

# **INSIDE THIS ISSUE**









March 31, 1997

Vol. I, No. 15

# PAGE 1

New Study Analyzes Factors Linked to Student Persistence







March 31, 1997

■ Vol. I, No. 15

# **NEWS AND FEATURES**

- Demolition of Oviatt Library Wings Slated for Summer
  - Campus Officials to Hold Earthquake Recovery Briefing
- Campus Buildings to be Evacuated for disaster Exercises
- New Report Finds Wider Salary Gap for Faculty Members
  - Faculty Salaries Gap
- Campus Participation sought in Cornerstones Meeting
- CSUN to Revive Honors Program in General Education
- Northridge Presidential Scholars Final Selection Nearing
  - Presidential Scholarships
- Student Faculty Evaluations to Proceed, Cerna Says
- President Announces Faculty PSSI Awards
- Remedial Ed Among CSU Freshmen Shows Slight Increasse
- CSUN Ventura Program to Stay Put at Least Until 1999
- Upcoming Workshops to Explore Biases, Sensitivities
- CSUN Ventura Program to Stay Put at Least Until 1999







# **Briefs**

There are no briefs this issue







## **FYI**

For Your Information publishes announcements of public meetings, notices, events, deadlines and classes and courses of interest to the university community. The deadline for submitting items is noon on Monday one week before the issue appears. The deadline for the issue of April 14 is Mon., April 7. The deadline for the issue of April 28 is Monday, April 21.

Please submit items by sending them to mail drop 8242, faxing them to (818) 677-4937, or e-mailing then to pubinfo@exec.csun.edu.

## **Public Meetings**

#### **Personnel Planning and Review Committee**

The Personnel Planning and Review Committee will meet at 1:15 p.m. Wed., April 2, in the President's Trailer, conference room A.

## **Faculty Executive Committee**

The Faculty Executive Committee will meet at 1 p.m. Thu., April 3, in the President's Trailer, conference room A.

#### **Educational Equity Committee**

The Educational Equity Committee will meet from 3 to 5 p.m. on Mon., April 14, in the President's Trailer, conference room A.

### **Campus Planning Board**

The Campus Planning Board will meet Tue., April 15, at 10:30 a.m. in the President's Trailer, conference room A.

#### **Faculty Senate**

The Faculty Senate will meet at 2 p.m. on Thu., April 17, in the Pasadena room of the University Student Union.

#### **Notices**

### **Joyce Kennedy Named Ventura Director Emeritus**

Joyce Kennedy has been named director emeritus of CSUN's Ventura Campus by President Blenda J. Wilson. Kennedy was presented with a certificate, signed by Wilson and Faculty Senate President James Goss during a ceremony at the University Club last month. Kennedy retired as director of the Ventura Campus effective Mar. 12.

#### Phi Beta Kappa Alumni Wanted

Phi Beta Kappa alumni and others are needed to start a chapter on campus. Tom Piernik, director of student development and international programs, and Fred Strache, associate vice president of student affairs and director of the Student Health Center, are working to bring about the development of a chapter in association with the Blue Key honor society. *fmi*-Tom Piernik, x2393, or Fred Strache or Delea Rayburn, Blue Key president, x3689.

#### John Toolan Departing

John Toolan, assistant director of the CSUN Annual Fund, has resigned to become director of annual giving and alumni relations at Marymount College in Palos Verdes. The campus community is invited to a farewell party for Toolan from 4 to 5:30 p.m. on Wed., April 2, at the University Club. Toolan has been with the Annual Fund for six years, first as a student caller and supervisor, then as acting assistant and for two years as assistant director.

#### **Educational and Cultural Visit to China**

The Center for Partnerships for Educational Reform and the CSUN China Institute have organized a 21-day tour during which participants will have the opportunity to see some of China's most scenic rural areas. They will visit farm families and learn the origins and results of China's economic reform.

Li-Bu Larson, a Chinese language instructor at CSUN, will give lectures on Chinese history, culture, language and education throughout the tour. The itinerary includes Beijing, Weifang, Jinan, Xian, Wuhan, Shanghai, a Yangtze River cruise and other locations. The tour will take place July 20 through Aug. 9 and costs \$3,416 per person, including airfare, ground transportation, hotels, meals, river cruise excursion, guided sightseeing and tours. *fmi*-Li-Bu Larson, (213) 462-5636, or write to the China Institute.

### **New Pay Phones on Campus**

Beginning in April, the public phones on campus will be converted to new "Smart Board" pay phones. This new equipment, which is being installed and provided by Collegiate Payphone Management Corp. (CPMC), is remotely managed 24 hours-a-day. These "smart" pay phones are capable of providing notification to service personnel of stuck coins, missing handsets and other service-affecting situations that will minimize down time and improve overall service.

CPMC will have 24-hour toll-free customer service available to users from each pay phone on campus. In addition, the new outdoor pay phone enclosures will have the CSUN logo printed on the side panels. A future enhancement will include free "hospitality dialing" for up to 12 pre-selected departments on campus. Cards will be displayed on each phone listing "hospitality" numbers and departments. Operation and rates of the new pay phones will be the same as those presently on campus. *fmi*-Julie Schauer, x4879, or email <u>julie.schauer@csun.edu</u>.

#### **Accreditation Review**

An accreditation review of the College of Education is scheduled from Sun., April 13 to Wed., April 16, by the National Council for Accreditation of Teacher Education (NCATE).

## **Poetry Contest**

The English department is accepting submissions for the 1997 Academy of American Poets competition. A \$100 prize will be awarded to the CSUN student whose poem or group of poems is selected. Submission guidelines are available from the department in University Park Apartments Bldg. 15, room 113. The winner will be announced Sun., June 1. *fmi*-x3431.

#### **Gross Pay Report Available**

Copies of the report of gross pay for the 1995-96 fiscal year are available at the reference desk in the Oviatt Library for all active and on-leave state employees.

### **JADE Seeking Applicants**

JADE (Joint Advocates on Disordered Eating) is seeking applicants for JADE peer educator positions to begin fall 1997. Applications are available at the Counseling Center and the Health Center, or call x7500 to have an application sent to you.

#### Thanks to the Campus Community

Belinda Acuna, director of the Science and Math Advisement Center, and her family express their heartfelt thanks to the campus community for donations and support during her recent 8-1/2-month illness.

### **Our Deepest Sympathy**

The campus extends its sympathy to David and Robert Douglas (*Physical Plant Management*) and their family on the loss of their father.

#### **Events**

### **Provost's Colloquium Series**

Faculty and staff are invited to the fifth annual Provost's Colloquium Series Celebrating Faculty Achievement at 4 p.m. on Tue., April 1, in the Grand Salon of the University Student Union.

The speaker will be English professor John Clendenning, the Jerome Richfield Memorial Scholar for 1996-97. His topic will be "Changing Lives: The Practice of Biography." A reception will follow.

RSVP to the Office of Graduate Studies, x2138.

#### **Family Focus Center Open House**

The Family Focus Resource Center will have an open house on Wed., April 2, from 2 to 4 p.m., in Education building room 3113. Participants will be introduced to services available for adult consumers with developmental disabilities. Call Kathryn Lincoln at x7063 by Mon., Mar. 31, to confirm attendance and to reserve a parking space.

## **Chemistry Seminar Series**

Henry Abrash, chemistry department chair, will speak on "The Rates of Air Oxidation of Pyrogallols," on Wed., April 2, as part of the chemistry department's seminar series. Kenneth Shea, a UC Irvine professor, will speak on "Molecular Imprinting: the De Novo Synthesis of Binding and Catalytic Sites," on Wed., April 9. Both lectures begin at 4 p.m. in Science 2228. *fmi*-Hettie Sawatzke x3381.

#### **Project Community Meeting**

Project Community will hold its monthly meeting from 1 to 2:30 p.m. on Wed., April 2, in the University Student Union's Reseda room. Project Community is funded through a grant the campus received in October 1995. The purpose is to build a better sense of community on campus through a variety of events and activities. The meeting is open to the campus community. *fmi*-Wendy Yost, x2393, or email\_project.community@csun.edu.

## **Violence Against Women Conference**

The 1997 Ending Violence Against Women Conference will be held on Thu., April 3, from 8 a.m. to 5 p.m. on the Oviatt Library lawn. The conference will deal with the different forms that abuse and violence against women can take, including domestic abuse, child custody, rape, poverty, mutilation, poor job conditions and discrimination. There also will be a multimedia room with videos, poetry and educational exhibits.

The conference will include a showing of "The Clothesline Project," a collection of T-shirts made by women violence survivors, friends or family members. An on-site T-shirt-making room with supplies will be available and counselors will be on hand to provide support as needed.

fmi-National Organization for Women (818) 769-2035.

## **Diversity Education Training Offered**

Faculty, staff and students are invited to participate in a series of train-the-trainers intergroup dialogue sessions called "Participation Respect Identity Diversity Education." The program will cover diversity issues such as racism, sexism, homophobia, anti-Semitism, immigration and religion. Participants must attend all sessions, which will be held from 9 a.m. to noon on Thursdays--April 3, 10, 17, 24 and May 8--and from 9 a.m. to 5 p.m. on Fri., May 2, in the University Student Union. Pre-registration is required by Wed., April 2.

fmi-Carolyn Okazaki or Marshall Bloom at University Counseling Services, x2366.

#### **Educational Technologies Teleconference**

The College of Extended Learning's Educational Technologies and Distance Learning Services will broadcast a teleconference, "Quality of Life in the Global Environment: Preparing for the Next Century," from 9:30 a.m. to noon Thu., April 3, in the Matador Bookstore complex, classroom 102. The live broadcast will examine political and cultural trends, economics systems and social changes throughout the world and challenges for the future. *fmi*-Kathy Stimac, x2355.

#### **Tom Tramel Memorial Service**

A memorial service for art professor emeritus Tom Tramel will be held at 1:30 p.m. Thu., April 3, at the Woodland Hills Community Church, 21338 Dumetz Road.

Tramel was one of the founders of the CSUN art department, serving as its chair from 1956 to 1965. He retired in 1983 after 33 years of teaching.

#### **International Programs Luncheon**

Faculty members are invited to a luncheon hosted by the Office of Student Development and International Programs at noon on Fri., April 4, at the University Club. Details of several programs where help is needed will be announced. Faculty members are encouraged to nominate outstanding students in classes for the Study Abroad in LA-Korea Program Fall 1997, Discover, Inquire and Grow in LA (DIG LA), the Study Abroad Program and the National Student Exchange Program. For reservations contact Jeanne White at x2393.

fmi-Tom Piernik, x2393.

#### **Oviatt Portrait Dedication**

A new portrait of Delmar T. Oviatt, CSUN's first dean of instruction, will be dedicated at noon on Fri., April 4, in the lobby of the Oviatt Library. The portrait, a gift from the Oviatt family, will be presented by his two daughters, Moyne Oviatt Osborn and Mardel Oviatt Anderson. It will replace the portrait now hanging in the library. *fmi*-Cindy Ventuleth, x2635.

#### **Sports Medicine Seminar Focuses on Female Athletes**

The Center for Sports Medicine at Cal State Northridge will hold its sixth clinical seminar from 8 a.m. to 3:30 p.m. on Sat., April 5, in the University Student Union. The program will feature lectures on anterior cruciate ligament (ACL) injuries in the female athlete, addressing such topics as the effect of estrogen on ACL and rehabilitation techniques.

The seminar also will offer presentations on other subjects such as strength training techniques, pool therapy, treatment for upper extremity injuries and the effectiveness of nutritional supplements and popular exercise products.

Students can earn course credit by attending the seminar, which is approved for 0.7 units of NATA Continuing Education. Fees are \$75 for professionals and \$35 for students. A complimentary luncheon will be provided. Registration will be accepted at the door based on space availability from 7:30 to 8 a.m. the day of the seminar. Parking is available in Lot C at Plummer Street and Zelzah Avenue for \$1.75.

#### **Training for Parents of Young Children**

fmi-(805) 379-2993.

The Family Focus Resource Center will provide training to families with children 5-years-old or younger from 9:45 a.m. to noon on Sat., April 5, in Education building 3118. The topic will be "Navigating Your Child's Insurance Policy and Estate Planning for Your Child With Special Needs." Guest speaker will be Nadine Vogel, president of Special Advocates for Parents. The presentation will be in English with Spanish interpretation available. Faculty, staff and students are welcome. RSVP by Thu., April 3, to x5575.

## **CSU Cornerstones Meeting**

A team working on the Cornerstones project, Cal State Chancellor Barry Munitz's strategic initiative for the CSU, will provide background and lead a discussion at 2 p.m. on Mon., April 7, in the Performing Arts Center. Cornerstones is a two-year process to evaluate educational and fiscal strategies and make plans to meet CSU's challenges, including how to serve the coming "Tidal Wave II" of students in the face of limited state resources and how teaching and learning will evolve to prepare students.

### **Lecture By Visiting Artists**

Visiting artists Alessanda Moctezuma and Leda Ramos will speak on the exploration of their work in installation and site-specific art and design and its representation of Hispanic communities in Los Angeles at 7 p.m. Mon., April 7, in the Business Education lecture hall, room 101. The event is sponsored by the art department. There will be a reception prior to the lecture.

#### **Associated Students Elections**

Elections for Associated Students officers will be held from 6 a.m. Tue., April 8, through 6 p.m. Wed., April 9. If needed, a run-off election will be held from 6 a.m. Tue., April 15, through 6 p.m. Wed., April 16.

#### **Oviatt Library Spring Book Sale**

More than 4,000 books will be available at the Friends of the Oviatt Library Spring Book Sale from 11 a.m. to 5 p.m. on Tue., April 8, and from 10 a.m. to 3 p.m. on Wed., April 9, on the front portico of the Oviatt Library. Books were donated by faculty, staff students and the community. Prices start at 25 cents. Proceeds will be used to purchase books and other library materials for the Oviatt.

fmi-Cindy Ventuleth, x2653.

### **Magaram Center Food Movies**

The Marilyn Magaram Center for Food, Science, Nutrition and Dietetics will show two films: "Kitchen Safety and Sanitation" from 12:30 to 1:30 p.m. on Tue., April 8, in Fine Arts 113; and "Low-Fat Cooking" at the same time on Wed., April 9, in Fine Arts 107. Parking is available in Lot A. *fmi*-x3102.

#### **Faculty Teaching Discussions**

The Center for Excellence in Learning and Teaching will sponsor a series of 30-minute lunch-time discussions focusing on "Best Teaching Practices" of CSUN faculty in Engineering Field Trailer 637. Participants should bring their own lunches. Dates, times, speakers and their topics are:

#### Tuesday, April 8:

- 12:30 p.m., history professor Richard Camp, strategies for turning passive students into active learners;
- 1 p.m., educational psychology professor Shari Tarver-Behring, methods for infusing multi-cultural curriculum into course content.

#### Wednesday, April 9:

- noon, art professor Louise Lewis, the importance of taking students on "seeing is believing" field trips;
- 12:30 p.m., Jon Shively, professor of civil and manufacturing engineering, "writing to learn" strategies.

#### Tuesday, April 15:

- 12:30 p.m., special education assistant professor June Downing, strategies for using videotape in the university classroom;
- 1 p.m., elementary education professor Cynthia Desrochers, student interaction strategies that will develop a community of learners.

#### Wednesday, April 16:

- noon, Jon Shively, professor of civil and manufacturing engineering, "writing to learn" strategies;
- 12:30 p.m., Gerry Luethy, associate professor of family and environmental sciences, student responsibility for learning. *fmi*-Cynthia Desrochers, x7892.

### **Archaeology Lecture**

Guillermo Algaze, an associate professor of anthropology at UC San Diego and author of "The Uruk World System," will speak on "The Archaeology of Imperialism," on Tue., April 8, at 7 p.m. in Sierra Hall 245. The event is sponsored by the anthropology department.

Faculty Workshop on Racism A faculty workshop on Racism and the Social Sciences will be led by CSUN faculty members Wen Wang, James Bracy and Michele Wittig on Wed., April 9, from 2 to 3:30 p.m. in Sierra Hall 245. Practical materials for general and classroom use will be distributed. *fmi*-Wen Wang, x3597.

### **Campus-wide Budget Forum**

Academic Affairs will host its second campus-wide budget forum on Thu., April 10 at 1 p.m. in the Performing Arts Center. The forum will feature a presentation of draft budgets for strategic initiatives for 1997-98. Faculty, staff and students are encouraged to participate in the budget process. *fmi*-Spero Bowman, x2125.

### W.P. Whitsett California Lecture

Iris H.W. Engstrand will speak on "The 18th Century Enlightenment Comes to California," on Fri., April 11, at 8 p.m. in the University Club. Participants are invited to attend a reception at 5:30 p.m. and a dinner before the lecture at 6:30 p.m. for \$25. Checks should be made payable to the CSUN Foundation with an entree choice specified: prime rib, chicken dijon or spinach ricotta ravioli. The W.P. Whitsett California lecture is sponsored by the history department.

#### **One-Day Web Presentation**

A web course project teaching colloquium will be presented by faculty on Fri., April 11, from 2 to 5 p.m. in the Business Auditorium, room 101. Use of Internet Relay Chat (IRC), Hypernews discussion, compact disks, Powerpoint presentations from a web page, on-line quizzes, Realaudio and other electronic resources to enhance instruction will be demonstrated. The presentations will be followed by hands-on breakout sessions. Applications for Web Course Project \$500 summer grants will be distributed.

fmi-Nancy Fernandez, x3561.

#### Adult Re Entry Program 'Mingler'

CSUN's Adult Resource and Re Entry Program will host its monthly gathering on Fri., April 11, beginning at 7:30 p.m. at the Common Grounds coffeehouse, 9250 Reseda Blvd. The program encourages adult students to bring friends. *fmi*-x5552.

#### **Retirement Party for Arlene Noar**

A retirement celebration for Arlene Noar, administrative operations analyst in the Faculty Senate office, will be held after the Thu., April 17, Faculty Senate meeting from 4:30 to 6 p.m., in the Pasadena room of the University Student Union. Those who wish to contribute to a retirement gift may send a check made out to "Faculty Senate Fund--Arlene Noar" to the Faculty Senate

office, mail drop 8221.

### **Daily Sundial 40th Anniversary Party**

The journalism department is hosting a 40th anniversary party and reunion for the Daily Sundial on Fri., April 18, at 6 p.m. at Rusty's Surf Ranch, 256 Santa Monica Pier. Tickets are \$35 and will benefit students through scholarships, research grants, equipment and technology.

The party is a major fund-raising event for the department. A feature will be a silent auction offering such items as walk-on parts on television shows, concert and sporting event tickets, movie passes, food, wine and lunch with Walter Cronkite. Sponsorships are available ranging in price from \$1,200 for a table of 10 to \$75 to be a classified ad page sponsor. For reservations, call x3135.

## **Miss Deaf CSUN Pageant**

The semi-annual Miss Deaf CSUN Pageant featuring the talents of CSUN deaf women will be held at 7 p.m. Sat., April 19, in the Performing Arts Center. The winner will go on to compete in the Miss Deaf California Pageant in July. General admission is \$15 and \$6 for children. *fmi*-x2099 (V/TDD).

## **Dispelling Myths About Disabilities**

"Disabilities--A Matter of Perception"--featuring two videos, one on disability misperceptions and the other on disability services at CSUN, along with a panel discussion--will be presented from noon to 1 p.m. on Wed., April 23, and Thu., April 24, in the Burbank room of the University Student Union.

The program is designed to give those attending a new understanding about people with disabilities and increase awareness of disability myths. Students with disabilities make up 5 percent of CSUN's student population, according to the program's sponsors, Students with Disabilities Resources and Students with Disabilities Connection. fmi-x2684 or e-mail Jim Hammitt at ihammitt@csun.edu.

#### **Environmental Earth Fair**

An environmental Earth Fair will be held Wed., April 23, from 9:30 a.m. to 2:30 p.m. in the University Student Union Court of Community. The event will feature an array of environmental displays, organizations, public agencies and campus groups. The CSUN Steel Drum Band will perform at noon. A recycled can sculpture contest will be held with winners announced at 1 p.m.

### **Volunteers Needed for Campus Pride Day**

The Volunteer Services Program needs volunteers to help plant 40 new orange trees in the grove at Lindley Avenue and Nordhoff Street during the second annual Campus Pride Day on Thu., April 24. Participants can arrive any time between 10:30 a.m. and 1:30 p.m. with the first 150 people receiving a free T-shirt.

Volunteers also are needed from 10 a.m. to 3 p.m. on Sat., April 26, to help with screenings and tests at a health fair at Arminta Street School, 11530 Strathern St., North Hollywood.

Also, AIDS Project Los Angeles needs helpers at its dance party benefit from 7 to 11 p.m. on Sat., April 26, at Universal Studios.

fmi and to register-x3260.

### **Deadlines**

#### **Ruth Lencione Fellowship**

Undergraduate and graduate students wishing to work with children and their families may apply for the Ruth Lencione Fellowship, a \$5,000 amount awarded over two semesters. Lencione, who died in 1986, was the author of numerous books and

articles about young children. She also was chair of communicative disorders at Syracuse University. Her estate has provided 10 fellowships for students over a five-year period. Brochures and applications are available from the family environmental sciences department office. The deadline is Tue., April 1. *fmi*-x3051.

#### Robert H. Schiffman Memorial Award

Nominations for the Robert H. Schiffman Memorial Award are due by Thu., April 3, to the Office of Graduate Studies, Administration Park 706. Applicants must have completed at least one semester of graduate study at CSUN and have at least a 3.5 graduate GPA and a undergraduate 3.25 GPA.

#### **Outstanding Graduate Student Award**

Nominations for graduate students who completed degrees in fall 1996 or who will complete degrees in spring or summer 1997 are being solicited for the annual President's Associates' Outstanding Graduate Student Award. Criteria used in selecting the award recipient will be grade point average and recommendations from faculty. Applications are available in the Office of Graduate Studies, Administration Park 706, and are due by Thu., April 3.

## **Summer Study Abroad Scholarship**

EF International Language Schools will award a summer study abroad scholarship to a first- or second-year CSUN student who embodies commitment to intercultural awareness through academic study, community service and leadership. The scholarship includes an eight-week program at an EF school in France, Spain or Germany, including round-trip travel expenses and room and board. Students must have at least a 3.0 GPA and one year of foreign language study. Applications are due by Thu., April 3. *fmi*-(818) 772-0903.

#### **Nominations for Commission on Status of Women**

The Commission on Status of Women at Cal State Northridge invites nominations, including self-nominations, for student cochair and representative to the Women's Council of the California State University. Nominations may be made by mail, telephone, e-mail or in person to Olivia Gaines, chair of the nominating committee, Student Development and Equity Center, mail drop 8295, phone x2191, or e-mail olivia.gaines@csun.edu. Nominations must be submitted by 5 p.m. Fri., April 4.

### **Outstanding Graduating Senior Awards**

Five graduating seniors will each receive \$1,000 awards at the Honors Convocation ceremony on Tue., May 27. To apply, a student must have a degree award date of fall 1996, spring 1997 or summer 1997. Those with a minimum grade point average of 3.0, either cumulative or in the last 60 units, will be considered. An application form and two letters of recommendation from faculty, staff or administrators must be submitted by Fri., April 4, and be addressed to William Watkins, Office of the Vice President for Student Affairs, mail drop 8239. The awards are funded by the Alumni Association, the President's Associates, Mildred Z. Mininberg Memorial Fund and the Karen, Leon and Rita Goldstein-Saulter Memorial Fund.

#### **National Science Foundation Proposals**

The National Science Foundation is requesting proposals for "Life in Extreme Environments" by Mon., April 14. The work must entail the study of life within extreme environments on earth and its application to the study of possible life on other planets. The interdisciplinary program involves the directorates for biological sciences, engineering, geosciences and mathematical and physical sciences, as well as the Office of Polar Programs. *fmi*-Research and Sponsored Projects, x2901 or fax x4691.

### California Pre-Doctoral Program

Participants applying for the California Pre-Doctoral Program must do so by Mon., April 14. The program is designed to increase the diversity of CSUN students who will continue their studies at the doctoral level and be eligible for faculty positions. Funding for travel, membership in professional organizations, special research costs and graduate school application test fees is provided by the program.

Applicants will be selected on the basis of potential for success in completing a doctoral program, probable effectiveness of the student/faculty plan and degree of underrepresentation in the national pool of doctoral recipients in the area of study proposed by the applicant. Each applicant must have a faculty sponsor who will be available for the duration of the plan specified in the application.

fmi-Hedy Carpenter, x2138.

### **Fee Waiver Programs**

State employees interested in participating in the employee or faculty dependent/spouse fee waiver programs for fall 1997 should contact Carol Hallenbeck at x2173 or email feewaiver@csun.edu for an enrollment packet. Packets automatically will be sent to continuing participants in both programs. New participants must submit the application by May 1, and those continuing by June 26. The application deadline for continuing participants with changes in admission status is May 1. The fee deadline is June 26.

Participants in the faculty dependent/spouse fee waiver program should follow the deadlines and procedures in the schedule of classes and their fee waiver packet. The program is located in the Office of Human Resource Services in Administration Park 702. Hours are from 8 a.m. to noon, Mon. to Fri.

#### **Invention Contest**

The BF Goodrich Co. is seeking entries for its annual Collegiate Inventors Program. Inventions, ideas or processes must be original and the result of work completed by students and their faculty advisers. The program is open to any graduate or undergraduate students. Submissions are due by Tue., June 3. *fmi*-x2901

## Classes

#### **Fashion Sketching Seminar**

Trends, a CSUN fashion design and merchandising organization, will offer a concentrated course to those wishing to learn the art of fashion illustration. Fashion and costume illustrator Jemi Armstrong will demonstrate techniques for drawing the fashion figure, illustrating garments and rendering fabric textures.

The course consists of two Saturday sessions on April 5 and 12 from 10 a.m. to 2 p.m. Both will be held at in family environmental sciences room 400. The cost is \$25 including supplies. To reserve a space, call Trends at x3440 or Jemi Armstrong at (818) 986-6429.

### **Workshop for Students Declaring Majors**

A workshop to help students declare their majors and career paths will be held Wed., April 9, from 2 to 4 p.m. in the Advising Resource Center and EOP, Education room 100. *fmi*-x2108.

#### **Keys to Success**

The Adult Resource and Re Entry program is offering "Keys to Success," a program that will consist of a seminar and six workshops, on Sat., April 19, from 8:45 a.m. to 1 p.m. in Sierra Hall 122. Keynote speaker Dee Shepherd-Look will discuss "Taking Charge of Your Personal Power." Registration is free. *fmi*-x5552.

## **Master of Public Administration Summer Classes**

The College of Extended Learning's Master of Public Administration program offers summer classes at CSUN, the CSUN Ventura campus and CSUN's Glendale site. The MPA program is open to those with an undergraduate college degree who work in the public or non-profit sector. Courses are held evenings and weekends and participants learn how to improve management and administrative skills.

fmi-x5635 or x3909.



# **Northridge In The News**

Judith Marlane (Radio-Television-Film) was featured in KCAL Channel 9 segment on Feb. 27 on the controversy surrounding the new television rating system. "The need by many to regulate this has very major implications and I think frightening implications for many of us in the creative community," Marlane said. The dedication of a new flag to fly over the Oviatt Library received notice on page 3 of the Daily News on March 5. The Daily News and the Los Angeles Times reported March 5 that JosŽ Hernandez (Chicano Studies) was in the lead in early election returns in his bid for a post on the San Fernando City Council. Later, he was announced a winner in the election. The Daily News ran an article on March 6 on President Blenda J. Wilson's community forum in which she talked about the University MarketCenter retail project. "The University MarketCenter is a means of having the college use its unused asset of land in the north end of the campus to create \$850,000 to \$1 million in revenue," she said. For those who may have missed it, **Steven Loy** (Kinesiology) was featured in an article on motivating yourself for exercise in the June 1996 issue of New Choices-Living Even Better After 50. Loy said it is appropriate to reward yourself for exercising with the occasional brownie or ice cream. "What are a few calories compared to forming a lifetime habit? " he asked. The Daily News ran a feature March 6 on **Sonny and Gloria Kamm**, whose art collection recently was on display in the university's main Art Gallery. "Humor is definitely there-humor and irony," said gallery director **Louise Lewis** (Art) of the exhibit. Ramon Muniz (Chicano Studies) was asked by the Los Angeles Times for his opinion on a proposal to increase the power of weapons used by the LAPD. In the March 8 article, he said, "To arm the entire police department with automatic weapons is escalating to a military state. If anything, we need to remember that North Hollywood was an extreme and very rare incident." President Blenda J. Wilson wrote an opinion piece on the proposed University MarketCenter project that ran in the Los Angeles Times on March 9. "At CSUN, we can see Tidal Wave II bearing down with a velocity and force that the state cannot adequately fund. Because our mission is to educate and prepare future generations for productive lives and employment, we choose to act, not just wring our hands," she said. The Daily News on March 9 chronicled the trials of some CSUN students who desperately tried to watch the basketball team's battle with the University of Montana. "I'm telling you this is the biggest thing that has happened to our school," said senior Joe T. Dagata. Rene Engel's appointment as general manager of KCSN drew a mention in the March 9 Community News column by Stacy Brown in the Daily News. "Rene understands the importance of the relationship between the station and the university," said William Toutant, associate dean of the College of Arts, Media, and Communication. "That was very important to us." Engel also made the Morning Report column in the Calendar section of the Los Angeles Times on March 12. The column noted Engel's new position and his plans to help the station broaden its audience base. The Los Angeles Times noted March 10 that President Blenda J. Wilson, CSUN students and faculty received a commendation in March from the Los Angeles County Board of Supervisors for the university's efforts to help the county establish its own store. "A lot of people [from out of town] only know L.A. as something with a reputation for being weird," said Terry Wolfe (Management). "When they get here, they realize that geographically there is a difference between L.A. County and the city and that there's a lot more to the county than they thought." Sandra Klasky (College of Education) was quoted in a Los Angeles Times article on March 10 about Assemblywoman Sheila Kuehl's then-pending speech. "We want to know in what ways can you craft legislation that will help create greater equity," Klasky said. Ellen Small (Admissions) was quoted in a March 11 Los Angeles Times story on a CSUN program that offers eligible high school juniors and seniors an early taste of college life. "No one [at CSUN] knows that they are in high school except themselves and whoever they tell," Small said. The Los Angeles Times asked **Steven Oppenheimer** (Biology) his opinion on human cloning research. His answer on March 11: "There's no question in my mind that cloning should be pursued, not necessarily human cloning, but the cloning of animals and plants can have tremendous advantages." The Los Angeles Times ran a lengthy front page feature on March 12 on the International Conference on Prostitution co-sponsored by the university's Center for Sex Research. "It should produce a tremendous amount of research because of the networking that will go on between the researchers and the sex workers," said **James Elias** (Sociology). The conference also was mentioned by the Daily News article in its L.A. Life section on March 12. And, the conference was all over the air waves-both television and radio-the weekend of March 14-16. "Prostitution is a large industry and we know very little about it except for what comes out of police reports," Vern Bullough (Center for Sex Research) was quoted by the Daily

News on March 16. "Most of the writing has been moralistic or sensational. We are trying to really understand it." Alum Tari **Livingston-Hughes** (Education) was featured in the Los Angeles Times' Personal Best column on March 13. "It's not enough to be here and look pretty," Livingston-Hughes, who is blind, told her English students at Granada Hills High School. "You are here to work. You have a job-to work for your education. The Los Angeles Times Calendar Weekend recommended several CSUN events in its March 13 issue, including a performance by the Northridge United Methodist Church Chancel Choir led by **Larry Jarvis** (Music). Alum **Cheech Marin** (English) talked about what he likes to do on the weekends in the Los Angeles Times' Calendar Weekend section on March 13. His weekends: dinner, movies and evenings cut short because he and his wife have to get home to their kids. Stacy Brown's Community News column in the Daily News on March 16 noted that President Blenda J. Wilson was among 12 women honored by the Los Angeles County Commission for Women for outstanding contributions to the community. **David Klein**(Mathematics) wrote a letter to the Los Angeles Times that ran March 17 concerning math achievement and teaching reforms. "As a professor of mathematics," Klein wrote, "I make my living on the socalled 'higher order thinking skills' in mathematics, and I strongly support their inclusion in K-12 pedagogy. Unfortunately, it is impossible to learn these advanced skills without complete and absolute mastery of the basics. The current reform advocates are wildly out of balance." Crystal Gips (College of Education) is a regular in the Los Angeles Times Calendar Weekend sections that run on Thursdays. Her advice is solicited by Times' reporters who write the TV Smarts column that offers child-friendly television viewing suggestions. Rear View, a new exhibit in the university's Art Gallery, received a notice in the Buzz Weekly magazine for March 14-20. "The idea of this group exhibit," according to the magazine, "is to show that photographs taken behind people are often more telling than if they were taken head-on." Crerar Douglas (Religious Studies) was quoted in a Los Angeles Times article on a university colloquium examining the media's coverage of the O.J. Simpson trial by professor Johnie Scott (Pan-African Studies). "It's an opportunity for people to hear various opinions from different speakers and afterward be able to have a discussion in an informal setting," Douglas said. The Los Angeles Times' Morning Report section took notice of KCSN on March 13. This time, the column welcomed radio personality **Bonnie Grice** to the airwaves at CSUN's radio station. Later, Grice was featured in a lengthy March 21 article on the front page of the Los Angeles Times' Valley Edition. Grice, formerly an announcer at KUSC, said she did not consider her move to CSUN a step down. "A mike's a mike. Doing real radio is always talking to just one person anyway," she said. **Tom Piernik** (Student Development and International Programs) was quoted in the Los Angeles Times in a March 19 story about a state Assembly committee approving legislation banning discrimination against homosexuals in California's public schools. Piernik, who testified before the committee, recounted anecdotes of threats against homosexuals on campus. "(One student) was so concerned he started carrying a baseball bat for his own protection," Piernik said. Art Elbert (Administration and Finance) was quoted in a Los Angeles Times article on March 20 about efforts to reopen the earthquake-damaged wings of the Oviatt Library. "We want to get everybody back in as soon as we can, but we wouldn't want to have another quake hit and have it all fall down," he said. "You've got to do it right." CSUN's first president, Ralph Prator, was featured in the Los Angeles Times' Valley 200 column on March 22. Prator, who resigned in 1968 amid antiwar protests and growing tensions over the status of minority students, was quoted in 1992 saying: "We had gained a status among the people of the San Fernando Valley and among our sister institutions that I felt was promising." **James Goss** (Religious Studies), Art Elbert (Administration and Finance) and professor emeritus DeWayne Johnson (Journalism) were among dozens of people who wrote letters to the Los Angeles Times and Daily News over the weekend of March 22-23 on CSUN's proposed University MarketCenter development on the North Campus. "This is a new adventure for the university, and there are legitimate concerns that need to be addressed, but the purpose of the MarketCenter is to find resources to maintain the state's commitment to open access for all qualified students," Goss wrote. "We need the community's support and understanding." Been or seen Cal State Northridge in the news? Send a copy and include the name and date of the publication to mail drop 8242, or leave a note at <a href="mailto:pubinfo@exec.csun.edu">pubinfo@exec.csun.edu</a>.</a>







# CALENDAR

# Art

## North to Khyber

Exhibition of decorative wool body and shoulder wraps, woven in the province of Himachal Pradesh in the Sivalik range of the Himalayas in Northern India. Examples of regional metal arts -- hair decoration, body jewlery, ear-to-nose chains and earrings -also are included.

Curator: Sheila Allen-Weiss, CSUN alumna

Dates: Through Fri., Apr. 18

Times: noon to 4 p.m. Mon. and Sat.; 10 a.m.-4 p.m., Tue. to Fri. Place: Art Dome ML 236

Admission: free

#### **Rear View**

Featuring 80 photographs taken from the rear, including landscapes, crowd scenes, celebrities, nudes, people on streets and roads. Tje photos span this century and include works by artists such as Harry Callahan, Henri Cartier-Bresson, Graciela Iturbide and Weegee, among others.

Cutator: Nancy Kapitanoff Dates: Through Fri., Apr. 18

Times: noon to 4 p.m. Mon. and Sat.;

10 a.m. to 4 p.m. Tue. to Fri. Place: Art Dome ML 2236

Admission: free

#### L.A.'s Black History

Nearly 100 Phots will be displayed from more than 300,000 negatives shot by African American photographer Harry Adams Jr. The exhibition is hosted by the CSUN Center for Photojournalism and Visual Arts. Photos feature former Mayor Tom Bradley, civil rights leader Martin Luther King Jr., Malcolm X and former First Lady Eleanor Roosevelt, among others. Coordinator: Ken Kerkton, CSUN photojournalism professor.

**Dates:** Through May 25

Place: California African-American Museum, Exposition Park, 600 State Drive, Los Angeles

fmi-Ken Kirton, x3301

### **Art Created By At-Risk Youth**

The exhibition "Optimistart," a mixed media art exhibition created by at-risk youths at the Optimist Youth Homes in Highland Park under the supervision and collaboration of local artists. Features 30 pieces of wall-size murals, photography, body casting, typography and graffiti poems, in addition to a video.

Dates: Wed., Apr. 2, through Sunday, May 18

**Times:** noon to 5 p.m. daily **Place:** Performing Arts Center

**Admission:** free

fmi<.i>-Wanda Patterson, (213) 341-5540

# **Athletics**

(home games)

\*Big Sky Conference

#### Men's Baseball:

Apr. 2 Cal State Long Beach 2 p.m. Apr. 4 Cal Poly Pomona 2 p.m.

Apr. 5 Cal State San Bernardino 1 p.m.

Apr. 6 Cal Poly Pomona 1 p.m.

Apr. 22 USC 2:30 p.m.

Apr. 23 Loyola Marymount 2:30 p.m.

# Women's Softball:

Mar. 31 Utah State (double-header) 1:30 p.m. Apr. 6 Cal State Fullerton (double-header) 1 p.m. Apr. 10 UC Santa Barbara (double-header) 1:30 p.m. Apr. 12 Cal Poly San Luis Obispo (double-header) 1 p.m.

#### Men's Volleyball:

Apr. 3 Brigham Young 7 p.m. Apr. 5 Cal State Long Beach 7 p.m.

Apr. 10 UCLA 7 p.m.

Apr. 15 UC Santa Barbara 7 p.m.

#### Men's and Women's Outdoor Track:

Mar. 15 Fresno State, San Diego State 11 a.m.

Mar. 22 Northridge Invitational 9 a.m.

# **DANCE**

# Brigham Young University Theatre Ballet

Performing both classical ballet and innovative contemporary dance.

**Date:** Thu., Apr. 3 **Time:** 8 p.m.

Place: Performing Arts Center

Admission: \$10 faculty

#### **AVAZ International Dance Theatre**

AVAZ returns with an encore performance of the company's fall show featuring the dance and songs of Iran-Zamin.

**Date:** Sat., Apr. 5 **Time:** 3 and 8 p.m.

**Place:** Performing Arts Center

Admission: \$15 afternoon show, \$20 evening show

# Music

All Music events (unless otherwise specified) are: \$6.50 general, \$5 faculty/staff, \$3.50 seniors/ students

#### CSUN Wind Ensemble

Conductor: David Whitwell

Date: Wed., Apr. 2 *Time:* 8 p.m.

**Place:** Performing Arts Center

Admission: \$6.50 general, \$5 faculty and staff, \$3.50 students and seniors

# Huayucaltia

Cross-cultural, multi-national ensemble fuses elements of Andean, jazz, classical and Nueva Cancion.

Date: Fri., Apr. 4 *Time:* 8 p.m.

**Place:** Performing Arts Center

Admission: \$20 general, \$15 faculty, staff and seniors, \$10 students

### American Guitar Society

Juan Martin, flamenco artist, voted one of the world's top three guitarists by Guitar Player magazine.

Date: Sat., Apr. 5 *Time:* 8 p.m.

Place: Recital Hall Admission: \$12

### CSUN Symphony

**Conductor:** David Aks Date: Sun., Apr. 6 *Time:* 8 p.m.

**Place:** Northridge Center

Admission: \$6.50 general, \$5 faculty and staff, \$3.50 seniors and students

#### Clarinet Students of Julia Heinen

A program of varied solo repertoire for the clarinet.

Date: Mon., Apr. 7 *Time:* 8 p.m. Place: Recital Hall Admission: free

#### New Directions Composers Group

A program of solo and chamber music by CSUN student composers.

Directors: Kevin Murphy, Tony Wardzinski

Date: Fri., Apr. 11 *Time:* 8 p.m.

Place: Recital Hall

Admission: \$6.50 general, \$5 faculty and staff, \$3.50 seniors and students

#### Mariachi Cobre

Showcases bold vocal harmonies, complex rhythms and exuberant playing.

**Dates:** Sat. and Sun., Apr. 12-13 **Times:** Sat. 8 p.m., Sun. 5 p.m. **Place:** Performing Arts Center

Admission: \$25 general, \$20 faculty and staff, \$15 seniors, students and children

## April Fool's Concert

CSUN Music Department faculty and students celebrate the lighter side of their art.

Date: Sun., Apr. 13 Time: 8 p.m. Place: Recital Hall

Admission: \$6.50 general, \$5 faculty and staff, \$3.50 seniors and students

#### Granada Hills High School Concert

The Granada Hills High School Music Department offers a sampling of the school's performing groups.

Director: Alan Nelson Date: Fri., Apr. 18 Time: 7:30 p.m.

Place: Performing Arts Center

Admission: \$5 adults, \$3 seniors, \$2 any student with ID

#### New Music Ensemble

A mix of recent works and 20th Century classics.

Director: Dan Kessner Date: Sun., Apr. 20 Time: 8 p.m.

Place: Recital Hall

Admission: \$6.50 general, \$5 faculty and staff, \$3.50 seniors and students

#### Chamber Music Summit II

Second annual musicale bringing together some of the finest professional musicians on the West Coast. Features works by Poulenc, Schubert, Vivaldi and Mozart. Proceeds benefit the Music Department Scholarship Fund.

Date: Mon., Apr. 21

*Time:* 8 p.m.

Place: Performing Arts Center

Admission: \$8 general, \$5 seniors and students

#### Jazz Combos

Director: Gary Pratt Date: Wed., Apr. 23 Time: 8 p.m.

Place: Recital Hall

Admission: \$6.50 general, \$5 faculty and staff, \$3.50 seniors and students

#### CSUN Jazz Vocal Ensemble

Featuring swing to contemporary jazz.

Director: Mike Boos Date: Thu., Apr. 24 Time: 8 p.m.

**Place:** Recital Hall

Admission: \$6.50 general, \$5 faculty and staff, \$3.50 seniors and students

# **THEATER**

#### Luminarias

A play first produced by the Latino Theatre Company that explores the land, pride, rage and love of contemporary Chicanas/Chicanos.

Dates: Apr. 4, 5, 6, 9, 10, 11, 12 and 13

Times: Sun., 5 p.m.; Wed., 7 p.m.; Mon., Tue., Thu., 8 p.m.

Place: Little Theatre

Admission: \$9 general, \$7 seniors, faculty and staff, \$5 students

### Stacy Cane-Yad b'Yad Youth Theatre

"If You Will It, It Is Not A Dream" Troupe of teens perform an original musical covering highlights from the life of Theodor Herzl, the founder of modern Zionism. In honor of the Zionism Centennial.

Date: Sun., Apr. 6

**Times:** 2 p.m. and 7 p.m. **Place:** Performing Arts Center

Admission: sponsoring patrons \$18, general \$12, students and children \$10

#### Clara Schumann at the Piano

Pianist Beverly Serra-Brooks celebrates the Clara Schumann Centennial in this piano histro-drama portrayal of Clara Schumann, one of the most celebrated performing artists of the 19th Century. Serra-Brooks brings to life the music of the Romantic Era in vignettes of the life and performances of Clara Schumann.

Date: Sun., Apr. 20

*Time: 3 p.m.* 

Place: Performing Arts Center

Admission: \$15 general, \$12 seniors, faculty and staff, \$10 students

#### Vietnamese Cultural Night

The Vietnamese Student Assn. presents its annual evening of Vietnamese and Vietnamese-American traditional and modern dance, skits and fashion.

Date: Fri., Apr. 11

*Time: 7 p.m.* 

Place: Performing Arts Center Admission: \$6 donation requested fmi-Journey Pham, (818) 993-4280

### Cabaret

Musical look at 1930s Germany, featuring Berlin between the wars at the height of decadence and change.

Dates: Apr. 25, 26, 27 and May 1, 2, 3, 4, 9, 10, 11

Times: Sun., 5 p.m.; all other days 8 p.m.

Place: Campus Theatre

Admission: \$12 general, \$10 faculty and staff, \$9 seniors, \$7 students





# **New Study Analyzes Factors Linked to Student Persistence**

# Full-Time Students, Regular-Admits and Women Fare Better Than Their Counterparts

Who's most likely to graduate from Cal State Northridge after six years? The answer is good news for female students, whites and Asian-Americans and full-timers, but less encouraging for black students, exception-admits and even the guys.

Those are among the findings of a newly released study by CSUN's Academic Affairs Division that campus officials are calling the most comprehensive look ever at persistence rates among the university's students, including focused looks at many subgroups.

The study covered the period from 1984 to 1996 and tracked more than 112,000 students for up to eight years from their enrollment. The purpose was to identify the types of students most and least likely to "persist"-either stay enrolled or graduate-at CSUN.

"It probably raises more questions than it answers," said CSUN Director of Academic Resources Spero Bowman, who coordinated the project. "But what we wanted to do was to try to inform the campus decision-making process."

The study comes against a backdrop of past reports that have shown Northridge to have student graduation and persistence rates among the lowest in the Cal State system, and graduation rates below (but minority enrollments above) those of other large public U.S. universities.

In tracking one academic indicator, the new Northridge study looked at the six-year graduation rates of CSUN freshmen entering between 1984 and 1990 to see how different groups of students fared:

- o Women graduated at a higher rate than men: 35 percent vs. 27 percent. Likewise, full-time freshmen graduated at twice the rate of part-timers, 33 percent vs. 16 percent;
- o Among ethnic groups, black students had the lowest graduation rate averaging 14 percent, compared to 36 percent for whites, 35 percent for Asian-Americans, and 22 percent among Mexican-Americans;
- o High school grade point averages made a significant difference. Students with 3.5 and above GPAs had a 49 percent graduation rate, compared to only 12 percent for those with 2.0 to 2.49 GPAs;
- o Regular-admit students had a much higher graduation rate than exception-admit students, 34 percent vs. 12 percent. The study also found regular-admit students were more likely to graduate sooner than their exception-admit counterparts;
- o And, Educational Opportunity Program students graduated at a lower rate during the six-year periods (18 percent) than first-time freshmen as a whole (31 percent).

Students with declared majors, transfer students and students age 22 or younger were more likely to persist than their counterparts. And many of the student characteristics associated with higher or lower persistence rates for freshmen showed similar trends for transfers.

"All the study data is correlational, not causal," cautioned Barbara Tabachnick, an emeritus psychology professor who worked with three colleagues to analyze the voluminous data in the 100-plus-page report. That is, the study points out characteristics of students likely to persist. It does not suggest they persist because of those characteristics.

The study, begun last fall, "confirms suspicions that people have felt but haven't been able to put numbers to," said

Bowman. "For example, we hadn't known how long it takes students to graduate."

Bowman said figures such as the average length of time to degree can be understood as a consequence of Northridge being a commuter campus, where a high percentage of students work and take less than a full course load.

Indeed, the study also found overall that only 3.5 percent of Cal State Northridge freshmen graduate after four years. And only 31.2 percent do so after six years, compared to nearly 39 percent of all freshmen in the broader Cal State system.

Likewise, the average time to degree for CSUN freshmen is 7.35 years, compared to 5.6 years for CSU freshmen as a whole. Northridge upper divisions transfer students take 5.25 years to graduate on average, compared to 3.5 years systemwide.

"I think there was a general awareness the data was going to look like this," said psychology department chair Joyce Brotsky, one of the contributors to the report. "The important question is what we do with it."

Interestingly, the report repeatedly stresses that "stopping out"-taking off a semester or more before returning to school-appears to actually benefit many students who do return and graduate.

It concludes: "The major predictor which favors two-, four-, and six-year continuation is stopping out sometime during the academic career." And it labels students who stop out as likely to persist, while saying that students who do not stop out are at risk.

This apparent contradiction results from the fact that so few Northridge students complete their degrees in the traditional four-year period; thus, "students who do not stop out" are virtually synonymous with "students who drop out," the study found.

"Our students often face stress from family, work, and financial demands. We need to recognize that in many cases, 'stopping out' is not a negative decision," Brotsky said. "Students are in the best position to know whether they should continue. We could keep in touch and encourage them to return" at a better time.

Sheila Grant-Thompson, an assistant professor of psychology who also worked on the study, suggested, "Perhaps we should acknowledge as early as freshman orientation that many students do stop out. We need to eliminate the stigma that many university people, including students, attach to stopping out."

The study differs from persistence studies conducted by the Cal State system or other institutions by taking into account student stop-out rates. However, Grant-Thompson said it does not account for students who leave CSUN and continue their studies elsewhere. Thus, the university's true persistence rates may be somewhat higher.

Bowman said the study will "prompt us to ask more questions" about patterns of student employment, family responsibilities, car ownership, on- or off-campus residence, and financial aid-factors that may be tied more closely to persistence rates than demographic characteristics.

The study noted the complications that arise in weighing such issues: "Student persistence can be an extremely complex phenomenon. For example, students often make the decision to leave an institution long before they act on it, and many reasons may be involved."

Besides identifying which students stay and which leave, research into persistence should "ascertain what degree of student attrition might be prevented through institutional action," the report said. But the current document does not address that issue.

However, beginning this fall, CSUN's EOP program will institute a project that may provide valuable data for institutional action, Bowman said. It will develop a service-tracking database that shows what services EOP students utilize, such as advisement. After several years, it will be possible to link utilization of different services with students' grade point averages and their continuation and graduation rates.

In an end-of-report discussion, the psychology professors used the study to question traditional assumptions about retention, suggesting the university ought to be more receptive to students in today's world making slower progress to graduation and sometimes even not graduating.

"Holding this [traditional] assumption hampers the ability of the institution to serve the most vulnerable members of our

community.... We must recognize that the acquisition of information, skills, and attitude change are valuable outcomes in and of themselves," they concluded.

--John Kroll







# **Demolition of Oviatt Library Wings Slated for Summer**

# Campus Officials Conclude Repairs Not Possible; New Buildings Planned

Cal State Northridge officials have formally decided that both earthquake-damaged wings of the Oviatt Library must be torn down and are pursuing an emergency contracting process that could have the demolition start as early as June.

Rushing to take advantage of the summer break when library hours and usage are both curtailed, campus officials said they hope to complete the estimated \$1 million to \$2 million demolition project before classes resume in the fall.

The official decision on demolition, pending formal approval from the Federal Emergency Management Agency, stems from a new engineering analysis that concludes the battered structures have been on a slow and continuing process of decay since the 1994 earthquake.

"The consensus now is those wings can't be repaired. They just couldn't get them back to their original shape," said Art Elbert, CSUN's vice president for administration and finance. "The library wings are just not fixable."

"There's not much debate about it at this point in time based on what the engineers said," added Vice Provost Susan Curzon, who also is dean of the university's library. "The most important thing now is getting those wings rebuilt and back in operation."

Campus officials said they expect the four-story, 100,000-square-foot wings to be rebuilt in place in very similar fashion to the existing buildings. Standard estimates put about a \$15 million price on such construction, though the final amount could vary.

Because the wings now will be rebuilt instead of repaired, the change will push back what had been a scheduled spring 1998 reopening of the wings to perhaps 2000. However, contrary to some reports, Elbert said that will not change the campus' overall date for completing quake repairs.

Elbert said two other campus buildings previously slated for reconstruction instead of repair--the South Library (computer center) and the Fine Arts building--already were headed for year 2000 completions. So the new wings, he said, should match that same schedule.

"I want everyone to know we're sorry it's taken so long. But it's better to take your time and do the work right," Elbert said. A worse fate, he added, would be for the campus to discover such problems after FEMA has completed its work here and halted its funding for repairs.

The university opened the steel-frame wings in 1991 at a total cost of \$18 million. But they have been closed ever since the January 1994 Northridge quake. The original nearly 200,000 square foot library core, built in 1973, suffered lesser damage and reopened in August 1994.

With the demolition decision now made, campus officials are turning their attention to the logistical difficulties posed by the prospect of tearing down the two library wings while the core library building that they bookend continues to operate.

Another complication exists in the east wing, where the demolition will only go down to about the second floor level to preserve the wing's undamaged automated storage and retrieval system (ASRS). That structure holds about half of the library's total 1.1 million volumes.

Curzon said she hopes the demolition process over the summer will not require any closures or curtailed hours in the library core. But she and other campus officials said they only now are beginning to consider issues such as how patrons can safely access the building amid the work.

The exact method of demolition has not been determined, although campus officials said it will be predictably noisy. In one sidelight, there are plans to save the unique exterior panels of the wings, which match the library core, so they can be reused on the new buildings.

Because the normal state construction bidding process would not permit demolition work to begin as early as June, campus officials said they are pursuing an emergency bidding approach that should permit a quicker start so the work can be finished prior to the fall.

While the demolition and subsequent rebuilding work progresses, campus officials at least for now plan to continue operating the library services that had been in the wings in two interim facilities: the North Library Annex and the Lindley Avenue Library Annex.

The final decision on demolition came after campus officials were briefed on the latest findings by John A. Martin & Associates, the Los Angeles engineering firm that has been evaluating the wings. Their conclusion: the wings are undergoing a slow, continuing decay.

"The buildings' basically are in a yielding mode," explained one campus official, meaning primary problems with sagging and cracking concrete floors probably would continue and worsen with time. "The buildings want to go down," the official said.

-- John Chandler







# **Campus Officials to Hold Earthquake Recovery Briefing**

Cal State Northridge President Blenda J. Wilson and Vice President for Administration and Finance Art Elbert will brief the campus community and news media on the status of the earthquake recovery on Thursday, April 3, at 11 a.m.

Wilson and Federal Emergency Management Agency official Leland Wilson also will announce FEMA's approval of a large package of repair, recovery and demolition projects expected to total more than \$70 million. The session is slated for the west side of the Administration Building.

FEMA Director James Lee Witt, who campus officials previously had said planned to attend, will not be participating due to a scheduling conflict. But a student jazz group is slated to perform and the Athletic Department will provide free soft drinks beginning about 10:30 a.m.

Others slated to attend include representatives of the following lawmakers: California's two U.S. senators, Dianne Feinstein and Barbara Boxer, local U.S. Reps. Howard "Buck" McKeon and Howard Berman, and Los Angeles City Councilman Hal Bernson.







# Major Campus Buildings to be Evacuated for Disaster Exercises

# Four Days of Emergency Response Drills Set for Earthquake Preparedness Month

In a test of the campus' emergency response system, the Cal State Northridge Environmental Health and Safety Office will conduct four days of disaster drills beginning Monday, April 14, that will include the temporary evacuation of many major buildings.

"We really weren't prepared," said Ron Norton, manager of environmental health and safety, of CSUN's emergency response system at the time of the 1994 Northridge earthquake. "But now we're getting to go through and correct any problems. We learned from the quake."

The drills are being conducted in conjunction with California Earthquake Preparedness Month, held statewide since 1985. The purpose is to test the effectiveness of building evacuation procedures, alarm systems and the floor and building warden program, Norton said.

"This is our first campuswide drill," he added. "We've always done it in pieces before."

During the week, most major buildings, except the Oviatt Library and the Education building, will be evacuated, many on Tuesday, April 15. The evacuations typically will last about 20 minutes per building.

The evacuations will test the skills of 170 floor and building wardens who have participated in special training programs in disaster preparedness. Each floor in the larger classroom buildings has its own floor warden, Norton said.

In addition to the building evacuations, two mock disasters will be staged. On Monday, April 14, the 75 faculty and staff members of the Campus Emergency Response team will participate in a light search and rescue exercise conducted by the Los Angeles City Fire Department.

That campus team grew from less than 10 people to the present 75 after the 1994 earthquake, Norton said. "We had some very motivated people after the quake," he added. "You can always count on people when all else fails."

Then on Thursday, April 17, the Campus Chemical Emergency Response Team will receive training in responding to a chemical spill. "We'll actually stage a spill," Norton said.

The building evacuation schedule for the week is as follows:

### Tuesday, April 15

- 10:40 to 11 a.m.: Science 1-4, Faculty Office Building, Sierra Hall, Speech/Drama, Music, Magaram Center, Matador Bookstore.
- 11:40 a.m. to noon: Business Administration and Economics, Art and Design Center, Speech Communication, Engineering Addition, North Library Annex, University Park Apartments 11, 14 and 15.
- 12:40 to 1 p.m.: Kinesiology, Student Health Center, Chisholm Hall, Monterey Hall.

#### Wednesday, April 16

• 10:40 to 11 a.m.: University Student Union, all temporary buildings, including domes.

# Thursday, April 17 (night drill)

• 9:30 to 10 p.m.: Business Administration and Economics, Education, Speech/Drama.







# **New Report Finds Widening Salary Gap for CSU Faculty Members**

# CPEC Study Cites 7.4 Percent Gap Overall, but CSU System Yet to Offer Catch Up Plan

The difference between salaries paid Cal State faculty members and the higher amounts paid at similar institutions has grown to one of the widest gaps in years, spurring new demands for a CSU plan to boost pay to comparable levels.

A new report by the California Postsecondary Education Commission (CPEC) found a widened 7.4 percent gap this year between overall Cal State faculty salaries and those paid to faculty members at an established group of 20 comparison institutions.

The disclosure helped spur a protest by faculty union leaders at the March 19 Cal State Board of Trustees meeting in Long Beach. They demanded the system commit to a solid plan to close the gap--and at least one prominent trustee agreed.

"There's nothing wrong with developing a long-range plan to bring the faculty towards comparability. They're very important to this institution. We can't exist without them," Lt. Gov. Gray Davis told his fellow trustees.

However, with the California Faculty Assn. and CSU negotiators currently engaged in bargaining over salary adjustments for the third year of the current three-year faculty contract, the board took no public action on the demand and the fate of any plan appeared uncertain.

Sam Strafaci, the CSU's interim senior director of human resources, said the system hasn't committed yet to any catch-up plan and also wants to look at how the CPEC gap is calculated. "I think the chancellor's position is we need to look at the issue more closely and not in isolation," he said.

The CPEC report also found that the 7.4 percent gap for 1996-97 between faculty salaries at the CSU and comparison institutions had widened from the 6.7 percent figure for 1995-96. Tallies in prior years had used a different formula to calculate that gap.

But the latest numbers varied considerably by faculty rank. CPEC found the largest gap affecting CSU full professors, whose salaries trailed their counterparts by 16.6 percent in 1996-97. Full professors account for 63 percent or 6,711 of the CSU's 10,595 faculty members.

Other CSU faculty member groups also trailed their counterparts but by much smaller margins: 6.6 percent for assistant professors, 5.4 percent for instructors and 4.2 percent for associate professors, according to the latest annual salary survey prepared by CPEC.

The effect of the lagging salaries also surfaced in how average CSU faculty salaries rank among the 21 institutions in the survey. Between 1991 and 1996, the CSU's overall faculty salary ranking fell from sixth to 13th. CSU full professors salaries fell from 13th to 20th among the schools.

The comparison schools for CSU system included Bucknell, Rutgers, Tufts, Illinois State, Loyola of Chicago, Georgia State, the University of Maryland. Others in the group were the University of Nevada at Reno, Arizona State and the University of Southern California.

In recent bargaining updates, the CFA has highlighted another higher overall faculty salary gap figure, 10.8 percent, that is referenced in the CPEC report. But commission officials cautioned that it is a different figure that does not reflect an actual same-year salaries gap.

Instead, the 10.8 percent figure reflects the difference between CSU faculty salaries this year, assuming no pay raise even though there almost certainly will be one, and those projected at the comparison institutions next year including their pay raises.

While the CSU salary gap has widened, the CPEC report also found the amount that University of California average faculty salaries trailed those at its eight comparison institutions for 1996-97 had narrowed to 3.1 percent overall and 5.1 percent for full professors.

Current discussions in the CSU show little sign that much of the system's faculty salary gap will be erased during the coming year. For 1997-98, CSU officials are proposing a 3.4 percent overall increase in total employee compensation totaling about \$54 million.

But faculty union leaders and others are demanding a 4 percent overall compensation package, changes to the Performance Salary Step Increase (PSSI) merit pay plan for faculty and solid progress toward narrowing the faculty salary gap.

During the trustees meeting, CSU faculty union leaders said they presented signed proxies from more than 4,000 faculty members advocating those and other changes. CFA President Terry Jones gave an extended speech, reciting the faculty concerns.

"I've been in the system for more than 20 years. And this is the angriest, most depressed, the most concerned that I've seen my colleagues," Jones said. "Nice phrases, nice slogans, that's what they are, they're nice. But we want plans to go forth from here."

James Highsmith, chair of the system's Academic Senate, said his group likewise is concerned about the gap because it ultimately will impair the system's ability to recruit talented faculty. If the CSU doesn't offer a proposal soon, he said, "We'll be proposing our own plan."

-- John Chandler







# **Faculty Salaries Gap**

A new study by the California Postsecondary Education Commission has found salaries of Cal State University faculty members trailed those of their counterparts at 20 comparison institutions by an widening 7.4 percent gap overall in 1996-97. The following is the CPEC report salary breakdown by faculty rank among the two groups and the size of the gaps.

## Academic Rank Salaries CSU Average Salaries, 1996-97 Comparison Group Salaries, 1996-97 Salary Gap

Professor	\$65,781	\$76,677	16.6%
Associate Prof.	\$53,484	\$55,737	4.2%
Assistant Prof.	\$43,155	\$45,988	6.6%
Instructor	\$33,912	\$35,732	5.4%
All Ranks	\$58,348	\$62,681	7.4%







# **Campus Participation Encouraged in Cornerstones Meetings**

# **CSUN Faces May 20 Deadline for Responding to CSU Strategic Planning Proposals**

Campus officials are encouraging students, faculty and staff to participate in a series of upcoming sessions to shape Cal State Northridge's response to the Cal State system's Cornerstones strategic planning process.

After more than a year of study, a group of Cal State task forces has honed recommendations on how the university system should cope with a future of rising enrollments, shrinking state funding, increasing public skepticism and a range of educational issues.

For the Northridge campus to formulate its response by a May 20 CSU deadline, campus officials said a series of meetings have been scheduled during the coming six weeks. Information about the Cornerstones proposals is available from the Provost's Office.

"We want to create a well-reasoned, well thought out response to this and therefore be able to influence how this process ends up," said Delia Rudiger, executive assistant to CSUN Provost Louanne Kennedy. "It's important for our campus," Rudiger said.

The first campuswide session is slated for Monday, April 7, at 2 p.m. in the Performing Arts Center. CSU Academic Senate chair James Highsmith, CSU Trustee Bernard Goldstein and others will summarize the current recommendations and answer questions.

To bring CSUN students more into the process, Kennedy and CSUN Faculty Senate President Jim Goss are scheduled to brief the Associated Students Senate on Cornerstones. That session is set for 2 p.m. on Tuesday, April 22, in the Thousand Oaks room of the University Student Union.

Then, a final campuswide session is scheduled for Friday, May 9, from 1 p.m. to 5 p.m. in the Grand Salon of the USU. Campus groups assigned to address individual topics will give their reports, and work will progress to refine specific campus responses.

The four CSU task forces have been studying these broad topics: "Learning for the 21st Century," "Meeting the Enrollment and Resource Challenge," "Institutional Integrity, Performance and Accountability," and "Postbaccalaureate and Continuing Education."

Some of the varied recommendations include expanding when CSU classes are offered, making community service work mandatory for students, issuing report cards on institutional performance and using graduate class fee differentials to fund expanded programs.

Other broad proposals include eliminating redundant or low-enrollment programs serving little public interest, using savings from senior retiring faculty to fund increased faculty development programs and more flexible hiring and salary practices for faculty and staff.

More information about the Cornerstones project and many documents detailing its background and varied reports also are available at the following World Wide Web site: http://www.co.calstate.edu//aa/cornerstones/.



# **University to Revive Honors Program in General Education**

# Four Honors Classes Scheduled for the Fall, Student Participants Sought

Joining a growing trend among large public universities, Cal State Northridge has decided to revive its honors program starting in the fall semester with the goal of giving a more personalized education experience to talented students.

The university's new Honors Program in General Education, directed by religious studies department professor Patrick Nichelson, will be open to incoming freshmen and transfer students as well as those already enrolled at CSUN.

Nichelson said the goal is to give students a learning experience similar to a liberal arts college. "What we're trying to do here is create a vehicle by which the students will have a more intensive community experience and much better mentoring and advisement," Nichelson said.

As plans gel for the fall, Nichelson said the program is recruiting students for an inaugural group that he'd like to number about 100. Four special honors-only courses have been scheduled for the fall semester. And Nichelson also is seeking faculty members to propose future classes.

In the program, honors courses will be restricted to honors program students, the classes will be smaller in size and offered at prime hours. Courses will tend to have a strong Internet component. There will be extracurricular activities and students will have special mentors.

CSUN used to have a honors program in general education, begun in the mid-1980s by Nichelson and Learning Resource Center Director John Hartzog. Although strong to start, it ultimately withered amid Cal State budget cuts in the early 1990s and the 1994 Northridge earthquake.

Sheryl Thompson, the Learning Resource Center coordinator who used to staff the program, said CSUN has not offered any GE honors courses since the earthquake. At its peak, she said, the prior program had about 125 students and offered three or four courses per semester.

This time, though, Nichelson said the outcome should be different because CSUN President Blenda J. Wilson and Provost Louanne Kennedy both are strong backers. Under the prior administration, he said, "There really was no support. There were no extra funds for events."

The revived honors program will serve as a complement to the campus' new Northridge Presidential Scholars program also starting in the fall. Presidential scholars will be able to join the honors program, and Nichelson said the two groups may have combined events.

The honors program will have lesser and more flexible entry requirements than the Presidential Scholars program. Faculty members over the years have found, Nichelson said, that "a lot of our very best students weren't the ones who came with the best pedigrees."

A recent edition of U.S. News and World Report's annual college guide cited the growing trend among large public universities to offer honors programs to compete for talented students against the more expensive but personalized private schools.

Some universities are setting up entire honors colleges while others are establishing special dorms where honors students live

together on campus. And the guide cited a 1994 book on the topic, "Ivy League Programs at State School Prices" by Robert R. Sullivan.

CSUN students who complete the honors program will receive a special certificate at graduation and will be recognized at the university's annual Honors Convocation. Honors courses also will be designated as such on students' transcripts.

To complete the program, students must pass 12 units of honors courses and 6 units of independent study developing a portfolio of their honors program accomplishments. Grade point averages of 3.0 will be required in honors courses and overall general education courses.

Courses slated for the fall are one upper division offering, World Drama by Dick Falk, and three lower division courses: Fundamentals of Public Speaking by Elizabeth Berry, Mathematical Ideas by Michael Neubauer and Freshman Composition by Sheryl Thompson.

Thompson noted her class will be a once-a-week, mostly on-line offering. To this day, Thompson said, she still gets calls from students asking about CSUN's honors program because recent campus catalogs and schedules have listed her as coordinator of the non-existent program.

Nichelson predicted the revived program will strike a chord among faculty members. "There's a tremendous interest among a significant segment of the faculty," he said. "People think, 'Wouldn't it be nice to have a classroom of students who are more committed and focused.'

-- John Chandler







# Northridge Presidential Scholars Final Selection Nearing

# Campus Officials Pleased with 80 Applicants; 20 Will be Chosen

After a successful recruiting campaign, Cal State Northridge is preparing to offer full scholarships to a group of 20 academically gifted freshmen applicants who will become the inaugural fall class of Northridge Presidential Scholars.

Campus officials said the new program, aimed at students with Scholastic Assessment Test scores of 1,300 or higher who are in the top five percent of their high school classes, drew 80 applications by the March 2 deadline, with 66 of those judged eligible.

"We're really pleased. We didn't expect nearly these numbers," said Vice President for Student Affairs Ron Kopita, who suggested the new program. "We're also very pleased with the caliber of the applicants. It's looking very good."

The applicant pool already has been narrowed to 46 students, said Tom Piernik, director of CSUN's Office of Student Development and International Programs. A panel of prominent community residents and a separate on-campus panel are helping make the final cuts to 20.

For the university, the program represents a stronger effort to attract academically gifted students who in the past might have thought of CSUN only as second choice to University of California campuses or prestigious private schools such as Stanford.

For that reason, the test score and grade point average criteria CSUN chose for its program at least match those used for academic scholarships in the UC system, Kopita said. "Academically, we're equal to UC schools, and in some ways at the undergraduate level, we're better," he said.

Under CSUN's program, the university will provide up to four years of full academic scholarships--including the \$1,584 annual state tuition, a partial book allowance and free parking--to Presidential Scholars who maintain their academic performance.

Other facets of the program include a 75-hours-per semester mentorship program in which students will work or study with faculty members or administrators on special projects, and opportunities for attending cultural events on- and off-campus.

Piernik said some students submitted audio and videotape materials to bolster their applications, and one even sent a play the student had written. Under the program, the SAT and grade point average criteria were guidelines, permitting exceptions for special talents.

Campus officials said they were especially pleased that the original pool of 80 applicants was fairly diverse. Nearly two-thirds were female. White students accounted for 41 percent. And the students as a group expressed interest in 19 different majors on campus.

In terms of academics, half of the group had high school GPAs of 4.0 or greater and nearly half, 37, had SAT scores of 1,300 or greater. In comparison, CSUN's entire enrolled freshman class last fall included only 18 students with SAT scores of 1,300 or above, officials said.

Much of CSUN's direct recruitment was done by Marcelo Vazquez in Student Outreach and Recruitment Services, who visited high schools, called students at home and gave nearly 30 extended tours of the campus. "We're trying to give personal attention to these students," he said.

In recent weeks, 10 community leaders have been working individually to rate the finalists. Their rankings soon will be considered by a campus committee that includes Piernik, Lili Vidal from financial aid and faculty members Patrick Nichelson and John Clendenning.

The community members include former San Fernando Mayor Rosa Chacon, CSUN Foundation board member Lawrence Elins, attorney David Fleming and Myrtle Whitsett Harris, both major CSUN supporters, and Miriam Jaffee, chief of staff for Assemblyman Robert Hertzberg.

The other members of the group are former Assemblyman Richard Katz and his wife Gini Barrett, a CSUN alumna, former Los Angeles City Councilwoman Joy Picus and former Los Angeles Board of Education member Roberta Weintraub.

-- John Chandler







# **Northridge Presidential Scholarships**

Prospective freshmen seeking to apply for the Northridge Presidential Scholarships program typically must meet the following criteria:

- Rank in the top 5 percent of their high school graduating class.
- Achieve a combined Scholastic Assessment Test (SAT) score of 1300 or higher, or a composite American College Test (ACT) score of 30 or higher.
- Others who demonstrate special talent in areas such as the arts, writing, math/science or athletics also can apply, provided their high school grades place them in the top 10 percent of their class and they achieve a SAT score of 1300 or higher or a composite ACT score of 30 or higher.
- To continue receiving the scholarships:
- Students must earn a cumulative GPA of at least 3.25 and receive positive evaluations on their mentorship.
- Second- and third-year students must earn a yearly GPA of at least 3.5 and receive favorable mentorship evaluations.







# Student Faculty Evaluations to Proceed, Cerna Says

# AS President Says Surveys Will Go Out in April, Despite Lack of Faculty Participation

Despite a widespread lack of faculty participation, leaders of Cal State Northridge's student government are pressing ahead with plans to sponsor and publish the first widespread student evaluations of campus faculty members in years.

Associated Students President Vladimir Cerna said his organization plans during the week of April 7-11 to distribute the surveys in the classes of about 100 faculty members who have agreed to participate out of about 1,400 total, and to randomly survey students about the rest.

"We knew from the beginning this was going to rub some faculty the wrong way. But what is student government there for..." said Cerna. He vowed to proceed with the surveys and accomplish a task that recent student governments have been advocating for years to no avail.

No such widespread faculty evaluations by students have been conducted at CSUN for many years. But AS Vice President Parag Vaish found one published AS survey from the mid-1960s, and campus veterans thought others might have occurred in the mid-1970s.

The upcoming surveys will coincide with April 8-9 student elections to pick new AS leaders for next year. Students also will decide three measures: a \$5 fee increase for emergency phones, whether to support a university-planned retail center and an advisory measure on faculty tenure.

Student leaders placed the latter measure on the ballot after months of discussions failed to produce much faculty cooperation. But Vaish said the tenure measure, which he said was under prior discussion, was not an AS response to the faculty's attitude toward the surveys.

Faculty leaders said the students are free to conduct the surveys whether faculty members like them or not. But the students still needed the faculty's cooperation because the best way to survey students is while they are in class. To get that access, individual faculty members must consent.

Lacking that now to a large extent, Cerna conceded that the 15 students the AS plans to hire to help administer the class surveys also will try to query individual students about other faculty members so that rating information about at least some of them can be published.

A final pitch by AS leaders to the university's Faculty Senate in mid-February failed to produce any organized faculty support for the surveys plan. Cerna said five prior AS administrations at CSUN have advocated faculty evaluations by students, but none was ever conducted.

"What we're trying to do with this evaluation is create an information network" to supplement students' word-of-mouth ratings, Cerna said. But some faculty members said the surveys could become just popularity contests to identify the easiest classes and teachers.

Faculty Senate President Jim Goss said faculty members had expressed "serious concerns" about the AS plan, also including objections to some of the planned 21 questions and fears that published student ratings could affect university tenure and promotion decisions.

Students and administrators said such student evaluations have become relatively common at U.S. universities, including in California at UCLA, UC San Diego and Sonoma State. Cerna said students at the Cal State Fullerton and Humboldt campuses also are planning surveys.

At CSUN, President Blenda J. Wilson and Provost Louanne Kennedy, who both came from other states, said such student evaluations of faculty members were relatively common at their prior institutions. And Kennedy said she favors CSUN students running the surveys here.

"I'm in favor of it. I think it's an important process," Kennedy said, adding that the survey feedback she received as a faculty member elsewhere helped improve her teaching. And she added, "No one's going to be denied tenure or given tenure based on student evaluations."

The AS plans to use more than 12,000 copies of a 21-item questionnaire that prior students leaders obtained several years ago. Cerna said the AS also has lined up a method to tabulate the results, with plans to produce a ratings booklet before the end of the spring semester.

Cerna said the booklets will be available to students either free or for a small charge to cover duplicating costs depending on the outcome. He also said the AS plans to post the results on a World Wide Web page and is considering conducting a new faculty survey each semester.

The questions include how students overall would rate the professor and the course, and details on whether the professor is well-prepared, grades exams fairly, is available outside of class, speaks clearly and holds students' attention and respects students as individuals.

-- John Chandler







Feb. 24, 1997 Vol. I, No. 13

# President Announces Faculty PSSI Awards for 1996-97

# Selected Faculty Members to Receive Varying Pay Hikes Retroactive to July

Cal State Northridge President Blenda J. Wilson has announced the 120 campus faculty members chosen to receive PSSI merit pay increases for 1996-97.

The awards, the second year of the systemwide Performance Salary Step Increase program, recognize meritorious and outstanding performance in three areas: teaching effectiveness, service to the university and broader community, and other professional accomplishments including scholarship, research or creative activities.

This school year, 222 people applied for the PSSI awards out of about 1,500 who were eligible. A total of 151 were recommended by college/unit committees. Of the 120 ultimately selected, 108 were recommended by their committees while 12 were not.

### College of Arts, Media, and Communication

Alfano, Edward Art

Bassler, Robert Art

Harris, Alan Speech Comm.

Jurey, Mark Art

Kramer, Temma RTVF

Krivonos, Paul Speech Comm.

Leach, Joel Music

Lehman, Lillian Theatre

Lewis, Louise Art

Marlane, Judith RTVF

Newton, Gregory Music

Purcell, Ron Music

Reilly, Jack Art

Reilly, Tom Journalism

Schneider, Lawrence Journalism

Shamrock, Mary Music

Thomas, Nate RTVF

Whitwell, David Music

#### **College of Business Administration and Economics**

Ansari, Shahid Accounting & MIS

Bell, Janice Accounting & MIS

Bennett, James OSBE

Docan, Carol Business Law

Gunther, Richard Management Science

Kiddoo, Robert Accounting & MIS

Kirchner, Don Marketing

Macklin, James Accounting & MIS

Moore, Richard Management

#### Wilson, Barbara OSBE

## College of Education Cavallaro, Claire Special Education

Charnofsky, Stan Educational Psychology & Counseling

Eaton, Arlinda Elementary Education

Eckmier, Janice Secondary Education

Ericson, Bonnie Secondary Education

Sharp, Vicki Elementary Education

### **College of Engineering and Computer Science**

Barnes, Michael Computer Science

Campbell, Bonita Civil & Manufacturing Engineering

El Naga, Nagi Electrical & Computer Engineering

Katz, Sharlene Electrical & Computer Engineering

Lichten, Larry Computer Science

Motil, John Computer Science

Roosta, Ramin Electrical & Computer Engineering

#### College of Health and Human Development

Chen, Tung-Shan Family Envir. Sciences

Harbet, Sheila Health Sciences

Hatfield, Tom Health Sciences

Loy, Steven Kinesiology

Madison, Roberta Health Sciences

Owens, Nancy Family Envir. Sciences

Reagan, Janet Health Sciences

Swerkes, Barbara Kinesiology

White, Tommie Lee Kinesiology

Winslow, Robert Leisure Studies & Recreation

#### **College of Humanities**

Castronovo, Brian Foreign Languages & Literatures

Chan, Kenyon Asian Amer. Studies

Chianese, Robert English

Clendenning, John English

Costantini, Anthony Foreign Languages & Literatures

Herrera, Fermin Chicano Studies

Hirota, Akiko Foreign Languages & Literatures

Larson, Gale English

Noguchi, Rei English

Ramjerdi, Jan English, br> Ramos, Elias Foreign Languages & Literatures

Say, Elizabeth Religious Studies

Solomon, James English

#### **College of Science and Mathematics**

Allen, Larry Biology

Bales, Barney Physics

Carpenter, Robert Biology

Chapman, Gary Physics and Astronomy

Dole, Jim Biology

Fritsche, A. Eugene Geological Sciences

Horn, Werner Mathematics

Jewett, Sandra Chemistry

Kioussis, Nicholas Physics

Klein, David Mathematics

Maxwell, Joyce Biology

Noronha, Maria Mathematics

Oppenheimer, Steven Biology

Polewczak, Jacek Mathematics

Schilling, Mark Mathematics Sethuraman, Al Mathematics

Sheeler, Phillip Biology

Watkins, Ann Mathematics

Watkins, Bill Mathematics

Weigand, Peter Geological Sciences

Wu, Ruqian Physics

Zakeri, Ali Mathematics

Zahir, K. Omar Chemistry

## College of Social and Behavioral Sciences

Bader, Thomas History

Bayes, Jane Political Science

Bland, Warren Geography

Broesamle, John History

Cahn, Matthew Political Science

Fidell, Linda Psychology

Gilman, Antonio Anthropology

Gohstand, Robert Geography

Holloway, Joseph Pan-African Studies

Hoppenbrouwers, Catharina Psychology

Koistinen, Paul History

Lobb, C. Gary Geography

Lothrop, Gloria History

Machado, Kit Political Science

McIntire, Elliot Geography

Meyer, Michael History

Prather, Jane Sociology

Raab, L. Mark Anthropology

Rhodes, Barbara Pan-African Studies

Rich, Harvey Sociology

Schaffer, Ronald History

Soffer, Reba History

Turner, Eugene Geography

Wittig, Michele Psychology

#### Library

Anderson, Karen Public Services Duran, Karin Public Services

Reagan, Michael Public Services

#### **Athletics**

Ford, Kelly Athletics Lowry, Rhonda Athletics Sherman, Janet Athletics Strametz, Don Athletics

#### **Counseling/Disabled Students**

Harris, Sandra Counseling Zvi. Jennifer Disabled Students

**Source: Office of Faculty Affairs** 





# Remedial Ed Among CSU Freshmen Shows Slight Increase

# New Report Says More Needed Remedial Math in 1996, English Rate Unchanged

The share of Cal State regularly admitted freshmen requiring remedial education rose slightly last fall, according to a new chancellor's office report, amid predictions future numbers could go higher even as the system gears up to tackle the problem.

The systemwide share of freshmen requiring pre-collegiate math rose from 52 percent in 1995 to 53 percent in 1996, while those needing remedial English classes remained constant at 43 percent, CSU officials said in a report to the university's Board of Trustees.

In the year since the board adopted a policy to reduce the need for remedial education, CSU officials said much progress has been made in setting more consistent high school learning standards. But they also said K-12 changes will take time to filter into incoming freshmen.

"Until we really crack and redo the K-12 system, we can't handle this," CSU Chancellor Barry Munitz told the trustees, "other than to just make such a broad-scale, quick decision that in effect we throw out a generation of students for the state."

"Much of our success will depend on the improvement of education in K-12," added Cal State Stanislaus President Marvalene Hughes, who is chairing the system advisory committee given the task of guiding and helping implement the board's remedial education policy.

Unlike similar Cal State reports in recent years, the newly released CSU statistics for 1995 and 1996 did not include remedial education breakdowns by campus or student groups. CSU officials said those would be forthcoming, though perhaps not for some months.

Neither did the latest statistics count so-called special admit students, those not meeting normal admissions criteria. Had they been included, the overall remediation percentages would have been higher. But the CSU trustees excluded that group from their policy last year.

Under that policy, the trustees hope to improve K-12 education in California enough to cut in half the demand for remedial English and math courses among regularly admitted CSU freshmen by 2004, and to further trim those numbers to 10 percent of freshmen by 2007.

To achieve that, CSU officials have been working to clarify high school academic standards, assess high school students as early as the 10th grade for college readiness, strengthen CSU teacher training and student tutoring programs and other efforts.

But Hughes' report to the board also said the system's remedial numbers "will probably increase over the short term" as campuses do a better job of administering English and math placement tests to incoming students who might have avoided them in the past.

Even so, Charles Lindahl, the CSU's interim senior vice chancellor for academic affairs, predicted the system's students will meet the trustees goals by a decade from now, if not sooner. "Because of the seeds we planted in this past year...we still believe these goals are feasible," he said.

--John Chandler



# CSUN Ventura Program to Stay Put at Least Until 1999

# **CSU Trustees Briefed on Development Plans for Cal State Channel Islands**

Cal State Northridge's long-established Ventura program would remain intact at least two more years under the latest plan for a new Cal State campus in the region, a project that itself is beginning to generate increasing controversy.

Senior Cal State officials briefed the Board of Trustees at its mid-March meeting on the status of the proposed CSU Channel Islands campus in Camarillo, estimating the earliest CSUN's Ventura program could move to launch the new site would be January 1999.

But the session was dominated by increasing trustee unease both about the major commercial development that would be needed to help fund the proposed campus, and a higher-than-expected estimate of \$18.4 million a year in extra state funding that also would be required.

Under the latest plan, CSU officials envision using for university purposes only about one-fourth of the 1.2 million square feet of existing facilities at the soon-to-close Camarillo State Hospital. The remaining space and another 155 acres would be leased and/or developed with other uses.

CSU officials unveiled a list of development plans, including setting aside nearly 80 acres for a retirement community with as many as 1,200 units and up to 400 beds of skilled nursing space. Other proposed uses include a hotel/conference center, retail and office space.

But several trustees raised doubts about whether the CSU should take on development-related risks associated with such a venture. And one trustee, William Campbell, warned that large deficits from the project without enough state funding would fall on other CSU campuses.

"We are not developers. We are not the experts that should take on this kind of project for the state of California because they decided to close that hospital," said Campbell, a member of the trustees' committee expected to recommend later this year whether to pursue the project.

Later, CSUN President Blenda J. Wilson said the debate highlighted the same key issue--whether universities should engage in non-education development projects to support their programs--raised by CSUN's own plans to build a retail center on its North Campus.

The CSU's commercial development plans for the Camarillo site also drew some complaints from politicians in the region, although others called them necessary. And Cal State Chancellor Barry Munitz said the CSU would not rule out selling off part of the 600-acre site to raise funds.

## In other related developments:

After a search failed to produce a new director to run the Ventura Campus, CSUN officials have given College of Extended Learning Dean Joyce Feucht-Haviar administrative responsibility for the program. A new nationwide search for the director's job is being launched.

Marcella Tyler, a spokeswoman for the college, said the Ventura Campus will continue to report to Feucht-Haviar even after a new director is named. Retired Ventura Director Joyce Kennedy, who recently was given an emeritus title, had reported to CSUN

Provost Louanne Kennedy.

In the meantime, Tyler said Ventura Assistant Director Dan Wakelee is handling day-to-day operations at the Ventura site, with help from CSUN Kinesiology Professor Barry Devine, who lives in the area. Tyler said her college wants to expand its offerings in Ventura over time.

And, Wilson announced that Thousand Oaks resident Elaine Freeman has been appointed to the university's Ventura Campus Community Advisory Board, a 13-member group that advises the president. Freeman replaces Timm Herdt, who had resigned.

-- John Chandler







# **Upcoming Workshops to Explore Biases, Sensitivities**

# Six Sessions to Explore Racism, Sexism, Homophobia, Diversity Issues

In today's diverse society, an insensitive remark can be offensive to more than just one group. Take the slur "JAP."

Cal State Northridge counselor Carolyn Okazaki recalled once talking with friends when a man in the group became angry and called a woman a "JAP," meaning "Jewish American Princess."

Not only were the Jews there offended by the man's remark, but so was Okazaki, who is of Japanese descent. "It was disturbing to me, too. It's these kinds of situations we want to sensitize people to," she said.

Beginning this Thursday, April 3, though, CSUN faculty, staff and students will have the opportunity to learn about coping with ethnic, cultural, religious, gender and other sensitivities during a series of six free PRIDE (Participating Respect Identity Diversity Education) workshops.

"We all carry biases," Okazaki said. "It's too much to expect that we don't. It's important that we be aware of our own biases. We can't do anything about them unless we're aware of them."

Okazaki is co-chair of Project ACT, Advocates for Cultural Talk, a sponsor of the PRIDE training. Other sponsors are University Counseling Services, Project Community and the Educational Opportunity Program.

The training will be conducted by the National Conference, formerly known as the National Conference of Christians and Jews, a human relations organization founded in 1927 that is dedicated to fighting bias.

Issues to be covered through a variety of exercises and experiential dialogue include racism, sexism, homophobia, anti-Semitism, immigration, religious diversity and other similar topics.

"It's for people who want to learn about themselves and about their own biases, and also about other people." Okazaki said of the training.

Sometimes, people can say hurtful things without meaning to, Okazaki said. "I had a colleague who was a concentration camp survivor. Another colleague said to her, 'You mean you're still dealing with that.' That really upset her. People aren't always aware of what they're saying."

"Especially here in California, we're changing so much," Okazaki added. "We need to learn how to interact with each other."

The workshop sessions will be conducted from 9 a.m. to noon every Thursday through April 24 and then again May 8. A daylong session also is scheduled from 9 a.m. to 5 p.m. on Friday, May 2. All sessions will be held in the University Student Union.

Pre-registration is required by Wednesday, April 2. To register, call Okazaki or Marshall Bloom in University Counseling Services, x2366.

-- Mayerene Barker