

cal poly report



CALIFORNIA POLYTECHNIC STATE UNIVERSITY
SAN LUIS OBISPO, CALIFORNIA 93407

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March 1, 1976



Several Cal Poly music groups will be travelling to a number of locations around the state, to carry the musical sounds of the university away from San Luis Obispo. The Men's Glee Club will be featured during an intercollegiate concert at Loyola Marymount College in Los Angeles on Friday evening (Mar. 5).

itled "A Festival of Male Choruses in Concert," the performance will also feature choruses from California Institute of Technology; California State University, Long Beach; California State University, Los Angeles; University of California at Los Angeles; University of California at Santa Barbara; and Los Alamitos High School. Sponsored by the Intercollegiate Musical Council and the Loyola Marymount University Department of Music, the concert is scheduled for 8 pm in the Loyola Marymount University Chapel.

A program of liturgical music ranging from Renaissance to contemporary has been announced for seven public concerts and a Mass presentation at missions along the California coast by the Cal Poly University Singers. The tour will open with the Solemn High Mass at Mission San Antonio de Padua, south of King City in Jolon on Sunday (Mar. 7) at 11 am. The series of seven public concerts planned as part of the tour will open on Sunday (Mar. 14) at Mission San Miguel Archangel north of Paso Robles and conclude on Sunday (Mar. 28) at Mission San Luis Obispo de Tolosa in San Luis Obispo.

Other concerts are planned at missions located in San Francisco, Salinas, San Juan Capistrano, and Santa Barbara, and at Pomona College in Claremont. The University Singers will be accompanied by a 12-piece instrumental ensemble composed of members of the Cal Poly Chamber Orchestra.

Four performances aboard the retired luxury liner, Queen Mary, in Long Beach will highlight the 1976 concert tour of the Cal Poly Symphonic Band. The band, accompanied by four other musical groups, will open its tour on Monday (Mar. 22) in Carpinteria and give 10 performances during the following five days.

20-piece jazz-rock band, a 45-piece University Winds Ensemble, a 7-piece Percussion Ensemble, and a 6-piece Dixieland band will also join the Symphonic Band for other evening performances before audiences in Palmdale, La Canada, Glendora, and Long Beach. Also scheduled before the concluding performances on the Queen Mary on Saturday (Mar. 27) are school assembly concerts in Moorpark, Lancaster, Arcadia, and Anaheim.

MOBILE HEALTH UNIT ON CAMPUS



A Mobile Health Testing Unit sponsored by the Association of California State University Professors (ACSUP) will be on campus Tuesday and Wednesday (Mar. 9-10) at the end of Parking Lot E6, along the side of the outdoor swimming pool. Testing hours will be from 10 am to 5 pm, each day. In approximately 40 minutes of time over 50 different test criteria are taken in the testing unit. This unit is staffed with paramedical personnel nurses and physician-trained technicians, and utilizes sophisticated bio-instrumentation and computers which are in the unit.

After the tests are administered, a full computer report is sent within approximately three weeks to the physician of the employee's choice. This information is totally confidential. Only one's private doctor receives the information. The testing is performed in private and is by appointment only. Costs for the testing program are:

Adults (age 18 and above) . . . . . \$69.00 per person
Children (13 to 17 years of age) . . . . . \$50.00 per person

The children's program excludes x-rays, pap, EKG, tonometry and blood chemistries.

Since this testing unit is sponsored by the ACSUP, there is no charge for members enrolled in the ACSUP Medical Plan. Testing for other ACSUP family members is also without charge if the member has appropriate coverage. For ACSUP members not enrolled in the ACSUP medical plan there will be the following charges:

Adult family member \$61.00
Children (13 to 17 years of age) \$45.00

The children's panel excludes x-rays, pap, EKG, tonometry and blood chemistries.

With participation in this testing service, the individual has the opportunity to generate a full set of physiological and biochemical data for analysis and future comparative purposes by one's private physician. Testing is by appointment only. Call the scheduler at (800) 432-7061 between the hours of 1 pm and 5 pm to schedule an appointment, if you wish to participate. It is important to call soon. General questions about this testing service should also be directed to the above telephone number. Another Mobile Health Testing Unit sponsored by CSEA will be in the area in the early part of April. Please watch future issues of the Cal Poly Report for specific details.

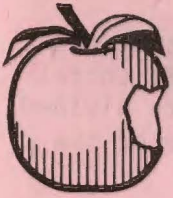
RETIREMENT PLANNING ASSISTANCE AVAILABLE

Employees planning retirement within the next twelve months should make an appointment with the Public Employees' Retirement System Representative for the next visit to this campus on Apr. 7, 8, and 9. Those needing an appointment should telephone the Personnel Office at Ext. 2236, as soon as possible.

24-HOUR CLOCK USE WILL CONTINUE

After consideration by the Academic Council, Administrative Council, and Student Personnel Council resulting in a unanimous recommendation, President Robert E. Kennedy has announced that Cal Poly will continue the current use of the 24-hour clock mode of designation. The question was first raised in December, when the Academic Senate requested a study be made of possible use of the 12-hour clock. Dr. Kennedy also stated that he agreed with the Student Personnel Council that "a convenient 12-hour conversion table be supplied" on university documents and schedules where appropriate to assist students and employees in converting the 24-hour clock to standard time.

TRUSTEES' RESOLUTION CONCERNING LAYOFF



Attached to this issue of Cal Poly Report are two items intended to provide background information and clarification on the Trustees' Jan. 28 resolution concerning layoff, when lack of funds or lack of work necessitates such reduction in work force. The first is a statement from Chancellor Glenn S. Dumke, provided in the printed blue sheet, "The Chancellor Comments," dated Feb. 24. The second is a reproduction of Section 345.6 of the Campus Administrative Manual (Cal Poly, San Luis Obispo), which sets forth the policy and procedure for separation of employees from service for lack of funds or lack of work, as it was developed for this campus by the Academic Senate and approved by the president in Sept., 1972, after consultation with other appropriate groups.

On the subject President Robert E. Kennedy stated: "First, I wish to reassure all Cal Poly employees that I see no situation on the horizon that is likely to cause need for any layoff. As you all know we are in a voluntary steady state situation, holding enrollment until facility resources catch up to our needs. Because of many factors, foremost being the education program emphasis on career preparation, this campus will have no difficulty in meeting the ultimate planned enrollment ceiling of 15,000 FTE. Our biggest difficulty will be in holding enrollment at that figure.

"Second, I wish to reaffirm my support for the principles contained in our own campus layoff policy and procedure statement (CAM 345.6). At the time these were being considered in 1972, I was an advocate of the procedures outlined. I still consider them functional for the purposes of this university with the basic principles applicable to support staff, administrative staff, as well as teaching faculty. I think it is particularly significant that these procedures were developed for this campus when there was no threat of layoff and no statewide concern about such matters as 'seniority' vs. 'relative merit'.

"The record will show that in 1971 I requested the Academic Senate to develop such implementing procedures as would make the policy statements in the Administrative Code, Title 5, Sec. 43200-43206, operable in the event layoff ever were to become necessary. I have shared our procedures with the members of the Council of Presidents during our discussions of this matter on Jan. 20-21 and again on Feb. 25-26. I shall share them, and the arguments supporting them, with the trustees. Whatever written communications I have with the trustees on this subject will be shared with the Academic Senate and the Staff Senate."

STAFF TO BE RECOGNIZED AT LUNCHEON

A buffet luncheon honoring support staff employees who have 10, 15, 20, and 25 years of service will be held at Vista Grande on Monday (Mar. 22). Faculty and staff of the university are encouraged to attend this event sponsored by the Staff Senate. Cost of the luncheon will be \$2.75. Tickets may be purchased from Trudy Beck (Activities Planning Center) Ext. 2476, Barbara Ciesielski (General Office) Ext. 2181, Jan Gould (Audio-Visual) Ext. 2212 and Stella Nuncio (Library) Ext. 2344. Only a limited number of tickets are available, which may be purchased until March 16.

TALBOTT APPOINTED ACTING DEPARTMENT HEAD

On recommendation of Robert G. Valpey, (Dean, Engineering & Technology) and with the endorsement of Hazel J. Jones (Vice President for Academic Affairs), President Robert E. Kennedy has announced the appointment of Lawrence F. Talbott as Acting Head of the Industrial Technology Department for the Spring Quarter 1976. Appointment of Dr. Talbott to the post included consultation with department faculty and will last for the duration of the sabbatical leave of J. M. MacRobbie (Head, Industrial Technology).

CLASS STATISTICS FOR SPRING QUARTER



Donald M. Coats (Associate Dean, Educational Services) reports that the Spring Quarter Class Schedule is now available for sale in the El Corral Bookstore. Included in that schedule are 1,459 courses which are divided into 3,716 course sections (classes). These course sections are of the following types:

Lecture Sections	1181
Laboratory Sections	1186
Activity Sections	383
Other	266
Total	3716

In the spring quarter, 371 lecture, 79 lab, 52 activity and 29 other sections, which totals to 531 course sections (classes) meets after 1600.

Because of the critical shortage of space during the prime hours of the day, the Spring Quarter Class Schedule also lists 42 lecture classes meeting earlier than 0800. Each of the seven schools is represented by at least 1 or more of these early morning classes, with the greatest number being offered by the School of Agriculture and Natural Resources. Because the schedule is balanced throughout the day from 0700 to 2200, there appears to be the flexibility necessary for most students to be able to get all of the classes that they need, and most complaints regarding the inability to schedule classes will be due primarily to an individual's commitment to only taking classes during certain hours.

ORCHESTRA AND 'CELLO WILL COMBINE TALENTS

Jeffrey Solow, a nationally known 'cellist, will be featured during a concert of the University Chamber Orchestra on Friday (Mar. 5). In addition to his solo performance of Johann Sebastian Bach's Suite in G Minor for the Unaccompanied Violon cello, Solow will join the Cal Poly orchestra for its rendition of Joseph Haydn's Concerto in D Major for Violoncello and Orchestra. Also programmed for the Chamber orchestra during the 8:15 concert in the Cal Poly Theatre are Virgil Thompson's Acadian Songs and Dances from the film Louisiana Story, The Circus Band by Charles Ives, and Henry Purcell's Chacony for String Orchestra.

Solow has studied under world-famous 'cellists including Gregory Aller, Gabor Ragto, and Gregor Platigorsky. He has participated in the Marlboro Festival in Vermont and the Spoleto Festival in Italy, and appeared as a soloist with the San Luis Obispo County Symphony Orchestra last year. Tickets for the campus concert will be sold in advance at the University Union ticket office, by members of the Chamber Orchestra, and at the box office prior to performance. Prices are \$1.50 for students and \$2.50 for all others. The concert is being sponsored by the Music Department and the Associated Students, Inc.

WORKING DRAWING FUNDS FOR CRANDALL REHABILITATION

The Board of Trustees' Committee on Campus Planning, Buildings and Grounds under a delegation of authority to act on behalf of the board has resolved that the highest priority items in the Trustees' 1976-77 capital outlay program are those to correct structural, health, safety, and code deficiencies on designated campuses. Included in the total of \$4,271,000 is \$85,000 to provide working drawings for the rehabilitation of Crandall Gym and Natatorium. The committee declared that the items given priority are essential to provide safe facilities for students, faculty, staff, and citizens of the state. The committee requested the governor to include funding in his 1976-77 budget. Other items in the list include statewide planning funds expenditures at San Diego and San Jose campuses.

PARAPSYCHOLOGY AND RELIGION TO BE DISCUSSED

"Parapsychology and Religion" will be the subject of an evening discussion to be held at 8 pm on Sunday (Mar. 7) University Union 220. A tape recording and written material from the investigations of Dr. Joseph B. Rhine of Duke University will be the major source material for the discussion, which will be presented as part of the First Weekend Program Series. Dr. Rhine has studied the subject of parapsychology for several years at Duke and is considered an authority on the scientific testing of parapsychological phenomena.

Clara B. Froggatt (Counseling), Bernice B. Loughran (Art), and James J. Peterson (English) will lead the discussion during the program. The First Weekend Series is sponsored by the School of Communicative Arts and Humanities. It is held on weekends to allow ample time for interaction simulated by the presentations. Admission for the March 7 program will be free and the public is invited to attend.

AUDIO-VISUAL EQUIPMENT FOR POLY ROYAL

Equipment from the Audiovisual Service Office will again be made available this year for use during Poly Royal, April 23-24, according to Marcus Gold (Audiovisual Service Coordinator). Departmental clubs and student organizations should be advised to schedule AV equipment for their Poly Royal projects as soon as possible. With the limited amount of equipment that is available and heavy scheduling anticipated, all equipment now on quarter loan to instructional departments may be recalled for the Poly Royal weekend and reissued for events scheduled as part of the annual open house activity.

Since there is never enough equipment to fill all requests, members of the faculty and staff who are advisors to student groups are urged to have their organizations submit their requests now. Official ASI Clubs and organizations must bring their Form 81 into the AV office when obtained from the Activities Planning Center to authenticate their requests.

STUDENT GRAPHICS ON DISPLAY

Examples of advertising design, lettering, and package design created by students are on display since Monday (Mar. 1) at Cal Poly. The exhibit will be displayed in the University Union Galerie through Friday (Mar. 19). An opening preview and reception will be held from 7 pm to 10 pm on Monday in the Galerie. The public is invited to attend and admission will be free.

Many of the students who created presentations of advertising design, lettering, typography, illustration, package design, and corporate identity for the display are preparing for careers in graphic design and related fields. The work selected for the showing has a high level of creative and technical excellence, both qualities that are crucial to successful graphic communication, according to Pierre Rademaker. The exhibit is being jointly sponsored by the Art and Graphic Communications Departments and the Fine Arts Committee of the Associated Students, Inc.

MORE SWIMMING TIMES ADDED

Two additional hours have been added to the weekly winter recreational swimming schedule at Crandall Pool for those persons who are specifically interested in lap swimming. Beginning Tuesday (Feb. 24) the pool is open from 4 pm to 5 pm on Tuesdays and Thursdays for lap swimming, and then remains open until 6 pm for the regularly scheduled recreational swimming. Students, faculty, and staff are encouraged to participate.

GIBSON HONORED BY LOS LECHEROS

J. Cordner Gibson (Dean, Agriculture and Natural Resources) was named an honorary member of Los Lecheros, the club for dairy majors on Saturday (Feb. 28). Gibson, dean since 1968, will retire on July 31. He joins a long list of leaders in the dairy industry who previously have been named honorary members of the club, second oldest on the Cal Poly campus.

Gibson is on the Liaison Committee on Agriculture for Higher Education, a member of the Dean's Advisory Council to the Agricultural Leadership Program of the Agricultural Education Foundation, a member of the California State Board of Agriculture, on an advisory committee of the Council of California Growers, and a director of the American Association of University Agriculture Administrators. Los Lecheros honored Dean Gibson for his continued support of the dairy instructional program at Cal Poly and his long interest and participation in all major programs of the club.

WALLACE WILL AID STATE COMMISSION

The director of the Educational Opportunity Program at Cal Poly has been chosen to assist the California Student Aid Commission with selection of College Opportunity Grant winners for 1976-77. W. Carl Wallace is scheduled to spend all of this week (Monday through Friday, March 1-5) at the Student Aid Commission's offices in Sacramento assisting with the professional evaluation of opportunity grant applications from throughout the state.

"SCOTTISH FLING" DINNER DANCE REMINDER

This is a reminder that the "Scottish Fling" hosted jointly by the Cal Poly Women's Club and University Club will be Saturday (Mar. 6) at 6 pm at the Elks Club. Tickets at five dollars/person may be obtained by calling 544-1055 or Ext. 2588.

CHINESE LUNCH AT VISTA GRANDE

Vista Grande Restaurant will offer a Chinese lunch on Wednesday (Mar. 3) between the hours of 11 am and 2 pm. The special lunch menu includes fresh cucumber salad, ginger soy beef, fried rice, vegetable medley, fortune cookies, and coffee or tea. Price of the Chinese lunch will be \$2.25 per person.

BICENTENNIAL TIME-LINE

Dorchester Heights is captured by American patriots.
Command of the Heights puts the Americans within cannon
range of Boston and the harbor.

Meanwhile in California on March 2, Anza's party arrives
at San Luis Obispo and obtains supplies, and four days later
arrives at Mission San Antonio, in Jolon.

Typewritten copy intended for the next issue of Cal Poly Report must be received prior to 12 noon on Friday (Mar. 5) in the Public Affairs Office, Adm. 210. Copy intended for Cal Poly Dateline is due in the Public Affairs Office by 12 noon on Tuesday (Mar. 9).

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

Warren T. Smith (Emeritus Dean, Agriculture and Natural Resources) is participating in the recreation of the Anza march through California, representing Cal Poly. For current and future information as to where the Anza party was 200 years ago, see the "Bicentennial Timeline" section of the Cal Poly Report, elsewhere in this issue and in future issues.

Linda Gray McArthur (Women's Physical Education) presented a volleyball lecture at Arroyo Grande High School in January for approximately 160 students and 20 faculty advisors from the public schools in the Central Coast area.

Stuart Goldenberg, Boyd W. Judd and Raymond D. Terry (all Mathematics) attended the annual joint meeting of the Mathematics Association of America and Society of Industrial Applied Mathematics, northern sections, at U.C. Davis, on Feb. 21.

Michael R. Malkin (Speech Communication) is the author of an article titled "W.P.A. Puppets" published in the March issue of The Antiques Journal. It is a study of puppets created under the jurisdiction of the Works Progress Administration, a federally funded program started during the Depression.

Annjennette S. McFarlin (Speech Communication) was the guest speaker, for Black History week, at Springfield Baptist Church, Feb. 8. The topic was The Black Reconstruction Congressmen during the Radical Reconstruction time period: 1869-1879.

Robert J. Huot and Arthur H. Frietzsche (both English) represented Cal Poly at an International Conference on Medieval Grammar, the first ever held, and the tenth anniversary meeting of the Medieval Association of the Pacific, held at U.C. Davis Feb. 19-21. MAP, founded at David a decade ago, now has 240 members. A high point of the meeting was the production, employing costumes and medieval instruments, of the 12th century Latin music drama The Play of Daniel. The site was a 70-year old livestock barn converted into an Elizabethan-type theatre.

Charles T. Andrews (Business Administration) was the guest speaker at the Los Angeles Surety Claims Association luncheon on Feb. 18. He spoke on "Using Accounting Information in Surety Claims Adjustment."

George R. Mach (Mathematics) has been selected for promotion to Captain in the United States Naval Reserve. In past years, Dr. Mach has held various billets, including commanding officer, at the Naval Reserve Training Facility, San Luis Obispo. His most recent activities have been with the Naval Reserve Officers School, Santa Maria, and as a mathematician with the Reserve Systems Analysis Division in support of the Commander, Pacific Missile Range, Point Mugu.

David R. Harrow (Social Sciences) presented an illustrated lecture on "The Environmental Impact Process" at the Feb. 18 meeting of the San Luis Obispo County Archaeological Society. Harrow is also County Environmental Coordinator.

James R. Emmel (Head, Speech Communications) participated in a seminar/workshop "The Liberally Educated: Communication, Computing and Careers" on Feb. 12-13 at California State University, Los Angeles.

Steven O. Stocker (Engineering Technology) attended a meeting, in Kansas City, of the Electrical-Electronics Examination Review Committee for the Institute for the Certification of Engineering Technicians. Stocker was elected the chairman of that committee last April. The examination is given world-wide to people who wish to become certified as engineering technicians. The meeting was held Feb. 17-19.

CANDIDATES FOR FACULTY POSITIONS BEING SOUGHT

Candidates for positions on the faculty of the university are presently being sought, according to Donald L. Shelton (Director, Personnel Relations). Those interested in learning more about the positions are invited to contact the appropriate dean or department head. This university is subject to the requirements of Executive Order 11246 and is an Affirmative Action Employer. All interested persons are encouraged to apply. Following is a description of the available positions:

Lecturer (\$12,732-\$19,752/annually), Home Economics Department, School of Human Development & Education. Full-time position. Duties & responsibilities include teaching in Housing, Beginning Design and Interior Design areas of Home Economics. Candidates should possess a doctorate in Home Economics with specialization in the assignment outlined above. Position available: September, 1976. Application deadline: April 1, 1976.

Lecturer (\$12,732-\$19,752/annually), Home Economics Department, School of Human Development & Education. Full-time position. Duties & responsibilities include teaching in the area of Foods and Nutrition. Candidates should possess a doctorate in Home Economics with specialization in general dietetics. Position available: September, 1976. Application deadline: May 1, 1976.

Lecturer (\$12,732-\$19,752/annually), Home Economics Department, School of Human Development & Education. Full-time position. Duties & responsibilities include teaching in the area of Textiles and Clothing. Additional responsibilities may include teacher education. Candidates should possess a doctorate in Home Economics with specialization in textiles and clothing. Position available: September, 1976. Application deadline: April 1, 1976.

Lecturer (\$12,732-\$19,752/annually), Home Economics Department, School of Human Development & Education. Full-time position. Duties & responsibilities include teaching in the area of Equipment and Home Management. Candidates should possess a doctorate in Home Economics with specialization in these areas. Position available: September, 1976. Application deadline: April 1, 1976.

Lecturer (\$12,732-\$19,752/annually), Home Economics Department, School of Human Development & Education. Full-time position. Duties & responsibilities include teaching in the area of Home Management, Family Economics. Candidates should possess a doctorate in Home Economics with specialization in these areas. Position available: September, 1976. Application deadline: May 1, 1976.

Lecturer (\$848-\$1032/quarter), Education Department, School of Human Development & Education. Part time for Spring Quarter only. Duties & responsibilities include teaching a 3-unit course, Ed 470, Asian-American Education. Preference will be given to candidates with the doctorate. Deadline to apply: March 15, 1976.

Lecturer (\$566-\$4128/quarter, dependent upon experience and assignment), Education Department, School of Human Development & Education. Part time for Spring Quarter only. Duties & responsibilities include teaching a 2-unit course, Ed 439, Supervised Field Experience, or a 6- or 12-unit course, Ed 440, Student Teaching. Preference will be given to candidates with the doctorate. Deadline to apply: March 15, 1976.

Lecturer (\$848-\$1032/quarter), Education Department, School of Human Development & Education. Part time for Spring Quarter only. Duties & responsibilities include teaching a 3-unit course, Ed 521, Teaching the Culturally Different. Preference will be given to candidates with the doctorate. Deadline to apply: March 15, 1976.

Lecturer (\$848-\$1032/quarter), Education Department, School of Human Development & Education. Part time position for Spring Quarter only. Duties & responsibilities include teaching a 3-unit course, Ed 581, Advanced Group Counseling. Preference will be given to candidates with the doctorate. Deadline to apply: March 15, 1976.

Lecturer (\$848-\$1032/quarter), Education Department, School of Human Development & Education. Part time position for Spring Quarter only. Duties & responsibilities include teaching a 3-unit course, Ed 438, Instructional Processes. Preference will be given to candidates with the doctorate. Deadline to apply: March 15, 1976.

(continued on page 9)

SUPPORT STAFF VACANCIES LISTED

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

Programmer I (\$1027-\$1249/month), Computer Center, Administrative Affairs Division. Temporary-help until June 30, 1976--continuation contingent on future budgets. Responsibilities include aiding faculty and students in resolving computer related problems; maintaining and updating computer program libraries in three systems, IBM OS, CDC Master, and DEC RSTS; documentation related to application programs and converting and adapting programs to operate any of the above systems; writing programs for needed functions in instructional area. Requirements: six months experience performing duties comparable to a Programmer Trainee in State service and graduation from college preferably with a mathematics, statistics, physical science, business or other computer-related major or equivalent to college graduation and one year of experience in computer programming; and ability to understand educational objectives and to assist faculty, staff and students in developing computer programs. Closing date: March 9, 1976.

Administrative Secretary (\$892-\$1084/month), Executive Vice President's Office, Administrative Affairs Division. Duties & responsibilities include performing various administrative support duties for the Executive Vice President; scheduling meetings; planning itineraries for business trips; coordinating communications with on and off-campus personnel; composing, reviewing and typing wide variety of correspondence, reports and other materials; taking dictation and transcribing from shorthand notes and dictaphone. Applicants must have one year of experience equivalent to Senior Secretary, preferably in an institution of higher education. All off-campus applicants must take the General Clerical Test, type a minimum of 45 wpm and take shorthand at 100 wpm. Closing date: April 2, 1976.

FACULTY VACANCIES... (continued from page 8)

Graduate Assistant (\$511-\$564/quarter), Mathematics Department, School of Science & Mathematics. Duties & responsibilities include conducting a tutoring laboratory in lower division mathematics courses and the calculus. Candidates must possess a degree in Mathematics or an appropriate field. Concurrent enrollment in the department's graduate program required. Part-time positions available Fall, Winter and Spring Quarters 1976-77. Deadline to apply: May 28, 1976.

Assistant Instructor (\$633-\$698/quarter), Mathematics Department, School of Science & Mathematics. Duties & responsibilities include teaching one lower division course in mathematics. Candidates must possess a degree in Mathematics or an appropriate field. Concurrent enrollment in the department's graduate program required. Part-time positions available Fall, Winter and Spring Quarters, 1976-77. Deadline to apply: May 28, 1976.

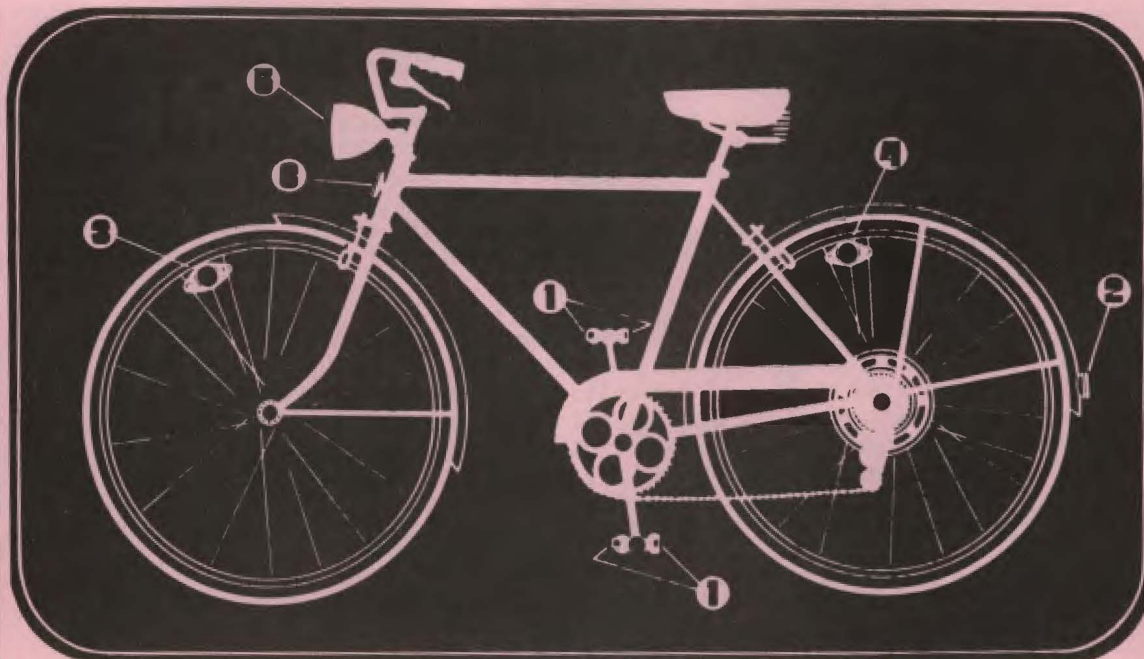
Lecturer (\$4244-\$5160/quarter), Home Economics Department, School of Human Development & Education. Full or part-time position, Fall and Spring Quarters only. Duties & responsibilities include teaching in Housing, Beginning Design and Interior Design areas of Home Economics. Candidates should possess a doctorate in Home Economics with specialization in the assignment outlined above. Position available: September, 1976. Application deadline: April 1, 1976.

OFF-CAMPUS POSITION VACANCY

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

California State University, Fullerton - Associate Dean for School of Mathematics, Science and Engineering. Administrative ability required - preference given to those familiar with California State University and Colleges System. Will assist Dean, coordinate Class Schedule and Catalogue, prepare publications, coordinate accreditation activities, serve as liaison and assume responsibilities of the Dean in his absence. Application deadline: March 15.

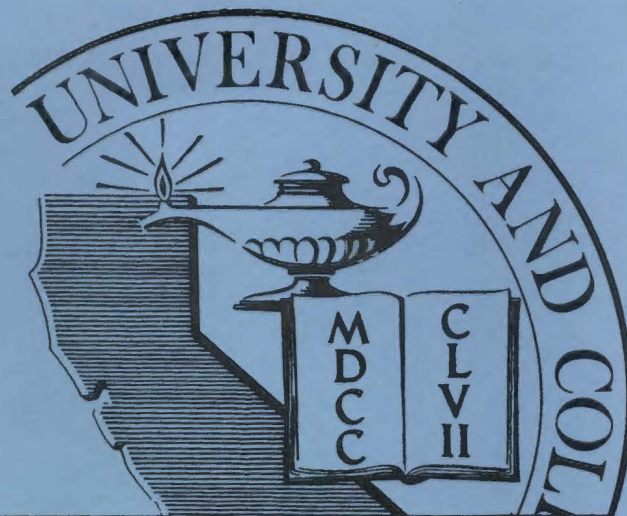
California BICYCLE REFLECTOR LAW



- 1 PEDAL REFLECTORS (Optional)**
  - White or Yellow
  - On each pedal · Visible, front and rear, 200 feet
- 2 REAR REFLECTOR**
  - Red
  - Visible 500 feet
- 3 SIDE REFLECTORS (FRONT)**
  - White or Yellow
  - Both sides (forward of center of bicycle) Visible 500 feet
- 4 SIDE REFLECTORS (REAR)**
  - White or Red
  - Both sides (to rear of center of bicycle) Visible 500 feet
- 5 HEADLIGHT**
  - White Light
  - Visible 300 feet Required on every bicycle operated upon any highway during darkness
- 6 FRONT REFLECTOR**
  - White
  - Visible 500 feet



THE CHANCELLOR Comments



February 24, 1976, VOL. VIII, No. 1

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

Trustees' Resolution Concerning Layoff

The ferment within our system over the Trustees' January 28 resolution concerning layoff has been stronger and more unsettling than that over any other recent issue. It has confounded those who saw the issue as simply the furtherance of the concept of merit and were thus unprepared for the resulting questions, concerns and even fears which Trustee Ritchie and the other Trustees in support of her proposal had certainly never intended. Although none of our campuses currently anticipates the need to lay off any tenured or permanent employees, the Trustees' January 28 statement of layoff policy has, on principle, evoked the present active debate.

As Chancellor, I have been concerned by the intensity of the varying positions taken with respect to the Trustee resolution. I believe it important to offer a brief factual chronicle and indicate my own feelings about what has become, unintentionally, a very divisive issue.

Last November, at the request of Mrs. Ritchie, the Board of Trustees agendaized for its January meeting a proposal that the Title 5 sections of the *California Administrative Code* covering layoff of tenured and permanent employees be amended to substitute merit and competency in place of seniority as the sole basis for deciding such layoff. At the same November meeting other sections of Title 5 relating to layoff were amended by the Trustees on the basis of recommendations by the system's Task Force on Steady State Staffing on which the faculty was represented. Mrs. Ritchie's request came initially at a Board meeting during the Board's consideration of proposed amendments which would authorize layoff by specialization within class.

A special meeting on January 15 of the Trustees' Committee on Faculty and Staff Affairs chaired by Trustee Brophy was held to give individuals and representatives of the CSUC Academic Senate and employee membership organizations an opportunity to express their positions concerning the proposed amendment which had by then been formalized for the agenda of the January 27-28 Trustees' meeting. This item was not adopted. I quote the relevant language:

- (A) If the area of layoff is in an administrative or nonacademic classes class, or specialization within a class, permanent administrative and nonacademic employees in the inverse order of their length of employment both in the class and in class of equal or higher rank, without regard to length of service. Rather, such layoffs shall be on the basis of the relative competency of employees in the class or specialization within a class in which it is determined layoffs must be made using procedures as determined by the President or the Chancellor, as appropriate to the place of employment, after consultation with representatives of the appropriate administrative class or specialization within a class.
- (B) If the area of layoff is in a nonacademic class, or specialization within a class, permanent nonacademic employees without regard to length of service. Rather such layoffs shall be on the basis of the relative competency of employees in the class or specialization within a class in which it is determined layoffs must be made using procedures as determined by the President or the Chancellor, as appropriate to the place of employment, after consultation with representatives of the nonacademic class or specialization within a class.
- (C) If the area of layoff is in class or rank academic teaching positions, permanent academic teaching employees in the inverse order of their length of employment at the campuses, without regard to length of service. Rather, such layoffs shall be on the basis of relative competency of academic teaching employees in the teaching service area in which it is determined layoffs must be made using procedures as determined by the President after consultation with representatives of academic teaching positions.

(D) If the area of layoff is in the "closely related" academic area, permanent employees in the inverse order of their length of employment in the class or in classes of equal or higher level at the campuses without regard to length of service. Rather, such layoffs shall be on the basis of relative competency of academic teaching employees in the class or specialization within a class in which it is determined layoffs must be made using procedures as determined by the President after consultation with representatives of the "closely related" academic areas.

The testimony offered on January 15 and the comments provided throughout the period prior to the actual Board meeting by the Academic Senate, the Chancellor's Council of Presidents and others led the Trustees to discard the above proposed new Title 5 language. Instead, the Board adopted a resolution accepting the concept of merit and other considerations, such as affirmative action, seniority, program priorities and tenure and requested a study to see how such concept and considerations could be implemented. The following is the complete resolution:

**Lay-off by Specialization within Class and on the Basis of
Relative Competency (RFSA 1-76-3)**

RESOLVED, By the Board of Trustees of The California State University and Colleges, that the Board of Trustees adopts in principle that the concept of merit should be the paramount concern in the establishment of lay-off policies and procedures, and that such policies and procedures also reflect in a manner consonant with such a concern the consideration of affirmative action, seniority, program priorities, tenure and equitable considerations; and be it further

RESOLVED, That the presidents of The California State University and Colleges and the Statewide Academic Senate and the Statewide Student Organization are requested to submit proposals to the Chancellor and Trustees with regard to implementation of lay-off policies and procedures which reflect the principles herein stated; and be it further

RESOLVED, That all such recommended implementations be available to the Board of Trustees by its May meeting, and that action commensurate with public notice will be taken at that time.

A second virtually identical resolution (RFSA 1-76-4) was adopted in which nonacademic staff were substituted for the Statewide Academic Senate in the second resolved clause.

At this point it is premature to anticipate the content of any response to the Trustees' request for recommended implementations of their policy resolution. But it is clear to me that the reactions to the resolution puts in serious question the extent to which any broad-based, dispassionate and constructive advice will be provided to me and to the Board of Trustees prior to the May meeting.

The perspective of the Board members who supported the January 28 resolution is, I feel, clear and understandable. Since the inception of our system, Title 5 has provided that the order of layoff of tenured academic and permanent nonacademic employees is to be determined solely on the basis of seniority. However, within the current context of fluctuating and shifting enrollments, changing program needs, greater accountability for budgeted funds and special concerns such as affirmative action, straight seniority has seemed anachronistic to some members of the Board. The development of a method by which several relevant factors -- including merit as the paramount one -- might be weighed in determining an order of layoff would appear to certain Trustees to be more supportive of the CSUC mission of quality instruction than the current method provided in Title 5.

On the other hand, many individuals with equal devotion to academic excellence are firmly convinced that any layoff procedure for tenured and permanent employees which is based upon criteria other than seniority is not only unworkable but destructive of tenure and of academic freedom itself. They argue with conviction and sincerity that although the concept of merit forms a sound basis for the many hundreds of personnel actions taken each year within our system for appointment, retention and promotion, it is not feasible in practice in the specific context of layoff.

It is not the Board's intent -- or mine -- to undermine tenure or academic freedom in any way. But initial reaction to the Board's January 28 resolution is inhibiting the kind of broad participation by faculty, administrators and nonacademic employees throughout the system which is necessary to be responsive to the Trustees in their desire to implement a very basic change in personnel policy. There is even the more basic question before us as to whether it is going to be possible, even with more time and broader input, actually to produce a Title 5 amendment implementing the January resolution which would be responsive to the Board, acceptable to the system's employees, feasible of administration, and not susceptible to endless collateral attack.

I am aware of the concerns of the faculty as well as of the Trustees. It is my intention to work with the Council of Presidents, the Academic Senate, the Statewide Student Organization, representatives of nonacademic employees, and the Trustees in an attempt to resolve this very sensitive issue. My commitment to tenure and to academic freedom will continue unabated throughout.

Sincerely,



Glenn S. Dumke, Chancellor

Extract from Cal Poly State University, SLO

Campus Administrative Manual

345.6 Separation of Employees from Service for Lack of Funds or Lack of Work (See 5 Cal. Adm. Code 43200-43206.)

- A. Because of the importance to all components of the university--students, faculty, and administration--of maintaining stability of employment in accordance with the mandatory policy of 5 Cal. Adm. Code 43200 (a), the first step in all layoff procedures will be a concerted attempt with appropriate consultation to seek and utilize all avenues by which layoffs may be avoided. In particular, full advantage will be taken of the possibilities for reducing the number of required layoffs by:
  - 1. Encouraging the use of banked summer quarters for the following academic year.
  - 2. Relocating an individual to an existing vacancy in a department or area which has evaluated that individual as having suitable qualifications for that position. (Note: 5 Cal. Adm. Code 43200 (b) recommends that relocation efforts be made at the state level as well.)
- B. When the possibility of layoff appears imminent, the President, in consultation with the school deans and the Vice President for Academic Affairs, shall determine the number of positions in each school or schools to be reduced. In arriving at such determination primary consideration should be given to the preservation of a reasonable relationship between the teaching job to be done and the faculty which would remain to do the job.
- C. If layoffs resulting from a reduction in the number of positions university-wide cannot be avoided, consideration will be given to:
  - 1. The provision of Title 5 that within a teaching service area temporary employees be laid off before probationary employees. (See CAM 316 on "Designation of Teaching Service Areas.")
  - 2. The option of layoff of temporary employees prior to probationary employees without regard to teaching service area.
- D. The consultative procedure and criteria to be used in layoff will be essentially those procedures and criteria applicable to the appointment, retention, and tenure awarding processes used in each department or school.
  - 1. The consultative process on the order of layoff will be initiated by the department head in the teaching service area in which layoff is to occur. For temporary and probationary employees, recommendations shall be made by that group in a department or school which makes recommendations on retention

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or reappointment. For permanent faculty, layoff is specified to be in inverse order of their length of service. For those cases in which length of service is a tie, recommendations should be made by that group which makes recommendations on the granting of tenure (excluding those individuals concerned).

2. Criteria used in determining the order of layoff for temporary faculty and for probationary faculty shall include those used for determining the re-appointment or retention of the individuals in the department and school concerned with primary consideration given to the needs of the department. In addition, consideration should be given to:

- a. Whether the individual is, or will be, in a terminal notice year.
- b. Whether the individual is, or will be, in a fifth or higher probationary year.

Criteria to be applied in the case of ties in length of service for permanent employees shall be consistent with the ones used in the awarding of tenure in the department and school concerned. Departments and/or schools should develop additional criteria explicit to layoff which will augment campuswide criteria in appropriate sections of the Campus Administrative Manual.

3. The statement reporting the results of consultation by a committee may be signed by the committee chairperson, or by each member of the committee; it should include reasons in sufficient detail to validate the committee recommendation. As an alternative, the group consulted may choose to report their recommendations through individually signed statements from each member of the group; each such individual statement should include reasons in sufficient detail to validate the recommendation therein.
- E. In layoffs involving probationary or permanent employees, following submission of recommendations to the President, a review will be carried out by the Personnel Review Committee of the Academic Senate in those cases in which differences in recommendations occur between levels of review or where the individual involved requests review.
  - F. A re-employment list similar to that required by Title 5 for permanent employees will be established and maintained at the local level for probationary employees in first priority and for temporary employees in second priority. This list will serve to establish the order in which an offer for a position may be made to laid-off individuals if a suitable vacancy occurs in their teaching service area or in another teaching service or administrative area, if the individual is judged to have acceptable qualifications in that other area.

encouraging notes

March 2, 1976

Videotapes of Interviews with ERDA Officials. The State University of New York Research Foundation has generously sent us two videotapes of interviews with officials at the Energy Research and Development Administration (ERDA). The tapes cover ERDA's plans to cooperate with universities in research on fossil fuels, solar development, and energy conservation.

The tapes will be available for viewing until March 22 in the Audio Visual Department. For the tape on solar and conservation, request tape R558, for fossil fuel, request tape R559. It is best to reserve the viewing room in advance, and be sure that a reel-to-reel video tape player is available.

Frank Hendel has reserved the A-V viewing room from 10:00 to 12:00 Friday, March 5, for a special viewing. Professor Hendel also wishes to hear from others on campus with an interest in fossil fuels, alternate fuels, and in joint proposals to study these topics.

* * *

NSF - NATO Advanced Study Institutes. As a means of cooperating with the activities of the NATO Scientific Affairs Division, the National Science Foundation has selected 35 NATO Advanced Study Institutes to be held in Europe in 1976 to receive assistance in the form of travel grants for United States student participants. These Institutes are intended to provide advanced instruction on highly specialized topics in an environment which will promote international scientific exchange and cooperation. This year subjects covered by these Institutes include astronomy, chemistry, computer science, engineering, geology, life science, mathematics, physics and psychology.

Advanced graduate and postdoctoral students, and other junior-level faculty or scientists who are U.S. citizens are eligible for this assistance. Further information on institutes and method of application is available in Administration 317.

* * *

USOE - Women's Educational Equity Programs. The Office of Education has established March 22, 1976, as the closing date for submitting preapplications for awards to promote educational equity for women. Types of projects which may be awarded include: development of curricula; preservice and inservice training for personnel; research and development activities; guidance and counseling activities; educational activities for adult women; vocational and career education; and small grants.

Information and application forms may be obtained from the Women's Program Staff, Office of Education, Room 3121, 400 Maryland Avenue, SW, Washington, DC, 20202.

* * *

NSF - Technician Education Program. The National Science Foundation has announced a deadline of March 21, 1976, for submission of proposals for its Science and Engineering Technician Education Program. The program is aimed at stimulating the development, demonstration and evaluation of a limited number of collegiate level technician programs at both two- and four-year institutions of higher education. (E 74-18)

* * *

NSF/RANN - Program Solicitation for Research in Urban Technology. RANN's Division of Advanced Productivity Research and Technology intends to provide approximately \$2 million for the purpose of supporting applied research in the field of urban technology. Research proposals must be addressed to one of five service categories: (1) solid waste management, (2) urban water resources, (3) fire protection, (4) urban recreation, and (5) financial management. Closing date for submission of proposals is March 8, 1976. Further information available in Administration 317. (75-42)

* * *

NEA - Research Proposals. The National Endowment for the Arts Research Division has announced that it is soliciting proposals for research in nine project categories. Deadlines for these categories range from March 9 to May 4, 1976. *The National Endowment for the Arts Research Division Program Solicitation*, is available from the Grants Office, Room 1101, M. S. 500, National Endowment for the Arts, 2401 E. Street, NW, Washington, DC, 20506, Attention: Research Program Solicitation No. 76-1. This solicitation describes each of the projects in detail and includes a sample format for proposals and explanation of evaluation methods and criteria for awards. Project categories include:

- 1) A feasibility study for economic data program on condition of arts and cultural institutions.
- 2) A model study for economic data program on condition of arts and cultural institutions.
- 3) A consumer demand analysis for arts and cultural services for the South.
- 4) An analysis of economic impacts of arts activities and cultural institutions on their communities.
- 5) A planning study for a national survey of the craft arts.
- 6) A planning study for a national survey of arts and cultural programming on commercial and public radio and television.
- 7) Critical review and evaluation of audience studies of museums and performing arts organizations.
- 8) A pilot study of education, training and careers of symphony orchestra musicians.
- 9) An estimate of needs for musical directors and managing directors for American orchestras.

* * *

NEH - Fellowships for Independent Study and Research, 1977-78. In a brief announcement, the National Endowment for the Humanities notified scholars, teachers, and writers that the application deadline for the program of Fellowships for Independent Study and Research for 1977-78 is June 1, 1976. Awards will be announced in late November, 1976.

Details of the program remain the same as in the past. Additional information and application materials are available from the Division of Fellowships, National Endowment for the Humanities, 806 - 15th Street, NW, Washington, DC, 20506.

* * *

Information Concerning Federally-Funded Programs: Reminder. Beginning March 8, 1976, the Coordinator of Research Development will spend several days in Washington, DC, visiting federal agencies to learn more about future funding priorities. If there are specific questions you wish to have asked, please communicate them to the Office of Research Development--preferably in writing--before March 5. The value of the trip will be enhanced greatly by the addition of your special concerns.

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