Kettle (including Abstention), The Lunch Basket Deli, and The Sandwedge Shop; and the following areas when used for food service: the Christopher Wren Dining Room, the Meadow Brook Hall Tea Room, The Crockery, and The Oakland Room.

C. Functions Controlled by Private Parties. Smoking may be permitted in a space used for a private function if the seating arrangements are under the control of the sponsor of the function and not under the control of Oakland University.

D. Special Functions. A designated smoking area may, at the discretion of the President or his designee, be permitted at parties, dances, receptions, and dinners

sponsored by Oakland University. At least one-half of the room used for the function shall be reserved and posted as a nonsmoking area. In determining such reservation, the nonsmoking area shall be located closest to the source of fresh air and special consideration shall be given to individuals with a hypersensitivity to tobacco smoke.

E. Research or Performance Purposes. Smoking for purposes of research, demonstration, or as part of dramatic performances may be authorized by the President, the Vice President responsible for the activity, or a presidential designee.

F. Despite the general rules permitting smoking under certain conditions in the areas listed in this Section IV, any such areas may be designated as nonsmoking by the person responsible for the area (see Administrative Procedures Manual, Subject 170) whenever judged necessary for the safety of persons or property or for the orderly completion of work tasks. For example, the presence of art objects or inflammable materials might require a prohibition on smoking.

V. Designation and Posting

A. Signs shall be posted which state that smoking in a public place is prohibited except in designated smoking areas. In particular, "no smoking" signs shall be posted in all lecture halls, classrooms, conference rooms, and other nonsmoking spaces that are places of public congregation.

B. A sign shall be posted in each elevator reading: "Smoking prohibited by law — violators subject to fine of \$50.00 or 90 days imprisonment."

C. Public places designated for smoking shall also be posted.

D. The person responsible for an area is responsible to see that it is designated and posted in conformance to this policy.

VI. Enforcement

The success of this policy will depend upon the thoughtfulness, consideration, and cooperation of smokers and nonsmokers.

Whenever the needs and concerns of smokers and nonsmokers conflict in any area, some reasonable accommodation should be attempted. When this is not possible, the needs of nonsmokers should prevail. Supervisors shall carry out this policy in their areas of responsibility, with an emphasis on informal resolution of problems in the workplace. The Employee Relations Department should be involved as appropriate.

Smoking problems involving students may be referred to the Office of the Dean of Students.

Michigan Public Act 198 of 1986 provides that a person who smokes in a public place where smoking is not permitted, except a food service establishment, is subject to a civil fine of not more than \$100.00 for a first violation and a fine of not more than \$500.00 for a second or subsequent violation.