The Emeritimes

Official Publication of The Emeriti Association, California State University, Los Angeles

Volume XIV, Number 2 **Spring 1993**

Arbitration Decision of Pre-1987 FERP Grievance Received

On April 3, the arbitration decision of the **Pre-1987 FERP Grievance** was announced at the Spring Delegate Assembly of the California Faculty Association (CFA). As this publication goes to press, the formal notification, the actual wording of the "award," and CFA's analysis/interpretation are not yet available. The text of the arbitrator's decision reads in part as follows.

"In the matter of the arbitration between San Diego State University and the CFA on behalf of C. Dale Johnson, Jack DeLora, and FERP participants, re: order of layoff of FERP faculty who entered the program prior to July 1, 1987, the arbitrator issued this award:

"SDSU misapplied Section 38.10 of the '87–'91 agreement when it applied it to the 1991 layoff of *tenured* (emphasis added) faculty members, such as Johnson and DeLora, who entered the FERP prior to 1987.

"As to remedy, this is remanded to the parties for settlement, with the arbitrator retaining jurisdiction should the parties fail to reach a mutually acceptable resolution.

"With regard to this remand, the arbitrator would strongly encourage the partners to craft their own resolution."

Thus it appears that the award reflects the arbitrator's decision that "Section 29.17 mandated in clear, explicit terms that FERP participants continued to enjoy their status as 'tenured faculty employees.' "

With regard to Cal State L.A. FERP participants who retired after July 1, 1987, it appears that the arbitrator maintains that they are also "tenured faculty employees," even through Section 38.10 of the 1987 and 1991 agreements substantially "watered down their status as it related to continued employment" . . . "the point to be made is that the Agreement(s) continue to recognize FERPers as tenured faculty and/or part of the tenured "pool." This is good news for our FERPs; however, don't celebrate yet. Remember the following:

(1) the CSU may reject or move to vacate the decision, thus sustaining the status quo of the FERPs.
(2) the CSU and CFA still must reach a "mutually acceptable resolution."
(3) the fiscal crisis that initiated the "layoffs" continues.
(4) continuation of the Chancellor's policy of decentralization, which authorized various presidents to initiate their own

Continued on Page 8

Emeriti Association to Hold Annual Meeting

by Mary Gormly

A highlight of the academic year for all emeriti will be the annual **Spring Luncheon and Meeting** which will be held on Friday, May 7, in the Oak Room, a private dining room in the main cafeteria. Lunch will begin at noon and will feature **Bobby R. Patton**, Dean of the School of Arts and Letters, as guest speaker. The meeting will conclude with the nomination and election of officers for the 1993–94 academic year. All emeriti—especially the many newly elected members—are urged to attend.

Checks for $10 (to cover the cost of the luncheon) should be made payable to *Emeriti Association* and sent to Mary Gormly, 714 W. Washington St., Apt. I, Alhambra, CA 91801-3294. You may call Mary at (818) 281-7359, if you have questions or need more information. The reservation deadline is **May 3, 1993**.

To bring the Association's 15th year to memorable close—and to set the tone for 1993–94, please plan to attend!

Rosemarie Marshall Selected as Systemwide Outstanding Professor

Rosemarie Marshall, Cal State L.A. Professor of Microbiology and active faculty union leader, has been selected by the Board of Trustees to receive the CSU Outstanding Professor Award for 1993. She becomes the third Cal State L.A. recipient—and the third woman—in the past four years to received the highly coveted award. With her selection, Cal State L.A. remains ahead of all other CSU campuses in the number of systemwide OPA recipients. Sharing the award is Michael Flagmann, a professor of English at CSU Bakersfield.



A Washington native, Rosemarie Marshall came to Cal State L.A. in 1978 after earning a bachelor's degree in microbiology at the University of Washington and master's and Ph.D. degrees in bacteriology at Iowa State University, then completing postdoctoral work at Harvard Medical School. Longtime coordinator of the Medical Technology program, faculty adviser for the undergraduate Microbiology/Medical Technology Club, and associate director of the campus' Cooperative Education program, she also has been active in the University's highly successful Minority Biomedical Research Support (MBRS) program and was Educational Coordinator for the CSLA-City of Hope National Medical Center Affiliated Program for the postbaccalaureate year in medical technology.

Currently president of CSLA's CFA chapter, she also is a member of the Aca-

Continued on Page 8

Arts and Letters Angel Plans "Evening of the Arts"

Arts and Letters Angels—the School of Arts and Letters new support group—invites all emeriti to attend **"An Evening of the Arts"** on Friday, April 30, from 5 until 11 p.m. The program—which is being billed as "a festival of music, art, drama, dance, poetry, film, food, and fun"—will include poetry readings, musical performances, films and student videos, dance performances, and dramatic readings by the **Latino Classical Repertory**. The University Art Gallery will feature its annual children's art exhibition. Most activities will take place in the "penthouse" (fifth floor) area of King Hall, except for the art exhibit (art gallery) and dance performances (State Playhouse). The event is presented in conjunction with the campus' Cultural Diversity Week.

The musical program will feature performances by three highly talented music students. **Jane Chin**, a master's degree candidate, will entertain on the pi'pa (a beautiful Chinese lute). **Renee Sousa** is a graduating senior and mezzo-soprano whose versatility ranges from opera to pop; she has toured in Europe with Michael Feinstein and Liza Minnelli and is a longtime backup singer and dancer with Ann Jillian. Graduating senior **Hannah Park,** a talented pianist and violinist, has performed with the highly acclaimed Concert Choir and the Symphony Orchestra for several years. All three students have impressive academic records and have received multiple scholarships.

Dance numbers will be performed by the **University Dance Ensemble** and will include a variety of styles.

To add to the festivities, a light supper will be served between 6 and 8 p.m., to be followed later by a postperformance reception and art raffle at approximately 10:15 p.m. All in all, it adds up to a unique evening that illustrates what Cal State L.A. has to offer in the visual and performing arts.

General admission is $25; students, senior citizens, and "Angels" members pay $15. Valet parking is included. For more information, call the School of Arts and Letters at (213) 343-4000, and for reservations, call THEATIX at (213) 466-1767.

President's Message

As I look back upon my term of office as President of the Emeriti Association, I recall a childhood experience—my first ride on the "Rolly-Coaster." I remember feeling elated as the "car" rose to the top, then having an "empty," scared feeling of "letdown," as we rapidly descended to the bottom. And how we, the "riders," reacted, only to learn that our protests had no impact upon the machine—the motor, its cogs, or the chain that drove the car. As I walked away after the ride, I remember thinking that although the "coaster" will continue its journey, it will never be the same. We who rode the Emeriti Association "coaster" together in 1992–93 are stepping aside, too, for the "new riders"—to whom I wish the best of "highs" and not so "low" a low.



My most notable highs: an outstanding Executive Board; attaining $29,000 for the Emeriti Endowed Fellowship fund; the granting of emeritus status to the largest number of retirees ever in any one year.

The lows: the loss of our colleagues who will never be forgotten; the further deterioration of the concept of appropriate consultation; the need for communication; the commitment to the belief that the reduction in the numbers of senior faculty and that reducing enrollment will ensure "quality education;" and the evolution of the unique, prejudicial "lay off" as a consequence of the implementation of "local determinants." Emeriti who, as FERPs, were selected for sacrifice on the altar of "budgetary reduction" have gone full circle in forms of recognition of their long, meritorious service to the University. This is undoubtedly one of the lowest of lows in faculty and administrative relations in the CSU system. Its genius appears to be contractual—specifically the negotiated deterioration of their professional rights and statutes; the imposition of the "long, drawn out" labor procedures for grievances and arbitration, which is generally unfavorable to the "employee" and fails to resolve the real issue: whether there was a breach of contract that will require civil litigation—a costly process.

As the Association changes leadership, I hope that 1993–94 will be characterized and remembered as the year that the "high" of the trip was long and the down trip was not "deep." Your support and active participation during the coming year will ensure a more pleasant ride and a most satisfying and successful year.

James G. Dunkelberg
President

Emeriti Challenge-Grant Program Reaches 1992 Goal

From $14,000 to $29,525: Now for Action on the Second Year

As part of its 15-year program, the Emeriti Association planned to increase the number of fellowships awarded annually from one to at least two. The need was apparent, as was the imperative to increase the capital invested to produce these awards. In 1992, members' donations were matched by a challenge-grant fund set up by two members. The first-year goal has been met. At the start of the endowment fund drive (March 15, 1992), funds on hand totaled $14,000. A year later—on March 15, 1993—that fund has grown to $29,525.

During the year, members gave generously to the fund, and several major donations were added from organizations in the process of closing down their activities. A number of members have pledged a second donation for 1993, and the Challenge-Grant Committee will continue its campaign.

The need for graduate financial assistance that was so apparent at the beginning of the 1992–93 academic year will be even more critical in 1993–94. On top of the 40% increase last year, the state's tentative budget calls for another substantial hike in student registration fees.

The work of the Challenge-Grant Committee is clear: *urge members to donate more to the endowment fund.* The Scholarship Committee has started to review the applications of 43 eligible candidates, among whom 38 have grade point averages higher than 3.5 The need for additional funds has never been clearer. Please join your fellow members in supporting this most worthy cause.

1992 Fellowship Winner Studies Developmental Biochemistry

When he completes his master's thesis, **Manuel Duron** will be focusing on admission to medical school. Meanwhile, his laboratory work has involved the use of a morphogenetic process to study cell structure. He and his coexperimenter have received a national foundation grant to complete the work.

Duron says the Emeriti Fellowship he received helped him tremendously in paying registration fees and developing a distinctive approach to his experimental work. (A feature story about Manuel Duron appeared in the last issue of *The Emeritimes.*)

Physical Education Department Salutes Seven New Emeriti

During the past few months, more than 60 newly retired faculty members have joined the ranks of the emeriti. And the Physical Education Department contributed seven of them whose collective years of service to the University total 193!

At a retirement banquet held on February 27 in Eagles' Landing, emeritus certificates were awarded to **Jerry Ball, Mary Schreiber, William Wilgus, Robert Oldham, Reid Gunnell, Jackie Hoyt,** and **John Johnson**. *(See the related story about new emeriti for their exact years of service.)*

The "Master" and "Mistress" of Ceremonies—department chair **Robert Miller** and **Janet Seaman**, respectively—"emceed" their way through the program, using jokes, anecdotes, and a giant wooden staff (was Bo-Peep anywhere in the audience?) to "warn" presenters and honorees who might want to overstay their turn at the podium.

Boasting at least five past or present Academic Senate chairs (**Edward M. Goldberg, JoAnn Johnson, Eloise King, Robert Kully,** and **Frieda Stahl**), not counting honoree Joan Johnson, the banquet attracted nearly 200 administrators, faculty and staff, current students and alumni, and emeriti. A lively combo provided entertainment, and exquisite floral arrangements—made by talented members of the PE Department—created a memorable ambiance.

Among the emeriti faculty who attended were **Leonard "Bud" Adams, Cameron "Scotty" Deeds,** Emeriti Ass'n president **James Dunkelberg, Robert Fennessy, Ben Gmur, Mary Gormly, Lillian Greenlee** (widow of the late president emeritus), **William Lloyd, Donald Mortensen, Warren "Flash" Reeves,** and **Emil Wroblicky**.



PE retirees at the department retirement banquet shown holding their newly-awarded emeritus certificates (l-r): Jackie Hoyt, Joan Johnson, Bill Wilgus, Bob Oldham, Reid Gunnell, Mary Schreiber, and Jerry Ball.

The EMERITI ASSOCIATION

California State University, Los Angeles

ASSOCIATION OFFICERS, 1992–93

James Dunkelberg
President

Carol Smallenburg
Immediate Past President

Kenneth Phillips
Vice President, Administration and President-Elect

Mary Gormly
Vice President, Programs

Louis (Bill) Eggers
Secretary

Laird Allison
Treasurer

Gerald Rasmussen
Membership Secretary

Leon Schwartz
Academic Senator

Winona Brooks, Thomas Graham, William Lloyd, Warren Reeves
Executive Committee Members-at-Large

Address all communications to California State University, Los Angeles, Emeriti Association, Administration 815, 5151 State University Drive, Los Angeles, CA 90032-8500.

Carol Smallenburg: Educational Humanist

by Charles Beckwith

If **Carol Smallenburg** had arrived at Cal State L.A. just three years earlier, we might hear it said—tritely—that she grew up with the institution. We began out tenacious life in 1947; she showed up in 1950. So she at least got here in our infancy, and early enough to take a hand in shaping our future.

Early enough, also, to see a common problem of divided educational goals beginning to stir. We were then called "The Los Angeles State College of Applied Arts and Sciences," and our catalog announced, on page one (no shilly-shallying around), that our mission was to serve business and industry. Those who worried about the missing human dimension in such reductive aims and "philosophy" were working in turn to create a more liberal and academic atmosphere. But one result was that the excitement of rearing—from the ground up—a collegiate community with its own individual character was tinged with anxiety that the atmosphere would really become an either-or of cross purposes: training vs. educere, machinery vs. cultivation, and so on. However one wanted to put it, it added up to opposition vs. united effort.

To some extent, that situation still exists on this hallowed ground. But Carol Smallenburg is one of those who can see it as a false opposition. Her profession of education has come in for perhaps more than its share of abuse from circles that dub themselves liberal or "humanist" and think that education as a discipline is *too* disciplined. Dominated by mechanics, they say—formulas, abstract theories, neologisms—it loses sight of the human individual in its zealous pursuit of organization and doctrine: educational engineering.

No doubt there are in education those who have fallen victim to the machinery of the profession, but Carol Smallenburg is far from being one of them. At the same time, she can see the flabbiness of mere good will and earnestness masquerading as "humanism" and the pragmatic value of such tools as educationalists have devised. We say that this kind of development came "since Dewey," but one of the strongest, yet most supple—and humanistic—tools is the dialectic, which has been around at least since Socrates. And it is the chief tool, the chief bit of machinery, in the Smallenburg set. Free-



dom of discussion and open-endedness of thought have been her way as a teacher, as a preparer of new teachers, and as a member of the Cal State L.A. body we like to call a community.

At the same time, she is no sentimentalist about where the dialectic is to come from: not a good heart and good will alone—'though these are essential, and she has plenty of both—but a strong framework of preparation plus knowledge, and hands-on work with students and student teachers. And she brought along a heavy supply of all this when she came to Cal State L.A. in 1950. A doctorate from Stanford in 1948 was only the beginning. But it was more like the beginning of another chapter because she had for years been attending workshops about a variety of subjects connected with teacher education, the interrelationships of group members, and sensitivity training. The variety of her interests was matched by the range of universities she visited: Columbia, Chicago, Mills, and Stanford, in successive years. After completing her doctorate, she did graduate and postdoctoral study at these institutions plus universities in Hawaii and New York and at UCLA. And that peripatetic learning continued into her professional career in its first phase, which included junior and senior high teaching and counseling in Los Angeles, Burbank, and Plumas County in northern California.

All this restlessness reflects her sense of both community and open-endedness: the permanent dialectic. Pope writes about people who are excessivly proud of their secure virtue. Nothing to be so proud of, after all, he says: "'tis fixed as in a frost." The same could come to characterize any set of ideas, theories, or plans; it is a continuing threat, especially at institutions where ideas, theories, and plans are necessary for organization. Her "idea" was to resist such pedantry. And Cal State L.A. seemed to offer just the chance one needed, as many of us who came here so early believed, to really grow up with the institution and to help *it* to grow up—or upward. This was the atmosphere in which she first worked and to which she contributed.

In a way, she grew better than the institution. She saw the sense of community giving way here and there to what came to be called an "adversary situation," and open-endedness occasionally shut down. She was glad to see the institution grow, but cast a skeptical eye on that vaunted achievement known as the "Master Plan." Certainly it gave us identity, but perhaps not one that fostered real growth, she feared, slotting us rather into a level that denied growth beyond a prescribed point. And she must have sensed the irony in our winning the right to call ourselves a university, because no doctoral program went with the new name, save for the hard-won and tightly controlled joint doctorate with UCLA in Special Education. (And no doubt she cast another skeptical eye on the *University Times* headline praising the occasion, "Long Journey to Maturity Ends." Not quite.)

We might expect one with such persuasions to have a fluid career. More than half of Carol Smallenburg's has been spent outside the classroom, not just in routine observations of student-teachers—a favorite part of her concerns because that is where theory comes to the personal test—but in work of all kinds with individuals and small groups. Her committee service and community relations experience readily overlapped; they are, af-

Continued on Page 5

Your Dues are Due

The Emeriti Association's new year began last July 1. Your 1992–93 dues are past due if you pay on an annual basis. Please remit.

PROFESSIONAL and PERSONAL

Compiled by Bill Lloyd

The following is the text of a letter, written in Nov. 1992, from **Gerhard Albersheim** *(Music, 1956–1970):*

"In looking back at the almost passed year, the first thought that comes to my mind is the loss of two of my best friends. In October, I was informed that Jupp Merfeld, a friend of mine since my childhood in Cologne, had died. And, in the first week of November, I learned of the death of my friend Dr. Poldi Engelmann, who had been close to me since I had moved to Vienna in 1926. Such losses cause pain, even if they usually occur to people of my high age. On November 17, I was 90 years old. This fact engenders mainly a feeling of gratefulness in me for a merciful fate which has bestowed good health on me even now. This enables me to enjoy still playing my beloved Steinway grand piano every morning and afternoon and also to continue giving music lessons. It was also a pleasure for me to respond to a request of my step-greatgrandson, Thomas Gfeller and his girlfriend and, another time, of my neighhour in this pension to perform for them a small program of piano pieces.

"There are few particular facts to report on my life because it evolves very regularly. I still enjoy the good luck of congenial company during the evenings because I can spend them at the home of my good friend (and former pupil) Mrs. Rosemarie Ebner, who also looks out for my well-being in every possible way. In February, I again spent a few days in her home, and in May, we visited an interesting Picasso exhibition here. I might add that, meanwhile, I have resumed taking notes for an eventual later publication, which gives me a lot of satisfaction.

"Part of the pleasing regularities of my life are the Sunday lunches with my step-daughter, Ingeborg Linn, and her husband Andi. I also had the pleasure that several of my former students resumed their contacts with me. This year, I used the occasion of my high birthday to invite my relatives and friends to lunch in a nice and good old restaurant which turned out to be a pleasure for all.

"You can see that fate is really good to me. I am very conscious of this fact and grateful for it!

"My best greetings and (already) good wishes for the new year."

Anthony Hillbruner *(Speech Communication, 1954–1980)* has lost none of his zeal for participating in his professional field. Recently, he received notification from the University of Miami that a study being conducted there places him in the top 3 percent of active researchers in communications.

"Being identified as one of the top active researchers in the discipline is an honor, and you should be congratulated for your hard work," the author of the letter stated.

Carol Smallenburg *(Continued from Page 4)*

ter all, especially to someone like her, aspects of one another. She served not only on the usual department committees (including a stint or two as department chair, which automatically puts you on all committees), but the Program Review Committee and the Chancellor's Office Committee on Educational Innovation, as well. Her broader career, however, has been in the off-campus world of workshops, seminars, and group process meetings where she has been exceptionally active. These are so many that they may appear to represent a miscellany of interests, but they fall into two distinct patterns: problems of teaching—including future problems that can demand innovative teaching (a recurrent subject in her writing), and community relations, including racial, ethnic, and religious. She has been involved as a planner and speaker in meetings of the National Conference of Christians and Jews, the Anti-Defamation League, and many groups concerned with the always-present problems—and sometimes crises—faced by minorities in the "mainstream" society.

In these many enterprises, she has shared assumptions and convictions with all of us, but, as it was once said of modern and experimental writers, she has kept her erasers in order. She has been shrewdly alert to the danger of resting, or worse still, freezing into any assumptions or convictions. And she has kept the dialectic open in those numerous encounters. We all believe, for example, in integration; but she has observed, and cautioned against, the too-easy acceptance of integration as a solution, rather than simply a major step toward solution, which brings along its own problems. These include, for example, the risk of integration becoming absorption, a kind of drowning in the mainstream. She sees it rather as a balancing attempt, therefore as an ongoing, dynamic situation that needs constant study and, above all, discussion. This is not always a popular or welcome position, especially to those fatigued with the many pressures that society and its educational arrangements exert. But it is her kind of position: open and active, and concerned to keep the real idea of "community" and its corollary—interchange—alive.

She is serious about the idea of community, in contrast with many who mouth the word but are not. And she cites the Emeriti Association, not conspicuously high on the priority list of most retired faculty, as an example of continuing an academic community. She formally retired almost nine years ago, but believes true retirement is something *to*, rather than *from*. She values the Emeriti Association, of which she is the immediate past president, as both what it is and what it might be—a body of faculty still involved in some form with education vis-a-vis society.

"Education" is a term even more kicked around than "community." She is aware of this and aware that some of the kicking-around has been done by members of her own profession. But she has always seen both those terms as representing a kind of invisible reality—more real than the machinery we have to operate in its name. With her, it has come by nature; she is one of three generations imbued with that reality. Her mother was in one of the first classes—1913 or so—of the old Los Angeles Normal School, a teacher preparatory institution. Her late husband, who also was committed professionally to larger problems of education in society (e.g., the national PTA and the study of children's mental health) was the son of a Los Angeles school administrator. And their

Continued on Page 7

NEW EMERITI

The following recently retired faculty members have been granted emeritus status. They are listed alphabetically with department or division and years of service included. We welcome them as fellow emeriti faculty and encourage them to take an active role in the Emeriti Association.

HENRY S. ANG
(Marketing, 1965–1991)

THOMAS ANNESE
(Philosophy, 1961–1992)

JERRY BALL
(Physical Education, 1989–1992)

ARTHUR J. BENSON
(Philosophy, 1962–1992)

DONALD BURRILL
(Philosophy, 1962–1992)

GEORGE BURSTEIN
(Management, 1979–1992)

MARION V. DEARMAN
(Sociology, 1971–1992)

EUGENE P. DVORIN
(Political Science, 1958–1992)

REID J. GUNNELL
(Physical Education, 1958–1992)

JACKIE L. HOYT
(Physical Education, 1958–1992)

JOAN D. JOHNSON
(Physical Education, 1955–1992)

SEYMOUR LEVITAN
(Psychology, 1961–1992)

IRWIN LUBLIN
(Psychology, 1965–1992)

ROBERT M. OLDHAM
(Physical Education, 1961–1992)

KENNETH J. PRATT
(History, 1958–1992)

J. MURRAY ROSS
(Library, 1965–1992)

MERCER PRICE RUSSELL
(Biology, 1964– 1992)

MARY L. SCHREIBER
(Physical Education, 1967–1992)

LILLY SHEN
(Family Studies and Consumer Sciences, 1963–1992)

ARTHUR L. SMITH
(History, 1957–1992)

S. WINIFRED UTZ
(Nursing, 1969–1992)

WILLIAM C. WADDELL
(Management, 1967–1992)

WILLIAM E. WILGUS
(Physical Education, 1963–1992)

Emeriti Week Celebrated by Varied Activities

Emeriti Association members celebrated the 15th anniversary of the organization's founding with several activities early in February, following the proclamation of the week February 8–12 by President Rosser as Emeriti Week. To begin, the Feb. 2 Faculty Colloquium featured **Herbert Landar** *(English)*, who spoke on the topic, "Vigil as a Feminist Poet." The program was held in the University Club and included a reception.

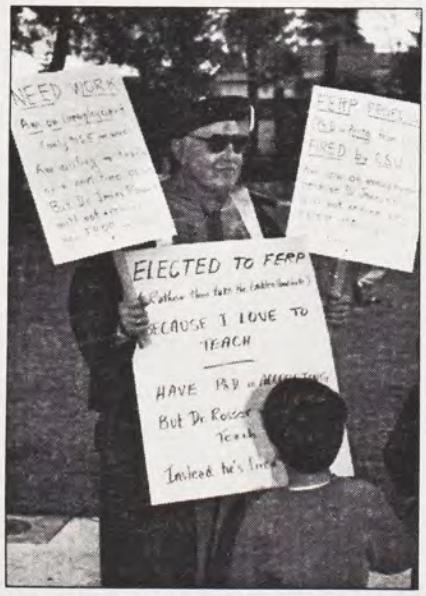
The rest of the events took place on Emeriti Day—Feb. 9. On that day, the annual **School of Business and Economics Emeriti Luncheon** was hosted by Acting Dean **David P. Dauwalder** in the Oak Room. SBE emeriti had a chance to meet and greet current school faculty and administrators and were given an update on the school's recent activities and future plans.

At the same time, the FERPers were well represented at a lively rally held to protest the layoff of 57 retired faculty who had been assured of part-time teaching assignments as part of their early retirement package. They were joined by an estimated crowd of about 150 current faculty, staff, and students in front of the mural on the west wall of the PE building. Several CFA officials were present, and retired CSU faculty came from various campuses around the state. Radio, TV, and print media (including the *Los Angeles Times* and the *Chronicle for Higher Education)* covered the event.

Although a planned Academic Senate meeting was canceled, the annual **Emeriti Association Reception for the Faculty** was held as scheduled at 3:00 p.m. in the University Club. Emeriti there were joined by a sizable crowd of faculty, staff, and administrators for a pleasant afternoon of fellowship and refreshments.











Clockwise from top left: David P. Dauwalder, business school dean with two emeriti at school emeriti luncheon; Robert Kully with other emeriti at reception; SBE emeriti luncheon; FERP rally (Clifford Craft at left).

In Memoriam

Mary A. Bany *(Education, 1955–1974)*, died in Redmond, OR, on Feb. 25. A Cal State L.A. graduate (with a master's degree in Education—School Administration), she earned a bachelor's degree at the University of Oregon and an Ed.D. at USC.

Before coming to Cal State L.A., she taught elementary and secondary classes in Salem, OR, and locally in Alhambra. She chaired the University's [then] Department of Elementary Education and had a reputation as an outstanding teacher, speaker, author, and specialist in social psychology and its application to education. In addition to making notable contributions to teachers and administrators both in classes and in state and federal grant-supported government projects, she published widely. College textbooks she coauthored include *Classroom Group Behavior* (which received an Educator's Book Award), *Classroom Management*, and *Social Psychology in Education,* all published by Macmillan. French and German translations of these books were used in teacher-training institutions abroad.

Barbara O. Henkel *(Health and Safety Studies, 1956–1981)*, died on Jan. 22 at age 71 after a brief hospitalization. She was residing in San Marino with her husband, William, at the time of her death.

Dr. Henkel earned a bachelor's degree in Nursing at UC Berkeley, a master's degree in Health and Safety Studies at Cal State L.A., and a doctorate in education at UCLA. She headed the Pasadena chapter of the American Red Cross before coming to Cal State L.A. Besides her professional duties, which included chairing her department, she authored several textbooks in her field. She also did volunteer work in nursing after her retirement (until 1987) and was listed in *Who's Who of American Women.*

Besides her husband, she is survived by a daughter, three grandchildren, a brother, and two sisters. Both her daughter and one sister are Cal State L.A. graduates, a tribute to her support and encouragement.

Stewart A. Johnston (Chemistry, 1953–1977) died Jan. 10 at age 82 after a long illness. He came to Cal State L.A. when the science and mathematics curricula were in their formative stages and presided over the development of the various departments as chair of the Division of Science and Mathematics.

The faculty members who were hired at that time formed the nuclei of the departments that became Biology, Chemistry and Biochemistry, Geological Sciences, Mathematics and Computer Science, and Physics and Astronomy. Credit for the stature of the current science programs can be attributed to the diligent planning and hard work directed by Johnston in those early days.

Faculty who worked with him in the 1950s and '60s recall the congenial atmosphere that prevailed as a result of the many social events that were fostered by Johnston and his first wife Millie who was an accompanist for Cal State L.A.'s early dance classes and often entertained at parties hosted by the Johnstons at their home.

When the campus became a university and the divisions were restructured into schools, Johnston was Director of Research and Governmental Relations as well as Professor of Chemistry. During his tenure, he also was a consultant to The Aerospace Corporation, Space Technology Laboratories of Ramo-Wooldridge, and Cal Tech's Jet Propulsion Laboratories (JPL) and worked as a research chemist with the Virginia Chemical Corp. and Chapman Chemical Co.

After retiring, Johnston continuing teaching chemistry part time until 1985.

Born in Ontario, Canada, in 1911, Johnston earned a B.Sc. in chemistry and physics (magna cum laude) in 1932 and an M.Sc. in physics in 1937 at University of Manitoba and a Ph.D. in physical chemistry at Stanford in 1940.

His long teaching career included a lectureship in physics at United College, Winnipeg, Manitoba, Canada (1934–38), an instructorship in mathematics and physics at Western Washington State College (1942–43), an assistant professorship in physics at USC (1943–44), and chairmanship of the Department of Mathematics at Western Washington State (1946–52), all before joining the Cal State L.A. faculty in 1953!

His wife Millie died in 1980, and he married Barbara in 1982. During his retirement, he and Barbara traveled extensively and enjoyed their hobby, photography. Besides his wife, Johnston is survived by three daughters and four grandchildren.

Carol Smallenburg

(Continued from Page 5)

four children comprise one of the most diverse, active bands imaginable; all of them, and all of their spouses, are energetically involved in one aspect or another of community education. A son with a Ph.D. from UC Berkeley divides his time between teaching at PCC and—of all places—Detroit. Another is an art teacher and golf coach whose wife is a high school dean. A third teaches social studies and coaches football. And her daughter is perhaps the most representative in the family of what we can call the Smallenburg spirit. She is a sixth grade arithmetic and art teacher who finds ingenious ways to make both these studies effective in the study of the other.

Her daughter's aim as a teacher provides a succinct theme on which Carol herself has run variations through all of her long and continuing career: to arrange a situation that will cause the students to open themselves to learning. And because we're all students—or should be, she would say—there it is.

We Need Your Help

You may have noticed the frequent long delays in reporting deaths of emeriti faculty. This information is valuable to both the Emeriti Association and the University as a whole. Please report any emeriti faculty deaths promptly to the editor.

Maris Ubans to Direct "Paint Your Wagon"

In a nostalgic move that commemorates his 35th year as a Cal State L.A. faculty member, **Maris Ubans** *(Theatre Arts and Dance)* will direct Lerner and Loewe's hit musical, *Paint Your Wagon*, in the State Playhouse on May 21–23 and 28–30. (It also was the first show he directed after coming to the University in 1959.) The production will feature current students as well as several alumni of the department. Proceeds will benefit the **Maris Ubans Scholarship Fund.**

The Emeriti Association is planning a dinner/theatre party for a performance during the first weekend. For more information and reservations, call Mary Gormly at (818) 281-7359.

Calendar of Events

April 25–May 1
CSLA Cultural Diversity Week Celebration
Various events celebrate CSLA's cultural diversity. Information: (213) 343-3390.

April 30
An Evening of the Arts
Information: (213) 343-4000.
(See related story.)

May 7
Annual Emeriti Meeting and Luncheon
Oak Room, 12 noon. Reservations: Mary Gormly, (818) 281-7359.
(See related story.)

May 21–23, 28–30
Paint Your Wagon
State Playhouse; F, Sa, 8 p.m.; Su, 2:30 p.m. Directed by Maris Ubans. Information and reservations: (213) 343-4118.
(See related story.)

June 12
Commencement Exercises
Reeder Field, 9:45 a.m.
Information: (213) 343-3050.

July 16–31
Dance Kaleidoscope
State Playhouse and John Anson Ford Theatre. One of the nation's most respected dance festivals. Directed by Don Hewitt. Tickets and information: (213) 343-4118.

Rosemarie Marshall *(Continued from Page 1)*

demic Senate Executive Committee and president of the California Conference of the AAUP. Her other involvement includes a recent term as president of the campus chapter of the national honor society *Phi Kappa Phi*. In addition, she has conducted numerous workshops in the Los Angeles area aimed at encouraging high school students to excel and has made frequent presentations for various community organizations.

In terms of research, she has received more than one million dollars in grant awards and has published more than 40 articles in prestigious journals in her field. She chaired the Department of Microbiology (which has since merged with the Department of Biology) from 1986 to 1989.

In case you think the life of an outstanding professor is all work and no play, rest assured such is not the case. On those rare occasions when the skies above L.A. are clear and the courts are dry, she can be seen—early on weekday mornings—racing around the tennis courts with longtime tennis pals **Donald Dewey** *(Dean, School of Natural and Social Sciences and Professor of History)* and **Rich Romano** *(Resource Analyst, School of Business and Economics)*.

The Emeriti Association salutes Dr. Marshall for bringing honor and prestige to the University.

FERP Grievance *(Continued from Page 1)*

methods of resolving the fiscal crisis, such as the "layoff" of FERPs with no "right of recall."

Hopefully, the CSU will accept the award, thereby indicating its honest commitment to the grievance process; a quick, mutual resolution that is fair to the FERPs will be rendered, ensuring that the tenured status, seniority, etc., will be applied in any faculty layoff and that the Chancellor will assume a more direct leadership role in a major area of his administrative responsibilities—that of personnel management—thereby establishing a systemwide policy concerning faculty "layoff" that is equitable and in keeping with the particulars of the CSU and CFA Agreement(s).

The Executive Board will keep the membership informed about future developments in the implementation of the arbitrator's decision in regard to the pre-1987 FERPs, the status of the Cal State L.A. post-1987 FERPs' grievance, and the status of the Cal State L.A. FERPs who "were not laid off yet," as well as others who may be subject to layoff because of the continuing fiscal crisis facing the CSU system.

The Emeritimes
EDITORIAL STAFF

Editor-in-chief:
LINDA TREVILLIAN

Layout and design:
DENNIS KIMURA

Printing:
REPROGRAPHICS

Consultant:
WILLIAM E. LLOYD

Editorial Board:
CAROL SMALLENBURG *(CHAIR)*
MARY GORMLY
WILLIAM E. LLOYD
MILDRED MASSEY

Address all mail for *The Emeritimes* to:
Linda Trevillian, Editor; *The Emeritimes*
California State University, Los Angeles
School of Business and Economics
5151 State University Drive
Los Angeles, CA 90032-8120
(213) 343-2803