



OAKLAND UNIVERSITY

News

109 North Foundation Hall
Rochester, MI 48309-4401

A publication for the university community

May 20, 1994

CONFIDENCE IN OAKLAND

Ford Motor Company Fund Grants \$750,000; One of Largest Single Gifts to Oakland University

One of the largest corporate gifts to Oakland University has been awarded by the Ford Motor Company Fund to support teaching and research in the School of Engineering and Computer Science.

The university will receive a \$750,000 grant, to be paid in equal installments over three years. Leo J. Brennan, Jr., executive director of the fund, said, "I am delighted to advise you that officials of Ford Motor Company Fund have approved a contribution in the amount of \$750,000 to Oakland University." Brennan noted that 622 Oakland graduates are currently working at Ford Motor Company, including a doctoral graduate in education.

President Sandra Packard expressed her gratitude to Ford "for this generous support and evidence that our graduates have made

and will continue to make their contributions to Michigan industry.

"This support of our School of Engineering and Computer Science is particularly welcome as we prepare to break ground on a new science and engineering building that will be the cornerstone of our Science and Engineering Complex."

The new \$39 million structure will be linked to the existing Hannah Hall of Science and Dodge Hall of Engineering.

SECS Dean Michael P. Polis said the Ford contribution continues a long history of support for the university. That includes a \$500,000 commitment announced by Ford in 1986 that was payable over five years. "This gift allows us to do things we simply cannot do

otherwise with the budgets that we have," Polis said.

Individual research support includes work for Ford by engineering professors Michael Hung and Joseph Hovanesian. "We are proud of the reputation of our school and faculty and appreciative of Ford's support," Polis added.

Half of the Ford gift will be used to improve laboratory equipment and expand the capability of the laboratories. The other half will be used to provide faculty development through start-up research funding, short courses and workshops, and course enhancement materials. The grant will also enhance student diversity, provide improved graduate assistantship stipends, and fund student projects and professional activities.▼

"This support of our School of Engineering and Computer Science is particularly welcome as we prepare to break ground on a new science and engineering building that will be the cornerstone of our Science and Engineering Complex."
Sandra Packard
President

Chrysler Exec: Adjust or be Left Behind

Suppose you know a teenager who's thinking about dropping out of high school because he or she says it's time to make some money.

If you were to point out that even manufacturing plants are setting their sights higher for talent these days, you could throw around some big names to back you up. Take Chrysler Corporation, as an example.

"The days of high school dropouts making a 30-year career in the auto plants are long gone," said Dennis Pawley, senior vice president for manufacturing at Chrysler. Pawley commented about the need for an educated work force at an Organizational Behavior Teaching Conference hosted by the School of Business Administration.

His message wasn't about the need for education, *per se*, but about the need for a well-educated work force that understands the changes under way in American manufacturing. What it boils down to is an understanding of the Total Quality Management system.

Various educators from Oakland, University of Michigan-Dearborn, Eastern Michigan University, Siena Heights College, Baker College, Walsh College and other agencies and businesses attended the event. They are among those who teach TQM concepts in classes, or are trying to adapt the TQM system to organizations.

TQM, which seeks continuous improvement in manufacturing or delivery of services, is largely responsible for Chrysler's rebound from the brink of extinction.

Pawley said that educators need to get students thinking that the "old culture" of

American business is gone, and that if they are to succeed, they must embrace TQM philosophies. The old culture, especially in the auto industry, sprang from booming economic times when there was little foreign competition. Market share and profits were virtually guaranteed, Pawley said.

Likewise, Pawley added, management built factories with structured, predictable assembly methods that required low-skilled employees.

In that setting, Pawley said, people like himself in manufacturing were "the dummies, the guys the rest of the company put up with." Fragmented business practices continued, with designers operating separately from engineers and purchasing employees, and so on.

"Chrysler ran this way as long as it could," Pawley said. Then the Japanese shook up the system. The major restructuring

of the company in TQM thinking meant new methods for management. To be effective, Pawley said, managers need to empower workers to come up with solutions, rather than just carry out orders. "It required the elimination of old egos that headed up the old system," he said, adding that "an 'expert' is very bad for our organization at the top of the house."

Said Pawley, "Bureaucracy and hierarchy stifle creativity in our organization."

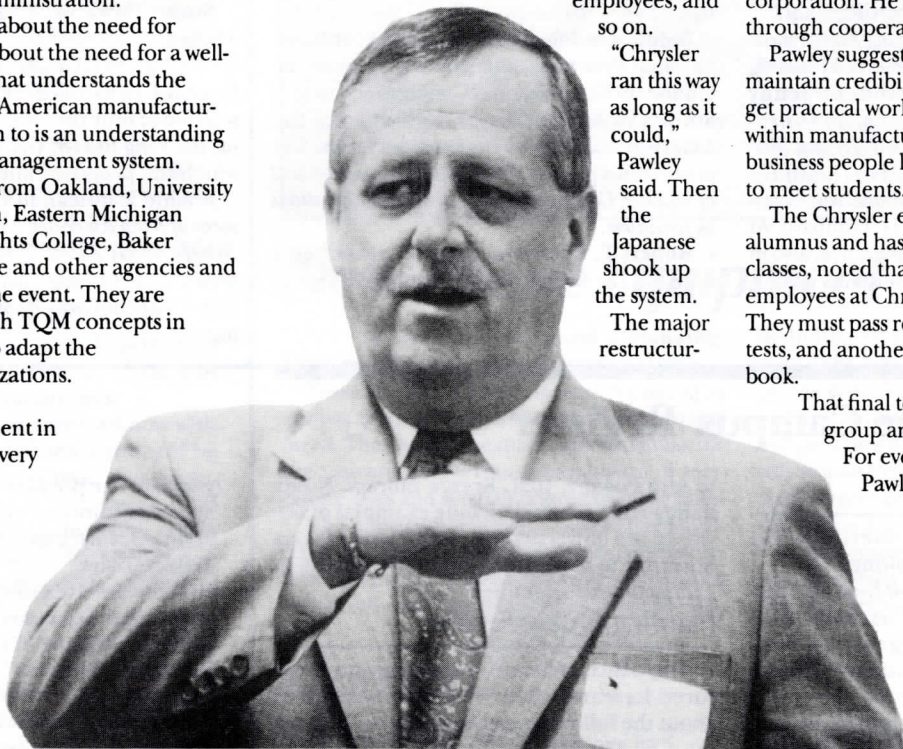
Returning to education, Pawley remarked that corporations like Chrysler do not have all the answers. That means they must rely on schools to teach not only their own students, but the managers and workers within the corporation. He said this is best achieved through cooperative efforts with universities.

Pawley suggested that for instructors to maintain credibility with students, they need to get practical workplace experience, to teach within manufacturing settings and to bring business people like himself into the classroom to meet students.

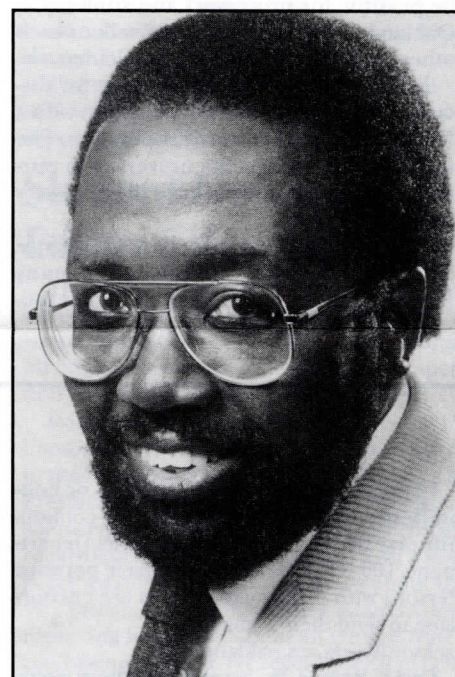
The Chrysler executive, who is an Oakland alumnus and has spoken on campus to SBA classes, noted that it is true that manufacturing employees at Chrysler need solid basic skills. They must pass reading, writing and math tests, and another element from the TQM book.

That final test is the ability to work in a group and actually assemble a project.

For every four persons Chrysler tests, Pawley said, only one is hired.▼



Dennis Pawley, senior vice president for manufacturing at Chrysler Corporation



Vincent Khapoya

World History Unfolds Before Professor's Eyes

Vincent Khapoya was an eyewitness to world history in South Africa, and the images he saw will stay with him forever.

As one of 60 official United Nations elections observers in South Africa, Khapoya got a feeling for what it means for millions of people to cast ballots for the first time ever. The political science professor saw people standing in lines for eight hours or more, without complaint; he saw the elderly proclaim their own sense of freedom after marking their paper ballots; and he saw signs of the former ruling white class resigning themselves to the idea of shared political and economic power under President Nelson Mandela.

Khapoya spent two weeks in South Africa. He arrived in the remote Zulu country by rented car "plastered with UN markings" for safety reasons. The area was one where violence was expected, but Khapoya says everyone was pleasantly surprised that the election went smoothly.

"White people had stocked up on guns and ammunition to protect themselves from the black masses, but they never had to use the guns," Khapoya notes. Despite an election with millions of paper ballots and long lines, tempers rarely burst.

"Our function was to position ourselves in the polling stations and make note of how many were there to vote, the number of party representatives there, and whether there was any intimidation or electioneering," he says.

Unofficially, the UN and other observers

In this Race, It's Accuracy, Not Just Speed

Vehicles from 14 universities will inch their way toward prize money in the second International Unmanned Ground Vehicle Competition this weekend.

In this competition, speed isn't the only factor in determining a winner. The ability of the unguided robotic vehicle to stay on course and avoid obstacles is just as critical in judging.

For the second time, the School of Engineering and Computer Science is host of the event, along with the U.S. Army Tank-Automotive Command in Warren. The competition is sponsored by the Association for Unmanned Vehicle Systems.

The May 20-22 event will be held in the field at Adams Road and Walton Boulevard, and spectators are admitted free. Competing with Oakland are students from the University of Michigan, Michigan Technological University, Princeton University, University of Minnesota, University of California-Davis, University of Colorado-Boulder, Colorado School of Mines, Cleveland State University, University of Tulsa, West Virginia University, Northern Illinois University, University of Cincinnati and University of North Dakota.

The morning of May 20 is designated for registration and set up. Practice runs will be held from noon-5 p.m. On May 21, practice

runs and qualification checks will be held from 9 a.m.-4 p.m. At a dinner at Meadow Brook Hall, by invitation only, President Sandra Packard and Congressman Dale Kildee will speak to the participants.

On May 22, a kickoff ceremony begins at 9 a.m. with Dean Michael P. Polis and others offering remarks. The competition begins at 10 a.m. and is expected to continue through the afternoon. The awards presentation begins at 5 p.m.

Also on May 22, U.S. Senator Carl Levin is expected to visit at approximately 3 p.m., and Oakland County Executive L. Brooks Patterson will also be a guest.▼

(Continued on page 3)

History is All in the Cards for Chemistry Professor

Chemistry Professor Geoff Brieger likes to lay his cards on the table.

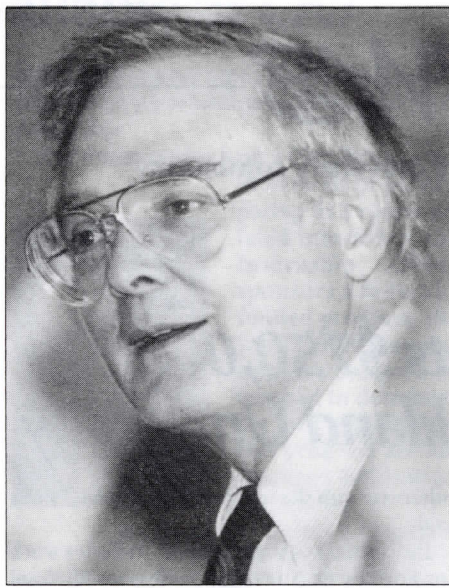
They're among his postcard collection, to be exact, that depicts the history of Pontiac. The cards and Brieger's knowledge of the city are sought-after resources among area historians. Brieger has collected about 1,000 postcards since 1975 that tell a story of a city that changed along with the automobile industry.

"For a while, Pontiac was frozen in time," Brieger says. "The auto industry both made it and killed it."

OUT OF THE ORDINARY

Brieger, who has always had an interest in local history, started his hobby while browsing at a stamp show. He discovered that often postcards went along for the ride as people bought the stamps. "I started looking through and discovered four or five that showed Pontiac. They were for sale for a nickel apiece."

Like a stamp collector, Brieger decided to specialize, collecting only postcards that pertained to Pontiac. Some duplicates slip into his collection, but he remembers most of the



Geoff Brieger

cards and can avoid buying the same image. Some cards, though, show the same part of town or a prominent building, but from different views, which makes the collection all the more complete.

Postcards were first authorized as an accept-

able form of mail in 1898 by Congress. Finding cards that old is rare, partly because the postcard business had not boomed until 1910-20. Most of the oldest cards in Brieger's collection are from the 1905-06 period, although the images on the cards may be of earlier times.

Good quality photographic postcards can sell for \$25 or more, and Brieger says he's always looking for local cards. What's written on the cards is of no particular matter to him, he adds, but once he was captivated by a romantic card written neatly in German to someone named Clara. How the romance turned out is unknown.

Of the messages he has glanced at, Brieger has found that writers "were extremely prosaic. The early notes had a lot to do with people who had come to Pontiac for work and were writing to tell their relatives about it."

Whenever Brieger travels, he tries to find a card sale. He has also advertised in publications that are dedicated to postcard collecting.

All of this collecting and researching has given the chemist a hobby that benefits the community. He often speaks to groups about his cards and the stories behind them.

Brieger says he is especially interested in finding cards that deal with the once-prominent Hotel Hodges. The famous and infamous stayed at the hotel, and Brieger would like to

learn a little more about that aspect of the city's history.

Brieger thought he was on the track of the mother lode of postcards once when he tracked down a relative of an early Pontiac postcard maker. "She had only 37 cards," he recalls, laughing at the history that might have been within his grasp.

Brieger thought he was on the track of the mother lode of postcards once when he tracked down a relative of an early Pontiac postcard maker.

The collector asks that anyone with old postcards in attics or closets that deal with the Pontiac area give him a call. "I'll be most generous in making an offer," he says.▼

(Know someone who is 'Out of the Ordinary' and would be a good profile subject? Call us at 370-4344.)

University Exploring its 'Distance Learning' Choices to Take Classes to the Students

The age of the university without boundaries is near.

It's coming quickly with advances in electronics and computer networks. Soon it will be possible for professors and students at Oakland University to see and talk to each other from several locations simultaneously.

At Oakland, the planning stage for distance learning initiatives has been set with a \$60,000 gift from Chrysler Corporation. The funds will be used by the university to purchase equipment and evaluate the necessary technical support.

The concept, known popularly as "distance learning," can be accomplished in many forms, but in Oakland's view, the aim is two-

way communication. It may include interactive television, whereby the instructors see and hear students who are at work or home; expanded computer links to interactively send course materials to students virtually anywhere in the world without the need for video enhancement; or independent study programs, in which students carry out their assignments at their own pace and submit assignments to instructors over existing computer networks.

Distance learning could also expand to involve high school students, thereby giving them a jump on higher education. For example, advanced students could join a university foreign language class through interactive

television without leaving their school. On weekends, perhaps, the students would come to campus to use the language laboratory and brush up on what they have learned.

Once interactive systems are in place, the use of the technology could extend beyond the classroom. Services like academic advising could be delivered to remote locations, and admissions advisers could "meet" with prospective students from across the state or nation, thereby cutting travel time and costs.

The possibilities are wide open, and choices are expanding as technological capabilities improve. Communications systems using fiber-optic cables to link homes with interactive television and computer services have al-

ready been announced by private telecommunications companies, and these could be another avenue for Oakland University to reach into homes and businesses.

A university commission is exploring the possibilities. The aim is to have an experimental program in place within the next academic year.▼

Of Distinction ...

Items about professional activities or honors from anyone within the university community may be sent to the Publications Department, 109 NFH. Items run as space permits. Persons with E-mail capabilities are encouraged to send their items to: jacksonj@vela.acs.oakland.edu

Carl F. Barnes, Jr., art and art history, delivered a paper, *Villard de Honnecourt and Hungary: What Do We REALLY Know?*, at the 29th Congress on Medieval Studies at Western Michigan University.

Fay Hansen-Smith, biological sciences, pre-

sented two posters at the 41st annual conference of the Microcirculatory Society in Anaheim, California. Coauthors on *Regional Differences in Spontaneously Occurring Angiogenesis in the Adult Rat Mesentery* were **Gerard Joswiak**, computer services, and student **Jenny Baustert**. The second poster, *Transient Changes in Microvessel Density (MVD) and Morphology During Reduced Renal Mass (RRM) Hypertension and Elevated Salt Intake*, was coauthored with A.S. Greene and J.H. Lombard. At the Experimental Biology Conference, also in Anaheim, Hansen-Smith presented a poster,

Reduction in Skeletal Muscle Fiber Size and SDH Concentration in Reduced Renal Mass Hypertension.

Judith Mendelsohn Rood, Center for International Programs, and political science, attended the International Congress of Turkish Studies in Amsterdam on a grant from the American Council of Learned Societies. She presented a paper, *The al-Aqsa Mosque Incident of 1833: A Case Study of Muslim-Jewish Relations in Jerusalem*.

Robert T. Eberwein, English, published a note on *The Crying Game* in the newsletter of

the Society for the Philosophic Study of the Contemporary Visual Arts.

Susan Hawkins, English, presented *The Multicultural Imperative: Who's Zoomin' Who?* at the 13th annual Gender Studies Symposium at Lewis & Clark College, Portland, Oregon. She was one of four persons on the panel, *Arresting the Resisting Reader: Old W(h)ine in New Bottles*, which she proposed and organized.

Anahid Kulwicki, nursing, wrote *An Assessment of Arab American Knowledge, Attitudes and Beliefs About AIDS*. It was published in the spring issue of *Image: Journal of Nursing Scholarship*. Coauthor was **Penny Cass**, also of nursing.

The Campus Register

Scholarships

Roy Johnson Scholarship Program

The Michigan Commission for the Blind seeks applicants for the 17th annual Roy Johnson Scholarship Program, which provides funds to blind students pursuing a graduate degree.

Scholarships typically range from \$250 to \$1,000. Details are available in the Office of Graduate Study and from the Michigan Commission for the Blind at (517) 373-2062. Applications must be submitted by June 25.

Harry S Truman Scholarship

Students planning a career in government service are eligible for the Harry S Truman Scholarship Program, which awards up to a maximum of \$30,000.

These scholarships are awarded to college seniors to pay for the final undergraduate year and graduate school work. Faculty members in history, political science and modern languages in particular should note promising sophomores for nomination. The university may nominate up to three students. For details, call Brian Murphy, director of the Honors College, at 370-4450.

In the News

Recent items about the university in the media have included the following:

- Television stations, the *Detroit News*, the *Oakland Press*, the *Detroit Free Press* and others covered the visit of Surgeon General Joycelyn Elders at the Nightingale Awards for Nursing.
- **Robert Thomas**, placement and career services, was quoted in a Detroit News business section article about a new trend: businesses abandoning on-campus recruiting in favor of having universities fax resumes of students as needed.

Nominations

Phyllis Law Googasian Award

The award is conferred by the Oakland University Chapter of the American Council on Education-National Identification Program for Women in Higher Education.

The award is bestowed to recognize extraordinary service to the university community and demonstrated commitment to the positive growth, development and advancement of women at Oakland.

The award, created in 1992, honors Trustee Emerita Phyllis Law Googasian, who provided exceptional commitment to the university and to the advancement of women.

Nominations should be returned by May 31

to Ann Pogany, 103C Kresge Library. Nominating letters should include examples of service to the university and demonstrated commitment to the advancement of women at Oakland by the nominee.

Funding Opportunities

The Office of Grants, Contracts and Sponsored Research, 370 SFH, provides details about the following external sources of funding. Call 370-3222.

National Endowment for the Arts

The NEA supports efforts to preserve and strengthen folk arts through exhibits, recordings and celebrations. July 1 deadline for letters of intent.

National Science Foundation

The NSF supports research in cultural/physical anthropology and archaeology. July 1 deadline target date.

Jobs

Information about job openings is available from the Employee Relations Department, 140 NFH, or by calling the Job Hotline at 370-4500.

- Administrative assistant (part-time), AP-3, CIPD
- Senior systems analyst, AP-11, Office of Computer and Information Services
- Director for governmental and public relations, miscellaneous, Office of the Board of Trustees

- Associate vice president for enrollment management (director of admissions and scholarships), miscellaneous, Division of Academic Affairs
- Director, AP-16, Office of Institutional Research and Assessment
- Assistant director of residence halls, AP-9, Residence Halls

Reaching Us

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Quote

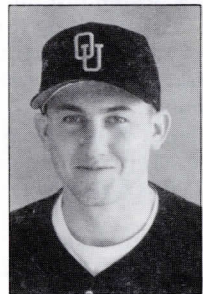
"To be ignorant of what occurred before you were born is to remain always a child."
— Cicero

Bits & Pieces

Big Finish for Pioneer Baseball

A no-hitter and a surprise league championship sent the baseball team out on a high note.

Pioneer pitcher Jeff Plank threw the university's third no-hitter, and his first ever, in competition against Michigan Christian College at the end of the regular season. Plank, a junior, coasted to a 10-0 victory, walking one and striking out seven. He ended the season with a 3-1 record.



Plank

The weekend of May 13-15, the team won the GLLAC tournament in Grand Rapids, giving Oakland its first league baseball title of any kind since 1978. Oakland had finished third in the regular season standings, but went on to beat Saginaw Valley and Grand Valley in the double-elimination tournament. The Pioneers played Saginaw Valley three times, dropping one game, but winning the championship game in a squeaker, 1-0.

The team ended the season with an overall 25-22 record.

Make Your Flex Plans Now

President Sandra Packard has again authorized a flexible scheduling arrangement for June 6-August 19 for university employees.

Individuals wishing to work a flexible schedule should consult with their supervisor to work out plans and to make sure that the 11 conditions of the scheduling arrangement are met.

In addition, the President has authorized casual attire on Fridays for persons who wish to dress more informally.

'Educators' Softball on a Roll

Oakland University's own Educators, a mixed bag of athletes, former athletes and not-ready-for-prime-time athletes, is nonetheless off to another successful year.

Entering competition May 19, the team was 2-0 with 7-6 and 16-12 wins in the Rochester-Avon Recreation Authority league. Last year's team was league champion. Pat Bennett, academic adviser in the School of Engineering and Computer Science, manages the team.

Update on 'Miss Saigon' Tix

The easiest way to get tickets to *Miss Saigon* at the Masonic Temple Theatre in Detroit is right here on campus.

Only mail orders are accepted now with no guarantee of which seats you will be awarded. Pat Nicosia, however, has a solution. He has blocks of 30 balcony and 100 main floor tickets available for 2 p.m. shows November 6, 13 and 20 and 7:30 p.m. performances November 6 and 27 and December 4 and 11.

Tickets are \$55 main floor (no discount), and the seats are approximately half way back in the first two sections from the center aisle. Rear balcony tickets are \$16 (regularly \$25), but all are sold out except for December 4.

Nicosia says many of the main floor seats remain for all dates. Additional tickets may be added on for all dates, but they will be farther back and more to the sides than the originals.

The blocks are scheduled to close June 6. If an extension is granted, most of the blocks will still be closed before the end of June. Nicosia says to order now for best seats, and it is especially important to order now for the \$16 seats.

For tickets, make a check payable to Nicosia and send it to him at the Budget Office, 104 NFH. Be sure to note the date, time and ticket prices desired. For information, call him at home during evenings and weekends at 375-0419.

Surgeon General Addresses Teen Pregnancy

The surgeon general of the United States brought her message to the health-care community that it must adopt a comprehensive approach to dealing with teenage pregnancies and related health issues.

Dr. Joycelyn Elders spoke May 11 on campus at the sixth annual Nightingale Awards for Nursing program. A record audience of more than 700 persons from the health-care community listened as she addressed what she called some of the most critical social and health problems facing the nation. The dinner honored four nurses from the metropolitan area: Carol Fausone for outstanding nursing administration, Lillian Clark for nursing research, Christine Cheneworth for nursing education and alumna Tammy Webb-Herron for nursing practice. Also, alumna Phyllis Meadows received the Distinguished Alumni Award for her work in the nursing field.

"Too many of our nation's young people

are becoming parents before they become adults," Dr. Elders said. "The lamentable fact is that the United States surpasses all other developed western nations in the rate of adolescent pregnancy, abortions and births." She said that in 1990, there were an estimated one million teen pregnancies.

What makes teenage pregnancies a critical problem, she said, is that other factors bearing on teenagers' health are detrimental.

"Today, one in every four children lives in poverty. Forty-nine percent of the black children in the country are born poor," she said.

Teenagers also face these statistics, according to Dr. Elders: 25 percent of the 28 million adolescents ages 10-17 are at high risk of poor health outcomes due to violence and abuse, substance abuse, tobacco use, early parenthood and HIV infection.

Dr. Elders noted that sexually transmitted diseases "are at an alarmingly high rate," and

one in four sexually active adolescents will have had an STD before graduating from high school.

"I shudder to think of what kind of future fertility problems they might face as a result," Dr. Elders said.

Dr. Elders said it is clear that messages to young people are not getting through. "The high rate of unintended pregnancy and of STDs tells us that, even with all the contraceptives available and all the clinics and all the counseling, we still have not provided women with enough information, access, support or effective and easy to use contraception necessary to maximize their own control over their reproductive lives," Dr. Elders said.

Dr. Elders noted it is "unrealistic to believe that kids are going to stop having sex. The majority of kids are sexually active by the time they leave high school." She added it would be dangerous to their health to withhold information.

The surgeon general called for better access to preventive health services, affordable contraceptives for adolescents, better family planning programs, effective sex and health education classes, and research into understanding the social, physical, school and home environment characteristics that place children at risk.

"To date, we have primarily dealt with the problem of adolescent pregnancy," Dr. Elders suggested. "However, if adolescent pregnancy is a symptom of deeper problems, sex education and contraceptive services alone are bound to be inadequate. When adolescents who are at risk of pregnancy are also at risk of substance abuse, poor school performance, school dropout, poverty, unemployment, violence and alienation, the prognosis is very bad indeed."

The program was sponsored by the School of Nursing and its Board of Visitors, and by the Beaumont Foundation.▼

Pianist Takes His Music into Classes

Professor Flavio Varani of the Department of Music, Theatre and Dance performed at the Gilmore International Keyboard Festival in Kalamazoo in an innovative outreach program that brought world-class concert pianists to gifted piano students.

The pianists taught K-12 students the elements of music and how to enjoy it and appreciate its impact on the quality of their life. The program included 200 schools in southwest Michigan.

The *Keys to Education* program is multicultural and international in scope. It brings eight professional classical and jazz pianists from five countries and 20 piano students from around the world to the schools. The program involves assemblies and classroom demonstrations, plus evening concerts for students and parents.

The program is funded with \$100,000 from the W.K. Kellogg Foundation, as well as grants from other foundations and businesses.

Varani gave "illustrated concerts" in seven high schools. These were concerts in which he performed, commented and encouraged audience interaction.

In addition to Varani, participating pianists and their styles were Leon Bates, African-American classical and jazz; Jean-Efflam Bavouzet, French classical; David Buechner, American classical; Ellis Marsalis, African-American jazz; Wayne Marshall, English organist and jazz pianist and Marcus Roberts, African-American jazz. Also performing was Samite of Uganda, a traditional West African instrumentalist.▼

Come Break Bread with Your Colleagues

University faculty and staff are invited to get in the mood for summer at the second annual Campus Community Potluck Dinner Extravaganza.

The event will be held, rain or shine, beginning at 5:30 p.m. May 26 at the Beer Lake Yacht Club. In addition to being a good source of camaraderie, food, fun, food, prizes, food and a chance to unwind, the event is a fund raiser for HAVEN, the Oakland County shelter for victims of domestic violence and sexual assault.

A minimum contribution of \$5 per person, age 12 and over, is requested and may be paid at the door. Children under 12 may participate free. Each family, couple or in-

dividual participant is also requested to bring a dish that will serve approximately 20 people. Food categories are main dishes, soups, hors d'oeuvres, desserts and treats, salads, breads, dips and spreads, or other.

Although you may pay at the door, organizers would like to get a feel for how many people are coming and what food dishes they are bringing. The official RSVP date was May 16, but if you ask nicely, Stacy Penkala, 370-4467 or Jean Ann Miller, 370-3570, will more than likely squeeze you in.

The event is sponsored by the AP Assembly Special Events Committee.▼

New Phone Equipment Will Expand Campus Service

It's almost time to say good-bye analog, hello digital when you pick up your phone.

The university is a step closer to replacing its analog telephone switch with digital equipment. The change means greater flexibility for the university in terms of expansion of telephone lines and services offered over the lines.

The university Board of Trustees has authorized the administration to proceed with obtaining new equipment that will provide both voice and data transmission. The total cost,

including annual maintenance, is not to exceed \$883,000, and will be paid from the telephone system reserve account.

The change over will mean that everyone will get a new desktop telephone, and all users will be able to obtain additional features. Especially important to computer users on campus will be the ability to use the same phone line simultaneously for voice and data transmission. Students in the residence halls will also have the option of renting equipment to allow

them to connect computers directly to their room phones.

Without the change, the university would not be able to expand its phone service, and repairs to the existing equipment would become much more expensive. The present ROLM equipment was purchased in December 1983.

Once final details are worked out, the change over should be completed by the end of summer.▼

Khapoya

(Continued from page 1)

used their own knowledge of how elections elsewhere are conducted to help speed the process. At one point, Khapoya calculated, it would take three weeks for all standing in line to vote. Voters had a choice of 19 political parties on the national ballot and 27 parties for the regional legislatures.

The United Nations originally selected 50 official observers from the United States, but added another 10 at the last minute. Khapoya was among the original 50 and the only one from Michigan. In all, 96 countries were represented by the UN contingent of 1,800 observers. Another 700 official observers were sent by other African nations and European and Commonwealth countries.

Khapoya was moved by the reaction of the people, who often thanked the observers for taking a personal interest in their election.

One tense moment came up when Zulu warriors showed up to vote, complete with

clubs and machetes. They were asked to leave their weapons outside, so as not to scare other voters. "Some warriors didn't like that," Khapoya says, "and they turned and left."

Since this was the first election for blacks, such things as voter registration lists did not exist. Each person could bring one of five forms of acceptable ID, including a priest or tribal chief who would swear under oath that the person was qualified to vote. To ensure one vote per person, each voter's hands were sprayed with a dye that could be read under ultraviolet light.

Logistically, the election went smoothly, although there were ballot shortages in some stations since no one knew how many would vote. Considering that more than 40 million paper ballots were cast, the fact that the election results were quickly determined was a feat in itself. Khapoya says as each ballot was opened, the selection was noted by all in the room.

Khapoya, a Kenya native, has taught about South Africa since 1971. The visit there was emotionally moving for him. He heard some whites bemoan losing privileges, while seeing blacks living in cardboard huts. He saw white schools that were comparable to community colleges in Michigan, while black schools lacked desks and usually had 115 students per classroom. He also knew where the whites and blacks lived by the roads: If they were paved, whites lived nearby.

"It's possible for the whites to continue to live at a high standard with much less than they have now," Khapoya observes.

As for any major resistance to Mandela mounting, Khapoya doubts it. The violent apartheid system was in place for decades, he says, and whites know that it failed. He says he also sensed less tension among whites toward blacks than in many American cities. "I said to myself, 'You know, I think they're going to make it.' That's what amazed me, white folks in general have adjusted very quickly."▼

Help for Students with Disabilities Finding a Job is Available at OU

Oakland University's Placement and Career Services Internship Office is dedicated to the commitment of helping students with disabilities prepare to enter the job market. Students who work through this office will soon realize that the feat of obtaining a meaningful career is not an impossible dream.

The Internship Office, 373 West Vandenberg Hall, assists students with special needs in a variety of ways. Books entitled *Job Strategies for People with Disabilities*, *Job-Hunting Tips for the So-Called Handicapped* and the *Employment Guide for College Students with Disabilities* have been purchased as an employment tool for students. The authors of these books offer resources and suggestions for ways people with disabilities can cope with some of the aspects of finding a job.

In addition, the Department of Placement and Career Services, the Office of Handicapped and International Student Services and the Committee for Handicapper Accessibility and Awareness (chaired by Intern Coordinator Karen Lockman) recently sponsored a seminar, *Employability Skills for the Disabled*. The presenter was Cynthia Kidder, president

of Kidder Resources Inc., a company that provides career placement services to people with disabilities.

For students who have a disability and are interested in participating in a career-related internship, the Internship Office sponsors a federally funded program, the Job Training Partnership Act. Students interested in determining their eligibility for this program are encouraged to fill out an application.



Broadwell

While it is important for disabled job seekers to focus on their capabilities when looking for work, it is nice to know they are not alone in their efforts. The Internship Office is helping them to realize their full potential and demonstrate it to prospective employers.

— By Bethany Broadwell

(Bethany Broadwell is an Oakland University student.)

AP Performance Plan Dates Approaching

The Employee Relations Department asks that administrative-professional employees and their supervisors be aware of the following deadlines concerning the annual employee performance appraisals.

Deadlines, set to meet the goal of having salary adjustments reflected in the July paychecks, are as follows:

- May 20 — Review and agreement on preliminary ratings between intermediate supervisor and next level administrator
- May 31 — Meeting between immediate supervisor and AP to discuss ratings
- June 3 — Completed rating forms forwarded through the organizational hierarchy to the vice president
- June 10 — Appeal forms forwarded to supervisory level above immediate supervisor

- June 17 — Appeal forms forwarded to vice president
- July 1 — All completed forms (*Employee Summary of Performance and Performance Appraisal*) and appeal decisions from vice presidents forwarded to Victoria Junior, employment manager, Employment Office
- July 8 — Final ratings converted to pay adjustments and 1994-95 salaries
- July 13 — Pay adjustments entered into the payroll system for July 29 paychecks
- July 18 — Letters from vice presidents notifying individuals of their adjusted salary provided to vice presidents for their signature
- July 25 — Salary adjustment notification letters from vice presidents disseminated
- July 29 — Paychecks distributed ▼

Faculty Grant Actions

The following grants for research were presented to the Board of Trustees at recent board meetings.

Grants

- To **Naim Kheir**, professor of electrical and systems engineering, and **Ka C. Cheok**, associate professor of engineering and computer science, \$100,000 from Chrysler Corporation for support of *SA-BER Simulator*.
- To **Robert Jarski**, associate professor of exercise science, \$17,429 from Detroit Osteopathic Hospital, for *Clinical Research (Consultant)*.
- To **Gary Barber**, assistant professor of engineering and computer science, \$11,500 from Eaton Corporation for *Comparison of Valve Materials*.
- To **Norman Tepley**, professor of physics, \$31,419 from Henry Ford Hospital for *Graduate Assistant Program*.
- To **Stuart Hyke**, director of cultural affairs, \$8,000 from the Michigan Council for the Arts for operational support.
- To **Howard Splete**, professor of human and educational services, and **Judith Hoppin** of the Career Development Training Institute, \$37,500 from the Michigan Department of Education for *Professional Development for the School Guidance Team*.
- To **Venkat Reddy**, director of the Eye Research Institute, \$236,292 from the National Eye Institute for *Core Grant for Vision Research*.
- To **Raymond Margherio**, clinical professor of biomedical sciences, Eye Research Institute, two awards: \$260,523 and \$60,480 from the National Eye Institute for *Age-Related Eye Disease Study*.
- To **Frank Cioch**, associate professor of engineering and computer science, \$83,907 from the National Science Foundation for *Software Engineering in Simulation Development*.
- To **Joseph Hovanesian**, professor of mechanical engineering, and **Michael Hung**, professor of engineering and computer science, \$82,902 from the National Sci-

ence Foundation for a *Short Course in Applied Optics*.

- To **Joyce Esterberg**, program manager in placement and career services, \$123,000 from the Oakland County Department of Personnel for a joint internship program; \$48,870 from Oakland County for *Probate Court/Field Services Intensive Probation Program*; \$6,716 from the Oakland County Department of Public Services for an employment and training coordination grant; and \$15,000 from the Oakland County Community Service Program for a community services program.
- To **Barkur Shastri**, associate professor of biomedical sciences, Eye Research Institute, \$15,000 from the Association for Retinopathy Prematurity and Related Diseases for *Molecular Genetic Analysis of Hereditary Vitreoretinal Degeneration*.
- To **Algea Harrison**, professor of psychology, \$20,775 from Emory University for *Formative Evaluation of HIV/AIDS Risk Reduction Programs in Prison Settings*.
- To **Winson Taam**, assistant professor mathematical sciences, \$36,546 for *Systematic Yield Loss Analysis for In-Line Process Data*.
- To **Ka C. Cheok**, associate professor of engineering and computer science, \$8,000 from Elect Comp Engineering for *Automatic Fuzzy Logic Windshield Wiper Control System*.
- To **Doug Hunter**, professor of biological sciences, \$538 from the Michigan Department of Natural Resources Wildlife Division for *Zebra Mussels in the Upper Clinton River: A Threat to Endangered Unionid Bivalves*.
- To **Michael Hartzler**, assistant professor of biomedical sciences, Eye Research Institute, \$14,045 from William Beaumont Hospital for clinical research.

Events

Persons with disabilities who need special assistance to attend any of the events listed should call the sponsoring unit, or the Office of Equal Opportunity at 370-3496.

MAY

- Meadow Brook Hall tours, 1:30 p.m. daily and from 1-5 p.m. Sundays (last tour begins at 3:45). Admission. Gift Shoppe also open. Call 370-3140.
- 20-22 — International Unmanned Robotics Competition, all day, field at Walton and Adams roads. Sponsored by School of Engineering and Computer Science, Association for Unmanned Vehicle Systems and the U.S. Army Tank-Automotive Command. Free to spectators. 370-2212.
- 26 — Second annual Campus Community Potluck Dinner Extravaganza, 5:30 p.m. (rain or shine), Beer Lake Yacht Club. Hosted by AP Assembly Special Events Committee. 370-4467 or 370-3570.

JUNE

- Meadow Brook Hall tours, 1:30 p.m. daily and from 1-5 p.m. Sundays (last tour begins at 3:45). Admission. Gift Shoppe also open. Call 370-3140.
- 4 — Seminar, *The Business of Writing: How to Win Over Agents, Editors and Audiences*, 8:15-4:15 p.m., on campus. Sponsored by Continuing Education and Detroit Women Writers. Admission. Registration required by May 26. 370-3120.
- 6-7 — Gehringer Golf Classic, all day, Katke-Cousins Golf Course and Meadow Brook Hall. Reservations required. Admission. 370-3140.
- 8 — Informational presentation, *Priority Management with the Time:Text System*, 10-11 a.m., 156 NFH. Free. Sponsored by Office of Staff Development, 144 NFH. 370-3482.
- 10-12 — Meadow Brook Landscaping and Garden Show, all day, Meadow Brook Hall. Sponsored by MBH and the Metropolitan Detroit Landscape Association. Admission. 370-3140.
- 18 — Meadow Brook Music Festival with Fred Penner and the Cat's Meow Band (two shows). Admission. 645-6666.
- 18-28 — Big Apple Circus, field at Adams and Walton. Times vary. Admission. 645-6666.
- 19 — Meadow Brook Music Festival with Dionne Warwick. Admission. 645-6666.
- 21 — Meadow Brook Music Festival with Ray Charles and Tower of Power. Admission. 645-6666.
- 23 — Meadow Brook Music Festival with Melissa Manchester and the Meadow Brook Festival Orchestra. Admission. 645-6666.

JULY

- Meadow Brook Hall tours, 1:30 p.m. daily and from 1-5 p.m. Sundays (last tour begins at 3:45). Admission. Gift Shoppe also open. Call 370-3140.
- 1 — Meadow Brook Music Festival with Richard Jeni. Admission. 645-6666.
- 3 — Meadow Brook Music Festival with Little Richard. Admission. 645-6666.
- 8 — Meadow Brook Music Festival with David

- Sanborn and Ronny Jordan. Admission. 645-6666.
- 9 — Meadow Brook Music Festival with the Indigo Girls. Admission. 645-6666.
- 10 — Meadow Brook Music Festival with Laser Mania, featuring the Birmingham/Bloomfield Symphony Orchestra. Admission. 645-6666.
- 11 — 18th annual Alumni Association Golf Outing, Katke-Cousins Golf Course, all day. Admission. 370-2158.
- 16 — Meadow Brook Music Festival with Shining Time Station Live, featuring Thomas the Tank Engine & Friends and Craig 'n Company (two shows). Admission. 645-6666.
- 20 — Meadow Brook Music Festival with Tom Jones. Admission. 645-6666.
- 21 — Meadow Brook Music Festival with the Charlie Daniels Band and John Berry. Admission. 645-6666.
- 22 — Meadow Brook Music Festival with Emmylou Harris. Admission. 645-6666.



Patricia Beaver, left, and Donna Pankratz were among those at the annual spring luncheon of the Women of Oakland University at Meadow Brook Hall. President Sandra Packard was the guest speaker. Beaver works in the Office of Grants, Contracts and Sponsored Research, and Pankratz is with the Employee Relations Department. (Photo by Cecilia Gilford)

Fellowship

- 2 — Meadow Brook Music Festival with the Temptations. Admission. 645-6666.
- 6 — Meadow Brook Music Festival with Art Garfunkel and the Birmingham/Bloomfield Symphony Orchestra. Admission. 645-6666.
- 7 — Meadow Brook Music Festival with Cleo Laine, John Dankworth and the Duke Ellington Orchestra. Admission. 645-6666.
- 7 — Concours d'Elegance, Meadow Brook Hall grounds, 10 a.m.-4 p.m. Admission. 370-3140.
- 16 — Meadow Brook Music Festival with the Ballet Gran Folklorico de Mexico. Admission. 645-6666.
- 20 — Meadow Brook Music Festival with Don McLean, Jesse Colin Young, Tom Rush, Al Stewart, Jonathan Edwards and Steve Forbert. Admission. 645-6666.
- 20-21 — Art at Meadow Brook, all day, Meadow Brook Hall. Free. 370-3140.
- 21 — Meadow Brook Music Festival with Ricky Van Shelton and the Mavericks. Admission. 645-6666.
- 26 — Meadow Brook Music Festival with Raffi. Admission. 645-6666.
- 27 — Meadow Brook Music Festival with the Everly Brothers and Kris Kristofferson. Admission. 645-6666.

SEPTEMBER

- Meadow Brook Hall tours, 1:30 p.m. daily and from 1-5 p.m. Sundays (last tour begins at 3:45). Admission. Gift Shoppe also open. Call 370-3140.
- 1 — Meadow Brook Music Festival with Suzy Bogguss. Admission. 645-6666.
- 9 — Meadow Brook Music Festival with Steven Wright. Admission. 645-6666.
- 12-16 — Information Week, *What Every OU Student Wants/Needs to Know*, noon, Oakland Center Fireside Lounge. Free. Sponsored by CIPO. 370-2020.

OCTOBER

- Meadow Brook Hall tours, 1:30 p.m. daily and from 1-5 p.m. Sundays (last tour begins at 3:45). Admission. Gift Shoppe also open. Call 370-3140.
- 1 — Alumni Weekend. Free. 370-2158.
- 10-14 — *Environmental Concerns and Solutions*, noon, Oakland Center Fireside Lounge. Free. Sponsored by CIPO. 370-2020.
- 11 — Business Forum with speaker Richard Notebaert, president and chief executive officer of Ameritech, noon, Shotwell-Gustafson Pavilion. Admission. 370-3286.
- 25 — Career Day for School of Business Administration and School of Engineering and Computer Science, noon-4 p.m., Oakland Center Crockery. Free. 370-2158.
- 31 — American Red Cross blood drive, 9 a.m.-9 p.m., Oakland Center Gold Rooms. Free. Sponsored by CIPO. 370-2020.
- 31-November 4 — *Alcohol Awareness Week*, noon, Oakland Center Fireside Lounge. Free. Sponsored by CIPO. 370-2020.