

California State University, San Bernardino

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BULLETIN

November 6, 1987

California State University, San Bernardino

Faculty Unit May Receive Golden Handshake

The early retirement plan, informally known as the golden handshake, may become available for CSU faculty next summer.

The plan, which gives participants in Unit 3 two additional years of service credit, has been endorsed by the CSU and the State Department of Finance. The final approval must come from the Legislative budget and fiscal committees, which have 30 days from Oct. 20 to respond to the fiscal ramifications.

Because of the shortness of the response period, the Chancellor's Office has requested campuses to implement the procedures of securing applications from eligible faculty.

Faculty who wish to participate must provide written notice to the Academic Personnel Office, Ad 109, prior to Jan. 1, 1988, the date stipulated in the CSU agreement with the California Faculty Association. The notice is not a binding commitment and may be withdrawn.

The retirement must commence between July 1 and Aug. 31, 1988.

To be eligible for the plan, a faculty member covered by PERS must be at least 50 years old by the retirement date and must have five years or more of covered service.

The formula for retirement salary is based on age at retirement,

years of covered service and final compensation. Accumulated sick leave also may be converted to service credit at the rate of .004 years for each eight hours of sick leave (250 days of sick leave equals one year of service credit).

Faculty who retire with the golden handshake may not participate in the Faculty Early Retirement Program (FERP), which allows them to continue teaching limited units after retirement.

Joyce Brothers to Speak Nov. 11

Dr. Joyce Brothers, psychologist, columnist, author and media personality, will speak on campus Wednesday evening, Nov. 11.

The lecture, at 8 p.m. in the Upper Commons, is free to CSUSB faculty, staff and students. The free passes for admission should be secured in advance from the box office in the Student Union. Box office hours are 11 a.m.-7 p.m., Monday-Thursday and 11 a.m.-5 p.m., Friday. General admission for the public is \$2 at the door.

A person of limitless energy, Dr. Brothers has been listed on a variety of polls as one of the most admired women in America. She has received top recognition on lists prepared by George Gallop, the United Press International, Good Housekeeping and in a survey of college students.

She is a regular columnist for Good Housekeeping and writes a daily column that is published in more than 350 newspapers. Her books have been translated into 26

languages. She is heard on NBC radio's Newslines.

Dr. Brothers, who earned her Ph.D. from Columbia University, was on the faculty at Hunter College and Columbia for six years.

Her talk here, titled "Discovering Your Hidden Powers," is sponsored by the Intellectual Life and Visiting Scholars Committee.

CVC Exploding With Growth

The last section of the long-awaited, three modular classroom-office buildings for the Coachella Valley Center arrived Wednesday.

Work underway at the university's satellite campus at College of the Desert also includes installation of walkways, electrical service and finishing details on the modular structures. The units, which will provide eight classrooms plus office space, are scheduled to be ready for occupancy with the beginning of the winter quarter.

This fall 403 students are enrolled in classes offered through the center, for a 70 percent increase over last fall, according to Dr. Catherine Gannon, center director.

The rapid growth posed special problems in finding quarters for classes. Rooms at the new Palm Desert High School are currently being used.

The growth in enrollment shows the university is tapping into a real need in the Coachella Valley, noted Dr. Gannon, who had expected 300 students this fall. "We have doubled the number of classes and expanded our programs here."

Comedy Begins Drama Season

A contemporary award-winning comedy, "The Marriage of Bette and Boo," will launch the theatre season Thursday, Nov. 12.

Performances will continue Nov. 13-14 and 18-21. Curtain time is 8:15 p.m.

A 1985 Obie winner, the play has been called a "furiously funny yet devastatingly sad family album." The playwright, Christopher Durang, takes a "somewhat irreverent view of the family, the church and marriage," said Dr. William Slout, the director.

Admission is \$6 general and \$3 for students and senior citizens. Tickets are on sale at the Theatre Arts Office, CA 175.

Excommunicated Morman To Speak Here Nov. 16

Dr. Sonia Johnson, excommunicated from the Morman Church for her support of the Equal Rights Amendment, will speak here Monday evening, Nov. 16 as part of the Women in the World Series.

A women's rights advocate since 1980, Dr. Johnson first made headlines when she was excommunicated and later was in the news as the first woman to run for president of the United States in a general election. She was the first alternative candidate to gain federal funding for her presidential campaign.

Dr. Johnson's lecture, to begin at 7 p.m. in the Recital Hall, is on the topic of her new book, "Going Out of Our Minds: The Metaphysics of Liberation." She is expected to discuss the history of the women's movement, the nature of

revolutionary activity and her programs for making changes in cultural paradigms.

Dr. Johnson received her doctorate from Rutgers University in 1965 and taught English for 15 years at universities in the U.S. and abroad.

The lecture, which is free, is sponsored by the Intellectual Life and Visiting Scholars Committee.

New Employees Reminded About Vision Plan

New staff and faculty may still have time to enroll in the employer-paid vision plan, although the deadline is running out, reminds Marjorie Callaghan, benefits officer in the Personnel Office.

Staff who were employed May 1 or later and faculty who went on the payroll Aug. 1 or later still are eligible for enrollment in the vision care program. All new employees have 60 days from date of employment to enroll in the vision, medical or dental plans. Further information is available from Personnel, Ext. 7205.

CDO Program Opens New Doors for Bookman

A dream, a long-term goal and a couple of short-term training opportunities are helping Tyrone Bookman progress in his career.

Employed by the university as a groundsworker since May 1984, he was selected for the first class in the Career Development Opportunity Program (CDO) last winter.

During the five months in the program, he spent three days a week on his grounds job and the

remaining two days attending training seminars and working in the Physical Plant Office.

The CDO program gave him the opportunity to move into an administrative trainee program in the Physical Plant, where he is broadening his scope of experiences. He was recommended by his mentor, Plant Operations Director David DeMauro, for the trainee program which was established by the CSU Chancellor's Office for personnel in the Plant Operations area.

Having a career goal plus an interest in furthering his education has helped him to be selected for these programs, Bookman believes.

Many years ago, whenever he passed by a university campus, Bookman would tell himself, "one of these days I'm going to be a student." That part of his dream became a reality when he enrolled in San Bernardino Valley College in 1983 after his discharge from the Air Force. When he learned of an opening on the grounds crew at Cal State, he applied. Landscaping had been a hobby for a long time and he had knowledge in that field.

"The CDO program came along at the most opportune time," he said. "I'd just finished my A.A. in liberal arts at Valley and was enrolling in the public administration program here."

Bookman's immediate objectives were to take advantage of his education and to move into the "ground level" of management.

His training was as a planner-estimator-scheduler and he spent time in budgeting, accounting, purchasing and personnel. He developed a landscaping project for the front of the Biology Building, worked on extension of the Biology parking lot and prepared plans for drinking fountains in the Commons. He gained new experience in analyzing a problem, designing a solution, scheduling personnel,

estimating costs and monitoring the flow, he explained.

What was his most satisfying experience in the CDO program? "There were a lot of them--the realization of an intermediate goal, working with some one like Dave DeMauro and it makes you feel good to know that education and training do pay off," he said.

DeMauro recommended Bookman for the next level, the administrative trainee program. "Tyrone has actively pursued a management position by taking college classes and attending seminars and training sessions," said DeMauro. "He graduated from SBVC and is taking classes here at CSUSB two nights a week. He is ambitious and a hard worker. He identifies problems and finds means to solve them."

As an administrative trainee, Bookman will get additional experience in Physical Plant planning, estimating, budgeting and labor relations, according to the director. The program continues through April.

Bookman's long range goals are to complete his B.A. and then pursue a job with increased responsibilities--perhaps as a senior planner, an assistant director or a parks director.

Based on his experiences, what advice would he give to some one else considering the CDO program? "I'd suggest that they target a specific area. The program is designed for people who have already begun to plan their life's goals. The interviewers ask why you are interested and where you want to go."

The program is good for the organization and it's good for the people, Bookman believes. "It speaks well for the institution which puts a lot of effort into giving its people upward mobility."

DeMauro echoes support for the in-house training programs. "I strongly encourage employees to pursue training which will enhance their career. Opportunities are available through college courses (fee waivers), the Career Development Opportunity Program and many other programs."

Registrations Accepted For Workshop

All employees who have submitted cards indicating interest in the Career Development Program are encouraged to attend an all-day workshop Monday, Nov. 9, announced Dee Thomas, training coordinator in the Personnel Office.

The CDO seminar, conducted by Mrs. Denise Greenstein of Career Innovators, will cover such topics as career families, professional goals and objectives, personal values and job environments, information sources and networking.

The session will be held from 9 a.m. to 5 p.m. in the Eucalyptus Room of the Commons. Registrations must be made with Pat Hutchins in Personnel, Ext. 7205.

Fee Waiver Is Super Bargain

The best bargain in town, even better than double coupons . . . that's the CSU fee waiver program. Where else can an employee get a \$122 or \$210 item for only \$3?

An employee benefit, the fee waiver program enables staff and faculty to take one or two classes for \$3 per quarter, rather than the normal \$122 (for six units or less) or \$210 (for 6.1 or more units).

Employees who want to continue their formal education should begin submitting their applications for the fee waiver program now, reminds Carlos Marquez (Personnel).

The deadline for applications for winter quarter is Jan. 4. However, employees should apply as early as possible to be considered for computer-assisted registration (CAR) and the waiver program, he stressed.

Permanent employees, both full and part-time, and full-time probationary personnel are eligible for the program. Student assistants are not.

Courses taken under the fee waiver program must be job related or part of an employee's career-development plan.

The amount of the waiver is determined by the individual's bargaining unit. Employees in units 1, 2, 3, 5, 6, 7, 8 and 9 may have up to two courses waived. Those in Unit 4 may take up to 6 units under the waiver. For employees in management, supervisory and confidential categories, the maximum waiver is two courses or six units, whichever is greater.

The following fees are fully waived: application, student service, identification card and instructionally related activity, Marquez said. Participants will pay \$1 for each of the following fees: Associated Students, Student Union and health facilities. Any other fees applicable to the employee's program are assessed at the regular rate.

If employees take more than the two courses, they must pay the difference between the fees for a full-time student and a part-time student. Additional courses would be approximately \$90.

Further information on the fee waiver program and the application deadlines is available from Marquez, Ext. 7205, SS 151.

Training Courses Include Topics In Health, Earthquakes, Business

A variety of seminars for employees are being scheduled in November by the University Training Committee, announced Dee Thomas (Personnel).

The topics include earthquake preparedness, performance evaluations, stress management, business office procedures, nutrition and exercise and CPR.

Precautionary measures to be taken during an earthquake disaster will be explored in "Earthquake Preparedness," offered from 9-10 a.m., Friday, Nov. 13, Monday, Nov. 16 and Tuesday, Nov. 17.

A seminar in interpreting labor contracts and in writing effective performance evaluations will be presented by Dale West, personnel officer, and Ms. Thomas Tuesday, Nov. 17 and Thursday, Nov. 19. New performance evaluation forms will be explained. This class, which will meet from 8 a.m. to noon, is for managers and supervisors who are responsible for writing performance evaluations for their staff members.

A participatory "Stress Management Workshop" will be conducted by Dr. Steve Levy (Management) from 2 to 4 p.m., Wednesday, Nov. 18. Participants should plan to become actively involved in the three exercises in interpersonal contact activities, coping skills and intersocial support programs, Thomas said.

Kathy Shepard (Purchasing) will explain "Business Office Procedures" from 9:30 a.m. to noon, Friday, Nov. 20.

Dr. Sandra Cross (Health Science and Human Ecology) will

show her class how to celebrate the culinary treats of the holidays without visible after effects in "Nutrition, Exercise and Girth Control." This seminar will meet from 10 a.m. to noon, Monday, Nov. 23.

Enrollments will be limited for the CPR workshop taught by Greg Thomson (Housing) and Quentin Moses (Student Services) in four two-hour sessions Monday, Nov. 30, through Thursday, Dec. 3. The class will meet from 1:15 to 3:15 p.m. daily. Because the class is limited to 18, early enrollment is advised by Thomas.

Employees interested in participating should call the Personnel Office, Ext. 7205, for information and enrollment. Training application forms also will be available in a Training Schedule booklet, to be distributed later this month.

Holiday Greetings Support Scholarships

A unique holiday greeting card designed by William Shum (Facilities Planning) will be sent to all faculty and staff who donate to the Cal State Associates scholarship fund.

The greeting card/scholarship fund is a unique way to send best wishes of the season to colleagues at the university, explained Linda Pederson, project chairman. "In exchange for your support, this special card will extend greetings on your behalf to all donors."

The tax-deductible contributions will increase the amount or number of scholarships awarded each spring to Cal State students.

Checks, made payable to the Cal State Associates, should be sent to Mrs. Pederson at 2939 Stoddard,

San Bernardino 92405, or to Beverly Dyer, Foundation Office, SS 128 by Dec. 2.

Soccer Team Wins Post-Season Bid

The university's soccer team, currently ranked seventh in the nation in NACC Division III, has received its first post-season invitation.

The West Region competition begins today (Friday, Nov. 6) at UC, San Diego. In the first round, the Coyotes face the University of LaVerne at 11 a.m., today. The final round will be played tomorrow, Nov. 7.

Schools in the regional event are St. Thomas of Minnesota, LaVerne, UCSD and Cal State, San Bernardino. The Coyotes have played only one of these teams, UCSD, which they beat 2-1 in overtime. The Coyotes now are ranked first in the West Region.

Posting its finest season, the team currently is 12-2-3. The final game of the season was Wednesday. Carlos Juarez is completing his third year as soccer coach.

New Bookcases Are Available For Faculty

New bookcases, designed to restrain books during an earthquake, have been purchased by Academic Resources for faculty offices. Faculty who wish to exchange their units should call their school office, said Dr. Amer El-Ahraf (Academic Resources).

The steel, open-front bookcases are constructed with a lip on the front edge to hold books during a shaking. The shelves are 12 inches deep and can be adjusted in height.

Counselors Start Support Groups

Support groups for singles and adult children of alcoholics are being formed by the staff of the Counseling Center.

The singles group, which will meet from 5 to 6:30 p.m., Thursdays beginning Nov. 12, is open to faculty, staff and students. The Counseling Center will assist in getting the group organized and structured into a self-help group.

The 12-step program for adults who were raised in dysfunctional families is not limited to alcohol abuse, the center said. The self-help group will meet from 4 to 6 p.m., Mondays and 7 to 9 p.m., Tuesdays.

Further information on both groups is available from the Counseling Center, Ext. 7437.

Community Service

Dr. Russell Barber (Anthropology) spoke to the North San Bernardino Rotary Club Sept. 24 on "Archaeology of the Fairview School." He also spoke to a San Bernardino Rotary Life Group Oct. 13 on "Community Service Through Archaeology" and to Banning High School students Oct. 28 on "Archaeology as a Career."

Dr. David Bellis (Public Administration) has been elected chairman of the Board of Directors of San Bernardino Downtown Mainstream, Inc., a private, non-profit corporation formed to spearhead the revitalization of downtown San Bernardino. The project will include \$2.4 million in public improvements and programs to attract and retain businesses to the downtown area.

Dr. Robert Blackey (History) gave a lecture-slide presentation to a history class at Cajon High School Nov. 4.

Dr. Keith Dolan (Education) discussed "Famous Sports Figures" at the Oct. 21 meeting of the Uptown Exchange Club in San Bernardino.

Dr. B. H. (Pete) Fairchild (English) will give a poetry reading at UCR at 4 p.m., Nov. 12 in Room 2240 of Watkins Hall.

Dr. John Kaufman (Communication) spoke to journalism students at Rim of the World High School Oct. 8 about careers in mass communication.

Dr. Brij Khare (Political Science) made a presentation on "World Hunger" for the Koinonia Couples Club at the First Congregational Church of San Bernardino Nov. 3.

Joe Moran (Art) spoke to the Uptown Exchange Club of San Bernardino Oct. 28 on "Mexican Art."

Dr. James L. Mulvihill (Geography) spoke to the San Bernardino Lions Club Oct. 29 on "San Bernardino Building Moratorium and the General Plan."

Dr. Thomas Pierce (Economics) spoke to the Estate Planning Council Dec. 9 in San Bernardino.

Dr. Jerrold Pritchard (Academic Programs, Music) gave a presentation, "Music for Whistles, Flutes and Pipes," at the Oct. 24 PEO reciprocity luncheon in San Bernardino.

Dr. Walter Stewart, Jr. (Information and Decision Sciences) spoke to the Rubidoux Rotary Club Nov. 10 on "Managing Stress and Stressors."

Dr. Edward Teyber (Psychology) appeared on the public television program "Families Today" on Channel 33 Wednesday evenings during October. He discussed children, families and divorce.

Dr. Jan-Hendrik A. Vroom (Marketing) served as a resource person in a meetings and conventions planning seminar, organized by Westin Hotels and Resorts, Oct. 21 at the Century Plaza Hotel.

Personnel

NEW TO THE UNIVERSITY

Full-time permanent

Dr. Jill Rocha
Physician I, Health Center
Ext. 7641, HC 102

Part-time temporary to June 30, 1988

Tammara Horton
Clerical Assistant IIB, School of Business and Public Administration
Ext. 7531, AD 142

Jeanne Swann
Clerical Assistant IIA, Extended Education
Off-Campus Programs Office at Victor Valley College
(619) 245-0229, Room H, Building T-7

CHANGE IN POSITION

Full-time permanent

Gregory Thomson
Clerical Assistant IIIA, Event Scheduling Office
Ext. 7400, Morongo 119

Employment Opportunities

Applications will be accepted from 2 p.m., today for new positions until 2 p.m. on the dates listed. Current information on employment opportunities is available through a 24-hour hotline at Ext. 7762, which is updated at 2 p.m., Fridays.

ACCOUNTING: Intermediate Account Clerk--\$1371-\$1618/mo.; full-time, permanent. Apply by Nov. 6.

ADMISSIONS: Evaluator I--\$1842-\$2178/mo.; Evaluator I (trainee)--\$1743/mo.; full-time, permanent. Apply by Nov. 13.

BOOKSTORE: Receiving and Stock Clerk Trainee--\$4.86/hr.; variable hours, temporary. Apply by Nov. 17. (not a state position)

CHILDREN'S CENTER: Project Secretary A--\$7.17-\$8.43/hr.; part-time, temporary to June 30, 1988. (not a state position)

FINANCIAL AID: Clerical Assistant IIA--\$1332-\$1571/mo.; full-time, permanent. Apply by Nov. 6.

SCHOOL OF NATURAL SCIENCES: Secretary--\$1545-\$1829/mo.; full-time, permanent. Apply by Nov. 20.

UPWARD BOUND: Secretary--\$1383-\$1630/mo.; full-time, temporary. Apply by Nov. 20. (not a state position)

November Calendar

through Dec. 3

Art exhibit, "British Figurative Painting: Two Traditions," Art Gallery, hours: 9 a.m. to noon, 1-4 p.m., Monday through Friday; 6-9 p.m., Tuesday and Wednesday.

6 Saturday

Gospel concert headlined by Daz Patterson and the West Coast Singers, with choirs from the Loveland Baptist Church, the Community Missionary Baptist Church of Redlands and Faith Apostolic Church, 6 p.m., Recital Hall. Admission, \$8 adults, \$6 children.

11 Wednesday

Dr. Joyce Brothers, psychologist, author, commentator, speaking on "Discovering Your Hidden Power," 8 p.m., Upper Commons. Free to CSUSB students, faculty, staff; general admission \$2. Information Ext. 7496.

12 Thursday

Lecture on "Contemporary Problems of European Waterways and Inland Navigation," by Dr. Wlodzimierz Rydzkowski, assistant professor, Department of Transportation Economics, University of Gdansk, Poland, noon, Pine Room, Commons. Free. Fulbright scholar lecture series.

12 Thursday

Opening night for fall quarter drama production, "The Marriage of Bette and Boo," 8:15 p.m., Theatre. Performances continue Nov. 13-14 and 18-21. Admission, \$6 general; \$3 students and senior citizens. Information Ext. 7452.

12 Thursday

Magician Lee Gabrel in a performance-lecture, "Do Not Believe All You See or Hear," 8 p.m., SUMP. Admission, \$3 advance and \$4 door general; \$2 advance, \$3 door students. Information Ext. 7496.

16 Monday

Faculty lecture by Dr. Tom Nakayama, assistant professor of communication, "Understanding Translations as Rhetoric: Cicero as Greek Translator," noon PL 241. Free.

16 Monday

Lecture, "Going Out of Our Minds," by Dr. Sonia Johnson, feminist author, activist and speaker, 7 p.m., Recital Hall. Free.

17 Tuesday

A 1967 Nobel Prize winner in physiology, Dr. George Wald, professor of biology emeritus at Harvard, speaking on "Survival in a Lethal Society: How We Got Where We Are and What Lies Ahead," 8 p.m., Upper Commons. Free.

18 Wednesday

Lecture-demonstration on "Electronic Percussion through MIDI," by Efrain Toro, percussion product specialist for Roland Corp., noon, Recital Hall. Free.

18 Wednesday

Dr. William Minter, author of "King Solomon's Mines Revisited: Western Interests and the Burdened History of Southern Africa," speaking on "U.S. Foreign Policy and Southern Africa," 8 p.m., Recital Hall. Free.

18 Wednesday

Dr. Wayne Smith, adjunct professor of Latin American Studies at Johns Hopkins University and expert on Cuba, speaking at 6 p.m., PS 10. Free.

19 Thursday

"Superbudgeting," a lecture by Dr. Naomi Caiden, professor of public administration, noon, Sycamore Room, Commons. Free. Faculty Lecture Series.

19 Thursday

Lecture by Dr. Peter Garvie, playwright and professor of theatre at the University of Tennessee, speaking on "The State of the Theatre," 7:30 p.m., Recital Hall. Free.

20 Friday

Concert by the Reverence Singers, directed by Clarence Williams, and the Concert Choir, directed by Dr. Loren Filbeck, 8:15 p.m., Recital Hall. Free.

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Edna Steinman, Editor (Ext. 7814)

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