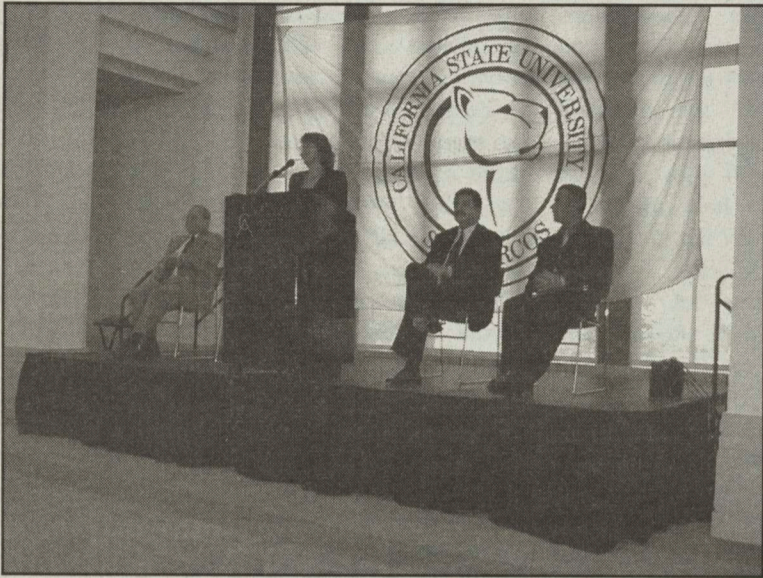




Convocation Ushers in Second "Decade of Excellence"

BY: Cynthia C. Woodward
PRIDE STAFF WRITER



Dr. Miriam Schustack addresses convocation.

Every year faculty, staff, students, and community members gather together for the kick off to the new academic year. In what can be compared to a U.S. President's State of the Union address, CSUSM President Alexander Gonzalez made his Convocation address for 1999-2000 on August 23, 1999 at the California Center for the Arts, Escondido.

All were treated to a continental breakfast and mingled freely awaiting President Alexander Gonzalez' third annual address which starts off the new academic year. CSUSM President

Alexander Gonzalez was available for comment before his speech. He acknowledged both his hopes for the future of CSUSM and the ongoing strain that exists between faculty, staff, and the student body.

Dr. Miriam Schustack, Department of Psychology, introduced new faculty and staff and acknowledged outstanding teachers in the local community in an opening speech. She also spoke about the groundbreaking that will herald the building of both the Science II structure and the new Arts structure. ASI president Waleed Delawari spoke enthusiastically about the strength of the

student body, saying "students are the reason for this university." Calling President Gonzalez his "friend," Delawari made the final introduction. The president spoke at length about the past and future of CSUSM, citing the Tenth Year Anniversary as his reason for doing so. The highlight of his speech committed the future of the university to the students, saying that in the past, "we too often lost sight of the student." He dedicated the second decade to a "vision of student achievement and success."

The cheerful atmosphere of the event, however, was compromised by what President Gonzalez dubbed the "dark side" of the past. Schustack cautioned the audience to "fight challenges, not each other." The president noted that communication must improve between "the organization and the faculty." He outlined specific goals for improving the existing condition of strife, including upholding the values of "community and integrity."

Moving beyond in-house problems, the president indicated that last year's lower-than-expected enrollment kept the university from receiving a budget increase from the Chancellor. He ended his

See CONVOCATION Pg. 4

SORIANO BRINGS NATIONAL LATINO RESEARCH CENTER TO CSUSM

The National Latino Resource Center, inaugurated at SDSU in November 1997, has found a new home at CSUSM. The Center conducts research and research training and disseminates information pertaining to research findings concerning Latino populations in the United States.

"I am excited about the strong institutional support and warm welcoming conveyed by both the administration and the faculty at Cal State San Marcos," said Dr. Fernando Soriano, director of the Center.

The Center has been funded by the National Institutes of Health to promote increased research and training of researchers who are studying Latino populations. The center has a national scope that includes all Latino subgroups-- Mexican-Americans, Puerto Ricans, and Cubans. The Center is committed to areas such as health, mental health, education, social issues, housing, labor and employment and immigration.

Professor Soriano has joined the faculty at CSUSM as a tenure-track

member of the College of Arts and Sciences program in Human Development. Soriano's work in youth and school violence was highlighted at the American Psychological Association national convention in August, 1999. His work will also be featured in a CBS documentary on school violence and will be represented in the National Summit on Violence in Denver in late August.

Dr. Soriano was one of six national experts selected to contribute to a special segment of MTV's *True Life* series on youth violence and suicide, and to a prevention brochure that was offered to young viewers who called a toll-free number following the segment.

Soriano has been a visiting professor of psychology and education at Stanford University, where he received two consecutive distinguished faculty awards from students for his teaching and research.

At CSUSM, The Center will work closely with the Social and Behavioral Research Institute, directed by Dr. Richard Serpe.

Dynamite Shakes Campus Daily

By Cynthia C. Woodward
PRIDE STAFF WRITER

Is it the "Big One?"

First day of class. Students sit nodding at their desks, enjoying the lull that follows lunch and a busy morning. Suddenly, three long, shrill siren screams break the silence, and a blast sounds. The FCB building rocks violently, exactly as if an earthquake of Richter scale proportions has hit California. I grab my desk and wail, "What was that?!" A student from the middle of the room glances at the clock hanging on the wall and in a bored-sounding voice says, "It's all right. It's 3:15. They always blast dynamite at exactly 3:15."

A Quarry Operation

The student was referring to Hanson Aggregates, the quarry operation that is busily reaping profits from its agreement with the university. Semi-trucks loaded with valuable granite thunder back and forth across Twin Oaks Road at a constant pace. As part of the original building contract, Hanson Aggregates provides "millions of dollars worth of excavation costs" for CSUSM, in exchange for granite rights to the property, according to Russ Decker, Director of Planning, Design and

Construction. The quarry operation has agreed to excavate the land behind the FCB building and the upper faculty lot to "building-pad height." In return, the company moves truckloads of granite—in high demand at this time—that it blasts just yards away from our classrooms.

Minor Inconveniences

Despite dynamite blasts and ringing sirens signaling the explosions, Decker says that inconveniences to students and faculty will be kept to a minimum. Decker does not anticipate a need to evacuate the buildings adjacent to the quarry work, and he says that Hanson Aggregates times its most intrusive work for Friday afternoons and weekends, when the campus is relatively quiet.

For the next year and a half, faculty and staff can expect a daily coating of dust on their cars parked in the upper lot, and all members of the university can synchronize their watches at 3:15 every afternoon—at the sound of the blast.

Arts and Sciences Receives New Grant, Dr. Victor Rocha Resigns as Dean

A 3.565 million-dollar grant was awarded to The College of Arts and Sciences at CSUSM by the National Institutes of Health-Institute of General Medical Sciences, under the Biomedical Research Support program. The four-year grant, the largest the university has ever received, begins on September 1, 1999.

Program Director Victor Rocha resigned his position as Dean of the College of Arts and Sciences on Thursday, August 26, 1999, the first day of Fall semester. Rocha has been with the university for nine years, since its early days of 400 students to current enrollment of 5,000.

Participating with Rocha in the science program are: Dr. Gerardo Gonzalez, Program Director, See NEW GRANT Pg. 4

PROFESSOR FUNES REMEMBERED

By Leiana Naholowaa

PRIDE EDITOR

Friends and family gathered on a recent Saturday morning to celebrate the life of Don Funes, CSUSM Professor of Visual Arts. As they made their way to the Library courtyard, they were greeted by a bamboo flutist whose music echoed across the deserted campus. Funes' battle with cancer ended on July 3, 1999.

Many "Don Stories" were shared by those who knew him best—his wife Carolyn, and Nico Israel, the Funes family spokesperson. Relatives from such far-away places as Boston, Idaho, and Victoria B.C. shared warm moments with faculty, staff, students, and friends.

Dr. Victor Rocha, Dean of Arts and Sciences, spoke of the great efforts Funes made in making the upcoming Arts building a reality. Funes' commitment to



the arts is seen in his belief that "the soul of the institution is in the arts."

Funes worked with a variety of traditions ranging from African, Indonesian, and Andean music. His presence at San Marcos made concerts at local high schools possible. His dedication to the arts extended to a passionate support for a rich collection of library books and CDs that seek to go beyond the Eurocentric model.

Ask The Psyche Fairy

Dear Everyone

Hi! I am the psyche fairy. I will try to help you with your questions and problems about whatever issues you have. Now, I am not a "licensed" psyche fairy, I'm just an apprentice right now. But, as you know, those apprentices do a lot of good work in their training. I will do my best to be considerate of your personal cultures and hope that you may keep an open mind and heart as well. Compassion is always the best place to start and move to solutions from there. With that said, let's learn from others' psyches and have fun in the process. My love and wishes for a productive and happy semester with many new experiences,

Psyche Fairy

Dear Psyche Fairy,

I met this lady in class and I think she is lesbian. What is a polite way to ask?
- Josh, 27

Josh, why do you care, really? If she is, she won't be asking you for a date. If you are attracted to her then you can compliment her and ask her if she would like to accompany you somewhere. If that seems too bold, then connect with her as a study partner and inevitably the conversation will drift off the subject during which

time you can make your advance. If she accepts, then you have a date and she just might be straight enough to develop a romance with you. If not, then she might either be uninterested in you or maybe she is a lesbian. In both of these cases, then her sexuality is really not relevant to your situation. If you are gay and you are trying to connect with some "family" then wear something that is identifiable as a symbol of the gay/lesbian/bi/trans community. If she wishes to connect with you and share she will likely comment on this and there you go. If you are merely interested to satisfy your urge to box her up as a "nice little lesbian" then forget about it. In this case, spend your time figuring out what it is that urges you so and why any answer would be valuable. Pretend you found out through gossip that she is a lesbian. What then? Do you treat her as a bulldyke (as if there is one appropriate way to treat such a person)? If you are attracted to her, then mention it and good luck from there.

If you have any question or comments for the Psyche Fairy, please email them to psychefairy@hotmail.com

Dear Psyche Fairy,

My girlfriend told me that she'd like to experiment with sex toys, but I'm not comfortable with the idea. What should I do?
- Unsigned

You don't need to feel comfortable with the IDEA, you just need to be comfortable with the toys, unless you are going for a little pain sensation. Try them out and indulge her fantasies. You may really enjoy it and expand your sexual awareness of pleasure in the process. Why are you so resistant? The toys won't hurt you by themselves, so don't be afraid. Who knows? You may soon have a new favorite "toy" around the house. Remember that your ideas may change and they might not bother you anymore. Just be careful, because the psyche fairy knows that some toys can be harmful if used improperly. Also, some toys can be of such great size that it is nearly impossible to use them safely. Be good to your body, but pleasure it as you do your mind. You go to the cinema for some mind stimulation, so go to the local sex shop and find new ways to stimulate your body as well. And if it helps, be as noisy as you want to be.

BAD KARMA MOVIE REVIEWS

STAFF WRITERS *Shawn Stewart and the Secret Square*

The Deep Blue Sea

The way I judge the movies I go to see is, of course, the key to understanding the reviews themselves. When I go see an action film it's for the action, not for the character development or the sensational plot. Those things help of course but they are not what I am looking for, I'm looking for action... period. I rate the movies I see from a certain viewpoint; did it deliver what I went to go see it for and did I have a good time?

The first movie we went to see and review this semester was DEEP BLUE SEA. The plot was S.O.S. and the acting was bland except when LL Cool J made us laugh uproariously. The main thing I went to see this movie for, of which it delivered quite well, were those seat poppers you get when something unexpected happens so suddenly (like when a 45 foot shark swims up, bites a man in half, and swims off...all in 0.85 milliseconds). The movie also had a philosophical/moral quirk surrounding the issue of altering the shark's genetic code in order to produce more of a substance that would cure

Alzheimer's Disease. This substance is produced in small quantities in the brain of a normal shark. Since the scientists were total nitwits, they decided that a shark with a bigger brain would produce more of the substance and thus genetically altered the DNA of the shark to get a bigger brain. Simple logic would follow that a larger brain means that the creature would have a greater capacity to learn and would therefore be "smarter." This oversight goes to prove that just because the scientists have extremely high I.Q.'s doesn't mean that they use that lump of mashed potatoes to make their decisions. Of course with the sharks being smarter they manage to really mess up the floating lab in which they are being held, forcing the surviving inhabitants to desperately claw their way back to the surface, all the while fighting for their lives. Oddly enough, I found myself cheering for the shark towards the end of the film. I wanted so badly for it to tear a particular character in the movie asunder violently. It did of course, thus punishing the demented scientist who messed with its

DNA, which satiated my lust for the extermination of the worst character in the movie. Definitely go see this film if you have someone you'd like to hold onto or you get a kick out of jumping bodily from your seat while your heart skips a beat. If you get the chance, go see it in the theater. If you wait for it on video, make sure you watch it late at night with all the lights off in order to preserve the aura of the film and get your couple of bucks entertainment out of it.

All date offers, love letters, or messages of a positive nature can be sent to: csusmovies@hotmail.com, where they will be read, cherished and answered as fast as I can get to them. All hate mail can be sent to the same address and they will be read when I feel like it, then laughed at, and summarily deleted to electronic mail oblivion.

STUDENT SAVER OF THE WEEK

****The new ATM machine in the hallway that leads to the Dome provides banking transactions without a service charge.**

[CAUTION]

The ATM machine that stands next to the check-out line in Food Services charges one dollar for transactions.

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A MESSAGE FROM WALEED DELAWARI ASI PRESIDENT & CEO

Associated Students, Incorporated (ASI) serves as the official Student voice and offers excellent opportunities for student involvement. This year will be full of exciting new events and quality student life activities.

A new and exciting service is now available to CSUSM Students. A recently established partnership

between ASI and Gold's Gym will provide discount memberships to the CSUSM community. Students, Staff and Faculty with valid CSUSM identification will be eligible for a discounted membership fee of only \$20 a month. This includes fitness programs and more, so hit the weights and stairmaster!

ASI Presidential BBQ's with free food are also in the works. In addition, ASI is working to schedule various bands and music groups to play on campus.

Come visit our office located in Commons 203 anytime. The ASI Board of Directors are here to serve you, the Students. Come and meet your Student

Government Officers and Representatives. Find out about our services and pick up a schedule of activities

"ASI is an organization OF the Students, BY the Students, and FOR the Students."

The PRIDE welcomes letters to the editors on any and every subject. (Letters may be edited as required.) Send your letters and comments vial email to pride@coyote.csusm.edu

The Pride

<http://ww2.csusm.edu/pride/>

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Film Critic
Staff Writer

Psyche Faerie
Shawn Stewart
Joni Miller

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All opinions and letters in the University Times represent the opinions of the author and do not necessarily represent the views of the Pride or of California State University San Marcos. Unsigned editorials represent the majority opinion of the Pride editorial board.

Letters to the editors should include an address, telephone number, e-mail and identification. Letters may be edited for grammar and length.

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Big changes in Parking

STAFF WRITER *Joni Miller*

Big changes are coming for students, faculty, and staff in the parking lot this semester. We now have parking fees for autos increasing from \$54.00 per semester to \$62.00 per semester. Motorcycles took a harder hit with a fee increase from \$13.50 per semester to a whopping \$30.00. Dora Knoblock, Parking Services Coordinator at CSUSM stated, "Parking Services is a totally self supporting entity, we do not receive any state funding."

Why were the parking fees increased? To pay back bonds for the existing parking lots, according to Knoblock. New, solar powered, yellow ticket machines are in place in all the lots now, at a cost of over \$60,000. She also notes that when comparing fees at other CSU campuses, San Marcos' parking fees were one of the lowest in the system.

Robert Williams, office manager, stated, "We are working to incorporate alternative modes of transportation." New bicycle storage units will replace the old ones this semester. Other plans include spaces for car pools in both the student and faculty parking lots. Additionally, a possible agreement with North County Transit District (NCTD) is in negotiations to offer bus passes at a reduced rate for students.

Parking Services is back on campus with a new location in FCB 107A. Welcome Week hours are 8am-7pm. Normal business hours will be from 8am-5pm. It is their hope that with their relocation back on campus, the addition of new parking signage, and a new parking kiosk in the top lot, they will generate more of a one on one service for students, staff, and visitors.

Science II and Arts Complex Break Ground

by Cynthia C. Woodward PRIDE STAFF WRITER



Artists' rendering of Science II and Arts Building

Two new structures will break ground this semester, the Science II building and the new Arts Complex. The buildings will overlook the César Chávez Plaza, east and north of the statue. No date has been officially set for the groundbreaking, but any day now shovels will hit the dirt. The groundbreaking readies the land for these newest additions to CSUSM. The actual building will not begin until late November or

early December. The sites will be fenced from the public during construction, and should cause little or no inconvenience to students in regard to either parking or accessibility to the campus.

The Science II building and the Arts Complex will be constructed concurrently and are due for completion in 2002. University Hall, the most recently completed building on the campus, was finished in a little over a year and a half. Russ Decker,

Director of Planning, Design and Construction, explained that the Science II and Arts buildings have "more complicated space and ventilation" concerns than University Hall, due to the need to construct labs and theaters.

Science II is designed to house physics, biology and chemistry labs, some computer and math labs, a greenhouse, and a small number of classrooms.

In contrast, the Arts Complex will accommodate a 250-seat auditorium as well as two theaters and space for classrooms and rehearsals. One theater is designed to seat 150 and will accommodate a large proscenium stage, while the other will be a "black box" theater that will allow for flexible seating and staging.

One of the next building projects on the campus will be the construction of the new

See BUILDING Pg. 4

OBITUARIES



Donald J. Funes, Professor of Music and Director of Andean Music, died of cancer at his home July 3. He was 60 years old. Don began his career thirty-seven years ago in Washington State. In the 1970s, he established the Life Electronic Music Ensemble at the Crane School of Music in Potsdam, New York. Later, he became chair of the School of Music at Northern Illinois University. It was at NIU that he began his research in and performance of Andean music, a labor of love that he communicated far and wide.

Don joined the faculty of CSUSM in 1990. He was the founding member of the Visual and Performing Arts program, and the vision he shared with his colleagues still defines and guides the program. In addition, Don also led the early development of the General Studies program, another enduring legacy. All who worked with him gained immeasurably from the experience. He will always be in the hearts and minds of everyone here at the University. Don is survived by his wife, Carolyn, and two sons, Michael and Matthew.



Former State Senator William A. Craven, who spearheaded the work to establish California State University, San Marcos, died July 11. He was 78 years old. Senator Craven represented our 38th Senatorial district from 1978 until August of 1998. For nearly 20 years, he worked to establish the need for a CSU campus in the rapidly growing North County region. In 1988, his senate bill, SB360, created the initial legislation to found CSU San Marcos. Senator Craven was part of the historic bill signing at the temporary campus on September 1, 1989 that created the 20th campus of the CSU system.

During his remaining years in the Senate, Craven remained a good friend to the university, particularly in getting bond issues to ballot to assist the growing campus. Six months ago, at his request, his family donated \$250,000 of unspent political action funds from his campaigns to scholarships for needy CSU San Marcos students. His scholarship fund will be used for needy student-athletes.



Barbara Ann Mosiej Pender, a CSUSM employee and member of the campus' first graduating class, passed away at the age of 49 on June 26. In her eight-year fight against breast cancer, she became an activist in its early detection and research and was an inspiration to many women and men coping with this disease. During her lifetime, she was a devoted and loving daughter, mom, grandma, sister, niece and friend.

As a CSUSM student, Barbara worked as an assistant for Carolyn Mahoney in the Math and Science Department from 1990-1992. Mahoney described Barbara as a "fine student and good role model" and acknowledged her many achievements while at CSUSM. Barbara became a full-time staff member here in 1992. She was actively involved as the Project Director for the highly successful Academic Math and Science Summer Camp held every summer at CSU San Marcos from 1992-1996. She is survived by her mother, Elizabeth L. Mosiej; children Tamara Mosiej, Andrea Elliot and Lance Pender; grandchildren David and Elisabeth Mosiej; and sister Mary Amari, all of Oceanside.

46 Students Receive Laptops

By Leiana Naholowaa PRIDE EDITOR

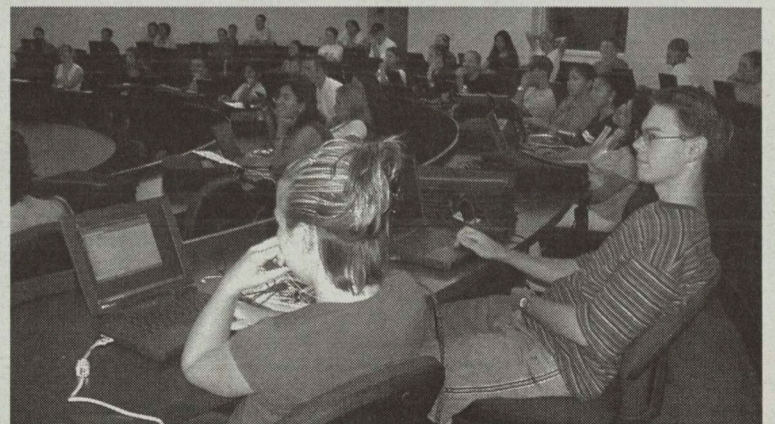
What's even better than unlimited Internet access on campus? For forty-six students, it's the thrill of owning a laptop computer. As part of the Leonard Evers scholarship, freshmen in financial need received gifts in what is the most innovative and uncommon program in the nation. Students carried in their portable computers to University Hall 100 Tuesday, August 23, 1999, equipped to start off the first semester. Support members from Academic Computing were on hand to connect each laptop to the Campus Wide Information System (CWIS) server. The sophistication of Dell Pentium II and Fujitsu laptops matched this new generation of students who have all grown up in an age of computers.

Bill Craig who is one of the main technical supports for Academic Computing conducted the training workshop by connecting his own laptop to a large video screen. He walked the students through each campus operating system and spoke about the school's home drive. Copies of all work saved on this drive are available for up to twelve weeks in Computing Services. Craig reassured students, "We'll be

able to get a copy of your homework for you if your laptop crashes."

Paul Phillips, Director of Financial Aid, remarked on the great success of the program that began last year. Of the first forty freshmen, 93% have registered again this fall. As agreed, the three students who dropped out returned their laptops to the school. Those computers, in turn, went to members of this year's incoming freshman class.

Leonard Evers of Templeton, California, the program's beneficiary, was an accountant who left money in his will for the school because he wanted to help students. A large portion of the \$2.6 million gift goes to increase EOP grant awards as well as the widely-acclaimed computer scholars' program. All funds for the grant are invested so that only the interest is spent. "Funds will be available forever," Phillips further notes, "Your grandchildren will be able to benefit from this." If students in the Evers scholarship program make it successfully through their college career, the computers are theirs to keep.



and Information Services : Hua Yi, Senior Assistant Librarian, Library and Information Services : Dr. David E. Blasband, Student Services Professional III-Academic Related (Counseling and Psychological Services) : Our new Distinguished Teachers in Residence, who will be at CSUSM for two years: Tay Cooper, from Vista Unified School District (High School Social Science) : Charlotte Frambaugh, Oceanside Unified School District (Middle School Language Arts), Received both her BA and Master's degrees

CSUSM WELCOME WEEK

SCHEDULE OF EVENTS

Information Booth

7 am - 7 pm on Founders Plaza

Monday August 30 - Wednesday September 1

T-Shirt/Newspaper Display

All Day in the Dome

Monday August, 30 - Friday September 3

Open House and Office Decorations Contest

9 am - 5 pm

Tuesday August 31 - Wednesday September 1

Excerpts of President Alexander Gozalez's 1999 Convocation Speech, August 23, 1999, California Center for the Arts, Escondido

Introduction...

José Ortega y Gasset wrote that "The choice of a point of view is the initial act of a culture." During the first decade at CSU San Marcos, what has been our point of view and what culture have we created? How many of us, in coming to this campus, were able to adopt the viewpoint of the student seeking an education and services and to tailor our work to ensure student success? I suspect that in all our hard work to build programs and expertise, we too often lost sight of the student. As we begin our second decade, I would like to suggest that CSU San Marcos take the opportunity to refocus its efforts on the point of view of the students we serve. Once we begin with the perspective of a student, we can begin to define our culture around the vision of student achievement and student success.

On the WASC Self-Study and Vision...

Each of these groups [the WASC Self-Study Committees, the campus Visioning Group, and the university's Senior Management Group] is also delivering a very similar diagnosis of the state of the University's health. We are a very self-reflexive university, but one that

needs to turn analysis into action. A campus that fosters teamwork among students, but prizes autonomy over community. A place where no one trusts anyone else to do their job, where redundant review is seen as exhausting, but still necessary. An organization planning, and often communicating, in silos. A campus that prizes responsiveness to student needs, but one not fully prepared to commit to client-centered practices. An institution trying to be everything to everyone, rather than defining its distinctive areas of competence. An academic enterprise reasonably sure of its success, but with insufficient means to measure that success. A faculty that hod each other to very high standards, but with constantly shifting expectations and rewards that don't seem to align with goals. These are the shapes that emerge from the shadows of the portrait of CSU San Marcos when we choose to examine the darker side. But, as Oscar Wilde wrote, "The truth is rarely pure and never simple."

On the Mission Statement...

When the Visioning Group began to seek input from the campus community, one of the first questions of many individuals and groups was: why visioning? Why are we revisiting the Mission Statement? The feedback demonstrated many individuals' strong belief in the current Mission Statement. People stated that they came to CSU San Marcos because of the Mission Statement, and tailored their work to fit within their perceptions of the mission. Since I came to San Marcos, I have noticed this strong loyalty to the Mission.

NEW GRANT Continued from Pg. 1

Psychology; Dr. Keith Trujillo, Associate Professor of Psychology; Dr. Jose Mendoza, Associate Professor of Chemistry; Dr. Thomas Wahlund, Assistant Professor of Biology; Dr. Jacqueline Trischman, Assistant Professor

of Chemistry; Dr. Betsy Read, Assistant Professor of Biology; and Dr Rocio Guillen, Assistant Professor of Computer Science.

Rocha faces many options by stepping down from his current position, to end in May. But where he goes, the grant goes with him, according to the *North County Times*.

PARTIAL list of those who helped make the first issue of this year's PRIDE possible..

CHERYL EVANS, SARA RIVERA AND JO ANNE MORAN.

MIKE IRICK, ROBERT, GARRETT COLLINS AND CHUCK ALLEN

CAMPUS OFFICERS DWAYNE PIKE AND BILL MCCULLOUGH

RAPHAEL, DAVE, STEVE, AND DOUG GEORGE CAGALA

DEB AND EVERYONE IN DUPLICATIONS CYNTHIA BOTTA

Thanks everyone! We hope to make this a great year!

However, I've always had the question: which part of the mission are you citing to inform your work?

Our work so far in the visioning process has reminded us that there are many inspiring phrases and ideas within the current Mission Statement that we want to continue to uphold. In fact, our current values and mission drafts state many of the same values and mission, only in a more condensed form. Still, the current mission statement is too broad; it mixes our mission, vision, and values, as well as goals and strategies to achieve the mission. Refining the mission of the University became one of my first priorities when I came to this campus.

On the Chancellor's Office...

This next year of working and planning will not be easy. As you all know, this campus received basically a flat budget over last year. Because we did not meet our enrollment targets last fall, the Chancellor's Office did not look favorably on giving us additional funds for enrollment growth this year. To reframe their reaction within Tierney's viewpoint, the Chancellor's Office did not demonstrate confidence in our productivity and organizational performance. We may be achieving great results in student learning—again, we don't know enough about our success—but our inability to demonstrate adequate enrollment growth given local demand, hampered our efforts to garner growth funds from the CSU system.

CSUSM Faculty Reach Contract Agreement

CSUSM Faculty will not strike this semester thanks to final agreement on a new contract ratified May 26. This contract settled the remaining issues between the CSU Board of Trustees' Collective Bargaining Committee and the California Faculty Association (CFA). The terms of the agreement as reported by the June 1999 publication of the *CSU Stateline* outlines the following:

1998-1999 COMPENSATION

- 5.2% average salary increase for 98-99
- 3% general salary increase effective September 1, 1998
- 2.4% service step increase for about 6,000 faculty, most of whom are junior faculty, effective September 1, 1998
- Merit pay retroactive to July 1, 1998

MERIT PAY

- Merit pay pool at nearly 40% of the total salary pool
- Final appeals process by a panel of five faculty at each campus
- Establishment of annual faculty academic reports and department-level faculty review committees for making merit pay decisions

CONVOCATION continued from Page 1

speech by saying that while he holds great expectations for the future, we need a "culture of evi-

BUILDING Continued from Pg. 3

dence" to prove student success. of the university and the community.

A model of the future university stands under glass in the library, just beyond the elevator. Small pink flags mark the existing buildings, and undeniably, there are far more unmarked buildings than build-

Consider Your Pride

The Pride Student Newspaper now welcomes article submissions, announcements, press releases, letters of opinion, advertisements, and classifieds.

Email: pride@coyote.csusm.edu

- Service Salary Increases become part of the merit pay process in 1999-2000 and will be based on "satisfactory performance" rather than awarded automatically
- Maximum merit pay award of 7.5% rather than 12.5%

1999-2000 COMPENSATION

- 6% average salary increase assuming the CSU receives the budget it requested
- 3.58% general salary increase
- 2.65% service-based salary increase

OTHER ISSUES

- Two-year contracts will be awarded to more than 3,000 lecturers with at least six years of continuing service beginning in 1999-2000 and 2000-2001
- Maintaining the Faculty Early Retirement Program at five years
- No additional \$925,000 in salary increases for department chairs
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