Dr. Lisa Norman joins the San Bernardino Community College District on May 1, 2015 from the San Bernardino Superintendent of Schools where her legendary services include: Assistant Superintendent of Human Resources since 2013, Director of Certificated Personnel for three years, Principal of Special Education for five years, and a teacher at the Mulberry School for five years. She also served as the Assistant Superintendent of Personnel Services with the Beaumont Unified School District for two years in between positions with the Superintendent’s offices. Prior to working in the Inland Empire, she was a teacher in the Los Angeles Unified School District and with The Growing Place. Early in her professional life, she attended West Point United States Military Academy for two years and served as a police cadet with the Santa Monica Police Department.

Dr. Lisa Norman earned her doctorate in Educational Leadership from the University of Phoenix, her master’s degree and Credential in Educational Administration from CSU Los Angeles, master’s degree in Child Development and Education Specialist Credential from CSU Los Angeles, and her bachelor’s degree in Child Development from CSU Los Angeles. She is currently enrolled at Taft Law School pursuing a Juris Doctor with an emphasis in Education Law.

Welcome - New Additions to the SBCCD Team

**ADMINISTRATOR**
Lisa Norman, Ed. D., Vice Chancellor, Human Resources, DIST
Fatj-Allah Oudghiri, Director, Facilities Planning & Construction, DIST
Pavel Bratulin, Director, Marketing & Public Relations
Gaines, Ashley, Interim Director, Grants and Resource Management
CLASSIFIED
Tamara Schlinkert, Laboratory Technician, Culinary Arts, SBVC
David Stevenson, Laboratory Technician, Chemistry, SBVC
Elizabeth Lopez, Tutorial Coordinator, SBVC
Rebecca Abeyta, Secretary II, Child Development Center, SBVC
Oscar Rodriguez, Senior Student Services Technician, SBVC
Jason Lee, Custodian CHC
Larry Armstrong, Custodian, CHC
Robert Scudder, User Liaison, DIST
Michael Aquino, Senior Programmer/Analyst, DIST
Anthony Dececio, College Security Officer, DIST

ACADEMIC
Dalhim Fozouni, English Instructor, SBVC
Joel Murphy, English Instructor, SBVC
Amy Jennings, Psychology Instructor, SBVC
Michael Alder, Fire Technology Instructor, CHC
Shorreh Rahbarnia, Chemistry Instructor, SBVC

NEW APPOINTMENTS
Karen Childers, Director, Development & Community Relations
Deanna Krehbiel, Manager, Workforce Development, EDCT
Roanne Holliman, Assistant Manager, Workforce Development, EDCT

SBCCCD Job OPENINGS

CLASSIFIED POSITIONS
• Administrative Secretary (President’s Office) SVBC Closes: 6/10/15
• Administrative Secretary (Arts & Humanities Division) SVBC Closes: 6/11/15
• Administrative Secretary (Police Department) SVBC Closes: 6/15/15
• Payroll Accountant Closes: 6/22/15
• Accountant Closes: 6/19/15
• College Police Officer Closes: 6/18/15
• Accounting Manager Closes: 6/24/15
• Coordinator, Student Success Services and Programs (Transfer Center) Closes: Until filled
• Coordinator, Student Success Services and Programs (Counseling Department) Closes: Until Filled

FACULTY POSITIONS
• Counselor, CARE/CalWORKS/Foster Youth (CHC) Closes: 6/19/15
• Counselor, EOPS (CHC) Closes: 6/19/15
• Coordinator, Health Services (CHC) Open until filled
• Instructor, Nursing-Pediatrics (SBVC) Open until filled
• Instructor, Nursing-Mental Health (SBVC) Open until filled.

VISIT www.sbccdjobs.com for additional postings:
✓ Short Terms
✓ Professional Experts
✓ Part-time Faculty
✓ Federal Work Study

NEW HIRES SY 2014 - 2015

PROMOTIONS - CONGRATS . . .

Amalia Perez, HR Director
Matthew Isaac, Associate Vice Chancellor, Economic Development & Corporate Training
Karla Trujillo, HR Generalist
Jonathan Flaa, Technology Support Specialist
Melissa Heredia, Secretary II
Gina Yap-Gonzalez, College Police Officer
Monique Marrujo, Senior Student Services Technician
Noemi Elizalde, Senior Accountant
Michelle Cole, Secretary II
Victoria Barra, Administrative Secretary
Stacy Sysawang, Secretary II
Benjamin Mudgett, Admissions & Records Lead Evaluator
Kay Dee Yarbrough, Secretary II
Clyde Williams, Coordinator, Outreach & Relations

HUMAN RESOURCES
On the Go!

Out . . . . Recruiting

On May 12 and May 28, 2015, Deneatrice Lewis, Recruitment Specialist, was excited to be out in the community representing San Bernardino Community College District at two job fairs at SPRING 2015 CareerEXPO hosted by the Cal State San Bernardino and The 37th Annual “Honor a Hero/Hire a Vet” hosted by
the Inland Empire Veterans Employment Committee in partnership with various county and city departments.

The more than thirty employers and 250 plus students in attendance at the Spring 2015 CareerEXPO made the event a busy day. She had a great time meeting few individuals that were interested in working within the District as well as employers that wanted to partner with our Career Centers to share opportunities with our students. She was privileged to meet and talk with upcoming graduates that were originally transferred from SBVC or CHC before attending Cal State. “These soon to be grads were looking at SBCCD for opportunities to begin their career because of their positive interactions with faculty and staff during their time in school,” wrote Deneatrice.

Her goal includes establishing partnerships that will promote and educate potential candidates about the opportunities available in the district. **Deneatrice Lewis, Recruitment Specialist**

**BRAVO!! - District Begins to Implement Positive Changes in HR Functions**

Many employees are aware of the warning status issued to Crafton Hills College and San Bernardino Valley College by their regional accrediting agency, the Western Association of Schools and Colleges (WASC). While both colleges re-main accredited at this time, the agency has expectations of remediation of deficiencies.

An excerpt from the WASC visiting team report included recommendations that District work with the colleges to “develop a strategy for addressing significant issues to improve the effectiveness of district human resources services that support the colleges in their missions and functions.” One such change has already been made.

**BENEFITS-EAP**

When you think about your employer health benefits and hear the word “EAP” what do you think about? Many of us may not even know what the acronym EAP is abbreviated for. In terms of your employer health benefits, EAP stands for Employee Assistance Program. The EAP is confidential, prepaid by the District, results-oriented service with resources designed to address everyday problems. Our EAP program is administered through our contracted vendor, ACI Specialty Benefits.

The EAP is designed to help with any problem affecting behavioral health, well-being, pressures outside of work, and job performance. Common areas of focus include relationship issues, legal or financial assistance, emotional well-being, and work place challenges. To learn more about the resources available to you and your family through the EAP program, call 1-800-932-034. **Cory Elmore, Benefit Specialist**
Cory Elmore, Benefit Specialist, will now be the “go to guy” for employees with questions on benefits. That specialization will include such topics as requirements for medical leave and the processing of certificates of health care providers as documentation of an employee’s need to be absent from work for health related reasons.

A conversation with Cory reveals that he is well prepared to assist employees with questions on the complex and interlocking issues of state, federal, and contractual leaves. His willingness to speak with employees and to resolve issues is apparent. He told CSEA that he welcomes questions and hopes that employees feel free to contact him for assistance. Corey says that he is eager to help and that if an employee’s question does not fall into his specific area he is happy to guide them to the correct area. Employees who have contacted Cory have expressed gratitude for his help.

Forms pertinent to Human Resources can be found at the District website, and now there’s a person in HR ready to assist as well. Cory can be reached at extension 4027. This specialization should be a great step in assuring that information on some critical subjects will be timely and consistent. We welcome this change.

Sarah Miller, CSEA PRO

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**HEAT ILLNESS PREVENTION**

The District has developed a new Heat Illness Prevention Plan (HIPP) to control the risk of occurrences of heat illness and to comply with the California Code of Regulations Proposed State Standard, Title 8, Chapter 4, Section 3395. The Plan is designed to educate employees and their supervisors on the symptoms of heat illness, causes of these symptoms, ways to prevent, and what to do if they or a fellow employee experience symptoms of heat illness.

**WHAT IS HEAT ILLNESS?**

The body normally cools itself by sweating. During hot weather, especially with high humidity, sweating isn’t enough. Body temperature can rise to dangerous levels if precautions are not taken such as drinking water frequently and resting in the shade or air conditioning. Heat illness range from heat rash and heat cramps to heat exhaustion and heat stroke. Heat strokes requires immediate medical attention and can result in health.

**HOW CAN HEAT ILLNESS BE PREVENTED?**

- Drink water every 15 minutes, even if you are not thirsty.
- Rest in the shade to cool down.
- Wear a hat and light-colored clothing.
- Learn the signs of heat illness and what to do in an emergency.
- Keep an eye on fellow workers.
- "Easy does it" on your first days of work in the heat. You need to get used to it.

SUMMER SAFETY MINDERS

*Whitney Fields, Environmental Health Safety Administrator*