



OAKLAND UNIVERSITY

News

104 North Foundation Hall
Rochester, MI 48309-4401

A publication for faculty and staff

November 15, 1991

Faculty-Staff Fund Drive Exceeds \$30,000 Goal

This fall's All-University Fund Drive turned out to be one of the best, with gifts and pledges up 17 percent from the 1990 campaign.

Gifts and pledges totaled \$30,926, says Anne Engle, assistant director of annual giving. The amount was \$4,586 higher than last year's total. Also significant was the fact that the number of donors increased as well, from 149 in 1990 to 190 this year.

Engle attributes the success to a large com-

mittee of campaign volunteers who personally contacted prospective donors. Volunteers gave out campaign literature and explained the benefits of the campaign to employees. Carl F. Barnes, Jr., professor of art and anthropology, was committee chairperson.

The average gift was \$162.77, and the largest from an individual donor was \$2,000. Engle notes that others on staff also give to the university, but their gifts are counted as

part of other development efforts. During the fall TeleFund which reaches alumni, at least 70 university employees who are also alumni have contributed to Oakland. Another 24 faculty and staff members belong to the President's Club.

The faculty and staff campaign began with a noontime reception on September 23 and wrapped up officially in early November. Engle says the reception was an effective means of increasing awareness of the cam-

paign, and it "showed employees that we're working together as a university community."

Engle adds that it's not too late to make a donation. Pledge cards can be returned to Development Services (formerly known as Gift Accounting) in 104J NFH. All gifts can be designated for a specific purpose or department if the donor chooses. Donors also have a payroll deduction option, with payments beginning in January.▼

Insurance Costs Push University to Seek New Plan

Higher than expected medical costs and a shrinking pool of participants in the Connecticut General health plan have created a deficit and may lead the university to find another care provider for nonacademic employees.

The self-insured fund is approximately \$200,000 in the red. The university is now evaluating other options, including offering a different plan for employees.

Bill Kendall, assistant vice president for employee relations, has appeared at informational meetings to explain what has happened and what might be offered as an alternative to Connecticut General.

"We had a gap, a big gap," Kendall said, explaining the difference between what was collected in premiums and what was spent in medical benefits to employees. The Connecticut General plan is self-insured, meaning premiums paid by the university and employee participants are the only source of revenue available to cover costs incurred.

The average claim, Kendall said, "far exceeded projections" that the university received from Connecticut General and an outside consultant when 1991 premiums were set. A contributing problem, he said, was a decline in participation in Connecticut General from 449 employees as of January 1 to 372 at present. Ordinarily January is open-enrollment month for employees to choose health-care plans. Since rates were set before the enrollment period began, an unexpected decline in participation strained the fund even further.

Kendall added that because of a "claims lag"—the time it takes for bills to turn up after services are rendered—the actual deficit could be even greater. The university general fund must cover the deficit until the money can be recovered next year through higher premiums being assessed. Kendall noted that Oakland contributes the highest amount toward employee health insurance of any public university in Michigan.

The Connecticut General plan is expensive to offer because it is "freedom of choice,"

which allows employees to seek care where they wish. In a health maintenance organization, only physicians within certain clinics or on approved lists may be used. Kendall said typically younger employees in good health choose HMO plans, which are known for managed care at less cost. That typically leaves more expensive medical cases for plans like Connecticut General.

"The character of the Connecticut General plan is what makes it so expensive," Kendall says. "The more managed the plan, the less expensive it is. The more freedom of choice, the more expensive it is."

Once the university knew it was headed for a severe deficit and would have to pass along higher costs, a November open enrollment period was authorized to replace the customary January health-insurance enrollment. Persons enrolled with Connecticut General may remain with it and pay higher premiums, or they may choose the Health Alliance Plan or Blue Care Network HMOs. (Persons now in HMOs may also switch to Connecticut General.) Changes can be

made at the Staff Benefits Office, 142 NFH. Kendall said options being considered include replacing Connecticut General altogether and offering a new plan, perhaps at a lower cost. Eighteen companies have been asked to submit proposals. A new plan might be a "freedom of choice" plan, or a modification of it.

If a new plan is selected, and the Board of Trustees approves, February may be a special open-enrollment month, with coverage effective March 1. Persons who remain in Connecticut General could switch to the new plan or to one of the HMOs. Persons now enrolled in the HMOs would also be eligible to switch.

Kendall noted that obtaining a new plan to replace Connecticut General is not guaranteed. If a new plan were not selected, persons who stayed with the plan now would not be allowed to switch from it until January 1993.

In any event, dental insurance provided by Connecticut General is not affected.▼

The character of the Connecticut General plan is what makes it so expensive. The more managed the plan, the less expensive it is. The more freedom of choice, the more expensive it is.

—Bill Kendall



Rain Gear

Travis Ford takes cover while he and his brother Tommy watch a soccer match on campus. The Pioneer fans are the children of Tom Ford, athletic trainer in Lepley Sports Center, and Kathy Ford, administrative secretary in the College of Arts and Sciences.

China Hunkers Down to Ensure its Socialist Way of Government

The relative silence to the outside world by the power structure of the People's Republic of China does not indicate indifference toward the collapse of communism in other countries.

Rather, says John Marney, an associate professor of Chinese at Oakland, it hides a leadership that is digging in to avoid a repeat of Soviet events in China. He spoke at a noontime lecture sponsored by the Center for International Programs.

Marney says the Chinese, since the Tiananmen Square uprising in 1989, have taken drastic steps to protect their authority.

"The Chinese leadership has conducted massive purges throughout the Chinese news media, publishing world, academic, intellectual, and cultural worlds, political and government echelons, and the military, weeding out, vilifying, reassigning, rustivating, dismissing, imprisoning, and even executing those at any level and in any sphere who opposed, or oppose the regime in thought, word or deed," Marney explains.

The manner the government-controlled press treated the failed Soviet coup indicates Chinese feelings, Marney says. News of the coup received prominent coverage, but

Gorbachev's return to power was shunted to the back of the papers. The Chinese leadership regards Gorbachev as a "traitor" to the socialist cause, Marney says.

China's Deng Xiaoping also used the Soviet situation to reinforce his view that their Tiananmen Square response was the appropriate one, saying in effect that the government knew what was good for the people.

The Chinese leaders believe that absolute control will help their form of communism survive, and that the education of the people must continue to reinforce their ideas.

"The dramatic practical measures taken by

the hard left factions to prop up socialism in China are actually almost secondary to the massive propaganda campaign that has dominated the Chinese media during the two years since the Tiananmen massacre," Marney says.

"All agencies of public address and communications are affected, from the politburo portfolio on propaganda to the new regulations governing education. During these two years, the main thrust has been to resuscitate and intensify the ongoing antibourgeois-liberalization campaign, the campaign against por-

(Continued on page 2)

Quote

"Thousands upon thousands of persons have studied disease. Almost no one has studied health."

— Adelle Davis

Bits & Pieces

Seminar Explores Health Issues

Three presentations on health issues for the 1990s will be presented for the staff from 1-3 p.m. November 19.

L.E. Smith of Meadow Brook Health Enhancement Institute will moderate the seminar. Topics are *Sexually Transmitted Diseases and AIDS*, by Susan Solomon of Graham Health Center; *Hormone Replacement and Osteoporosis*, by Dr. Timothy Ismond of MBHEL; and *Prevention and Early Detection of Cancer*, by Dr. Jane Harris of GHC.

The free program will be in Oakland Center Lounge II. It is sponsored by the Office of Staff Development. Register at the office, 144A NFH, or by calling 370-3492.

Pioneers Picked 2nd, 4th

League coaches predict the Oakland women's basketball team will come in second and the men's team will finish fourth during the coming season.

The GLIAC poll lists Michigan Tech as the women's team favorite. Michigan Tech won the regular season title last year. Oakland won the league title in two of the past three seasons.

In men's basketball, league coaches picked Grand Valley State to finish in first place for the second consecutive season. Ferris State and Northern Michigan were projected as second- and third-place teams, and Oakland was fourth.

In both polls, coaches were not allowed to vote for their own teams. Bob Taylor coaches Oakland's women's team and Greg Kampe leads the men's squad.

EDS Funds Scholarships

Students Tricia Olszewski and Denise Schmidlin have each earned full-tuition scholarships from EDS Corp. for their senior years.

The awards are based on academic performance. Olszewski is an electrical and systems engineering major and Schmidlin is a management and information systems major.

UW Campaign Draws to Close

Rikki Schwartz, chairperson of the United Way fund drive on campus, asks that you return your pledge cards by November 15.

Funds will help more than 150 health and human service agencies in Oakland, Macomb and Wayne counties. "Please give a little piece of your heart," Schwartz says. "It's an investment into our future, our community and our faith in the benefits of human kindness."

If you have questions about the United Way, call Schwartz at 370-4196.

Golden Key Inducts Members

The campus chapter of the Golden Key National Honor Society inducted new members and awarded scholarships at ceremonies in the Oakland Center.

The society honors juniors and seniors for academic achievement and promotes voluntary service. Scholarships were awarded to junior Ann Quail, a nursing major, and senior John Purcell, an engineering chemistry major.

Faculty members Jon Yates and Lawrence Lilliston were inducted into honorary membership.

ZIP Codes Zap Mailing Lists

If you've noticed a lot of your mail coming back to you lately, you'd better check the ZIP codes.

ZIP codes that began with 480 in Oakland and Macomb counties have been replaced with numbers that start with 483. The grace period for using the old ZIP codes has expired. First-class mail using incorrect codes is returned to the sender, but bulk mail is discarded by the post office.

Kay Zdroj of University Services says there is hope for users of large mailing lists. The staff of the university mail room will tell you the easiest way to update your lists. Call 370-2281.



Becky Gretel finds her car to be a peaceful place, and Al Bondurant (right, middle) likes reading.

Life in the Lots Students Find Their Space

Velour-covered seats! Stereo music! Plush carpeting!

Those are some of the trappings of a comfy study space in Dodge. Not Dodge Hall — we're talking about a Dodge, the kind with four wheels and chrome trim. The kind that becomes a temporary living room for Oakland commuter students, that is.

Perhaps it's fitting that the parking lots of Oakland have a life of their own for commuters. Some use their cars to study before and after classes, some eat meals in them, others just sit and socialize with friends. A few recline the seatback and snooze.

Why, though, would anyone want to sit in a car or truck, particularly on a cold November day?

"It's quiet," says Al Bondurant of Waterford. The psychology major was spotted while engrossed in a book, still behind the wheel of his Pontiac Sunbird. "There are fewer distractions here than in the library," he adds.

Students like Bondurant often come prepared to spend time in the car. A large cup of coffee sat on his dashboard, his books were on the passenger seat. A low-playing stereo provided some relief from total silence.

Bondurant says he sits in the car a few times a week, sometimes up to an hour at a time. He's not unusual. Others spend time thinking or reading, or just watching people come and go. When the weather is right, the trunk lid might become a sudden desk for students to spread their assignments and help each other. Friends will gather at someone's car and shoot the breeze or people-watch.

Becky Gretel of Lake Orion isn't a parking lot regular, but likes the occasional solitude. "I use the Oakland Center or the library between classes at night," she says, when sitting alone in the car would be risky. The relative peacefulness of the daytime lots is jarred by the thought of crime, whether it be

against an individual or a theft from an unoccupied car.

Asked about the possibility of becoming a crime victim, Gretel says it is not a paramount concern, especially during the daytime hours, but she is wary at night.

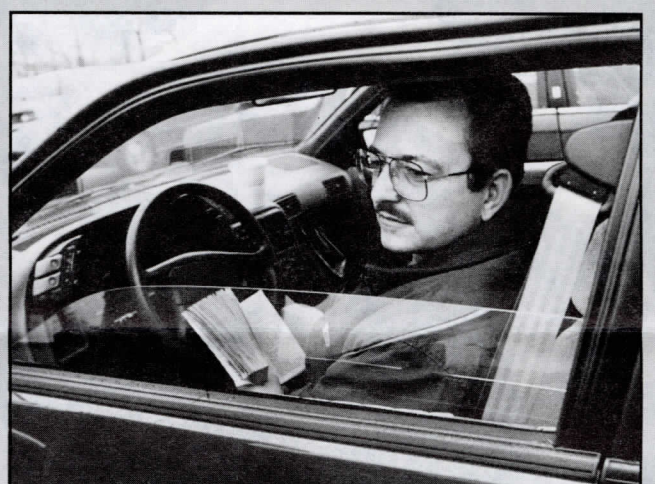
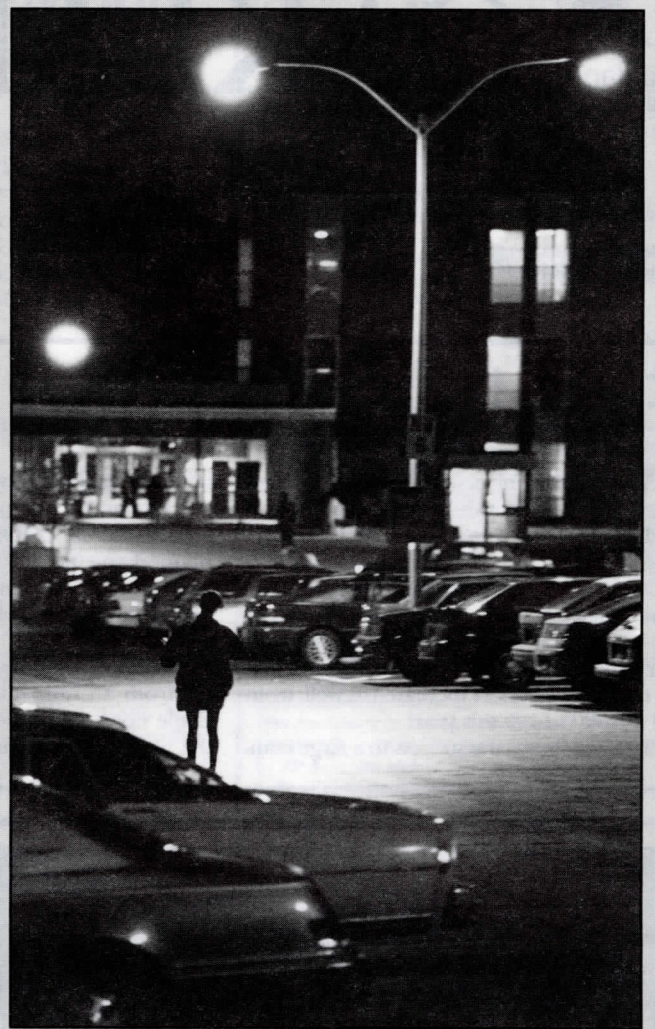
Night would bring a different attitude, no doubt, and with good reason. Campus police officers advise students and staff to be wary in the lots, especially after dark. Sexual assaults have been reported, with the most recent incident occurring October 21. Although the lots are patrolled, it is difficult to see people moving about between the cars.

Bondurant says he doesn't fear crime while parked, but the thought has crossed his mind. "You have to decide whether the odds are for it. If you worry about it all the time, you'd never leave your house," he says.

The lot is also the final chance for some to sharpen their appearance before heading to the classroom. Men and women use the rear view mirrors to comb their hair, although to what end remains a mystery, especially on a windy day.

With thousands of drivers coming and going each day, the lots acquire a personality. They can be friendly places when acquaintances spot each other, but they can reflect the isolation of others who, as in class, may choose to keep to themselves. The lots have something in common to students, in that they are a temporary place to call home.

The lots become the drivers' piece of real estate to return to after classes. They're a neighborhood, not unlike a typical American subdivision, where the homes are lined up in neat rows. And like people living in a subdivision, drivers come and go, tending to their business, not knowing who's in the car a few spaces over, not knowing what's going on inside. ▽



Interim Dean Leaving Nursing for University of Wisconsin/Oshkosh

Penny Cass, interim dean of nursing since August 1990, will become the dean of nursing at the University of Wisconsin/Oshkosh on January 2.

"It's an excellent career opportunity for me," Cass says. The College of Nursing at Oshkosh ranks 35th in the country in terms of quality, Cass notes, even though it is comparable in size to Oakland's.

Cass says the Wisconsin program appeals to her because of the university's commit-

ment to serving the surrounding population. "They've made a good decision about how to focus their resources for the people of Wisconsin," she says.

The population there includes a substantial number of Native Americans, Cass notes. That will enable her to continue her own research on AIDS and how it affects minority populations.

Cass has been at Oakland since 1982 when she was hired as an instructor in the School

of Nursing. She holds four degrees in nursing, including a doctorate in clinical nursing research from the University of Michigan.

Cass adds that the time she spent at Oakland has been rewarding. "I've had a wonderful experience here, and have had an opportunity to grow and continue my research in nursing."

No replacement to fill the role of interim dean has been announced yet. A committee,

Living Machines: Could They Revolutionize the World?

John Todd's vision of an ecologically balanced world has some surprising solutions.

For starters, office buildings and schools with elaborate water and plant structures that are more than beautiful, they are self-contained sewage treatment facilities. The buildings would also be energy independent, not using fossil fuels for heat or cooling.

Sewage treatment, in the building lobby? Why not, says Todd, who sees plants and marine life as untapped machinery that can make for better living, at lower cost than conventional methods.

"Living machines will one day allow us to



John Todd, president of Ocean Arks International, advocates 'living machines' to solve some of society's problems, including waste disposal.

live in balance with the natural world," says the president of Ocean Arks International in Massachusetts.

Todd's ideas are not the stuff that go from drawing board to the file cabinet, never to see the light of day again. His systems are already in place, purifying water at low cost while providing an aesthetically pleasing attraction. They are, as he puts it, the "wanderings of a biological explorer."

A school north of Toronto will soon have what looks like a giant multi-tiered system of plants and marine life in a series of clear-sided water tanks. Visitors will soon learn that the delicately balanced living machine is cleansing all building wastes.

Thinking like that is what has distinguished Todd. He seems like somewhat of an eccentric at first, proposing urban fountains and ponds that would clean the environment. Listening to him talk, as he did for the annual William Hammerle Memorial Lecture in the School of Engineering and Computer Science, reveals an enthusiasm for living machines whose lifetime would be measured in centuries, not decades. Toss in a few new plants here and there, monitor the system, and bingo, dirty water goes in, drinkable water comes out.

Todd says such systems can be built on large scale. One covering four acres could take in two million gallons of sewage a day. The effluent is nearly 100 percent clean. The different plants in the holding tanks break down the toxics and feed on nutrients that are pollutants by EPA standards.

Yet Todd is not limited to purifying water. He proposes bioshelters — or arks — where people and the earth live in harmony, where everything from food production to waste disposal is coordinated and integrated. They are not limited to warm-weather climates, either.

It all makes sense, so why aren't there living systems everywhere? Todd says communities are reluctant to take the chance, although some have on an experimental basis. As Todd describes it, the beauty of living machines is that they can be scaled to need, especially for waste purification. He drew up plans for a

Manhattan office building that included a 35-story water purification system in a central atrium. Dirty water would enter the top and work its way down as building visitors watched.

Todd says all of these technologies will allow humans to give back to nature and recreate the ecological balance nature intended.

Coming up with these living machines was not an overnight process. He and his colleagues started in 1969 with the New Alchemy Institute, testing different ideas and materials in biospheres. Their model was Earth itself. "It's the only thing that we know will survive and adapt over time," he says.

The biospheres they created and tested led to theories of how living technology could support humans in the future.

China

(Continued from page 1)

nography, defined as sex, violence and superstition, and to condemn corruption in officialdom, while extolling the Four Cardinal Principles of Marxism/Leninism, Mao Dzedong Thought; the Primacy of the Party; socialism; and people's democracy."

Immediately after the Soviet coup, the Chinese government politburo convened and said it "appreciated" the downfall of Gorbachev, Marney said. The Chinese said they would recognize the new Soviet leaders and added that Sino-Soviet relations would improve.

Once the Soviet coup failed, the Chinese leaders again met and announced their concept of "five adherences and five oppositions." The statement was distributed to party bureau members who would take it to the people.

The declaration states China must adhere to party leadership and oppose multiparty systems; adhere to absolute party leadership over the armed forces and oppose armed forces involvement in politics; adhere to the people's democratic dictatorship and oppose parliamentary systems; adhere to socialism

"A living machine properly conceived of and designed should be able to last for thousands of years," Todd says, "not just a few decades. There is absolutely no reason why they can't be set in motion to serve needs over centuries."

Living machines incorporate more than just plants. Fish and invertebrates are a part of the system, each doing its own part to make the whole work. "They can't simply be algae-based. If they become single-shot solutions, they begin to unwind like our own devices," he explains.

Todd says if a living machine results in pollution, then the designer knows the machine is not designed completely. "In conventional technology, pollution is intrinsic to its behavior."▼

and oppose socialist democratization; and adhere to the economic system based on public ownership and oppose privatization.

The Chinese see numerous differences with the Soviets that make a similar coup unlikely at home. Marney says the Chinese consider a number of points to be on their side, including leaders who have been around since the 1930s to provide long-term stability and no Yeltsin-like figure to lead opposition.

A tenet of the government, Marney elaborates, is that changes come slowly, and only with the approval of the central government.

"The Chinese hardline leadership sees peaceful evolution as the real threat to their socialist power," Marney says. "Thus, while in the process of 'building socialism with Chinese characteristics,' and 'opening up to the world' in economic reform, they resolutely oppose bourgeois liberalization and peaceful evolution. In circular logic, peaceful evolution causes the disintegration of the party and is possible only through the disintegration of the party. Hence party-building is the primary task of the party; and party leadership must be, and remain in the hands of, dedicated Marxists."▼

Faculty and Staff Notes

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

Presentations

MOHAN PISHARODI, marketing, presented a paper, *Modeling the Motor Carrier Selection Decision Process*, in New Orleans at the Transportation and Logistics Educators Conference of the Council of Logistics Management.

Publications

DEAN PURCELL, psychology, published *The Object-Detection Effect: Configuration Enhances Perception in Perception & Psychophysics*. Coauthor was A.L. STEWART.

ROBERT KUSHLER, mathematical sciences, and M.B. BROWN have published *A Model for the Identification of Hormone Pulses in Statistics in Medicine*.

THEOPHILUS OGUNYEMI, mathematical sciences, J.E. HUTTON and P.I. NELSON wrote *Simplified and Two-Stage Quasi-Likelihood Estimators in the Oxford Statistical Science Series*.

TAKIS SAKKALIS, mathematical sciences, wrote *The Topological Configuration of a Real Algebraic Curve in the Bulletin of the Australian Mathematical Society*.

S.K. TSUI and STEVEN WRIGHT, mathematical sciences, and R. ARCHBOLD and A. LAZAR wrote *Factor State Extensions of Type III*. It was published in the *Journal of Functional Analysis*.

MOHAN PISHARODI, marketing, published an article, *Intersect Association Between Measures of Customer Service and Market Response*, in the *International Journal of Physical Distribution and Logistics Management*. Coauthor was C. JOHN LANGLEY, JR. of the University of Tennessee.

Honors

KARL GREGORY, business administration, has been named a Pathfinder in the Minority Business Enterprise Awards. The award is presented by the Michigan Department of Commerce.

DAVID DANIELS, music, theatre and dance, will conduct the American premiere of *Ivanhoe*, Sir Arthur Sullivan's grand opera. The performance will be November 23 in Jordan Hall at the New England Conservatory in Boston.

DON MAYER, business administration, received the "outstanding paper" award from

the Southeastern Regional Business Law Association for *Contractual Arbitration and Choice of Forum Clauses: An Answer to Limits on Title VII's Extraterritorial Use?* The annual association's annual meeting was held in Birmingham, Ala.

Nominations

Sidney Fink Memorial Award

Students who have demonstrated an aptitude for and an ongoing commitment to improving race relations are eligible for the Sidney Fink Memorial Award.

The Campus Register

The annual award, presented in February, is sponsored by Robert Fink of the Counseling Center in honor of his father. The award recognizes and encourages students who have contributed at the programmatic and interpersonal levels to the improvement of race relations at Oakland.

Graduate and undergraduate students are eligible. Nominees must have a 2.0 or higher GPA.

Nominations should be sent by January 27 to Nancy Schmitz, assistant dean of students,

144 Oakland Center. Nomination forms are available at the office or by calling 370-3352.

New Faces

Recent additions to the staff include the following persons:

- JOHN BRIOC of Rochester, security guard/receptionist, at Meadow Brook Hall.
- LAURIE MASTROGLANIS of Auburn Hills, primary prevention programs coordinator at Meadow Brook Health Enhancement Institute.

Jobs

Information about employment opportunities is available by calling 370-4500.

- Coordinator for intercultural programs, AP-6, CIPO.
- Director, AP-16, Campus Facilities and Operations, plant engineering and construction management.
- Associate director, AP-11, Office of Financial Aid.
- Laboratory research technician II, C-9, Eye Research Institute.
- Dispatcher, POAM, Department of Public Safety and Police.

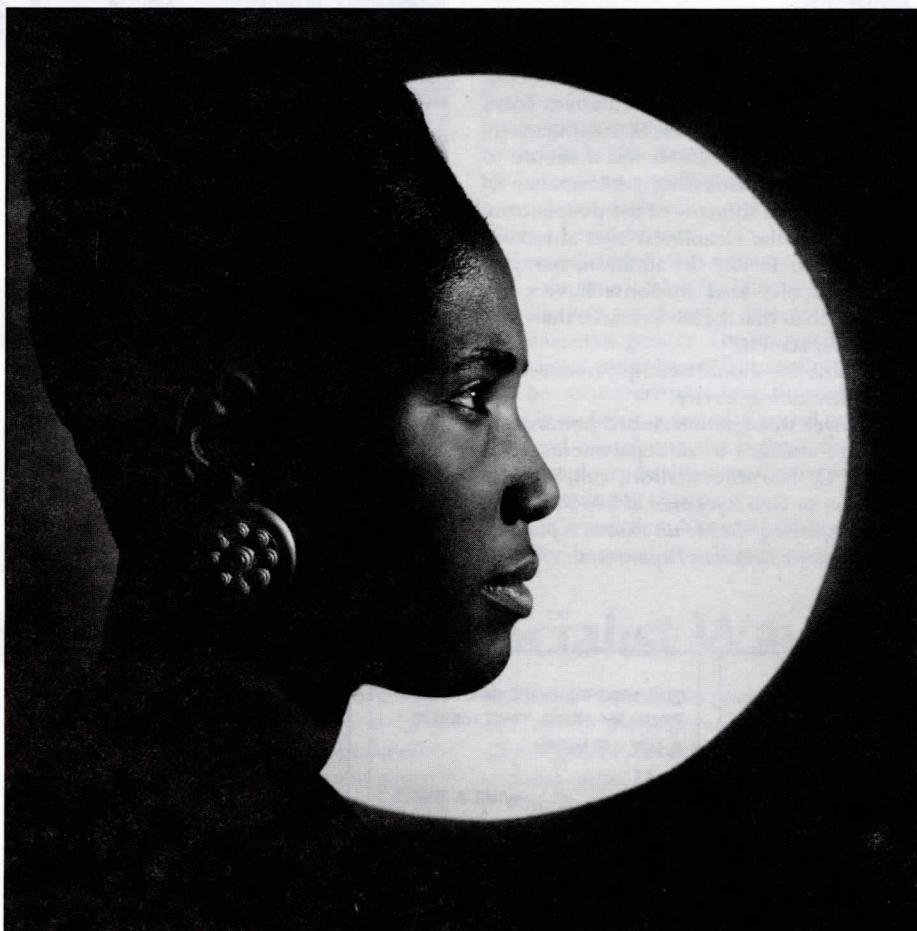
In the News

- JACQUELINE SCHERER appeared on the WKBD-TV news to give her views about why Americans are reluctant to buy new cars and houses, and why some are gloomy about the future.

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.

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- RICK SMITH, Publications Department photographer, 370-4341



Demeasa Heard appears in the student production of 'A Raisin in the Sun' at Varner Studio Theatre. The play continues until November 17. For details, call 370-3013.

Student Concerts Will Get You in the Holiday Mood

Eclectic choral music alluding to aspects of song and dance will be featured in a concert by the Oakland Chorale and the University Chorus.

A *New Song and Dance* at 8 p.m. November 22 in Varner Recital Hall includes excerpts from Brahms' *Liebeslieder Walzer*, Purcell's *Faerie Queen* and Copeland's *Tender Land*. Members of the Oakland Dance Theatre will complement the choral works that deal specifically with elements of dance. Rebecca Reese of the sponsoring Department of Music, Theatre and Dance will direct the concert.

The department will also present the university's Baroque Ensemble in a holiday concert, *A 17th Century Christmas*.

The 3 p.m. November 24 performance in Varner Recital Hall will include arrangements of Christmas carols and dances by Michael Praetorius. The ensemble, directed by Lyle Nordstrom, will premiere a magnificat by 17th century German composer Samuel Scheidt. This piece integrates several well-known German Christmas tunes with the setting of the traditional magnificat text for soloists and choir. Completing the program will

be music of Marc-Antoine Charpentier, including a short oratorio accompanied by a lute choir.

Soloists will be Angel Starkey, Tami Petty, Paul Moran, Scott Grieb, David Saffron, Sonja Becker and Dawn Berger.

Tickets to each concert are \$6 general admission, \$4 for students and senior citizens, and \$3 for OU students. They may be purchased at the door or in advance by calling 370-3013.▼

Videoconference Explores Issues Related to Multicultural Workforce

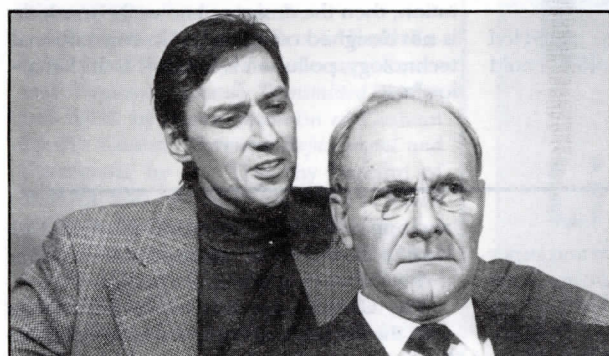
A live videoconference for non-minority and minority managers will be conducted in Varner Recital Hall in January.

Black Managers Forum: Managing a Multicultural Workforce will focus on new workplace realities created by demographic changes, downsizing and the deregulatory activities of the 1980s.

The videoconference will be beamed live from 1-3 p.m. January 15 to 150 sites around the country. It will

originate in Washington, D.C., and is sponsored by the American Marketing Association. The campus program is sponsored by the Division of Continuing Education. Working with CE are New Detroit, Inc., the School of Business Administration, the Black Faculty Association, and the Black Faculty and Staff Advocacy and Support Network.

Tuition is \$95 and the registration deadline is January 10. To register, call 370-3120.▼



Geoffrey Beauchamp (left) and Wil Love appear in 'Ten Little Indians' at Meadow Brook Theatre.

The following information comes from the Employee Relations Department:

This memorandum is intended to clarify current plans for university operations immediately preceding and immediately following the December holiday/recess period and to provide information and guidance on compensation while university activities are curtailed during this period.

Monday, December 23, 1991

The university will curtail operations, where feasible, on Monday, December 23, 1991. This action was prompted by requests from employees and has the concurrence of the unions representing affected employees and the approval of Interim President John De Carlo. Most employees will thus be able to extend their holiday recess period since they will not be required to be at work from Saturday, December 21, 1991 through Wednesday, January 1, 1992.

The cessation of operations on December 23 is not an emergency closing; nor is it a holiday or a recess day. Where operations are ceased, employees who would otherwise be scheduled to work may utilize accrued vacation time or personal time or may request excused time off without pay for that day. (Working on

December 23 will not be an option for these employees.) In certain areas, such as twenty-four hour operations, this cessation of operations is not feasible.

Holiday and Recess Period - December 24, 1991 through January 1, 1992

The regular holiday recess period will officially begin on Tuesday, December 24, 1991, and will continue through Wednesday, January 1, 1992.

The university will observe Tuesday, December 24; Wednesday, December 25; Tuesday, December 31; and Wednesday, January 1 as holidays and will treat December 26, 27, and 30 as holiday recess days.

Questions regarding the proper application of union contracts during the holiday recess period should be directed to the Employee Relations Department (3486).

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

The holiday recess period provides the university an opportunity to achieve significant energy savings by closing

most campus buildings and reducing heating and lighting. Accordingly, all work that is not essential to the safe and efficient operation of the university during the recess period should be suspended, and the continuance of any operation during the recess period will require the prior approval of Division Heads. Campus Facilities and Operations should be informed in writing via a "Work Request" prior to December 13 of building activity during the holiday/recess period requiring normal heating and lighting. Energy Management questions should be directed to Rick Perhai, extension 4228; Plant Maintenance inquiries to Daniel Niezurawski (Work Control Center) at 2381.

Below are Guidelines Specific to Each Employee Category:

A. Administrative-Professional Employees

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

Tuesday, December 24, 1991	Holiday Leave
Wednesday, December 25, 1991	Holiday Leave
Thursday, December 26, 1991	Recess Leave
Friday, December 27, 1991	Recess Leave
Monday, December 30, 1991	Recess Leave
Tuesday, December 31, 1991	Holiday Leave
Wednesday, January 1, 1992	Holiday Leave

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

B. UAW/Clerical-Technical Employees

Tuesday, December 24, 1991; Wednesday, December 25, 1991; Tuesday, December 31, 1991; and Wednesday, January 1, 1992 are paid holidays. Regular work days between these dates are paid recess days. Compensatory days are granted for any holidays or recess days worked during this period. Part-time UAW/Clerical-Technical employees are eligible for the above on a pro-rated basis.

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

The specific holidays and recess days are as delineated above for administrative-professional and clerical-technical employees.

For employees whose work schedule is other than Monday thru Friday, other days may be treated as holidays or recess days.

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

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

Tuesday, December 24, 1991; Wednesday, December 25, 1991; Tuesday, December 31, 1991; and Wednesday, January 1, 1992 are paid holidays. If one of the above holidays falls on an employee's regular day off, an additional day off with pay will be arranged between the Director of Public Safety and the employee. Part-time employees are eligible for the above on a pro-rated basis.

E. Other Employees

For Clerical-Technical employees in classifications excluded from the UAW/CT bargaining unit, Tuesday, December 24, 1991; Wednesday, December 25, 1991; Tuesday, December 31, 1991; and Wednesday, January 1, 1992 are paid holidays. Regular work days between these dates are paid recess days. Compensatory days can be granted for any holidays or recess days worked during this period. Part-time employees are eligible for the above on a pro-rated basis.

Holiday pay and benefits to be extended to any "unclassified" or "temporary" employee or any other employees not specifically covered above will be discretionary with Division Heads.

Employee of the Month

Nellie Richey, custodian II in Campus Cleaning, has received the Employee of the Month Award for November. She has been employed since August 1981.

Richey has demonstrated an involvement in Oakland University, and has distinguished herself through invaluable contributions to the quality of life "above and beyond job requirements" for the following reasons:

- "Ms. Richey has made a significant difference in the operation of the SEHS Educational Resources Lab. We appreciate the thorough and consistent sweeping of the 6,000 square-foot of ERL carpeting, periodic sparkling cleaning and waxing of our tiled floor areas, faithful emptying of our wastebaskets, and removal of the many boxes our operation generates."
- "In addition to these regular responsibilities, Ms. Richey has had to deal with emergency and special cleaning jobs. The lab has had several water leaks during the past three semesters, which she has dealt with expeditiously. Several ceiling tiles have fallen and she has carefully cleaned up their shattered remains. One night she was greeted with broken tiles and water pouring from the



Richey

ceiling. When the ERL staff arrived in the morning, the only sign of a problem was the wet carpet."

- "Ms. Richey also leaves our staff messages about if or how we would like to have something cleaned and later calls to find out if she did the job to our satisfaction."
- "Ms. Richey always has a smile and pleasant greeting to exchange with our staff. She's the sort of dependable, conscientious custodian who makes it possible for us to point with pride to the physical operation of our lab facility."
- "In August 1991 we held an open house which was attended by State Board of Education members, State Department of Education officials and representatives from major operations as well as local teachers and graduate students. It was a tribute to Ms. Richey's outstanding performance of her duties that so many of the people commented on the cleanliness and attractiveness of our facility. In addition, many of SEHS faculty and students have commented to us that the lab is cleaner than they have ever seen it."
- "We think she should be amply honored for her outstanding service."

Employee Recognition Award nomination forms are available in all departments, ERD and CIPO. For information, call Victoria Blackmon or Gail Ryckman at 370-3480.

The Employee of the Month column is provided by the Employee Relations Department.

Events

NOVEMBER

Until November 17 — Play, *A Raisin in the Sun*, 8 p.m. Friday and Saturday, and 2 p.m. Sunday, Varner Studio Theatre. Admission, except free for students. Sponsored by Department of Music, Theatre and Dance. Call 370-3013.

Until November 24 — Play, *Ten Little Indians*, Meadow Brook Theatre. Times vary. Admission. Call 370-3300.

15 — Concert, *Brazilian Holiday*, by the Pontiac-Oakland Symphony, 8 p.m., Varner Recital Hall. Admission. Sponsored by the Department of Music, Theatre and Dance. Call 370-3013.

15 and 17 — Film, *What About Bob?*, 7 and 9:30 p.m. Friday and 7 p.m. Sunday, 201 Dodge Hall. Admission. Call 370-4296.

16 — NCAA Division II Central Region Soccer Tournament, 1 p.m., OU and Sonoma State University, Lepley Sports Center. Admission. Call 370-3190.

18 — Talk by Canadian consul Ann Thomas, 1:30 p.m., Oakland Center Lounge II. Reception to follow. Sponsored by Department of Sociology and Anthropology. Free. Call 370-2420.

19 — Oakland 100 basketball luncheon, noon, Oakland Center. Admission. Sponsored by Department of Athletics. Call 370-4005, 370-3195 or 370-3196.

19 — Staff seminar, *Special Health Issues for the Nineties*, 1-3 p.m., Oakland Center Lounge II. Free. Sponsored by Office of Staff Development. Call 370-3492.

19 — Oakland University Resource Sharing Program, *Celebrating 200 Years of the Bill of Rights: The First Amendment in Today's Society*, noon-1:30 p.m., Oakland Center Gold Rooms B-C. Free. Sponsored by AP Assembly and AP Association.

20 — Women of Oakland University Brown Bag Luncheon Series, *Flower Arranging*, by Lynn Denhardt of Wesley Berry, noon-1 p.m., 128-130 Oakland Center. Materials fee. Limited to first 25 persons to pay fee to Carole Crum, 121 NFH.

20 — Perspectives on Art lectures, *Exploring Islamic Gardens, Islamic Architecture and Islamic Painting*, by Bonnie Abiko, 7-9 p.m., Meadow Brook Hall Carriage House. Admission. Sponsored by Division of Continuing Education. Call 370-3120.

21 — Mainstage event with comedian Bertice Berry, 8 p.m., Oakland Center. Free. Call 370-4296.

22 — Lecture, *Medieval Modelbooks and Their Influence on Sculpture*, by Carl F. Barnes, Jr., 4 p.m., 124 Wilson Hall. Free. Sponsored by Department of Art and Art History and La Pittura. Call 370-3375.

22 — Concert, *A New Song and Dance*, with the Oakland Chorale and University Chorus, 8 p.m., Varner Recital Hall. Admission. Sponsored by Department of Music, Theatre and Dance. Call 370-3013.

22 and 24 — Film, *Backdraft*, 7 and 9:30 p.m. Friday and 7 p.m. Sunday, 201 Dodge Hall. Admission. Call 370-4296.

23 — Concert by Janos Maté and Flavio Varani, 3 p.m., Varner Recital Hall. Admission. Sponsored by Department of Music, Theatre and Dance. Call 370-3013.

24 — Concert, *A Renaissance Christmas*, with the Collegium Musicum, 3 p.m., Varner Recital Hall. Admission. Sponsored by Department of Music, Theatre and Dance. Call 370-3013.

24 — Gospel Choir Concert, 7 p.m., Oakland Center Crochery. Free. Call 370-2722.

25 — Drop-in kosher deli lunch, 11 a.m.-1 p.m., 125 Oakland Center. Charge, but free if you take your favorite professor. Sponsored by Jewish Students Organization/Hillel. Call 370-4257 or 443-0424.

26 — Study meeting, OU Bible Staff, noon-1 p.m., Oakland Center Meadow Brook Room (5th), Room 129 (12th) and Room 128 (26th). Free. Call Victoria Blackmon, 370-3480.

27 — Women of Oakland University Brown Bag Luncheon Series, *Thomas Edison's Boyhood Home and First Laboratory*, by Richard Stamps, noon-1 p.m., 128-130 Oakland Center. Free.

29-December 29 — Play, *A Christmas Carol*, Meadow Brook Theatre. Times vary. Admission. Call 370-3300.

DECEMBER

2 — Production and Manufacturing Management Information Night, 6:30 p.m., Oakland Center. Free. Sponsored by Division of Continuing Education. Call 370-3120.

3, 10 and 17 — Study meeting, OU Bible Staff, noon-1 p.m., Oakland Center Meadow Brook Room (3rd and 17th) and Room 128 (10th). Free. Call Victoria Blackmon, 370-3480.

4 — Art, Book and Gift Fair, 9:30 a.m.-6 p.m., Oakland Center Crochery. Free. Call 370-3245.

4 — Women of Oakland University Brown Bag Luncheon Series, *The Sounds of Christmas*, by Rebecca Reese of the Department of Music, Theatre and Dance, noon-1 p.m., Oakland Center Gold Room C. Free.

4-8 — Meadow Brook Estate Holiday Concert, times vary, Varner Recital Hall. Admission. Sponsored by Department of Music, Theatre and Dance. Call 370-3013.

5 — Mainstage event with singer Rick Kelley, 8 p.m., Oakland Center. Free. Call 370-4296.

5 — University Senate, 3:10 p.m., Oakland Center Oakland Room. Call 370-2190.

6 — Workshop, *The Value of Humor in Counseling*, 9 a.m.-4 p.m., Oakland Center. Fee. Sponsored by Continuum Center. Call 370-3033.

6 — Concert, *International Christmas*, with the Community Chorus, 8 p.m., St. Paul United Methodist Church, Rochester. Admission. Sponsored by Department of Music, Theatre and Dance. Call 370-3013.

6 and 8 — Film, *Home Alone*, 7 and 9:30 p.m. Friday and 7 p.m. Sunday, 201 Dodge Hall. Admission. Call 370-4296.

6-8 — Concert, *December Dances*, times vary, Varner Studio Theatre. Admission. Sponsored by Department of Music, Theatre and Dance. Call 370-3013.

13 — Oakland University Resource Sharing Program, *Multicultural Celebration*, 2-5 p.m., Oakland Center Fireside Lounge. Free. Sponsored by AP Assembly and AP Association.

13-14 — Concert, *New Explorations in Dance*, with the Eisenhower Dance Ensemble, 8 p.m., Varner Studio Theatre. Admission. Sponsored by Department of Music, Theatre and Dance. Call 370-3013.

13-14 — Concert, *Best of Britten*, with the Oakland Concert Band, 8 p.m., Varner Recital Hall. Admission. Sponsored by Department of Music, Theatre and Dance. Call 370-3013.

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