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CSUSM faculty raise salary fairness concerns

Contract language calls for Campus Salary Equity Program

By JASMINE DEMERS
News Editor

CSUSM faculty and the California Faculty Association are raising concerns over salary inequities throughout the CSUSM campus and the CSU system.

The Campus Salary Equity Program, which is a provision included in faculty contracts, says campus presidents have the option to adopt plans to correct salary inequities.

"Unfortunately in the last contract, between 2011 and 2014, no campus presidents across the system went through with this provision," said Darel Engen, Associate Professor of History and the president of the CSUSM Chapter of CFA.

Engen said several inequity issues are at play within the salary distribution on campus. One is a salary inversion in which people with less experience and lower

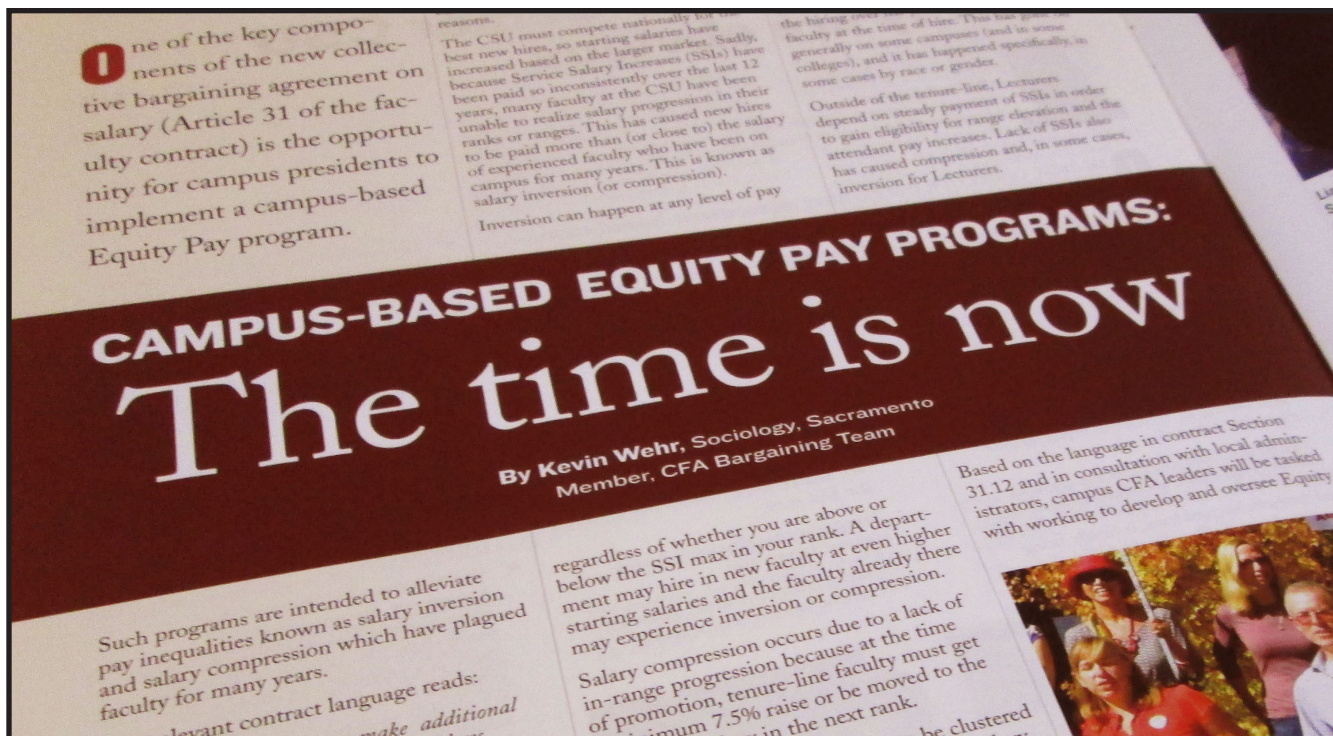


Photo by Chris Morales

Campus based equity pay programs are a focal point across the CSU system.

rank are paid more than faculty with a higher rank. Also, many cases show salary compression in which higher ranking faculty are get-

ting paid only slightly more than lower ranking faculty. "Faculty hadn't had a raise for seven years until this year when we were given a

small raise for the first time in a while," Engen said. "Because there were no raises, our salaries were stagnant. In order to hire new people,

they had to give them the going rate that other universities would provide. So, new faculty are getting paid more than people who have been

around for several years."

Last spring, the Academic Senate passed a resolution urging President Karen Haynes to address the CSUSM salary inequity issues.

Although raises of between 1.6 and 3 percent are being given this semester across the board, they do not resolve the CFA and faculty concerns that some faculty members are thousands of dollars behind for their level of experience and education.

University administrators told the faculty that the small raises were due to state budget constraints, despite pressure by the CFA to use other resources to fund the program.

Last year, the CFA asked Dr. Howard Brunsis, Professor of Accounting at Eastern Michigan University and President of the Collective Bargaining Congress of the AAUP, to do a

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Academic Senate passes resolution supporting Student Access Initiative

By KATLIN SWEENEY
Editor-in-Chief

The CSUSM Academic Senate voted 25-15 earlier this month to support the Student Access Initiative -- a plan designed to increase course sections and make better use of classroom space.

If adopted, the plan may be integrated into Fall 2016 schedules.

The Student Access Initiative has secured resolutions of support both from the Academic Senate and ASI Board of Directors. The plan would serve as a temporary solution to the lack of sufficient classroom space and course sections for a growing student population.

The proposed scheduling changes, which would move some courses away from 75-minute blocks, twice a week, to 50-minute



Photo by Nick Nootbaar

Increasing campus population has contributed to the proposal of Student Access Initiative.

blocks, three times a week, has been met with both posi-

tive and negative responses. Dr. Laurie Stowell,

Academic Senate Chair, said the endorsement

came by a vote of the entire 50-member senate.

"We had an opportunity to write a resolution that the Senate's Executive Committee endorse the Student Access Initiative, but every time we took to a vote the Executive Committee was divided," Stowell said. "The Executive Committee thought that this proposal was too important to endorse or oppose solely through us, and that all faculty should be involved in a Senate vote" through their representatives.

Prior to the vote, Prof. Laura Makey, a Liberal Studies lecturer and Senate member, proposed that the Senate endorse the initiative if implementation was pushed back until Fall 2016 to give the campus community time to adjust to the culture change and to give faculty time to restructure pedagogy.

Makey said shifting a class to three times a week changes how a class is taught.

"When designing classroom activities, I have to think about how much time things take, including the intro and exit parts of the course," she said. "We spend about ten minutes total at the beginning and the end with settling in, announcements, administrative stuff, which is OK for a 75 minute class meeting twice a week.

"With a class meeting three times a week, it is going to completely change what I do in class. I would probably have to do an activity one day and talk about it another day. This is not a great solution for students. The material is not as fresh in their minds," she said.

Some have also raised

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President Haynes awarded top honor for female leadership

By KATLIN SWEENEY
EDITOR-IN-CHIEF

President Haynes will be one of six CSU women presidents honored by Leadership California for her success in higher education and leadership.

Leadership California, a network of more than 1,500 successful women committed to female leadership in the state, recognize women leaders who create instrumental change in their fields. Alongside the presidents of Cal Poly Pomona, CSU Long Beach, CSU Fullerton, CSU Northridge and Humboldt State, Haynes will be honored with the Trailblazer Award in a ceremony on April 27 in Los Angeles.

Prior to her tenure as President of CSUSM since 2004, Haynes has had a successful career in higher education. She received her bachelors degree from Goucher College in Maryland, Masters of Social Work degree from McGill University in Canada and her Ph.D. from the University of Texas, Austin. She went on to become an Assistant Professor at Southwest Texas State University,

and Assistant Professor and later Associate Professor at Indiana University. In 1985 she became the Dean of the Graduate School of Social Work at the University of Houston and became the President of the University of Houston-Victoria in 1995.

Haynes has been widely recognized for her achievements in championing women in leadership, in addition to her commitment to educational equity and public higher education. She said that her success as president is derived from having a career in social work and bringing traditionally “feminine” skills to the table.

“Women tend to bring skillsets that are more collaborative,” she said. “In my early years, I would say that people talked about those ‘soft skills’ in a derogatory way. However, they actually take practice, patience and I think that they are necessary to university leadership in these days and times.”

Haynes has broken down numerous gender barriers while serving in higher education. She was the first female dean at the University of Houston, is the senior female president in the CSU system

and first female president of CSUSM. In November, she ranked third on Social Work Degree Guide’s list of “The Thirty Most Influential Social Workers Alive Today.”

She has promoted multiple women at CSUSM to top leadership positions like the Vice President for Finance and Administrative Services, Vice President of Student Affairs and Vice President of Community Engagement. Haynes said that her passion for helping women move into leadership positions reflects her desire to make women’s accomplishments seen as the norm.

“The role of the president is essentially building relationships and building coalitions and helping to influence people not through control but conversation,” she said. “It is both intersection of what might be seen as feminine and feminist leadership skills with a set of social work values, which is often what the academy misses.”

While women have made tremendous strides in leadership, only six of the 23 CSU Presidents are women. Haynes said that a lot of progress still needs to be made to ensure that women

continually ascend to leadership positions so that the numbers do not stagnate.

“Glass ceilings and a lack of progress worries me,” she said. “There are many more women on university campuses who are reaching full professor positions but we still are about a quarter of all of the presidents. So how much of this is due to the vision of the president position and what it takes? And how much is it the continued, external barriers and stereotypes that still exist?”

Haynes said that the absence of women in leadership roles can partially be attributed to rigid hiring guidelines that discourage both women and marginalized individuals from applying for these jobs.

“When hiring, I always want to choose the best person. But I learned long ago that you can easily exclude people who have been underrepresented in these positions inadvertently because of past precedents,” she said. “Job descriptions often exclude women and people of color because they say ‘you have to have these three steps to apply.’ In my case, I moved from dean to president without having been a vice presi-



Photo by Christine Vaughan

President Haynes delivering Report to the Community.

dent, and I moved from faculty to dean without being an associate dean. This has helped me to see that in the job process, people do not put the right lens on and see that they are reducing applicants by restraining what needs to be done before applying.”

Haynes said that leading by example is key to seeing more shifts towards female leaders.

“Many presidents today are in their late 50s and 60s,” she said. “If we are not building a diverse group of presidents to lead, there is going to be a failure in higher education to have really taken the lead here. How can we ex-

pect corporations to do it if we cannot do it ourselves?”

Despite her tremendous success in academia, Haynes continually approaches her position and its challenges with a grounded, positive attitude.

“University presidents can often take themselves too seriously,” she said. “It is a serious position with a lot of responsibility and authority, but I have learned that I can be authentic and be myself. When I realized that I could be serious and myself and be effective as a female leader, that was a major breakthrough for me.”

Sexual Assault Advocate to be hired this summer

New position will give sexual violence survivors a voice

By JASMINE DEMERS
NEWS EDITOR

CSUSM is set to develop and initiate a new advocacy position on campus that will meet the needs of students and survivors who have experienced any type of sexual violence.

In September of 2014, Cal State University officials announced that each of the 23 campuses within the university system will have a confidential sexual assault advocate by June of 2015.

The announcement was made after a significant

amount of voiced concern by students, faculty, lawmakers and advocacy groups, who wanted to see change within the CSU system, was seen.

With the June deadline closing in and a spike in reported sexual assault reports last semester, CSUSM students have begun to demand that the University quickly hire a Sexual Assault Advocate who will work personally with survivors to support and represent them.

The new Sexual Assault Advocate will be able to guide and strengthen cam-

pus sexual assault policies as well as create an increase in awareness about these issues at CSUSM.

“Recently the Title IX Coordinators across the CSU system were given some draft guidelines for what the role of the advocate will be. We are all moving forward with the goal of having an Advocate on campus by summer,” said CSUSM’s Title IX Coordinator, Dr. Bridget Blanshan.

Blanshan emphasized the need for a sexual assault advocate who is equipped

with the necessary skills to take on such a position.

“We expect to be looking for someone with an advanced degree in counseling but with a specialization in sexual assault,” said Blanshan. “We need someone that comes in with expertise as well as advocacy experience. It’s going to require a combination of education and experience.”

CSUSM student and activist, Karen GuzmXn, explained the importance of student involvement within this process as well

as within the continued effort to spread awareness.

“There is a need to highlight how much student and faculty effort went into creating this position. Likewise, there needs to be significant student input in the process of creating and hiring such advocate,” said GuzmXn.

The need for a sexual assault advocate at CSUSM has been a focus point for students, faculty and campus administrators.

“We’ve learned a lot in getting everything into a place and we are at a point where

we are ready for that person to come join the team, and take prevention, education as well as response to another level,” said Blanshan.

GuzmXn, as well as other student activists, encourage students to get involved and take a stand against sexual assault.

“We hope that anyone out there who is interested in mobilizing will join on-campus organizations such as Feminists Anonymous and STARS, or look into internships at the HOPE and Wellness Center.”

Film screening sparks emotion among students

Movie brings to light issues of gender and masculinity

By NICOLE HOLMAN
ASSISTANT NEWS EDITOR

The Gender Equity Center, HOPE and Wellness Center and Office of Diversity recently hosted a film screening that raised awareness for societal gender norms and urged students to question these issues.

On Thursday, March 12, in the USU Ballroom, a presentation of the documen-

tary film entitled ‘The Mask You Live In’ was screened to both students and faculty. The film covered topics such as masculinity, patriarchy and how the two intersect to affect society as a whole.

In American culture, it is alleged that the idea of “being a man” has created a violent and incredibly toxic mentality pertaining to how men view themselves. These expectations are forced on boys as young as age five where they are told to repress emotion, to use

violence instead of words and to essentially “wear a mask” of masculinity.

“From watching this movie, I realized that my experiences as a young man were not unique. Men are just told never to talk about their feelings,” said student and attendee, Stephen Lopez.

The film brought to light how this hyper-masculine culture has created a cycle of violence. Stereotypes of men prevalent in American media only fuel the fire. Men are continually represented

as emotionless, violent, “lady-killers” which teaches young men that those representations are the only way to be a “true man.” However, these representations translated into real-life come at a deadly cost.

Statistics were solemnly presented on the screen reading, “94 percent of homicidal mass murderers are men” and “1 in 5 college girls are sexually assaulted.”

“I think this film is important for everyone to see because it shows that there is a

reason for the violence committed primarily by men. We can stop this cycle by allowing men to be vulnerable,” said student, Alma Kubiak.

The perpetuation of gender stereotypes is affecting how men see both themselves and women. Young boys are taught these stereotypes only to become men who desperately try to imitate what they see in the media. The film stressed the importance of men learning what it was to reconnect themselves with empathy and being critical

of the media they consume.

A panel was held after the screening where men, both students and faculty, shared their reactions and experiences in relation to the film. Many individuals shared their stories, and though most have seen firsthand the harmful effects of patriarchal archetypes of maleness, the panel left on a note of hopefulness. By educating more people about these issues, society can move forward to defining manhood in a new, more constructive manner.

CSUSM works towards raising awareness of racial injustice



Photo by Chris Morales

The hashtag, #blacklivesmatter, has had a tremendous following and support on social media.

By SYDNEY SCHABACKER
SENIOR STAFF WRITER

A Resolution in Support of the “Black Lives Matter” Movement was approved on Feb. 11, 2015 by CSUSM’s Chapter Executive Board for California Faculty Association (CFA). The #BlackLivesMatter movement was spurred in 2012 following the death of Trayvon Martin, and seeks to spark conversations and spread awareness of how blacks are often left powerless at the hands of the state and deprived of legal rights. CSUSM’s Chapter of the CFA adopted this resolution in order to bring attention to some disturbing trends in society. These trends include people of color allegedly being unjustly profiled, harassed and even killed by white police officers. The CFA supports the ideals of equal justice under

law, human dignity and racial justice for all students. This resolution is CSUSM’s way of showing its students that the campus faculty supports these ideals and recognizes the seriousness of racial injustices and issues. In addition, these resolutions are intended to increase among our staff and faculty members an awareness of these trends. “It is the hope of the Board of the CSUSM Chapter of CFA that this resolution, and the Black Lives Matter movement that inspired it, will raise awareness of a serious problem in our country,” said Darel Engen, President of the CSUSM chapter of CFA. “Once there is awareness, action can follow, and students need to be aware before they can act to stand up and demand reform of unjust practices that have violated the rights and endangered

the lives of young people.” The resolution was written to inspire the university and to empower students, staff and faculty in the concept of social justice in their learning environments. This resolution also reaches out to CSUSM University Police to participate with faculty in supporting all of the campus community. “I have seen our society make great strides during my lifetime to make these ideals [of justice] real in our everyday lives,” Engen said. “However, it is also clear to me that we still have a lot of work to do.” This resolution is only one part of an ongoing effort to oversee beneficial changes at CSUSM. Everyone can help perpetuate these changes. CSUSM is a proudly diverse community, and together, it is possible to uphold diversity with social justice.

Campus Recreation hosts ‘co-rec’ sports intramurals

Teams to include both men and women

By SONNI SIMMONS
COMMUNITY NEWS EDITOR

Campus Recreation will hold Co-Rec Intramurals that will offer students the opportunity to create their own teams, compete against other CSUSM students and participate in an activity that promotes gender equality. The term “Co-Rec” defines the teams as consisting of both male and female students. The inclusion of both men and women is meant to make the games more evenly matched, according to Natalie Ortega, Student Outreach Coordinator for Campus Rec. “Co-Rec Intramurals are when each team is required to have a minimum amount of female and male players on the field/court at all times,” said Ortega. In the midst of Women’s History Month, these activities are a perfect example of

how campus organizations have emphasized the importance of gender inclusion. The games that will be played during the month of April include basketball, co-rec speed soccer, co-rec volleyball, futsal and co-rec flag football. Speed soccer and flag football will be played on Mangrum Field, volleyball and futsal Clarke Fieldhouse Gym on campus and basketball at Corky Smith Gym in San Marcos. “The rule helps to make the games fair and fun at the same time,” said Ortega. “Campus Rec’s events, including intramurals, are meant to be a fun way for students on campus to interact with each other as a community.” Intramural sports not only provide students with a light-hearted way to meet other students, but create an opportunity for physical activity as well. The Intramurals also give stu-

dents who are interested in organized sports, but are not on a campus team, a chance to play various games with other students. “Students don’t often have the ability to join a University Athletics team but are still looking for a competitive and organized way to participate in team sports,” said Emily Snow, Intramural Coordinator. “Intramural Sports provide a great opportunity for students to be part of a team that competes in a competitive nature [...] while at the same time motivates students to get involved in the campus community and work with a team.” These games allow for student interaction and team-building while promoting a healthy lifestyle in the process. For information on how to register for the Intramural games, visit www.csusm.edu/rec/intramurals/ registration.

CSUSM hosts wellness fair to promote student health

Students participate in variety of wellness activities to achieve awareness

By CHELSEY SCHWEITZER
SENIOR STAFF WRITER

The CSUSM Wellness Fair was recently held in the USU ballroom in order to encourage students to focus on the choices they make and how these choices can impact their overall health and well-being. On March 10, students gathered to attend the University’s Wellness Fair, which showcased a variety of locations that promote wellness and overall health. There were tables and stands that spanned a diverse spectrum of wellness, which included both physical health and mental health. One such table was the Aware, Awake, Alive Program, which informed students about safe drinking, knowing personal limits and how to prevent alcohol poisoning in themselves and others. Another booth promoted the campus chapter of the national organization Active Minds, which both promoted student workshops that teach about proper nutrition and provided information on mental health and how it impacts students. “[We] teach students that mental health impacts everybody and provide students with more information about mental health,” said Aeriell Woodhams, a freshman who worked at the Active Minds table during the fair. In addition to the campus associated organizations, community organizations set up tables at the fair as



Photo by Chris Morales

The Wellness Fair had several booths aimed to educate students.

well. These tables included various community food vendors, such as Jersey Mike’s subs, that informed students about the benefits of particular foods and how to make healthy choices when selecting food. In addition, other companies located in the community used the wellness fair to educate students about the various benefits of their services and how they can help to promote student health. One such table belonged to the local branch of Massage Envy, where they informed students about the health benefits associated with facials and massages. “[Massages] help increase blood circulation in the body and our massage clinic can help in dealing with sports injuries as well, while our facials promote skin health through hydration and antioxidants,” said Kate Corirossi and Dani Sanchez, Massage Envy Representatives. “In addition, we educate people on the benefits of massages and the importance of SPF and proper skin care,”

At the wellness fair, students were able to actively participate at many of the booths. Students could spin wheels to win various prizes, participate in wellness demonstrations and even take a picture with the campus mascot himself. “[I enjoyed] the booth where they took your blood pressure. It was a fun hands on experience,” said freshman Alexa Alvarez. The tables offered a variety of information on how to maintain a healthy lifestyle. Many went beyond dietary techniques and encompassed other methods to promote wellness, such as the self-defense and LGBTQA tables. “[I liked] the LGBTQA table the most because they talked about health and wellness through practicing safe sex,” said junior Anthony Kass. Whether physical, mental or nutritional in nature, the Wellness Fair allowed for various programs and services to offer suggestions to students on how to live a healthier lifestyle, and further informed students of the services available to help them on the path to wellness.

AAUW’s \$mart \$tart workshop preps students for wage negotiation

By SONNI SIMMONS
COMMUNITY NEWS EDITOR

A workshop will be held on campus to equip students with information to develop skills for future salary negotiation, in an effort to bring awareness to the gender wage gap. The three-hour workshop, as part of the \$mart \$tart campus initiative, is a collaboration between The American Association of University Women (AAUW) and the WAGE Project, and is brought to CSUSM by the College of Humanities, Arts, Behavioral and Social Sciences (CHABSS). It will be held between 12 p.m. to 3 p.m. on Friday, March 20 in Commons 206. According to the WAGE Project’s website, the workshop aims “to empower

college women who are approaching the job market with the tools to negotiate salaries and benefits.” During the workshop, student will learn how they are affected by the gender wage gap, to develop a personal budget, to determine a salary and benefits that will best fit their individual needs and how to negotiate a salary. Students are encouraged to attend in order to learn about the consequences of the wage gap that still exists today. According to the WAGE Project’s website, “AAUW research shows that, one year after graduating, young women earn an average of just 82 percent of what their male counterparts earn and that the gender wage gap widens over the next 10 years. A young woman graduating to-

day will earn roughly \$1 million less than her male peer will over the course of her career because of this gap.” All CSUSM students are encouraged to attend the \$mart \$tart workshop as anyone could benefit from information regarding salary and budgeting, especially for job searches after graduation. “Available seats are filling fast,” said Jacquelyn Kilpatrick, Director of CSUSM’s School of Arts. “The workshop is geared toward women who are graduating soon, but all students, including men, are welcome. This is good information for everyone.” Students who would like to attend the \$mart \$tart workshop can RSVP at: www.csusm.edu/chabss/featuredprograms/career-readiness/rsvp.

Athletic Director Jennifer Milo celebrates decade at CSUSM

Coaches praise support for staff dedication to student-athletes

By Amy Chastain
Staff Writer

CSUSM Athletic Director Jennifer Milo has been a longstanding part of the Athletic Department since she was first brought on a decade ago. Jennifer Milo started with CSUSM in 2005 when she was hired to start a softball team. In 2005, Milo was given just one year to recruit and build a softball program in which she would be the inaugural head coach. In 2012, after years of coaching the softball team, Jennifer Milo stepped into a new role as the Athletic Director at CSUSM.

Three years later, Milo is continuing to have an impact on the athletics of this university. Andrea Leonard, women's volleyball head coach, praised Milo as truly being "there for the coaches." Ron Pulvers, men's soccer head coach, echoed this sentiment when he said that Milo is "always accessible" and provides "so much support" for the coaching staff. Jennifer Milo was instrumental in making the final push for CSUSM's move from NAIA to NCAA Division II. The battle to obtain NCAA approval had been going on for 12 years. Cal



Photo by Chris Morales
Jennifer Milo aims for continual growth of CSUSM athletics.

State San Marcos had been turned down twice. Under Milo's leadership, the third time was truly a charm and CSUSM won its bid to be an NCAA Division II

proud she was of the ability to provide athletes with a student-athlete experience. "You only have [the student-athlete] experience once in your life and if it's a bad one, you never get that back," she said. Milo is dedicated to providing all student-athletes with the best possible experience here at CSUSM. She said that her proudest accomplishment would probably be the new Sports Center, which will break ground on March 23. In discussing the importance of a sports center, Milo stressed that CSUSM athletes will

finally have a home. Instead of having to travel between class, the training facility and a game site, athletes will have the luxury of having everything based on campus. This unifying of athletic facilities adds another great element to the student-athlete experience at CSUSM. In talking with Athletic Director Jennifer Milo, one thing becomes crystal clear: Milo puts the student-athletes first. In every decision that Jennifer Milo and her staff make, it is evident that they truly care about the students-athletes that represent Cal State San Marcos.

Men's Basketball heads to first round of NAIA Championship Tournament

By Amy Chastain
Staff Writer

The CSUSM Men's Basketball team, with an 87-83 win over West Virginia Tech, clinched the Association of Independent Institutions (A.I.I.) Conference Title on March 7 and will head to the NAIA Championships for the third consecutive appearance. Four Cougars were recognized with A.I.I. awards this season for their outstanding performance on the court. Blake Nash, Senior Point Guard, received A.I.I. Player of the Year Award. Nash also

received the A.I.I. Tournament's Most Outstanding Player Award in large part due to his 34 points scored in the championship game against West Virginia Tech. Senior Forward Julian Camper and Junior Guard Akachi Okugo were both named to the All A.I.I. Second Team. Junior Guard Dayton Boddie also walked away with an A.I.I. Honorable Mention. According to the CSUSM Men's Basketball page, this is the third season in a row in which four Cougars have received NAIA awards. This season the CSUSM Men's Basketball team has



Photo by Marcel Fuentes
The CSUSM Men's Basketball team has averaged 85.3 points per game, 13.7 points more than their opponents. This has helped propel them toward their 28-3 record. With this record, the Cougars are 3-0 against conference teams and 25-3 against non-conference teams.

Beginning on March 18, Coach Jim Saia, A.I.I. Coach of the year, will lead the 12 man squad on yet another run at the NAIA Championships. CSUSM will enter the tournament seeded third and will play Philander Smith College in Kansas City during the first round of the NAIA Championship. The Cal State basketball team will look to improve upon last year's performance at NAIA, where they lost in overtime in the quarterfinals to Emmanuel. Follow along with the Cougars as they seek to bring home an NAIA National Championship.

SPORTS COMMENTARY

Sports and equality from my perspective

By Katelynn Rise
Contributor

As a female that grew up surrounded by boys playing sports, I have always noticed a severe separation of the sexes when it came to athletics. My father, my brother and some of my closest male friends all played football. Being a female, they were constantly impressed with my fundamentally sound throwing skills and my ability to pick out the difference between a pass interference and a fair catch. Why should

they have been so surprised to think that I knew anything about football? Why should it be such a shocking fact to think that a woman could actually be involved in a sport as much as a man was? Unfortunately, we can thank the media for that. The media has sexually glorified women athletes. For example, Ronda Rousey is the number one female MMA fighter in her division. She has been to the 2008 Olympic Games in Beijing, bringing home a bronze medal, and has spent

her entire life dedicated to bettering her body to become the best MMA fighter she can be. Even with all of these accomplishments, the media chooses to glorify Rousey's multitude of success by using nude pictures of her that have nothing to do with her career as an athlete. Last time I checked, a women's role in sports, or society as a whole, has nothing to do with what a woman looks like under her clothes. Not only does the media sexualize women athletes, but they also deteriorate the

meaning of having women involved in sports by criticizing female sportscasters. Erin Andrews, much like myself, has grown up around the world of football, and is now one of the most well-known sportscasters in the NFL. Unfortunately, Andrews is criticized for being just another pretty face on a major television network who lacks interviewing skills. Andrews majored in telecommunications, and is more than qualified for her position as a sportscaster. So why must society be so resistant to the

fact that women are involved in sports and want to participate in the world of sports? To answer this question as simply as possible, gender roles has affected the way society allows women to be integrated into the sports world. Seeing a woman talking about sports or participating in a sport immediately labels them as masculine or unlady-like. Women need to be accepted into the sports world, whether she is an athlete or a sportscaster, because women allow an array of diverse opinions that

could otherwise be overlooked by men. The integration of women can also help give back to their communities through charity organizations, such as Andrews and Rousey having charities. The next time you see a woman's sporting game on TV, a woman sportscaster or a woman kicking some butt in the ring, make sure you take a second to realize all of the hardships that they must have had to overcome to get to their successful position in the world of sports before judging them for their gender.

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THE HEART BEAT

Women more likely to see need to manage stress

By AMANDA QUILLING
HEALTH COLUMNIST

With topics surrounding Herstory in this issue, we thought what better topic to discuss than college women's health.

The number of women attending college is at an all time high; however, this social change is being followed by an increase in the number of women reporting above average stress levels.

According to the American College Health Association (ACHA), 89 percent of female college students feel overwhelmed by all they have to do daily and the American Psychological As-

sociation (APA) reports that 49 percent of women stated an increase in stress over the past five years. However, 69 percent of women recognize that managing stress is important, whereas only 59 percent of men think it is.

While women acknowledge the importance of sleep, eating healthy and physical activity when stressed, only about half are successful in implementation of such areas. If women know the importance of managing stress and how to do it, what's holding them back?

According to the APA, most college women report time, money and self-confidence as reasons for why they

don't participate in healthy, stress reducing behaviors. This lack of implementation is having serious effects. A staggering amount of college women (approximately 57 percent) are reporting overwhelming anxiety. Consequently, physical effects aren't far behind; 84 percent of college women note regular fatigue and 41 percent claim daily headaches.

With these types of outcomes, it's understandable why stress is the top rating academic impediment students face. More importantly, recognizing these physical and emotional effects should serve to encourage students to incorporate stress

management in their daily routines. Specifically, women and men at CSUSM have great opportunities available to aid in this process.

Currently, March is wellness month and CSUSM Campus Recreation is holding multiple events promoting wellness. There, students have opportunities to win spa gift cards, personal trainer sessions and other prizes that aid in stress management. The Clarke also offers yoga classes weekly, a technique that is proven to be a successful tool in reducing stress.

Aside from Campus Recreation, the Student Health and Counseling Services also provides free counseling ses-



Photo by Chris Morales

sions for students who want to talk about current stressors they might be facing.

With this, it's imperative that students recognize the importance of managing stress in healthy ways since

this is the time to establish lifelong habits. Instead of going home after a stressful day and maintaining unhealthy habits, choose the yoga class, play your favorite sport or take a hike with some friends.

Michelle Hamilton builds heartfelt relationships with her Cougar athletes

'My passion is you guys,' says Head Athletic Trainer/Asst. Athletic Director

By JOSHUA D. COPELAND
STAFF WRITER

As CSUSM's growth leads us to the NCAA, our talented Cougar athletes depend on our Athletic Department more than ever. Thanks to Michelle Hamilton and her assistant trainers, we can be sure that our athletes remain consistent with peak performances.

CSUSM's Michelle Hamilton is the Head Athletic Trainer and Assistant Athletic Director, with over 20 years of training experience.

When asked what drives her to do what she does, at the level she does it, she reveals that her passion lies within building relationships with the students.

"That is the job," said Hamilton. "You're talking about building relationships

with people and it's mostly just that I enjoy coming to work and seeing my people. I think it's a joy to work with this population and age group. You guys are challenging and you keep me up to date. And it's fun."

Hamilton started her athletic training career with Cal State San Marcos back in 2011. She's helped thousands of students prevent and recover from injuries to ensure successful athletic careers. Hamilton said that helping student-athletes achieve their athletic goals is her calling. She can see herself ending her career as a Cougar because fulfilling her passion is ultimately her higher purpose in life.

"I remember moving down here 20 years ago. I remember when they built



Photo by Chris Morales

Michelle Hamilton supports athletes on a personal level as Head Athletic Trainer.

the track here coming over here for a CIF meet and I thought 'You know, one of these days I'm going to be the athletic trainer here.' I

just knew," said Hamilton. "I've had many affirmations and yeah, I'm where I'm supposed to be. So I see myself sticking it out here un-

til I retire. I would like to."

Most people couldn't endure the pressure that comes with being the head of the Athletic Training Depart-

ment. To Hamilton, it's just another walk in the park.

"I think I do better when the pressure's on and when there's more expectations," said Hamilton. "I have a lot of timely projects and I feel I perform better with a due date. I think I like the challenge of having challenges. If you don't have something challenging and stimulated then you get bored. I think that's how you get old. Challenges keep you active."

If there were a woman who sets the standards as a leader for Herstory month, Hamilton would be the one all aspiring girls should look up to.

"I think the doors are wide open for women. Don't let somebody tell you you can't do something," Hamilton said. "You just have to dream big and go after it."

Need cool new way of dancing? Afro-Brazilian is just what you need

By ALEXANDRIA CERNUTO
CONTRIBUTOR

Looking for a fun, upbeat way to kick off the long week all while helping to stay in shape? An Afro-Brazilian dance class is being offered to all CSUSM students.

The class is a great way to let loose, be yourself and get an amazing workout. Even if you believe you are a horrible dancer, this class can help you learn and is welcoming to all students.

Afro-Brazilians are referred to as Brazilians with African descent or background. Many of the dance



Photo by Chris Morales

moves have deep meanings that come from the hardships African slaves endured

many years ago. When dancing Afro-Brazilian style, a lot of emotion is put into

each dance move. The music is fast paced and has a beat that will make plenty want

to get up and start dancing. In this type of dance, it doesn't matter how crazy you think you look, as long as you are passionate and put effort into each step.

Although you are working out your muscles, you have to remember that you're dancing. This is something along the lines of what dance instructor, Vika Stansky-Hernandez, often says. Hernandez has been dancing for 25 years and for the last 8 years she learned and is still learning how to dance Afro-Brazilian. Her advice for newcomers to the class is that dance is for everybody and every type of body. She said

it is important to welcome and teach a variety of people.

Hernandez's favorite part of teaching Afro-Brazilian dance is the cultural aspect.

"It makes it different from every workout class," she said.

She enjoys teaching the history of Afro-Brazilians by exploring the culture through movement. Whether you're always the first one on the dance floor or the one who sits back and watches, don't be scared to come out to Afro-Brazilian dance next Monday.

The Afro-Brazilian dance class is from 5 p.m. to 6 p.m. every Monday at The Clarke Field House.

NCAA's spring rite, March Madness, is back

A look at what to expect for the 64-team tournament

By AMY CHASTAIN
STAFF WRITER

The month of March is home to NCAA March Madness, which is perhaps the greatest collegiate sports tournament of all time.

On a day that has been given the title of Selection Sunday, 64 NCAA Men's Basketball teams are chosen to compete in a nationwide tournament. The top 25 teams in the country get

an automatic spot in March Madness. The other 39 teams are selected based off of other statistics, including their rank in their particular collegiate conference. This year's Selection Sunday is held on March 15, and two days later on March 17, the tournament officially begins.

Following the start on March 17, there is a set of games on March 19 through March 22, according to the NCAA March Madness Website. Once those games are complete, March Mad-

ness will move into the Sweet 16 phase, where the final 16 teams will battle it out on March 26 and 27. Immediately following is the Elite Eight stage which will take place on March 28 and 29. Once the winners are determined from the Elite Eight, the tournament moves into the Final Four, which will take place on April 4.

Every year the NCAA March Madness Tournament seeks to live up to its moniker of madness. This tournament continues to prove that

during this month, madness comes in many forms. USA Today writer Dan Wolken described the 48-hours following Selection Sunday as the "most hectic for NCAA's travel offices." These offices will rush to get flights for hundreds of people, including athletes, coaches, family and cheerleaders, as they fly them to their newly discovered host facilities.

In addition to what has become an absolute travel nightmare, March Madness always lends itself to

crazy displays of athleticism and unknown basketball teams taking center stage. In 2013, Florida Gulf Coast University (FGCU) was the source of a major upset. ESPN writer Dana O'Neil described FGCU as the "ultimate bracket buster."

In two major upsets, Florida Gulf Coast beat Georgetown and San Diego State. This made FGCU the first team in history to be seeded at number 15, beat two opponents and make it into the Sweet 16. What is even

more maddening about Florida Gulf Coast's rise in the tournament is that the university at the time was only 16 year old, having been founded in 1997.

As March Madness is about to be in full swing, it is only a matter of time before bracket busters, record breakers and Cinderella stories fill national sports headlines. Prior to a new National Champion being crowned on April 6, sports fans should make time to enjoy the craziness that is the NCAA March Madness.

SAI continued on page 6

and especially for research."

He also expressed concern for lecturers who may teach at more than one institution.

"The added commuting time will force them to choose between jobs," Engen said. "They do not get paid very well and are already barely getting by. They need all of the employment they can get and with these time conflicts, this is a big problem for them."

Two thirds of the courses on campus are taught by contingent faculty, according to Makey.

"A lot of them are going to bear the brunt of pedagogy revision and teach

Monday/Wednesday/Friday. Tenure track faculty will probably want to avoid that," she said. "I know from experience that contingent faculty sometimes pick up classes late. If they taught in the 75-minute format before and now they are given a 50-minute format where they have to come to campus three days a week, it creates more stress when they are notified in a short timeline."

Vice Provost Dr. Kamel Haddad said a change in course scheduling and better space optimization are necessary. So far for Fall 2015, 79 classes have been classified as "Impossible to

Place", which means that the course cannot be held at the time and location that it was proposed for, he said.

Implementing the Student Access Initiative at CSUSM will increase the number of courses taught on Fridays and evenings -- hours when the most classroom space goes unused.

However, this shift will not affect all classes.

"Eighteen to 19 percent of undergraduate and graduate courses will be impacted. This means that it will necessitate a day change to schedule these courses," Haddad said. "This might mean moving from meeting twice

a week to another twice a week slot, to a three day a week slot or once a week.

"The majority of courses that necessitate a day change would probably be 16.5 percent of the classes impacted, which are classes that are currently meeting Monday/Wednesday before 2:30 p.m.," he said.

Senate Chair Stowell said she thinks the plan will be a good thing for the campus.

"I think faculty are always able to make the adjustment. They are always pedagogically changing what they do," Stowell said. "The fact that the Provost's Office wanted faculty endorsement

shows a very good, collegial relationship with the administrators here, and I appreciate how much they worked with us and asked us."

But Engen remained skeptical.

"Although we definitely have a serious issue with classroom availability, and it is good that the administration is seeking remedies for this, I'm not sure that the Student Access Initiative is the best way to deal with this problem," he said. "I fear that it could actually limit student access as much as it helps it and create additional workload and difficulties for faculty, especially lecturers, as well."

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Big Sister displays positive role model

Kelsey Schwarz shows how to make a difference in the world

By MICHAEL MARINO
STAFF WRITER

There were roughly 1,825 children that were abused or neglected every day in the US in 2014, according to the Children’s Defense Fund’s Annual State of America’s Children’s Report. Many people who are born in a privileged household with a supporting family may never fathom the idea of being neglected or mistreated. Kelsey Schwarz, a junior at CSUSM, said that she has recognized the privileges that she has received in

her life and has taken many steps in creating a similar environment for those who lack the same opportunities. A year in a half ago, she decided to selflessly give back by sponsoring a child under the Big Brothers and Big Sisters Foundation. “I have always been interested in helping young girls improve their confidence, self-esteem and communication skills,” Schwarz said. “Having a mentor like that would have been beneficial for me in middle and high school.” She said that teaching these

qualities will help prevent bullying and domestic abuse. Even with a laboring schedule that includes having a job and being a full-time student, Schwarz still makes time for her little sister, Bella. She generally meets with her three to four times a month for around three to five hours each session. During these gatherings, they spend time together by engaging in activities that include arts/crafts, baking, watching movies, celebrating holidays or any other activities that her little sister might be interested in. Schwarz cares so much

about her little sister and the organization that she often spends more time with Bella than is required. She has sacrificed leisure time to make sure that her little sister keeps improving and continues to stay happy and healthy. Schwarz’s match support specialist, Gabby Dotts, has been very impressed with her dedication and commitment to the program. “Kelsey is an epitome of a big sister. She is the type of person that will go above and beyond what is needed,” Dotts said. Schwarz reveals that it is



Photo courtesy of Kelsey Schwarz

possible to make a difference in this world. She is a remarkable, young woman who excels in compassion and generosity. The world would be a better place if it had more leaders like her, who not only change their own generation but also the generations to come.

ORGANIZATION SPOTLIGHT

Feminist Anonymous strives to end oppression

Organization seeks gender equality, social justice

By SHANICE DAVIS
ASSISTANT FEATURES EDITOR

Feminist Anonymous (FA) organization leader, Karen GuzmXn said FA is not yet a recognized group on campus, but they seek to end sexism, sexist exploitation and oppression. “We are trying to reintroduce a lot of values that have been lost on our campus and a lot of them have to do with reemphasizing that rape and sexual assault are an actual crime,” GuzmXn said. A few years ago, the organization received backlash when the group decided to voice their opinion about sexual assault and the campus’ lack of support for victims. As a result, many women were silenced and quit the club because they were scared. GuzmXn said that

she, herself is a survivor and had to deal with a sexual assault case. It was that experience that made her a stronger person, one who was willing to bring the issue out of the dark to spread awareness. Awareness doesn’t stop there. FA has a couple events for Herstory Month, including the Vagina Monologues, which took place at 3:30 p.m. on Friday, March 13 and at 2:30 p.m. in Spanish and at 7:30 p.m. in English on Saturday, March 14. The Vagina Monologues is a play that consists of stories of various women throughout the world, all geared towards raising awareness about women’s health, sexuality and the violence directed towards them. Also, sometime in April, there will be the event, “Take Back the Night,” and if anyone is interested in helping organize it, FA would greatly appreciate anyone who



Photo courtesy of Karen GuzmXn

reaches out to them to help. With FA not being recognized on campus, the group currently has one main goal. “We hope to be able to be an established organization on campus,” GuzmXn said. “We are trying to recruit as many men and women to the organization because we want to create a new generation and a new wave on campus that’s all about gender equality, social justice and activism because

pus starts with the students. “We are really powerful in our own way, when we mobilize on the things we want,” she said. And as for the debate of men and women in today’s society, GuzmXn said that inequality does not stop at those two genders; it is much more deeply rooted than that. “A lot of times when you talk about gender and inequality today, in mainstream media, what happens is, you compare the amount that women make to that of men,” GuzmXn said. “A lot of the self-proclaimed feminists say ‘Oh women aren’t being paid as much as men, it’s awful!’ Of course we are against gender inequality and we want to do everything we can to highlight it, to address it as a problem, to accept and acknowledge this problem and transform it.” While this is an important

issue, there are many other aspects to the problem that do not get spoken about. “But, what we also like to point out, is that when you talk about this gap you exclude women of color because that analogy that’s used so often is actually what a White women would be making versus a man,” GuzmXn said. “It’s important because women of color, specifically Black and Latinas actually make significantly less than that. So when you talk about this pay gap, you also have to address that there’s something deeper to that; when race comes in there’s a greater gap otherwise we are doing the same thing our ancestors messed up on.” To join, contact Feminists Anonymous through their Facebook page, www.facebook.com/FeministsAnonymous

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FACULTY SPOTLIGHT

UPD BEAT

Dr. Lawston advocates equality for all Black, white and grayness of gender



Photo by Chris Morales

Dr. Jodie Lawston brings passion to the classroom.

BY SHANICE DAVIS
ASSISTANT FEATURES EDITOR

Professor Dr. Jodie Lawston said growing up as a child, she was raised by strong women who installed feminist values in her at an early age. Because of this, she believes gender is not black and white and that there is a gray area and strives to look at everyone as equals.

Born in the Big Apple, Lawston attended Stony Brook University in New

York, where she obtained her bachelor's degree in Psychology with an emphasis in Neuroscience and a minor in Women's Studies. She then made her way west and settled in San Diego, where she attended UCSD, receiving her Ph.D. in Sociology.

When asked if she loves being a professor, Lawston responded first with a burst of laughter, then with, "Is that a trick question?"

"Sometimes, when the students are doing the reading

and the work, it's really exciting, I get a lot out of it, it's rewarding," Lawston said.

As far as her dream job, she did not hesitate, responding, "A professional cyclist," after she revealed that she is a member of a cycling team.

As evident throughout history, it is no secret that women have been oppressed. However, many efforts have been made to elevate women but it could be argued that more can continue to be done.

"I think men and women and people of all genders, when you think about transgender people as well, we should strive for equity and living as partners," Lawston said. "I think society made some really important gains, but I also think that we're still inequitable. Women are still paid less for the same jobs, women still get the majority of unpaid labor in the home, women are also still underrepresented in many positions of power like CEO's and women are also underrepresented in sports still." Lawston has person-

ally witnessed the underrepresentation of women as she participates in a male dominated sport.

"I know the field of cycling very well and you still see paid discrepancies in cycling. You still see in races that they don't have equal money prizes for men and women, the men get the majority of the prizes. I think we still have work to do," she said.

Professor Lawston stresses that as part of the Women's Studies Department, they work to be inclusive of all variables by looking at race, class, sexuality, ability, age, and how it affects our lives. Looking at all aspects of the spectrum helps in having a better understanding of all genders and their tribulations, not just solely women.

"I think we should be understanding of one another, be more compassionate towards one another, to look at the ways we are all similar while acknowledging and respecting our differences," Lawston said.

CSUSM Police Escort Service promotes safety



Photo by Chris Morales

BY SYDNEY SCHABACKER
SENIOR STAFF WRITER

CSUSM University Police offer a variety of services, including the Safety Escort Service. This service was established soon after the creation of the University Police Department in 1993, and is available from dusk to dawn.

Community Service Officers (CSOs) provide a personal escort to and from campus parking lots, buildings, immediate bus stops and areas near the campus. The officer will accompany you on foot, by bicycle or

vehicle. This safety feature for our campus is available to students, staff and faculty.

"On average, the University Police Department provides almost 1,200 escorts a year," Belinda Garcia, a Parking and Commuter Services staff member, said.

People who have used the service give high marks for the Officers' prompt arrivals and their courtesy. The escort service is free to all students.

To request a safety escort, call 760-750-4567. The dispatcher will ask for the caller's location, name, destination and a contact number, and then dispatch a CSO.


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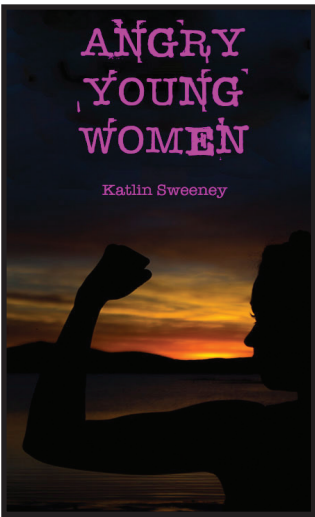
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Cougar Chronicle editor to debut book at Gender Equity Center event

Work looks at issues in mainstream feminism



By NICOLE HOLMAN
ASSISTANT NEWS EDITOR

The Cougar Chronicle’s own Editor in Chief, author and student Katlin Sweeney will be holding a discussion about her second book entitled *Angry Young Women*. The event will provide students with an opportunity to preview Sweeney’s book. *Angry Young Women* covers a variety of topics that focus primarily on issues in mainstream feminism. Oftentimes, the main face of femi-

nism is depicted as white, middle-class and heterosexual women which alienates a vast quantity of people who perhaps need the support of such movements the most. “*Angry Young Women* seeks to explore the many dimensions of womanhood as well as bring to light the necessity of including marginalized women in feminism,” Katlin Sweeney said. Sweeney strives to encourage women, specifically college-age women, to become

more educated on feminist issues and to inspire them to engage in critical discussion. Sweeney also addresses the issue of the anxiety that affects young women writers in today’s society. It is becoming more common for authors only to be taken seriously if they hold graduate degrees, while younger writ-

ers are quickly discredited on account of their youth. On the topic of young female writers, Sweeney said, “Young women’s voices are not often heard in our society. I want *Angry Young Women* to open that door to critical dialogue about these topics.” Sweeney’s book can be used to foster and facilitate

discussions that brings topics such as intersectional feminism into conversations both in and out of the classroom. Advocating for young people to speak up about topics they are passionate about, Sweeney has proven that today’s youth do have a voice. This event will take place from 12 p.m. to 1 p.m. on March 26 at the Gender Equity Center. Make sure to stop by to learn more about the book and support this fellow Cougar author.

“Young women’s voices are not often heard in our society. I want *Angry Young Women* to open that door to critical dialogue about these topics”

READING THE STARS

Sun stays in Pisces and Moon enters Pisces

By ALEX MARAVILLAS
ASSISTANT ARTS EDITOR

The heavens have a Pisces planetary triad with the Sun, Moon and Mercury all in Pisces. It is peculiar that Neptune is also in Pisces. Neptune aspects Pisces as it enters the house, meaning that Neptune has transitioned in its own house of Pisces, the twelfth house of spiritual expansion. The planet Neptune symbolizes emotional sharpness. Neptune is Pisces’s planet, and it represents mediums, mystics and religious faith. **The Fire Signs** - With

the combination of the Sun in Pisces (Water) and the Moon in Pisces, Aries, Leo and Sagittarius are drowned in an emotional blanket of water. When the Moon is in Pisces, your deep intuition and extreme sensitivity allows you to keen in your optical observer and analyze situations in a more clear and precise perspective. Aries, take it easy. Leo, put on your favorite pair of sunglasses and keep on keepin’ on! Sagittarius, take the wheel! Take control of your direction! **Dear Water Signs** - With the Water emphasized in Pi-

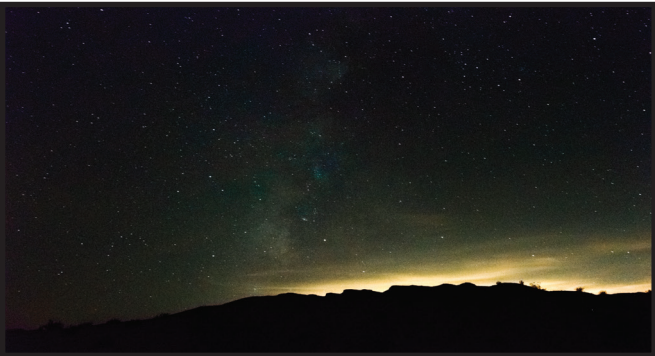


Photo by Cody Cook

scs, the planets are sending a message to Cancer, Scorpio and Pisces to just keep on swimming. Do not follow the norms in societal models because you are unique

in your own way. Create a moral for yourself. There is a desire for isolation from the intense emotional aspects in the heavens. Cancer, take time to treat yourself. Go see

a movie. Scorpio, relax and keep in mind that you are in control of your life. Pisces! This is your time to shine as Pisces aspects are mostly everywhere in the stars. **Greetings Earth Signs** - Water and Earth make mud. The planets are telling Taurus, Virgo and Capricorn to stay grounded. This is a sensual time to daydream. There is a strong impressionability and Earth Signs are equipped with a sixth sense. So, with emotional sharpness also comes a keen awareness of what you perceive as a human being. Taurus, indulge

in a book and read to sharpen the mind. Dear Virgo, visit a museum and appreciate the arts. Capricorn, enjoy a latte at your favorite coffee shop. Perks Coffee house in San Marcos perhaps? **Yo Air Signs** - As Jupiter enters Leo, it is time to expand yourself, Gemini, Libra and Aquarius. Your interest in social and professional success is exalted in this time. Balance work and fun. Gemini, persuade yourself to do what you want to do! Libra, work hard and play hard! Aquarius, look at the bright side and stay weird.

FASHION COMMENTARY

This year’s Oscars reveal top new styles

Red carpet walk offers unique displays of fashion

By ANNA PETROV
STAFF WRITER

The 87th Academy Awards were held at the Dolby Theatre in Hollywood, and besides handing out rewards for the many areas that contributed to making great films or documentaries, fashion was paramount. The Oscars premiered on February 22, 2015. Fashion on the red carpet this year included many unique styles and the celebrities, wearing many different designs, all looked glamorous. “I feel like this year’s fashions were a lot more conservative than last years... But I personally really love the outfits this year especially Felicity Jones because she always brings a more sophisticated old Hollywood style,” Tessa Mata, CSUSM mass media major, said.

Jennifer Lopez, a well-known performer, fashion designer and actress wore an elegant floor-length Elie Saab dress with beautiful diamond earrings. Actress Gwyneth Paltrow wore a soft pink, long, one shoulder rose inspired Ralph & Russo couture dress and stunning teardrop ruby red earrings that added a perfect contrast of shades. Actress and producer Reese Witherspoon attended the awards in an elegant, yet simplistic, old Hollywood inspired black and white Tom Ford dress. Actress Patricia Arquette accepted her award for best supporting role, dressed in a similar black and white pallet in a Rosetta Getty dress and gave an inspirational speech about women’s rights. Actress and film director, Lupita Nyong’o, wore a show-stopping pearl dress,

designed by Calvin Klein. According to Vogue, “the dress achieved a sense of luxury by creating a series of textures with intricate placements of a variety of different-sized pearls.” From head to toe, actress Rosamund Pike wore long red Givenchy Haute Couture in tone with her red heels. Similarly, actress Emma Stone appeared at the awards in the second creation of the day by designer Elie Saab, a long golden dress with matching heels and silver jewelry. There was another unforgettable hip dress worn by actress Naomi Watts, and that demonstrated a youthful, long silver and tinge of black abstract pattern and bandeau back Armani Privé dress. The Oscars showcased trendsetting dresses created by inspiring designers along with equally beautiful jewelry and accessories.

CULINARY CORNER

Super nacho-lasagna

By CIARA WALKER
STAFF WRITER

This is a family favorite that is especially great for parties! Imagine a nacho salad baked-like lasagna.

Super Nacho-Lasagna
Prep time: 15 mins
Cook time: 30 mins

Ingredients:
1 bell pepper
1 tomato
1 onion
1.5lb ground turkey or 3 Morningstar Black Bean

Veggie Burgers cubed
1 can of refried beans
1 bag of tortilla chips of choice
8oz of shredded Kraft Mexican cheese

Steps:
1) Cook the turkey in a frying pan until brown then add refried beans. Add approximately 1/2c of water to make it souplike.
2) Layer the bottom of a 13x9 baking dish with tortilla chips. Doritos can also be used as a substitute.

3) Pour meat and bean mix over chips.
4) Pour bag of shredded cheese evenly over meat.
5) Cover with diced vegetables (onions, tomatoes, green pepper).
6) Bake for 10-15 mins at 350 degrees or until desired softness of vegetables is reached..
7) Serve with salsa, guacamole, jalapeño peppers and Spanish rice.



Photo by Ciara Walker

Need a study break snack? Eat nachos!

Feminism is not another “F” word

Reflecting on what Feminism means to me: Women and men are equal

BY TIFFANY TRENT
STAFF WRITER

Feminism is a word that typically evokes a lot of emotion and opinions in people. Whether those emotions are positive or negative depends on the person and their views. Even in today’s progressive society sometimes people are embarrassed to identify themselves as feminists because of the associated negative stigmas. My hope is that explaining what feminism means to me will shed some light on this cause. First of all, feminism is not the conviction that women are better than men but the

belief that women and men are equal, while acknowledging that while the two sexes are different neither is superior or inferior. Just different. Feminism is instead about giving women freedom. America was established because of the desire for freedom. Countless people have died for freedom. It is that important. Why should a woman be denied such an essential right just because of her gender? If a woman wants to be a homemaker and mother or the CEO of a corporation, that’s her choice. No matter what a woman wants or desires, she deserves the autonomy to attain her goals. The idea that in order for a



Photo by Noelle Friedberg

Feminism is not a “one-size-fit-all” label. woman to be liberated she must turn her back on family and tradition is untrue. A woman can focus on family or a career or both if she wants. Feminism shouldn’t be telling women what to do because that is just another type of oppression but instead should be supporting women to choose what is right for them. Whatever makes a woman feel happy and fulfilled is what should be encouraged and supported. That’s the whole point.

Even with all the advances and progress our society has made, feminism still has a long way to go. Society continues to put way too much emphasis and value on a woman’s looks and attractiveness. I am so sick of the media telling me and other females that the only way to be successful and likeable is to be pretty, young and thin. There is so much more to me than my eye color and dress size. Let us stop judging a book by its cover and look deeper. We are so much more than our physical appearance. We are minds and souls with brilliant ideas and beautiful hearts. Our value should be based on strength and kindness and character.

Women are not objects or possessions. Our sole purpose in this life is much more than serving men. We are more than mothers, wives, sisters, daughters. We are humans, individuals with independent thoughts, feelings and desires. We deserve to have that recognition. It is our right to have free will and choice. And that is why I choose to be a feminist. As long as women anywhere in the world are still treated as inferior, enslaved, oppressed and/or objectified I will fight for equality. A quote by Mary Wollstonecraft Shelley sums up the struggle nicely: “I do not wish women to have power over men; but over themselves.”

The modern woman fights for equality

American women continue to live among contradictions

BY KAT DILTZ
STAFF WRITER

Innovative, strong, brave and unique. These are the words that come to mind when I think of the American women of today. Women are fighting for equality among men, joining the military and fighting social stigmas, proving that everyone is beautiful in their own way. Today’s women are capable of being empowering role models for the youth of today, and yet, we are objectified and judged,

mostly on how we look. We live in a very visual society. We thrive on instant gratification and seemingly acceptable suggestions are constantly thrown at us on how to “improve” our looks—which, most of the time, is something that doesn’t have to be changed completely. Lately, I have noticed a wave of celebrities such as Demi Lovato, Emma Watson and Kelly Clarkson, who are inspiring young girls to accept their body types—something that is refreshing in today’s world. Even though we are still being

pushed to change ourselves, women are breaking the seal and encouraging others to stop believing in the hype. Aside from accepting our physical beauty, women have improved in the importance of our education over the past few decades. The United States Bureau of Labor Statistics conducted a study in 2011 that concluded that 66.7 percent of women ages 25—64 have attended college, and 93.1 percent of women have attended high school. Also, today’s female college students are more likely to obtain their master’s

degree than male college students. 7.8 million American women have been able to start their own businesses, according to a U.S Department of Commerce study in 2010. However, women are still paid less than men, even when working the same job. While the majority of today’s women are fighting for equality, it is not certain that gender equality will be achieved in the near future. While today’s women are innovative and strong, we are still judged and objectified. Most of us are still in limbo, trying to decide between hid-



Photo by Noelle Friedberg

ing or accepting our imperfections. However, despite all the obstacles that society has thrown at us, we have grown into a feisty genera-

tion, leaving behind a powerful statement for the generations to come: if you express kindness and bravery, you can achieve your goals.

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Does wearing leggings on campus make you a ‘whore?’

The “Tampon Lady” says Jesus thinks so at campus demonstration

By JOSHUA D. COPELAND
STAFF WRITER

A walk to your next class can be quite a workout at times at CSUSM. Thank God (with pun possibly intended) for leggings and yoga pants as they keep you cool as well as comfy. Most importantly, a lot of you ladies look great in them. It only makes sense to throw on a pair for a productive day at school. Especially if you want to be called a “WHORE” in the name of Jesus Christ. The extremely radical, self-proclaimed evangelist, Sister Cindy a.k.a. the Tampon Lady and her husband “blessed” CSUSM with their presence on Tuesday, March 3. They share the desire of

your typical Christians, carrying out the message of Jesus Christ loving you and wanting to save you from the depths of Hell. However, their attention-grabbing methods are ridiculously judgmental, delivering a harshly potent sting of irony. “All you ladies wearing your leggings and your shorts are whoring your bodies,” the Tampon Lady said to students, while holding her giant, trusty sign with “WHORE” written in bold caps. In fact, she had three signs in total. The other two signs said, “Don’t Be a Ho No Mo’!” and “You Deserve Hell.” It wasn’t long before a circle of students began to surround her in amusement. Some found her hilarious and broke out in



Photo illustration by Cody Cook

laughter. Others grew angry and found her offensive. “You women are supposed to come to school for an education. Not to find a boy to come fondle your tits in your dorm room!” she said. At this point, some students began to reciprocate measures of extremity. One student attacked her and her props. Another experienced

a spark of exhilaration and exposed her breasts to the crowd with the intent of self-liberation. There were even homosexual couples engaging in make-out sessions trying to get under her skin. “Yeah, she called me a whore, too when I wore short shorts,” said CSUSM Alumni, Ruth Rosales. “The dude [husband] also told

me no one loved me, not my parents, not my boyfriend, no one except God.” “I was told I was going to hell because I was wearing black but the only skin I was showing was my face and hands. And also a whore,” Linguistics student, Danni Marie Dickey, said. Before her husband took over the performance, one of the last things the Tampon Lady said to the crowd was this: “I’m not here to force you to accept Jesus... But you have two choices: Either you can accept the love of Jesus Christ into your heart, or you can burn in Hell’s lake of fire for all eternity! Hey, I’m just here to warn you, so that when he does come, I don’t want to hear you guys whining ‘W-a-a-a-a-n-h! Nobody helped me!’”

What if this was how Jesus Christ himself gathered his followers? Better yet, imagine the Son of God appearing before us that day and being met with the scowling Tampon Lady holding her signs that suggest feminine propaganda. Who then, at that moment, would really need saving? Christianity is supposed to be about love and acceptance. Those who have accepted Jesus in their hearts found it much easier through love than through fear. But it’s hard to spread God’s word when people like the Tampon Lady represent all Christians. “Real Christians literally love on everyone,” said Michelle Jaro, a student of computer information systems and fellow Christian. And that’s how it should be, even with leggings on.

LETTER TO THE EDITOR

Overcoming society’s pressure to be perfect

The importance of encouraging your fellow women

By GABRI PROVENCIO
CONTRIBUTOR

As many of you young women reading this may know, being a woman in today’s contemporary American society is difficult. We beat ourselves up frequently because of messages society portrays to us. Daily, we women face a typical battle when we see the most perfect looking female on TV with long silky hair, perfect bust size, small waist, big lips, clear skin, glamorous makeup, trendy clothes, the list goes on. This image only causes us to com-

pare everything about this obviously photoshopped and unreal adaptation of a woman to ourselves as we sit on our couches and mentally debate whether or not we should have that dessert after all. Being college students, we also face the decision of completing a degree and dedicating the rest of our lives to our careers or possibly setting that aside one day to raise a family or simply just becoming overwhelmed by the thought of juggling both at the same time. There is so much that we as women deal with, that it can truly become over-

whelming. But it does not always have to be this way. We women can learn from all these pressures by encouraging each other. Society’s expectations add more onto the pressures that we already feel, but it is because we allow it to. We have to encourage each other to not care about what society is telling us, and we need to remind ourselves as well as each other that being happy is enough. We should not have to feel that we have to fit certain expectations to be successful or empowered. If eating that dessert makes us happy, then who cares

what anyone says or thinks because we are beautiful no matter how many calories we intake that day. If we want to set our careers aside to be mothers, we should encourage each other because it does not make you a weak woman to nurture your family, just like it does not make you an insensitive woman to decide to choose your career over starting a family. Our lives as women are hard enough as it is, so why make it harder? If we can remember to live according to what makes us happy, then we will be able to become better examples for future



Photo courtesy of Gabri Provencio

generations of young women.
Dedicated to my mom:
Thank you for always showing me a perfect

example of how to be a strong woman of faith and love. You are truly someone I aspire to be.

LETTER TO THE EDITOR

Witchy Women empower themselves

Many feminists reclaim the witchy lifestyle

By KAYLA RICHARDSON
CONTRIBUTOR

“Men fear witches because they take their power from the Earth without poisoning the soil.” -Unknown
Most of us have at least some knowledge of the fact that there was a time in history where women were burned as witches. As for who these women actually were and why they were considered witches, we are often unsure. Similar to feminists who have reclaimed the word ‘slut’ and participate in Slut-

Walk marches in protest of rape culture, or feminists who have reclaimed the word ‘cunt’ in order to redefine the language that is used to talk about our bodies as illustrated in a popular skit from the Vagina Monologues entitled “Reclaiming Cunt,” many feminists are learning about this piece of herstory and even reclaiming the word ‘witch.’ If we were all to create the image of a witch in our minds, we’d probably all come up with a similar image: an ugly woman with a mole on her nose, wiry hair, a

pet black cat, a cauldron and a broom that she straddles and rides through the sky. We could all agree that she is evil and some of us might even imagine her as being overly sexual. She is certainly not what a woman should be. This image that we create is not completely fictional, but is culturally and historically situated. During the witch hunts that took place in Europe and North America, spanning from the 1400s through the 1700s, women were accused of being witches and were tortured and killed on that be-

half for a variety of reasons. If a woman was particularly ugly or had any markings or blemishes (a mole on her nose), she could have been accused of being a witch. If a woman lived in isolation and had many pets (a black cat) she could have been accused of being a witch. If a woman was known for being rude or sarcastic (or laughed with a cackle), she could have been accused of being a witch. If she was committed to healing others in her community through herbal concoctions (here, we get the potions and the cauldrons) or any other

healing techniques, she could have been accused of being a witch practicing dark magic. The list goes on, but it is clear that any woman who fell outside of expected female gender norms was considered a witch and was tortured and killed. These women were clearly a big threat. From midwives to herbalists, many feminists today are transforming this piece of herstory and reclaiming the witchy lifestyle. Learning about our bodies and natural health, embracing female sexuality, taking up spiritual practices that

are not patriarchal, defining ourselves based on our relationships with other women rather than our relationships with men, rejecting female beauty standards and caring for the Earth and its creatures are some of the many radical steps witchy feminists are taking to reclaim the witch life. Simply digging through our repressed and hidden herstories to find our roots is a radical act, and as a witchy woman might say, what we find and what we do with this information might just be magical.

LETTERS TO THE EDITOR

Independent women shouldn't turn off anyone How you can become one

BY SHAKARA THOMPSON
CONTRIBUTOR

"Don't be a woman that needs a man, be the woman a man needs." - Anonymous

In my 20 years of life, I have only been in two serious relationships, including the one I am in right now, and I must say that never have I needed a man.

Growing up, I was raised by a single mother who did everything on her own without any man's help, AKA my father. Seeing how my mother strived for her accomplishments all

on her own - buying her own house and car, having a good career, paying bills, maintaining her health and balancing her work life and personal life - I saw what being independent really was. Though my mother passed away when I was 18 years old, she was able to teach me all she could, which included never needing a man and becoming successful.

Mainly what she taught me, and my experiences in life have shaped my ideology of, was being an independent woman in today's society, which brings me to the ques-

tion that many people ask. Can a woman be independent while also being in a relationship? My answer is yes, she can and I am one of them.

I think being a woman who is independent could be seen as somewhat ambivalent since there are men who find it to be intimidating towards their masculinity. In today's society, the old-fashioned view of relationships still exists where men are supposed to be the sole-providers, and women are not. As my partner would add, "that's the man's role, to provide," but I think it is just as great

when both, men and women, share the responsibility of providing for each other.

As you can imagine because my partner and I have different perspectives on this topic, it causes a lot of friction between us since I choose to do certain things on my own without him; although, in his eyes it is about constantly being there for his woman when need be, I see it as I am just as capable of doing it by myself. We manage to keep our contrasting beliefs separate from our feelings about one another because at the end of the day, we love each



Photo courtesy of Shakara Thompson

other for many other reasons.

In conclusion, I believe being a woman who is independent should not in any way disinterest anyone or

make them feel a certain type of way, but rather intrigue them to understand why the meaning of independence for women is so important.

Veteran, student, partner, sister and friend – being true to myself

Importance of equality, kindness and support

BY RACHEL SOTOMAYOR
CONTRIBUTOR

To be a woman in contemporary American society means being adaptable, independent, strong and intelligent.

I have found that there are many ways a woman can succeed in different areas of her life, but we must chose and carve out that path ourselves. As a veteran from the U.S. Military, I experienced times when I needed to balance physical and mental toughness, while also maintaining emotional clarity.

Despite my early concepts of what I thought being a

woman meant, I forged a new way of thinking and developing into a woman. I do not need to suppress parts of my thinking, feeling or being just because I am a woman. In contrast, I can highlight my abilities and share my experiences with other females.

By being true to myself as an individual, I am better able to raise up and support other women in our society. Women in our society are threads woven into a beautiful tapestry, each brings their own influence and experiences to the masterpiece. To be a woman in contemporary America, it is critical that we

lift each other up with equality, kindness and support.

Too often I've experienced situations where women felt the need to compete with each other for resources, validation or partners. When we belittle one another, we make it a harder struggle on us all. In American culture, we have the ability to validate ourselves and then be an example to other females, no matter what their age. As a veteran, student, partner, sister and friend, I can be the very best woman I can be, simply by believing in myself and continuing to strive to be the best me.

BY KARRI KIRBY
CONTRIBUTOR

How can we empower women at CSUSM, or how do we even define empowerment? Does empowerment mean feeling safe, or do we even know how to use this empowerment?

Many people have different opinions about how they feel empowered or safe on campus; therefore each person's bias about what expresses "feeling safe," or "feeling empowered" varies. Currently we have a Gender Equality Center,

where they have created an environment where all students of different genders and their different gender problems are welcomed.

Before there was the Gender Equity Center it was the Women's Center, which was run by feminists and other powerful women. Now the Gender Equity Center is ran by men, so should we question as to why women are not directors of a once known center called the Women's Center whose name just changed? How are we supposed to feel about this change in power, and do we feel comfortable enough to seek help from these men?

Staying involved and getting your voice heard can help you feel more comfortable and even inspire others to speak out about their gender problems they are also currently facing.

Several people may not know anything about empowerment or how to use it. To have empowerment is to give authority or power to something. I think what empowers women is being proactive and recognizing and questioning these gender boundaries. I think we need to ask why isn't our campus empowering more women, and how can I help them to do that?

Don't let others define your value

Embrace yourself and all of life's messiness

BY JORDAN TAYLOR
WAECHTER
CONTRIBUTOR

Oppression can be thought of as unjust treatment or control, mainly based on race, ethnicity, gender, religion, sexuality, class and disability. Oh no! The crowd gasps, not another woman rambling on, but hear me out.

Each "status" is a lens used psychologically and socially in the way we view the world and treat others within it. Regardless of those differences (that should be recognized), here is a lesson I've come to learn.

You are already real. To be real is not simply referring to being alive, but is also referring to the experiences that happen to you while being

alive. Do not wait for someone else, something else or an outside source to declare you as real. Crazy, I know. To accept you are real means to understand you will not be some magazine model (in most cases), that you will disappoint people and yourself, that the size of your waist does not indicate the capacity of your mind or heart and it means accepting you will live through moments that cannot be edited, deleted or erased. Just get on with it; you are incredible as an individual, embrace what makes you unique and different.

Plus, Barbie is overrated anyways; there is only one you. Accept that you are real, that your life cannot be finished, have perfect timing, be fixed or have any form of structure. Become intrigued by the messiness and actu-



Photo by Noelle Friedberg

ally embrace it. You are your own gatekeeper, do not let others define your value.

Yes, it is even more difficult that we have grown up in a world where, as a society, we have been raised to be likeable, and watched as the women (and men) who

spoke up for themselves in ways against social norms were either called selfish, difficult or needy that splashed a red wine stain on the white carpet. Whatever, be the stain and know that the change starts within you. Create your own value,

regardless of the world and judgments. Find an anchor in the chaos of the stereotypes, biases and social norms, and choose to not be a part of it.

You are real exactly as you are and who you are. Remember that we change as life requires us to. If you

want to cut your hair, wear that dress, baggy shirt, not shave your legs, be a scientist, run for president, ask for that raise, change your mind on your life partner, city, whatever, that is okay. It is okay to change our mind on big things as we grow as individuals. Turns out, life does not work out the way you thought it would at 18—and that's actually a good thing.

Empower yourself, and do not let the world decide on what you can and cannot do. Free yourself from the box and the hegemonic views. Plenty of people will tell you that you cannot do something because you are not good enough, a woman, not intelligent enough, just not outdoorsy enough, blah blah. All that matters is that you know you are enough. That is all you could ever need.

LETTERS TO THE EDITOR

Shamanism – the world’s original religion

A look back at the spiritual power women have had

BY CHARLA LOPEZ
CONTRIBUTOR

Women’s roles across cultures and across time have been transformed and adapted. Before the masculine structure of society and religion, there was a sacred powerful role that women held and ruled from. Shamanism is regarded by various sources to be the original religion from which all religions stemmed and branched out from, not only humankind’s first spiritual practice but a healing practice as well. Shamanism has been defined by the western world

as a religious belief system in which the shaman is a specialist in the knowledge required to make a connection to the world of the spirits in order to bring about benefits for the other members of the community within the culture. From my research I have found that women were the first shamans and are still regarded as being more powerful. Women are designed in such a way, including biologically, that is better suited to shamanism and its duties. Women were known to be “chosen” by the spirit or universe versus men who



Photo by Noelle Friedberg

were chosen and “initiated” by other male shamans and these facts can be reinforced by male shamans today. Different cultures have their own creation shaman

story of origin about the first shamans being women and how they were somehow overthrown and erased from history. They include the occurrence of men being jeal-

ous of women’s power and conspiring to steal the power from them. The only way men could attain the power that the women shamans had was to be given the objects and tools from their female elders or steal their objects of power and kill the shaman; only then could they assume the powers and use them for their own purposes. In the article “Path of the Shaman,” Peggy Andreas describes that shamans heal themselves (and serve as a healing catalyst for others) in three main ways: removing blockages in the energy flow, balancing and centering and

attunement and harmony. It is important to point out that shamanism acknowledges the importance of both masculine and feminine energies and traditions. So it would be beneficial for people today to adopt aspects, if not most parts of shamanism, with its powerful women leaders and positive holistic attributes. I would like to end with some questions for you all. How did humanity arrive at this masculine-dominated structure of society and even religion? At what point did women lose their sacred power and revered position in the world?

Taking a critical look at feminist experiences

When did feminism become a bad thing?

BY DANIELLE WISDOM
CONTRIBUTOR

Growing up, I was blessed to be surrounded by strong, incredible, educated women who showed me at a young age what it looks like to be successful as a woman in the world. Looking back now, I realize that my sisters and my mother were showing me what it looks like to be a feminist. Working in childcare, I have always worked with predominantly women (and still do). What baffles me is how many women in today’s society refuse to call themselves feminists. Moreover,

I’ve notice that a lot of the women I work with have a tendency to perpetuate gender inequalities through their words and actions. Not only are these women continuing a cycle of oppression for themselves, but they are teaching these behaviors to children, who will bring them into the next generation. My biggest question is, when did feminism become a bad thing? And why do these women fall victims to male power even when there aren’t any males around? The simple answer is that humans can only act on what they know. An educated woman with

positive female role models might be more equipped to see that feminism isn’t about “man hating.” It is about equality between people regardless of gender. So if the concept of feminism is such a simple one, why do grown women have such a hard time accepting it? In my opinion, women such as my co-workers have a hard time accepting feminism because, even in an entirely female environment, male power dictates how we as women view ourselves and how we act on those views. For example, many of my co-workers are currently

in school for child development. One of them recently got her degree but was afraid to ask for a raise from our boss. She was complacent staying as an assistant teacher when, in comparison, the only male employee in the center has received several raises and has no degree. These stories, unfortunately, are not uncommon. Women do not see themselves as valuable assets to the workplace so they are less likely to go for that next big promotion. While these beliefs about gender are deeply rooted and difficult to change, I don’t think that it is impossible. It



Photo by Noelle Friedberg

Feminism is not always what the media portrays.

is everybody’s job to change the way that we view power and success and it is every woman’s job to be a role mod-

el for others. With these efforts, future generations may never have to worry about gender inequality again.

Feminism is not exclusive

Men can be advocates as well



Photo by Noelle Friedberg

Feminism is for everyone.

BY JACQUELINE ROBINSON
CONTRIBUTOR

We cannot ignore the fact that women’s voices are still consistently marginalized. But to hold that feminism belongs only to women, or that only women can be feminists, creates brash assumptions, ostracizes enormous number of supporters

and implies that anyone who isn’t a woman cannot support the same ideas that we as women strive for everyday. How are we to advocate for women’s equality, justice and optimism if we are being prejudiced about who can advocate? To deny someone the right or opportunity to act under a feminist label simply because of his or her gender identity or sexual-

ity goes against the rudimentary ideals of the cause. Since everyone has his or her own right to define “feminism,” stating that the word itself is not all-inclusive is counterintuitive. Each individual, each person, decides to put their own definition to the word “feminism.” Some honor the word, others use it as an insult. No matter how an individual chooses to utilize the term, I think the freedom to make the word yours is the beauty of feminism. Feminism doesn’t define, mold or break, rather, it bends. There is feminism in all of us, whether we choose to embrace it or not. With campaigns like HeForShe that “brings together one half of humanity in support of the other half of humanity, for the entirety of humanity,” we are now taking proactive measures to bridge the gaps between women and men that have divided us for centuries.

Living in America as a woman



Photo by Noelle Friedberg

Being a woman is a multidimensional identity.

BY STEPHANIE RUBY
CONTRIBUTOR

As a woman living in contemporary American society, I would say I have abundant opportunities. This might seem a bit cliché considering that America is

the “land of opportunities,” but it is nevertheless true. I have the ability to freely pursue both an education and a career. In that career, I have the ability to hold highly respected positions that carry a large amount of responsibil-

ity. Everyday, my society is making gender equality more of a reality as campaigns like “HeForShe,” ran by the UN Women, seek to promise worldwide empowerment of women and gender equality. I see my society looking to build women up - to build me up, to remind me of my worth and to show respect for my sex. Although there are still many women around the world, who face oppression, harassment and disrespect for speaking their minds, I see an America that wishes to be better. However, I will not shelter the fact that many women still undergo these cruel treatments in America but, compared to other countries, America allows me to live life with the freedom to speak, think and be whomever I choose to be under God’s grace. To be an American woman is to have freedom. That, for many, is still only a dream.

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Pay Equity continued from pg.1

budget analysis of CSUSM.

Brunsis concluded that CSUSM does have the resources, in reserves, to fund the Equity Program, Engen said.

In a letter last year from Engen to Haynes, the CFA leader wrote that "for mere pennies on the dollar — just 0.37 percent of the university budget," it would be possible to "fund [the] campus' share of what it would take to close the gap between the CSU's and CFA's salary proposals."

In an interview last week, Engen said, "What we told them when we were bargaining this contract last year was that we would accept a meager raise as long as CSU campuses undergo a campus salary equity program with the cash reserves that they have.

"The chancellor gave the green light this time around, and President Haynes committed to implementing an equity program on our campus," he said.

Anne Lombard, an Associate Professor of History and the Faculty Rights Representative for the CSUSM Chapter of CFA, has been on the faculty since 2000. She explained her own experience.

"My salary is still under \$70,000 a year. I have a J.D. from Columbia Law School and a Ph.D from UCLA, and the salaries of other people in my rank are on average about eight to ten thousand more," said Lombard.

Lombard said she has not experienced a salary inversion, but rather a salary compression because new faculty are making slightly less than her.

According to the Sacramento Bee State Worker Salary Database (www.sacbee.com/site-services/databases/state-pay), Lombard made \$68,300 last year. Another associate professor of history -- the same rank and approximate hire date as Lombard -- from the University of California Santa Cruz, made \$86,900 in 2013.

The same database shows that an assistant professor of history at CSUSM -- a lower rank than Lombard -- made \$66,000 in 2014, only \$2,300 less than Lombard's salary.

"There is a growing awareness that [faculty] are getting paid way less than brand new faculty with no experience and will possibly never get to the level that they expected, and it makes people depressed," said Lombard. "A demoralized faculty, I think, doesn't necessarily put as much energy and creativity into the job as you would like them to."

Engen agreed.

"We want the administration, the public, and students to know that we are not just faculty members who are griping that they want more money. We are actually falling out of the middle class,"

said Engen. "We are here doing a job that is really important by educating people, but we can't accomplish that job when we have to take on extra work that cuts into our main focus, which is teaching our students."

Marisol Clark-Ibanez, a tenure track Associate Professor of Sociology and CFA member, said, "It is very demoralizing because you feel like you are putting in so much work. You don't come into this job for the pay, but there is quite an injustice because they are devaluing my labor and input by consistently and structurally putting me at bottom of the pay scale."

The State Worker Salary Database shows that Clark-Ibanez, who was hired in 2003, made \$66,000 in 2014. However, an assistant professor of Sociology at CSUSM -- a lower rank with less experience -- makes \$6,100 more than Clark-Ibanez.

The database shows that an Associate Professor of Sociology (same rank and approximate hiring date) from the University of California Santa Cruz made \$86,000 in 2013 -- \$20,000 more than Clark-Ibanez's 2014 salary.

"I work so much and if I was smart, then maybe I would work to my pay scale, which would mean a significant pulling out of things that I am passionate about and care about," said Clark-Ibanez.

Faculty members and the CFA are concerned that the Salary Equity Program has yet to be implemented, even though the CSU Chancellor and President Haynes have agreed to it.

Engen said the administration is waiting on the current faculty raises to be implemented and recorded in the data system.

"What we're concerned about now then is that in May, when we go back to the reopener bargaining table in year two of the contract, it is possible that we will still not see the equity program in place," he said.

CSUSM Provost Graham Oberem said he is aware of faculty concerns.

"Currently, CFA/CSU contract salary increases are being processed with those adjustments coming into effect through April," he said.

"Once these system wide salary changes are calculated, we will do a full analysis of faculty salaries on our campus to see what remaining faculty salary equity issues still need to be addressed."

Oberem said he is working with the Office of Faculty Affairs to do the equity analysis. Once it is complete and a plan designed, the faculty will be consulted.

President Haynes will make the final decision about the campus-based faculty salary equity program, he said.

For more information on the faculty union's views, visit calfac.org.

ARTIST SPOTLIGHT

Marilyn Huerta advocates the power of art

BY LEXY PEREZ

ASSISTANT ENTERTAINMENT EDITOR

It can be normal for every college student to feel overwhelmed with questions about the future. Pressure can build on the necessity to feel as if you need to have an idea of what exactly it is you wish to do.

For Marilyn Huerta, the answer is quite simple. “Why must you do just one thing?”

Living a life based on the mantra of refusing to have life bounded by limits, Huerta is living proof that if you have passion for something, there’s nothing in life you can’t do. It is imperative to ensure that enthusiasm consumes your life that leads to ultimate happiness.

Aside from being a mother of four, Huerta serves in a myriad of positions important for our campus. Having begun working for the campus since 2006, she serves as

the President of the San Marcos Art Council, a Student Arts Association Advisor for CSUSM, a Community Liaison for Charity Wings Art Center and co-teaches HeART Healing Retreats sponsored by the Palliative Care Institute. While these are just a few of her positions, it is evident that she has an impressive list of credentials.

Being raised amongst creative parents, her zealotness for art and innovation was conspicuous at an early age.

“When people would ask me what I wanted to be when I grew up, in my heart I always knew I wanted to be an artist, but I didn’t want to just decorate someone’s wall, I wanted to share it and give back with it. It had to be some kind of service,” said Huerta when describing what inspires her love for art.

What sets this woman apart from others is her commitment to making a difference in the community.

She views art as not only a passion, but as something that can give the ultimate freedom of expression.

“We have so much structure in life and in art there are no rules,” Huerta said.

It is through healing of art in which Huerta found her calling to assist others struggling with the adversaries of life.

“So many people in the world think that art is not important. They think it’s just an extracurricular activity, but it’s not. It’s something that is needed. It’s used in all forms all over the world and people don’t recognize it,” she said.

An example of her community involvement is work done through an organization she is a part of called Art Miles. Huerta and other students painted 14 murals as a means of honoring the tragedy of Sandy Hook Elementary School. After sending these murals to Connecticut, she feels it exemplified how art can allow individuals to

use their creativity as a means of making a difference.

One thing Huerta wishes people knew was that creativity isn’t something only meant for the “gifted.”

“You don’t have to have skills or be experienced in art to know the power of it. It can be a tool that can be used by everyone. It’s something to do for yourself,” Huerta said.

While she doesn’t feel as if women are truly represented enough in art, she believes that gender shouldn’t even be of any concern.

“It’s my hope that your art speaks for itself and you don’t pay attention to whether it’s a male or female artist,” she said.

Huerta doesn’t pay mind to the gender of an individual but rather the artistry they bring to the table, for all voices of art should be expressed and heard.

It is through the art process that Huerta has discovered not only who she



Photo courtesy of Marilyn Huerta

Huerta is a talented artist and prominent community member.

is as an individual, but her purpose as an artist.

“I can be myself, without being forced to. Art shares our story. It provides a voice for those who sometimes don’t know how to speak,” she said.

Huerta has a hope for women who dedicate their lives to advocating what they believe in.

“We aren’t given enough credit for how strong we are.

We should always be thought of as equal. There are differences about us and we should accept our strengths,” she said. “When I was growing up it was all about finding the prince but you don’t have to get married or have children to be successful. If men can be that and still be successful, we can do it too.”

Huerta is living proof that anything can be done if you believe in it.

VIDEO GAME REVIEW

Nintendo best at creating female characters

BY ZACH SCHANZENBACH

SENIOR STAFF WRITER

The stereotype is simple yet pervasive: the realm of videogames is a guy’s world. That’s the stereotype I grew up with, anyways, and it seems I’m not the only one who thinks that way.

Of course, I know fully well that this is not completely true. The truth is, there are a number of video games that have what I call a pro-woman disposition. I could write a list, but I’ve only got so much room on this paper. So here are four pro-woman video games:

1. “Xenoblade Chronicles”: This might seem like an odd

choice to anyone who knows this game, but let me explain. One of the main female characters, Fiora, is, according to the Xenoblade Wiki, “a very kind and caring person who wants to help everyone.” A few sentences later, it says that she “is also incredibly protective of Shulk [the game’s male protagonist].” I don’t know about you, but I’m used to the guy being extremely protective of the girl, so seeing this role get flipped around is refreshing.

2. “Pokemon”: Another seemingly odd choice, but hang with me. When “Pokemon” kicked off in 1996, players were only given the option to play as a boy. But

with the release of “Pokemon Crystal” in 2000, players had the choice to play as either a boy or a girl (and thus an infamous meme spawned from this, making fun of “Pokemon” professors for asking about your gender). Also, special mention must be given to the fourth generation of games, “Pokemon Diamond”, “Pearl” and “Platinum”, for being the first games in the series to feature a female champion.

3. “Super Smash Bros. for Nintendo 3DS/Wii U”: No, I’m not trolling you, I promise. The “Super Smash Bros” games always had considerably more male fighter options than female

fighter options. While the latest installment is no different, the undeniable fact is that the female-to-male ratio is stronger in this game than ever before. 13 out of 49, about 27 percent, of the options are female, compared to one, 8 percent, in the first installment (not counting Jigglypuff, as genders in “Pokemon” weren’t defined back then). Also, with the new Mii Fighter option, you can create even more female fighters and increase that percentage even more. It might seem like a guy’s world here, but the female presence is not to be neglected.

4. “Metroid”: Well, we all knew this would be on the

list. Naturally, Nintendo is the best at everything, even making female protagonists. But what makes protagonist Samus Aran really stand out is how she was introduced. In the instruction manual for her debut game, she was continuously referred to as a “he.” Players dove into the game playing as this mysterious, masked bounty hunter, and then, when all was said and done, came the shock: it was a girl the whole time! There’s a very good reason why this is often cited as one of the greatest plot twists in video games. It’s definitely a shocker, but I will gladly take it over finding out that the princess is in another castle.

COMIC BOOK CORNER

Ladies conquering comics

BY FAITH ORCINO

A&E EDITOR

Marjane Satrapi’s
“Persepolis”

While many used comics as the medium for fictional tales, others like Marjane Satrapi turned it into a platform to introduce readers to themselves and to their cultures. Her graphic novel “Persepolis” was published originally in 2000 in French before Pantheon Books translated it and released it to the North American audience. It is her coming-of-age memoir that began with her childhood during post-Islamic Revolution Iran and living in a war

zone. The graphic novel followed her from Tehran to Vienna and back, where she went through many trials and tribulations to discover the person she is meant to be and not what society constructed.

Satrapi co-directed the critically acclaimed film adaptation of “Persepolis” with Vincent Paronnaud. Like the graphic novel, the film was originally in French but there is also an English dubbed version available.

Kate Beaton’s
“Hark, A Vagrant!”

A former member of the disbanded Pizza Island studio group, Kate Beaton found her footing with her very witty webcomic se-

ries “Hark, A Vagrant!”. Her first entry was a comic called “Marcel Duchamp’s Breakfast” in 2006 and from there she made over 300 more giving a comical and at times critical look at numerous iconic figures from pop culture and history among other areas. Beaton used traditional media to illustrate her stories using pencil and ink. While being a bit rough and untidy, there has been a sense of refinement with her drawings. There has been no set schedule for the new uploads so each are a surprise to followers.

“Hark, A Vagrant!” gained a physical book form thanks to Drawn & Quarterly, a

publisher supportive of comic artists and they will release Beaton’s next books “The Princess and the Pony” in June and “Step Aside, Pops: A Hark, A Vagrant! Collection” in September.

Visit harkavagrant.com to read “Hark, A Vagrant!”

Nilah Magruder’s
“M.F.K.”

Last month, Long Beach Comic Expo granted Nilah Magruder the honor of receiving the inaugural Dwayne McDuffie Award For Diversity for the first chapter of her webcomic “M.F.K.” She launched the online series back in January 2012 though mentioned in a post in the website that

she created the lead character Abbie in 2002. Since that initial concept, Magruder built a unique realm that Abbie must travel through to complete her late mother’s final wish. Complications arose soon after she met teenager resident Jaime and his grandfather Iman during a sandstorm. She failed to go her separate way and becomes trapped in the tension between the superhuman Parapsi and the normal, poor Misma.

“M.F.K.” currently has three chapters completed as Magruder continues to expand this world she made on Mondays. Visit mfkcomic.com to learn more and read the latest installments.

Her



Photo courtesy of Ciara Walker

BY CIARA WALKER
STAFF WRITER

**She wept,
She left.
She asked for change,
Uncertainty felt strange.
She asked, never
begging,
She waited and stopped
complaining.
She chose something
that wasn't an option,
Every closed door was
for her protection.
She became more
patient and lost fear,
She started to hear
God's voice and see His
plan-so clear!
If you tell her what
she can't do she workers
harder,
She covers her family
with prayer.
She offers far more than
beauty**

**She prayed
She believed
She received...
Who is she?
SHE IS ME!!!**

VPA SENIOR CAPSTONE SPOTLIGHT

Loc-Ha Le, passionate heart living on keyboard

By Lexy Perez
Assistant Entertainment Editor

Many of us have our own aspirations, but sometimes life can decide to have its own plan for us. Rather than fight the trials and tribulations, it can be common to give into the “fate” that we are left to deal with. Loc-Ha Le is a student who once substituted her journey in fulfilling her ambition to becoming a devoted mother. While she spent years dedicated to her family, she has grown to become the epitome of someone who decided

to take power over their life with no regrets. Rather than manipulate her mind into believing it was too late to make her dreams come true, Le felt there was no better time to live out the dreams she always envisioned. At eight years old, Le was introduced to the art of playing piano. Learning for years through private lessons, it was conspicuous that she had a gift. She was not only talented, but had a genuine love and passion for music. After attending Palomar for eight years while juggling studying and being a committed mother, she transferred

to Cal State San Marcos, continuing to pursue music. Now after 10 years, Le is about to graduate and has been given the honor to have a Capstone solo piano performance at the end of the semester. “When I knew I was going to perform, I was nervous but more and more now I feel less nervous. All my years planned for this moment. I did try my best and if I make a mistake, it’s because I’m a human being,” she said. The only thing in Le’s mind is the fact that even at her age now, she has been able to prove to everyone and even

herself that she succeeded simply from hard work. “I just feel a satisfaction. Whatever dream you build, if you just pursue it and keep continuing with it, you will get it. When you work hard, get the goal, anything can happen,” she said. Exciting to live this rewarding moment in her life, Le said that women overall have all the capability of making a difference in this world. “The whole world we have today is thanks to women. Who would take care of the baby, be patient enough to teach the children, care for patients, etc. I’m proud I’m

a woman,” proudly said Le. Le said in the authority of a woman, their strongest ability is to hide and be modest despite their influential roles. “Women work hard, but they are in silence. They are very quiet,” she said. “They accept that inferior for their family. I think that is the essence of a women.” After graduating, Le plans on earning her masters and continually committing herself to teaching more to apply music in the teachings of life. “I do believe in art and these days, people say that it’s hard to make a living in art and if you pursue it, you will be-

come poor,” she said. “If you think it’s really your passion, then follow your heart.” Le lives by the idea that anything is possible if you just believe in your passion. “When you work hard, get a goal, anything can happen, so from now on you have to believe in yourself. If you get a goal and you know it’s difficult, plan far ahead and gradually you will get there,” she said.

Loc-Ha Le will be performing from 2:30 p.m. to 3:30 p.m. on Tuesday, April 7 in Arts 111 Performance Hall.

NETFLIX REVIEW 4/5 PAWS

In a World touches heartstrings with powerful message

By Sarah Youngren
Contributor

In a world where women’s voices are not heard, one woman dares to try to beat out the men and let her voice be discovered. That woman is Lake Bell, the director, writer and lead actress in the 2013 comedy, “In a World.” The film focuses on main character, Carol (Bell), a struggling voice-over ac-

tress trying to break into the movie trailer business, a male dominated industry. To make matters worse, Carol has to deal with being in the shadow of her father (Fred Melamed), a famous voice actor who believes that the world does not want to hear a woman’s voice. The film becomes more interesting when she finds herself competing against her father and his protégé (Ken Marino) to be the voice of the trailer

for the highly anticipated film “Amazon Games”, a made-up film clearly reflecting the theme of the movie, women empowerment. “It’s about these fierce mutated female Amazonian warriors battling clone prehistoric cavemen hybrids,” character Nancy (Stephanie Allayne) said. However, the heart of the film centers on Carol’s struggle to find the strength to overcome her insecurities of

being a female voice actor and ignoring the disapproval of her chauvinist father to pursue a chance at her dream. This is a clear representation of film industry today, where there are significantly less women, particularly in directing and writing positions, than men. The film makes it obvious that it is aiming to give a platform for women to be heard in the media today. Bell’s rawness and humor make her extremely relatable

and down to earth, and with a supporting cast that includes actors such as Nick Offerman, Geena Davis and Rob Corddry, the film is pleasant and entertaining to watch. “In a World” is brilliantly funny with a touch of heart that sends a powerful message about women’s voices needing to be heard. The film was given 4 stars on Netflix and it is definitely worth every single one.



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a light to my path.*
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June 15, 2014

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