



OAKLAND UNIVERSITY

News

104 North Foundation Hall
Rochester, MI 48309-4401

A publication for faculty and staff

January 24, 1992



Marching in King's Memory

Several dozen students joined with faculty and staff members in a march across campus to commemorate the birth of Dr. Martin Luther King, Jr. The January 13 march ended in the Oakland Center with a reception.

Black Awareness Months: Activities Focus on Speakers, Discussions

Events marking what is now known as Black Awareness Months have begun and will continue into March.

Traditionally events were limited to February, when a national Black History Month was observed. Campus organizers, including the Black Awareness Month Committee and the Association of Black Students, have expanded the observance with speakers, films and discussions from January 13 through March 12.

The schedule, subject to change, follows. Unless noted, events are free.

January 24
Discussion by Robert Bailey, *Religion in the African-American Community*, noon-1 p.m., Oakland Center Fireside Lounge.

January 25
A Tribute to Black History, 9 a.m.-noon, 128-130 OC. Program is directed toward black males, ages 10-13.

January 27
Lecture, *Let the Media Tell Our Story*, 6-8 p.m., 126-127 OC. Ed Gray, motivational speaker and *Michigan Chronicle* columnist, will speak.

January 28
Documentary film, part two, *Eyes on the Prize*, noon-1 p.m., OC Exhibit Lounge.

January 31
Skit by student Esau Pritchett, *African Warrior*, noon-1 p.m., OC Fireside Lounge.

February 3
Lecture by William Gray, president of the United Negro College Fund, 2:30 p.m., OC Crockery. Tickets at the door or in advance from CIPO.

February 4
Documentary film, part three, *Eyes on the Prize*, noon-1 p.m., OC Exhibit Lounge.

Discussion, *Career Pathing with African-American Professionals*, 6-8 p.m., Vandenberg Hall Yacht Club.

February 5
Rapper KRS-ONE will deliver an educational message, 8-11 p.m., OC Crockery. Tickets available at CIPO and ABS office.

February 6
Panel discussion with past and present OU students about experiences of African-American students who live in the residence halls, 8 p.m., Hamlin Lounge.

February 10
Play, *Black Manchild*, 1-3 p.m., OC Gold Rooms.

February 11
Documentary film, part four, *Eyes on the Prize*, noon-1 p.m., OC Exhibit Lounge.

February 12
Black Art Exhibit, noon-3 p.m., OC Exhibit Lounge, by photographer Brian Heath.

Alpha Kappa Alpha Career Day, 1-3 p.m., 125-126 OC.

February 13
Discussion, *Roots of Racism, Part II*, noon-1 p.m., OC Fireside Lounge.

Discussion, *The Role of the Expert Witness*, with Elizabeth Barclay and Kenneth York, noon-1 p.m., 479 Varner Hall. Discussion with Delsie Gouridine, who will talk about her work and the importance of the black experience in literature. Program will be at 6:30 p.m. at a location to be announced.

February 14
Norman Dillard will discuss black entrepreneurship, noon-1 p.m., OC Fireside Lounge.

Lecture, *Africans in Latin America*, by Franklin Knight, 1-3 p.m., at a location to be announced.

Concert, *Black Awareness - A Concert By, About and For African-Americans*, 8 p.m., Varner Recital Hall. Sponsored by the Department of Music, Theatre and Dance. Narrator will be Carmen Harlan of WDIV-TV.

February 15
Seminar, *Value Development*, 9 a.m.-noon, Oakland Center. An indepth look at the logic often used to arrive at value judgments.

February 17
Discussion, *African-Americans in the Workplace*, 1-3 p.m., 128-130 OC. Author Earl McClenney will speak on topics from his book, *How to Survive When You're the Only Black in the Office*.

February 18
Documentary film, part five, *Eyes on the Prize*, noon-1 p.m., OC Exhibit Lounge.

February 19
Video and discussion, *Simulating Prejudice in Children*, 2:30 p.m., OC East Crockery. School of Education and Human Services will present a videotape showing simulation of children experiencing prejudice based on eye color.

March 2
Artist Vanessa Johnson-Dugan will display *Black History Through Memorabilia*, 11 a.m.-4 p.m., OC Lounge II. At the end of the day, a discussion of the pieces will be held.

March 3
Documentary film, part six, *Eyes on the Prize*, noon-1 p.m., OC Exhibit Lounge.

March 4
Panel discussion, *Roots of Racism*, 10 a.m.-1:30 p.m., OC Gold Room A. ACE-NIP and the Black Faculty and Staff Network sponsor the event.

Game, *African-Americans in Physical Therapy*, with Faye Cobb, 6 p.m., 121 Vandenberg Hall.

Reggae Night, 8-11 p.m., OC Abstention.

March 6
Oratorical contest, noon-1 p.m., OC Fireside Lounge.

Alpha Kappa Alpha Dance, 8 p.m.-1 a.m., OC Crockery.

March 9
Closing awards ceremony, noon, OC East Crockery.

March 11
African-American Coffee House, 8 p.m., 128-130 OC.▼

Senate Committee Compiles Cultural Diversity Plans

A listing of programs under way to promote cultural diversity at the university has been compiled by a University Senate committee.

Wilma Garcia, associate professor of rhetoric and chair of the Senate Committee on Human Relations, reported to the Senate on January 16 that an eight-page summary of what is being done will be circulated to all departments, academic units and student organizations. Ten bound copies that include all the data collected from departments will be published in February. Copies will be filed with the schools, colleges and Kresge Library.

"Some of the material that came in was absolutely magnificent," Garcia said. "It was wonderful, it was the kind of cross-pollination, the kind of plan that we hoped would come about. Some of the things that came in made me say, 'They're doing that? How come we're not doing that in our department?' Some of the programs are wonderful, and I'm hoping that other departments will want to do them."

The information includes how the curriculum incorporates information about women and minorities. It also notes what is being done to increase faculty awareness of diversity issues. The reports were compiled last year at the request of the Senate with the support of the Office of the Provost.▼

On Page 3:
A special report by
Interim President De Carlo on the
state of the university.

UNCF President to Speak at OU

A former high-ranking Congressional figure and now president of the United Negro College Fund will speak at Oakland on educating a multicultural society.

William Gray III will address the public on *Can We Educate a Multicultural Society and Be Globally Competitive?* His lecture is scheduled for 2:30 p.m. February 3 in the Oakland Center Crockery.

Gray assumed the UNCF presidency in September after resigning as majority whip of the U.S. House of Representatives. As the third-ranking Democrat in the House, Gray wielded considerable power in setting legislative priorities. He was in his seventh term as a representative from Pennsylvania.

Gray resigned his congressional seat, he said at the time, because he felt he could do more for higher education outside government.

While in Congress, Gray was a leading spokesperson for U.S. policy in Africa. He authored the House version of the Anti-Apartheid Acts of 1985 and '86. He also sponsored the emergency food aid bill for Ethiopia in 1984 and wrote the bill that established the African Development Foundation in 1980.

The lecture is sponsored by the Student Life Lecture Board and the Student Program Board. Tickets are \$3 for students, \$6 for university employees and Alumni Association members, and \$9 for the general public. If purchased before January 31 at the CIPO service window, tickets are discounted \$1. Tickets will also be available at the door.

For details, call 370-2020.▼



Gray

Mary Otto to Assist President

Mary Otto, associate professor of education, has been named special assistant to the president.

Otto will work part time on a variety of projects, according to Interim President John De Carlo. In naming Otto, De Carlo said her extensive background in educational administration and her knowledge of research issues make Otto uniquely qualified for the position. She will assist President De Carlo during the interim presidency.

Otto has been with Oakland since 1974, when she started as an assistant professor of education. From 1983-90, she was director of the Office of

Research and Academic Development. In that capacity, she worked closely with the faculty to obtain external funding for research from government and private sources.

In 1982-83, Otto served as a fellow in academic administration with the American Council on Education.

Otto has a Bachelor of Science, with a major in English and psychology, a Master of Arts in Teaching, with a major in English, and a Doctorate in Education with a concentration in counseling, all from Indiana University.▼

Athletics to Induct Seven into Hall

Four alumni who gained national recognition for their prowess in the pool or on the court have been named to the Oakland University Hall of Honor.

The athletes are swimmers Kim Pogue and Mike Schmidt, diver Mary Vincent Perry and basketball player Linda Krawford.

Also to be honored for their contributions to the athletic department are William Marshall, director of the Oakland Center, and community leaders William Potere and Ron Syria. They will be inducted at a banquet February 15 in Meadow Brook Hall. The inductees' names will appear on plaques to be displayed in the foyer of the Lepley Sports Center.

The evening begins with a 5:30 p.m. reception followed by the 7 p.m. program and dinner. For information on attending, call 370-3190.

Director of Athletics Paul Hartman noted that the Hall of Honor recognizes superior achievement of former OU athletes. He adds

it is obvious when citing the athletes' accomplishments that their achievements extend beyond athletics and into their professional and personal lives.

Profiles of the honorees follow:
Krawford, basketball, 1980-83. She became the dominant women's basketball player in the Great Lakes Intercollegiate Athletic Conference in the early '80s, is OU's all-time scoring leader and was the first two-time All-America. Her 2,400 career points are the most by a women's basketball player in Michigan. Her accomplishments helped OU to NCAA Division II tournament play in 1982 and '83. The 1982 team won the regional crown and advanced to the national semi-finals. Krawford played professional basketball overseas following her graduation from OU with a degree in management.

(Continued on page 4)

Paper Focuses on the Black Perspective

Another student voice is being heard on campus this year.

UMOJA, a publication of the African American Journalism Club, brings news and opinions relevant to the black community to Oakland.

Junior English major Alicia Cunningham-Sampson founded the paper, whose name is Swahili for unity in family, community and nation. She serves as its editor-in-chief, overseeing an executive staff of four others and 10-20 writers. Freddie Martin, counselor and program coordinator in the Department of Academic Services and General Studies, serves as adviser.

Cunningham-Sampson says students in the journalism club wanted an outlet for the opinions of black students. The goal, she says, is to create better rapport among students of all races and between students and the administration by bringing issues into the open.

The students felt so strongly about the need for the paper that they paid the printing bill for the first issue during the fall semester out of their own pockets. The second issue, which hit the streets on January 20, was funded through advertising revenue.

The reaction to the paper? "They go about as fast as word-of-mouth," Cunningham-Sampson says. "As soon as someone says it's available, they're out there looking for it."

The editor says that although nearly everyone agrees campus communications must be improved, not all favored a paper unique to the black perspective.

"Most of the reaction has been positive, but I heard some people say the paper wasn't needed, that it was 'separatism.' For the most part, though, black students and faculty felt it was needed because black issues and con-

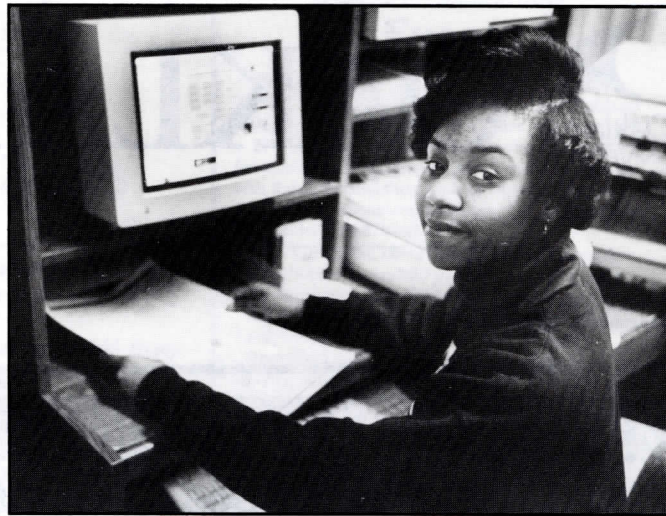
cerns are not always heard," Cunningham-Sampson says.

Cranking out a newspaper, even one that is two pages of the size the one you are reading, turned out to be a more challenging task than Cunningham-Sampson envisioned. The only previous newspaper experience the editor had was back in junior high school in Detroit.

"It's hard work," she says. "I thought it would be easy, but it takes a lot of time to edit and lay out a publication."

Cunningham-Sampson learned the technical aspects of the editor's job while working as an intern in the Publications Department. Graphic Artist Cindy Bromell helped train her on Macintosh equipment, and designed the UMOJA nameplate.

Future issues of UMOJA are planned for March and April.▼



Power of the Press

Alicia Cunningham-Sampson,
editor-in-chief of 'UMOJA,'
a publication produced by the
African American Journalism Club.

OURS Programs Continue for Winter Semester with Campus Speakers

The AP Assembly and the AP Association invite staff and faculty to attend the winter OURS programs.

OURS, or Oakland University Resource Sharing, offers the means to expand your knowledge and understanding of the university community.

Three remaining programs focus on current issues, including employee services. Each presentation will provide the opportunity for group participation and discussion.

The next program, *OU Students of the Past, Present and Future*, will run from 3-5 p.m. February 11 in Oakland Center Gold Rooms B-C. Leading the panel discussion will be Ron Kevern, assistant vice president of student affairs, and OU students and alumni. Alumni will discuss the impact of Oakland on them, while current students discuss their joys and failures and what they like and dislike. Future students will discuss what intrigues them and draws them to Oakland.

From noon-1:30 p.m. March 19 in 202 O'Dowd, three faculty researchers will discuss *What's Up, Doc?* They will discuss what they have done and what they are writing about. Speakers will be Linda Benson, *People*

of the Silk Road - Muslim Minorities and Ethnic Unrest in Northwest China; Dick Haskell, *Maximizing Your Retirement Income Without Going to the Track*; and Kevin Early, *Perceptions of Suicide in the African-American Community*.

The final presentation will be from 3-5 p.m. April 9 in the Meadow Brook Hall ballroom. George Matthews and Lowell Eklund will present *Oakland University ... A Stroll Down Memory Lane*. The program will explore OU history. It includes a video presentation and a special Meadow Brook Hall tour.

OURS Planning Committee members are Paul Franklin, Paul Hartman, Kathryn LeBlanc, Fran Mayfield, Ed Perez, Julie Riegle, Duffy Ross, Anne Sandoval, Rikki Schwartz, Laurel Strong and Nancy Vander Werff.

Seating is limited. Preregistration is suggested by notifying Franklin in 49 OC, or by calling him at 370-2020.▼

Pool May Have Had its Last Big Splash

A recommendation to close the 56-year-old swimming pool at Katke-Cousins Golf Course is on hold while university trustees consider the issue further.

At the January 8 Board of Trustees meeting, trustees tabled a recommendation to close the pool, which needs more than \$143,000 in capital improvements to meet state health codes. A Swim Club, whose members pay to use the pool, had 119 family memberships in 1991. Twenty-four memberships were from OU-affiliated families, who pay \$275 a year, and the rest were from the community, who pay \$500.

Lauren Shepherd, vice president of the

Meadow Brook Subdivision, said many families within the subdivision use the pool. A letter to Howard Sims, board chairperson, signed by OU Swim Club members, urged repairs or a new pool at the Meadow Brook Health Enhancement Institute.

Interim President John De Carlo supported closing the pool, saying the university cannot afford to operate facilities which take financial resources away from academic programs. He added he would consider keeping the pool open, however, if Swim Club members were willing to fully fund it on their own.▼

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

KIERAN MATHIESON, business administration, presented a paper, *A Goal-Driven Cognitive Model of the System Evaluation Process*, at the International Conference on Information Systems. Coauthor was TERRY RYAN.

ANAHID KULWICKI, nursing, presented *Development of Culturally Sensitive Primary and Preventive Health Care for Teens* at the American School Health Association's 65th annual convention. She also presented *Culturally Sensitive Care for Arab American Families* at a conference of the Perinatal Association of Michigan: Kulwicki presented *The WQYAY Project (An AIDS Prevention Program for Arab Americans)* at the *Scientific Session on Women and Health Policy: International Perspectives*. The session was sponsored by the American Academy of Nursing, the Center for Women's Policy Studies, the Clearinghouse on Women's Issues and the National Women's Health Network. It was held in Los Angeles.

JAMES DOW, sociology and anthropology, presented a paper, *Protestantism and Development in Rural Mexico*, at the meetings of the International Society for the Sociology of Religion, held at St. Patrick's College in Ireland.

Publications

ANAHID KULWICKI, nursing, wrote *Diabetes Educational Resources for Minority and Low Literacy Populations* in a manual edited by PATRICIA BARR. It was published by the Coalition for Diabetes Education and Minority Health, Michigan Department of Public Health, Michigan Diabetes and Training Center and the American Diabetes Association, Michigan Affiliate.

KEVIN MURPHY, economics, wrote *Determinants of Contract Duration in Collective Bargaining Agreements* for the January issue of *Industrial and Labor Relations Review*, published by Cornell University.

Conferences

Faculty members in the School of Business Administration attended the annual meeting of the Decision Sciences Institute. TOM LAUER, EILEEN PEACOCK and SHEILA JACOBS presented their paper, *Questions and Knowledge Representation During Systems Analysis*.

Lauer and Peacock also presented *Knowledge Acquisition Using Questioning for Audit Expert Systems*. AMIR HORMOZI presented two papers, *An Economic Break-Even Formula for Preventive Maintenance*, with coauthors SHAHRAM TAJ and DAVID OSBORNE, and *Motivation for Automation* with coauthor Taj. SADIK COKELEZ presented his paper, *Global Optimization in Agriculture*. T.J. WHARTON chaired a session on *Acceptance Sampling and Maintenance Issues*.

JAMES DOW, sociology and anthropology, organized and chaired the session, *Listening to the Word of God: The Impact of Modern Missionaries and Evangelists in Latin America*. The session was during the meetings of the American Anthropological Association. He also presented a paper, *Material Factors Affecting Protestant Conversions in the Northern Part of the Sierra de Puebla, Mexico*, and was a discussant in the session, *Cultural Perspectives on Information System Development*.

Honors

MARGARET O'BRIEN, editor-in-chief of the student newspaper, *The Oakland Post*, is one of five state university students to receive a \$1,000 Community Journalism Award from the Michigan Press Association Foundation. She is a junior majoring in journalism, and also works as a reporter for the *Voice* newspapers in Macomb County.

PATRICK JOHNSON, retired faculty member in curriculum, instruction and leadership, has been elected chairperson of the Macomb County Board of Commissioners. In the position, he is considered one of the four most powerful regional leaders, along with the chairpersons of the Wayne and Oakland county boards and the mayor of Detroit.

JAMES DOW, sociology and anthropology, organized and now directs the *Applied Anthropology Computer Network*, known as ANTHAP, which serves members of the two largest societies in applied anthropology, the Society for Applied Anthropology and the National Association for the Practice of Anthropology. He also serves as treasurer of the Society for Latin American Anthropology.

JACQUELINE SCHERER, sociology and anthropology, has been awarded a grant from the Canadian government to continue her research on the Canadian Auto Workers union. This is the third award that she has

received from the Canadian government for her work.

Funding Opportunities

The Office of Research and Academic Development, 370 SFH, offers applications and information about sources of external funding. For details, call 370-3222.

Tandy Corp.

The parent firm of Radio Shack makes \$5,000 awards in computer equipment to nonprofit educational institutions. Awards are to encourage and support application of microcomputer technology in education. Write, on institutional letterhead, to Tandy Educational Grants Program, 1600 One Tandy Center, Fort Worth, Texas, 76102.

Department of Agriculture

Research projects in the following areas are supported: natural resources and environment; nutrition, food quality and health; animal systems; plant systems; markets, trade and policy; and processing antecedent to adding value or developing new products. New investigator awards and strengthening awards are also available.

Department of Energy

Preapplications from potential applicants to its basic energy research grant program are sought. The mission is to generate fundamental biological information about plants and nonmedical-related microorganisms that can provide support for future energy-related technologies. Preapplication (two to three pages) is for fiscal 1993 funding.

Department of Education

Field-initiated grant program topics include helping parents support education of young children, improving education of children in circumstances that put them at a disadvantage, identifying factors that lead to greater student learning at any stage from birth through graduate education, and identifying how school organization affects student achievement. Office of Educational Research and Improvement expects to make 15 awards averaging \$67,000 each.

For Your Benefit

Faculty Insurance Open Enrollment

Faculty employees may make changes in insurance coverage during the open enrollment period, continuing now through January 31.

During open enrollment, no evidence of insurability is required to change to a different health plan, to enroll for health coverage if not previously enrolled, to add dependents (spouse and eligible children) to health coverage, and to enroll for or increase group accident insurance coverage.

Diana Decker, staff benefits manager, says there has been a change in the TIAA Group Supplemental Life plan. The premium rate has been changed from a flat rate to age-graded. Therefore, Decker says, there will be a *one time* open enrollment. "For your convenience, in addition to the Staff Benefits Office, a representative from TIAA will have a table set up outside the Fireside Lounge in the Oakland Center on January 14-15 to assist you in enrolling and answering any questions," Decker adds.

All additions, changes and deletions must be received in the Staff Benefits Office by 5 p.m. January 31.

Benefits Open Enrollment

The annual benefits open enrollment period for nonacademic staff continues now through January 31.

Changes made now will be effective March 1. This open enrollment period does not include health insurance plans. Insurance plans subject to open enrollment for eligible employees are American Supplemental Life, Connecticut General Dental, CO/OP Optical, Delta Dental and Mutual of Omaha (accidental death and dismemberment).

All changes must be made before 5 p.m. January 31. If you have questions, call 370-3483.

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

"Out of the huts of history's shame
 "I rise
 "Up from a past that's rooted in pain
 "I rise
 "I'm a black ocean, leaping and wide,
 "Welling and swelling I bear in the tide."
 — Maya Angelou

Bits & Pieces

Math Specialist to Speak

The Lowry Child Care Center staff will hear from an expert in math instruction for youngsters during the first Pamela Grossman Memorial Workshop on January 25.

Pat Huellmantel of the Flint Community Schools will speak to approximately 20-30 teachers, university student aides and others during the in-service training.

Jerrold Grossman, a professor of mathematics, and his wife Suzanne Zeitman established a fund in memory of their late daughter Pamela. Proceeds from the fund will be used to provide special training for the center's staff. Katy Barney, acting program coordinator of the center, says the workshop will become an annual event.

Another AP Fringe Benefit

Members of the AP Association will gather for their annual Ultimate Fringe Benefit Party and unwinding session on February 21.

The event runs from 5-7 p.m. at Meadow Brook Hall. What's in store? Tell 'em, Vanna. "In addition to food, 'refreshments' and merriment galore, there will be numerous valuable prizes for AP Association members." That's right, but prize-winners must be there in body as well as spirit to win.

APs who have not joined the Association and/or guests may attend by paying \$10. A flyer detailing everything has been circulated. This year persons planning to attend must drop a note to Mona Wallace, 118 Oakland Center, by February 14 to help organizers get an attendance estimate.

Just Ask for OTUS

Look no more for Office Automation — it's now the Office of Training and User Support.

The new name reflects changes in the computer industry. The office staff is involved with more than just setting up computer hardware, it also trains users on a variety of software programs and offers suggestions for enhancing office efficiency.

If you need some information about services available to you, call Peggy Bensett at 370-4561.

Dawson to Perform in Warren

Saxophonist James Dawson of the Department of Music, Theatre and Dance will perform with the Warren Concert Band on February 2.

The 3:30 p.m. concert in the Warren Woods Fine Arts Auditorium will feature the Wind Rose Saxophone Quartet. The remaining three-some of the quartet are Alane Rever, Lori Walker and Matthew Murray. The quartet will perform *The Age of the Saxophone*, a piece composed by New York studio artist Bill Holcombe.

The auditorium is at 12 Mile Road and Schoenherr. For other details, call 286-6811.

JSO Aids Immigrants

Anyone wishing to contribute used eyeglass frames or hearing aids may do so by dropping them off at the Jewish Students Organization/Hillel office.

The frames and hearing aids will be sent to Israel to benefit immigrants from Ethiopia and the former Soviet Union. Items may be dropped off at 19 Oakland Center. For details, call 370-4257 or 443-0424.

Notecards Hot Off the Press

The Office of University Relations, 104 NFH, is distributing notecards featuring campus landmarks drawn pen-and-ink style.

A set of 20 cards is \$6. Featured buildings are Meadow Brook Hall, Meadow Brook Health Enhancement Institute, Kresge Library, O'Dowd Hall and John Dodge House.

They are suitable for personal use, or departments may wish to purchase them as gift items for visitors.

State of the University

Interim President De Carlo Reports on the Present, Future of Oakland

Interim President John De Carlo delivered the following remarks to the Board of Trustees at the board's January 8 meeting.

In my opinion, it is appropriate — in fact I believe it is necessary — to provide a brief year-end status report on the university, and some of our accomplishments and concerns, along with the establishment of some objectives for the next few months and the year ahead. It would be a serious mistake to waste even one precious day from the time that is available to us to resolve some long standing and current problems and to enhance the stature of the university.

It is important that we establish a frame of reference or a base as to where we were on my appointment date on June 5, 1991, in order to understand my actions, to measure the progress to date and to plan for the future. On the day after my appointment I was advised that we were in serious financial straits. How serious was not known to me until further discussions with the finance staff. The facts were startling in that they revealed a General Fund deficit of a little over \$3,800,000 and an Auxiliary Fund deficit of approximately \$1,200,000. At my request, a more in-depth analysis was undertaken, and it revealed that the auxiliary funds were actually in deficit in an amount totalling \$1,600,000. There were also deficits in the Continuing Education and Health Enhancement Institute budgets as well as the Festival and Theatre.

At that time our actual sources of revenue and some of our operational costs were unknown. The Legislature and the Governor were deadlocked in a bitter fiscal debate related to a declining state economy and budget, and our appropriation had not been determined.

Student tuition and fees for the fall semester had not been determined, and the university was engaged in negotiations with the AAUP. Let me digress at this point to repeat what I have stated in the past. I am deeply grateful for the amicable resolution of the AAUP Agreement. I believe that the contract was in the full and best interest of the faculty as well as the university. As a result of the settlement, the university will be able to meet the needs of the faculty in ways which were not even contemplated at the time of settlement. I am pledged to see that during my term of office all parties will be pleased with the agreement.

Communications with all segments of the university community needed to be established in order to facilitate the resolution of our problems.

Budget discussions were immediately initiated on two levels — the resolution of the imminent problem for the 1991-92 fiscal year had the first priority along with the creation of a planning process for the 1992-93 fiscal year which was second in priority. The need for planning for 1992-93 is an important factor since a temporary budget correction in 1991-92 based on the freeze process only postpones the inevitable need to take more drastic actions in subsequent years, since compounding costs have a way of exacerbating the fiscal problem.

In consultation with many members of the university community, an administrative position employment freeze was initiated in all areas. As administrative positions became vacant, they were not filled except for very critical operations. There was also a reduction of \$125,000 based upon an analysis of possible savings in out-of-state travel accounts, plus an additional cut of \$100,000 from non-academic equipment accounts.

Our targeted savings through the freeze effort and certain budget cuts was \$1,600,000. With the increase in student fees and tuition of \$2,200,000 approved in August, 1991, we projected a balanced budget for 1991-92. You may well ask, are we on target? A monthly reporting process was initiated, and I am pleased to state that as of December 15, 1991 the compensation savings amount to about \$340,000 against a target of \$750,000. The projected savings for those positions that are currently frozen indicate that we will meet our \$750,000 objective.

The projections are positive, but it is interesting to note that the rate of salary savings is not as great as in past years due to the lack of employee turnover. Employment is very stable which from an operational point of view is very gratifying.

To effectuate necessary savings, a review determined that there was a need for a better organized and leaner administration which would be more responsive and also reduce costs. The purpose of these actions was to strengthen and support the academic and research programs at the university. There is a critical need to infuse more resources into the academic sector. For too long, we have initiated

programs, involved talented faculty, and then fiscally starved the endeavors so that they operate marginally and in some instances submarginally when compared to what I consider to be an acceptable level of operation. This process short changes our students and is dispiriting to talented and dedicated faculty and staff.

The Division of University Extension and Public Service was dissolved with its academic functions of Continuing Education and the Health Enhancement Institute being assigned to the Academic Affairs Division and its public service and public relations activities being assigned to the Development Division which already had the responsibility for public external relations.

One vice presidency and the attendant costs were in effect eliminated. There were further consolidations and reductions in the Meadow Brook Festival and Theatre areas with at least eleven staff reductions.

Through the budget review process there were additional administrative staff and operational reductions. It should be clearly noted that with the exception of the Festival and Theatre to date, these reductions were accomplished through attrition and the freeze process. There will be other permanent administrative reductions in other areas through the freeze and retirement process, but we must continue our review on the possible reassignment and consolidation of functions in other areas.

It should be noted that every effort has been made to spare the academic programs of the university and also to maintain the needed administrative support services. My thrust has been to balance the current budget and plan for a balanced budget for the next year with a further thrust to enhance the academic functions wherever possible. I believe that we can accomplish these objectives.

The university is in better fiscal condition than several of our sister institutions, and in my opinion with thoughtful planning not only can we weather this year but also the next year or two, which will without question be difficult economically. But, to accomplish this objective we must change some of our past habits.

One of our past habits has been to start programs and then to starve them to efforts of mediocrity with no support services or funding. The first question we must ask when a proposal is submitted is, "Will it enhance or detract from our academic program?" We need to keep this question uppermost in our mind in all of our actions.

To enhance our academic and research mission there is a critical need to provide additional financial, facility and equipment resources. We are concentrating on the identification of ways to meet these needs. I am confident that we can find some additional resources. We are on the threshold of not only identifying some of those sources but also making them available to our academic mission. As part of this effort to enhance our academic mission we shall also concentrate on improving the level and diversity of our scholarship programs for our incoming student body. I will be making some recommendations on raising admission standards with a recommendation to supplement scholarship program efforts. We shall also assure that we maintain, and more importantly enhance, the diversity of the university. The source of funding for these scholarships will also be identified. As a small example of our effort to find new sources of funding, we recently identified some funds from the Golf Course and other areas to very modestly support faculty research, grant applications, and faculty sponsored programs. This effort of finding new sources for funding academic and scholarship programs can be intensified.

I owe the university, the Board and my successor the obligation of an orderly transition of an academically and fiscally sound university. I cannot in good conscience take the easy path and postpone needed decisions and actions, the delay of which would make my life comfortable and worry-free, but create serious problems for the university and my successor. There is a critical need for some additional initiatives involving the Board and the university community in order to sustain the progress we have made to date.

1. In the past, for various reasons, the budget process was considered late in the fiscal year with little or no opportunity for discussion or alternative action. We have already initiated discussion with each division on next year's budget, and I have encouraged broad discussion within and between the divisions. I would be less than candid if I did not express

some concern that these discussions have not yet reached the scope of involvement I would like, but this concern will be addressed. It is important to note that not only has the planning process been initiated, but it has been strengthened through the efforts of the vice presidents and the deans.

The budget process will be taken to the Board committees starting in February and March rather than a later date.

2. A policy on tuition is critical to students and the budget process and should not be deferred. Here again, staff discussions have been initiated already and preliminary recommendations will be made to the Board committees in February and March. We intend to present to you various budget projections and options so that we can thoughtfully assess the impact of our actions not only on the student body, but also assess the impact of this revenue source on programs.

3. The Strategic Guidelines recommendations submitted by the Senate Committee to the Board, as part of the Board's long-range planning process, should be considered in concert with budget and tuition issues.

The process was, unfortunately, interrupted by the reorganization of the university and the presidential search process.

The university's mission, goals and objectives should be reviewed. There should be a thorough community discussion on the future of the university including its research mission and the role of the sciences.

4. Policy issues relating to the role of the Meadow Brooks must be considered immediately. We are currently discussing the possibility of contracting for the operation of the Festival with an outside promoter. The thrust of this effort will be to provide university control and input into a public service program that will enhance the university's objectives, but without the horrendous costs as in the past. The Festival and the Theatre have been and can continue to be tremendous assets to the university. They can and should support our primary mission. We need to retain the valuable support of the Meadow Brook volunteers, some of whom have expanded their support in many ways to our teaching and research efforts. We must remember, however, that our primary missions are teaching and research. If conflicting efforts rise to a level where there is no cost benefit then we need to reconsider our directions and actions. We will need your counsel very shortly on this external arrangement and some of the consequences of our proposals such as the role of the Detroit Symphony Orchestra, the level of promotion and programming, and a possible effort to obtain a liquor license for the facility. These are critical policy issues. We may need a special Board meeting prior to our February meeting.

A plan for the resolution of the deficits in these accounts is also being developed. Because of the enormity of the deficit, this must be an effort that will extend for several years.

There are a host of issues relating to the auxiliary operations and the Athletic program that must be reviewed now.

I personally would like more faculty involvement in some of these discussions in order to supplement the support already provided from other areas. In this connection, it is my intent to appoint an advisory committee to the president on our athletic program with strong faculty involvement. This action will hopefully occur no later than February, 1992.

5. Given the fiscal problems in the state — there is no question that our space needs will not be alleviated by a new building for at least three to four years. The other universities will face the same problem except U of M which has tremendous current fiscal resources. It is unconscionable to continue as we are with strong indications that we may not be utilizing our current space efficiently. There is a critical need to alleviate the space shortages in the academic and research areas and in some administrative areas. The fruits of a review and analysis of our current space needs and the utilization of existing space can resolve some problems immediately and provide my successor with a "running start" on the resolution of a critical problem. Currently, we do not have adequate information, and, unfortunately, each of us may not possess the necessary objectivity to deal with the problem.

In consultation with the vice presidents and staff several alternatives are being explored. We shall need the Board's counsel and involvement on the resolution of our space needs.

6. The university has not developed a program or plan assessing the condition of its

(Continued on page 4)



Learning to Manage Diversity

Participants at a videoconference on managing diversity in the workplace heard from national experts, and then a panel consisting of local business leaders. The campus conference and forum were sponsored by the Division of Continuing Education and the School of Business Administration. The national videoconference portion was an American Marketing Association venture. Local panelists were, from left, William Brooks of General Motors, Diane Davis of Digital Equipment Corp., Dean George Stevens of the SBA and Leroy Richie of Chrysler Corp. The panelists noted that for diversity to work, members of the diverse groups must be a part of the decision-making for the organization. Representatives of numerous Detroit area businesses and corporations attended the conference in Varner Recital Hall.

State of the University

(Continued from page 3)

physical plant. We, as have most of the universities in this state, have been derelict in establishing such a plan along with reserves and sources of funding for maintaining our physical plant. To cite what has occurred in just the past seven months, the high temp line serving Wilson Hall and the Meadow Brook Theatre ruptured with a repair cost of \$80,000. On Monday of this week the line serving the Library and Dodge Hall gave out. The estimated cost of repair is unknown, but we believe the entire line should be replaced at an estimated cost of \$700,000. Past requests to the state for funding the replacement of these lines has not been forthcoming because of the state's fiscal problems. We have initiated an effort to resolve this problem, and we are in the process of creating a plan to address these needs. The costs are staggering, but through proper planning it is our hope that we will be able to meet our most critical current needs and plan for the needs of the future.

7. Last, we shall have a merit system for our valued administrative professional employees. Those many employees who extend themselves should be recognized. We intend to review this plan with our employees in January and will inform the Board in February on the nature of our proposed system.

I could list a myriad of additional issues and problems that we have jointly addressed, but I have probably spoken longer than I should; so let me conclude with these positive observations.

Oakland University is fiscally sound, but of greater importance it is academically sound due to the quality of its faculty and the efforts of a strong support staff. We are unique in this regard in comparison to many universities, and it is a travesty that the university is not fully appreciated by the citizens of this state and even by us at times. It is unfortunate that it takes a review by the North Central Association or *U.S. News & World Report* to bring our

strengths to the attention of the citizens of this state and even to our own attention.

I pledge to you that I shall make every effort to stress and enhance the academic mission of the university during my term in office. I believe that while the future suggests serious fiscal problems we can address them without the destruction of productive academic programs serving the needs of our students. I also believe that we can gradually reverse the flow of funds away from and back to the academic and research programs. I have charged each of the vice presidents to consider this need as having the highest priority, and we have made some progress in identifying resources for our academic and scholarship needs that in the past may not have been expended on academic programs. There is more that can and will be done during my brief term in office.

I would be remiss if I did not note the support that I have received from the entire university community. I have tried to meet regularly with faculty, students, deans, the vice presidents, staff, donors and the community at large. I value the acquaintances that have developed in the interest of the university and the input and support I have received. The willingness of many faculty members to share their concerns and knowledge on academic and research matters has been especially appreciated.

The university is now at a point in its history where we can not only plan for the future, but we can begin to control our actions and attain some of the objectives we have dreamed and talked about for years.

With the Board's counsel, involvement and support and with the counsel, involvement and support of the faculty, staff and students we will develop into a unique institution of academic excellence that will be recognized not only throughout Michigan but also nationally.

I thank you for your patience in listening to this report and for the opportunity to serve the university.▼

OU Students in Japan Hear President Bush

Two Oakland students were among the Michigan contingent of students studying in Japan who heard President George Bush during his trip overseas.

Shawn Parente and Paul Smigielski from Oakland heard Bush during his visit to Kyoto. He spoke to the 37 Michigan students who are studying at the Japan Center for Michigan Universities in Hikone. Also in the audience were other U.S. and Japanese students.

The Japan Center is a full-year program which houses students from each of Michigan's 15 public universities. Hikone is in the Shiga Prefecture, the sister state of Michigan.▼

Diabetic Life-Style Program Begins at Health Institute

Another 12-week life-style modification program for diabetics is beginning at Meadow Brook Health Enhancement Institute.

The program combines individualized diet and exercise suggestions with general lectures on managing diabetes. Type I and Type II diabetics are invited.

Participants with Type I diabetes are generally persons with a physical dysfunction, while Type II diabetes is associated with middle age and obesity.

Sessions are 7-8 p.m. Monday, Wednesday and Friday, with an additional one-hour lecture each week on one of the nights. If interested in learning more, call Anna Dibble at 370-4018.▼

Hall of Honor

(Continued from page 1)

Pogue, swimming, 1983-86. Pogue was a power in the distance events and finished in the top 10 in both the 500- and 1,650-yard freestyle events during all four years at OU. Pogue was a two-team cocaptain and member of three teams that placed in the top 10 at NCAA Division II championships. She earned 20 of a possible 28 All-America honors during her career. A graduate in systems engineering, Pogue is now employed by Chrysler Corp. and continues to swim competitively with the Oakland Seals masters swimming team. She holds the national record in 1,000 freestyle for competitors between the ages of 25 and 29.

Vincent Perry competed in women's diving from 1981-84, saving the best for last. In her final year, she became OU's first national diving champion, taking the 1-meter crown and finishing just three-fourths of a point behind the 3-meter champion. She finished her career with five All-America citations. In national competitions leading to her senior year, she was fifth in the 3-meter competition as a junior. As a sophomore, she was third in the 1-meter event and eighth in the 3-meter. Vincent Perry earned a degree in early childhood education.

Schmidt, men's swimming, 1981-84. He brought home a national title in the 1,650 freestyle and shared two national titles with team members on the 800 freestyle relay. He was an 11-time All-America and a member of four teams that finished in the top three nationally. He is a former school record holder in the 500, 1,000, and 1,650 freestyle events. He is the only OU swimmer to earn a national 1,650 men's freestyle title. Schmidt received his undergraduate degree in history.▼

Events

JANUARY

25 — Men's and women's swimming with Ashland College, 2 p.m., Lepley Sports Center. Call 370-3190.
27 — Discussion, *Guess Who's Coming to Dinner: Interdating and Intermarriage from a Jewish Perspective*, with Rabbi Eli Finkelman, noon, Oakland Center Faculty Lounge. Sponsored by Jewish Students Organization/Hillel. Call 370-4257.

28 — Luncheon, *Barriers and Bridges*, with speaker Dawn Pickard, noon-1:30 p.m. Sponsored by ACE-NIP. Admission. Call 370-3496.

28 — OU Bible Staff meeting, noon-1 p.m. Free.

For location, call Victoria Blackmon, 370-3480.

28 — Seminar for administrative-professionals, *Keeping Your Balance: Meeting the Demands of Family and Work*, 9 a.m.-noon, Oakland Center Gold Room C. Free. Sponsored by Office of Staff Development and AP Assembly. Call 370-3492.

29 — Brown-Bag Luncheon Series, *Balancing Two Cultures*, with Indra David of Kresge Library, noon-1 p.m., Oakland Center West Crockery. Free. Sponsored by Women of Oakland University.

29 — Lecture, *Perspectives on Art, on Ancient Rome*, 7-9 p.m., Meadow Brook Hall Carriage House. Admission. Sponsored by Division of Continuing Education. Call 370-3120.

30 — Financial Aid Forms Night, 7-9 p.m., Oakland Center Gold Rooms. Free. Sponsored by Office of Financial Aid. Call 370-3370.

30 — T-shirt night (for first 800 fans) at women's and men's basketball with Michigan Tech, 5:30 and 7:30 p.m., Lepley Sports Center. Admission. Call 370-3190. Sock hop follows the men's game.

31 — Men's swimming telephone meet with University of California-Bakersfield, 5 p.m., Lepley Sports Center. Call 370-3190.

31 through February 9 — Play, *That Scoundrel Scapin*, by the Laboratory Theatre. Times vary. 131 Varner Hall. Admission. Call 370-3013.

FEBRUARY

1 — Women's and men's basketball with Northern Michigan, 1 and 3 p.m., Lepley Sports Center. Admission. Call 370-3190.

3 — Discussion, *Divided Loyalties: Dealing with Dilemmas*, with Robert Fink, noon, Oakland Center Faculty Lounge. Sponsored by Jewish Students Organization/Hillel. Call 370-4257.

3 — Lecture, *Can We Educate a Multicultural Society and Be Globally Competitive?* with William Gray III, 2:30 p.m., Oakland Center Crockery. Admission. Sponsored by Student Life Lecture Board and Student Program Board. Call 370-2020.

4 — Seminar, *Empower Yourself for Greater Success*, 8 a.m.-noon, 128-130 Oakland Center. Free. Sponsored by Office of Staff Development. Call 370-3492.

4 — OU Bible Staff meeting, noon-1 p.m., Oakland Center Meadow Brook Room. Free. Call Victoria Blackmon, 370-3480.

4 — Men's basketball with Grand Rapids Baptist, 7:30 p.m., Lepley Sports Center. Admission. Call 370-3190.

4 and 11 — Lecture, *Classics of Western Tradition*, on *Sir Gawain and the Green Knight*, 7-9 p.m., Meadow Brook Hall library. Admission. Sponsored by Division of Continuing Education. Call 370-3120.

5 — Lecture, *Perspectives on Art*, on early Christian and medieval Rome, 7-9 p.m., Meadow Brook Hall Carriage House. Admission. Sponsored by Division of Continuing Education. Call 370-3120.

7 — Men's swimming with Wayne State University, 4 p.m., Lepley Sports Center. Call 370-3190.

7-8 — Women's swimming with Northern Michigan University, 2 p.m. Friday and 7 p.m. Saturday, Lepley Sports Center. Call 370-3190.

10 — Informal discussion and meeting, noon, Oakland Center Faculty Lounge. Sponsored by Jewish Students Organization/Hillel. Call 370-4257.

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

11 — OU Bible Staff meeting, noon-1 p.m., Oakland Center Lower Annex. Free. Call Victoria Blackmon, 370-3480.

11 — OURS Program, *OU Students of the Past, Present and Future*, 3-5 p.m., Oakland Center Gold Rooms B-C. Free. Sponsored by AP Assembly and AP Association. Call Paul Franklin to register, 370-2020.

12 — Lecture, *Perspectives on Art*, on Renaissance and baroque Rome, 7-9 p.m., Meadow Brook Hall Carriage House. Admission. Sponsored by Division of Continuing Education. Call 370-3120.

13 — Discussion, *Roots of Racism: The Entertainment Field*, noon, Oakland Center Fireside Lounge. Sponsored by Jewish Students Organization/Hillel, Catholic Chaplaincy, United Ministries in Higher Education, CIPO, Raices and Association of Black Students. Call 370-2189.

13 — University Senate, 3:10 p.m., Oakland Center Oakland Room. Call 370-2190.

13 through March 8 — Play, *Cobb*, times vary, Meadow Brook Theatre. Admission. Call 370-3033.

15 — Women's and men's basketball with Lake Superior State, 1 and 3 p.m., Lepley Sports Center. Admission. Call 370-3190.

15 — Hall of Honor banquet, 5:30 p.m. reception and 7 p.m. banquet, Meadow Brook Hall. Admission. Sponsored by Department of Athletics. Call 370-3190.

17 — Informal discussion and meeting, noon, Oakland Center Faculty Lounge. Sponsored by Jewish Students Organization/Hillel. Call 370-4257.

17 — Low-impact aerobics classes begin, 5:15-6:15 p.m., Lepley Sports Center multipurpose room. Admission. Call 370-3190.

17 — Lecture, *Sidelights*, on Ty Cobb, 6:30-9 p.m., Meadow Brook Theatre. Admission. Sponsored by Division of Continuing Education. Call 370-3120.

17 — PepsiCo slam-dunk contest at women's and men's basketball with Hillsdale College, 5:30 and 7:30 p.m., Lepley Sports Center. Admission. Call 370-3190.

18 — Lecture, *Classics of Western Tradition*, on *Citizen Kane*, 7-9 p.m., Meadow Brook Hall library. Admission. Sponsored by Division of Continuing Education. Call 370-3120.

18 — OU Bible Staff meeting, noon-1 p.m., Oakland Center Meadow Brook Room. Free. Call Victoria Blackmon, 370-3480.

19 — Lecture, *If We'd Only Start Listening, Maybe History Could Stop Repeating Itself: A Sociologist Looks at the '30s and '90s in Our Country*, with Leon Warshaw of Wayne State University, noon, Oakland Center Fireside Lounge. Free. Sponsored by Jewish Students Organization/Hillel. Call 370-4257.

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