

FOCUS EMU

Volume 42, Number 1

July 6, 1994

Produced by the Office of Public Information

Board approves \$2.1 million to fund 16 program improvements in '94-95

The improvements will create a total of 13.75 new full-time-equivalent staff positions and three graduate assistantships.

In approving the University's 1994-95 General Fund Operating Budget June 28, the EMU Board of Regents also approved \$2.1 million in funding for 16 University program improvements.

The improvements recommended for funding were among 53 proposals totaling nearly \$6.2 million that were submitted by the divisions for consideration as part of the University budget hearings in February.

Of the original 53 proposals, 38 were identified as divisional priorities for further consideration and were forwarded to the University Budget Council, which then recommended 16 for funding,

four in each of the divisions.

The 1994-95 budget incorporates \$976,731 in base funding and \$1,204,541 in non-recurring funds to support the improvements. Of the non-recurring funds, \$300,000 will be derived from the General Fund balance.

The improvements will create a total of 13.75 new full-time-equivalent staff positions and three graduate assistantships.

By division, the funded program improvements and their associated costs are:

- in Academic Affairs, \$133,709 in base funds and \$41,318 in non-recurring costs for North Central Association of Colleges and Schools mandated assessment activities; \$200,000 added to the base for library acquisitions; \$89,681 in base funding for additional administrative and support staff in the College of Arts and Sciences Dean's Office and an added half-time secretary in the Communica-

tion and Theater Arts Department; and \$85,292 added to the base to expand the developmental mathematics program.

- in Business and Finance, \$20,000 in base funding and \$200,000 in non-recurring funds for a controls upgrade for the University's cogeneration system; \$58,064 in base funding and \$2,000 in non-recurring funds for a senior tax accountant in the Controller's Office; \$100,000 in non-recurring funds for power factor capacitors in the Physical Plant; and \$53,388 added to the base to fund a midnight lieutenant position in Public Safety.

- in the Executive Division, \$88,242 in base funds for one reinstated position and one new staff position, plus added operating funds, for alumni cultivation and communication in the Office of Alumni Relations; \$76,410 in base funding for a new development officer and manager of gift

See Improvements, page 4

1994-95 budget totaling \$131 million gets OK'd

A 1994-95 General Fund operating budget of \$131,165,359 was approved for EMU by the Board of Regents at its regular meeting June 28.

The budget represents an increase of \$6.2 million or 4.9 percent when compared with last year's budget of \$124,990,092. It includes an anticipated increase of approximately 4.8 percent or \$3.1 million in the state appropriation, to \$67,880,923, and adoption of a new tuition rate schedule that will provide an additional \$3.21 million in tuition revenue, for a total of \$58,464,148 in tuition and registration fees.

The new budget also assumes a 1.6 percent decline in student credit hour enrollments; a slight reduction of 1.43 full-time-equivalent faculty to 1,025.31 FTE; and an increase in staff by 17.77 FTE to 851.74 full-time-equivalent employees.

Approved base adjustments to

See General Fund, page 4

Auxiliary budget totals \$31 million

An Auxiliary Fund operating budget of approximately \$31 million for 1994-95 was approved by the EMU Board of Regents at its June 28 meeting.

The operating budget projects gross revenues of \$31,422,714 and expenses of \$31,287,893, for a net profit of \$134,821.

The new budget, which covers all of EMU's self-supporting community and campus service entities, assumes an enrollment of 18,706 full-time-equivalent students and credit hour production totaling 556,000; residence hall occupancy of 3,518; and 92 percent occupancy in University apartments. It includes energy consumption increases of 2

See Auxiliary, page 4

CAMPUS CAPSULES

15 'Regents Plus' Scholarships Awarded

EMU recently awarded 15 Regents Plus Scholarships to incoming 1994 freshmen from Michigan and Ohio.

The Regents Plus Scholarships, valued at \$10,000 each, provide \$2,000 for tuition and fees each year for four years, plus an annual \$500 Campus Leader Award. To maintain the scholarship, students must complete 15 credit hours each semester and have at least a 3.5 grade point average. They also must live in EMU residence halls during their first two years.

Regents Plus Scholarships are offered to those whose results rank 11th through 30th from EMU's Presidential Scholarship Competition held in December. The top 10 scorers receive four-year, full-ride EMU Presidential Scholarships.

Last December, 338 students participated in the EMU Presidential Scholarship Competition.

Each year, based on their high school grade point averages and American College Test scores, high school seniors are invited to compete for \$2 million in EMU scholarships at the competition.

Recognition Excellence Scholarships Awarded

EMU recently awarded its Recognition of Excellence Housing Scholarships to 87 incoming 1994 freshmen.

The Recognition of Excellence Housing Scholarships, valued at \$3,000 each, provide \$1,500 per year for two years. They are awarded to students based on scores earned in EMU's annual \$2 million Presidential Scholarship Competition and to academically talented high school students,

based on their American College Test/Scholastic Aptitude Test scores and high school grade point averages.

To maintain the scholarship, students must complete 12 credit hours each semester and have at least a 3.3 grade point average. They also must live in EMU residence halls during their first two years of college.

Students may reapply to receive the award in their junior and senior years at EMU.

TIAA-CREF Has Two New Equity Funds

Effective July 1, 1994, TIAA-CREF (specifically CREF) will offer two new equity funds: the Growth Account and the Equity Index Account. These new accounts will be available for both the TIAA-CREF basic retirement plan and the Supplemental Retirement Annuity.

These accounts will have the same allocation, transfer and benefit payment options as the other existing CREF funds. Call TIAA-CREF directly for more information at (800) 842-2733.

Cardboard Added To Recycling List

The category of cardboard has been added to what can be recycled out of EMU offices. It must be broken down flat, tied and left at the recycling pick-up points in the individual offices.

With the addition of white paper for the 1993-94 year, EMU's recycling response has been phenomenal. The University recently achieved 200 tons of recycled materials from campus. A breakdown of recycling by building will be published later.

Girls' Volleyball Camps Are Offered In July

EMU currently is accepting registrations for its summer volleyball camps for girls in seventh through 12th grades.

The camps will be held at EMU Sunday through Thursday, July 10-14, and July 17-21.

Designed to develop volleyball skills and team strategies, camp activities will include fundamental skills training, drills, offensive and defensive strategies and team competitions.

In addition, participants will receive a camp T-shirt and enjoy a pizza dinner, ice cream feast and awards. They also will have full access to the Olds/Robb Student Recreation Intramural Complex.

Directed by EMU Head Volleyball Coach Nona Richardson, the camp staff will include other coaches and collegiate players.

Camp fees are \$220 per session for residential campers, which includes room and board, and \$180 for commuters.

For more information or to register, call 7-0291 or 7-2235.

9th 'Summer Quest' Set For July 10-23

EMU's ninth annual Summer Quest residential youth program currently is registering students for its '94 session running Sunday, July 10, through Saturday, July 23, on the EMU campus.

Summer Quest '94 is a two-week residential program for college-bound students in grades eight through 12. It offers students eight areas of interest from which to choose.

Members of EMU's faculty, along with professionals in the various fields of study, will work with students this year in the areas of beginning chemistry, theater workshop, computer aided design, creative writing, entrepreneurship, computer animation, video production and physics.

Social and recreational events will include a field trip to the Ann Arbor Art Fair.

A \$25 discount is available for families enrolling more than one participant and for children of EMU faculty and staff. A \$50 non-refundable deposit, which is included in the total cost, is required at time of registration.

For more information, call 7-0902.

EMU Credit Union Changes Hours

Effective July 15, the EMU Credit Union will be open Monday and Friday from 11 a.m. to 5:30 p.m. and Tuesday, Wednesday and Thursday from 11 a.m. to 5 p.m. It will no longer be open until 6 p.m. on Fridays.

AAUW Seeks Books For Annual Sale

The Ann Arbor Branch of the American Association of University Women is seeking used book donations for its 42nd annual Fall Book Sale.

All books *except* textbooks, Reader's Digest Condensed books and magazines will be accepted.

Drop-offs will be accepted at Eberwhite School in Ann Arbor now through Sept. 1 on Mondays from 1 to 3 p.m. and Thursdays from 10 a.m. to 3 p.m.

For home pick-up of books, call 973-6287.

Donations are tax deductible.

Contract approved with AFSCME

A collective bargaining agreement between EMU and the American Federation of State, County and Municipal Employees, Local 1666, was approved by the Board of Regents June 28.

The new agreement with AFSCME Local 1666, which represents the University's 211 maintenance, food service and custodial employees, extends from April 1, 1994, to June 30, 1996. It includes base compensation increases of 2 percent, for the period of April 1, 1994, to June 30, 1994, for all employees on the payroll as of April 1, 1994, plus a \$280 non-base lump sum bonus; a 2 percent base wage increase for the period of July 1, 1994, to June 30, 1995, for all employees on the payroll as of July 1, 1994, plus a \$150 non-base lump sum bonus; and a two percent base wage increase in the contract's last year for all employees on the payroll as of July 1, 1995.

Also, shift premiums for those working second or third shifts will increase by 10 cents an hour.

Although AFSCME employees who are covered by the Care Choices health plan will have no changes in their existing plan, the new contract raises the annual master medical deductibles for Blue Cross/Blue Shield subscribers to \$100 per individual or \$200 per family and increases the

See AFSCME, page 4

REGENT'S SUMMARY

The EMU Board of Regents acted on the following agenda items at its June 28 meeting.

Grad Assistants get raises

The regents approved a 3 percent increase in the academic year stipends for graduate assistants.

The approved increase means first year graduate assistants will receive stipends of \$5,190, an increase of \$150 when compared with the current \$5,040 received, while second-year graduate assistants will earn \$5,410, an increase of \$160 when compared with the \$5,250 currently received.

In addition, when tuition and fee supplements are added to the total graduate assistant compensation package to meet newly approved rate increases, the total average stipend, tuition and fee payment to resident graduate assistants will increase 7.2 percent, to approximately \$7,960 per year. For non-resident graduate assistants, total compensation will increase approximately 6.8 percent, to \$11,019 per year, due to the out of state tuition differential.

EMU graduate assistants' compensation consists of a stipend, tuition and selected benefits including payment of the student government, health service, registration and general fees.

Full-time graduate assistants work 20 hours per week for 34 weeks. The stipends for part-time assistants are prorated dependent on the time commitment.

The graduate assistant compensation increase will cost the University an additional \$195,209 in 1994-95.

38 faculty get tenure

The board granted tenure to 38 faculty members and Associate Vice President for Academic Affairs Donald H. Bennion, effective at the start of the 1994 fall semester.

Each of the faculty members recommended for tenure meets the general contractual requirements for tenure as well as specific departmental evaluation performance standards. For non-bargaining members, as in the case with Dr. Bennion, a majority of the faculty in the department in which tenure is to be accorded must approve that person's recommendation for tenure. Faculty in the Department of Teacher Education have approved the recommendation that Bennion be granted tenure at the rank of full professor.

In the College of Arts and Sciences, those faculty granted tenure are: Dr. Catherine E. Bach, associate professor of biology; Dr. John J. Capecci, assistant professor of communication and theater arts; Dr. Cheryl Cassidy, assistant professor of English language and literature; Dr. Robert M. Citino, associate professor in the History and Philosophy Department; Dr. Jamin Eisenbach, assistant professor of biology; Dr. Sharon Erenburg, Dr. Alfredo C. Esposto and Dr. Deborah M. Figart, all assistant professors of economics; Dr. Catherine Fleischer, assistant professor of English language and literature; Donald C. Hartmann, assistant professor of music; Theodore J. Ligibel, associate professor of geography and geology; and Dr. Roger D. Long, assistant professor in the History and Philosophy Department.

Others granted tenure in the College of Arts and Science are: Dr. Elisabeth Morgan, assistant professor of foreign languages and bilingual studies; Dr. Julia R. Myers, assistant professor of art; Dr. David M. Pierce, assistant professor of music; James Pinson,

assistant professor of English language and literature; David Reid, instructor of physics and astronomy; Dr. Peter Reinthal, assistant professor of biology; Dr. James P. Sheerin, associate professor of physics and astronomy; Michael Tew, assistant professor of communication and theater arts; Dr. James T. Todd, assistant professor of psychology; Dr. Norman R. Tyler, assistant professor of geography and geology; Dr. David O. Woike, assistant professor of music; and Ian Wojcik-Andrews, assistant professor of English language and literature.

In the College of Business, Dr. Linda J. Burilovich, assistant professor of accounting, was granted tenure.

In the College of Education, those granted tenure are: Dr. Anne Kathryn Bednar, associate professor of teacher education; Dr. Nancy L. Halmhuber, assistant professor of special education; Dr. Allison Harmon, assistant professor, and Dr. William J. Price, associate professor, both in the Leadership and Counseling Department; and Kenneth Schatz, assistant professor of teacher education.

Those granted tenure in the College of Health and Human Services are: Sylvia S. Gray, assistant professor of social work; Dr. Louise V. Jones, assistant professor in the Department of Human, Environmental and Consumer Resources; Dr. Elizabeth Kaufman, assistant professor, and Dr. Ronald Lewis, professor, both in the Social Work Department; and Sandra Nelson, assistant professor of nursing education.

In the College of Technology, those granted tenure are Dr. Fuh-Cwo "Tony" Shiue and Dr. Tracy S. Tillman, both assistant professors of industrial technology.

And in Learning Resources and Technologies, Sarah W. Cogan, assistant professor in the University Library, was granted tenure.

Scholarship budget OK'd

The board approved a 1995-96 budget of \$5,053,496 for General Fund scholarships, athletic aid and awards at EMU.

This represents an increase of \$504,930 when compared with the 1994-95 budget, adding \$393,452 for academic scholarships, awards and grants and \$111,478 for athletic grants-in-aid.

The new budget, presented a year in advance of actual funding in order to meet publication and recruiting requirements for the 1995 freshman class, provides automatic increases in the areas of academic scholarships and athletic grants-in-aid due to tuition sensitive awards and housing rate increases. It also increases the monies available for academic scholarships and service awards to aid in the recruitment of academically talented students; adds more funds for economically disadvantaged minority students; and provides additional graduate fellowship funds to encourage minorities and women to pursue academic majors in which they are underrepresented, particularly in mathematics and science.

By category, the 1995-96 General Fund Scholarships, Athletic Aid and Awards Budget includes \$1,706,630 in academic scholarships — \$287,820 for Presidential Scholarships, \$748,580 for Regents Scholarships, \$573,000 for Recognition of Excellence Scholarships, \$85,230 for Wade McCree Scholarships and \$12,000 for ROTC Service Awards. It also

includes \$526,700 in awards, including Academic Service Awards, Eastern Opportunity Grants, graduate fellowships and Communication and Theater Arts Service Awards; \$2,090,969 in athletic grants-in-aid, including \$70,000 for spring academic aid; and \$729,197 in federal and state required matching funds.

Olsen Trust goes to COE

The board designated the proceeds from the Thora Olsen Trust, estimated at \$14,000, to the College of Education Endowment.

Originally from Howard City, Olsen graduated with an interstate limited teaching certificate from EMU when it was Michigan State Normal College in 1904. She began her teaching career in 1905 in Missoula, Mont., and moved to Goldfield, Nev., three years later. Eventually, she was promoted to principal and was appointed by the governor to the State Textbook Commission.

After teaching in Palo Alto, Calif., and Portland, Ore., Olsen moved back to Michigan where she taught in the Lakeview city schools and, later, rural schools, when a college degree became a requirement for a teaching certificate.

Olsen established the trust in 1968 and died Aug. 6, 1988, at the age of 105.

11 named emeritus faculty

The board granted emeritus status to 11 former faculty members.

As provided by the collective bargaining agreement between EMU and the faculty union — the EMU Chapter of the American Association of University Professors — faculty members who served the University for at least 15 years may be nominated for emeritus status upon retirement. Those whose names are submitted to the board have received the support of their respective department heads, deans and the provost.

Those granted emeritus status are: Geraldine Barnes, associate professor in the Department of Health, Physical Education, Recreation and Dance, who retired this year after 29 years of service; Dr. J. Thomas Bushey, associate professor of teacher education, who retired this year after 25 years of service; Dr. Patric L. Cavanaugh, professor and former head of the HPERD Department, who retired this year after 26 years of service; Marjorie Chamberlain, assistant professor of special education, who retired this year after 26 and one-half years of service; Dr. Arthur Jack Harris, professor of English language and literature, who retired this year after 27 years of service; and Alethea Helbig, professor of English language and literature, who retired last year after 26 and one-half years of service.

Also granted emeritus status are: Dr. Meredith Klaus, professor of English language and literature, who retired this year after 28 years of service; Dr. Ruby L. Meis, professor in the Human, Environmental and Consumer Resources Department, who retired last year after 29 and one-half years of service; Dr. Robert A. Ristau, professor of business and industrial education, who retired last year after 20 years of service; Dr. Richard F. Roth, associate professor of physics and astronomy, who retired this year after 25 years of service; and Dr. Florence "Beth" VanVoorhees, associate professor of special education, who retired this year after 15 years of service.

Tuition rates increased 5 to 8 percent in 1994-95

Residential tuition rate increases of 5 to 8 percent for 1994-95 were approved by the Board of Regents June 28.

For undergraduates from Michigan and Ohio (who pay in-state rates through a reciprocity agreement), the board action means the cost of lower-level classes will increase \$4.25 per credit hour from the current \$82.75 to \$87 per credit, an increase of 5 percent for full-year-equated freshmen and sophomores.

Full-year-equated lower-level undergraduates (enrolled in 31 credit hours during the fall and winter semesters) will pay \$2,777 to attend EMU full time, an increase of \$132 or 5 percent when compared with last year's \$2,645.

Consistent with the differential tuition rate plan adopted by EMU in 1989-90 (to achieve an 8 to 10 percent differential rate in 4 to 5 years), resident undergraduates enrolling in upper-level classes will pay \$5.50 more per credit hour from the current \$88.50 to \$94 per credit, an increase of 6 percent for full-year-equated juniors and seniors. (This will increase the differential to 7.8 percent.)

Resident graduate students also will pay \$10 more per credit hour, from the current \$120 to \$130 per credit, an increase of 8.1 percent for full-year-equated students.

Out-of-state tuition rates will increase by \$13 from \$212 to \$225 per credit hour for lower-level courses, representing a 6.1 percent increase for full-year-equated nonresident freshmen and sophomores. Out-of-state tuition for upper-level courses will increase

by \$16 per credit from \$224 to \$240, an increase of 7.1 percent for full-year-equated nonresident juniors and seniors.

Nonresident graduate tuition will increase \$19 per credit, from \$281 to \$300 per credit hour, an increase of 6.7 percent in tuition for full-year-equated out-of-state graduate students.

Doctoral students will continue to pay the graduate tuition rate, plus a 25 percent surcharge.

The new rates are based on a planned 1994-95 enrollment of 18,706 full-year-equated students enrolled in 556,000 student credit hours, or 9,000 credit hours less than in the 1993-94 plan, a decrease of 1.6 percent.

Tuition revenues are expected to provide approximately \$59.04 million or 45 percent of the General Fund operating budget in 1994-95, \$3.21 million more than that generated with existing rates.

The new resident tuition rates are competitive with other public universities servicing Southeastern Michigan. Even with the increase, EMU's graduate tuition rate of \$130 per credit hour is \$15 to \$93 less than the 1993 graduate tuition rates at Wayne State University, Oakland University, the University of Michigan-Dearborn and U-M Flint.

Similarly, EMU's new lower-level undergraduate tuition rate is competitive with the 1993 undergraduate rates of the same institutions, exceeding Oakland's 1993 rate by \$2.75, but remaining lower than the others by \$6 to \$47 per credit hour.

Housing and Dining rates are increased 2.9 percent

A 2.9 percent increase in residence hall rates and an average increase of 2.9 percent in University apartment rents were approved by the EMU Board of Regents at its June 28 meeting.

For new students in the residence halls, the rate increase will mean the standard 20-meal, double occupancy room will cost \$4,148 in 1994-95, an increase of \$117 or 2.9 percent when compared with the 1993-94 rate.

However, under an existing incentive plan for returning students, those who lived in the residence halls in 1993-94 and return in the fall will pay the 1993-94 rates, reduced by approximately 0.5 percent. This is an option that will benefit approximately 36 percent of the University's 3,500 residence hall students.

Other double occupancy rates for new students will be \$4,099 for the 15- and 13-meal plans, \$4,049 for the 10-meal plan and \$2,202 for the room-only plan.

Single occupancy room and board rates for new students will be \$5,300 for the 20-meal plan, \$5,251 for the 15- and 13-meal plans, \$5,201 for the 10-meal plan and \$3,337 for the room-only plan.

New residents in triple occupancy rooms will pay \$3,511 for the 20-meal plan, \$3,462 for the 15- and 13-meal plans, \$3,412 for the 10-meal plan and \$1,490 for the room-only plan.

All new residence hall rate increases will take effect at the start of the 1994 semester.

Rental rates for University apartments, which include energy costs, increased an average of 2.9 percent effective July 1.

Monthly rates for Pine Grove apartments will be \$396 for a furnished one-bedroom unit, \$439

for a furnished two-bedroom unit, \$366 for an unfurnished one-bedroom unit and \$412 for an unfurnished two-bedroom apartment.

Residents of Cornell Courts will pay \$398 for a furnished one-bedroom unit, \$442 for a furnished two bedroom unit, \$371 for an unfurnished one-bedroom unit and \$416 for an unfurnished two-bedroom apartment.

Monthly rates at Westview apartments will be \$450 for a furnished one-bedroom unit, \$491 for a furnished two-bedroom unit, \$422 for an unfurnished one-bedroom unit and \$465 for an unfurnished two-bedroom apartment.

Students living in Brown-Munson apartments will pay from \$333 to \$395 per month for single occupancy apartments and between \$608 and \$816 monthly for triple occupancy units.

There are no new fees or fee increases for 1994-95.

Including the approved increases, the 1994-95 budget will fund last year's base level of services, meet all trust and fiscal-related requirements and fund routine maintenance priorities. Specifically, \$1.5 million will fund the maintenance and renovation plan; \$2.5 million will be provided for student wages; \$1.1 million will be used to meet debt payment obligations; fund reserve balances will be held at a minimum of \$1.3 million; and \$100,000 will be used to fund safety-related improvements.

The 1994-95 Housing and Dining rates are based on a budgeted residence hall occupancy of 3,518 students and apartment occupancy of 92 percent. The total budget for 1994-95 is \$20,896,073.

FOCUS ON FACULTY

Lawver builds a successful career out of a 'life of crime'

By Kirk Carman

EMU's Gerald "Skip" Lawver has devoted nearly 25 years to "a life of crime."

Fortunately, he spent that time on the right side of the law. Lawver, associate professor of interdisciplinary technology, worked as an investigator and supervisor in EMU's Public Safety Department, where he served for more than 18 years before joining EMU's faculty. He currently directs operations in EMU's Public Safety Administration Program and is director of the School of Police Staff and Command at EMU. He also is involved in special response training for SWAT and hostage rescue operations in Michigan.

A member of EMU's Department of Interdisciplinary Technology since 1987, Lawver currently teaches courses on suspicious fire/arson investigation, incident analysis of hazardous materials and emergency preparedness planning. While he has enjoyed his teaching career, Lawver admits that switching professions was a little hard to get used to. "Leaving the law enforcement arena and entering the world of academia was a dramatic change," he said. "I essentially left my comfort zone...leaving one career and beginning another seemed odd because I knew my (public safety) job very well and did it very well."

Lawver also is involved in in-service training programs sponsored by EMU and Detroit Metropolitan Airport Operations, which include programs in hostage negotiations and rescue, weaponry and police records and management. "The programs use both theory and real life experiences — we begin in the classroom with a theoretical base, but end up in the streets," Lawver said. "The student must have a foundation to work from, so all of the programs require backgrounds in chemistry, physics or psychology. The programs feature numerous aspects, including looking at the actual investiga-

tion of fires, the deviance of behaviors and computer modules."

Lawver teaches the incident command for tactical operations course, which instructs law enforcement leaders how to handle crisis situations, such as a hostage taking. "We teach the individuals every aspect of a crisis, including how to handle the media, how to delegate responsibilities, how to establish a tactical operations center, and how to solve the crisis without a loss of life. If you can get the hostages and the hostage takers out alive, then you win. Anytime that an individual ends up dead, you lose."

According to Lawver, there are numerous dynamics that comprise any crisis situation, with establishing communications one of the most important elements. "The negotiations process is crucial to the positive outcome of any crisis situation," he said. "And, of course, the tactical side is also important. Deciding how to send your officers in so they'll come out alive is always a major decision."

Handling the media, he added, can be just as difficult as dealing with a hostage taker. "By supplying the media with accurate and timely information, the media can do their job and law enforcement officials can do theirs," he said. "(But) often times, the question is, 'How can the media be controlled so they don't jeopardize the lives of police officers or hostages?'"

Noise at a negotiation scene is one major problem the media often cause, he said. This was illustrated recently when former pro football great O.J. Simpson was arrested in the driveway of his home after tense negotiations with police officers while several media helicopters hovered overhead. "Helicopters, microphones and video cameras, and yelling and screaming can all adversely affect a crisis," Lawver said. "Trying to negotiate in noise can be frustrating and nearly impossible. A nice quiet atmosphere is needed to being

the anxiety level of the suspect or hostage taker down. If you can possibly talk in a low voice and calm the suspect down, the crisis will most likely be alleviated."

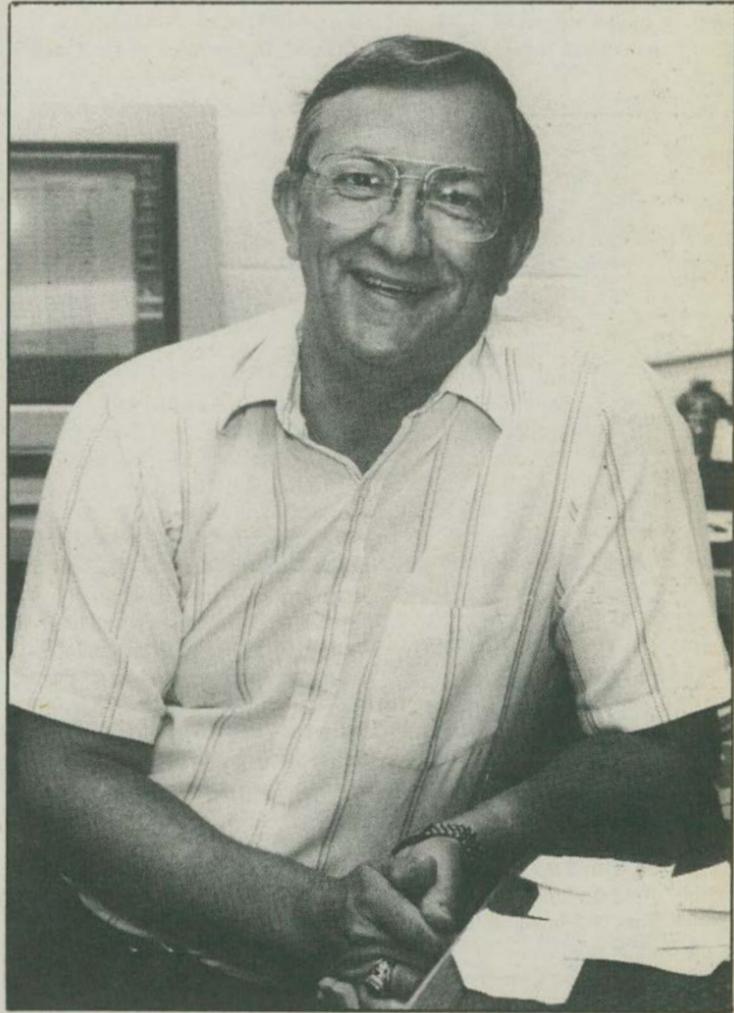
The kinds of hostage crisis Lawver believes the United States is at greatest risk for are situations involving religious cults. "Religious cults have the greatest terrorists capabilities, partially because their small size makes it so difficult for law enforcement officials to infiltrate," he said.

Lawver said there typically are two types of hostage takers: terrorists and the barricaded gunman. "There are political terrorists — those that are religious fanatics who are doing it for the betterment of the religious statement," he said. "We've witnessed that with the Ayatollah, the bombing of the World Trade Center and other terrorist activities. Often times, the individuals are making a political statement such as, 'I am hijacking this plane to Cuba because I believe in communism.'"

"The barricaded gunman is essentially the non-professional terrorist who ends up taking hostages purely by accident," Lawver continued. "It could simply be the bank robber who goes into a bank, unaware that the silent alarm has been punched."

As an educator and former police officer, Lawver would like to see police and detective training include a lot more high-tech instruction. "Law enforcement, in general, is probably 10 years behind in technology," he said. "We've got fancy radar guns, tracking devices, car locators, 911 and cellular phones, but the average law enforcement officer has no idea how to gain access into a computer or the Internet. No one, aside from Michigan State Police, has an active computer crime investigation unit."

Lawver said that in the future, many crimes could easily be committed at a computer terminal,



IDT's Skip Lawver, who served 18 years in the Public Safety Department before joining the faculty, says today's police officer needs to know how to use a computer.

instead of in a dark alley or convenience store. "With the Internet and the availability of electronic transfer, the world really is opening up to a terminal in which any enterprising criminal can get rid of his gun and sit down at a terminal and start hacking away," he said. "Many computer crimes are committed on bulletin boards, including child pornography and the selling of drugs."

"We spend so much time investigating the breaking and enterings and small larcenies from convenience stores that we often miss the larger computer crimes, which often go unnoticed. It only takes a few moments for an individual to sit at a computer and complete an international transfer of several million dollars against a country," he continued. "We typically spend a lot of time on personal threat crimes, such as the kid down the street who throws a brick in our front window, because

these types of crimes affect us personally."

One example of high-tech crime, he noted, is fraud and theft from bank automated teller machines. "Millions of dollars are stolen daily from ATMs," he said. "Criminals look for receipts and can print up cards quite easily and quickly. And with desktop publishing capabilities, passports, licenses and virtually any document can easily be produced. Crime is still sociological-based, but technology is being used to perpetrate the crime."

Lawver's job lets him meet people from a variety of states and countries and hear their stories of crime fighting, something he enjoys, but one thing remains the same. "No matter where you are, criminals are criminals," he said. "The names and faces change, but they're still breaking the law and taking advantage of people."

Parking improvements to add 216 new spaces; tickets will cost more

A parking improvement plan that will add 216 new parking spaces and address safety and convenience concerns of EMU faculty, staff and students was presented June 28 to the Board of Regents, which also approved an increase in fines for parking violations.

The parking improvement plan is designed to expand and maximize parking resources. In addition to adding 216 new spaces, it provides for improved bus service, better visitor and short-term parking and, to a minor extent, improves reserved parking for campus events.

Among the planned capital projects are a reconfiguration and refurbishment of the Ford Lot (across from Alexander Music Building) to provide 86 new parking spaces — most in a gated area for paid visitor and short-term parking — plus 20 additional student spots; and a reconfiguration of the McKenny Union Lot to better meet short-term and visitor parking needs. The planned McKenny reconfiguration will gate the lot, provide an attendant for information and revenue collection and improve the flow of traffic. The paid parking area will be increased by 145 spaces, thus providing 305 spaces for visitors, students, faculty and staff not

registered with the parking department. The rate for the McKenny lot will be no charge for the first 30 minutes and \$1 per hour thereafter, up to \$5 daily.

Other capital improvements include: the conversion of unused tennis and basketball courts near Hoyt Conference Center to Hoyt Conference/Towers parking, adding 80 spaces that will be designated as a student decal lot; the construction of an attended safety and information booth at the West Campus commuter lot; and the addition of 50 spaces to the Ann Street Lot.

The cost of the capital improvements, which will be funded out of existing parking reserves designated for that purpose, is estimated at \$525,000 in 1994-95.

Planned operational improvements include a change in the West Campus shuttle circuit to reduce the round trip time to 10 minutes; increased staff presence in the McKenny, Ford, College of Business, West Campus, Pease and Bowman lots to provide campus information and parking alternatives; and a requirement that all parking system users acquire a parking decal, even West Campus lot users who will be issued free decals for parking there. The purpose of requiring all users to

have decals is to identify users, collect parking data, improve safety and plan for future improvements.

In addition, as approved by the regents and supported by previously surveyed faculty, staff and students, increased parking fines are being adopted to serve as more of deterrent to parking system violators. Violations and their associated fee increases are as follows: parking in a restricted zone, from the current \$15 to \$25, reduced by 50 percent if paid in 24 hours; traffic hazard, from the current \$10 to \$25; parking in handicapped zone, from \$50 to \$100; prohibited parking on margin, grass or sidewalk, increased from \$10 to \$25; parking in violation/time restriction, from \$5 to \$10, but reduced by 50 percent if paid in 24 hours; parking in prohibited zone between 2 and 6 a.m., from the current \$10 to \$20, but reduced by 50 percent if paid in 24 hours; and overtime meter, from \$6 to \$10, with a 50 percent reduction if paid in 24 hours.

Although fines will be higher, the parking plan's operational and capital improvements are expected to reduce the number of violations issued, thus parking revenues from violations are expected to remain the same.

36 faculty are promoted

The Board of Regents June 28 accepted a report recognizing the promotions of 36 EMU faculty members.

The University's collective bargaining agreement with the EMU Chapter of the American Association of University Professors, the faculty union, provides that faculty are eligible to apply for promotion after two years as an instructor, four years as an assistant professor, and five years as an associate professor. Faculty who have served that requisite number of years are evaluated for promotion by standards provided in the EMU-AAUP Master Agreement and individual evaluation documents established by each academic department. The evaluations and standards address three areas of review: instructional effectiveness, scholarly and/or creative activity, and service.

Of the promotions, 19 are faculty in the College of Arts and Sciences, three are in the College of Business, five are in the College

of Education, six are in the College of Health and Human Services, two are in the College of Technology and one is in Learning Resources and Technologies.

Promoted from associate professor to full professor and their academic departments were: Dr. Ranjan Chaudhuri, Computer Science; Dr. William W. McMillan, Computer Science; Dr. Bill M. Woodland, Economics; Dr. Christopher E. Hee, Mathematics; Anne Beth Gajda, Music; Dr. Laura A. Reese, Political Science; Patricia M. Zimmer, Communication and Theatre Arts; Dr. Linda M. Woodland, Accounting; Dr. Trevor Gardner, Teacher Education; Dr. Georgea M. Langer, Teacher Education; and Dr. Elvia R. Krajewski-Jaime, Social Work.

Promoted from assistant to associate professor were: Dr. Jamin Eisenbach, Biology; Dr. Peter Reinthal, Biology; Dr. Sharon Erenburg, Economics; Dr.

Auxiliary, from page 1

percent for electricity and gas, with a 5 percent increase in electrical rates; and inflationary increases of 3 percent for food, dining supplies and other materials, plus a 5 percent increase in the cost of printing supplies.

The budget also provides for the payment of \$1.8 million in debt service and \$375,000 to the University's Facilities Plan.

By program area, the gross revenues and net income expected in 1994-95 are: Apartments, residence halls, rental properties, dining services and McKenny Union and conferences, \$21.4 million with no net income; University Health Services, \$1.7 million, netting \$39,299; Children's Institute, \$586,647, netting \$1,682; Student Media, \$322,224 with a net of \$5,250; University licensing, Campus Life and Recreation/Intramurals, \$537,322, with a net of \$7,942; Library Copy Center, \$133,590, netting \$1,045; computer sales, \$362,031, netting \$5,979; Kresge Environmental Education Center, \$65,514 with a net of \$998; telecommunication, \$100,000 with a net of \$16,146; and Parking and Paving and SEEUS, \$1.4 million with a net of \$2,088.

Other program areas and their 1994-95 gross revenue and net income budget goals are: Corporate Education Center, \$894,698 with a net of \$16,317; Huron Golf Club, \$1.5 million with a net of \$11,792; Centers for Corporate Training, \$692,000, netting \$18,087; Center for Public Service, \$213,032 with no net income; Center for Entrepreneurship, \$289,821, netting \$17,899; University Publications, \$1.04 million with a net of \$6,824; and Campus Copy, \$109,499 with a net deficit of \$16,526.

Focus EMU is published weekly from September to April and biweekly from May to August for the faculty and staff at Eastern Michigan University. The deadline to submit copy for consideration is 5 p.m. Tuesdays for the following week's issue. The deadline for submissions for "Events of the Week," which is prepared monthly, is the 15th of the month prior to the month the event will occur. Please send all submissions to: Editor, *Focus EMU*, Office of Public Information, 18 Welch Hall. Please direct any questions to (313) 487-4400.

Kathleen D. Tinney, assistant vice president, Executive Division
Susan Bairley, acting director, Office of Public Information
Debra McLean Fitzgerald, *Focus EMU* editor
Dick Schwarze, University photographer
Kirk Carman, student writer

Printed on recycled paper by the Tecumseh Herald, Tecumseh, Mich.; prepress linographic services by ImageSet of Ann Arbor.

Promoted, from page 3

Deborah M. Figart, Economics; Dr. Julia R. Myers, Art; Dr. Elisabeth Morgan, Foreign Languages and Bilingual Studies; Dr. Roger D. Long, History and Philosophy; Donald C. Hartmann, Music; Dr. David M. Pierce, Music; Dr. David O. Woike, Music; Dr. Linda J. Burilovich, Accounting; Dr. David L. Senteney, Accounting; Dr. Allison Harmon, Leadership and Counseling; Dr. Nancy L. Halmhuber, Special Education; Kenneth Schatz, Special Education; Bernard J. Atchison, Associated Health Professions; Dr. Louise V. Jones, Human, Environmental and Consumer Resources; Sylvia S. Gray, Social Work; Dr. (Tony) Fuh-Cwo Shiue, Industrial Technology; and Dr. Tracy S. Tillman, Industrial Technology.

Promoted from instructor to

assistant professor were: Carole Pawloski, Art; David Reid, Physics and Astronomy; Elizabeth Francis-Connelly, Associated Health Professions; Dr. Judith V. Olson, Associated Health Professions; and Heidi Mercado, Learning Resources and Technologies, Librarians.

The faculty contract provides that promotion increments be added to a faculty member's base salary totaling \$900 when promoted to assistant professor, \$1,400 when promoted to associate professor and \$1,800 when promoted to full professor. As such, the costs associated with these promotions will total \$52,300 in fiscal year 1994-95 and have been incorporated into that year's budget.

The promotions are effective Sept. 1, 1994.

AFSCME, from page 1

prescription co-pay, available only through the Preferred Provider Option, to \$5 per prescription. M-Care subscribers will have co-pays of \$10 per office visit, \$25 per emergency room visit, \$200 per inpatient hospitalization and \$7 per prescription. In addition, seniority employees may elect to "opt out" of medical benefits coverage provided through EMU if they receive health coverage through another employer and instead receive an allotment of \$75 per month as part of their regular pay.

The new contract also provides long term disability coverage for up to 60 percent of base monthly earnings for eligible and enrolled, regular full-time employees and provides a residual

life insurance amount of \$4,000 to retirees who are over 50 with more than 10 years of service.

In addition, the agreement provides for a four-day, 10-hour shift pilot program to be initiated this spring/summer and be evaluated for continuation after the start of the fall semester. It also includes language changes in several articles to reflect current practices and policies.

The new agreement is expected to cost the University an additional \$219,851 in 1993-94; and an added \$183,909 and \$195,904 in the contract's second and third years, respectively.

With approval of the agreement, the total current year compensation budget for AFSCME employees is \$7,572,717.

General Fund, from page 1

the budget include expenditure increases of \$4,496,593 for salary and contractual obligations; \$382,009 for scholarships and financial aid as approved by the board in March 1993; \$86,950 for graduate assistant tuition, to accommodate the new tuition rates in accordance with current policy; \$20,000 for the Athletics Promotions budget as designated in the 1990 Facilities Plan; \$145,154 in increased utility costs; \$35,571 in matching funds for the Michigan Department of Education Minority Teacher Incentive Grant and other adjustments netting an additional \$12,339 in expenditures.

In addition, the new budget

includes an increase of \$200,000 to the services, supplies and materials budget and budget reallocations that reduce expenditures by \$762,060.

The 1994-95 budget also includes \$2.1 million in funding for 16 University program improvements and \$198,637 for General Fee payments on behalf of students receiving full tuition and fee awards.

The combination of state appropriation and tuition revenue, if approved, will provide 96.4 percent of the revenue budget, unchanged from the prior year, with the appropriation providing 51.5 percent of total revenue, representing a slight change in the tuition/appropriation distribution.

OPENINGS

To be considered for vacant positions, all Promotional Openings Application Forms MUST BE SUBMITTED directly to the Employment/Affirmative Action Office and received no later than 4:45 p.m. on the expiration date. **NOTE: LATE OR INCOMPLETE FORMS WILL NOT BE ACCEPTED.**

The Employment/Affirmative Action Office announces the following vacancies. **The expiration date for applying for these positions is Tuesday, July 12, 1994.** Detailed job descriptions may be reviewed in Room 310 King Hall. Posting boards across campus also highlight necessary and desired qualifications. Locations of these boards are main traffic areas in: King Hall, McKenny Union, Roosevelt Hall, Business and Finance Building, Sill Hall, Pray-Harold, Rec/IM Building, Physical Plant, Mark Jefferson, Hoyt Meeting Center, Dining Commons I, University Library, Pierce and the Owen Building.

Vacancy information also may be obtained by calling our 24-hour Jobs Line at 487-2462. Employment/Affirmative Action office hours are Monday - Friday 9 a.m. to 4:50 p.m. TDD phone number is 487-0127.

EXTERNAL APPLICANTS MAY SUBMIT AN INITIAL APPLICATION TO OUR CS AND/OR FM POOL. ONLY INTERNAL APPLICANTS MAY BID ON A SPECIFIC POSITION.

CLERICAL/SECRETARIAL
(Minimum bi-weekly salary)*

CSBF9501 - CS-04 - \$611.25 - Cashier, Cashier's Office.

CSAA9501 - CS-04 - \$611.25 - Secretary II, Academic Advising Center.

CSAA9505 - CS-04 - \$611.25 - Secretary II, Student Teaching. Ability to work in high volume, customer service environment.

CSAA9502 - CS-05 - \$690.71 - Senior Secretary, Leadership & Counseling. Knowledge of Microsoft Word 5.1 desired.

CSAA9503 - CS-05 - \$690.71 - Senior Secretary, Accounting.

CSSA9501 - CS-05 - \$690.71 - Admissions Mail/EDI Clerk, Admissions. Ability to work in a high volume, customer service oriented environment.

CSAA9504 - CS-06 - \$753.27 - Administrative Secretary, Academic Affairs.

PROFESSIONAL/TECHNICAL
(Minimum bi-weekly salary)

PTEX9501 - PT-08 - \$1,101.81 - Coordinator, Sports Marketing, Promotions, and Ticket Operations, Athletics.

ADMINISTRATIVE/PROFESSIONAL
(Minimum semi-monthly salary)

APEX9501 - AP-08 - \$1,197.71 - Assistant to the Executive Director, University Computing.

*The pay rates stated above reflect the probationary rate for a newly hired EMU employee. Current bargaining unit members will be paid according to pay rates specified by the current UAW 1975 and AFSCME contracts.

An Affirmative Action/Equal Opportunity Employer

Improvements, from page 1

processing in University Development; \$43,323 in base funds for an associate director in Public Information; and \$839,845 in non-recurring funds for implementation of the Integrated Student Information System project.

• and in University Marketing and Student Affairs, \$22,920 in

base funds and \$21,378 in non-recurring funds to help establish a retention tracking system; \$54,923 added to the base for additional staff and funds for the cooperative education program; \$25,386 for secretarial support for the associate dean of students; and \$25,393 in base funds for a three-quarters time manager of regional admissions.

EMERGENCY ON CAMPUS?

CALL: 1-2-3

**EVENTS OF THE WEEK**

July 6 - 18

Sunday 10

SUMMER QUEST - EMU's ninth annual Summer Quest residential youth program for collegier-bound students in grades eight through 12 will begin today and run through Saturday, July 23. For more information, call 7-0902. All campus, all day

Monday 11

BASEBALL CAMP - A baseball camp for boys and girls ages 8-18 will begin today and run through Friday, July 15. The camp will focus on basic fundamental instruction. Call 7-0315 for more information. Oestrike Stadium, 8:30 a.m.

FUN CAMP - The Recreation/Intramural Department will sponsor the second two-week session of its annual sports activity day camp for children ages 9 to 14 today through Friday, July 22. For more information, call 7-1338. Olds Student Recreation Center, 9 a.m.

Tuesday 12

MEETING - The Executive Board of UAW Local 1976 will meet. Gallery I, McKenny Union, 12:10 p.m.

Wednesday 13

MEETING - The University Computing Advisory Council/ISIS Steering Committee will meet. Call 7-3141 for meeting location, noon

MEETING - The Executive Board of UAW Local 1976 will meet. Gallery I, McKenny Union, 12:10 p.m.

Friday 15

WORKSHOP - The Benefits Office will hold an orientation workshop for new EMU employees. Call 7-3195 for more information. 205 Welch Hall, 8:30 a.m.

Saturday 16

BASKETBALL CAMP - The women's basketball program will host a one-day scrimmage team camp for girls. For more information, call 7-2315. Bowen Field House, 8 a.m.