

CAL POLY REPORT

California Polytechnic State University
San Luis Obispo, California 93407

October 9, 1980

Volume 32, Number 7

Improvements to campus begun

Two construction projects intended to improve access for physically handicapped persons to campus buildings are presently in progress at Cal Poly, according to Peter Phillips, architectural coordinator for the university. The first, involving construction of entrance ramps to six classroom and laboratory buildings, began on Sept. 25 and is scheduled to conclude on Nov. 24.

Buildings involved in the project, which is being built under a \$69,988 contract with Gus Howie, San Luis Obispo, are the Science, Mathematics and Home Economics, Engineering East, Engineering West, Graphic Arts, and Business Administration and Education Buildings.

Thirteen different campus structures are involved in the second project, which will see entrance doors modified or replaced to improve access for physically handicapped persons.

Atascadero Glass is contractor for the \$62,975 project, which involves the Administration, Business Administration and Education, Erhart Agriculture, Computer Science, Engineering East, Engineering West, English, Graphic Arts, Mathematics and Home Economics, Physical Education, Science, and Science North Buildings, and the Crandall Gymnasium. The door project began on Oct. 8, and is scheduled for completion on Dec. 6. Additional information on either of the construction projects can be obtained from Phillips, at Ext. 2321.

NOBEL-WINNING SCIENTIST WILL BE FORUM SPEAKER

The recipient of the 1978 Nobel Prize in Physics will be the featured speaker during a forum on alternative energy systems that will be held on Thursday (Oct. 16) at Cal Poly.

Dr. Arno A. Penzias' remarks will come during a forum of distinguished scientists and engineers that is scheduled to begin at 7:30 pm in the Cal Poly Theatre. Admission will be free, and anyone interested in alternative energy systems is invited to attend.

Presently executive director of research for the Communications Sciences Division of Bell Laboratories, Dr. Penzias is a specialist in the future development of high technology whose scientific accomplishments have also been recognized by the National Academy of Sciences and the Royal Astronomical Society.

In addition to the moderator, Dr. Miro M. Todorovich, a member of the City University of New York physics faculty, five other speakers and panelists are scheduled to take part in the program at Cal Poly.

They are Dr. E. S. Davis, assistant

manager, planning, assessment and integration, Jet Propulsion Laboratory; Dr. Alexander J. Glass, assistant associate director of lasers, Lawrence Livermore Laboratory; Dr. Vladimir Haensel, a member of the chemical engineering faculty at University of Massachusetts; Dr. James L. Sweeny, director, Energy Modeling Forum, Stanford University; and Dr. Edwin Zebroski, director of the Electric Power Research Institute's Nuclear Safety Analysis Center in Palo Alto.

With "Energy: The Eighties and Beyond" as its theme, the forum at Cal Poly is being sponsored by the university's School of Engineering and Technology and the campus student chapters of Students for Adequate Energy, the American Society of Mechanical Engineers, and the Society of Automotive Engineers.

Cooperating sponsors of the event include Scientists and Engineers for Secure Energy, the California Council for Environmental and Economic Balance, Citizens for Adequate Energy, and Pacific Gas and Electric Co.

AID-United Givers campaign

President Warren J. Baker has announced that the 1980 AID-United Givers campaign is currently underway. The campaign will run from Monday (Oct. 13) to Wednesday (Nov. 26). This is the only authorized campus charitable campaign for University personnel and it will be the eleventh consecutive year that Cal Poly has participated.

The twenty local charities that will benefit from the campaign include Achievement House, American Cancer Society, American Heart Association, American Red Cross, Boy Scouts, Campfire Girls, Children's Home Society, Easter Seal Society, Family Services Center, Functional Living, Girl Scouts, Grass Roots II, Inc., Mental Health Association, Middle House, Muscular Dystrophy Association, National Foundation-March of Dimes, The Salvation Army, San Luis Obispo County Hotline, San Luis Obispo Hearing Project, and YMCA. In addition, employees may, by design,

contribute to other approved charities through AID.

Last year 650 Cal Poly employees generously donated \$32,747.84 to this deserving cause. AID Captains will be appointed in the near future for this year's campaign. Each employee will be personally contacted by a group captain and given an opportunity to participate in this worthwhile campaign.



A reminder.....

Departmental secretaries should order 1981 calendars before Oct. 17. Please order calendars on a separate supply order form and send to State Receiving Warehouse.

Arts and Humanities lecture

"Life at Both Ends: Whose Decision?" will be the title of a lecture to be given by Joan M. Gibson on Thursday (Oct. 16). Scheduled for 11 am in University Union 220 the lecture will be the second program developing the fall theme of the university's 1980-81 Arts and Humanities Lecture Series. Admission will be free and the public and members of the campus community are invited to attend.

Dr. Gibson, an associate professor at University of Albuquerque in New Mexico, is expected to discuss the issues of abortion and euthanasia in terms of their legal, ethical, social, economic, and religious ramifications. Included will be current information on the legal status of both issues and some possible solutions to the controversies they have raised.

Also an adjunct member of the University of New Mexico's Law School

faculty, Dr. Gibson is both a teacher and a researcher in bio-medical ethics and philosophy. She has written articles for the Journal of Family Practice, Rocky Mountain Medical Journal, and the American Journal of Law and Medicine, and has been project director, editor, and participant in the New Mexico Humanities Council's programs on dependency, the right to die, and the quality of patient care.

The fall programs of the 1980-81 series, which has "The American Dream" as its unifying theme, all focus attention on the idea of "Life." The winter portion of the series will develop the concept of "Liberty" as part of The American Dream, and the spring segment will relate the idea of "Happiness" to the overall theme. Other programs during the fall are scheduled on Oct. 30 and Nov. 20.

Sunday series will begin

"Success and Salvation by Self-Starvation" will be the title of a talk by Dr. Gene Ann Rubel, president of Anorexia Nervosa and Related Eating Disorders Inc., on Sunday (Oct. 12) at Cal Poly.

The program, which is scheduled for 7:30 pm in University Union 220, will be the first in a series of six presentations on Sunday evenings during the remainder of the 1980-81 academic year.

With "Life Cycles" as its theme, the series will include programs on such topics as the crises facing human beings in relation to birth, growth, death, new situations, and other cultures.

Admission to the various programs in the series will be free, and both the public and members of the campus community are invited to attend.

Dr. Rubel, who founded Anorexia Nervosa and Related Eating Disorders Inc. in San Luis Obispo County in 1979, believes Anorexia Nervosa and other disorders such as Bulimarexia, the gorging, purging syndrome, have reached epidemic proportions in society.

A recovered anorexic herself, Dr. Rubel will discuss her own story and some of the family and cultural causes behind Anorexia Nervosa, why it is spreading, and how to recognize the danger signals.

Like other programs in the Sunday evening series, Dr. Rubel's lecture is being presented by Cal Poly's School of Communicative Arts and Humanities. Dr. Judy Saltzman, coordinator of interdisciplinary humanities and a member of the Philosophy Department faculty, is directing the series.

Library Tech Services move

The Library's Technical Services Departments have moved into the new Robert E. Kennedy Library. Their locations and phone numbers are as follows:

Acquisitions/Collection Development Dept.	Room 105, Ext. 2250
Cataloging Department	Room 103, Ext. not yet available
Accounting Office	Room 208, Ext. not yet available
Receiving Room	Room 105D, Ext. 4024

Faculty who need to consult with library staff in these areas concerning book and periodical orders, approval books, and other matters can enter Technical Services through the door on the south side of the new library.

Books at High Noon

Books at High Noon begins its Fall Quarter on Tuesday (Oct. 14) with a presentation by Loren Nicholson who will review his own book, *Rails Across the Ranchos* (F868 S18N5).

Nicholson, former head of the Journalism Department, began writing about California history when he developed and served as first editor of *La Vista*, a regional historical publication sponsored by the San Luis Obispo Historical Society. Nicholson served as President of the San Luis Obispo County Historical Society, regional vice president of the Conference of California Historical Societies, and the originator and developer of the Path of History in the City of San Luis Obispo.

Rails Across the Ranchos tells of life in San Luis Obispo County between 1885-1905, the years during which the Southern Pacific Railroad completed the line connecting San Francisco with Los Angeles, via the coastal route. Currently, there is a display in the Library lobby, arranged by Nicholson, which includes maps, pictures and newspaper articles from his book.

Books at High Noon is sponsored by the Cal Poly Library and is held each Tuesday in the Staff Dining Room. The lineup of speakers for the Fall Quarter lunchtime programs includes Lloyd Beecher (History), David Schaffner (Agricultural Management), Laurence Houlgate (Philosophy), Fred Wolf (Special Programs), and Cal Poly President Warren J. Baker.



O.H. plant sale

For assistance with landscaping go to the Poly Plant Shop at the O.H. Unit for the annual Fall Plant Sale. Featured items will be tropicals; a wide selection of hanging baskets at \$4.99; a wide selection of 2 1/4, 4 & 6 inches tropical house plants; 1 gal. specials for \$1.25 gal. trees at \$5.00; also a large selection of dried materials and specimen poinsettia plants.

The sale will take place Saturday from 8 am to 5 pm at the O.H. Unit.

Tree people will meet

The regional meeting of the Western Chapter of the International Society of Arboriculture, featuring a seminar and trade show, will be hosted by Cal Poly on Friday and Saturday (Oct. 17-18).

The meeting will begin at 1 pm on Friday in University Union 220 with the seminar, featuring presentations by Ken Meyer, owner of Mayne Tree Experts Co., and Woody Frey (Ornamental Horticulture). Meyer will discuss the diagnosis of tree problems and Frey will review the history of landscape construction and tree moving at Hearst Castle.

On Saturday there will be the trade show and a tree trimmer's jamboree for students, featuring a rope-speed climb, rope throw for accuracy, and work climb, beginning at 8:30 am. Both events will be held on the lawn in front of the Business Administration and Education Building on campus. There will be an awards presentation at noon to conclude the regional meeting.

The meeting is open to all interested persons. For further information contact Michael Zohns (Ornamental Horticulture) at Ext. 2722.

Laserium II coming

Seven lasers, stereo sound, and rock music by the Rolling Stones, Fleetwood Mac, Blondie, Van Halen, and other groups will highlight Delta Sigma Phi fraternity's presentation of Laserium II at Cal Poly on Saturday, Sunday, and Monday (Oct. 11, 12, and 13). Open to the public, the multimedia sound and light spectacular will be seen three times daily in Chumash Auditorium at 2 pm, 7 pm and 9 pm.

Public tickets are \$5 in advance and \$5.50 at the door. Student tickets are \$4 in advance at the University Union ticket office with door prices at \$5. Tickets for children under 16 will be \$2.50 at the 2 p.m. matinee performances.

This Laserium II show features the lasers (which are harmless), mirrors, smoke jets, and an aerial laser display against the pulsating heavy metal and disco rock music of many of rock's most popular artists.

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New nondiscrimination and affirmative action policy adopted

Copies of the resolution on the CSUC Policy Statement of Nondiscrimination and Affirmative Action in Employment, which was adopted by the Board of Trustees at its July 8-9, 1980, meeting are being distributed to university employees as an attachment to this issue of *Cal Poly Report*.

In his request for the distribution, President Warren J. Baker urged all employees to familiarize themselves with the new policy and accompanying information.

"We must reach out to provide equal opportunity and should strive to reflect the diverse cultural heritage that make up this country and foster an environment of mutual respect based upon professional competence and human

dignity," Dr. Baker said.

"I believe this new policy will help to stimulate a mutually reinforcing, intellectually stimulating, and socially responsible environment on our campus," he concluded.

An important part of the new policy statement is the preamble, which declares the commitment of the CSUC system to "quality higher education to all eligible students," and to laws that guarantee the right of equal employment opportunity to all persons "without regard to their race, color, religion, national origin, sex, sexual orientation, marital status, pregnancy, age, disability, disabled veteran's or Vietnam era veteran's status."

Revised academic calendar

Last spring quarter, because of the implementation of CAR and the necessity for no longer requiring registration days, the academic calendar was modified to include five days each quarter for final examination beginning with Fall Quarter 1980. That modified calendar was subjected to consultation by various campus groups before it was approved and announced.

Inquiries have been from students and faculty concerning the revised calendar. These inquiries have been because the calendar on page 4 of the university catalog has been modified and is no longer correct and, because

of the new CAR registration, the calendar is no longer displayed in the class schedule in its expanded version. Also at the time the calendar was announced, it was not published in its usual format and may have been overlooked.

In an effort to clarify the revised calendar, there is attached to this copy of *Cal Poly Report* a copy of the calendar as approved for the academic years 1980-81, 1981-82, and 1982-83. Also attached is a copy of the Summary of Calendar Days which provides information on the total number of academic work days for each quarter of the fall, winter, spring, as well as for the summer quarters for this period.

Credit/no credit grading

An Academic Senate resolution, which was endorsed by the Academic Council, adds to the credit/no credit grading procedures a stipulation which exempts support courses from being taken for credit/no credit grading. This new policy was approved by President Baker on June 20. The provision is now in effect and faculty advisors should be alerted to the change.

The CAM change which revises Section 617.5.E reads as follows:

- f. Courses required for the student's major which are specified in either the major or support column on the student's major curriculum sheet

may not be taken for Credit/No Credit grading, with the exception of those courses taken as credit by examination, those offered on a Credit/No Credit basis only, and those taken as Credit/No Credit under a previous major.

The petition to change from credit/no credit grading, which is obtained by students from the Records Office, includes information to remind advisors when approving the petition of some of the basic guidelines pertaining to credit/no credit grading. Included in this information is a statement which says "major or support courses may not be selected."

STAFF VACANCIES

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. The University is subject to all laws governing Affirmative Action and equal employment opportunity including but not limited to Executive Order 11246 and Title IX of the Education Amendments Act and the Rehabilitation Act of 1973. All interested persons are encouraged to apply.

Building Service Engineer, \$1589-\$1825/month, Engineering Services. Duties: Operation/adjustment/repair to HVAC for all types of pneumatic and electronic controls; steam systems, air balance systems, water chemistry. Requirements: Two years journeyman level experience in the operation, maintenance and repair of heating, ventilating, air conditioning and refrigeration equipment involving the use of automatic controls. Hours: 7:30 a.m. to 4 p.m. Closing date: 10/31/80.

Clerical Assistant III-A/Evaluation Technician I, depending upon experience, \$1110-\$1553/month, Evaluations Office. Duties: Evaluate transcripts and other records of academic work taken at other institutions, evaluate progress and completion of degree requirements and evaluate work completed by students who change degree program goals. Requirements: For CA III-A, three years general clerical experience; for Evaluation Tech, two years training and experience in evaluating academic records. Type 45 wpm, and must have taken the General Clerical Test. Closing date: 10/24/80.

Clerical Assistant III-A, \$1110-\$1330/month: two positions available, Admissions Office. Redirection/Counseling Technician. Duties include: Processing unaccommodated applications for admission for redirection to other CSUS campuses; greeting and counseling students and general public; processing incoming information requests. Requirements: Three years clerical experience, type 45 wpm, and must have taken the General Clerical Test. Knowledge of University Admissions processing desirable. Closing date: 10/24/80.

Clerical Assistant II-B/D, \$1002/month through 1/31/81; effective 2/1/81 conversion to 10/12 Pay Plan; \$835-\$998/month, School of Architecture and Environmental Design. Duties: Typing faculty course work and correspondence; transcribing from central dictating system; operating duplication equipment; relieving receptionist; maintaining school scrapbook; assisting student services and performing other

clerical duties as assigned. Requirements: One year clerical experience, type 45 wpm, dictaphone experience, and must have taken the General Clerical Test. Closing date: 10/24/80.

Departmental Secretary I-Stenography, \$1043-\$1248, Industrial Engineering Department. Duties: Taking and transcribing dictation; making travel arrangements; preparing claims and monthly attendance; managing supplies; writing purchase/work orders; supervising clerical staff; typing correspondence, reports and class materials; assisting students. Requirements: Three years clerical experience, type 45 wpm, shorthand 80 wpm, ability to transcribe from dictating equipment, and must have taken the General Clerical Test. Closing date: 10/31/80.

READVERTISEMENT

Equipment Technician I, \$1470-\$1767/month, Audiovisual Services. Duties: Under the direction of the Supervising Equipment Technician, repair, maintain, overhaul and service a variety of audiovisual equipment and materials which includes TV cameras, monitors and video tape recorders, 35mm slide and filmstrip projectors; paint, clean, refinish where necessary; use special equipment; make recordings. Requirements: One year experience in the maintenance and repair of audiovisual equipment. May involve some overtime work. This is not a training position. Closing date: 10/31/80.

FOUNDATION VACANCIES

The Foundation is accepting applications for the following open positions, 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 all laws governing Affirmative Action and equal employment opportunity including but not limited to Executive Order 11246 and Title IX of the Education Amendments Act and the Rehabilitation Act of 1973. All qualified persons are encouraged to apply.

Vending Cashier, \$3.84-4.65/Hr., Full time, summers off, Food Service. Responsible for accepting cash, filling vending machines and ordering supplies. Requirements: High School equivalent plus one year of food service experience (cashiering and vending experience preferred). Closing date: 10/17/80.

FACULTY VACANCIES

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

Assistant/Associate Professor, \$17,964-\$24,828/academic year; dependent upon qualifications and experience, Chemistry Department, School of Science and Mathematics. Available September 1981. Ph.D. required. Duties: Teaching lectures and labs in general chemistry and specialty. Current teaching demands favor candidates in biochemistry or organic chemistry. Closing date: 12/15/80.

Lecturer, \$5,988-\$7,200/quarter; based on 15-unit load, and will be adjusted according to assignment. Physics Department, School of Science and Mathematics. Possible positions in Fall, Winter, Spring or Summer Quarters 1980-81. Duties include teaching lecture and laboratory classes in physics and physical science. Advanced degree preferred. Closing date: 10/28/80.

Lecturer, \$2,994-\$3,600/quarter, Animal Science Department, School of Agriculture and Natural Resources. Half-time sabbatical leave replacement for Winter Quarter, 1981 only. Duties involve teaching lecture and laboratory sections of a basic range management course. Minimum of Bachelor's degree in Animal or Range Science required. Applicants with field experience or previous employment with the Bureau of Land Management preferred. Closing date: 10/31/80.

Cal Poly Report copy intended for the next issue should be submitted to Betty Holland, Adm. 210, Ext. 2576, prior to 12 noon on Monday.

Cal Poly Dateline is compiled by the Public Affairs Office, Adm. 401, Ext. 2246, and is published on Mondays. Typewritten copy intended for the next issue should be submitted to Cathy Burt, Adm. 401, prior to 12 noon on Wednesday.

Publications Editor: Fred Wolf, Ext. 2158, Adm. 210.

encouraging notes

October 8, 1980

*** AMERICAN PHILOSOPHICAL SOCIETY - GRANTS-IN-AID FOR BASIC RESEARCH. A Ph.D. or equivalent scientific or scholarly experience is required. Small grants-in-aid (\$800-\$2,000) for basic research in all fields of learning. These grants are intended to assist in projects that can be successfully accomplished by individual research and are meant to contribute to (usually without fully paying for) such costs of research as the collection of scientific and literary materials; preparation of photographs, etc. Contact American Philosophical Society, 104 S. Fifth Street, Philadelphia, Pennsylvania 19106.

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* FUNDING FOR WOMEN'S EDUCATIONAL EQUITY. A booklet reprinting papers presented at the April, 1979, American Educational Research Association Symposium entitled "Funding for Women with Special Emphasis on Sources for Educational Equity" is available for review in the Research Development Office. The papers cover such diverse topics as practical problems in obtaining research and development funds, science education efforts on behalf of women, and foundation and corporate funding for women's equity education.

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* D.O.E. - FACULTY DEVELOPMENT PROJECTS IN ENERGY EDUCATION. The U.S. Department of Energy is responsible for planning and implementing most Federal government policies and programs relating to U.S. energy supply and demand. Since the supply and demand for energy is a serious and continuing national issue, there is a need for individuals to bring into focus a broad spectrum of information regarding energy careers, resources, research, conservation, alternatives to current technologies, and the environmental and economic implications of the use and availability of energy. DOE desires to support projects that aim to develop public understanding and facility in dealing with energy-related subject matter as a means of increasing the capability of the public to make informed judgements regarding present and future energy careers, resource development, production, conversion, transportation, conservation, and use. Within the Faculty Development Program, DOE will accept proposals for three categories of workshops: 1) Summer Workshops - College Teachers; 2) Summer Workshops - High School/Junior High School Teachers; and 3) In-Service Workshops - Elementary/Junior High School Teachers. THE DEADLINE FOR RECEIPT OF PROPOSALS HAS BEEN CHANGED FROM OCTOBER 31 TO DECEMBER 1, 1980.

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* NSF - RESEARCH INITIATION GRANTS IN APPLIED SOCIAL AND BEHAVIORAL SCIENCES. This program is directed toward full-time social and behavioral science faculty who have had no substantial research support. Applicants are encouraged to submit proposals in problem areas of their own choosing which will expand their research capabilities beyond the research done for the doctoral degree. Grants are to be used for the initiation of theoretical and/or empirical research projects in any area normally supported by the Social and Behavioral Sciences Section of the Division of Applied Research. Budgets may not exceed \$40,000, for up to two years, including indirect costs. Investigators must devote at least one-fourth time during the academic year and may devote two full summer months per academic year during the term of the grant period to the research on the campus of the submitting institution. Applicants must be assistant or associate professors holding full-time teaching appointments in any recognized academic unit of an institution of higher learning within the U.S.; have held the doctoral degree in one of the social and behavioral sciences for not more than 5 years by December 15, 1980; and not previously been a principal investigator of a scientific research grant.

DEADLINE FOR POSTMARK: December 15, 1980

**** D.E. - EDUCATIONAL MEDIA RESEARCH, PRODUCTION, DISTRIBUTION AND TRAINING GRANTS.**

Eligible to apply are public or private organizations, including colleges and universities. The Department of Education program funds projects which: a) conduct research on the use of educational media for the handicapped, including identifying needs of the handicapped, the needs for educational media training, media information systems, and delivery systems; b) produce and distribute educational media for the use of handicapped persons and other interested parties; and c) train persons in the use of educational media for the instruction of handicapped persons. An anticipated 20-25 grants are expected to be awarded in FY 1981. During the previous competition, grants ranged from \$45,000 to \$160,000.

DEADLINE FOR POSTMARK: December 16, 1980

- * **NASPAA FACULTY FELLOWS PROGRAM.** The 1981-82 NASPAA Faculty Fellows Program, sponsored jointly by the Office of Personnel Management (OPM) and the National Association of Schools of Public Affairs and Administration (NASPAA), provides practical experience in the federal government for college and university professors teaching public affairs/administration in NASPAA member programs. Fellows provide staff support in federal administrative agencies. Assignments involve such areas as administrative systems and process, budgeting, program and personnel management, policy development, and program planning and evaluation. Pay is determined according to experience and educational background and generally ranges from GS-12 to GS-15 (\$25,000-\$40,000). Appointments are for one year, beginning in mid-summer. Potential candidates may review literature available in the Research Development Office or request application by writing: NASPAA Faculty Fellows Program, Attention: Joe Robertson, 1225 Connecticut Avenue, NW, Suite 306, Washington, DC 20036.

DEADLINE FOR RECEIPT: November 5, 1980

- * **NEH - ELEMENTARY AND SECONDARY EDUCATION GRANTS.** The purpose of this program is to strengthen the teaching of the humanities disciplines, especially literature, history, and foreign languages in the nation's elementary and secondary schools. The program encourages applications for demonstration projects designed to develop and implement imaginative and effective approaches to increasing teachers' and students' knowledge and understanding of the humanities. Projects usually combine a focus on specific humanities disciplines with the goal of widespread impact, thereby showing promise of serving as an influence on and models for programs in many institutions.

DEADLINE FOR RECEIPT: November 1 and April 1

- *** **DANFORTH FOUNDATION - ASSOCIATE PROGRAM.** The program seeks to recognize and encourage effective teaching and to foster activities which humanize teaching and learning for members of campus communities. The program offers distinctive opportunities for interdisciplinary and interinstitutional activities among faculty who share concerns for students as persons and for values in education and in society. Faculty at accredited four-year institutions who have a primary interest in teaching undergraduate students are eligible for appointment to the Danforth Associate Program. The major criterion for selection is that the person be a dedicated teacher, interested in scholarship, and an individual who seeks to improve faculty-student relationships. Persons who invest half or more time in research, administration, or graduate education are not eligible for appointment. For more information, write to: Danforth Associate Program, The Danforth Foundation, 222 South Central Avenue, St. Louis, Missouri 63105.

DEADLINE FOR RECEIPT: December 1, 1980

- * **DEPARTMENT OF HEALTH AND HUMAN SERVICES - PROGRAM HIGHLIGHTS, 1979.** A brochure describing selected research programs funded by DHHS during 1979 is available for review in the Research Development Office. The booklet describes research in each of the division's programs, giving an overview of the agencies interests.

* Guidelines and/or Application Forms Available in the Research Development Office

** Information Requested/Available Soon

*** Contact Agency Directly

CALIFORNIA POLYTECHNIC STATE UNIVERSITY, SAN LUIS OBISPO
ACADEMIC CALENDAR 1981-82

SUMMER QUARTER 1981

JUNE 22	MONDAY	BEGINNING OF UNIVERSITY YEAR BEGINNING OF SUMMER QUARTER SUMMER QUARTER CLASSES BEGIN
JUNE 29	MONDAY	LAST DAY TO ENROLL FOR SUMMER QUARTER LAST DAY TO ADD COURSES
JULY 13	MONDAY	LAST DAY TO WITHDRAW FROM CLASSES WITHOUT PETITION
AUGUST 10	MONDAY	END OF SEVENTH WEEK
AUGUST 28	FRIDAY	LAST DAY OF CLASSES
AUGUST 31-SEPTEMBER 4	MONDAY-FRIDAY	FINAL EXAMINATION PERIOD
SEPTEMBER 4	FRIDAY	END OF SUMMER QUARTER
SEPTEMBER 5-13	SATURDAY-SUNDAY	ACADEMIC HOLIDAY

FALL QUARTER 1981

SEPTEMBER 14	MONDAY	BEGINNING OF FALL QUARTER (FACULTY ONLY)
SEPTEMBER 21	MONDAY	FALL QUARTER CLASSES BEGIN
SEPTEMBER 28	MONDAY	LAST DAY TO ENROLL FOR FALL QUARTER LAST DAY TO ADD COURSES
OCTOBER 12	MONDAY	LAST DAY TO WITHDRAW FROM CLASSES WITHOUT PETITION
NOVEMBER 9	MONDAY	END OF SEVENTH WEEK
NOVEMBER 11	WEDNESDAY	ACADEMIC HOLIDAY-VETERANS DAY
NOVEMBER 25-29	WEDNESDAY-SUNDAY	ACADEMIC HOLIDAY-THANKSGIVING
DECEMBER 4	FRIDAY	LAST DAY OF CLASSES
DECEMBER 7-11	MONDAY-FRIDAY	FINAL EXAMINATION PERIOD
DECEMBER 11	FRIDAY	END OF FALL QUARTER
DECEMBER 12-JANUARY 3	SATURDAY-SUNDAY	ACADEMIC HOLIDAY

WINTER QUARTER 1982

JANUARY 4	MONDAY	BEGINNING OF WINTER QUARTER WINTER QUARTER CLASSES BEGIN
JANUARY 11	MONDAY	LAST DAY TO ENROLL FOR WINTER QUARTER LAST DAY TO ADD COURSES
JANUARY 25	MONDAY	LAST DAY TO WITHDRAW FROM CLASSES WITHOUT PETITION
FEBRUARY 15	MONDAY	ACADEMIC HOLIDAY-WASHINGTON DAY
FEBRUARY 23	TUESDAY	END OF SEVENTH WEEK
MARCH 12	FRIDAY	LAST DAY OF CLASSES
MARCH 15-19	MONDAY-FRIDAY	FINAL EXAMINATION PERIOD
MARCH 19	FRIDAY	END OF WINTER QUARTER
MARCH 20-28	SATURDAY-SUNDAY	ACADEMIC HOLIDAY

SPRING QUARTER 1982

MARCH 29	MONDAY	BEGINNING OF SPRING QUARTER SPRING QUARTER CLASSES BEGIN
APRIL 5	MONDAY	LAST DAY TO ENROLL FOR SPRING QUARTER LAST DAY TO ADD COURSES
APRIL 19	MONDAY	LAST DAY TO WITHDRAW FROM CLASSES WITHOUT PETITION
APRIL 23	FRIDAY	LAST DAY TO APPLY FOR JUNE COMMENCEMENT
MAY 17	FRIDAY	END OF SEVENTH WEEK
MAY 31	MONDAY	ACADEMIC HOLIDAY-MEMORIAL DAY
JUNE 4	FRIDAY	LAST DAY OF CLASSES
JUNE 7-11	MONDAY-FRIDAY	FINAL EXAMINATION PERIOD
JUNE 12	SATURDAY	COMMENCEMENT END OF SPRING QUARTER END OF UNIVERSITY YEAR (FACULTY ONLY)
JUNE 13-20	SUNDAY-SUNDAY	ACADEMIC HOLIDAY

CALIFORNIA POLYTECHNIC STATE UNIVERSITY, SAN LUIS OBISPO
ACADEMIC CALENDAR 1980-81

FALL QUARTER 1980

SEPTEMBER 15	MONDAY	BEGINNING OF FALL QUARTER (FACULTY ONLY)
SEPTEMBER 22	MONDAY	FALL QUARTER CLASSES BEGIN
SEPTEMBER 29	MONDAY	LAST DAY TO ENROLL FOR FALL QUARTER LAST DAY TO ADD COURSES
OCTOBER 13	MONDAY	LAST DAY TO WITHDRAW FROM CLASSES WITHOUT PETITION
NOVEMBER 10	MONDAY	END OF SEVENTH WEEK
NOVEMBER 11	TUESDAY	ACADEMIC HOLIDAY-VETERANS DAY
NOVEMBER 26-30	WEDNESDAY-SUNDAY	ACADEMIC HOLIDAY-THANKSGIVING
DECEMBER 5	FRIDAY	LAST DAY OF CLASSES
DECEMBER 8-12	MONDAY-FRIDAY	FINAL EXAMINATION PERIOD
DECEMBER 12	FRIDAY	END OF FALL QUARTER
DECEMBER 13-JANUARY 4	SATURDAY-SUNDAY	ACADEMIC HOLIDAY

WINTER QUARTER 1981

JANUARY 5	MONDAY	BEGINNING OF WINTER QUARTER WINTER QUARTER CLASSES BEGIN
JANUARY 12	MONDAY	LAST DAY TO ENROLL FOR WINTER QUARTER LAST DAY TO ADD COURSES
JANUARY 26	MONDAY	LAST DAY TO WITHDRAW FROM CLASSES WITHOUT PETITION
FEBRUARY 16	MONDAY	ACADEMIC HOLIDAY-WASHINGTON DAY
FEBRUARY 24	TUESDAY	END OF SEVENTH WEEK
MARCH 13	FRIDAY	LAST DAY OF CLASSES
MARCH 16-20	MONDAY-FRIDAY	FINAL EXAMINATION PERIOD
MARCH 20	FRIDAY	END OF WINTER QUARTER
MARCH 21-29	SATURDAY-SUNDAY	ACADEMIC HOLIDAY

SPRING QUARTER 1981

MARCH 30	MONDAY	BEGINNING OF SPRING QUARTER SPRING QUARTER CLASSES BEGIN
APRIL 6	MONDAY	LAST DAY TO ENROLL FOR SPRING QUARTER LAST DAY TO ADD COURSES
APRIL 20	MONDAY	LAST DAY TO WITHDRAW FROM CLASSES WITHOUT PETITION
APRIL 24	FRIDAY	LAST DAY TO APPLY FOR JUNE COMMENCEMENT
MAY 18	MONDAY	END OF SEVENTH WEEK
MAY 25	MONDAY	ACADEMIC HOLIDAY-MEMORIAL DAY
JUNE 5	FRIDAY	LAST DAY OF CLASSES
JUNE 8-12	MONDAY-FRIDAY	FINAL EXAMINATION PERIOD
JUNE 13	SATURDAY	COMMENCEMENT END OF SPRING QUARTER END OF UNIVERSITY YEAR (FACULTY ONLY)
JUNE 14-21	SUNDAY-SUNDAY	ACADEMIC HOLIDAY

CALIFORNIA POLYTECHNIC STATE UNIVERSITY, SAN LUIS OBISPO
ACADEMIC CALENDAR 1982-83

SUMMER QUARTER 1982

JUNE 21	MONDAY	BEGINNING OF UNIVERSITY YEAR BEGINNING OF SUMMER QUARTER SUMMER QUARTER CLASSES BEGIN
JUNE 28	MONDAY	LAST DAY TO ENROLL FOR SUMMER QUARTER LAST DAY TO ADD COURSES
JULY 5	MONDAY	ACADEMIC HOLIDAY-INDEPENDENCE DAY
JULY 13	TUESDAY	LAST DAY TO WITHDRAW FROM CLASSES WITHOUT PETITION
AUGUST 10	TUESDAY	END OF SEVENTH WEEK
AUGUST 27	FRIDAY	LAST DAY OF CLASSES
AUGUST 30-SEPTEMBER 3	MONDAY-FRIDAY	FINAL EXAMINATION PERIOD
SEPTEMBER 3	FRIDAY	END OF SUMMER QUARTER
SEPTEMBER 4-12	FRIDAY-SUNDAY	ACADEMIC HOLIDAY

FALL QUARTER 1982

SEPTEMBER 13	MONDAY	BEGINNING OF FALL QUARTER (FACULTY ONLY)
SEPTEMBER 20	MONDAY	FALL QUARTER CLASSES BEGIN
SEPTEMBER 27	MONDAY	LAST DAY TO ENROLL FOR FALL QUARTER LAST DAY TO ADD COURSES
OCTOBER 11	MONDAY	LAST DAY TO WITHDRAW FROM CLASSES WITHOUT PETITION
NOVEMBER 8	MONDAY	END OF SEVENTH WEEK
NOVEMBER 11	THURSDAY	ACADEMIC HOLIDAY-VETERANS DAY
NOVEMBER 24-28	WEDNESDAY-SUNDAY	ACADEMIC HOLIDAY-THANKSGIVING
DECEMBER 3	FRIDAY	LAST DAY OF CLASSES
DECEMBER 6-10	MONDAY-FRIDAY	FINAL EXAMINATION PERIOD
DECEMBER 10	FRIDAY	END OF FALL QUARTER
DECEMBER 11-JANUARY 2	SATURDAY-SUNDAY	ACADEMIC HOLIDAY

WINTER QUARTER 1983

JANUARY 3	MONDAY	BEGINNING OF WINTER QUARTER WINTER QUARTER CLASSES BEGIN
JANUARY 10	MONDAY	LAST DAY TO ENROLL FOR WINTER QUARTER LAST DAY TO ADD COURSES
JANUARY 24	MONDAY	LAST DAY TO WITHDRAW FROM CLASSES WITHOUT PETITION
FEBRUARY 21	MONDAY	ACADEMIC HOLIDAY-WASHINGTON DAY
FEBRUARY 22	TUESDAY	END OF SEVENTH WEEK
MARCH 11	FRIDAY	LAST DAY OF CLASSES
MARCH 14-18	MONDAY-FRIDAY	FINAL EXAMINATION PERIOD
MARCH 18	FRIDAY	END OF WINTER QUARTER
MARCH 19-27	SATURDAY-SUNDAY	ACADEMIC HOLIDAY

SPRING QUARTER 1983

MARCH 28	MONDAY	BEGINNING OF SPRING QUARTER SPRING QUARTER CLASSES BEGIN
APRIL 4	MONDAY	LAST DAY TO ENROLL FOR SPRING QUARTER LAST DAY TO ADD COURSES
APRIL 18	MONDAY	LAST DAY TO WITHDRAW FROM CLASSES WITHOUT PETITION
APRIL 22	FRIDAY	LAST DAY TO APPLY FOR JUNE COMMENCEMENT
MAY 16	MONDAY	END OF SEVENTH WEEK
MAY 30	MONDAY	ACADEMIC HOLIDAY-MEMORIAL DAY
JUNE 3	FRIDAY	LAST DAY OF CLASSES
JUNE 6-10	MONDAY-FRIDAY	FINAL EXAMINATION PERIOD
JUNE 11	SATURDAY	COMMENCEMENT END OF SPRING QUARTER END OF UNIVERSITY YEAR (FACULTY ONLY)

SUMMARY OF CALENDAR DAYS

	<u>Summer 1980</u>	<u>Fall 1980</u>	<u>Winter 1981</u>	<u>Spring 1981</u>
Begin Year/Quarter		5	--	--
MWF Days		31	29	29
TTh Days		<u>20</u>	<u>20</u>	<u>20</u>
Total Class Days		51	49	49
Exams		5	5	5
Quarter/Year End		--	--	1
Academic Work Days		61	54	55

Academic Year Work Days (F-W-S) = 170

	<u>Summer 1981</u>	<u>Fall 1981</u>	<u>Winter 1982</u>	<u>Spring 1982</u>
Begin Year/Quarter	--	5	--	--
MWF Days	30	30	29	29
TTh Days	<u>20</u>	<u>21</u>	<u>20</u>	<u>20</u>
Total Class Days	50	51	49	49
Exams	5	5	5	5
Quarter/Year End	--	--	--	1
Academic Work Days	55	61	54	55

Academic Year Work Days (F-W-S) = 170

	<u>Summer 1982</u>	<u>Fall 1982</u>	<u>Winter 1983</u>	<u>Spring 1983</u>
Begin Year/Quarter	--	5	--	--
MWF Days	29	31	29	29
TTh Days	<u>20</u>	<u>20</u>	<u>20</u>	<u>20</u>
Total Class Days	49	51	49	49
Exams	5	5	5	5
Quarter/Year End	--	--	--	1
Academic Work Days	54	61	54	55

Academic Year Work Days (F-W-S) = 170

ITEM

COMMITTEE ON FACULTY AND STAFF AFFAIRS

POLICY ON NONDISCRIMINATION AND AFFIRMATIVE ACTION IN EMPLOYMENT

Background

The current Trustees' Statement on Nondiscrimination and Affirmative Action was adopted in January 1974. Since that time a number of additional federal and state laws have been passed and regulations issued that have included additional groups as "protected categories of employees," such as the disabled, disabled veterans and veterans of the Vietnam era. The responsibility for monitoring nondiscrimination and affirmative action programs for women and ethnic minorities has changed from the Department of Health, Education and Welfare to the Office of Federal Contract Compliance Programs in the Department of Labor. Additionally, the Committee on Faculty and Staff Affairs of the Board of Trustees asked that the policy include explicit reference to nondiscrimination on the basis of sexual orientation. It is now clearly necessary, therefore, to revise the current policy in order to bring Trustee policy and systemwide administrative guidelines into conformity with federal and state requirements, and to strengthen the CSUC's policy and procedures affecting the employment of members of protected classes.

The proposed policy is presented for action by the Board. It follows very closely the Policy Statement of 1974, but it adds to the statements on equal employment opportunity and nondiscrimination, references to marital status, pregnancy, age, and sexual orientation, and it incorporates the disabled, disabled veterans and veterans of the Vietnam era in the Affirmative Action policy. The proposed policy reaffirms the Board's position that personnel decisions are based on merit, that the best qualified, as determined by reasonable, realistic, job-related standards, are to be selected; and that the system should by its affirmative action efforts increase the number of women, ethnic minorities, the disabled, disabled veterans and veterans of the Vietnam era in its work force.

The statement of policy reinforces the Board's position that affirmative action is an integral part of the management of the institution by making explicit the consideration of good faith efforts and progress in carrying out the objectives of nondiscrimination and affirmative action in the evaluation of performance of managers, supervisors and others involved in making personnel recommendations and decisions.

Prompted by the comments of the campuses, the Academic Senate and other groups that reviewed several draft proposals, we have separated from the Policy Statement the sections on procedures that are in the current Trustees' Policy Statement. It is proposed that a procedural document entitled *Systemwide Guidelines for Nondiscrimination and Affirmative Action Programs in Employment*, be issued by the Chancellor in July 1980 after the Board has approved the revised policy statement. The *Systemwide Guidelines* incorporate parts of the 1974 Statement, certain material that has been in campus plans, new requirements of federal compliance agencies, and general statements of roles and responsibilities. The *Guidelines* provide systemwide objectives and procedures for implementing laws, regulations and Trustee policy. They are expressed for the most part in the language of the regulations, although the application of the regulations to specific personnel policies and practices of the CSUC has been made explicit.

The adoption of this revised policy on nondiscrimination and affirmative action by the Board will indicate the system's commitment to the support of nondiscrimination and affirmative action in employment. The proposed policy reaffirms the Board's expectations that as program objectives are achieved they will enhance the diversity, quality and excellence of the faculty and staff of The California State University and Colleges.

It is proposed that the following resolution be adopted:

RESOLVED, That the Board of Trustees of The California-State University and Colleges adopt the following revised policy for nondiscrimination and affirmative action in employment.

**THE CALIFORNIA STATE UNIVERSITY AND COLLEGES
POLICY STATEMENT OF NONDISCRIMINATION AND
AFFIRMATIVE ACTION IN EMPLOYMENT**

Preamble

The commitment of the CSUC to the advancement of knowledge and to the provision of quality higher education to all eligible students, and to the laws of California and the United States that guarantee to all persons the right of equal employment opportunity, obliges each campus and the Office of the Chancellor to treat all employees without regard to their race, color, religion, national origin, sex, sexual preference, marital status, pregnancy, age, disability, disabled veteran's or Vietnam era veteran's status. Such commitment further obliges each campus and the Office of the Chancellor to make positive efforts to increase the opportunities for the employment and advancement of women, members of minority groups, the disabled, disabled veterans and veterans of the Vietnam era, and to strive toward achieving a faculty and staff that reflects the diverse society served by the CSUC.

To this end the Trustees of the CSUC adopt this Policy Statement on Nondiscrimination and Affirmative Action in Employment.

I. Policy

Nondiscrimination

It is the policy of the CSUC to provide equal employment opportunities to all applicants and employees regardless of race, color, religion, national origin, sex, sexual preference, marital status, pregnancy, age, disability, disabled veteran's or Vietnam era veteran's status.

Employment, retention and advancement of employees shall be based on merit and be responsive to the needs of the CSUC for quality and excellence.

Affirmative Action

It is the policy of the CSUC to promote employment opportunities for women, members of minority groups, the disabled, disabled veterans and veterans of the Vietnam era. In accordance with EO 11246, minority group members are defined as Afro-Americans, Hispanic Americans, Native Americans, and Asian-Americans. Executive Order 11375 added Women by amendment.

All employment decisions shall be based on a fair and equitable assessment of merit — an assessment of the individual's talents, skills, knowledges, ability to do the work assigned,

and potential — and of the requirements of the CSUC for excellence. Those judged to be the best qualified on the basis of realistic and reasonable qualification requirements should be selected, retained and advanced.

Affirmative action requires that any barriers to equal employment opportunity be identified, and that positive measures be taken to remove them, and to eliminate underutilization of women, ethnic minorities, the disabled, disabled veterans and veterans of the Vietnam era in occupations, in organizational units and at certain salary levels. Affirmative action also requires opportunity for upward mobility and the provision of avenues for career advancement.

This policy is affirmed with the full expectation that it will result in a diverse work force of high quality through increased employment of women, ethnic minorities, Vietnam era veterans, and the disabled.

II. Scope of the Policy

This policy conforms to the requirements of Federal Executive Orders 11246 and 11375 as amended; the Civil Rights Act of 1964 as amended; Title IX of the Educational Act of 1972; Sections 503 and 504 of the Rehabilitation Act of 1973; Section 402 of the Vietnam Era Veterans Readjustment Assistance Act of 1974; Equal Pay Act of 1963 as amended; Age Discrimination Acts of 1967 and 1978; and other applicable federal statutes; as well as pertinent laws, regulations and executive directives of the State of California, including regulatory procedures set forth in Title 5 of the Administrative Code.

This policy shall apply to all executive, academic, administrative and nonacademic employees and those in academic-administrative assignments; to full time, part time, temporary, probationary and permanent employees as well as to those with appointments in continuing education and other self-support programs; and to all personnel procedures and practices including but not limited to recruitment, appointment, evaluation, promotion, demotion, classification, transfer, termination, compensation, training, leaves with and without pay, fringe benefits, layoff and return from layoff, grievance procedures and disciplinary actions.

Auxiliary organizations which are required to comply with the policies of the Board of Trustees are obliged to adopt similar employment procedures consistent with this policy and systemwide operational guidelines established by the Chancellor.

Affirmative action and equal employment opportunities shall be viewed as an integral part of the mission and management of the CSUC and shall be reflected in all relevant procedures and practices which contribute to the educational experiences of students and the employment conditions and opportunities of faculty, staff, and members of the administration. Demonstrated good faith efforts as well as progress in achieving goals and objectives shall be considered in the evaluation of performance of managers, supervisors and others involved in personnel processes, recommendations and decisions.

III. Policy Implementation

The authority and responsibility for assuring compliance with this policy shall rest with the Chancellor and the Presidents of the nineteen campuses. They shall exercise effective personal and professional leadership in promoting equal opportunity in every aspect of personnel policy and practice as well as in establishing, maintaining, and improving a continuing affirmative action program. Members of the faculty, staff and administration of The California State University and Colleges in carrying out their responsibilities shall adhere to the intent and letter of this policy statement.

Each campus and the Office of the Chancellor shall establish affirmative action plans and programs consistent with this policy statement as well as with relevant systemwide guidelines developed by the Chancellor. Each plan and any subsequent revisions shall be approved by the Chancellor. In addition, the Chancellor shall monitor affirmative action programs and progress, for program effectiveness and compliance with legal and policy requirements, and shall initiate with the Presidents corrective measures where necessary.