Trustees adopt faculty salary schedule

BY MIKE CARROLL
Staff Writer

The California State University and Colleges Board of Trustees last week put faculty on the defensive by voting 7 to 1 to adopt a new salary schedule that attempts to mandate CSUC faculty salaries more competitive in the market place while providing for annual merit reviews of faculty in upper salary ranges.

The CSUC academic senate last month passed a resolution recommending the Board of Trustees "leave the present salary schedule unchanged." The resolution charged that Chancellor Glenn Dumke had failed to justify a change.

In a related resolution, the senate also called on the Trustees to "take no action to modify the existing salary schedule by adopting a proposal for annual merit salary review in the absence of a comprehensive and systematic study ...

CSUC Academic Senate Chairman Robert Kully said the Trustees had made a mistake and that "we are disappointed.

The new salary schedule will not solve the CSUC’s difficulties with hiring and retaining qualified faculty, Kully said.

The CSUC academic senate will now oppose the new salary schedule before the budget committee in the state legislature and before the California Department of Finance, Kully said.

Cal Poly Academic Senate Chairman Tim Kersten said "there are some indications the department of finance may not go along with the (salary) proposal." According to a document drawn up by the Trustees' committee on faculty and staff affairs, the salary revision would require an additional budget request during 1981-82 of $1.6 million.

The current salary schedule allows faculty to move up in salary at 5 percent increments. There are five such increments at each of the four teaching levels - instructor, assistant professor, associate professor and full professor.

The plan passed by the Trustees would tack on a number of 2.5 percent merit steps above the present intervals. At the assistant professor level, 10 merit stops would be added. At the associate and full professor level, six 2.5 percent merit steps would be added.

According to a draft document, drawn up by the committee on faculty and staff affairs, faculty moving through these upper ranges would be subject to annual merit reviews; a faculty member could be promoted by one or two 2.5 steps at a time.

At present there is no provision in the governor's proposed 1981-82 CSUC budget for salary or fringe benefit increases. Kersten, however, said enough state funds were "set aside" to finance a 3 to 4 percent increase in faculty salaries.

Please see page 6

Conservation Week promotes energy awareness in dorms

BY CARLA SIMI
Staff Writer

Energy awareness has arrived at Cal Poly - the residence halls are having a week filled with speakers, activities and information concerning energy conservation.

Feb. 2 through 6 are the dates scheduled for "Energy Awareness Week," sponsored by Pacific Gas and Electric Company, Barrie Clifton and Joe Barton, campus representatives for PG and E.

They are organizing the schedule of events with Cal Poly program coordinator Stephan Lamb.

Clifton is working with representatives from each hall to plan a week designed to promote various methods of conserving energy and alternate energy forms.

The primary aspects of the program, include informational bulletin board displays in each hall to develop energy awareness among the residents.

In addition, speakers addressing topics relevant to energy conservation will present educational seminars in the evening.

Representatives from PG and E. Cal Poly faculty members and individuals from community organizations such as ECO$OL will comprise the list of guest speakers. Clifton said.

The choice of speakers has been left to each hall's discretion, although Clifton said she and Barton have provided assistance in securing speakers when necessary.

A third aspect of "Energy Awareness Week" involves activities that focus on saving energy.

A conservation jog, surrendering the car keys for a day and solargrams - messages designed to "send a little sunshine" - are characteristic of the "kind of program you will see in all the halls." Barton said.

He added that an "Oath to Energy Conservation" will be distributed in the halls, to be signed and returned as a pledge to save energy.

The oath includes such promises as taking shorter showers and turning off unused electrical devices, according to Barton.

A judging team will visit each hall on Feb. 6 to collect the signed oaths and observe the bulletin board displays. A summary of the week's activities will also be presented to the judges, who will select the hall with the best program, according to Barton.

The first-place hall will receive $200, with second and third places receiving $125 and $75 respectively, she explained.

Results of the judging will be announced the second week in February.

Please see page 6

Faculty unions file suit over new salary schedule

BY MIKE CARROLL
Staff Writer

The two faculty associations competing for the collective bargaining rights of 20,000 California State University and Colleges faculty members have both filed charges of unfair labor practices against the CSUC Board of Trustees for adopting a revised faculty salary schedule last week.

The Congress of Faculty Associations filed an unfair practices suit last Thursday at the Los Angeles office of the Public Employee Relations Board.

CFA called on PERB to issue a "cease and desist" order to prevent the implementation of the salary plan.

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Professors of California filed a similar action with the PERB office in San Francisco, according to Cal Poly's UPC chapter president, Dr. Lloyd Beecher.

Beecher, a history professor, said the UPC move was "based on the position that the salary schedule is a unilateral change in working conditions when a collective bargaining election is impending and that the change could affect the outcome of the election."

CFA is now charging the trustees with violating the bargaining law for university employees by "unilaterally adopting a revised salary schedule over opposition by the CFA and the (CSUC) academic senate," according to a CFA news release.

Please see page 6

Two members of the Chinese Student Association share a little flavor of Chinese culture in the UU Plaza Tuesday as part of the cultural awareness segment of University Union week.
Fishing.

Court cameras given free reign

San Francisco (AP) — California will not require approval of the defendant and prosecution for allowing television and still cameras in criminal trials under a rule announced Tuesday by the state Judicial Council.

Ralph Campbelt said the action was taken in line with a Jan. 21 U.S. Supreme Court decision which said states may allow television and still photography of criminal trials even if a defendant objects.

When California began its year-long experiment with cameras in the courtroom last July 1, only the judge's permission was required.

At the time, the Council said it wanted to avoid the possibility of reversals of convictions should the ruling go against television, radio or photogragh coverage.

Financial aid forms, study lists ready

Applications for financial aid and Cal Poly scholarships for the 1981-82 academic year are now available in Administration 128, or from Financial Aid Peer Counselors located throughout the campus. The deadline for submitting applications is March 1. The application deadline for California Student Aid Commission programs (Cal Grants) is Feb. 12.

Also, students are reminded that winter quarter lists are now in their major departments. Enrollment errors should be brought to the attention of the class instructor concerned.

The list shows all courses in which the student was officially enrolled at the end of the first week of classes. Another study list will be out near the end of the seventh week which will reflect all add and drop activities which took place before the end of the third week of classes.

Embarrassing' Clark confirmed

Washington (AP) — William P. Clark's nomination as deputy secretary of state cleared a Senate committee Tuesday despite Democratic assertions that he is "embarrassing" and "unqualified" for the job.

Republicans defended Clark, who lives in Shandon, Calif., and voted unanimously for him in the 10-4 vote by the Foreign Relations Committee to recommend his confirmation by the full Senate.

Senate Republican Leader Howard Baker said he hopes to schedule a full Senate vote on Clark's confirmation Thursday.

Three Democrats abstained from voting and answered "present," citing Clark's inability at his confirmation hearing Monday to answer a barrage of questions on current foreign affairs.

The committee's ranking Democrat, Sen. Claiborne Pell of Rhode Island, called Clark "most engaging and honest but completely unprepared and unqualified."

"He doesn't know anything about foreign affairs," said Sen. Joseph Biden, D-Del.

Sen. John Glenn, D-Ohio, said "this is a rather embarrassing appointment."

Newest Northrop Fighter Advances

F-5 Family

March 24, 1980

Hawthorne, California

The new generation of Northrop's F-5, family of low-cost tactical fighter aircraft, the F-5G, was announced at Hawthorne today, stepping up a nearly 25-year evolution program for the company.

The single-engine F-5G, powered by a General Electric F100 turbofan, was developed to meet world defense needs today and through the 1980's, and offers unparalleled supportable multirole systems that are expandable with the changing requirements for national security.

February 1981

Northrop Aircraft is still designing and building high performance aircraft today in the company's mile-long, modern complex in Hawthorne, California. For 10 years, we've been associated with this unique environment.

Visit our 3,000 employees and take a guided tour of our plant. Get a firsthand look at some of the latest aircraft technology being developed.

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760 Higuera St. Downtown San Luis Obispo
Forum to stress mutual sexual responsibility need

BY CYNTHIA BARAKATT
Staff Writer

Workshops, an information table and an appearance by health and sexuality educators on KCPR's "Open Channel" will highlight "Love Carefully Week," a week intended to make students aware of how to avoid unwanted pregnancies and to deal with their own sexuality.

Sponsored by the Cal Poly Health Center, "Love Carefully Week" will last from Feb. 7-14 and will stress the responsibility necessary on the part of both males and females in preventing unintended pregnancies, according to health educator Jeannette Reese.

"The thrust of the program is to help people take charge of their own sexuality by feeling comfortable enough with themselves to be responsible," said Reese.

In an effort to educate students, Reese said, an information table will be set up in the University Union Plaza Monday through Thursday from 11 a.m. to noon to distribute information and buttons with the slogans "Be A Good Lover: Love Carefully" and "It's O.K. to Say No."

Birth control workshops discussing the various methods and aspects of contraception will be held Tuesday at 11 a.m. and Wednesday at 2 p.m. downstairs in the Health Center conference room. There will also be a birth control workshop Wednesday evening at 7:30 in the lounge in Sierra Madre Residence Hall.

A sexuality workshop titled "Sex, Communication and You" will be conducted on Wednesday at 11 a.m. in UU 219. Conducted by child development professor Fred Stoltz and Denise Snyder, a student peer sexuality educator, the workshop is open to all students, and will cover the topics of quality communication and role expectations in relationships.

Reese and Stoltz will be the featured guests on KCPR's "Open Channel" on Thursday at 6 p.m. to discuss birth control and sexuality.

Reese said that young adults are considered at a "high-risk age" and are especially vulnerable to unintended pregnancies because they usually are undergoing many changes in their lives. She emphasized the responsibility of couples to avoid unwanted pregnancies by admitting they are sexually involved, talking with their partners and using some method of birth control effectively.

UL Is Interviewing BSEE Candidates
Feb. 6, 8:30-4:00

Underwriters Laboratories, the oldest and most respected testing company, is interviewing BSEE majors and graduates for several challenging and rewarding opportunities. These positions are located in beautiful Santa Clara Valley.

Please sign up in the placement office immediately. An equal opportunity employer, m/f/h/v.

An independent, not-for-profit organization testing for public safety.
The incredibly advanced calculator speaks the language of science. With direct formula entry and rolling writer display for entering up to 80 steps. 24-character dot matrix alphanumeric LCD. Operates in three modes: AER, COMP & STAT. Can compute up to ten memories. Our Price $6995

The incredibly advanced calculator speaks the language of science. With direct formula entry and rolling writer display for entering up to 48 steps. 16-character dot matrix alphanumeric LCD. Operates in three modes: AER, COMP & STAT. Can compute up to ten memories. Our Price $4195

The incredibly advanced calculator with 15 parentheses and 9 statistical functions. High visibility 8-digit scientific notation. 8 man-tissa/2 exponent LCD. 7 memories plus Safe Guard™. Scientific functions: trigonometric, inverse trigonometric, logarithmic, degrees, radians, grads, and degrees to decimal. Statistical functions: data, correct data, number of samples, 2σ, mean, 2σ', standard deviation. Our Price $2995

Late snow no panacea for areas

BY JIM MALONE

Last week's Pacific storm which dumped up to seven feet of snow on Sierra slopes was like Pres. Reagan's recent economic curbs. The immediate effects are beneficial, but the long-term results remain to be seen.

Most California ski areas are open, some for the first time this season, reporting good to excellent conditions. But the revenue lost during the six previous snowless weeks will be impossible to recoup, according to one ski area official.

"There's no way to get that money back," said John Crofut, general manager of the Chinese Peak ski area Monday in a telephone interview. "But this snow will keep this year from being a total loss."

Crofut said seven feet of the white stuff fell on the Sierra 75 miles east of Fresno in the three-day storm, enabling China Peak to open for the first time since mid-December.

"This past weekend was our biggest non-holiday weekend ever," Crofut said. He reported 1,800 skiers on the slopes Monday, more than 2% times the normal Monday crowd of 700.

Even Russell, marketing director and spokesman for Mammoth Mountain ski area reported a six foot base, with new packed powder on top. He said 10,000 lift tickets were sold over the weekend, filling the runs to about 60 percent of their 17,000-ski capacity. The area's eastern Sierra location cut down the weekend's attendance, Russell said, as the suddenness of the storm left little time for planning the long drive to Mammoth. One Cal Poly schussers reported it took him 12 hours to get to Mammoth Lakes from San Luis Obispo Friday.

Snow Summit ski area had no lift tickets available on Monday and reported excellent conditions on all its runs. Reservations are strongly recommended.

Both Crofut and Russell agreed that snowfall for the rest of the season will make the difference between breaking even or losing money for 1980-81. Crofut was optimistic, citing forecasts that predicted 87 percent of the usual seasonal precipitation would fall during February. "It'll still be a push to break even," he added.

"It's hard to tell," Russell said. "If it's real good from now on, then maybe..."

Unique summer job

State Forestry Dept. seeks fire fighters

This summer, certain adventurous students can opt to earn next year's fees as a fire fighter for the state of California.

The California Department of Forestry has announced it is accepting applications for seasonal fire fighters at a starting salary of $629 per month. Deadline for applications for the 1981 fire season is March 1, 1981. Seasonal fire fighters battle blazes during the state's five-month dry season, usually from June to mid-October, a Forestry Department news release said.

Applicants must be 18 years of age or older at the time of hiring, be in good physical and emotional condition, and he or she must be willing to live and work in any of the state's eleven fire stations in San Luis Obispo County. Specific qualifications, physical requirements, benefits, and additional hiring information will be found in the job application packet.

Women and ethnic minorities are encouraged to apply for this demanding but rewarding position. The Forestry Department provides rural fire protection and other fire-related emergency services throughout the county.

Applications can be picked up at the California Department of Forestry Headquarters, located one-quarter mile north of Highland Drive on Highway 1 at the Cambria Forest Fire Station, 4190 Pioneer, Nipomo Forest Fire Station, 490 Pioneer, Nipomo, and the Paso Robles Forest Fire Station, two miles south of Paso Robles on Ramada Drive.
Outings gets new equipment

BY TOM CONLON

ASI's Outings Committee has started off the winter quarter with $2,000 worth of new equipment and an activity calendar that has something of interest for everyone.

The new equipment, available to students and faculty at "the lowest rental rates in town," includes sleeping bags, Coleman stoves and coolers, tents, and other camping necessities, said Escape Route General Manager Bob Schumann.

The Escape Route is Outings' rental room, and is located across from El Corral Bookstore.

"To rent a frame backpack for a weekend costs $3, while the same piece of equipment rented at a shop in town costs as much as $8 and requires up to $20 for a deposit," Schumann said.

The Outings Committee uses the money it receives from the rentals to help fund its many excursions and to buy new and better equipment.

Schumann explained that "anybody can lead a trip" by posting a sign-up sheet in the Escape Route. Schumann said the leader is advised by the committee on the best ways to go about planning a group excursion, and to follow the rules and regulations of the ASI regarding sponsored student trips.

Once a trip is planned a group can take advantage of the discounts involved while the same piece of new equipment will have more to offer.

Scientists eye valley's energy

STATE COLLEGE, Pa. (AP) - Scientists from Pennsylvania State University are trying to overcome technological obstacles to tapping a sea beneath southern California's Imperial Valley, beneath southern California obstacles to tapping a sea

"In theory, water heated by volcanism or radioactivity and trapped in superhot water or steam could be used to generate electricity or to run into, dustrial processes."

Outdoors

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From page 1

Joe Weatherby, a Cal Poly political science professor and the chairman of the faculty affairs committee in the CSUC academic senate, also noted that for the chancellor to change the salary schedule before a collective bargaining election was unfair. Kersten said the five months the Trustees have taken to formulate a new salary schedule was a very rapid train of events. He said he wondered if the Trustees had enough time to consider all the possible options suggested by faculty organizations.

Historically, Kersten said, merit salary adjustments were awarded automatically unless it was clear that the faculty member involved was not performing in a quality manner. The burden of proof for inadequate faculty performance was on the administration, he said. Kersten noted that the new salary schedules apparently place the burden of proof with the faculty themselves, who would be subject to annual merit reviews in the upper salary ranges.

The CF A president said the Trustees' actions last week may be the beginning of a "vigorous no-agent campaign." And if no collective bargaining agent were selected, he said, the faculty-administrative relationship would remain as it is now.

The UPC chapter president said the Trustees' new salary schedule would not interfere with the electorate undercutting their collective bargaining election, was "a flagrant attempt to interfere with the electorate and influence their vote by undertaking merit reviews of the faculty," Kersten said.

The plan would also "mediate lengthy and ponderous merit reviews each year for all faculty presently on the top step of the scale for the three ranks of assistant, associate and full professor," Criss said.

The CFA's first hearing on the new salary schedule is set for next week. During the collective bargaining election, to be held this year, faculty will have the option of being represented by either the UPC or CFA, or else voting for no representative agent.

CSUC adopts faculty salary schedule

Salary plan sparks unfair practices suit

From page 1

CFA President William Crist said the trustees went against the wishes of the CFCU's academic senate, also noted that for upper level faculty the Trustees' adoption of the salary schedule, being made before a collective bargaining election, was "a flagrant attempt to interfere with the electorate and influence their vote by undertaking merit reviews of the faculty," Kersten said.

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Poly volleyball squad hosts Fresno Bulldogs

The Cal Poly men's volleyball team hosts its first home match tonight before opening Western Collegiate Volleyball Conference action on the road next week. The young Mustangs, 7-3 overall, have two freshmen and a sophomore in the starting lineup, which has been giving coach Mike Wilton fits. "The team has shown at times that it can play well but we are still having mental hills and valleys," Wilton said. "We are physically ready but we are inconsistent mentally. I know the consistency will come but we just have to be patient with these guys."

The Mustangs will host Fresno State in the Main Gym at 7:30 p.m. The two teams met in Fresno 10 days ago and the Mustangs handed the Bulldogs a 15-9, 15-8, 14-12, 15-5 defeat.

"We beat Fresno in four games at its place but it is a scrappy team," Wilton said. "If we are not mentally prepared for Fresno, it has the kind of a team that can give us trouble but we should dispatch it quickly."

The Mustangs are a new addition this season to the WVCY. Poly spent the past two seasons in the tough California Intercollegiate volleyball Association, finishing seventh in 1979 and eighth last year with a 4-14 record.

Other schools in the WVCY include Cal State Northridge, La Verne, UC Riverside, UC San Diego and U.S. International University.

This season will be a rebuilding year for Poly but Wilton has been pleased with his team's strong start.

Leading this year's Mustangs will be starters: Eddie Pettis who is a 5-10 junior setter from Santa Paula. Wilton says Pettis has good hands and adds depth and experience to the offense. Cary Witz is a 5-10 junior power hitter from Encino. Witz adds consistency and stability to the Mustang front line.

Scott Terry, a junior power hitter from Costa Mesa, is the team's leader on the floor.

Kenneth Rowe, an off-hand hitting freshman from Hilo, Hawaii, is Wilton's offensive ace in the hole. Rowe is Wilton's most physical player on the team. At 6-0, 190 pounds, he is strong and has vast potential, according to Wilton.

Tim Town, a 6-3½ freshman middle blocker from Santa Barbara, continues to develop. He has made phenomenal strides of improvement since fall training, according to Wilton.

Tom Mitchell, a 6-4 sophomore from Corona Del Mar, is the Mustangs' final starter at center blocker.

Wilton is assisted by former Cal Poly Mustangs Linden Crew and Craig Cummings. Crew played with Poly until 1979 and was on last year's team.
Opinion

Weak offensive

When Ronald Reagan made the transition from United States citizen to United States president Jan. 20, two of the most troubling problems he faced were how to increase national energy production to meet the needs of future generations, while at the same time conserving what few fuel reserves exist today. Last week Reagan tried to solve both problems with one scrawl of the pen. In doing so he will probably double or reduce neither.

Wednesday Reagan signed a bill into law which removes all restrictions from domestic oil prices. He hailed the measure as a panacea for the nation's energy ills, claiming decontrol would cause motoroil to be shed in gallons and motoroil to ride a bicycle to work every day. But gasoline in inelastic—an increase in prices will not cut consumption. The Rand Corporation released a study in 1977 which indicated that it would take a 100 percent increase in gas prices to spur motorists to reduce gas buying by 10 percent. Recent history has proven that the Rand researchers were optimists. From 1973-79 the price of gasoline nearly doubled, yet the consumption rate actually rose 16 percent.

This country's energy crises can't be met through increasing the production of a quickly dwindling resource such as oil. The energy crisis can only be solved by developing renewable sources such as solar and geothermal power.

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Mustang Daily policy

Letters and press releases may be submitted to the Mustang by bringing them to Room 226 of the Graphic Arts Building, or sending them to Editor, Mustang Daily, GR2 226, Cal Poly, San Luis Obispo, CA 93407. Letters must be typed, include writers' signatures and telephone numbers:

Editors reserve the right to edit letters for length and style, and to omit libelous statements. Letters should be kept as short as possible. Inordinately long letters will not be printed.

Mustang Daily

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opinions. I ask Miss McAllister to present arguments from different perspectives:

Editor:

Mary McAllister's article ("Don't Give In To Terrorists") in the Jan. 30 Daily expressed her opinion—one which many Americans, including some in the Reagan administration, apparently share—that the U.S. should not honor the provisions of the settlement with Iran. I fully share her concern that our country's actions should reflect integrity, and hopefully therefore foster respect among other nations. However, I think Mary's arguments demonstrate oversimplification and narrow attitudes—a dangerous basis for any conclusion.

First, oversimplification: P. Geyelin in an editorial in the L.A. Times (1-30-81), notes that "it is convenient to see the militants who kidnapped the hostages and occupied the embassy as one and the same with the Iranian politicians who helped engineer the hostages' release." This mis-identification is only one of the problems we must consider when dealing with "the factional power structure that passes for an Iranian government." Another one Geyelin points out is the significance of the negotiations occurring at all—as a gain by the "moderate" element in Iranian government. With an aim towards stability, this moderate faction might presumably work for "normalization of Iran's historical relationship with the West"—and among those opposed to this move would be the Soviet Union.

I doubt that this view does justice to the entire situation, which most of us will probably never understand. But we can and should try to understand our own perspectives:

Editor:

I have been exciting to be both a student and an employee at the new R.E. Kennedy Library. The library staff should be commended on an excellent job in serving the Cal Poly community. All people involved in the move and the organization of the new library have given time and effort to afford optimum usage of available facilities.

Besides the cost of the building itself, additional money has been spent to make the area a more pleasant environment for the students. It has come to my attention as an employee of the Reserve Room that students are already abusing the property and furnishings in this new building. New chairs have been purchased and placed in the Reserve Room for the comfort of the students. These chairs are definitely an asset to the new library, so as students and users of the chairs, let's take care of them.

Linda Hall