Brophy discusses budget woes for CSUC

Roy T. Brophy, Chairman of the Board of Trustees of the California State University and Colleges spoke to a Sacramento news conference on Wednesday (Jan. 17). Brophy emphasized that he was speaking as an individual and not as Board Chairman. Following is a transcript of his remarks at that time:

Governor Brown proposes a sleight-of-hand budget for The California State University and Colleges. It appears as something it isn’t. On one hand it gives; on the other hand it takes away. In the end what the administration depicts as a 3.2 per cent support funding increase for the CSUC turns out to be a 3.6 per cent decrease due to the 6.8 per cent 1979 inflation rate.

I have invited you here to share concerns I have about the Governor’s proposals in the form that they are now before the Legislature. Our Board of Trustees has not taken a position on the Governor’s Budget and I can only express to you my view as an individual. My personal view, one that I will elaborate on in a moment, is that what Governor Brown is proposing will cause irreparable damage to the country’s largest, most efficient and most productive system of four-year and graduate public higher education.

continued on pg.3

Announcement of Administrative Intern Program

The Governor’s Proposed 1979-80 Budget includes $415,052 for continued support for the California State University and Colleges Administrative Intern Program. Although there are many uncertainties in the budget this year, the Chancellor’s Office advises that, in their opinion, the State Legislature will support this program. It is essential, however, that all applicants understand that appointments of Administrative Interns will be contingent on funds being provided in the final budget which will not be signed until June 30. Full details of the program and application materials may be obtained from the Personnel Office, Adm. 110.

The purpose of the program is to provide an opportunity for upward mobility especially aimed at ensuring that women and persons from ethnic minority backgrounds are given equal opportunities for placement and advancement in administrative and managerial positions in the California State University and Colleges.

The objectives of the program are:
1. To identify a number of academic and support staff personnel, particularly women and minority employees, who have evidenced a potentiality for effective leadership in academic institutions.
2. To assist those persons identified and accepted as interns to further prepare themselves to compete for and receive appointments to executive, administrative, and managerial positions in the California State University and Colleges.
3. To provide opportunities for the interns involved in this program to participate in a wide range of decision-making processes, experiential learning activities, actual program management and a series of planned observations toward the end that persons who complete this internship will be better equipped to handle the demanding challenges of higher education administration in an era of increasing organizational changes.

Application for the Administrative Intern Program is open to both academic and support staff personnel who have a tenured/permanent or probationary position on this campus and who desire to prepare themselves for a career option into administration or management. Final selection of interns and operation of the program will be on a nondiscriminatory basis.

The Administrative Interns who are selected will normally be assigned to a campus other than their own. Only under very unusual or compelling reasons will interns be assigned to their home campus. Therefore, applicants should seriously consider their mobility as a factor in making their personal decision to apply for an appointment.

The internship is for the Academic Year, 1979-80. Interns will receive their regular salary, benefits, etc., as if they were in their regular position at their home campus. Interested persons should pick up application packets at the Personnel Office. Please call Smiley Wilkins (Affirmative Action Coordinator) at Ext. 2062 for further information.

Timetable for Applications:
Feb. 28 Deadline for applications. Applications must be filed in the office of the President by 5 pm, Feb. 28.
Mar. 13 Campus Screening Committee makes its recommendations to the President.
Mar. 22 President sends the names of the three top candidates to the Chancellor.
May 7 Offers of appointment as Administrative Intern will be sent to 19 intern candidates by the Chancellor from the total group of candidates submitted by all California State University and Colleges.

Search begun for new library director

Formation of a consultative committee to advise in the selection of a Director of the University Library is underway, according to Donald L. Shelton (Director of Personnel Relations). The Campus Administrative Manual procedure for the selection process calls for nominees from the Academic Senate, Staff Senate and Associated Students. Shelton said the formal announcement will have a deadline of Apr. 15 for applications, with the position expected to be filled by Aug. 1. Angelina Martinez is serving as Acting Librarian in the Interim, having been appointed after Dr. Norman Alexander was fatally wounded Jan. 15.
Blood needed
Steve Riddell (Coordinator, Alumni Services) is in the U.C.L.A. Medical Center undergoing treatment. He has been drawing from the Cal Poly account at the Tri-Counties Blood Bank. Those friends and associates of Steve who may wish to donate blood to replenish the Cal Poly account, can do so at the Tri-Counties Blood Bank's local office at 1250 Peach Street in San Luis Obispo. Blood drawing hours are from 1 pm to 6 pm Monday through Friday, and prospective donors are asked to call 543-4290 for an appointment.

Business seminar coming
Karl O. Bergher, president of the state's largest firm specializing in secondary homes, will be the keynote speaker at the 13th annual Business Seminar at Cal Poly throughout the day on Monday and Tuesday (Feb. 12 and 13). The program, which has the purpose of bridging the gap between university students and business executives, is being sponsored by the student chapter of the Society for the Advancement of Management in cooperation with the School of Business. Its primary objective is to help students keep in touch with the latest business management thinking and help prepare them to be more effective managers once they find themselves in the business world. 34 executives representing large, small, public, and private organizations.

Women in Engineering will confer
"Engineering and the Complete Person" is the title of a conference to be held on Saturday and Sunday (Feb. 17 and 18) at Cal Poly. The annual event, sponsored by Women In Engineering (W.I.N.E.) organization, is expected to draw about 200 people, many of them women students in engineering from Cal Poly and other campuses throughout the state, to the campus.
It will begin with a speech by Warren Farrell, author of the book, "The Liberated Man," who will discuss stereotypes and role reversals. Workshops will be offered from 9 am to 4 pm on Saturday, continuing at 9 am to noon on Sunday with more workshops and a debate. Topics to be presented include, "Developing a Professional Image," "Business Ethics," "Technical vs. Managerial Careers," and "Changing Jobs and Your Career." In addition to the workshop sessions, which will take place on the Cal Poly campus, the conference will also include a banquet on Saturday evening in Pismo Beach.
Registration fee for the conference is $5 for Women in Engineering members and $10 for non-members, including the banquet. Overnight accommodations for participants from out of town who wish them will be provided at W.I.N.E. members' homes. For more information call Ext. 2341.

A Valentine's gift idea
The Cal Poly student chapter of the American Institute of Floral Designers is featuring a Valentine's Day special again this year. The special consists of a double glass bud vase filled with fresh spring flowers, and finished with a cheery bow at a cost of $4.00. Advance orders, placed with the Poly Plant Shop before 5 pm Monday (Feb. 12) will be delivered on campus Feb. 13 & 14. This service is available to faculty and staff members only. Poly Plant Shop hours - M-F: 1 pm to 5 pm, Sat. 9 am to 5 pm. Phone orders may be made by calling Ext. 1106. Also on special during the week of Feb. 12 through Feb. 17 will be bare root roses at $1.75 each, and dwarf Gravenstein apple trees at $3.50.

VITA program helps taxpayers
Business administration students at Cal Poly are again providing free income tax return preparation in San Luis Obispo for persons who might not be able to obtain the service. Known as Volunteer Income Tax Assistance (VITA), the program is being conducted by students interested in helping persons who, because of their financial situations, can not pay for help with their state and federal returns. The Cal Poly effort, now in its eighth year, is sponsored by the university's student Accounting Club in cooperation with the Internal Revenue Service.
Locations and times where the service will be available through Wednesday, (Mar. 7) except for academic holidays, are:
San Luis Obispo — Department of Motor Vehicles, 669 California St., Mondays and Tuesdays, 9 am to 1 pm; and Room 6, City Hall, Palm and Osos Sts., Wednesdays, 9 am to noon. Cal Poly — Mustang Lounge (Room 119) University Union, Mondays, Tuesdays, and Wednesdays, 1 pm to 5 pm.
Students involved in the VITA effort have been specially trained for participation in the program by IRS. Taxpayers expecting assistance to bring their 1977 state and federal income tax returns, W-2 wage statements received from employers during 1978, and the tax booklets they received in the mail when they come to any of the locations for help. Additional times and locations for VITA service will be announced as they become available.

Cal Poly Report copy intended for the next issue should be submitted to Betty Holland, Adm. 125, 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 Montana. Typewritten copy intended for the next issue should be submitted to Cathy Burt, Adm. 401, prior to 12 noon on Wednesday.
Budget woes - cont'd. from pg. 1

My attitude is shaped on both what we know and what we don't know. We know, for example, that The California State University and Colleges requested $759.8 million support budget for 1979-80 has been reduced to $714 million and that our $36.6 million capital outlay funding proposal has been cut to $10.7 million.

What we do not know is the administration's attitude on compensation increases for more than 40,000 employees who pay taxes like the rest of us, who also are victims of inflation and who last year were denied $35 million in needed salary increases because Governor Brown changed his mind between January and June. These faculty and staff members, having already gone without general increases this year should be told now the Governor's attitude on what they are worth to California and its future.

We in the CSUC make no secret about it; we believe our faculty deserve at least 14.4 per cent in increases — a position in which the Trustees are joined by every major employee organization — and that our support staff is entitled to increases averaging 12.5 per cent. I submit that the administration at this moment, at least generally, knows the type of salary recommendations it will make for CSUC employees. It knows for other state employees who, for the first time, will be engaging in collective bargaining this year.

Last year, after failing before, the Berman bill, Assembly Bill 1091, passed. It enables the faculty and staff to choose whether collective bargaining will or will not start in The California State University and Colleges in 1979-80. Although I and others opposed this bill, on its passage we committed ourselves to fair and equitable bargaining principles is, through election processes, it is shown that the implementation of collective bargaining within this system is the wish of the faculty and staff.

The important thing at this point seems to me to preserve that option — of choosing or not choosing collective bargaining — for after the effective date of this legislation on July 1, 1979. I think the administration's delay in presenting its CSUC salary recommendations is calculated to assure the implementation of bargaining processes on individuals who otherwise would not opt for it. Putting it in the plainest possible language, I do not believe our employees should become pawns in a collective bargaining strategy maneuvered by an administration which, through action on a related CSUC budget item, has reduced by more than four-fifths the funding we think is needed to implement the Berman bill.

Since 1972 I have been involved in policy operations of The California State University and Colleges. I have also seen this system from the inside, having attended the San Luis Obispo, and San Jose campuses as a student. From these two vantage points, as well as from having considerable experience in budgeting, I cannot see this system retaining levels of quality that Californians have long associated with the CSUC under the Governor's Budget in its present form.

Programs certainly will have to be thinned or consolidated. Some may be eliminated altogether. Upwards of 1,200 fewer positions will exist than were authorized for last year (1977-78.) As Chancellor Dumke has indicated, even though significant personnel adjustments are being made in the form of attrition, transfers, retirements and non-hiring to fill vacancies, some actual layoffs are expected.

The sum of these two points — program curtailments and people reductions — mean student access will be diminished and the quality of offerings will be at a lesser level. Our campuses, by not having available wider ranges of curricula, will become less accessible to those who could benefit by attending because by far the greater number of our students are commuters. They cannot afford to reside on or near our campuses. The budget, mainly through continuation of a $14 million reduction first experienced this year and the addition of another $6.9 million internal cut — for a total of nearly $21 million — will extract a reduction in people. And it is people, including academicians who have invested heavily in time and money in their professional careers, who have brought quality to the educational offerings of the CSUC — and whose loss, I fear, will diminish that quality.

One aspect of the Governor's Budget of particular concern to the Board of Trustees, and of great personal concern to me, is lack of support for our student affirmative action efforts. We have a moral commitment to actively encourage and support people from ethnic and economic groups historically underrepresented in higher education to enter our universities and colleges.

The Legislature has directed the CSUC to be reflective of the overall population distribution of high school graduates. Members of the Board take this charge very seriously. We asked for a $1.3 million to address the problem of underrepresented minorities in five carefully developed programs recommended to us by community representatives, students, faculty and staff.

The Governor allowed only 157,212 in aid for two of the programs. This action seems to contradict his professed support for expanding opportunities for members of underrepresented groups which he talked about yesterday in his State of the State message. We must take this matter up with the Legislature and earnestly implore the Governor to reconsider his position.

Clearly, as I have tried to stress several times during these remarks, the Governor's financial plan will not permit our policies and programs in the CSUC to continue unchanged. On Chancellor Dumke's recommendation the Trustees last month authorized a series of in-depth evaluations into cost areas of The California State University and Colleges. These include a moratorium on new programs and review of existing programs, enrollment projections including campus master plan targets, capital outlay, administrative staffing, budget formulas in support programs, academic calendars, laws and regulations, possible sale of a 390-acre new campus site in Contra Costa County, and identifying new objectives such as services to students through use of technology.

Staff work on these studies is to be presented to the Board of Trustees at meetings prior to final adoption of the State's 1979-80 budget. The extent of curtailments that our campuses will undergo will depend on both the outcomes of these varied evaluations and the allocations that are approved for us by the Legislature and Governor Brown.
Vacant support staff positions have been announced by Robert M. Negrantl, 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 qualified persons are encouraged to apply.

Clerical Assistant II-B, $779-$931/month, General Office. Duties and responsibilities include typing, shorthand, machine dictation, operating copy machines, and general office support for all campus areas. A major part of the duties is substituting in other offices for absent secretaries. Requires one year clerical experience, type 45 wpm, shorthand 80 wpm, and must have taken the General Clerical Test. Closing Date: 2-22-79.

Senior Account Clerk, $871-$1052/month, Library. Temporary-help position from approximately 3-1-79 to approximately 8-1-79. Requires two years of experience in maintaining or reviewing complex financial or statistical records. Some professional accounting education highly desirable. Must have taken the General Clerical Test. Closing Date: 2-22-79.

Head Resident I, $878-$1052/month, Housing. Serves as administrator to assure proper maintenance and custodial functions, schedules duty hours; serves as personnel manager responsible for interviewing, training, supervising and evaluating resident advisors; receives and distributes mail; serves as programs coordinator, public relations person, and educator. Requirements: Two years experience as a head resident or full time counselor. Equivalent to graduation from college. Ability to keep a variety of records. Ability to develop rapport and understanding among all segments of the campus community. Hours: Live in position, 24 hours/day, seven days/week coverage. Closing Date: 2-22-79.

Equipment Technician I, $1184-$1424/month, Physics Department. Maintain repair, fabricate electronic equipment for physics laboratories. Involves interfacing microprocessor-based systems with experiments. Requirements: One year of experience in design, construction, repair, maintenance of laboratory equipment (such as nucleonic equipment, microprocessor-based systems, vacuum equipment). Training in electronics. College degree in science or engineering preferred. Closing Date: 3-8-79.

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 qualified persons are encouraged to apply.

Lecturer, $3,620-$3,960/quarter, based on a 15-unit teaching load, depending on experience and qualifications. Biological Sciences Dept., School of Science and Mathematics. The Department seeks to augment its list of applicants for part-time Lecturers during the Spring and/or Summer Quarters to teach one or more courses in the Biological Sciences. Applicants should list each relevant course (lab and lecture) they wish to be considered for. Applicants must have an advanced degree in Biology or related discipline. Applications accepted through 2-20-79. Application forms may be obtained from the Biological Sciences Office, Fisher Hall, Room 273.

Lecturers, $4,336-$5,712/quarter, based on 15-unit teaching load, depending on experience and qualifications. Biological Sciences Dept., School of Science and Mathematics. The Department seeks to augment its list of applicants for part-time lecturers during the Spring and/or Summer Quarters to teach one or more courses in the Biological Sciences. Applicants should list each relevant course (lab and lecture) they wish to be considered for. Applicants must have a B.S. in Biology or related discipline. Those currently enrolled in the Department's Graduate Program will be given preference. Applications accepted through 2-20-79. Application forms may be obtained from the Biological Sciences Office, Fisher Hall, Room 273.

Lecturer, $5,208-$9,116/quarter, dependent upon qualifications; three positions possible, Psychology Dept., School of Human Development & Education. Full-time teaching jobs for summer quarter only. Requires: Ph.D. in Psychology and college level teaching experience. Courses to be taught include general, abnormal, personality, learning, social, organizational, and testing. Summer quarter begins June 18 and runs until August 30. Closing Date: 2-23-79.

Robert L. Hoover, Social Sciences, presented an illustrated talk on “Historic Preservation in the Southeastern United States” to the San Luis Obispo County Archaeological Society on Jan. 17. The lecture included such sites as St. Augustine, Ft. Fredericks, Savannah, Charleston, James­ town, and Williamsburg.

Helen Kelley, Art, has been invited to participate in the first all women photographic exhibit to be displayed at the United States Capitol in Washington, D.C. This exhibit is by invitation only, and will be the work of California Women in Professional Photography.

Phillip Ruggles, Graphic Communications, has recently had two articles reprinted in The Bulletin of Printing House Craftsmen. The articles originally appeared in Ruggles’ monthly “Estimating Clinic” column in Printing Impressions Magazine.
THE GERMAN MARSHALL FUND. The German Marshall Fund has announced a new program of short-term transatlantic travel grants. The aim is to foster an intensified exchange of ideas between European and American research scholars on the one hand, and public officials and professional on the other. Awards will be given chiefly to enable professionals and public officials to participate in conferences organized by universities and research institutes, and to enable scholars to participate in meetings and conferences sponsored by governmental and professional organizations. Participation may range from presenting a paper to being a discussant at a round table.

Fields of interest include: urban affairs; labor-management relations; employment policy, work environment; social and economic policies affecting families; immigration and migrant labor issues; criminal justice administration and reform; environment, land-use, and growth management; and international economic, resource, and trade issues.

Applications may be submitted any time before June; they will be acted upon within a month of receipt. Maximum award is $1,500.

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DEPARTMENT OF ENERGY - INNOVATIVE CONCEPTS SOUGHT FOR SOLAR CELLS. DOE has begun a research program to find new methods of converting the sun's energy into electricity using photovoltaic, or "solar" cells. The program, termed the Innovative Concepts Program, will be coordinated by the Department's Solar Energy Research Institute in Golden, Colorado. To participate in the program, researchers are being asked to submit "letters of interest" to SERI by FEBRUARY 15, 1979.

Present plans call for similar solicitations twice yearly. With a major goal of developing low-cost photovoltaics, the research and development areas include new high risk photovoltaic conversion concepts; cell structures and geometries; materials; junction formation techniques; fabrication processes; and material deposition methods.

The primary targets of the program include universities, small businesses and private inventors, many of whom often find it difficult to obtain funding for their high-risk ideas. Initial contracts are expected to be for one year. Those projects that demonstrate sufficient potential will be considered for renewal or incorporation into previously established activities in DOE's photovoltaic program.

Requests for further information and the solicitation document should be submitted in writing to: Solar Energy Research Institute, Attn: Roger Ganger, Contracts Branch, 1536 Cole Boulevard, Golden, Colorado, 80401.

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DEPARTMENT OF ENERGY - HIGH TEMPERATURE SOLAR RESEARCH PROGRAM. The Solar Thermal Test Facilities Users Association has announced a solar research program for investigations using high-temperature (500-4000°F) solar facilities in Albuquerque, Atlanta, White Sands, and Odeillo, France. These facilities have unique capabilities for providing high temperatures, up to 4000 K, and high heat fluxes in a photon environment free of other electromagnetic radiation or other chemical contaminations. These types of facilities are being developed to use solar energy for commercial electric power generation, but may also permit substitution of high-temperature solar energy for fossil fuels in many other high-energy-consuming fuel or chemical...
processes. Proposals submitted under this announcement should therefore make use of high-temperature solar technology or for increasing knowledge of high-temperature phenomena. Examples of work that could be proposed are the following: (1) separation of metals or oxides from ores; (2) use of solar energy for production of H₂, CO, NO, ammonia, fertilizer, or other useful gaseous or liquid fuels or chemicals; (3) drying or other manufacturing processes requiring very high temperatures.

Postmark deadline is MARCH 17, 1979, with awards announced by July 20, 1979.

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The following programs of support in the physical and life sciences have no fixed deadlines; proposals may be submitted at any time.

ENVIRONMENTAL BIOLOGY RESEARCH GRANTS. The National Science Foundation supports research projects in environmental biology. Areas of interest include ecology, ecosystems study, and systematic biology. For further information, contact: Division of Environmental Biology, National Science Foundation, Washington, DC, 20550.

NATIONAL GEOGRAPHIC SOCIETY RESEARCH GRANTS. Provides grants-in-aid for basic research in the sciences pertinent to geography. Contact: Edwin W. Snider, Secretary, Committee for Research and Exploration, National Geographic Society, 17 and M Street, NW, Washington, DC, 20036.

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REPORTS OF INTEREST (available for review in the Research Development Office):

. NSF Activity Report to the Congress, Fourth Quarter, FY 1978
. Funding Opportunities at National Institute of Education

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NSF - EXTRAMURAL RESEARCH. The National Science Foundation has set a MARCH 1 deadline for research proposals on selected science and technology policy issues. Proposals will be considered in the following areas: (a) Socioeconomic Effects of Science and Technology; (b) Innovation Processes and Their Management; (c) Environment, Energy and Resources; and (d) Technology Assessment. Applicants are encouraged to submit letters of interest and preliminary proposals before developing a formal proposal.

Objectives of the program include: (a) developing an improved science and technology knowledge base for public policy analysis; (b) synthesizing the available knowledge and data relevant to specific policy issues; (c) conducting policy analyses and assessing alternative science and technology policy options; (d) enhancing the Nation's science policy research and analysis capability; and (e) disseminating the information and knowledge acquired and assimilated.

Formal proposals will be evaluated according to the following criteria:

. Relevance and significance of the proposed research for science and technology policymaking;
. Quality of the proposed study design, including the extent to which the proposal reflects knowledge of related research, objectivity and balance of the approach, and adequacy of the research designs and methods for the problem area;
. Adequacy of the project management plan;
. Qualifications of the project staff, especially training or experience in related areas of research.
Students or faculty members may submit nominations for Distinguished Teaching Awards. The person you nominate must be a member of the teaching faculty during the 1978-1979 academic year. After you have written a supporting statement on the back page of this ballot, deposit it in one of the boxes at the information counter of the University Union, the Mustang Daily office in Graphic Arts 226, or in the Dexter Library. Nominations close on February 23, 1979.

I nominate _____________________________

to receive the Distinguished Teaching Award for the 1978-1979 academic year at Cal Poly.

______________________________
Nominator

Nominations must be accompanied by supporting evidence. Please use the blank back page of this form for a statement in support of your nominee. Attach additional sheets, if necessary.

The committee, which will select three teachers to receive the awards, is named by the Academic Senate and makes its recommendations directly to the President of the University.

In considering the qualities that mark a distinguished teacher, the committee uses criteria such as:

- Evident student improvement in critical and analytical ability.
- Student ability to apply learning to relevant problems.
- High degree of personal interaction between students and instructor.
- Depth and breadth of instructor competency.
- High personal standards of professional integrity.
- Subject matter consistently accurate and fundamental.
- Lectures interesting and well-organized.
- Impact of own knowledge and experience in teaching.
- Teaching procedures contribute to student enthusiasm and high performance level.