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Friday Bulletin

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Sports Celebrity Highlights Homecoming Festivities

John Robinson, head coach of the Los Angeles Rams, will kick off Homecoming festivities next week with a keynote address titled "Tackling Tomorrow Today" at 7:30 p.m. Thursday, Feb. 7, in the university gymnasium. Prior to the speech, a dinner honoring Robinson will be held at 6 p.m. in the Panorama Room of the Commons. A $12 dinner ticket provides admission to both events. Reservations are requested by today and may be made by contacting Mary Colacurcio (Alumni Affairs) at Ext. 5008. General admission to the speech alone is $3. Students will be admitted free. Advance tickets and student passes are required. Both are available through the Associated Students Box Office by calling Ext. 5933.

Highly recognized as a dynamic leader both on and off the field, Robinson has been a part of the Southern California sports scene during the past 15 years. Since joining the Rams in 1983, he has successfully coached the Los Angeles-based football team to six playoff appearances. Prior to joining the Rams, Robinson was collegiate head coach at USC from 1976-1982, pro assistant for the Raiders in 1975 and a collegiate assistant at USC from 1972-1974.

While at USC, Robinson won numerous honors, including PAC-10 and West Coast Coach of the Year in both 1976 and 1979. In 1976, Robinson earned distinction as the first rookie coach in 25 years to take his team to the Rose Bowl.

Several other special events are on tap for Cal State's 6th annual Homecoming celebration. On Friday, Feb. 8, a student Club Fest and car parade will be held from 11 a.m.-2 p.m. between the Creative Arts and Student Union buildings. Members of (continued on page 4)

New Integrated Software Package Launches University Into High Tech Age

In today's high tech world, having a computer isn't quite enough. Today, according to experts in the field, it's imperative to have computers communicate effectively and share data if you want to operate at maximum capacity. And on a growing campus like Cal State, many believe the need is long overdue.

To help the university move into the high tech computer age, a campus-wide integrated software package is being installed, reports James Scanlon (Computer Center). Developed by a company known as Information Associates, Scanlon describes the system as "a set of computer software programs that allows us to help manage the university in a consistent fashion." He adds that, "This system will bring us very quickly to a high level of computing ability that we desperately need."

Currently, our campus is one of seven universities in the CSU using the Information Associates package. Funding for the project results from initial negotiations between the Chancellor's Office and Information Associates, complete with a $700,000 price tag. The cost to our university, however, runs about $300,000—an expenditure covering installation, training and maintenance for the system. Nationwide, the package has about 450 institutional users.

Scanlon was instrumental in gaining project approval for our campus. "I suggested this package because it was fairly well proven, it's a leader in the field and gives us a (continued on page 4)
Nationally Recognized Black Lawyer to Speak

Derrick A. Bell, Jr., one of the country's leading constitutional scholars and the first black tenured professor at Harvard Law School, will discuss "Racism: A Prophecy for the Year 2000" during a free public lecture on Tuesday, Feb. 5. The event will be held at 7:30 p.m. in the Upper Commons.

Currently a Weld professor of law at Harvard, Bell is recognized for his use of law as an instrument to carve out social change and has been a civil rights lawyer since the 1960s. "I think having him on campus is a great privilege, especially with the new emphasis on multiculturalism and diversity in the country," says Dean Aubrey Bonnett (Social and Behavioral Sciences). Bell's most recent book, "And We Are Not Saved," is an allegory on race, law and the U.S. Constitution, adds Bonnett.

Last year Bell took an unpaid leave of absence from Harvard in a personal protest he hopes will hasten the appointment of a minority woman as a tenured faculty member. Harvard law students also have brought legal action against the school. Today, Bell continues to teach a civil rights course at Harvard.

His appearance is sponsored by the Intellectual Life and Visiting Scholars Committee, the Associated Students, Inc. and the School of Social and Behavioral Sciences. For more information, call the school at Ext. 5500.

Luncheon Reminder

Treat yourself to a special lunch on Valentine's Day and join campus friends and colleagues at the 1991 Staff Recognition Luncheon. Personnel celebrating 5, 10, 15, 20 and 25 years of service will be honored. This annual event begins at 11:30 a.m. in the Panorama Room. R.S.V.P. by Friday, Feb. 8, by calling Ext. 5138.

Employee Performs at Black History Month Ball

From 9 a.m.-5 p.m. she works on campus as an EOP counselor. But much of her free time is devoted to singing blues and gospel. Members of the campus community can hear the musical talents of Harriet Gibson (EOP) when she performs as a member of "Generations," one of several groups providing the musical entertainment at tomorrow evening's Black History Month Ball, beginning at 6 p.m. in the Renaissance Room of the National Orange Show Restaurant. Tickets to the event are $25 per person and reservation information is available from Jim King, area manager for Southern California Gas Company, at (714) 884-9411, Ext. 7941.

Last December, the group made its Hollywood debut at the Hollywood Palm Hotel. A few individuals involved with organizing the local Black History Month Ball were in the audience and asked "Generations" to perform at their upcoming event, which marks the group's Inland Empire debut.

The group's name befits its members. "Generations" is comprised of Gibson; her daughter Sharlotte, a Cal State humanities major; and Sharlotte's musical partner, Jimmy Wilson, a model, dancer, singer and writer.

"I feel it is quite a privilege to perform for such a gala event in the Inland Empire since this is home," says Gibson. "People in this area look forward to this annual event."

The ball's theme, "Black History in the Past, Present and Future," inspired the gospel hymn "Generations" will open with. "I will sing 'Precious Lord Take My Hand,' which will be performed in a cappella or without music," notes Gibson. She adds that the group is available for other local performances. Additional information regarding "Generations" is available from the group's manager, Barbara Kassel, at (714) 882-7348.
On a Personnel Note

"Don't Hesitate, Nominate" designates the call for staff personnel to participate in the university's Staff Employee Recognition Program, notes Twillea Carthen (Personnel). Implemented last July, the awards program is designed to recognize outstanding performance and exemplary achievements by staff personnel.

Over the past fiscal year, we have promoted this program and the upcoming nomination period scheduled for April 1-15. All Cal State staff members may nominate fellow personnel who demonstrate a significant contribution to the university and/or who display outstanding performance. Applications are available in the Personnel Office.

Two employees will be selected for each of the following awards:

- **Outstanding Employee Award**
  Presented to the employees who have displayed proficiency and dedication in job performance on a consistent daily basis.

- **Excellence in Performance Award**
  Given to employees based on a significant contribution to their department, division or the university.

The Staff Training and Development Committee will evaluate all candidate qualifications for these awards. Final selections will be forwarded to President Anthony H. Evans for presentation at the annual Convocation Ceremony to be held September 18, 1991. The University Staff Training and Development Committee is comprised of the following individuals: Catherine Carlson (Computer Center), Twillea Carthen (Personnel), Randy Harrell (Student Life), Dr. Craig Henderson (Academic Advising) and Kathy Tremayne (Physical Plant).

Additional information on the program is available in the Personnel Office, SS-151.

Committee Keeps Affirmative Action Principles Alive and Well

by Cynthia Pringle
director of public affairs

More than just a university policy, the principle of affirmative action in the work and learning environments at Cal State is being kept alive, in part, through the activities of the campus' Affirmative Action Advisory Committee.

"It's an educational process," explains Ed Harrison (Public Safety), committee chair. While "the guidelines are set forth by the university, and it is each manager's responsibility" to apply affirmative action principles in the recruitment and hiring of employees and similarly in the enrollment of students, Harrison believes that the committee performs a vital role in keeping the topic of affirmative action ever present in people's minds.

For instance, "We invite managers from various departments and divisions to report on their affirmative action goals. We encourage public input. We send out announcements of meetings and monthly reminders," he notes.

Functioning akin to the sexual harassment advisory panel, the Affirmative Action Advisory Committee also "serves as a ready reference," Harrison says, adding that the committee is preparing a brochure that will inform the campus about the committee and how affirmative action concerns are addressed at the university.

The four general areas of concern cited by the committee are:
- faculty minority representation
- administrative and staff minority representation
- student minority representation
- minority student retention

Enumerating certain specific challenges within each of those areas of concern, the committee made several recommendations to President Evans in a report issued last spring. Included among the suggestions for recruitment of staff were: increasing the effort to place blacks in the secretarial and skilled trades categories, and boosting the representation of women in the management and skilled trades categories.

Meeting monthly on the third Wednesday, the committee's sessions are open to the public, Harrison says. Current members include: Mike Arredondo (Receiving), Dr. Katharine Busch (Advanced Studies), Dr. Joseph Chavez (Mathematics), Marco Cota (Relations with High Schools), Dr. Juan Gonzalez (Student Services), Dr. Ellen Jann (Psychology), Dr. Matt Riggs (Psychology), Dr. J.C. Robinson (Academic Personnel), Dale West (Personnel), Reg Williams (Heating and Air Conditioning) and three as-yet-unappointed representatives from the Black Faculty and Staff, Black Student Union and MEChA.
tremendous amount of flexibility, which is very vital to our operation. Eventually, every campus department will be impacted." 

Scanlon explains that the package has four major systems including alumni development, student information, human resources and financial records. The project was launched last November when installation began on the new alumni development system. This program will help University Relations staff members 

Eventually, every campus department will be impacted.

Personnel operations will be impacted through the human resources component. Scanlon explains that with this package, position control will be aided by increased capabilities for managing a balance between employment opportunities and salary allocations. Additionally, it will provide computer ability to match skills inventory with position requirements. Implementa-

Along with the technological advances the Information Associates package provides comes the familiar challenges associated with automated change, notes Scanlon. "The big challenge comes with learning a new system. This will require new work routines and will require employees to look at their jobs in a slightly new light," he says. "In some offices," continues Scanlon, "employees will be challenged to learn a new system while at the same time operating an old system."

And, the Computer Center staff will be challenged with customizing the Information Associates system to the specific needs of our campus.

For users, the new system may inspire various reactions. "User perceptions run from excitement to skepticism," says Scanlon, who offers some comforting advice to future users. "Keep in mind that our goal is to better serve students, and note that the system will help us work smarter," he says. "And remember to retain a good sense of humor when learning the new system."

Once the systems are installed, users won't be left on their own to work out the bugs. "We have a solid support system in place for track corporate contributions, matching gifts, athletic donations and overall, provide improved pledge management.

The student information component of the package will eventually allow the university to implement a touch-tone registration process whereby students will be able to register by phone, notes Scanlon. Other features include the capability of electronically transferring transcript evaluations, conducting degree audits via computer and improving financial aid services.

A fourth component of the package is a financial records system. A special purchasing module will computerize and monitor the university's purchasing process and assist with state reporting requirements. This part of the package also will allow for a streamlined accounts payable system complete with automated check cutting capabilities, says Scanlon. Additionally, a computerized accounts receivable system will be installed.

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(Integrated Software Package . . . continued from page 4)

bugs. "We have a solid support system in place for our users," says Lorraine Frost (Computer Center), who is serving as the project manager for the conversion process. "We encourage users to exploit the system as much as possible. Users should keep asking 'what can the system do for me?'" she says. Frost notes that the Computer Center plans to publish a monthly newsletter geared to providing users with updates on the installation status and implementation plans.

While the entire Computer Center staff is involved in the ongoing conversion process, which is expected to continue over the next two years, several employees will take the lead in installing and converting the four basic package components. Assignments are as follows: alumni development, Tina Rojas; student information, Lenora Venturina, Charles Tabbutt and Susan Walsh; human resources, Frank Sola and Mojdeh Vaziri; and financial records, Susan Walsh.

In summarizing this major move into a high tech computer mode, Scanlon says, "This is a very broad-ranging project on campus. We've put a lot of enhancements to the current system that other CSU campuses haven't (implemented). And, we're good at installations. We will make the transition period as smooth as possible for everyone involved."

Nursing Scholarships Awarded

Six nursing scholarships, totalling $13,000, have been awarded by Kaiser Foundation Hospitals to a doctoral candidate and five undergraduate students on campus, reports Dr. Janice Layton (Nursing).

The Kaiser Foundation awards are "part of their effort to alleviate the nursing shortage," says Layton, who chairs the Nursing Department. More than $40,000 in scholarships were awarded to nursing students throughout the Inland Empire.

Kathryn Deitch, an associate professor of nursing here on campus, will receive a $3,000 scholarship. She is a doctoral candidate at Claremont Graduate School. Awards for the five undergraduates will vary from $1,000-$3,000, says Layton.

The undergraduates include: Debra Adair of Thermal, Heyran Byon of San Bernardino, Lucinda Carpe of Mentone, Carolina Sandoval of Fontana and Mary Schneider of Rialto.

Applications Now Available
for CSU Forgivable Loan/Doctoral Incentive Program

Increasing the number of CSU faculty members who are minorities, women and disabled individuals and providing assistance for these persons as they prepare for teaching careers in fields where they have been historically underrepresented, are the basic goals of the 1991/92 CSU Forgivable Loan/Doctoral Incentive Program.

"The Forgivable Loan Program provides financial assistance and faculty sponsorship to individuals pursuing a doctoral degree," explains Dr. J. C. Robinson (Academic Personnel). "Recipients of the loan may request up to $10,000 per year, not to exceed $30,000 over the three-year program. Upon completion of a doctoral program, a borrower employed at one of the CSU campuses as a full-time faculty member will have their loan reduced by 20 percent for each year of employment.

In addition to financial assistance, this program provides recipients with support from full-time tenured/tenure track faculty members from throughout the CSU who help participants enhance their academic experience and encourage individuals to consider teaching careers within the CSU, notes Robinson.

"While funding for this program is contingent upon the Board of Trustees' approval of the Lottery Revenue Budget at the March 1991 meeting, I encourage those interested in the program to begin the application process now," says Robinson. Forms may be obtained from the Academic Personnel Office, AD-109. Friday, March 22, is the application deadline.
EMPLOYMENT OPPORTUNITIES

Current job vacancies can be seen on Channel 3, the community access station in San Bernardino. Information also is available on a 24-hour hotline at Ext. 5139 which is updated at 2 p.m. Fridays. Due to ongoing recruitment activities and the Bulletin production schedule, some vacancies may not be listed here. For a complete listing of positions, call the hotline.

Applications will be accepted until the dates listed below:

**Bookstore:**
Computer Buyer/Technician-
$1,669-$1,968/mo.; full-time, regular position.
(not a state position)

**Campuswide Clerical Positions:**
(Current & future openings)
Clerical Assistant II-

Clerical Assistant II-
$9.76-$11.51/hr.; temporary.
Open continuously.

**Chemistry Department:**
Instructional Support
Technician IA-

**Children's Center:**
Head Teacher-
$8.10-$9.57/hr.; up to full-time, temporary through June 14, 1991.
Open until filled.
(not a state position)

Teachers Aide (2 positions)-
$4.42-$5.48/hr.; up to full-time, temporary through June 14, 1991.
Open until filled.
(not a state position)

**Duplicating Center:**
Reproduction Processes
Assistant A-
$1,948-$2,309/mo.; full-time, permanent.

**Financial Aid:**
Student Personnel
Technician-
$2,195-$2,621/mo.; full-time, permanent.
Apply by Feb. 15.
(not a state position)

**Foundation:**
Accounting Clerk-
$1,669-$1,968/mo.; full-time, regular position.
(not a state position)

Administrative Assistant-
$834.50-$984/mo.; half-time with benefits.
Apply by Feb. 15.
(not a state position)

**Housing:**
Campus Guard-

**Services to Students With Disabilities:**
Interpreter/Transliterator I-
$6.47-$7.90/hr.
Interpreter/Transliterator II-
Open until filled.

**Student Life:**
Clerical Assistant III-
$1,891-$2,240/mo.; full-time, permanent.

**Student Services:**
Professional IB-

Manager-
Salary up to $32,000/yr.;
full-time, permanent.
Apply by Feb. 15.
(not a state position)

COMMUNITY SERVICE

Dr. Frances Berdan (Anthropology) presented "The Mayan Civilization" to seventh-grade students at Martin Luther King, Jr. School on Jan. 24.

Dr. Leo Connolly (Physics) addressed "Current Topics in Astronomy" at the Jan. 29 meeting of the East San Bernardino Kiwanis Club.

Dr. Sue Greenfeld (Management) presented "Diversity in the Workplace: New Challenges, New Solutions" to first-line supervisors at Southern California Edison on Jan. 17.

Dr. Ralph Salmi (Political Science) discussed "Unity & Diversity in the Middle East: A Cultural Perspective" at the Jan. 25 meeting of the Orange Empire Retired Officers Club.
**Friday, Feb. 1**

* Lecture.
8:30 a.m., Panorama Room, Lower Commons.
Free.
(Note: At noon, Gates will present a luncheon address on "Multicultural Scholarships" in the Panorama Room. Admission is $6 per person. Call Ext. 5623 for info. & reservations.)

Art Exhibit.
"No. 25," a multimedia show of faculty works.
9 a.m.-noon and 1-4 p.m., Monday-Wednesday; 6-9 p.m., Wednesday; and by special appointment.
University Art Gallery, Visual Arts Building. Exhibit continues through Wednesday, Feb. 20.
Free.

Women's Basketball.
Whittier College.
7:30 p.m.

Play.
"Ti-Jean and His Brothers."
8:15 p.m., University Theatre, Creative Arts Building.
For ticket info., call Ext. 5876.
The final performance of "Ti-Jean" will be held at 2 p.m., Sunday, Feb. 3.

**Monday, Feb. 4**

Art Faculty Lecture Series.
Roger Lintault (Art) discusses his works.

**Tuesday, Feb. 5**

Art Faculty Lecture Series.
A discussion by Don Woodford (Art).
Noon, Room 110, Visual Arts Building.
Free.

* Lecture.
"Racism: A Prophecy for the Year 2000," by constitutional scholar Derrick A. Bell, Jr.
7:30 p.m., Upper Commons.
Free.

**Wednesday, Feb. 6**

Staff Training & Development Workshop.
"Budget Office Procedures," by Jim Martinez (Budget Office).
9-10 a.m., Eucalyptus Room, Lower Commons.
Call Ext. 5138 to register.

Computer Workshop.
"IBM to Macintosh Connectivity."
10 a.m.-noon, Student Union Building.
R.S.V.P. by calling Ext. 3090.

* Workshop.
"Career Awareness," by Shirley Simmons.
3-4 p.m., Multipurpose Room, Student Union.
Free.
Call Ext. 5940 for info.

Baseball.
Azusa Pacific University.
3 p.m.

**Thursday, Feb. 7**

Women's Tennis.
Whittier College.
2 p.m.

Homecoming.
Dinner honoring Ram's coach John Robinson.
6 p.m., Panorama Room, Lower Commons.
A $12 dinner ticket includes Robinson's speech at 7:30 p.m. in the university gymnasium.
For dinner tickets, call Ext. 5008.
Admission to the Homecoming speech is free for students; $3, general admission.
For speech tickets or free student passes, call Ext. 5933.

**Friday, Feb. 8**

Homecoming.
Club Fest and car parade from 11 a.m.-2 p.m., between the Creative Arts and Student Union buildings.
Live entertainment, student sponsored food booths and introduction of men's and women's basketball teams.

Women's Softball.
CSU, Bakersfield.
6 p.m. (Doubleheader with men's game)

Men's Basketball.
U.C., Santa Cruz.
8 p.m.

* Dance.
9 p.m.-1:30 a.m., Upper Commons.

**Saturday, Feb. 9**

Baseball.
The Master's College.
Noon (Doubleheader)

Men's Basketball.
Menlo College.
7:30 p.m.
All faculty, staff and members of their immediate families admitted free on a first-come, first-served basis.
Tickets available at window next to the main gym.

**Monday, Feb. 11**

Art Faculty Lecture Series.
Sally Kovach (Art) talks about her works.
Noon, Room 110, Visual Arts Building.
Free.

Women's Tennis.
University of Redlands.
2 p.m.

Asterisk (*) denotes special events commemorating Black History Month.

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**C A L E N D A R**

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| **Staff Training & Development Workshop.**  
"Sharpening Your Writing Skills," by Dr. Geraldine Slaght (Secondary/Vocational Education).  
9-11 a.m., SS-155A.  
This workshop presented in two parts; attendees must participate in both sessions. Part two will be held on Thursday, Feb. 14, at the same time and location.  
Call Ext. 5138 to register. | **Staff Training & Development Workshop.**  
9-10 a.m., Eucalyptus Room, Lower Commons.  
To register, call Ext. 5138. | **Luncheon.**  
Staff Recognition Luncheon.  
11:30 a.m., Panorama Room, Lower Commons.  
R.S.V.P. by Friday, Feb. 8.  
Call Ext. 5138. | **Baseball.**  
University of Redlands.  
3 p.m. |
| **Art Faculty Lecture Series.**  
A presentation by Ting Lee (Art).  
Noon, Room 110, Visual Arts Building.  
Free. | **Art Faculty Lecture Series.**  
Sant Subagh K. Khalsa (Art) discusses her works.  
Noon, Room 110, Visual Arts Building.  
Free. | **Lecture.**  
"Justification Rhetoric of Wilma Mankiller, the First Female Chief of the Cherokee Nation," by Dr. Janis L. King, a communication studies scholar.  
Noon, Room 202, Physical Sciences Building.  
Free.  
Call Ext. 5820 for info. |  |
| *Film.*  
"Malcom X."  
Noon-2 p.m. and 7-9 p.m., Student Union, Multipurpose Room.  
"Networking for Success," by Patricia Rodrguez-Gordon (Career Development Center).  
Topics will include networking and successfully bridging the gap between school and career.  
3-4 p.m., Multipurpose Room, Student Union.  
Free. | **Women's Studies Lunchtime Speaker Series.**  
Pierette Honadgneu-Sotelo (Sociology) presents "A Woman's Place Is in Whose Home? Immigrant Women Working as Domestic Service Workers."  
Noon, Sycamore Room, Lower Commons.  
Free. |  |
| **Women's Tennis.**  
Biola University.  
2 p.m. |  |  |  |
| **Baseball.**  
Southern California College.  
7 p.m. |  |  |  |

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