Basic to the new evaluation process is the answer to the question, "What do you want me to do?" said J.C. Robinson, associate vice president for academic personnel and chair for the task force that assembled a new evaluation form. His comments came at an Oct. 24 forum where 60 CSUSB employees gathered to voice their opinions of the new form. Staff and their supervisors will have to define more clearly job descriptions now, particularly because job descriptions are out of date, Robinson said.

"What you need to do is give you and the manager the flexibility to decide what's important in your office." Shortly after the meeting's start one man loudly protested saying, among other things, that by rewarding only excellent work the system will encourage those with "very good" ratings to regress to satisfactory work. Why work harder, he asked, if you're going to go unrewarded?

Administrators are building checks and balances into the new process. Robinson emphasized that the system will not be able to "just sign off" on evaluations as in the past. They will have to read them, he added, and an employee can appeal the outcome if he or she disagrees.

Some employees said that rating descriptions, like "satisfactory" and "very good," sounded too much alike in some categories. Other workers thought that the ratings sounded "negative" and preferred some of the language of the old form. Suggesting the new forms use such language, one woman said, "meets expectations" and "does not meet expectations." The task force, comprised primarily of staff personnel, is taking comments made at the forum into consideration. Suggestions also can be made, said Robinson, by contacting task force members through e-mail.

**PERFORMANCE PAY AND MOTIVATION: TWO EXPERTS, TWO VIEWS**

(Editor's Note: What follows are excerpts from interviews with CSUSB professors Michael Clarke and Matt Riggs. The topic: Performance pay at Cal State.)

**Michael Clarke, professor of public administration**

"Educational institutions, as a whole, I think, are inappropriate vehicles for the use of a merit-based pay system ... Quality education depends on cooperation. It's very seldom a question of another person isn't doing an outstanding job. The reality is that you have to know how to ensure the sort of equipment they get to work with or the sort of programs they get to use. ... Now in terms of the faculty, I would argue that a more effective way that money is for travel funds or research funds. ... There's a whole variety of other mechanisms that faculty will see as equitable and appropriate in a university setting."

**Matt Riggs, associate professor of psychology**

"If (the performance pay system is) really going to be motivational ... then it's going to have to create systems where staff are seen as valuable employees, where they're encouraged to participate in their job ... where teamwork is valued, appreciated and rewarded ... because individuals don't necessarily achieve things without a whole bunch of people helping... You can do it monetarily. You can give more money to a particular division. Give them a little more vacation. Let them choose the sort of equipment they get to work with or the sort of programs they get to use."

The task force, comprised primarily of staff personnel, is taking comments made at the forum into consideration. Suggestions also can be made, said Robinson, by contacting task force members through e-mail.

**"STAGE BLOOD" IS WATER THAN THICKER**

The typically wide line separating real life from the absolutely ridiculous is obliterated in the Charles Ludlam farce, "Stage Blood," opening Nov. 15 at Cal State, San Bernardino.

It's Shakespeare's "Hamlet!"—twisted, a realm in which one could hear, "To be or not to be." And Ludlam uses the Bard's famous play to "echo the lives of the sorrowful actors ... who find themselves adrift somewhere in San Bernardino," says director Patrick Watkins, chair for the university's theatre program notes for the production. When Ludlam wrote the play he left it up to each director to decide the setting.

"Stage Blood" is theatre of the ridiculous, Ludlam's forte, says director Patrick Watkins, chair for the university's theatre department. So in the play Ludlam throws together farce, melodrama, camp and backstage film comedy. "You're taking a traditional comedy and really bending it," explains Watkins.

If "The Cosby Show" is reality, then, 'Married with Children' is theatre of the ridiculous.

Ludlam produced his plays for his Ridiculous Theatre Company in New York until his death in 1987. Some of his best were "Camille," "The Ventriloquist's Wife," and "Der Ring," "Ring Farblonjet." Ludlam staked in all his plays, "I think what he's doing in this play," Watkins says, "is mocking everything he loves about the theatre. You take the fashions of the theatre and expose them and they become less ridiculous."

The six Cal State students featured in the cast are Robert Louis Oakes, Andy Felt, Deborah McFatter, Philip Watkins, Jimmie L. Gasher and Anne Johnston-Brown. Ludlam starred in all his plays.

"Stage Blood" plays Nov. 15, 16 and 20-23 at 8:15 p.m., and Nov. 17 and 24 at 2 p.m. All shows are in the University Theatre located in the Creative Arts Building. General admission is $10, senior citizens and CSUSB alumni are $8, and students are $4.

**PSYCHOLOGIST EARNS NATIONAL DISTINCTION**

Diane Halpem, professor and chair of the Psychology Department at Cal State, San Bernardino, is the first woman to be honored with the Career Achievement Award from the American Psychological Association (APA) for her contribution to education.

On the state and national level Halpem has served on several committees designed to shape policy on higher education, including work with the California Postsecondary Commission, the U.S. Department of Education's National Goals for post-secondary education and the Technical Advisory Committee for the Graduate Record Examination (GRE). When the State Governor's Association endorsed a plan to assess educational outcomes in post-secondary education, Halpem chaired a national meeting on the topic and edited one of the earliest books explaining the benefits and pitfalls of educational assessment.

An author of several books and articles on critical thinking and issues in education, Halpem has been on the faculty at Cal State, San Bernardino since 1981. She was selected for the award by a committee of peers who chose her based upon excellence in education and training.

She is the past president of the APA's General Psychology Division and president elect of the organization's Society for the Teaching of Psychology. APA has 142,000 members.

An Alameda resident, Halpem is working on her fifth book, States of Mind: American and Post-Soviet Perspectives on Contemporary Issues in Psychology. She is co-editing international perspectives about psychology with the head of chair at Moscow State University, Alexander Volokonsky. Chapters have been prepared by several leading American psychologists that will be paired with post-Soviet psychologists, Halpem says. The book is due to be published in 1997.

Other books she has published

(continued on back)
A NOTE FROM HUMAN RESOURCES

ASSISTIVE DEVICE AND TECHNOLOGY PROGRAM

Labeled funds are available through the Assistive Device and Technology Program to defray the cost of providing reasonable accommodations for adaptive equipment and assistance to faculty and staff with physical or mental limitations. Pick up a proposal form and return it to the human resources department by Nov. 15. Call Twillies Carter at Ext. 5138 with any questions.

STAFF TRAINING CLASSES

Travel Procedures. Held Nov. 12, 9-11 a.m., Sycamore Room. Workshop will cover internal policies on travel accounts and how they differ from general fund accounts. Instruction will be given on the various report formats and their corresponding on-line screens, their interpretation, procedures for spending/disposing, and reconciling the accounts to office records. Department that has established trust fund accounts are encouraged to send a representative to gain a better understanding of how a trust fund works. Attendees must have a "User ID" and an "Operator ID" with corresponding passwords established through Administrative Computing and Telecommunications, and should have personal computer equipped to access the mainframe. For further information, please contact Carmen Murillo-Moyera at Ext. 3155. Workshop #105.

Purchasing Procedures. Held Nov. 20, 9-11 a.m., Sycamore Room. Stay current on the policies and procedures for processing purchasing requisitions including competitive bidding requirements, purchases which require professional justification, and an overview of the services available through the purchasing office. Includes information on ordering through Stockless Stores. Workshop #108.

CPR Certification. Held Dec. 3, 9-11 a.m., Sycamore Room. You should always be prepared to handle an emergency situation by learning basic first aid and CPR. Successful participants will receive a CPR certificate—valid for two years—issued by the American Heart Association. Dress comfortably. Number of participants is limited. Workshop #109.

Foundation Accounting. Held Dec. 5, 9-11 a.m., Sycamore Room. Workshop will focus specifically on Foundation Accounting procedures. Receive information on donations, purchase orders, definition of accounts, and reading Foundation financial statements. Workshop is open to those who are involved with Foundation accounts and would like to gain a better understanding of Foundation procedures. Workshop #110.

Registration Information: Workshops are filled on a first-come basis. Employees interested in attending a workshop must complete an enrollment application. All applications must have supervisory approval and must be returned to the human resources department, SH-118. Contact Human Resources at Ext. 5138 for enrollment information.

A confirmation, either written or by telephone, will be sent to you approximately one week before the workshop. If you are unable to attend, call human resources so others may have the opportunity to attend in your place.

CONSULTANT HEADS CSUSB FUND DRIVE

Palm Desert fundraising and international trade consultant, Steve McLean, is the new director of development for the Coachella Valley Center.

In addition he is overseeing fundraising for the School of Humanities at the main campus. McLean brings nearly 25 years of experience in fundraising for educational institutions to his new position. His service has included Boston, Western Connecticut State, Yale, Midwestern State and Virginia Union universities as well as work for Pacific Oaks and Whittier colleges. He has performed short-term consulting work for numerous educational concerns.

McLean has a bachelor’s degree in history from Oklahoma City University.

FOUNDATION STARTS FREE COURIER RUN

The foundation is now delivering checks and other items to each of the five schools on campus—no charge.

The free courier service, which has been up and running for a few weeks, also will pick up any paperwork for the foundation, including small deposits. Couriers will make the rounds every Wednesday and Friday from 2:30-4:30 p.m. The items to be picked up need to be ready by 2:30.

The foundation also has consolidated its cashing duties. Combining the central office and commercial operations into one, a cashier office is now located in the foundation building. The office will be open from 2:30-4:30 p.m. It will accept funds for deposit to foundation accounts, disburse petty cash reimbursements, paychecks and reimbursement checks, scrip points for commuters, points for dorm students and accept job breakage payments. Call the foundation at Ext. 7213 with any questions.

C A L E N D A R

SATURDAY, NOV. 9

Men’s Basketball. Five Star All Star, 7:30 p.m.

THURSDAY, NOV. 14


NOVEMBER 15-17, 20-24


THURSDAY, NOV. 21

Women’s Basketball. St. Cloud State, 7:30 p.m.

THROUGH DEC. 16


Museum hours: Monday-Friday, 10 a.m.-4 p.m.; Saturday and Sunday, noon-4 p.m. Ext. 5802.

(Right all sports listings home games.)

RAPE FILED WITH D.A.

A date rape allegedly occurred Oct. 18 in Serrano Village and was reported by the student-victim to university police on Nov. 1, reports Donna Kraus, chief of Campus Police. The suspect, who is not a student here, has been interrogated and the university has submitted the case with the district attorney’s office. The persons involved were boyfriend and girlfriend. The student will not be identified to university officials because she wishes to remain anonymous, Kraus adds.

Kraus says "time is of the essence with all criminal investigations" because evidence can be eliminated over time, and encourages anyone who thinks they’ve been the victim of a crime to report it immediately to campus police.

THE FRIDAY BULLETIN

is a biweekly newsletter published for administrators, faculty and staff of California State University, San Bernardino. Next issue: Nov. 22. Itema for publication should be submitted in writing by 5 p.m., Tuesday, Nov. 12 to: Sam Romero, Editor

Public Affairs, AD-121

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THE BULLETIN BOARD

CANNED FOOD DRIVE

Drop off any canned goods in the multicentral for the annual food drive, which goes to Nov. 15. Donations will go into a harvest basket and be given to Option House. You can drop off your items Mon.-Thurs. from 9 a.m.-7 p.m., or Friday from 9 a.m.-4 p.m. The drive is coordinated by the Alpha Kappa Alpha Sorority.

OUTSTANDING PROF

The Outstanding Professor Committee wants to honor your favorite professor for her or his great teaching, research and service to the university. Fill out a nomination form from your school office, the library, or academic personnel and return it to academic personnel by 4:30 p.m., Nov. 15.