



OAKLAND UNIVERSITY

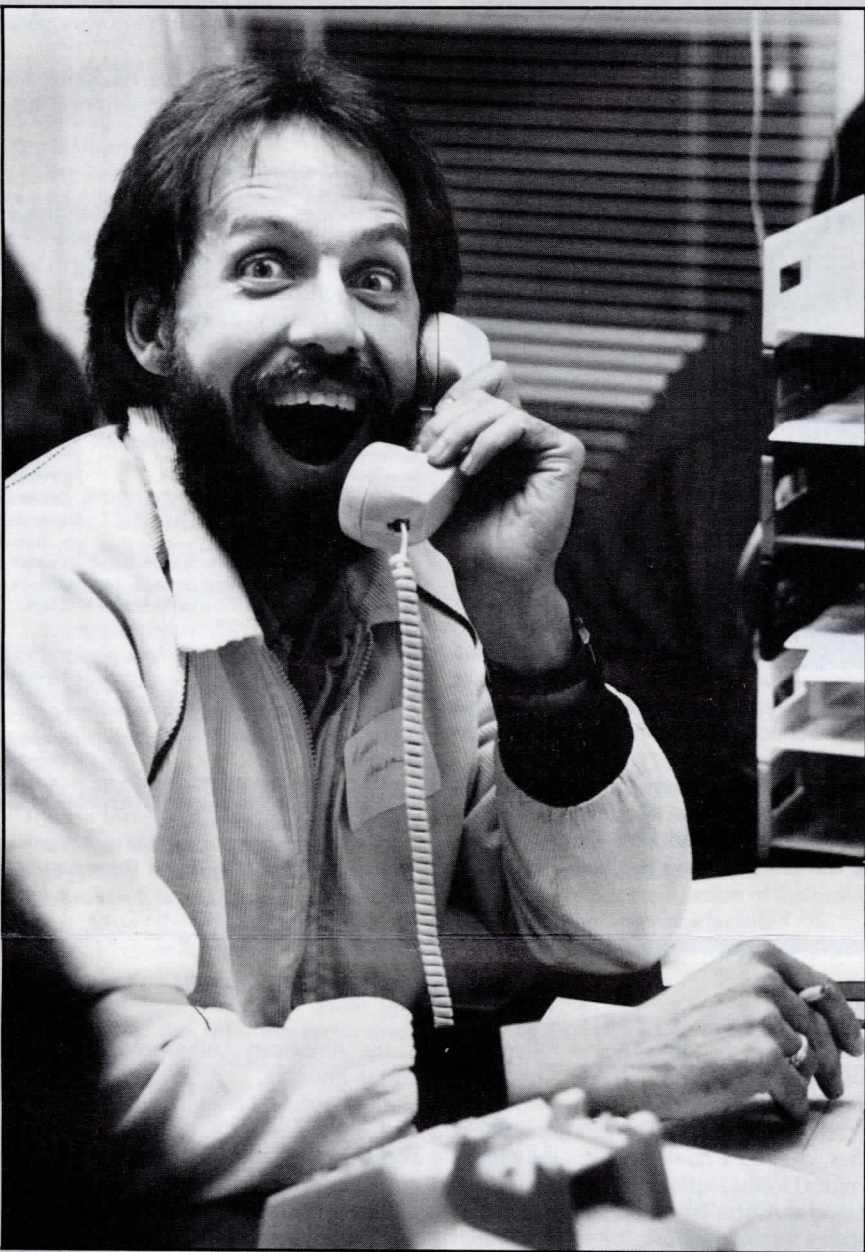
News

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A publication for faculty and staff

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Dialing for Dollars

Michael Naylor of the Department of Music, Theatre and Dance hits the jackpot while making calls for the annual Telefund. Naylor and other volunteers have been calling alumni for pledges to the university's annual fund.

Operating Budget Includes Pared-Down Deficit for 1988-89

The university Board of Trustees on October 12 approved a \$55,378,731 general fund operating budget for fiscal 1988-89.

University officials say that despite planned cuts, budget expenditures will exceed total revenues by \$715,677.

The university's revenue shortfall results from a tuition hike roll-back required this summer that would have provided an additional \$1.6 million in funds needed to balance the projected budget. The university has reduced that shortfall by over 50 percent, but could not eliminate it entirely in one year.

Revenues will come from: state appropriation, \$32,152,922; tuition and required fees, \$19,664,000; indirect cost recovery from grants, \$1,050,000; and miscellaneous revenue, \$800,000.

The university also had \$996,132 in the 1987-88 fund balance and carry forward for a total of \$54,663,054 in available revenue.

The fund balance was achieved in large part from travel and hiring restrictions in effect throughout most of the previous year.

Expenditures for 1988-89 will be up 3.47 percent or \$3,076,956. Employee compensation accounts for 71 percent of the increase. Line items, like computer and library support, account for 12 percent of the increased spending. Funding is also provided for increased utility costs, insurance and financial aid.

The university stressed the personnel savings have come from a hiring freeze, from elimination of positions now vacant, and from some faculty early retirement options. There have been no layoffs. Other cuts came from reorganization, travel and hiring freezes, and inflationary cost eliminations.

The university's budget is based on 9,100 fiscal year equated students, a drop from 9,376 FYES in fiscal 1987-88.▼

Over the Top!

United Way Pledges Exceed Campaign Goal

United Way campaign donations from Oakland employees reached a record level this year.

During the one-month campaign (September 21-October 21), contributions totaled \$27,072. The total represents a 15.6 percent increase from the 1987 level of giving and is 4 percent higher than the 1988 goal of \$25,990.

The campaign contributions will be distributed to more than 60 community agencies serving the needs of the elderly, handicapped, youth and families in the Pontiac-North Oakland area.

According to campaign cochair Pat Beaver, "The campaign's success can be directly attributed to the involvement of many volunteers, helping throughout every stage of the campaign."

Lauri Strong, cochair, added, "The community spirit at the ice cream social and throughout the campaign period has been very gratifying."

Beaver and Strong agree that the increased level of giving demonstrates a heightened awareness of the needs within the community.

The campus campaign actually started during the summer with the cochairs coordinating a campaign strategy in conjunction with the United Way of Pontiac-North Oakland.

More than 100 volunteers attended a kickoff meeting, conducted at the Oakland Center on September 21. They were recruited to distribute pledge materials. On September 28, the ice cream social with games of skill, a magician and a clown attracted individuals from all segments of the university. Proceeds from the event were contributed to United Way.

Although the campaign has ended, United Way contributions will be accepted through the end of the calendar year.▼

State Representative Hood: Minority Students Must Combat Dropout Problem

Minority students who have made it to college owe it to themselves and to their families to graduate.

State Rep. Morris Hood of Detroit told students that unless they graduate, they cannot become part of the American Dream. Hood spoke at a lecture sponsored October 17 by Kappa Upsilon Chapter of Kappa Alpha Psi Fraternity.

Hood warned that dropouts would continue to be a drain on society. In Detroit, he said, 45 percent of black high school students quit school, although the dropout problem is not limited to minorities.

Efforts must continue, Hood went on, to ensure that minority high school students have hope of being able to attend college. "Money is not the answer," Hood said, "it

has to do with commitment, with the ability of one to absorb, with the ability to develop study habits."

Hood said minority students still must fight a misconception about their abilities. "That stigma, 'We can't learn,' is a myth, but it's still going around," he said.

Hood praised the state legislature for its support of the Martin Luther King, Jr./Cesar

Chavez/Rosa Parks Program. The program brings minority middle and high school students to university campuses to spark their interest in higher education. Although the program works, it is not the total answer to problems in recruiting and retaining minority students, he noted.▼

Free Press' Shine Named Professor

Detroit Free Press columnist and senior managing editor Neal Shine has been named tenured professor of journalism.

The appointment in the Department of Rhetoric, Communication and Journalism was approved October 12 by the Board of Trustees and is effective immediately.

Shine has been a lecturer at OU since the spring of 1981, and he will continue to teach an ethics course he developed for the university and teach an advanced reporting course.

A Detroit native, Shine joined the Free Press in 1950 and worked his way up from copy boy to senior managing editor, a position he has held since 1982. He plans to leave the newspaper within a few months.

Jane Briggs-Bunting, department chairperson, said the university has scored a coup in securing Shine's services. Having professionals share their expertise is important to the development of young journalists, Briggs-Bunting said.

During his career Shine has won the American Newspaper Guild Page One

award for public service reporting and Associated Press and United Press International state awards for column writing. He directed the team that won a Pulitzer Prize in 1968 for coverage of the Detroit riots. He also directed the Free Press team that received the George Polk Memorial Award in 1971 for coverage of the Kent State University shootings.▼

Special November 11 Issue to Focus on Accreditation

The November 11 issue of the Oakland University News will be devoted entirely to highlights from the self-study report on university-wide accreditation.

The full report has been prepared for a visiting team of scholars from the North Central Association of Colleges and Schools.

Regular publication of the Oakland University News will resume with the following issue.▼



Author Wallace Terry ('Bloods') spoke about the Vietnam War and the black experience during a visit to OU on October 13. Photo by Missy Brown.

Fall Headcount Down 278

The fall headcount is 12,254, down 278 students from 1987.

The fiscal year equated student count stands at 4,052, down 71 from last fall. University officials say enrollment management is "on target" for the 9,100 FYES budgeted for fiscal 1988-89. This is a planned drop of 276 from last year.

Admission headcount figures show 2,277 first-year students, up 178 from last year; 2,145 sophomores, down 125; 2,575 juniors, down 162; 2,536 seniors, down 34; 2,181 master's students, down 46; and doctoral and specialist degree candidates, 121, up 13.

In addition, there are 419 undergraduates who are high school students or post bachelor's who do not fall into the traditional first-year, sophomore, junior or senior rankings.

Michigan universities use FYES counts for reporting enrollment to the state.▼

Health Sciences Professor to Address National Group

A clinical professor of health sciences has been selected to deliver the 21st annual Walter J. Zeiter Lecture by the American Academy of Physical Medicine and Rehabilitation.

Myron M. LaBan, M.D., will speak on *Physiatric Practice: An Evolving 'System' of Care* in Seattle during the organization's annual meeting in Seattle from October 30-November 4. More than 2,000 rehabilitation specialists will convene.

The honorary lectureship is awarded to a psychiatrist who exhibits "statesmanship, scholarship, executive leadership and warm friendship," according to the academy. It is named for a physician who for 20 years served as executive director of the AAPM&R.

Dr. LaBan is a past-president of the AAPM&R and has delivered a number of notable lectures during his career, including the seventh annual Sydney Licht Lectureship at Ohio State University in 1986 and the in-

augural Richard and Hinda Rosenthal Foundation Lectureship in clinical research and treatment of low back pain 1983. Dr. LaBan received the American Congress of Rehabilitation Medicine's Bernard Baruch Research Award in 1961.

The lecturer is director of William Beaumont Hospital's Division of Physical Medicine and Rehabilitation. He is also in private practice and chairman and vice president of LMT Rehabilitation Associates.▼

OU Graduate to Receive TRIO Award for Community Work

Robert Thornton, a 1977 OU graduate, has been named a 1988 winner of the Trio Achievers Awards by the National Council of Educational Opportunities Association.

The awards recognize participants in a former Trio Project — Upward Bound, Special Services, Educational Opportunities Center, and Talent Search — who have gone

on to achieve recognition in their communities.

Thornton since 1987 has been a deputy director for New Detroit, Inc., working in employment and youth services. As OU's only Trio winner, Thornton says he is "very excited. I am pleased to think that someone would take the time to recognize the work I

have been doing." He adds that helping others, working to achieve career goals, and living an exemplary life are really just doing what you should do, but "I am very pleased that I was selected."

The Trio winner will be recognized at a mid-November regional conference in Lake Geneva, Wis.▼



Michael Chowning as Seymour and Carrie Bickner as Audrey have more to worry about than just water and fertilizer when it comes to taking care of their plant — it likes to eat people. 'Little Shop of Horrors' is at the Center for the Arts. Call 370-3013 for tickets and gardening tips.

AP Funds Available

The AP Professional Development Fund Committee is again inviting applications for funding from Administrative-Professional staff who are interested in attending nonjob-related workshops and conferences that provide professional growth.

The fund is a \$10,000 stipend provisionally allocated by the Office of the President. It provides APs an opportunity to attend conferences and workshops that would promote their nonjob-related growth as administrators.

Information is available at the Employee Relations Department, 140 NFH. Call 370-3480.▼

Employee of the Month

Patricia A. Stoner, executive secretary in the School of Human and Education Services, was selected for the October Employee of the Month Award.

Stoner has been an employee of OU since August 1971. She has served as executive secretary in the dean's office since March 1979.

The award review committee considered such statements as the following when selecting Stoner:

• "In her key role (with the department), she has served as an effective public relations spokesperson for the school and maintains an excellent relationship with faculty, APs and CT personnel."

• "(Pat) has cheerfully taken on additional responsibilities and has gone out of her way to assist when special needs arise."

• "No matter how stressful the situation or burdensome the task, she maintains a wonderful sense of humor and conveys a spirit of warmth, caring and attention to students, faculty and the public alike."

• "Pat is a loyal, conscientious and dedicated employee who extends herself above and beyond the call of duty in the service of the school and the university."

• "In addition to her university service, Pat serves her church on fund-raising projects and is a parent booster for her daughter's high school sports program. Clearly, her service in the community has been as exemplary as her work performance for the School of Human and Educational Services."

Employee Recognition Award nomination forms are available in the Employee Relations Department and from CIPO. For details, call Larry Sanders at 370-3476.



Stoner

Payroll Sets Deadlines

Deadlines for submitting authorization forms for the November and December payrolls have been adjusted according to the following schedule.

Monthly (Salary) Payroll

Deadline (5 p.m.)	Pay Date
November 11	November 30
December 7	December 22

Student Payroll

Deadline (10:30 a.m.)	Pay Date
November 7	November 11
November 21	November 23
December 5	December 9
December 19	December 22
January 3	January 6

Time sheets and authorization forms received after the deadline will not be processed. November 11 and December 22 pay dates are early, due to holidays.

Hourly Payroll

Deadline (10:30 a.m.)	Pay Date
October 31	November 4
November 14	November 18
November 28	December 2
December 12	December 16
December 15	December 22

Time sheets and authorization forms received after the deadline will not be processed. December 15 and 22 dates are early, due to holiday.

The longevity payroll will be paid December 1. If you have questions, call the Payroll Department at 370-4380.▼

Our People

Send items to the News Service, 104 NFH. Remember: quality, not quantity.

PUBLICATIONS

• James Dow, anthropology, wrote a chapter, *Sierra Otomi Carnival Dances*, in the book, *Behind the Mask in Mexico*. The chapter is illustrated with full-page color and black and white photos by Dow. The book is published by the Museum of New Mexico Press.

• Anandi P. Sahu, business administration, wrote *The Relationship Between Mutual Fund Size and Risk-Adjusted Performance: An Analysis of Load Funds* for the June issue of the *American Business Review*. Coauthor was Robert T. Kleiman, business administration.

PRESENTATIONS

• Susan Hawkins, English, presented a talk, *The Female Sleuth in Detective Fiction*, as part of the *English Events* series at Siena Heights College in Adrian.

• Brian Murphy, English, presented a talk on Marge Piercy's *Braided Lives* at the Carl Sandburg Branch of the Livonia Public Library.

• Philip Singer, health sciences, anthropology, has had a paper accepted for presentation in Phoenix at the American Anthropological Association's annual meeting in November. *Informant Fraud: Lying or Cultural Adaptation?* deals with the problems of defining fraud in a cultural context and the questionable role of the anthropologist as "detective."

• Qiuming Zhu, computer science and engineering, presented *An Interactive Refutation Learning Structure for Skill Acquisition in Knowledge Based CAD System* at the In-

ternational Conference on CAD/CAM Robotics and Factories of the Future.

• Brian Murphy, English, presented excerpts from a reading of *The Waste Land*, originally produced and recorded at OU and aired on WUOM, at the Michigan College English Association meeting in Muskegon.

• Jane D. Eberwein, English, read a paper, *Looking Further Backward: Puritan and Revolutionary American Utopias*, at the Michigan College English Association meeting in Muskegon.

• Bruce J. Mann, English, read a paper, *O'Neill's 'Presence' in 'Long Day's Journey into Night'* at the O'Neill Centenary Celebration at the University of Akron and at the an-

nual meeting of the Ohio Theatre Alliance in Cleveland.

CONFERENCES

• Richard Tucker, history, international studies, chaired a conference on the history of tropical forest exploitation in Asia, which was held at Australian National University in Canberra. In related work, the volume which he edited with John F. Richards, *Deforestation in the Twentieth Century World*, has been published by Duke University Press.

• James Dow, anthropology, will replace Henry Selby as discussant in the November 19 session, *Computer Solutions to Anthropological Problems*, at the meetings

of the American Anthropological Association in Phoenix.

• Richard E. Haskell, computer science and engineering, attended the Rochester Forth Conference in Rochester, N.Y., with graduate student Bahram Mirshab and OU graduate Gabriel Castellino. They presented three papers, *An Efficient Algorithm for Finding the Global Maximum of an Arbitrary Univariate Function*, *Computer Learning Using Binary Tree Classifiers* and *Calculating Shape Features in a Binary Image*.

• Robert T. Eberwein, English, vice president of the Michigan Association of Departments of English, attended the organization's fall meeting in Muskegon. Also from the department, Kevin T. Grimm attended the Medieval Association of the Midwest meeting at Cleveland State University, Natalie C. Michta attended *Victorians Institute 1988: Culture and Education in Victorian England*, hosted by the University of South Carolina and Columbia College, and Joan G. Rosen attended *Centenary Conference — T.S. Eliot* at Washington University.

• Instructors in the November 11-13 CPA Weekend, sponsored by the Division of Continuing Education and the School of Business Administration, will be David D. Sidaway, Robert T. Kleiman, Eileen Peacock, M. Sadi Bazaz, Sandra Pelfrey and Gadis Dillon, all of SBA, and Peggy Cooke, internal audit.

Funding Opportunities

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

National Heart, Lung and Blood Institute

Smoking cessation for minorities, January 23; and physician role in lowering lipids, February 1 and June 1.

Department of Labor

Employment and training research, until June 30.

U.S. Information Agency

Central American undergraduate fellowships, November 30.

Department of Health and Human Services

Problems of the underclass, November 15.

National Science Foundation

Undergraduate faculty enhancement, March for projects to begin after next summer; instrumentation and laboratory improvement program, November 21; core biological instrumentation facilities, January 1; ethics and values studies, November 1 for preliminary and February 1 for invited formal proposals; biological and social science instrumentation, November 1 and May 1; partnerships to improve science/math education, November 15; postsecondary education projects, November 15; undergraduate faculty enhancement, November 15; young scholars, November 15; and

facilitation awards for handicapped students/engineers, November 15.

Fund for the Improvement of Postsecondary Education

Innovative projects for student community service, December 20.

National Cancer Institute

Epidemiologic studies of HIV-associated malignancies, December 19, but letters of intent are due November 4.

Harry S. Truman Scholarship Foundation

Applications are due December 1.

Department of Education

Upward Bound program, November 18.

National Institute of Mental Health

Public-academic mental health program, February 1, June 1 and October 1.

National Institute of General Medical Sciences

Biotechnology research training, January 10, May 10 and September 10.

Health Resources and Service Administration

Area health education centers, December 20; family medicine departments, December 14; nurse anesthetist traineeships/professional nurse traineeships, November 21; and grants for geriatric education centers, December 21.

National Endowment for the Humanities

Elementary and secondary education to the humanities, January 9 and May 15. March 15 deadline for national and regional institutes.

New Faces

Additions to the staff include the following persons, according to the Employee Relations Department.

• Francene Curley of Rochester, an early-childhood teacher in the School of Human and Educational Services.

• Renee Hague of Lake Orion, an accounting clerk III in the Division of Continuing Education.

• Michael P. Long of Howell, manager of labor studies in the Ken Morris Center for the Study of Labor and Work.

• Elizabeth Talbert of Troy, student organizations coordinator in CIPO.

• Barbara Talbot of Birmingham, a clinical psychologist in the Counseling Center.

• Wanda Wade of Pontiac, a retention counselor in the Office of Special Programs.

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

• James Llewellyn, senior editor and news director

• Jay Jackson, staff writer

• Rick Smith, photographer

Bits & Pieces

Brown Baggers on Tap

Four programs for the Women of Oakland University Brown Bag Luncheon Series are planned for November.

Election Day Special: *OU's Own Political Candidates Tell All* will be November 2. Nancy DuPon, Jenny Gilroy, Patricia Rottenberk, Sandy Teague and David Strubler will offer personal observations about political campaigning.

On November 9, the program will be *Thanksgiving Stuffings: Culinary Delights of the Holidays* with Carlo Coppola, director of the Center for International Programs.

The November 16 program will focus on *Say it with Flowers: Hands-on Floral Arranging Workshop*. Judy Brao, Meadow Brook Hall's "Orchid Lady," will offer tips on making seasonal arrangements. Participation is limited to the first 25 who members who register, but others may observe.

On November 30, author Joan Kaye (*Menu for Life*) will speak on *Can You Avoid Plumping Out Over the Holidays?*

All programs will be from noon-1 p.m. in 128-130 Oakland Center. For details, call Joyce Parrish at 370-4382.

Talk: Anti-Jewish Riots

Don Warren of the Department of Sociology and Anthropology will lecture about the government-sponsored anti-Jewish riots in Germany and Austria that occurred from November 9-10, 1938.

Warren's topic will be *Betrayed: Is There a Danger of Nazism in America?* The talk will be a memorial to the 50th anniversary of Kristallnacht (Night of the Broken Glass) and will be given at noon November 7 in the Oakland Center Fireside Lounge.

During Kristallnacht, mobs of Germans and Austrians acted under instructions of the Nazi hierarchy and vandalized or set fire to 7,500 Jewish homes and businesses and 267 synagogues, destroying 76 of them. Thirty-six Jews were severely injured and at least that many were murdered. Approximately 30,000 Jews were arrested and sent to concentration camps in Buchenwald, Dachau and Sachsenhausen.

The talk is sponsored by the Honors College, Jewish Students Organization and the Department of Sociology and Anthropology. For details, call 370-4257.

Time to Think Crafts

Craftspersons who wish to participate in the annual Oakland Center Art, Book and Gift Fair may reserve a table now.

The fair will be from 9 a.m.-6:30 p.m. December 7-8. All faculty, staff and students may participate. Hand-crafted articles of wood, leather and ceramic, needlework, handmade cards, silk-screened items and holiday crafts are welcome.

Tables may be rented by calling Hosie Hillie, 118 OC, at 370-3233.

Walk-in Counseling Starts

The Counseling Center has opened its walk-in counseling service for the university community.

The free service is available to staff and students from 9:15-10 a.m. weekdays. No appointment is needed.

The service provides a one-time consultation. The walk-in center is in Graham Health Center. For information, call coordinator Cathy Herzog at 370-3465.

Not Quite Free Searches

Online searches of data bases at Kresge Library are done by librarians, but for a fee.

The service used to be free, but as of July 1 a fee has been imposed. Information submitted for the October 14 issue of the *Oakland University News* was incorrect regarding this service.



'Let's Work Together on Minority Hiring' — Kleckner

The administration and the faculty must work together to bring more minority faculty members on board.

Provost Keith R. Kleckner said the faculty must share the responsibility because interviews and position searches are largely conducted by departments, rather than the administration.

The underlying concern shared by the administration, however, is that "we simply don't have enough minority faculty at Oakland University," Kleckner said.

"Our basic problem is we can't do the work, carry out the mission of the university, without more minority faculty."

In a frank discussion with faculty members

at the St. Clair Inn, Kleckner said more minority faculty members are needed as role models and to spread the workload placed on those already at OU. With just 13 full-time black faculty members out of 364 total (see separate story and table), the demands placed on them to act as advisers and mentors are growing.

Kleckner said it is too early to set a target number for minority faculty representation because the number is so low now.

In speaking about the minority hiring practices, Kleckner noted the faculty on board "pull 95 percent of the levers" when hiring additional faculty members. They interview

(Continued on page 4)

Finding a Voice

For Minority Students at Oakland University, the Perception is Often That Their Concerns are Lost on a Majority Population That Fails to Hear What They Have to Say

It all begins with communication.

Faculty, students and administrators listened to each other and found they all play an important role in improving race relations at Oakland.

Their forum was a retreat at the St. Clair Inn from September 29-October 1 sponsored by the Ad Hoc Faculty Committee on Racial Problems. The give-and-take of the various sessions produced a long list of problems and possible solutions for attendees to consider.

Prior to an opening night forum with guest speakers from the University of Michigan, President Joseph E. Champagne addressed the conferees at a dinner. The president said the university has already identified more than 100 initiatives that will strengthen the university. He said the university will move forward aggressively and with determination, even though it lacks sufficient resources to attack all problems it has identified.

The U-M students have all been active in the United Coalition Against Racism, an organization that has brought racial problems to the attention of the U-M community. The student speakers were David Colbert, a

(Continued on page 4)

Oakland and Equal Opportunity By Employee Group

Data collected for the federal government in 1987 show how full-time university employees are counted by racial and ethnic groups.

The Higher Education Staff Information report submitted to the Equal Employment Opportunity Commission every two years

lists employees by such categories as faculty, professional and technical/paraprofessional. The university's own employment categories differ somewhat, which means that the numbers listed in the "professional nonfaculty" category may not match perfectly

ly with the university's Administrative-Professional category, for example.

In the table below, the "other" category includes Asian or Pacific islanders and American Indians or Alaskan natives. A complete breakdown is available at the Equal Opportunity Office.

Full-Time Faculty

Male				Female			
White	Black	Hispanic	Other	White	Black	Hispanic	Other
224	9	4	31	90	4	1	1
Total Male				Total Female			
268				96			

Executive/Administrative/Managerial

Male				Female			
White	Black	Hispanic	Other	White	Black	Hispanic	Other
53	1	0	5	9	2	0	1
Total Male				Total Female			
59				12			

Professional Nonfaculty

Male				Female			
White	Black	Hispanic	Other	White	Black	Hispanic	Other
60	6	1	4	92	9	1	2
Total Male				Total Female			
71				104			

Secretarial/Clerical

Male				Female			
White	Black	Hispanic	Other	White	Black	Hispanic	Other
4	1	0	0	211	14	1	6
Total Male				Total Female			
5				232			

Technical/Paraprofessional

Male				Female			
White	Black	Hispanic	Other	White	Black	Hispanic	Other
29	0	0	6	27	0	0	4
Total Male				Total Female			
35				31			

Skilled Craft

Male				Female			
White	Black	Hispanic	Other	White	Black	Hispanic	Other
34	1	1	0	1	0	0	0
Total Male				Total Female			
36				1			

Service/Maintenance

Male				Female			
White	Black	Hispanic	Other	White	Black	Hispanic	Other
59	14	1	1	36	33	3	4
Total Male				Total Female			
75				76			

Next: Committee to Keep Race Relations Issues Alive

Members of the Senate want to keep the spirit of the St. Clair faculty retreat alive, but the question is how best to proceed.

Senators and visitors on October 20 heard a report of the retreat. Formal recommendations for action have not been compiled, but Senators did hear a request to create an official committee on race relations. Future Senate meetings will address the form the committee should take.

J. Curtis Chipman, mathematical sciences, suggested such a committee could monitor racism in campus life and the academic climate, sponsor forums, investigate problems, work with other Senate committees and advise President Joseph E. Champagne and Provost Keith R. Kleckner.

Chipman was one of the original members

of the Ad Hoc Faculty Committee on Racial Problems. Others were Gottfried Brieger, chemistry; George Coon, reading and language arts; DeWitt Dykes and Patrick Strauss, history; Patricia Montenegro, modern languages and literatures; and Brian Murphy, English and Honors College.

The St. Clair Retreat

Ad Hoc Faculty Committee on Racial Problems

Although there was agreement on the need for action, it was unclear how far-ranging such a committee should be. Richard Pipan, education, called racism one of many

streams of prejudice on campus that include ageism and anti-Semitism, among others. Frances Jackson, nursing, offered that a broad-based committee addressing human rights issues might not be as focused on racism.

Kleckner commented that the committee, in whatever form, will not be the group to actually solve problems. "It will be the responsibility of all of us to improve the institution," he said. "It's a collective responsibility. The committee can help us, but it can't do it for us."

Kleckner noted OU has made progress through such initiatives as the Martin Luther King, Jr./Cesar Chavez/Rosa Parks Program, the Academic Skills Center and the university affirmative action plan.▼

Racist Incidents Occur, Students Ask Why

Subtle and overt racism exists at Oakland, yet most distressing to student leaders is that little is done to challenge it.

White students questioning racist attitudes may find their peers are puzzled by their sympathy for minorities. That is due to white students who have not encountered many minorities before coming to OU, speculated Scott Higgins.

Higgins and five other students on a panel at the St. Clair Inn retreat relayed their feelings about race relations at Oakland. One of the most blatant examples of racism he encountered came when he was a freshman.

While walking through the Oakland Center, Higgins and a friend encountered a loud black student. Under her breath, she said, "Shut up, you stupid nigger!" The English major said he has found that many of his white friends assumed he would agree with such statements.

Derrick Lewis, who described himself as "a general student activist," said he detects

racial bias in the residence halls, in news coverage in the *Oakland Post* student newspaper, and on the part of public safety officers during investigations. He suggested sensitivity training sessions, especially for resident assistants in the residence halls.

Lewis said black students often feel frustrated by the university's rules and regulations. In reference to the Academic Support Program, he said, "They let us in, but we can't get out. You run into so many brick walls."

University Congress President Kelly Martek said she found that some blacks feel awkward when she makes an attempt to meet them. Attending a university dance with a black student, Martek, who is white, found that students of both races stared at them. "That opened my eyes, to be quite honest."

Martek said a black friend proctored a test, and one student in the room drew a swastika on a piece of paper in view of her friend.

Negative feelings extend toward Hispanics, said sophomore Chris Trevino, who referred to himself as "a minority within a minority" because only 105 Hispanic students attend OU.

"Where do I go? I'm lost in the middle," the political science major said.

Danielle Walters, a senior communication arts major, said nonverbal expressions "spoke for themselves, loud and clear." She said residence halls dances and games were seen as white-oriented, and blacks and whites sat separately in the dining room.

Walters urged faculty members listening to her to keep the spirit of the St. Clair Inn retreat alive.

For senior psychology major Ora Lee Gipson, racism has been felt singly and in groups. She said she has raised her hand in class to answer a question, but was not called on and other students generally ignored her.▼

A Voice

(Continued from page 3)

political science major who attended OU for one year before transferring; Mike Wilson, a medical student; and Todd Shaw, a graduate student in political science.

DeWitt Dykes, history, said the students were asked to come to the retreat to broaden the view of the program. The students were also involved in a PBS television program, *Racism 101*, that showed racial problems at Michigan and Dartmouth.

Their perspectives of racism at U-M prompted faculty and students from OU to comment about similar incidents at OU.

Colbert, who plans to pursue a doctorate and someday teach at a university, said the PBS program captured the sensational aspects of the problem. The program only

skimmed the surface of "hurt, anguish, isolation and loneliness" that blacks share, he said.

Colbert said he was presented as a victim, but feels more like a fighter. "It's been a long fight for blacks and is a hell of a fight for the black college student," he said.

Blacks, Colbert said, feel they stand out. "People look around us, over us, through us, but never at us," he said. "No one's rolled out the red carpet for blacks at U-M."

Wilson commented that white students compound the problems by either not seeing racism or knowing what it is.

The U-M students and OU students in attendance agreed that caring attitudes of university employees would help minority students. Financial aid officers, faculty advisers

and others need to act more compassionately, they said.

Frances Jackson, nursing, graduated from U-M. She related that a professor told her of financial aid available to her that she had been unaware of while a student. "I had faculty intervention. No one told me the money was available." She suggested faculty members become more involved with students to learn about their problems.

Wilson suggested that deans should justify the criteria set for their programs to ensure qualified blacks are not excluded. Carrie Owens of the School of Human and Educational Services, countered that no one should think of lowering standards for blacks. Instead, she said, blacks must be helped to meet the standards.▼

Kleckner

(Continued from page 3)

the candidates and make recommendations on hiring through their committee structure, he added.

The provost added that some mechanisms in place now are intended to encourage minority hiring. "It's extra miles, it isn't easy," he said.

The university's record in the past two years has not been good, Kleckner told his audience. Of 46 new hires among the faculty in the past two years, none have been black and just two have been minority group members.

Despite that record, Kleckner said, "I'm very, very reluctant to change the (hiring) process."

Kleckner encouraged the faculty to be sure that the talent pools under consideration have qualified minorities within them. He added that the faculty can take steps to

improve chances of minorities applying for OU positions.

The provost's suggestions included communicating with minority caucuses within professional organizations, talking to minority faculty members from other institutions when at conferences and meetings, and having department chairpersons establish contact with minority doctoral candidates at other institutions before they receive their degrees.

"We have to get in on the front lines. We have to get to know these people on a first-name basis," Kleckner said.

Kleckner's remarks stirred the faculty members, some of whom took exception to his comments that hiring is a faculty responsibility.

History Associate Professor DeWitt Dykes suggested the administration offer departments more money to hire minorities. Earlier,

John Beardman, art and art history, noted money alone is not the answer, that the university must be able to offer ideals that appeal to minority faculty members.

Frances Jackson, nursing, was the last full-time minority faculty member hired, in 1981. She questioned whether the 46 persons hired in the past two years were actually the most qualified in their fields, or just those who applied and met OU standards. The question, she said, is whether in fact there is much difference between "qualified" and "most qualified" applicants when it comes to choosing a nonminority over a minority candidate.

Kleckner took the comments in stride and noted, "If I was happy with the status quo, I wouldn't be here." He encouraged the faculty to join him in finding solutions.

"The whole thing is up for grabs. We've got to do better."▼

Department Wins Awards

The Publications Department of University Relations has won 11 awards this year.

In the national Council for the Advancement and Support of Education contest, the department won two gold medals for photography. One was for a photo essay in the annual *President's Report*, and the second was for a photo of dancers at the Center for the Arts which appeared in the *Oakland University News*. The department won a bronze medal for periodical resource management (*Oakland University Magazine*).

In the Renaissance Awards Competition sponsored by the International Association of Business Communicators/Metropolitan Detroit Chapter, the department won first place in the special print category for *Business Smarts*, a newsletter published by the School of Business Administration. First-place awards were also received for the *President's Report* and for feature writing in the *Oakland University Magazine*.

Second-place awards were received in the best-cover category for *Discovery*, a publication of the Office of Research and Academic Development, and for best layout and design for the *President's Report*.

In the Silver Quill Awards program of the IABC/Michigan, Ohio, Indiana Region, the department won first place for a multimedia program (the capital campaign slide show). Second-place awards were presented to the *Oakland University Magazine* for use of color, and for the university's three-dimensional display (portable kiosk) that is used at special events.▼

Events

CULTURAL

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

Until November 6 — *Contemporary Art from the Collection of Marion and David Handelman* at Meadow Brook Art Gallery. Free. Call 370-3005.

Until October 30 — *Amadeus* at Meadow Brook Theatre. Call 370-3300.

November 4-6, 11-13 and 18-20 — *Little Shop of Horrors* at the Center for the Arts. Call 370-3013.

November 6 — Harpsichordist and fortepianist Penelope Crawford in recital, 3 p.m., Varner Recital Hall. Call 370-3013.

November 12 and 14 — Concerts-for-Youth Series at the Center for the Arts, *Folk Tales from Foreign Lands*, various times, Varner Recital Hall. Admission. Call 370-3013.

ETCETERA

October 28 — Seminar, *Job Fair Preparation*, sponsored by Michigan Bell, 3-4:30 p.m., 128-130 Oakland Center.

November 2 — Women of Oakland University Brown Bag Luncheon Series, *Election Day Special: OU's Own Political Candidates Tell All*, noon-1 p.m., 128-130 Oakland Center. Call 370-4382.

November 3 — Mainstage with rhythm and blues artist Rick Kelly, 8 p.m., Oakland Center. Call 370-4296.

November 3 — Second annual William G. Hammerle Memorial Lecture with Paul Tipler, former professor of physics, on *Poker as it is Played Today*, 3 p.m., 203 O'Dowd Hall. Free. Reception to follow.

November 4 — Michigan Collegiate Job Fair, 9 a.m.-4 p.m., at Oakland Community College. Call placement and career services at 370-3250.

November 7 — Lecture, *Betrayed: Is There a Danger of Nazism in America?* with Don Warren, sociology and anthropology, noon, Oakland Center Fireside Lounge. Call 370-4257.

November 8 or 10 — Film, *The Choice*, an Employee Relations Department staff training program, noon-1 p.m., Oakland Center Gold Room C. Call 370-3480.

November 9 — Women of Oakland University Brown Bag Luncheon Series, *Thanksgiving Stuffs: Culinary Delights of the Holidays*, noon-1 p.m., 128-130 Oakland Center. Call 370-4382.

ATHLETICS

November 1 — Men's soccer with Eastern Michigan University, 3 p.m., Lepley Sports Center field.

November 2 — Women's volleyball with University of Michigan-Dearborn, 7:30 p.m., Lepley Sports Center.

November 11 — Men's and women's swimming with Grand Valley State University, 4 p.m. for men and 7 p.m. for women, Lepley Sports Center.

FILMS

October 28-29 — *Poltergeist III*, 7 and 9:30 p.m. Friday and 3 p.m. Saturday, 201 Dodge Hall. Admission.

November 4-5 — *Biloxi Blues*, 7 and 9:30 p.m. Friday and 3 p.m. Saturday, 201 Dodge Hall. Admission.

November 6 — *Westside Story*, 7 p.m., 201 Dodge Hall. Admission.

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