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Friday Bulletin

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The announcement of the official criteria for awarding performance-based salary increase (PSI) awards and the selection of the first crop of employees—$2 in all—given the increases last month, gradually has been eclipsed by discussion of how employees should be evaluated now.

The focus of evaluations for years, says Karen Logue, associate director (Human Resources) and a member of the task force that recommended guidelines for the first PSIs, has been to "appraise" performance. "But we're really going to a performance management process. We've done this but not as well as we should have."

What the campus is working toward, she explains, is a progression of planning, managing, appraising, developing and, finally, rewarding performance. "We're talking about goal-setting and more work on the role of supervisors/managers." The new process, she says, should reduce the chances, for example, of a supervisor feeling that his or her own performance has been overlooked.

The Human Resources Office is collecting forms from other campuses to get some ideas. One of the ideas already tossed around has been to categorize evaluations by job-family, such as creating one evaluation for clerical assistants and another for public safety workers.

"For many years," Logue says, "evaluations were based on the opinion of what an "outstanding" or a "satisfactory" performance looks like. That's where training managers to look at specifically-defined job criteria and holding them "accountable" will play an important role, Logue says. "You're going to get away from the subjective nature of performance evaluations," she adds.

"It's too often used in a disciplinary manner" and "should be used more constructively."

No one knows just how much evaluation forms themselves will change. But change, Logue says, is "inevitable and will come."

The evaluation process a priority, even at a time when some coworkers complained that they hadn't been evaluated during the July 1994-December 1995 period that PSIs were based on. In all, 12 such evaluations had not been turned into human resources. "But that by giving supervisors comprehensive training, Supervisors should be evaluated, whether this is done by employees or administrators."

Beeman, who was once a representative for her own bargaining unit, Unit 9, said some coworkers complained that they hadn't been evaluated during the July 1994-December 1995 period that PSIs were based on. In all, 12 such evaluations had not been turned into human resources. And the focus, Beeman believes, underscores the need to make the evaluation process a priority, even at a time when..." (continued on back page)

The university seal, which has depicted a skyscraper silhouetted by the San Bernardino mountains, is being updated with the approval of Administrative Council July 8.

The rendition makes "the new library edifice the central visual, keeping the outline shape of the mountains as part of the focus," explains Cynthia Pringle (Public Affairs). Also, the year the campus opened has been incorporated and the typeface used for the university's name has been changed to a serif style. "The style of the seal is enhanced to add interest."

Modemizing the seal during the university's 30th year of service seemed appropriate, notes Pringle, adding that the public affairs staff has been interested in making the change for some time based upon the limitations of the original design. "The seal did not lend itself well to some printing applications because of the 1970s design style, which used numerous lines to indicate the mountains."

Because the buildings featured in the seal had no clear connection with the campus, Pringle says the library was selected for the primary image, which is in keeping with the philosophy of the campus physical master plan as well as its academic mission.

The new seal is available immediately for use. Pringle expects campus personnel may have some questions about the ways it can be published.

"Over the years public affairs has received numerous requests to apply the seal in situations that were not supported by the university's publications policy," she says. "While the seal will continue to be reserved primarily for ceremonial purposes and official documents of the university, such as transcripts and diplomas, there are limited cases in which it may be appropriate to use the seal to convey the intellectual environment or "scholastic" nature of the university, " as opposed to the identity inherent in the logomark found on university stationery.

The logo, which represents the business affairs of the university, will continue to be widely used to identify the university in promotional materials, she adds.
STUDENT ART AWARD WINNERS

Almost 30 students received awards for selected works in the 1996 Student Art Show. The following is a list of these upper-division artists, who were recognized at the exhibit's opening reception in mid-June.

AWARDED BY SAN BERNARDINO ART ASSOCIATION

Graphic Design
Anthony Palacios — "Museum of Contemporary Art Promotional Package" and "KLON Promotional Package"

Printmaking
Carmen Diana Teal — "Encuentro en la Plaza"

Glass
Jordan R. Bean III — " Interpretation-Mate" and an untitled piece

Paintings
Kiyoshi Nakayama — "Hallucination" and "Blue Valentine"

Wood
Seth A. Challenger — " Something on Ice"

Photography
Cherie Hansen — "Dark Waters"

Fashion Design
Mike & Eric — "Monuments to Mike & Eric"

Ceramics
Jacqueline Standard — "Sugar Pots"

Sculpture
Janine Lauder — " Tar Bed"

Best-in-Show
Ann France — " Katabasis Series"

AWARDED BY FRIENDS OF THE MUSEUM, CSUSB

Mignon Schweitzer Award in Studio Art
Ann France — " I'm not cooking anymore!"

Award for Outstanding Paper in Art History
April Louise Dauter

Annual Friends of the Museum Award
Kiyoshi Nakayama

SCHOLARSHIP, CSUSB

Artle Roberts Memorial Scholarship
Tony Giordano

AWARDS FROM PRIVATE DONORS

Kat Grossman Purchase Award
Michael Beckley

The 1996 Annual Award for Outstanding Work in Sculpture
Ann France

The 1996 Annual Award for Outstanding Work in Painting
Erik Greene

Artist Materials Award from Pro-Art
Eric Porter

Fine Arts & Painting Award—Donated by Vince Finocchio
Leo Yang

The 1996 Annual Award for Outstanding Work in Printmaking
Raymond Slim

CSUSB DEPARTMENT OF ART AWARDS

Annual Glass Award
Michael Beckley

Annual Ceramics Award
Jacqueline Standard

Annual Painting Award
Lavicia Stephens

Annual Printmaking Award
Nancy Nga Nguyen

Annual Sculpture Award
Brandy Cease

Annual Art History Award
Janine Lauder

Annual Graphic Design Award
Kia Miller

Annual Photography Award
Cristina Ruth Hanson

Annual Wood Award
Ann France

CLUB AWARD

The Art Club, CSUSB
Anthony Palacios
Benjamin Nicolas

PROJECT HELP STUDENTS RECOGNIZED

About 200 students who have participated in Project HELP (Hispanics and Elders Learning Partnership) received certificates of recognition during a special two-year-mark celebration on June 20 in the Yasuda Center for Extended Education.

Project HELP began in 1994 after a group of senior citizens were trained to teach English to Latino adults. The classes are offered free of charge. Susan Summers, director of extension and Project HELP, won the CSUSB Excellence in Performance award last year. Currently, there are 21 instructors teaching at 19 different locations in the Inland Empire. "Many of these students have really grown by leaps and bounds just from gaining confidence in their English skills," said Nora Sutary, project director.

THE BULLETIN BOARD

FACULTY ADVISING

CSUSB faculty will be available for student advising through Sept. 13. Students should be directed to advising and academic services in UH-380 or should call 880-5034 to set up an appointment with an advisor from the school of their major. Students who have not been admitted to Cal State should contact outreach services in UH-120 or call 880-5188.

PROJECT HELP STUDENTS RECOGNIZED

EVALUATION...

.... media... (continued from front)

THE FRIEDAY BULLETIN

is a bimonthly newsletter published for administrators, faculty and staff of California State University, San Bernardino. Next issue: August 2.

IN MEMORIAM

The campus community extends its sympathies to Margo Chavez (Administrative Computing and Telecommunications), whose husband, Richard, passed away July 9.

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