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Friday Bulletin

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Performance Program More Than Evaluation Training, Say Organizers

By Sam Robredo
Public Affairs Assistant

With pay-for-performance a fact of life around the California State University system, the human resources department at CSUSB now has launched its performance management program geared in its first phase to train any one who does evaluations on campus.

The four-hour session, says Karen Logue, associate director of human resources, is more than a course in how to fill out the new evaluation forms put together by a task force of staff, faculty and administrators. With the new forms, the university overhauled its performance system and constructed a more comprehensive system that brings both the employee and his or her supervisor into the process, organizers say.

The program is being run in two phases. Phase I concentrates on training managers and supervisors and will end in April while the two-hour employee training phase begins in May. The overall training covers planning, managing, perfor mance, developing and rewarding. More specifically, employee sessions will explain the changes in the evaluation form, as well as the worker's role in establishing goals. how to be assertive and how to manage unforeseeable when getting feedback.

Planning and goal-setting is one of the areas program organizers have found needs the most work. "You have to have a blueprint to build," Logue says. Besides goal-setting, visioning, negotiating and listening are all a part of that planning done by bosses and their staff.

Reaction to the negotiating training has been good, says Logue, because it takes into account "employee maturity," or how much experience workers have had in their position and how much they have grown. Craig Monroes, chair of the communication studies department, runs the session. Dale West and Logue also conduct workshops.

"The less mature the employee is in the position the more direct the supervisor will be," explains Logue. "There'll be more talking." With someone who hasn't been in a position very long, for example, says Logue, a supervisor may have to explain his or her expectations quite clearly.

"Whereas, if you have someone who's very mature in the position, the type of communication may be more reflective. I may use my listening skills more, questioning, paraphrasing, collaborating and listening to what the employee says," Logue says.

"Communication is the key," Logue does not think that the new performance process will be too labor intensive, even though organizations know that a well-executed process "requires a large amount of time and effort." Many supervisors and their staff namely do much of what they need to do, she says.

Strategic Planning Work Under Review

Enclosed with the issue of the Friday Bulletin is a copy of the Strategic Planning Steering Council's work to date, including goals and objectives, mission and vision statements and values and assumptions. CSUSB employees are being asked to review and provide the council with feedback that can be used in the refinement of the plan.

Please consider: Do these goals and objectives meet your expectations about what CSUSB should be doing? Are the goals and objectives appropriate and adequate responses to the changes you believe CSUSB is facing? Do the vision and mission statements reflect and communicate what CSUSB is to the campus community and our external community? Can you think of any factors or forces in the external environment that the university has not necessarily recognized in its assumptions for planning? Can you identify any dominant (prevailing) values of CSUSB that are not reflected in our proposed value statements?

Comments should be directed to Vice President Lou Fernandez, chair of the steering council, or Joe Lovett, who provides staff support to the council.

Painted Carvings, 'Memories' Could Stretch Imagination

The painted woodcarvings of Jim Lawrence and the drawings and paper sculptures of Ann Page will be on exhibit beginning April 10 at Cal State. Lawrence was a major part of the bustling downtown art scene in Los Angeles during the early '60s and made a name then with his almost-life-sized sculptures. His pieces were filled with humor and pathos.

Lawrence's work includes a carving of male, smaller figures, semi- nude, painted black with white faces and red numbers on their backs, the meeting of the Dutch and Japanese in the 1600s, the opera "Tosca," and sculptured portraits of writers and poets.

Best known for her paper sculptures, Ann Page's part of the show features primarily her drawings, described as "a little, nuanced images that deal with memory and how memory alters the perception of things," says Cal State art department chair, Don Woodford.

Working in mixed media, Page has used chicken wire, bits of furniture, and waxed cloth in her paper pieces, which, as one art writer put it, "help demonstrate her lifelong devotion to "folding" and "emboldening" as metaphors for the processes of living." The exhibit has also been exhibited at the Space Gallery in Los Angeles, the Caroline Lee Gallery in Houston, and at the University of Southern California.

The exhibit runs through May 23 in the Robert V. Fullerton Art Museum. Talks by Lawrence and Page will take place in the Seymour and Mignon Schweitzer Auditorium at 7 p.m. on April 17 and May 1, respectively.

Victim Confirms Assault, Denies Rape

After weeks of searching for a victim rumored to have been raped, public safety investigators finally located a woman who confirmed that she had been battered when leaving the Visual Arts Center. The exact date of the crime is unknown, however it occurred before Feb. 17, says Dennis Kraus, chief of public safety.

The woman told police that no rape occurred. She was walking the ceramic lab in the building when she believed to be man confronted her and attacked her with his fist. She was hit by a man who hit her with the fist. The suspect was hit and the victim was unable to give police any more details. Chief Kraus urges anyone with any information related to the crime to call public safety at 516-1565.
JAPANESE JC STUDENTS GET TASTE OF AMERICAN BUSINESS

Training Abroad (BETA) Program's goal is for the students to learn English as well as American business practices during their stay in San Bernardino. In addition to class time studying English, computers and business topics, the students visit Mazda Corporation in Irvine, Toshiba America Medical systems in Tustin and the Bank of America in Los Angeles. BETA is facilitated by the American Culture & Language Program (ACLP) under the auspices of the Office of Extended Education at CSUSB.

Crime Statistics

**FEBRUARY**

- Murder 0
- Sex Offense Force 0
- Sex Non-Force 0
- Robbery 0
- Assault Agg 0
- Assault Simple 0
- Burglary 1
- Theft 9
- Theft from MV 0
- Stolen Vehicles 1
- Arson 1
- Sex Crime Mld 0
- Vandalism 3
- Narcotics Fel 0
- Narcotics Mld 2
- Disturbance 0
- Obscene Calls 0
- Bomb Threats 0
- Threats 2
- Hate Crimes 0
- Weapons 0
- Decal Theft 3
- **TOTALS 23**

**YTD Totals**

- Arrests 0
- Felony 0
- Misdemeanor 5
- Traffic 0
- Injury 1
- Non-Injury 2
- **Total $ Loss $9,985**
- **YTD $200,547**

WRIGHTWOOD ARTISTS SHEDDING LIGHT ON NEON

Nationally exhibiting artists Kim Koga and David Svenson talk about their glass and neon work on April 10. Based in Wrightwood, the two artists have pieces in the Museum of Neon Art in Los Angeles. They studied at the Pilchuck Glass School and Svenson is a neon instructor at the San Francisco Art Academy. Koga and Svenson's talk begins at 7 p.m. in the Visual Arts Center's Seymour and Mignon Schweitzer Auditorium. Patrons should use parking lot B. Part of the year-long Speaking of Art lecture series, the talk is sponsored by the Intellectual Life and Visiting Scholars program.

CIVIL RIGHTS LEADER APPEARS AT EDUCATION FORUM

Norma V. Cantu, assistant secretary for civil rights at the U.S. Department of Education, is the keynote speaker at the forum on California Minority Graduate Education, which will be held here April 12.

Nominated for her post by President Clinton, Cantu has been involved in enforcing federal civil rights statutes protecting students' educational rights since 1993. Her litigation experience revolves around a long record of advocacy for educational equity and school finance reform. Previously she served as the regional council for the Mexican American Legal Defense and Education Fund in San Antonio, TX. She also is a former public school teacher.

The forum is an all-day program designed to acquaint students from underrepresented groups with the career opportunities and academic challenges associated with advanced study. Jukis Kaplin, dean of graduate studies, typically 1,000 of California's most prominent college upperclassmen are attracted to this collection of workshops. Nearly 150 college recruiters also are on hand for the day, he adds.

More information is available from Kaplan at Ext. 5588.

**THE FRIDAY BULLETIN**

It is a weekly newsletter published for administrators, faculty and staff of California State University, San Bernardino.

**Next issue: April 11**

Items for publication should be submitted in writing, on disk or e-mailed by 5 p.m. Tuesday, April 1.

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**Calendar**

**FRIDAY, MARCH 28**

- Baseball: U.C. Riverside, 7 p.m.
- Men's Basketball: Sacramento State, 7 p.m.

**TUESDAY, APRIL 1**

- Women's Tennis: University of Hawaii-Hilo, 2 p.m.

**WEDNESDAY, APRIL 2**

- Baseball: Southern California College, 7 p.m.

**THURSDAY, APRIL 3**

- Women's Tennis: Cal State, Los Angeles, 2 p.m.
- Baseball: Cal Baptist, 7 p.m.

**SATURDAY, APRIL 5**

- Performance Dance: Island Empire Diesel Invitational Stag Show, 11 a.m., Cal Poly Pomona, 7 p.m., General admission $20, students $15, 8th Annual "Rave for Kids," Saddleback College, 8th Annual "Rave for Kids," $20, no one under 21.
- **Baseball**: Cal Poly Pomona, 3 p.m.

**APRIL 10-23**

- **Art Show**: The fantasy-41o — somewhat macabre — painted woodcarvings of Jim Lawrence and the "immoses" of Ann Page depicted in sub-tile drawings, plus paper sculptures. Robert V. Fullerton Art Museum, Museum hours: Monday-Friday 10 a.m.-4 p.m., Saturday and Sunday, noon-4 p.m. Free. Talk by Lawrence on April 17 and by Page on May 1. Both free at 7 p.m. in Seymour and Mignon Schweitzer Auditorium in Visual Arts Center. Ext. 7373.

**APRIL 12**

- Theatre: "Singular Sensations of Shakespeare and Song." An evening of theatre songs and Shakespeare with a champagne reception, all to benefit Theatre Student Scholarship Fund. 8:15 p.m., Drama Lab in Creative Arts Building. $50 Ext. 5884.

**APRIL 16**

- Career Fair: Career Opportunities Fair brings employers from around the Southland, 10 a.m.-2 p.m., Student Union Events Center. Free. Ext. 5250.

(All athletic contests are home games. Baseball home games are played at Fiscalini Field.)

#doubleheader