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Eight Cal State faculty gained both a promotion and tenure while 32 other faculty earned one or the other to begin the 1993-94 academic year. In all, 27 faculty received tenure and 21 promotions. The following is a complete list of the 1993-94 promotion and tenure recipients.

**RECEIVED TENURE:**
- Nicole Bournias, Biology
- James Brown, English
- William Camp, Advanced Studies
- Otto Chang, Accounting and Finance
- Joseph Chavez, Mathematics
- Ya-Chieh Ching, Psychology
- Juan Delgado, English
- Lyne Diaz-Rico, Elementary/Bilingual Education
- Jerry Freischlag, Physical Education
- Mira Gonzalez, Foreign Languages
- Juan Gutierrez, Secondary/Vocational Education
- Sung-Kyoo Huh, Accounting and Finance
- Yu-Chin Chien, Psychology
- Kenneth Kritzberg, Management
- Randi Miller, Sociology
- George McGinnis, Advanced Studies
- Iris Riggs, Elementary/Bilingual Education
- David Stine, Advanced Studies
- Rodney Simard, English
- Dale Sechrest, Criminal Justice
- Belisario Ventura, Mathematics
- Ruth Sandlin, Elementary/Bilingual Education
- Kathryn Ervin, Theatre Arts
- Elizabeh Ryland, Management
- Kathryn Ervin, Theatre Arts
- Ernesto Rera, Management
- Iris Riggs, Elementary/Bilingual Education
- Ralph Richmond, Elementary/Bilingual Education
- Dolores Tunno, Communication Studies
- Belisario Ventura, Mathematics

**RECEIVED PROMOTION:**
- Nicole Bournias, Biology
- Otto Chang, Accounting and Finance
- Larry Fields, History
- Zaid Hasham, Mathematics
- W. Krieger, Management
- Kenneth Lane, Advanced Studies
- Chetan Prakash, Mathematics
- Nancy Rose, Economics
- Elizabeth Ryland, Management
- Peter Williams, Mathematics
- Clifford Young, Public Administration

To Associate Professor:
- James Brown, English
- Kathryn Ervin, Theatre Arts
- Jeanne King, Management
- Sandra McDougall, Psychology
- Renee Pigeon, English
- Ernesto Rera, Management
- Iris Riggs, Elementary/Bilingual Education
- Ralph Richmond, Elementary/Bilingual Education
- Dolores Tunno, Communication Studies
- Belisario Ventura, Mathematics

**BOOKSTORE EXPANSION WILL GREET FALL CUSTOMERS**

While students are buying books during the first week of classes, construction workers will continue to work on the Coyote Bookstore expansion that is creating a bi-level merchandising area. The initial phase of work will have been completed approximately three months ahead of schedule, permitting students to purchase textbooks in the new edition of the upper level, remarks David DeMazo, (Administration and Finance).

On the lower level, a new sales area for specialty items, such as t-shirts and Cal State memorabilia, will be undergoing the finishing interior work and completed later under Phase II of the project. Customers can expect expanded product lines for computers and popular books, adds DeMazo. An elevator will service the two-floor expansion as well.

"Moving in will be a step-by-step process," says Carol DeMazo, manager (Bookstore). In October, the store may have to close for a day or two, she adds.

**DO HONESTY TESTS WORK?**

By DR. JANET KOTTKE AND DR. KENNETH S. SHULTZ, DEPARTMENT OF PSYCHOLOGY

Picture this: You are looking for a job and decide to apply to the department store at the local mall. You are asked to take a test that has these—and other—questions: Do you think most people have stolen from their jobs? Would you return an overpayment of a few dollars? Are you more honest than most people? Welcome to the world of "honesty" or "integrity" testing.

By their nature, honesty tests are categorized as personality tests. They can take one of two forms: either an attempt to measure directly a person's honesty or integrity (a single personality characteristic) or a test to measure a large number of characteristics that will predict which people will make good company men and women. The first kind of test is the type from which the questions found at the beginning of this article may be drawn. The second kind of test may incorporate these kinds of questions, but are likely to look for more broadly defined personality characteristics.

There are a number of problems with honesty testing. First, to develop a test, one has to define what honesty means. We all have our own Boy Scout vision of what being honest means, but how does one define it to develop a test to measure it?

Perhaps more difficult is that we are asking people to report about themselves. Can you tell if someone is being "honest" or will he be "honest" employee from his or her answers to a self-report test?

Most students are familiar with the ability to do well on a test—knowing what answers look the most promising simply by knowing something about how tests are constructed.

Would we expect any less of "thieves," exactly the people we don't want to hire? What about the person who is honest to a fault? Which person should we hire: the low or high scorer on their honesty test?

The fact is, unless you catch a thief "in the act," all evidence of dishonesty is circumstantial. How then can you tell if someone tests true?

You can't. No one knows how well these tests really work, because there is no way to truly compare thieves with non-thieves on the job. And even though some research has shown that lost or broken goods decrease after implementing integrity testing, no study has demonstrated, unequivocally, that such tests could be credited.

The greatest tragedy of the honesty test movement is how many people are not hired—people who would have been excellent workers, but were too honest on their honesty test.

Most employers, such as those in the retail industry, focus on the small fry at the bottom of the organization with their honesty testing program, but fail to consider those at higher levels where there is the potential for much more cost to the organization. By putting a code of ethics into place and insisting that all in the organization follow it, from the top on down, the employer may be much more likely to prevent "dishonesty" features becoming a problem.

In addition, when hiring, employers can make new employees aware that the culture places a high premium on honesty and make sure that the culture actually reflects the stated goals. Also, businesses should consider how compensation practices may encourage small time thievery. Cash register clerks and bank tellers handle thousands of dollars a day. But they are typically paid barely more than minimum wage with few benefits. A slight increase in pay and benefits and a large increase in respect and acknowledgement for these employees, may likely be sufficient to ward off the potential problems posed by a disgruntled and vindictive work force.
A NOTE FROM HUMAN RESOURCES

TRAINING
The 1993-94 Staff Training and Development Calendar currently is being developed. Workshops in the areas of leadership, career enrichment, skill enrichment, wellness, and university policies and procedures will be offered to both staff and faculty personnel. The Human Resources Department welcomes your ideas. If you have any suggestions, contact Karen Logue, Ext. 5138.

EMPLOYEE DISCOUNTS
Los Angeles County Fair
The Los Angeles County Fair is being held Sept. 10-Oct. 3. Discount tickets are available from Human Resources:

<table>
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<tr>
<th>Resources</th>
<th>Discount Prices</th>
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<tbody>
<tr>
<td>Adult (6-12)</td>
<td>$5.00/$1.00</td>
</tr>
<tr>
<td>Advance Prices</td>
<td>$8.00/$4.00</td>
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<tr>
<td>Children 5 and under admitted FREE</td>
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FAIR FUN PACK also available for $10.00.
Includes: 30 ride coupons, 5 buy one get one free game coupons (a $10.00 value offer)

Walt Disney's World On Ice
Plan ahead and share the excitement and unparalleled splendor of "Beauty and the Beast," brought to life on ice for the first time ever!

Date: Wednesday, December 29, 1993 (During Winter Break)
Time: 1:30 p.m.
Location: Anaheim Arena
Price: $12.50 (regular price $15.50)
Tickets must be purchased by cash only in advance no later than September 9.

Disneyland Discount Tickets
Disney is offering end-of-summer VIP Days at Disneyland, featuring Mickey's Toontown - home of your favorite Disney friends.

Date: Now through September 30, 1993
Price: $21.75 per passport (all ages)
Children 2 years and under are free.
An $8.25 savings off regular passport price

Disneyland regular passport $30.00
Child passport (ages 3-11) $24.00
Parking not included.

Tickets are now available on a first-come first-served basis in the Human Resources Office. No exchanges or refunds. Cash only.
If you have any questions, please contact Human Resources Department at extension 5138.

JACK BROWN HALL GETS SNEAK PREVIEW
A preview party in the new Jack H. Brown Hall will take place on Tuesday, Sept. 21 when the building's new campus residents and many community members will attend a special buffet supper and take tours of the $24 million structure. A dedication for the entire campus will be held on Sept. 28.

The evening's special guest of honor, Jack Brown, and the chair for the School of Business and Public Administration's Partnership 2000 campaign, Don Baker, also will make brief presentations. The $15 per person affair also will see the dedication of the building's auditorium.

A FEW GOOD VOLUNTEERS MAKE A DIFFERENCE!
Days of Caring, a joint effort of the Arrowhead United Way and United Way of the Inland Valleys, is planning a two-day event that will provide volunteers from San Bernardino and Riverside counties to assist non-profit agencies in such projects as painting child care centers, repairing playground equipment, weeding gardens, visiting the elderly, replacing windows, etc.

Volunteers with talents of all kinds are needed to participate on either Friday, October 8, or Saturday, October 9. (Child care will be provided.) The event has been planned as a kickoff for the United Way campaigns of the two counties. It will give the volunteers an opportunity to see firsthand how many agencies benefit from United Way and the many services that are available for all segments of our communities.

Cal State employees willing to serve as the Volunteer Coordinator for their building, to have any suggestions, contact Karen Logue, Ext. 5138.

"What's in it for you?" says Colacurcio.

A chance to make a difference and to know that you are helping to make your community a better and safer one in which to live.