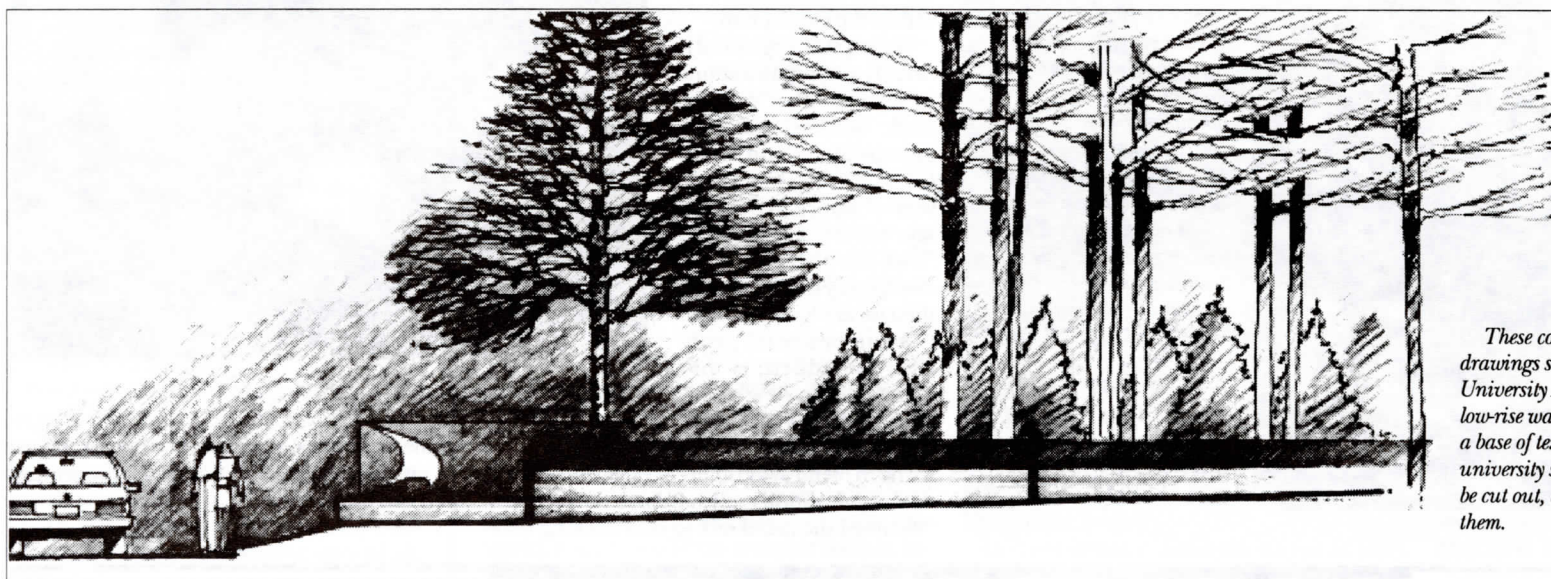
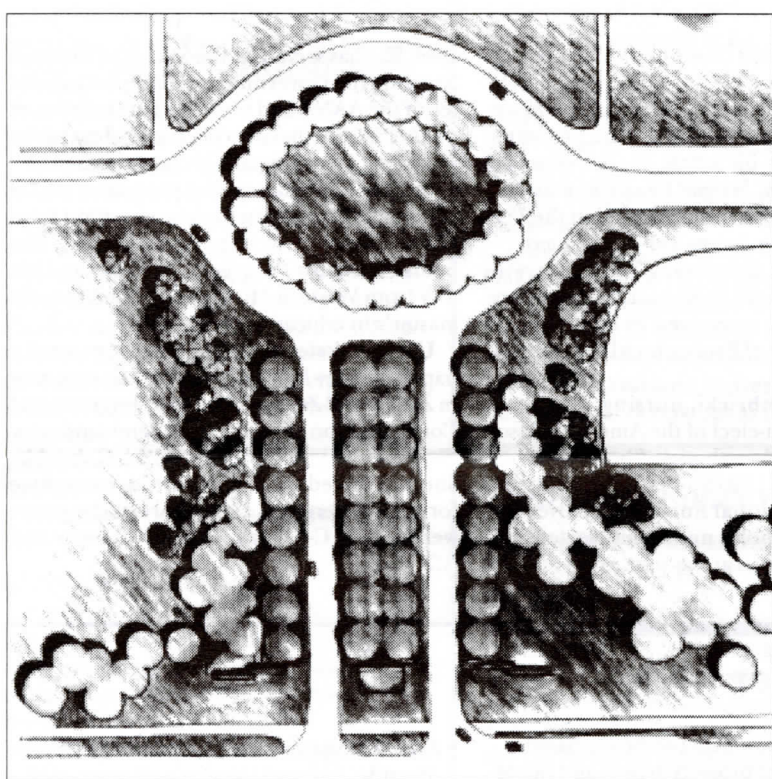


NEWS



These computer-enhanced architectural drawings show the main campus entrance at University Drive and Squirrel Road. At left, a low-rise wall made of black polished granite on a base of textured concrete blocks is evident. The university sail logo on the ends of the walls will be cut out, allowing passersby to see through them.



The overhead view shows that the median and entry and exit lanes to University Drive will be lined with oak trees. The entry wall (shown at the top of the page) stretches north and south of the University Drive lanes and through the median. The design is by Grissim/Metz Associates.

Entrance Adds Trees to Landscape

Work on the revamped entry into the university from University Drive is expected to be completed by the first of the year.

Once completed, one of the first sights for visitors will be that of more trees. The university will plant nearly 50 oak and evergreens along the east and west entry and exit roads, plus the center median.

Joseph Buslovich, assistant to the vice president and educational facilities planner in the Division of Finance and Administration, said bids from contractors are now being reviewed for the project. When the university sold land to the city of Auburn Hills for the Squirrel Road widening project, money was included to rebuild the entrance.

The project includes a low wall stretching along Squirrel Road and crossing the University Drive entrance. The wall will consist of a base of light gray textured concrete blocks and black polished granite on top. Bronze-colored anodized aluminum will spell out "Oakland University" on the wall that crosses the median. At the ends of the walls nearest the entrance and exit

lanes, aluminum extensions will have the university's sail logo cut through.

The addition of trees to the landscaping is something that Buslovich notes will enhance the beauty of the area. The trees in the median and along the entrance and exit lanes will form a natural corridor of foliage. The median will also be graded to provide a consistent height.

The entry isn't the only area with new landscaping. Campus Facilities and Operations, working in conjunction with outside contractors, recently completed a major overhaul of the Wilson Boulevard median.

The work included planting six trees and re-sodding the entire median. The ground was raised to provide a natural crown for drainage. Nearby, a new sidewalk from the northwest door of the Oakland Center to the parking lot was added, and the berm between the parking lot and Oakland Center was graded and landscaped.

The Wilson Boulevard project was internally funded as part of the university's regular beautification work.▼

REALITY VS. PERCEPTION

Substance Abuse a Lesser Problem Than What Many May Think

A survey of student attitudes toward substance use and abuse at Oakland University has turned up some surprising results.

In particular, although alcohol is the "substance of choice," students dramatically overestimate how much alcohol and drug use actually goes on. Moderate alcohol use and minimal drug use are the behavioral norm, rather than the exception, the study found.

Robert Fink, director of the Counseling Center, and Barbara Talbot, coordinator of substance abuse services, conducted the survey of 1,245 Oakland students during the past winter semester. The Oakland University Foundation funded the survey, the results of which will be used to plan substance abuse educational programs.

Among the key findings reported by Fink and Talbot:

- 76 percent of students reported recent use of alcohol and 14 percent reported recent use of drugs. Both figures are significantly lower than national norms. Men are more likely to abuse alcohol than women.
- 29 percent of the students had at least one binge drinking episode during a two-week period. Binge drinking is defined as five or more drinks in one sitting.
- Approximately 20 percent of students abuse alcohol frequently.
- 46 percent reported some form of public

misconduct and 26 percent experienced some kind of personal problem at least once during the past year as a result of drinking or drug use.

At the time of the survey, 74 percent of the students surveyed and 64 percent of the underage students reported using alcohol within the past 30 days. Drugs were much less commonly used, with 10 percent citing marijuana and 4 percent saying they had used some other illegal drug.

"Given that alcohol is the students' substance of choice, it is important to clarify patterns concerning how frequently they drink, how much, and how often they drink excessively," Fink and Talbot reported. "Our data indicate that moderation is the norm. Approximately 84 percent use alcohol once per week or less, and 73 percent consume three or less drinks per week."

They warn, however, that binge drinking is a common practice, especially among juniors and seniors. They noted that "binge drinking is a significant issue in the university community because it is frequently associated with acting out behavior, such as sexual assault, residence hall damage, fighting and drunk driving."

Fink and Talbot noted that, "The considerable surge in problematic drinking by students age 21-25 is probably best explained by the fact

Common Student Misconceptions

Substance use one or more times per week:

	Actual	Perceived
Tobacco	18.0%	80.0%
Alcohol	39.0%	92.0%
Marijuana	4.0%	38.0%
Cocaine	0.2%	16.0%
Other drugs	0.4%	7.0%

that the societal controls on drinking are being removed for them. They are now 'legal' and increasingly living on their own rather than with parents or in the residence halls."

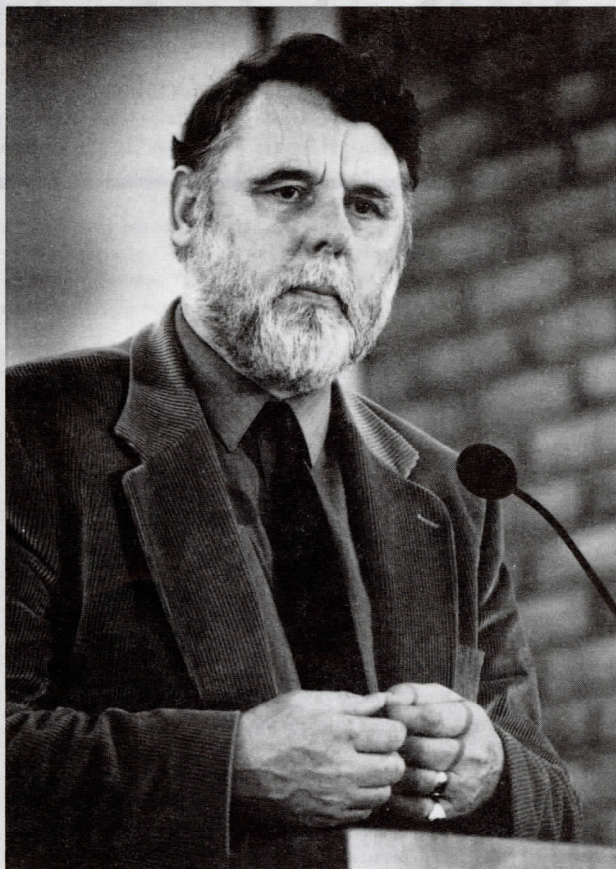
One paradox that turned up was that the majority of students believe the administration holds the responsible use of alcohol and prevention of alcohol and drug abuse as an important value, with policies in place to achieve that. The survey found, however, that the students generally do not know what specific programs and strategies are in place. Commuter students were less likely to know of specific policies and programs than residence halls students.

What students believe to be a problem and the actual extent of it are different, as the survey turned up. The survey found a "dramatic inaccuracy of students' perceptions about substance use by their peers. Respondents esti-

mated that virtually all (92 percent) students use alcohol regularly when in fact less than half (42 percent) do so. When asked about campus drug use, respondents' estimates were almost 10 times greater than actual use; cocaine 80 times actual use. This vast overestimation and the belief 'everyone is doing it' is also seen in the comparison studies of other universities and colleges."

Fink and Talbot say that although there are problem alcohol abusers among students, the view of student life as a heavy drinking and drug-use environment may be as significant a problem. "Contemporary research suggests that the overperception of alcohol abuse as normative encourages some people to overuse alcohol in order to be 'appropriate.' In fact, some writers suggest that university prevention programs may inadvertently reinforce this perception by focusing too exclusively on 'substance abuse.' Perhaps there needs to be more emphasis on the message that moderate, not heavy, drinking is the norm in the student community."

The survey showed that alcohol use at Oakland was lower than the national norm determined by a CORE Institute study. Oakland students consumed an average of 3.2 drinks per week, while nationally, the figure was 5.5. While 29 percent of Oakland students reported binge drinking, nationally the figure was 44 percent.▼



Moving Story

Terry Waite, one of the world's most-recognizable former hostages, captivated an Oakland Center audience with details about his 1,763 days in captivity. Waite, who was acting as a hostage negotiator for the Archbishop of Canterbury in England, was himself taken hostage in January 1987 while attempting the release of four others. Nearly four years of his confinement was solitary in a 7-by-10 foot tiled room. Waite said he survived by resolving no regrets, no sentimentality and no self-pity. During his capture, he was allowed one 10-minute break per day to use a bathroom. Waite, himself a towering 6-foot-7, was held in a basement room with a ceiling that ranged from 6-feet to 9-feet high.

Moving Toward 'Cooperative Pluralism'

An advocate of "cooperative pluralism" to achieve diversity and ensure student success brought her message to the university faculty.

Mako Nakagawa, a nationally known educator and specialist in multicultural issues, spoke at the fourth Faculty Forum on enhancing student success. The all-day program focused on the concept of cooperative pluralism and how to implement it within the curriculum.

Nakagawa urges individuals and organizations to set aside the "people-made barriers" that keep groups apart and move from an "either unity or diversity" stance to one that says "move from me to we." "If we don't believe that we can destroy those barriers, then we are lost," she said.

A fundamental problem, she added, is that many people view multicultural issues as a problem to solve, rather than as an asset. Instead of trying to blend away differences, she suggested that organizations rely on those differences. "We need the racial mix to be a working real-

ity," she said. Individuals must not lose sight of their own heritage when transcending human barriers, Nakagawa added.

"We're interdependent. We're in this to-



Speaker Mako Nakagawa

gether. I must be my brother's keeper; I must be my sister's keeper; because I am the brother and the sister." ▼

Of Distinction ...

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

Norman Tepley, physics, lectured at the Brain Research Laboratory of the Helsinki University of Technology on DC Magnetoencephalography. The laboratory is one of Europe's foremost neuroscience centers.

Jane Graham, history, presented a paper at the Northeast American Society for Eighteenth-Century Studies at Fordham University in New York City. The conference focused on law and license. Her paper was entitled *Police Paranoia and Popular Politics in the reign of Louis XV*. The paper was based on police archives which she consulted this summer in Paris. Her

project was supported by an Oakland University Research Fellowship.

Thaddeus Grudzien, biological sciences, presented an invited seminar, *Post-Pleistocene Evolutionary History of Garter Snakes on Lake Michigan Islands*, to the Department of Biological Sciences of Ohio University.

Robert Goldstein, political science, was awarded the \$100 prize for best presentation at the annual convention of the North American Vexillological Association (vexillology is the study of flags) in Portland, Oregon. Goldstein's paper was entitled, *Whatever Happened to the Great 1989-90 Flag Desecration Controversy?* An expanded version of his paper has been accepted for publication in the next issue of *The Raven*, the association's journal.

Baruch Cahlon, mathematical sciences, organized

and chaired a session at the 14th IMACS

World Congress on Computational and Applied Mathematics. He presented a paper, *On the Numerical Stability of Volterra Integral Equations with Several Delays*. Part of the presentation was based on his article, *On the Numerical Stability of Volterra Integral Equations with and Without Delay*, which was published in the *Proceedings of Dynamic Systems and Applications*.

Pamela Marin, Continuing Education, will serve as one of three judges for the Secretary of the Year event sponsored by the Oakland County Chapter of Professional Secretaries International.

Christine Zambricki, nursing, has been elected president-elect of the American Association of Nurse Anesthetists. She will serve as president in the 1995-96 year. She has been active in professional nursing activities for many years, and holds numerous elected and appointed positions at the state and national

level. She has served on the Michigan Board of Nursing, the Government Relations Committee of the AANA and the Board of Directors of the AANA. She has also been president of the Michigan Association of Nurse Anesthetists.

Monifa Jumanne, special programs, will receive her doctorate in higher education from Wayne State University this semester. She holds a bachelor's degree in sociology and history from Western Michigan University and a master's in education from WSU.

Uma Venkateswaran, physics, presented a paper, *Pressure Dependence of the Fano-asymmetry in ZnCoSe and ZnFeSe*, at the sixth International Conference on High Pressure Semiconductor Physics, held in Vancouver, British Columbia. She also served on the organizing committee for the conference. Coauthors of the paper were J. Bak, C-L. Mak, R. Sooryakumar and B.T. Jonker.

The Campus Register

New Faces

Recent additions to the university staff include the following persons:

- **Carmen Archer** of Pontiac, a clerk-receptionist II in the Office of Special Programs
- **Susan Dandalides** of Rochester Hills, a kindergarten teacher at the Lowry Child Care Center
- **Wendy Dessy** of Rochester, a secretary I in the Employee Relations Department
- **Rebecca Gembinski** of Sterling Heights, head teacher at the Lowry Child Care Center
- **Atefeh Jenrow** of Rochester, a clerk-receptionist II in the Office of Admissions
- **Diane Guenzi Johnson** of Rochester Hills, a secretary I in the Athletic Department
- **Dr. Joseph Keenan** of Oxford, medical director of Meadow Brook Health Enhancement Institute and Graham Health Center
- **Patricia Ketcham** of Rochester Hills, Learning Resource Laboratory manager in the School of Nursing
- **Barbara Kooiman** of Rochester Hills, a secretary II in the School of Nursing
- **Isabel Marcella** of Utica, a secretary I in the Department of Modern Languages and Literatures
- **Kelly Plourde** of Rochester, assistant director of annual giving, Division of University Relations
- **Donald Ritenburgh** of Ann Arbor, an administrative assistant in CIPD
- **Rebecca Wickham** of Rochester, assistant director of residence halls, Department of Residence Halls

Funding Opportunities

The Office of Grants, Contracts and Sponsored Research has relocated to 520 O'Dowd Hall. Stop in to visit the staff and obtain assistance with the external proposal development process. The following funding opportunities include sponsor contact information and submission deadlines. You may contact sponsors directly or request assistance from Information Specialist Pat Beaver at 370-4116.

Environmental Protection Agency

The EPA funds Environmental Justice Small Grants to help communities harmed by environmental conditions develop education, action and risk-reduction projects. Each of the EPA's 10 regions will award \$300,000. Preapplications, on which the EPA will base awards, are due February 4. Application material must be sent to EPA regional offices. Contact Daniel Gogal, Office of Environmental Justice (3103), EPA, Room 2636, 401 M Street SW, Washington, D.C. 20460, or call (800) 962-6215.

National Science Foundation

The NSF invites proposals for comprehensive education system reform projects to improve science, mathematics and technology education in rural, economically disadvantaged regions. Organizations, including universities, may apply for funding on behalf of consortia that include representatives from state and local education agencies, business and industry, local school districts, community colleges, health and human services agencies and economic development agencies. Eligible rural regions may encompass connected school districts located in different states, or school districts that are noncontiguous but have a variety of education goals and community issues in common. The application deadline is February 28. For information, contact the Office of Systemic Reform, Rural Systemic Initiatives Program, National Science Foundation, 4201 Wilson Boulevard, Room 875, Arlington, Virginia, 22230, or call (703) 306-1690.

The National Endowment for the Humanities

The NEH funds projects to plan and implement exhibitions, interpret historic sites and produce related publications and education programs. Museums, historical societies, historic sites, museum associations and other nonprofit organizations and institutions are eligible to apply for funding. The program funds planning grants, implementation grants, humanities self-study projects and grants for professional development in the humanities. The application deadline is December 2. For information, contact Suzi Jones, National Endowment for the Humanities, 1100 Pennsylvania Avenue NW, Room 420, Washington, D.C. 20506, or call (202) 606-8204.

Department of Energy

The department will fund Motor Challenge Showcase Demonstration Projects to highlight electric motor system energy efficiency, productivity and environmental improvement in varied industrial or municipal facilities and settings. Areas of interest include design-decision tools development, best practices and guidelines on various electric motor system application topics; engineering consulting assistance to advise applicants on performance validation issues; development and documentation of a comprehensive case history for each demonstration and dissemination of study results; and expert consultants for technical assistance and advice. Required preliminary proposals are due January 18. For more information, contact the Motor Challenge Information Clearinghouse, P.O. Box 43171, Olympia, Washington 98504-3171; or call (800) 862-2086.

Jobs

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

- Administrative assistant/program coordinator, AP-4, Continuing Education

- Accounting clerk II, C-6, Office of Accounts Payable
- Director of prospect tracking, temporary, Division of University Relations
- Administrative assistant, AP-6, Office of the President
- Assistant director, orientation, AP-3, Orientation Office
- Social science research assistant, AP-4, Department of Institutional Research
- Network operations analyst, AP-8, Office of Computer Services, electronic systems operations
- General counsel and secretary to the board of trustees, miscellaneous, Office of General Counsel and Board of Trustees
- Director for governmental and public relations, miscellaneous, Office of the Board of Trustees
- Assistant registrar for scheduling, evening programs and technical support, AP-9, Office of the Registrar
- Assistant program director (part time), AP-5, Continuing Education
- Internal auditor, casual, Internal Audit



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- **Jay Jackson**, *Oakland University News* editor, and Publications Department staff writer, (810) 370-4344 or E-mail: jacksonj@vela.acs.oakland.edu
- Fax: (810) 370-3182

This publication is printed on recycled paper.

Quote

"If there were dreams to sell ... what would you buy?"

— Thomas Lovell Beddoes

Bits & Pieces

Flu Shots Extended

Graham Health Center has extended the period in which the university community may obtain flu shots.

The shots will be available through November, or until the supply runs out. The cost is \$6, and the shots are available without appointment. Hours are 8:30-11:30 a.m. and 1:30-4:30 p.m. Monday-Friday.

Changing the Process

Innovative approaches to redesigning fundamental operations at the university will be explored in a seminar, *An Introduction to Process Redesign*.

David Strubler, a former member of the Employee Relations Department staff, will lead the seminar from 2-3 p.m. November 4 in Oakland Center Gold Room A. Process redesign is defined as "a managerial approach to improving performance by redesigning the core business processes of an institution."

The seminar is sponsored by the AP Assembly Professional and Personal Development Committee. For details, call Louann Stewart at 370-2496 or Rikki Schwartz at 370-4196.

Jarski to Lecture

Professor Robert Jarski of the School of Health Sciences will give a free lecture about a program that reverses heart disease without surgery or drugs.

Jarski, an expert in mind-body medicine, will speak at 7 p.m. November 1 in the Meadow Brook Health Enhancement Institute. His talk will outline his sabbatical at the Preventive Medicine Research Institute at San Francisco University. He will also comment on future trends in nonpharmacological treatment of heart disease.

For information, call the MBHEI at 370-3198.

ACS Offers Seminars

Faculty and staff members interested in learning more about computer programming may attend free seminars sponsored by the Office of Academic Computer Services.

Raja Vishnubhotla will teach *Introduction to Application Development Using SAS/AF and FSP* from 10 a.m.-noon November 11 in 241 Dodge Hall. The seminar will give users a look at creating user-friendly windowing applications and editing SAS datasets. From 10 a.m.-noon November 16 in 129B Kresge Library, he will teach *Introduction to SAS Macros*.

Basic knowledge of SAS is a prerequisite for either seminar (let alone understanding what all of this means). Call Lucy Cromas at 370-4539 to reserve your place.

Cookbooks to Aid Scholars

Your next home-cooked meal could help an Oakland University student receive a scholarship.

The Women of Oakland University organization is selling *The Great American Cookbook* to raise money for its Critical Difference Scholarship Fund. The cookbooks are \$25 and samples are on display in the offices of various WOU building representatives.

Cookbook orders will be accepted through December 2 by WOU members, or you may send a check payable to Oakland University to Lisa Leonard, 161 NFH. Include your name, campus address and phone number.

ERD Revises Office Hours

Extended office hours have been implemented by the Employee Relations Department.

The Employment Office and the Staff Benefits Office are now open continuously from 9 a.m.-5 p.m. The Director's Office, Salary Administration Office and Personnel Records Office continue to operate from 8 a.m.-noon and 1-5 p.m.

If you have any questions or comments regarding the hours in ERD, call Catherine Rush, acting employment director, at 370-3480, or send her E-mail at rush@saturn.acs.oakland.edu.

Festive Evening Honors Oakland's Major Donors

Major donors to Oakland University received a formal "thank you" for their substantial contributions at the first Donor Recognition Gala on October 22.

The gala recognized individuals who have contributed a minimum of \$15,000. The evening black-tie event included the formal induction of donors into gift societies established by the Board of Trustees earlier this year. Both individual and corporate donors were cited; and nearly 175 guests attended the gala, which was organized by the Division of University Relations. Collectively, the guests and those in the giving societies who could not attend represented total giving of \$39 million.

President Sandra Packard recognized the donors for their support of the university. "Our purpose this evening is both simple and profound: It is to say thank you. Thank you to each of you for your generosity, for your insight into what Oakland could become with your help, and for the role you have played in aiding Oakland to fulfill its potential," the President said. She was joined in thanking the donors by Louis Ross, chair of the Oakland University Foundation Board of Directors and a trustee of the university; David Fischer, chair of the university Board of Trustees; and David Disend, vice president for university relations.

In honoring the donors, the university formally inducted members into the donor recognition societies. These societies include individuals and families, corporations, foundations and other organizations that contribute to the university. Members of the societies will be honored annually at the Donor Recognition Gala.

The societies are the Founders Society, the Charter Society, the Meadow Brook Society, the Presidents' Council Society, the Matilda R. Wilson Society, the Alfred G. Wilson Society and the President's Club Society.

The Founders Society

One of the most recently established of Oakland's donor recognition societies, the Founders Society honors donors whose contributions total \$1 million or more. Their extraordinary vision, as evidenced by their gifts, has enabled Oakland University to complete such major undertakings as the expansion of



Dennis Pawley, an Oakland alumnus and executive vice president for manufacturing at Chrysler Corporation, displays the Founders Society medallion he accepted on behalf of the Chrysler Corporation Fund. He also received a medallion for his personal giving at the President's Club Society level.

Kresge Library. Members of the Founders Society received a polished gold and black medallion on a gold-plated chain.

The Charter Society

Donors whose contributions are at least \$500,000 but less than \$1 million are afforded membership in the Charter Society. Their substantial gifts are used throughout the university to supplement academic and cultural programs. Charter Society members, who received a polished gold and black medallion on a white ribbon, are among those who symbolize the spirit of charting new pathways for Oakland University.

Meadow Brook Society

Contributions of \$250,000 to \$500,000 earn donors recognition in the Meadow Brook Society. Meadow Brook Society members received a polished silver-and-black medallion on a gold ribbon.

Presidents' Council Society

Donors who contribute at least \$100,000 but less than \$250,000 are members of the

Presidents' Council Society. Members of the Presidents' Council Society received a polished silver-and-black medallion on a white-and-gold ribbon.

Matilda R. Wilson Society

Membership consists of donors whose contributions range from \$50,000 to \$100,000. These donors were identified with an antique gold medallion on a black-and-white ribbon.

Alfred G. Wilson Society

Gifts to the Alfred G. Wilson Society, range from \$25,000 to \$50,000. Donors were recognized by an antique silver medallion on a black-and-gold ribbon.

President's Club Society

One of Oakland University's original donor societies (first called the Chancellor's Club), the President's Club Society consists of individual donors whose cumulative gifts total a minimum of \$15,000. Members were recognized by their antique bronze medallion on a black ribbon.▼

University Policy on Graffiti Removal Not Aimed at Limiting Personal Expression

One might say the university community could chalk up to experience some discussions over graffiti.

In the past few weeks, awareness of the university's policies regarding graffiti removal has been intensified, especially in relation to that found on sidewalks. Alan Miller, assistant vice president for finance and administration, says the university policy has always been not to interfere with slogans and other messages students place on walks with common chalk.

The university has, however, removed graffiti from walkways that contained racist or threatening messages, or that was placed in areas deemed inappropriate.

Miller said past practice has always been to remove graffiti from areas under canopies and overhangs where rain or snow would not remove it naturally. Also, all graffiti on walls, doors, signs and light posts was also removed.

Graffiti written with paint or ink was also removed.

Campus Facilities and Operations records show that the university has spent nearly \$12,000 over the past three years on graffiti removal. That includes labor of more than 438 hours and materials, primarily for high-pressure equipment and special solvents to remove paint and ink. Even that dollar figure is low, Miller adds. "It's well understated, and in fact, it's much more than that, because not all of the time is recorded through a work order. If the administration asks us to clean up a particular problem, a crew may respond immediately and that time is not recorded."

The main problem with graffiti on campus isn't related to chalk on walks, Miller notes, although that seems to draw the most attention. It's more serious vandalism in restrooms,

elevators and on exterior signs. Miller says that recent classroom improvements, such as carpeting and new chairs, are taking a beating. Six new classroom chairs installed this semester were brought into the shop for repairs after students broke the writing tablet off. The library has also seen its share of vandalism, with holes kicked into walls, food and drink spilled on carpeting and desk-like shelves in study carrels broken by users standing on them.

A new problem maintenance crews are battling is "spray chalk," an aerosol spray that "has about the same difficulty in removing" as paint, Miller says.

All of these costs are paid through general fund dollars, which means both tax and tuition dollars. "It's discouraging to us," Miller says. "It takes its toll."▼

November a Critical Time for Exercising Your Staff Benefit Options

The Staff Benefits Office has announced important dates for faculty and staff members to keep in mind regarding changes in their benefits.

Open Enrollment for Insurance

Open enrollment for faculty and staff will be held from November 1-30 with insurance coverage effective January 1. During the open enrollment period, you may be eligible to:

- Change to a different health plan; enroll for coverage (dental, health, optical, life, long-term disability) if not previously enrolled; add dependents (spouse and eligible children); enroll for or increase group accident insurance coverage; add, increase or decrease supplemental life insurance; and enroll your spouse and dependents for life insurance

Health insurance representatives from Blue Cross/Blue Shield, Blue Preferred Plan, Health Alliance Plan, Blue Care Network and SelectCare will be available for individual questions on a walk-in basis for faculty and staff.

The representatives will be on campus from 11:30 a.m.-1:30 p.m. November 8 in Oakland Center Lounge II.

If you have any questions regarding health coverage, try to see the representative on the above date.

File Your Dental Claims

You have until December 31 to file claims

with Delta Dental for claims during the period when you were insured with Connecticut General Dental.

If this deadline applies to you, please notify your dentist that claims for services provided prior to January 1, 1994 will not be paid by Delta Dental if received by Delta Dental after this December 31.

Flexible Spending Accounts

A representative from ComerComp will be on campus for a brief presentation of the Flexible Spending Account plan. Some Oakland University employees who were enrolled in the plan during 1994 will also be in attendance. This presentation will give you the opportunity to learn more about the plan and ask questions of the representative or of the employees.

Presentation dates are noon-1 p.m. November 1 in the Oakland Center East Crockery, and from noon-1 p.m. November 2 in Oakland Center Gold Room A.

By depositing money in a flexible spending account through payroll deduction, you can pay for expenses incurred and be reimbursed from the funds in these accounts. These deductions are taken before federal, state and social security taxes are withheld, therefore reducing your taxable income. This allows you to pay for expenses with pretax dollars, which increases your spendable income.

You are eligible to enroll for 1995 during the open enrollment period, November 1-30.

Premium Conversion Waiver

Also during November, you are eligible to change the method of your health insurance deduction from your payroll check. You may make your deduction pretax or after-tax. If you wish to make it after taxes are withheld, you must sign a waiver form in the Staff Benefits Office. If you previously had signed a waiver and wish to change it to before-tax, you must sign a "rescind of waiver" in the Staff Benefits Office. If you do nothing, the method of your health insurance deduction will continue for 1995 as it is currently.

For further information about any of the programs, visit the Staff Benefits Office, 142 NFH, or call 370-3483.▼

It's Fashion Show Time

The annual Women of Oakland University fashion show adds a different twist this year by concentrating on accessories, with an accent on the upcoming holidays.

The event from noon-1 p.m. November 9 in the Oakland Center Gold Rooms will feature fashions by Jacobson's. Admission is free to WOU members and \$5 for nonmembers. Beverages and dessert will be provided, and door prizes will be awarded. For information, call Barbara Dahlmann at 370-2177.▼

Lunch Program a Way of Bringing Students Closer to Faculty, Staff

A new program sponsored by the Division of Academic Affairs aims to link students with faculty and staff members to ensure that students feel welcome at Oakland.

The Faculty/Student Conversation Program will rely on volunteers to meet with students informally. "Student success at Oakland is a major priority," says Virginia Allen, assistant vice president for academic affairs. "It is

important that we fulfill our commitment to students by providing a supportive and enriching environment. Faculty and staff play a key role in making this happen. If the main purpose of education is to change students' lives, our focus must be on individual students and their needs."

The Faculty/Student Conversation Program is a luncheon program coordinated

through the Office of Academic Affairs. The program will encourage faculty, staff and students to meet in an informal setting as a means of welcoming students into the university community.

Faculty and administrative staff may request Munch Money cards for one or two students whom they feel they would be able to provide additional support and assistance. To request a Munch Money card, call the Office of Academic Affairs at least five days prior to the scheduled lunch. Munch Money cards will be sent to the faculty or administrative staff per-

son making the request. At the end of the semester, participants will be asked to complete a brief survey.

"All faculty and administrative staff are invited to participate in this program," Allen says. "Our real potential for impacting student success lies in understanding students' needs and motivations so that we will know how to assist them. Getting to know who students are is important to this process. Our hope is that faculty and staff interacting with students in an informal setting will contribute to student success and student satisfaction."▼



Trusting Souls

Lee Anderson and Mary McClain try out the breakfast cooked up by the Division of Finance and Administration at the dedication of the new 14,400-square-foot Buildings and Grounds Maintenance building. Doing the cooking are David Vartanian (with the hat) and David Lewis. The building brings 65 employees together under one roof.

President Appoints Ed Perez to OEO Post

President Sandra Packard has appointed Ed Perez acting director of the Office of Equal Opportunity and assistant to the president.

Perez will serve in this capacity for approximately one year while Director Catherine Rush carries out her duties as acting director of the Employment Office of the Employee Relations Department.

"I have great confidence in the ability of Ed Perez to oversee the responsibilities of the Office of Equal Opportunity," President Packard commented. "His demonstrated sensitivity to issues that come before this office will enable him to meet the needs of students, staff and faculty members."

Once his one-year appointment is com-

pleted, Perez will return to his regular position as manager of staff development/affirmative action administrator, the position he has held since coming to Oakland in 1990. At that time, Rush will return as director of the Office of Equal Opportunity and assistant to the president.

As acting director of the OEO, Perez is responsible for developing affirmative action strategies for faculty and staff searches, updating and maintaining the university's affirmative action plan, collecting employment data as required for reports to the state and federal governments, investigating internal and external complaints of discriminatory treatment and monitoring compliance with provisions of the Americans with Disabilities Act.▼

Faculty Grant Awards

The following faculty grants have been received:

- To Virginia Allen, assistant vice president for academic affairs, \$400,000 from the National Science Foundation for the Metropolitan Detroit Alliance for Minority Participation. She also received \$70,000 from the Office of Minority Equity in Lansing for the Entrance to Major Program that starts this fall.
- To Ka C. Cheok, engineering, \$23,341 from Chrysler Corporation to conduct research on Model of IDR and Voltage Regulator for a Saber Simulation.
- To Subramaniam Ganesan, engineering and computer science, \$23,341 from Chrysler Corporation to conduct research on Fuzzy Control for Engine Idle Speed.
- To Robert N. K. Loh, engineering, \$420,105 from the U.S. Army Tank-Automotive Command for Development, Implementation and Evaluation of an Agile Manufacturing Cell.
- To Louis Nachman, mathematical sciences, \$23,826 from EDS Corporation for Complex Surface Development: New Surfacing Schemes that work on Feature Points.
- To Michael Hartzer, Eye Research Institute, \$11,000 from Fight for Sight for a study of Effect of Silicone Oil Soluble 5-Fluorouracil in an Improved Proliferative Vitreoretinopathy Model in the Rabbit.

- To Diane Wilson, nursing, \$36,065 from the Health Resources and Services Administration for Professional Nurse Traineeship.
- To Christine Zambricki, nursing, \$9,970 from the Health Resources and Services Administration for Nurse Anesthetist Traineeship.
- To Michael Chopp, physics, \$50,3721 from Henry Ford Health System for Photodynamic Therapy: Basic Science Studies.
- To Denis Callewaert, chemistry, \$124,919 from the National Cancer Institute for Regulation of the Recycling of Cytotoxic Lymphocytes.
- To Nalin Unakar, biological sciences, \$20,198 from the National Eye Institute for Morphological Studies in Experimental Cataracts.
- To Jon Yates, biological sciences, \$56,568 from the National Institutes of Health for Molecular Biology of Human Lymphatic Filariasis.
- To Frank Butterworth, biological sciences, \$12,750 from the National Science Foundation for International Symposium on Biomonitoring and Biomarkers as Indicators of Environmental Change.
- To Fay Hansen-Smith, biological sciences, \$6,358 from NATO for Growth of Microvessels in Skeletal and Cardiac Muscle.
- To David Garfinkle, physics, \$9,000 from Research Corporation for Numerical Investigations of Gravity Waves and Singularities.

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.

OCTOBER

- Meadow Brook Hall tours, 1:30 p.m. daily and from 1-5 p.m. Sundays (last tour begins at 3:45). Admission. Gift Shoppe also open. Call 370-3140.
- 28 — Open office hours with President Sandra Packard, 3:30-5 p.m., 100 Kresge Library. 370-3500.
- 28 — Seminar, *Ethics and the Legal Assistant*, 8:30 a.m.-4 p.m., Meadow Brook Hall. Admission. Sponsored by Continuing Education and the Legal Assistant Association of Michigan. 370-3120.
- 28-30 — Play, *Stags and Hens*, 8 p.m. Friday and Saturday and 2 p.m. Sunday, Varner Studio Theatre. Admission. Sponsored by the Department of Music, Theatre and Dance. 370-3103.
- 28 — Concert Band, *Americans We*, 8 p.m., Varner Recital Hall. Admission. Sponsored by Department of Music, Theatre and Dance. 370-3013.
- 31 — American Red Cross blood drive, 9 a.m.-9 p.m., Oakland Center Gold Rooms. Free. Sponsored by CIPO. 370-2020.
- 31-November 4 — *Alcohol Awareness Week*, noon, Oakland Center Fireside Lounge. Free. Sponsored by CIPO. 370-2020.

NOVEMBER

- Meadow Brook Hall tours, 1:30 p.m. daily and from 1-5 p.m. Sundays (last tour begins at 3:45). Admission. Gift Shoppe also open. Call 370-3140.
- 1, 8, 15, 22 and 29 — Alcoholics Anonymous, noon-1 p.m., 9 Graham Health Center. 370-2341.
- 1 — American Red Cross blood drive, 9 a.m.-9 p.m., Oakland Center Gold Rooms. Free. Sponsored by CIPO. 370-2020.
- 1 — Presentation on Flexible Spending Accounts, noon-1 p.m., Oakland Center East Crockery. Free. Sponsored by Staff Benefits Office. 370-3483.
- 1 — Arts at Noon, noon-1 p.m., Varner Recital Hall. Free. Sponsored by Department of Music, Theatre and Dance. 370-2030.
- 1 — Lecture by Robert Jarski of the School of Health Sciences on reversing heart disease without surgery or drugs, 7 p.m., Meadow Brook Health Enhancement Institute. Free. 370-3198.
- 2 — Presentation on Flexible Spending Accounts, noon-1 p.m., Oakland Center Gold Room A. Free. Sponsored by Staff Benefits Office. 370-3483.
- 3 — Environmental Film Series, *Blowpipes and Bulldozers*, noon, Oakland Center Annex I. Sponsored by Honors College, CIPO and the Environmental Studies Program. 370-4450.
- 3 — OU Bible Study, noon-1 p.m., Oakland Center Lounge II. 370-4189.
- 3 — Mainstage performance by ventriloquist Dan

- Horn, 8 p.m., Hamlin Hall lounge. Sponsored by Student Program Board. 370-4296.
- 4 — Seminar, *An Introduction to Process Redesign*, 2-3 p.m., Oakland Center Gold Room A. Free. Sponsored by the AP Assembly Professional and Personal Development Committee.
- 4-6 — Play, *Stags and Hens*, 8 p.m. Friday and Saturday and 2 p.m. Sunday, Varner Studio Theatre. Admission. Sponsored by the Department of Music, Theatre and Dance. 370-3103.
- 5 — Saturday Fun for Kids series with storyteller Jackie Torrence, 11 a.m., Meadow Brook Theatre. Admission. 370-3300.
- 8 — Presentation on insurance options for faculty and staff members by health-care insurance providers, 11:30 a.m.-1:30 p.m. Free. Oakland Center Lounge II. Sponsored by Staff Benefits Office. 370-3483.
- 8 — Arts at Noon, noon-1 p.m., Varner Recital Hall. Free. Sponsored by Department of Music, Theatre and Dance. 370-2030.
- 9 — Annual Women of Oakland University fashion show, noon-1 p.m., Oakland Center Gold Rooms. Free for members, \$5 for others. 370-2177.
- 10 — Environmental Film Series, *The Greenhouse Effect*, noon, Oakland Center Annex I. Sponsored by Honors College, CIPO and the Environmental Studies Program. 370-4450.
- 10 — OU Bible Study, noon-1 p.m., Oakland Center Lounge II. 370-4189.
- 11 — Seminar, *Introduction to Application Development Using SAS/AF and FSP*, 10 a.m.-noon, 241 Dodge Hall. Free, but reservations required. 370-4539.
- 11 — Open office hours with President Sandra Packard, 3:30-5 p.m., Lepley Sports Center Pioneer Room. 370-3500.
- 11-13 — Oakland Dance Theatre, *Fall Concert*, 8 p.m. Friday-Saturday and 3 p.m. Sunday, Varner Recital Hall. Admission. Sponsored by Department of Music, Theatre and Dance. 370-3013.
- 11-13 and 18-20 — Plays, *The Collection and Eight Revue Sketches*, 8 p.m. Friday and Saturday and 2 p.m. Sunday, Varner Lab Theatre. Admission. Sponsored by the Department of Music, Theatre and Dance. 370-3103.
- 15 — Arts at Noon, noon-1 p.m., Varner Recital Hall. Free. Sponsored by Department of Music, Theatre and Dance. 370-2030.
- 15 — Oakland Insight Series with David Herman, dean of students, speaking on *Oakland Students: Who, What and Why*, noon-1 p.m., Oakland Center Gold Room C. Free. Beverages provided.
- 16 — Seminar, *Introduction to SAS Macros*, 10 a.m.-noon, 129B Kresge Library. Free, but reservations required. 370-4539.
- 17 — Environmental Film Series, *The Rhino War*, noon, Oakland Center Annex I. Sponsored by Honors College, CIPO and the Environmental Studies Program. 370-4450.

- 17 — OU Bible Study, noon-1 p.m., John Dodge House. 370-4189.
- 17 — Afram Jazz Ensemble and Vocal Jazz Ensemble, *Jazz Dimensions*, 8 p.m., Varner Recital



Let Me Tell You...

Storyteller Jackie Torrence brings her tales to Meadow Brook Theatre for a Saturday Fun for Kids series presentation. The 11 a.m. November 5 show is presented with the support of the Meadow Brook Music Festival Women's Committee, TRW Vehicle Safety Systems and Holiday Inn of Auburn Hills. Tickets are \$6 and available by calling 370-3300.

- Hall. Admission. Sponsored by Department of Music, Theatre and Dance. 370-3013.
- 18 — Film, *Ju Dou*, 7 p.m., 201 Dodge Hall. Sponsored by Student Program Board. 370-4296.
- 20 — Pontiac Oakland Symphony, *Two for the Show*, 3 p.m., Varner Recital Hall. Admission. 370-3013.
- 22 — Arts at Noon, noon-1 p.m., Varner Recital Hall. Free. Sponsored by Department of Music, Theatre and Dance. 370-2030.
- 23 — Concert Band, *Tribute to Leonard B. Smith*, 8 p.m., Varner Recital Hall. Admission. Sponsored by Department of Music, Theatre and Dance. 370-3013.
- 25-December 29 — Play, *A Christmas Carol*, various times, Meadow Brook Theatre. Admission. 370-3300.
- 27-December 11 — Meadow Brook Hall Christmas Walk, hours vary. Admission. 370-3140.
- 29 — Arts at Noon, noon-1 p.m., Varner Recital Hall. Free. Sponsored by Department of Music, Theatre and Dance. 370-2030.
- 30 — Art, Book and Gift Fair, 9 a.m.-4 p.m., Oakland Center Crockery. Free. Sponsored by Oakland Center Operations. 370-3245.
- December**
- Meadow Brook Hall tours, 1:30 p.m. daily and from 1-5 p.m. Sundays (last tour begins at 3:45). Admission. Gift Shoppe also open. Call 370-3140.
- 1 — Environmental Film Series, *Only One Earth: Big Fish, Little Fish*, noon, Oakland Center Annex I. Sponsored by Honors College, CIPO and the Environmental Studies Program. 370-4450.
- 1 — OU Bible Study, noon-1 p.m., 130 Oakland Center. 370-4189.
- 1 — University Board of Trustees meeting, 3 p.m., Oakland Center.
- 2 — Open office hours with President Sandra Packard, 3:30-5 p.m., Office of the President, 204 Wilson Hall. 370-3500.
- 1-3 — Meadow Brook Hall Christmas Walk patron dinners, by reservation only. Admission. 370-3140.
- 2-4 — Meadow Brook Estate, *Holiday Spectacular*, 8 p.m. Friday-Saturday and 3 p.m. Sunday, Varner Recital Hall. Admission. Sponsored by Department of Music, Theatre and Dance. 370-3013.
- 5 — Saturday Fun for Kids series with singing duo Gemini, 11 a.m., Meadow Brook Theatre. Admission. 370-3300.
- 6 — Arts at Noon, noon-1 p.m., Varner Recital Hall. Free. Sponsored by Department of Music, Theatre and Dance. 370-2030.
- 6 and 13 — Alcoholics Anonymous, noon-1 p.m., 9 Graham Health Center. 370-2341.
- 8 — OU Bible Study, noon-1 p.m., Oakland Center Annex II. 370-4189.
- 9 — Open office hours with President Sandra Packard, 3:30-5 p.m., Oakland Center Oakland Room. 370-3500.