

NEWS

\$37 Million in Bonds Sold, Architect Chosen for Student Recreation and Athletic Center

By late next summer, Oakland University should be celebrating the groundbreaking of its new multi-million dollar Student Recreation and Athletic Center, thanks to a successful bond sale last month and the selection of a nationally renowned architectural firm.

Almost \$37 million in tax-free municipal bonds were sold June 14, through underwriters Lehman Brothers and Prudential Securities, to finance the university's new sports facility. The public bond sale offering netted \$35,959,659.

"We were pleased that the bond offering generated great interest and sold extremely quickly," said Paul Bissonnette, vice president of finance and administration and secretary to the Board of Trustees. "This represents an exciting phase in Oakland's growth."

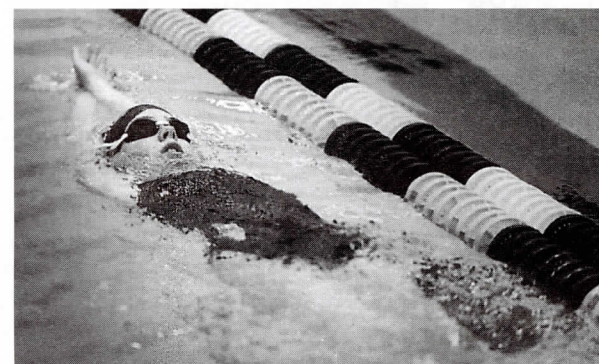
The Board of Trustees authorized the issuance of the sale of \$37 million in municipal bonds, the approximate cost of the project, at its June 8 meeting.

Also at its June meeting, the board selected TMP Associates Inc. of Bloomfield Hills as lead architectural firm for the project, which will include a renovated and expanded 88,000 square-foot Lepley Sports Center and construction of a 142,000 square-foot addition.

The total project will have 230,000 square feet.

TMP Associates will be working with Cannon-Parkin Architects of Los Angeles — which has designed buildings for the University of Arizona, Arizona State, the University of Georgia and the recently opened sports center at the University of California at San Diego — and RECTECH, a local consulting firm that has worked on more than 100 other recreational programming projects.

"We have an outstanding



In the Swim: Oakland's new rec center will provide an Olympic size natatorium for training and competition for the women's and men's swimming and diving teams, and for community recreation.

architectural team in place," said Dave Herman, dean of students, and member of OU's recreation and athletics building advisory committee.

One of the major features of the planned new and renovated sports center will be a 3,500-seat arena permitting growth of Oakland's varsity athletic programs. A variety of other special event areas and sports and exercise rooms will be available to the entire Oakland community (see related story below).

By January or February of 1996, a design for the new facility will go to the board for approval. Once approved, bids for construction will be received and a firm hired.

With groundbreaking expected next summer or early fall before the cold weather hits, that means first-year undergraduate students who begin study at Oakland this September, will be able to enjoy the new recreation and sports facility by the time they are juniors.

New Center to Have Lots of Room, Amenities for Community

The new Student Recreation and Athletic Center, with a total of 230,000 square feet (Lepley now has 74,000 gross square feet), is expected to open its doors fall 1998 or early 1999.

It will be "bright and airy, with lots of windows to take advantage of the campus view of the lower Pioneer Field," according to Dave Herman. Each room will also have its own state-of-the-art sound system, he says.

Additional parking is also planned, with more spaces added around the center, as well as extra parking between O'Dowd Hall and Pryale House.

Here are the basic components of the planned Student Recreation and Athletic Center:

Varsity Zone, 34,365 net square feet

- Will house the Athletic Department (except for swimming staff)
- Large, revamped training facilities, including a hydrotherapy room, a physical therapy/treatment room, and a training/treatment room
- Varsity weight room
- Existing pool will be turned into a practice gym with spectator seating
- Club sports multipurpose room
- Multipurpose training space
- Men's and women's varsity locker rooms
- A quiet study lounge area

Event Zone, 62,700 net square feet

- 7,410 square-foot basketball court with 3,500 spectator seats and press box
- Varsity swimming staff offices
- Varsity swimming locker rooms
- Alumni/VIP Board Room
- Concession stands

Activity Zone, 67,502 net square feet

- Main gym with 4 courts
- Elevated 4-lane running/walking track
- 8,000-square-foot training/fitness area for aerobics, exercise equipment, free weights
- Olympic-size, competitive natatorium with 1,000 spectator seats, lobby
- Two large multipurpose rooms, with bouncy floors for aerobics, etc.
- Five racquet ball courts
- Men's, women's and family general use locker rooms
- Social lounge and vending area
- Free Zone with card/membership area, wellness room, classroom/meeting room, events ticket window

Interim Changes at the Top

Interim President Gary Russi has announced some organizational changes in order to continue to move the university forward.

William Connellan, associate vice president for academic affairs, has been named acting vice president for academic administration. In his new role, Connellan is assuming some of the direct-line responsibilities held by the Office of Vice President for Academic Affairs.

"In light of the postponement of the presidential search, and in order for me to focus my efforts on presidential duties for an indefinite period, I am making interim organizational changes to continue to move forward on the aggressive agenda we have set for institutional growth and development at Oakland University," said Russi.

Russi has carried the dual title of vice president for academic affairs administration and interim president of the university since January, and will continue both roles for an indefinite period.

As acting vice president for academic affairs, Connellan assumes new direct-line responsibility for the director of the Honors College, the assistant to the vice president, the assistant vice president of academic affairs, and the associate vice president for academic affairs and dean of Graduate Study.

Connellan also continues his existing direct-line responsibility for the Office of Computer and Information Systems, Kresge Library, Reg-



Russi

"I ask that each member of the university community remain flexible so that we can make adjustments as circumstances warrant, and focus on the key aspects of our jobs that help move the university forward."

istrar and Extension, and Continuing Education.

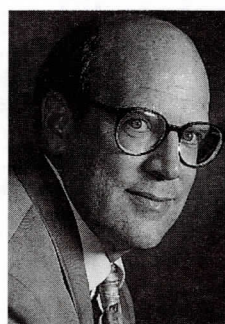
Russi continues to have direct-line responsibility for the vice presidents, the deans, the Office of General Counsel, the Office of Equity, the director of governmental relations, and the associate vice president of enrollment management.

Additionally, the Office of Equal Opportunity now reports to the general counsel and secretary to the Board of Trustees.

In making the changes, Russi said that he was guided by "several organizational principles, foremost among them being that academic programs and initiatives must remain central to university activities."

"It is also critical that our interim structure provide minimal disruption to ongoing activities and plans, especially for the recently approved Strategic Plan 1995-2005," Russi said.

"I ask that each member of the university community remain flexible so that we can make adjustments as circumstances warrant, and focus on the key aspects of our jobs that help move the university forward."



Connellan

Governmental Relations Director Named

Rochelle A. Black has been appointed director of governmental relations, effective July 17. In this new position for the university, Black will oversee all state and federal legislative affairs.

Black will serve as the university's chief lobbyist and liaison with legislators, state and federal legislative committees, legislative staff, executive agencies, and personnel. She will also monitor pending state and federal legislation that may affect the university.

"Rochelle's experience in local, state and federal governmental affairs will serve the university well," said Interim President Gary Russi. "It is imperative that we gain more visibility and a stronger voice in these areas to advance the university."

The new position reports directly to the Office of the President and is part of the president's cabinet.

Black, of Okemos, has served as deputy press secretary for the Office of the Governor, and as marketing and communications director for the Michigan Department of Public Health. She has also served as vice president and media director for Bailey, Klepinger, Medrich & Muhlberg advertising agency, where she was the first African-American ever appointed to an executive management position by its board of directors.

She received a Bachelor of Arts degree in communications from the University of Detroit in 1980. Black was nominated Crain's Detroit Business Woman of the Year, and has been a member of Women in Communications and the Public Relations Society of America.



Black

OU Foundation Allocates \$1.9 Million

In a major commitment to the university, the Oakland University Foundation is allocating \$1,981,840 for academic programs, staff development and student services for 1995-96.

"This is almost seven times as much as last year and represents the confidence the Foundation has for the leadership and direction of the university," said David Disend, vice president for university relations and executive director of the Oakland University Foundation.

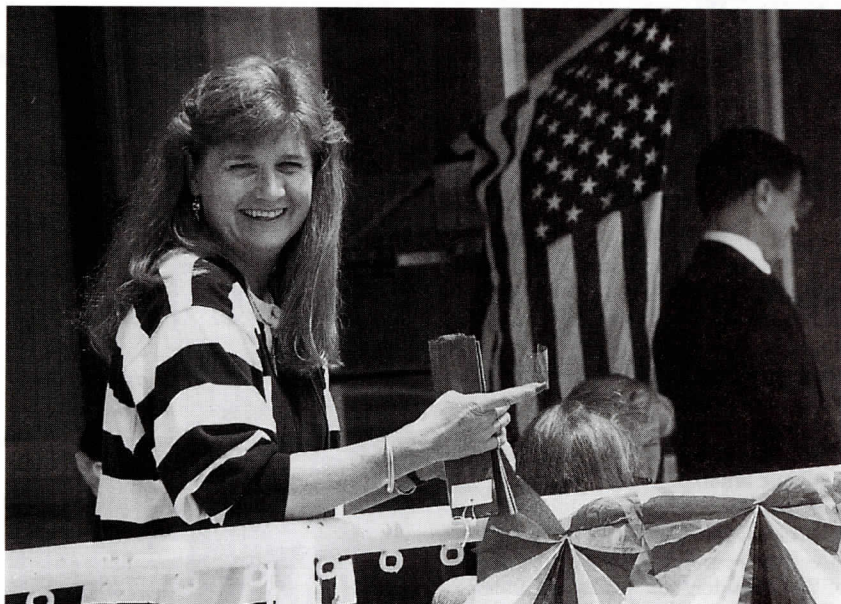
"Personal gifts from the directors of the Foundation averaged more than \$17,000 this year — almost four times the amount they were last year," said Disend. "Their commitment to giving, and getting funds to further Oakland University, has never been stronger."

Disend added: "Fund raising programs throughout the university raised more than \$6 million, the first time that has ever happened, and a whopping 80 percent increase from the year before."

- Some of the major allocations include:
- \$531,000 for a complete renovation of the Academic Skills Center and Admissions
 - \$500,000 for an Animal Care Facility for biomedical research
 - \$347,000 to expand the Honors College
 - \$150,000 to establish an automotive research and education center, to be called the Michigan Center for Automotive Research

More details on these and other projects to be funded through Foundation allocations for 1995-96 will be reported in the August issue of this paper.

The Oakland University Foundation is a private non-profit corporation whose sole mission is help support university programs and is comprised of business, civic and community leaders.



Lending a Hand

The 3rd annual Campus Community Potluck Lunch Extravaganza raised \$400 that is going to the American Red Cross to assist the survivors and families of the victims of the Oklahoma City bombing. The lunch — with a red, white and blue theme in honor of Flag Day — was sponsored by the AP Assembly special events committee. Maura Selahowski, director of CIPO and president of the AP Association, helped with the decorations.

AP Bonus System Recognizes 27 employees

Under the revised AP Performance Evaluation System, effective for the period just ending (April 1994 to April 1995), 27 employees received a special one-time bonus of \$500 for making particularly noteworthy contributions to Oakland over and above normal job duties.

Under the new evaluation system, \$13,500 was set aside for AP bonuses based on five cents of every dollar allocated for AP salary increases, which was 3 percent this year, according to Bill Kendall, assistant vice president for employee relations. The change was made in cooperation with the AP Association, university administration and the Department of Employee Relations.

Based on the amount of money available, the university cabinet decided to allot AP bonuses on a pro rata share by the number of APs in each division, explained Kendall.

AP bonus recipients are:

Academic Affairs: Sheryl Clark, Jennifer Gilroy, Patricia Ketcham, Thomas Kirchner, Vicki Larabell, Jeffrey Marraccini, David Moroz, Carl Petersen, Claire Rammel, Theresa Rowe and Judith Wharry
Board of Trustees: Robert Bunger

Finance and Administration: Roberta Badgley, John Delcamp, Daniel Jaffee, Karen Kukuk, Carol Lamb, Richard Perhai and Laurel Strong
Student Affairs: Joyce Esterberg, Geraldine Graham, David Herman, Lynn Hockenberger, Jean Miller and Beth Talbert

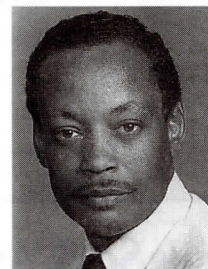
University Relations: Patricia Rottenberk and Geoffrey Upward

New AP Assembly

Effective July 1, new officers for the AP Assembly are: Pat Bennett, president elect; Tom LeMarbe, treasurer; Katie Kazarian, senator; and Christina Grabowski, Lynn Hockenberger, Glenn McIntosh, Stacy Penkala, and Linda Switzer, members at large. Continuing members of the executive committee are: Beth Talbert, president; Dave Herman, past president; Felicia Bumpus, secretary; Jenny Gilroy, senator; and Jeanne Carter, member at large.

JULY EMPLOYEE OF THE MONTH

EMPLOYEE: Gary Moss
POSITION: Manager, Enhanced Studies Program
DEPARTMENT: Academic Skills Center
LENGTH OF SERVICE: 13 years
EMPLOYMENT HISTORY AT OU: Head Resident and Night-watchman, Residence Halls Coordinator of Cooperative Education & Field Exp., Placement & Career Services Program Manager/MARCS, CIPO Manager, Enhanced Studies Program, Academic Skills Center
UNIVERSITY SERVICE: Member, Process Redesign Hiring Team Member, Black Faculty & Staff



Moss

Member, Golf League
Former Member, Softball League
PLAUDITS FROM OTHERS:
"Gary is genuinely concerned about each student's academic and personal development. He is a strong student advocate."
"Although kind and caring, Gary can be firm and effective when the situation dictates. I have often heard students say 'He grilled me for hours about my study habits and poor grades.'"

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

Barnes Endowment Fund Honors Brother

Carl Barnes, Jr., professor of art history and archeology, and his wife Anna, an honors graduate from OU (B.A. '64) who has been a special instructor in Spanish and Italian at Oakland, have established the Ward V. Barnes Memorial Endowment. The endowment of \$250,000 will be made possible through a bequest agreement between the Barnes' and the Oakland University Foundation, and will be activated upon the death of the surviving spouse.



Ward V. Barnes

The endowment is named for Barnes' younger brother Ward V. Barnes, who was killed in an automobile accident in 1976. "The intention of this endowment is to let Ward's name live on even for people who never knew him personally," said Barnes.

Under the endowment, each year a deserving student or students, chosen by faculty of the Department of Art and Art History will be honored as Ward V. Barnes Scholars. The awards will give art history majors the opportunity to do important research, purchase special equipment or journals, or support enrollment in special courses or seminars.

Barnes said he and his wife "both wanted to give something back to OU, but we are not fortunate enough to have large sums of discretionary money available to us. This bequest allows us to honor Ward and help students and the department with funds from our estate."

SECS to Receive New Suspension Control Lab

The School of Engineering and Computer Science will have a new laboratory to study ways to improve suspension control systems for the automotive industry, thanks to a \$125,000 gift from Carolyn Ross and Louis R. Ross, vice chairman and chief technical officer of Ford Motor Company, chair of the Oakland University Foundation and member of the Board of Trustees.

The laboratory will be housed in the university's new \$43 million Science and Engineering Complex, now under construction and scheduled for completion in 1997. The lab will test various suspension technologies, both new and existing, with a goal of moving from theoretical concepts into implementing those systems which are capable of the highest performance standards.

"The new lab will not only be a help to the automotive industry, but also a boon for research for our faculty and students," said Michael P. Polis, dean. "A well-equipped active suspension control lab will greatly strengthen our ability to compete on projects funded by both research grants and automotive industry-related businesses."

THE CAMPUS REGISTER

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: billingt@vela.acs.oakland.edu

In the Division of University Relations, Geoffrey Upward, director of publications, has been named director of university communications and marketing, effective July 1, and is responsible for the university's publications, media relations, advertising and marketing efforts.

Kelly Plourde has been elevated from assistant director of annual giving to director of annual giving programs, effective July 1, and is responsible for the university's annual giving efforts including telemarketing, direct mail, President's Club, in-house and corporate associates programs.

Catherine Rush, employee relations, and **Lizabeth Barclay**, management, published an article, "Executive Search: Recruiting a Recruiter" in the July 1995 issue of Public Management magazine.

Kenneth York, management, and **Lizabeth Barclay's** paper, "An Opportunity for Continuous Improvement: Administration and Validation of a College Placement Test," will be presented in August at the Association of Management Meeting in Vancouver. York will also present his paper "Disparate Results in Adverse Impact Tests: The 4/5ths Rule vs. Chi Square" at the same meeting.

For the tenth consecutive year, **Ronald Sudol**, rhetoric, served as a consultant reader of Advanced Placement Examinations in English for the Educational Testing Service. He was also a consultant reader for the Graduate Management Admissions Test, which now requires writing samples.

Frank J. Giblin, Eye Research Institute, presented the Plenary Lecture of the 34th Meeting of the Japanese Society for Cataract Research held June 2-4 in Kanazawa, Japan. The lecture was entitled, "Oxidative Stress, the Glutathione Redox Cycle and Lens Cataract." Giblin also chaired a session on "Applying New Approaches in Lens Research" at an International Forum on Advanced Techniques in Lens and

Cataract Research in Kanazawa, and presented a paper titled, "Hyperbaric Oxygen as a Model for Studying Nuclear Cataract." While traveling through Japan, Giblin lectured on cataract at University Medical Schools in Kyoto and Kumamoto and at pharmaceutical companies in Osaka and Kobe.

Retirements

Marilyn Oberstadt, employee relations assistant, Employee Relations, 6/7/95
Bhargavan Chakrapani, research assistant, Eye Research Institute, 6/30/95
Margaret Twyman Eustice, director, Meadow Brook Hall, 6/30/95
William Marshall, director, Oakland Center, 7/95

Retirement notices are provided by Staff Benefits.

New Faces

• Susan Aldrich, of Rochester, assistant to the vice president/educational facilities planner, Finance and Administration
• Shane Force, of Brooklyn, head starter, Golf Course
• Brian Paige, of Royal Oak, network/operation analyst, Electronic Systems Operations
• Cheri Jo Pearson, scientific programmer analyst II, Academic Computing Services
• Geoffrey Sherman, artistic director, Meadow Brook Theatre
• Tracey Zang, employee relations assistant, Employee Relations

Jobs

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

- Programmer/Analyst, Administrative Information Services, AP-4
- Senior Systems Analyst, Office of Computer & Information Services, AP-11
- Director of Oakland Center, AP-16
- CRT operators, Office of the Registrar, casual part-time
- School/Unit Development Officer, University Relations, two positions: one for College of Arts and Sciences and School of Business Administration; one for Schools of Education and Human Services and Engineering and Computer Science
- Coordinator of Special Programs & Facilities Manager, Meadow Brook Health Enhancement Institute
- Clerk Receptionist II, Admissions, C-4 (two positions)
- Reproduction Machine Operator, University Services/Print Shop, C-6
- Assistant Director of Annual Giving, University Relations, contract position
- Senior Accountant, Accounting Office, causal
- Media Distribution Coordinator, ITC, C-7
- Senior Executive Secretary, University Relations, excluded



The *Oakland University News* is published every other week during the fall and winter semesters and monthly from June-August and December. Editorial offices are in

the Publications Department, 109 North Foundation Hall, Oakland University, Rochester, MI 48309-4401. Next copy deadline: August 4 for the August issue.

• **Vicky Billington**, *Oakland University News* editor, and Publications Department staff writer, (810) 370-4347 or E-mail: billingt@vela.acs.oakland.edu

• Fax: (810) 370-3182

This publication is printed on recycled paper.

QUOTE

*"Nothing strengthens the judgment
and quickens the conscience like
individual responsibility."*

— Elizabeth Cady Stanton

BITS & PIECES

New M.S. in Physical Therapy

The School of Health Sciences is now offering a Master of Science in Physical Therapy degree, designed to give practicing physical therapists advanced preparation in physical therapy clinical tracks, and requires 36 credit hours and a master's thesis or comprehensive examination.

The master's degree, Oakland's 28th, includes a musculoskeletal clinical track and two specialties, orthopedic physical therapy and orthopedic manual physical therapy. The degree is distinct from Oakland's existing Master of Physical Therapy (MPT) degree, which prepares entry-level professionals.

The new program is only the second advanced physical therapy degree program in the state, and the only program in Michigan offering advanced clinical specialization skills, according to Interim President Gary Russi.

Russi added that the new program is a "step toward the possible development of a professional doctoral degree in physical therapy at Oakland University."

Coppens Invitational

Oakland's annual all-employee golf outing, the Coppens Invitational, will be held Monday, July 31 at our own award-winning Katke-Cousins course. The shotgun start for this scotch doubles formatted tourney is 5:30 p.m. Cost is \$40 and includes cart, picnic dinner, awards and prizes. To sign up, contact Mona Wallace, 370-3245.

Dine and How Do You Do

Introduce yourself and your job, and help welcome new students to campus at a free dinner hosted by the Department of Special Programs for AOP Summer Institute students. A delicious dinner and stimulating conversation is promised. The action gets underway at 4:30 p.m. Wednesday, August 9 in the lower level patio of the Oakland Center. Call ext. 3262 to say, "Yes! I'll be there. Thanks!"

Global Warming

Music and songs from around the world will be featured at a free multicultural festival Sunday, July 23, sponsored by the Non-Traditional Students Association of Oakland University. Bring an ethnic dish to share and enjoy free entrance and beverages. The festival runs 11 a.m. to 5 p.m. in 201 Dodge Hall.

Board Approves General Fund Budget

The Board of Trustees has approved a two-year general fund budget (1995-1996 and 1996-1997) that includes tuition and fee increases of approximately 5.9 percent average for each year.

The tuition and fee increases are necessary to support university programs in light of the predicted 3 percent state appropriation increases for each of the next two years.

Interim President Gary Russi said that tuition and fee increases, approved by the board June 8, are regrettable but necessary.

"If the university receives more than a three percent increase for 1995-96, an adjustment will be made in the 1996-97 tuition and fee schedule to reflect the additional funds," Russi said.

The general fund budget for 1995-96 projects expenditures of \$77,625,896, up 5.81 percent over last year. The 1996-97 budget is set at \$80,858,459 in expenditures, an increase of 4.84 percent over 1995-96. Both budgets include the governor's recommended increases of three percent per year, which totals \$39,415,445 for 1995-96 and \$39,415,445 for 1996-97.

"This is the first time Oakland has tried a two-year budget," said Russi. "It should assist the university in advance planning and allocation of resources."

Russi said the general fund budget increases cover inflationary compensation for all employees, inflationary increases for operating budgets,

and an increase in financial aid comparable to the tuition and fee hikes.

He added that the increases allow for additions to high priority budget items such as instructional and classroom equipment, improved instructional technology, funds for the implementation of the strategic plan, a new government relations office, initial cost of operating the new Science and Engineering Complex, and deferred maintenance.

Tuition and fees for students taking 24 credits a year for 1995-96 will rise \$150 for freshmen and sophomores; \$162 for juniors and seniors; and \$96 for graduate students taking 8 credit hours. The totals include a \$12 yearly fee increase, to \$242, for all classes of students.

Tuition per credit hour for 1995-96 is \$101.75 per credit hour for first-year and sophomore students, an increase of \$5.75; \$111.75 for juniors and seniors, an increase of \$6.25; and \$189 for graduate students, up \$10.50 per credit hour.

Barring an increase in state appropriations of over the budgeted 3 percent, the 1996-97 per credit hour rates will increase to \$107.50 for lower division students; \$118.50 for upper division students; and \$200.25 for graduate students. A \$12 increase in fees for all students, the same increase as in 1995-96, will also take effect.



Margo Kendzier and Garrick Landsberg

Students on Board

Oakland's two new student liaisons to the Board of Trustees made their official debut at the revamped University Drive Entrance ribbon-cutting ceremony, just prior to the June board meeting. Margo Kendzier of Sterling Heights, an elementary education major, and Garrick Landsberg, an engineering major from Pontiac, will each serve a one-year, non-voting term as student representatives to the board.

EO Policy Amended

The university's equal opportunity (EO) policy now prohibits discrimination on the basis of sexual orientation. The addition was approved by the Board of Trustees June 8, after a two-year lobbying effort by the Gay and Lesbian Alliance student organization, and support from the AAUP, University Student Congress and the Residence Hall Council.

The board also added the prohibition of discrimination based on height, weight and family status to the policy, in keeping with the Michigan Elliott-Larsen Civil Rights Act.

"Oakland University reaffirms its commitment to equality of opportunity for all persons," said Vice President for Student Affairs Mary Beth Snyder, in submitting the EO policy amendment.

The amendment passed by a 5-2 margin, with Trustees Doyle and Schlaybaugh voting against the amendment, and Trustee Sharp abstaining.

The amendment now reads, in part: "It is the policy of Oakland University that there shall be no unlawful discrimination against any person on the basis of race, sex, sexual orientation, age, height, weight, handicap, color, religion, creed, national origin or ancestry, marital status, familial status, or veteran status. The university shall strive to build a community that welcomes and honors all persons and that provides equal opportunity in education and employment."

Strategic Plan Approved

Guidelines to keep Oakland University positioned for growth and excellence well into the 21st century and beyond, called Strategic Plan 1995-2005, received the endorsement of the Board of Trustees at its June meeting.

The plan outlines the university's main areas of commitment and major objectives, and will serve as the framework for developing future action plans.

Key objectives under the nine-point strategic plan are to

help Oakland better meet the needs of its constituencies, to further the university's recognition and reputation as an institution of excellence, and to achieve national distinction in areas of teaching, learning, research and service.

Strategic Plan 1995-2005 is the culmination of 24 months of intensive work by nearly 170 university members and friends of the university, who engaged in significant dialog about the future of Oakland.

Working on the strategic planning process was "a big job" said Board Chair David Fischer, in thanking those who served on the various strategic planning committees. "Now that the plan has been approved, we have an even bigger job before us," he said.

Initial implementation plan development is now underway, according to Interim President Gary Russi.

Offices with primary responsibilities under Strategic Plan 1995-2005 will be designated by the president and charged to propose specific implementation plans for their areas, including resource allocation and reallocation plans, estimated timelines, and methods for assessing progress or success in achieving their components of the plan. Progress in implementing the strategic plan will be reported annually by the Office of the President, Russi said.

This fall, faculty and staff will be receiving a publication highlighting the plan.

Focus on Affirmative Action

Although some faculty and staff minority hiring goals were not met during the most recent 1993-94 reporting period, further progress was made in meeting the affirmative action goals of the university, according to Edward Perez, acting director of the Office of Equal Opportunity.

Perez presented a status report on minority hiring to the Board of Trustees last month.

The report reflected that 31 hires were made in the executive and administrative non-faculty groups. Of those, 21 (68 percent) were women, 10 (32 percent) were African-Americans and three (10 percent) were members of other minority groups.

For paraprofessionals and nonprofessionals, 28 people were hired. Of those, 19 (68 percent) were women and seven (25 percent) were African-Americans.

In total, seven affirmative action goals were met for women, African-Americans and other minority groups.

Perez said that since 1991, executive and administrative incumbency for African-Americans has remained steady at 10 percent of the population. For skilled and service maintenance employees, the total number of African-Americans has decreased 1 percent since.

Since 1981, however, there has been a continued success of women in the executive and administrative positions and in the hiring of African-Americans and Hispanic staff in clerical/technical positions.

Perez added there is a need to be more successful in the hiring, promotion and retention of women and minority faculty and staff.

In an effort to improve and strengthen the university's affirmative action plan, a number of initiatives have begun, he said.

Academic Success Fund Created

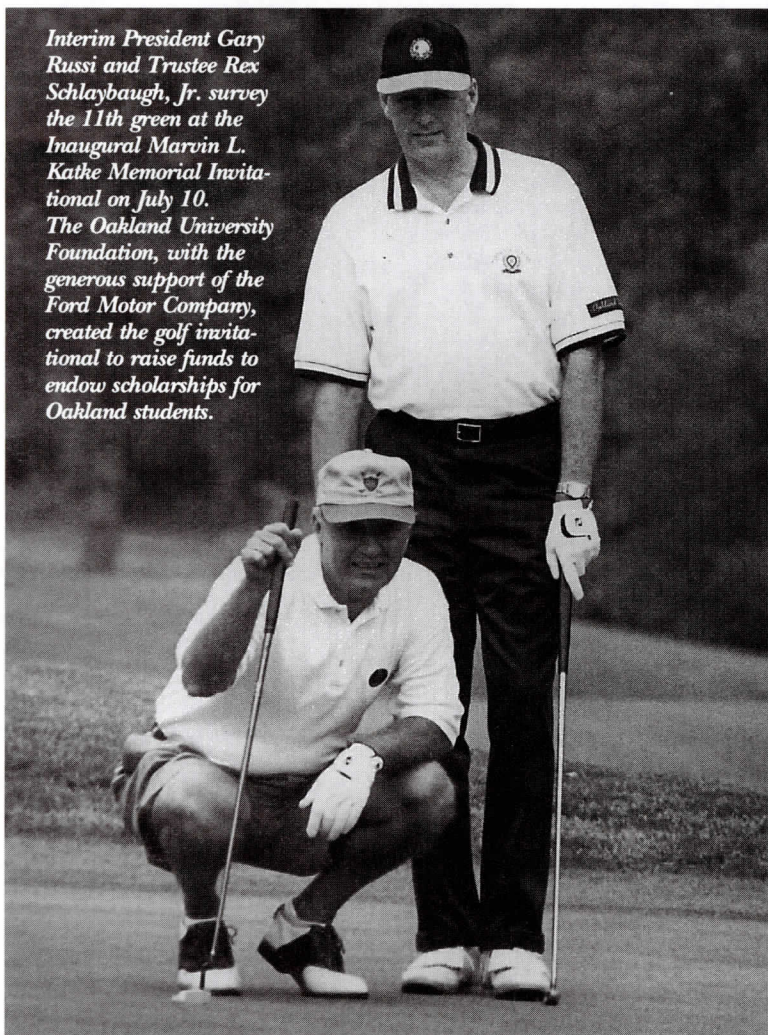
A new fund has been created to expand the cultural diversity and cultural horizons of the student body at Oakland.

The fund, called the Trustee Academic Success Fund, is like an endowment reserved for students, and will be administered by the Office of the President and the Office of Equity.

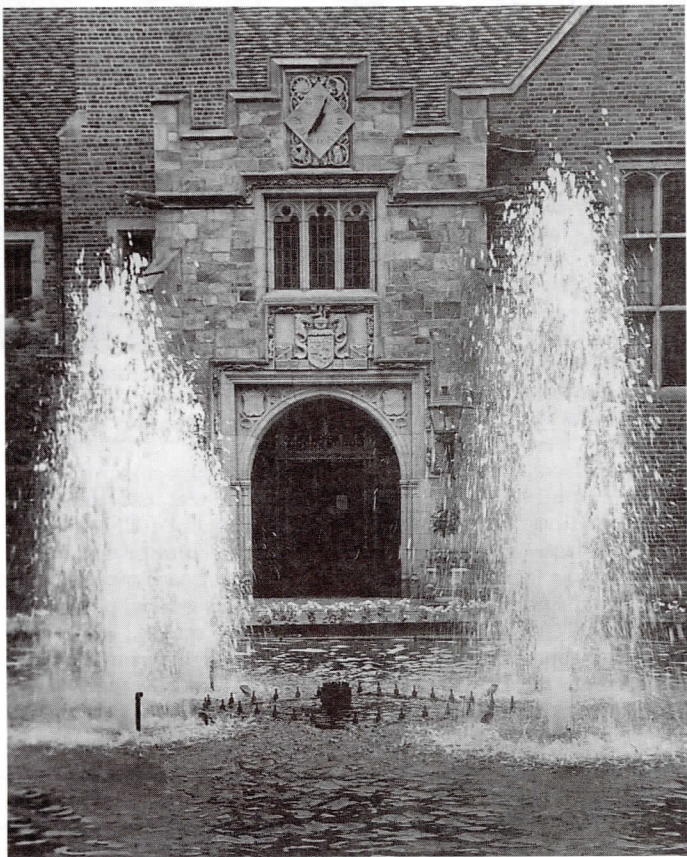
The money in the fund, about \$177,000 for the 1995-96 academic year, will be used for the recruitment and retention of a culturally diverse student body, and to expand the cultural horizons of students who will be working in an increasingly multicultural world upon graduation.

In recommending the academic success fund to the Board of Trustees for approval, Interim President Gary Russi added that diversity will include gender as well as ethnic origin.

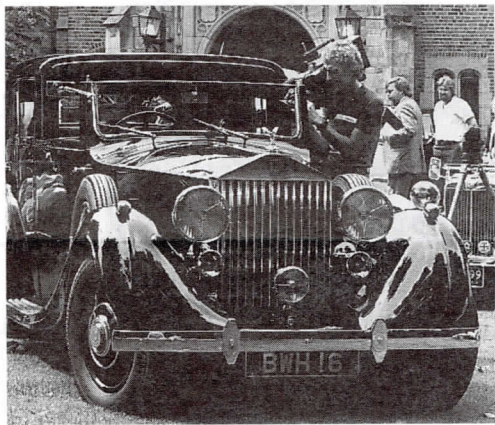
The fund is made possible by the investment of proceeds from the sale of university land to the city of Auburn Hills to widen Squirrel Road.



Interim President Gary Russi and Trustee Rex Schlaybaugh, Jr. survey the 11th green at the Inaugural Marvin L. Katke Memorial Invitational on July 10. The Oakland University Foundation, with the generous support of the Ford Motor Company, created the golf invitational to raise funds to endow scholarships for Oakland students.



A 60-foot landscaped pond was one of the highlights of the fourth annual Meadow Brook Landscape and Garden show in June. Meadow Brook Hall is now gearing up for the Concours d'Elegance August 6, which will feature some 250 internationally renowned vintage automobiles and 14 car artisans.



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.

JULY

Meadow Brook Hall tours, 1:30 p.m. daily and from 1-5 p.m. Sundays (last tour begins at 3:45). Admission. Summer Tea Room luncheons. Gift Shoppe also open. Call 370-3140.

17 — 20th Annual OUAA Golf Outing, 7 a.m.-5 p.m. Katke-Cousins Golf Course. 370-2158.

19 — CIPO Patio Concert, 11:45- a.m.-1 p.m., Oakland Center lower level patio. Free entertainment and guest chefs to be announced.

21 —Meadow Brook Music Festival with Detroit Symphony Orchestra, "Beethoven's Big Fives." Admission. 645-6666.

22 —Meadow Brook Music Festival with Detroit Symphony Orchestra, "Beethoven Lives Upstairs" Young People's Concert. Admission. 645-6666.

22 —Meadow Brook Music Festival with Detroit Symphony Orchestra, Russian Favorites. Admission. 645-6666.

23 —Meadow Brook Music Festival with Detroit Symphony Orchestra, pops program with laser light show. Admission. 645-6666.

24 —Meadow Brook Music Festival with American Family Theatre's *Pinocchio*. Admission. 645-6666.

26 — CIPO Patio Concert, 11:45- a.m.-1 p.m., Oakland Center lower level patio. Free entertainment and guest chefs to be announced.

29 —Meadow Brook Music Festival with The David Sanborn Group. Admission. 645-6666.

AUGUST

Meadow Brook Hall tours, 1:30 p.m. daily and from 1-5 p.m. Sundays (last tour begins at 3:45). Admission. Summer Tea Room luncheons. Gift Shoppe also open. Call 370-3140.

3 — University Board of Trustees meeting, 3 p.m., Oakland Center Gold Rooms.

3 —Meadow Brook Music Festival with Dave Koz. Admission. 645-6666.

4 — Fashion show, as part of the Concours d'Elegance, featuring James Purcell. 370-3140.

6 — Concours d'Elegance, vintage auto show, 9 a.m.-4 p.m., Meadow Brook Hall. Admission. 370-3140.

12 —Meadow Brook Music Festival with Barry Manilow. Admission. 645-6666.

13 —Meadow Brook Music Festival with Always Patsy Cline, stage show. Admission. 645-6666.

19 —Meadow Brook Music Festival with Robert Cray, Taj Mahal. Admission. 645-6666.

20 —Meadow Brook Music Festival with Judy Collins, David Gates. Admission. 645-6666.



Student Lawanda Smith sang at the reception following the 1995 Minorities in Higher Education conference hosted by Oakland University June 9. More than 150 faculty, staff and administrators from colleges and universities around Michigan attended.

29 —Meadow Brook Music Festival with the Neville Brothers. Admission. 645-6666.

31 —Meadow Brook Music Festival with Sheri Lewis, children's performer. Admission. 645-6666.

New Residence Halls Deposit

Beginning this fall, students who wish to live on campus will be required to submit a non-refundable \$100 deposit with their room and board contract. The deposit will be applied to students' room and board charges, and will not result in any additional cost to live in the halls.

The change, approved by the Board of Trustees in June, will make it easier to plan housing capacity, according to Mary Beth Snyder, vice president for student affairs.

"Students who submit a contract with a deposit are making a firm commitment to live in the halls," Snyder said. "Prior to this, we only required a written indication that a student planned to live in the halls, thus making it difficult to plan our housing capacity for the following year."

Snyder said that most higher education institutions in the state now require a non-refundable room and board down payment.

Students will be charged a \$100 cancellation fee if they break their contract between June 15 and the start of the school year, Snyder said. After the start of the semester, a \$200 fee will be charged.

The old policy required students to pay 25 percent of their remaining obligation if they left the halls after the semester started.

The new policy also eliminates the sometimes confusing and time consuming appeal process that students had to go through to be released from a signed residence hall contract, Snyder said.

Signs of the Times

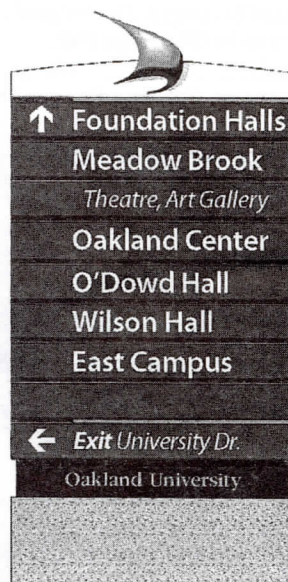
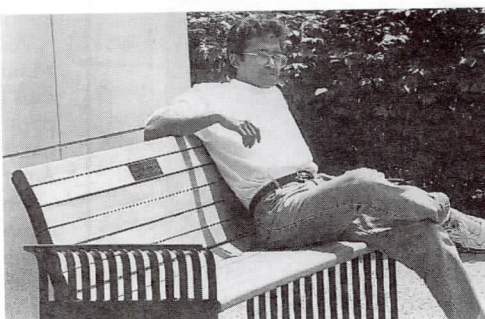


It's Official
Oakland's new main entrance off University Drive was officially opened in ribbon-cutting ceremonies June 8. Sharing in the celebration were Interim President Gary Russi, Auburn Hills Mayor James McDonald (center) and David Fischer, chairman of the Board of Trustees.

Bench Marks

Two six-foot contour benches have been placed in front of Kresge Library to launch a new university bench recognition program. The first bench was donated by friends of Michael Riley and Jack Wilson (George Wibby awardees), to acknowledge their contributions to the university. A second bench was placed from funds donated by the university community to honor Rockne Delauney, who retired in 1994.

Individuals or groups interested in donating the cost of a bench, and having a special recognition plaque added, may contact Paul Bissonnette, vice president for finance and administration or Karen Kukuk, administrative assistant, at 370-2445. Under the bench program, the university will cover the cost of bench installation and matching trash receptacle.



'Wayfinding'

Mock-ups of various new university sign types will be installed on campus later this summer, and your input is needed. Look for the temporary signs as you traverse campus, then look for a questionnaire to come your way, asking how you like them. The designs are the work of a campus signage committee, along with design consultant, Corbin Design. The group has been working for several months to develop standards for new university signage. Size, shape, required terminology, and ultimately how well they accomplish the primary goal of "wayfinding" on campus were considered in the designs. The resulting designs also take into consideration the need to remain consistent with the university's identity guidelines in relation to typeface, colors, and the use of the logo.