February 5 1988

Friday Bulletin
Sexual Harassment Prevention Implemented

Education and awareness are the first steps in the prevention of sexual harassment on campus.

The latest developments in the implementation of the university’s policies are appointment of sexual harassment advisors and a series of educational workshops.

To resolve problems which arise in the workplace or the classroom, the university has appointed 13 faculty and staff members as sexual harassment advisors.

Seven additional members will be appointed to the advisors team.

The advisors have agreed to be available, in the office or off campus, to counsel with anyone experiencing difficulties attributed to sexual harassment, explained Olga Morales (Academic Resources), chair of the Sexual Harassment Committee.

Their responsibilities will range from suggesting ways to prevent harassment to serving as a resource to the complainant during a formal complaint process. They also will be available to help anyone accused of sexual harassment. One advisor will not help both sides, Ms. Morales explained.

Information received by the advisors is confidential, she stressed. The only exception will be in an instance where the university has a legal obligation to conduct an inquiry.

In order to insure confidentiality, complainants may seek out an advisor in a different area or distant part of campus or may call them at home, Ms. Morales explained.

Employees are entitled to approach the advisors during their normal working hours, she said.

The policy applies to students as well as faculty and staff and the services of the advisors are available to them also.

Copies of the university’s sexual harassment policy were distributed last May to all employees with a cover memo from President Anthony H. Evans. The objective of the policy, he explained, is to maintain a work and learning environment free from actions that could be perceived and defined as sexual harassment.

The Sexual Harassment Committee, chaired by Ms. Morales, oversees the policy and the implementation of the guidelines. Members of the committee are: Barbara Fannine (student), Dr. Martha Kazlo (Counseling Center), Dr. J. C. Robinson (Academic Personnel), Dale West (Personnel) and Dr. Peter Wilson (Dean of Students).

Workshops Set In February

A consultant on sexual harassment prevention will be on campus Feb. 22-24 to conduct workshops for specific groups of employees and training for the sexual harassment advisors, announced Dale West (Personnel).

The sessions are designed to cover current issues and definitions, legal implications and organizational responsibilities. The consultant will be Barry Shapiro, who has conducted similar workshops for other CSU and UC campuses, San Bernardino County and the U.S. Forest Service.

The sexual harassment advisors will meet for a full day. Academic administrators, department chairs, department managers and supervisors will have half-day sessions.
Employees Honored For Service

A special awards luncheon Friday, Feb. 26 will honor 57 employees for specific years of service to the university.

The event will recognize employees who are celebrating 5, 10, 15 and 20 years with the university and will express appreciation for contributing to the university's growth and development, said Dee Thomas (Personnel).

Vice President Robert Detweiler will speak at the event which is set for noon in the Panorama Room.

"All interested staff members are welcome to attend," said Ms. Thomas. Prepaid reservations, at $7.25 per person, must be made at the Personnel Office by Tuesday, Feb. 16. A choice of entree (quiche or salisbury steak) should be indicated.

Further information is available from Pat Hutchins or Ms. Thomas, Ext. 7205.

Bloomberg to Be Acting Director Of Library

Marty Bloomberg, who has been associate library director since 1982, will serve as acting library director beginning April 1, Vice President Robert Detweiler announced.

A national search is being undertaken for a successor to Library Director Arthur Nelson, who is retiring from the post March 31. Nelson, hired 25 years ago to develop and direct the university's library, is stepping down to the position of library bibliographer.

Bloomberg, who came to work at Cal State in 1966 as head of technical services, earlier was a librarian at Cal State, Hayward for three years and with the CIA for a year and a half.

He holds a B.A. in history from Texas Christian University, an M.A. in library science from the University of Denver and an M.A. in teaching from the University of Redlands. He has done some part-time teaching.

Bloomberg has published six books, including several bibliographies and three textbooks in library science. Two of the texts are in the fourth and fifth editions and one has been translated into Turkish.

Black History Month Observed

A workshop on strategies in education, special speakers and music are slated for the university's observance of Black History Month in February.

Two free concerts by alumni are scheduled. Quentin Moses and Friends will play jazz at noon in the Student Union Pub Thursday, Feb. 11. Bertram Miller, now a doctoral student at Temple University, will give a piano recital at noon, Thursday, Feb. 18 in the Recital Hall. Miller earned his B.A. in music here in 1985 and his M.M. from the San Francisco Conservatory of Music in 1987.

"Black is Back" is the subtitle for the "Strategies in Education" workshop set for Friday, Feb. 12 in the SUMP.

Keynote speakers will be Dr. Wade W. Nobles, executive director of the Institute for Advanced Study of Black Family Life in San Francisco, and Dr. Shirley Thornton, deputy superintendent for the Specialized Programs Branch of the State Department of Education.

Dr. Nobles, an experimental social psychologist, will speak at 11:30 a.m. on "Education and the Black Family."

Workshops, to be repeated once during the afternoon, will feature Dr. Tommie Lakin, president of Los Angeles Southwest Community College, and Dr. Carolyn Murray, associate professor of psychology, UCR, speaking on "Black Student Achievement: Antecedents and Consequences"; Bill Ponder, assistant director of undergraduate admission, UCR, "High School Academic Achievement and College Preparation"; Carolyn Lindsey, director, EOPS, San Bernardino Valley College, "Raising a Teenager and Being in Partnership with Your Teenager's Education"; and DeWanda Johnson, San Bernardino, "Physical Well-Being in the 80s."

Two panels will discuss strategies to reducing the dropout rates and alternatives to dropping out.

The free, day-long program is sponsored by Undergraduate Studies Office, Associated Students, Intellectual Life and Visiting Scholars Committee, Black Students Union and the Undergraduate Admissions Office at UCR. The program is open to the campus community and the public. Further information is available from the EOP Office, Ext. 7395. Continuing education credit is available through Extended Education for a $20 fee.

Faculty who will be speaking at noon as part of the Black History Month observance include Dr. Sidney Ribeau (Undergraduate Studies, Communication), Tuesday, Feb. 9; J. Milton Clark (English), Tuesday, Feb. 16; Dr. Aubrey Bonnett (Social and Behavioral Sciences), Wednesday, Feb. 17.

An alumnus who will return to campus to speak is Dr. Yolanda Moses, dean of the School of Arts.
at Cal Poly, Pomona. She will be heard at noon Wednesday, Feb. 10.

The noon lectures will be in the Sycamore Room of the Commons. Campus and community members are invited to bring their lunch and hear the speakers.

Student Union to Celebrate

The 10th anniversary of the opening of the Student Union will be marked by a day-long birthday party Thursday, Feb. 18. Festivities will include free afternoon and evening entertainment, food specials in the Pub, refreshments and free pencils and buttons.

The birthday cake will be cut at 12:15 p.m. Live music will be provided by Polyhedra from 11:30 a.m. to 1:30 p.m., Room 115 from 4 to 6 p.m. and The Irregular Guys from 8 to 11 p.m.

Learning Center Receives Grant

The Learning Center has received an $11,000 grant from the CSU Chancellor’s Office to support a program to prepare students for the Entry-Level Mathematics examination (ELM), Dr. Marian Y. Talley said.

The funds will be used for a graduate assistant with a math and teaching background to conduct workshops for students and to support articulation sessions focusing on a remedial math program, according to her proposal.

The major reasons for students’ underpreparation in math is the length of time since they last had coursework in the field and the time needed to relearn enough to satisfy the general education requirements, Dr. Talley said.

A survey conducted by the Learning Center revealed 52 percent of the 75 respondents had taken their last math more than five years ago. Twelve percent had their last math class 11-15 years earlier and 10 percent reported 16-20 years since their last classroom exposure to the subject.

The Learning Center spends 64 percent of its tutoring budget for math.

Campus to Host Health Fair Expo 1988

The annual Health Fair Expo, a southern California focus on health issues with free screening for various conditions, will be held in the Cal State gymnasium Saturday, April 16.

The activities on campus will be the only Health Fair Expo in San Bernardino County this year, which means many more people are expected, said Sandra Boyd-Flanagan, R.N., a graduate student in psychology, who is coordinator of publicity and medical personnel for the event.

Planning for the day has been started by a campus committee composed of faculty, staff and students. They include: Dr. Sandra Cross (Health Science and Human Ecology), faculty site coordinator; Dr. Jill Baird Rocha (Health Center), coordinator, women’s health issues; Charlene Neighbors, senior psychology major, assistant coordinator, women’s health issues; Katherine Christenson, senior in health science, student and volunteer coordinator; and Ms. Boyd-Flanagan. Also on the coordinating committee are three students—Rafael Santos, nursing major; Terri Grossi and Debra Taramasco-Waters, health science—and LaVeda Drvol, site coordinator from the Red Cross.

“Volunteers are welcome to come to our Friday planning meetings, noon to 2 p.m. in the Senate Chambers in the Student Union,” said Ms. Boyd-Flanagan.

CDO Program Provides Step Up Ladder

Something special is going on at Cal State for permanent staff employees who might be considering making a move up the job ladder.

Only in its second year, the Career Development Opportunity Program (CDO) is designed to assist employees in a number of ways, including better on-the-job skills and hands-on experience for possible career advancement.

Dee Thomas, training coordinator for the Personnel Office, explains the CDO Program focuses on specific career interests. “We want to provide some opportunity in a different field in which a person has an interest.”

“The most important criteria the applicants must possess is a bonafide plan,” says Thomas. “Don’t just tell me you want to be in Personnel, for example. Tell me what you want to learn, with whom, what your intent is and how you will use it later.”

Maria Lootens met the criteria. Lootens (Audiovisual Services) wants to move into management and is interning with the Budget Office. For her, “It’s an opportunity to get training and a better understanding of budgeting and what management has to do. It’s so

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fascinating; I wish everyone could do it.”

Pat Diaz (Counseling and Testing) is enjoying her training with the International Students Program. Diaz feels CDO will “broaden my opportunities for advancement and new avenues.”

Diana Butler (Academic Personnel) wants to advance into an administrative operations analyst position and intern with the School of Social and Behavioral Sciences.

But for Richard Ceballos (Physical Plant), CDO will help him retire. “I want to get into something less physical when I retire from Cal State,” he says. He is working in Plant Operations administration.

Pat Hutchins (Personnel) is gaining experience as she trains with the systems analyst in Enrollment Services while Terry Constant (Undergraduate Studies) works in Sponsored Programs.

Before the program began, interest cards were sent to all employees; Personnel then sent an information packet to those who responded. This year about 30 applications were received, an increase over the 16 applications last year.

Ms. Thomas sees no problems for the future of the CDO Program, as long as funds are approved. “I’m interested in the program because I believe in people bettering themselves.”

by Stacia Sandrowski, communication intern

Items of Interest

The official winter quarter enrollment stands at 8135 students, Registrar JoAnn Von Wald reports. As of census date, the full-time equivalent enrollment (FTE) was 6100.4. The figures represent increases of 11.88 percent and 13.56 percent over winter quarter 1987.

The Library has received a copy of the publication The Master Plan Renewed: Unity, Equity, Quality and Efficiency in California Postsecondary Education, which is the report of the California Commission for the Review of the Master Plan for Higher Education. The call number for the report is LB 2341.6 C3 M3 1987.

The faculty-staff exercise class is meeting Tuesday and Thursday noons in the small gymnasium. Jane Fonda tapes are used. Further information is available from Dr. Barbara Sirotkin (Information and Decision Sciences), Ext. 7530.

The Village Square, Serrano Village’s new activity room, is now open for use of the residents of the housing complex. Some furnishings are yet to arrive. The new facility is for the near-exclusive use of Serrano Village residents. It may not be reserved by non-Village clubs or organizations.

The Postal Service mail box will be moved to the circular drive at the front entrance to the campus (near the Library book drop) later this month. A new chute-style mailbox will be installed. The work will be done by the U.S. Postal Service.

Space still may be available on the Coyote booster bus going to the Coyote-UC San Diego basketball game at UC San Diego tonight (Feb. 5). The bus leaves campus at 5:30 p.m. The cost of $15 includes bus ticket, refreshments and admission to the game. Information is available between 9 a.m. and 1 p.m. today at the Intercollegiate Athletics Office, Ext. 7560.

Sandra Boyd-Flanagan, graduate student in psychology, has received the $500 William E. May Memorial Scholarship from the California Association of Postsecondary Educators of the Disabled. Only two scholarships were given in the state. Among the accolades she received was a letter of congratulations from the chair of the Assembly Subcommittee on Higher Education, Tom Hayden.

Interpreters For Deaf Available

The Services to Students with Disabilities Office can provide the services of an interpreter for deaf persons, Dr. Theron Pace reminds. “Kathy Rock-Veylit is a skilled professional interpreter and is very willing to come to your office should you need to communicate with a deaf person,” he said. “Since Kathy is employed part-time, she will arrange for another interpreter if she is not available.”

continued on next page
Prospective students or individuals hoping to be employed by the university are possibilities for needing assistance. "We are anxious to provide equal access to the campus and, therefore, would welcome any one contacting us when they know about a deaf person coming to the campus," explained Ms. Rock-Veylit. She may be reached at Ext. 7662.

**Prospective Teacher Workshop Set**

Student teachers will have the opportunity to find out what happens in an interview with school district personnel, if they attend the Teacher Interviewing Workshop sponsored by the Career Development Center Thursday, Feb. 18.

Dr. Dan King, director of certificated personnel for the San Bernardino Unified School District, will explain what personnel people look for in an interview, what questions are asked and what makes him remember a candidate favorably.

"This is a special opportunity for student teachers and individuals about to become student teachers to save up their questions and come ask them anonymously," explained Lynn Moss from the Career Development Center.

The workshop will be held from 3 to 5 p.m. in the Panorama Room in the Commons.

Further information is available from Mrs. Moss at Ext. 7551.

**Community Service**

Dr. Ronald Barnes (Theatre Arts) has been involved in two meetings on arts education held with representatives of the State Department of Education. Seven arts representatives met Jan. 16 to develop a position paper on the status of the visual and performing arts framework. He also participated in a regional meeting to develop a plan for arts education in the 1990s.

Dr. Frances S. Coles (Criminal Justice) spoke to a Redlands Senior Citizens Group Jan. 12 on "Senior Citizens: Criminals and Victims." She also gave a talk on "Sexual Harassment in the Workplace" to the Inland Counties Association of Paralegals Jan. 21.

Dr. James D. Crum (Natural Sciences) spoke to the Fontana Noon Kiwanis Club Feb. 2 on "What You Always Wanted to Know about Wine but Never Asked."

Beverly Dyer (Foundation) was elected to a two-year term as secretary-treasurer for the California State University Auxiliary Organization Associates. The organization serves as the governing committee for all 63 state university campus auxiliaries.

Dr. Edward Erler (Political Science) has been appointed to the California Advisory Commission on Civil Rights, which serves as an advisory body to the U.S. Commission on Civil Rights. He also has been named to a special advisory committee to work directly with the U.S. Commission.

Dr. Lanny Fields (History) spoke to the San Bernardino Optimist Club Jan. 26 on "Modern USSR."

Dr. Ernest Garcia (Education) gave an update on Cal State when he appeared before the East San Bernardino Kiwanis Club Jan. 26.

Dr. Arthur Moorefield (Music) discussed "Germany Today--East and West" for the Jan. 22 meeting of the Colton Rotary Club.

Dr. Judith M. Rymer (University Relations) was appointed to a two-year term on the Board of Directors of the Council for the Advancement and Support of Education, District VII, at the annual meeting in Monterey in January. District VII includes California, Arizona, Hawaii, Utah, Nevada and parts of Colorado.

Dr. Rodney Simard (English) spoke to the San Bernardino Uptown Exchange Club Jan. 20 on "Understanding the Writing Process." On Jan. 23 he was a judge for the literature division in the "Reflections Program" of the Redlands PTA Council's annual competition for K-12 writers.

Dr. Alexander Sokoloff (Biology) will be included in two international publications. They are *International Leaders in Achievement*, published by the International Biographical Centre in Cambridge, England, and the *International Directory of Distinguished Leadership*, a publication of American Bibliographical Institute, Inc., Raleigh, N.C.

Dr. Walter Stewart (Information and Decision Sciences) discussed "Myths About Communication in Organizations," at the Feb. 4 meeting of the Inland Empire Chapter of the American Society for Training and Development.

**Personnel**

**NEW TO THE UNIVERSITY**

*Full-time, permanent*

Heidi Barlow  
Intermediate Account Clerk A  
Accounting  
Ext. 7501, AD 115

Richard Contreras  
Building Services Engineer A  
Plant Operations  
Ext. 7436, HA 1

Judy Dymond  
Clerical Assistant IIA  
School of Education  
Ext. 7571, FO 182
Ross Miyashiro  
Evaluator Trainee, Admissions  
Ext. 7311, SS 100

Full-time, temporary until June 30.

Gurucham Khalsa  
Clerical Assistant IIA, Library  
Ext. 7331, 3rd Floor

Rachel Martinez  
Clerical Assistant IIA, Library  
Ext. 7320, PL 65

**Employment Opportunities**

Applications will be accepted until 2 p.m. on the dates listed. Current information on employment opportunities is available through a 24-hour hotline at Ext. 7752, which is updated at 2 p.m., Fridays.

BOOKSTORE: Text Clerk Trainee--$4.86/hr., 20-40 hrs./wk., depending on available work. Apply by Feb. 12. (not a state position)


FOUNDATION: Secretary--$719-$847.50/mo., half-time, salaried. Apply by Feb. 12. (not a state position)


PUBLICATIONS: Secretary B--$1634-1935/mo., full-time permanent. Apply by Feb. 5.


**February Events**

6 Saturday  
Dance. Anjani’s Kathak Dance of India, 8:15 p.m., Recital Hall. Free.

8 Monday  

9 Tuesday  
Lecture. Dr. Gregory A. Daneke, professor of public affairs and coordinator of business and government programs at Arizona State University, "Managed or Unmanaged Growth in the Inland Empire," 10 a.m., Oak Room, Commons. Free.

9 Tuesday  

10 Wednesday  
Lecture. Dr. Sidney Ribeau, dean of undergraduate studies and professor of communication, "Significance of Martin Luther King, Jr., on Contemporary Society," noon, Sycamore Room, Commons. Free.

10 Wednesday  
Lecture. Dr. Yolanda Moses, dean of the School of Arts, Cal Poly, Pomona, "The Black Woman as Scholar and Subject," noon, Sycamore Room, Commons. Free.

11 Thursday  

12 Friday  

13 Saturday  
Music. Intimate Performances Series. Gene and Arlene Brundage, baritone and soprano, 8:15 p.m., Recital Hall. General admission $10, students with ID $7.

15 Monday  
Lecture. Dr. Karen Brodkin Sacks, director of Women’s Studies Program, UCLA, "Gender and Grass Roots Leadership," 3 p.m., Commons. Free.

16 Tuesday  

16 Tuesday  
Lecture. Timo Airaksinsen, Department of Philosophy, University of Helsinki, Finland, "What is Professional Ethics," 7 p.m., Student Union Rooms A and B. Free.

17 Wednesday  
Faculty lecture. Dr. Aubrey Bonnett, dean of the School of Social and Behavioral Sciences, "Black Diaspora: Some Theoretical and Practical Considerations," noon, Sycamore Room, Commons. Free.

18 Thursday  
Piano recital. Bertram Miller, doctoral student at Temple University, noon, Recital Hall. Free.

19 Thursday  
Lecture. Dr. Joe L. Martinez, professor of psychology, UC Berkeley, "Do Hormones Affect Memory?" noon, SUMP. Free.

19 Thursday  
Lecture. Dr. Karoi Brodkin Sacks, director of Women’s Studies Program, UCLA, "Gender and Grass Roots Leadership," 3 p.m., Commons. Free.

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Edna Steinman, Editor (Ext. 7814)
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