

California State University, San Bernardino

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Friday Bulletin

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OCT 8 1984

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OCTOBER 5, 1984

THE BULLETIN

California State University, San Bernardino

Dr. Stella Clark Named Acting Humanities Dean

For the second time in its 20 years, Cal State, San Bernardino will have a woman serving as acting dean of a school when Dr. Stella Clark, professor of Spanish, becomes acting dean of the School of Humanities Dec. 1.

She will succeed Dr. Irving Buchen, who leaves Nov. 30 for a position as vice chancellor of academic affairs at the University of Wisconsin, Stevens Point. A national search will be conducted for a permanent replacement.

Dr. Clark joined the Cal State faculty in 1971 after completing her Ph.D. at the University of Kansas. The following year, 1972-73, she served as associate dean of academic administration. She has been on the College Evaluation Committee (formerly the RPT Committee), serving last year as chair; was acting chair of the Department of Foreign Languages in spring 1980; and was the scheduling coordinator for the School of Humanities for six years.

Born in Mexico, Dr. Clark received her bachelor's degree from the University of Mississippi and her M.A. from KU. She taught at KU while completing her doctorate and was instructor in Spanish at a summer music and arts camp for high school students. She and her husband, Jose, a librarian, live in Highland.

In announcing her appointment, Acting Vice President for Academic Affairs Ward McAfee expressed confidence in Dr. Clark's abilities. "An acting position is a delicate one, but Stella has the proven personal tact and business-like efficiency to meet this challenge."

"The support I have received from people all over the campus is overwhelming," Dr. Clark commented. "I very much look forward to representing the School of Humanities faculty and staff for whom I have a great deal of respect. I can only promise them my best efforts to bring to the job the energy and enthusiasm Dean Buchen demonstrated."

The first acting dean of a school was the late Dr. Florence Mote, who headed the School of Education in 1975-76.

Pedestrians Beware! Mall Walk To Be Repaired

create an inconvenience to pedestrians and handicapped persons moving between the three buildings.

Raised and broken concrete in the Mall area between the Administration, Visual Arts and Student Services Buildings will be removed and replaced. The repair project, which will begin Monday, will

"The contractor has assured us he will do all that is possible to keep the disruption to a minimum," said Bob Lohnes, assistant director of plant operations, in urging campus personnel to use caution in the area during the next three weeks. The handicapped ramp leading from the mall to the Student Services Building also will be out of service for repairs during a part of this time. Contractor for the project, which will cost about \$23,000, is S and K Equipment Co. of Colton.

Three Coyote Teams Face Saturday Meets

Continuing to demonstrate strong, competitive play, the youthful Coyote teams move into a full day of competition tomorrow (Saturday).

Two events will be at home. The men's and women's cross country teams host Christ College of Irvine at 9:30 a.m. tomorrow. The men sport a 3-0 record and the women 2-0, following victories over Chapman last week.

In its second home game, the women's volleyball squad defends its 2-1 record against visiting Southern California College from Costa Mesa at 7:30 p.m. tomorrow, culminating a three-match week. The women defeated Christ College in all three games last Tuesday and traveled to Whittier last night (Thursday).

On the road for the next three games, the soccer team faces Pomona-Pitzer there at 10 a.m., Saturday. Both games next week are away, at Christ College Tuesday at 3 p.m. and at West Coast Christian in Fresno at 11 a.m., Saturday, Oct. 13. Soccer, which has the fullest schedule of the three initial sports, racked up a 9-0 win over Christ College Tuesday, giving them a 4-1 season record.

The volleyball team also takes to the road next Tuesday, facing Life Bible College in Los Angeles at 8 p.m. Next week's competition in cross country is Wednesday, Oct. 10, 3:30 p.m. at home, with repeat meets with LaVerne. The Coyotes won the initial round.

Athletic Director Reg Price expressed pleasure with the progress of the university's first intercollegiate teams. Initial attendance at home games has demonstrated campus interest in the Coyotes. However, Price said he knew the players themselves would appreciate more spectator support.

Lecturer To Discuss Situation In El Salvador

One of the two representatives in the U.S. of the FMLN/FDR, the rebel organization in El Salvador, will discuss the current situation in his country at 8 p.m., Wednesday, Oct. 10 in the Student Union Multipurpose Room.

Alberto Arene Will speak on "Duarte's Showtime is Over: An Analysis of the Current Situation in El Salvador." This will be his only appearance in this area.

The FMLN (Farabundo Marti National Liberation Front) is the military arm and the FDR (Democratic Revolutionary Front) is the political arm of the rebel organization, explained Dr. Tom Meisenhelder, from the U.S. Out of Central America Club which is sponsoring the talk.

No Holiday Monday

Monday, the official observance of Columbus Day, will be work and classes as usual for the University. The time will be used for a holiday on the Friday after Thanksgiving.

The California State University, San Bernardino BULLETIN is published by the Public Affairs Office, AD 117, Ext. 7558. Items for publication should be received in writing by noon Tuesday

Edna Steirman, Director of Public Affairs

Editor

Calendar Items Ruth Moran

Volume 20

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No. 5

Affirmative Action Committee Created

A concerted effort to overcome underrepresentation by women and minorities on campus is being launched by President Anthony H. Evans with the formation of a University Affirmative Action Advisory Committee.

To reinforce his concern for affirmative action, the president sent to all employees a request for nominations for membership on the new permanent committee, which will be advisory to him. Nominations--of one's self or of others--should be sent directly to the President's Office by Friday, Oct. 12.

In his state-of-the-university convocation address last month, President Evans spoke of his concerns as well as those of the Western Assn. of Schools and Colleges, the agency which granted the university a rare 10-year accreditation this summer.

During the summer the president created and met with an ad hoc committee on affirmative action to begin planning. This body also recommended establishment of a permanent committee to address issues of underrepresentation.

The new committee authorized by President Evans will include representation from faculty, staff and students. It will monitor recruiting efforts for women and minorities, consider retention and training programs, and review and distribute statistical data showing the university's efforts and its status with regard to area population.

One of the major recommendations coming from the WASC visitation team was that the institution "make a renewed commitment to affirmative action in recruitment (students and faculty), hiring and promotion."

"If the institution is to serve larger numbers of Asians, Mexican-Americans, Hispanic, Blacks and women students in the future, it will need significantly larger numbers of faculty and staff members from these groups as a resource for effective and appropriate response to academic and support programs," the WASC report commented.

Wendy Pederson, acting personnel officer, and Dr. J. C. Robinson, associate vice president for academic personnel, will serve as resources for the committee.

"Because of the growth of our population area and the conferral of university status for the institution, it is now time for us to take a good internal look at ourselves and what we want to be," said Ms. Pederson.

On the staff side of the campus, overall statistics for employment of women and minorities look good. "We employ women and minorities at percentages above the population in the San Bernardino-Riverside-Ontario Standard Metropolitan Statistical Area," Ms. Pederson said. The university has 59 percent women, compared to 51 percent in the SMSA, and 27 percent minorities, compared to 26.5 percent total minority population in the SMSA.

"However, when you look at specific occupational units, we are in some trouble," the head of staff personnel said. "In certain occupational areas, such as directors and managers, we are underrepresented. We also need to strengthen upward mobility for our staff members."

Statistics from the Personnel Office, always under review and revision, indicate the campus is above the SMSA in the lower-paying, blue collar and traditionally-female jobs. In some male-dominated fields, the campus needs additional women employees, as well.

(continued on next page)

Affirmative Action (continued from prior page)

Speaking from the faculty side of the problem, Dr. Robinson commented, "We cannot continue to do business as usual in the recruiting process. If we do, the results will be the same as in the past--a pool of white males."

Because the campus does not even receive the desired breadth in its application pool, creative avenues of recruiting must be formulated to get women minorities as candidates, Dr. Robinson continued. Traditionally, the college has inserted its position announcements in The Chronicle of Higher Education and professional journals which are not well read by the average minority faculty member, he continued. The "old boy network" also is a factor in faculty tending to hire people like themselves.

The underrepresentation of women and minorities in academic administration is being alleviated temporarily by acting appointments and hope was expressed that the ensuing searches for permanent appointments will produce a broad range of candidates.

As on the staff side of the campus, the academic side must make increased efforts to improve the possibilities that women and minorities will be reappointed and subsequently helped to obtain tenure and promotion, Dr. Robinson added.

The faculty affirmative action program, funded by the Chancellor's Office, is especially designed to aid women and minorities with professional advancement. Requests for proposals to be funded under the program went only to the underrepresented categories, the associate vice president indicated. Faculty professional development grants, instituted by President Evans last spring with university funds, are for everyone.

Appeals for input from the campus community have been issued by both the president and the administrators concerned with implementation of existing and future programs.

"The Personnel Office wants suggestions from employees on avenues for eliminating underrepresentation in any and all job categories," said Ms. Pederson.

"We need and want your help in the months ahead," concluded President Evans in his appeal to all faculty and staff for assistance in the creation of the new, critically important committee.

Professional Opportunities

Los Angeles Community College District--Vice Chancellor of Personnel Services. Apply by 4:30 p.m., Nov. 2, 1984. Further information is posted on the bulletin board in the Administration Building lobby.

Community Service

Dr. Martha Kazlo (Counseling and Testing Center) discussed the Adult College Opportunity Program at a meeting of the Sundowners Chapter of the American Business Women's Assn. Sept. 11 in San Bernardino. Helga Lingren (Student Union) is program chairman for the chapter.

Jo Ann Von Wald (Registrar) was elected first vice president of the San Bernardino-Mexicali-Villahermosa Sister City Committee for 1984-85.

Noteworthy

Dr. Aurora T. Payad (Public Administration) has received word that Garland Publishing Inc. has accepted for publication her book, Organizational Behavior in America's Public Sector: An Annotated

Bibliography. Publication will be in 1985.

Professional Activities

Dr. Richard Botting (Computer Science) will present a paper, "Fred: A Friendly Editor," at the Western Educational Computing Conference Nov. 15-16 in San Diego.

Dr. Irving Buchen (Humanities) will present a paper on "The Future of 1984" and will be a panelist on "Technology and the Arts: Enemies or Allies?" at the annual meeting of the Society for the History of Technology Nov. 1-6 in Cambridge, MA.

Dr. Louise Burton (Education) has been appointed to the Caucus Teacher Awards Committee of the Teacher Education Division of the National Council for Exceptional Children.

Dr. Alexander Sokoloff (Biology) presented a paper and was co-chair of a session at the XVII International Congress of Entomology in Hamburg, Germany in August.

Clarification

Jean Peacock is currently serving under a 30-day emergency temporary appointment as half-time director of the Learning Center, while a search is conducted to fill the half-time position on a temporary basis until June 30, 1985. Ms. Peacock's emergency appointment is from Sept. 19 to Oct. 18.

She now also is a half-time director of the SAIL Program, which she founded, and in the dual position is responsible for coordination of retention services.

To correct a typographical error in last Friday's Bulletin, Mrs. Binney is EOP tutor coordinator, supervising a cadre of student tutors.

Oktoberfest Reservations Requested By Thursday

Reservations for the Oktoberfest sponsored by the Cal State Associates and open to all faculty and staff should be made by Thursday, Oct. 11 with DeAnn Kubitza, Executive Dean's Office, Ext. 7413.

The potluck, with members providing the food and newcomers as guests, will begin at 5:30 p.m., Saturday, Oct. 13 in the lower Commons. After dinner, participants are invited to stay for an informal evening or to attend the women's volleyball game in the gymnasium.

Mumps, Measles, Rubella Immunization Available

Because a few epidemics of measles, mumps or rubella have occurred at various universities in the past two years, the Health Center is making a combined immunization for all three available to faculty and

staff, Dr. James R. Savage, medical director, announced.

The vaccine will be available from Oct. 8-19. Appointments must be made in advance with the Health Center, Ext.7641. The \$5 charge is payable at the Health Center.

Individuals who have an allergic reaction to eggs or to neomycin, who are pregnant, or who have altered immune deficiency syndrome (AIDS) should not receive this immunization, Dr. Savage advised.

United Way Campaign To Be Launched Monday

Business Manager Leonard Farwell is campus chairman for the 1984 Arrowhead United Way campaign, which will run from Oct. 8 through Oct. 26. The campus goal of \$13,346 represents a 12 percent increase over last year's contribution of \$11,904.

"All members of the campus community are asked to give serious consideration to participating in this year's United Way campaign," said Farwell. "Last year, 39 percent gave and we hope we can increase that to 50 percent this year."

Assisting Farwell as volunteer coordinator is Richard Bennecke, alumni affairs director. Thirty-eight volunteers from all areas of the campus will be contacting individuals during the three-week campaign.

Sympathy

The college community extends deepest sympathy to John Overton (Custodial Services) on the death of his wife, Camilla, on Sept. 30 following a lengthy illness. Services were yesterday morning at the Loveland Church in Fontana. In addition to her widower, Mrs. Overton is survived by three sons, two daughters, two sisters and 12 grandchildren.

Employment Opportunities

(Applications will be accepted from 2 p.m., today until 2 p.m., Oct. 19.)

SAIL

(Not state position)

Junior Counselor--\$8.42-\$9.18/hr.;
approx. 20 hrs. per week; temporary
to June 30, 1985; two positions
available.

Personnel

NEW TO THE UNIVERSITY

Full-time, permanent

Rodney Snodgrass
Building Services Engineer
Heating and Air Conditioning
Ext. 7436, HA 1

Full-time, temporary

Cathy Young
Dispatcher
Public Safety
Ext. 7555, HA 3
to June 30, 1985

Patricia Garcia
Secretary/Receptionist
Children's Center
Ext. 7724, Children's Center
to June 14, 1985

Part-time, temporary

Mary Dimon
Reading Specialist
SAIL
Ext. 7723, SS-123
to June 30, 1985

Michelle Espinoza
Teacher
Children's Center
Ext. 7724, Children's Center
to June 14, 1985

RETURNING TO THE UNIVERSITY

Full-time, permanent

Susan Garcia
Athletic Equipment Attendant II
Physical Education and Recreation
Ext. 7568, PE 150

Full-time, temporary

Jimmie Glass
Clerical Assistant IIA
Learning Center
Ext. 7612, PL 37
to June 30, 1985

Victoria Keating
Assistant Director
Children's Center
Ext. 7724, Children's Center
to June 14, 1985

Part-time, temporary

Shirley Northcutt
Teacher
Children's Center
Ext. 7724, Children's Center
to June 14, 1985

CHANGE IN POSITION

Full-time, permanent

Anita Perry
Administrative Aide
School of Education
Ext. 7571, PL 567
from: Clerical Assistant IIIA
Records

Part-time, temporary

M. Jean Peacock
Senior Project Director
SAIL, half-time
Ext. 7673, T-1B
from: Project Director
SAIL, full-time
to June 30, 1985

TEMPORARY TO PROBATIONARY APPOINTMENT

Full-time, permanent

Linda Rogers
Clerical Assistant IIA
Records
Ext. 7317, SS 107

LEAVING THE UNIVERSITY

William G. Ekaitis
Warehouse Worker A
Plant Operations
effective Oct. 5, 1984

Announcing

FRIDAY, October 5

9:00 a.m. Intramural tennis tournament
 Noon Entry deadline and meeting: Intramural 3:3 basketball
 Noon Associated Students Board meeting
 1:00 p.m. Intramural flag football begins
 1:00 p.m. Informal recreation
 2:00 p.m. Movie: "10"
 9:00 p.m. Associated Students dance

Courts
 PE 120
 S.U. Senate Room
 Fields
 Gym & Pool
 SUMP Room
 SUMP Room

SATURDAY, October 6

9:30 a.m. MEN'S AND WOMEN'S CROSS COUNTRY vs. CHRIST COLLEGE
 10:00 a.m. Men's Soccer vs. Pomona-Pitzer
 7:30 p.m. WOMEN'S VOLLEYBALL vs. SOUTHERN CALIFORNIA COLLEGE

Home
 Away
 Home

SUNDAY, October 7

9:00 a.m. Intramural tennis tournament
 1:00 p.m. Informal recreation

Courts
 Gym & Pool

MONDAY, October 8

10:30 a.m. COLUMBUS DAY/NOT A HOLIDAY
 Noon Committee for Clubs
 Noon University Republicans
 Noon Newman Club
 Noon Uni Phi meeting
 2:30 p.m. Intramural 3:3 basketball
 4:45 p.m. Jazzercise
 6:00 p.m. Aerobics

S.U. Senate Room
 C 219
 S.U. Mtg. Room A
 S.U. Senate Room
 Gym
 SUMP Room
 SUMP Room

TUESDAY, October 9

Noon Alpha Kappa Psi
 Noon MEChA
 1:00 p.m. LDSSA
 3:00 p.m. Men's Soccer vs. Christ College
 4:00 p.m. Aerobics
 5:00 p.m. Public Administration Club
 6:00 p.m. Movie: "9 to 5"
 8:00 p.m. Women's Volleyball vs. Life Bible College

S.U. Mtg. Rooms A&B
 S.U. Senate Room
 S.U. Mtg. Room A
 Away
 SUMP Room
 S.U. Senate Room
 SUMP Room
 Away

WEDNESDAY, October 10

Noon CENSUS DATE/LAST DAY TO DROP CLASSES
 Noon Uni Phi social-luncheon
 Noon Alpha Kappa Psi
 Noon Cal State Organization for College Women
 Noon Management Information Association
 2:30 p.m. Intramural 3:3 basketball
 2:45 p.m. Psi Chi
 3:30 p.m. MEN'S AND WOMEN'S CROSS COUNTRY vs. LA VERNE
 4:45 p.m. Jazzercise
 6:00 p.m. Aerobics
 7:00 p.m. ESCAPE meeting

C 104
 S.U. Senate Room
 S.U. Mtg. Rooms A&B
 C-125
 Gym
 PS 224
 Home
 SUMP Room
 SUMP Room
 S.U. Senate Room

THURSDAY, October 11

1:00 p.m. LAST DAY TO FILE GRAD CHECK FOR MARCH GRADUATION
 2:00 p.m. LDSSA
 4:00 p.m. Adult College Opportunity Program seminar
 4:00 p.m. Aerobics
 4:00 p.m. Graphics Artist Group
 6:00 p.m. Movie: "9 to 5"
 6:30 p.m. Campus Crusade for Christ
 7:30 p.m. Woodpusher's Anonymous
 8:00 p.m. Intramural men's volleyball doubles

S.U. Mtg. Room A
 PL 241
 SUMP Room
 VA 104
 S.U. Lobby
 C 104
 S.U. Mtg. Rooms A&B,
 Gym

FRIDAY, October 12

Noon Black Faculty Assn.
 Noon Associated Students Board meeting
 1:00 p.m. Intramural flag football
 2:00 p.m. Movie: "9 to 5"
 9:00 p.m. Associated Students Dance

S.U. Mtg. Rooms A&B
 S.U. Senate Room
 Fields
 SUMP Room
 SUMP Room