1-31-1992

January 31 1992

Friday Bulletin

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PRESIDENT'S MID-YEAR REPORT

(Edited’s Note: On Jan. 22, 1992, President Anthony Evans issued the following mid-year report to all faculty and staff members. Since it addresses the challenge of the current budget situation, it is reprinted here for your information.)

Dear Colleague:

Since I have not had an opportunity to speak directly with most of you since the fall Convocation, I am writing to provide a brief mid-year report, which will focus heavily on budgetary matters.

Despite unprecedented budget problems, we are serving the largest number of students ever, and students express to me their appreciation. Having been able to avoid painful layoffs no doubt has helped maintain the momentum of a thriving university. Rarely has a faculty and staff worked harder or made greater sacrifice. For that I am indebted to each of you, and I thank you.

Our current operating budget still has a slight deficit, but we will remedy that shortly. Our problem is not so much weathering this year’s fiscal crisis but bracing for a budget shortfall that is expected to increase next year. Compounding next year’s budget problem is our system’s need to adjust to $179 million in prior year deficits and Governor Wilson’s recommendation to the Legislature $139 million less than our system’s request for 1992-93. Although the Governor’s budget contains $17 million for additional enrollment growth, we do not know what, if any, of that money will come to our campus.

Thus we need your help as never before. We will engage in extensive consultation, especially with existing campus advisory groups. I plan to make myself more available to individuals and groups alike. I am asking our vice presidents, deans and directors to create additional opportunities for your input so that we have the greatest understanding of the direction the university must take.

Perhaps you already have heard that Governor Wilson’s budget for The CSU next year precludes any personnel increases of any kind and has another increase of up to 40 percent in student fees. Because only one of our nine contracts with bargaining units provides for step increases (MSAs) in 1992-93, any MSAs must be negotiated anew.

As we plan for next year’s challenge, we will need to economize wherever we can, beginning now. The Governor’s present personnel freeze will continue indefinitely, although I am permitted to authorize the filling of truly essential vacant positions. Whenever possible, we will attempt to fill essential vacant positions from pools of internal applicants and limit external searches to faculty positions and specialized support positions for which there are no qualified internal applicants.

It may be necessary for us to reduce even further a few more non-instructional positions.

At this time, I see no other way to meet next year’s budget nor any other method that will enable us to lift the moratorium on the purchase of instructional equipment, computers and library books.

I am convinced that we can make the necessary future budgetary accommodations without cutting significantly into educational quality. We will need to focus our priorities more sharply and to work smarter. Clearly, there will be less money for higher education needs in California.

While we do not now envision the elimination of any academic programs or departments, some of our services may need to be reduced, perhaps even phased out in a few instances.

I urge you to give me the benefit of your counsel. I would appreciate it if you would write to me, phone me or attend one of the several group meetings that I will be scheduling between now and the end of the current academic year.

On a more positive note, I am pleased to report that the new Business and Information Sciences Building is ahead of its construction time schedule and that we will begin construction on the Student Union and Library expansions in mid to late spring, respectively. And if the Legislature agrees with Governor Wilson to authorize the sale of revenue bonds early, we could begin construction on the new Health and Physical Education Complex during the summer.

Thanks for your patience and for your splendid performance under very challenging circumstances.

Sincerely,

Anthony H. Evans
President

FORMER CONGRESSWOMAN SHIRLEY CHISHOLM HIGHLIGHTS BLACK HISTORY MONTH CELEBRATION

"Unity Through Diversity" will be addressed on Thursday, Feb. 6 by former Congresswoman Shirley Chisholm, who headlines the campus' Black History Month activities. Faculty, staff and students will be admitted free to the 8 p.m. presentation in the gymnasium with tickets obtained in advance from the A.S.I. Box Office. For tickets, call Ext. 5933.

Chisholm took over the party nomination for the Democratic Party in 1972, she once again made history through her dynamic campaign for the Democratic Party nomination for the presidency. Chisholm was the first Black female to seek the nation’s highest political office.

Ten years later, Chisholm announced that she would not seek reelection to Congress. Since leaving politics, the continues to work tirelessly for the empowerment of her constituents, compensatory education, minimum wage for domestics, American Indians, Haitian refugees, migrant farm workers and the poor.

The former Congresswoman holds a B.A. degree from Brooklyn College and earned her Ph.D. in educational supervision from Columbia University. She is the recipient of honorary doctorate degrees from 51 institutions of higher education from across the nation.

Chisholm’s "Unity Through Diversity" address is sponsored by the university’s Student Life Office, A.S.I. Cultural Planning Committee, Student Union Program Board, Intellectual Life and Visitor Scholars Committee, Board of Regents, Black Student Union and Black Faculty & Staff Association.

Other Black History Month activities at Cal State include an All Black Day on Tuesday, Feb. 25, from 9 a.m.-2 p.m. A wide range of wares, including arts and crafts, books and food, will be on sale in the lawn area between the Student Union and Creative Arts buildings. This event is sponsored by the A.S.I. Cultural Planning Committee.

UPCOMING CHILDREN’S SUMMIT CONFERENCE ADDRESSES COORDINATION OF SERVICES

Governor Wilson, local government leaders, educators and social service providers are being invited to campus to participate in a major conference on Friday, Feb. 7, designed to address the urgent needs of California’s children, reports Dr. Margaret Atwell, associate dean for the School of Education.

The conference, titled “Cutting Through the Red Tape: Local Government Summits on Coordinating Youth Policy,” represents an unprecedented effort by the California School Boards Association (CSBA), the California State Association of Counties (CSAC) and the League of California Cities to work collectively in improving services for children. This conference, the third in a series of 12 regional meetings, will focus on methods of integrating or linking public services and community resources in an effort to overcome such challenges as diminishing budgets, restrictive policies, fragmentation and duplication of services.

"Hosting this type of conference on our campus is very significant for us since we are so involved with many children’s services, especially within the schools of Education and Social & Behavioral Sciences," notes Atwell. "It mirrors many of our programs here.

At the conclusion of the summit series, results will be presented to Governor Wilson, who serves as honorary state chairman for the project, and also made available to children’s services providers throughout the state.

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JANUARY 31, 1992

PRESIDENT’S MID-YEAR REPORT

FORMER CONGRESSWOMAN SHIRLEY CHISHOLM HIGHLIGHTS BLACK HISTORY MONTH CELEBRATION

UPCOMING CHILDREN’S SUMMIT CONFERENCE ADDRESSES COORDINATION OF SERVICES
STAFF EMPLOYEE RECEIVES PROMOTION

Payroll documentation, auditing, staff training and customer service are among the varied duties performed by Teri Allen (Payroll), who recently was promoted to manager, payroll operations. She fills the position vacated by Judy Meenan. The Payroll Office also is responsible for correct documentation related to the nine bargaining units on campus. Allen says customer service is high on her list of priorities. "I plan to continue to maintain service to the campus community by providing updated information regarding payroll procedures," notes Allen, who says she also plans to visit campus departments to determine the needs for individual training." She adds that this individualized service will supplement the workshops on "Payroll Procedures" currently offered on campus.

"I find the job very challenging and rewarding," says Allen, who states that the reward comes from seeing a large number of deadlines and knowing that the office is doing a fine job. "We have a great staff, and I plan to build on staff development in order to better serve the campus." Commenting on her appointment, Allen says, "I am very pleased and excited that I was selected."

Allen joined the university payroll team as a supervisor in January, 1988 after working as a payroll technician at Cal Poly Pomona since 1979. She is a graduate of Pomona's Ganesha High School and has taken numerous general education courses at Mt. San Antonio College. Eventually, she hopes to pursue a degree in business administration. But for now, her job and family responsibilities take priority. Allen and her husband, Charles, reside in San Bernardino with their three children, ages nine, six and four. For recreation, Allen says she enjoys long walks with her family, often here on campus.

APPLICATIONS AVAILABLE FOR CSU FORGIVABLE LOAN/DOCTORAL INCENTIVE PROGRAM

Individuals interested in receiving financial support of up to $10,000 per year for up to three consecutive years for doctoral studies are encouraged to apply now for the CSU's Forgivable Loan/Doctoral Incentive Program, reports Dr. J. Cordell Robinson (Academic Personnel). Now in its sixth year, the program aims to increase the number of CSU faculty members who are minorities, women and persons with disabilities who are preparing for teaching careers in fields where they are under-represented, such as science, mathematics, computer science and engineering.

In addition to obtaining a faculty sponsor, applicants need endorsement from the department chair of their discipline. "There is a clear preference for applicants who have made definite plans to enter a graduate studies program as a full-time student," notes Robinson. "Ideally, you should have been accepted or have applications pending in a reputable program at an accredited university by the time you submit the application for the forgivable loan." The application deadline is March 1. Forms and information are available from Robinson in the Academic Personnel Office located in AD-109.

TOUCHTONE REGISTRATION DELAYED

The start-up of Touchtone registration is being postponed until at least the winter quarter of 1993 due to several complications in the implementation process. "The conversion to the new student data system is a very complex process, and there was an initial delay in the arrival of the software," explains Cheryl Smith (Enrollment Services), who chairs the Touchtone conversion task force. The goal is to have the last walk-through registration of students this coming fall, she adds.

Ah, spring. The time of year when baseball fans turn to thoughts of golf, softball and baseball. While the basketball and swimming seasons are winding down, Cal Stater's spring slate of athletes will be heating up, beginning in early February. Golf, softball and baseball are all poised to take their best swings at the 1992 season. All three sports will be making their NCAA Division II debuts.

Golf, which year-in and year-0ut produced one of the top Division III teams in the nation, is expected to maintain its top-notch reputation under first-year Head Coach Bob Smith. The Coyotes, as a Division III school prior to this season, always managed to stack up well against higher levels of competition. CSUSB's golf team will open the year at UC Davis on Feb. 10-11. The team will play three home dates, including the March 30-31 Division II tournament at El Rancho Verde and Arrowhead country clubs. The team will feature five returning leters-winners—Donny Cress, Mark Andrews, Don Cozeo, Brad Schoeckler and Matt Smith.

Coach Sue Strain enters her third season at the Coyotes' softball helm with high expectations for her 1992 team. "These hopes are founded on five returning—all-star performers—Monica Reyes (Sr., 1st base), Felicia Harral (Jr., 3rd base), Michelle Mapstead (Sr., Outfield), Sheri Williams (Sr., Infield/Catcher) and Jodi Parker (Sr., Outfield). Harral was a second team, All-West Region selection in 1991. The softball team will host an alumni game on Sunday, Feb. 9, at 1 p.m. and officially open the season on Friday, Feb. 14, at Cal State-Los Angeles. The Coyotes' first home game is scheduled for Wednesday, Feb. 19, at 2 p.m. against Chapman. While the regular season dates are doubleheaders, the Feb. 22-23 tournament is scheduled for the 2nd annual "Coyote Spring Swing" tournament is scheduled for Feb. 21-23 at Friedman Park in Pomona. With back-to-back Division III West Regional championships behind it, the Cal State baseball team will open as Division II era and the 1992 campaign at home on Saturday, Feb. 1, against The Master's College. The doubleheader begins at noon. All home baseball games are played at Fiscalini Field, 1007 E. Highland Avenue, in San Bernardino.

Under new Head Coach Don Pamela, the Coyotes feature many new faces—but maintain the same heart and determination that has seen the team produce a winning record during each of its five previous years. The baseball team returns pitchers Rene Aguilar, Rocky Ray, Chris Brown and Bobby Mendora. Also back are Joe Baca (infield), Steve Stanford (infield) and Steve Thomas (outfield).

Spring sports schedules and information can be obtained from the university's Sports Information Office at TO-122, or by calling Ext. 5012.

SPRING SPORTS SET TO GET INTO THE SWING OF THINGS

d by Dave Beyer, sports information director

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NEW AFFIRMATIVE ACTION POLICY...

The university has adopted a new affirmative action policy, reports Dale West (Personnel). The policy, approved by the Administrative Council, was drafted with the assistance of the Affirmative Action Committee. This committee, chaired by Ed Harrison (Public Safety), meets regularly to discuss issues and to advise the president on affirmative action.

A key component of the new policy is the appointment of an affirmative action appeals coordinator. West and Dr. J.C. Robinson (Academic Personnel) serve as affirmative action officers for staff and faculty, respectively. Both individuals report directly to the president on all matters pertaining to affirmative action. They also are responsible for the first level review of complaints regarding violation of the affirmative action policy.

Dr. Melvin Hawkins (Social Work) has been appointed to a two-year term as the campuswide affirmative action appeals coordinator. Hawkins will hear all appeals of complaints that are not resolved at the first level of review conducted by an affirmative action officer.

In addition to the new complaint appeal procedure, the affirmative action policy contains provisions for recruitment, promotion, monitoring, and other relevant issues that emphasize the university's commitment toward an effective and visible affirmative action program.

RECOGNITION LUNCHEON...

The Staff Recognition Luncheon will be held on Tuesday, Feb. 18, from 11:30 a.m. until 1:30 p.m. in the Panorama Room of the Lower Commons. This annual event honors staff employees celebrating 5-, 10-, 15-, 20- and 25-year anniversaries with the university. President Anthony Evans will be the keynote speaker.

Lunch is complimentary for honorees. All other staff members are welcome to attend at a cost of $10.50 per person. All meals must be pre-paid and reservations must be made by Monday, Feb. 10. To make reservations, please contact Jolene Armstrong (Personnel) at Ext. 5138.

CONGRATULATIONS...

Congratulations to all service award recipients, and many thanks for all the outstanding contributions you have made and continue to make to the university.

NEW PARKING VIOLATION FEES NOW IN EFFECT

Drivers beware. Members of the university community cited for a parking violation must now pay a $5 surcharge, reports Harry Larsen (Parking Services). Larsen says the increase is the result of State Assembly Bill 2142, which mandates that a $5 surcharge must be forwarded to the County of San Bernardino for each campus parking ticket issued. Funds will be used by the county for temporary courthouse and court order justice construction. Typical campus violations include parking without a decal, overtime parking and parking in unauthorized areas. Questions regarding the fee increase may be forwarded to Larsen at Ext. 5912.
COMMUNITY SERVICE

Elsa M. Ochoa-Fernandez (International Student Services) addressed "The International Student Program at Cal State" at the Jan. 8 meeting of the San Bernardino's International Council.

Dr. Jeffrey Hadef (Geography) discussed "Perspectives on South Africa's Future" at the Jan. 16 meeting of the San Bernardino Lions Club.

Dr. David Slinie (Advanced Studies) addressed "The Impact of the State Budget on Public School Financing" on Jan. 8 at a meeting of the Riverside School Business Officials in Palm Springs, CA.

PERSONNEL

New Employees, Full-time, permanent

Maeuel J. Castro
Public Safety Officer
Public Safety
Ext. 5165, PP-120

Marinelle Valencia
Department Secretary II
School of Education
Ext. 5650, FO-139

Promotion

Angie Becerril
Senior Secretary
School of Business & Public Administration
Ext. 5700, AD-142

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 as vacancies become available. 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:

Admissions:
- Evaluate Transfer I (2 positions) - $2,997.00-$3,621.00/mo.
- Full-time, permanent
- Apply by 5 p.m., Feb. 7, 1992. (on-campus candidates only)

Campuswide Temporary Pool:
- Clerical Assistant II - $9,766/mo., part-time & full-time, temporary for 90 days or less

Children's Center:
- Head Teacher - $8,34/mo., part-time temporary through June 12, 1992
- Open until filled
- (not a state position)

Food Service:
- Catering Cook - $1,170.00-$2,421.00/mo.
- Full-time, with benefits
- Apply by 5 p.m., Feb. 7, 1992
- (not a state position)

Grill Cook:
- $997.00-$1,212.00/mo.
- Full-time, with benefits
- Apply by 5 p.m., Feb. 7, 1992
- (not a state position)

Library:
- Librarian Assistant III - $2,392.00-$2,875.00/mo.
- Full-time, permanent

Outreach Services:
- Student Services Professional IA - $12,32-$13,243/mo.
- Full-time, temporary through June 30, 1992

Payroll Office:
- Payroll Technician III - $2,339.00-$2,809.00/mo.
- Full-time, permanent

School of Business & Public Administration:
- Research Technician I - $10.73/hr.; part-time, temporary through June 15, 1992
- Open until filled
- (not a state position)

School of Education:
- Project Secretary Trainee - $9.36/hr.; part-time, temporary through May 31, 1992
- Open until filled
- (not a state position)

Sponsored Programs:
- Library Assistant I - $1,891.00-$2,240.00/mo.
- Full-time, permanent

IN MEMORIAM

Members of the campus community extend expressions of sympathy to family and friends of Elva Kennedy (Children's Center), who died in late December of liver failure. A three-year Cal State employee, Elva had been absent on medical leave since November, 1991.

CALENDAR

FRIDAY, JAN. 31

Faculty Workshop:
Guest lecturers, Dr. Christine Stoeter discusses multicultural issues in education during an interactive session for faculty members.
9:30-11:30 a.m., Room 05, Pius Library.
Call Dr. Kathy Weed (Elementary/Bilingual Education) at Ext. 5632 for more information.
Free.

SATURDAY, FEB. 1

Women's Basketball
U.C., Riverside.
7:30 p.m.

TUESDAY, FEB. 4

School Social.
The School of Social & Behavioral Sciences hosts an information session for social interaction between faculty and students. Refreshments will be served. Call Dr. Lanny Fields (History) at Ext. 5500 for details.
4-6 p.m., Eucalyptus Room, Lower Commons.
Free.

THURSDAY, FEB. 6

Teleconference.
"Understanding and Meeting the Needs of Gay, Lesbian and Bisexual Students," a live interactive teleconference, is sponsored by Cal State's Gay and Lesbian Union and Associated Students Inc.
10-10:30 a.m. Welcome Session.
10:30 a.m.-12:30 p.m., Teleconference.
12:30-2:30 p.m., Discussion.

SATURDAY, FEB. 8

Family Reading Rally.

SUNDAY, FEB. 9

Solo Dance Concert.
"Warriors Don't Die," by New York dance artist Henry Smith, whose performances combine aikido, modern dance and ethnic dance forms.
7 p.m., Recital Hall, Creative Arts Bldg.
General admission is $5; student tickets are $3. Contact Sarah Booth (Physical Education) at Ext. 5531 for more information.

WEDNESDAY, FEB. 12

Seminar.
"Total Career Power: Getting It and Using It," by Dr. Victoria Seitz (Marketing).
Interviews and resumes will be addressed in this first of three career seminars.
Noon-1:30 p.m., Eucalyptus Room, Lower Commons.
Call Seitz at Ext. 5573 for more information.
Free.

THURSDAY, FEB. 13

Musical Humor.
Comedian Bill "The Fox" Foster performs in Wylie's Pub.
8:30 p.m., Student Union Bldg.
Free.

FRIDAY, FEB. 14

Homecoming Club Fest.
Student groups celebrate Homecoming with music, food booths and basketball competition, beginning at noon. "Strongwill" performs Reggae music. The traditional Homecoming Parade begins at noon.
At 12:45 p.m., winners of a door decorating contest will be announced. All university departments can compete for a free lunch for 15 people. Two departmental lunch prizes will be awarded. Please also include the introduction of the men's and women's basketball teams and coaches at 12:45 p.m., followed by a Pep Rally at 1 p.m.
For more club fest information, call Soncia Reagins (Student Union) at Ext. 5940.
10 a.m.-3 p.m., Lower Commons, patio area.

Women's Basketball
CSU, Los Angeles.
5:45 p.m.

Men's Basketball
CSU, Bakersfield.
8:05 p.m.

Note: Athletics events listed here are all home contests.