

California State University, San Bernardino

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9-4-1998

September 4 1998

Friday Bulletin

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Recommended Citation

Friday Bulletin, "September 4 1998" (1998). *Friday Bulletin*. 1129.
<https://scholarworks.lib.csusb.edu/fridaybulletin/1129>

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THE FRIDAY BULLETIN

News for Faculty and Staff of Cal State, San Bernardino

SEPTEMBER 4, 1998

Council Accepts PBSI Review Committee Recommendations

by Cynthia Pringle
public affairs director

A university committee charged with reviewing the merit-pay allocation for staff personnel reported its findings August 24 to Administrative Council, which accepted the committee's recommendations for distribution of salary increases for the 1997-98 performance period.

Noting that the committee's primary goal was to find a method to provide "meaningful (salary) increases for staff," Vanessa Kragenbrink (IRT) said that the number of personnel qualifying as "excellent" performers has nearly tripled in the last couple years. Permanent and certain probationary-status employees who achieved excellent ratings will be the only recipients now.

The amount of funding available this year will preclude awarding any merit adjustments to employees who received "very good" evaluations, although the committee recommends that some acknowledgment of their performance be made and that future consideration be given to a monetary reward for employees in this category.

Kragenbrink noted that the committee continues to have concerns about how performance evaluations and merit-pay disbursements are executed across campus, so a review panel is recommended for studying the job description and performance review process.

President Karnig echoed others' concerns about a timely review and suggested that the new committee will need to conclude its work by the end of the fall quarter. Among its charges will be: Development of common job descriptions and outcomes for people who do the same kind of work; designation of objective criteria upon which an incumbent can be measured, wherever possible; consideration for peer input in the evaluation process; consideration for "tie-breaking" methods that senior management can employ when substantial numbers of employees qualify for merit pay; and consideration of a "capping" level for the number of employees who can qualify for excellent ratings in a given year.

State Budget Looking Better (Whew!) Than Ever

By far the best budget in the last 10 years and maybe the best ever, according to David DeMauro (Administration and Finance), was presented to university administrators who heard the "early returns" of information on the just-approved state budget at Administrative Council on Aug. 24.

CSUSB's general fund allocation is expected to jump more than \$10 million this year, as figures from Bill Takehara's office indicate. Deducting funding changes from the Chancellor's Office and expenses that the campus is committed to and then adding in other sources of revenue, the university will have roughly \$6 million in new money for 1998-99. More monies for the Alternative Internship

Program in the School of Education and for technology and library funding may nudge that total by another \$2 million, although the restrictions on some of those funds were unknown at the time.

President Karnig urged the university community not to look at the money as a "windfall" and to remain optimistic that student enrollment will continue to grow and bring with it additional funds. The campus is expected to reach a target of 10,475 FTE this fall. Noting that the campus is indebted to "faculty and staff who stretched themselves in years past," President Karnig encouraged managers to say "thank you" for past service and to indicate that "some relief is coming."

University Advisory Board Expands

Five men and a woman are being appointed to the University Advisory Board for Cal State announces President Albert Karnig.

They are: Martin Matich, chief executive officer of the Matich Corporation; Graciano Gomez, publisher of the Inland Empire Hispanic News; Dr. Benson Harer, Jr., a San Bernardino physician; Jon Slater, chief executive officer of Optivus Technology, Inc.; Alan Sabsewitz, public relations manager for GTE in San Bernardino; and Lois Lauer, chairman of the Redlands-based real estate company that bears her name.

Matich's development company has the distinction of being the oldest company in continuous family operation in the state. Currently based in Colton, with interests in Arizona, Nevada and Hawaii, the firm has completed numerous government and civilian contracts for roads and runways for more than 40 years. Matich has a long list of community and civic activities including a gubernatorial appointment to the Advisory Council on Economic Development for the State of California since 1984.

Gomez is a retired San Bernardino County employee who began publishing the Hispanic News, the largest circulated minority English-language newspaper in the Inland Empire, in 1987. Since then it has garnered more than 20 awards. A WWII Air Force veteran, Gomez has been committed to civic service since returning to the Inland Empire area, where he grew up. Focusing particularly on the Hispanic community his activities have included six years on the San Bernardino City Unified School Board, including chairmanship; chairing and serving on the Casa Ramona board and membership on the boards for the Inland Empire Symphony, Sinfonia Mexicana, Inland Empire Hispanic Chamber of Commerce, Community Hospital and Foundation, and Arrowhead United Way.

Harer, a practicing gynecologist, is a leader in his field, having chaired the California district of the 3,000-member American College of Obstetricians and Gynecologists. A long-time supporter of the visual arts programs at Cal State, Harer holds one of the largest private collections of Egyptian artifacts in the U.S. In 1992, nearly 300 artifacts from his collection, now on long-term loan to the university, were displayed at Cal State and the San Bernardino County Museum.

Slater is the founder and president of Optivus Technology, Inc., which has designed the Proton Beam Treatment Center at Loma Linda University Medical Center. Considered the most significant breakthrough in cancer treatment in more than two decades, the proton center is serving nearly 200 patients a day and expected to surpass 300 in just two years. Slater is a computer scientist and systems engineer who assembled the team of specialists to design and complete the facility over

the past 10 years. In 1993, he spun off the engineering team from Loma Linda University Medical Center and created Optivus, which now has an international sales force negotiating to establish proton beam centers throughout the world.

Sabsevitz has 35 years of experience in the public relations field, most recently in the telecommunications industry. He was public affairs manager for Continental Telephone Company of California in Victorville in 1985, and in 1996 the company merged with GTE. Previously, he was a public affairs officer in the Office of the Secretary of the Air Force at the Pentagon. Additional assignments included Strategic Air Command Headquarters and work for the Air Force in the Philippines and at Edwards Air Force Base. He currently serves on the board for Arrowhead United Way and has been president of the California Inland Empire chapter of the Public Relations Society of America.

Lauer has been in real estate in Redlands since 1964. She established her own company in 1976 and became chairman of the board in 1989. The firm is considered the largest independent residential real estate broker in the Inland Empire and was recently acclaimed 250th in the nation for sales volume. Her community activities include service as secretary for the board of Inland Action, membership on the executive board of First Church of Christ Scientist in Redlands and the advisory board for Peace Builders, and sustaining membership in the Assistance League.

Members of Cal State's University Advisory Board serve four-year terms and provide counsel to university administrators about the growth and development of the university.

The Bulletin Board

The Ballot and the Bond Measure

A general obligation bond issue will make it to the November ballot after passing in the state assembly and being signed by the governor. The bond could help pay for a new, \$29.3 million social and behavioral sciences building, which would handle 1,500 more students and provide faculty with at least 50 more offices.

Friday Bulletin Fall Schedule

This schedule is published for those wishing to submit story ideas or other campus-related information for possible publication in The Friday Bulletin.

Generally, story ideas submitted for consideration by the Public Affairs Office should be sent at least three weeks before a target publication date. Submissions for such short items as community service or birth announcements are due 10 days before a publication. Check the schedule for any variations.

Submission Deadline	Publication Date
Sept. 8	Sept. 18
Sept. 22	Oct. 2
Oct. 6	Oct. 16
Oct. 20	Oct. 30
Nov. 3	Nov. 13
Nov. 24	Dec. 4
Dec. 8	Dec. 18

Personnel

Birth Announcement

Congratulations to Lisa Graham (Administration and Finance) and her husband, Paul, on the birth of their first child, Erick Luis James Graham. He was born June 28 at St. Mary's Regional Center in Apple Valley. Erick weighed five pounds, eight ounces and measured 18 ½ inches long. And to the campus community Lisa says, "Thank you. The cards and the phone calls really helped me get through it."

Calendar

Friday, Sept. 11

Women's Volleyball

Cal Poly, Pomona, 7 p.m.

Saturday, Sept. 12

Women's Volleyball

Grand Canyon University, 7 p.m.

Thursday, Sept. 17

Convocation.

CSUSB's annual convocation address by President Albert Karnig. 9 a.m., Student Union Events Center.

Saturday, Sept. 19

Men's Soccer

Cal Poly, Pomona, 12:30 p.m.

Women's Soccer

Cal Poly, Pomona, 3 p.m.

Monday, Sept. 21

Men's Soccer

Cal Baptist, 4 p.m.

Wednesday, Sept. 23

Women's Soccer

Grand Canyon University, 12:30 p.m.

Men's Soccer

Grand Canyon University, 3 p.m.