Larger classes, fewer part-time faculty positions, freezes on instructional equipment purchases and reductions in personnel of more than 10 percent are among the key measures being implemented campuswide in an effort to cope with a $2,596,000 budget shortfall for the 1991-92 fiscal year.

"Despite constrained resources, the university will maintain its mission to serve the educational needs of a rapidly growing region," says President Anthony Evans. "Quality instruction and support services for students will remain top priorities during the university's most challenging budget year ever."

The combination of significant decreases in both state general funds and lottery monies plus more than $3 million in new mandatory expenses presents the university with an unprecedented challenge, explains David DeMauro, vice president for administration and finance. He adds that only a 20 percent increase in student fees enabled the university to avoid severe reductions in almost all operational areas.

DeMauro says that new personnel costs, totaling $2,227,595, represent the largest increase in mandatory expenditures since the campus now must pay for a five percent pay raise approved for all state employees by former Governor Deukmejian in January, 1990. Also contributing to the shortfall are binding contractual agreements to pay merit salary adjustments for both faculty and staff personnel.

Only two collective bargaining units have to date agreed to defer these payments. Managerial personnel will receive no salary increases of any kind.

Working with a total operating budget of $61,645,000, excluding almost $10 million in auxiliary funds, university officials have implemented a number of campuswide measures to reduce programs (Continued on page 2)

Up, Up and Away

A 140-ton crane hoists one of the final 70,000-pound walls onto the structure of the new Foundation Building as the campus construction boom continues. The future home of the Office of Extended Education, this is the first classroom building on campus to be financed by non-state funds. Cal State's Foundation is responsible for the design, funding and management of this $780,000 project, which is anticipated to be complete in September.
and services while striving to maintain educational quality. Several personnel reallocations have been implemented throughout the university in an attempt to avoid layoffs of regular employees and tenured faculty members.

Within the division of Academic Affairs, nearly 200 fewer class sections will be offered this year, class sizes will increase and the campus will employ approximately 80 fewer faculty members during the 1991-92 academic year. No instructional equipment, including computers, microscopes and audio-visual equipment, will be purchased, and the library will experience reductions in periodicals and books. Program offerings at many off-campus sites, with the exception of the Coachella Valley Center in Palm Desert, will be reduced because no state funds are currently available to support them. A new master's degree program in urban planning will be delayed until fall, 1992.

Reductions in the division of Student Services will translate into longer waits for students using the Health Center and delayed processing time for applications, transcripts and financial aid forms. As in other divisions, many managerial positions have been merged and several vacant positions will remain unfilled.

Many campus maintenance services and projects will be deferred as officials within the division of Administration and Finance accommodate the budget shortfall. Due to holding vacant a number of skilled trades positions, repairs to campus buildings will be delayed and campus grounds will receive less attention. "Campus maintenance and support budgets were cut to the bone to make as many funds available to support academic programs," DeMauro remarks. Off-campus groups reining university facilities will pay higher fees for maintenance services, bringing prices more in line with other local facilities, he adds.

Within the division of University Relations, budget reductions have necessitated the elimination of the men's and women's cross country and water polo sports from Cal State's intercollegiate athletics program. Other reductions include merging the alumni magazine with the annual report, reassigning personnel, holding positions vacant and funding the university course catalog with non-state monies.

DeMauro explains that university administrators have been planning all year for the anticipated budget shortfall. Noting that budget planning is a "consultative process," he stresses that many campus groups have been involved in budget reduction decisions, including administrators, faculty, staff, students and University Advisory Board representatives. "The budget process is never really over," says DeMauro. "We will be reviewing our budget on a quarterly basis according to revenue and state support. More adjustments may be forthcoming."

Ramage brings a distinguished background of academic and administrative accomplishments to her new position. She holds a Ph.D. in educational psychology and a master's degree in counseling psychology from the University of California, Berkeley, and earned an undergraduate degree in psychology from the University of Oregon.

Prior to joining James Madison University, Ramage was the assistant dean of the College of Education at San Diego State University and associate provost for academic coordination at the University of Massachusetts in Amherst. The new dean also served for one year as director of the "Psychology in the Schools" program for the American Psychological Association in Washington, D.C.

Ramage maintains professional affiliations with the American Association of Colleges for Teacher Education, Association of Teacher Educators, Association for Supervision and Curriculum Development and American Psychological Association. She is an honorary life member of the California Association of School Psychologists.

Chamber Breakfast Welcomes New Faculty

Extend a warm welcome to new educators representing the San Bernardino Unified School District, San Bernardino Community College District and our campus as the San Bernardino Area Chamber of Commerce holds its annual welcome breakfast at 10 a.m. on Wednesday, Aug. 28, in the Upper Commons. Individuals or businesses hosting eight or more new faculty members will be recognized and are entitled to include their business brochures in the information packet to be distributed to each guest. Admission is $10 per person. Reservations are requested. For details, call the chamber at 885-7515.
On a Personnel Note

1991/1992 Revised Health Benefits Contributions...
As all employees are now aware, based on their August 1 paychecks, the 1991/1992 health benefits contributions have been revised. The revision is due to the new California budget language. Specifically, the state contribution for active employees has been frozen at last fiscal year’s level, and PERS has rescinded the scheduled 17-month contract period for health plans and reinstated a 12-month contract period.

What this means is employees are paying a larger share of their health premium than originally published in PERS open enrollment materials. PERS is considering a special open enrollment, possibly in September. If there is a special open enrollment, PERS will make the effective date of new coverage as early as possible; however, the effective date will not be retroactive.

Employees will receive information from PERS and Health Benefits Officer Marjorie Callaghan (Personnel) when it is available. The next regular open enrollment will be May, 1992 for an August 1 effective date, and the health plans will not be changed to a calendar year basis as originally planned. The state contribution toward health coverage premium rates, effective with the July, 1991 payroll period, are as follows:
- Employee only $157
- Employee + one $292
- Employee + two or more $367

Revised health premium rates were distributed to all employees with the July, 1991 paychecks. If you did not receive a copy, call the Personnel Office at Ext. 5138.

Health Center Closure...
The Health Center is closed for the month of August and will reopen September 3, 1991.

If employees are hurt on the job and need medical treatment during the month of August, they need to report the injury to their supervisor(s) or to Workers’ Compensation Officer Marjorie Callaghan (Personnel), who will arrange medical treatment for them at St. Bernardine Hospital or San Bernardino Community Hospital emergency rooms.

More information is available from Callaghan at Ext. 5138.

Fee Waiver Update...
In an effort to promote career development, CSUSB offers a Fee Waiver Program to permanent, probationary and full-time temporary staff and faculty. This program provides an opportunity for employees to attend classes at California State University campuses at reduced rates. CSUSB employees who want to enhance their job skills or prepare for a future career in the CSU are encouraged to participate in the program.

Employees interested in participating must complete a "Career Development Plan" and a "Fee Waiver Program Application" and submit them to the Personnel Office for approval. Both of these forms have been revised recently to include important information regarding administration of the program. The new forms also will help the Personnel staff gather relevant information regarding each participant’s goals, objectives and progress. All participants will be required to complete both forms before receiving approval to participate in the program.

Employees requesting to take classes under the Fee Waiver Program for the fall ’91 quarter must complete and return all forms to the Personnel Office by FRIDAY, AUGUST 30, 1991.

Forms are available in the Personnel Office (SS-151). If you have any questions regarding eligibility, fees or the program in general, please call the Personnel Office at Ext. 5138.

Fair Discount Tickets...
The Los Angeles County Fair is coming September 6-29, 1991. Discount tickets are available in the Personnel Office.

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<th>Category</th>
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<td>Group Prices</td>
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A Fair Fun Pack is available for $10 and includes 25 ride coupons and five buy-one-get-one-free game coupons, a $25 value offer.

Children aged five and under are admitted free.

If you have any questions, please contact Jenny Lizarde or Mia Martinez (Personnel) at Ext. 5138.
New Faces on Campus

Art Budilowsky is no stranger in a field that is, for most, nothing but foreign soil. For 20 years now, Budilowsky, the new associate director in charge of operations and telecommunications in the Computer Center, has been bridging the gap between humankind and machine and has devoted the last 10 years specifically to data processing.

"I found out early on that I had a knack for working with computers," says the Rancho Cucamonga resident. "It's my niche. There are other things I could do that would make me equally happy, but I really do enjoy working with computers."

Budilowsky had worked as a supervisor in the Cal State, Los Angeles Computer Center since 1984 before coming to the San Bernardino campus three weeks ago. Here, he will be supervising data communications, local and wide-area networks; repairing and troubleshooting; and overseeing operations of the two campus mainframes--the Cyber 180 and the IBM 4391.

"A lot of the operations on campus are done through the mainframes," he says, so "there's a lot of responsibility." Data processing, in particular, also can absorb big chunks of time. "Technically, our operation is 24 hours a day, seven days a week," he adds, because if a problem arises, it has to be solved quickly.

Of course, Budilowsky doesn't always work. When he takes time to relax, he enjoys doing landscaping around his home. A graduate of Cal State University, Long Beach with a bachelor's in psychology, Budilowsky taught computer software design and programming classes at the University of Minnesota as well as provided research assistance for professors and doctoral students.

Budilowsky was born and raised in New Jersey, where he also taught transcendental meditation for the International Meditation Society. He also taught in New York and California. He was headed for Texas when part of his "wanderings and travels" brought him to California in the mid-seventies.

"My interest in people and organizational psychology will be something I can utilize here," Budilowsky says. "Most positions I've been in, I usually combine working with people and computers."

"I'm very people oriented," says Dr. Jimmy Hwang, who recently joined the Computer Center staff as assistant director of academic computing. "If I can assist people in getting things done more efficiently or with more ease, then I feel good. The challenge is to make people happy."

Charged with coordinating all academic computing activities on campus, Hwang's major role is to assist faculty members with curriculum needs, research projects and statistical consultation. He also will aid students in the area of computer proficiency.

Although he has been on campus only a few weeks, Hwang is eager to implement a number of goals. An independent (separate from the CSU network) electronic mail system for faculty members will enhance communication on our campus, he believes, and on-site computer consultation visits with faculty members will add to user comfort. Other goals include expansion of the "Computer Connection" newsletter, the implementation of computer proficiency seminars for all instructional programs and the production of an academic computing guide geared to provide readers "everything you want to know, but don't know where to get the information."

Hwang's background in computing and statistics should prove to be a plus for our campus. For eight years he was coordinator of academic/instructional computing in the Social Science Research Lab at San Diego State University, where he also served as a statistics instructor. He holds a Ph.D. in statistics/social science from the University of Delaware, earned an M.S. degree in rural economics from the National Taiwan University and received his undergraduate degree in math/social science from the National Chungsing University in Taiwan.

In his spare time, Hwang enjoys bridge, swimming, tennis and Little League activities with his wife and two children.

Another new campus face belongs to Michael J. Clevenger, a construction and real estate consultant employed by... (Continued on page 5)
the Chancellor's Office to serve as a project manager responsible for the oversight of construction projects for new and existing facilities on campus. Working as a liaison between our campus and the CSU, Clevenger says he welcomes the opportunity to "add input and advice during the construction (phase) and to help the university achieve a better product through the integration of local campus personnel."

"I'm excited about all the new projects on this campus and all the growth," says Clevenger, who was previously employed by Xerox Corporation in various engineering, construction and administrative positions for eight years. And he says he's enthused about the wide variety of projects underway or in the planning stages.

Clevenger received a B.S. degree in construction from CSU, Long Beach and holds an M.B.A. from the University of California at Los Angeles. Currently, he's working towards a Ph.D. in environmental management and constructed facilities from the Union Graduate School in Cincinnati, OH.

As an executive board member of INTECH, an interstate technology group, Clevenger serves as an advisor to a $200 million Chicago Merchandise Mart Properties project. And in 1984, this new employee served on a Congressional Advisory Panel, exploring the impact of technology on building and construction industries, which in turn became part of a Congressional study titled "Technology and American Economic Transition."

A resident of Riverside, Clevenger raises show dogs, a hobby that takes him across the nation. He is married and has three children.

Latin Society Closes Summer Concert Series

For the fourth straight year, the ever-popular local jazz band, The Latin Society, will wind up the Summer Entertainment Series with a performance on Wednesday, Aug. 14. Showtime is 7 p.m. on the Lower Commons Plaza.

Bass guitarist and founder Moe Estevene formed the Latin Society more than 20 years ago. For five years during the early 1970s, the band was a fixture at the Latin jazz club El Crescendo located at Sixth and Mt. Vernon in San Bernardino. Many of the band members have been with the group for over 10 years. It's that continuity to which Estevene attributes the group's longevity.

The Latin Society has played at the Hollywood Hotel and has performed at several local black-tie functions, including the mayor's ball and the university's 25th anniversary gala held last October.

New Graduate Programs Introduced

A master of arts degree in social sciences, an industrial-organizational concentration in the M.S. in psychology, and an emphasis in English-as-a-Second-Language in the teaching of English and English composition are being introduced to the Cal State graduate offerings this fall.

Benefiting primarily high school teachers, the social sciences degree is "a perfect example of how many of our programs are developed to meet needs in the community," notes Julius Kaplan, dean of graduate studies, faculty research and development. The new program will introduce teachers to the broad social sciences and enable them to pursue specific interests in economics, geography, history and political science, he says.

The new concentration in the graduate psychology program "provides a deeper level of preparation in a field that is becoming increasingly important," Kaplan says of the industrial-organizational option. "The need for applying methods and principles to organizational behavior is becoming more and more evident."*

The incorporation of the English-as-a-Second Language emphasis in existing degree programs in both the schools of Education and Humanities also acknowledges needs in the region, remarks Dr. Adria Klein, chair of the Department of Elementary/Bilingual Education.

"We have 87 different languages represented in the county's schools and that's
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:

**Food Services:**
Account Clerk-
$1,752.00-$2,066.00/mo.;
full-time, regular.
Apply by 5 p.m., August 16, 1991.
(not a state position)

**Physical Plant:**
Building Service Engineer-
$2,856.00-$3,281.00/mo.;
full-time, temporary through June 30, 1992.
Open until filled.

**School of Education:**
Project Secretary I-
$10.06-$11.85/hr.; hourly,
temporary through July 31, 1992.
Apply by 5 p.m., August 16, 1991.
(not a state position)

**School of Social & Behavioral Sciences:**
Program Coordinator-
$2,363.00-$2,764.00/mo.;
full-time, temporary through December 31, 1992.
Open until filled.
(not a state position)

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**Graduate Programs... continued from page 5...**

really the purpose of the ESL option," to help elementary and secondary school teachers perform in a multicultural classroom, she explains, adding that the emphasis is broader than the bilingual option that focuses primarily on Spanish-speaking teachers and students.

In the English Dept., the ESL component will "focus on what you need to know to teach composition to people who have second-language problems at the junior college level," comments Dr. Harry Hellenbrand, department chair. He points out that both ESL emphases have been "set up so that a good deal of elective work could be drawn" from among the options offered in either school.

"We think that for people teaching writing, it also would be helpful for them to know how to talk to people with second-language backgrounds and probably vice versa," he adds.

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**Personnel**

**New Employees**

**Full-time, permanent**

Bobbye Bubicr
Secretary B
School of Business & Public Administration
Ext. 5700, AD-142

Arthur Budilowsky
Senior Systems Analyst
Computer Center
Ext. 5066, PL-14

Sylvia Sharp
CA-IV
Undergraduate Studies
Ext. 5032, SS-158

**Part-time, temporary until February, 1992**

Grant McMurrnan
CA-II
Purchasing
Ext. 5142, AD-116

**Promotions**

Sylvia Sharp
CA-IV
Undergraduate Studies
Ext. 5032, SS-158
**COMMUNITY SERVICE**

**Dr. Herbert Brunkhorst** (Institute for Science Education) is coordinating the Sixth International Symposium on World Trends in Science and Technology Education on Aug. 12-21 in Palm Springs, CA. The university's Institute for Science Education and the Office of Extended Education are among the symposium's cosponsors.

**Dr. John M. Hatton** (Counseling Center) chaired the Social Studies Textbook Adoption Committee for the San Bernardino Unified School District and reported the committee's actions to the school board on July 16.

**Dr. Mildred Henry** (Advanced Studies) addressed "Education, Key to the Future" at the annual luncheon of The Special Emphasis Program Managers held on May 21 at Norton Air Force Base and spoke on "Child Care Needs on the Westside of San Bernardino" at the July 1 meeting of the San Bernardino City Council. She sponsored and participated in the orientation of 71 Summer Youth Employment Training Program employees and 15 work-site supervisors at the PAL Center in San Bernardino on July 1-2. And, on July 18, Henry presented "Making It Work, Effective Services of the PAL Center" to members of the San Bernardino County Private Industry Council.

**Pamela Langford** (Development) was appointed to the Community Advisory Board of Community Bank's San Bernardino Branch.

**Dr. Judith Rymer** (University Relations) was appointed to a second three-year term on the Board of Directors of the National Orange Show. She also was elected by the board to serve as president-elect during 1991-92.

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

**Saturday, Aug. 10**

**Writing Seminar.** "Writing and Selling Your Screenplay." This one-day Extended Education course focuses on getting your script written and sold. Simple step-by-step instructions will be provided by David Trottier, a Los Angeles-based writer/producer/script consultant. Other topics will include agents, markets and pitching your product. To register, call Ext. 5975. The seminar fee is $65. 9 a.m.-4 p.m., Room 104, Coyote Bookstore.

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**Wed., Aug. 14**

**Summer Entertainment Series.** Big band sounds by The Latin Society conclude the summer concert series. 7 p.m., Lower Commons Plaza. Free.

**Saturday, Aug. 24.**

**Couple's Workshop.** "Couple Communication: Reaching Your Potential." This Extended Education workshop is designed for couples seeking communication and problem-solving skills geared to improve relationships. Carole and Larry Spencer of Colab Training & Consulting will instruct this one-day workshop. Fees are $45 per couple or $25 per person. To register, call Ext. 5975. 9 a.m.-4 p.m., Room 103, Coyote Bookstore.

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**Monday, Aug. 26.**

**Grantsmanship Workshop.** "Writing a Winning Grant Proposal." Novices or those wanting to refine their skills in grantsmanship can learn the basics through this two-day workshop offered by Extended Education. Fees are $195 (credit) or $145 (non-credit). To register, call Ext. 5975. 8:30 a.m.-5 p.m., Panorama Room, Lower Commons.