

CAREER SUPPLEMENT

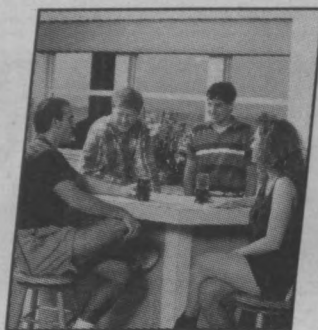
**The Past Cannot Be
Changed...But**



The Future

**Is Whatever You Want
It To Be!**

Counseling & Career Services
Fall Quarter, 1994



Discover A Career In Management Consulting With Price Waterhouse

Graduation is approaching. You're caught up in the excitement of embarking on a promising and challenging career. You want to succeed in the competitive environment of the nineties and beyond.

Price Waterhouse provides you the opportunity to excel in the decades ahead. Our Management Consulting Services (MCS) offers a dynamic atmosphere for gaining practical business experience and technical knowledge.



As a new MCS Information Technology consultant, you will participate in an extensive training program, combining self-study with hands-on experience. We help develop your skills so that you may continue our tradition of providing the highest quality information technology services to clients from Boston to Bangkok.

If you are among the best and the brightest in an analytical major (MIS, Accounting/Finance, Computer Science, Engineering, Math, etc.), we invite you to come meet with us and learn why you should consider joining Price Waterhouse.

Look to a bright new future with MCS and discover what the nineties hold for you.

We will hold an information session and reception at UC Santa Barbara

October 12, 1994
—Faculty Club

Session begins promptly at 6:30 pm. Please RSVP by calling 213/236-3111 ext. 909. RSVP is not required but is appreciated.

Interviews will be conducted on October 27 and 28, 1994.

For more information, please contact Career Services.

Price Waterhouse.
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Committed to the future.
Committed to you.

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An Equal Opportunity Employer.



RACHEL WEILL/Daily Nexus

The place to come for career help

Counseling & Career Services

Important Dates to Remember

- October 13 Graduate School Information Day
- October 14 Foreign Service Exam Registration Deadline
- October 15 Senior Seminar
- October 15 GMAT
- October 15 Applying to Law School
- October 29 MBA Workshop
- November 4 December GRE Registration Deadline
- December 10 GRE
- December 16 January GMAT Registration Deadline

1995 Internship Application Deadlines

- Winter Quarter November 14
- Spring Quarter February 21
- Summer Quarter May 15

Life After Graduation Fall 1994 Meetings

Department	Date	Time	Location
Business Econ.	10/19	12-1 p.m.	C&CS 1109
Communication	10/26	2-3 p.m.	C&CS 1109
English	10/25	1-2 p.m.	SH 2635
Psychology	10/13	3:30-4:30 p.m.	Broida 1640
Sociology	10/18	1-2 p.m.	C&CS 1109
Geology	10/19	5-6 p.m.	Geology 1100
Biology	10/27	12-1 p.m.	C&CS 1109

How to Dial a Job!

Beginning this fall quarter, all UCSB students will have the option of using their own touch-tone phone to dial in for today's new part of full-time jobs using the new, 24-hour, seven days-a-week Career VoiceLink system. The new Voice-Link system replaces the old job board service at Applied Learning Program, Counseling & Career Services, giving students access to jobs round the clock, weekends, after hours, and holiday breaks. Ads are now placed directly by the employer in their voice and at their convenience.

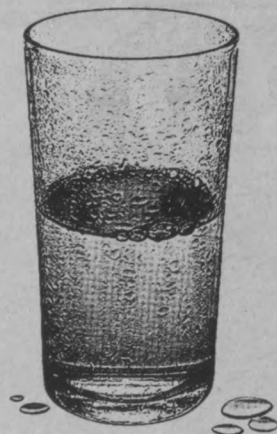
Interested students are encouraged to obtain this quarter's password and pick-up the new phonenumber menu guide at the Applied Learning Program desk after registering at Counseling & Career Services. The guide gives useful search and speed tips for moving around the menu without the hassles often associated with voicemail systems. Searches can be done by job type and/or career area. The menu also provides announcements on upcoming career events or employer information meetings throughout the quarter.

Efforts are currently under way to

promote the new service to the local area employers to expand job listings, not only for part-time work, but for career entry level listings as well. Posting a job on the new UCSB Jobsline costs only \$5.00 for the first minute and \$2.00 for each additional minute. The costs and quick response rate when compared to a \$709 three-line, two-week newspaper ad, will helpfully be attractive to private owners, consultants, and small businesses in the area. Charges simply show upon the employer phone bill, and are used to help offset the monthly costs required by Counseling & Career Services to maintain the 14 GTE lines recommended to insure that busy signals to callers are kept to a minimum.

Employers can try the new service by calling 1-900-844-AJOB (2562). If 900 numbers are blocked, employers will need to call the Applied Learning Program at Counseling & Career Services, 893-4418 for an alternative phone number and Job ID# at a flat rate of \$12 per listing. The service is free to all UCSB campus departments.

We're looking for people who look at this glass and say: "There's gotta be other glasses of water."



We need people capable of going beyond half-full or half-empty thinking. People who see subtleties. Who are quite frankly bored by easy answers and off-the-shelf solutions.

People who are constantly challenging their own thinking and are thirsty for new ideas and knowledge.

You'll have a degree from a top school. Getting a job won't really be an issue. The question is: which job? Which industry?

You don't want to get locked into one area and then discover three to five years from now that

you don't like it. By then you've invested too much.

We are the leader in helping organizations apply information technology to their business advantage. Every hour of every business day, we implement a solution to help one of our more than 5,000 clients worldwide.

What makes that possible is the quality of our people. And the quality of our training. We're known for both.

Because business and technology are ever-changing, we see training as a continuing process. And our \$123-million Center for

Professional Education in St. Charles, Illinois, is just one measure of our commitment. We train you for a career—not just a job.

Are you the kind of person we're talking about? The kind of person with an unquenchable desire for challenge and professional growth?

If so, come talk to us. And find out more about a career with Andersen Consulting.



Where we go from here.™

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Sign up for interviews in the Career Center on October 17th & 18th.

Watch for announcements on information sessions later this month.

In
Entry-Level Sales,
You need to join
a company
known for
its strength
and innovation.



WALLACE COMPUTER SERVICES, INC.

When it comes to entry-level sales, you need to align yourself with a leader, a dynamic company that sets the standard.

Founded in 1908, Wallace is an industry leader in the manufacture and distribution of consumable products for solving information processing problems. Our impressive list of Fortune 500 clients depends on a wide range of products including: paperwork systems; labeling products; commercial, promotional and direct mail printing; and computer hardware, software, accessories and supplies.

After completing our comprehensive field and classroom training program, you'll have the opportunity to develop your own leads, service major accounts and design forms and systems to solve customers' problems and increase their productivity.

Make your first move the right move! If you're an ambitious individual with a business related degree and a strong interest in sales, contact the Placement Office to find out how you can interview with us on Wednesday, 11/9. Or, send your resume to: Charles Bass, Wallace Computer Services, Inc., 16380 Roscoe Blvd., Suite 105, Van Nuys CA 91406. FAX: (818)891-6898. Equal Opportunity Employer.

Confused About Life After Graduation?

Career Services and the Alumni Association Have Teamed Up to Help In Your Career Planning

By Susan Goodale
Director of Alumni Career Services
& Constituent Groups
and Student Relations
UCSB Alumni Association

When selecting the right college or planning a vacation, it is important to research which destinations will provide the greatest satisfaction, to network with people who have been there in order to learn more about it, and to keep all the details organized about the various choices. These same skills: research, networking, and organization also are important in career planning.

It is not unusual for people to spend more time planning where they are going to college or planning their vacation than planning their career. On average, a recent college graduate can expect to spend six to nine months in the pursuit of full time employment. In the current California job market, even seasoned professionals can expect the same lengthy search.

It is not required at UCSB that students explore career resources at Counseling and Career Services, but doing so will greatly assist them in planning and preparing for their career. Information on various careers and companies is available for students to browse through at their leisure. Career counselors are available to speak with and can administer career assessments. UCSB alumni are available to speak with about various professions. On-campus interviews bring a variety of employers to UCSB to interview graduating seniors.

If visiting the Career Center didn't make the top ten list of things to do during college, UCSB continues to help its alumni in their search for employment through the UCSB Alumni Association and through continued access to Counseling and Career Services. The number-one request from college graduates throughout the United States to their alumni associations has been for career assistance. With lay-offs, industry re-engineering and mid-career transitions, alumni are tackling the same career issues as today's undergraduates. Working closely with UCSB Counseling and Career Services in order not to duplicate efforts, the

UCSB Alumni Association has now developed a new program in the area of alumni career services.

Three of the programs promoted by the UCSB Alumni Association — Career Connections, Dinner at Home and Career Day — are open to students in addition to alumni. These three programs are coordinated by the UCSB Student Alumni Association. The Student Alumni Association is a nation-wide campus organization, that serves to link students to their alumni.

Following is a summary of the UCSB Alumni Association's career services:

- **Career Connections** is an informational networking program. A data base of alumni who agree to provide information about their career is available at the UCSB Career and Counseling Center. The user and the alumnus or alumna set the parameters of the contact. A phone call may result in all the information the user needs. Other contacts may develop into a "day on the job" mini-internship or a longer lasting mentor relationship.

- **Dinner at Home** is another informational networking program. The Student Alumni Association will set up a dinner in the home of a local alumnus or alumna based on shared professional interests. Flyers are available at UCSB Counseling & Career Services.

- **Career Day** invites alumni in the professions of law, medicine, education and communications back to campus to talk about their particular fields. Career Day will be Saturday, February 25. More information will be available from the UCSB Alumni Association and Counseling and Career Services later this quarter.

- **Regional Clubs and Constituent Groups** are another way to network with alumni by geographical location and academic interest.

- **UCSB Counseling & Career Services** are available to students free of charge and for the first three months after graduation. Services are available to alumni for a fee.

- **A listing of other U.C. Counseling and Career Services Centers and Professional Career Placement Centers** is available for alumni. Fees, services and policies vary for each.

- **Career Planning Workshops and Seminars** are offered throughout the year. These programs have been either coordinated by the UCSB Alumni Association, UCSB Counseling and Career Services or UCSB Extension.

- **Enhancing Your Career** is a column featured in each issue of *Coastlines*, the quarterly alumni magazine. The article provides practical advice for both recent graduates and for alumni contemplating a career change.

- **SkillSearch** is an electronic resume service which allows alumni who are satisfied with their current job to keep their resume circulating. It is not promoted as a proactive way to search for a job.

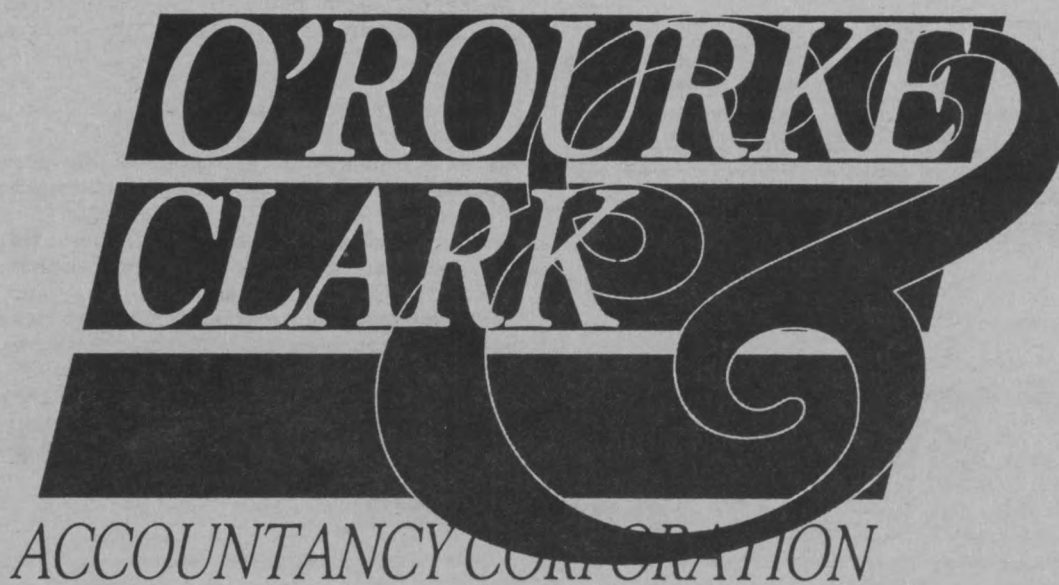
- **JobTrack Bulletin**, an employment listing for UCSB alumni, is available in hard copy or on the Internet. This service will be available late October.

In addition to these programs the UCSB Alumni Association publishes two career resource guides. The *Alumni Blue Book: A Real World Survival Guide* is a free publication targeted to graduating seniors. The *Blue Book* contains career information for recent graduates. This guide is distributed to seniors the week prior to commencement at cap and gown rental. Current alumni may request a free copy of the *Alumni Career Resource Guide*, containing career programming and resources pertinent to the seasoned professional.

Finding a satisfactory job is not quick and easy. With only twenty percent of all jobs posted in newspapers and printed form, the low-key approach to finding a job no longer works. Once a person is employed, the search does not end. A career is much like a relationship, it requires constant attention and time. Knowing one's goals, making connections through networking, and keeping abreast of the market are major factors in find a job that meets one's requirements.

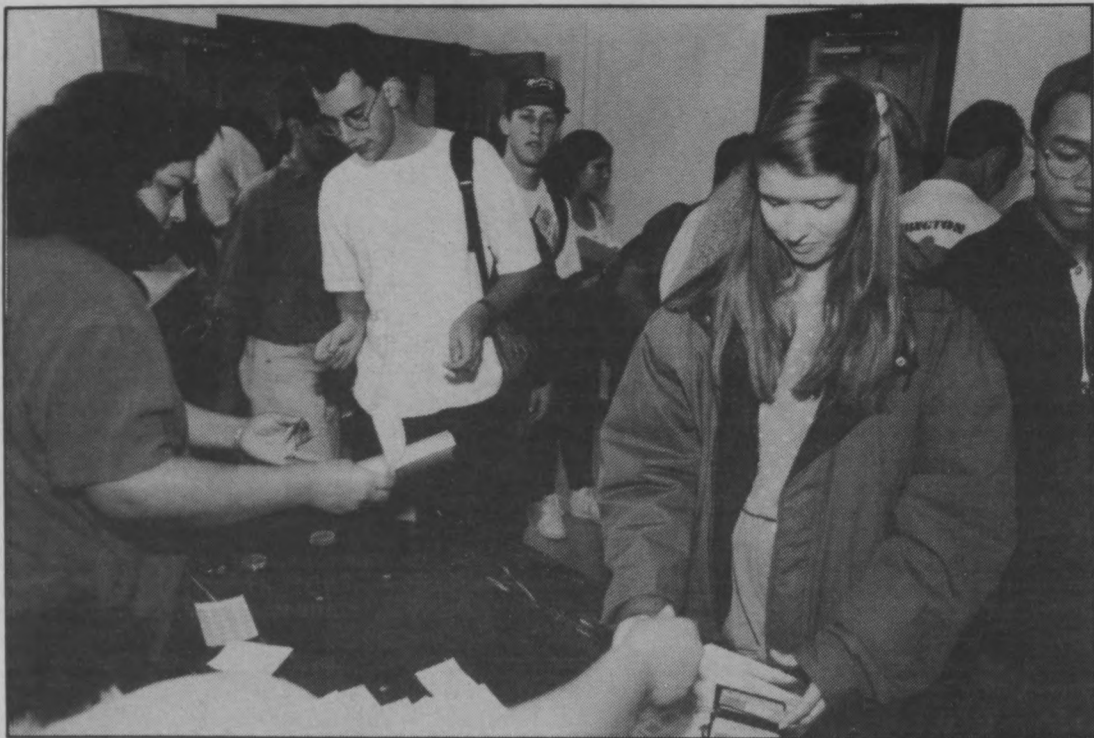
Vacation and the college selection process are over. Now it is time to take the next step. Utilize the resources at Career & Counseling Services and get involved with programs sponsored by the UCSB Student Alumni Association. If you need further assistance after graduation, the UCSB Alumni Association is only a phone call away.

ATTENTION BUSINESS ECONOMIC MAJORS WITH AN ACCOUNTING EMPHASIS



- NATIONAL C.P.A. AUDITING FIRM
- LEADING AUDITOR OF FINANCIAL INSTITUTIONS NATIONWIDE
- RECRUITS 5-6 UCSB STUDENTS ANNUALLY
- CONDUCTING INTERVIEWS ON NOVEMBER 3rd

Candidates for entry level audit positions, with San Francisco and Los Angeles C.P.A. firm specializing in providing auditing and financial consulting services to financial institutions nationwide, may register for campus interviews with *O'ROURKE & CLARK* Certified Public Accountants on November 3rd or contact Nicholas Ames at (415) 468-7470



DAN THIBODEAU/Daily Nexus

The kickoff for interview sign ups in the I.V. Theater, held at the beginning of the quarter. You can still sign up — check out the article and stories below.

A Guide To The Campus Interview Program

WHAT ARE CAMPUS INTERVIEWS?

Employers from large companies, government agencies, and school districts come to Counseling & Career Services to interview students for permanent professional positions upon graduation. These are entry level positions which do not require experience. The purpose of the campus interview is to screen applications for further interviewing at the employers' locations.

WHO IS ELIGIBLE?

You must be a currently enrolled student for the full-time/permanent employment interviews, graduating no later than August 1995. A few employers interview sophomores and juniors for summer jobs, usually in the accounting or technical fields. You must complete both a *Counseling & Career Services Registration Form* and a *Campus Interview Registration Form* in order to be eligible to participate in campus interviews. You only need to do this once during the academic year unless there are changes in your address, phone number, overall GPA or expected graduation date. You may update such information at the Campus Interview Desk.

HOW TO OBTAIN INTERVIEWS —

Bidding. Interview opportunities are distributed through a computerized bidding process. This system maximizes your chances of getting interviews with the employers you are most interested in without standing in line. At the beginning of each quarter you will be assigned 1000 points. You decide how many points to bid on each employer of your choice. All bids are entered into a computer and students who meet the employers' re-

quirements, with the highest bids will be the "Selected Bid Winners." The bids you file that are accepted will be automatically subtracted from your 1000 points. The only instances in which you will be given your bid points back are if you were not a "Selected Bid Winner" or if an employer cancels. (You are responsible for keeping track of your point balance).

Open Sign-Ups. There are three circumstances when you may be able to obtain interviews without the bidding procedure: (1) When a company's schedule does not fill through bidding; (2) When a company schedules a recruiting date after the bidding period; or (3) When a student cancels his/her appointment prior to the interview date.

BEFORE YOU BID —

Check the Master Calendar located directly across from the Interview Desk for the following information:

1. Which employers are looking for your major(s).
2. The week number in which the interview occurs.
3. The date the bid filing begins.
4. The company number.
5. The number of schedules/interview slots they have available.

You must meet the requirements specified by the employer on the Recruitment Information Form in the Job Description Binder or you will be disqualified.

Do some research on the company. Employer brochures and videotapes are in the career Resources Room to help you decide if you are interested in interviewing with an employer as well as to help you prepare for the

interview.

FILING BIDS —

Pick up a bid sheet at the Interview Desk and fill it out completely with a No. 2 pencil. Deposit your bid sheet(s) in the Bid Box on the Interview Desk, on Monday, or no later than 4:30 p.m. on Tuesday, **two weeks** prior to company interviews. Once submitted, your bid sheet(s) cannot be returned to you. **ALL BIDS ARE FINAL!** Bids must be filed in person, not by mail.

CONFIRM APPOINTMENTS —

The "Selected Bid Winners" lists are posted in the Interview Waiting Room. You must confirm by making an interview appointment time with a *resume* on Thursday, or no later than 4:30 on Friday, **two weeks** prior to company interviews. All appointments must be made in person at the Interview Desk. Please, no telephone inquiries about the "Selected Bid Winners" lists.

OPEN SIGN-UPS —

Open sign-ups start on Tuesdays at 1:00 p.m., in the back courtyard, **one week** prior to company interviews. Sign ups are on a first come, first serve basis and will continue until schedules are filled. A list indicating the number of available slots is posted on the back door of the Interview Waiting Room. All appointments must be made in person at the Interview Desk. Remember that you must meet all requirements specified by employers and that you must have a *resume* for each company with whom you intend to interview.

THE TIMING OF THE BIDDING/SIGN-UP PROCESS

Each week, a new sign-up cycle begins for the interviews.

The pattern looks like this:

	Monday	Tuesday	Wednesday	Thursday	Friday
2 weeks prior	—File Bids until 4:30 p.m.—			Bid Winners confirm appts. until 4:30 p.m. Resúms required.	
1 week prior	—Open sign-ups continue until the schedules fill. Resúms are required to make appts.—				
Interview	—Week of the interviews—				

FALL QUARTER 1994

Week of	File Bids	Confirm Appts.	Open Sign-ups
#1 Oct. 17	Oct. 3 - 4	Oct. 6 - 7	Oct. 11
#2 Oct. 24	Oct. 10 - 11	Oct. 13 - 14	Oct. 18
#3 Oct. 31	Oct. 17 - 18	Oct. 20 - 21	Oct. 25
#4 Nov. 7	Oct. 24 - 25	Oct. 27 - 28	Nov. 1
#5 Nov. 14	Oct. 31 - Nov. 1	Nov. 3 - 4	Nov. 8

IF YOU DON'T GET AN INTERVIEW-

Inquire at the Interview Desk in person or by phone about interview slots that may become available due to students cancelling their interview appointments.

Leave your *résumé* in the *Résumé* File Cabinet by the Interview Desk. Those *résumés* will be put in the employers' packets the day prior to their arrival.

Use the employers' business card file located by the Interview Desk to contact employers directly by sending your *résumé* and a letter of application to their addresses.

CAMPUS INTERVIEW LINEUP Fall, 1994

This list is subject to change. Please stop by *Counseling and Career Services* to pick up a current list of employers, broken down by majors for the quarter. As a reminder students are required to register with the Campus Interview Program.

ARCO Products November 1	Dimensional Fund Advisors October 31	Cohn Handler & Company October 24	Honeywell, Inc. October 19	New York Life Insurance October 27	U.S. Marine Corps October 26; November 9
American Drug Stores October 24	Dollar Rent-A-Car November 16	Comerica Bank of California October 31	Hughes Aircraft Co. October 20	Northwestern Mutual/L.A. October 27 & 28	U.S. Navy Engineering November 8 & 9
Andersen Consulting November 1	Dupont Company October 17	Coopers & Lybrand October 21	ITT Federal Services Corporation October 17	Northwestern Mutual Life/Wild Hills November 15	U.S. Peace Corps November 1 - 4
Applied Signal Technology October 28	E. & J. Gallo Wine Co. October 28	Copyline Corporation November 3	Integrated Device Technology November 11	Norton Lambert November 1 & 2	Wallace Computer Services November 9
Arthur Andersen October 19	Enterprise Rent-A-Car November 9	Coro Foundation October 24	Intel Corporation October 20 & 21	O'Rourke, Clark & Sacher November 3	Walmart/Lompoc November 1
Automatic Data Processing November 2	Ernst & Young October 17 & 18	Cypress Semiconductor October 24	Internal Revenue Service October 25	Pacific Island Club November 17 & 18	Walmart/Porterville November 4
BDO Seidman October 26	Express November 17	Deloitte & Touche October 25	John Hancock Financial/Beverly Hills October 20	Pizza Hut October 24	Wiltron Company October 28
Bartlett Pringle & Wolf November 8 & 10	Factory Mutual Engineering November 7 & 8	John Hancock Financial/L.A. November 10	Scripps Research Institute November 14	Price Waterhouse/Acctg. October 18 & 24	Xontech November 3
Bullocks November 4	Footlocker November 9	KPMG Peat Marwick October 19 & 20	Seiler & Company October 27	Price Waterhouse/Management Consulting October 27 & 28	
CananDiagua Wine Co. October 17	Fortis Investors/Agoura Hills November 3	Lady Footlocker October 26	Standard Register Co. November 2	Radio Shack November 4	
Canon Astro Office Products October 24	Fortis Investors/Orange November 2	Manpower Temporary Services November 14	Staples, Inc. November 16	Rockwell International October 26	
Charlotte Russe November 9	General Electric Co. November 4	Market Place Media October 24	Syntex Corporation November 11	Royal Alliance November 9	
Chevron Corporation November 2	Harris Corporation October 21	Metropolitan Life Insurance October 24, November 18	TRW November 2		
Circuit City November 14	Hewlett Packard November 10 & 11	Mobil Oil Corporation October 28	Teradyne November 7		
		Motorola, GSTG October 19	Tektronix, Inc. November 15		
		Mutual of Omaha October 24	Teradyne November 7		

Is Graduate School for Me?

By Lily Maestas

With the unpredictability of the job market for the next couple of years, the employment options for recent college graduates continue to challenge the imaginations and extend their boundaries beyond the most obvious work situations. Competition in major corporations will remain strong as "previously employed professionals" compete with recent graduates for entry level positions. Work experience continues to be high on the list of desired qualifications when reviewing applicant pools. Advanced degrees without prior work experience may not be the answer for those wanting to wait out the recession before launching into a full scale job search.

What does the undergraduate need to consider when weighing the options after graduation? For the majority of University of California alumni graduate school is inevitable, but when you decide to pursue that advanced degree may now be more important than what advanced degree you pursue.

More and more students are opting for graduate school immediately after their bachelors degree in hope of riding out a sluggish economy with the idea that potential employers will value their advanced degrees. It is one way of delaying the job search and upgrading credentials without venturing into the uncharted and sometimes hostile waters of an uncertain job market.

It stands to reason with more people looking at graduate school, the competition will be greater and selection committees will use more clearly defined criteria to weed out the "shoppers" and accept

only applicants who have demonstrated the intellectual and emotional commitment to pursue graduate work. If you are considering the graduate school option there are some questions you need to ask yourself and some realities you need to confront in order to maximize your chances of acceptance into a program. The answers to the following questions will help you decide if the timing is right for you to go to graduate school right after your bachelors degree or if you should consider some of the other options that are available to you.

1. Do you have a clearly defined career goal that requires an advanced degree for entry into the profession?

2. Can you articulate your academic and professional reasons for going to graduate school.

3. Does your undergraduate record reflect your ability to do graduate level work?

4. Are you willing to incur the debt and delay earnings that continuing your education will involve?

5. Are you emotionally ready for one to three more years of academic work at a much more rigorous level than your undergraduate experience?

Reflecting on these questions will help you focus on when the timing will be right for you. Seeking advice from faculty and discussing your options with a career counselor can give you the confidence to face this decision with the right amount of information about yourself, the job market and graduate school.

Fall quarter of your senior year is traditionally the time to apply for entry into graduate programs beginning the follow-

ing academic year. Workshops and individual appointments are being offered at Counseling and Career Services as a way to provide information and mentoring for students during the application process. Beginning Oct. 25 from 11 a.m. to 12 p.m. there will also be a Graduate School Application Support Group to provide you with the motivation needed to complete the process as well as answer questions about your statement of purpose, letters of recommendation and advice on criteria for picking the most appropriate programs based on your career and professional goals.

It's been my experience as the primary career advisor for students through the graduate school application process that it begins with a great deal of confusion and mystery, followed by some thoughtful decision making and overall excitement about the graduate programs that are available. About a month into the process there tends to be a "crisis" of sorts where the student begins to grasp the amount of work required to complete the process and the thought of abandoning the whole idea becomes very attractive. This is when it is time to clarify your goals with an advisor or faculty member and receive the support of your peers who are also going through the process. Misery may love company, but the company of the support groups also provides information and the opportunity to share the stress of the experience instead of going it alone. By about the middle of November students can begin to see the light at the end of the tunnel and there is a burst of energy for the final sprint needed to com-

plete the process.

Once the applications are in the mail, most feel their task is completed. It is now time to look at what kind of scholarships and grants are available to help finance your graduate work. The process of applying for grants and fellowships is very similar to the graduate application process but the awards could leave you with little debt to pay back after completion of your degree. If your undergraduate GPA is high, now is the time to make those grades work for you by applying to as many grants and scholarships as possible. The best place to be when entering a graduate program is with a combination of financial support from the university of your choice and private money that you have received as a result of your applications to private grants and fellowships.

Spring quarter will be the time of year when you begin to hear back from the schools you applied to. This is often more stressful than the application process because you will need to negotiate among the offers you receive. Make sure that you have spent some time before accepting an offer talking about the pros and cons of each offer with your faculty, a career advisor and trusted confidants. Often the student is so wrapped up in the process that it is difficult to gain perspective without feedback and comments of others. Remember that seniors all over the country are faced with having to make these same decisions. Trust your instincts, listen to people's advice, weigh the pros and cons of each offer and then jump in with both feet! Good luck!

A Job Hunter's Best Kept Secret: Small Growth Firms

By Deb Artz Fuller

Applied Learning Program Coordinator

Small and mid-sized businesses comprise the fastest-growing sector of the U.S. economy, and continue to be the driving force of our current economic recovery. According to *Inc.* magazine's editor-in-chief:

"What we've been able to determine is that about half of all new jobs are created by start-ups, and half by more established growth companies. I'm not just talking about the Apples and the Wal-Marts. Such highly visible companies account for only a small fraction of all the new jobs. Most of the companies that are contributing to the growth are smaller private ones you've never heard of before..."

This makes sense when you consider that out of the some 360,000 firms in the U.S., 65 percent employ less than 20 employees.

Small Companies, Big Business

Outside the growth of computer and environmental services, other hot markets for small growth firms include: health care, personnel management and a host of other business services ranging from public-relations agencies and printers, consultants and cleaning services, day-care centers and direct-mail firms, travel agencies, and time-management specialists. The success stories are both dramatic and extensive.

Consider the "Slicer/Dicer," a brand new, state-of-the-art industrial cutting machine, developed by a California based company with assistance from Lawrence Livermore National Lab, a Department of Energy lab operated by the University of California. According to Industrial Tools Inc. of Ojai, the machine is expected to be useful for computer disk drives, semiconductors, medical instruments, and the aerospace industry. Such collaborations between U.S. government research laboratories and small business continue to be fostered through such organizations as the Far West Regional Technology Transfer Center at the University of Southern California. Per number of employees, small businesses produce 2.4 times as many innovations as large firms.

According to the Arthur Andersen's Enterprise Group and National Small Business United (NSBU) June, 1993 survey report, nearly four in ten, small to mid-sized businesses (fewer than 500 employees), have improved quality, productivity or both in the past twelve months. A majority expect to see revenues and profits rise, and some 25 percent expect to increase the number of people employed. Women own 21 percent of all small and mid-sized businesses, but they own 41 percent of start-ups, those businesses in their first

three years of existence.

Advantages of working with a smaller firm versus a large one are many. For students who see themselves as goal or results oriented, promotions and financial rewards often come quicker and in bigger doses. When there are fewer people involved, it doesn't take long to know who's contributing and how much. Employees wear several hats instead of focusing on one specialty area. This can be appealing for the new college graduate who wants to get a generalist overview of all the different functions for a particular industry. The working atmosphere in many cases will also be more informal and personal.

Some people will tell you that it's riskier, at which point, you point out that nothing is for sure just look at Exxon, IBM, or GM, etc. It is true that the big firms may have the resources to purchase more of the latest technology and offer an in-house, structured training program. However, most presidents or owners will consider investing in your future education and training if you show them how a given conference, seminar, or course will arm you with important knowledge or skills that you can bring back to the firm. Finally, these firms may need someone in sales or their basic operations initially which may not seem appealing at first. However, if this is an industry you are enthusiastic about and the people sound sincere considering future promotions for you, it may be an ideal stepping stone for your career. Bottomline — research the firm carefully before you jump in.

Researching the Corporation

So, how do you find these companies? Consider subscribing to *Inc.* magazine by calling its toll-free number 1-800-234-0999. For only \$19, this monthly magazine showcases leading firms and their success stories. Every year, it publishes a top 500 list of the fastest-growing private companies. To obtain last year's list, call (617) 248-8000. It's only \$3. You may wish to consult the *Over-the-Counter 1000 Yellow Book* on reserve at Counseling & Career Services. This employer directory, indexed geographically and by industry specialization, lists 1,000 firms rated for their potential growth and innovation. Call those companies that interest you for basic information on them.

Research the industry or product or service they offer further through trade journal articles, etc. available through the business reference section at the library. If you're still excited about the organization, you are now ready to make an initial inquiry with the owner or president about possible entry level openings. Remember, small companies do not have personnel departments. Be prepared to sell yourself using some of



RACHEL WEILL/Daily Nexus

Students check out the Pinkcen during their Open House at the beginning of the quarter. (above)

Prospective employers and employees meeting at the International Expo earlier this week. (below)



JAMES KU/Daily Nexus

the research you've done so far. Ask to keep a resume on file with them even if there are no openings at the time you call. Find out if they use a particularly employment service for pre-screening for their part-time or contracted help. Register with those that specialize in the industrial sectors you are targeting (e.g. Lab-Tech, Engineering Job Shops). Check back later to see if any new developments have occurred. You will never know unless you ask. Many of these new jobs will never make it to the want ad section of the Sunday page.

Unlike the big firms, new positions open up year round not according to pre-determined recruiting cycles. Consider purchasing the paperback, *A Big Splash in a Small Pond: Finding a Great Job in a Small Business* by Linda R. Resnick for more insider tips on what to do. Contacting smaller firms may be what's missing from your job search repertoire. Who knows, you may discover just the opportunity you've been dreaming of!

The Egg Chair

By Marcy Scheck
C&CS Stress Peer

Fall quarter begins in sunny Santa Barbara. The streets of I.V. fill up during the night with students who pedal the bike paths during the day. Some new, some old, all zooming around in a rush to class; they look like ants from the top of Storke Tower. Ever been up there? Most people I've asked haven't; they are too busy with school work, extra curricular activities, or they just "never thought of doing that." Funny, isn't it, how a huge structure like Storke tower could lay at the heart of our campus and nobody thinks to explore it.

Ever wonder what other hidden campus treasures dwell under our very noses? Do you also feel a desire growing steadily with our rising tuition to get your money's worth and find all those free student services you are entitled to? I definitely do; it is my senior year and I want to have seen and experienced all that is UCSB by the time I graduate. Not just the D.P. walks, the I.V. bands, and the Halloween scene, but also the less obvious side of life at UC Santa Barbara. So, when they asked me to write this article, I jumped at the opportunity to share one of UCSB's better "secrets" with seniors like myself, but also with those of you who have more time to take advantage of what our university has to offer. My hope is that you will take advantage of these services before you find yourself graduating. I can't tell you how many times I've heard students say they wish they'd heard about the egg-chair sooner.

This private relaxation room is as close as that pink building you bike past everyday; the Counseling and Ca-

reer Services one where you might be planning to go to figure out what to do with your life, one day in the very distant future. Not ready to start planning yet? Do the prospects of jobs and internships make your eyes roll and your palms sweat? Crawl into the egg-chair first and allow it to bring you to a state of deep relaxation. Where roommates and dirty dishes don't exist and there are no bills to be paid, no bikes to be stolen or heavy textbooks to buy that cost more than that bike of yours that you'd swear just flew by on the bikepath.

Inside a private room it sits waiting for you... the egg-chair.

If you've experienced it already...

I salute you, and encourage you to tell a friend; people are much more enjoyable to be around when they are not stressed out. And you can make an appointment by calling 893-8296 to reserve your spot if you're worried about not getting in when you need to.

If you haven't tried the egg-chair read on...

Ever felt your heart beat so fast you thought it would leap out of your chest, knots in your stomach, or throbbing headaches that were so intense you could see colors from lack of sleep and stress: A good spin in the alpha wave chamber will do wonders for you.

What is this oddly named thing?

The "egg-chair" is an alpha wave chamber with surround speakers designed to block out the world in a private room where you can kick back, relax, and "de-stress." Listen to tapes such as Enya, or classical mixes. Native American flute music and a wide range of others. Or listen to counseling tapes on various topics such as self-empowerment, focusing for athletes, sex, or relationships.

There are over 200 audio tapes as well as several video tapes, in the PDR (the egg-chair appointment office) where the stress peers (guardians of the egg, and trained peer advisors) hold office hours and are available to listen to and advise you daily from 10 a.m. to noon and 1 p.m. to 4 p.m. (except on Fridays when they close at 3 p.m.).

When sitting in the egg-chair you can do breathing relaxation exercises, work on habits such as procrastination, change your state of mind, commune with dolphins, hike the grand canyon or visit Big Sur, just for starters. Intrigued? Come check it out.

What else have we got if someone's using it already?

Good question. We also have a lazy boy lounge where you may rest and watch or listen to the same video or audio tapes. You can talk to a stress peer about roommate conflicts, family matters, a friend you are worried about,


Continued on p.7A

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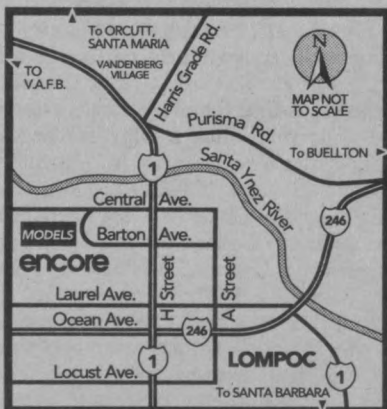
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Here is my job.

This is what all my experience up till now, that had seemed so random — was leading up to.

This is what I've been waiting for."

Mike Nichols, Director

Career Supplement Fall 1994

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The Alpha Wave Chamber, aka the "Egg"

Continued from p.6A

or anything on your mind at the time. Vent, complain, cry or laugh, we are students here to listen, trained to help you find information, solve conflicts, or leave you to yourself if you are craving solitude.

Within
the walls of
the Pinkcen
it sits, one of
our campus'
biggest secrets:
the
alpha wave
chamber,
AKA the
"Egg"

For Freshmen, Transfer Students, or anyone searching for resources they want assistance in finding —

We can connect you with campus organizations, professional psychologists for personal counseling, the internship center, the career resource room, or various personal development resources. Our PDR (Personal

Development Resources) office is stocked with information on Eating Disorders, Study Skills, Stress Management, Time Management, Substance Abuse, Sexism, Diversity, Depression, Assertiveness Training, Self-esteem, Gay and Lesbian Issues, Health and Fitness and Test Anxiety self-help strategies, to list a few.

Some Quickie tips...

For better Stress Management: Prevention techniques are crucial; eat well, get plenty of sleep and exercise, don't take on more than you can handle, and most importantly schedule in fun or relaxation time.

Study tips: Always study at a desk or a designated study place. Reading in bed is not recommended because your body is conditioned to do other activities, such as sleep, in that particular place, which makes concentrating difficult.

For Anxiety before a test or while trying to study for one: You may want to work with a stress peer on a program to deal with that anxiety. Or you can try focusing on the simple process of breathing to take your mind off of that escalating inner monologue that tells you you can't possibly pass, you will fail the class, and flunk out of school, and your parents will throw you out on the street and... etc.

For difficulty with sleeping or staying focused: Pick up a handout on progressive relaxation techniques from the PDR.

So, the next time you are rushing to and from classes and you catch a glimpse of Storke Tower, stop a minute and plan to return and check it out. And when you are feeling stressed, run-down, anxious about a test, or just plain in need of some relaxation, head for the pink building and crawl into the "Egg." (During Dead Week and Finals Week you will need to make an appointment at 893-8296. Appointments can be made for other times as well, but you need not make one to use it.)

As fall quarter opens I pass along this "campus secret" and hope you will make good use of it. For those of you who are thinking you can't make it to our building because you are trapped under a pile of work, or graduate school applications, or some such joy, you probably need a visit more than anyone to refresh you and help you sail through it all. I'd like to leave you with two of my favorite quotes: "if all else fails laugh... if that doesn't help, laugh harder." "Laughter is the best medicine."

Research

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The Scripps Research Institute (TSRI), located near the beautiful La Jolla coastline, is the nation's largest private, not-for-profit biomedical research institution. This internationally recognized institution fosters an environment in which collaborative work across traditional disciplines is valued. TSRI has an immediate need for Research Technicians with a strong background in two or more of the following:

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DNA/RNA isolation; plasmid preparation; cloning; PCR

Protein Chemistry

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Tissue Culture

Mammalian/insect culture; cell transformation

A TSRI recruiter will be on campus Monday, November 14, and Monday, January 30, for on-campus interviewing. Check with your career services office to make an appointment.

TSRI offers a challenging environment and an outstanding benefit package. If you're unable to meet with us on campus, please send your resume to: The Scripps Research Institute, Ref. UCSB1012RT, 10666 N. Torrey Pines Rd., TPC-11, La Jolla, CA 92037; or fax to 619/554-6668. We value and support diversity in our workforce/AA/EOE.

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University of California, Santa Barbara Policy on Sexual Harassment and Complaint Resolution Procedures*



University of California Systemwide Policy Statement

"The University of California is committed to creating and maintaining a community in which all persons who participate in University programs and activities can work together in an atmosphere free of all forms of harassment, exploitation, or intimidation, including sexual. Specifically, every member of the University community should be aware that the University is strongly opposed to sexual harassment and that such behavior is prohibited both by law and by University policy. It is the intention of the University to take whatever action may be needed to prevent, correct, and if necessary, discipline behavior which violates this policy."

APRIL 23, 1992

Sexual Harassment

Sexual harassment is distinguished from consenting or welcome sexual relationships by the introduction of the elements of coercion; threat; unwelcome sexual advances; unwelcome requests for sexual favors; other unwelcome sexually explicit or suggestive written, verbal, or visual material; or unwelcome physical conduct of a sexual nature. Such behavior is unacceptable and may require the University to take disciplinary or corrective action. Specifically, sexual harassment may occur when a person either verbally or physically

- a. subjects another to unwanted sexual attention; *or*
- b. attempts to coerce another into a sexual relationship; *or*
- c. indicates that sexual favors are terms or conditions for participation in a class or work environment; *or*
- d. indicates that sexual favors may be a basis for the assigning of grades in a course or in any way enter into performance evaluation; *or*
- e. engages in conduct of a sexual nature which has the purpose or effect of unreasonably interfering with an individual's performance or creating an intimidating, hostile, or offensive working or learning environment; *or*
- f. grants or refuses academic or employment opportunities on the basis of an individual's submission to sexual advances or requests for sexual favors; *or*
- g. punishes or threatens to retaliate against an individual who has either refused to comply with requests for sexual favors or complained regarding such conditions.

Sexual harassment may also occur where third parties are denied benefits or opportunities because of the existence of a sexual relationship or the existence of a hostile, intimidating, or offensive environment.

Specific examples of what may constitute sexual harassment include but are not limited to subtle pressure for sexual activity including repeated requests for outside social contacts after a person has indicated no interest; unwelcome patting or pinching; constant brushing against another employee's or student's body; "friendly" arms around the shoulder; repeated "accidental" brushes or touches; deliberate assaults or molestations; demanding sexual favors accompanied by implied threats concerning an individual's employment or academic status; demanding sexual favors accompanied by implied or overt promises of preferential treatment with regard to an individual's employment or academic status; and explicit offers of money or rewards for sex. Examples of sexual harassment which may create a hostile, offensive, and intimidating environment include posters, pictures, or comments of a sexual nature sufficiently severe or pervasive so as to create a hostile, intimidating, or offensive academic or employment environment. The aforementioned lists of behaviors should be used to assist in identifying offensive behaviors but in no way should

be construed as exhaustive lists of unacceptable acts. In determining whether the alleged conduct constitutes sexual harassment, consideration should be given to the record of the incident or incidents as a whole and to the totality of the circumstances, including the context in which the alleged incidents occurred.

Sexual harassment may occur between peers. Unwelcome sexual behavior between peers under this definition is unacceptable in the University. Students, faculty, and staff may experience harassment from peers. Students who are the subject of such offensive behavior by fellow students may either confront the alleged offender directly or pursue this matter under the campus Policies Applying to Campus Activities, Organizations, and Students. Employees who are subject to unwanted sexual attention by fellow employees who have no supervisory authority over them may either confront the alleged offender directly or pursue the matter with a mutual supervisor or through Labor Relations. Faculty members may either confront the alleged offender directly or pursue the matter with the department chair. Students, staff, and faculty members may also pursue sexual harassment complaints against persons of equal power using the complaint resolution mechanism described herein.

Entirely voluntary and welcome sexual relationships between persons in an unequal power relationship may constitute harassment under this definition. Relationships between faculty and subordinate faculty or staff, between a supervisor and those employees he or she supervises, or between a faculty member or teaching assistant and a student may give rise to legal concerns as well as ethical concerns or conflict between personal and professional interests. Although one may view a relationship with a subordinate as consensual, that fact alone does not keep it from being sexual harassment. A relationship may be voluntary in the sense that an individual is not forced to participate against his or her will, yet it may be unwelcome and therefore result in a claim of sexual harassment. Also, other employees may feel that they are being disadvantaged by the relationship. Such a perception could subject the alleged offender and the University to a lawsuit and, potentially, to damages. The law recognizes an obligation in the University to ensure that sexual harassment does not take place

and, under certain circumstances, may hold the University responsible for the acts of its employees and students.

Reprisal or retaliation against an individual for making a complaint of sexual harassment, and for using or participating in the pre-grievance complaint resolution process or formal grievance process, is a violation of University policy.

Although consensual relationships per se do not constitute sexual harassment, under certain circumstances such relationships may give rise to claims of sexual harassment where third parties are adversely affected in their academic or employment opportunities because of a consensual relationship between others, where a consensual relationship creates a hostile and intimidating work or learning environment for third parties, or when a consensual relationship ends and one of the parties continues unwelcome conduct. In circumstances in which a consensual relationship ends, the individual who no longer finds the relationship welcome must clearly notify the other party that the conduct is no longer welcome.

Sexual Relationships and Professional Conduct

The basic reasons for which a university exists are the discovery and transmission of knowledge, activities which are founded upon the free and open exchange of ideas. Such activities flourish only in a climate uncluttered by exploitation, coercion, intimidation and reprisal. In order for productive learning and the work that supports it to occur, certain conditions should prevail on campus.

Members of the University community—faculty, students and staff personnel—should pursue their responsibilities guided by a strong commitment to basic ethical principles and professional codes of conduct as follows:

- A. The Faculty Code of Conduct, as adopted through resolution of the Academic Senate and the Regents of the University of California, outlines ethical and professional standards which University faculty are expected to observe. It also identifies various forms of unacceptable behavior and outlines sanctions and disciplinary procedures.

Because the forms of unacceptable behavior listed in the Faculty Code of Conduct are interpreted to apply to sexual harassment, a violation of the University policy on sexual harassment may constitute a violation of the Faculty Code of Conduct.

B. Policies Applying to Other Academic Appointees. Existing provisions of academic personnel policy or memoranda of understanding prohibit conduct which violates law and University policy with respect to sexual harassment.

C. Policies Applying to Campus Activities, Organizations, and Students. Chapter VI sets forth in Section 51.00 the types of student misconduct that are subject to discipline and the types of disciplinary actions that may be imposed for violation of University policies or campus regulations.

A violation of the University policy on sexual harassment is interpreted as a violation of the Policies Applying to Campus Activities, Organizations, and Students.

D. Existing provisions of the various staff personnel programs and memoranda of understanding prohibit conduct which violates law and University policy, including the University policy on sexual harassment, and provide for disciplinary action for inappropriate conduct.

Primary responsibility for maintaining high standards of conduct resides especially with faculty and supervisors, since they exercise significant authority and power over others. If the highest standards of professional conduct are to be maintained, however, all responsible members of the community of learning should understand that sexual advances or comments by a teacher or supervisor toward one of his or her students or employees may constitute unprofessional conduct. Such unprofessional conduct blurs professional boundaries, interferes with a climate conducive to the open exchange of ideas between persons, subverts the normal structure of incentives that spurs work and learning, and interjects attitudes and pressures which may undercut the basic reasons for which the University exists. In such cases, objectivity may be compromised or destroyed and competent evaluation threatened.

Behavior of a sexual nature between persons in an equal power relationship can also serve to make the work and learning environment a negative one when one of the two parties involved feels the sexual behavior is unwelcome or when a third party feels that his/her learning or work environment is adversely affected.

* This is not the complete text of the UCSB Sexual Harassment Policy and Procedures. The policy contains additional information on formal and informal complaint procedures. Copies of the UCSB Policy on Sexual Harassment and Complaint Resolution Procedures are available at the Women's Center, Bldg. 434 and the Sexual Harassment Complaint Resolution Office, Cheadle Hall 3117.

Information and Assistance

The campus provides sexual harassment contact people and a Sexual Harassment Officer to assist people with information and complaints about sexual harassment:

Women's Center, Bldg. 434, 893-3778

Ombudsman's Office, Trailer 989, 893-3285

Personnel Services, Labor/Employee Relations, South Hall 3516, 893-4263

Paula Rudolph, Sexual Harassment Complaint Resolution Office, 3117 Cheadle Hall, 893-2546