ROSE PARADE EFFORT PRODUCES MAYOR'S AWARD FOR CAL POLY STUDENTS

An annual effort that began last spring has again produced a major award in the Tournament of Roses Parade for students of the two California State Polytechnic Colleges. The Mayor's Award won by the students' combined float entry in the famed New Year's Day parade in Pasadena last Saturday (Jan. 1) was the seventh major award in succession and the 10th won by a Cal Polys entry since students of the two colleges began preparing floats for the parade in 1949.

The Mayor's Award, which recognizes "the best display of originality," was a fitting climax to the students' effort. Titled "Swamp Rhythm," the float featured a giant hippopotamus decorated in four shades of pink and purple chrysanthemums. As he made his way down Colorado Blvd, his mouth opened to reveal a jazzy monkey, done in pampas grass blooms and coco palm husks, playing on the hippo's teeth as though they formed a xylophone.

A blue toucan done in corn flowers, gladiolas, and bird of paradise, perched on the hippo's backside and two frogs and an alligator were apparent in the swamp that surrounded him. Other flowers and plant materials used to decorate the float included calendulas, bachelor buttons, onion seed, grapefruit rind, stock, hyacinth root, tea leaves, green ferns, and, of course, roses.

The Tournament of Roses Parade float entry was an entirely voluntary effort for students of the two Cal Polys, according to Richard Doerzaph, a fourth-year architecture student who is co-chairman of the Rose Parade Float Committee. They provide the ideas, financing, and manpower from the time of its conception through design, construction, and flowering to the final drive along Colorado Blvd.

The only permanent college and university entry in the parade, which is annually viewed by millions of persons around the world via television, Cal Polys floats have been in the winners' circle when the awards were handed out every year since their first parade appearance in 1949. Included have been two Theme Prizes, three Princess Awards, two Judge's Special Awards, two Mayor's Awards, and one Award of Merit, and a host of class prizes.

CAL POLY EXTENSION COURSE LIST AVAILABLE ON CAMPUS

Extension courses to be offered by Cal Poly in Central Coast area communities during the Winter Quarter are described in a booklet now available on campus. The courses range from child development, education, and English to home economics, industrial technology, and ornamental horticulture. Also scheduled are courses in art, history, political science, psychology, Spanish, speech, and statistics.

(Continued on Page 2)
The Cal Poly Extension courses for the Winter Quarter will open next week and continue through mid-March. They will be taught in schools and other locations in Arroyo Grande, Atascadero, Morro Bay, San Luis Obispo, Santa Barbara, and Santa Maria, and at Vandenberg Air Force Base and Vandenberg Village, both near Lompoc.

In addition to the courses scheduled for Central Coast area communities two courses in work experience education will also be offered by Cal Poly Extension in 16 cities throughout the state during the Winter Quarter. They are provided by the Education Department under a grant from the State Department of Education. They are designed especially for secondary school teachers and administrators involved in Work Experience Education Programs.

Cal Poly Extension courses which result in regular college credit are open to any person who can meet the course requirements. Fees are $12.75 per quarter unit for lecture courses, $16.75 per unit for activity courses, and $25.25 per unit for laboratory courses. Students will register and pay their fees during the first class meeting for each course.

Free copies of the Winter Quarter extension booklet containing registration information and a full list of courses to be offered may be obtained at the Continuing Education Office, Adm-309, 546-2053.

IRS ASKED TO APPROVE RETROACTIVE SALARY PAYMENTS

The Internal Revenue Service has been asked by Chancellor Glenn S. Dumke to approve retroactive salary payments for faculty and other personnel in The California State Colleges.

The request is the latest of several recent moves toward securing pay increases which were frozen by Presidential order between Sept. 1 and Nov. 14. In the case of typical faculty members, the increases amount to about $140.

Chancellor Dumke's request was filed within 48 hours after President Nixon's signing on Dec. 22 of an amendment to the 1970 Economic Stabilization Act. The IRS, under delegated authority, determines the validity of such applications.

"The increases which we are seeking are merit step adjustments built into the State Colleges' regular salary schedules for faculty, administrative and support staffs," Chancellor Dumke said. "Funds to permit these adjustments were approved by the Legislature and the Governor in 1971."

MEMBERS OF CAL POLY TEAM IN GUATEMALA ON CAMPUS THIS WEEK

Kermit Adams and Bob McColaugh, both members of the Cal Poly/AID team in Guatemala, are scheduled to be on campus from Monday (Jan. 3) through Friday (Jan. 7) of this week for project review. Those interested in contacting or visiting with either may contact them through the Office of International Education, Hillcrest Hall, 546-2147.

Typewritten copy intended for the next issue of Cal Poly Report must be received prior to 12 noon Friday, Jan. 7, in the Office of Information Services, Administration-210.
PREMIERE OF EDUCATIONAL TV SERIES SCHEDULED ON SAN LUIS OBISPO, SALINAS STATIONS

Cal Poly will start the new year with its first venture into educational television -- a full-scale, 16-week half-hour course for credit. The program will enable California residents from as far north as Santa Clara County and as far south as Santa Barbara County to earn two units of college credit.

The 16-part educational television course titled Flower Arrangement has been commercially-produced as a joint effort of the Cal Poly Extension and the Ornamental Horticulture Department of the School of Agriculture and Natural Resources.

Don M. Morris (Associate Dean for Continuing Education) said the series will debut over KSBW-TV, Channel 8, Salinas, and KSBY-TV, Channel 6, San Luis Obispo. The 30-minute programs will be aired in color weekly on Sundays beginning early next year. Announcement of the time and starting date is expected soon.

Robert L. Gordon (Ornamental Horticulture Department) is the teacher for the series which he describes as a discussion of the principles and uses of design in flower arrangements for party and home decorating.

Persons wishing to receive credit for the course will be required to view all 16 programs and take part in a final demonstration of their work, which will take place on campus at Cal Poly at the close of the course. A registration fee of $25.50 will cover the cost of the course. The only other cost for those taking the course for credit will be for the syllabus which will be available for purchase from the El Corral Campus Store.

Gordon, a member of the Cal Poly faculty since 1967, is an internationally-recognized floral designer. The current president of the American Institute of Floral Designers, he is a frequent participant in design seminars and conferences throughout the nation, as well as in Europe.

Dr. Morris said the television course was developed under a special grant from the state-wide extension fund of the California State Colleges as part of Cal Poly's continuing program to make its educational programs more readily available to residents of its service area.

Present plans call for the Flower Arrangement television course to be available for use on commercial and educational stations across California after its first use on KSBW-TV and KSBY-TV. Further information about the programs and about pre-registration for the course can be obtained by contacting the Continuing Education Office, Adm-309, 546-2053.

RETURN OF UNUSED INTER-CAMPUS MAIL ENVELOPES ASKED BY GENERAL OFFICE

The return of unused supplies of inter-campus mail envelopes is being requested, according to Mrs. Lucy Schmidt (Supervisor of the General Office). Offices and departments that have quantities of the envelopes in excess of their needs are asked to return them to the Duplication Center, Adm-129.

Typewritten copy intended for the next issue of Cal Poly Report must be received prior to 12 noon Friday, Jan. 7, in the Office of Information Services, Administration-210.
REQUEST FOR ADDITIONAL STUDENTS WITHDRAWN BY CAL POLY

President Robert E. Kennedy has withdrawn a request to include an additional 500 student enrollments in plans for 1972-73 at Cal Poly. The college, operating under the current academic year with a full-time equivalent (FTE) of 11,700 students, is slated for an academic year annual FTE of 12,000 in the 1972-73 budget.

In October, Dr. Kennedy had asked the chancellor of the California State Colleges to plan for an additional 500 FTE. Dr. Kennedy said enrollment trends that have become evident during the current Fall Quarter provided evidence that a 300-student increase for next year is more realistic than an 800-student increase.

The chief limitation on additional students remains a matter of facilities, especially in the case of upper division classes in architecture, city planning, and child development. Solving the need for upper division classes by using some on-campus student residence halls is being considered, but the reduction of housing available for students would also call for curbs on enrollment, Dr. Kennedy said. He said student residence halls may be needed both for classrooms and for use as faculty offices.

The Cal Poly president pointed out that 101 spaces occupied by faculty, staff, and students in outdated substandard wooden structures, known as "The Jungle," may be eliminated when construction of the college's new library gets underway, possibly by August.

In that case even more faculty office space will need to be found -- and student residence halls on-campus may provide the primary source of meeting such office needs. Additional student housing now under construction on Grand Avenue adjacent to Yosemite Hall will not be available until the fall of 1973.

Dr. Kennedy said that faculty retention and recruitment are also hampered by the current salary picture in the state colleges, and expressed doubts that faculty could be found to meet the need that the additional 500 FTE would create.

President Kennedy's letter to the chancellor's office noted that the 1972-73 state colleges budget is based on 12,000 academic year annual FTE for Cal Poly, which will represent an increase of 300 FTE over the current academic year's enrollment ceiling.

Not included in these figures is the 1972 Summer Quarter FTE of 3,390 students. That number remains unchanged from Cal Poly's original budget request.

WITHHOLDING OF STATE INCOME TAXES BEGINS

Withholding of state income taxes began with the paycheck dated Jan. 1 for faculty and staff of the college, according to information received from James R. Landreth (Director of Business Affairs). Monies withheld from that check are for the 1972 tax year, which began with the December, 1971, pay period and will continue through the November, 1972, pay period.

A chart that can be used to figure the amount to be held each month from taxpayers in different family circumstances is available for those interested in such information. Copies are being distributed as attachments to this issue of Cal Poly Report. Taxes for the 1971 tax year are not covered by the new withholding procedures. They will still come due in April, 1972.
Winter Quarter Registration -- Monday and Tuesday, Jan. 3-4, all day, Men's Gymnasium. Registration for Winter Quarter classes for Cal Poly students and faculty.

Varsity Basketball -- Tuesday, Jan. 4, 8 p.m., Men's Gymnasium. Cal Poly vs. University of California at Davis. General admission tickets - students, 50 cents; all others, $1.50.

Winter Quarter Classes Begin -- Wednesday, Jan. 5, all day, campus. Start of Winter Quarter classes for Cal Poly students and faculty.

Late Registration -- Thursday through Wednesday, Jan. 6-12, Administration Building Room 219. Period for late registration for Winter Quarter classes for Cal Poly students.

Speaker's Forum -- Thursday, Jan. 6, 11 a.m., Julian A. McPhee College Union Room 220. Talk on human relations by Harvey Jackins; sponsored by the Speaker's Forum Committee of Cal Poly's Associated Students, Inc. Public invited.

Community College Wrestling Tournament -- Friday and Saturday, Jan. 7-8, all day, Men's Gymnasium. Annual Cal Poly Community College Wrestling Tournament with entries from throughout the state. General admission tickets - students, 50 cents; all others, $1.50.

CCA Relays -- Saturday, Jan. 8, 10 a.m. Swimming pool adjacent to Men's Gymnasium. Swimming relay meet involving teams from the five California College Athletic Association member colleges. Public invited.

Art Exhibit -- Monday, Jan. 10 through Tuesday, Jan. 25, all day, Julian A. McPhee College Union Room 221; show sponsored by the Fine Arts Committee of the Associated Students, Inc. Public invited.

Cal Poly Women's Club Walking Section -- Tuesday, Jan. 11, 9 a.m., Southern Pacific Railway Depot, San Luis Obispo. Meeting for a walk in old San Luis Obispo and the area around the new French Hospital site. Members invited.

Academic Senate Meeting -- Tuesday, Jan. 11, 3 p.m., Staff Dining Room. Regular meeting of the Cal Poly academic senate. Faculty invited.

Cal Poly Women's Club General Meeting -- Tuesday, Jan. 11, 8 p.m., Music, Speech and Drama Building Room 218; program combining the artistry of soprano Nella Girolo, clarinetist Virginia Wright and pianist Ronald Ratcliffe. Members and guests invited.

Catfish Farmers Association of California Meeting -- Thursday through Saturday, Jan. 13-15, all day, Julian A. McPhee College Union Room 205. Second annual convention of the catfish farmers of California; hosted by Cal Poly's Biological Sciences Department. By reservation in advance.

College Hour Concert -- Thursday, Jan. 13, 11 a.m., Cal Poly Theater. Program featuring pianist Ronald Ratcliffe; sponsored by Cal Poly's Music Department. Public invited.

Cal Poly Staff Club Luncheon Meeting -- Thursday, Jan. 13, 12 noon, Staff Dining Room. Illustrated talk on New Guinea by Pearl Turner.

(Continued on Page 6)
PERFORMANCES OF ARTHUR MILLER PLAY ANNOUNCED BY SPEECH DEPARTMENT

The popular Arthur Miller witchcraft play, The Crucible, is being prepared for three mid-February performances at Cal Poly. Being produced by the Speech Department under the direction of J. Murray Smith, the three-act drama will be presented the evenings of Feb. 17, 18, and 19 starting at 8 p.m. in the campus theater.

The third Miller play to be presented at Cal Poly, The Crucible explores the roots of intolerance and mass hysteria of the 17th century Salem witch trials. The story tells how children's lies arouse an entire town into a frenzy of hunting for those possessed by satanic spirits. Several innocent citizens go to the gallows for being in league with the Powers of Darkness.

General admission tickets for the play will go on sale at the Speech Department office on campus in early-February. Prices will be $1 for college students and $2 for all others.

EIGHT CAL POLY GRADS GET ARMY COMMISSIONS

Eight young men were commissioned as second lieutenants in the U.S. Army during ceremonies held on campus on Dec. 11. They had completed both their bachelor's degree studies and the Army Reserve Officers Training Corps program of the college's Military Science Department during the Fall Quarter.

Three of those commissioned were named "distinguished military graduates" for having accomplished outstanding grades in military science courses. They were Michael J. Barron, Clark E. Cowan, and George A. Dellaganna.

Those commissioned, with their undergraduate degree major, and their Army branch, are: Steven G. Ashford, engineering technology, Corps of Engineers; Barron, electronic engineering, Signal Corps; Cowan, business administration, Adjutant General Corps; Dellaganna, speech, Military Intelligence; Henry R. Downey, architectural engineering, Transportation Corps; Robert G. Fowler, agricultural business management, Armor; James H. Lattz, architecture, Infantry; and Terry L. McGovern, industrial technology, Infantry.

COMING EVENTS . . . (Continued from Page 5)

Rock Concert -- Friday, Jan. 14, 8:30 p.m., Men's Gymnasium. Program featuring the Elvin Bishop group and Ballin' jack; sponsored by the Assemblies Committee of Cal Poly's Associated Students, Inc. General admission tickets - students, $2; all others, $4.


Varsity Basketball -- Saturday, Jan. 15, 8 p.m., Men's Gymnasium. Cal Poly vs. California State Polytechnic College at Pomona. General admission tickets - students, 50 cents; all others, $1.50.

Typewritten copy intended for the next issue of Cal Poly Report must be received prior to 12 noon Friday, Jan. 7, in the Office of Information Services, Administration-210.
MUSTANG CAGERS WILL HOST U C DAVIS QUINTET

Head Coach Neale Stoner’s varsity basketball team will be the first Cal Poly team to see action during the new year when they return to Men’s Gymnasium to host non-conference opponent University of California at Davis in a game starting at 8 p.m. tonight (Tuesday, Jan. 4).

The Mustang cagers are undoubtedly hoping that a return to their home court will reverse the string of five losses suffered on the road during the holiday season. After opening the season with four consecutive victories, they were beaten on the road by Eastern Michigan University, University of Toledo, Northern Illinois University, University of California at Riverside, and California State College at Fullerton.

Games scheduled for this weekend will find the Cal Poly quintet on the road again, this time for the opening games of the 1972 California Collegiate Athletic Association season. They will meet Cal State Fullerton in Fullerton on Friday (Jan. 7) evening and San Fernando Valley State College in Northridge the following evening.

Wrestling Coach Vaughan Hitchcock’s charges are not scheduled to return to action until Jan. 14 when they will meet University of Oklahoma and Oklahoma State University, two of the nation’s top-ranked teams, in a pair of dual matches.

Action during the holidays saw the Mustang wrestlers increase their string of consecutive dual-meet victories over California opponents to 100 with a win over University of California at Berkeley and wrestle to a second place finish in the rugged University of Washington Invitational Wrestling Tournament.

APPLICANTS FOR CAMPUS PROFESSIONAL VACANCIES BEING SOUGHT

Applicants for three vacant positions on the professional and teaching staff of the college are presently being sought, according to Larry Voss (Director of Personnel Relations). Those interested in learning more about the positions or in applying for them are invited to contact the appropriate department or administrative head. The brief descriptions for the positions read:

Lecturer, Range C ($777-$945), History Department, School of Communicative Arts and Humanities. Duties and responsibilities include teaching sections of general education courses in American history. Minimum degree required is a master’s; doctorate is preferred. Experience in college teaching required. (For spring quarter only.)

Librarian III ($797-$1016), Library, Academic Affairs Division. Duties and responsibilities are those for a science-technology reference librarian and include reference and book selection activities related to the sciences and engineering fields. Applicants must have a science or technology undergraduate major, and a minimum of three years of specialized science reference experience. A year of graduate study in a library school accredited by the American Library Association is required.

Librarian II ($694-$929), Library, Academic Affairs Division. Duties and responsibilities include reference work, preparation of bibliographies, book selection, and other duties as assigned. Applicants must have had one year of professional library experience, and one year of graduate study in an accredited library school. A master’s degree in a subject matter field other than library science may be substituted for one year of experience.
TWO VACANCIES ON COLLEGE SUPPORT STAFF LISTED BY PERSONNEL OFFICER

Two vacant positions on the college support staff have been announced by S. Milton Piuma (Staff Personnel Officer). Descriptions of the positions are posted on the bulletin board located outside the Personnel Office, Adm-110, 546-2236. Those interested in applying should contact that office to obtain an application form. The positions are:

Technical Assistant I ($240-$292), (half-time), Audio Visual Department, Academic Affairs Division. Duties and responsibilities include preparing, issuing, or delivering film and audio visual equipment; scheduling requests for audio visual materials; operating equipment as necessary. May give demonstrations in the use of audio visual equipment. Applicants must be able to perform minor construction, repair, or adjustment of instructional equipment, and must be able to meet public and work with faculty, staff, and students. Completion of the twelfth grade with some experience with electricity and electronics and some knowledge of audio visual materials and equipment desirable.

Medical Officer I ($1626-$1882)(ten months per year), Health Center, Student Affairs Division. Duties and responsibilities include examining new and transfer students; interviewing students with medical problems; counselling on personal problems; referring when appropriate for medical treatment; participating in sick call for ill or injured students and those seeking medical advice; diagnosing cases and prescribing treatment; stressing health education and preventive medical care in contacts with students; preparing reports and recommendations. Applicants must possess the legal requirements for the practice of medicine in California as determined by the California Board of Medical Examiners.

ROCK CONCERT SCHEDULED FOR JAN. 14

Two modern rock groups will kick off the Winter Quarter concert season at Cal Poly, at 8:30 p.m. on Jan. 14. The Elvin Bishop group and Ballin'jack will be featured in the double header, which will be open to the public. General admission tickets will be $2 for college students, and $3 for all others.

The Bishop group, consisting of five male musicians and a female vocalist, will descend on Cal Poly's Men's Gymnasium from San Francisco. The group has received rave notices for appearances in Honolulu, at the University of California at Davis, and in the San Francisco area. Ballin'jack, heavy on the brass sounds, is a Los Angeles-based group now appearing on the Columbia record label.

The Jan. 14 concert is being sponsored by the Assemblies Committee of the Associated Students, Inc., at Cal Poly. Tickets will go on sale soon. They will be available at Brown's Music Store, Krasnow and Krasnow, Super Sonic, Stereo West, Premier Music, and Pier 31 Imports, all in San Luis Obispo, and at the College Union Information Desk on campus.

DEC. 10 ISSUE OF "CHANCELLOR COMMENTS" BEING DISTRIBUTED ON CAMPUS

Copies of the Dec. 10, 1971, edition of The Chancellor Comments, a newsletter from the office of Chancellor of the California State Colleges Glenn S. Dumke, are being distributed as attachments to this issue of Cal Poly Report.
ESTABLISHMENT OF WAGE-PRICE COORDINATION COMMITTEE ANNOUNCED

President Robert E. Kennedy recently announced the formation of an ad hoc Wage-Price Coordination Committee for the college. The committee will be responsible for the dissemination, interpretation, and implementation of directives which the college receives from the Chancellor's Office regarding Phase II of President Richard M. Nixon's wage-price freeze.

Larry Voss (Director of Personnel Relations) is chairman of the Wage-Price Coordination Committee. Committee members include Bob Miller (College Accounting Officer), Al Amaral (Foundation Executive Director), and Roy Gersten (Director of Business Affairs for the Associated Students, Inc.).

The local committee will disseminate information concerning wage-price interpretations which have been prepared by a Chancellor's Office Task Force on the Stabilization of Prices, Rents, Wages, and Salaries. In addition, the campus committee will submit questions to the Chancellor's Task Force regarding the impact of Phase II on the college's operations.

Consequently, faculty, students, and staff members who have inquiries regarding Phase II should contact a member of the Wage-Price Coordination Committee.

STATE COLLEGES RECEIVE CARNEGIE CORPORATION GRANT

A $451,428 grant to The California State Colleges to develop new approaches to instruction and evaluation has been awarded by the Carnegie Corporation of New York, according to Chancellor Glenn S. Dumke.

The grant, together with resources to be made available by the state colleges and the Chancellor's Office, will be used to devise programs at California State College, Bakersfield; California State College, Dominguez Hills, and San Francisco State College.

A portion of the grant will finance a systemwide component applicable to coordinating and fostering outcomes of the three campus projects to all 19 State Colleges.

INDUSTRIAL ARTS PROGRAM GAINS "ACADEMIC" DESIGNATION FROM STATE BOARD

The Industrial Arts Teacher Preparation Program of the Industrial Technology Department has received an "academic" designation, according to information received recently by J. M. McRobbie (Head of the Industrial Technology Department).

Dr. McRobbie said the action by the California State Board of Education recognizes the professional nature of Cal Poly's preparation of future junior and senior high school and community college industrial education teachers.

For teacher credential purposes, the designation will enable students in the industrial arts program to have a credential minor and to be eligible to undertake requirements for California supervision and administration type credentials.

Typewritten copy intended for the next issue of Cal Poly Report must be received prior to 12 noon Friday, Jan. 7, in the Office of Information Services, Administration-210.
WHO • • • WHAT • • • WHEN • • • WHERE ? ? ?

L. Harry Strauss (Director of the College Library) attended the Library-College Conference which took place Nov. 28-30 in San Francisco. "Teaching on Trial" was the theme of the interdisciplinary program for the event, which was attended by some 150 delegates from colleges and universities throughout the nation.

John Connely (Education Department) delivered a paper titled "A Possible Epistemology and its Educational Implications" during a meeting of the Far Western Philosophy of Education Society held Dec. 3-5 at Arizona State University in Tempe.

Elmo A. Keller (Computer Science and Statistics Department) has been notified by the Graduate College of Iowa State University that all requirements for his Doctor of Philosophy Degree have been completed. Dr. Keller has been a member of the Cal Poly faculty since 1963.

Edward H. Barker (Dean of the School of Business and Social Sciences) addressed the Rotary Club of San Luis Obispo during a luncheon meeting at the Madonna Inn on Nov. 29. Title of his remarks was "What's Ahead in the 70's."

Rubin Rutschke (Supervising Custodian, Plant Operations Department) attended a seminar on housekeeping management and supervision in Los Angeles early last month. Conducted by the Service Engineering Associates, Inc., the seminar included discussions of practical techniques in custodial cost reduction and quality improvement and supervision and motivational techniques.

Olaf Isachsen (Business Administration Department) has received word that his case study titled "The Anatomy of the Lingering Scholarship" accepted by the Intercollegiate Clearing House at the Business School of Harvard University.

Norm Johnson and Bob Kimble (both Audio Visual Technicians) took part in a Technical Service Clinic conducted by the Wollensak/3M Company on Dec. 9 in Norwalk. The program provided both men with training in the service and repair of tape recorders.

Pearl Turner (Curriculum Librarian) attended a meeting for directors of State Curriculum Materials Depositories, which was held in Sacramento in mid-November. Fourteen curriculum depository librarians took part in the program from throughout California.

David L. George and Joseph N. Weatherby (both Social Sciences Department) attended a Political Science Conference on Computer-Man Simulations, which took place at the University of California at Santa Barbara on Nov. 28. They were accompanied by Walter K. Schwetz, a student majoring in political science.

Hal Burgener (Accounting Technician, Business Affairs Division) participated in a workshop in basic fund accounting in San Francisco in mid-December. The three-day program was sponsored by the National Association of College and University Business Officers.

Thomas Ward (Environmental Engineering Department Equipment Technician) took part in the State Air Resources Board Smoke School in Monterey recently. The program included instruction in the application of smoke readings per the Ringleman standards.

Typewritten copy intended for the next issue of Cal Poly Report must be received prior to 12 noon Friday, Jan. 7, in the Office of Information Services, Administration-210.
SEARCH FOR NEW DEPARTMENT HEAD BEGUN BY HISTORY FACULTY

A search for a department head to succeed M. Eugene Smith (Head of the History Department), who has announced his desire to return to full time teaching responsibilities in September, has been announced by Jon M. Ericson (Dean of the School of Communicative Arts and Humanities).

Tentative procedures for the search, as outlined by Dr. Ericson, call for screening initially of applicants, who currently are members of the college faculty, by a three-man committee composed of tenured members of the History Department faculty.

A panel of three nominees for the position will then be chosen by tenured members of the department faculty and recommended to Dean Ericson, whose eventual recommendation will then go to President Robert E. Kennedy. The dean said he hoped the procedure can be completed and an appointment made in time to have the new department head assume his duties at start of the 1972-73 Fall Quarter in September.

Dr. Smith, a member of the Cal Poly faculty for the past 26 years, was head of the Social Sciences Department prior to separation of history courses and the bachelor's degree program in history to form a separate department in 1970. He has been head of the History Department since that time.

AUTHOR WILL SPEAK ON HUMAN BEHAVIOR

The topic of human behavior will be discussed by Harvey Jackins at Cal Poly on Thursday, (Jan. 6). Author of the book, The Human Side of Human Beings, he is expected to present a solution to the basic problem of human irrationality, which impedes the handling of key questions in the world today. Jackins' talk, sponsored by the Speaker's Forum Committee of the Associated Students, Inc., will begin at 11 a.m. in CU-220. Admission will be free and the public is invited to attend.

SANTA BARBARA, SANTA CRUZ NUMBERS ADDED TO ATSS TELEPHONE POSSIBILITIES

Telephone numbers in the Santa Barbara and Santa Cruz areas can now be reached as "off-network" numbers on the ATSS system, according to information received last week from Mrs. Dorothy McDonald (Telephone Supervisor). Santa Barbara-area numbers can be reached by dialing 8 + 805 + number and those in the Santa Cruz area can be reached by dialing 8 + 408 + number. Additional information about use of the ATSS system can be obtained by dialing "0".

RECREATIONAL SWIMMING WILL RESUME TOMORROW

The recreational swimming program, which is operated in the Natatorium near Crandall Gymnasium, will resume its regular schedule of operating hours beginning tomorrow (Wednesday, Jan. 5), according to an announcement from the Women's Physical Education Department. Regular hours for the program are 5-6 p.m. on Mondays through Thursdays; 7:30-8:30 p.m. on Wednesdays; and 2-4 p.m. on Sundays.

Typewritten copy intended for the next issue of Cal Poly Report must be received prior to 12 noon, Friday, Jan. 7, in the Office of Information Services, Administration-210.
INFORMATION ON COLLEGE AND UNIVERSITY ADMINISTRATIVE VACANCIES AVAILABLE ON CAMPUS

Information on administrative positions at other colleges and universities, for which applicants are presently being sought, is available in the college Placement and Financial Aid Office, Adm-213, 546-2501. Positions presently listed include:

California State College, Hayward -- Dean of Graduate Studies, salary range $19,404 to $23,604 annually, earned doctor's degree and college or university level teaching experience required, position currently available.

University of California at Davis -- Dean of Extended Learning, salary commensurate with other deanships within the university, qualification as a tenured member of the faculty is required, application deadline is Jan. 12, 1972.

University of Alabama in Birmingham -- Dean of the School of Arts and Sciences, salary not listed, earned doctorate, experience and competence in both teaching and academic administration, and a record of scholarly endeavor are all required, position is presently open.

Stephen F. Austin State University, Nacogdoches, Texas -- Dean of the School of Sciences and Mathematics, salary range $20,000 to $25,000 annually, earned doctor's degree in one of the science or mathematics disciplines and appropriate academic experience are both desired, application deadline is Feb. 15, 1972, appointment date will be Aug. 1, 1972.

University of Michigan, Dearborn -- Dean of Academic Affairs; salary not listed.

VIETNAMESE EDUCATOR IS CAMPUS VISITOR

Cal Poly's Journalism Department was host on Dec. 16 to Huynk Van Tong of Tay-Ninh, South Vietnam, who is on his way home after having been at the University of Paris, (Sorbonne) for the past seven years, according to John R. Healey (Head of the Journalism Department). Dr. Tong is returning to Dalat University where he will direct the journalism program.

Cal Poly was one stop in the United States at colleges and universities to allow the Vietnamese educator to familiarize himself with journalism education programs in this country. Healey and Ed Zuchelli and James Hayes (both Journalism Department) met with Dr. Tong during his campus visit.

STAFF CLUB LUNCHEON MEETINGS WILL RESUME JAN. 13

The Cal Poly Staff Club will not hold a luncheon meeting on Thursday (Jan. 6). The club's first luncheon meeting of the Winter Quarter will be held next Thursday (Jan. 13).

WINTER QUARTER PARKING PERMITS AVAILABLE

Faculty and staff parking permits for the Winter Quarter may still be purchased at $9 each from the Cashiers Office, Adm-131-C, according to James R. Landreth (Director of Business Affairs). Enforcement of campus parking regulations will begin with the start of classes tomorrow (Wednesday, Jan. 5).
At last we have received a Directory of Summer Institutes and Short Courses financed by the National Science Foundation. The Research Participation Program has been abolished, alas.

The Directory also lists some institutes and short courses in radiation science and technology supported by the Atomic Energy Commission. You are welcome to examine the Directory in this office.

Belated congratulations to three of our faculty who got NSF Academic Year Extension grants this year. They are the last of the Mohicans, because NSF has now abandoned this inexpensive but very rewarding program. There were only 15 grants in the entire state, so we got a fifth!

Dr. Anthony Buffa (Physics)
Dr. Leland Endres (Chemistry)
Dr. Lee Coombs (Chemistry)

Also, congratulations to the new head of Home Economics, Dr. Ruth O'Reilly, for having obtained a grant of $41,650 for pre-service curriculum development.

I suppose the persons who read Encouraging Notes are the persons who read Encouraging Notes, and if you don't, you don't. Perhaps at department meetings, department heads could announce that this College has its own funds to encourage faculty research, creative, or scholarly activity. It is called CARE for Creative Activity and Research Effort. Applications may be obtained from this office. Proposals are reviewed by the College Research Committee, and recommendations are made to Dr. Dale W. Andrews, Academic Vice President.

Apparently many faculty members are still not aware of this program.

The American Council of Learned Societies has a deadline of February 15 (and again in September, 1972) for support of ongoing research programs, including summer work in linguistics. A doctorate is required. For details write to:

Office of Fellowships and Grants
American Council of Learned Societies
345 E. 46th Street
New York, New York 10017

ACLS has a February 1 deadline for grants to study the languages of Albania, Bulgaria, Czechoslovakia, Greece, Hungary, Yugoslavia, Poland or Rumania. Write to same address above.
The University of Edinburgh (Scotland) has some Junior Fellowships available for full-time postdoctoral research in any field within the scope of the University. Stipends are £800. Write (deadline April 15):

The Secretary to the University
University of Edinburgh
Old College
South Bridge, Edinburgh
EH8 9YL, Scotland

The Folger Library in Washington, D.C., has a deadline of February 15 (and again October 15, 1972) for Fellowships. Senior Fellowships require a Ph.D. and Short-term Fellowships are available to graduate students and advanced scholars. Write:

Dr. O. B. Hardeeson, Director
Folger Shakespeare Library
Washington, D.C. 20003

The Library includes much more than just English drama.

The United Kingdom has 15 Leverhulme Visiting Fellowships for persons with a Ph.D. from a U.S., South African, or Commonwealth University, excluding the U.K. The stipend is £1400 plus a travel grant of £250. Fellowships are available this year in the newer universities, several "redbrick" universities, and Edinburgh. See this office for details (ask for Deadlines from U. Wisconsin).

The Organization of American States has fellowships for study and research in almost any field related to the "technical cooperation activities of" the OAS. This would certainly include science, engineering, architecture, and agriculture. Knowledge of the language is required: French for Haiti, Portuguese for Brazil, and Spanish elsewhere. Write:

Technical Cooperation Administration Fellowship Branch
Pan American Union
Washington, D.C. 20006

The Society of Sigma Xi makes grants directly to individual research workers with a doctorate for amounts up to $1000. There is no deadline. Write to:

Sigma Xi National Headquarters
155 Whitney Avenue
New Haven, Connecticut 06510
Attention: Committee on Grants-in-Aid

Faculty who wish to know about the research or lecturing opportunities available for 1973-74 under the Fulbright-Hays Act may register with the committee below to get the announcement in the spring:

Committee on International Exchange of Persons
2101 Constitution Avenue N.W.
Washington, D.C. 20418
The German government has no deadline to apply for Alexander von Humboldt Foundation Research Fellowships. You may apply for either research or lectureship if you are under 38, for work at any institute in the Federal Republic of Germany. Knowledge of German is not an absolute requirement; it depends on the field. Write:

Alexander von Humboldt Stiftung  
D 532 Bad Godesberg  
Schillerstrasse 12  
Federal Republic of Germany

If you are doing research in economic history, and have a doctorate, you may get support up to $1200 by applying to:

Dr. Louis Galambos  
Secretary, Council on Research in Economic History  
Department of History  
The Johns Hopkins University  
Baltimore, Maryland 21218

Another source of funds for Latin American Study is:

Doherty Fellowship Committee  
Program in Latin American Studies  
Princeton University  
240 E. Pyne  
Princeton, New Jersey 08540

You should be under 40, and must spend 12 months in Latin America.

If you have a Ph.D. in clinical psychology and at least a year's supervised clinical experience, you can try for a USPHS Fellowship at the Menninger Foundation. Write:

Dr. Sydney Smith, Director  
Clinical Psychology Training Program  
The Menninger Foundation, Box 829  
Topeka, Kansas 66601

The deadline is March 1, 1972.

The Wenner-Gren Foundation for Anthropological Research, 14 East 71st Street, New York, New York 10021, has grants-in-aid, as well as several kinds of fellowships in all branches of anthropology.

I spent one year in the U.S. Office of Education, and one of the first questions I asked the man who hired me, the Associate Commissioner for Higher Education, was "where do I get a list of all the programs the USOE administers?" Looking right through the hole in my head, the Commissioner said there was no list, and I would have to talk to each office to find out. That was in 1966. Today I have a list of the 100 odd (well, not all of them) programs in OE, showing the type of assistance, the authorization, appropriation, who may apply, and where. You are welcome to use it in this office.
Department of Amplification

In the October 26, 1971, issue of Encouraging Notes I quoted from an article in the Chronicle of Higher Education showing that the State of California spent only $1077/fte student/year at public four-year colleges. This amount gave California a rank of 50 in the U.S.

As a result of several challenges, the authors responded in the November 15, 1971, issue of the Chronicle. I couldn't understand their basis for a recalculation, but they now agree that the amount should be $1661, which ranks California 36. To round out this paragraph, Mississippi is now 38. As our computer colleagues say: GIGO.

The California Heart Association has a program for student research associates. Successful applicants are assigned to spend 10 weeks during the summer to work in research laboratories on cardiovascular problems. Students should know something about chemistry, biochemistry, or physiology. The deadline for applying is February 1, 1972. Students may write to:

Stanford S. Kroopf, M.D., Chairman
Student Research Subcommittee
California Heart Association
1370 Mission Street
San Francisco, California 94103

and ask for an application blank. The letter of inquiry must list two sponsoring science teachers, and the student should have an official transcript sent to the above address.

The U.S. Office of Education

announces its OE Fellows program with a deadline of January 29, 1972. OE Fellows spend a year in Washington, D.C., learning about how the federal government operates, and what the role of the USOE is. Application forms may be obtained from this office.

The State of California Air Resources Board still has money to support applied research under SB 848, which is concerned with having both clean air and motor cars. We have a bridgehead established in Sacramento, and are being encouraged to submit an informal proposal for review. More details in this office.

The Smithsonian Institution is interested in supporting research workers in subjects of interest to it, such as archeology and related disciplines, systematic and environmental biology, astrophysics and earth sciences, or museum programs. The support is for work abroad in those countries that have PL. 480 funds available. These are currently Burma, Guinea, India, Morocco, Pakistan, Poland, Tunisia, Egypt (UAR), and Yugoslavia. Since the deadlines are different for the various programs, you can get further details in this office.
## METHOD A — WAGE BRACKET TABLE METHOD (CONT'D)

### SINGLE Persons — MONTHLY Payroll Period

<table>
<thead>
<tr>
<th>At least</th>
<th>But less than</th>
<th>0</th>
<th>1</th>
<th>2</th>
<th>3</th>
<th>4</th>
<th>5</th>
<th>6</th>
<th>7</th>
<th>8</th>
<th>9</th>
<th>10 or more</th>
</tr>
</thead>
</table>

<table>
<thead>
<tr>
<th>$1,000</th>
<th>100</th>
<th>120</th>
<th>140</th>
<th>160</th>
<th>180</th>
<th>200</th>
<th>220</th>
<th>240</th>
<th>260</th>
<th>280</th>
<th>300</th>
<th>1,100 and over</th>
</tr>
</thead>
</table>

<table>
<thead>
<tr>
<th>$1,000</th>
<th>100</th>
<th>120</th>
<th>140</th>
<th>160</th>
<th>180</th>
<th>200</th>
<th>220</th>
<th>240</th>
<th>260</th>
<th>280</th>
<th>300</th>
<th>1,100 and over</th>
</tr>
</thead>
</table>

### 10% of the amount over $1,400 plus—

<table>
<thead>
<tr>
<th>$1,400 and over</th>
<th>71.70</th>
<th>69.60</th>
<th>68.90</th>
<th>68.30</th>
<th>67.60</th>
<th>66.90</th>
<th>66.30</th>
<th>65.60</th>
<th>64.90</th>
<th>64.30</th>
<th>63.60</th>
</tr>
</thead>
</table>

24
### Method A — Wage Bracket Table Method (Cont'd)

#### Married Persons — Monthly Payroll Period

<table>
<thead>
<tr>
<th>At least</th>
<th>0</th>
<th>1</th>
<th>2</th>
<th>3</th>
<th>4</th>
<th>5</th>
<th>6</th>
<th>7</th>
<th>8</th>
<th>9</th>
<th>10 or more</th>
</tr>
</thead>
<tbody>
<tr>
<td>$51</td>
<td>5.80</td>
<td>8.10</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>$60</td>
<td>100</td>
<td>8.10</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>$100</td>
<td>120</td>
<td>8.30</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>$170</td>
<td>140</td>
<td>8.50</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>$140</td>
<td>160</td>
<td>8.70</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>$160</td>
<td>180</td>
<td>9.00</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>$180</td>
<td>200</td>
<td>9.10</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>$200</td>
<td>220</td>
<td>9.30</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>$220</td>
<td>240</td>
<td>9.50</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>$240</td>
<td>260</td>
<td>9.70</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>$260</td>
<td>280</td>
<td>10.00</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>$280</td>
<td>300</td>
<td>10.20</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>$300</td>
<td>320</td>
<td>10.40</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>$320</td>
<td>340</td>
<td>10.60</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>$340</td>
<td>360</td>
<td>10.80</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>$360</td>
<td>380</td>
<td>11.00</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>$380</td>
<td>400</td>
<td>11.20</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>$400</td>
<td>420</td>
<td>11.40</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>$420</td>
<td>440</td>
<td>11.60</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>$440</td>
<td>460</td>
<td>11.80</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>$460</td>
<td>480</td>
<td>12.00</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>$480</td>
<td>500</td>
<td>12.20</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>$500</td>
<td>520</td>
<td>12.40</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>$520</td>
<td>540</td>
<td>12.60</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>$540</td>
<td>560</td>
<td>12.80</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>$560</td>
<td>580</td>
<td>13.00</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>$580</td>
<td>600</td>
<td>13.20</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>$600</td>
<td>620</td>
<td>13.40</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>$620</td>
<td>640</td>
<td>13.60</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>$640</td>
<td>660</td>
<td>13.80</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>$660</td>
<td>680</td>
<td>14.00</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>$680</td>
<td>700</td>
<td>14.20</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>$700</td>
<td>720</td>
<td>14.40</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>$720</td>
<td>740</td>
<td>14.60</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>$740</td>
<td>760</td>
<td>14.80</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>$760</td>
<td>780</td>
<td>15.00</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>$780</td>
<td>800</td>
<td>15.20</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>$800</td>
<td>820</td>
<td>15.40</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>$820</td>
<td>840</td>
<td>15.60</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>$840</td>
<td>860</td>
<td>15.80</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>$860</td>
<td>880</td>
<td>16.00</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>$880</td>
<td>900</td>
<td>16.20</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>$900</td>
<td>920</td>
<td>16.40</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>$920</td>
<td>940</td>
<td>16.60</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>$940</td>
<td>960</td>
<td>16.80</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>$960</td>
<td>1000</td>
<td>17.00</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>$1000</td>
<td>1040</td>
<td>17.20</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>$1040</td>
<td>1080</td>
<td>17.40</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>$1080</td>
<td>1120</td>
<td>17.60</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>$1120</td>
<td>1160</td>
<td>17.80</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>$1160</td>
<td>1200</td>
<td>18.00</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>$1200</td>
<td>1240</td>
<td>18.20</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>$1240</td>
<td>1280</td>
<td>18.40</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>$1280</td>
<td>1320</td>
<td>18.60</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>$1320</td>
<td>1360</td>
<td>18.80</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>$1360</td>
<td>1400</td>
<td>19.00</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>$1400</td>
<td>1440</td>
<td>19.20</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>$1440</td>
<td>1480</td>
<td>19.40</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>$1480</td>
<td>1520</td>
<td>19.60</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>$1520</td>
<td>1560</td>
<td>19.80</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>$1560</td>
<td>1600</td>
<td>20.00</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>$1600</td>
<td>1640</td>
<td>20.20</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>$1640</td>
<td>1680</td>
<td>20.40</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>$1680</td>
<td>1720</td>
<td>20.60</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>$1720</td>
<td>1760</td>
<td>20.80</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>$1760</td>
<td>1800</td>
<td>21.00</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

(Continued on next page)
MARRIED Persons—MONTHLY Payroll Period

<table>
<thead>
<tr>
<th>At least</th>
<th>But less than</th>
<th>0</th>
<th>1</th>
<th>2</th>
<th>3</th>
<th>4</th>
<th>5</th>
<th>6</th>
<th>7</th>
<th>8</th>
<th>9</th>
<th>10 or more</th>
</tr>
</thead>
<tbody>
<tr>
<td>$1,840</td>
<td>$1,920</td>
<td>$68.30</td>
<td>$66.20</td>
<td>$58.30</td>
<td>$57.60</td>
<td>$56.90</td>
<td>$56.30</td>
<td>$55.60</td>
<td>$54.90</td>
<td>$54.30</td>
<td>$53.60</td>
<td>$52.90</td>
</tr>
<tr>
<td>1,920</td>
<td>2,000</td>
<td>74.30</td>
<td>72.20</td>
<td>63.90</td>
<td>63.20</td>
<td>62.50</td>
<td>61.90</td>
<td>61.20</td>
<td>60.50</td>
<td>59.90</td>
<td>59.20</td>
<td>58.50</td>
</tr>
<tr>
<td>2,000</td>
<td>2,080</td>
<td>80.70</td>
<td>78.60</td>
<td>69.90</td>
<td>69.20</td>
<td>68.50</td>
<td>67.90</td>
<td>67.20</td>
<td>66.50</td>
<td>65.90</td>
<td>65.20</td>
<td>64.50</td>
</tr>
<tr>
<td>2,080</td>
<td>2,160</td>
<td>87.10</td>
<td>85.00</td>
<td>76.30</td>
<td>75.60</td>
<td>74.90</td>
<td>74.30</td>
<td>73.60</td>
<td>72.90</td>
<td>72.30</td>
<td>71.60</td>
<td>70.90</td>
</tr>
<tr>
<td>2,160</td>
<td>2,240</td>
<td>93.80</td>
<td>91.80</td>
<td>82.70</td>
<td>82.00</td>
<td>81.30</td>
<td>80.70</td>
<td>80.00</td>
<td>79.30</td>
<td>78.70</td>
<td>78.00</td>
<td>77.30</td>
</tr>
<tr>
<td>2,240</td>
<td>2,320</td>
<td>101.00</td>
<td>99.00</td>
<td>89.40</td>
<td>88.70</td>
<td>88.00</td>
<td>87.40</td>
<td>86.70</td>
<td>86.00</td>
<td>85.40</td>
<td>84.70</td>
<td>84.00</td>
</tr>
<tr>
<td>2,320</td>
<td>2,400</td>
<td>108.20</td>
<td>106.20</td>
<td>96.60</td>
<td>95.90</td>
<td>95.20</td>
<td>94.60</td>
<td>93.90</td>
<td>93.20</td>
<td>92.60</td>
<td>91.90</td>
<td>91.20</td>
</tr>
<tr>
<td>2,400</td>
<td>2,480</td>
<td>115.70</td>
<td>113.60</td>
<td>103.10</td>
<td>102.40</td>
<td>101.80</td>
<td>101.10</td>
<td>100.40</td>
<td>99.80</td>
<td>99.10</td>
<td>98.40</td>
<td></td>
</tr>
<tr>
<td>2,480</td>
<td>2,560</td>
<td>123.70</td>
<td>121.60</td>
<td>110.50</td>
<td>109.80</td>
<td>108.50</td>
<td>106.20</td>
<td>107.20</td>
<td>106.40</td>
<td>106.50</td>
<td>105.80</td>
<td></td>
</tr>
<tr>
<td>2,560</td>
<td>2,640</td>
<td>131.70</td>
<td>129.60</td>
<td>118.50</td>
<td>117.80</td>
<td>117.20</td>
<td>116.50</td>
<td>115.80</td>
<td>114.50</td>
<td>114.20</td>
<td>113.80</td>
<td></td>
</tr>
<tr>
<td>2,640</td>
<td>2,720</td>
<td>139.70</td>
<td>137.60</td>
<td>126.50</td>
<td>126.00</td>
<td>125.50</td>
<td>125.00</td>
<td>124.50</td>
<td>123.80</td>
<td>123.20</td>
<td>122.50</td>
<td></td>
</tr>
<tr>
<td>2,720</td>
<td>2,800</td>
<td>147.70</td>
<td>145.60</td>
<td>134.50</td>
<td>133.80</td>
<td>133.20</td>
<td>132.50</td>
<td>131.80</td>
<td>131.20</td>
<td>130.50</td>
<td>129.80</td>
<td></td>
</tr>
</tbody>
</table>

10% of the amount over $2,800 plus—

| $2,800 and over | 151.70 | 149.60 | 139.20 | 138.50 | 137.80 | 137.20 | 136.50 | 135.80 | 135.20 | 134.50 | 133.80 |

26
TO THE PRESIDENTS, FACULTIES, ADMINISTRATIVE AND SUPPORT STAFFS, AND STUDENTS OF THE CALIFORNIA STATE COLLEGES:

Name Change

On November 29 I witnessed the signing of Assembly Bill 123 by Governor Reagan, and wish to convey to you my deep sense of pride that our system will become "The California State University and Colleges." The Trustees and I – as well as many others, including Presidents and alumni – have pressed strenuously for this legislation for many years.

The passage of AB 123 by the Legislature, and its signing by the Governor, constitute recognition of the maturity and 10-year development of our system under the Master Plan for Higher Education.

The name change for the system will become effective 61 days following adjournment of the Legislature, probably in February or March, 1972. The Bill authorizes the Board of Trustees and the Coordinating Council for Higher Education to establish criteria and to approve the renaming of individual campuses as "California State University, (location)" with two exceptions. The campuses at San Luis Obispo and Pomona would retain "Polytechnic" in their titles.

I have written to Dr. Owen Knorr, Director of the Coordinating Council, advising him of steps we will be taking to implement AB 123. I have asked Vice Chancellor for Academic Affairs, Dr. W. B. Langsdorf, to prepare a staff proposal on what the criteria for renaming individual campuses should be. He will be working closely with the Presidents and the Statewide Academic Senate.

We hope to present the criteria for review and approval at the January 25-26, 1972, meeting of the Board of Trustees, and then to the February 8, 1972, meeting of the Coordinating Council. I have asked Dr. Knorr to assign a member of his staff to work with Dr. Langsdorf so that we are all agreed on what is best to present to the Trustees and the Council.
Implementation of AB 123 will not change the function or programs of our system or colleges. We will still be dedicated to outstanding teaching, with instructionally related research.

At the signing ceremony, I expressed to the Governor and the Legislature gratitude on behalf of the 19 Presidents, and our current 263,000 students, 14,500 faculty, and more than 10,000 administrative and support staff. This gratitude was offered, as well, on behalf of all those who in the future will have the privilege of teaching in, working with, and being graduated from, The California State University and Colleges.

Wage-Price Freeze

In my October 5 Comments I discussed our efforts to obtain from the President’s Cost of Living Council exceptions to the freeze in two areas: retroactive merit salary adjustments and cost of living adjustments for faculty. Our requests for exceptions in these two areas were denied by the Council.

During the week of October 19 I visited a number of offices in Washington, D.C., personally to appeal these denials. A formal appeal was filed in a letter to the Executive Director of the Cost of Living Council dated October 22. We provided ample evidence to support our charge that failure of faculty to receive cost of living adjustments for the past two years, now coupled with the freezing of merit salary adjustments, has seriously hampered our recruiting and retention of faculty. This appeal has also been denied.

We have been informed that, under regulations adopted by the Pay Board, merit step adjustments for approximately 9,600 personnel which came due during the freeze period may now be processed, effective November 14. We have been advised by the State Controller that such adjustments will be reflected in the checks issued on or shortly after the December pay day.

Our efforts to have merit adjustments made retroactive for the entire period of the Phase One freeze are continuing. We have formally requested that the Pay Board expand its deliberations on retroactive adjustments to include annual merit increases for all employees, academic and non-academic.

In addition, we are contacting members of the California congressional delegation to urge support of amendments to pending wage-price legislation that would require retroactive payment of merit increases. This is in accordance with a resolution proposed by the Executive Committee of the Statewide Academic Senate and representatives of the membership organizations (for which I am deeply appreciative – see attachment) and adopted by the Trustees in November.

We will continue to keep you informed of developments in this area.

The salary gap is widening between the State Colleges and similar institutions across the country. It must ultimately be closed. Delaying attention to this serious matter will compound existing hardships of the California public who, I am convinced, will eventually conclude that the benefits of the State Colleges to society are infinitely greater than the comparatively reasonable costs required to maintain them as quality institutions.

1972-73 Salary and Fringe Benefits Request

Our recommendations on salary and fringe benefit increases for faculty were approved by the Board of Trustees November 23. Specifically, we are urging the Coordinating Council for Higher
Education to make the following recommendations to the Legislature and the Governor:

(1) an increase of 13 percent in the average faculty salary;

(2) an increase in fringe benefit funds equal to 6 percent of the salary budget for the academic salary group (which would provide an increase of approximately 55 percent in fringe benefits for the individual);

(3) differential increases of 5 percent for department chairmen; 12 percent for division chairmen, associate deans and related 12-month positions; 17 percent for deans and related 12-month positions; and 13.5 percent for vice presidents and related academic salary group positions; and

(4) funds for the implementation of the revised salary structure for faculty which the Trustees adopted in principle in November 1970.

Our request, which totals $50 million, is a reasonable statement of our needs in this area. The Board's request for 1972-73 is similar to those approved at its September and November, 1970, meetings.

The Federal Pay Board, in announcing its first guidelines for Phase II, ruled that future pay raises after the freeze must be limited to 5.5 percent. Subsequently, it has stated that proposed pay adjustments affecting 5,000 or more employees will be subject to pre-notification of and approval by the Pay Board before they become effective.

At this time there have not been definitive announcements on many vital questions. For example, does the 5.5 percent limitation pertain to both salary and fringe benefits? Will raises be limited on a fiscal or on a calendar year basis? We are in the process of obtaining clarification on these and other questions. As answers are received, they will be communicated to you.

With regard to salary and fringe benefit proposals for administrative and support staff personnel, the Board of Trustees authorized its Committee on Faculty and Staff Affairs to act on behalf of the Board to request sufficient funds for 1972-73 to achieve:

(1) comparability of salaries for State College administrative and support staff classes with those of related classes in the State civil service, the University of California, other educational institutions, other public jurisdictions, and in private industry;

(2) proper alignment of salaries for positions within the State College system; and

(3) correction of salary inequities during the 1972-73 fiscal year.

The Committee will meet and make its recommendations on December 14.

Payroll Certification

Members of the Board of Trustees have been aware of the concern on several of the campuses as a result of its action of May 26 on payroll certification. The following resolution was adopted in November to clarify the intent of the Board:

The Trustees have received with interest the reports of the Presidents in response to the Board's resolution of May 26. By
the statement that the State College Presidents "verify" that employees have met their assigned responsibilities, the Board intends that it shall be the duty of the Presidents to ascertain when instances of non-performance of duties occur and to take prompt and appropriate action. Though the Trustees look to the Presidents to take such action when such rare instances occur, they nevertheless recognize that the great majority of faculty and staff employees of the California State Colleges have shown through many years of dedicated service that they are professionals who deserve the highest trust of the people of California.

Emergency Employment Act Funds

The State Colleges have received approximately $1 million in Federal Emergency Employment Act funds to provide jobs under the State's new Public Employment Program. The funds, awarded to our 12 campuses in high unemployment regions, will permit employment of about 250 persons for a period ending September, 1972.

The Public Employment Program permits State Colleges, as public agencies, to hire unemployed and underemployed persons, including some in administrative and professional fields, to help meet workload requirements. Phasing-in of the positions will be determined by the campuses.

Under the terms of the program, such employees will supplement existing manpower resources on the campuses without displacement of regular State employees. Hiring priority is to be given veterans and participants in Manpower Training Programs. The positions are considered transitional until personnel obtain permanent employment outside the Public Employment Program. It is anticipated that as these individuals qualify they will be offered regular appointments in the State Colleges as appropriate vacancies occur.

Applications for the funds were submitted by the individual colleges in the form of contract proposals to the State Department of Human Resources Development. The program was coordinated by my office.

Campuses receiving funds are Chico, Fresno, Fullerton, Hayward, Humboldt, Long Beach, Los Angeles, Sacramento, San Diego, San Francisco, Sonoma, and Stanislaus.

Dedication of Kellogg West

Two days (December 6-7) of educational programs and workshops marked the formal dedication of our new Kellogg West Center for Continuing Education at Pomona. The Center, one of nine in the nation and ten in the world, was initially funded with a $3 million grant to the system from the W. K. Kellogg Foundation, Battle Creek, Michigan, for construction at Cal Poly, Kellogg-Voorhis, Pomona.

Kellogg West is representative of new approaches within the State Colleges to serve the learning needs of individuals not normally enrolled in regular on-campus programs. In its first eight months of regular operations, Kellogg West has hosted educationally related meetings and conferences of more than 500 groups, and commitments for its future use extend well into 1974.
The Center utilizes 58,000 square feet and comprises two interrelated structures consisting of an educational and dining center and a residence facility.

Management Conference

Last month, members of my staff and I, along with the Presidents and key members of their staffs, participated in a three-day management conference at Kellogg West. The conference — conducted with assistance of the American Management Association, the world’s leading organization for professional management education — was a major step in a continuing program of improving the management planning and development capabilities of the executives who direct the California State Colleges.

This is the first time, to my knowledge, that we have tackled the problems of management as "management," instead of as broad administration. In these times of increasing demands on higher education under greatly restricted budgets, management of our limited resources to insure maximum quality education for the greatest number of students is certainly a challenge worthy of our best efforts.

According to Dr. Franklyn Barry, President of AMA’s “Professional Institute,” “The California State Colleges merit great credit for being the first large system of higher education in the country to take this type of approach on management problems. Although we have been conducting courses in management for industry over a period of 50 years, we have given a course for college presidents only twice before; and this is a ‘first’ in that we never before have worked in concert with the key executives of a total system . . . .”

Conference on External Degree Programs

A systemwide Conference on External Degree Programs will be held December 16-18 at Kellogg West. A limited number of administrators and faculty from each campus have been selected by the respective President to participate.

The Conference has been called on the recommendation of the Commission on External Degree Programs, which is making important progress in several respects toward realization of off-campus degree opportunities for students (details were presented in my October 19 Comments on the “new approach”).

Results of the panel and workshop sessions, as well as the expertise of our guest speakers, should be very helpful to us in our future decision-making. Among several prominent and knowledgeable speakers are Counsellor to the President Robert Finch; Chancellor Ernest Boyer of the State University of New York; Dr. John Valentine of the Commission on Non-Traditional Studies, and Robert Kinsinger, in charge of programs for the W. K. Kellogg Foundation.

San Francisco and Bakersfield Testing Programs

Results of the experimental testing programs for entering freshmen at San Francisco and Bakersfield (discussed in my October 19 Comments) have been tabulated. I am pleased that students scored well in our first large-scale use of examinations for awarding academic credit.

At San Francisco, 873 freshmen took the College Level Examination Program (CLEP) exams in August and September. The results: 331 passed all five tests, 158 passed four, 139 passed three, 101 passed two, 93 passed one, and 51 failed to pass any. Students earned six units of credit for
each test they passed; there was no penalty for failure. Of the 331 who passed all five tests, 280 chose to enroll at the college and thus have earned the equivalent of one year of college credit.

At Bakersfield, 15 of 148 students taking all the tests passed five, 22 passed four, and 89 passed from one to three parts. Sixty-three of 200 students who attempted at least some part of the exam, earned no credit. The main reason for the differing success rates at the two campuses is that each used a different cutoff point between passing and failing, as part of the experimental process.

These results will receive considerable additional evaluation, both by the campuses involved and my office. I wish to stress the experimental nature of the San Francisco and Bakersfield programs. The State Colleges will continue to explore — and to implement when sound bases are established — a variety of approaches that challenge traditional time-serving, lockstep requirements for higher education in order to better serve the individual needs of students.

Common Admissions Program

The State Colleges have received considerable press coverage announcing the November application period under our Common Admissions Program. This year for the first time we prepared a series of public service spot announcements for radio. So far, more than 40 stations have indicated they used the announcements — several from 100-150 times during the month of November. Newspaper coverage spanned the state as a result of news releases issued by my office and the campuses.

The Common Admissions Program, implemented systemwide during the past year, permits all applicants to file a single application — listing their first choice college and alternative colleges in order of preference on the same application and for the single fee. For each academic term, all campuses accept applications for at least the same minimum period of one month. Therefore, it is important that we notify prospective applicants of the filing period — and emphasize that this is the best time to get a college of choice and full consideration within quotas and categories. Previously, the colleges ceased accepting applications when quotas were filled, causing closing dates to vary as much as six months.

The Fall 1972 applications filed between November 1-30, 1971, will receive equal consideration within established categories and quotas, regardless of the time and date received. An extended filing period for late applications began December 1 for those campuses with categories not yet filled. Processing during this period is done on a first-come, first-served basis within categories and quotas so long as space is available.

The single application is filed with the students’ college of first choice. An application which cannot be accommodated at the college of first choice will automatically be forwarded to the second choice, and, if it cannot be accommodated there, to the third choice, etc. Though the State Colleges cannot accommodate all qualified applicants at their college of first choice, qualified applicants willing to accept an alternate choice college will be accommodated. Systemwide policies afford admission priorities to California veterans and community college transfers.

During November 1970 a total of 94,971 applications were received for admission to the current fall term in the State Colleges. Ninety-five percent of applicants subsequently received space reservation notices from one of the colleges of applicant’s choice.

Of the total applications, 37,782 were from junior-level transfer students. Ninety-eight percent of these applications resulted in placement, consistent with the State Colleges’ priority commitment to California Community College graduates.
Appointment to WICHE

Governor Reagan has appointed me to serve on the Western Interstate Commission for Higher Education. This organization performs an increasingly important function in the interrelationships of higher education in the 13 Western states.

A survey last spring, responded to by 168 governors, state legislators, business leaders, college presidents, faculty members and students, indicates the top priority for WICHE should now become “the clarification and redefinition of the roles and goals of higher education.” I heartily agree and believe the knowledge we are accumulating through our “New Approach” can be most helpful in reshaping the thinking about what should be expected from educational institutions in the last third of the century.

Sincerely,

Glenn S. Dumke
Chancellor
RESOLUTION ON RETROACTIVE PAY

WHEREAS, the salary schedule approved by the Board of Trustees of the California State Colleges provided for the payment of 5% merit pay increases to California State College faculty who were eligible for such increases, and

WHEREAS, President Nixon's salary freeze prevented the payment of the 5% merit pay increases to California State College faculty during the period of the freeze, and

WHEREAS, as a result of the above actions, the typical California State College faculty member lost approximately $140 in salary from September 1, 1971 to November 14, 1971, and

WHEREAS, because of an accident of time, University of California and other state employees did receive merit pay increases this year, and

WHEREAS, retroactive payment of the 5% merit pay increases requires either approval by the Pay Board or congressional action to force the Pay Board to grant approval for retroactive payment of these salary payments; now, therefore, be it

RESOLVED, that the Board of Trustees of the California State Colleges commends Chancellor Glenn S. Dumke on his efforts to insure that faculty receive retroactive pay due them, and asks specifically that he take whatever action is necessary to win approval for retroactive payment from the Pay Board, and be it further

RESOLVED, that the Board of Trustees of the California State Colleges urges Chancellor Dumke to contact each member of the California congressional delegation to urge support of amendments to pending wage-price legislation that would require retroactive payment of merit pay increases in the California State Colleges.

*Approved by the Board of Trustees November 23, 1971, as proposed by the Executive Committee of the Statewide Academic Senate.