inside AILAND

A newsletter for Oakland University colleagues

May 2001

Hard hats, soft hearts

2 groundbreakings and a recognition ceremony bring OU community together

Apartment Life

Not since the George T.
Matthews Apartments were built back in 1981, when enrollment was 11,644, had ground been turned for the construction of new student housing at Oakland University, until Founders' Day on April 18. That's when the university community gathered for a groundbreaking ceremony for the Student Housing Apartment Complex (SHAC).

The SHAC addresses the demand for on-campus housing, which has grown tremendously in the last five years and exceeded availability for the last two. And it speaks to enrollment projections, which estimate 20,000 students by 2010 - 2,500 of them on-campus residents. Fall 2000 enrollment topped 15,000 for the first time in OU history. The SHAC also is part of Oakland's commitment to providing a vibrant student life.

"We all know that on-campus students add a sense of vitality to an academic community that spills over to every corner of the campus, said Mary Beth Snyder, vice president, Student Affairs. "We'll soon have more students here on week nights and weekends, and at extracurricular activities. With more students around, it will become easier for them to make friends and find outlets for their interests. These are key ingredients to a satisfying undergraduate career and a strong allegiance to OU as alumni.'

The \$21-million, 176,000-square-foot complex will provide six, three-story, Tudor-style brick and stucco apartment buildings – housing for 459 additional campus residents. Each student will have a private bedroom equipped



EHS Building groundbreaking. From left: OU President Gary D. Russi, Trustee Ann Nicholson, Dean Mary Otto, Vicki Pollman, and Pontiac School District Superintendent Walter Burt.

with computer and Internet access. And every apartment unit will be fully furnished with contemporary wood furniture and modern appli-

"As design plans were being developed, the apartment committee sought the opinions of residents and commuters," said Jennifer Wegner, vice president, University Student Congress. "Through their input, students have ownership of these apartments long before September 2002."

Capstone Development Corp. and Demarest and Associates Architects partnered with OU in this design/build project.

Good-bye O'Dowd, Hello EHS

In fall 2002, the School of Education and Human Services (SEHS) will say goodbye to O'Dowd Hall, where it has shared space with other academic units for nearly 20 years, and hello to a spacious, elegant, new home.

"Today, the new century really begins for the School of Education and Human Services – a new era of discovery and innovation in what will be a new, contemporary home," said Dean Mary Otto at a separate Founders' Day groundbreaking. "This exciting, \$31-million, 130,000-

square-foot-facility – planned with input from students, staff and faculty in conjunction with the architectural firm of Duce Simmons Associates, and the construction firm, J.M. Olson Corporation – will help us create and deliver innovative education to Oakland University students."

Walter Burt, superintendent of the Pontiac School
District; SEHS student Vicki
Pollmann, OU President
Gary D. Russi, and Ann V.
Nicholson, chair of the
Oakland University Board of
Trustees, also delivered celebratory remarks. Nicholson
extended thanks to private
donors and to the state for its
support.

"On behalf of the Oakland University Board of Trustees, I would like to thank Gov. John Engler, and the Michigan State Legislature, which generously appropriated 75 percent of the cost of the construction of the Education and Human Services Building," Nicholson said.

"This growth in programs and infrastructure follows a strategic plan for Oakland designed to reposition the university for a future marked by regional and national eminence, and true distinction," Russi said.

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Dodge Brothers Motor Cars

MBH exhibition examines the company and the industry

The first year that Lisa Baylis Ashby, director, Meadow Brook Hall, came to work for Oakland University, she discovered a large cache of archival materials related to Dodge Brothers Motor Cars, the company built by famed industry pioneers John and Horace Dodge. There were financial papers, photographs, marketing materials and hundreds of binders full of carbon copies of memoranda. As she read through the documents, a picture emerged of the organizational structure and development of the company, and what the industry itself was like in the early days. Five years later, the perfect opportunity arose to present these materials to the public in a singularly unique context — during the 2001 Meadow Brook Hall Concours d'Elegance. The lead sponsor of the weeklong Concours, DaimlerChrysler, acquired Dodge Motor Cars in 1928 and continues to manufacture Dodge cars and trucks today.

Perhaps the most startling exhibition find is some rare silent film footage from approximately 1915.

"One reel is a marketing tool that was shown in Dodge showrooms," Ashby says.
"It highlights the workmanship of the vehicles, which were known for durability in their day. Another reel shows vehicle performance in poor weather conditions and what may be the earliest recorded crash test.

"These fascinating archival materials give insight into the early foundation of the automotive industry," Ashby says. "They were retained by Matilda Dodge Wilson after the death of John Dodge in 1920."

John Dodge was born in Niles, Michigan, in 1864, and his younger brother, Horace, in 1868. They learned their mechanical skills early in life from their father, Daniel R. Dodge, who operated a machine shop and foundry in Niles. The brothers settled in Detroit in the late
1880s and experienced their first
major involvement
with the auto industry in 1902 when

Ransom E. Olds commissioned them to manufacture transmissions for the Olds Motor Works. That same year, the brothers took a chance and retooled for production of the yet unknown Ford Motor Company. Their risk paid off and the brothers soon became minority stockholders. By 1914 they broke away from Ford and began production of their own Dodge motor car.

The brothers were enjoying incredible success when, in January of 1920, they attended the International Automobile Show in New York City. While there, both John and Horace contracted influenza. John Dodge died from complications resulting in pneumonia on January 14. Horace never fully recovered and passed away the following December.



John Dodge

The widows, Matilda Rausch Dodge and Anna Thompson Dodge, sold the company in 1925 for \$146 million. Walter Chrysler began negotiations for the purchase of the company and in 1928 the transfer was complete.

View this fascinating exhibit in the Fountain Room at MBH during the 2001 Meadow Brook Hall Concours d'Elegance, on Sunday, Aug. 5, or at scheduled times from July 2 through Sept. 30. Call extension 3140 for details.

The Dodge Brothers Motor Cars exhibition was made possible in part by a grant from the Michigan Council for the Arts and Cultural Affairs.

Move over Oscar; MatilDa's here

MTD presents arts awards for 2001

OU alumni Steve Blackwood CAS '78 and Phyllis White CAS '82, were among many shining stars April 2 at the 2001 MaTilDa Awards, presented by the Department of



Phyllis White accepts her MaTilDa award from Michael Mitchell, assistant professor,

Music, Theatre and Dance (MTD), College of Arts and Sciences. MTD holds the annual event to recognize top students, alumni and supporters. A tradition for almost 20 years, the awards had been presented in an informal setting with a certificate serving as the honor until last year. That's when the MTD event took on some of the glitter and glamour of its Hollywood

counterpart, the Oscars, and started hosting the MaTilDa 'Awards at the San Marino Club in Troy. The evening now features performances and award presentations.

Blackwood, a television and film actor, won the Alumni Arts Achievement Award in Theatre. At Oakland, he found his love for acting, appeared in many productions, and earned a bachelor's degree in English. After graduation, he moved to New York, where he performed in Off-Broadway productions. In 1991, he went on to Hollywood, where he won TV roles in NYPD Blue, Dr. Quinn and The Nanny. Blackwood also earned film credits in Nightwatch and the upcoming Ed Gein. For the last four years, he has been a regular on the daytime drama, Days of Our Lives, playing the comic villain Bart. He says he is thrilled to win the MaTilDa Award and owes his success to MTD and his Introduction to Acting Class. Blackwood also is a jazz/swing singer with a release titled I Don't Worry Bout a Thing out on Chartmaker Records.

White, an OU special lecturer and composer, won the MTD Alumni Arts
Achievement Award in Music.
She graduated with a
Bachelor of Music in Music
Theory degree and a
Distinguished Musicianship
Award. She also earned an
award for composition from
the American Society of
Composers and Publishers
and, that same year, published her first piece of music



The other 2001 winners include:

Distinguished Musicianship AwardCaitlin Burke

Outstanding Student in Piano Performance Won Kyung Shin

Joyce Weintrub Adelson Memorial Award for Piano Ensemble

Kevin Nadolski, Steven Mastrogiacomo

Outstanding Student in Voice Performance Gretchen Busam

Jennifer Scott Memorial Award Jan Flynn

Outstanding Student in Music Education Deborah Blair, Kathy Zuziak

Outstanding Student in Instrumental Performance Ben Baldwin

Outstanding Student in Music Theatre Emily Wilson

Meadow Brook Estate Award Amanda Materne

Gittlen Achievement Award in Theatre Jennifer Price

Gittlen Theatre Award Jessica Elwart

Pamela Perfilli Award Maureen Hurley

Jacob Decker Dance Award Melanie Hamper

Allesee Award Mary Beth Frechette

Outstanding Studer Service Award Jacqueline Rhodes

Cassandra Svacha Corrie Beth Shotwell

Distinguished Community Service Award

Elizabeth and George Seifert

– a work written for and performed by the Meadow Brook Estate. White began teaching music and theory at OU as a part-time lecturer in 1987. In 1989, she married John-Paul White, professor, MTD, and entered the Master's of Music in Composition program at Oakland. In 1991, she gave birth to a son, Joshua, and stopped her studies to raise



Students make presentations of their IT projects to sponsors.

From mind to market

CEIT invites IT inventors to prepare their ideas for the marketplace

If you think you have an information technology idea that will change the world – or at least meet a need – Oakland's new Center for Entrepreneurship in Information Technology (CEIT) can help you prepare your dream for the marketplace.

Last December, OU won a \$150,000 grant from the state of Michigan's Emerging Technology Challenge Fund to establish the CEIT. Startup funds include this three-year grant and the university's contribution of \$250,000, says CEIT Administrator Mohan Tanniru. He is also the director of the School of **Business Administration's** Applied Technology in Business (ATiB) program. CEIT's other co-directors are Ishwar Sethi, chair, Computer Science and Engineering, School of **Engineering and Computer** Science, and Ranald Hansen, vice provost, Office of Research and Graduate Study.

The idea for the center stems from a three-year-old feature of the ATiB program, the innovation project. In this program, students define a problem and try to solve it with information technology. They compete for awards by presenting their product to corporate judges. One of those projects was an online system for voting in general elections.

"Students put together interesting information technology projects, some of which were Web-based, but these products went nowhere because there was no additional funding or knowledge support to move them to market," Tanniru says. "If we had provided funding for them and some guidance in writing a business plan, maybe they would have developed the concepts further."

The center will provide grants of about \$4,000 to \$8,000 to support development of information technology products. The CEIT's major service, however, will be in providing business expertise from speakers and other consultants, such as entrepreneurs, venture capitalists and investment bankers. The center is currently seeking such experts to help in this endeavor.

"Our goal is to teach entrepreneurs about the totality of business, including market research, identifying a market niche, writing a business plan, preparing a budget, and establishing relationships with various entities to support the entire value chain — not to just build a Web site and hope that customers will come," Tanniru says.

On June 13, the center will issue a call for proposals and host a symposium from 9 a.m. to 4 p.m. at the Troy Marriott on Entrepreneurship and Management of Information Technology. Proposals will be evaluated in September; funding for them will begin in October. More proposals will be solicited in summer 2002.

Development of policies and procedures, and additional funding is under way. For further information, contact Tanniru, preferably by e-mail, at tanniru@oakland. edu, call him at extension 4649 or visit the Web site at http://atib.sba.oakland. edu/cetiinfo.htm.

him. She has taught at Oakland ever since. White has had over 100 choral pieces published by the Lorenz Corporation of Dayton, Ohio. These works have sold more than a million copies, and have been sold on every continent except Antarctica.

The MaTilDas are named after OU Founder Matilda Dodge Wilson to honor her memory and legacy. MTD Chair Carol Halsted, Publicist Beth Thibault, Business Manager Manjit Gill, and the MTD Advisory Board organized this event.

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Varner Memorial Garden to bloom

Rusty Postelwate, associate vice president, Facilities Management, reports that Phase I of the creation of the Varner Memorial Garden, to be located outside the back door of Varner Hall, will commence this summer. Phase I will involve the planting and landscaping of the garden, which is being developed in memory of the late Woody Varner, first chancellor of Oakland University.

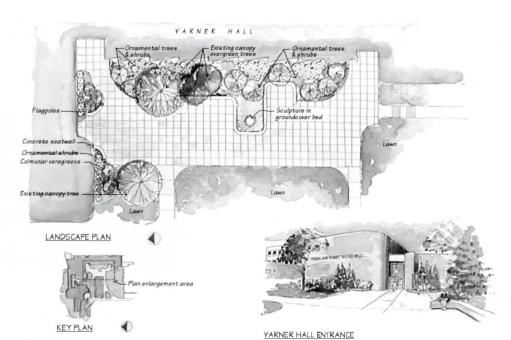
Look for Phase II to begin in 2002. It will include the part brick and part concrete repaying of designated areas.

I Bonds now available

Regular Oakland University faculty and staff are now eligible to purchase U.S. Savings Bonds through payroll deduction.

Bill Kendall, assistant vice president, University Human Resources, advises the campus community that there are two types of savings bonds: (1) Series EE Bonds, which are sold at half their face value and earn a rate of return based on five-year Treasury securities; and (2) I Bonds, which are sold at face value and earn a rate of return above and beyond inflation. Interest accrues monthly and compounds semi-annually.

Interest earned is exempt from state and local income taxes. Federal income taxes may be deferred until bonds are cashed. Interest may be tax-exempt for college (if qualification criteria are satisfied).



Phase I plans for the Varner Memorial Garden.

Effective June 1, 2001, if you wish to purchase either or both types of savings bonds – Series EE or I Bonds – stop by the Payroll Office to complete the payroll deduction authorization form.

Walk for wellness

The Meadow Brook Health Enhancement Institute (MBHEI) has teamed with the Older Persons Commission and the Rochester Rotary Club to get people of all ages walking at Saturday Wellness Walks on the first Saturday of every month.

Walkers may choose from a 3.7, 2.7 or 1.7

During the walks, exercise physiologists from the

mile walk.

institute will circulate among the walkers to offer tips on walking style and effectiveness, including stride, stepping and arm movement. Afterward, the institute's staff will provide a brief discussion on various aspects of walking such as, "How to Buy the Proper Shoes" and "Dealing with Injuries." Healthy refreshments will be served.

Experienced walkers may do the entire 3.7-mile walk, while intermediate and beginner walkers can join at the 2.7 or 1.7-mile pick-up spots.

No entry fee is required for early registration, but there is a \$3 per person or \$5 per family late registration fee. For more information, call the institute at extension 3198.

employed the MONTH

March 2001

EMPLOYEE: Filomena Micu

TITLE: Custodian II

DEPARTMENT: University Housing
LENGTH OF SERVICE: 22 years

COMMENTS:

"Filomena is a custodian in the Anibal building. She is an exceptional employee! She keeps her building spotless all the time."

"Her students held a special day in her honor called "Nanna Day." They were up when she arrived at 7 a.m. They chipped in and gave her a gift certificate for dinner, a plant and a special cake. She really gets to know the students in her building and is like their mother away from home."

Founder's Day continued from page 1

Faculty honors

Founders' Day also featured the sixth annual Faculty Recognition Luncheon.
Twenty OU faculty members were cited for achievements and contributions made to Oakland or to their fields during the last academic year.
They are listed below.

Janice Schimmelman,

professor and chair, Art and Art History, was recognized for her scholarship identifying and documenting American art printed in 18th and 19th Century America. Her numbering system from her monograph American Imprints on Art is now being used by the Library of Congress in its cataloging.

John Reddan, professor, Biological Sciences, has been supported by the National Institutes of Health for 28 years. He was honored for his work to understand the factors that cause cataract formation and for devising experimental strategies to prevent or delay formation of cataracts.

John Seeley, assistant professor, Chemistry, is an analytic chemist recognized for his research work on two-dimensional gas chromatography. Initially funded by an OU Research Excellence Fund grant, his work was recently awarded a three-year, \$353,000 National Science Foundation grant.

Gladys Cardiff, visiting assistant professor, English, was honored for her latest volume of poetry, A Bare Unpainted Table, which was published in 2000. Individual poems by Cardiff have been included in major anthologies, including important collections of Native American poetry.

Brian Connery, associate professor and chair, English, was honored for his administrative work, his teaching and scholarship. In addition, Connery serves as secretary-treasurer for the Mid-Western American Society for Eighteenth-Century Studies and is a significant force in organizing the group's annual meetings.

Richard Tucker, professor, History, Oakland's expert on global environmental history, was recognized for his recent book, Insatiable Appetite:
The United States and the Ecological Degradation of the Tropical World, which delves into the impact of United States political policies and corporate policies on the world's tropical areas.

Carol Halsted, professor and chair, Music, Theatre and Dance, came to OU 30 years ago. She was honored for being the driving force behind the establishment of Oakland's dance program and for a major photography exhibit mounted at the Detroit Institute of Arts in 2000 titled

"The Power and Passion of Dance."

David Garfinkle, professor, Physics, was recognized for his work in gravitational physics with Oakland University colleagues and with faculty at other universities. In addition to being an invited participant at national and international physics conferences, he was named to a three-year term as an Institute of Theoretical Physics Scholar and is serving as secretary/treasurer of the American Physical Society's Topical Group in Gravitation.

David Shantz, associate professor, Psychology, was honored for mentoring junior faculty members and a recently appointed department chair. His recent work reviewing and revising the introductory psychology course helped standardize course content and increase the use of technology to align the course with departmental pedagogical objectives.

Gary Shepherd, professor, Sociology, director of the Concentration in Religious Studies, and former chair of the Department of Sociology and Anthropology, was recognized for realizing departmental program objectives. With his support, the concentration in Women's Studies became an independent major in 2000.

Joseph Callaghan, associate professor, Accounting, was honored for creating the new Accounting Information

Systems major and its innovative curriculum. With his colleagues, Arline Savage, Eileen Peacock and Tom Lauer, Callaghan has presented several papers on the Model-Oriented Tool-Enhanced pedagogy, one of which received the Best Paper award at the 1999 Accounting Information Systems Educator Conference.

Lee Rivers Mobley, associate professor, Economics, was recognized for implementing major technology-based innovations at OU using Geographic Information Systems (GIS). In her research, she has used GIS software to examine access to health care, the impact of managed care on distance traveled, and antitrust market definition.

Lisa Hawley, assistant professor, Counseling, was honored for performing outstanding service since her arrival at Oakland in 1999. In addition to teaching graduate courses and beginning her research program, she wrote the department's self-study for renewal of national accreditation by the Council on the Accreditation of Counseling and Related Educational Programs, and served on the School of Education and **Human Services Multicultural** and Equity Committee.

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DEADLINES

Submit items for publication no later than the 10th of the month before publication.

of distinction

Hoda S. Abdel-Aty-Zohdy, associate professor, Engineering, and director of the Microelectronics System Design Lab, presented a lecture titled "Intelligent Information Processing (IIP) Using Neural Networks and Genetic Algorithms" as part of the Hot Topics Lecture Series at DaimlerChrysler DCTC in April.

Susan G. Baker, special instructor, Communication, recently was invited to present a paper titled "Illuminating Concientiazation — Gender Considerations in Communication — Framing the Brazilian Favela" at the Eighteenth Annual Intercultural Communication Conference at the University of Miami, Coral Gables, in March.

Eddie Cheng, assistant professor, Mathematics and Statistics, gave a talk titled "Separation Problems of Antiweb-wheel Inequalities of the Stable Set Polytopes" at the 32nd Southeastern International Conference on Combinatorics, Graph Theory and Computing, in Baton Rouge, La. This is joint work with Sven De Vries (TU Munchen, Germany).

Eddie Cheng, assistant professor, and Marc J. Lipman, chair and professor, Mathematics and Statistics, had their paper titled "Vulnerability issues of star graphs, alternating group graphs and split-stars: strength and toughness" accepted for publication by the journal, Discrete Applied Mathematics.

Alice Horning, professor, Rhetoric, Communication and Journalism, presented a paper titled "The Psycholinguistics of Discourse Processing" at the American Association for Applied Linguistics Conference in St. Louis, Mo., in February.

Dale Nesbary, associate professor, Political Science, has had a paper titled "The Acquisition of Computer-Aided Dispatch Systems: Administrative and Political Considerations" accepted for publication in Social Science Computer Review.

Jude V. Nixon, associate professor, English, served as the final judge of the Tompkins/Bruenton Writing Competition held for undergraduate and graduate students under the auspices of the Department of English at Wayne State University.

Kathleen Pfeiffer, assistant professor, English, recently presented her work on Harlem Renaissance writer Nella Larsen during the Conference of the Society for the Study of American Women Writers in San Antonio, Texas. Pfeiffer's essay on another Harlem Renaissance writer, titled "The Limits of Identity in Jessie Fauset's Plum Bun," appears in the spring 2001 issue of the society's journal, Legacy.

Robert A. Wiggins, associate professor, Curriculum, Instruction and Leadership, had an article titled "Interdisciplinary Curriculum: Music Educator Concerns" published in the March 2001 issue of Music Educators Journal.

Yang Xia, associate professor, Physics, attended the 47th Meeting of the Orthopaedic Research Society in San Francisco, Calif., in February where he gave a podium presentation titled, "Quantitative In Situ Correlation Between Microscopic MRI (µMRI) and Polarized Light Microscopy (PLM) Studies of Articular Cartilage." Fewer than 50 percent of submitted abstracts are accepted, with only a minority of these for podium presentation. This work will be published by the journal, Osteoarthritis and Cartilage.



The 2001 Travis Professors from left: Janice Schimmelman, professor and chair, Art and Art History; Michael Gillespie, associate professor of theatre, MTD; and John-Paul White, professor of music-voice, MTD, with Mrs. Doris Travis and Carol Halsted, chair, MTD, representing Laurie Eisenhower.

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Founder's Day continued from page 3

John McEneaney, associate professor, Reading and Language Arts, was recognized for his work as the information services coordinator for the School of Education and Human Services' PT3 grant. He supervises a team of students developing Web-based materials and tools to incorporate into required coursework for elementary education majors and is evaluating the effectiveness of the WebCT software adopted by OU.

Carol Swift, associate professor and chair, Human Development and Child Studies, and Special Education Coordinator, was honored for her teaching and research on assessment and methods courses for learning disabilities. She researched co-teaching practices in Michigan and developed an assessment tool for self-evaluation, which was adopted for a statewide training project during 2000.

Gautam Singh, associate professor, Computer Science and Engineering, came to Oakland in 1998. Singh was recognized for authoring five journal articles and four conference presentations, obtaining grant awards totaling more than \$200,000, and serving on the program committees for two international conferences in the last year.

Brian Sangeorzan, associate professor, Mechanical Engineering, includes in his research interests instrumentation and optical diagnostic techniques for droplet and particle sizing, fuel sprays and liquid atomization, and heat transfer and fluid mechanics in the internal combustion engine. Between February 1999 and March 2000, he developed three engine research laboratories, which have brought \$340,000 in contracts and \$1 million in on-loan equipment to Oakland.

Brian Goslin, associate professor and director, Exercise Science, was honored for his research program emphasizing the multidisciplinary nature of human movement in the primary and secondary prevention of chronic disease. His contributions to the curriculum have been extensive, and he is currently leading development of an undergraduate major in Wellness, Health Promotion and Injury Prevention.

Frances Carter Jackson, associate professor, Nursing, has been on the faculty at Oakland since 1981. She was recognized for her research agenda, which has included end-of-life care, nursing standards for hospice care, the multicultural aspects of death and dying, and the use of hospice services by people of color. She also has been principal or co-investigator on three large studies of end-oflife concerns of ethnic minority groups.

Shawn Lombardo, associate professor, Kresge Library, was honored for significant contributions to the fulfillment of the library's instructional mission. She was selected for the highly competitive Association of College and Research Libraries Information Literacy Immersion Program in 2000. Out of this experience she has become a leader in evaluating and restructuring Kresge Library's information literacy curriculum.

The Travis Professors

For the first time, four faculty members were named Travis Professors at the Faculty Recognition luncheon: Janice Schimmelman, Michael Gillespie, John-Paul White and Laurie Eisenhower (see photo above).

Travis Professors are selected through the Doris and Paul Travis Professor Program, recently created in the College of Arts and Sciences through a \$538,000 endowment established by Doris Travis and her husband, the late Paul Travis. The program provides a \$5,000 annual salary supplement and \$1,725 development fund to support the creative endeavor and scholarship of four faculty members - one each from the areas of music, theatre, dance and art/art history. Selected faculty hold the honor for a three-year period.



May Now

Little Shop of Horrors. Musical with book and lyrics by Howard Ashman and music by Alan Menken. Meadow Brook Theatre. Through May 20.

May 15 Tea on Tuesdays at Meadow Brook Hall. Third Tuesday of every month. 3-4:30 p.m. \$30 per person. Reservations required.

Michigan Water Color Society's 54th Annual Exhibition. Meadow Brook Art Gallery. Shown only Thursdays, Fridays and Saturdays from noon to 5 p.m. Through June 16.

May 22

May 19

Just So Stories, by Rudyard Kipling, continues MTD's spring tradition of presenting children's theatre. Through June 8. Call extension 2032 for more information.

June

June 4

Eric Collins, Danica Connors and Vince Trani in Meadow **Brook Theatre's production of** Little Shop of Horrors.

Marvin L. Katke Invitational. Golf outing sponsored by the School of Business Administration. Call Lisa Desmet at extension 2241 for more information. RSVP by May 21.

Annual Faculty/Staff Golf Outing. Katke-Cousins Golf Course. Entry fee: \$45. Call Paul Franklin at extension 2400 for more information or register online at www2.oakland.edu/golf.

June 21