Administration Charged With Mismanagement

By Dell Richards and Joanie Weiser

On Tuesday, Oct. 23, William McLeod of the California State Employees Association filed a group grievance with Dean Prouty on behalf of employees in the Admissions & Records Office. This is the fourth grievance stemming from the staff of the Admissions & Records Office. These formal grievances are the latest efforts of the staff to make known and solve the various problems involved with the functioning of that office.

The C.S.E.A. is charging the administration with violation of section 24303 of the education code, with inconsistencies in the operation of the personnel office, with arbitrary down-grading of vacant positions, management of the Admissions & Records Office, and harassment of individual employees.

The education code states that all vacant non-academic positions shall, as far as practicable and consistent with the best interests of the California State Colleges, be filled from qualified non-academic employees serving in lower positions in the same or related series. One employee, who filed the first grievance with Dean Prouty, stated that within the five years that she has been employed by the Admissions & Records Office, she has not been promoted once.

The employee claims that she has been overlooked in favor of off-campus applicants. Although C.S.E.A. is aware that the language of the education code is ambiguous, and indeed the administration cannot find any other people, they would like to know how preference is given to on-campus employees, if indeed it is, and why an on-campus employee was not given preference, when an off-campus employee was hired.

The Personnel office is being charged with inconsistencies in the posting of vacant positions, withdrawing positions after they have been offered, and inconsistencies in testing for the same position. They have not publicized promotional opportunities and seem to be rubber stamping the administration.

Within the Admissions & Records Office itself, positions that have become vacant have been downgraded as they become vacant. In one particular case, a clerical IIIB position was vacated, it was downgraded and posted as an IIA position and the Director of Admissions (Mr. Morey) offered this position, before it was even posted, to a student assistant, who had worked approximately two months in Admissions. After the position was posted, three qualified employees from Admissions & Records applied. Dean Prouty then decided to downgrade the position into two separate temporary positions of CA II and CA IA, and made the statement, after his revision of the Admissions Office, one particular individual wanted her present position. This change was made after the Admissions & Records Office Made a protest visit to the President and to Vice-PRESIDENT Scherba, regarding Mr. Morey's show of discrimination of certain office personnel.

Admissions & Records Office, Dean Prouty, and John Am Von Wald, are being charged with poor supervision of the office, with giving improper articles, and unjustified evaluations of employees, of not promoting on-campus employees, of mismanaging the workloads, of assigning impossible workloads to some staff members, while others are assigned relatively light duties. Employees are also expected to perform duties not listed in their job descriptions.

At the problem-solving meeting of August 20, Dean Prouty made the statement: "I have spent $300 for training courses for these two supervisors (John Morey and Jo Ann Von Wald) and they are worse supervisors than before." These four employees feel that this whole problem has become unbearable, since last September, when they backed a fellow employee who had been too strongly reprimanded, for being both yellow and sworn at by Jo Ann Von Wald, and Dean Prouty. The office has become so tense since then, that those who did not speak up defending the employee was those who sprang for her defense. Previously, people who had been harassed by the management or had expressed their own views, merely left the office, instead of trying to "buck the system." Since then, there has been a high feeling of unity among the staff, who tried to help the employee. This incident spearheaded the problems, giving them enough courage within the C.S.E.A. to find out what their rights, as employees were.

William McLeod, a representative of C.S.E.A. was assigned to their case and has been working with them to solve their problems through informal channels. The employees have approached the three different levels of the existing grievance board, long-time supervisor, Dean Prouty, the intermediate level, Vice-President Scherba and the President of the campus, Dr. Pfau. The C.S.E.A. feels that, at each level, they were treated in a disarming manner, and the problems were not given serious consideration. William McLeod stated: "It is a pro-administration grievance board, that it is a one-sided chain of command, and that the Board of Trustees are not cooperating with labor organizations such as the C.S.E.A."

In addition to solving the immediate problems within the Admissions & Records Office, the C.S.E.A. and staff are hoping for a revision of the formal grievance procedures to a fairer way of dealing with staff and management relations.

Policewoman on Campus

By Dell Richards

Karen Newby, 28 years old, red haired, vital statistics....Perhaps that is how I would begin this article were I a man, because the first campus policewoman is not the stereotypical mail-order woman. She is, in fact, very feminine. Her hobbies include sewing (she made her uniform), crocheting and knitting although she hardly has time for them these days (10 hours a day, 4 days a week) and going to Police Science classes at San Bernardino Valley College.

How did it all start? For Ms. Newby, it all started when she was working as a secretary to the campus police force. She heard there were to be three new positions in the department and she decided to apply. After doing well on written and oral examinations, she was hired. She started working October 1st. She still works there today. She says that the fact that she was a woman was a major point in getting her the job. She said that before I turned sixteen in 1969, her chief goal was to be progressive in their outlook toward law enforcement and felt it was time for a woman to be added to the force. She views the police force as a "service organization" as well as a "law enforcement agency. She said their purpose concerning people was "to help students" but to help them. She is hoping that women particularly will feel unafraid to come to her to report any trouble they might have on the campus. Although there were reports to the police of the usual crimes against women (rape, attempted rape, indecent exposure), she feels that perhaps incidents did go unreported because the women involved were unsure of how a male police officer would respond. She is hoping that this will be remedied by her presence on the force.

Obviously if the police don't hear about the times when people do actually need their assistance, they not only only not help the victim, but won't be able to help the victim. She said in fact, that more people from the community at large might imagine. Last year, theft in the dorms was a particular problem. She mentioned that in regards to theft the campus police will either try to get the license or social security number of any or all of those possessions, so that they can be easily traced if stolen.

Although for Newby to give new to the force, she said the "reception on campus has been really good, I really like it, but it was a problem". And she seems proud to be admitted into this world that is typically a male dominated world. Being a woman in the force isn't all that easy, though. Just as an example that she first encountered, her uniform is very effective compared to the men's unique and she has to have them tailored. Her blouse alone was $26.00, whereas there are racks and racks of shirts in all sizes for the men. And she isn't quite used to the gun she is now wearing at her belt. Obviously if the police don't hear about the times when people do actually need their assistance, they not only only not help the victim, but won't be able to help the victim. She said in fact, that more people from the community at large might imagine. Last year, theft in the dorms was a particular problem. She mentioned that in regards to theft the campus police will either try to get the license or social security number of any or all of those possessions, so that they can be easily traced if stolen.

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I®dti©;be^P^CE^TH fe" against- the Regents decided, by a strong (votes) in stockholder fights with pollution or exploiting indigenous peoples (e.g., business operations in South Africa) should not affect management. 

The program was scheduled to begin at 7:00 p.m. but it hadn't begun by 7:30 p.m. Dr. Saylor, of the Music Dept., the man credited with selling our ASB OFFICERS THIS $10 of groups before the term, thought the musicians (four of them) on, whereupon they immediately searched for no avail for the stage with curtains. 

This decision to ignore the social implications of their acts ill-befits those who are supposed to preside over a system of "free inquiry" and education. 

The UC Regents have shown themselves bereft of the moral and social consciousness demanded of those who would lead us. It is my belief that the Regents should be elected, not appointed. If the UC Regents had to do with the people, it is possible that they would take the interests of the people into consideration when voting their (OUR) stock interests.

Dear Dean A. Watkins of Palo Alto said that the regents have no right "to take into account financial matters." Watkins added that merely raising an issue can hardly have a positive effect."

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The decision means that issues such as a corporation's record in hiring minorities, contributing to corporate social responsibility by putting their (OUR) stock interests, would take the interests of the people into consideration when voting their (OUR) stock interests.

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The following is a brief history lesson. Fill in the blanks to see how much you know.

1. In 1804, at the age of 14, she was hired by the Lewis and Clark Expedition as an interpreter. As her guide she endured the entire 5,000 mile journey, carrying her newby brothers everywhere they went. According to the journals of Lewis and Clark, a canoe capsized at one point during the trip, and she was responsible for saving pounds of valuable papers, instruments and medicines. In 1884, at the age of 94, she died on the Arizona Reservation. Who was this woman?

2. A successful nineteenth century writer, among her works are essays of the Dirk. At her age she was still the first woman to receive the Congressional Medal of Honor, she was a doctor at the age of 30. Who was this woman?

3. The only woman to receive the Congressional Medal of Honor, she was a doctor at the age of 30. Who was this woman?

4. Discovering a comet through a telescope in 1847, she was offered a gold medal by the American Philosophical Society and elected to the National Academy of Arts and Sciences and the Association for the Advancement of Science. There is a crater named after her on the moon! Who was this woman?

5. She began a school for Black girls in 1833 in Connecticut. Soon after, the "Black Law" was passed by the legislature, which forbade the establishment of a school which instructed "colored persons." She broke this law and was jailed, tried and sentenced, but too broke to keep her school open. The last six years of her life the Connecticut legislature, largely due to the efforts of Mark Twain, granted her a pension partially in compensation for the trouble they caused her. Who was this woman?

6. She was the wife of the powerful Earl of Mersea (Lord of the Cry). At the request of the people under her husband's rule, she spoke to him about lowering the heavy taxes imposed upon his subjects. Not taking her too seriously, he agreed to lower them if she would ride through the town. At some point he felt a promise after her ride. Who was this woman?

7. A birth control pioneer, she introduced the diaphragm to the United States. She wrote birth control pamphlets, lectured, and warned people that overpopulation was a serious problem. She was in and out of jail for violating laws which forbade the distribution of contraceptive information. Her final goal was realized when the International Planned Parenthood Organization was founded in the early fifties, and she stated when the pill became a reality and women had reliable contraceptives. Who was this woman?

8. In her capacity as a minister, she worked to improve conditions in women's and children's prisons. She worked to improve conditions in women's and children's prisons. She was the first woman to receive the Congressional Medal of Honor, she was a doctor at the age of 30. Who was this woman?

9. The unoffical member of Lincoln's cabinet, she devised the Tennessee Plan which foreign and domestic papers of that time hailed as the plan that won the Civil War. She was also Eric's espionage agent, collecting documents proving that Jefferson Davis and others conspired to form a Southern United States. She offered a petition for her work, but refused, as she was not publicly recognized for her part in winning the war. The government felt that it would be harmful if people knew that a woman had devised the Tennessee Plan. Who was this woman?

10. In 1429, this French teenager set out at the head of 10,000 troops to drive the English out of France, and put the Dauphin on the throne. After she had beaten the English time and again, a dissident French faction captured her and sold her to the English. Refusing to ransom her, the Dauphin let her rot in an English prison until she was found guilty of heresy and burnt alive at the stake at Rouen. Who was this woman?

Check the number of blanks that are correctly filled in, and see how you did.

10 correct — well-informed and aware
9 correct — fairly well-informed
8 correct — not quite well-informed
7 correct — not too sharp
6 correct — aware — of what's going on
5 correct — aware — of what might be going on
4 correct — none of the above
3 correct — average
2 correct — not too sharp
1 correct — null
0 correct — you don't rate
In informal campus interviews

by Bob Lautz

I'm a reporter from the Pawprint staff and I want to know what you think of the new priority system that was established this quarter.

I'm a junior and my name's Duane Thomas and I think it sucks.

PP: You don't like it at all.
DT: No.
PP: Do you have any idea how it is actually working this quarter as compared to previous quarters?
DT: I've been here the whole time I've been in college and at random the computer just spit it out.
PP: Well, why don't you think that's fair?
DT: I guess you wait all the time to become a junior or senior so you can get the classes you need for graduation and then you come out here and get a priority number of D-1.
PP: What was your priority number?
DT: D-1.
PP: You don't think that's fair.
DT: Well, you have no idea of the registration system.
PP: They haven't taken anything at all so they can take anything that's offered here.
DT: Everybody is justified in that they have more time, they have more to choose from, and can take anything at this point. You don't have as much time.
PP: Right, whereas I'm taking my prerequisites and stuff and those are the ones that close first.
DT: Hum, I see. Thank you Mr. Thomas.
PP: I'd like to talk to you about the new priority system. First of all, what's your name?
DT: My name's Frank Romo.
PP: What class are you?
FR: I'm a senior.
PP: Is that fair?
FR: Everybody seems to think that that's fair. Frank Romo.
PP: You don't think that's fair.
FR: Well, I've gone to school here for three years now and I've just become a senior so I thought finally at last I'd get all of my classes. You know, the kind of classes you can take kind of narrow down as you get to be a senior.
PP: (You will get as much choice)
FR: I think so. When I got my priority number I was very disappointed. Of course I ran out of gas on the freeway and didn't get here in time to register, so...
PP: Did you get the classes you wanted?
FR: No, I didn't. I didn't get a couple of sociology classes I'd like to have had.
PP: Would you like to go back to the old system?
FR: As long as they do it while I'm a senior.
PP: Eddie Baca.
ED: The only thing I can say is that the Admissions office has benefited from this, now the students. Here students who have waited all this time have been scored once again.
PP: That was Eddie Baca, ASB President.
FR: Eddie Baca? Who's name we didn't get. I think it's really terrible. Because my fiancée, right, senior, he can't get any of his required classes. He needs two required classes and they're all closed. He can't get into them. As for myself... I think it's terrible.

PP: Are you registering now?
FR: Yeah.

American Graffiti

by Dell Richards

American Graffiti. George Lucas, playing at the Avco Center. George Lucas, director of THX-1138 (an amazingly realistic S.F. movie) strikes again, this time with a nostalgia one, pure 1959. The music is incredible and you almost want to dance in the aisles. It also features Flash Cadilliac and the Continental and the most amazing array of early 60's people (and problems) that one has ever seen. Bring back both food (and painful) memories of all those evenings spent wondering what we earth there was to do in town (and if you grew up in San Bernardino or a million other small American towns, the answer was exactly as in American Graffiti). Das wonders what happened to the women when they grew up but I guess you can't have everything!

Fantasia

Fantasia, playing in Westwood — playing here soon. Another Walt Disney bonanza. Some scenes are interesting (Sorcerer's Apprentice, and the Nutcracker's Suite and of course, Mickey Mouse) but it is sugar and spice and everything nice with religious ending to boot. Just what little girls are made of!

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Counterculture Capitalism

by Bruce Scott

AS THE PLATTER TURNS, A Musical Soap Opera In Longmont Parts, will, throughout the course of the year, attempt to cover both the history of Rock and the political ramifications thereof.

The counterculture has literally become just that — culture which is sold for profit. All of our earlier, traditional "underground" symbols of identity have been absorbed by a mass of chain stores, mass media and the mass music. Psychadelic peace beads, incense, bellbottoms and black lights once available only from a few scattered but select "head shops" or street dealers, are now sold in the window at Woolworth's, Peer West's, May Company's and the Broadway's. Many of our mainstays of radical information — i.e., the L.A. Free Press — have been transmogrified into the Jack and Jill dominated broadsheets, offering instant "instant" news and "every" sauna bath. "Grounds," once purposed to raise money for the movement, or for anything which had been set-up by bearded, pot-bellied (and even pot-lunged) "hip capitalists" will sell t-shirts and buttons through Sears' Ticketron offices.

Record sales alone totalled more than $1 billion

The "counterculture" (which I will continue to call it, for want of a better way) has become just that — culture which is sold for profit. Record sales alone totalled well over a billion dollars last year, according to the Spade and Archer Advertising Agency, which was carried-out by Gerri Birkhead. Of the 128 million Americans who bought records, 87 million had spent $1.36 billion. This, some of us might think, is a pretty good yardstick for the size of the counterculture.

At one time (I'm thinking specifically of the early '60's) we were at least partially in control of our cultural lifestyle. The leaders of the business community largely ignored the youth culture, considering it a part of a "permanent aberration," a fact. But even in those early days of the '60's, rock 'n' roll, had no economic control. The records we listened to were of the Man's hand, and distributed through the Man's outlets. Later, when a few independent record companies (i.e., Apple Records) ideologically attempted to steer clear of the profit producing end of music as possible, they foundered into impossibility, were torn apart by dissention over the gold or forced to return to "business" as usual.

Rock was originally the music of rebellion; the trump-card to battle with the denumanizing forces in charge of our IMBIZed society; the clarion assertion that we were marching to the tune of a different drummer. Most of that is now long past.

Our Rock stars are often as self-serving (in some cases, even more) as the profit —status-seekers they pretend to reject.

Cooper, not too long ago, bought a house next door to Barry Goldwater. Said Alice to Rolling Stone magazine writer Barry Stone, "The cool thing is my house is bigger than his! And I have more money." Whether Alice's house is to the right or the left of Goldwater's is a moot point. I prefer to think they're on the same level, straddling the same ideological aspect, so to speak.

On a recent album, BILLION DOLLAR BABIES, Alice sings, "Roll out with your American dream and its recruits," and that's exactly what he means. Alice Cooper's "Way," as is that of an over the stage paragry and asks a young woman, "How old are you, honey?" After her reply, he screams to the band, "Thirteen? Who wants her?!

Pappalardi, former producer ofActor Harry Cauley as Moliere

Moliere Opening

Two comedies by the great playwright Moliere are in rehearsal for opening night November 8, under the direction of William Slott, Associate Professor of Drama.

In commemoration of the 300th anniversary of Moliere's death, "The Versailles Impromptu" and "The Physician in Spite of Himself" are being offered in theatrical authenticly to present a novel program, Barry Cauley, New York professional actor, writer and playwright, who is the College's artisitc-researcher, is cast in the role of Moliere.

Members of the cast include Bruce Scott, Robert Haine, Sam Miller, Kurt Nelson, Kevin Gallagher, Dan Redfern, Nick Pencoiff, Mike Tachia, Sandi Gustin, Randi Redfern, Martha Aldrich, Lori Capannari, Pat Ferrence and Cindy Esseff.

Production dates are billed for November 8, 9, 10, 14, 15, 16 and 17.
Dark Ages Return

Faithful friends — A medieval renaissance events group which is hoping to be composed of scholars, artists, crafts-people, entertainers and assorted friends and fools alike, all interested in contributing to renaissance medieval type events on our campus and on other campuses throughout Southern Calif; be it faires, banquets, parades, lectures, demonstrations, plays, dances, or just plain reveling. If you are interested in recreating for yourself a temporary environment free from the worries, and pressures of today's modern living, attend one or all of our events, and become one with the dark ages.

There you are, a $9.95 bill and $1.38 in your pocket. The merchant eyes you suspiciously: uh-oh, another no-cash kid. You smile to yourself as you whip out a Bank of America College Plan check (only $1 a month, the summer is free, and all the checks you can write!). He hesitates, he still doesn't know you. So you reach in your pocket and pull out your ace — your BankAmericard®.

The merchant relaxes, Thank you sir, come again. Your credit's established, thanks to BankAmericard and College Plan Checking — welcome company just about everywhere. And they're just two of the six College Plan services available to students.

Be known by the company you keep.

Bank of America

College Plan Available Only At:
Sierra Way-60th Office
130-40th St.,
Whatever Happened To Bobby Riggs?

By Becky White

As a woman athlete I am always interested in what people of both sexes think about women in athletics. I interviewed the interested in what people of both sexes think about women in athletics or athletic women?" "I haven't met any." Olivia Go from the Philippines

"Women should be offered and involved in all possible sports. I don't think football is feminine but there is nothing wrong with women being in it. I am not aware of any unequal treatment of women in sports." Linda Cordora

"It's fine for women to be in athletics. I think of professional sports as entertainment. Which ever sex can draw the largest crowd should get the highest pay." Jack Ahern

"They're just another person with another interest. I haven't been exposed to that many." Jill Given

"Women athletes are more broad minded than most people. They should have equal money for sports programs. Women have to do something besides study books. Schools should offer scholarships to women also." Bill Carson

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This 25-foot headphone extension cord can safely extends in hardily if you like listening to "masses and want a little mobility too. And you can even string on three together and wander around freer from not losing your music behind. The regular price is $3.70, but your special price are $3.27 each.

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If other people's studying is getting on your nerves, listen to your music, listening you might try a pair of these headphones. They're very, very comfortable and has enough volume to drown out all noise, and the open air, gives you enough contact with the outside world so it is really important sounds like... the phone. And the "masses" are only $3.27 each. (They're usually $10.)

There's a Pacific Stereo store located close by... SAN BERNARDINO, 790 Inland Center Dr. opposite Inland Center, 884-DAYS, and FOMONA, 590 Indiana Hill near Holt, 621-3657

By Becky White

Intramural sports is holding a turkey trot Nov. 15 (Thursday) at 3:30. Men run 1.85 miles, women run 1 mile. The whole idea of the trot is to have a good time and get together with people. If at least ten men and ten women participate in this event then every person that finishes will receive a free turkey dinner afterwards. Both trots will start on the soccer field. Sign-up at the gym now! P.S. Enough women have signed up to make a flag football team. Information about playing Valley College, Redlands, etc. will be out soon. Still taking sign ups.

Survey Questionnaire

"ATTENTION SURVEY PARTICIPANTS:

Those students who received a Student Survey questionnaire at registration are asked to please complete the questionnaire and either return it in the envelope provided or return it to the Activities Office, Student Services Building, room SS-116.

Thank you for your cooperation in this matter and for providing us with your feedback.

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STUDENTS: The United Professors of California urges you to

Vote NO ON

PROPOSITION NO. 1

Proposition No. 1, Governor Reagan's proposal to revise California's tax structure, is fraudulent. Its appearance on the November 6 ballot is directly related to Reagan's campaign to win the Republican nomination for President in 1976. A major feature of his strategy is to portray himself as a public official who actually cut taxes. But, for thinking Californians, the important question is how the tax reduction would be achieved.

CALIFORNIA STATE TAXES CAN BE REDUCED IN THREE WAYS

- Shifting the task of providing services (schools, hospitals, correctional facilities, welfare assistance, law enforcement, etc.) from the state to local government. This shift would raise local taxes by the same amount as the state lowered state taxes. The net effect upon the taxpayer is zero.
- Reducing state support without an equivalent increase in local government support. If this were done, the cost of the services formerly provided by government would be shifted to the individual citizen. For example, if the government reduced its support of the University of California and the California State University and Colleges, these systems would be forced to raise tuition by an amount equal to the loss of government support. This could mean tuition of $2,500 a year or more.
- Forcing individual citizens who could not afford to pay for the services formerly provided by government to do without the services. In other words, if you can't raise the $2,500 tuition, forget about college. If you can't afford medical care, suffer in silence. If you can't afford psychiatric help, that's too bad. If we as a people, can't afford decent correctional facilities, forget about rehabilitation. If we can't afford to make life comfortable for our aged and disabled, let them wait to die on minimal subsistence.

UPC BELIEVES...

The United Professors of California does not believe that you, our students, will be satisfied with any of these alternatives. We hope you agree with us that California is wealthy enough to ensure its citizens a good education, decent medical care and the other requisites of a civilized society.

Vote NO on Proposition 1!

Vote NO on Reagan's tax fraud! Vote NO on November 6!

(Paid for by the United Professors of California, AFL-CIO)
(State-wide Offices: 220 South 10th Street, San Jose, Calif. 95112)

Your Help is Needed

If you are willing to donate either time or money to defeat Proposition 1, contact the UPC president on one of the following California State University and College campuses:

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