



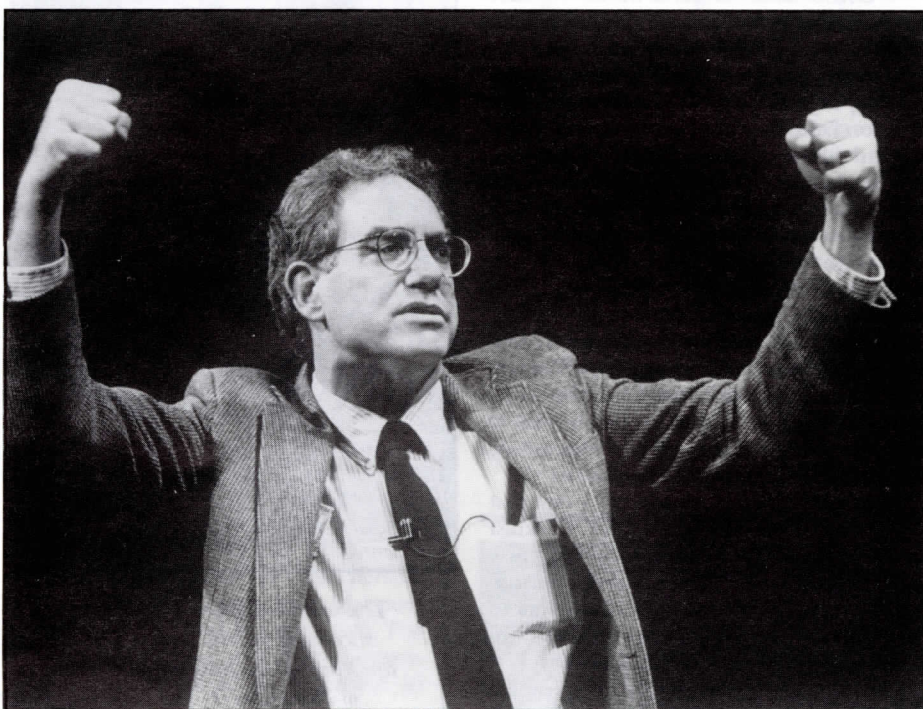
OAKLAND UNIVERSITY

News

104 North Foundation Hall
Rochester, MI 48309-4401

A publication for the university community

November 13, 1992



Robert Jacobson, a pioneer in the fast-changing field of using computers to create "virtual worlds," spoke to approximately 500 people at the Hammerle Lecture on November 5. A virtual world – also called virtual reality – is a 3-D place that exists in a computer, but is one that humans can enter. To find out how that feat can be accomplished and why someone would want to do it, please turn to page 2.

Study Shows Oakland Holds Line on Tuition, Fees

Oakland University's percentage of tuition and fee increases over the past five years is second lowest among public universities, a new report shows.

The statistics were included in a report compiled for the Board of Trustees on November 5 from OU and state sources.

"The Board of Trustees has been committed to maintaining access to this university and to providing an excellent education. The report shows we are succeeding. Our high quality and reasonable cost have made us highly competitive," said President Sandra Packard.

Statistics from the annual reports of the Presidents Council of State Universities of Michigan show OU tuition and fee increases over the past five years averaging 7.93 percent for in-state students. The percentage ranked OU 14th among the 15 public universities, Packard noted.

"Every public university is under pressure to maintain quality and balance the budget in the face of stable state revenues and increasing costs," Packard added.

President Packard acknowledged "there is no question that students are being asked to pay more toward the cost of their education now than they have in previous decades, but Oakland University and its Board of Trustees have kept those increases to a minimum, even in the face of tight budgets."

Tuition restraint, academic reputation and location continue to pay dividends for OU, Packard said. Statistics for the entering

class of first-year students indicate the students are maintaining the high standards exhibited by those of past years.

"We have not diluted quality for numbers," Packard said. An average first-year student GPA at OU is 3.2 and the ACT composite average is 22.1.

University officials point out that OU recomputes all high school grades for its applicants, ranking only academic courses in computing a high school GPA.

President Packard said "the next few years are going to be difficult ones financially for Michigan's public universities and students can expect further tuition increases, but OU is examining every avenue to streamline and cut costs while maintaining our quality. We want to keep a university education in reach of our students."

Board of Trustees Picks Sharp, Sharf

James A. Sharp, Jr., vice president of City Management Corp. in Detroit, was elected chairperson of the university Board of Trustees on November 5.

Sharp will serve a one-year term along with new board vice chairperson Stephan Sharf, president of SICA Corp. (Sharf International Consultant Associates).

The chairperson was appointed to the board in 1988, Sharf in 1987. Sharp replaces Howard F. Sims, chairman and chief executive officer of Sims-Varner & Associates, an architectural and planning firm. Sims has

A Guide to the Inauguration ...

More Than 600 Guests Expected to Attend

More than 600 persons are expected to attend today's (November 13) 3 p.m. inauguration of President Sandra Packard at Shotwell-Gustafson Pavilion.

That fact alone brings up some helpful advice: plan to use the university van service or at least car pool with others. Organizers ask that the limited parking at the pavilion and nearby Meadow Brook Hall be available first for off-campus guests, who will include delegates representing colleges and universities throughout the country.

Faculty, staff and students planning to attend are urged to use the shuttle vans, being provided by the automotive companies, that will depart from the Wilson Hall portico beginning at 2 p.m.

The ceremony itself is expected to last

about one hour. A reception will immediately follow for all guests and participants.

In addition to an address by President Packard, the program will include remarks by James Sharp, Jr., chairperson of the university Board of Trustees; George T. Matthews, professor emeritus of history; Fred Obear, chancellor of the University of Tennessee at Chattanooga; and Mary Karasch, professor of history.

Marjorie Neubacher, president of the Alumni Association, and Derek Wilczynski, president of University Student Congress, will present President Packard with a personal replica of the official inaugural medalion.▼

School of Nursing Takes Steps to Enhance Multicultural Training

A program aimed at strengthening nurses' training in community health-care centers is taking shape in the School of Nursing.

Registered nurses returning to Oakland to complete their Bachelor of Science in Nursing are involved in the program. Nearly 40 nurses have been placed in community agencies in Pontiac, Detroit and Dearborn.

The purpose, says Assistant Professor Anahid Kulwicki says, is to expose the nurses to the cultural differences of patients, especially in surroundings that are familiar to the patients. The clinics where the nurses are placed are far removed from the stereotype-image one might get when clinic is mentioned.

At one of the locations, a clinic for Native Americans in Detroit, many of the patients mix traditional spiritual healing methods with modern medicine. At others, persons of different cultures bring needs to the clinics that the nurses cannot experience strictly from book and class learning.

Kulwicki adds that it is important for nurses to be sensitive to the community's needs. Most patients will see a nurse first, and that impression will stay with the patient.

The training program grew out of a survey supported by the University Senate Teaching and Learning Committee. Kulwicki says survey results were surprising in that students'

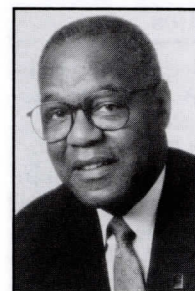
knowledge of different cultures, even those in metropolitan Detroit, was low. The cultural groups involved are African-American, Hispanic, Arab-American, Asian and Native American.

The School of Nursing, working with the University Committee on Undergraduate Instruction, recommended a strong multicultural instructional component in nursing classes. It was decided to start with nurses already in the community who are returning for their BSN.

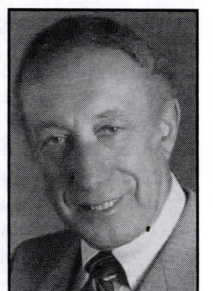
Kulwicki says each group of nurses assigned to a center must study the center as a whole and report to other students in the class. Some students, she says, didn't know what to expect, but come back from the clinics impressed at how health care is delivered.

The program is considered part of the clinical experience required by the school. Kulwicki says the reason this approach has not been done before, or with other agencies, is simply that the agencies are stretched financially. With short staffs, some who would welcome the nursing students simply do not have the time to train and supervise them as the School of Nursing would require.

Kulwicki says she hopes that the program can later be expended to include all nursing students.▼



Sharp



Sharf

Navy commendation medals and the Purple Heart. He has received the A. Phillip Randolph Award for Human Rights, the Urban League Equal Opportunity Award and the NAACP Veteran Appreciation Award.

Sharf created SICA upon his retirement from Chrysler Corp., where he had served since 1958 in a variety of roles. Until 1985 he was executive vice president of manufacturing and component business operations. In 1985, he was named to the newly created position of executive vice president of international business development. Sharf was elected a vice president of Chrysler Corp. in 1978 and elected to the Chrysler Board of Directors in 1981. He is a member of numerous community organizations and listed in *Who's Who In America*.▼

Surveys Find Men Impede Women's Progress Through Subtle Behaviors

It may not be your imagination if you think you can't get a word in edgewise.

That's especially true if you're a woman in a meeting surrounded by men. Bernice Sandler, who has studied the behavior of men and women and how it affects women in the workplace, said that while attending a conference, she noticed that the men spoke to each other but around the women. Worse, the men were more likely to interrupt women than each other.

"I said, 'Wow, this is changeable behavior and I've got to get a federal grant and do

something about it," she laughed. "This is your tax money at work."

Sandler, a senior associate of the Center for Women Policy Studies in Washington, D.C., spoke on campus during programs marking Sexual Harrassment Prevention Week. She said that in surveying women in higher education, she noticed a trend, one that contributed to keeping women out of the inner decision-making circles.

During discussions with men, women are more likely to be interrupted by trivial questions and comments that redirect the conversation, Sandler said. Men are also more likely

to maintain eye contact with other men, and when women speak, the men in the room are likely to divert their attention, she found.

Sandler added that when men speak, the questions and comments reinforce the speaker's points.

Part of the problem for women in leadership roles, Sandler said, is that their numbers are few. "The fewer the women in leadership roles, the greater the likelihood that they'll be viewed as stereotypes, as tokens."

Sandler gave an example of hiring situa-

(Continued on page 2)

He's Seen the Future — and it Isn't Real

Funny, some people can escape to imaginary worlds and no one thinks twice about their sanity.

It works for Robert Jacobson, president and chief executive officer of WORLDESIGN in Seattle, Wash., one of the leaders in the growing field of virtual-worlds technology. His firm uses high-powered computers to create imaginary spaces that humans, wearing proper equipment, can seemingly enter.

Jacobson spoke on campus November 5 for the annual Hammerle Lecture sponsored by the School of Engineering and Computer Science and its alumni affiliate, and the William G. Hammerle Endowment.

Jacobson said the benefit of virtual worlds — or virtual reality to some — is the ability to close the gap between the material world and the conceptual world. "Our profession is information design," Jacobson explains.

By putting on special goggles and a "data

glove," a user enters a virtual world the information designer has created on a computer. Through the goggles, the user sees spaces in real-time 3-D imagery. The images might be a building interior, the inside of a car or even an entire city-scape. The possibilities are limited only by the designer's ability and the client's budget. Imaginary worlds come with real-world price tags extending into the hundreds of thousands of dollars.

Jacobson says the technology is years away from the point where high-quality virtual worlds can be created on desktop computers. For a virtual world to work, the user must have a 120-degree field of vision in the goggles that is continuously updated with each movement. The user's data glove points to areas the user sees, and the computer takes the user to that spot.

Jacobson noted the technology changes rapidly. One Japanese company is now work-

ing on a laser to replace goggles. The laser would imprint the image directly on the user's retinas. "It's as harmless as looking at a candle," Jacobson noted.

"We're trying to convey the experience that is the essence of information design," Jacobson explained.

The fact that the field is relatively young and expanding is evidenced by the size of the companies exploring the technology. If Jacobson's company were to add 10 employees, it would become the world's second largest. He now employs a dozen.

"WORLDESIGN is one of the last to enter the field, I'm proud to say," Jacobson said. "We're learning from others' mistakes."

Jacobson said the technology is used commercially in Japan, especially in the home construction field. Buyers of manufactured housing can walk through model homes that exist only in computers. Prospective buyers can open cabinets, turn on faucets and see how room lighting changes as the sun rises and sets.

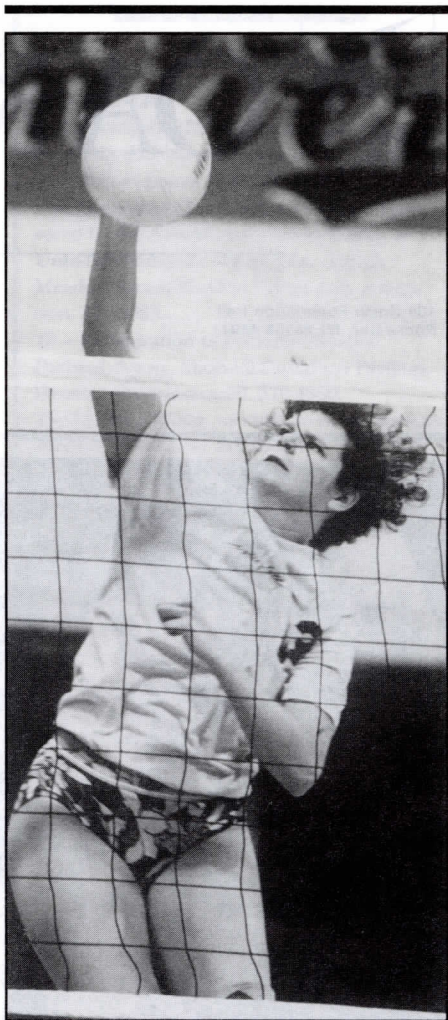
Some virtual worlds "look clunky," Jacobson said. "But remember, the first Honda looked clunky, too."

Jacobson's lecture drew an audience of more than 500 persons in Meadow Brook Theatre, and Jacobson spoke from the pulpit of the *Mass Appeal* church set. "This presentation came to me in the middle of the night, so this setting isn't entirely inappropriate," he said.

Jacobson's lecture capped off a day that began with a Meadow Brook Hall breakfast presentation to guests that included representatives of area businesses and industry. President Sandra Packard, in comments to the audience, noted that no university in Michigan has a virtual-worlds laboratory.

The president asked the business leaders in attendance to consider funding such a facility at Oakland. Jacobson noted later that Oakland's proximity to the auto industry, which is interested in using virtual worlds for design purposes, makes it an ideal location.

A location that's real, not imagined.▼



The volleyball team is wrapping up a successful season, with a 17-4 record and third-place conference standing as of November 9. The team had four matches remaining. Also, the soccer team will host a first-round NCAA Division II tournament game with the University of California-Chico at 1 p.m. November 14. For details, call 370-3190.

Gender Differences

(Continued from page 1)

tions to show how men make distinctions in gender. If a man quits or is fired, "few would say they don't want to hire another man because they're afraid he might not work out," Sandler said.

The associate director said a problem that contributes to keeping women out of leadership roles is the confusion between social and business roles. Since few women are in leadership positions in business and education, media images are likely to first show men as the leaders and women as the support staff.

Women who are promoted to the top often find another problem, Sandler commented. "They may appear as too nurturing, too kind, etc.," she said. Females in leadership roles, even if behaving as a male predecessor did, are viewed as "the dragon lady."

Men also tend to exclude women, Sandler said, through information sharing, or lack of

sharing. Men will talk openly about business issues, but when women are present, the conversation tends to dry up, Sandler found.

Other problems contribute to women's difficulties in rising to leadership roles, Sandler added. They include failing to name women as potential job candidates, devaluing women's accomplishments (saying she was "lucky" but he was "deserving") and interpreting assertiveness by women negatively.

Sandler added that men also devalue women by judging them on the sound of their voices. A soft-spoken woman may be called weak, but a loud male may be recognized as a leader. The problem is more acute when the woman's voice rises at the end of the sentence, Sandler said.

"The voices of people who have been arrested also tend to go up at the end of a sentence," Sandler said. "Maybe it has something to do with a lack of power."▼

Of Distinction ...

Items about professional activities or honors may be sent to the News Service, 104 NFH. Items run as space permits.

The first item below was published incorrectly in the October 30 issue:

Hoda S. Abdel-Aty-Zohdy, electrical and systems engineering, presented two papers and chaired a session on solid-state circuits at the 35th *Midwest Symposium on Circuits and Systems* in Washington D.C. The first, *Device Modeling and Simulation of High-Low Doping Transition Regions and Their Effect on n-MOSFET Circuits*, was coauthored with **Prasad G. Gudem**, a past graduate student, and **Scott D. MacFarlane**, a senior electrical engineering student. Abdel-Aty-Zohdy, along with graduate student **Bogdan Adamczyk**, published *A Neural Network Approach to Least Squares Estimation*. She also

participated in a National Science Foundation supported workshop on Electronics Design Automation at the University of Notre Dame.

Naim A. Kheir, electrical and systems engineering, has been appointed a member of the Steering Committee for the National Electrical Engineering Department Heads Association. The association consists of 240 members. Kheir is also a member of the NEEDHA Committee on Industrial Relations.

John Henke, management and marketing, was quoted in *Enterprise* magazine on supplier relations. *Enterprise* is published by Digital Equipment Corp.

John Kim, management and marketing, published an article (coauthored by Jeon-Su Lim of the University of Toledo), *Impact of*

Consumers' Confidence in Judgments About Missing Information on Product Evaluation. It appeared in the *Journal of Business Research*.

Devadatta M. Kulkarni, mathematical sciences, published a paper, *Counting of Path-like Objects in a Rectangular Array*, in the series colloquia, *Mathematica Societati's Ja'nos Bolyai*, Budapest, entitled *Set Graphs and Numbers*.

Anahid Kulwicki, nursing, gave an invited lecture on *An AIDS Education Prevention Project for Arab Americans* at an international nursing symposium in the Netherlands. The symposium was sponsored by the International Society for University Nurses.

Donald Mayer, management and marketing, presented *Ethics and the Gender Equality Dilemma for U.S. Multinationals* at the annual meeting of the Academy of Legal Studies in Business.

Philip Singer, health sciences, will present several of his documentary videos shot in Mexico last year. He will present them at the sixth International Congress on Traditional and Folk Medicine. It will be held at Texas A&I University in December. The documentaries include *Bioethics Where There are No Bioethicists*, *A Mexican Public Health Physician*, *A Village Corn Bank* and *Physical Therapy Where There are No Physical Therapists*. The international congress is an interdisciplinary meeting with representatives from 30 countries in fields that include ethnobotany, chemistry, pharmacology, ecology, anthropology and many health-care specialties.

Robert VanTil, engineering, presented a seminar, *A Proposed Stability Analysis for a Constrained Continuous Time System with a Digital Controller*, at Florida State University.

The Campus Register

Funding Opportunities

Sources of external funding are provided by the Office of Research and Academic Development. Stop by 370 SFH or call 370-3222.

National Heart, Lung and Blood Institute

The institute, along with the National Institutes on Aging and Mental Health, will fund research on social and behavioral aspects of women's health in adulthood, including examining the natural course and consequences of the aging process and other special women's health issues. Areas of research interest include improved healthy life expectancy, women's health behaviors. February 1, June 1 and October 1 deadlines.

National Academy of Education Fellowships

The academy seeks applications for its Spencer Research Fellowship Program. Applicants must have earned an Ed.D., Ph.D. or equivalent between January 1, 1987 and January 1, 1993. Applicants may be in education, humanities or social sciences. Projects must relate to improving education and may address education at any level. Grants are \$35,000 for one academic year of full-time study or \$17,500 for each of two years of half-time research. January 2 deadline.

Department of Energy

The department invites applications to support innovative approaches that encour-

age science and mathematics majors to become precollege teachers. Approaches include programs to transfer research experiences to the classrooms; intern and in-school opportunities to work under the guidance of a master teacher; conferences to explore effective mechanisms to encourage science and math majors, including women, underrepresented minorities and individuals with disabilities, to pursue science and mathematics majors with the goal of entering precollege teaching. Approaches also include programs that encourage math and science majors to become elementary school teachers and specialists, and college and university programs that include content-specific pedagogy, involve faculty members who have demonstrated the most effective precollege teaching strategies, and foster collaboration between science, mathematics and education departments. December 9 deadline.

For Your Benefit

The Staff Benefits Office has scheduled visits from representatives of TIAA/CREF and Fidelity Investments on the following dates. Appointments may be made by calling 370-3483 or by stopping in the office at 142 NFH.

TIAA/CREF

January 12
February 3
March 2

April 7
May 4
June 2
July 13
August 4
September 7
October 6
November 2
December 1

Fidelity

January 13
February 2
March 3
April 6
May 5
June 1
July 14
August 3
September 8
October 5
November 3
December 7

Jobs

Information about job openings is available from the Employee Relations Department, 140 NFH.

- Vice president for academic affairs, executive, Office of Vice President for Academic Affairs.
- Vice president for finance and administra-

tion, executive, Office of Finance and Administration.

- Medical director, miscellaneous, Meadow Brook Health Enhancement Institute.
- Clerk II, C-4, Office of Registrar, academic records.
- Pastry baker, AFSCME, Food Service.
- Cashier, casual, Cashier's Office.

Reaching Us ...

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. Copy deadline is noon Friday of the week preceding the publication date.

- **James Llewellyn**, News Service senior editor and news director, 370-3180
- **Jay Jackson**, *Oakland University News* editor, News Service staff writer, 370-4344, or E-mail at jacksonj@argo.acs.oakland.edu
- **Rick Smith**, Publications Department photographer, 370-4341
- News Service fax: 370-4249

Quote

"The trouble with people is not that they don't know but that they know so much that ain't so."

—Josh Billings

Bits & Pieces

Geltner Speaking to ACE-NIP

Associate Professor Beverley Geltner, curriculum, instruction and leadership, will speak at the November 18 breakfast program sponsored by the campus ACE-NIP chapter.

Geltner's topic will be *Two Steps Forward and Then? ... An Analysis of the Backlash Phenomenon*. The breakfast program will run from 7:30-9 a.m. in the Christopher Wren Room at Meadow Brook Hall.

For reservations, call Julie Dziekan at 370-3287 or Pat Beaver at 370-4116.

Senate Appoints Two Committees

The University Senate has appointed nine faculty members to two new committees.

Members of the Senate Budget Review Committee, and the year their terms expire, are Denis Callewaert, chairperson, 1994; James McKay, 1995; Miron Stano, 1994; and Charlotte Stokes, 1993.

Senate Planning Review Committee members are Curt Chipman, chairperson, 1995; Ravi Parameswaran, 1993; Margaret Pigott, 1994; and Rod Righter, 1994. The Senate plans to vote on a fifth nominee, Joseph Hovanesian, at its December 10 meeting.

Library Offers New Services

Special research services are available from the Kresge Library faculty for the university community.

Indra David, associate dean, says appointments are available with librarians to discuss individual research needs. The faculty will help you locate sources of information on a specific topic and show you how to use LUIS, the library's on-line card catalog, as well as various CD-ROM databases, print indices and bibliographies. The service is free.

Appointments may be made at the reference desk or by calling Linda Hildebrand at 370-2483.

The library also offers computer search services through vendors like DIALOG and BRS. Hundreds of different online databases, covering such subject areas as physical and life sciences, education, humanities, business and social sciences, are available.

David notes that by using the computer searches, patrons can save time and energy while focusing on a topic and gathering information. Users must pay a fee, however, because of the cost of on-line searching of sophisticated, commercially generated databases.

For appointments with computer searches, stop by the reference desk or call Kris Condic at 370-2469.

Kresge Library has also signed an experimental reciprocal borrowing agreement with six academic libraries. Staff and students now join the faculty in having check-out privileges on circulating library books at Eastern Michigan University, Macomb Community College, Lawrence Technological University, University of Detroit-Mercy, University of Michigan-Dearborn and Walsh College.

Expanding Vocabularies, 101

Followers of the University Senate have known for years that the best part of the sessions isn't necessarily the meetings themselves, but the accounts of them that appear in the official minutes.

Jane Eberwein, professor of English and secretary of the Senate, has a reputation for her colorful and creative — but factual — interpretations of events. A few readers of the October minutes no doubt reached for their dictionaries when they read that "decanal search committees" were in place for the School of Nursing and the School of Engineering and Computer Science.

Those with industrial-strength dictionaries know that decanal means pertaining to a dean or deanery, with a deanery of course being where the dean does deany things or lives. Just so that you know.

Manufacturing Workshop Looks at Factories of Future

The first international workshop hosted by Oakland that focused on intelligent manufacturing systems attracted 115 speakers and guests from 17 countries.

Professor Naim A. Kheir of the School of Engineering and Computer Science, chaired the 51-member program committee for the workshop, which was held in Dearborn. Pam Marin, director of continuing education, served on the National Organizing Committee. President Sandra Packard spoke at the opening session.

"It is well known that improving and revitalizing manufacturing industries worldwide is imperative for a healthier economic environment," Kheir says. "Intelligent manufacturing systems are, therefore, becoming more important in shaping the factory of the future. For the technical community in southeast Michigan, this topic is of vital importance, since it bears on the future of the economic base of our state."

The workshop included 21 sessions and 78 presentations. The technical program included two plenary lectures by distinguished experts, Kheir adds. Roger N. Nagel of Lehigh University presented *The Twenty-First Century Manufacturing Enterprise Strategy*. He is a professor of manufacturing systems engineering and the operations director of the Iacocca Institute at Lehigh.

"He stressed the seeking of new opportu-

nities and leapfrogging over the normal evolutionary development approaches, as the goal to strengthen our wealth-generation capability in the manufacturing base," Kheir says. "This will require sacrifice in every sector, as well as strong leadership in the establishment of bold new initiatives."

"Contrasted with the past focus on muscle power of humans, now robots, numerically controlled machine tools and computer-controlled devices amplify the muscular skills and allow both creation and production of high-quality, low-cost manufactured products."

Kheir adds that Nagel stated that competition requires ability to customize, to produce varieties of product families and to rapidly develop and introduce new products. The design process must become a production capability, Kheir notes.

"As the agile world emerges, the skill-base of employees becomes the most valuable asset. This simply implies that the leveraging muscle power must be changed to leveraging and increasing the competitive impact of intellectual power. A competitive advantage would require getting the right information to the right person at the right time."

Kheir says that Nagel commented that agility offers two significant opportunities for an enterprise. First, to explore strategies that were not imaginable or possible before, and

second, to share and leverage the cost of building the infrastructure needed to enable agile competition. "To achieve these," Kheir says, "it is a must to create strong education-industry relationships to promote manufacturing in the U.S."

Also speaking was Professor Inyong Ham, director of the Manufacturing Research Center at Penn State University. Kheir says Ham outlined the major shortcomings of current manufacturing systems, with those being improper design criteria of systems and inadequate integration of systems design. "Drawbacks appear to be mainly in the narrow scope of current manufacturing research," Kheir says. "The focus is on automation rather than integration, its proprietary nature and, most importantly, the lack of vision of total integration. This stresses a greater sense of global cooperation on the development of future IMS between the United States, Japan and Europe."

The workshop was cosponsored by the IFAC Technical Committee on Manufacturing Technology and the Technical Committee on Systems Engineering, the American Automatic Control Council, the Society of Manufacturing Engineering, the American Society of Mechanical Engineers, the IEEE and the Society for Computer Simulation.▼

Gallery Exhibits Works from OU Collection

Meadow Brook Art Gallery is celebrating the inauguration of President Sandra Packard with the exhibition, *The University Art Collection Part I: Paintings and Prints*.

The exhibit runs now through December 20. Curator Kiichi Usui has assembled art that reflects various trends in the American and European scene over the past 26 years. The period corresponds to the existence of Meadow Brook Art Gallery.

The theme is *Abstraction and Figuration*. The color-field art of the early 1970s is represented by Dan Christensen and Doug Ohlsen. The hard-edge geometric abstraction sampling is by European artists Karl Pfahler, Genevieve Claisse and American Ilya Bolotowsky; abstract expressionism is by John Beardman; and op-art is represented by Mon Levinson and Henry Pierson.

To reflect the revival of figurative paintings, Usui has selected American painters Alex Katz, Lowell Mesbitt and Romare Bearden; German painter Horst Antes; Columbian artist Fernando Botero; Brazilian artist Djanira; and prints by John James Audubon. All of the artworks were donated by individuals over the past 26 years.

Gallery hours are one hour prior to curtain time of Meadow Brook Theatre performances and through the first intermission of the play, including weekends. For details, call 370-3005.▼



When the President Calls

President Sandra Packard tries her hand at calling alumni with students like Tanelly Tate during the annual TeleFund. The president found she still has the golden touch; an alumna gave her a pledge of \$500.

It's Time to Take a (Christmas) Walk

It's time again to think about the holidays at Meadow Brook Hall.

The annual Christmas Walk begins November 29 with the theme *Christmas in the Grand Manor*. More than 20,000 visitors are expected to tour the hall during the two-week event.

Floral designers and display artists are donating their talents and materials as their way of helping to preserve Meadow Brook Hall. All proceeds from the walk are used for maintenance and preservation of the home itself. Gift shops will be tucked into what were once servants' quarters, plus other nooks.

In nearby Knole Cottage, Santa Claus — or a close facsimile — will take up residence.

Knole Cottage tours have a separate \$1 admission charge and may be taken with or without the Christmas Walk tour.

Hours are 1-5 p.m. November 29; 10 a.m.-9 p.m. November 30 and December 1-2 and 7-9; and 10 a.m.-5 p.m. December 3-6 and 10-13.

Admission is \$7 weekdays and \$9 weekends. Children under age 13 and persons in groups of 20 or more are admitted for \$5 at all times. Greenhouse tours are also available for \$1 from noon-5 p.m. December 5-13 only.

Persons interested in patron dinners on December 3-5, at \$150 per person, may reserve seats by calling 370-3140.▼

Historian to Lecture on Frontier Times

Professor Turk McCleskey of the Department of History will present a public lecture on 18th century office-holding.

Season B'ball Tickets on Sale

Season basketball tickets are now available for all men's and women's regular-season home games.

Tickets are \$25 and good for the entire family. The season begins November 21 with the women's Tip-Off Classic. Checks made payable to the university should be sent to the Athletic Department in Lepley Sports Center. For details, call 370-3190.▼

Old Gambits on the New River: Ethnic Discrimination in Southwest Virginia, 1745-1754, will be presented at 7:30 p.m. November 18 in Oakland Center Gold Room C.

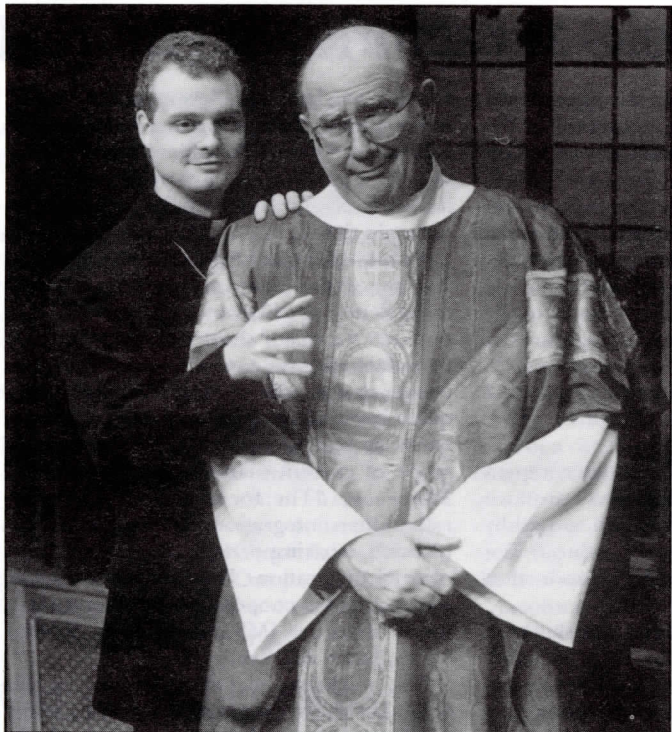
McCleskey compares the distribution of political offices in two frontier communities, one German and the other Anglo-American. Using these two neighborhoods as case studies, McCleskey argues for a new interpretation of frontier office-holding.

For further details, call 370-3510.▼



Recognition Dinner

Beth Talbert, orientation director, chats with Bill Kendall, assistant vice president for employee relations, at the sixth annual recognition dinner for Employee of the Month recipients. She and 11 other awardees were cited at Meadow Brook Hall. More than 75 employees have been recognized since the program began. Other honorees were David Birkholz, Nellie Richey, Ray Harris, Sue Tafralian, Barbara Estel, Bob Knoska, Kathleen Osentoski, Mary Isacs, Tom VanVoorhis, Gloria Schatz, Denise Vanden Bossche and Marjory Hampton.



It's a Deal

Meadow Brook Theatre reminds faculty, staff, alumni and retirees that they may see its productions, including the current "Mass Appeal," at a 20 percent savings from regular ticket prices. (Call 370-3300 for full details.) The "Mass Appeal" cast includes Arthur J. Beer (right) and Lance A. Retallick.

Canadian Singer Offers 'Fun for Kids'

Looking for something to entertain your children or grandchildren tomorrow? You might try Walt Disney recording artist Norman Foote, the next *Saturday Fun for Kids* series performer at Meadow Brook Theatre.

Foote will perform at 11 a.m. November 14. The Canadian singer-humorist is credited with being the first person to sign a recording contract with Walt Disney Records.

Foote's program includes impressions of familiar faces, such as Michael Jackson, Bob Dylan and Bart Simpson, and nursery rhymes done in song. These selections have been arranged to various musical styles from blues to jazz to rock. Foote's "props with an attitude" consist of a giant baby and an oversized talking head which have been seen in festivals and concert halls across the U.S. and Canada.

The performance is scheduled to last about an hour and is not recommended for children under 3 years old. Seating is reserved, and tickets are \$6 each. For information or tickets, call the Meadow Brook box office at 370-3300.▼

Events

NOVEMBER

Until November 22 — *New Acquisitions from the University Collection*, Meadow Brook Art Gallery, various hours. Free. 370-3005.

Until December 2 — Annual TeleFund sponsored by the Alumni Association. 370-2158.

Until November 22 — Play, *Mass Appeal*, Meadow Brook Theatre. Times vary. Admission. 370-3033.

13 — Inauguration of President Sandra Packard, 3 p.m., Shotwell-Gustafson Pavilion. Details to be announced. 370-4350.

13-15 — Play, *Medea*, various times, Varner Lab Theatre. Admission. Sponsored by Department of Music, Theatre and Dance. 370-3013.

13 — OU Concert Band, *Statements Evocative and Tranquil*, 8 p.m., Varner Recital Hall. Admission. Sponsored by Department of Music, Theatre and Dance. 370-3013.

13, 15 — Film, *A League of Their Own*, 8 p.m., 201 Dodge Hall. Admission. Sponsored by Student Program Board. 370-4295.

14 — Concert, *Saturday Fun for Kids*, with Walt Disney recording artist Norman Foote, 11 a.m., Meadow Brook Theatre. Admission. 370-3300.

14 — Women's swimming and diving with Michigan State University, 7 p.m., Lepley Sports Center. Admission. 370-3190.

15 — Pontiac-Oakland Symphony Thanksgiving concert, 3 p.m., Varner Recital Hall. Admission. 370-3013.

17 — Bible Study for faculty, staff and students, noon-1 p.m., 125 Oakland Center. Free. Victoria Junior at 370-3480.

17 — Women's volleyball with Saginaw Valley State University, 7:30 p.m., Lepley Sports Center. Admission. 370-3190.

18 — Women of Oakland University Brown Bag Luncheon Series, *Flower Arranging for Thanksgiving*, noon-1 p.m., 129 Oakland Center. Limited seating. Call Zina Haywood at 3370.

18 — Breakfast and lecture, *Two Steps Forward and Then ...? An Analysis of the Backlash Phenomenon*, with Beverley Geltner, 7:30-9 a.m., Oakland Center Gold Rooms. Admission. Sponsored by ACE-NIP. 370-3287 or 370-4116.

18 — Lecture, *Old Gambits on the New River: Ethnic Discrimination in Southwest Virginia, 1745-1754*, with Professor Turk McCleskey of the Department of History, 7:30 p.m., Oakland Center Gold Room C. Free. 370-3510.

18 — Film, *A Raisin in the Sun*, 8 p.m., Beer Lake Yacht Club. Free. Sponsored by Student Program Board. 370-4295.

20 — Women's volleyball with Northern Michigan University, 7:30 p.m., Lepley Sports Center. Admission. 370-3190.

20 — Oakland Chorale, University Chorus and Women's Chorus concert, *Songs of the Earth*, 8 p.m., Varner Recital Hall. Admission. Sponsored by Department of Music, Theatre and Dance. 370-3013.

20-21 — Eisenhower Dance Ensemble, 8 p.m., Varner Studio Theatre. Admission. Sponsored by Department of Music, Theatre and Dance. 370-3013.

20, 22 — Film, *JFK*, 8 p.m., 201 Dodge Hall. Admission. Sponsored by Student Program Board. 370-4295.

21 — Women's volleyball with Michigan Technological University, 1 p.m., Lepley Sports Center. Admission. 370-3190.

21-22 — Women's basketball Tip-Off Classic with Oakland, Central State, Aquinas and Lake Superior State University, Lepley Sports Center. Admission. 370-3190.

24 — Bible Study for faculty, staff and students, noon-1 p.m., 125 Oakland Center. Free. Victoria Junior at 370-3480.

27-January 3 — Play, *A Christmas Carol*, Meadow Brook Theatre. Times vary. Admission. 370-3033.

29-December 13 — Christmas Walk at Meadow Brook Hall, hours vary. Admission. 370-3140.

DECEMBER

1 — Bible Study for faculty, staff and students, noon-1 p.m., 125 Oakland Center. Free. Victoria Junior at 370-3480.

3 — Afram Jazz Ensemble, *A Tribute to Thad Jones*, 8 p.m., Varner Recital Hall. Admission. Sponsored by Department of Music, Theatre and Dance. 370-3013.

4 — OU Community Chorus, *Annual Yuletide Celebration*, 8 p.m., St. Hugo of the Hills, Bloomfield Hills. Admission. Sponsored by Department of Music, Theatre and Dance. 370-3013.

4-5 — Women's Gus Macker Basketball Tournament with Oakland, Calvin College, Indiana Tech and Alma College. Lepley Sports Center. Admission. 370-3190.

4-6 — Oakland Dance Theatre, *December Dances*, various times, Varner Studio Theatre. Admission. Sponsored by Department of Music, Theatre and Dance. 370-3013.

The Employee Relations Department asks that you familiarize yourself with the following university policy:

This memorandum is intended to provide clarifications and guidance regarding early release of employees, cancellation of classes and emergency closings of the university due to severe weather conditions, non-functioning of university mechanical systems or other unforeseen circumstances.

Early Release of Employees means that certain employees are granted permission to leave work before their regular quitting time without loss of pay based upon some emergency or hazardous condition.

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 nonfaculty employees would normally continue to work their regular shifts.

An **Emergency Closing** is an unanticipated official closing of the university. Scheduled classes are cancelled, 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 Closing 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 when emergencies or hazardous conditions exist other than for official emergency closings that occur during the work day. The decision to authorize a campus-wide early release of employees will be made, subsequent to consultation with the university president, by the vice president for finance and administration, who will inform the divisional vice presidents. In granting authorization to particular units and categories of employees, the individual vice presidents will consider the impact of the decision on university operations and services. Additionally, individual department heads, managers and supervisors are also expected to exercise judgment so that an early release is not inappropriately granted in an instance where university operations would thereby be jeopardized. The respective vice president should be notified and consulted regarding such instances. Regular employees who are granted early release time will be paid their regular rate for the remainder of their regular work schedule that day. Employees not granted early release shall continue to be paid for regular scheduled hours worked at their regular rate of pay. Early release does not initiate emergency closing procedures.

II. Emergency Closing Policy and Guidelines for Implementing the Policy

For your convenience and information, the university's emergency closing policy and guidelines on how the policy is to be implemented for personnel in the various university employee groups are summarized herein and are part of the Administrative Policies and Procedures Manual.

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 a.m. until 10 p.m. Accordingly if an Emergency Closing is declared for a given day, the period of the official closing shall be from 7 a.m. until 10 p.m. unless specified otherwise. An Emergency Closing may be extended beyond 10 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 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 the 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 departmental 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 a 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, Meadow Brook Theatre, and Meadow Brook Health Enhancement Institute

The president or a designee may elect to keep Meadow Brook Hall, Meadow Brook Theatre, or Meadow Brook Health Enhancement Institute 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 her 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 may be closed or classes cancelled if the same conditions occur as on campus. There may be cases in which the extension centers located in public school facilities 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, Meadow Brook Theatre or Meadow Brook Health Enhancement Institute, are to be coordinated by the University Relations department. The President or Vice President for Finance and Administration will inform the Director of News Services of the decision to declare an emergency closing and to close the university or cancel classes. (The Vice President for Academic Affairs will be consulted before a final decision to close or cancel classes is announced.) Other vice presidents will be informed by the Vice President for Finance and Administration.

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 the Director of News Services. 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 by the Vice President for Student Affairs since it serves as a central information point for student inquiries.

d. The university switchboard will also be notified by the Public Safety Department. 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 carried on the system. Incoming callers will either receive the taped message or a busy signal. The system can handle 28 calls at a time. Callers who get a busy signal must redial the number to access the message.

(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 Departments. 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 AN EMERGENCY WHICH REQUIRES THE EMPLOYER TO CLOSE OR SIGNIFI-

CANTLY 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/TOP 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/TOP 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 XIX, Section 19.1:

"Call In Pay. A full-time 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 applicable overtime compensation rate specified in Section 18.3 or Section 18.4. A part-time employee shall receive four hours pay at his/her regular rate except that hours that are in excess of forty hours in the work week will be compensated at the applicable overtime rate."

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 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.