



SAC and SPC to host the Brown Sisters: *Brown v. Board of Education* 50 Years Later

Linda Brown Thompson and Cheryl Brown Henderson, the sisters who in 1954 were at the center of the landmark *Brown v. The Board of Education* suit, will speak on Tuesday, February 17, at 11 a.m. at San Antonio College's McAllister Auditorium and at 7 p.m. at St. Philip's College's Watson Fine Arts Center Theatre. Their appearance is made possible by a partnership of San Antonio College, St. Philip's College and Sterling Bank. Both events are a part of each college's Black History Month observance and are free and open to the public.

As the result of *Brown v. The Board of Education*, the U.S. Supreme Court overturned the "separate but equal" doctrine that had prevented the integration of schools and perpetuated de-facto separate but unequal educational facilities.

On the 50th Anniversary of this historic case, Thompson and Henderson will reflect on their experiences at the time, the issue of equity in education, and the current educational climate. They will also be available for questions from the audience during both appearances.



From left, Linda Brown Thompson and Cheryl Brown Henderson

Thompson and Henderson were two of the three children of the late Rev. Oliver L. Brown, and the family has been dedicated to preserving the legacy of the Supreme Court decision. Co-owners of Brown & Brown

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New ACCD Performance Appraisal starts in April

The ACCD Human Resources Department has developed a new mandatory Performance Appraisal Program, beginning this semester with a six-month Initial Rating Period (April 1 - Oct. 29, 2004) and followed by an annual review. The Performance Appraisal website provides training and forms at www.accd.edu/ACCD/hr/APPRAISAL/APPRAISAL.htm.

First Meeting - Objectives & Standards:

After training, supervisors and their employees should meet early in the Initial Rating Period to jointly develop objectives and Work Performance Standards to measure how well the objectives are achieved. The website provides performance measurement definitions and examples and a link to job descriptions to identify major job functions.

Performance Event File:

During the evaluation period, supervisors should maintain a confidential Performance Event File (printable from the website) to document essential events that characterize an employee's performance. As these events occur, supervisors should discuss with employees their performance.

Second Meeting - Appraisal:

Supervisors and employees should meet for the appraisal, allowing time to submit the forms to Human Resources by Oct. 29, 2004. A rating scale ("Exceeds Standards," "Meets Standards," or "Below Standards") will be applied to the standards developed at the first meeting and to general performance measurements.

Employees may complete a Self-Evaluation Form prior to the appraisal, and forms will be

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Calendar of Events

www.accd.edu/sac/pr/calendar.htm

Wednesday, Feb. 18

Hot Potato Series
"Homeland Security or Insecurity?"
Dr. Philip Rogers, SAC Political Science
12 p.m., Methodist Student Center
Free hot potato lunch. Everyone invited.
For more information, call 733-1441

Monday, Feb. 23

Black History Month Event
"Is There Equality in Education?" panel
discussion, 11 a.m., VATC Room 120

Monday, Feb. 23

Faculty Recital
Peter Kline, trombone; Kristin Roach,
piano; and Karen Kline, viola
7:30 p.m., McAllister Auditorium
Free admission

Wednesday, Feb. 25

Hot Potato Series
Worship: Ash Wednesday (Ecumenical)
12 p.m., Fiesta Room, LSC, Free hot
potato lunch. Everyone invited. For
more information, call 733-1441

Friday-Saturday, Feb. 27-28

Texas Academic Decathlon
More than \$100,000 in scholarships will
be awarded to students. To volunteer,
contact Contest Coordinator Rick
Hopkins at 733.2296 or by email to
rhopkins@accd.edu. For more informa-
tion about the Texas Academic Decath-
lon, visit www.txacadec.org

Saturday, Feb. 28

2004 Young Women's/Young Men's
Conference, 9 a.m.-12:30 p.m.,
McAllister Auditorium.

Wellness Brown Bag Series

Men's Health Open Forum on "Prostate Cancer"

presented by Henry Flores,
SAC Nursing Faculty

Feb. 26, 12:15 p.m., Candler Room 216

For more information, contact Wellness Coordinator
Dawn Brooks at 733-2768.

Brown sisters at SAC

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Associates educational consulting, they have won numerous public service awards, guest lectured at more than 50 campuses and organizations, and interviewed with national media. In 1994 President and Mrs. Clinton hosted the sisters and other participants in the Brown case at the White House, honoring Dr. Martin Luther King, Jr.

Formerly a Head Start teacher and piano teacher, Thompson is currently Program Associate with the Brown Foundation and director of music for a Methodist church in Topeka. Henderson has been a 6th grade teacher, university guest lecturer, guidance counselor, state educational administrator, and is currently Executive Director of the Brown Foundation. She was formerly chair of Women Work, a national women's network representing approximately 15 million women.

The Brown sisters appear through DPK & Associates Inc. Additional sponsors include: Discover Travel Co., San Antonio Coca-Cola Bottling Co., Star Shuttle & Charter, and Westin Riverwalk Hotel.

If you plan to bring classes to the 11 a.m. event, please call Dr. Joy Gates Black, SAC Dean of Student Affairs, at 785-6202.

Korean students learn Western practices from SAC faculty

Nine mortuary science students from Dongguk University in Seoul, Korea attended an intensive, one-week training session at San Antonio College, Jan. 5-11, to learn Western practices in the field.

"In Korea, the study of mortuary science is really just beginning," said Dr. Mini Nam, Professor of the Graduate School, Department of Funeral Culture, who spoke through an interpreter.

She explained that one reason traditional Korean funeral practices differ from those in the U.S. is that bodies are buried within



Nominate someone great for March Employee of the Month!

Deadline is Feb. 20.

Nomination packets are available on the Web at www.accd.edu/sac/staffenc/homepage/Eom.htm or from the Staff Council Bulletin Board in the Fletcher Administration Center across from the Mailroom.

Performance appraisal

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sent to the Reviewing Officer (administrator, dean, director or above) to sign and return to the supervisor, who sends copies to the employee and Human Resources. If the employee disagrees with the appraisal, a Rebuttal Form may be submitted within five working days. The Reviewing Officer will either uphold the supervisor's appraisal or recommend changes. A new Performance Appraisal may be required if an employee has a significant change in responsibilities, promotion, demotion, or if performance issues arise.

Human Resources invites employees to email questions or concerns to appraisal@accd.edu. Frequently asked questions may be found at the website.

2-3 days, thus eliminating the need for embalming. However, Nam said this is changing now as a result of globalization and the increased presence of Westerners in Korea.

After visiting mortuary science programs in several states (including Florida, California, and New York), Nam picked San Antonio College because she said the program was closest to their interests and needs.

The one-week curriculum includes the study of North American funeral directing, embalming, and human anatomy. Students take field trips to cemeteries, crematories, casket companies, and the Funeral Service Museum in Houston. Their studies also touch on the religious, cultural, historical, legal, health, technical, and business aspects of mortuary science.

Dongguk University students have come to San Antonio College for mortuary science training since 1998, with the only interruptions due to immigration restrictions following the September 11 attacks and the SARS epidemic last summer.

For more information, call Coordinator Mary Allen-Martin at 733-2036.



Congratulations to **Mary E. Allen-Martin**, Chair of the Mortuary Science Department, who recently qualified for re-certification of the designation of Certified Funeral Service Practitioner (CFSP) by the Academy of Professional Funeral Service Practice. "To initially receive this award, the practitioner must complete a 180 hour program of continuing education activities and events. In addition, the practitioner is required to accumulate 20 hours per year to re-certify," according to Kimberly Gehlert, Executive Director, Academy of Professional Funeral Service Practice.

Recognition is due to former student **Andre Smoot**, currently attending Midwestern State University in Wichita Falls, who helped save many people during an apartment fire. According to KFDX-TV news, Smoot saw the fire and ran to help. He told reporters, "I just ran over and went through all the doors and got everybody out. About 10 people."

Congratulations to **Visual Arts & Technologies students** for their recognition in the recent Addy Awards. The Award of Merit went to **Remberto Arambula, Raquel Trevino, Cesar Rivera, Laura Garza, Miriam Thompson**, and **Renee Hitchings**; the Silver Award went to **Julio Garcia**; the Gold Award went to **Tess Miller and Melanie Longoria**; and the Creative Excellence Award went to **Tess Miller, Melanie Longoria, Remberto Arambula, and Julio Garcia**.

The **SAC Guitar Ensemble** was featured in a clinic on Saturday, Feb. 14 at the Texas Music Educators Association convention in downtown San Antonio. "This convention is very large and widely attended, and it is an honor to be asked to perform," said Jessica Howard, Music & Humanities Chair.

Congratulations to music students **Dora Gonzaba** (flute) and **Luis De La Cruz** (tenor sax), who made the Texas Community College Band Directors Association All-State Band. Also congratulations to music student **Michael Moore** (tenor trombone), who won a \$500 scholarship from the Gardenia and Musical Club of San Antonio.

San Antonio College Update

Editors John Hammond and Joanne Martin
Photographer Leonard Ziegler
Send news to Public Relations, FAC 313, call 733-2147, or e-mail your items to jhammond@accd.edu or jomartin@accd.edu by the 5 p.m. Monday deadline. The Update staff reserves the right to edit items.



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