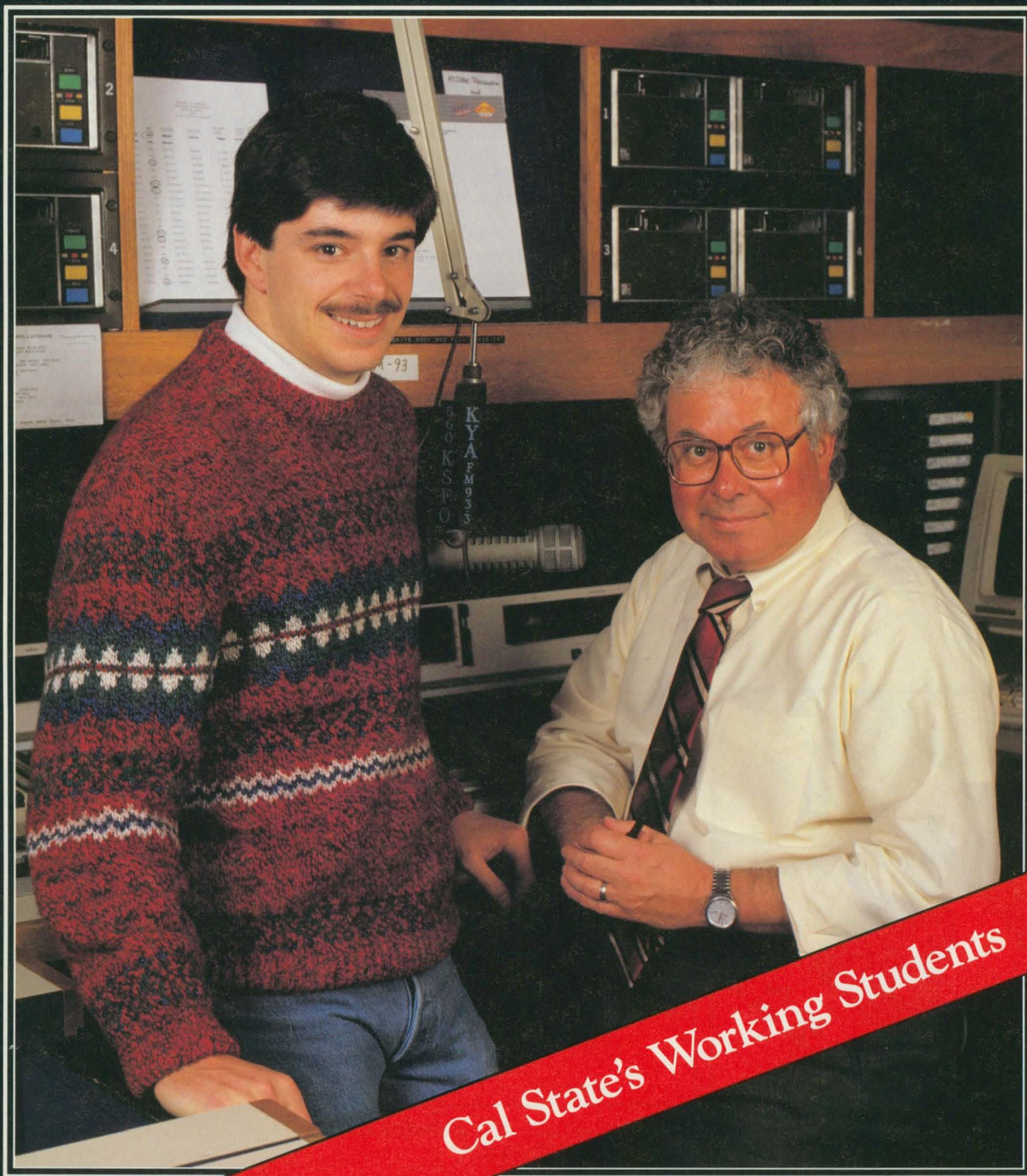


ACACIA

THE CAL STATE MAGAZINE SUMMER 1989



Working at an Education

Students have worked while attending Cal State since the University opened its doors 32 years ago. Recent surveys, however, indicate that the number of employed students is increasing and that they are taking much longer than the traditional four years to complete their degrees. According to studies by our office of Institutional Studies, 78 percent of our students are employed. In 1970, 63 percent were holding jobs while attending college.

Our campus is not unique. The California Postsecondary Education Commission found that for CSU students as a whole, "nearly three-fourths worked, for some time, at least 20 hours per week while studying, and that nearly one-fifth held a full-time job." Nationally, 44.4 percent of college freshman in 1985 were employed compared to 35.7 percent in 1970.

Clearly, one reason a larger percentage of students work is because going to college is no longer limited to recent high school graduates from affluent or middle-class homes. The state universities have made a college education more and more accessible to a broader segment of our population. This is a mission we claim with pride.

The feature article in this issue of ACACIA takes an inside look at the lives and philosophies of our working students. As the article indicates there are many reasons students work. Money is one, but gaining experience and maintaining independence are also important factors.

Reading about these students leaves me with admiration for their abilities and their energy. At the same time, I am concerned that the demands of working 20 plus hours a week, which is the case for approximately half of our students, may be taking away from the concentration that learning demands. Some of our faculty, as the article indicates, share this concern, others see employment as enhancing the classroom experience.

I think this question calls upon those of us in education, and those of us who care about our system of higher education, to pursue at least three courses of action. First, we must affirm and demonstrate that formal learning is a process that holds both tangible and intangible rewards, and that the full array of these rewards comes only with consistent and enthusiastic pursuit.

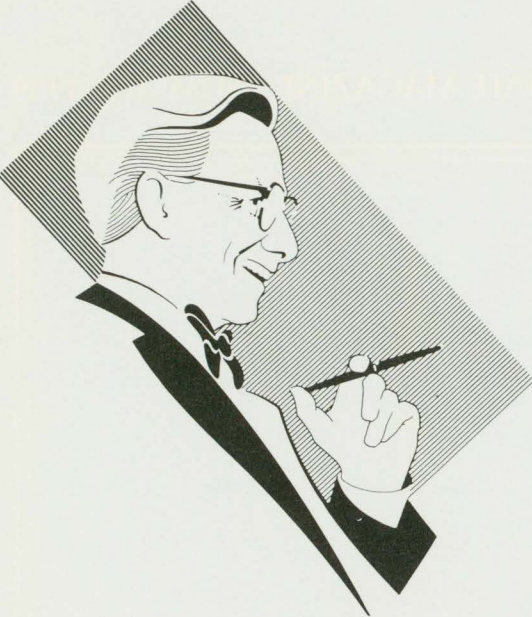
Second, we must look for more sources of scholarship, grant and loan support, not so that full-time students don't have to work at all, but so that they can work an amount that complements, not competes with, their studies. This process includes formulating scholarship criteria which recognize that many students are working adults, often with children. Third, we must continue to support teaching methods and scheduling formats which start from the realities of working students, older students and students who are parents.

On another front, colleges and employers must increase their interaction to find ways to meet the needs of the growing number of full-time employees who are returning students. Satellite campuses close to work sites are one way the CSU is addressing this challenge. We are bound to see other approaches as all of the parties concerned bring their ideas and needs to the table.

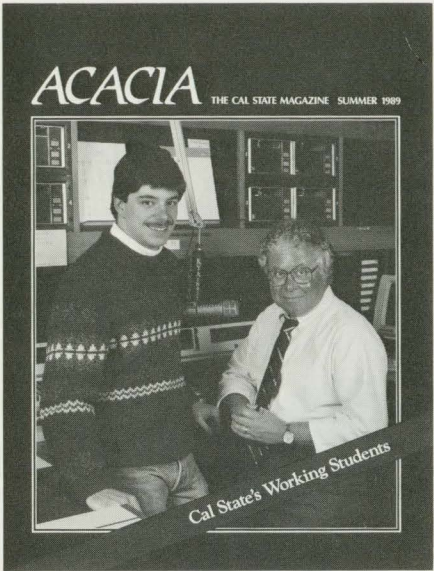
This issue of ACACIA is one small part of that discussion.

Sincerely,

Ellis E. McCune



ON THE COVER



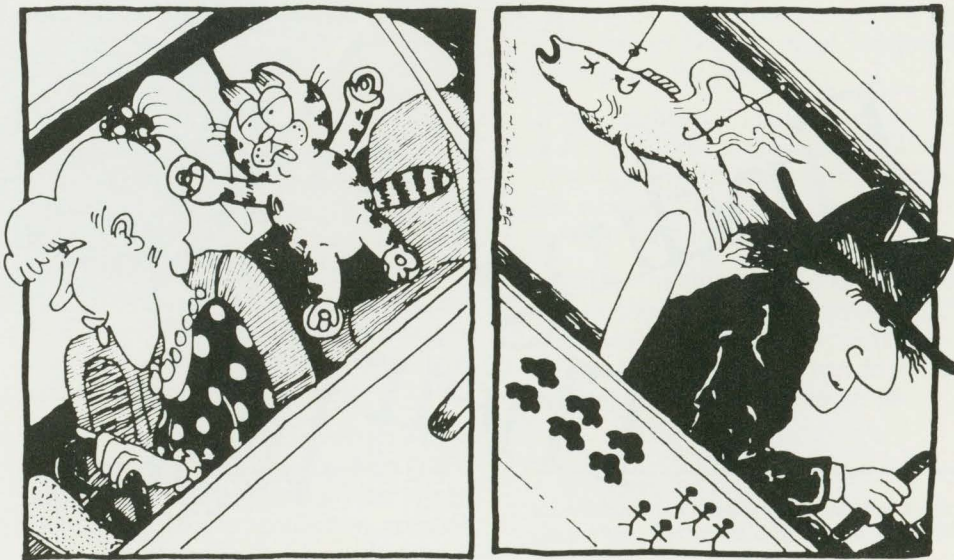
Terry Koehne writes sports for Dave Henderson's morning news program on KSFO/KYA. Terry's morning begins at 4:00 when he leaves his Pinole home for San Francisco. He writes copy, edits tape, takes phone calls and does occasional "man on the street" interviews. By 9 a.m. he's on his way to Cal State for classes.

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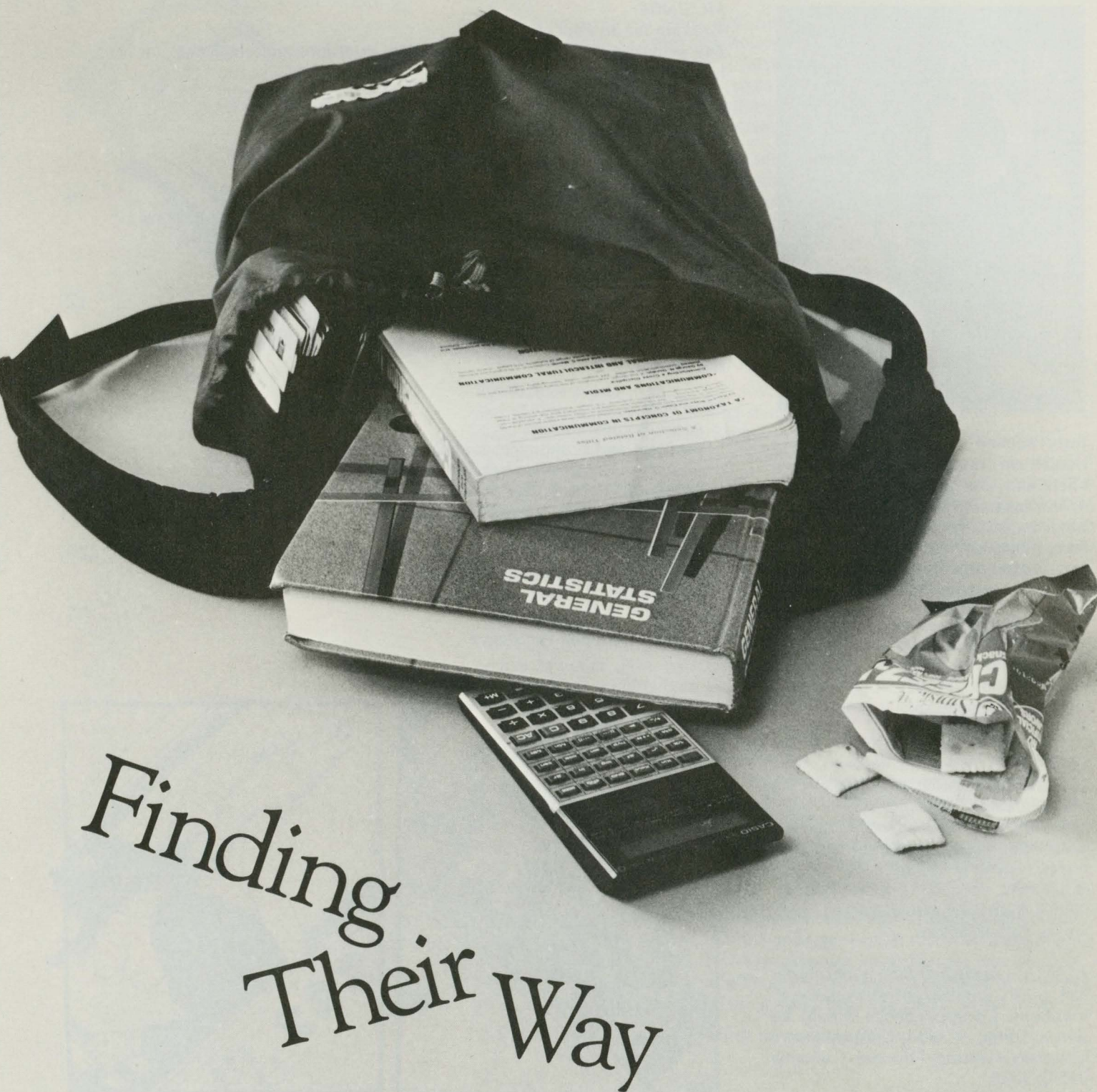
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Meet cartoon character Pancreas Joe on page 8.



About one-third of Cal State students use Counseling Services at some time during their stay on campus. ACACIA spoke with psychologist Dr. Claire Fairhurst about the reasons students seek help.

ACACIA: Do many students come to you specifically about the problem of going to school and working?

Dr. Fairhurst: Yes, many do. Some come into counseling because the work is so stressful that it affects their ability to study. Others have relationship issues with bosses or co-workers.

Most students are trying to cope with jobs, schoolwork and family pressures as well. That is why, when I first see a client, I want to know as much about them as possible. That helps me to be aware of the student as a total person. I want to know such things as how many hours are they working and how many units are they carrying. I want to know if they're lower or upper division. A graduate student? Classified, unclassified? Are they retraining from one area to another? All of this has implications in terms of the amount of stress they might be under and the difficulty they may encounter.

I want to know if there are family pressures. Are they married? Do they have children? What are the ages of their children? Is their spouse a partner, and whether it's a marriage partner or a live-in partner, are they physically supportive by doing some of the work in the home? Is the partner psychologically supportive of the client going to school? The client's feelings about that are very important.

Another thing I want to know about is their health. Some people come in with very serious health issues such as hypertension, migraine headaches, physical disabilities and other kinds of physical problems that seriously impinge on how much energy an individual can put into their school work.

I also want to know if they have a financial cushion. Are they living from month to month or do they have a little extra money put aside for emergencies. I don't want to know how much, I just need to know if they are at their edge financially. That is another source of stress and pressure.

When it comes to work, I want to know if they have to work and how many hours a week they are working and do they have to work that amount. Is it something that is integrated with their school work? Is it a situation where they put into practice what they've learned in their classes or is it something quite different? And, if it's something quite different, is it something that gives them a release from school? Is it something they enjoy or is it really an added stressor? Or is it more stressful than school? And in some cases it will be for some students.

I remember someone telling me that he was an elevator operator at night. He was able to study, read, and prepare for classes. This person was certainly not being stressed by his job. Many people are doing part-time work as secretaries and that is really a high stress job. Any work that deals with giving out to people such as nursing and service related jobs may be very stressful.

ACACIA: What advice do you have for students experiencing stress because of the demands of school and a job?

Dr. Fairhurst: I encourage them to take time to look at their own behavior and values. What becomes a problem for some students is that they don't step back from themselves and explore the various ways to go to school. Sometimes they begin with an arbitrary deadline—they've got to finish in four years or they've got to finish in "x" number of years. Some students don't give themselves the flexibility to use as much time as the particular program will allow. Each person has to assess what works for them. If an individual also takes care of children and a home then there is another demand on that person's time and energy. What do they have left for rest and play?

The societal values that are emphasized in this country and in the Bay Area really don't emphasize a balanced life. They seem to emphasize acquisition, competition, and speed. People rush to get



Students can receive either individual or group counseling free of charge through Counseling Services. Shown above with Dr. Fairhurst, right, is Dee Bozdeck, a clerical assistant in the department.

more, as if more is better. I think it's easy to get caught up in that.

In young adulthood, which is what we're talking about here, people are still seeking an identity and sorting values apart from their parents. What do they value? What do they prize? They're trying to find a career. And if they're working it right, they're trying to find a lifestyle. Not a job but a way of life. At minimum they're being trained for a job, at best they train for a lifestyle, a way of living that fits their personality and temperament.

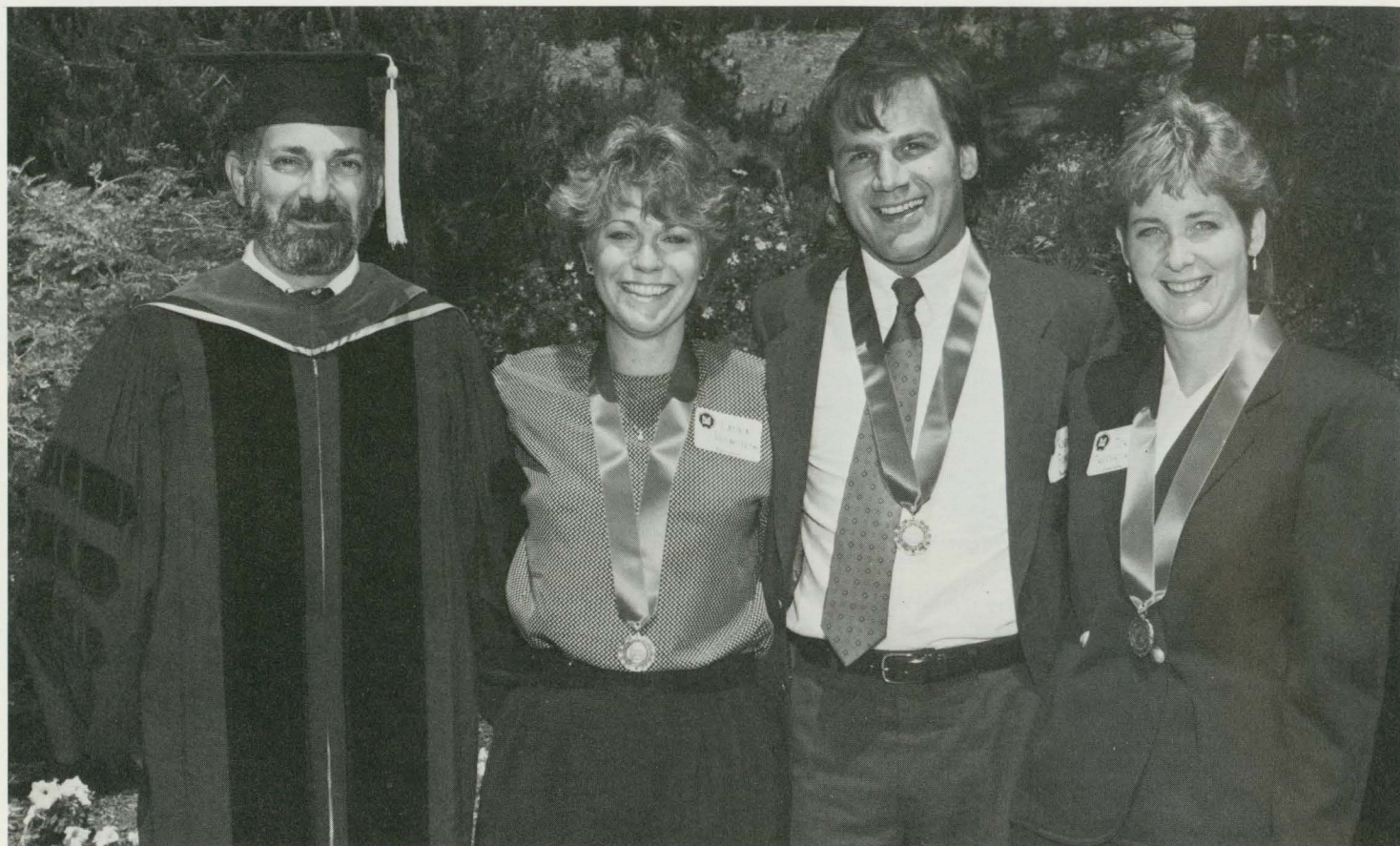
ACACIA: How does counseling help students find a way of living that's appropriate for them?

Dr. Fairhurst: In counseling we help them look at themselves. Without judging themselves, just to step back and see where do they want to go and how do they want to get there.

I think it's important to take as many years as you need to finish your education, to step back and give yourself permission to try new things. I think we can do this and still get where we want to go. ■

Dr. Fairhurst has been with Counseling Services since 1969. She holds a doctorate from Ohio University.

Cal State awards commemorative medallions at first Honors Convocation



A medallion depicting a laurel wreath surrounding the seal of Cal State Hayward was awarded for the first time to the University's honors graduates. One hundred and twenty students with grade point averages of 3.6 and above received the distinction. The University's first Honors Convocation was held May 20 to make the presentations. Nearly 500 students, their families and friends gathered in the Agora for the ceremony.

Municipal Court Judge Peggy Hora is Cal State's Alumnus of the Year

Cal State's fifth Alumnus of the Year is municipal court judge Peggy Hora. In 1975, Hora received a B.A., *magna cum laude*, in political science with a concentration in women's studies. She was the first student to complete this interdisciplinary program.

A single parent with two sons, she went on to earn a law degree from the University of San Francisco. She was a lawyer with the Legal Aid Society before being elected to the Hayward-San Leandro Municipal Court.

Her son Paul graduated from Cal State in June.

"She is a compassionate personality with a first-rate mind," according to Dr. Malcolm Smith, with whom Judge Hora studied political science, "and she shows it in court." He recounts an incident in which a woman defendant was brought into court wearing prison clothes. Rather than have the woman appear before a jury in a way that might be prejudicial, Judge Hora loaned the woman her own dress.



The event also paid tribute to those Cal State students who were named to the Dean's List, which requires a grade point average of 3.8 or above.

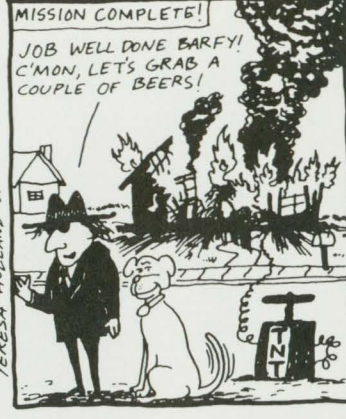
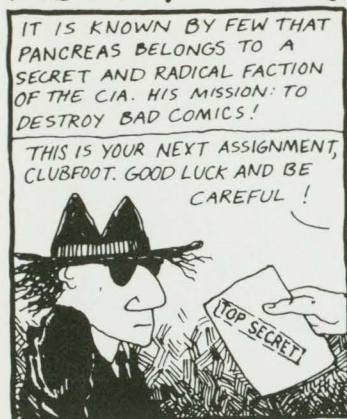
Pictured above from left are Professor Kenneth Pefkaros of accounting and computer information systems with honors graduates Laura Holmstrom, Roger Francis and Teri Friederickson.



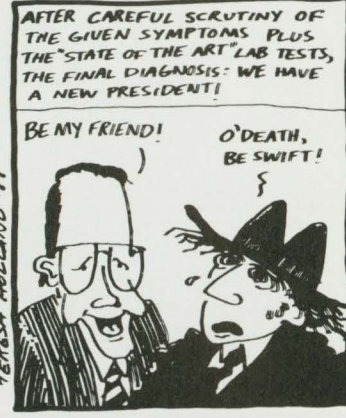
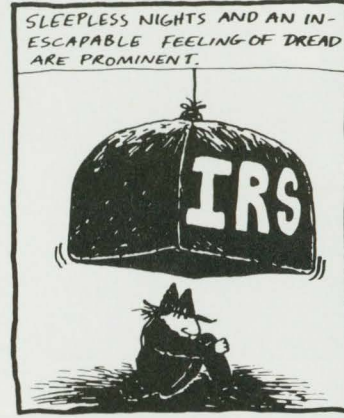
Shaking the rafters—Val Diamond, cabaret singer and star of Beach Blanket Babylon, headlined Cal State's first communitywide benefit on June 12. The event was sponsored by the Cal State Affiliates and co-sponsored by twelve area businesses and corporations. The evening began with a reception in the courtyard of University Theatre. Thirteen restaurants and caterers contributed hors d'oeuvres and desserts. Cal State staff members greeted guests and poured the wine and champagne. Diamond, who grew up and still lives in Castro Valley, commented at the end of her show that it was "a kick" to be performing for a hometown audience.

Pride and Joy—Dr. Sonjia Redmond was one of thirteen newly-tenured faculty members honored at the University's first Faculty Laurels and Distinctions: A Convocation. On hand for the occasion were her husband, two sons, godson and family friend. Dr. Redmond and her colleagues were presented with medallions. Also honored at the convocation were new emeriti faculty and faculty members who have served Cal State for twenty-five years.

MEET PANCREAS JOE



MEET PANCREAS JOE



"THE TERMINATOR"

"SICK AND TIRED"

"Pancreas Joe" wins recognition, TV show

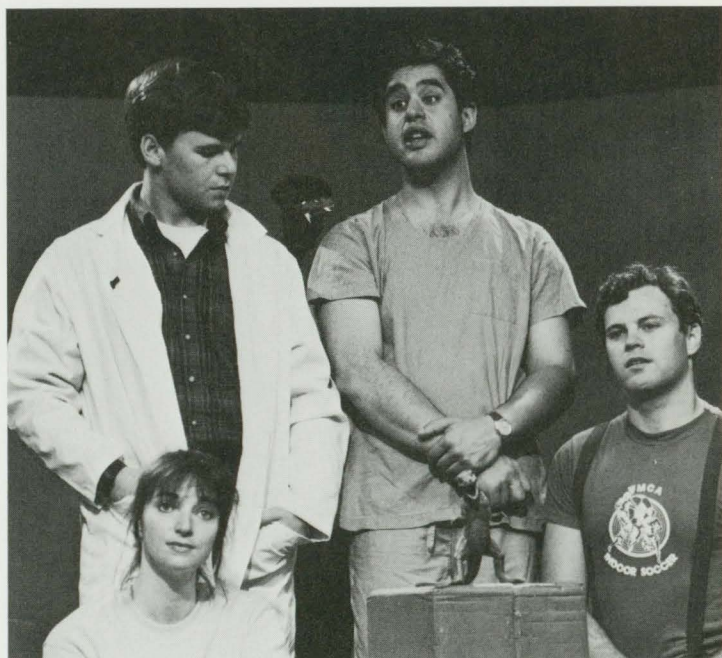
"We're out of the Nancy and Sluggo phase and into something more substantial," says Denny Holland, half of the team that produced the comic strip *Meet Pancreas Joe* this past year for the *Cal State Pioneer*.

In recognition of their efforts, Holland and Pancreas Joe originator Tony Teresa won second place for the "Best Humor Cartoon or Comic" at the 1989 California Intercollegiate Press Association conference. Cal State mass communication students won a total of 18 awards for publications produced during 1988.

Pancreas Joe's first incarnation was in 1979 as part of a punk rock band. The group gained some notoriety when a video of one

of their songs appeared as part of MTV's "Basement Tapes." He became a cartoon strip last fall when Holland, a graduate of the San Francisco Art Institute, teamed with Cal State's Teresa to do the drawings. The duo acknowledge that Joe has mellowed over the course of the strip. The more subdued version of Joe appeared as Uncle Panc, host of a children's program on KSUH.

Playtime with Uncle Panc — Regular characters included from left: Miss Paige (Paige Pirtle), The Professor (Mike Filson), Elvis the Snake, Mr. Anatomy (Neil Malkin), and Uncle Panc (Dave Wainio). Here, along with Tyrone (center), they are introducing a film clip on dinosaurs.



Cal State on air with KSUH

The golden age of television may be dawning at Cal State. The University's first student-operated television station premiered in January.

KSUH-TV broadcast two hours of news and special programming twice weekly over cable channels 59, 55, 43, and 28. The station was able to reach over 100,000 homes.

Programming included a campus news program, interviews with community members on controversial issues, discussions with campus authors, and even a children's program called *Uncle Panc's Clubhouse*.

A core of 15-20 students, most of them graduates of campus broadcasting courses, sustained the station over winter and spring quarters. Each program segment required approximately 14 separate functions.

Faculty advisor, Tony Chan, a former reporter with the Canadian Broadcasting Corporation, described the station as having "a real newsroom atmosphere, where students receive professional broadcast training."

Students publish literary magazine

Two issues of a literary magazine with the unusual name of *Occam's Razor* have been produced by Cal State students.

The magazine contains artwork, poetry and short stories by current and recent students. The selections are made by an editorial board of students. Don Markos, professor of English, is the main faculty sponsor for the publication. "A literary magazine provides a showcase for student work," he says, "but it also gives students valuable editorial experience. The editorial board has to judge selections and get involved in all of the details that go into putting out a magazine."



An added dimension to campus life—With the infusion of lottery funds, Cal State's list of campus speakers grows longer and more diverse. Maxine Hong Kingston, left above, author of three books based on the immigrant Chinese experience, found an attentive standing-room-only audience for her appearance.

Faculty join national battle against "geographic illiteracy"

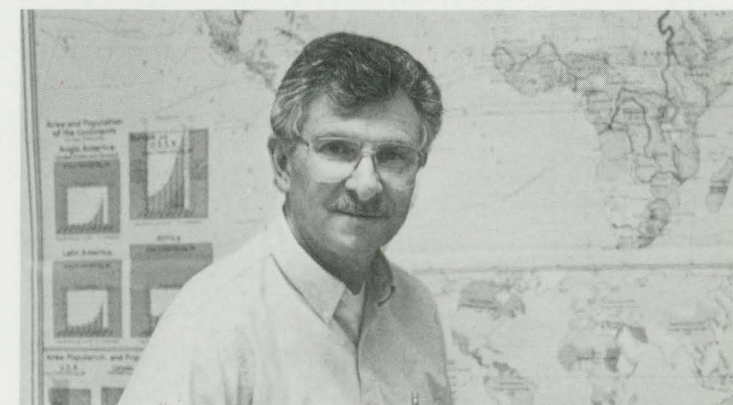
Dr. Herbert Eder, of the geography department, spent four months preparing questions for the first ever National Geography Bee, which culminated in the selection of a national champion in Washington D.C. on May 19.

Sponsored by the National Geographic Society, the Bee is a response to continuing reports that students in this country have a very limited understanding of the geography of the world. "Senator Bill Bradley has called the problem geographic illiteracy," notes Eder, "The Society has taken these studies as a challenge and put its human and monetary resources into improving the situation."

Its resources include Eder and Dr. Vincent Shaudys, chair of the geography department at Cal State, who served as a judge

for the statewide competition. Eder was one of the four members of the "Committee of Geographers" who had primary responsibility for writing and formulating the questions that would be

asked to local, state and national competitors. All of the questions could be answered with a word or simple phrase. The competition was open to students in grades four through eight.



The man with the questions—Geographer Herbert Eder participated in the development of questions for the nation's first geography bee. He attended the final round in Washington, D.C.

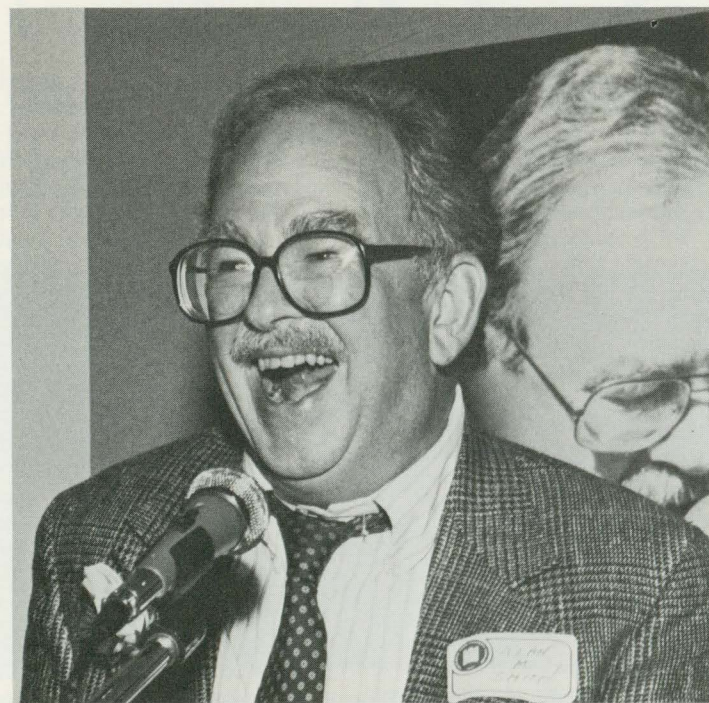
Colleagues and friends honor Vice President Lyle Edmison and ALSS Dean Alan Smith

An audience of over 100 friends and admirers gathered in February to hear tales from Vice President Lyle Edmison's three decades at Cal State. More than one speaker noted his love of fishing, home repair and charts of any kind. Judith Chambers, Vice President of Student Life at the University of the Pacific, even tried to shame him into paying his election bets. The last word of the evening belonged to the guest of honor, however, and he gave as good as he got.

The best kept secret on campus during Winter quarter was the planned roast of Dean Alan Smith of Arts, Letters and Social Sciences. Taken by surprise when a dinner for the Center for Intercultural Relations turned out to be a celebration of his twenty-five years of service to Cal State, he responded, "I wonder what else I don't know about." Many of the comments about Dean Smith centered on his tireless efforts on behalf of ALSS. He was called "the only person on campus easily recognized by all three shifts of custodians."



Who told them that?—Phyllis Edmison supplied photographs and some inside information for the roasting of her husband. The results seemed to amuse them both.



In the Dark—"I wonder what else I don't know about," Dean Alan Smith commented at the secretly planned roast.

Journal makes its editorial home at Cal State

"The subject of California history should not be conceived in a parochial manner, but... as part of the broader history of the American West, the United States and humankind itself." With these words Dr. Richard Orsi began his editorship of *California History*, the quarterly publication of the California Historical Society. For the next three years the quarterly will have its editorial offices on campus.

Orsi sees the University's support of the journal as part of its community service role and a way to build bridges with organizations and individuals concerned with the state's history. "The University will become directly involved in all kinds of events including conferences and traveling exhibits," according to Orsi, co-author of a history

of California and a previous contributor to the journal.

The work of editing *California History* will also provide more opportunities for graduate students in history. A course in historical editing is being planned and internships on the journal are available to students.

Journals are not often found on state university campuses, where research takes a back seat to teaching, but Orsi finds *California History* an appropriate journal for Cal State. "The California Historical Society is interested in increasing awareness of the state's society, culture and people. It's not an elitist research organization. With the involvement of Cal State, the quarterly can become a more solid scholarly publication yet keep its popular focus for the people of the state."

Women athletes have an exceptional year

Following the example set by the women's soccer team earlier in the year when they won the NCAA Division II national championship, women competing in basketball, tennis and track and field went on to prestigious post-season competition. Tennis and track and field continued to provide outstanding performances by Cal State's male athletes.

Men's basketball—The Pioneers finished 12-15, winning seven of their last eight games. Ryant Diew, averaging 20.2 points a game, led the NCAC. Lorenzo Hall topped the conference with 37 steals. For the second straight year, Diew was named first team All NCAC. David Parker won the Griffith Sportsmanship Award.

Women's basketball—Cal State finished fourth in the NCAC with a 13-15 record. The Pioneers won the NCAC tournament defeating Humboldt State 78-64 and Chico State 61-44. Lori Zaragoza was named first team All NCAC.

Baseball—The Pioneers finished sixth in NCAC play.

Softball—In the NCAC, Cal State tied with San Francisco State for fifth place.

Tennis—Cal State was represented, for the first time in its history, at the NCAA Division II Women's Championships. Debbi Douglas qualified in singles play and teamed with Tricia Gallagher to also earn a place in the doubles competition. Men's team members Manoj Kashyap, Tom Edwards, and Erik Jacobsen qualified in singles play at the NCAA Division II Men's Championship, while Manoj and Bob Benton qualified in doubles.

Track and field—Ten athletes qualified for the NCAA Division II Nationals. They are: Romy Guysie (400 meter), Valerie Jensen (10,000 meter), Lisa Littrell (400 meter hurdles), Pedram Aram (1500 meter), Randy Gilbert (200 meter), Jaime Reeves (110 high hurdles), Greg Rivera (5000 meter), Mike Spencer (10,000 meter), Dan Valdez (3000 meter steeplechase), John White (high jump).

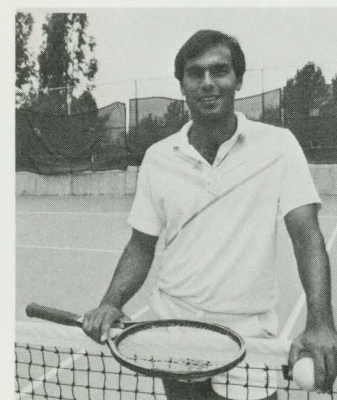
Men's swimming—Cal State took third place in the NCAC championships.

Women's swimming—The Pioneers finished fourth in NCAC competition.



Making history—Debbi Douglas and Tricia Gallagher became Cal State's first women tennis players selected to compete in the NCAA Division II national tournament. Debbi qualified in singles and doubles. Tricia qualified in doubles. This photo was taken the morning they left for the tournament in St. Louis.

First post-season appearance—Cal State's women's basketball team won the Northern California Athletic Conference tournament with defeats of Humboldt State and Chico State. Advancing to the NCAA Division II West Regionals they were eliminated by Cal Poly Pomona. Team members for 1988-89 were, front row, left to right, Sheri Nelson, Monica Wright, Alicia James, Kim English, Jennifer McNair; back row, left to right, graduate assistant Angela Martin, assistant coach, Bob During, Robyn Crispi, Jennifer Gridley, Lori Zaragoza, Cris Procita, Brenda Franklin, and Coach Dennis Frese.



National honor—Manoj Kashyap, an All American in tennis for the past three years, received an additional honor this season when he was named the winner of the Head/Arthur Ashe Jr. Sportsmanship Award. The award honors a player for both athletic and academic achievements.



EARNING & LEARNING

"I had a strong desire to get a degree and despite the heavy load, I rarely cut a class. . . . Sometimes, though, I thought I was crazy for doing so much. It seemed like there was no end in sight."

—alumna Nancy Eagen

FEATURE

Frances Renty, a Cal State mass communication major, begins her day as a public relations intern for the San Francisco Bay Girl Scout Council. After leaving her internship, the full-time senior attends classes. The next stop on her agenda is the California State Automobile Association, where she works as a receiver/dispatcher every weeknight from 5 p.m. to 10 p.m. With all of these demands, would she prefer to leave her dispatcher's job to concentrate solely on her studies? "No way," she says.

Renty is one of thousands of Cal State students who are employed at least 20 hours per week and who carry a minimum academic load of 12 units per quarter. Like many among her peers, she welcomes the opportunity to be employed while earning her degree.

Renty lives with her parents in their Richmond home. They have proposed providing her with the money for college, books and personal items like clothes and entertainment. She has declined their offer more than once. "I've worked since I was in high school and like having my own money to spend. Learning to handle money is a part of growing up."

Full-time business major Ted Charette has worked part-time since high school. After enrolling as a sophomore at the Hayward campus three years ago, he began working about 25 hours per week for United Parcel Service (UPS). "I was making pretty good money when I began at UPS, and I started to buy things like stereo equipment for myself. I was living with my mom who didn't appreciate my purchasing extra items without contributing to our common bills." They compromised. Ted moved into Cal State's Pioneer Heights. His UPS earnings pay for his dorm room, bills, food and entertainment. His mother pays the quarterly educational fees.



"If school and work are important and you have goals to reach, then you must make a choice. For me, that choice is simple. I sacrifice some of my social life."

—student Frances Renty

Charette places a high value on what he's learning at UPS. He initially joined the company for money and worked loading and unloading boxes. Although he still needs a paycheck, he now views his position as adjunct to his education. "I am a supervisor now and my job has helped me incorporate what I've learned in school and apply it to real life situations. For instance, in class we discuss labor relations. At work I've learned to deal with strikes and unions through my interactions with members of the Teamsters Union. I've taken management classes in school. At UPS I've had to learn how to motivate people and sometimes deal with firing them. I've also experienced supervising people of different backgrounds and ages."

Terry Koehne plans to graduate from Cal State with a bachelor's degree in speech. Terry is a full-time student who is also employed part-time as a news/sports producer by KSFO/KYA radio in San Francisco. To get to the station on time, Terry must be out of bed at 3 a.m. and leaving his parents' Pinole home by 4 a.m. By mid-morning, when some students are first opening their eyes, Terry is commuting from the radio station to Hayward.

Despite the low pay he says he receives at KSFO/KYA, Terry sees the long range value of his job. "My position with KSFO/KYA gives me a lot of firsthand broadcasting experience I couldn't get in school. I'm also making important contacts. Working, more than school, has taught me about commitment and responsibility. School is more lax, for example. If I don't show up, it doesn't affect anything. If I call in sick to KSFO/KYA, other employees must scramble to do my work or find someone to replace me. I know that they count on me."

Laurie Nash, a liberal studies major, lives with her parents. Some of the earned income from her

20-hour-per-week restaurant job pays for her personal belongings. The rest is saved for the future. "Working has helped me to learn patience and how to deal with the public. I also know the importance of taking the responsibility of doing one's job seriously. I think that these skills will help me to get a position after graduating." Laurie is considering a career in personnel work.

Nearly all students said that employment has broadened their experiences with other people. "My various jobs have helped me to learn to work with a variety of people, including supervisors I don't necessarily like," says Renty. "That's something everyone must learn to do if they are going to succeed in a career," she says.

"When I was a sales associate at Macy's," Renty recalls, "I trained new personnel on how to run registers, treat customers, what to wear and the like. My job required me to speak in front of groups of 20 people. In class, I don't feel intimidated when I have to give a speech."

To get something, one must give up something. How much does working cost students? Social life comes at a high price, according to employed students. During weekdays, students are busy in class or at their jobs. Weekends may be spent working and studying. Spare hours are precious. Still, students find time to socialize. "I see my friends," says Renty. "But, I've also had to miss weddings or events like the Bay to Breakers because I was committed to work or study. If school and work are important and you have goals to reach, then you must make a choice. For me, that choice is simple. I sacrifice some of my social life."

Stress takes its toll on the working full-time student. Charette and Koehne both say that their hectic schedules keep their stress levels high and their number of

sleeping hours low. Koehne averages five hours of sleep per night. Charette returns from UPS at about 3 a.m. and fits his sleep time around his class schedule. Renty, on the other hand, feels the combined effects of college and job only occasionally. "I've adapted to juggling both work and school. I feel the pressures of both only during finals."

Due to time restraints of college and job, some students sacrifice classes. "My work schedule definitely affects how I select my classes," admits Koehne. "Sometimes I might take a class credit/no credit, or take one with the least amount of work. I also cut classes outside my major when I feel time is short. If I weren't working, I would probably spend more time on schoolwork and average more than 16 units per quarter. Basically, I do what I must to get by." For Koehne, getting by is maintaining a "B" average. Other students state that even if they had the extra time they probably wouldn't spend it studying.

Jennifer Davis, a sophomore majoring in biology, disagrees. She feels the combination of her work as a receptionist at Pioneer Heights and another job in the geography department leave her less time to do research in the library than she'd like. She acknowledges the advantages of working and being self-supporting, but she also admits to feeling stress from her hectic schedule and her concerns about money. "These things take away from the time I think about schoolwork," she says.

Employment affects Cal State students in myriad ways, but it also influences the campus itself. A difference is felt within campus organizations and clubs.

Matthew Mahood, 1988-89 Associated Students president and former UPS employee, knows what it's

like to be employed and unemployed as a full-time student.

"Most students come to school and then leave to go to jobs," says Mahood. "They don't have time to participate in any campus activities or clubs. As a result, clubs spend most of their time banging down doors to recruit students."

"I think students miss out on a lot by not being involved," continues Mahood. "You can go to college or you can 'go to college.' Once students start making money, many tend to lose sight of what university life can be. College is a once-in-a-lifetime experience. A chance to get involved with activities and people with different ideas and backgrounds. Many students don't really get to know other students; they miss out on sitting around, goofing around and generally enjoying their time at college."

In addition to student clubs, Cal State's athletic department is affected. The Hayward campus does not provide athletic scholarships for its athletes. Students join teams because they have a strong interest in a sport, according to Al Mathews, director of athletics.

"Scheduling time to practice and play is especially tough on employed, full-time students. Of course many students don't work during their playing season, but for others the combined load of studies, work and sports proves too much and they quit the team. As a result, we lose a lot of outstanding athletes. Students' jobs contribute to the large turnover in players and sometimes it hurts the quality of players. We spend more time recruiting than we'd like. Fortunately, there is no shortage of athletes. The athletic department has been coping with this situation for years. We're used to it."

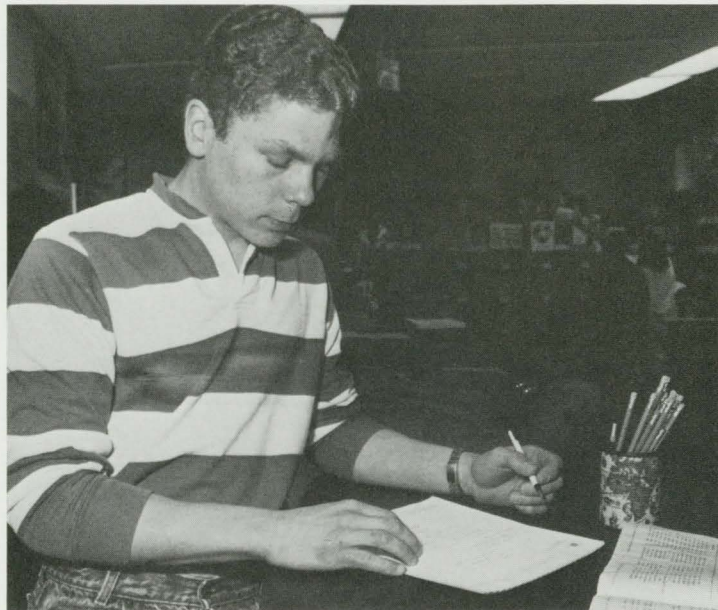
Margaret-Mary Franz, professor of sociology and social services, has noticed a change in her dealings with students over the years. "I see a greater number of students who are uptight and anxious. I find I must spend more time helping them control their anxiety levels and managing their complicated lives. I teach them study skills, help them define more clearly what it is they need to learn and help determine how much time they need to devote to studying. In years past, I did this occasionally. These days it's routine. I believe that the student role has been subordinated to the work role."

"I'm concerned that employed students view college as nothing special," she says. "An undergraduate degree has become the equivalent of a high school diploma. They forget that they need education to fill their minds with knowledge. This is evident by the many returning students I see who come back to learn for learning's sake."

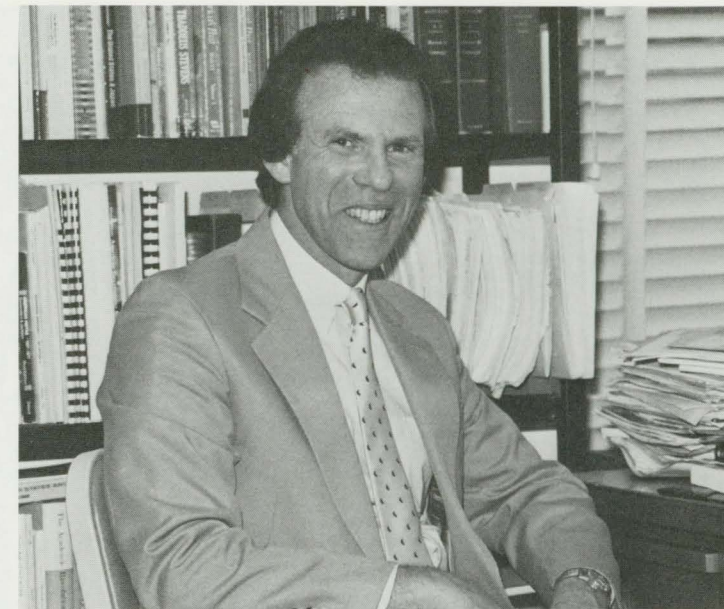
"Students who do not work are generally more open to intellectual exploration," continues Franz. "They are not uptight about work demands and so they have the time and the luxury to reflect on their course work."

Realizing that to be an unemployed student is a luxury all students can't afford, Franz suggests that if they have to work, the Career Planning and Placement office and Cooperative Education can direct them on how their education can complement their careers. She advises students to avoid working at a job not related to their majors.

Not all faculty members agree with Franz. Gerald Henig, professor of history, believes that, if a student is a good student, he or she will do well whether or not that student is employed. "It's a matter of attitude," says Henig. "Of course some students don't have



"...In class we discuss labor relations. At work I've learned to deal with strikes and unions through my interactions with members of the Teamsters Union."
—student Ted Charette



"It's a matter of attitude....Of course some students don't have the best of circumstances and must work, but it seems that those who fail, fail because of their attitude."
—Professor Gerald Henig

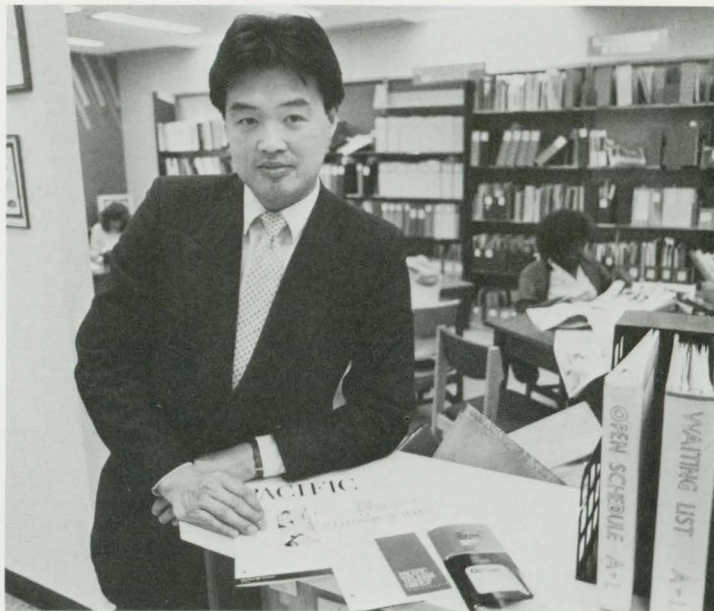
the best of circumstances and so must work, but it seems that those who fail, fail because of their attitude."

Like Franz, Robert Finney, professor of business administration, sees many tired and strung out students. However, he views employment and college as a positive mix as long as the full-time student doesn't work much more than 20 hours per week. "Working while attending college can be very worthwhile," he says. "The student is better able to apply what he has learned in class to his occupation and his work experience helps him to absorb the class subject matter. Also, many graduate programs require work experience and most employers prefer to hire students who have held jobs prior to graduation."

Pacific Bell is an employer who recruits heavily from each graduating class of Cal State marketing, computer science and business administration seniors. "Twenty years ago a master's degree made an employee an instant manager; 10 years ago it was an MBA," says Paul Chew, personnel manager and campus recruiter at Pacific Bell. "These days we look for non-educational differences that help to differentiate one student from another. Besides a four year degree and a minimum 2.8 GPA, we look for students who have leadership abilities, who can take initiative, and who possess communication skills and negotiating skills. A business student with a high GPA and who has worked only as a truck driver to support himself through college is admirable. A business student with a high GPA who found employment related to business is someone I might hire. In an interview we don't ask a student 'can you do the job?' but 'have you done the job?'"

Evelyn Aquino is a senior evaluator and recruiter for the Government Accounting Office. The GAO recruits students from political science, economics, business, and

public administration majors. Although Aquino heavily weighs a student's work record and GPA, she says a student can also demonstrate certain abilities through his or her involvement in campus organizations, clubs, student government and class projects. In comparing students with prior work experience with those relatively few who have little or none, Aquino says that undergraduates with previous employment experience are less "gun shy" in interviews. However, once in a work environment, new hires in either group prove themselves equally capable of doing the job.



"These days we look for non-educational differences....In an interview we don't ask...can you do the job? but 'have you done the job?'"

—corporate recruiter Paul Chew

Students prepare years for a position by earning their degree and working. Does it pay off? Terry Locke, '84, Nancy Eagen, '87, and Sue Barnes, '88, approached working and attending Cal State differently. Each agrees the extra effort was worth it. Locke is currently the sports editor for the *San Ramon Valley Times*. To support himself throughout his college years as a mass communication major, Locke worked full time as a waiter. During his junior and senior years he was a stringer for *The Tribune* and the *San Jose Mercury News*. He interned at KTVU-TV. During his senior year he added the hat of sports editor for the campus newspaper, *The Pioneer*. "I would definitely do it the same way again if given the chance," says Locke. "I attended about 70 percent of my classes, cutting mostly those outside my major. I don't think I missed much academically by not going to all my classes. Practically speaking, I learned more by working while in school."

Eagen's employment with the Bank of America began after she graduated from high school. College courses soon followed and she was on her way to attaining her degree in business. While attending college evenings for seven years, Eagen maintained her 40-hour-per-week

job with the bank where she is currently an associate financial analyst. "I had a strong desire to get a degree and, despite the heavy load, I rarely cut a class. I paid for my classes and I was there to learn. Sometimes, though, I thought I was crazy for doing so much. It seemed like there was no end in sight. I expected college to be more fun. It should be fun."

"I wouldn't recommend that everyone earn their degree the way I did unless you have the stamina," she continues. "But I value my degree. I worked hard for it and I would do it this way again."

Sue Barnes, who graduated in December, spent her last fifteen months as a student working on in-house publications for Wells Fargo Bank. She signed up through Cooperative Education and received class credit as well as a salary. She had worked previously as a receptionist and production control clerk while attending school. "I was specifically looking for something in communications," she says of her Co-op placement. "They had a set program with set goals. It seemed more beneficial than just looking for a part-time job and it meant something to me that the University had checked out the companies."

Barnes, an honors graduate, now works as an account coordinator with The Waggener Group, a public relations agency for high tech companies. She says her Wells Fargo internship was a key element in finding the kind of job she wanted after graduation. She was concerned that experience in banking might not be considered transferable to high tech, but her new employers saw the internship not only as valuable training, but also as a sign of her motivation.

"I have strong opinions about working and going to school," she adds. "Even my other jobs were helpful."



"I always thought 'when I'm done with school it will be easier.' It's not. There still aren't enough hours in the day."

—alumna Sue Barnes

I think going to school for four years and not working gives you a false sense of security. Working on the outside kept my feet on the ground."

Barnes also had another time-consuming responsibility while attending Cal State. She is the mother of a three-year-old son, Karlan. When day care was unavailable she occasionally brought him to class with her, as well as taking him to her copy editing job at *The Pioneer*.

"I always thought 'when I'm done with school it will be easier.' It's not. There still aren't enough hours in the day."

The number of students who work while attending Cal State is high, but according to Frances Renty, that shouldn't be a matter of concern. "Most everyone I know is employed at least 20 hours per week. We don't consider ourselves different or special because of it. Working is part of our lives. It's normal for us."

"A college education allows you to expand your horizons and explore ideas and the world around you," adds Renty. "Higher education is a learning experience that helps to make you a more rounded person. Working is another form of education."

—Catherine M. Needham

About the Author

Catherine M. Needham is a freelance writer specializing in public relations and editorial work. She graduated from Cal State in 1985 with a degree in mass communication. This is her first article for ACACIA.



ARTS, LETTERS, AND SOCIAL SCIENCES

Alan M. Smith, Dean

Cal State is justly proud of its fine reputation as a "teaching institution," and our faculty have earned high marks for their excellence in instruction. Because of this, we often forget that we are also a community of productive scholars. Despite a heavy load of teaching and administrative duties, many members of our faculty find the time to produce scholarship of outstanding merit.

I was recently reminded of the scholarly productivity of our faculty by an ALSS

bibliography which crossed my desk. The numbers alone are impressive. Twenty-six ALSS faculty authored 28 books which were published during the three-year period from 1986 through 1988. These faculty authors represent 11 of the school's 18 departments.

The list includes works by much-published authors, for instance Theodore Roszak's (History) *The Cult of Information*; and first books by new faculty members such as Young Song's (Sociology), *Silent Victims: Battered Women in Korean Immigrant Families*.

The range of subjects is broad, including literary criticism: *World Without Heroes: The Brooklyn Novels of Daniel Fuchs* by Marcelline Krafchick (English); political philosophy: *The Grammar of Justice* by Elizabeth Wolgast (Philosophy); sociology: *Newlyweds* by Basil Sherlock (Sociology); social psychology: *Unbroken Ties* by Carol Becker (Human Development); and history of rhetoric: *The*

Sophists by Harold Barrett (Speech Communication).

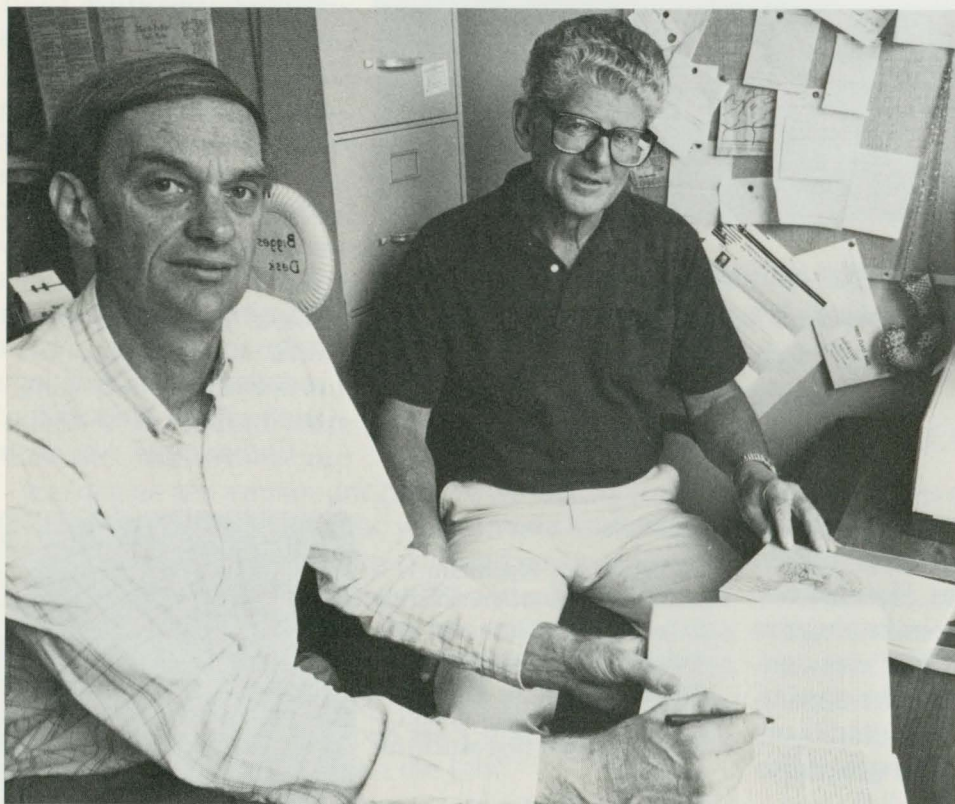
Some of these works, like Jong Jun's (Public Administration) *Public Administration*, deal broadly with an entire discipline; others, like Steve Sapontzis' (Philosophy) *Morals, Reason and Animals*, focus intensively on a specific problem.

Several of these publications are of particular interest to Californians: *The Elusive Eden: A New History of California* by Richard Rice, William Bullough, and Richard Orsi (all of History) and *The California Almanac* by James Fay (Political Science). Others bear foreign imprints: Herbert Eder's (Geography) *Sistemas y Regiones Agrícolas de Venezuela* (Caracas); Jose Fernandez-Santamaria's (History) *Razón de Estado y Política en el Pensamiento Español del Barroco* (Madrid), and Donald Warrin's (Foreign Languages) *Cem Anos de Poesia Portuguesa na California* (Porto, Portugal).

In addition to scholarly monographs and essays, there are textbooks, to wit: Ken Mikos' (Foreign Languages) *Signing Naturally* and Luis Ponce de León's (Foreign Languages) *El Arte de la Conversación*. Anthologies are also favored by our faculty: Gerald Henig's (History) *To Dwell Together in Freedom: The Jews in America*, Emily Stoper's (Political Science) *Women, Power and Policy*, Elizabeth Huttman's (Sociology) *Handbook of Housing and the Built Environment in the United States*, and John Hammerback's (Speech Communication) *In Search of Justice*.

Other sorts of publications represent the creative arts. These include James Brown's (English) novel, *Final Performance* and musical scores by Frank LaRocca (Music) and Robert Basart (Music). In a niche by itself is *A Visitor's Guide to American Home Cooking* by Darril Hudson (Political Science).

The writing of books is, of course, only one aspect of the scholarly activity of our faculty. But I believe that a well focused program of scholarly activity is important preparation for lively teaching. The careers of our faculty authors provide ample proof that this is so. ■



In print—John Hammerback, left, and Harold Barrett, both of speech communication, are two of Cal State's many active researchers and writers.

BUSINESS AND ECONOMICS

Jay L. Tontz, Dean

Last fall, Dr. Bruce MacNab, one of the newest members of our marketing department, came to me with an original idea. He wanted to develop a course in which our students would create marketing plans for firms in the People's Republic of China interested in exporting to the Bay Area. At the conclusion of the course the students would go to the People's Republic to present their marketing proposals.

It sounded to me like an exciting idea, and if it worked, we would be, to my knowledge, the first business school in the country to have such a program.

MacNab, a former Kaiser engineering executive, has twenty years of domestic and international marketing and sales experience. He started working to line up the Chinese firms with Mr. Ge Bing, a visiting marketing scholar from the People's Republic.

In late October, Bruce received a call from the People's Republic of China consulate in San Francisco asking how soon he could come to explain his project to Chinese business representatives. He left in December for a ten-day visit. On the first day, at his marketing seminar in China's Guangdong Province, approximately 75 business leaders were on hand to hear about selling in America.

An article in *The Tribune* (March 13, 1989) relates the rest of the story: "Word of the lectures spread quickly, and MacNab's audience grew each day. On the sixth and final day of the series, MacNab found himself addressing a standing-room crowd of more than 700 representatives from a host of Chinese companies, all eager to hear how they could get their products to markets in the United States."

In addition to his lecture series, MacNab negotiated five-year contracts with two Chinese trade associations. These two trade groups will serve as links between



History lesson—Political events in the People's Republic of China had an impact on the Cal State campus. Many students and faculty, like those above, attended a rally supporting democratic reforms in that country. One of the speakers at that rally was Professor Bruce MacNab, who was to have taken a delegation of twenty-one marketing students to mainland China in June. The trip was part of an innovative course on the Pacific Rim. The Chinese government's use of military force against students and other civilians forced the class to cancel their trip.

On the first day, at his marketing seminar in China's Guangdong Province, approximately 75 business leaders were on hand.

Cal State and Chinese companies interested in this project.

Meanwhile on campus, 25 students spent spring quarter researching American receptivity to such Chinese commodities as industrial cutting tools, electric fans, paper packaging products, electronic musical keyboards and portable food boxes for keeping food either hot or cold. They addressed such issues as whether entry into this market was feasible for each particular product, what were the available channels of distribution, and how the products might be shipped, priced and promoted.

The culmination of the course was to have been a trip to mainland China to

present the results of their studies. Due to political turmoil in that country, class members voted to cancel the ten-day trip.

Professor MacNab emphasizes that the focus of the course is the Pacific Rim. He has begun negotiations with Indonesia and Thailand for similar marketing studies and he has hopes that once political conditions stabilize in China, Cal State can continue work with manufacturers there. If all goes as projected, we will offer the class two times each year. This is but one example of the innovative courses we hope to develop to give our students the opportunity to expand their perspective by looking for global markets. ■

EDUCATION

Arthurlene G. Towner, Dean

Volunteerism and service to the community are essential to the vitality and progress of our nation. In spite of economic constraints, students in the Department of Recreation and Community Education volunteer a minimum of twenty-five hours of service in community agencies. Professor John Montgomery, who serves as the internship coordinator, describes a program that benefits the students and the community.

From assisting in planning programs at day care facilities to filling the empty hours of residents in convalescent homes with recreational activities, students in the Department of Recreation and Community Education assist many community organizations through the senior internship program. From their volunteer experiences, the students augment leadership abilities and learn first-hand the manner in which leisure and human service organizations are administered.

While this internship program has existed for over twenty years, it takes on new relevance as California colleges and universities have been directed to encourage the development of student community-outreach programs through statewide Human Corps. On the national level, both Congress and President Bush have called for increased volunteerism by college students.

The department's internship program provides seniors with the opportunity to take their theoretical knowledge out of the classroom and into the work world. All students in this major are required to complete an internship with a community agency or commercial recreation organization prior to graduation.

In the past several years, students have rendered service to over 100 community agencies and leisure related corporations. In turn, these organizations have provided stimulating educational opportunities for the recreation majors. In addition, the undergraduates make valuable contacts with practitioners as they take preliminary steps toward future employment.



Interning— Recreation department interns work on projects ranging from promotion and sales to land use research at San Ramon's Little Hills Ranch. Kathy Catanho, left, general manager, is the supervisor for Caron Vejo-Moy, who spent spring quarter recruiting summer staff for the Ranch.

Students have rendered service to over 100 community agencies and leisure related corporations.

Public agencies which have provided internships include municipal recreation and park departments, schools, special recreation districts, the state park system and the National Park Service. Voluntary recreation organizations such as YMCAs, Boys Clubs, Girls Clubs, and Scouting have been participants. Therapeutic recreation settings include hospitals, convalescent homes, facilities for the physically handicapped and programs for the mentally retarded.

For many students, internship placements in commercial settings are of particular interest. Resort hotels, country clubs,

private camps, fitness centers, corporate recreation and wellness programs, leisure-oriented apartment complexes and theme parks have all cooperated.

The duties of interns are as varied as the settings in which they serve. In some instances, they teach recreation activity classes and conduct special programs for patrons, patients or customers. On other occasions, interns assist in organizing and scheduling recreation activities. In some situations, interns serve as administrative assistants and become conversant with such problems as facility development, personnel procedures, budget preparation and liability constraints.

Through careful selection of the internship, supervision by the department's faculty and cooperation and support from participating agencies, the Department of Recreation and Community Education majors are well on the path toward a satisfying career in the leisure profession. ■

EXTENSION DIVISION

Herb Graw, Director

Started 14 years ago, the American Language Program, which is managed by the Extension Division and pays for itself, has quietly become a major factor in making the university more cosmopolitan, more attuned to what is going on in the world.

A lot of the credit for the success of the program goes to Anna Falvo, its director from the beginning. The American university system, she says, is greatly admired by foreigners, particularly those from countries where college educations are restricted to the few. Further, Mrs. Falvo notes, English remains, far and away, the language of business and technology, "the international language."

We draw three distinct groups of students. Some are short-term visitors who come just for the English and return to their home universities after their sessions end. Others are professional people who must improve their English for jobs in their home countries. Lastly, the largest group is students who will go on to Cal State or some other U.S. university. Almost all colleges require foreign students to pass a language proficiency test covering written and spoken English. And, of course, it is the essential skill that must be mastered for success and eventual graduation.

In the early years, 1975-80, most of our students came from Japan where Mrs. Falvo had developed important contacts who recommended the American Language Program. Now students from France and China are almost as numerous.

Economic factors clearly play a role in the number of students enrolled and their country of origin. The yen is strong. The Japanese are world traders. Naturally, they want to become fluent in English. Europe in 1992 will restructure much of its financial and trade practices. American marketing and management techniques are widely admired. All this, plus the value of English, has stimulated Europeans to take a broader look at the world.

Many of our Chinese students have relatives in the Bay Area. They sponsor the students and welcome them into their homes, an arrangement that helps cut costs and simplify the search for housing. But it also has its disadvantages. As the relatives often speak Chinese, the students don't practice their English as much as students who stay in a residence hall or dorm, and they miss opportunities to make friends with American students.

Through Cal State's Open University registration, qualified students are permitted to enroll in regular credit classes while in the language program. Later, they can apply these credits toward a degree. All students are welcome to join sports and activities

classes: volleyball, soccer, basketball, baseball, swimming and more.

Anna Falvo is assisted by Associate Director Dan Broch, Karen McRobie, Pat Thibodeaux, Nelly McFeely, Natalie Barbera and John Willson, and a part-time staff.

On clear days, we can look south and west from the campus and see Silicon Valley, ships sailing into the Bay, and airline traffic in and out of San Francisco and Oakland—reminders that Americans must be internationalist in outlook, must make the effort to extend a friendly hand to other people and try to understand their cultures. The American Language Program benefits not only the foreign students, but the entire university community.



International outlook—Cal State's spring quarter American Language Program students were from Japan, France, Thailand, Zaire, Saudi Arabia, Hong Kong, Spain, Austria, Brazil, Denmark, Germany, Jordan, Korea, Mexico, Peru, Switzerland, Taiwan, Turkey and The People's Republic of China. The largest numbers were from Japan (74), France (17) and The People's Republic of China (16).

SCIENCE

Kenneth R. Rebman, Dean

It is apparent from this issue of ACACIA that the typical Cal State Hayward student is a working student; for some of them, their jobs are right here on campus. In keeping with this theme, we are featuring those staff members of the School of Science who are earning their degrees at this University.

I have asked each of them to write a few words about the combined responsibility of being a Cal State employee/student. It is interesting to note that these staff members are not earning degrees from the departments in which they work.

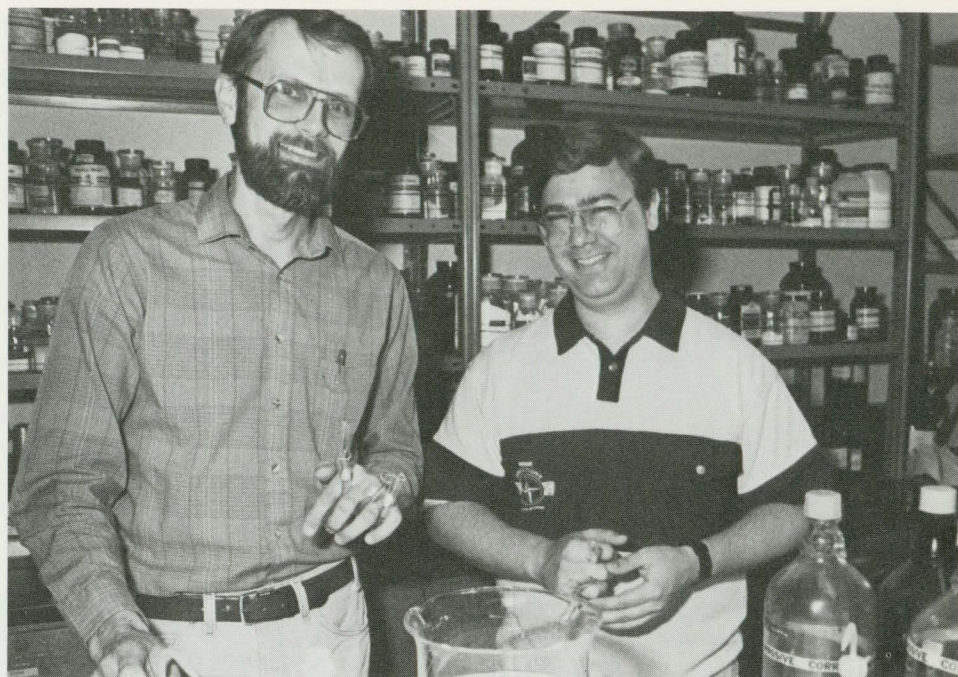
Geoff Apple
Equipment Technician II,
Electronics Shop
B.A. English

I couldn't be in a better position: working on campus and satisfying my dream of an English degree. It's slow going, and that's fine; I can take my time and apply myself to the one or two classes I take each quarter. There's no reason to be in a hurry.

"I couldn't be in a better position: working on campus and satisfying my dream of an English degree."

Richard Barbieri
Instructional Support Technician II,
Math & Computer Science Department
MBA Finance & Computer Information Systems

During my course of study much of my "free time" is spent either in class or studying. Fortunately my job and my studies have a common theme, i.e. computers. This has made it possible for me to incorporate certain job-related experiences and knowledge in my studies as well as provide a place to do research that can directly benefit me and my work.



Earning degrees—Jim Stanford, left, is pursuing a master's degree in geology while working as an instructional support technician for the chemistry department. Raymond Jackson, right, takes classes four quarters per year to earn his math and computer science degree. He works in the School of Science computer lab.

Laura Frings
Secretary, Health Sciences Program
Special Major, Organizational Communication,
Summa cum laude 1989

I do not balance my studies with my job. Balance implies harmony and perfect form; neither describes how I cope with my dual responsibilities. Rather, I juggle, ever on the brink of dropping the ball. But, I do manage, and the challenge gives me a sense of great accomplishment.

Raymond Jackson
Instructional Support Assistant I,
School of Science Computer Lab
B.S. Math & Computer Science

It's not too hard to combine half-time work with full-time school if you don't do much else. I take three classes each quarter (four quarters per year) and find that I usually have enough time. It helps that I live close to school and that I enjoy work.

Jan Muzzy
Coordinator, Student Service Center,
Math & Computer Science Department
B.A. Geology

My hobby is also my field of study—geology. Fortunately my husband, Lynn, has the same interest. Since many of my evenings and weekends are spent studying, his support has made it easy for me to balance my studies and job.

"It helps that I live close to school and that I enjoy work."

Blanca Ruiz
Equipment Technician I,
Physics Department
B.S. Computer Science

Most of the time I'm busy working either here, on school work, or doing housework. I can only take at the most 3 courses per quarter but, one of these days, I'll finish! Three things have been very helpful: 1) My husband works and studies too; 2) I don't have to commute between work and school because I work here; 3) For the moment, I'm only working half-time.



Getting there by degrees—Geoff Apple, center, is pursuing a degree in English and working as an equipment technician. Blanca Ruiz, back row left, also an equipment technician, is studying for a B.S. in computer science; Jan Muzzy, coordinator of the Student Service Center in the math and science department, is earning a degree in geology; Laura Frings, secretary for the health sciences program, completed a special major in organizational communication; Richard Barbieri, an instructional support technician in math and computer science, is earning an MBA in finance and computer information systems. ThuThu Tonnu, pictured at left, an instructional support assistant in the School of Science Computer Lab, earned a bachelor's degree in math and computer science.

Jim Stanford
Instructional Support Technician II,
Chemistry Department
M.S. Geology

Working late to support evening chemistry labs freed time for me to take daytime geology courses. Many geology courses are offered in the evening which has been helpful. The support of my family and co-workers has been essential.

ThuThu Tonnu
Instructional Support Assistant I,
School of Science Computer Lab
B.S. Math & Computer Science,
Cum laude 1989

Maybe I'm a little strange, but it seems to me that I do better in school when I have to use my time efficiently; 20 hours at work and 12 units per quarter are just perfect for me. It's a little hard when all the tests come.



'63

Bette I. Roberts-Collins (B.S., elementary education) has retired after 25 years of teaching with San Leandro Unified School District. She recently toured South America for six weeks.

'64

Shirley Clowser (B.S., elementary education) teaches science to sixth and seventh graders at Del Rey School in the San Lorenzo Unified School District.

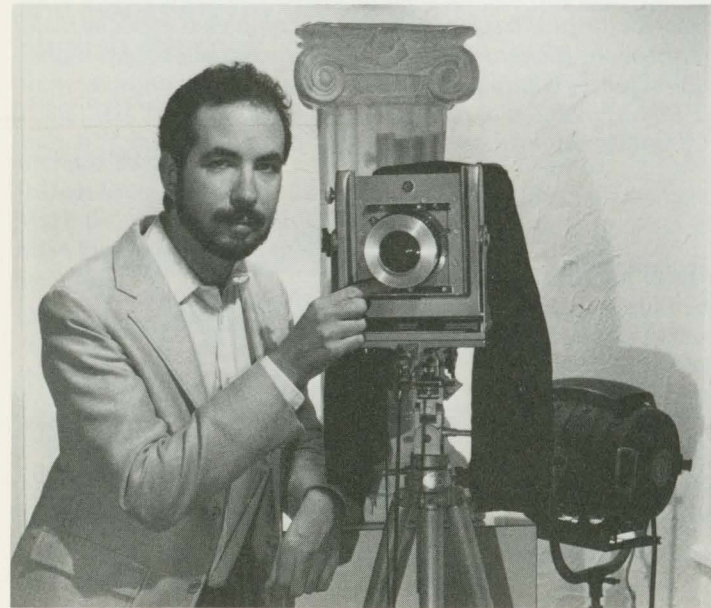
Barbara Dunlap Cooper (B.S., elementary education) teaches third grade in Orinda and sails on San Francisco Bay every weekend.

'65

Carlo E. Vecchiarelli (B.S., biology; M.A., biology, 1967) is the director of admissions at Chabot College. He has written three books and is the director of the California Waterfowl Association.

'66

Joan Frings-Martin (B.S., elementary education) is owner of Joan Marie's Tutorial Services where she trains teachers for tutorial in-home services. She also does consultant training in multi-level marketing.



Rosemary B. Fassl (B.S., math) is a mathematical statistician for the U.S. Naval Weapons Station in Concord, which has been recognized as a "center of excellence for fleet data systems." She is a member of the American Association of University Women.

'68

Charmaine Facchin-Pearson (B.A., art) also received a bachelor's of fine arts from the University of San Francisco and is pursuing a master's of fine arts from the California College of Arts and Crafts. She teaches art at Alameda High School and exhibits her own watercolors and stained glass.

Dr. Clyde R. Sauget (B.S., business administration) attended Golden Gate University and received an MBA and then a Ph.D. in 1977. He is a point of sale marketing manager for Tandem Computers in Cupertino. He is a commissioner for the Boy Scouts and a Cub Scout leader in San Leandro. He has been involved in the organization for the past 30 years.

Below, left, Carlo Vecchiarelli '65 is director of admissions at Chabot College. Right, Mark Vieira '72, a portrait photographer, recently published Hollywood Portraits.

'69

Michael D. Arata (B.S., business administration) is an accountant in his own CPA firm in San Leandro and is the father of three teenagers.

'70

Henry Welze (B.S., recreation) from 1972-1974, contracted out to the department of education in Guam, and obtained his masters in education from the University of Guam. He is currently employed by the Commonwealth Teaching Service for the government of Australia and lives in Australia.

'71

Raymond P. Brown (B.A., political science) is a teacher for the Alameda Unified School District. He has lived in San Jose, Costa Rica, and speaks fluent Spanish.

Alice K. Woo (B.S., M.S. math, 1976; MBA 1977) is currently a product marketing manager for Daisy Systems Inc. which specializes in computer aid engineering.

Reinhold Schouweiler (B.A., German) works for OCTAL where he is a senior technical writer and translator of technical software languages into German and French.



Shirley Clowser '64

Dr. Wiley V. Swofford (B.A., art; M.S., education, 1978) attended the University of San Francisco and received a doctorate in education. He is assistant vice superintendent for personnel and employer-employee relations for the Lodi Unified School District. He was also an active fundraiser for the building of the Vietnam Veterans Memorial in Sacramento.

'72

Patrick Cooper (B.A., English) is a private tutor at his own tutoring service, Patrick's Tutoring. He is also a musician and recently played at the Reno casinos.



Gabriel Garcia '72

'72 cont'd

Gabriel E. Garcia (B.S., biology) is a science specialist for the New Haven Unified School District where he works with first through fourth graders. He is currently pursuing his master's in school administration and is working with the At Risk program which identifies students who are potential dropouts in elementary school.

William Jackson Kuhn (B.A., political science) is a pharmaceutical drugs salesman for ADRIA labs and sells chemotherapy drugs for cancer treatment. He services the area between Fremont and Eureka.

Eric J. Moon (B.A., business administration and economics; MBA 1977) teaches economics and finance at San Francisco State University and is a valuation consultant.

Mark Vieira (B.A., art) received his master's from the University of Southern California. He is currently a portrait photographer specializing in the Hollywood glamour photographic style of the 1930s and 40s. Mark recently published *Hollywood Portraits*, a collection of idealized black and white portraits of stars.

Ben A. Williams (MBA) is currently the deputy director for administration in the Office of Planning and Research for the State of California. He is president of the Sacramento chapter of the American Society for Public Administration, and served on the Governor's Commission of Education.

'73

Sylvia Tedesco (B.A., political science) owns The Avenue Travel Inc. in Berkeley. Sylvia made travel arrangements for Cal State's summer quarter in Florence in 1988. She is currently a member of the Society for the Prevention of Cruelty to Travel Agents.

'74

Ephra D. Baer (B.A., music) is an organ and piano instructor at Diablo Valley College in Pleasant Hill and also has a private studio.

Robert L. Irwin (B.S., business administration; MBA 1976) is a partner with Peat Marwick Main and Co. in San Francisco. He is principal in the management consulting department, specializing in the strategic use of information technology.

Charmaine Facchin-Pearson '68, below, right, exhibits and teaches art.

'75

Leslie Rothwell (B.A., psychology; M.S. education, 1979) is assistant director for Castro Valley Adult School. She serves on the Castro Valley Chamber of Commerce and is the chairperson of the Business Exchange Night. She also serves on the Vocational Advisory Board of Fremont School for the Deaf.

Frederic M. Rounds (M.S., math) is the assistant branch chief for the communications operations branch of the NASA Ames Research Center. Frederic serves on the Peace and Justice Committee of the Sunnyside Presbyterian Church.

Delois E. Terry (B.A., human development) is an appeals specialist for the Pleasant Hill Unemployment Insurance Office.

'76

Mary Bosch (B.A., sociology) has a clerical position with the Environmental Health Department for the City of Berkeley.



Sylvia Tedesco '73

Michael Nevala (B.S., biological science) received his master's degree in biology from CSU Fullerton. He is currently an administrator for environmental programs at Minnegasco in Minneapolis, where he assures company compliance with environmental regulations and interprets and explains regulatory changes.



'76 cont'd

Toni Mar Francis (B.S., physical education) is an instructor at both Chabot and Las Positas Community College (formerly Chabot-Valley campus) where she teaches aqua fitness, swimming and aerobics. She also works with the Quest program which is tailored for seniors and College for Kids, an enrichment program. Toni leads an annual group of seniors and others who compete in Bay to Breakers. They are known as "Team Toni."

'77

John H. Miller (B.S., business administration) is the supervisor of private royalty accounting for Chevron. Twice a year he recruits for Chevron at Cal State Hayward through the on-campus recruitment program.

'78

Stephanie Aiken (B.S., biological science) is a medical technologist/research staff associate at the V.A. Hospital in Martinez. She just had a baby and is a member of the Nature Friends Inc.

'79

Charlotte M. Bernadin (B.A., human development) is a staff associate for the Educational Testing Service in Emeryville. Charlotte is also active with the Children's Home Society.

Larry Dahl (B.S., business administration) is a manager for Lautze & Lautze, A.C., a local CPA firm. He is the chairman of the East Bay chapter of the California Society of CPAs personal financial committee.

Susana Segura Moraga (B.A., philosophy) received her law degree from Loyola Law School. Susana accepted a two-year assignment as an attorney with La Raza Centro Legal in San Francisco through the Mennonite Voluntary Service of the General Conference Mennonite Church. She is a member of the La Raza Lawyers Association.

Brenda J. King (MBA) is currently the special assistant to the president for Mary Washington College in Fredericksburg, Virginia. She deals primarily with affirmative action policy. She also works with the general assembly and with projects for the president.

'80

Jeannette Grace Avakian (B.S., speech pathology and audiology) is a project manager for VHA Pacific Inc., a regional health care system comprised of 28 Northern California hospitals. Her principal responsibility is strategic planning for system development.

Jack Clausen (B.A., geography) is an assistant site foreman for the U.S. Forest Service and oversees all the developed areas in the Mammoth Forest area.

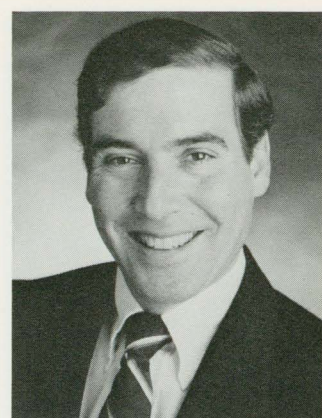
Cornelius M. Booker (B.A., political science) is currently attending the command and staff course at Fort Leavenworth, Kansas. After completion of the course, he will be reassigned to the National Training Center in Barstow.

Shari Lee Jacobsen (B.A., human development; M.S., special major, counseling administration 1985) is a counselor/coordinator of Disabled Student Services at Chabot College. She serves on the board of directors for CRIL (Community Resources for Independent Living) and on the Affirmative Action Committee for the City of Hayward where she represents disabled populations.

Dezie Woods-Jones (B.A., drama) is currently the assistant dean of student services for College of Alameda. Dezie was one of six members in California selected to serve on the Department of Insurance Community Insurance Advisory Panel. She was featured in *Ebony*, summer 1987, for her extensive involvement in the Black community, which includes Black Women Organized for Political Action, Allen Temple Baptist Church, and Black Women's Resource Center. She is also a member of the Off-Street Parking Commission and the California Crime Prevention Task Force.



William Kuhn '72



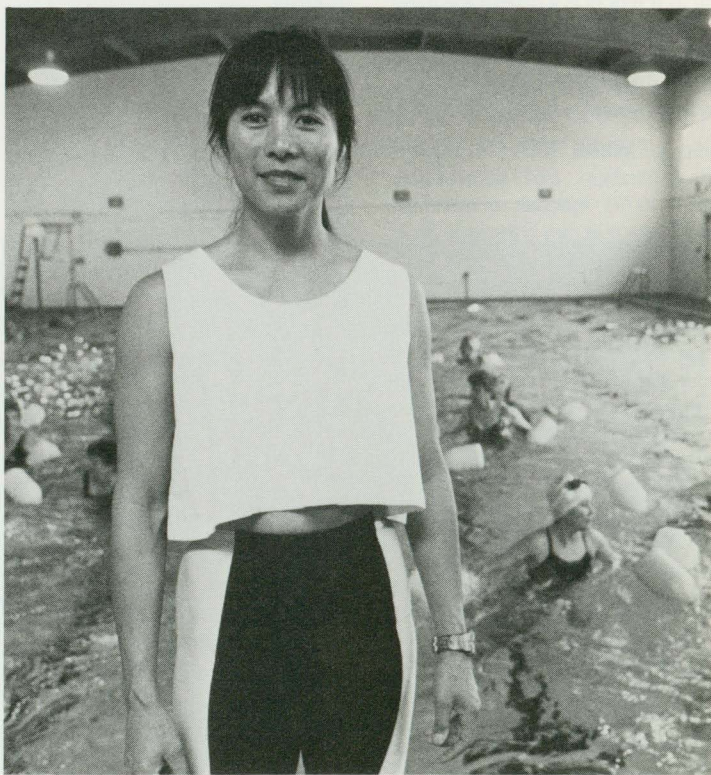
Robert Irwin '74

'81

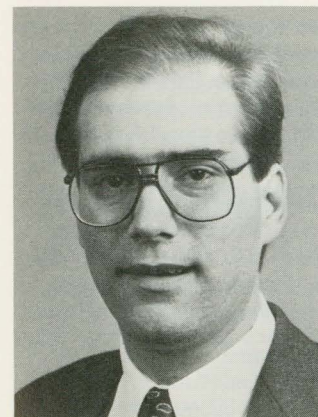
Andretta Fowler (MPA) is a tax auditor with the IRS. She is also a Sunday school lead teacher in the nursery/kindergarten class at Allen Temple Baptist Church in Oakland.

Frank Sodic (B.S., business administration) is an actuarial analyst III with the Cal State Auto Association in San Francisco where he sets auto insurance rates.

Joel C. Swisher (B.S., liberal studies) directs public affairs for the U.S. Consumer Product Safety Commission in San Francisco working with the media and the public. Joel serves on the board of trustees for United Way of the Bay Area. She also serves on the Alameda County Commission on the Status of Women and was recently appointed to the Gain Task Force for Alameda County.



Toni Mar Francis '76 teaches swimming and aqua fitness.



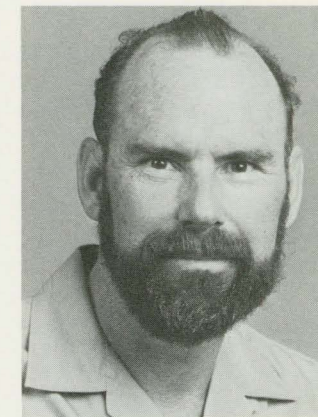
Larry Dahl '79



Brenda King '79



Susana Moraga '79



Jack Clausen '80



Dezie Woods-Jones '80



Patricia DeVito '82

Kelley Sodergren (B.A., mass communication) is the program coordinator for the Associated Students Recreational Activities Program at Cal State. She has served on the Dance for Heart committee for two years and as a statistician for Pioneer football and basketball, 1977-81 and 1984 to the present.

'82

Susan Carol Brooks (B.A., mass communication) works for Pacific Bell in the Emergency Preparedness Division, after having worked at KTVU-Channel 2, KNEW-KSAN, and for a video company.

Joan Chen Fong (MBA) is financial planning manager for Sun Microsystems in Milpitas. Her responsibilities include forecasting products.

Patricia DeVito (MPA) received her J.D. degree from Golden Gate University in 1974. She is the founder of The Third Age providing life planning services for older adults. Patricia recently held a public seminar on "Durable Power of Attorney in Health Care" at Alta Bates Hospital, is a legislative advocate for the Older Women's League, and serves on the OWL State Council Board of Directors.

Norman John Homen (B.S., criminal justice administration) is a practicing attorney in Orange County with the firm of Wallin & Klarich handling criminal and personal injury cases.

Judith A. Mueller (B.S., computer science) is currently working as a software engineer with Hewlett-Packard in Santa Clara.

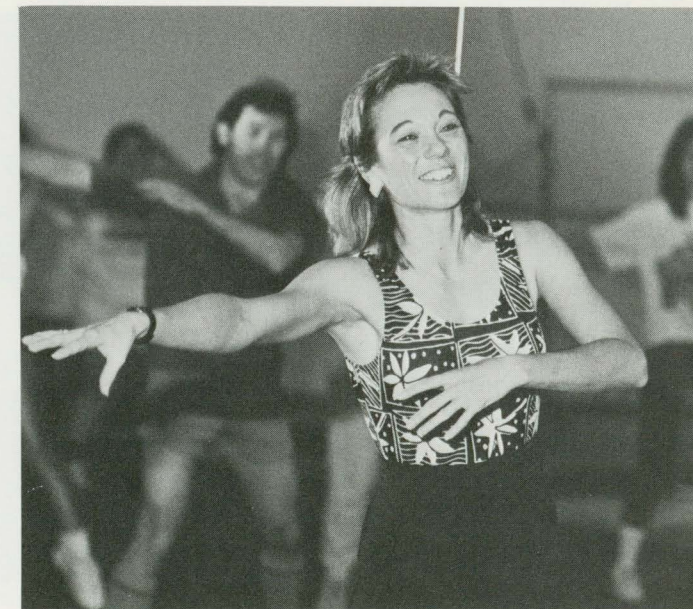
Aida Kuendig (B.A., sociology) has been program director for the Family Crisis Center in Livermore since 1986. She oversees volunteers providing support services. Aida recently received a Community Service Award from the Livermore Rotary Club.

'83

Riley A. Chavis (MPA) is a district manager of A.L. Williams Financial Services in Oakland. Riley is currently serving as president of the Black Divorced and Separated Catholics of the Bay Area.



Aida Kuendig '82



Kelly Sodergren '81 is the program coordinator for the Associated Students Recreational Activities Program at Cal State.



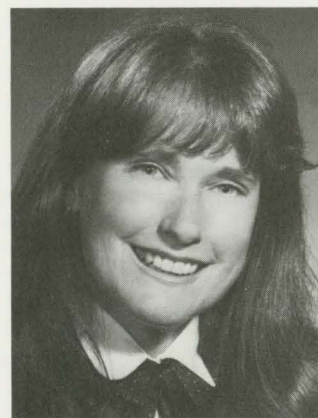
Riley Chavis '83



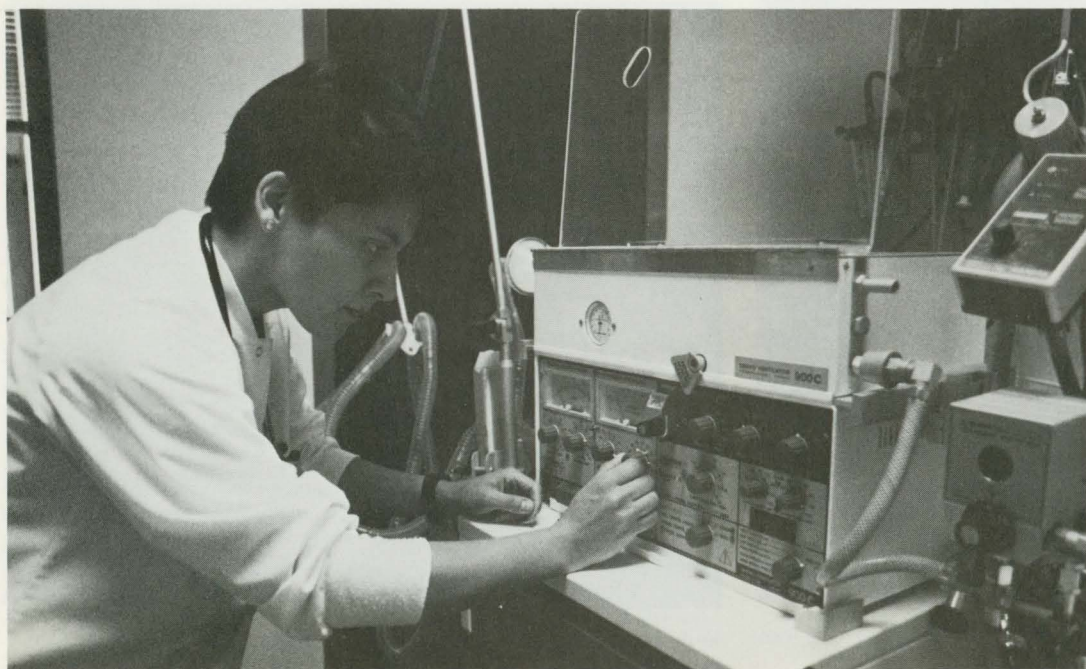
Linda Conyers '83



Trevis Richardson '83



Karen Stepper '83



'83 cont'd.

Linda B. Conyers (B.S., business administration) is an audit manager in the San Francisco office of Deloitte Haskins & Sells and is a local government industry specialist. She joined the firm in 1984.

Colleen Marie Olson (B.S., nursing) is a nurse at John Muir Hospital.

Tevis Richardson (B.A., art) received a master's degree in art therapy from the College of Notre Dame and is currently working on a master's in special education at National University. She is an art therapist for La Familia Counseling Service Day Treatment Program in Hayward.

Karen G. Stepper (MBA) is a tax manager in the Oakland office of Deloitte Haskins & Sells and specializes in closely held corporations. She is past president of the governing board of San Ramon Valley Unified School District, a member of the American Association of University Women and Contra Costa Council. Karen coaches and referees the Mustang Youth Soccer League.

Below, Regina Tafoya '83 is a critical care nurse.

Anna Regina Tafoya (B.S., biology) is a registered nurse in the area of critical care at Peralta Hospital in Oakland. Anna is the current president of the La Raza Chapter of the CSUH Alumni Association.

Louis R. Tiner (B.S., computer science) is Vax Systems manager at General Dynamics Corporation, data systems division. Louis is also a college recruiter for General Dynamics at Oklahoma State University.

'84

Marine 1st Lt. John M. Bourgault (B.S. business administration) recently received the U.S. Navy's Wings of Gold marking completion of flight training and designation as Naval Aviator.

Terry Locke (B.A., mass communication) is currently sports editor for the *San Ramon Valley Times*. He was interviewed for the feature article in this issue of ACACIA. The article begins on page 12.

Stanley K. Woo (MBA) is the chief financial officer at SDI Engineers Inc. in Santa Clara. He served on the allocation committee for United Way.

'85

Michael Carter (B.S., recreation; M.S. counseling 1987) is coordinator-recreation supervisor for Tracy Parks and Recreation. He is vice president of the Breakfast Lions Club, past president of the Tracy Athletic Club, and member of CPRS, Dist. 5. He recently developed a 20-page brochure on parks and recreation.

Catherine Needham (B.A., mass communication) is the author of "Earning While Learning," the feature article in this issue of ACACIA. The article begins on page 12. Cathy is a freelance writer and editor.

Tom Wilson (B.S., psychology) is a marketing coordinator for Sonitrol Security Systems of Southern Alameda County.

'86

James B. Boucher (MBA 1986, MPA 1987) is a financial analyst for Wells Fargo Bank in San Francisco. Jim currently serves on the board of directors of the CSUH Alumni Association and is a reserve police officer in Walnut Creek.

Ledell G. Conner (B.S., psychology) is a claims representative for State Farm Insurance in Oakland.

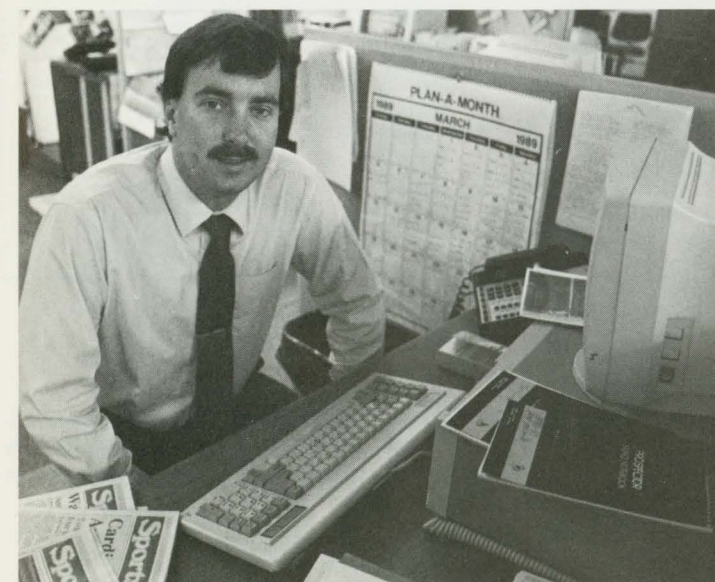
Tanya Landon (B.A., anthropology) is working at CSUH as clerical assistant to the Special Assistant to the President for Enrollment Development and is pursuing her master's degree in anthropology. Tanya was coordinator for the C. E. Smith Museum of Anthropology's *Bones of Contention* exhibit and the Raymond A. Dart Memorial Lecture Series.

Yolanda Medina (B.S., business administration) is an appraiser for Glendale Federal in Foster City.

'87

Lonell R. Conner (B.A. in sociology) is the sales representative for Mercedes Benz Truck Corp. at Golden Gate Trucks in Oakland.

Terry Locke '84, sports editor for the *San Ramon Valley Times*, is interviewed in "Earning While Learning," the feature article in this issue of ACACIA, beginning on page 12.



Irene Carmona (B.S., health sciences) is assistant to the management consultant at Occupational Health Services in Oakland. Her responsibilities include consulting and referrals for large firms.

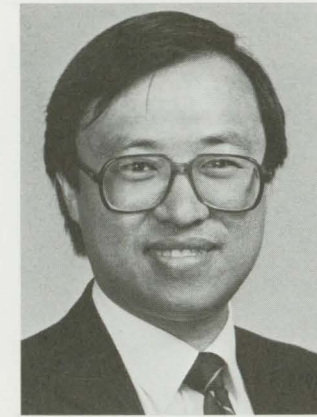
Frank H. Hayes (B.S., business administration) is branch manager of Glendale Federal Savings and Loan in Hayward. Frank also works with the Cub Scouts.

Claire Meager (B.S., business administration) is an inside sales representative for Video Seven's retail sales department.

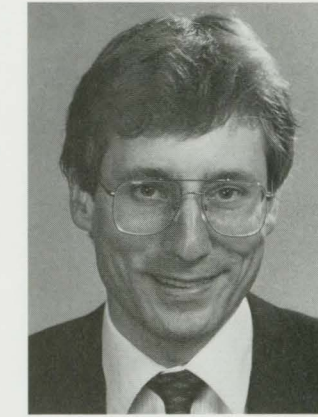
Kenneth W. Parris (B.A., political science) is a police officer with the Oakland Police Department. Ken is a volunteer with Big Brothers, a volunteer air crew member with search and rescue of the Civil Air Patrol, a Webelos den leader with the Boy Scouts, and a church school teacher at Christ Episcopal Church in Alameda.

'88

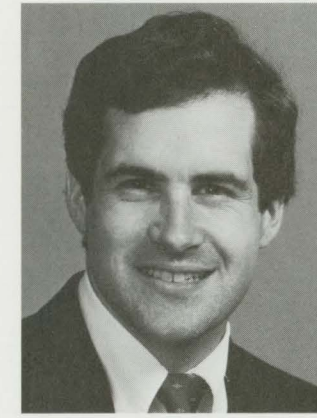
Stephanie Kao (B.S., business administration) is working as staff accountant for the McDonald Corporation in San Jose.



Stanley Woo '84



Tom Wilson '85



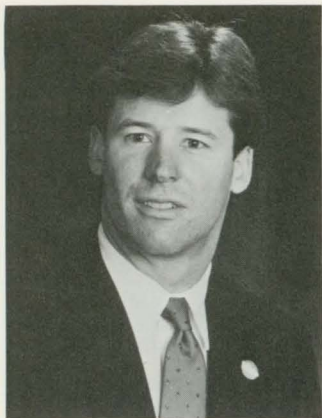
James Boucher '86



Yolanda Medina '86

Ledell Connor '86, left, is an insurance claims representative for State Farm; his twin brother Lonell '87 is a sales representative for Mercedes Benz Truck Corporation.





Frank Hayes '87

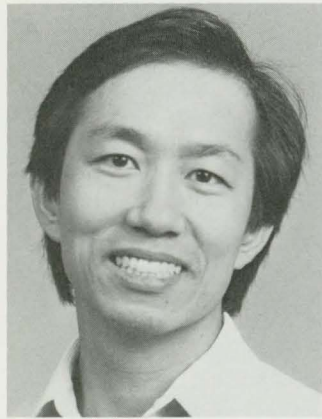
'88 cont'd.

Sally A. Jones (B.S., business administration) is a programmer in the support accounting systems for Chevron Information Technology Company, San Ramon.

Penny Starr (MPA) is administrative services manager for the Fremont Fire Department. Her responsibilities include the administration of the purchasing, finance, and special records section of the department. She is one of few civilians who hold this position.

Nancy Storm (B.S., business administration) is regional marketing analyst for Burger King.

Alex T. Yu (MBA) is a controller at Transbay Distribution Centers where he works with finance and accounting services.



Alex Yu '88

A special note to alumni who are not members of the Alumni Association:

ACACIA magazine is a benefit of membership in the Alumni Association. It is published three times a year. With each issue in the coming year, a rotating one third of all alumni will receive a sample copy.

The Alumni Association is the voice of alumni within the University and the community. Become a partner with Cal State through the Alumni Association. Join this group in spreading the word about the quality of a Cal State education and receive three copies of ACACIA magazine and numerous other benefits. Call (415) 881-4296 for information or return the coupon on this page.

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also

Dean Arthurlene Towner of the School of Education poses with three members of her school who participated in Cal State's first Honors Convocation. They are from left, Edith Collins, who was named to the Dean's List for having a grade point average of 3.8 or above, Joe Segrest and Liana Blas, who both graduated *cum laude* and received commemorative medallions.



HIGHLANDS SUMMER THEATRE

1989 SEASON

Program Director: Thomas Hird



COMEDY OF ERRORS

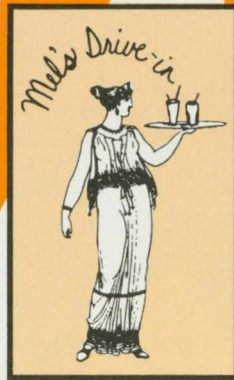
By William Shakespeare
Directed by Gerry Fisher

Shakespeare juggles more twins than a Doublemint Gum commercial in this comedy of mistaken identities.

Studio Theatre
July 28, August 5, 11 at 8 pm
August 3 at 6 pm
August 13 at 2 pm

Series tickets:
\$12 general admission
\$10 students and seniors

Single tickets:
\$5 general admission
\$4 students and seniors
\$3 CSUH students



HERMIONE

(an original musical)
By Alison Ragland
Music by Brian Beacock
Directed by Will Huddleston

The music is 50's, but the message is universal, as Irma falls asleep a 50's teenager and awakens as Hermione, daughter of Helen of Troy, in Ancient Greece. HERMIONE is an original musical from two talented Cal State alumni.

University Theatre
July 29, August 4, 12 at 8 pm
August 6 at 2 pm
August 10 at 6 pm

Call 881-4299 for brochure



CAROUSEL

Music by Richard Rodgers
Book and lyrics
by Oscar Hammerstein II
Based on Ferenc Molnar's LILIOM
Directed by Linda Jackson

A story about the power of love told with some of the most beautiful songs from Broadway's master musicians.

University Theatre
August 18, 19, 25, 26 at 8 pm
August 24 at 6 pm
August 27 at 2 pm

Carousel single tickets:
\$7 general admission
\$5 students and seniors
\$4 CSUH students



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