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PANEL TO REVIEW LATEST HIRING DATA

Impacted since 1990, the CSUSB Affirmative Action Committee will review the most recent data on the hiring of minority faculty and staff when it meets later this month.

The committee has made several recommendations to the university administration regarding improvements in the recruitment of staff, in particular, says committee chair Ed Harrison (Public Safety).

The Affirmative Action Committee, Harrison adds, is a mechanism for creating greater understanding of the university’s commitment toward affirmative action.

“it’s an educational process. We invite managers from various departments and divisions to report on their affirmative action goals. We encourage public input,” comments Harrison, adding that the committee also can serve as a forum for addressing individual concerns about affirmative action in the workplace and the classroom.

This service, in addition to the work of the campus’s Affirmative Action Appeals Coordinator, Milian Clark (English), provides more than one avenue for campus personnel to seek remedies for their concerns.

The four general areas of concern of the committee are: Faculty minority representation, administrative and staff minority representation, student minority representation, and minority student retention.

In addition to Harrison, committee members are: James Bush (Social Work), Kathryn Ervin (Black Faculty and Staff Association), Shwu-Ting Lee (Art), Soncia Reagins (Student Unions), Matt Riggs (Psychology), Dr. J.C. Robinson (Academic Personnel), Kathy Shepard (Purchasing), Cindy Shum (International Students), Dale West (Human Resources) and Penny White (Budget). Student representation still is being sought.

AFFIRMATIVE ACTION REPORT 1993 (staff and management)

<table>
<thead>
<tr>
<th>Management Personnel Plut</th>
<th>Female</th>
<th>Black</th>
<th>Hispanic</th>
<th>Asian</th>
<th>Native</th>
</tr>
</thead>
<tbody>
<tr>
<td>Students Services Professionals</td>
<td>41</td>
<td>24 (58.5%)</td>
<td>6 (14.6%)</td>
<td>8 (19.5%)</td>
<td>1 (2.4%)</td>
</tr>
<tr>
<td>Personnel</td>
<td>35</td>
<td>20 (57.1%)</td>
<td>7 (20.0%)</td>
<td>4 (11.4%)</td>
<td>2 (5.7%)</td>
</tr>
<tr>
<td>Placement</td>
<td>23</td>
<td>14 (60.9%)</td>
<td>5 (21.7%)</td>
<td>3 (13.0%)</td>
<td>1 (4.3%)</td>
</tr>
<tr>
<td>Technology</td>
<td>74</td>
<td>38 (51.4%)</td>
<td>8 (10.8%)</td>
<td>10 (13.6%)</td>
<td>6 (8.1%)</td>
</tr>
<tr>
<td>Secretarial</td>
<td>43</td>
<td>43 (100.0%)</td>
<td>2 (4.7%)</td>
<td>8 (18.6%)</td>
<td>0 (0.0%)</td>
</tr>
<tr>
<td>Clerical A/B</td>
<td>122</td>
<td>112 (91.8%)</td>
<td>8 (6.6%)</td>
<td>19 (15.6%)</td>
<td>3 (2.4%)</td>
</tr>
<tr>
<td>Clerical C/D</td>
<td>55</td>
<td>77 (66.0%)</td>
<td>7 (10.8%)</td>
<td>16 (11.9%)</td>
<td>3 (2.7%)</td>
</tr>
<tr>
<td>Crafts</td>
<td>21</td>
<td>4 (19.0%)</td>
<td>2 (9.5%)</td>
<td>8 (38.1%)</td>
<td>0 (0.0%)</td>
</tr>
<tr>
<td>Maintenance/Internal</td>
<td>15</td>
<td>4 (26.7%)</td>
<td>1 (6.7%)</td>
<td>6 (40.0%)</td>
<td>0 (0.0%)</td>
</tr>
<tr>
<td>Maintenance/Facil</td>
<td>36</td>
<td>4 (25.0%)</td>
<td>3 (16.7%)</td>
<td>7 (19.4%)</td>
<td>1 (2.8%)</td>
</tr>
<tr>
<td>Public Safety</td>
<td>13</td>
<td>3 (23.1%)</td>
<td>2 (15.4%)</td>
<td>5 (38.5%)</td>
<td>2 (15.4%)</td>
</tr>
</tbody>
</table>

TOTAL 508 | 249 (49.7%) | 89 (17.5%) | 98 (19.7%) | 11 (2.2%) | 11 (2.2%) |

(A summary of the workforce utilization reveals that women and minorities are positively represented in all job categories except the craft area)

STEPS TAKEN TO BOLSTER SAFETY

Responding to questions of safety following two assaults on campus that occurred within weeks of each other, campus administrators have implemented several measures intended to increase the sense of safety at CSUSB.

“Our Public Safety Department is fully aware of the increase of certain crimes on our campus and has taken immediate action toward crime prevention,” says David DeMauro, vice president for Administration and Finance. “A successful crime prevention program, he adds, will require the support of the entire campus community.”

Over recent weeks and months, access has been restricted in some buildings. Public Safety has increased foot patrol duties, four new student escorts have been added, hazardous locations are being identified, and administrators are trying to secure more funds for additional equipment, personnel and a patrol car.

“We’ve also modified patrol shifts,” says DeMauro. “We’ll no longer give out patrol schedules that say how many officers we have on duty at various times.”

The assault against Audio-Visual employee Dan Moseley reported last month, says DeMauro, has been upgraded and is now being reflected in the campus crime statistics as a robbery. The wording of the campus police officer lost December has been included in the San Bernardino Police Department’s statistics because the incident occurred off campus.

While administrators are encouraging everyone on campus to watch and listen for any unusual activity, they emphasize that officers will test their knowledge of the environment.

Steps to appease Black cries for racial justice.

As yellow balloons tied to trees between the Student Union Pub and University Hall. Henderson said yellow ribbons, a lunchtime crowd heard several students air their views during a “Diversity, Justice and Peace” rally held April 7 at CSUSB.

The event was scheduled to offset the negative images streaming from the trial of the four Los Angeles police officers accused of beating Rodney King. Vice president for the Afrikan Student Alliance, Wes Henderson, criticized the event during the two-hour long, open-microphone rally held between the Student Union Pub and University Hall. Henderson said yellow ribbons and balloons will never bring peace and that the event would not appease Black cries for racial justice.

A female student, clearly exasperated and fighting back tears, disagreed with the criticisms made of the rally.

“I’m so tired of this,” she said, as the rally wound down. “It seems like, as a people, we don’t come together unless we’re ready to fight somebody else.”

RALLY SPEAKERS TALK PEACE, APPEASMENT

As yellow balloons tied to trees floated above and organizers passed out yellow ribbons, a lunchtime crowd heard several students air their views during a “Diversity, Justice and Peace” rally held April 7 at CSUSB.

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EDUCATION JOB FAIR EXPANDS

One of the largest of its kind in Southern California, the Careers in Education Job Fair being held Wednesday, May 1 at Cal State is reaching into non-traditional areas of education, says Pat Rodgers-Gordon, acting director of the CSUSB Career Center.

"Students want options," explains Rodgers-Gordon, so "we’re expanding into non-traditional areas, getting more diversified employers" such as the information management or the health professions. School district representatives from throughout Southern California and three other states—Washington, Nevada and Texas—will appear at the fair, which will take place from 1:30 p.m. in the university gymnasium. More than 75 employers in all will set up information tables, and Texas representatives will provide information on 52 of its school districts.

Workshops will be held during the fair. They will include discussions on job search strategies, burnout prevention and opportunities in education.

The public, Cal State alumni and students are all invited to attend the fair. For more information, call Ext. 5200.

THURSDAY, MAY 1

BANQUET
The CSUSB Association of Hispanic Faculty and Staff presents the Eighth Annual Scholarship Awards Banquet. Guest speaker: Dr. Arturo Madrid, president of the Tomas Rivera Center in Claremont. During the program the Cinco de Mayo queen will also be coronated. The event is sponsored by the Latino Business Students Association. Call Joe Liewaco at Ext. 5301 or Mary Moya at Ext. 5099 for more information.

"DIVORCE SALE"
This year’s Divorce Sale is usually a time when that other party "gets everything" in the settlement—including the toilet roll dispenser.

But on April 30 in UH-105, a reader’s theatre production of "Divorce Sale," an original play by CSUSB staff member Linda Stockham, will help several departments raise needed funds.

Stockham’s play, a comedy, has been accepted for production by the Manhattan Players in New York City. It will feature several CSUSB faculty, staff and students, including student Ginger Davis, who played in the University Theatre production of "Our Town." Curtain time is 7:30 p.m. Cash donations, accepted at the door, will go toward the purchase of such items as maps, software and videos for the departments of Anthropology, Geography, Paralegal Studies and Women’s Studies. Call Ext. 5502 for reservations.

TEXT, EYES AND AUDIO TAPE
No quirky confessions here. Only some old-fashioned volunteer work reading and recording printed materials for the visually and reading impaired.

The Volunteer Reading Program, run by the Services to Students with Disabilities Office, is looking for alumni or other Cal State associates who will read from a variety of books or papers. If you read smoothly, enunciate nicely, sound pleasant, and are good at returning your chosen recorded readings punctually, you’re qualified.

Your reward? You help a student realize their "dream of graduation." Call Barbara Sovereign at Ext. 5229 for more details.

COMMUNITY SERVICE

In mid-March, Dr. Robert Blackey (History) flew to Washington, D.C. to chair a meeting of the teaching division of the American Historical Association. He also conducted a workshop for Advanced Placement European History teachers at the UC Irvine on April 3.

Dr. James A. Bush (Social Work) presented a seminar on stress management for the social service staff of Federation Head Start in Gardena on March 12. On March 1 he was appointed to the Munisteri in Work study advisory board for Loma Linda University.

On March 17 Dr. Leo Connolly (Physics) spoke to the downtown San Bernardino Kiwanis about "UFOs" and whether they have an extraterrestrial origin.

Dr. Rosemary McCaldin (Social Work) was recently appointed to the Community Action Board of the San Bernardino Community Service Department. On February 8 she spoke on "Holistic Approaches to Information and Referral" at a training session of the newly formed San Bernardino County Department of Aging and Adult Services.

The Volunteer Reading Program is a no-host social half-hour, followed by dinner at 7 p.m., and dancing to the music of your choice. Cost is $10 per person and the show will be staged at the San Bernardino Orange Pavilion. Currently accepting cash reservations through April 22. The deadline has been extended for one week only, so don’t miss the all-new magical, musical, furry tale, "Sleeping Birdie." Free.

In mid-March, Dr. Arturo Madrid (Social Work) spoke to the Inland Empire Chapter of the American Society of Military Psychologists on time and memory management.

Dr. Dwight Sweeney (Advanced Studies) was named on March 10 the field associate editor for Beyond Behavior, a publication for the Council for Children with Behavior Disorders.

IN MEMORIAM

The campus community extends sincerest sympathy to Dr. Ward McAfee (History), whose mother Louise McAfee, died March 24. Services will be held at the Ontario Trinity United Methodist Church.