

The View

ViewPoint



Norma S. Rees
President

There's a saying that a camel is a horse designed by a committee.

I have a higher opinion of both camels and committees than the author of this statement.

A good part of my career has been spent serving on committees. I've found them valuable for learning the issues, and also for learning to lead and to contribute. To be sure, not every hour spent in a committee meeting is productive; one of my early mentors used to say that he refused to attend another meeting whose outcome was to schedule another meeting. During my short time at Cal State

“Some people believe that the chief executive, whether in a university or a corporation, has, or should have, all the answers. ”

Hayward, working with committees or just attending meetings and listening in helped me to understand our traditions and to assess our strengths.

Now that my learning curve is leveling off, I still turn to committees and advisory groups to move along the University's agenda. Shared governance is both a tradition and a strength. Moreover, when people begin talking and sharing information, something creative can happen. Ideas are generated, opinions are communicated, and information weighed. At times committee work is actually inspiring. At all times committee meetings reveal the ways people use logic, humor, and values, to craft solutions. Such work is essential to the goal of bringing a body of people together. It makes colleagues out of individuals with different outlooks, backgrounds, and interests. And, like the camel, it generally results in a sturdy product, well designed for the realities of its environment.

Currently we hear a great deal about the need for effective leadership. Some people believe that the chief executive, whether in a university or a corporation, has, or should have, all the answers. In my experience, however, the making of effective leadership involves many people. Those of us with greater responsibil-

ity can only promise to use knowledge and experience to arrive at an answer with all the help we can get.

I owe much to the members of the campus community who say yes, when I ask them to serve on one more committee or attend one more meeting. They are the foundation of Cal State Hayward. We face many challenges, and it will take the combined thinking of many people to produce solutions that will serve the University into the future. Along the way, members of the campus community will learn and develop their own leadership skills.

Formal and informal committees and groups are addressing both new and ongoing issues at every level of the University. In the departments and schools, in Staff Assembly and in Associated Students, as well as through numerous campuswide committees and forums, the members of our community are working together. I note with interest the way Student Services has created advisory groups to work with Dr. Rivers on matters pertaining to planning, budgeting, and staff development.

Leadership by its very definition is the ability to get others involved. It is the ability, too, to get others to stay involved. In this sense it is vital to make leaders of as many people as possible. My vision of Cal State Hayward is of an engaged campus with large numbers of our faculty, staff and

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students involved in campus and community life. There are many ways to serve. Some are in concert with others, some may be more appropriate to single efforts.

I judge my own leadership on how rich the environment of involvement is. I judge it on how many ideas and suggestions come to me from throughout the campus structure, on how many efforts begin just because someone thinks they should be done for the good of the University and the people we serve. I judge it on how individuals here work together to refine these ideas and make them workable. I judge it on how many new faces I see at meetings or events and how many new voices say, "I think..." "I can..." or "I will..."

As I have said before, "None of us is as smart as all of us."

Health Center seeks board member

The Student Health Center seeks an "outside Health Center Staff rep" (external to Student Services) to be on its advisory board for the calendar years 1992 and 1993. Meetings are generally scheduled on the third Thursday. For more information, contact ext. 4267 or ext. 3737.

December 9, 1991 Vol. 2, No. 10

From

**California
State
University
Hayward**

Save this date

December 16: Staff Holiday Reception. 3-5 p.m. UU 101.



These faculty members and seven of their colleagues will lead a course on the culture that evolved in Latin America in the wake of Columbus and the arrival of Europeans and Africans in the region. Pictured above, left to right, are Herb Eder, Margaret Chowning, Lynn Louden, Amy Rodman, Richard A. Garcia, George Miller and Dee Andrews. Faculty are volunteering their time for "1492: The Encounter," a Monday night class in general studies for winter quarter.

Far reaching course looks at Latin America before and after Columbus

Fourteen faculty members are volunteering their time to offer the class "1492: The Encounter" for winter quarter. The idea for the course grew out of discussions by faculty in the Latin American Studies Program. Margaret Chowning of the history department and the Latin American Studies Program is coordinating the class. The lectures are open to the public free of charge, as well as to enrolled CSUH students.

"The 1492 anniversary provides us with an important opportunity to reflect on the importance of Native American and African, as well as European contributions to the development of a uniquely Latin American culture," according to Chowning. "The class is an exploration of the subtleties of creating a new culture. Too often historians only talk about how the Europeans imposed their culture on passive and defenseless Indians. While the conquest was not pretty, we should not assume that it obliterated Native American culture or the will of Native Americans and Africans to resist." Many of the lectures, she said, will deal with "which elements of the dominated cultures were able to survive and how they were able to survive." The course will focus on Latin America with one week set aside to compare developments in North America.

Each Monday night meeting, except during the first week, will consist of two forty-five minute presentations. The lecturers represent several departments at CSUH including history, anthropology, music, art, foreign languages and literatures, geography and ethnic studies.

The schedule for "1492: The Encounter" is as follows. The lectures will be held in the Biella Room of University Library.

Week One (January 6): Native American Peoples

1. Culture and Society—Mesoamerica (6:30 to 7:15)—George Miller
2. Culture and Society—Andean region (7:45-8:30)—Glynn Custred

3. Pre-Columbian Art (9:00-9:45)—Amy Rodman

Week Two (January 13): The Invention of the Global World

1. Spain and Portugal in Fifteenth and Sixteenth-Century Europe—Margaret Chowning
2. The African Background—Ed Gordon

Week Three (January 20): Exploration, Discovery and Conquest

1. Christopher Columbus, European Travels and Oceanic Voyages—Herb Eder
2. The Conquest of the Mainland—George Miller

Week Four (January 27): East Meets West: Confrontation and Interaction, I

1. Illusions and Problematics of Identity: The Mexican-American and History—Richard A. Garcia
2. The Effort to Transform Indians into Subjects, Souls, and Servants: Crown, Church, and Colonists in Spanish America and Brazil—Margaret Chowning

Week Five (February 3): East Meets West: Confrontation and Interaction, II

1. The Columbian Exchange—Herb Eder
2. Survival Through Resistance: The Formation and Transformation of Native American and African Peoples in the Americas under Colonialism—Roxanne Dunbar-Ortiz

Week Six (February 10): Syncretism in European, Native American, and Mexican Culture: The Creation of Latin American Culture, I

1. Religious Syncretism and Popular Culture—Glynn Custred
2. The Continuity of African Culture in Brazil—Don Warrin

Week Seven (February 17): Syncretism in European, Native American, and Mexican Culture: The Creation of Latin American Culture, II

1. The Edifice of Empire: Colonial Art and Architecture—Lynn Louden
2. The Music of Two New World

Continued on page 3



Last year the Mentoring Program had 112 faculty and staff mentors and 24 peer mentors. Terry Peppin, a student in counseling psychology, and Liliana Wang, a business and Spanish major, serve as mentors for lower division students.

Commitment and friendship sustain mentoring program

Cal State Hayward's Mentoring Program provides a personal touch to help undergraduates from underrepresented groups complete their educations.

In speaking about the Mentor Program, participants frequently use the word "friend." Steve Ugbah, interim director of the program, describes a mentor as "a friend, advisor, counselor, someone who respects the students and wants to see them succeed." Sonja Redmond, the director, is on a Fulbright in Bahrain.

Joyce Montgomery, general manager of Associated Students, calls her participation in the mentoring program, "one of my favorite things about campus life." Montgomery has been mentoring four students, one of whom has just finished her degree. "It gives me an opportunity to interact one-on-one with students. I really get a feel of what's going on that's different from behind my desk where I deal mostly on issues of student government. Most of my students are older, minority women trying to balance having a family, a job and going to school. I've had some experience in this so we share a lot. Sometime everybody needs a sounding board. They've been supportive of me and I hope I've been supportive of them. I see them about once every ten days. We have lunch or walk

around campus. We really talk about the things that concern them, an instructor, getting through a course, doing what's needed to complete a course."

Herbert Morales, a graduate student in statistics, has been on both sides of the mentoring relationship. Originally from Compton, he earned his undergraduate degree in mathematics from Sonoma State where he was mentored by Dr. Jean

Chan of the math department. "The mentoring program is good for students, especially minority students," he says, "because you feel isolated. You go to college and you're not used to being around different kinds of people and sometimes you can't handle it. You need someone to show you around, someone who's been through what you've been through." Morales now mentors three students on this campus. "A student comes in here, he looks down and is kind of shy. I see myself in him."

The mentor-mentee relationship covers the gamut of student concerns including social and emotional issues, according to Ugbah, but "the bottom line is to see these students persist in their educations and graduate." This can involve help with study skills, even some tutoring. The Mentoring Program office is also available to help with problems that the mentor cannot work out with the student. "We don't leave the mentor to solve all the problems," says Ugbah.

Ugbah, as well as other mentors, stress the issue of commitment. Hal Gin, director of Student Life, has had the same student mentee for two years. "Developing trust is the very first part of it." Two years ago, he says, when his student first joined the program, "He was reluctant, not knowing how committed we were in helping him." Gin has an open door policy with his mentee. "He knows he can drop in anytime to see me. He feels comfortable on the campus now. He adjusted very quickly and very well."

A survey done at the end of the 1989-90 academic year showed eighty-six percent of mentees satisfied with their mentoring relationships. Some of the benefits they cited were friendship, less alienation, improved academic performance, motivation, and improved self-esteem and confidence.

Established in 1988, last year the program placed 247 students with 136 mentors. More mentors are needed says Ugbah. Not all students seeking help are being placed. Faculty, staff and upper division students can serve as mentors. Potential mentors should contact the program at 881-7476.

"A student comes in here, he looks down and is kind of shy. I see myself in him."

Herbert Morales

Building Safety Assistants needed

There are a few buildings on campus which need additional Building Safety Assistants (BSAs). The Music/Business Building and Meiklejohn Hall need volunteers. Here are a few good reasons to consider:

1) Time Commitment. BSAs meet approximately once per quarter for training. These are two hour training sessions. This is a minimal commitment.

2) Skills. BSAs are trained to be "first responders" in a variety of situations that are very common. The training empowers the BSA to take immediate action in situations where others may not be able to act effectively. BSAs can, and will, apply their training at home or on vacation, not just at work.

3) Training, whenever appropriate, is "hands on." First aid/CPR: state trainers visit each year to certify BSAs as "first responders." These trainers use the latest in training mannequins. Fire extinguishers: BSAs learn to use all classifications of extinguishers by actually activating units. Transporting disabled persons: All BSAs learn to move disabled persons by the use of proper holding and lifting techniques.

For faculty or staff members who are willing to assist in a time of emergency, or would like to be better prepared for the next major emergency, this volunteer program is an excellent opportunity. Volunteers will not be expected to perform any tasks which they are not willing to do. This is a means of gaining competence (for free) in areas that may be important. Please call Virginia Palmer, ext. 3441, or Ron Kihara, ext. 3803, for more information on joining.

February 21 is deadline for forgivable loan program

The Forgivable Loan Program is designed to increase the number of CSU faculty members who are minorities, women, and persons with disabilities in academic fields where they are underrepresented.

The program offers financial support and faculty assistance to students pursuing doctoral degrees and who are interested in a teaching career. Specifically, the program provides: a) faculty sponsorship from a CSU faculty member, b) financial support of up to \$10,000 per year for up to three consecutive years, and c) loan forgiveness provision: 20% of the loan is forgiven for each year of full-time postdoctoral teaching in the CSU.

The Forgivable Loan Program is open to new and continuing full-time students enrolled in doctoral programs at accredited universities during the 1992/93 academic year who are underrepresented in academic fields in the CSU faculty. Applicants are not required to be accepted into a doctoral program at the time of applying.

Applications for the program will be available soon in the Office of Research and Faculty Affairs, WA977. Call Esther Briano at 881-4212 to request an application or for additional information. Completed applications are due in the Office of Research and Faculty Affairs, WA 977, by Friday, February 21, 1992.

International program centers need directors

January 15 is the deadline for applications to serve as a resident director at one of the CSU's international program centers. Contact Rhoda Kaufman, theatre arts department, for further information.

Full-time, twelve month appointments will be made in the following countries:

France—
University of Provence
Germany—
University of Heidelberg
University of Tübingen
Italy—
University of Florence
Accademia di Belle Arti di Firenze
Mexico—
Iberoamericana University
Spain—
University Granada
University of Madrid
Zimbabwe—
University of Zimbabwe, Harare (this position runs from January through December 1993)

Part-time (1/5), twelve month appointments will be made to the following countries:

Israel—
Hebrew University of Jerusalem
Japan—
Waseda University, Tokyo

View

The View from California State University, Hayward is published every other Monday except during academic recesses. Deadline for submission of material is Monday, 5 p.m. two weeks prior to the publication date. Please address all copy to The View, 908 Warren Hall. All copy over 50 words must be submitted on a disk or through e-mail to ~view. Copy may be edited for style, length and appropriateness. The View is a publication of the Office of University Relations and Development.

Managing Editor: Linda Schneider
Photos: Terry Smith, Peter Van Court

January 13—December 23
January 27—January 13
February 10—January 27
February 24—February 10
March 9—February 24
March 30—March 16
April 13—March 30
April 27—April 13
May 11—April 27
May 25—May 11
June 8—May 25

Printed on recycled paper.

December

12 Thursday

- "A Dream Play" by August Strindberg. 6pm. Studio Theatre. \$3.

14 Saturday

- Women's Basketball. UC Riverside. 7pm.

16 Monday

- Staff Holiday Reception. 3-5pm. UU 101.
- Men's basketball. Cal Poly, Pomona. 7:30pm.

18 Wednesday

- Women's Basketball. Cal Poly SLO. 6pm.
- Men's basketball. Mankato State. 8:15pm.

19 Thursday

- Women's Basketball. Western Washington U. 6pm.

- Men's basketball. Pt. Loma. 8:15pm.

20 Friday & 21

- Men's and women's swimming and diving. Hayward Invitational. All day.

21 Saturday

- Men's basketball. CSU, Los Angeles 8:15pm.

25 Wednesday, 26 and 27

- Christmas holiday. University closed.

31 Tuesday

- Women's Basketball. Mesa State. 5pm.

January

1 Wednesday

- New Years Day. University closed.

3 Friday

- Women's basketball. Emporia State. 6pm.

4 Saturday

- Women's basketball. Azusa Pacific. 7pm.
- Men's basketball. Western State. 8:15pm.

11 Saturday

- Men's and women's swimming and diving. UC Davis. 10am.

- Women's and men's basketball. Sonoma State. 6pm./8:15pm.

15 Wednesday

- Men's and women's swimming and diving. Pomona Pitzer. 2:30pm.

17 Friday

- Women's and men's basketball. Chico State. 6pm./8:15pm.

18 Saturday

- Men's and women's swimming and diving. Sacramento State. Noon.

- Women's and men's basketball. Humboldt State. 6pm./8:15pm.

20 Monday

- Martin Luther King Day. University closed.

25 Saturday

- Celebrate Children's Literature Conference for parents, teachers, students and future teachers. University Theatre. \$40/\$45. 881-3605.

- Women's Basketball. West Texas State. 6pm.

- Men's basketball. College of Notre Dame. 8:15pm.

Lighting project begins December 30; will increase lighting on east side

The contract for the exterior walkway lighting project has been awarded. A tentative construction start date of December 30 has been scheduled. This project will increase existing light levels by ten percent and reduce energy consumption by 14.2 kw.

The project includes the installation of twelve new fixtures and poles. Six will be installed along the walkway from the Orient Express to the East Loop Road stoplight, completely illuminating this walk area. Four units will be installed between the two Science Buildings and one each will be

installed at the stairways leading to the parking lots on the east end of the complex.

For information, call Terry Beebe, Energy Manager, at ext. 4263.

Free throw, free ride

Winners of the Pioneer Freethrow Contest win a free pizza from Bronco Billy's and a chance to fly free to Southern California via USAir. The contest is held a halftime at all men's basketball games. Associated Students is sponsoring the contest. For more information, call 881-3908.

Winter quarter recreational activities schedule

Associated Students is now accepting sign-ups for winter quarter recreational activities. All activities will begin the week of January 13, 1992. All participation fees must be paid in advance.

To sign up call ext. 3908.

Low Impact Aerobics

Monday/Wednesday 7:00 a.m. -7:45 a.m., PE 152

Lap Swimming

Monday/Wednesday/Friday 11:00 a.m. -1:00 p.m.

Tuesday/Thursday 12:00 p.m. -2:00 p.m.

Note: \$5.00 fee per quarter for all participants

Reebok Step

Monday/Wednesday 12:00 p.m. -12:45 p.m., PE 201

Tuesday/Thursday 5:15 p.m. -6:00 p.m., TBA

Note: \$15.00 fee for students

Aerobic Fitness

Monday/Wednesday 5:15 p.m. -6:00 p.m., TBA

Open Weight Room

Monday through Thursday 7:00 p.m. -9:00 p.m.

Fridays 1:30 p.m. -3:30 p.m., PE 202

Note: \$5.00 fee for all participants

Open Gym-(basketball & volleyball)

Monday & Wednesday 7:00 p.m. -10:00 p.m., main gym

Note: \$1.00 students w/ID \$2.00 non-students

Body Sculpting

Tuesdays/Thursdays 5:15 p.m. -6:15 p.m., TBA

Basketball League

Tuesdays 6:30 p.m. -9:00 p.m.

\$12.00 per team

Note: non-students must also pay activity fee

Volleyball League

Thursdays 6:30 p.m. -9:00 p.m.

\$12.00 per team

Note: non-students must also pay activity fee

The wallet you save, may be your own—tips on campus safety

Numerous reports of thefts from various buildings on campus indicate that there is a need to raise the level of security awareness among our community members. Personal safety and facility security are a responsibility of both the Department of Public Safety and campus individuals.

Following are some helpful hints that University employees should consider:

1. Do you hide your purse under your desk, or in an unlocked file cabinet?

Those are some of the first places a thief will look! Always lock and secure your valuables—even in your personal office when you leave for a short period of time.

2. Do you leave your wallet in a coat hanging in your office? A sure way to lose it!

3. University and personal keys—don't leave them on your desk or in unlocked drawers. Keys are a prime choice for thieves!

4. Lock up valuable office equipment when not in use. Bolt down computers, etc.

5. Lock your office when you leave, and use the buddy system to occasionally check the offices of others.

6. Lock staff and faculty lounges and meeting rooms when not in use.

7. Immediately report unauthorized persons in private work areas to the Department of Public Safety. Be especially alert to suspicious persons after

normal business hours.

8. Door to door soliciting is prohibited; immediately report such activities to the DPS.

9. Never hesitate to report suspicious activities to DPS.

10. Always remember the emergency number to DPS is extension 3333.

Columbus continued from page 1

Cultures Before and After 1492—Jay Rizetto

Week Eight (February 24): The Anglo-American and Latin American Experiences Compared

1. The English Missions in Colonial North America—Dee Andrews

2. Race Relations in Colonial North America—Al Smith

Week Nine (March 2): Modern Artists and Writers Come to Terms with the Events of 1492, I

1. Brazilian Literature and Art—Don Warrin

2. Prehispanic Themes in the Work of Octavio Paz—Illiana Holbrook

Week Ten (March 9): Modern Artists and Writers Come to Terms with the Events of 1492, II

1. Latin American Art—Amy Rodman

2. Chicano Renaissance: New Meanings and New Forms—Richard A. Garcia

Items in this section are printed in the order in which they are received in the Office of University Relations and Development. We receive numerous submissions each week and print them as space allows.

Nan L. Maxwell (Economics) presented a paper entitled "Female Occupation, Labor Supply and Wage: Do They Result from expected Labor Force Intermittency or From Labor Market Forces" at the Bay Area Colloquium in Population in San Francisco, November 7.

John Hammerback (Speech Communication) attended the annual convention of the Speech Communication Association in Atlanta, October 31-November 3. He was elected vice-chairperson elect by the Public Address Division.

Richard Kimball (American Language Program) gave a lecture on October 20 at the San Francisco Bay Wildlife Refuge in Union City entitled "Protecting Precious Panda." On October 26 at the Northern California meeting of the California Teachers of English as a Second Language in Santa Rosa he spoke on "Using hands-on environmental education materials to teach English to second language speakers." November 1, he spoke at Washington School in Cloverdale at a meeting on "Getting the new Science Framework into the Classroom." His topic was "Protecting Precious Panda."

Carol Castagnozzi (Library) has been appointed to the Hayward Public Library Literacy Council.

Judy Sakaki (Student Academic Services) presented a workshop and focus group on Asian American Women in Higher Education at the American Educational Research Association's Research on Women in Education Conference held November 7-9 at the Le Baron Hotel in San Jose.

Bruce A. Glasrud (History) recently spoke on the "History of Thanksgiving" to the Acacia Lodge at The Masonic Temple in Hayward. He also was one of many CSUH faculty who participated in the recently finished conference on "Multiculturalism in the University."

Jay L. Tontz (School of Business and Economics) spoke to the North Pleasanton Rotary Club, November 15, on "Soviet Executive Development Program at CSUH" and on November 16 to the 1991 Deans and Department Chairs Symposium of the California Society of Certified Public Accountants on "Managing Change in a Resource Constrained Environment."

Pauline J. Kelzer (Health Sciences Department) attended the annual meeting of the American Public Health Association held in Atlanta. She presented a paper, "Coalition Building and Health Policy Development—Collaborative Efforts in California," and moderated two panel discussions: one on the use of coalitions in health policy development and one on new models of delivering primary health care services in underserved areas. She also served as secretary and co-program chair to the Section on Community Health Planning and Policy Development and chaired a program planning session for the Section on International Health.

David Stein and **Frederic Palmer** (Music) directed a workshop and concert sponsored by the Sierra Musical Arts Association featuring German polychoral music by Jacob Handl, Michael Praetorius, Hans Leo Hassler and Michael Altenburg in Grass Valley, California on November 2.

Kathleen Kashima and **Howard Morishige** (Counseling Services) presented "Emergence of Covert Racism on College Campuses: Types, Mechanisms, and Avenues of Redress" at the Inclusive University: Multicultural Perspectives in Higher Education Conference held on November 9 in Oakland. Mr. Morishige also presented "Dilemma of Seeking Empowerment Out of a Contextual Vacuum" at the 27th Annual Conference of the Organization for Counseling Center Directors in Higher Education (OCCDHE) held on November 14 at Shell Beach, California.

Robert Zambetti (Kinesiology and Physical Education) has been selected to head the U.S. Delegation to the Shoriki Cup International Judo Championships January 11-12, 1992, in Tokyo.

Neala Haze (Kinesiology and Physical Education) served as co-chair for the American Dance Therapy Association's 26th Annual National Conference. She also presented a seminar entitled "Allied Professionals: The Clinician as Witness and Mover." The Conference was held November 7-10 in San Francisco.

Etta Hollins (Teacher Education) presented a workshop on "Teaching African American Children" at the annual conference of the National Alliance of Black School Educators in Atlanta, November 18. She was coordinator for the teleconference "Meeting the Challenge of Cultural Diversity in Teacher Preparation and Assessment" broadcast via satellite from CSUH, November 20. Also, she co-presented a workshop with Joyce King (Santa Clara University) at the annual conference for the National Council for Social Studies held in Washington, D.C. November 22. The title of the workshop was "Balancing Ethnic/Cultural Perspectives in Social Studies."

Ann Halvorsen (Educational Psychology-Special Education) was chairperson of a panel presentation on "Inclusive Education - The PEERS Project and two California Communities" at the state's Annual Special Education Conference in Sacramento on November 1. She also moderated a panel of Davis and Colusa general and special educators, and presented on "Strategies for Inclusion" at the Learning Together Conference in Napa, November 2.

Benjamin G. Carmichael (Criminal Justice Administration) presented the paper (co-authored by **Marc G. Neithercutt**) "Ruminations on the Criminal Justice Breach of the Public Trust" on November 18, 1991 to the Annual Meeting of the Western and Pacific Association of Criminal Justice Educators in Reno.

Preston to lead Science Foundation workshop in February

The National Science Foundation is sponsoring a workshop for physics faculty interested in improving upper-division laboratory courses. It will be held February 15-16 at Cal State Hayward. Daryl Preston of the physics department is the coordinator. Each of the twenty selected participants will be presented with a copy of Preston's textbook *The Art of Experimental Physics*.

Students present work

Robert Mendenhall and J. Kenton White, two physics majors, presented papers on their research at the November 8-9 meeting of the Society of Physics Students at UC Berkeley. Mendenhall's paper "The Molecular Structure of Nitrogen," was the result of ongoing research in advanced laboratory at CSUH; White's work "MITC Concentrations in the Sacramento River and Lake Shasta," was related to the July 17 chemical spill in the Sacramento River.

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University Relations & Development, CSUH, Hayward, CA 94542-3004