



# OAKLAND UNIVERSITY

## News

104 North Foundation Hall  
Rochester Hills, MI 48309-4401

A publication for faculty and staff

November 28, 1988



### A Wondrous Christmas

Thirty-six florists and display artists have transformed Meadow Brook Hall into a holiday fantasy for the annual Christmas Walk. Chairpersons John and Terry Rakolta, Jr., of Bloomfield Hills and their committee members have organized the event to benefit Meadow Brook Hall operating and preservation funds. Approximately 30,000 persons are expected to take the tour from November 30-December 11. University employees may see 'A Wondrous Christmas' at a special rate, courtesy of the Women of Oakland University. The special \$1 per person fee for employees and spouses and their dependent children will be in effect from 4:30-8 p.m. November 30. For regular tour prices and times, call 370-3140.

### \$100,000 Gift Funds Student Awards

Texas Instruments is contributing \$100,000 to the School of Business Administration in honor of retiring TI general director and long-time university supporter Paul F. Lorenz.

Dean Ronald M. Horwitz said the gift creates the Paul F. Lorenz/Texas Instruments Academic Excellence Awards to be given annually to outstanding undergraduate and graduate students.

TI officials said the contribution "reflects the strong traditional interest in this company in furthering higher education in America." TI policy is to donate \$100,000 in honor of a retiring director to that director's college or university of choice.

"This is a significant contribution that will create additional scholarship recognition in a manner not possible through the general

fund," Horwitz said. "We thank both parties for their generosity."

Specifically, Horwitz said the academic excellence fund will be used for a full-tuition scholarship for an undergraduate business major who has completed his or her junior year with the highest GPA within the school. It will also fund three outstanding SBA student awards: the top two undergraduates and the outstanding Master of Business Administration student. All three will be chosen on the basis of cumulative grade point average.

Lorenz is a retired Ford Motor Co. executive vice president and an adjunct professor in the School of Business Administration. He and his wife Harriet are long-time friends of the university and members of the President's Club.▼

### Annual Fund Drive Starts December 2

Lee Anderson, chairperson for the 1988-89 All-University Fund Drive, has designated December 2 as the official kick-off date for this year's university-wide fund raising effort.

Anderson notes the generosity of the faculty and staff of OU, and says in the past three years, nearly \$190,000 has been generated by the fund drive. Such support, he says, is especially important during current difficult financial conditions.

An added incentive is a generous challenge grant from the Oakland University Foundation that will match all increased gifts dollar-for-dollar. The offer is limited to the

first \$50,000 and applies to gifts from alumni as well as faculty and staff.

Other members of the All-University Fund Drive Committee are Vanessa Bard, Jane Bingham, Shirley Cobb, Rita Munley Gallagher, Jennifer Gilroy, Arthur Griggs, Donald Hildum, Monifa Jumanne, Jean Miller, Edward Moshier, Patrick Nicosia, Jacqueline Scherer, David Strubler, Sandy Teague, Elinor Waters, Gilbert Wdedkind and Kay Zdroj.

During the first week in December, committee members will deliver fund drive information packages to all faculty and staff.▼

## 'A Critical Difference': Women of Oakland University Scholarship Fills a Void

Members of the Women of Oakland University saw a need and stepped in to fill it.

The reward, however, will not be for themselves, but for an undergraduate student.

The organization's Critical Difference Scholarship will be awarded to a single head of household for the 1989-90 academic year. The intent is to assist a determined student who, without the scholarship, might otherwise not be able to continue his or her education.

"It can be overwhelming for a student who is trying to complete a college degree while taking care of family, work and financial responsibilities," says Barb Liegl, scholarship committee chairperson.

"The reasons are very individual. We have all had the experience of having someone there for us just at the right time. That's what this scholarship is all about."

The first recipient will receive \$250 for each of the fall and winter semesters.

Applicants must be a single head of household, have completed at least 16 credits and have had his or her college education interrupted at some point for at least one year. A minimum GPA of 2.0 is required. The recipient may be either a full- or part-time student and may receive scholarship assistance from other sources, too.

Applicants must include a letter of recom-

mendation from a former teacher, professor or employer. They should also include a letter explaining how this scholarship would make a critical difference to them in the academic year.

Liegl points out that WOU seeks students who slip through the cracks during consideration for other forms of financial aid or scholarships. Committee members believe there is a great need for such a program.

The first scholarship award has been funded by WOU members and a guest speaker who donated part of her honorarium. The organization is accepting donations for future scholarships.

Persons interested in donating may do so through the university annual fund campaign in December. To do so, simply designate the pledge card or cash gift for the

Women of Oakland Scholarship Fund, or make a gift directly to WOU.

Scholarship committee members serving with Liegl are Bonnie Abiko, Virginia Blankenship, Joyce Parrish, Cassandra Phillips, Patricia Rottenberk and Sue Smith.

Scholarship applications will be available from the Financial Aid Office after January 15. The award will be announced on June 1.▼

### Soccer Team in National Tourney

The men's soccer team qualified for the NCAA Division II national tournament December 2-4 with a 17-2-3 record.

Coach Gary Parsons' team hosted the Central Region competition on November 20. OU, which drew a bye in the first round, played the sixth-ranked University of Missouri-St. Louis (18-3-1) and won, 3-0.

The Pioneers entered the regional tournament ranked second in the nation. It was unclear who the next opponent would be.▼



Strong winds caused a fire that started in a small Dodge to spread quickly to nearby cars November 17 near Varner Hall. The fire destroyed five cars, severely damaged two and caused minor damage to two more. Department of Public Safety officials are still searching for a cause to the fire. Auburn Hills firefighters were called shortly before 1 p.m. In an odd twist, the

fire shorted the ignition of one car and started it. The driverless car proceeded to move 120 feet across the parking lot, over a curb and onto the lawn, leaving behind startled witnesses. Earl Harvey and Todd Beck of Motor Pool saved the day by heroically stopping the car with their truck. Had they not, the burning car might have started a major grass fire, campus police said.



## 'Doc' Holladay Gets Musical Send-Off into Retirement

Jazz musicians and the Lafayette String Quartet — on the same stage, on the same program.

The seemingly unlikely combination gave musician Marvin "Doc" Holladay a send-off he won't soon forget. Holladay is retiring from the Department of Music, Theatre and Dance, where he is director of jazz studies, to take on more performing opportunities.

The *Salute to 'Doc' Holladay* on November 18 in Varner Recital Hall opened with extemporaneous compositions by the performers, including Holladay. The program continued with music by Cole Porter, Duke Ellington, Billy Strayhorn and Raye/Depaul.

A farewell selection by Holladay included

the performance by the Lafayette String Quartet. The quartet was joined by string bassist Richard Davis and percussionist Warren Smith. Davis is on the University of Wisconsin faculty, and Smith is a performer from New York City.

Holladay established his reputation as a composer and master of the baritone saxophone over the past four decades. He has recorded or performed with the likes of Ella Fitzgerald, Billy Eckstine, Herbie Hancock, Bill Evans, Tito Puente, Dizzy Gillespie and many others.

His new album, *Wings for the Spirit*, is now available.▼

## State Grant Supports SHES Master's Counseling Program

For the second straight year, the School of Human and Educational Services has received an \$18,000 matching grant from the state of Michigan to support its master's program in counseling.

The program, *School Counselor Education Program Improvement Project*, calls for OU to match the Department of Education funds for a project total of \$36,000.

Goals are strengthened programs for students in the master's in counseling curriculum and special in-service workshops for counseling professionals in school or industrial settings.

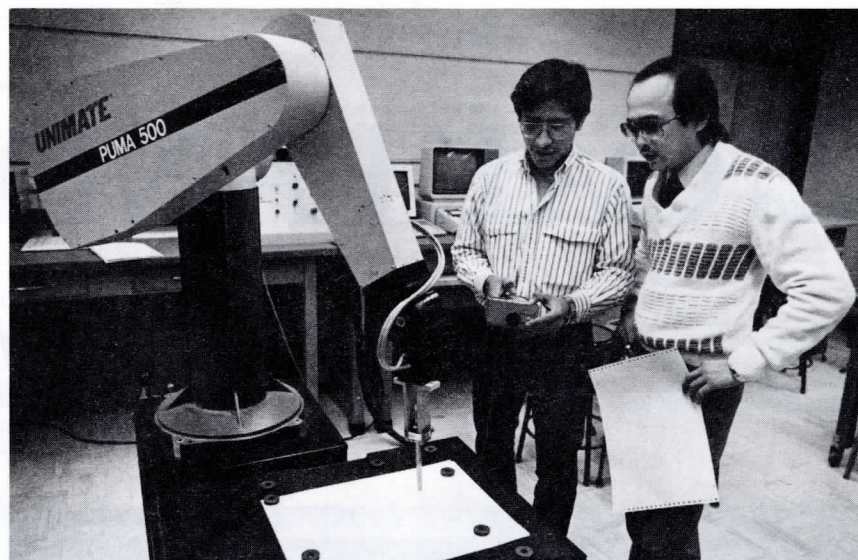
Howard Splete of SHES says the master's in counseling course for winter will be expanded to provide an increased awareness of national, state and local exemplary practices, including counselor qualifications and competencies. State funds will also be used to purchase a new microcomputer so that

students can tap into the most current data in the Michigan Occupational Information System in Lansing.

In addition, Splete said the funds will help in developing an advanced class in career guidance implementation.

Winter and spring workshops are now being scheduled for the in-service program for counseling professionals, Splete said. These programs will be developed in cooperation with the Oakland Counselor Academy and the Oakland Association for Counseling and Development.

Splete is a professor in the counseling department, and he directs the school's free Adult Career Counseling Center. The center provides computer-assisted career guidance systems and counseling services for adults who have been laid off or who are coming back into the work force.▼



### Driving Lesson

Ka Cheok, right, assistant professor of engineering, watches as Alex Martinez controls a robot. Martinez and other high school students visited the School of Engineering and Computer Science under auspices of the Detroit Area Precollege Engineering Program. Students from public schools spent six Saturdays on campus to learn about the latest in engineering techniques and equipment.

## White House Fellowships Available

Winning an election isn't the only way to get to the White House.

Applications are being accepted for participation in the White House Fellowship Program.

Fellowships provide talented future leaders with the opportunity to learn about government, policymaking and leadership at the highest levels of the federal government.

White House Fellows serve for one year as special assistants to cabinet members, agency heads, the vice president or senior White House staff members.

Fellows observe and participate in policymaking at the highest levels of the federal government. The White House Fellowship Program is highly competitive, with fewer than 20 fellows selected each year.

Successful applicants have demonstrated potential for future leadership, intellectual and professional achievement and a commitment to public service.

Applications are available from Patricia Beaver, Office of Research and Academic Development, 370-3222. The deadline is December 15.▼

## Our People

**Send items to the News Service, 104 NFH. Lengthy items are frowned upon but not castigated.**

### PUBLICATIONS

•Glenn Jackson, computer science and engineering, has authored a book, *Relational Database Design with Microcomputer Applications*, which was published by Prentice-Hall.

•An article by Mary E. Eddy and Mary E. Mittelstaedt, nursing, *Ill Child Care: Band-Aid Approaches to a National Plight*, appeared in the November issue of *Beacon*.

•*The Impact of CD-ROM on Reference Departments*, by Kristine Salomon, Kresge Library, has been accepted by *RQ*, a scholarly professional journal in the field of librarianship. Portions of this paper were presented in the form of a poster session at the American Library Association annual conference in New Orleans.

### PRESENTATIONS

•Augustin K. Fosu, business administration, wrote (with M.S. Huq), *Price Inflation and Wage Inflation: A Cause-Effect Relationship?*, for *Economics Letters*, a journal of Elsevier Science Publishers (North Holland), edited at Harvard University.

•Richard Stamps, sociology and anthropology, was the luncheon speaker at the *We Did It — You Can Too!* seminar sponsored by the Michigan Department of Commerce Industrial Marketing Group. The seminar dealt with exporting.

•Joyce A. Eckart, curriculum, instruction and leadership, delivered a paper, *Does Use of Quantitative Criteria for Restricted Admissions Imply Objectivity?*, at the Association of Teacher Educators Summer Conference in Starkville, Miss.

•Julia J. Dorminey, curriculum, instruction and leadership, delivered a paper, *Collaborative Efforts Between the University and a Local School District and an Intermediate School District*, at the Association of

Teacher Educators Summer Conference in Starkville, Miss.

•Harold Zepelin, psychology, presented a paper to the recent meeting of the Michigan Sleep Society on *A Comparison of Transient Arousals in Young and Older Sleepers*.

•Anne Cairns Federlein, human development and child studies, presented a paper and a half-day seminar in Los Angeles for the National Association for the Education of Young Children. The title of her presentation was *Upgrading the Professor of Early Childhood*.

•Stephanie C. Riley, Early Childhood Education Center, presented to more than eight parent and teacher organizations during September and October. Her topics included early childhood education updates, early literacy, and the effects of Michigan's new definition of reading on kindergarten and preschool instruction.

In November, Riley gave the keynote address at the Bluewater Association for the Education of Young Children. In December, she will give the keynote address at the Compensatory Education Conference in Lansing.

In recognition of Riley's outstanding contributions in the field of early childhood, she has been invited to participate in the 34th annual convention of the International Reading Association, to be held in New Orleans next May.

•Frank Cioch, computer science and engineering, presented a paper, *Requirements Specification Understanding and Misinterpretation*, at the sixth Pacific Northwest Software Quality Conference.

•Norman Kloosterman, nursing, pre-

sented a talk on ethical issues related to care of the person with AIDS. It was at the Western Michigan Council of Family Care Supporters.

•Kresge Library staff have made several presentations. Robert Gaylor spoke on *How to Identify Rare Books* during the Michigan Library Association's annual conference in Dearborn. He also chaired a session, *Michigan Library Association's Long-Range Plan*. At the same session, posters were presented by Ann Pogany, *Barcoding*, Kristine Salomon, *A CD-ROM Study* and Kim Schultz, *Interlibrary Loan Statistics*. Salomon and Dean Suzanne O. Frankie spoke at the Meadow Brook Forum about the dramatic changes technology has brought about on how information is stored and retrieved. They demonstrated the technology by accessing business information using the *Business Periodical Index on CD-ROM*.

•Bruce Mann, English, presented a paper, *The American Expressionism of Eugene O'Neill and Elmer Rice*, at the Midwest Language Association meeting in St. Louis. He was also a respondent for the *Comedy in Drama* session.

•Mark Workman, English, chaired a panel, *Experiencing Boundaries: Transgression, Ex/inclusion, Liminality*, at the American Folklore Society meeting in Cambridge, Mass.

### HONORS

•Carl F. Barnes, Jr., Center for the Arts, has been re-elected to a one-year term as secretary of the Academy for the Gifted and Talented of Michigan.

•The book, *Behind the Mask*, to which James Dow, sociology and anthropology, contributed a chapter, has won the Hubert B. Herring Memorial Award for the best book on Latin America published in 1988. The award came from the Pacific Coast Council on Latin American Studies.

•Anahid Kulwicki, nursing, received a certificate of appreciation from the director of the Michigan Department of Public Health in recognition of participation in and commitment to the director's task force on minority health.

### CONFERENCES

•Sarma Vishnubhotla, computer science and engineering, attended the Institute of Electrical and Electronics Engineers workshop on *Automotive Applications on Electronics*. He presented a paper, *A Centralized Microprocessor-Based Control of Sensory Systems to Optimize Performance in Complex Vehicles*.

•Mary Arshagouni, English, attended the eighth biennial Renaissance Conference at the University of Michigan-Dearborn.

### APPOINTMENTS

•Norman Kloosterman, nursing has been appointed to the Michigan Nurses Association AIDS Task Force.

•Frances Jackson, nursing, was elected to chair the Nursing Research and Practice Committee of the Michigan Hospice Nursing Association, the first organized hospice nursing organization in the country.

•Abraham R. Liboff, physics, will become associate editor of the *Journal of Bioelectricity* on January 1.

## Funding Opportunities

The Office of Research and Academic Development has details about sources of external funding. Stop by 370 SFH or call 370-3222. Unless noted, proposal due dates are unknown.

### Department of Education

College library technology and cooperation, January 13; cooperative education program, January 10; fund for improvement and reform of schools and teaching.

### National Endowment for the Humanities

Humanities preservation projects, December 1 and June 1; humanities projects in libraries and archives, February 3, August 5 and November 5.

### Nuclear Regulatory Commission

Nuclear energy process and safety information, December 30.

### U.S. Information Agency

American studies summer institute, December 19.

### Department of Energy

Workpiece temperature analyzer system, December 16; special research grants, April 1; human genome initiative, regular applications accepted until April 1 and unsolicited proposals accepted at any time.

### Market Charitable Trust and Sloan Foundation

Fellowship programs, September or October 1989.

### Centers for Disease Control

Behavior change to reduce HIV transmission, January 2, May 1 and September 1.

## In the News

Recent news coverage has included the following.

•An article by Howard S. Schwartz, business administration, was quoted in the November 1 issue of *The New York Times*. The paper did a story about narcissism. Schwartz' article, which had been published in the *Journal of Management*, addressed the problem of narcissists in business and their effect on the organization.

•Frank Schieber, psychology, appeared as a guest on the WJR *Focus* program with J.P. McCarthy. Schieber was interviewed about his vision research and its implications for the future productivity, mobility and safety of older drivers. The *Oakland Press* did a feature story about his research, too.

The *Oakland University News* is published every other Friday during the fall and winter semesters and monthly from June-August. Editorial offices are at the News Service, 104 North Foundation Hall, Oakland University, Rochester, MI 48309-4401. The telephone is 370-3180. Copy deadline is noon Friday of the week preceding the publication date.

•James Llewellyn, senior editor and news director

•Jay Jackson, staff writer

•Rick Smith, photographer



## Bits & Pieces

### Peek Behind the Curtain

The Women of Oakland University Brown Bag Lunch program at noon December 5 will be a backstage tour of *A Christmas Carol* at Meadow Brook Theatre.

The first 25 persons to call Joyce Parrish at 370-4382 may participate.

### Take Two: Twins to Speak

Is it double the pleasure or double the pain living as a twin, and, for that matter, do they drink Twin Pines milk?

A panel will discuss the intricacies of being a twin at a free program sponsored by CPO at noon November 29 in the Oakland Center Fireside Lounge.

At least one twin from each set on the panel is an OU student. Participants will talk about the twin bond, sympathetic pain, ESP and individuality among twins.

For details, call 370-2020.

### Exploring Career Paths

The problems women in administration face will be discussed at an ACE/NIP lecture and panel discussion at noon December 5 in 368 SFH.

M. Marlyne Kilbey, chairperson of the Wayne State University Department of Psychology, will speak on *Women in Administration: Serving Two Masters*.

Kilbey's presentation will be followed by a panel discussion with faculty members Virginia Blankenship, Jane Briggs-Bunting, Jacqueline Scherer and Charlotte Stokes. Brown-baggers are welcome.

### Just the FAX, Please

University Services now has facsimile (FAX) equipment for those who absolutely, positively have to get a document somewhere in minutes.

The cost is 75 cents a page, transmitted or received, plus the cost of the telephone call. The service is in 12 Public Safety and Services Building.

Departments having documents transmitted to them should ensure that a contact person's name, address and phone number are given. Central Stores will notify each department as documents and messages are received. The document will either be sent through campus mail or held for pick up, if requested.

The FAX number is 370-2286.

### Library Reinstates Services

Kresge Library has brought back its copy service for the faculty and search and hold services for everyone.

The photocopy service is for items held in the library. Faculty members interested in the service may complete a *Library Copy Request Form* and forward it to the Circulation Department. Bibliographic information citing the journal article and a university account number (or cash) are all that is usually necessary.

The library also now offers search and hold services for faculty, staff and students. Patrons may request an item missing from the shelf to be searched or an item checked out by another user to be put on hold (when it is returned). A valid library card is needed when making the request. Search and hold request forms are available in the Circulation Department.

For further details, call 370-2492.

### OC Sets Special Hours

Special hours for the Oakland Center have been extended for the final exam period.

Extended hours will be 7 a.m.-11:30 p.m. December 1, 7 a.m.-1 a.m. December 2, 8 a.m.-1 a.m. December 3, noon-1 a.m. December 4, 7 a.m.-1 a.m. December 5-8, 7 a.m.-midnight December 9, 7 a.m.-1 a.m. December 10, 10 a.m.-1 a.m. December 11, 7 a.m.-1 a.m. December 12-15 and 7 a.m.-9 p.m. December 16.

In addition, hours for the holiday break have been set. They are 8 a.m.-6 p.m. December 17, 7 a.m.-11 p.m. December 19, 7 a.m.-10:30 p.m. December 20, 7 a.m.-9 p.m. December 21-22, 8 a.m.-5 p.m. December 23, noon-5 p.m. January 1 and 7 a.m.-8 p.m. January 2. The building will be closed December 18 and 24-31.

## CE Reaches Out to Meet Demands of Marketplace

Periodically departments or schools are asked to describe their work. Nadine Jakobowski of the Division of Continuing Education has provided the following article about CE and its future.

The Division of Continuing Education is moving in new directions as the provider of education and training for industry and of continuing education for professionals.

Already established as an educational leader in providing programs to assist the automotive industry in meeting the quality challenge, CE's direction was reinforced with the appointment of Frank P. Cardimen, Jr., as interim director.

Cardimen also serves as director of the Center for Economic Development and Corporate Services. The combination is a natural: the university's liaison with the business community and the university unit that has a 20-year history of working successfully with business and industry.

"For the future I see continuing education reaching out to our neighbors in the Oakland Technology Park as it develops to offer new specialized programs in engineering and advanced technologies to support the companies' ongoing efforts to upgrade the skills of employees," Cardimen said.

Cardimen anticipates a need for interpersonal and communication skills and a demand for the humanities as well. Support will take the form of both certificate and continuing education unit (CEU) programs and classes, in addition to the university support of "brain gain" through interaction with students and faculty, advanced degree programs, counseling, seminars and workshops.

The history of CE affiliations with the corporate and business community dates to the late 1960s, when management training programs and data processing were provided for corporations. They gave way in the '70s to small business development courses and more technical programs (plastics technology, real estate, medical technology, data processing).

With the '80s, CE focused on continuing professional education. It provides:

- Professional expertise for financial planners, to furnish the breadth of knowledge required by changes in the financial planning industry, simultaneously preparing planners to sit for the certified financial planner exam.
- Continuing professional education units required for CPA licensure.
- The Legal Assistant and the Paraprofessional Accountant Programs, which are paraprofessional training programs important for those in career transitions or seeking job advancement.

The Division of Continuing Education also established itself as an educational leader in

providing education and training for industry, intent on the pursuit of product quality and productivity improvement, through the application of statistical methods based on the philosophy of W. Edwards Deming.

Industry precedent was set with the Ford Motor Co., which in 1982 established with the university a five-year, \$1.3 million partnership. The partnership includes:

- Statistical methodology courses and workshops, for both undergraduate and graduate credit and noncredit, offered on campus and at various Ford locations.
- A cooperative scholars program for student interns.
- Faculty consulting.
- Research laboratories staffed by faculty members and students.

Katherine Rowley, the continuing education program manager responsible for developing the credit and noncredit statistics program with the Department of Mathematical Sciences, met the ensuing groundswell of supplier need for like training by providing noncredit classes in statistical quality control for 3,000 individuals.

In addition to education and training, Rowley, CE's business and industrial pro-

grams director, points to a less visible but important function of the center: providing a neutral forum for discussions of opposing views.

Rowley designed the recent Quality and Productivity Improvement Conference specifically to join automotive companies with supplier firms in exploring up-to-date thinking about applying process control methods for quality. It also afforded participants, for the first time, an opportunity to resolve pertinent issues.

Continuing education's role involves anticipating needs in the workplace, as well as delivering programs for expressed educational needs. Anticipating those needs and developing programs to satisfy them is exemplified by the center's two paraprofessional evening programs: the Legal Assistant Program and the Accounting Paraprofessional Program.

Continued growth is predicted in the demand for legal assistants, for which OU pioneered training approved by the American Bar Association in Michigan. The paralegal paraprofession is forecast by the U.S. Bureau of Statistics to be the fastest-growing career of the 1990's. Oakland's Program, now entering its 15th year, leads the way in providing continuing update for working paralegals. The highly successful seminar on Mediation and the Legal Assistant, conducted in October, is the first of an offering of daytime seminars important for working legal assistants. Program Director Gloria Boddy developed the seminar.

Paraprofessional accountants are increasing in the workplace, according to 1986-88 surveys by the American Institute of Certified Public Accountants. Program Director Carmen Thomas explains that the number of accounting graduates is not meeting the demand, thus the accounting industry is turning to competent paraprofessionals. This is reflected in increased demand for program graduates through her job referral service.

Oakland's Paraprofessional Accountant Program has provided trained staff to area businesses since it was established in 1982 in cooperation with the business community.

Providing specialized update for industry and the professions in the next decade will involve the resources of the university as well as the developmental and administrative expertise of the Division of Continuing Education to deliver the level of training required. Characteristically, CE's future will continue to be shaped according to the development of educational needs in the workplace and its success determined by the resources available to provide for those needs.▼



Barbara Theisen of the School of Business Administration conducts classes for the Division of Continuing Education's popular CPA Weekends. CE relies on many faculty members for expertise in instructing courses and programs.

## Quality, Productivity Improvement Focus of Conference

A Quality and Productivity Improvement Conference arranged by OU brought business leaders together to discuss simple statistical methods that are easily implemented for process and product improvement.

The Division of Continuing Education and the Department of Mathematical Sciences, with the cosponsorship of Ford Motor Co. and the Du Pont Co., were hosts for the conference on November 17-18.

Approximately 150 quality and statistics

professionals, engineers and executives from original equipment manufacturers and supplier firms were represented.

The conference explored the current thinking in the application of process control methods beyond basic statistical process control, continuous improvement through design of experiments, and methods for analyzing reliability data.

Harvey Arnold, mathematical sciences, and Katherine Rowley, continuing educa-

tion, directed the conference. It was developed from the prestigious Quality and Productivity Research Conference, cohosted by those university departments in 1986-87 for leaders in quality and productivity research.

Industrial and academic experts, including Miguel A. Villalobos, mathematical sciences, and Alan Winterbottom of the University of London (formerly of mathematical sciences) addressed participants.▼

## Nursing School Receives Accreditation for Master's Degree Program

The university has received initial accreditation for its master's degree in nursing.

Dean Andrea Lindell said the Board of Review of the National League for Nursing has reported its support of the master's program begun in 1984.

Lindell said the decision is based on the board's review of a self-study submitted by the faculty of the School of Nursing and on a site visit.

The OU baccalaureate program received

continuing accreditation from the National League of Nursing in March 1987. The OU master's program is the fourth nursing program in the state to be accredited by this body.

The master's program prepares professional nurses for advanced practice in either nursing administration or adult health nursing. Students can select a part-time program of study or complete the program in two academic years by going full time.▼



Assistant Controller Vivian Lennox endured not only the loss of favorite candidate Michael Dukakis, but the Republican trappings foisted upon her by coworkers after the election.

## LUIS, MERIT and How They Benefit You

Presentations on how to get to LUIS through MERIT will be given at 10 and 11 a.m. November 30 in the Oakland Center.

LUIS is the on-line card catalog and MERIT is a statewide computer network.

Anyone with a computer and a modem can connect to MERIT at no charge.

The presentation will also include information about connecting to MRLYN, the card catalog at the University of Michigan.▼



# Employee of the Month

Virginia Ganesky, office assistant III in the Department of Music, Theatre and Dance, was selected for the Employee Recognition Award for November.

She has been an OU employee since 1978 and in her present position since July 1984.

In selecting Ganesky, the review committee relied on such nominating statements as:

- “Virginia has proved herself a tireless worker; one who takes on onerous tasks without complaining and who completes those tasks on time.”

- “She has such a complete grasp of the responsibilities of the department that we could not operate without her compassionate assistance.”

- “Her attitude is refreshing; she does not quote her limitations but rises to each task offered and does so with great diligence.”

- “Her abilities continue to improve as she seeks to master helpful techniques...such as automating numerous tasks on her computer



Ganesky

that were done with manual labor. Change is a challenge and a welcome one.”

- “Her treatment of nonuniversity personnel is outstanding. Those who have come to OU for job interviews deal with her almost exclusively and have nothing but raves to send her way. I’m convinced that her dedication to detail in these personnel matters have been directly responsible for attracting some of our current faculty. They felt pampered yet were treated as adults with minds. That takes a certain flair and maturity. Virginia possesses just the right combination.”

Employee recognition award nomination forms are available in all departments, CIPO and ERD. For more information, contact Larry Sanders at 370-3476.

## ‘Estate’ Presents Holiday Show

Meadow Brook Estate, the show ensemble of the commercial music program, will present its annual holiday show.

Tickets remain for *It’s a Small World...After All* performances at 8 p.m. December 2-3 and at 8 p.m. December 4 in Varner Recital Hall. Call 370-3013 for details.

The singers performed a two-minute medley of Christmas songs during television coverage of the Michigan Thanksgiving Parade.

## CULTURAL

Tuesdays — Live broadcast of *Quest for Excellence* classical music semifinal competition, 8 p.m., Varner Recital Hall, until November 29. Free.

November 30-December 11 — Meadow Brook Hall Christmas Walk, *A Wondrous Christmas*, various times. Admission. Call 370-3140.

December 2-4 — Meadow Brook Estate holiday show, *It’s a Small World...After All*, in Varner Recital Hall. Admission. Call 370-3013.

## ETCETERA

November 30 — Women of Oakland University Brown Bag Luncheon Series, *Can You Avoid Plumbing Out Over the Holidays?* noon-1 p.m., 128-130 Oakland Center. Call 370-4382.

November 30 — Free presentations on how to access LUIS (the library on-line card catalog) via MERIT (a computer network) in the Oakland Center, 10 and 11 a.m.

# Architectural Expert Gives Braun Lecture

An architectural historian who evaluates the structural soundness of ancient buildings spoke on campus during the third Fred M. Braun Memorial Lecture.

Robert Mark, professor of architecture and civil engineering at Princeton, uses optical stress analysis techniques to evaluate the soundness of construction of Gothic cathedrals, Roman temples and modern office buildings.

Mark’s work not only is useful in evaluating how cathedrals and other buildings were constructed, but in predicting where they

December 5 — ACE/NIP lecture, *Women in Administration: Serving Two Masters*, with M. Marlyne Kilbey of Wayne State University, noon, 368 SFH. Panel discussion to follow. Brown-baggers welcome.

December 5 — Women of Oakland University backstage tour of *A Christmas Carol* at Meadow Brook Theatre, noon. Limited to first 25 persons to call Joyce Parrish at 370-4382.

## COURSES

Meadow Brook Health Enhancement Institute offers an exercise-education program for adults with insulin- and noninsulin-dependent diabetes. The program focuses on strategies for life enhancement. Interested persons will learn about exercise, nutrition and self-care measures, and may participate in three medically supervised exercise sessions per week. Call Terri Darrenkamp, RN, at 370-3198.

must be repaired in the future as age takes its toll.

Mark’s concept of the technology of historic building was featured in *The Mystery of the Master Builders*, one of the programs in the PBS Nova series.

The Braun lecture series was established by the family of the late Fred M. Braun. He was a fine arts graduate of Wayne State University and retired from the General Motors Design Staff. His widow, Jean, is a professor of psychology.

## December Holiday/Recess Period

The holiday recess period will officially begin at the close of the regular work day on Thursday, December 22, 1988, and continue through Monday, January 2, 1989.

I. Monday, December 19; Tuesday, December 20; Wednesday, December 21; and Thursday, December 22, 1988

December 19, 20, 21 and 22 are regular work days. Departments are expected to maintain normal hours except as specifically authorized by the respective Division Heads.

II. Holiday and Recess Period — December 23, 1988 through January 2, 1989

The university will observe December 23, December 26, December 30 and January 2 as Holidays and will treat December 27, 28 and 29 as Holiday Recess Days.

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

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

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

Below are guidelines specific to each employee category:

A. Administrative-Professional Employees  
Current policy applicable to administrative-professional staff members provides for the following time off with pay during the holiday recess:

Friday, December 23, 1988 — Holiday Leave  
Monday, December 26, 1988 — Holiday Leave  
Tuesday, December 27, 1988 — Recess Leave  
Wednesday, December 28, 1988 — Recess Leave  
Thursday, December 29, 1988 — Recess Leave  
Friday, December 30, 1988 — Holiday Leave  
Monday, January 2, 1989 — Holiday Leave

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

B. UAW/Clerical-Technical Employees  
Friday, December 23, 1988; Monday, December 26, 1988; Friday, December 30, 1988; and Monday, January 2, 1989 are paid holidays. Regular work days between these dates are paid recess days. Compensatory days are granted for any holidays or recess days worked during this period. Part-time UAW/Clerical-Technical employees are eligible for the above on a pro-rated basis.

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

Friday, December 23, 1988; Monday, December 26, 1988; Friday, December 30, 1988; and Monday, January 2, 1989 are paid holidays. Tuesday, December 27; Wednesday, December 28; Thursday, December 29 are holiday recess days.

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

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

Friday, December 23, 1988; Monday, December 26, 1988; Friday, December 30, 1988; and Monday, January 2, 1989 are paid holidays. If one of the above holidays falls on an employee’s regular day off, an additional day off with pay will be arranged between the Director of Public Safety and the employee.

## E. Other Employees

For Clerical-Technical employees in classifications excluded from the UAW/CT bargaining unit, Friday, December 23, 1988; Monday, December 26, 1988; Friday, December 30, 1988; and Monday, January 2, 1989 are paid holidays. Regular work days between these dates are paid recess days. Compensatory days can be granted for any holidays or recess days worked during this period. Part-time employees are eligible for the above on a pro-rated basis.

Holiday pay and benefits to be extended to any “un-

classified” or “temporary” employee or any other employees not specifically covered above will be discretionary with Division Heads.

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

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

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

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

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

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

## I. Distinction Between Emergency Closings and Early Release of Employees

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

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

B. Early release of employees from their work stations for the remainder of their work schedule may be effected at times other than for official Emergency Closings that occur during the work day. In order to release employees early, individual department heads, managers and supervisors must have the authorization of the respective vice president or his/her designee. In granting authorization to particular units and categories of employees, the vice president will consider impact on university operations and services. Individual department heads, managers, and supervisors are also expected to exercise judgment such that early release is not granted in particular situations in which an early release would jeopardize the university’s ability to function appropriately. First-line supervisors are expected to consult with the next level of authority regarding these decisions. Regular employees who are granted such release time will be paid at their regular rate for the remainder of their regular work schedule that day. Employees not granted early release shall continue to be paid for regular scheduled hours worked at their regular rate of pay. Early release does not initiate Emergency Closing procedures.

## II. Emergency Closing Policy and Guidelines for Implementing the Policy

### A. Emergency Closing Policy

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

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

### 2. Prior to 7 a.m.

When an emergency closing is declared prior to the start of classes for the day, all university offices will be

closed unless the president notifies his vice presidents that administrative offices are to be kept open.

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

3. During Scheduled Class Periods (7 a.m. to 10 p.m.)  
If a weather emergency or some other emergency condition seriously affecting the ability of students to attend classes arises during the class day, the university may cancel classes but keep offices open. In such a case, employees are to maintain their regular work schedules.

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

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

### 4. Meadow Brook Hall and Meadow Brook Theatre

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

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

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

### 6. Extension Centers

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

### 7. Public Announcement

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

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

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

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

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

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

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

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

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

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

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

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

### B. Guidelines on Implementing the Emergency Closing Policy

#### 1. AFSCME Contract

“In the event of inclement weather, power failure, or other circumstances beyond the control of the Employer, which require a significant curtailment or cancellation of normal Employer operations, the Employer shall make reasonable efforts to notify the employees scheduled to work during such emergency of the status of their work schedule.

“In the event of an emergency which requires the

Employer to close or significantly curtail operations, all employees not specifically directed to absent themselves from their work station shall, if reasonably possible, report to their work stations as scheduled. In such circumstances, such employees who report to work as scheduled may be assigned such work as their supervisors, or their designees, direct but shall be paid at the overtime rate for their regular position for hours worked while the emergency closing is in effect. However, there shall be no compounding of overtime: if the employee qualifies for overtime pay due to working beyond eight (8) hours in the work day or beyond forty (40) hours in the work week, he/she shall not receive additional overtime pay for the same hours because the emergency closing is in effect. Employees specifically directed to absent themselves from the work place or to go home shall be paid at their regular pay rate for all hours for which they were scheduled to work during the emergency closing. Employees who are *not* directed to absent themselves, but do not report to work may apply for authorization to use their accrued personal time or vacation time if weather conditions which caused the emergency prevented attendance at work.”

#### 2. UAW/CT Contract

“Official Closing of the University. Employees who report for work and do work at the request and/or direction of the university when the university is officially closed due to adverse weather conditions shall receive compensatory time off at the rate of one hour for each hour of work actually performed on the date the university was officially closed. Such compensatory time shall be consumed within the next four (4) weeks, at a time to be mutually agreed upon between the employee and the immediate supervisor.”

NOTE: Employees in classifications covered by the UAW/CT Contract who were scheduled to work and do not work during such conditions are paid their regular salary.

#### 3. Excluded CT Employees

The above provisions are applied to this group of employees.

#### 4. Administrative-Professional Employees

While there is no language in the AP Personnel Policy Manual covering this subject, employees in administrative-professional classifications who are scheduled to work but are prevented from working due to an emergency closing are paid their regular salary.

#### 5. Police Officers Association

Employees in classifications covered by the POA Agreement have been compensated in accordance with the call-in provisions of that agreement, Article IX, Section 9.1:

“Call in Pay. An employee reporting for duty at the Employer’s request for work which is outside and not continuous with his regularly scheduled shift will be guaranteed a minimum of four (4) hours pay at the overtime compensation rate specified in Section 8.4.”

#### 6. Fraternal Order of Police/Public Safety Sergeants

Employees in classifications covered by the FOP Agreement have been compensated in accordance with the call-in provisions of that agreement, Article XIII, paragraph 66:

“Call in Pay. An employee reporting for duty at the Director of Public Safety’s direction which comes before or after and is not contiguous with his/her regularly scheduled shift will receive a minimum of four (4) hours pay at the overtime salary rate.”

#### 7. Unclassified Employees

Employees in “unclassified” positions and all other employees not specifically covered above who were scheduled to work during such circumstances and do not work are to be paid their regular rate. Employees who do work are to be paid for time worked and are also to be granted compensatory leave at the rate of one hour for each hour worked. Compensatory leave should be scheduled within thirty (30) days on a date to be agreed upon between the employee and his or her supervisor.

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

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

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