



OAKLAND UNIVERSITY

News

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The talents of Terry Dibble know no bounds: fitness guru by day at the Meadow Brook Health Enhancement Institute, wine steward by night — when necessary. Dibble opens another bottle for guests at the annual President's Club dinner at the Shotwell-Gustafson Pavilion. Along with the lighter moments, dinner guests learned about the success of the capital campaign from campaign leaders and President Joseph E. Champagne.

Wait is Over for Library Groundbreaking Ceremony

At last!

University officials and visiting dignitaries will break ground for the long-awaited Kresge Library expansion project on December 11.

The ceremony marks the beginning of work toward adding north and south wings to the library, which will nearly double the available space for books and research materials, study areas and administrative services.

The brief ceremony, open to everyone in the university community, will be held at 2 p.m. in a canopy tent on the north side of the library.

Invited to join President Joseph E. Champagne and library Dean Suzanne O. Frankie at the ceremony are Governor James J. Blanchard or his representative, legislators, Alumni Association leaders, local government officials, representatives from The Kresge Foundation, the architect and many others.

John Mills, who chaired the Steering Committee of the Alumni Campaign for Kresge Library, which raised \$1.3 million in pledges for the project, will be master of ceremonies. The efforts of alumni were critical in ensuring the success of the project. Their pledges assured a \$1 million challenge grant from The Kresge Foundation.

Total project cost is estimated at \$11.5 million, including funds for acquisitions and an endowment fund. Of the \$9 million construction budget, \$7 million will be provided by the state. The remainder — including the alumni and Kresge funds — was raised by the university through the Campaign for Oakland University, the first capital campaign.

The construction phase of the project moved forward November 11 when the Board of Trustees concurred with the state Office of Facilities and the architect in their selection of a contractor. The Office of Facilities is responsible for negotiating, awarding and supervising the contract. Artco Contracting, Inc., of Auburn Hills will be the general contractor.

When the \$7,355,875 million construction contract was awarded, modifications to the library design were also accepted. They will keep the project within the \$9 million construction budget.

Changes were made in furnishings, exterior appearance, floor coverings, ceilings, lighting,

and other details.

Planning for the library expansion can be traced to the early 1970s. A prospectus was prepared in 1973 and approved by the state Office of Management and Budget in 1975. From there, plans progressed through various stages of approval and the budget was established by the state in 1985. Working with Rosetti Associates, the project architect, university officials then made final plans, and construction bids were requested this fall.

Position Freeze Helps Reduce 1987-88 Budget

The university has instituted a position freeze effective immediately to help reduce its current operating budget 1 percent, or approximately \$500,000.

President Joseph E. Champagne announced the move at the November 11 Board of Trustees meeting. The university wants to establish a reserve against a possible executive order budget cut from Lansing.

President Champagne and the trustees expressed concern not only with the possible budget picture developing this year in the state, but for 1988-89 as well.

In addition to the position freeze, Champagne announced creation of a Cost Containment Committee to look at administrative practices and at ways the university might reduce revenues in that area. Ray Harris, associate vice president for finance and administration, was named to head the committee.

Champagne's actions followed approval of a board resolution, also passed November 11.

Trustee Donald Bemis sponsored the resolution that said, in part "The economic status of the State of Michigan would indicate that funding for Oakland University and all four-year state institutions of higher education may be seriously limited, and the potential exists for a current fiscal year reduction and that the fiscal interests of the institution would be best served by taking appropriate actions immediately."

The board requests the president take "appropriate action to reduce expenditures and enhance the revenue resources of the university during the current fiscal year in order to offset any revenue shortfall which may emanate from enrollment fluctuation or from the State of Michigan through the appropriation process during the current year or during the budget process which will be under consideration shortly for the 1988-89 fiscal year."

Biologist Roy Will Compete for Sandoz Prize

Biologist Arun K. Roy is one of 12 scientists invited to Basel, Switzerland, to participate in the Sandoz Lectures in Gerontology in March.

The event is organized by the International Association of Gerontology to select a winner for the Sandoz Prize for Gerontological Research (20,000 Swiss francs).

Roy, who was also invited in 1983 to lecture at a Nobel Symposium in Stockholm, Sweden, has developed and researched a rodent model that has shed important new information on the basis of changing hormone responsiveness during aging.

For example, Roy has discovered that alpha 2u globulin, an androgen-dependent protein normally found in the liver of adult male rats, is absent in the livers of prepubertal and old male rats.

Roy says the "absence was generally thought

to be due to decreased level of circulating androgen (male hormone) in the early and late stages of life, but our work has shown that the loss of androgen sensitivity in the livers of these animals is due to a lack of androgen responsiveness in the target organ (in this case liver). In other words," Roy says, "no amount of externally supplied androgen can reverse this hormone insensitivity."

Roy's laboratory was the first to demonstrate this target organ insensitivity and proved this insensitivity was due to the lack of a hormone binding component in the liver of the old rat. Roy says his finding "has obviously far-reaching implications concerning hormone supplementation in the elderly."

He has now discovered an opposite effect, an androgen-repressible protein, SMP-2, which is expressed in the liver of prepubertal male rats. This protein is "suppressed during adulthood when the androgen binding protein is activated, and is expressed again in old age when the androgen binding activity gradually declines," Roy says.

"In addition to its general implication in hormone action in the liver during aging, increased synthesis of SMP-2 during old age makes an important point, i.e., aging is primarily the result of the phenotypic expression of preprogrammed gene expression rather than a time-dependent degenerative process."

Roy has cloned these genes, and these genetic probes are serving as molecular models for a variety of aging research. Roy's models

are also being used by other scientists studying the molecular basis of aging.

Roy's talk is entitled *Altered Hormone-Induced Genomic Activation During Aging*, or, in lay terms, *Human Aging: Is It All Genetic?*

The Sandoz award is provided by an international pharmaceutical company (Sandoz Pharmaceuticals) and judged by the executive committee of the International Association of Gerontology.

The Goose Lives! (But Not the Turkey)

A case of suspected animal cruelty turned out to be an early Thanksgiving celebration.

Department of Public Safety officers were called to Wilson Hall on November 13 to investigate a goose beheading. Someone told a university employee that unidentified men dressed as "workmen" had slaughtered the goose outside.

When officers Michael Bureau and David Birkholz arrived minutes later, their clues were blood and feathers — but no carcass. No sign of the workers turned up, either, nor were there any stoat pigeons around who would squawk.

A short time later, the officers spoke to Associate Professor Richard Stamps of the Department of Sociology and Anthropology.

Stamps explained the goose was actually a turkey, which by then was roasting comfortably in Hamlin Hall.

Stamps related that he had bought a live turkey, then killed and dressed it, for the main course of his traditional Thanksgiving dinner for students.

Alas, the incident was *The Case of the Corpus Delectable* rather than *The Little Chop of Horrors*.

— By Jay Jackson

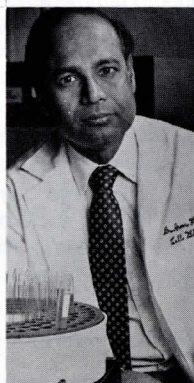


Before



After

Arun K. Roy will compete next year in Switzerland for an international competition.



Alumni Director Moves on to Challenges at Wayne State

Leaving your job at OU isn't quite so hard — if you take the university with you.

In a sense, Joan Stinson is doing that as she leaves her twin positions as director of alumni relations and assistant director of development for a job at Wayne State University.

"I'm only leaving as an employee," she says, "to accept a tremendous opportunity for professional growth and the chance to learn more

about my profession, and to do it in a different environment. It will be a chance to grow personally, as well. Because I'm an alumna, I can't really leave here."

Stinson resigned her positions at OU to become executive director of the Office of University Development at WSU. She will supervise a staff of 14 professional employees, plus administrative and office assistants.

During her tenure at OU, which began in May 1981, Stinson has helped shape the Alumni Association by cultivating volunteers and affiliate organizations, increasing support from donors through the Annual Fund, and implementing a computer system to keep up more effectively with the growing alumni body.

One accomplishment which will stand out, however, is the fund-raising effort on behalf of Kresge Library. Stinson supervised a volunteer effort which raised \$1.3 million from alumni and friends for the library renovation and expansion. The goal was \$1 million. She adds she never doubted it could be done, but, "The hardest part was convincing the alumni board that they could do it."

For the next director, Stinson offers some advice. "There's tremendous potential among our alumni body to continue Oakland's mission," she says. "All we need to do is identify the very best alumni volunteers and support them with every drop of energy you can muster, only saving enough energy to celebrate their successes with them."

In her job at WSU, Stinson says the challenges before her will come from the complexity of the university, the fund-raising needs and methods WSU uses, and the varied con-

stituencies she will face.

Stinson will find a complete turnabout from the sprawling suburban OU campus, and just as the geography differs, so do some of the needs of the institution. WSU, with its concentrated urban campus in Detroit, is striving to remain a vital urban research institution. The continued growth of the university's image, both internally and externally, will be one of her concerns.

Accepting the WSU position is another step in a long career that Stinson candidly acknowledges would not have occurred without OU.

"It was the only game in town," she says, explaining why she chose OU. Financial circumstances meant either attending OU — then Michigan State University—Oakland — or foregoing higher education.

She was a charter-class graduate. "I wanted to be a teacher, just like every other young woman who didn't want to be a nurse," she laughs. After teaching English at Pontiac Central High School, and later while doing some substitute teaching elsewhere, she raised her family.

Clark Adds Duties

Sheryl Clark, program manager in the Office of the Registrar, has accepted additional duties as assistant to the dean of graduate study.

She will work with the Graduate Council, graduate coordinators and others whose interests or business brings them to the Office of Graduate Study.

Clark has served as coordinator of field services for the evening and extension programs since 1983.

Stinson returned to the workforce at Fisher Body as a materials manager. Simultaneously, she did volunteer work for the Alumni Association. While serving as an Alumni Association board member, she applied for the director's position.

The director's job was something special, Stinson says. "The university and I started out together. To be invited back to make a professional contribution was a very emotional opportunity for me."

The attachment for the university she felt then continues now. "I feel like a kid who's leaving home. It's very hard...that's why I don't plan to say good by."

— By Jay Jackson

Gallery Exhibit Begins Part II

Meadow Brook Art Gallery continues its *Magic in the Mind's Eye* exhibition with Part II through December 27.

Works from the collection of Kempf Hogan are displayed. The emphasis in Part II is on the striking resemblance between contemporary paintings, versus old Amish and Menonite quilts, Indian clothing, Navaho blankets and Afghanistatian textiles.

The gallery is open from 1–5 p.m. Tuesday–Friday, 2–6:30 p.m. Saturday and Sunday and 7:30 p.m. through the first intermission during Meadow Brook Theatre performances.

Admissions Closes December 15

Persons wishing to enroll for winter semester must have applications and official transcripts to the Office of Admissions by December 15.



Joan Stinson at Kresge Library.

Our People

Brief items from the university community are welcome. Send them to the News Service, 104 NFH.

PUBLICATIONS

•Subramaniam Ganesan, engineering and computer science, with K. Athappilly and C.C. Chako, published *How to Build a Telemarketing Database* for the August issue of *Computer AGE*.

•William C. Bryant, modern languages and literatures, is author of two books: *Colonial Travelers in Latin America* and *Portraits and Essays*. Both books are now being translated into Spanish and will be published in Mexico. Bryant is preparing special bibliographies for the new editions. He is also preparing an article on a poet who wrote about the victory of the Spanish Armada of 1588. The article will be published in the French journal *Criticon*.

CONFERENCES

•Irwin Schochetman and Sarah Ryan, mathematical sciences, attended the meeting of the Operations Research Society of America and the Institute of Management Science in St. Louis. Schochetman presented a paper, *Finite Dimensional Approximation in Infinite Dimensional Mathematical Programs*. Ryan's invited paper was *A Tie-Breaking Algorithm for Discrete Infinite Horizon Optimization*.

•Mohamed A. Zohdy, electrical and systems engineering, attended the Institute of Electrical and Electronics Engineers executive meeting for southeast Michigan as chairman of Division I. He also made a seminar presentation of *Modern CAD Methods for Control Design* at CP Company in Troy.

PRESENTATIONS

•Thomas Casstevens, political science, and Harold Casstevens, class of 1974, presented *Circulation of Elites: The Politburo, 1919–1987* at the Michigan Conference of

Political Scientists. The paper was coauthored by James Ozinga, political science.

•Monifa Jumanne, special programs, presented *Special Services: The Summer Residential Academic Experience* at the fall conference of the Mid-America Association of Educational Opportunity Program Personnel in Lake Geneva, Wis. The presentation focused on the Academic Support Program's eight-week residential experience.

HONORS

•Kiichi Usui, Meadow Brook Art Gallery, has been selected to be on a three-person jury. The jury will choose a sculptor to create a figurative sculpture of Martin Luther King, Jr., for the city of Kalamazoo. The city dedicated a park in King's honor in January. The artist will create a sculpture and walk/environment with a \$75,000 commission.

•Sally Daniel, physics, and Virginia Blankenship, psychology, have been elected officers of the Detroit Area Chapter of the Association for Women in Science. Daniel will serve as treasurer and Blankenship as councilor for education during the 1987–88 year. Daniel was also nominated by the chapter for the Dauris G. Jackson Memorial Award. The award is named for a former educator and author of children's books and honors the first black woman to have served on the Wayne State University Board of Governors.

•William C. Bryant, modern languages and literatures, has been invited to join the editorial board of *Juan de la Cuesta—Hispanic Monographs*, published at the University of Delaware. The publisher specializes in the literature and language of Golden Age Spain. Bryant was asked to join the board because of his interest in the literature of Colonial Latin America, which he considers to be an integral part of that of peninsular Spain.

Jobs

Details about job openings are available from the Employee Relations Department, 140 NFH, or by calling 370–3480.

•Public relations director, AP–6, Meadow Brook Theatre and Music Festival.

•Promotion assistant, AP–1, Meadow Brook Hall.

United Way at Work

A work-related injury led to a career change for Jackie Travis.

Unable to perform the physically demanding industrial and custodial jobs she had in the past, Jackie increased her work stamina and clerical skills through programs offered by New Horizons of Oakland County, Inc.

Jackie knew that being disabled meant she must be better trained, have more ambition and drive, and be more resourceful than normal workplace competitors. By fully using the Job Club and other programs

at New Horizons, Jackie is now happily employed at a local mortgage company.

New Horizons of Oakland County, Inc., is a nonprofit organization funded in part by United Way of Pontiac–North Oakland.

Upon entering the program, individuals with mental and physical disabilities are evaluated on the basis of their functional abilities and placed in suitable positions designed to develop their vocational potential. Clients work at one of New Horizons' four work centers in Pontiac, Novi, Madison Heights or Bloomfield Township.

Employees at the centers deal with subcontract jobs provided by local and national industries. Jobs vary from electronic and mechanical assembly to light manufacturing.

Clients may also be placed in the community where they perform lawn and maintenance work, housekeeping, food service and other opportunities contracted from local businesses.

New Horizons offers a Job Club for those with a specific vocational objective who are ready for outside work. Participants learn how to research employment opportunities, fill out applications, write resumes and perfect interviewing skills.

Since 1964, New Horizons has served over 400 individuals daily. Thanks to your contributions to United Way of Pontiac–North Oakland, disabled no longer means the inability to work; it means the ability to serve the community in a unique way.

For information, call your United Way at Work representative or New Horizons at 338–6176.

New Faces

Personnel transactions reported by the Employee Relations Department include the following.

•Karel J. Bond of Warren, a staff writer in University Relations Publications.

•Sarah Eubanks of Rochester Hills, a teacher in the School of Human and Educational Services.

•Stacey Gelow of Drayton Plains, Robert W. Sanford of Pontiac and Karen Smith of Auburn Hills, apprentices in the Vandenberg Food Service.

•Leona K. Janiga of Drayton Plains, a clerk I in accounting.

•Ray St. Clair of Pontiac and Roger Walklin of Livonia, building maintenance superintendents in Campus Facilities and Operations.

In the News

Coverage of university events in recent weeks has included the following.

•Jacqueline Scherer, sociology and anthropology, was a guest authority on *Speak Out*, a WTVS-TV program on women in nontraditional jobs.

•An article about Monifa Jumanne, special programs, was published in the newsletter of the Michigan Chapter of the Mid-America Association of Educational Opportunity Program Personnel. The article was reprinted from the *Oakland University News*.

•The *Detroit Free Press* ran a story about OU's cooperation with a Chinese educational consortium.

•*USA Today* ran a note on the residence hall guest-policy decision.

•The *Oakland Press* and *Eccentric* newspapers were among those covering the first William Hammerle Memorial Lecture.

•The *Free Press* interviewed President Joseph E. Champagne for a forthcoming feature on the university.

•The *Detroit News*, *Oakland Press* and *Free Press* were among newspapers covering the university's position freeze.

•The *Chicago Sun–Times* interviewed Judith Brown, sociology and anthropology, about a paper she gave at the annual meeting of the American Anthropological Association.

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. The telephone is 370–3180. Copy deadline is noon Friday of the week preceding the publication date.

•James Llewellyn, senior editor and news director

•Jay Jackson, staff writer

•Rick Smith, photographer

Bits & Pieces

Reduced Fee for Walk

The Women of Oakland University organization invites everyone to participate in the annual Christmas Walk at Meadow Brook Hall for a reduced price.

The theme of this year's walk is *An Auto Baron's Christmas*.

By showing OU identification or a WOU membership card at the WOU registration table in the hall, visitors will be admitted for \$1. Regular admission is \$5 on weekdays and \$7 on weekends for adults, and \$4 for senior citizens, children. The special rate will be in effect from 4:30–8 p.m. December 10.

Regular hours for the walk are 10 a.m.–9 p.m. December 2 and 7–11, and 10 a.m.–5:30 p.m. December 3–6 and 12–13. OU affiliates are admitted for \$4 at any time.

Chairpersons of this year's event are Mr. and Mrs. John A. Betti. Bill Bonds is honorary chairperson. For details, call 370–3140.

Stop Smoking at MBHEI

The Meadow Brook Health Enhancement Institute is offering a stop-smoking clinic for people tired of puffing away.

Sessions will be from 7:30–9 p.m. December 2, 7–11 and 16. Registration is limited. The cost is \$40 for MBHEI or special program participants and \$50 for nonmembers. For details, call Terry Dibble at 370–3198.

Historian to Speak in OC

Historian Vincent Harding will speak on *Martin Luther King, Malcolm X and Today's 'Truly Disadvantaged'* at 2:30 p.m. November 30 in Oakland Center Gold Rooms A–B.

Harding, a historian with an interdisciplinary perspective, teaches at Iliff School of Theology in Denver. He is well known as author of such books as *There is a River: The Black Struggle for Freedom in America*. He was chief adviser for the Public Broadcasting Service television series, *Eyes on the Prize*, and was an active participant in the 1960s civil rights movement. Harding was the first director of the Martin Luther King, Jr., Memorial Center in Atlanta.

In his lecture, Harding will discuss the meaning that the lives and thoughts of King and Malcolm X have for solutions to helping today's poor, with a special analysis of the recently published book by University of Chicago sociologist William J. Wilson, *The Truly Disadvantaged: The Inner City, The Underclass, and Public Policy*.

The free lecture is part of the Martin Luther King, Jr./Cesar Chavez/Rosa Parks Program and presented by the Department of History.

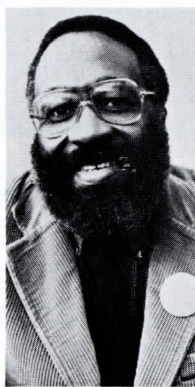
Credit Union Donates \$300

The OU Foundation has received a check for \$300 from the OU Branch of the Michigan State University Federal Credit Union.

The donation resulted from sales of the credit union's Pridemark checks, of which for every box sold, 50 cents is donated to the university. John Savio, credit union manager, commented, "It's our way of giving back something to the community we serve."

Paul Osterhout, director of corporate and foundation relations in the Office of External Affairs, accepted the check on behalf of the university.

The credit union has also received the Dora Maxwell Award for social responsibility from the Michigan Credit Union League. The award cited the credit union for its check program, seminars offered at OU, advertising support of athletic programs and participation in alumni events.



Harding

Research May Lead to Control of Insects

Social wasps are among the Rodney Dangerfields of the insect world, but they don't deserve the bad rap they get from gardeners and homeowners, biologist George Gamboa maintains.

Wasps can be used as biological control agents, and their use of pheromones — or chemical cues — to recognize kin could lead to discoveries that have tremendous economic impact.

Wasp behavior patterns and colony organization can mirror some aspects of human social organization, the researcher says.

Gamboa is studying kin recognition with the support of the National Science Foundation. He notes that "people are studying kin recognition not only in social insects but in marine invertebrates all the way up through humans. I have several papers on human kin recognition, and they are finding that humans can use odors to recognize kin."

The researcher will soon purchase a gas chromatograph to identify the kinds of chemicals the insects are using to recognize kin.

"A lot of people ask me why a grown person would study wasp behavior," Gamboa says. "There are theoretical reasons to do this. Kin recognition is consistent with kin selection which is the major genetic theory that explains the evolution of social behavior in animals, including humans. So there is a lot of interest in kin recognition in general for that reason."

In addition, "there is tremendous economic potential in studying kin recognition in social insects. If you could somehow control the odors that the insects are using to recognize their nestmates or kin, you may be able to cause some of these economically injurious insects (fire ants, African or so-called killer bees, and leaf cutter ants) to essentially self-destruct. These individuals treat non-nestmates, which have a foreign odor, very aggressively. They bite, sting and sometimes dismember them."

Gamboa continues, "If you could change their odors so that they don't recognize their own relatives, you could create havoc with these insect colonies without using toxic chemicals."

Researchers know wasps can recognize their nestmates, and that they are doing so by using odors. Gamboa has also learned that there are both genetic and environmental components to these odor cues and that both are important.

"We know the cue is odor. We know that the odor has a genetic component, and it has an environmental component. We also know a lot about what we call the perception component," Gamboa says. A perception component is what happens within the animal itself. "We know that the animals have to learn the odors that are serving as recognition cues," he says. "In other words, when they are first born, they don't know who their kin are. Within four hours they know, and they never forget."

"If you were talking about humans, it would be like you were exposed to your brother and sister at birth in the hospital for four hours, then you were separated for 40 or 50 years, and you happened to run into your brother or sister on the street. You would immediately recognize him or her as a sibling. That is essentially what the wasp can do."

Gamboa says the wasp forms an odor template in the first few hours of life when they learn these odors. "Then, when they encounter another individual later in life, they match the odor of that individual with the template they have in their brain. If there is a sufficient match between the learned and perceived odors, they treat the individual as a nestmate sister. If not,



George Gamboa and student Robin Foster look over some wasp colonies kept in remote areas of the campus.

they treat that individual aggressively as an unrelated individual."

Gamboa says there is a limit to the distinctions the wasps can make, and those distinctions do not extend to cousins. "In other words, they either treat you in a maximally tolerant way as a sister, or they treat you highly aggressively as an unrelated female — nothing in between, which is interesting. Nieces are treated as sisters but cousins very aggressively as unrelated."

Gamboa works with colonies in the lab and also has a field site on the southwestern area of campus where he provides nests made out of plywood. "They (the wasps) build large combs and have relatively large colonies." He follows lineages by marking the wasps with model airplane paint, marking all individuals coming from one nest with the same color. Then in the fall, these individuals will hibernate. Some of them will survive and come back the following year, and some of the females will cooperatively build a nest. "We can look at the colors on their backs to see if they are sisters or if they are unrelated," Gamboa says. "This year, we marked almost 1,000 wasps with colors."

Gamboa has found that you can switch nests in boxes while many adults are out foraging during the day; when they return, they come back to someone else's nest box. "We look at the response of the resident female to the returning wasp. If it is unrelated, they sting, bite, chase, grapple with the returning wasp. If it is a close relative, though, they treat it very tolerantly."

The researcher says he has also been able to fool wasps by manipulation. For example, he has taken wasps from the nest as soon as they emerge from the cell and placed them on another, unrelated nest. Later, when reunited with their sisters that emerged from the same

nest, they treat their sisters like nonkin because they have learned odor cues of an unrelated or foreign colony.

Gamboa says he studies social wasps because "they are an easy model animal to work with. They answer the questions I want answered. Paper wasps are easy to rear in the laboratory as well as in the field. They are not as aggressive as yellow jackets, so they are more approachable. They build open combs so that we can see what the adults are doing as well as the brood." He says social wasps do much more good than harm. The type of wasp he works with can be used for biological control agents and is particularly good in controlling caterpillars. "So if you have a garden, for example, these wasps are nice to have around because they help keep your insect population down."

The scientist and his research subjects may be stars in a forthcoming television series by the BBC. A 12-part series entitled *The Trials of Life* is being planned; it will be written and presented by Sir David Attenborough. The BBC series includes a segment on social behavior, and Gamboa's social wasps are candidates. His work was suggested to the BBC by George Eikwort at Cornell where Gamboa was a distinguished Grace-Griswold lecturer in 1985.

Gamboa has published more than 20 articles on kin recognition since coming to Oakland in 1980. He is working with two graduate students and one undergraduate student. One of his graduate students, Robin Foster, a doctoral candidate at the University of Washington, is doing her thesis work while working in Gamboa's lab.

— By Jim Llewellyn

Committee Awards Research Fellowships to Faculty

Fifteen faculty members have won competitive fellowships from the University Research Committee.

Thirteen of the faculty members will each receive a \$4,200 award while two, on a joint research project, will share a \$4,200 stipend.

The awards are made annually to encourage faculty participation in a variety of research efforts. Winners and their topics are listed below.

Charlotte Stokes, art and art history, A

Quartet Substitutes for Soviet Musicians

In case you happen to be in the neighborhood...

The Lafayette String Quartet in the Center for the Arts will perform in Vancouver, British Columbia for the Friends of Chamber Music series December 1. The group will substitute for the Shostakovich String Quartet of the Soviet Union, which had to cancel.

On December 6, the quartet will be in

Survey of Public Monuments in Oakland County: Exhibition of Photographs and Models at Meadow Brook Art Gallery; Joseph Klaitis, history, Popular Entertainment in Eighteenth-Century Alsace; Patricia Montenegro, modern languages and literatures, The Chronotope of Five Novels of the Mexican Revolution; Subramaniam Ganesan, computer science and engineering, DSP Microprocessor Based Multi-Microprocessor System for Real Time Signal Processing; Tom Lauer and Eileen Peacock, business adminis-

tration, *Analysis of Questions: A Method of Researching Information Acquisition in Auditing, A Complex Decision Making Process; Laurie E. Osborne, English, The Multiple Texts of 'Twelfth Night'; J. Barry Turett, mathematical sciences, Nonexpansive Maps Without Fixed Points.*

concert on Hilton Head Island in South Carolina. The Eastman School of Music is sponsoring the quartet as part of the quartet's fellowship at Eastman with the Cleveland Quartet. While on Hilton Head from December 2–7, the LSQ will appear before community groups and in schools to promote classical music.

Quartet members are Ann Elliott, Joanna Hood, Pamela Highbaugh and Sharon Stanis.

Also, Richard Hofler, economics, *A Frontier Approach to Measuring the Extent of Racial Discrimination in Housing Purchases; Lucinda Hart-Gonzalez, linguistics, Cultural and Linguistic Study in the 'Ritual Formulario' of Perez Bocanegra (1631); Bruce Mann, English, Creative Autobiographies: Late Self-Portraits of Tennessee Williams; Keith Berven, biological sciences, Environmental Determinants of Reproductive Success in Wood Frogs; J. Austin Murphy, accounting and finance, Testing the Market Profile; Sarma Vishnubhotla, computer science and engineering, Functional Self-Testing of Microprogrammed Digital Systems; and Mary Karasch, history, Before Brasilia: Settlement Patterns and Population Change in Goias, 1780–1890.*

December Arts Concerts Fill the Bill

Everything from song and dance to classical guitar is on the agenda in December at the Center for the Arts.

Concerts begin with Meadow Brook Estate, the show ensemble of the commercial music program. The group will present *Love in Any Language*.

Performances will be at 8 p.m. December 3–5 and at 3 and 8 p.m. December 6 in Varner Recital Hall. The shows will include traditional holiday favorites and show tunes from Broadway presented in song and dance.

At 8 p.m. December 11, the Oakland University Chorus, directed by John Dóvaras of the Department of Music, Theatre and Dance, will perform in Varner Recital Hall. A highlight of the evening will be baritone George Still performing Honegger's *Une Cantate de Noël*. Still is choral director of Musical Youth International and a member of the Detroit Symphony Chorus and the Kirk in the Hills choir.

A former member of the Martha Graham Dance Company will be one of three guest artists for the Oakland University Dancers and Friends concerts December 11–13.

Peter Sparling was a principal dancer with the Martha Graham Dance Company, performing countless roles in New York, on worldwide tours and on the PBS *Dance in America* series. He attended the Interlochen Arts Academy and the Juilliard School.

Myrna Packer and Art Bridgman, recent artists in residence at OU, choreographed *Lunchbreak*. It will be performed by the OU dancers. Carol Halsted, director of the OU dance program, will premiere a work based on the music of the Penguin Cafe Orchestra called *Bean Fields*.

The concerts will be at 8 p.m. December 11–12 and at 3 p.m. December 13 in Varner Studio Theatre.

Classical guitarist Alice Artzt will appear in a solo concert at 3 p.m. December 13 in Varner Recital Hall.

Artzt is known internationally for her wide range of musical interests, style and humor. She has performed throughout North America, Southeast Asia and Europe and has been called a "guitarist of rare power" by the *London Daily Telegraph* and "America's best player" by *Guitar* magazine.

For tickets to any of the concerts, call the Center for the Arts box office at 370–3013.

Soccer Team Loses, 2–1

Coach Gary Parsons sounded a bit like Charles Dickens after his team lost, 2–1, in the first round of the NCAA Division II Soccer Tournament on November 14.

"We played our best 45 minutes of the year and our worst in the same game," Parsons said. Although not Dickens' *A Tale of Two Cities*, this was a story of two halves.

OU dominated the opening half, and if not for the outstanding play of the University of Missouri–St. Louis goalkeeper, the Pioneers could have been up by three or four goals. OU outshot UMSL 14–3 in the first 45 minutes. OU's only goal of the game came off the foot of John Stewart, assisted by Simon Mayo and Paul Phillips at 24:37.

"I was very happy with the first half," Parsons said. "Things were going well for us, and we could have had three or four goals. We played right into their hands in the second half. We just stopped playing."

McCartney Receives Award



McCartney

Executive Secretary Margie McCartney of Campus Facilities and Operations has received the November Employee Recognition Award.

McCartney has been with Campus Facilities and Operations since coming to OU in February 1961. Testi-

monials the review committee considered included:

• "Ms. McCartney is, without a doubt, the most dedicated, loyal, conscientious secretary (I) have ever encountered."

• "She always strives for and typically accepts nothing short of, clerical perfection. Her attitude and manner are always positive with a 'can do' spirit."

• "This employee is understanding of the dynamic environment which the university exists in and willingly adapts to changing policies and procedures."

• "She is amazingly effective in terms of 'getting the job done' and acts on her own initiative to resolve unsatisfactory conditions."

• "This outstanding employee is a team player, top performer, high-integrity type individual who sets a fine example for all of us to follow. Ms. McCartney upholds high standards for excellence and brings great credit to Oakland University. Her daily performance greatly exceeds the position expectations, and she remains a most invaluable asset to CFO."

Events

CULTURAL

Until December 27 — *Magic in the Mind's Eye*, works from collection of Kempf Hogan, at Meadow Brook Art Gallery. Call 370–3005.

December 3–6 — Meadow Brook Estate holiday concert, *Love in Any Language*, 8 p.m. Thursday through Saturday and 3 and 8 p.m. Sunday in Varner Recital Hall. Admission. Call 370–3013.

December 3–27 — *A Christmas Carol* at Meadow Brook Theatre. Call 370–3300.

December 11 — Oakland University Chorus, 8 p.m., Varner Recital Hall. Admission. Call 370–3013.

December 11–13 — Oakland University Dancers and Friends, 8 p.m. Friday and Saturday and 3 p.m. Sunday in Varner Studio Theatre. Admission. Call 370–3013.

COURSES

December 2, 7–11 and 16 — Stop-smoking clinic at Meadow Brook Health Enhancement Institute, 7:30–9 p.m. Limited admission. Call Terry Dibble at 370–3198.

ETCETERA

November 30 — Lecture by author Vincent Harding on *Martin Luther King, Malcolm X and Today's 'Truly Disadvantaged'* at 2:30 p.m., Oakland Center Gold Rooms A–B. Free. Call 370–3510.

December 1 — Marietta Babba, president of the National Association of Practicing Anthropologists, will speak at a colloquium at 3 p.m. in the fourth-floor Conference Room of Varner Hall.

December 2–13 — Plant sale at Meadow Brook Estate Greenhouse, 10 a.m.–5 p.m., in conjunction with the Christmas Walk at Meadow Brook Hall.

December 3–5 — Auto Baron Patron Dinners at Meadow Brook Hall. Reservations required. Call 370–3140.

December 4 — Explanation of Right-to-Know law by Employee Relations Department, 10–11:30 a.m., 202 O'Dowd. Registration not required.

December 9 — Women of Oakland University holiday luncheon, noon–1 p.m., 128–130 Oakland Center.

December 9 — OU Board of Trustees, 5 p.m., Oakland Center Lounge II.

December 10 — University Senate, 3:10 p.m., 128–130 Oakland Center.

December 11 — Explanation of Right-to-Know law by Employee Relations Department, 2–3:30 p.m., 202 O'Dowd. Registration not required.

ATHLETICS

December 5 — Women's basketball with Indiana Tech, 7 p.m., Lepley Sports Center.

December 11 — Women's basketball with Northwood Institute, 7 p.m., Lepley Sports Center.

TOURS

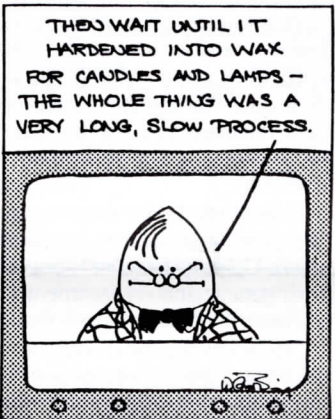
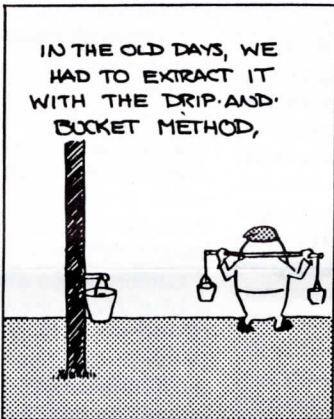
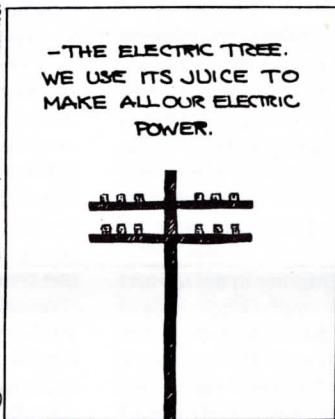
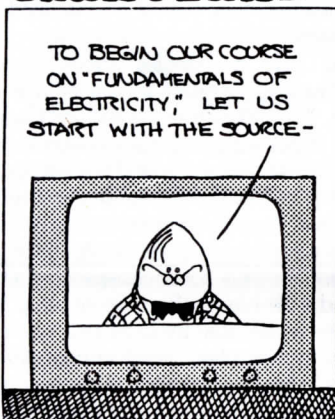
December 2–13 — Christmas Walk at Meadow Brook Hall. Admission. Call 370–3140.

FILMS

December 2 — Laurel and Hardy Film Festival, 8 p.m., 201 Dodge Hall. Admission.

December 4–5 — *Secret of My Success*, 7 and 9:30 p.m. Friday and 3 p.m. Saturday in 201 Dodge Hall. Admission.

GRANTLAND



December Holiday/Recess Period

This memorandum is intended to clarify current plans for university operations immediately preceding and immediately following the December holiday/recess period and to provide information and guidance on compensation while university activities are curtailed during this period.

The holiday recess period will officially begin at the close of the regular work day on Thursday, December 23, 1987, and continue through Sunday, January 3, 1988.

I. Monday, December 21; Tuesday, December 22; and Wednesday, December 23, 1987

December 21, 22, and 23 are regular work days. Departments are expected to maintain normal hours except as specifically authorized by the respective Division Heads.

II. Holiday and Recess Period — December 24, 1987 through January 3, 1988

The university will observe December 24, December 25, December 31, and January 1 as Holidays and will treat December 28, 29, and 30 as Holiday Recess Days.

Questions regarding the proper application of union contracts during the Holiday Recess period should be directed to the Employee Relations Office (3486).

Any employee who is not granted recess leave with pay under union contracts or personnel policies during this period, and who does not have sufficient personal leave days or vacation days to use, may be granted an advance equal to a three-month accrual of vacation days. Forms for granting such advances are available from the Employment Office.

The holiday recess period provides the university an opportunity to achieve significant energy savings by closing most campus buildings and reducing heating and lighting. Accordingly, all work that is not essential to the safe and efficient operation of the university during the recess period should be suspended, and the continuance of any operation during the recess period will require the prior approval of Division Heads. Campus Facilities and Operations should be informed in writing prior to December 16 of building activity during the holiday/recess period requiring normal heating and lighting. (Questions should be directed to Frank Dravski at the Central Heating Plant, extension 2384.)

Below are guidelines specific to each employee category:

A. Administrative–Professional Employees

Current policy applicable to administrative–professional staff members provides for the following time off with pay during the holiday recess:

Thursday, December 24, 1987 — Holiday Leave
Friday, December 25, 1987 — Holiday Leave
Monday, December 28, 1987 — Recess Leave
Tuesday, December 29, 1987 — Recess Leave
Wednesday, December 30, 1987 — Recess Leave
Thursday, December 31, 1987 — Holiday Leave
Friday, January 1, 1988 — Holiday Leave

The policy applies to all permanent full-time and permanent part-time administrative–professional staff members who would normally be scheduled to work on these dates.

B. UAW/Clerical–Technical Employees

Thursday, December 24, 1987; Friday, December 25, 1987; Thursday, December 31, 1987; and Friday, January 1, 1988 are paid holidays. Regular work days between these dates are paid recess days. Compensatory days are granted for any holidays or recess days worked during this period. Part-time UAW/Clerical–Technical employees are eligible for the above on a pro-rated basis.

C. American Federation of State, County and Municipal Employees (AFSCME)

Thursday, December 24, 1987; Friday, December 25, 1987; Thursday, December 31, 1987; and Friday, January 1, 1988 are paid holidays. Monday, December 28; Tuesday, December 29; Wednesday, December 30 are holiday recess days.

Compensatory time-off for work performed on holidays and recess days, and paid recess for food service employees are controlled by paragraph 51.8 of the current *Agreement between Oakland University and the Union*.

D. OU Police Officers Association (OUPOA) and Public Safety Sergeants (FOP).

Thursday, December 24, 1987; Friday, December 25, 1987; Thursday, December 31, 1987; and Friday, January 1, 1988 are paid holidays. Regular work days between these dates are paid recess days. Compensatory days can be granted for any holidays or recess days worked during this period. Part-time employees are eligible for the above on a pro-rated basis.

E. Other Employees

For Clerical–Technical employees in classifications excluded from the UAW/CT bargaining unit, Thursday, December 24, 1987; Friday, December 25, 1987; Thursday, December 31, 1987; and Friday, January 1, 1988 are paid holidays. Regular work days between these dates are paid recess days. Compensatory days can be granted for any holidays or recess days worked during this period. Part-time employees are eligible for the above on a pro-rated basis.

Holiday pay and benefits to be extended to any "unclassified" or "temporary" employee or any other employees not specifically covered above will be discretionary with Division Heads.

Early Release of Employees, Cancellation of Classes, Emergency Closing of the University

This memorandum is intended to provide clarifications and guidance regarding Early Release of Employees, Cancellation of Classes, and Emergency Closings of the University due to weather conditions or non-functioning of university mechanical systems.

Early Release of Employees means that employees are granted permission to leave work before their regular quitting time without loss of pay.

Cancellation of Classes means that the university has made a decision to cancel classes for a given period of time. However, university offices would normally continue to operate and non-faculty employees would normally continue to work their regular shifts.

An Emergency Closing is an unanticipated official closing of the university. Scheduled classes are cancelled and all university offices are closed and operations are ceased during an Emergency Closing—though specific exceptions may be authorized or directed by appropriate university officials.

Further clarifications, related policies and procedures, and guidelines for administration are set forth below.

I. Distinction Between Emergency Closings and Early Release of Employees

An Early Release of Employees, whether only in certain units or more generally throughout the university, is not synonymous with an Emergency Closing and does not initiate Emergency Closing procedures.

A. Emergency closings, or weather emergency closings, are official closings of the university in accordance with the Emergency Closing Policy described below. When an official "closing" is declared, provisions relating to notification of employees, to employee work requirements during the period of the "closing," and to employee compensation for this period go into effect. Emergency closings generally occur when the university is unable to function because of utility failure, inability to clear campus roadways and parking lots because of excess snowfall and when a snow emergency is declared by the State Police.

B. Early release of employees from their work stations for the remainder of their work schedule may be effected at times other than for official Emergency Closings that occur during the work day. In order to release employees early, individual department heads, managers and supervisors must have the authorization of the respective vice president or his/her designee. In granting authorization to particular units and categories of employees, the vice president will consider impact on university operations and services. Individual department heads, managers, and supervisors are also expected to exercise judgment such that early release is not granted in particular situations

in which an early release would jeopardize the university's ability to function appropriately. First-line supervisors are expected to consult with the next level of authority regarding these decisions. Regular employees who are granted such release time will be paid at their regular rate for the remainder of their regular work schedule that day. Employees not granted early release shall continue to be paid for regular scheduled hours worked at their regular rate of pay. Early release does not initiate Emergency Closing procedures.

II. Emergency Closing Policy and Guidelines for Implementing the Policy

For your convenience and information, the university's emergency closing policy and guidelines on how the "policy" is to be implemented for personnel in the various university employee groups are summarized herein and are part of the Administrative Policies and Procedures Manual. The first part of this statement—the "policy"—will be reprinted in the *Oakland University News*. The second part—the "guidelines"—should be shared with anyone who supervises other employees. If there are any questions about these guidelines, they should be referred to the Employee Relations Department at 3486.

A. Emergency Closing Policy

1. Period of Declared Emergency Closing

For purposes of the extent of the declared Emergency Closing, the operational day shall be considered 7:00 a.m. until 10:00 p.m. Accordingly if an Emergency Closing is declared for a given day, the period of the official closing shall be from 7:00 a.m. until 10:00 p.m. unless specified otherwise. An Emergency Closing may be extended beyond 10:00 p.m. if the determination is made that the circumstances which caused the official closing persist. Further, if an Emergency Closing extends to two or more calendar days in a row, the period(s) between the affected "operational days" shall also be considered official closing periods.

For purposes of determining appropriate compensation, compensatory time, or leave time in accordance with the Guidelines for Implementing the Emergency Closing Policy, a regular work shift which begins during an "operational day" for which an Emergency Closing has been declared and which extends beyond 10:00 p.m. shall nonetheless be considered to be wholly within the Emergency Closing period.

2. Prior to 7 a.m.

When an emergency closing is declared prior to the start of classes for the day, all university offices will be closed unless the president notifies his vice presidents that administrative offices are to be kept open.

If offices are to be kept open, it is the responsibility of each vice president to notify his or her employees that they are to report to work.

3. During Scheduled Class Periods (7 a.m. to 10 p.m.)

If a weather emergency or some other emergency condition seriously affecting the ability of students to attend classes arises during the class day, the university may cancel classes but keep offices open. In such a case, employees are to maintain their regular work schedules.

Occasionally, the severity of the weather or some other emergency condition will force the university to close during the day. The decision to close will be made by the president or his designee, and members of the president's cabinet will direct their respective managers to send employees home.

University faculty and staff members may not cancel classes or close offices independently. All decisions are made at the vice presidential level.

4. Meadow Brook Hall and Meadow Brook Theatre

The president or his designee may elect to keep Meadow Brook Hall or Meadow Brook Theatre open when the rest of the university is closed during an emergency closing.

5. Scheduled Athletic Events and Other Scheduled On-Campus Programs

Normally all scheduled activities will be cancelled during an emergency closing. However, in extraordinary circumstances the president or his designee may elect to allow a scheduled event to occur on an exceptional basis.

6. Extension Centers

When the university closes or cancels classes, extension centers will also close or cancel. There may be cases in which the extension centers are closed by decision of the local school district rather than by the university which may remain open. In these cases, the extension office will notify the University Relations department so that public announcements can be handled centrally.

7. Public Announcement

All public announcements concerning cancellation of classes or emergency closings, including those relating to Meadow Brook Hall or Meadow Brook Theatre, are to be handled by the University Relations department. President Champagne or Vice President McGarry will inform Mr. Llewellyn (or, in his absence, Mr. Jackson) of the decision to declare an emergency closing and to close the university or cancel classes.

Once the decision has been made to cancel classes or to close the university, the following actions will occur:

a. Public Safety will notify the State Police LEIN Network for public announcements via radio and television.

b. Confirming phone calls to radio and television stations will be made by Mr. Llewellyn or Mr. Jackson. The following will be notified: WJR, WVVJ, and WXYT radio, and TV Channels 2, 4, and 7.

c. If classes are cancelled during the work day, CIPO will be notified since it serves as a central information point for student inquiries.

d. The university switchboard will also be notified. If the university is closed, a recorded message will be used.

8. Sources of Information for Students and Employees Regarding Cancellation of Classes and/or University Closing

a. Telephone 370–2000 (or extension 2000 if calling from on-campus)

(1) A tape-recorded message will be run in sequence. Incoming calls will ring until the taped message has played through and rewound. Then all of those waiting calls will get the recorded message simultaneously. (The telephone may ring for up to a minute before it is ready to begin its next cycle.)

(2) There will always be a tape-recorded message at this extension. If the message simply provides normal university operating hours, either the university is operating as usual or the Telephone Department has not yet been notified about a change.

b. Listen to a radio station or view a TV station identified in 7.b. above.

c. Please do not telephone the Public Safety or Switch Board Department. The Public Safety Dispatchers are expected to be available to receive communications of an emergency nature and to stay in communication with patrol vehicles.

C. Treatment of Employees not "Scheduled to Work" During an "Emergency Closing"

When the university effects an "emergency closing," those employees in the following categories who are scheduled to work and are prevented from working because of the "emergency closing" qualify for payment for those hours they were prevented from working: executives, deans, AAs, APs, UAW/CTs, excluded CTs, and those miscellaneous employees whose supervisor approves such payments.

But, employees in those groups who are on sick, vacation, or personal leave (or are charged for such) would continue to have the "time away from work" scheduled for their respective accrual accounts, since they would not have been at work during the "emergency closing" in any event.

The preceding policies are published at the request of the director of the Employee Relations Department.