



# OAKLAND UNIVERSITY

## News

104 North Foundation Hall  
Rochester, MI 48309-4401

A publication for faculty and staff

January 15, 1988



### The Icing on the Cake

A joyous group of university officials broke ground for the Kresge Library renovation program on December 11. David Handleman, chairperson of the Board of Trustees, left; Suzanne Frankie, dean of the library; and President Joseph E. Champagne turned the ground while an appreciative audience of about 150 persons watched. For details about the ceremony, please turn to page 3.

## Historian Karasch Receives Best Scholarly Book Award

The American Historical Association has named *Slave Life in Rio de Janeiro, 1808-1850*, a book by Mary C. Karasch, associate professor of history, the best scholarly work of 1987.

The Albert J. Beveridge Award, one of the most distinguished and prestigious available to an American historian, is given annually for the best scholarly book in English on American history, which includes the United States, Canada and Latin America.

The award, with a \$1,000 prize, was presented December 28 at the association's meeting in Washington, D.C. The award is named for a former U.S. senator from Indiana, who was a historian and biographer.

Karasch's book, published by Princeton University Press, is the product of nearly 20 years of research. The subject was the topic of her doctoral dissertation at the University of Wisconsin. Many historians then believed a history of slavery in Rio could not be written because adequate sources did not exist.

Through diligent search, Karasch uncovered a wealth of new materials previously unknown to historians of Brazil and of slavery. Although some of the research could be carried out in American libraries, including the Library of Congress, the major portion was accomplished in four trips to libraries and archives in Brazil.

During her most recent stays in Brazil, Karasch taught at the University of Brasilia on a Fulbright Fellowship and conducted research on the social history of the western frontier in the 19th century.

In the book, the professor deals comprehensively with all aspects of the lives of Rio's slaves, including their African origins, treatment at the hands of masters, diseases and death rates, role in the city's economic life, cultural forms and the institutions they created, resistance to slavery, and search for freedom.

Karasch joined the Department of History in 1970 as a specialist in the history of Latin America.

## State Reduction to Budget Means Loss of \$237,000

A three-quarter of 1 percent reduction in the university's current state appropriation will mean a loss of \$237,000.

The full effect of the cutback will not be felt until September 30 when the state fiscal year ends. When adjusted for the university's fiscal year, which ends June 30, the cut means a reduction of \$177,750. The remainder will affect the first quarter of the university's 1988-89 fiscal year, which begins July 1.

The appropriation cut is part of the Legis-

lature's overall reduction in state spending for the current fiscal year. The action affects the higher education appropriation, but other state budgets were also reduced. All state university appropriations were reduced by the same percentage.

The loss in the university's budget is \$231,800 in general operations and \$3,800 in the Research Excellence Fund. Other reductions, entirely within the Martin Luther King, Jr./Cesar Chavez/Rosa Parks Program, are \$800 for fellowships, \$400 for College Day activities and \$200 for visiting professors.

The full impact of the Legislature's action may be greater than the \$237,000, however, once other units receive word on their funding. Those include the Meadow Brooks — theatre, festival, art gallery and hall — which receive grants from such state agencies as the Michigan Council for the Arts that are not a part of the higher education appropriation.

To help compensate for the state reduction this fiscal year and beyond, the university announced in November a position freeze and formed an Expenditure Review Committee (initially called the Cost Containment Committee).

### FICA Wage Base Increases

The social security wage base increased from \$43,800 to \$45,000 on January 1.

The wage base is the amount of an employee's wages in a given year that may be taxed under the Federal Insurance Contributions Act. The wage base increases by an amount determined by increases in average national wages.

The FICA tax rate for both employers and employees for 1988 is 7.51 percent, up from 7.15 percent in 1987. The maximum FICA tax payment will rise from \$3,131 to \$3,379, an increase of \$248.

(Continued on page 2)

## Now is Time to Make Insurance Changes

Open enrollment for optional benefit plans available to nonfaculty employees continues through January 29 at the Staff Benefits Office.

Programs subject to enrollment are American Community Medical Plan, TIAA Major Medical, Health Alliance Plan, Blue Care Network, Co/Op Optical, American Supplemental Life Insurance and Mutual of Omaha (accidental death and dismemberment).

This month staff members may enroll for coverage for the first time, increase supplemental life insurance benefits and accident coverage, and add dependents not previously covered without providing evidence of insurability.

Employee contributions are now required for coverage under the American Community and the Blue Care Network health insurance plans. Monthly employee contributions will be deducted from paychecks in January for coverage in February.

During open enrollment, staff members have the opportunity to change to a different health plan with coverage effective March 1. However, employees who initiated a change to HAP or canceled their health insurance coverage prior to January 15 (January 12 for hourly employees) will not have the deduction for February coverage taken from their January paychecks, and coverage for HAP will become effective February 1.

For more information, visit the Staff Benefits Office in 142 NFH, or call 370-3483.

Monthly premiums for each plan and the

required employee contribution are listed below. The difference, if any, between the monthly premium and the employee contribution is paid by the university.

American Health Plan — One person, \$105.03 premium, \$13.90 from employee; two persons, \$246.65 premium, \$31.69 from employee; three or more persons, \$282.36 premium, \$24.41 from employee.

TIAA Major Medical — One person, \$5.40 premium, none from employee; two or more persons, \$14.95 premium, none from employee.

Blue Care Network — One person, \$105.04 premium, \$13.91 from employee; two persons, \$246.84 premium, \$31.88 from employee; three or more persons, \$283.61 premium, \$25.66 from employee.

Health Alliance Plan — One person, \$89.66 premium, none from employee; two persons, \$211.50, none from employee; three or more persons, \$257.95, none from employee.

Co/Op Optical — All staff members, \$3.92 premium, none from employee.

American Life Supplemental — \$10,000 benefit, \$3.40 payroll deduction; \$20,000 benefit, \$6.80 deduction; \$30,000 benefit, \$10.20 deduction; \$40,000 benefit, \$13.60 deduction.

Accidental death and dismemberment — Benefit level ranges from \$10,000 to \$250,000 with payroll deduction ranging from 50 cents to \$17.



Sigrid Tuohy weathers the elements, wherever they may be found, with a sense of humor. The roof over her office in the Campus Facilities and Operations Building had sprung a leak, forcing her to take defensive measures.



## New Beginning for Professor Tagore Means Heading Home for India

Sometime this year, Amitendranath Tagore will pack up a lifetime of university memories and begin a long journey home.

The destination is India.

Tagore, who retired in December after 23 years with OU, will live in a small university town about 100 miles from Calcutta.



Biochemist Bandana Chatterjee and biologist Arun K. Roy are leaving OU to accept positions at the University of Texas-San Antonio. Roy will give a traditional "final lecture" at 3:30 p.m. January 22 in 235 Hannah Hall. A reception will follow. Roy's lecture is sponsored by Sigma Xi, the Department of Biological Sciences and the Office of Research and Academic Development. The topic will be "Science at Oakland: Past, Present and Future."

Returning to India completes a journey that has been rich in academic undertakings. A soft-spoken and well-respected professor, Tagore taught Chinese in the Department of Modern Languages and Literatures. Tagore is eager to return to India to study the changes in his country and write about them. "I don't think I'll be a fish out of water when I go back," he says.

Tagore grew up in colonial India when many of the influences on the residents were British. Reflecting on that, he says he is happy to see some British traditions were retained after independence, including the democratic form of government and a strong defense. Quoting Nehru, Tagore says India wound up with "unity and diversity" to keep the country together. The people, he says, now stand proudly for themselves.

The story of how Tagore came about teaching Chinese is one which reveals his interest in taking the less-traveled path through life. It was 1942 and the Japanese were attacking India. Tagore, a young student, headed to Calcutta University, only to find that about the only classes open were in Chinese. That was enough, however, to set him off on a career that has spanned 37 years, two continents, numerous books and articles and hundreds of students.

In 1947, Tagore studied on a fellowship in Beijing and earned his master's degree from National Peking University. During his last days there, the Red Army took power. Tagore returned to India to complete his doctoral degree at Visva Bharati University.

The professor arrived in the United States in 1961 and taught at the University of Pennsylvania first. In 1964, OU offered an opportunity for him to help establish the international studies component of the curriculum, which

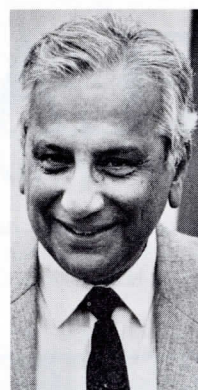
he gladly accepted.

"I think I've seen the program build up over a quarter century. We've done pretty well; I'm quite proud of it. The enthusiasm for the program has not waned in any way during this time," he says.

Arts and literature are not the least bit unusual in the Tagore family. His great-grandfather was a 1912 Nobel-laureate poet, the first Indian to receive such an honor. His grandfather was a famous author of children's literature and founder of the Indian School of Art. His late father was a writer and an industrialist. His wife, Arundhati, is a library technician at Kresge Library.

"I must confess, there are not many scientists in the family," he says, "but we have writers and artists galore."

While preparing to leave the university,



Tagore

Tagore offers some advice. "We must somehow build a tradition here for OU," he says. "I don't see how a university can grow in the community and nation unless it has a permanent, focused goal."

"We cannot behave like a weather vane. I believe the university should sway the community and the community should not sway the university. All of the great universities have been centers where opinions are shaped and molded. I don't see why we couldn't do that. We're excellently located in the heartland of industrial America."

— By Jay Jackson

### Prayer Breakfast Scheduled

A group of students, staff and faculty will again host the annual Prayer Breakfast.

The event will be from 7-8:45 a.m. January 20 in the Oakland Center Gold Room. The speaker will be David Strubler, manager of employment and staff development. The OU Gospel Choir will perform.

Tickets, available at CIPO, are \$3 for students and \$4 for all others. Everyone is welcome to attend, including spouses and guests.

### FICA

(Continued from page 1)

Changes in the retirement earnings test also went into effect. The test imposes a limit on the amount that a person collecting social security old-age benefits may earn from work, without losing part or all of these benefits. Investment income is not considered. In the first year in which a beneficiary applies for benefits, a monthly test may be used.

For beneficiaries under age 65, the 1988 earnings limit will be \$6,120 (or \$510 month-

ly), as compared with \$6,000 in 1987. For beneficiaries ages 65-69, the limit will be \$8,400 (or \$700 monthly), up from \$8,160 in 1987.

Benefits are reduced \$1 for every \$2 of earnings above these limits. Beginning in 1990, benefits will be reduced \$1 for every \$3 of earnings above these limits, for persons ages 65-69 only.

The retirement earnings test does not apply to beneficiaries age 70 or over, who may earn any amount without losing benefits.

## Our People

Brief items from the university community are welcome and may be sent to the News Service, 104 NFH. Have room, will publish.

### PUBLICATIONS

•Keith Stanovich, psychology, is the author of *Perspectives on Segmental Analysis and Alphabetic Literacy*, published in the *European Bulletin of Cognitive Psychology*. He also recently edited a special issue of the journal, *Merrill-Palmer Quarterly*, on *Children's Reading and the Development of Phonological Awareness*.

•Carlo Coppola, modern languages, and international programs, has just published volume 22, no. 1 of the *Journal of South Asian Literature*. The issue is devoted to the main to Tamil and Sinhala writing from Sri Lanka. The issue also contains a translation of the important Urdu story, *Vision of Paradise*, by Sajjad Zaheer, translated by Munibur Rahman, modern languages. Also published in the issue is a tribute to Rashid Jahan, one of Urdu literature's early Marxist women writers. In addition to translations of works by Jahan, the tribute also contains an article by Coppola and S. Zubair, *Rashid Jahan: Urdu Literature's First 'Angry Young Woman'*, the first major critical piece on this author in English.

•An article by Roberta Schwartz, journalism, about Great Lakes painter Jim Clary and his exploration of the *Titanic* appeared in *The Detroit News*. An article about the Meadow Brook Theatre production of *A Christmas Carol* for the deaf also appeared in the *News*.

•Richard Hofler, business administration, is author (with P. Boehm) of *A Frontier Approach to Measuring the Effect of Market Discrimination: A Housing Illustration* that appeared in the October issue of *Southern Economic Journal*.

•Miron Stano, business administration,

wrote *A Further Analysis of the Physician Inducement Controversy* for the fall issue of *Journal of Human Resources*. His article, *Estimates of the Economic Losses Resulting from the AMA Boycott Against Chiropractors*, was published in the *Journal of the American Chiropractic Association* in November.

•John Doherty, music, has been notified that his manuscript, *Choral Settings of the Scriptures with English Texts*, will be published by Lorenz Publishing Co.

### CONFERENCES

•Roberta Schwartz, journalism, attended the Society for Professional Journalists-Sigma Delta Chi conference in Chicago, which featured CBS White House reporter Bill Plante. She also attended the seminar, *The Television Documentary of the 1960s*, at the University of Michigan, which featured Reuben Frank, president of NBC-TV.

•Ronald Horwitz, business administration, spoke at the Managing a Nonprofit from an Accounting Perspective Conference in Southfield. His topic was *Ethics and the Nonprofit Organization*.

•Robert Facko, music, was an invited guest of the American Orff-Schulwerk Association at its national convention in Chicago. Representatives from only six schools were selected.

•Andrea R. Lindell, nursing, attended the American Association of Colleges of Nursing meeting in Washington, D.C.

### PRESENTATIONS

•Anandi Sahu, business administration, spoke at the Rotary International meeting in Dearborn on *India: An Economic and Cultural Profile*.

•Associate Provost William W. Connellan delivered a paper on faculty retirement projections at the annual meeting of the American Association of State Colleges and Universities in November. The presentation resulted from research he completed while on an AP Career Development Leave last summer.

Connellan has been elected to his fourth term on the Board of Directors of the Metropolitan Detroit Convention and Visitors Bureau. He serves on the executive and audit/finance committees of the board.

•Frank P. Cardimen, Jr., economic development and corporate services, was a panelist on the topic, *Research Parks: The New Wave*, at the annual meeting of the National Council of University Research Administrators in Washington, D.C. He served with representatives from Arizona State University and Texas A&M University.

•Miron Stano, business administration,

presented a seminar, *Variations in the Practice Style Phenomenon* at the University of Michigan.

•Norman Kloosterman, nursing, presented a paper, *The Person with AIDS*, to a group of physician assistants at Mercy College and at the the Michigan Association of Post-Anesthesia Nurses.

•Frances Jackson, nursing, presented *Support the Hospice Care-giver* at a meeting sponsored by Complete Home Health Hospice, Inc.

•Kathleen Emrick, nursing, presented a paper, *Credentialing Process for Group Therapy*, to the National Nurses Society for Addiction, Inc., in Pontiac. She also attended the Institute on Hospital and Community Psychiatry Conference in Boston.

•Penny Cass and Gary Moore, nursing, received funding from the OU Teaching and Learning Committee for their proposal, *Evaluation of the Research Component of the School of Nursing Curriculum*.

### APPOINTMENTS

•Osa Jackson Klykken, physical therapy, and kinesiological sciences, served a one-week visiting professorship in Oslo, Norway. She was invited by the Norwegian Physical Therapy Association to present *Normal Age Related Changes — Implications for Physical Therapy Interaction*.

•Bret Moeller, president's office, has been appointed to the Steering Committee of the Michigan Association for Institutional Research.

### HONORS

•Ronald Horwitz, business administration, received a Founders Medal of Honor from the Eastern Michigan Chapter of the Healthcare Financial Management Association. This award is presented to HFMA members who have provided significant service to the chapter on the national level. This was the first time the awards were presented.

## Jobs

Information about the following job opening is available at the Employee Relations Department, 140 NFH, or by calling 370-3480.

•Student accounts supervisor, AP-8, Office of Student Accounts.

## In the News

Appearances in the media by OU faculty members in recent weeks have included the following.

•John Barnard, history, appeared in a WJBK-TV news series on *Walter Reuther and J. Edgar Hoover*. The six-part series, shown in November, dealt with FBI surveillance of Reuther during his career in the United Auto Workers. Barnard had previously published a biography of Reuther, *Walter Reuther and the Rise of the Auto Workers* (Boston, 1983).

•Vincent B. Khapoya, political science, appeared on a one-hour program, *Apart-heid: The Struggle Has Just Begun*, on Continental cable television. He was a panelist with Guerin Montilus and Gloria House of Wayne State University. The program was sponsored by the Tau Omega Chapter of Alpha Kappa Alpha.

•Satish Walia, biological sciences, was interviewed by WXYZ-TV about his work in tracing hospital-acquired infections among patients. The *Spinal Column* newspaper has interviewed him about his work on microbes that eat dangerous PCBs.

•Sid Mitra, business administration, was quoted extensively in the article, *Business Investing*, published in *Business Monthly* in November. He was also interviewed for articles to be published in *Changing Times* and *Money*.

## New Faces

Additions to the university staff in recent weeks have included the following persons.

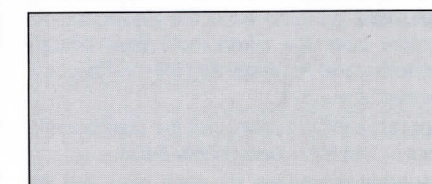
•Gloria M. Fontan of Sterling Heights, a clerk II in the Office of Admissions and Scholarships.

•Kathryn LeBlanc of Rochester Hills, assistant program manager in the Division of Continuing Education.

•Karen A. Reeves of Detroit, a clerk II in the Office of the Registrar.

•Sylvia Stewart of Pontiac, a clerk-typist with Upward Bound.

•Nancy Vance of Rochester, a secretary I in the Center for the Arts.



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•James Llewellyn, senior editor and news director

•Jay Jackson, staff writer

•Rick Smith, photographer



## Bits & Pieces

### March, Lecture Honor King

A campus march, to be followed by a lecture, will mark the celebration of Martin Luther King, Jr., Day on January 18.

Events begin at 1 p.m. in the Oakland Center Crockery. The march will be followed by a free lecture by 36th District Court Judge Warfield Moore, Jr.

### Muir to Offer

#### Views of Institute

The first woman from OU to participate in the Bryn Mawr Summer Institute for Women in Higher Education Administration will describe her experiences January 19.

Sharon Muir, associate professor of education and chairperson of curriculum, instruction and leadership in the School of Human and Educational Services, will speak to faculty, staff and students.

The American Council on Education/National Identification Project and the Women of Oakland University are sponsoring the free event from 1-2:30 p.m. in 169 SFH.

The institute is a prestigious, competitive and intense month-long residential program for women. It helps them acquire new skills and enhance existing talents to further their administrative career.

Institute topics include academic governance, computing, contemporary policy issues, finance and budgeting, human relations skills, management and leadership, law and higher education, personal consultation, professional development, and organizations and foundations.

### You Can Be a Tutor

Juniors and seniors may pick up applications if interested in becoming residential tutor-counselors this summer.

Students must be in good academic standing with a 2.5 or better GPA, and be a junior or senior or a former Upward Bound student.

Applications are available in 264 SFH and must be returned by February 12. Employment dates are June 26-August 7, plus orientation sessions in April, May and June.

For details, call Elizabeth Glass, Upward Bound director, or Timothy Stokes, assistant director, at 370-3218.

### Plan to Shape Up

Low-impact aerobic exercises for men and women are being held again this semester at Lepley Sports Center.

The first six-week session began January 11 and runs through February 17. The next sessions will be from February 22-March 30 and April 4-May 11. All sessions meet twice weekly.

Classes include warm-up exercises and then aerobic exercises with music. Each session is \$20. For details, call 370-3190.

### Military Could be Source of Students

Over \$1.5 billion could be available each year to colleges and universities that recruit and enroll persons completing their military service.

At the 27th annual meeting of the American Association of State Colleges and Universities, representatives from the military branches reported veterans participating in the Montgomery GI Bill leave the Army with anywhere from \$17,000 to \$25,000 in education benefits.

An Army lieutenant general said better recruits out of high school, dedicated to furthering their education, are entering the military. It was noted that active-duty personnel may receive educational training.

Suggestions for improving service to military personnel included looking at alternative educational delivery methods, especially those using new technologies; offering courses at nights and on weekends for active-duty personnel; and linking the campus Veterans Administration officer to the financial aid office.



## A Cold Day, But Groundbreaking is Heartwarming

### Library Expansion Officially Begins

Few involved in the Kresge Library expansion cared much about the weather once the groundbreaking ceremony began.

Withstanding a brisk breeze on a gray December day for 30 minutes was not much to ask, considering the wait for the occasion was counted in years. With staff, alumni and numerous local dignitaries in attendance, the groundbreaking took place shortly after 2 p.m. December 11, much to the satisfaction of all involved.

President Joseph E. Champagne, library Dean Suzanne O. Frankie and David Handleman, chairperson of the OU Board of Trustees, dug into the ground with a silver ceremonial shovel. The act signified the official start of construction, which is now under way in earnest with Artco Contracting of Auburn Hills using more substantial equipment.

"We have waited 20 years for this project, and it doesn't come a moment too soon," observed Frankie. In thanking representatives from state government for their \$7 million commitment, The Kresge Foundation for its \$1 million gift and the Alumni Association for its \$1.3 million pledge, the dean remarked, "We're delighted you're here today to celebrate this dream, which is coming true."

Guests included Alfred H. Taylor, Jr., chairman of the board of The Kresge Foundation;



A happy John Mills displays the \$1 million check received from The Kresge Foundation. Mills chaired the alumni effort that raised \$1.3 million to qualify for the Kresge gift.

architect Louis A. Rossetti, president of Rossetti Associates; Jesse M. Guzman, president, and David W. Steffes, secretary-treasurer, of Artco; members of the OU Board of Trustees; university executive officers; and others from state and local governments who helped shape the project.

Taylor commented that the OU Foundation, instrumental in raising the university's \$4.5 million share of the project cost, "has earned our respect" for its work.

## Classes are Great, Especially When Held in Vienna

Talk about an off-campus course, this one should have frequent-flyer benefits.

Associate Professor Charlotte Stokes, art and art history, and eight students spent the fall semester in Vienna, Austria, for a Study Abroad program. Stokes taught two classes and was joined by four faculty members from other institutions, along with students from seven Michigan and Indiana schools which compose the sponsoring Midwest Consortium for Study Abroad.

The point of the journey was primarily to study, but those involved did not miss the opportunity to absorb the Austrian culture. Each student took three or four courses, all taught in English.

Classes included Stokes' *Northern European Art and Architecture, 1300 to the Present* and *Visual Arts in Viennese Life in the Early 20th Century*. Also offered were *20th Century Austrian Literature* and a required German language class. The OU students received 16 credits.

Stokes says the students benefited from being immersed in the Austrian lifestyle, surrounded by the historical trappings that can be traced back centuries. The students lived with local families, but were free to take side trips on their own. Many did, traveling to Venice, Salzburg, Prague, Budapest and elsewhere.

Getting around on public transportation was less of an obstacle than the language barrier. "My German is serviceable. You live in a foreign country, and all those foreigners insist on speaking German," Stokes says, in mock

horror.

The beauty of Vienna is as much a result of planning as it is of architectural style. "Vienna is a funny city in that it's smaller today than it was 80 years ago, so you don't get a lot of disgusting urban sprawl," Stokes adds.

Stokes was the first OU instructor to participate. In the fall, political science Professor Robert Goldstein will teach. "It's a nice indication that OU has people acceptable in both

Handleman noted the project is an example of "democracy in action" because of the strong relationship between the state and the private sector making it possible.

President Champagne, taking his turn at the podium before approximately 150 observers huddled beneath a canopy tent, said, "My task today is simply to say thank you." He added the project is a dream come true for the university, and that it was difficult to express his depth of appreciation to everyone involved.

Champagne took a moment to introduce Howard L. McGregor, Jr., a long-time friend of the university and an OU Foundation trustee. McGregor, the president noted, helped convince benefactor Matilda Dodge Wilson that Michigan State University-Oakland, the forerunner of OU, would be a worthy investment in education.

"Some of us know that about this gentleman and are very grateful for that," Champagne said, to the applause of those in attendance.

John F. Mills, an alumnus who chaired the committee which secured the alumni pledges and who served as emcee for the groundbreaking, said it was never a question of whether alumni would support the project, just a question of how much. That question was answered when \$1.3 million was pledged, well beyond the \$1 million goal.

"I'm proud of my fellow graduates who dug deeply and made this afternoon possible," Mills said.

what they propose to teach and in themselves for the program," she says.

Students making the trip were James Carey, Gretchen Donelson, Ann Greene, Barbara Hallman, Beth Hoerauf, Bonnie Hurwitz, James Prehn and Diane Smith.

Details about future Study Abroad programs are available from Margaret Pigott in 322 Wilson Hall or Goldstein in 423 Varner Hall.

## Minimum Increases for Bond Purchases

Beginning February 1, \$100 Series EE Savings Bonds will be the minimum denomination available to new participants in the payroll savings plan.

Larry Sanders, coordinator of the savings bonds program, says employees receiving \$50 and \$75 bonds through payroll deduction may continue to do so. The \$50 and \$75 denominations will still be available through over-the-counter purchases at financial institutions.

After February 1, a new participant in the payroll savings plan may purchase a \$100 bond by a payroll deduction of \$50 for eligible employees paid monthly and \$25 each pay period for eligible employees paid hourly.

According to Sanders, if any present eligible employee is interested in purchasing smaller denomination savings bonds, he or she should enroll in the program prior to February 1 to be eligible to purchase bonds of \$50 and/or \$75.

This change is due to directives issued by the

Treasury Department.

To enroll or to obtain further information, call Sanders at 370-3476 or visit Payroll at 114 NFH.

### Harrison Selected for Washington Training

Algea Harrison, psychology, has been selected by the Society for Research in Child Development for a Legislative Testimony Training Program in Washington, D.C.

The two-session program will be held February 29-March 1 and April 8-9. It is limited to 15 professionals with established research records in child development. The program is funded in part by the A.L. Mailman Family Foundation.

Sponsors say the goal is to enable participants to enhance their skills in effectively presenting research data to policy makers, an audience quite different from academia.





Nagy

## Nagy Earns Award

Diana Nagy, senior programmer analyst in the Office of Computer Services since June 1979, received the December Employee Recognition Award.

The review committee which chose her for the award based its selection on testimonials, which included:

• "Diana Nagy does an excellent job of meeting the needs of university staff from other departments. She demonstrates a strong dedication to her work and she never makes you feel like you are interrupting her when asking questions or presenting a problem."

• "Diana has a valuable quality of being able to explain complex computer logic and systems routines in language understandable to individuals with little technical computer programming knowledge."

• "Diana can always be relied upon to follow through on resolving problems on a timely basis."

• "The working relationships she has established are positive and her professional interactions with others are always productive."

• "With the nomination, we say 'thank-you' to Diana for a job well done above and beyond the call of duty."

Nomination forms are available in all departments, from CIPO and from the Employee Relations Department. Call Larry Sanders at 370-3476 or committee members Ester Eisley, Michael McCormick, Cathy Rush and Nancy Schmitz.

# Educator Marva Collins to Speak on Campus

Tickets are now on sale for a lecture by Marva Collins, a Chicago educator who has received national attention for her successful methods of teaching disadvantaged children.

Collins will be the keynote speaker for Black Awareness Month activities. The theme of the observance is *Education: Foundation for the Future* and is also the title of Collins' 3 p.m. February 15 lecture.

Collins has succeeded in teaching so-called "unteachable ghetto children." With husband Clarence, she raised enough money to purchase a three-story house in an impoverished black neighborhood. The house later became the Westside Preparatory School where she showed that it was possible to motivate and

teach students others had given up on, or who had given up on themselves.

The Student Life Lecture Board is the sponsor of the lecture, which will be in the Oakland

Center Crockery. Tickets are \$1 for OU students, \$2 for OU employees and alumni association members, and \$3 for the general public. They may be obtained at CIPO. For details, call 370-2020.

## Swanne Alley Releases Second Album

Musicians of Swanne Alley, an ensemble specializing in late Renaissance English and early Italian repertory, has released its second album.

*As I Went to Walsingham* features music of Walsingham House, which was the London residence of Queen Elizabeth's secretary, and of Sir Philip Sidney, perhaps the most significant poet of the Elizabethan age. Except for the elegy, all songs are based on texts by Sidney, and all but two of the consort lessons are taken from Walsingham Consort Books.

The melody, *As I Went to Walsingham*, was one of the most popular ballad tunes of the era and serves as the basis for the many variation sets that are interspersed throughout the record.

Musicians of Swanne Alley was founded in 1976 and has toured extensively throughout North America and Europe. Three members have OU connections.

Lyle Nordstrom, professor of music, directs the early music program and the Oakland Choral. He is founder and co-director of Swanne Alley. Besides performing on the bandora, lute and viol, Nordstrom edited and reconstructed many of the consort lessons and lute duets that are featured on this recording.

Patricia Adams Nordstrom is a teacher of recorder and viola da gamba, as well as a part-time instructor. In Swanne Alley, she plays cittern and viol.

David Douglass, an OU graduate from Trenton who now lives in Boston, plays Renaissance violin and viol.

Others in Swanne Alley are Paul O'Dette, Christel Thielmann and Emily Van Evera.

O'Dette is co-director and assistant pro-

fessor of music at the Eastman School of Music in Rochester, N.Y. A prominent lutanist, O'Dette has recorded many albums, including several solo.

Eastman instructor Thielmann plays viol and lute on this recording. Van Evera is an internationally known singer from London, England.

The album is on the Harmonia Mundi label and available in local music stores.

Musicians of Swanne Alley will perform at the Center for the Arts on February 25.

## 'Rita' Gets an Education at Meadow Brook

Willy Russell's comedy about a culture-starved hairdresser and a goof-off English professor continues at Meadow Brook Theatre through January 24.

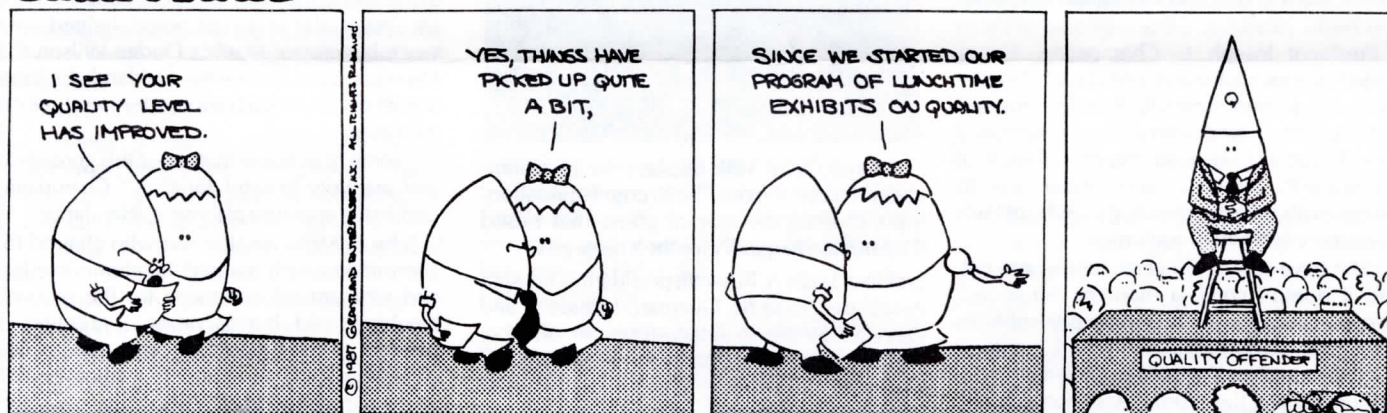
*Educating Rita* stars Cynthia Darlow as Rita, who has the professor, played by David Regal, teach her literature and literacy in an adult-education tutorial. The sodden professor reluctantly makes Rita more educated and refined while she starts him on the road to salvation.

Darlow appeared in the Broadway production of *Grease* and has extensive credits in off-Broadway and regional theatres. She is a regular in *Square One for TV* for the Children's Television Workshop on PBS.

Regal is head of the University of Detroit Theatre Department and artistic director of the Theatre Company. He was named best actor of 1985 by *Detroit Monthly* magazine.

Call 370-3300 for tickets.

## GRANTLAND®



The following policy is published at the request of the Office of Equal Opportunity to acquaint the university community with its provisions.

### Oakland University Sexual Harassment Policy Statement and Complaint Procedures

#### I. Policy Statement

The Oakland University Board of Trustees has adopted a policy of nondiscrimination. Amendments to the Michigan Civil Rights Act and Section 703 of Title VII of the Federal Civil Rights Act have defined sex discrimination to include sexual harassment. Oakland University reaffirms its nondiscrimination policy including the prohibition of discrimination based upon sexual harassment. The definition of sexual harassment is set forth in the following paragraph:

Sexual favors may not be required either explicitly or implicitly as a term or condition of an individual's employment, education, or use of educational facilities. The submission to or rejection of sexual favors may not be used as the basis for employment decisions, for academic or educational decisions, or for determining access to University services. Sexual conduct which has the purpose or effect of unreasonably interfering with an individual's work, academic performance, or use of University services; or which creates an intimidating, hostile, or offensive working, educational, or service environment, is prohibited.

Employees, students, or users of University services who believe their rights have been violated may seek a resolution of the problem through the use of the procedures set forth below. Complaints will be processed equitably and in a timely manner.

The University will periodically publish this policy and the following procedures.

#### II. Complaint Procedure for Sexual Harassment Cases

##### A. Complaints by Faculty, Staff and Non-Student Users of University Services

1. Applicability. The following procedures apply to all employees of Oakland University, including part-time and full-time, temporary and permanent, faculty and staff; and to non-student users of University services.

2. Informal Procedures. Faculty, staff and non-student users of University services may make inquiries or complaints concerning sexual harassment to the Office of Equal Opportunity. If the facts and circumstances require action, in some cases this office will be

able to provide suggestions that may enable the individual to effectively resolve the problem without further assistance; other cases may require intervention by the Office of Equal Opportunity or other appropriate offices. The Director of the Office of Equal Opportunity may suggest that further information and counseling are available through the Employee Relations Department, the vice president for the area involved in the complaint (or a designee of the vice president), or some appropriate counseling service. Requests for confidentiality will be observed to the extent consistent with protecting the welfare of faculty, staff, and students and the interests of the University. No formal report may be required in these instances. Records and notes will be retained in private files unless they are required by the University in a matter involving litigation, a grievance, or a complaint to which the University is a party, or as otherwise required to be disclosed by law or for compliance with the law.

3. Formal Procedures. An individual may file a formal complaint of sexual harassment with the University through the Office of Equal Opportunity. (Alternatively, where applicable, employees may choose to file through their regular collective bargaining grievance procedures.)

a. Form of Complaint. All formal complaints must be in writing, signed, and must clearly state the nature of the alleged offense, the name of the alleged harasser and the specifics of the offending incident(s).

b. Time Limits. It is in everyone's best interest to file complaints promptly, while the facts are current. Complaints must normally be filed within sixty (60) days of the most recent offending incident. However, the University reserves the right to investigate and act on complaints involving incidents which have occurred beyond the sixty (60) day filing period.

c. Notice to Alleged Harasser. A copy of the written complaint will be provided to the alleged harasser.

d. The Investigative Process. The Director of Equal Opportunity will act as an investigator and conduct a thorough and timely inquiry to protect the rights of both the complainant and the alleged harasser. In the absence of the Director of Equal Opportunity, the Director of Employee Relations or a designee will conduct the investigation. Although discretion will be exercised, no guarantee of confidentiality may be given, since the investigation will involve discussions with other parties. In the course of the investigation, the investigator will consult with:

- (1) The complainant and alleged harasser;
- (2) The Provost or a designee when the person charged is a member of the faculty or academic staff;
- (3) The division head responsible for the employee's

working area and the Director of the Employee Relations Department when the person charged is a non-faculty staff member; or (4) The Office of the Dean of Students when the person charged is a student.

e. Report on Investigation. The investigator will make a written report of findings, including a conclusion as to whether "just cause" is present to pursue disciplinary or discharge action against the alleged harasser. The report of the investigator will be submitted to the Vice President for Student Affairs when a student is involved, the Provost in the case of a faculty member, or the Director of Employee Relations in the case of all other employees. The individual to whom the report is submitted, after consultation with the investigator, the University General Counsel, and other appropriate parties shall make a recommendation on the action to be taken in accordance with University policies and procedures. If, after an evaluation of the facts and the law, action is warranted, the institution will utilize due process mechanisms for faculty, staff, and student discipline or dismissal. The complainant will be informed of the determination reached. The requirements of applicable bargaining agreements or personnel policies will be observed. If an employee objects to a sanction or corrective measure, that individual may initiate a complaint through regular faculty or staff grievance procedures. In the case of a student accused of sexual harassment, if disciplinary action is considered appropriate, the student judiciary process will be followed.

#### B. Student Complaints

A student who wishes to make inquiries or file a complaint concerning sexual harassment should utilize the University Student Grievance Procedure. A copy of that procedure is on file in the Office of the Dean of Students and is made a part of this procedure.

#### C. Impartiality and Confidentiality

Allegations of sexual harassment will be treated objectively and impartially. Each complaint will be treated as an allegation that must be substantiated by the evidence. The University will not be partial to either the charging or the charged party. Guarantees of confidentiality or anonymity cannot be made. Information about the complaint, and incidents giving rise to the complaint, will be treated with discretion and will be revealed only as investigatory and disciplinary processes require.

## Events

### CULTURAL

Through January 24 — *Educating Rita* at Meadow Brook Theatre. Admission. Call 370-3300.

January 23 — *American Hurrah*, a cabaret concert by the Pontiac-Oakland Symphony at Roma Hall, Pontiac, 8 p.m. Admission includes supper. Call 370-3013.

January 28-February 21 — *Cat on a Hot Tin Roof* at Meadow Brook Theatre. Admission. Call 370-3300.

January 30 — Open auditions for soprano, mezzo soprano and tenor solo roles for Verdi's *Requiem*, noon-2 p.m., Varner Recital Hall. Call 370-2030 for an appointment.

January 31 — Lafayette String Quartet with clarinetist David Shifrin, 3 p.m., Varner Recital Hall. Admission. Call 370-3013.

February 5-7, 12-14 and 19-21 — *Crimes of the Heart* at Varner Studio Theatre. Admission. Call 370-3013.

### ETCETERA

January 15-24 — Winter Carnival with events at various times and places. Check with CIPO for schedules.

January 15 — Seminar, *How to Negotiate Your Salary*, noon-1:30 p.m., Oakland Center Gold Room C. Sponsored by Office of Placement and Career Services. Call 370-3250.

January 18 — Martin Luther King Day march and lecture, 1 p.m., Oakland Center Crockery. Free. Call 370-2020.

January 18 — Seminar, *Job Hunting Techniques*, noon-1:30 p.m., Oakland Center Gold Room C. Sponsored by Office of Placement and Career Services. Call 370-3250.

January 19 — Lecture by Sharon Muir concerning experiences at the Bryn Mawr Summer Institute for Women in Higher Education Administration, 1-2:30 p.m., 169 SFH. Free.

January 19 — College Day program with 200 students from Bates Academy in Detroit, all day. Event is part of the Martin Luther King, Jr./Cesar Chavez/Rosa Parks Program.

January 20 — Prayer Breakfast, 7-8:45 a.m., Oakland Center Gold Room. Admission. Call 370-2020.

January 27 — Seminar, *Job Interviewing Techniques*, 5:30-7 p.m., Oakland Center East Crockery. Sponsored by Office of Placement and Career Services. Call 370-3250.

January 29 — Seminar, *Job Hunting Techniques*, 3-4:30 p.m., Room 128-130 Oakland Center. Sponsored by Office of Placement and Career Services. Call 370-3250.

January 29 — Workshop, *Mock Interviews*, 3-4:30 p.m., Room 126 Oakland Center. Sponsored by Office of Placement and Career Services. Registration required. Call 370-3250.

February 10 — OU Board of Trustees meeting, 5 p.m., Oakland Center Lounge II.

February 11 — OU Senate meeting, 3:10 p.m., location to be announced. Call 370-2190.

February 15 — Lecture by educator Marva Collins, 3 p.m., Oakland Center Crockery. Admission. Call 370-2020.

### ATHLETICS

January 16 — Basketball with Saginaw Valley State University, women at 1 p.m. and men at 3, Lepley Sports Center.

January 16 — Men's swimming with Wright State University, 2 p.m., Lepley Sports Center; women's swimming with Grand Valley State College, 6 p.m., Lepley.

January 20 — Men's swimming telephone meet with Chico State University, 5 p.m., Lepley Sports Center.

January 20 — Women's and men's basketball with Northern Michigan University, beginning at 5:30 p.m., Lepley Sports Center.

January 25 — Women's and men's basketball with Hillsdale College, beginning at 5:30 p.m., Lepley Sports Center.

January 28 — Women's and men's basketball with Ferris State University, beginning at 5:30 p.m., Lepley Sports Center.

January 30 — Women's swimming with Northern Michigan University, 7 p.m., Lepley Sports Center.

### TOURS

Meadow Brook Hall is open Sundays. Call 370-3140 for details.

### COURSES

The Division of Continuing Education offers classes. Call 370-3120.

The Continuum Center has workshops and seminars. Call 370-3033.

The Ken Morris Center for the Study of Labor and Work offers courses and programs. For a detailed brochure, visit 270 SFH or call 370-3124.