New Dean of Students Appointed

The vice president for student affairs at University of North Dakota for the past six years will become dean of students at Cal Poly on April 1, 1978. Appointment of Dr. Russell H. Brown was announced by President Robert E. Kennedy.

Dr. Brown's selection for the position was recommended by a committee composed of students, faculty, and staff after a nationwide search which involved a field of more than 100 candidates.

He will succeed Dr. Everett M. Chandler, who will retire on Dec. 31, 1977, concluding 26 years of providing leadership as dean of students.

President Kennedy, when announcing the appointment, said he was confident that Dr. Brown would provide strong leadership to existing student development programs. "Dr. Brown's extensive experience parallels many of the student affairs programs at Cal Poly, and should equip him well for this very demanding assignment," he said.

Dr. Brown received his bachelor's degree in psychology in 1958 from Whitworth College in Washington, and in 1960 concluded graduate studies leading to the master's degree in education psychology and measurement at University of Nebraska. He earned the doctorate in counseling psychology from University of Nebraska in 1967.

A native of California where he attended Redwood City High School, Dr. Brown is a member of American Personnel and Guidance Association, American College Personnel Association, American Association for Higher Education, national Association for Student Personnel Administrators, and American Association of University Administrators.

As a resident of Grand Forks, ND, since 1971, he served on the Regional Mental Health Board, Mayor's Task Force on Drug Abuse, United Way Board of Directors, and a National Endowment for the Humanities-funded study on the "Future of Grand Forks."

Prior to his appointment at University of North Dakota, Dr. Brown was dean for student development and associate professor of educational psychology and measurement at University of Nebraska at Lincoln from 1969 to 1971. In 1970, he was nominated professor of the year.

Since Dr. Brown's appointment will become effective April 1, 1978, Dr. Kennedy has appointed B. Robert Timone (Assistant, Dean of Students) to be acting dean pending arrival of the new dean of students.

"No Discrimination" - Judge Supports Poly in Guerra Trial

After three years of legal proceedings in an individual and class action suit, a federal judge has ruled that "Cal Poly has not engaged in any acts of discrimination, much less a pattern or practice, against Chicanos in its recruitment of faculty members."

The ruling was filed Nov. 22 in San Francisco by Judge William H. Orrick of the U.S. District Court.

The case was heard Oct. 25 through Nov. 2 following three years of discovery process and accumulating several volumes of evidence.

Dr. Manuel Guerra and the Mexican-American Legal Defense and Educational Fund filed the case against the Board of Trustees of the California State University and Colleges; Chancellor Glenn S. Dumke, Dr. Robert E. Kennedy, and others.

The 21-page statement-of-findings of fact and conclusions of law declares that "President Kennedy has consistently and vigorously promoted both equal employment opportunities and affirmative action in recruitment for minorities at Cal Poly."

Judge Orrick also found that "Cal Poly has not engaged in any acts of discrimination or any pattern or practice of discrimination against Dr. Guerra or any other member of the class of plaintiffs."

Dr. Guerra, who was hired as head of the Cal Poly Foreign Languages Department on Sept. 1, 1973, filed suit after being notified on Dec. 13, 1974, that his services would be terminated at the end of the 1974-75 academic year.

(continued on Page 3)
FEE WAIVER PROGRAM FOR WINTER QUARTER

Forms are available in the Personnel Office to enroll in either work-related or career development courses under the Fee Waiver Program for Winter Quarter. Employees may be eligible to participate in this program subject to the following guidelines:

1. Be a full-time, permanent or probationary employee. This excludes part-time employees, temporary (those in limited term appointments for less than one year) full-time employees, graduate assistants, and student assistants. Employees in employment categories funded from sources other than CSUC, such as Foundation, A.S.I., and Comprehensive Employment and Training Act, are not eligible to participate in this program.

2. Be approved for courses by the immediate supervisor, dean/division head, and appropriate vice president. Fees for courses taken through the Continuing Education Program (Extension Courses) may not be waived under this program.

3. Be enrolled in either work-related courses or career development courses. Eligible employees working full-time may have fees waived for enrollment in up to 6 units per quarter and may take one course during working hours.
   a. Work-related Courses—Applicants must complete Admissions forms as necessary, but are not required to submit transcripts and/or admissions tests scores and are not required to matriculate. Applicants are considered "transitory" and acceptance is for one quarter only. In order to register the following quarter, you must obtain all approvals once again.
   b. Career Development Courses—All applicants must submit transcripts and test scores. Admission will be in accordance with established basis of admission, including exceptional admissions, and the Permit to Register will be governed by rules governing all permits. Transfer students will be provided with an evaluation of their transfer work. Applicants must file a Form 133 each quarter with the Personnel Office in order to obtain a waiver of fees. Applicants need not submit a new application for admission each quarter. Form 133 (Application for Waiver of Fees for University Courses) must be signed by all supervisors and major department or program supervisor for all career development courses taken.

To apply for a waiver of University courses for Winter Quarter, 1978, full-time employees should:

1. Pick up an Application for Waiver of Fees for University Courses, Form 133, and Individual Development Plan, Form 135, in the Personnel Office, Administration Building, Room 110.
2. Complete both forms and return to the Personnel Office after obtaining appropriate supervisory signatures and major department or program supervisor’s signature for all career development courses taken, as soon as possible.
3. Complete application for admission as necessary.

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SYSTEM-WIDE FIRST CLASS MAIL PERMIT

Beginning Jan., 1978, Cal Poly will no longer have its own first class mailing permit ( Permit No. 62) which is used for university business reply mail. The university will be using a system-wide first class permit purchased by the Chancellor's Office.

The new permit number will be 4337 and Long Beach, Ca., must appear in the indicia along with the permit number.

Please do not use any business reply envelopes with Permit No. 62 after Dec. 10. Business reply envelopes with the new permit number may be obtained from the campus supply catalog.

CAL POLY IN THE NEWS

"Drying Fruit with Solar Energy," was the title of an article in the October issue of California Rancher, as once again Cal Poly is recognized for one of its innovative programs. The article describes in pictures and story, the nation's first solar energy gathering system for commercial food dehydration, now under construction at a site near Fresno.

Cal Poly received a $1.2 million Energy Research Development Agency (ERDA) Grant to finance the solar study. The project is being directed by Edgar J. Carnegie (Agricultural Engineering).

During the holiday season and quarter break, Cal Poly Report will be published on alternate weeks.


Cal Poly Dateline will not be published again until Jan. 9, 1978. Typewritten copy intended for that issue should be submitted to Cathy Burt, Adm. 401, prior to noon on Wednesday, Jan. 4, 1978. Calendar activities should be submitted to Betty Holland, Adm. 125, for publication in Cal Poly Report.

With Winter Quarter approaching, it is necessary that these forms be completed and returned to the Personnel Office as soon as possible, but not later than Thursday, Dec. 15, 1977.

If you have any questions, please contact Robert M. Negranti, Staff Personnel Officer, Ext. 2236.
HUMBOLDT STATE UNIVERSITY BUILDING RENAMED

Humboldt State University’s administration building has been renamed in honor of HSU President Emeritus Cornelius H. Siemens by the Board of Trustees of The California State University and Colleges.

Dr. Siemens, now a Walnut Creek resident, retired from the Humboldt presidency in 1973. At the time of his appointment in 1950 he was the youngest state college president in California.

During Dr. Siemens’ presidency enrollment grew from 640 students to over 6,000, faculty from 57 to more than 400, and degree programs from 23 to 60.

The building will be named Cornelius H. Siemens Hall.

RAMP PROJECT WILL BEGIN SOON

Construction of a ramp system that will provide wheelchair access from the second level of the Julian A. McPhee University Union to the first floor level of the Administration Building and to Poly Vue Dr. will begin in about 10 days.

Peter K. Phillips (Facilities Planner) said Wally LaFreniere Construction Company of San Luis Obispo is the contractor for the project, which is expected to cost $23,300. Completion is expected in about 30-45 days.

JUDGE SUPPORTS POLY. . . (continued)

On Nov. 2 Judge Orrick granted motions by the defense attorney, Deputy Attorney General Robert Murphy, which removed both Chancellor Dumke and the CSUC trustees from the case since they were not a party to the personnel actions involved. He also dismissed the plaintiff’s demands for punitive damages.

President Kennedy, one of the eight defense witnesses during the six-day trial, said the decision affirms Cal Poly’s personnel policies and establishes the value of careful record keeping and consistency of the university’s personnel procedures.

Dr. Kennedy said he is strongly committed to the university’s Affirmative Action Program and that he will now seek revival of earlier consultation with individual members and organizations in the university’s Mexican-American community, which has been inactive during the trial years.

The 16 witnesses called by Dr. Guerra’s attorney, Joel G. Contreras, included eight Cal Poly department heads and faculty members.

In efforts to support the charge of racial discrimination, Dr. Guerra’s attorney also introduced cases of other Cal Poly employees who had been separated, including Richard Griswaid del Castillo of the History Department.

The final day of the case was devoted to the class action aspect of the suit which alleged that Cal Poly generally discriminated against Mexican-American faculty members in the recruitment process.

For this phase of the trial, Judge Orrick concentrated on a close study of Cal Poly’s personnel recruitment and selection policies and procedures. Witnesses included President Kennedy and Donald L. Shelton (Director of Personnel Relations).

SECURITY PRECAUTIONS ADVISED

LeRoy Whitmer (Acting Chief, University Police) reports that the university has recently experienced a number of thefts that have resulted in the loss of state property. Because of these thefts, Whitmer asks faculty and students who are going to be away during the academic holiday to take special precautions to secure all personal and/or state property charged to their care.

In an effort to avoid property losses during the holiday, Whitmer will be adding special residence hall patrols and additional campus building patrols and checks. He also asks that any suspicious or unusual activity be reported immediately to the University Police Department.

DISCOUNT AT EL CORRAL

Ivan Sanderson (Manager, El Corral Bookstore) has announced that El Corral will offer a special Christmas discount of 20 percent off the selling price of most items in the bookstore Wednesday, Thursday, and Friday, (Dec. 7, 8, and 9). Excluded from the sale will be textbooks, calculators, film processing, food, tobacco, and special order items. All other merchandise, including some already discounted, will be offered for the three day sale.

The bookstore has a fine selection of gifts to choose from, but come early since the sale is limited to stock on hand. Free gift wrapping is available with any purchase.

The findings cover these procedures in detail and include statistics on employment of Chicano faculty members. Noting that in 1975 Chicano faculty members represented 1.55 percent of the total Cal Poly faculty, the findings said that no statistical disparity between this percentage and the percentage of Chicanos in a relevant labor pool had been established.

Judge Orrick also pointed out that Title VII of the Civil Rights Act under which the suit was brought, “does not require preferential hiring of minorities; it requires only equality of employment opportunities and elimination of discriminatory practices and devices which have fostered discriminatory employment practices.”

Dr. Kennedy said this aspect of the hearing before a federal judge provided an intense review of the university’s overall faculty recruitment program with regard to advertising of positions, screening and selection, nepotism, and record keeping.

He said that the trial process established that the current policies and procedures under the Cal Poly Affirmative Action Program are essentially sound and that he would urge particular care to be given to record keeping to make possible thorough review of personnel actions.

“We will continue to concentrate on advertising all vacant positions as part of the recruitment process to insure equal employment opportunities for the greatest possible number of qualified members of ethnic minority groups and women consistent with our federally-approved Affirmative Action Plan,” President Kennedy concluded.
CHANGES IN AUTHORIZED RATES FOR TRAVEL REIMBURSEMENT

James R. Landreth, Director of Business Affairs, has announced that a number of changes in authorized travel reimbursements will take effect Jan. 1, 1978. Per Diem has been increased to the following: Breakfast - $3; Lunch - $5; Dinner - $8; Overnight lodging - $21; Incidentals - $3; The total for each 24 hours is $40.

Transportation Rates

Employees who operate a private vehicle on approved state business when a state vehicle is not available may claim 17 cents per mile without certification that actual operating costs of the private vehicle equaled or exceeded the amount claimed. A maximum of 20 cents per mile may still be claimed, provided the employee certifies that the amount claimed represents the actual expenses of operation of the private vehicle used.

The 1000 mile per month limitation has been removed on the use of a private vehicle when a state vehicle is not available.

Employees who operate a private vehicle for official state business when a state vehicle is available.

The rate for employees who operate a private vehicle for official state business when a state vehicle is available remains at 15 cents per mile.

The increased per diem and private vehicle mileage rates will apply to travel expenses already approved for trips to be made after Dec. 31, 1977. It will not be necessary to amend in-state or out-of-state authorizations dated Dec. 12, 1977, or earlier which cover travel on or after Jan. 1, 1978, provided the only differences are based on the changed per diem and private vehicle mileage rates and procedures.

TRUSTEE ACTIONS REPORTED

The Board of Trustees of The California State University and Colleges took the following actions at its meeting November 30, 1977:

- Approved a 1978-79 budget request to the Governor and Legislature to provide salary increases for faculty and other academic employees of 9.9 percent; further requested funds to provide fringe benefit improvements equivalent to those granted other state employees. Also requested that the California Postsecondary Education Commission take into full account the Trustees' salary recommendation and, given the significance attached to the CPEC salary report for 1977-78, that a thorough review of the procedures, processes and utility of salary reviews be undertaken.

- Approved a 1978-79 budget request to provide salary increases for administrative, support staff and other nonacademic employees ranging from approximately 5 to 15 percent; shift differentials of 7 cents per hour increase; and fringe benefit increases equivalent to those granted other state employees including, if possible, a dental plan.

- Resolved that the Board favors the further study of the need for and possibility of internal ways to improve collegiality and terms and conditions of employment, and to that end directed that the Chancellor elicit views from the faculty, staff, students and administrators.

- Authorized the Chancellor or designee or campus President or designee to provide a temporary certification to the Public Employees Retirement System or the State Teachers Retirement System that an employee may continue in employment beyond the mandatory retirement age of 67 until such time as rules and regulations are adopted by the Board pursuant to Assembly Bill 568.

- Accepted the Environmental Impact Report and indicated the Board's intent to proceed with the renovation and expansion of Spartan Stadium at San Jose State University.

- Approved schematic plans for the Stadium for California State University, Fresno, at an estimated project cost of $7.3 million.

INTER-CAMPUS ENVELOPES

The return of excess supplies of inter-campus mail envelopes is being requested by the General Office. Offices and departments that have quantities of the envelopes in excess of their needs are asked to return them to the Mail Center.

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HOLIDAY FOOD SERVICE HOURS

Listed below are designated areas and hours of operation for all campus food services available during the approaching holiday season.

**Vista Grande Cafeteria**
- Closed after Lunch, Tuesday, Dec. 13. Reopens for Breakfast, Thursday, Jan. 5 at 7 am.

**Vista Grande Restaurant**

**Snack Bar**
- Closed Wednesday, Dec. 14 through Monday, Jan. 2. Reopens Tuesday, Jan. 3 at 7 am.

**Burger Bar**
- Closed Wednesday, Dec. 14 through Sunday, Jan. 1. Reopens Monday, Jan. 2 at 5 pm.

**Ice Cream Parlour**
- Closed Wednesday, Dec. 14 through Monday, Jan. 2. Reopens Tuesday, Jan. 3.

**Student Dining Room**
- Closed after Dinner, Tuesday, Dec. 13 through Wednesday, Jan. 4. Reopens Thursday, Jan. 5 at 6:30.

**Sandwich Plant**
- Closed Wednesday, Dec. 14 through Wednesday, Jan. 4. Reopens Thursday, Jan. 5.

**Staff Dining Room**
- Open 8 am-3:30 pm Wednesday, Thursday and Friday, Dec. 14-23 and Tuesday through Friday, Dec. 27-30. Closed Saturday and Sunday, Dec. 17 and 18; Saturday, Sunday and Monday, Dec. 24-26; and Saturday, Sunday and Monday, Dec. 31-January 2.

**Vending Administration Building and Cellar**
- Same as Staff Room

WHO...WHAT...WHEN...WHERE?????

**Donald R. Floyd, Social Sciences**, attended the first session of a National Science Foundation Chautauqua Short Course titled "Research and Development Decisions and Public Policy." The session was held at Stanford on Nov. 3 and 4.

**Robert L. Hoover, Acting Head, Social Sciences**, recently published an article, "California Indian Uses of Native Plants," in Native Plants: A Viable Option, a special publication of the California Native Plant Society based on a symposium held at Cal Poly last spring.

**Pratapsinha C. Pendse, Biological Sciences**, attended the Appropriate Horticulture for California Workshop at University of California, Davis, on Nov. 19-20. The workshop was an exchange between experts on uses and abuses of California natural resources.

**Lee R. Parker, Biological Sciences**, recently presented a paper titled "Palaeeocology of the Coastal Margin Coal-Forming Swamps in the Upper Cretaceous Blackhawk Formation of Central Utah" at the annual meetings of the Geological Society of America, held this year in Seattle, Washington.

**Daniel E. Krieger, History**, was a participant in a conference dealing with "Towards a Theory of the Humanities," held at the University of Southern California, Nov. 17-19, 1977. Dr. Krieger was one of two hundred scholars selected on a nation-wide basis to participate in the conference which was funded by the Rockefeller Foundation and the National Endowment for the Humanities.

**Jaime S. Colome, Biological Sciences**, attended a symposium sponsored by the American Society for Microbiology (Northern California Branch) on Nov. 4-6, 1977, titled "Asilomar III: Antibiotics."

OFF-CAMPUS POSITION VACANCIES

Information on the administrative position vacancies listed below can be obtained from the Placement Office, Adm. 213, Ext. 2501.

**Western New Mexico University**, Executive Vice-President for Academic Affairs and Administration. A candidate for this position should exhibit substantial accomplishment and/or competence in educational leadership, fiscal ability, and public relations. Deadline: 1-15-78.

**Eastern New Mexico University**, Academic Vice President, $34,000-$17,000, earned doctorate and a minimum of five years of college teaching experience. Deadline: 2-10-78.

**University of Southern Colorado**, Academic Vice President, $34,000-$37,000, earned doctorate and a minimum of five years of college teaching experience. Deadline: 12-16-77.

**California State University, Long Beach**, $32,748-$34,976, earned doctorate, effective college or university teaching and administrative experience. Deadline: 1-13-78.
CANDIDATES FOR FACULTY POSITIONS BEING SOUGHT

Candidates for positions on the faculty of the university are presently being sought according to Donald L. Shelton, Director of Personnel Relations. Those interested in learning more about the positions are invited to contact the appropriate dean or department head. This University is subject to all laws governing Affirmative Action and equal employment opportunity including but not limited to Executive Order 11246 and Title IX of the Education Amendments Act and the Rehabilitation Act of 1973. All interested persons are encouraged to apply.

Lecturer, $14,256-$17,136 AY, School of Architecture & Environmental Design. School is seeking to fill two Lecturer positions for Fall, Winter, Spring Quarters, 1978-79 as Lecturers at the Assistant Professor salary range in the areas of Architecture and Architectural Engineering. Master's degree is required. Prefer candidates with registration in the area of Architectural Engineering. Master's degree is required and Ph.D. highly desirable. Industrial experience is also desirable. Closing date: 3-17-78.

Intermediate/Senior Vocational Instructors, Lecturer (Assistant/Associate Professors), $14,255-$21,632/yr, Industrial Engineering Department, School of Engineering and Technology. The Department is seeking to fill two Intermediate/Senior Vocational Instructors and one Lecturer positions for the 1978-79 academic year. Lecturer position is for the 1978-79 academic year only. Applicants should be capable of teaching quantitatively oriented courses in undergraduate and master's level industrial engineering. Master's degree is required and Ph.D. highly desirable. Industrial experience is also desirable. Closing date: 2-15-78.

Intermediate Vocational Instructor (Assistant Professor), $14,256-$17,136/year, dependent upon qualifications and experience, Electronic and Electrical Engineering Department, School of Engineering and Technology. Position available, beginning with the Fall Quarter, 1978. Strong commitment to undergraduate teaching with recent industrial experience in design of electronic circuits and systems, both analog and digital expected. Master's Degree in Electrical Engineering desired. Closing date: 3-10-78.

Intermediate Vocational Instructor (Assistant Professor), $14,256-$17,136/year, based on qualifications, Natural Resources Management Department, School of Agriculture and Natural Resources. Teach courses in resource economics, forest valuation, forest products and other NRM courses and related duties. Should have a Ph.D. in resource economics or related field, one degree in Forestry. Position available: Fall Quarter 1978. Closing date: 4-15-78.

Assistant Professor, $14,256-$17,136/academic year, dependent upon qualifications and experience, Physics Department, School of Science and Mathematics. Duties include teaching undergraduate lecture and laboratory courses in physics and physical science. Ph.D. required. Of primary importance is that the applicant must be an effective or very promising teacher in undergraduate physics or physical science courses, as judged by references and experience. In addition, the applicant should indicate how his specialization or area of interest can be used to make contributions to an undergraduate program. Position available 1978-79 academic year. Closing date: 1-31-78.

Lecturer, $315-$344/quarter, depending upon qualifications, Accounting Department, School of Business. Part-time position for Winter and Spring Quarters. Duties are to prepare for and teach accounting labs, requiring approximately 10 hours per week. Experience in the lab room. Minimum qualification is a senior earning a degree in Business Administration with a concentration in Accounting. Closing date: 12-19-77.

Lecturer, $5,980-$7,208/quarter, position available winter, 1978. Salary will be adjusted to part-time assignment on 15-unit load basis, Veterinary Science Department, School of Agriculture and Natural Resources. Doctorate in Veterinary Medicine required. Prior teaching and clinical experience preferred. Duties include teaching courses in anatomy-physiology, neurology, and veterinary systemic physiology; clinical consultancy with specialization in neuro-sciences. Closing date: 12-22-77.

Lecturer, $4,336-$5,712/quarter, salary will be adjusted according to assignment, Ornamental Horticulture Department, School of Agriculture and Natural Resources. Position available for Winter Quarter 1978 to teach undergraduate courses in horticulture. Bachelor's degree and practical/professional experience is desirable. Closing date: 12-23-77.

Lecturer, $4,752-$7,208/quarter, based on 15-unit load and will be adjusted according to assignment, Graphic Communications Department, School of Communicative Arts and Humanities. Openings are anticipated during the Winter, Spring and Summer quarters 1978 for full and/or part-time lecturers in the following teaching areas: printing management, offset technology (camera, plate, image assembly and press) and other printing specialty areas. Duties of lecturers include teaching lectures and lab classes to students at all levels as well as senior project advising. Industrial experience required, Bachelor or Master's degree preferred. Positions contingent on available resources. Closing date: 12-23-77.

SUPPORT STAFF VACANCIES LISTED

Vacant support staff positions have been announced by Robert M. Negranit, Staff Personnel Officer. Descriptions of the positions and other vacancies are posted outside the Personnel Office, Adm. 110, Ext. 2236. Contact the Personnel Office for application information. The university is subject to all laws governing Affirmative Action and equal employment opportunity including but not limited to Executive Order 11246 and Title IX of the Education Amendments Act and the Rehabilitation Act of 1973. All interested persons are encouraged to apply.

Clerical Assistant II-A, $729-$871/month, Library (Order Section). Duties: receives book shipments, processes invoices for payment, responsible for status reports on outstanding orders, prepares books for mendery and bindery and processes them upon their return, keeps statistics on book receipts and book returns, performs bibliographic searching, and various other typing and filing duties as assigned. Requirements: high school graduate, one year of clerical experience, type 45 wpm, and must have taken the General Clerical Test. Flexible 40-hour work week. Closing date: 12-22-77.

Clerical Assistant II-A, $729-$871/month, Library (Cataloging). Duties: typing, filing, bibliographic searching, and cataloging from Library of Congress copy. Requirements: high school graduate, one year of clerical experience, type 45 wpm, and must have taken the General Clerical Test. Should like detailed work. Flexible 40-hour work week. Closing date: 12-22-77.

Clerical Assistant II-A, $729-$871/month, Admissions and Records. Duties: working with student records, assisting with registration, preparation of grades, etc., and processing applications for admission of students. Requirements: high school graduate, one year of clerical experience, type 45 wpm, and must have taken the General Clerical Test. Closing date: 12-22-77.

Clerical Assistant II-B, $779-$931/month, School of Business. Duties: typing, dictation and transcription, operating office machines, ordering and dispersing supplies, picking up and distributing salary warrants, maintaining departmental directories and keeping records on use of Xerox. Requirements: high school graduate, one year of clerical experience, type 60 wpm, shorthand 90 wpm, and must have taken the General Clerical Test. Closing date: 12-22-77.

Clerical Assistant II-B, $779-$931/month, Education. Duties: dictation and heavy typing, ordering of office supplies, some billing and bookkeeping responsibilities. Requirements: high school graduate, one year of clerical experience, type 45 wpm, shorthand 90 wpm, and must have taken the General Clerical Test. Closing date: 12-22-77.
At the recent meeting of the National Council of University Research Administrators (NCURA) an informative workshop session was presented by the Department of Defense (DOD) research offices. The following is a synopsis of comments made by the representatives at this workshop received from the CSUC Washington, D.C., Office.

AIR FORCE OFFICE OF SCIENTIFIC RESEARCH (AFOSR) - Dr. William Lehman is Director, AFOSR/XOP, Bolling Air Force Base, Washington, D.C., 20332, (202) 767-5017. Research interests are grouped into seven technical areas: life sciences; materials; geophysics; aerospace vehicles; propulsion and power; weaponry; and electronics. These technical areas encompass all the scientific disciplines. They also have interest in transfer technology, learning processes related to training, job structuring, and simulation. Faculty are strongly encouraged to participate in summer programs at Air Force Laboratories. Approximately 50% of the individuals who participate in these programs go on to participate in AFOSR programs either with mini-grants or as participants in their regular program. Their funding level in FY 1978 is $87 million, with approximately $45 million going to university research projects. There are no deadlines and projects may be submitted at any time. Additional copies of their proposal guide and research directory of AFOSR labs may be obtained from the above address. Preliminary proposal contact may be directed to the appropriate staff at the labs.

OFFICE OF NAVAL RESEARCH (ONR) - Dr. Robert Lundegard, Technical Director (Acting), Code 102, 800 N. Quincy Street, Arlington, VA, 22217, (202) 692-4271. Proposals are accepted in all areas of basic and applied research. ONR is planning to initiate university programs for faculty at Naval Research labs. Current policy is to turn around declining research at universities. California researchers should contact the ONR Scientific Representative in Pasadena, CA, for additional copies of ONR brochures. The address is: Dr. Larrimore, ONR Branch Office, 1030 E. Green Street, Pasadena, CA, 91106, (213) 795-5971. He can provide information on ONR policies and procedures and review preliminary proposals. About $75.5 million is available, with 45% going to university research.

U.S. ARMY RESEARCH OFFICE - Dr. Hermann Robl, Technical Director, Army Research Office, P. O. Box 12211, Research Triangle Park, N. C., 27709, (919) 549-0641. Fields of interest include: biology; chemistry; atmospheric and terrestrial sciences; electronics; mathematics; mechanics and aeronautics; metallurgy and materials; physics, with a special emphasis on smokes and aerosols; materials corrosion; armor penetration; physical electronics; and, non-linear partial differential equation models contributing to the solution of time-dependent (unsteady) problems. Additional copies of the program guides may be obtained from the above address. Approximately $26.5 million will be available for army research in FY 1978. The average awards are $40K with three-year support. Approximately one in four proposals is approved. Pre-proposal consultation is strongly encouraged. "Block funding" arrangements will be utilized more in the future and consortium or interdisciplinary research projects are encouraged. Inquiries and proposals concerning the behavioral and social sciences should be addressed to the Director, U.S. Army Research Institute for Behavioral and Social Sciences, 5001 Eisenhower Avenue, Alexandria, VA, 22333.

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REMINDER - NSF INSTRUCTIONAL SCIENTIFIC EQUIPMENT PROGRAM. Each year the NSF holds a competition for matching grants (up to $20,000) to purchase instructional scientific
equipment. This year, Cal Poly will be allowed to submit a maximum of five proposals for the March 3, 1978, deadline.

If a department wishes to submit a proposal, a proposal draft must be sent to the Coordinator, Research Development, by Friday, January 6, 1978. If more than five units apply, a decision about which proposals will represent the University will be made by the Office of the Vice President for Academic Affairs. See your dean for details concerning documentation of school support.

* * *

OFF CAMPUS BASIC RESEARCH. Participation in off-campus research provides an otherwise unavailable opportunity for faculty to do basic research in a well-equipped laboratory setting on topics of major significance. An issue of last year's "Encouraging Notes" gave an in depth report on four major sponsors of off-campus basic research. Those four programs are summarized here. For more detailed information, contact the Research Development Office. In addition, the programs supported by the Air Force and Army, announced above, should be considered.

NASA-AMES. NASA-Ames Consortium coordinates research and other interchange agreements between Consortium members (such as Cal Poly), and NASA research facilities at Moffett Field. Basic research is conducted in diverse fields such as aeronautics, astronautics, life science, and social science, with emphasis on interdisciplinary efforts. Project should be able to be completed within a one-year time span, and should be of mutual benefit to both NASA and the applicant's sponsoring university. Loans of NASA-owned equipment are also available through the Consortium. Interested faculty should first review the current program offerings, available through the Research Development Office, then contact Joyce Summerfelt, Executive Director of the Consortium.

AWU CONSORTIUM. The Consortium offers off-campus research opportunities at the Department of Energy (formerly ERDA) sponsored government laboratories. Research focuses on energy-related topics, and includes a wide range of academic disciplines.

AWU Laboratories:

- Atomics International
- Bartlesville Energy Research Ctr.
- Crocker Nuclear Laboratory
- EG&G - Santa Barbara
- General Atomics
- Grand Forks Energy Research Ctr.
- Idaho National Engineering Lab
- Inhalation Toxicology Research
- Laramie Energy Research Ctr.
- Los Alamos Scientific Laboratory
- Lawrence Berkeley Laboratory
- Lawrence Livermore Laboratory
- Lab of Nuclear Medicine & Radiation Biology
- Nevada Test Site - Mercury
- Radiobiology Lab - Davis
- Sandia Labs - Albuquerque
- Sandia Labs - Livermore
- Stanford Linear Accelerator Center
- U. S. Geological Survey
- White Sands Missile Range

THE NATIONAL SCIENCE FOUNDATION - SMALL COLLEGE FACULTY RESEARCH PARTICIPATION PROGRAM. Through this program, NSF-funded projects at major research institutions may be augmented to include support for Cal Poly faculty members to join that research effort for a summer. For further information, call Cecilia Spearing, NSF, 202-632-4278.

NATIONAL RESEARCH COUNCIL FELLOWSHIPS. The Canadian government sponsors a number of visiting fellowships on behalf of several government departments and agencies doing laboratory research. Included are Agriculture Canada, Department of Energy, Mines and Resources, Department of Fisheries and the Environment, Health and Welfare Canada, and Atomic Energy of Canada Ltd. Applicants should hold Ph.D., or have demonstrated research abilities, be under the age of 36, and be capable of meeting Canadian immigration requirements. DEADLINE: January 15, 1978.
TO THE PRESIDENTS, FACULTIES, ADMINISTRATIVE AND SUPPORT STAFFS, AND STUDENTS OF THE CALIFORNIA STATE UNIVERSITY AND COLLEGES:

Salary increases of 9.9 percent for faculty and related academic personnel, and averaging 9.45 percent for administrative and support staff, in 1978-79 were recommended today by the Board of Trustees. These recommendations result from months of consultation and review. They warrant the strongest possible backing in the critical period ahead.

The recommended faculty salary increase, I am pleased to observe, reflects basic consensus by the Trustees, the Statewide Academic Senate and every major employee organization on next year's minimal needs. This unity will serve us well as the recommendations are presented to the State Administration and the Legislature. The recommendation for administrative and support staff employees is based on prevailing wages paid for comparable work in private industry, public employment and other educational institutions and upon consideration of internal salary alignments within the CSUC. The program continues steps taken by Trustees last year to minimize the disparity between lower salary level clerical classes of positions filled primarily by females and selected classes of positions filled primarily by males. Continuous studies conducted by the staff show a sound basis of comparability between certain classes which can be used to establish salary parity for the predominantly female group. To approach parity and, at the same time to retain reasonable internal salary alignment relationships, the recommended salary increases for this group average 10 percent and range from approximately 12 percent for the lower salary level clerical classes to 5 percent for the higher salary level clerical classes. The data, obtained through extensive studies, reflect salary trends as of October 1977, as well as a projection of trends through June 30, 1978.

The salary recommendations are in addition to fringe benefit increases that the Trustees recommend for CSUC employees at levels which may be determined by the Governor and the Legislature for all state employees. The proposals will be considered in Sacramento along with separate recommendations by the Trustees for a 1978-79 $37.7 million state-funded Capital Outlay Program and a Support Budget of $712.2 million.
We should not be oblivious to several factors, most prominently the necessity for recognizing inflation's toll. It is experienced by all employees. The erosion in the purchasing power of faculty members at all ranks, for example, is endemic and nationwide. In The California State University and Colleges the cumulative erosion of the past several years represents a more than 15 percent drop in the real income of faculty. The 9.9 percent increase sought in 1978-79 includes approximately 6 percent to offset the current inflationary rate and 3.9 percent as the first increment in a four-stage effort to catch up with the effects of past inflation.

It should be noted that the Trustees' recommendations for faculty are based on a different assessment of need than the approach being used by the California Postsecondary Education Commission. This was a difficult issue last year and may develop again in connection with the 1978-79 proposals. The Commission, which is required by a longstanding legislative resolution to report annually to the Governor and the Legislature regarding faculty salaries in the CSUC and the University of California, will present its report in mid-December.

The Trustees' recommendations, I believe, are a commitment to excellence in The California State University and Colleges. They will be presented with vigor, persuasion and full supporting data. Our campuses are perceived in terms of how well they meet society's requirements. The continued efforts and successes of CSUC personnel who help to fulfill these requirements comprise, in total, the most effective case that can be made.

Sincerely,

Glenn S. Dumke, Chancellor