Not every mother elephant in town gets an opportunity to walk her baby on Colorado Blvd. in Pasadena, but one being created by students at Cal Poly, San Luis Obispo and Pomona, will have that honor on New Year's Day. The mother elephant will roller skate and pull a wagon carrying her delighted baby before the more than 1 million spectators expected to gather for the 88th Tournament of Roses Parade.

The two-elephant float, which will form the entry from the two Cal Poly universities, will be the only one in the parade which is designed, built, and financed solely by students. With "Tons of Fun" as its theme, the flower-covered float will show what happens when Momma takes junior for his morning stroll through town. She will turn her head from side to side, flop her big ears, and sniff for peanuts with her trunk. The baby elephant will hold a spinning pinwheel in his trunk, kick his legs, and flop his ears.

Those who have watched the design and construction of floats entered in the Tournament of Roses Parade over the years believe the 1977 entry being prepared by the students of the two Cal Poly's will continue the reputation for creative design and innovation they have gained over the past 28 years. Cal Poly floats have been responsible for such innovations as separate engines for operation of animation, use of hydraulics for operation of animation, and use of hydraulic steering.

Their 1977 entry should add a new chapter to that list -- the mother's elephant's legs will move independently of each other as they propel her down the street. Her strides will be controlled by a sophisticated hydraulic system and regulated by a microprocessor built by students at Cal Poly, Pomona. In addition to more than 250,000 chrysanthemum, rose, calendula, poinsettia, and bachelor button blossoms, students expect to use onion seeds, crushed walnut shells, and silverleaf to decorate the 1977 entry.

Two acres of bachelor buttons are being grown at the campus in San Luis Obispo and other flowers are being grown in Pomona. The components and main structures for the float will be combined at the campus in Pomona and work will proceed on a daily (and probably, nightly) basis until the float is moved to the Rosemont Pavilion in Pasadena on Thursday (Dec. 23).
INNOVATIVE GRANTS WILL BE AVAILABLE

Faculty members interested in trying something new in teaching should be aware that subject to final approval of the CSUC budget, funds to help will be available in 1977-78. Reassigned time, clerical and student assistance, travel money, supplies and equipment funds are provided to test new ways of teaching and learning through a statewide grant competition sponsored each year by the Fund for Innovation and Improvement in the Instructional Process, sometimes known as the Innovative Fund.

Over the past five years some 213 projects have been underwritten, in whole or in part, by this Fund. Approximately one out of every four applicants has received support. Each year the program has "emphasis areas," subjects or approaches to teaching and learning that are especially welcomed. While a mediocre proposal in these areas will not be funded over a good one outside of them, good ones will receive special attention. For 1977-78 the areas selected are:

- basic skills development
- contract learning
- experiential learning and assessment
- general education
- academic standards
- advising

Grant proposals up to $25,000 will be considered for single campus efforts. Multi-campus projects normally should not exceed $60,000. Where anticipated costs are under $5,000 application should be made to the Fund-supported mini-grant program. Further information concerning the opportunities provided through both the statewide and mini-grant programs may be obtained by contacting David W. Grant in Adm. 309 or by calling him at Ext. 2051. Application forms and instructions on how to apply will be available in Adm. 309 in mid-January.

POLY COWBOY TRIUMPHS AGAIN

Tom Ferguson of Miami, Ok., a former member of the rodeo team at Cal Poly, won his third consecutive world's all around cowboy title during the national finals of the Professional Rodeo Cowboys Association in Oklahoma City, Dec. 3-11. Ferguson outpointed all other performers in the contest, earning $3,000 more than the nearest contender. This was the first year the world titles were determined on the results of the National Finals Rodeo alone.

The more than $9,000 earned by Ferguson at the finals brought his season total on arena earnings to $98,000 the most ever earned by a cowboy in the history of professional rodeo in the United States. Ferguson had set the previous record of $66,000 in 1974. Although Ferguson, who turned 26 years of age on Monday (Dec. 13) was the top money maker in the finals, he failed to capture a world title in his two events, calf roping and steer wrestling.

DECEMBER SALARY WARRANTS WILL BE AVAILABLE ON THURSDAY

December salary warrants for faculty and staff of the university will be available at 3:30 pm. on Thursday (Dec. 30), the last day of the pay period. Warrants batched by department may be picked up at the Cashier's Office, Adm. 131-E, and those picked up on an individual basis may be picked up in the Business Affairs Division Office, Adm. 114, after that time.
DETAILS ON NON-ACADEMIC SALARY RECOMMENDATIONS

At the meeting on Dec. 1 the trustees of The California State Universities and Colleges made the following recommendations to the governor and legislature on salary needs of non-academic personnel for the fiscal year 1977-78:

<table>
<thead>
<tr>
<th>Category</th>
<th>Percentage</th>
</tr>
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<tbody>
<tr>
<td>Executive</td>
<td>5.0</td>
</tr>
<tr>
<td>Management and Staff Services</td>
<td></td>
</tr>
<tr>
<td>Fiscal Management &amp; Staff Services</td>
<td>12.5</td>
</tr>
<tr>
<td>Legal</td>
<td>10.0</td>
</tr>
<tr>
<td>Health Services</td>
<td></td>
</tr>
<tr>
<td>Medical Officer</td>
<td>5.0</td>
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<tr>
<td>Nurses</td>
<td>10.0</td>
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<tr>
<td>X-Ray Services</td>
<td>7.5</td>
</tr>
<tr>
<td>Clinical Laboratory Tech</td>
<td>15.0</td>
</tr>
<tr>
<td>Physical Therapist</td>
<td>12.5</td>
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<tr>
<td>Sanitarian</td>
<td>12.5</td>
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<tr>
<td>Pharmacist</td>
<td>10.0</td>
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<tr>
<td>Protective Services</td>
<td></td>
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<tr>
<td>Peace Officer</td>
<td>15.0</td>
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<tr>
<td>Campus Guard</td>
<td>15.0</td>
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<tr>
<td>Campus Firefighter</td>
<td>5.0</td>
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<tr>
<td>Data Processing Services</td>
<td></td>
</tr>
<tr>
<td>Programmer</td>
<td>10.0</td>
</tr>
<tr>
<td>Computer Operator</td>
<td>5.0</td>
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<tr>
<td>Keypunch Operator</td>
<td>5.0</td>
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<tr>
<td>Tabulating Machine Operator</td>
<td>5.0</td>
</tr>
<tr>
<td>Clerical Support</td>
<td></td>
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<tr>
<td>Clerical Services</td>
<td>10.0</td>
</tr>
<tr>
<td>Duplicating Machine Operator</td>
<td>7.5</td>
</tr>
<tr>
<td>Student Classes</td>
<td>7.5</td>
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<tr>
<td>Technical Support</td>
<td></td>
</tr>
<tr>
<td>Technical Support</td>
<td>7.5</td>
</tr>
<tr>
<td>Photographer</td>
<td>7.5</td>
</tr>
<tr>
<td>Drafting</td>
<td>5.0</td>
</tr>
<tr>
<td>Crafts, Trade and Related</td>
<td></td>
</tr>
<tr>
<td>Stationary Engineer</td>
<td>7.5</td>
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<tr>
<td>Building Trades</td>
<td>7.5</td>
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<tr>
<td>Mechanical Equipment Operation</td>
<td>5.0</td>
</tr>
<tr>
<td>Machinist</td>
<td>12.5</td>
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<tr>
<td>Custodial Services</td>
<td>7.5</td>
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<tr>
<td>Grounds Maintenance/Laborer</td>
<td>15.0</td>
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<tr>
<td>Farm Classes</td>
<td>15.0</td>
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<tr>
<td>Automobile Mechanic</td>
<td>5.0</td>
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</table>

It should be noted by all concerned that this is the first step in annual salary setting procedures. Additional steps, including Governor's Budget, action by legislative committees and the full legislature as well as conference sessions, must take place before final approval and signature by the governor.

Typewritten copy intended for the next issue of Cal Poly Report must be received prior to 12 noon on Tuesday (Jan. 4) in the Public Affairs Office, Adm 125. Copy intended for Cal Poly Dateline is due in the Public Affairs Office by 12 noon on Wednesday (Jan. 5).
NATIVE PLANT SOCIETY GATHERS AT POLY

The advantages and roles of native plants in the garden, along roadsides, and in erosion control will be considered during a conference at Cal Poly on Friday and Saturday (Jan. 28-29). The session, hosted by the Biological Science and Ornamental HorticultureDepartments, will be held in the Cal Poly Theatre, beginning at 9 am each day.

Timothy A. Gaskin (Ornamental Horticulture) who is co-chairman for the conference, says dry weather, water rationing and the need for water conservation has increased an interest in the native plants, which withstand drought better than introduced varieties. Conference sessions will discuss where native plants grow, how they are introduced into cultivation, their uses in landscaping, problems in growing natives, and the manner in which the Native Americans utilized native plants.

All interested persons are invited to attend. Admission is free. Further information may be obtained by contacting Dirk R. Walter (Biological Sciences) co-chairman at Ext. 2043.

AG LEADERS MEET AGAIN AT POLY

Effective communication was the theme when the 30 young agriculturalists in class 7 of the Agricultural Leadership Program met on the Cal Poly campus, Thursday through Saturday, (Dec. 16-18). The seminar was sponsored by the Agricultural Education Foundation, which is supported from voluntary contributions of members of the agricultural industry. The 30 participants were selected from more than 100 applicants for the program.

SCHOLARSHIP BENEFIT FROM SALE

James R. Landreth (Director of Business Affairs) has announced that the recent campus sale of lost and found articles resulted in a total of $1,237.20 received. This amount has been deposited in the General Scholarship Fund and will be used to provide financial aid to qualified and deserving students.

OFF-CAMPUS POSITION VACANCY

Information on the administrative position vacancy listed below can be obtained from the Placement Office, Adm. 213, ext. 2501:

California State University, Northridge - Dean, Graduate Studies and Research ($28,332-$34,260). Requires an earned doctorate and acceptability for a faculty appointment in one of the disciplines of the University. Demonstrated competence in teaching and scholarship as well as administrative experience. Deadline for applications: January 31, 1977.

ANNOUNCEMENT OF CAL POLY FOUNDATION BOARD MEETING

The Board of Directors of the California Polytechnic State University Foundation will hold a regular meeting on Tuesday (Jan. 11) at 8:30 am in Adm. 409 on the California Polytechnic State University campus in San Luis Obispo, California. This is a public meeting. For further information about this meeting, or to obtain a copy of the meeting agenda, contact Al Amaral (Executive Director, Cal Poly Foundation) in University Union 212, or call Ext. 1131.
NEW EMPLOYEES, TRANSFERS AND PROMOTIONS

Donald L. Shelton (Director of Personnel Relations) announces the following appointments to new positions, lateral transfers and promotions in the support staff personnel for November, 1976. A hearty welcome is extended to the new members of the Cal Poly staff and congratulations to those that have been promoted!

NEW EMPLOYEES

Allen, Linda S. Clerical Assistant Records
Brazil, Penny C. Clerical Assistant Financial Aids
Cochran, Burt Medical Officer Health Center
Davis, Marjorie A. Senior Clinical Lab Technologist
Doyle, Elaine M. Clerical Assistant Records
Groth, Kathy L. Clerical Assistant Library
Lemus, Mary H. Clerical Assistant President's Office
MacKenzie, Coral Clerical Assistant Engineering & Technology
Nelson, Candy Departmental Secretary Economics
Peterson, Donna K. Clerical Assistant Personnel
Phillips, Robert D. Equipment Technician Computer Science & Statistics
Richardson, Kay A. Clerical Assistant Educational Services
Smith, Holly Student Affairs Trainee Housing
Smith, Peggy J. Clerical Assistant Records
Stevenson, Susan J. Clerical Assistant English
Wagner, Rosemary Clerical Assistant Athletics
Sadanyi, Carolyn D. Clerical Assistant Architecture

TRANSFERS

Brady, Nancy Clerical Assistant Political Science
Lloyd, Stephen C. Equipment Technician Physics
Ringer, Paula Clerical Assistant Evaluations
Takei, Teresa Clerical Assistant Ornamental Horticulture
Taylor, Shirley Clerical Assistant General Office

PROMOTIONS

Burt, Catherine R. Clerical Assistant Public Affairs
Lawless, Conel Clerical Assistant Records
Tantum, Claudia Clerical Assistant Financial Aids

VACANT FOUNDATION STAFF POSITION

The Foundation is accepting applications for the following open position as announced by J. L. Fryer, Personnel Officer. Interested applicants may apply at the Foundation Personnel Office, University Union Building, Room 212, 546-1121. Cal Poly Foundation is subject to the requirements of Executive Order 11246 and is an Affirmative Action and Title IX employer. All interested persons are encouraged to apply.

Cafeteria Worker "C" ($2.90-3.58 per hour), Food Service Department. Primary duties include general cafeteria work; serving of food; operating kitchen equipment; handling of cash; preparation of reports and supervision of other employees. Must be able to understand and follow oral and written instructions. Requirements: High school education with one full year of experience in a similar position. Applications will be accepted through January 6, 1977.
WHO...WHAT...WHEN...WHERE??

Ernest R. Houston (Ornamental Horticulture) was a guest participant in the first Symposium International De Floriculture Y Viveros held in Mexico City, Nov. 22-24. Houston discussed roses as a cut flower. More than 500 people interested in the floriculture and nursery industry in Mexico attended the symposium sponsored by President Echeverria of Mexico.

James R. Emmel (head, Speech Communications), James R. Conway, Keith E. Nielsen, James W. Reed (all Speech Communications) attended the 47th Annual Western Speech Communication Association Convention in San Francisco Nov 21-24. Reed presented a paper on "Toward a Communication Based Model of Language Development"; Sharp, a paper on "Free Speech in the Classroom"; and Emmel participated on a panel of the Association of Speech Communication Administration of the California State University and Colleges on the subject "Composition Training in the CSUC System".

Donald R. Floyd and George J. Suchand (both Social Sciences) attended the meeting of the National Council for Geographic Education in San Francisco, Nov. 25-27. Dr. Suchand was also given the Meritorious Teaching Achievement Award by the National Council and chaired a session on cultural geography.

Robert S. Densham (Art) is exhibiting his acrylic paintings and commercial illustrations in a one-man show at the Graduate Center Gallery at CSU, Long Beach from Dec. 18-Feb. 1.

SUPPORT STAFF VACANCIES LISTED

Vacant support staff positions have been announced by Robert M. Negranti, Staff Personnel officer. Descriptions of the positions and other vacancies are posted outside the Personnel Office, Adm. 110, ext. 2236. Contact the Personnel Office to obtain an application. This university is subject to the requirements of Executive Order 11246 and is an Affirmative Action and Title IX Employer. All interested persons are encouraged to apply. The positions are:

Clerical Assistant II-A, ($673 - $804/month), Purchasing, Business Affairs. Duties: process documents associated with placing purchase orders in accordance with State policy and procedures. Requirements: 1 year office experience, typing 45 wpm and must have taken the General Clerical Test. Ability to perform detailed clerical assignments and the use of a calculator is required. Closing date: 12/30/76

Student Affairs Trainee, ($932 - $1,020/month), Financial Aid, Student Affairs. Duties: evaluate and determine eligibility of applications; explain financial aid programs regarding money management and solutions to financial problems and provide advice and counsel to students. Requirements: Bachelor's degree from an accredited University, with major in behavioral science or business administration and familiarity with financial aid programs preferred. Closing date: 1/13/77 Position available approximately 2/1/77

Student Personnel Technician, ($940 - $1,128/month), Financial Aid, Student Affairs. Duties: maintaining records on the commitment, disbursement and general level of all financial aid funds, federal, state and institutional; monitoring student and employer utilization of College Work-Study Program funds. Requirements: Bachelor's degree preferred with 3 years office experience in accredited college or university. Ability to comprehend computer data output and bookkeeping knowledge preferred. Closing date: 12/30/76
Assistant Administrative Analyst, ($1,225 - $1,474/month), Admissions, Records and Evaluations, Student Affairs. Duties: broad studies & surveys, analyses of data; prepare, recommend and implement policies and procedures; train and interpret needs; act as principle liaison between Admissions, Records and Evaluations and Computer Center. Requirements: college graduate with 2 years experience in management and preparing written reports, or 1 year as Junior Staff Analyst in State service, or 1 year of graduate study or college teaching may be substituted for 6 months of required experience. Closing date: 1/20/77

Clerical Assistant I-A, I-B or II-A, II-B, ($617 - $859/month), School of Architecture and Environmental Design. Duties: operating various office machines, ability to perform receptionist duties, use of word processing equipment and sorting and distributing mail. Requirements: high school graduate with college background preferred. Neat appearance, typing 45 wpm and must have taken the General Clerical Test. Closing date: 12/30/76

Student Affairs Assistant I (Tutorial and Learning Skills Specialist), ($1,020-$1,225/month), Educational Opportunity Program, Student Affairs. Duties: will assist EOP students in development of learning, reading and study skills; will train and supervise students para-professionals; work closely with LAC, conduct group, meetings and seminars; and conduct research to monitor and evaluate academic success of EOP student, all under the supervision of a higher officer. Requirements: 1 year experience of on-the-job training in student affairs program or Master's Degree may be substituted. Bachelor's Degree in Speech, Reading, Psychology, Social Work or Behavioral Science. Ability to work with low income, minority and disadvantaged students; knowledge of learning and skills development is also necessary. Position available approximately 2/1/77. Closing date: 1/13/77

Student Affairs Assistant II (Program Evaluator), ($1,170 - $1,407/month), Educational Opportunity Program, Student Affairs. Duties: will develop, design and acquire information needed to effectively evaluate the EOP and the effectiveness of the EOP augmentation and prepare monthly, quarterly and annual reports all under the supervision of a higher officer. Requirements: 2 years of experience in working with low income, minority and disadvantaged students. Bachelor's (Master's Degree preferred) in Business Administration, Math, Statistics, Social Work, Guidance, Psychology or Behavioral Science. Position available approximately 2/1/77. Closing date: 1/13/77

Departmental Secretary I-B, ($752 - $899/month), half time position in Special Programs, Public Affairs. Duties: handles all correspondence; leasing of university facilities on-campus and off-campus; secretarial support of Cal Poly theatre and collects information for Cal Poly Dateline. Requirements: high school graduate with typing 45 wpm and shorthand 90 wpm and must have taken the General Clerical Test. Graphic arts skill (paste-up) preferred. Closing date: 12/30/76. Hours of work are from 10 A.M. to 3 P.M. but other hours can be accommodated.

Clerical Assistant II-B, ($719 - $859/month), Health Center, Student Affairs. Temporary Maternity Leave replacement commencing December 21, 1976 thru June 30, 1977. Duties: transcribing medical and correspondence dictations from dictating equipment and general office work in areas of Health Center. Requirements: high school graduate, 1 year clerical experience, typing 45 wpm, shorthand 90 wpm and must have taken the General Clerical Test. Knowledge of medical terminology also required. Closing date: 1/6/77
Candidates for positions on the faculty of the university are presently being sought, according to Donald L. Shelton (Director, 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 the requirements of Executive Order 11246 and is an Affirmative Action and Title IX Employer. All interested persons are encouraged to apply. Following is a description of the available positions:

**Lecturer, ($4,524 - $5,440/1 qtr.), History Department, Communicative Arts and Humanities.** Full-time leave replacement for Fall Qtr. 1977. Duties include teaching general education courses in 20th Century U.S. Domestic History and recent Foreign Policy. Teaching experience preferred and a Ph.D. in History. Position available 9/77 Closing date: 2/1/77

**Assistant/Associate Professor, ($13,572 - $20,592/year), Business Administration, School of Business.** Full-time position for 1977-78 to teach courses in Real Estate Principles, Real Estate Practice, Real Estate Finance, Real Estate Investment Analysis and Real Estate Development. Applicants must possess a Ph.D. in Real Estate or expect the completion thereof by September 1977. Closing date: 2/1/77

**Assistant or Associate Professor, ($13,572 - $17,088), Chemistry, School of Science and Mathematics. Clinical Chemist.** Duties: in addition to teaching courses in clinical chemistry, will teach courses in undergraduate biochemistry and general chemistry. Prefer candidates with Ph.D. in biochemistry with background of medical laboratory experience, and California Professional License or equivalent. Position available Fall Quarter 1977-78. Closing date: 2/15/77

**Assistant Professor, ($13,572 - $16,320), Chemistry, School of Science and Mathematics.** Duties: in addition to teaching courses in field of specialty, will teach general chemistry. Ph.D. required. Prefer candidates to be organic chemist with industrial experience, or inorganic/analytical chemist. Position available Fall Quarter 1977-78. Closing date: 2/15/77

**Student Affairs Officer III (AY) (Counselor), ($13,572 - $16,320/year), Educational Opportunity Program, Student Affairs.** Under direct supervision of Associate Director of EOP, will counsel and assist low-income and culturally different students in resolution of personal, social, vocational, emotional and academic difficulties; and other duties as assigned. Requirements: 3 years experience at a level comparable to the Student Affairs Assistant II (or other equivalent experience) working with low-income, minority or disadvantaged students in community. Master's Degree in Social Work, Psychology, Counseling & Guidance and/or Behavioral Science along with progress toward obtaining a doctoral desirable. Position available approximately 2/1/77. Closing date: 1/13/77

**BICENTENNIAL TIME-LINE**

Captain Manley, a rebel privateer, captures four ships with supplies for British soldiers bottled up in Boston. Like other revolutionaries, Americans equip their army with weapons captured from the enemy.