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THE FRIDAY BULLETIN

SEPTEMBER 2, 1993

PROMOTIONS, TENURE GO TO 40 FACULTY

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
 Yu-Chin Chien, Psychology
 Juan Delgado, English
 Lynne Diaz-Rico, Elementary/Bilingual Education
 Jerry Freischlag, Physical Education
 Mirta Gonzalez, Foreign Languages
 Juan Gutierrez, Secondary/Vocational Education
 Sung-Kyoo Huh, Accounting and Finance
 Patricia Kelly, Elementary/Bilingual Education
 Joan Kritzberg, Management
 Kenneth Lane, Advanced Studies
 George McGinnis, Art
 Randi Miller, Sociology
 Ernesto Reza, Management
 Iris Riggs, Elementary/Bilingual Education
 Ruth Sandlin, Elementary/Bilingual Education
 Dale Sechrest, Criminal Justice
 Rodney Simard, English
 Charles Stanton, Mathematics
 David Stine, Advanced Studies
 Jeffrey Thompson, Biology

Kenneth Thygerson, Accounting and Finance
 Clifford Young, Public Administration

RECEIVED PROMOTION:

To Professor:
 Nicole Bournias, Biology
 Otto Chang, Accounting and Finance
 Lanny Fields, History
 Zahid Hasan, Mathematics
 Joan Kritzberg, Management
 Kenneth Lane, Advanced Studies
 Chetan Prakash, Mathematics
 Nancy Rose, Economics
 Elisabeth Ryland, Management
 Peter Williams, Mathematics
 Clifford Young, Public Administration

To Associate Professor:

James Brown, English
 Kathryn Ervin, Theatre Arts
 Jeanne King, Management
 Sanders McDougall, Psychology
 Renee Pigeon, English
 Ernesto Reza, Management
 Iris Riggs, Elementary/Bilingual Education
 Ruth Sandlin, Elementary/Bilingual Education
 Dolores Tanno, 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 DeMauro, (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 DeMauro. An elevator will service the two-floor expansion as well.

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



New environs will greet students buying texts at the Coyote Bookstore this fall. The first phase of a \$500,000 expansion and remodeling is about finished, adding 4,511 gross-square-feet (g.s.f.) to the 12,679 g.s.f. structure.

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 overage or change from a purchase you made? 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 found. 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 the "thing" to be measured. Therefore, we must 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 be an "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 our 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 honesty tests work?

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.

Probably 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" from even 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.



AN HONEST DAY'S WORK

Aside from a few scattered instances of dishonest deeds done down through the years, employee theft has never been what one might consider a "problem" at Cal State.

That comes as no surprise to Dale West (Human Resources).

"Retailers have cash operations, cash flow, people accounting for cash as well as for products," says West. "There, people have access to money and materials. For us, we're different."

With such a relatively small number of thefts by employees neither the university nor the CSU Chancellor's Office has ever seen a need to implement an honesty testing program.

One of the reasons such testing is unnecessary, West says, is "because of the one-year probationary period, which is part of the selection process." One year in a work setting is plenty of time to observe an employee, he says.

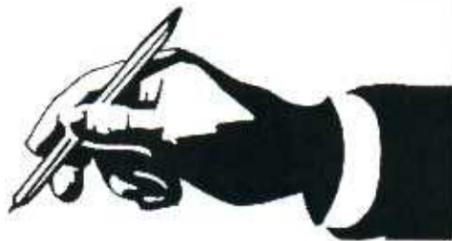
Basically, says West, you can place employees in three categories. The honest, which makes up the majority, the dishonest, and a small group of usually honest people who become dishonest under certain conditions.

"I guess the greatest temptation to be dishonest," he says, "is in taking supplies and equipment."

But it is the employment application, he believes, that marks the first test in gauging a potential employee's honesty. Inaccurate dates, gaps in employment history and employers omitted from a job application are among the most common subterfuges. Yet not too common, he adds.

"We've found errors or omissions that had a subsequent effect on (an applicant's) employment in one percent or less" of the applications received.

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:

	Adult	Child (6-12)
Advance Prices	\$5.00	\$3.00
Gate Prices	\$8.00	\$4.00
Children 5 and under admitted FREE		

FAIR FUN PACK also available for \$10.00.

Includes: 30 ride coupons
5 buy one/get one free game coupons (a \$19.00 value offer)

Walt Disney's World On Ice

Plan ahead and share the spectacular 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-the-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 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 community 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 carpeting, painting over graffiti, reading to small children, feeding the homeless.

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 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 spread the word and explain the project, or who would just like to volunteer their services for the Days of Caring call Mary Colacurcio (Alumni Affairs) Ext. 5008 or Ext. 3012, for further information.

"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.



The university picnic, a traditional kick-off for the academic year, will be held from 2-6 p.m., Sunday, Sept. 26 at the athletic fields. Entertainment for children includes face painting and a clown. The Latin Society will perform from 3-5 p.m. Participants may bring a picnic or pay at the door for a gourmet barbecue. More information is available from Student Life at ext. 5234.

THE BULLETIN BOARD



1993 CONVOCATION

The first official gathering to take place in the Student Union's new Event Center will be the university's annual Convocation, which will be held Tuesday, Sept. 14 at 9 a.m. A 10-10:30 a.m. reception will follow President Anthony Evans' remarks. And from 10:45-11:45 a.m. the general faculty meeting also will take place in the Event Center. As has been the tradition, this year's four Outstanding Employee Awards will be presented during Convocation.

4/40 ENDS (MERCIFULLY?)

After today, Sept. 2, the four-day, 40-hour work schedule is officially over, and employees can return to arising at relatively godly hours and arriving at work nearer a state of consciousness. The change also means, naturally, no more three-day weekends. Appropriately, the end of the 10-hour-per-day schedule falls on Labor Day weekend (Labor Day is Sept. 6), making this last weekend a four-day whopper. See you Tuesday, 8 a.m.

FRIENDLY COMPUTER USERS

The San Bernardino Personal Computer Users Group invites you to join fellow PC users around the Inland Empire to come and share computing information and ideas on the last Wednesday of each month. The beginner's session starts at 6:30 p.m. and the regular session starts at 7 p.m. The group meets in the Pfau Library, PL-8. For more information, call Dr. Arthur Saltzman (Marketing) at Ext. 5755.

CALENDAR

WEDNESDAY, SEPT. 1

Volleyball.
Southern Cal College
7:30 p.m.

SATURDAY, SEPT. 4

Men's Soccer.
San Diego State
1:00 p.m.

SUNDAY, SEPT. 5

Men's Soccer.
Cal State, Hayward
1:00 p.m.

WEDNESDAY, SEPT. 8

Men's Soccer.
Fresno Pacific
4:00 p.m.

SATURDAY, SEPT. 11

Women's Soccer.
Sonoma State
2:00 p.m.

TUESDAY, SEPT. 14

Convocation.
President Anthony Evans addresses staff, faculty and administrators at the 1993 convocation. 9 a.m., Event Center in Student Union. 10 a.m., reception. 10:45 a.m., general faculty meeting.

THURSDAY, SEPT. 16

Volleyball.
Humboldt State University
7:30 p.m.

FRIDAY, SEPT. 17

Women's Soccer.
U.C. Davis
2:00 p.m.

All athletic contests are home games, unless noted otherwise.

PERSONNEL

Promotions
Grant McMurrin
Property Clerk
Purchasing
Ext. 5147, SS-125

Lynda J. O'Brien
AOA I
School of Business
& Public Admin.

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Custodian
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Joseph Hubbard
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Engineer
Physical Plant
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Robert Luna
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