SENATE GROUP HEARS PRESIDENT'S REPORT ON BUDGET IMPACT

State senators heard about the impact of Governor Ronald Reagan's budget on Cal Poly, on Monday (April 12) from the president of the college. Senator Donald L. Grunsky (R-Watsonville), chairman of a subcommittee of the Senate Finance Committee, invited President Robert E. Kennedy to give his views of the effect the state college support budget will have on Cal Poly's instructional programs. Dr. Kennedy met with the subcommittee in Sacramento.

Dr. Kennedy predicted the effect the governor's budget of $315,900,000 would have on Cal Poly's unique educational programs, compared to the budget request of the Board of Trustees of the California State Colleges, which was for $369,300,000.

The major concerns the president shared with the senators included the need for a faculty salary increase, the impact of position cutbacks, and special program needs. He said the governor's budget will result in the loss of 62.1 faculty positions at Cal Poly, due to a reduction in the college's staffing formula. He also told them of the need for funds which would have provided equipment for several of Cal Poly's special programs.

Dr. Kennedy also placed special emphasis on the needs of students in the Educational Opportunity Program and hardships faced by foreign students presently enrolled in the college, and threatened with tuition increases.

Dr. Kennedy gave the senators evidence of the achievements of EOP students at Cal Poly and told them of difficulties faced by foreign students who were previously admitted to Cal Poly and have been able to attend the college on the basis of budgets that were adequate before foreign student tuition was raised.

The lack of job opportunities or scholarship assistance for foreign students makes their plight particularly acute, he noted. Without tuition waivers or other state assistance, many of them will be unable to complete their education at Cal Poly, he added.

VARIED PROGRAM PLANNED FOR FRIDAY EVENING CONCERT

Music ranging from traditional folk songs to contemporary sound stylings will provide the program for the 1971 Home Concert to be held Friday (April 16) evening. The program, which will take place in the Men's Gymnasium starting at 8 p.m., will feature three ensembles with 175 members, including the Men's Glee Club, the Women's Glee Club, and the Collegians stage and dance band.

An annual highlight of the campus music season at Cal Poly, the concert will also feature three smaller vocal ensembles composed of members of the two glee clubs. They are the Women's Sextet, and Collegiate Quartet, and the Majors and Minors.

(Continued on Page 2)
CHAMBERS BROTHERS SLATE APRIL 21 CONCERT AT CAL POLY

The popular, five-man rock-soul group, The Chambers Brothers, will perform in concert next Wednesday (April 21) at Cal Poly. The Chambers Brothers, who have been performing together for six years, vary their musical selections to place their musical expertise high in practically all musical categories.

Comprised of four brothers, George, Willie, Lester, and Joseph Chambers, plus Brian Keenan, a drummer from Yorkshire, England, The Chambers Brothers quintet started out in the entertainment world by bringing gospel music to night clubs and coffee houses in Mississippi.

They have recorded three albums to date, the most highly acclaimed being The Time Has Come, whose title song brought the brothers their first break in the contemporary music world. Their two-most recent albums, A New Time -- A New Day and New Generation, both released by Columbia Records, have each explored the total music scene with every conceivable type of sound.

The April 21 concert, being presented jointly by the student council of the School of Agriculture and Natural Resources and the Assemblies Committee of the Associated Students, Inc., will be held in the Men's Gymnasium at 8 p.m.

Tickets for the performance are priced at $2 each. They will be available only to students, faculty and staff of Cal Poly and Cuesta and Hancock Colleges. Advance sale will be at the Information Center of the new Julian A. McPhee College Union.

VARIED PROGRAM PLANNED . . . (Continued from Page 1)

The Sweetheart Tree, a Henry Mancini composition, will provide a pleasing contrast to Moller's The Happy Wanderer among numbers programmed for the concert by the 80-member Men's Glee Club. Other songs in the male ensemble's repertoire include the Appalachian folk song, Go Way from My Window; Turtle Dove, an English folk song, several ballads and spiritual numbers, and two traditional Cal Poly songs.

The Collegians, popular emulators of the Glenn Miller big band sound, have a program list of current and classical dance tunes that includes Scarborough Fair by Simon and Garfunkel, Does Anybody Really Know What Time It Is?, Sunny, South California Purple, and Sophisticated Swing.

Programmed by the 80 coeds whose vocal talents combine to form the Women's Glee Club are the traditionally-popular Danny Boy; May Night; Chinese Mother Goose Rhymes; Confitemini, a Latin religious tune; and Poly Memories. The latter has become an annual highlight of Home Concert programs.

All of the groups on the program for Friday evening's concert at Cal Poly are directed by Harold P. Davidson and Graydon Williams. Davidson, who is head of the Music Department, is director of all five vocal ensembles and Williams, who joined the Music Department faculty last fall, directs the Collegians.

Tickets for the 1971 Home Concert are priced at 75 cents each for students and children and $1.25 for all others. They are being sold in advance at the Julian A. McPhee College Union on campus, at Brown's Music Store and Premiere Music Company in San Luis Obispo, and by members of the performing groups. Tickets for the event will also be on sale prior to curtain time on Friday evening at the Men's Gymnasium box offices.
PUBLIC PRINTER OF U. S. WILL BE KEYNOTER FOR CAMPUS SEMINAR

The 15th successor to a post which 110 years ago required "a practical printer, versed in the art of bookbinding" will deliver the keynote address at a breakfast meeting on Friday (April 16) to open the formal presentation of a three-day printing and publishing seminar to be held at Cal Poly.

Adolphus Nichols (Nick) Spence II, as public printer of the United States, heads one of the world's largest and best-equipped printing plants which last year topped the $200 million level in total dollar volume.

Automation '71 is being sponsored by the Graphic Communications Department and the International Association of Printing House Craftsmen, a professional organization made up of 125 chartered clubs involving nearly 18,000 members throughout the nation.

Spence assumed his duties as public printer on April 1, 1970, following the resignation of James L. Harrison. He presently is in charge of two Linotron Electronic Composition Systems, two IBM 360-50 and one IBM 360-40 electronic computers, 350 composing machines (which annually produce some 3.3 billion measurable ems, or 100 million lines), about 40 letterpress and lithographic presses, and 61 flatbed letterpress presses.

The plant also annually produces 7,000 tons of type for printing and uses 200 million pounds of paper, 225 million envelopes and four million cartons. In addition, some 90,000 orders for commercial printing worth over $100 million are purchased from outside sources each year.

Some 250 plant managers, executives, supervisors, and craftsmen are expected to attend the Automation '71, which will open on Thursday (April 15) and conclude on Saturday (April 17). Planned during the seminar are panel programs, addresses by speakers from industry, and discussions of computer applications. Also scheduled are presentations by companies that have successfully automated their plants and social events designed to encourage information exchange.

POTTERY SHOW WILL OPEN ON SUNDAY

Pottery designed by artists from throughout the nation will be on display on campus from Sunday (April 18) through May 2. The display will be incorporated into Pottery One in the study lounge of the Julian A. McPhee College Union. It will be open to the public from 10 a.m. to 12 noon, 1 to 3 p.m. and 7 to 9 p.m. on weekdays and from 1 to 4 p.m. on Saturdays and Sundays. Admission will be free. The displays are being prejudged by Michael Arntz of the University of California at Santa Barbara. The competition and display is being sponsored by the Pottery Club at Cal Poly.

DRIVER TRAINING SESSIONS SCHEDULED TODAY AND TOMORROW

Defensive driver training sessions are scheduled for today and tomorrow (Tuesday and Wednesday, April 13-14) from 3 to 6 p.m. in the Engineering Auditorium. Faculty, staff, or students cannot drive state vehicles without having successfully completed the defensive driver training program. This week's sessions will be the only ones offered during the Spring Quarter. Interested persons may attend either of the two sessions. The sessions were incorrectly listed for last week in the April 6 edition of Cal Poly Report.
PESTICIDE LEVELS WILL BE TOPIC FOR VISITING CHEMIST

Measurements of pesticide levels will be the topic when J. E. Barney II of the Stauffer Chemical Company addresses a campus audience on Thursday (April 15) evening. The program, to which the public is invited, is scheduled for 8 p.m., in Sci-E-27. Admission will be free.

The visiting chemist is expected to discuss his studies of the levels of pesticides in the atmosphere as measured at nine different locations in the United States.

Being sponsored by the Chemistry Department and the campus chapter of the American Chemical Society, Dr. Barney's stay in San Luis Obispo is part of the American Chemical Society's national Visiting Scientist Program. His address will be part of a two-day visit at Cal Poly, during which he is also scheduled to meet with members of the college student body and faculty.

Planned are an informal discussion for faculty and students of the Chemistry Department and an open seminar on industrial research to which the entire faculty and student body of the college are invited. Chemistry students and faculty of nearby high schools and colleges are also invited to the daytime discussions.

MEXICAN STUDENTS PROGRAM DANCE ROUTINES FOR POLY ROYAL

Eight dance routines typical of native customs and traditions of Mexico will be presented by Movimiento Estudiantil Chicano De Aztlan (MECHA) during the 1971 Poly Royal next Friday and Saturday (April 23 and 24).

The 90-minute performance will be undertaken by MECHA Teatro, a nine-couple dance group which performed in the International Show held on campus in January. Pedro Salazar of Hanford is in charge of the MECHA dance program.

Poly Royal, the annual open house at Cal Poly, last year attracted more than 60,000 visitors. It is highlighted by intercollegiate rodeos, horse shows, dances, a student carnival, barbecue, and exhibits in the 46 instructional departments of the college.

PROGRAM ON ECOLOGY PLANNED FOR WOMEN'S CLUB GENERAL MEETING

A campus student organization called Ecology in Action will present a panel discussion on local ecological considerations during the general membership meeting of the Cal Poly Women's Club being planned for this (Tuesday, April 13) evening at 8 p.m. in the Staff Dining Room. A question and answer period will follow the discussion. During the business portion of the meeting, Mrs. Vol Folsom, chairman of the club's Nominating Committee, will present a slate of officer candidates to be voted on. Three new members for the club's board will also be elected from the floor.

LOOK AT FUTURE OF AGRICULTURE PLANNED BY SIGMA XI CLUB

The Cal Poly Sigma Xi Club will hold its regular meeting next Tuesday (April 20) at 7:30 p.m. in Sci-D-5. Guest speaker will be John W. West (Associate Dean of Agriculture and Natural Resources). His topic will be "Agriculture in the 21st Century." Faculty, staff, and members of the student body are invited to attend.
COMING EVENTS

Driver Training -- Tuesday and Wednesday, April 13-14, 3 to 6 p.m., Engineering Auditorium. Training sessions for those who expect to operate state-owned vehicles; attendance at one of the two sessions required. Faculty, staff, and students invited.

Cal Poly Women's Club General Membership Meeting -- Tuesday, April 13, 8 p.m., Staff Dining Room. Program on local ecological considerations and election of officers for 1971-72. Members invited.

CSEA Luncheon Meeting -- Wednesday, April 13, 12 noon, Staff Dining Room. Discussion of Guatemala by J. Philip Bromley, who returned during regular monthly meeting of Cal Poly Chapter 97 of the California State Employees Association. Faculty and Staff invited.

Water Control Seminar -- Wednesday and Thursday, April 14-15, 1 to 4 p.m., Men's Physical Education Building Room 122. Seminar on chemical control of industrial water for representatives of industries and governmental agencies in Central Coast Area; hosted by the Plant Operations Department. By registration in advance.

Automation '71 -- Thursday through Saturday, April 15-17, all day, Graphic Arts Building. Seminar on the impact of automated systems on the printing and publishing industries; sponsored by the International Association of Printing House Craftsmen and the Cal Poly Graphic Communications Department. By registration in advance.

Cal Poly Staff Club Luncheon Meeting -- Thursday, April 15, 12 noon, Staff Dining Room. Program of Poetry readings by Ahmos Bolton. Faculty and staff invited.

Cal Poly Women's Club Foreign Students Section Meeting -- Thursday, April 15, 8 p.m., 527 Patricia Dr., San Luis Obispo. Meeting with wives of foreign students for a program of travel slides by section members and students' wives in the home of Mrs. Arthur Duarte. Members invited.

Architecture Lecture -- Thursday, April 15, 8 p.m., Engineering Auditorium. Lecture on cultural anthropology by Arthur Niehoff of the California State College at Los Angeles faculty; sponsored by the Cal Poly School of Architecture and Environmental Design. Public invited.

Chemical Society Lecture -- Thursday, April 15, 8 p.m., Science Building Room E-27. Lecture titled 'Measurement of Ambient Levels of Pesticides' by American Chemical Society Visiting Lecturer J. E. Barney; sponsored by Cal Poly's Chemistry Department and student chapter of the American Chemical Society. Public invited.

Varsity Baseball -- Friday, April 16, 2:30 p.m., Baseball Diamond near Poly Grove. Cal Poly vs. California State College at Fullerton. Public invited.

Transcendental Meditation -- Friday, April 16, 7:30 p.m., Julian A. McPhee College Union Room 220. Lecture on transcendental meditation by Walter Koch; sponsored by the Students International Meditation Society organization of Cal Poly. Public invited.

Home Concert -- Friday, April 16, 8 p.m., Men's Gymnasium. Annual Home Concert featuring the Cal Poly Men's and Women's Glee Clubs and Collegians stage and dance band; sponsored by the Cal Poly Music Department and Associated Students, Inc. General admission tickets - students, 75 cents; all others $1.25.

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COMING EVENTS . . . (Continued from Page 5)

Varsity Baseball -- Saturday, April 17, 12 noon, Baseball Diamond located near Poly Grove. Cal Poly vs. California State College at Fullerton, doubleheader. Public invited.

Alpha Zeta -- Saturday, April 17, 6:30 p.m., Julian A. McPhee College Union Building. Annual banquet meeting of the Cal Poly chapter of Alpha Zeta National honorary and service society for agriculture students. By reservation.

Pottery I -- Sunday, April 18, through Sunday, May 2, 10 a.m. to 12 noon, 1 to 3 p.m., and 7 to 9 p.m., weekdays, and 1 to 4 p.m., Saturdays and Sundays, Julian A. McPhee College Union. Show of pottery entered by artists from throughout the nation; sponsored by the Cal Poly Pottery Club. Public invited.

Varsity Baseball -- Monday, April 19, 2:30 p.m., Baseball Diamond located near Poly Grove. Cal Poly vs. California State Polytechnic College at Pomona. Public invited.

Cal Poly Women's Club Bridge Sections Meeting -- Monday, April 19, 8 p.m., Dexter Library Building Room 129. Regular meeting of the sections with play for both experienced and beginning players. Members invited.

Cal Poly Women's Club Walking Section Meeting -- Tuesday, April 20, 9 a.m., Veterans Memorial Building, San Luis Obispo. Meeting for the section for walk in the San Luis Dr. (Escuela Alta) area of San Luis Obispo. Members invited.

Varsity Baseball -- Tuesday, April 20, 12 noon, Baseball Diamond located near Poly Grove. Cal Poly vs. California State Polytechnic College at Pomona, doubleheader. Public invited.


Cal Poly Sigma Xi Club Meeting -- Tuesday, April 20, 7:30 p.m., Science Building Room D-5. Talk on "Agriculture in the 21st Century" by John W. West during regular meeting of the club. Faculty, staff, and students invited.

Cal Poly Women's Club Home and Garden Section Meeting -- Wednesday, April 21, 6:30 p.m., 1727 Corralitos, San Luis Obispo. "Husband's Night" meeting with potluck supper and entertainment by Mrs. Allan Johnson in the home of Mrs. George Clucas. Members and their husbands invited.

Rock Concert -- Wednesday, April 21, 8 p.m., Men's Gymnasium. Concert by the Chambers Brothers, a five-man rock-soul group; jointly sponsored by the student council of the School of Agriculture and Natural Resources and the Associated Students, Inc., Assemblies Committee. General admission tickets - college students, faculty, and staff, $2; no public sale.

Cal Poly Women's Club Books and Music Section Meeting -- Thursday, April 22, 9:45 a.m., Little Chef Restaurant, Monterey St., San Luis Obispo. Program of original poetry readings and talk on new publications of the Solo Press by Mrs. Martin Luschei. Members invited.

Poly Royal -- Friday and Saturday, April 23-24, all day, campus. Annual Poly Royal open house featuring educational exhibits and demonstrations, concerts, dances, livestock shows, rodeos, and other events; sponsored by the Poly Royal Board of the Associated Students, Inc. Public invited.
CSC PRESIDENTS, ACADEMIC SENATE ISSUE JOINT BUDGET STATEMENT

In an unprecedented meeting, the presidents of the California State Colleges and the Academic Senate of the California State Colleges, alarmed by the fiscal crisis facing the colleges, adopted the following statement:

"The California State Colleges have operated on an increasingly restricted budget in recent years. As a result, the maintenance of educational quality has already become a very serious problem. Yet we are now being asked to absorb a budget cut which drastically curtails our already restricted programs. In the opinion of both the faculty and the presidents, even minimal educational quality is jeopardized by the budget currently before the State Legislature.

"The Trustees of the California State Colleges submitted a minimal budget of $369 million. The governor's proposed budget reduces the level of the trustee approved budget by $53 million. The California State College system will be required to take more than 25,000 additional students over this year's enrollment, with 250 fewer faculty positions than this year. As a consequence, not only will the average class size increase, but thousands of classes will have to be dropped.

"Equally serious, faculty and support staff members are being asked to absorb the continuing price rises in the economy without a cost of living increment. Faculty members were the only group of state employees who did not receive a cost of living increase last year. Since the level of state college faculty salaries and fringe benefits is already 19 per cent behind comparable institutions, failure to grant a salary increase will impair further the ability of the California State College system to maintain a competitive position with other systems of higher education.

Educational Opportunity Program

"In recent years the California State Colleges have been increasingly concerned with the pressing need to provide special educational opportunities for minority students. Two years ago special limited state funds were appropriated by the California legislature, which partially met the needs for an Educational Opportunity Program (EOP), in the college system. The proposed budget for 1971-72 drastically cuts the funds for this EOP. The trustees have recommended $4.2 million to support a modestly expanded EOP next year. The budget contains only $1.6 million for this purpose.

"If this drastic cut is implemented, the number of EOP students will be reduced; there will be no state EOP support for second and third year students; and the average state support for first year EOP students will be reduced from $400 to $100. Four state colleges will lose staff members to run their Educational Opportunities Programs. The state may lose much of what already has been invested in EOP since many EOP students who have started their academic degree program almost certainly will not be able to continue.

"To accommodate an annual increase of approximately 10 per cent more students, there is need for more buildings. The trustees submitted the 1971-72 building needs to the governor. These needs totalled $156 million. The governor's budget requests only 7.8 million dollars for capital outlay for the California State Colleges for fiscal 1971-72. Those funds will only provide necessary equipment to make usable buildings now under construction. The system cannot continue to take additional students in the future if additional buildings and equipment are not provided.

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VACANT SUPPORT STAFF POSITIONS LISTED BY PERSONNEL OFFICE

Two vacant positions on the college support staff have been announced by S. Milton Piuma (Staff Personnel Officer). Description of the positions, which may be filled by promotion or transfer of Cal Poly staff only, is posted on the bulletin board located in the Personnel Office, Adm-111, 546-2236. Guidelines for filling the positions are also posted in the Personnel Office. The positions are:

Equipment Technician I ($710-$863), Electronic Engineering Department, School of Engineering and Technology. Duties and responsibilities include trouble shooting and repair of electronic systems, test equipment, and electrical machines; fabrication of prototype systems for use in laboratory instruction; and calibration of test equipment. Will work under direction of a senior technician in servicing of electronic equipment for Electronic Engineering Department as well as other engineering departments. Minimum of three years' experience in trouble shooting and repair of electronic test equipment, electronic systems, electrical power apparatus, and electronic mechanical devices required. Good knowledge of vacuum tube and transistor circuitry required. Experience in operation of metal working tools is desirable.

Departmental Secretary II-B ($562-$683), Crops Science Department, School of Agriculture and Natural Resources. Duties include serving 12 instructors in department by typing their examinations, notes, and correspondence; interviewing, hiring, training, and supervising student assistants; dictation and transcription; compiling information and typing "Report on Farm Land;" composing, editing, filing and distributing correspondence; organizing and maintaining files and accurate records on senior projects and department expenditure and travel expense accounts and supply inventories; acting as receptionist and providing answers or referrals to continual inquiries from students, the public, and administration regarding department curriculum and administrative policies. Applicants must be high school graduates, have two years experience at the Clerical Assistant II level, type 45 wpm, and take shorthand at 100 wpm.

C S C PRESIDENTS, ACADEMIC SENATE STATEMENT... (Continued from Page 7)

"For years the State of California was recognized throughout the nation for its outstanding leadership in the field of higher education. Today that position has been seriously eroded. Proposed further reductions in financial support will insure permanent second-class status. More students, larger classes, fewer professors, and a curtailment of programs in our view can only lead to a significant lowering of the quality of the higher education which will be available to the young men and women of California in the years immediately ahead.

"We do not believe this is what the people of this state, who have so long taken such great pride in our colleges and university, now desire. We ask their help in reversing this potentially disastrous trend."

GIFT SUGGESTIONS BEING SOUGHT BY CLASS OF 1971

The Class of 1971 is seeking suggestions for its gift to the college from members of the faculty and staff, according to a statement issued last week by Frank Espriella, who is gift chairman for the Senior Week Activities Committee. Those wishing to express suggestions are invited to send them via campus mail to Espriella, c/o Box 40, Julian A. McPhee College Union.
Robert J. Rodin (Biological Sciences Department) was guest lecturer for a meeting sponsored by the Pacific Grove Museum of Natural History Association in Pacific Grove on March 18. Titled "India and Its People in the Eyes of a Botanist," the illustrated talk discussed India's culture and science. Dr. Rodin, who recently learned of his appointment as a visiting professor for the 1971 summer term at Oregon State University, traveled in India while on leave during 1966-67.

Max E. Riedlsperger (History Department) has been notified by the Board of Directors of the American Council of Learned Societies that he has been awarded a grant by the joint Committee on Slavic and East European Studies of ACLS and the Social Science Research Council for use in study of an East European language. Dr. Riedlsperger expects to use the grant to begin study of Czechoslovakian at Indiana University this summer.

Larry R. Voss (Director of Personnel Relations) and S. Milton Piuma (Staff Personnel Officer) attended the Western Regional Conference of the College and University Personnel Association which took place recently in Monterey. Theme of the two-day meeting was "Improving Communications Between Personnel and Top Management." The program included sessions on manpower planning and computerized information systems.

Richard C. Carlston (Welding and Metallurgical Engineering Department) chaired a session on corrosion as related to welding at the Corrosion Research Conference sponsored by the National Association of Corrosion Engineers last month in Chicago. Dr. Carlston also assisted in presentation of a paper titled "Potentiostatic Studies of Brass in Sea Water and Related Electrolytes" during the conference.

Walter E. Elliott (Physics Department) delivered a paper titled "The Perception of Physics and Mathematics by Cal Poly Students" at the winter meeting of the American Association of Physic Teachers' Southern California Section, which took place last month in Mission Viejo. He presented some preliminary findings gleaned from a survey of 1,100 students currently enrolled in general physics courses at Cal Poly. Included in the survey were student responses to a 100-item questionnaire designed by Elliott and John J. Lowry (Mathematics Department).

John E. Harrigan (School of Architecture and Environmental Design and Psychology Department) has been awarded a certificate of appreciation from the American Society of Quality Control. The certificate refers to a paper presented by Dr. Harrigan at the eighth Quality Control Seminar held at Santa Maria on March 27. Title of the paper was "Man, His Needs and Their Fulfillment, A Question of Quality."

Victor R. Buccola (Men's Physical Education Department) is conducting a physical fitness survey of 100 senior citizens in Tucson, Ariz., as part of his doctor's degree studies at University of Arizona. Being studied by Buccola, who is on leave from his campus teaching assignment, are retired persons ranging up to 79 years in age. Only data on those who are over 57 years old are being used in the study.

George R. Mach (Mathematics Department) and Larry Bass, student president of the campus chapter of Kappa Mu Epsilon, national mathematics honor society, attended the 18th biennial convention of KMU at Indiana State University of Pennsylvania on April 1-3. Dr. Mach was re-elected to a second two-year term as national president of Kappa Mu Epsilon.

(Continued on Page 10)
WHO . . . WHAT . . . WHEN . . . (Continued from Page 9)

Eli S. Jenkins (English Department) presented an illustrated program on the ecology of man and nature for several geography classes at California State College at Fullerton on April 2. Dr. Jenkins' presentation consisted primarily of slides of Western U. S. and Alaskan landscapes synchronized with music and narration. Plans for showing some of the slides as an English Department presentation during Poly Royal are currently being made.

Richard E. Miller (Counseling and Testing Center) and Michael Worth (AID Program Coordinator) were among 48 delegates from colleges and universities throughout the U. S. who participated in the recent Agency for International Development-National Association for Foreign Student Affairs conference which took place last month in Washington, D.C. They were representatives of the California State Colleges to the conference which also included 50 representatives from the federal government.

Lawrence H. Balthaser and Ralph S. Vrana (both Physics Department) attended the annual meeting of the Geological Society of America's Cordilleran Section, which took place at University of California at Riverside on March 24-28. Highlight of the meeting was a symposium on the recent San Fernando Valley earthquake and a field trip to the area most effected by the quake.

Walter P. Schroeder (Head of the Education Department) served on the Western Association of Schools and Colleges reaccreditation team which visited and studied the programs and facilities of Moreno Valley High School in Sunnymead on March 19.

Robert L. Hoover and Donald F. Caetano (both Social Sciences Department) have been notified of completion of all requirements for their Doctor of Philosophy Degrees. Dr. Hoover, who received his PhD from the University of California at Berkeley, wrote his thesis on the prehistory of the Santa Barbara Channel. Dr. Caetano, who received his PhD in sociology from the University of California at Berkeley, wrote his thesis on mental health studies.

BROMLEY WILL BE SPEAKER FOR C S E A LUNCHEON GATHERING

J. Philip Bromley, who returned to his campus teaching duties last month after having been a member of the Cal Poly/AID contract team in Guatemala, will discuss that Latin American nation at the luncheon meeting of Cal Poly Chapter 97 of the California State Employees Association at 12 noon tomorrow (Wednesday, April 14) in the Staff Dining Room.

REQUISITION DEADLINES LISTED BY PURCHASING OFFICE

Requisitions for expenditures against 1970-71 funds must reach the college Purchasing Office, Adm-117, by Thursday (April 15) if they are in the amount of $500 or more, or June 15, if they are for less than $500, according to a statement issued this week by the Purchasing Office. Requisitions against current year funds will not be processed after June 15.

Typewritten copy intended for the next issue of Cal Poly Report must be received prior to 12 noon Friday, April 16, in the Office of Information Services, Administration-210.
CAL POLY STUDENTS PLACE WELL IN NATIONAL COMPETITION

The Mathematics Department has been notified that a team of Cal Poly students placed 58th in the 31st annual William Lowell Putnam Mathematical Competition. More than 1400 students from 298 institutions participated in the contest. Two hundred and thirty teams qualified for ranking with University of Chicago placing first.

The Putnam Competition is administered by The Mathematical Association of America and is open to all undergraduates in the United States and Canada. Contestants are assumed to be familiar with undergraduate mathematics through differential equations but are expected to have far more sophistication than required in normal coursework.

Members of the Cal Poly team were Leon Elstran, Jerry Chung, and Carl Weiss. Elstran and Weiss are both mathematics majors and Chung is a physics major. Faculty sponsors were George M. Lewis, Gerald P. Farrell, and James E. Delany.

FIVE MEMBERS OF FACULTY CHOSEN FOR OVERSEAS TRAVEL GRANTS

Five members of the Cal Poly faculty have been notified of their selection to receive funds for overseas travel under provisions of Administrative Bulletin 69-3, Special Overseas Travel Grants for Faculty of the College.

They are Roderick W. Carruthers (Head of the Graphic Communications Department), Harry C. Finch (Biological Sciences Department), Thomas V. Johnston (School of Architecture and Environmental Design), James M. McGrath (Head of the Engineering Technology Department), and Barton C. Olsen (History Department).

Monies for the grants are from a fund made available through overhead accumulated from the college's overseas educational projects. They must be used for travel that will result in improved instruction or other direct benefit to the college and contribute to the professional growth of the recipient.

POLY ROYAL CLASS GUIDELINES NOTED

Dale W. Andrews (Academic Vice President) has noted that guidelines relative to Poly Royal, which have been in effect for a number of years, will apply this year. They provide that "Classes scheduled during the Poly Royal period (from 12 noon, Thursday, April 22, through Saturday, April 24) may be deferred. Although classes will not be held, all students and staff are expected to participate fully in preparation of and participation in the Poly Royal exhibits and events. These days are not considered academic holidays."

"CHANCELLORS COMMENTS" BEING DISTRIBUTED TO FACULTY, STAFF

Copies of the March, 1971, issue of The Chancellor Comments by Chancellor Glenn S. Dumke of the California State Colleges arrived on campus last week. They are being distributed to members of the college faculty and staff as an attachment to this edition of Cal Poly Report.

Typewritten copy intended for the next issue of Cal Poly Report must be received prior to 12 noon Friday, April 16, in the Office of Information Services, Administration-210.
BOOK ON OREGON POLITICS WRITTEN BY FACULTY MEMBER

A Cal Poly teacher who believes that national history is an over-written subject is the author of a new book on Oregon politics. Robert E. Burton (History Department) authored Democrats of Oregon: The Pattern of Minority Politics, 1900-1956 to illustrate that the activities of Oregon politicians and strategists, uncovered through investigation of original source material rather than popular literature, have at times reflected the posture of national political feeling.

"National history is an over-written subject because most historians never get down to the specific states which combine to make up that national history," Dr. Burton said. "Yet the activities of presidents and kings are only one part of the entire historical process." As a result, he thinks that the field of regional politics is wide open for developing a literature, and the manuscripts which form the core of original resources are in existence and are available.

Dr. Burton, who has been at Cal Poly since mid-1968, presently teaches courses in U.S. history, American historiography (study of writing history), and East Asian history. The author of papers presented before the Pacific Coast Branch of the American Historical Association, the Pacific Northwest History Conference, and the Western Historical Association, he is a graduate of San Diego State College and University of Oregon, where he completed his master's and doctor's degree.

Democrats of Oregon, the first book ever written on the Oregon Democratic Party, was an outgrowth of the dissertation written by Dr. Burton for his doctor's degree. It is being published by the University of Oregon Press and has been available since early this year. The principal source of material for his book on Oregon politics included some 28 manuscript collections provided by the University of Oregon and the Historical Society of Oregon.

INFORMATION ON ADMINISTRATIVE POSITIONS AT OTHER COLLEGES AVAILABLE

Detailed information on the administrative positions at the colleges and universities listed below is available in the campus Placement and Financial Aids Office, Adm-213, 546-2501:

California State Polytechnic College, Kellogg-Voorhis, Pomona -- Dean of the School of Business Administration, $19,404 to $23,604 for a 12-month appointment, earned doctor's degree required.

University of Northern Colorado, Greeley -- President, salary and other qualifications not listed, application deadline is June 1, 1971.

Metropolitan State College, Denver -- President, salary and other qualifications not listed, application deadline is May 15, 1971.

PERSONNEL OFFICE WILL ADMINISTER SHORTHAND TESTS

The Personnel Office will administer the 80, 90, and 100 word per minute shorthand tests Saturday (April 17), at 10:00 a.m., in BA and E-133A. Interested persons should appear at that time for testing.
ETA KAPPA NU WILL INSTALL CAL POLY CHAPTER

A campus chapter of Eta Kappa Nu national honorary society for electrical engineering students will be formally installed during a banquet meeting scheduled for 7:30 p.m. this Tuesday (April 13) evening in the Julian A. McPhee College Union. Some 50 members of the faculty and student body of the Electrical Engineering and Electronic Engineering Departments will be initiated as members of the society during a ceremony that will precede the dinner.

Guest speaker at the banquet will be A. G. Fitzsimmons, who is district engineer in the San Jose area for Pacific Telephone and Telegraph Company. Also scheduled to participate in the ceremonies this evening are Carl Loerner, past president of EKN who will direct the installation; Ed Glover, a former member of the Cal Poly faculty who is Western Region director for EKN; and William Murray and William Bonser, both active members of the society in the Los Angeles area.

Arrangements for this evening’s activities have been made by John W. McCombs (Electronic Engineering Department), who is faculty advisor to the new chapter.

FACULTY AND STUDENTS INVITED TO JOIN IN BILINGUAL FIELD TRIP

Members of the college faculty and student body are being invited to join in a bilingual field trip being planned for Thursday (April 15) by students of Spanish courses of the Foreign Languages Department. Purpose of the trip is to hear a program of bilingual poetry as performed by Teatro de Camera under the direction of Eric Mason.

The performance is planned for 8 p.m. on Thursday in the Lecture Building at California State College at Bakersfield. Plans call for a chartered bus to depart from campus at 3:30 p.m. and return about 1 a.m. the next morning.

Cost of the trip, exclusive of meals, is $6. Participants are invited to bring their supper-in-a-sack or plan to go to a Basque restaurant for dinner. Reservations for seats on the bus may be made by telephoning 546-2636 or 544-1879 by tomorrow (Wednesday, April 14) evening.

CHANCELLOR DUMKE COMMENTS ON TAX WITHHOLDING PROPOSAL

Chancellor Glenn S. Dumke said today that an income tax withholding proposal appears to offer a viable alternative in providing needed capital outlay funds for the California State Colleges. The chancellor’s comment was in connection with a legislative bill (AB 184) by Assemblyman William T. Bagley of San Rafael, amended by the bill’s author this week to include higher education construction funds.

Under the amendment, $265 million in one-time revenue would become available for capital outlay for the state colleges and the University of California, and for coastline conservation.

"The amendment introduced by Assemblyman Bagley recognizes the gravity of problems confronting the California State Colleges in the area of physical facilities," Dr. Dumke said. "These problems are becoming intensified each year. Our utilization rate of buildings is the highest among colleges and universities throughout the country as determined in a Coordinating Council for Higher Education study.

(Continued on Page 14)
MUSTANG DIAMOND CLUB WILL HOST C C A A OPPONENT, THINCLADS SLATE FRESNO STATE

After recording the most impressive all-round performance of the current spring season last weekend, Cal Poly's varsity track and field and baseball teams will go their separate ways when they return to competition this weekend. The Mustang diamondmen will remain at home to host California State College at Fullerton in a three-game series on Friday (April 16) and Saturday (April 17), while the cindermen are journeying to meet Fresno State College in the Raisin City on Saturday.

Coach Augie Garrido's nationally-ranked varsity baseballers will take a 27-7-1 won-lost-tied record into the weekend series. The winners of all four games it played last week, they will need to win by at least a 2-1 margin this weekend to retain their place atop California Collegiate Athletic Association standings. The Mustang nine trounced San Diego State College 7-3 early in the week and then went on to win all three games from Chapman College of Orange last weekend by scores of 4-0, 2-1, and 1-0.

Starting time for Friday's single game will be 2:30 p.m. and Saturday's twinbill will begin at 12 noon. All three contests are scheduled for the Baseball Diamond located near Poly Grove.

Saturday's encounter with a strong Fresno State team may be one of the sternest tests of the season for Coach Steve Simmons' thinclads, who turned in their first team win of the spring in a meet on their home field last Saturday. They tallied 112-1/2 points to easily outdistance California State College at Los Angeles (76-1/2), California State Polytechnic College at Pomona (50), and University of California at Riverside (40).

New records for Cal Poly's new all-weather track were set by the Mustangs' Reynoldo Brown, who cleared the bar in the high jump at 7'0"; and Mohinder Gill, who leaped 51'-1" in the triple jump. Cal Poly's only double winner last weekend was Bobby Turner who won the 100-yard dash at 9.3 seconds and the 220-yard dash at 20.9. Both times were wind aided.

DUMKE COMMENTS . . . (Continued from Page 13)

"Unless funds are found to continue the development of the colleges, students will be deprived of classrooms, laboratories and libraries, and our faculties will not have the facilities they need to teach and counsel.

"The amendment by Assemblyman Bagley appears to be a viable alternative in providing capital outlay funds for higher education and for permitting the State Colleges to address this urgent problem."

Under Assemblyman Bagley's bill, as amended, approximately $530 million would be created by conversion to a state system of payroll withholding. One-half this amount would go into higher education capital outlay financing, and for acquisition of beaches and parks; the other half would be returned to the income taxpayer as "forgiveness" tax relief.

FEDERAL/STATE INCOME TAX REPORT FORMS AVAILABLE IN PERSONNEL OFFICE

Blank state and federal income tax report forms are available in the Personnel Office to those who desire them. They may be obtained by going to or telephoning the Personnel Office, Adm-111, 546-2236.
$300 PRIZE AWARDED TO ARCHITECTURE STUDENT

An architecture student from Tarzana has been awarded $300 for his design of an aluminum housing module that won the 11th annual Reynolds Aluminum Prize at Cal Poly. Palmer W. Hafdahl won the award, which is sponsored by the Reynolds Metals Company, for the "best original architectural design in which creative use of aluminum is an important contributing factor."

Hafdahl's design has been entered in competition with winning designs from other participating schools of architecture throughout the United States for the national Reynolds Aluminum Prize for architectural students. That prize provides a cash award of $5,000, to be divided equally between the winning student and his school. The national award, administered by the American Institute of Architects, will be presented during the AIA convention in Detroit on June 20-24.

TALK ON AIR POLLUTION MEASUREMENT SLATED BY PHYSICS DEPARTMENT

"Measurement Methods in Air Pollution" will be the subject of remarks to be made by Bert Townsend of the San Luis Obispo air pollution control agency during the Physics Colloquium scheduled for Thursday (April 15) at 11 a.m. in Sci-B-5. Students, faculty, and staff of the college are invited to attend the presentation which is part of a series of such programs sponsored by the Physics Department.

Typewritten copy intended for the next issue of Cal Poly Report must be received prior to 12 noon Friday, April 16, in the Office of Information Services, Administration-210.
April 13, 1971

This office has a list of institutes, short-term training programs, and special projects that are funded by the U.S. Office of Education in the Higher Education Personnel Training Programs, 1971-72. One training program at UCLA is for College Teachers in Recruitment, Counseling, and Development of Curriculum for American Indian Students. Another program at UCSB, in cooperation with the Colegio de Mexico (D.F.) is an Institute for the Development of Bilingual Instruction in Chicano Studies Programs. The University of Colorado has a National Training Program for Chicano Studies Personnel in Higher Education. All interested persons should write to the Director of the respective programs, not to the Office of Educations. The names and addresses are in the brochure in this office.

The U.S. House of Representatives will soon examine the appropriation Bill (H.R. 7016) for the Office of Education. This is a great step forward, for in years past, the Office of Education appropriations were part of a much larger appropriation bill for Health, Education, and Welfare. The Congress has been totally unconcerned that education at all levels begins each year about September, yet the Office of Education often has no appropriations until October or November.

The passage of this bill, even if amended, will make it much easier for schools of elementary, secondary, and higher education, to plan their budgets. The Bill includes $558 M for vocational and adult education, $89 M above the President's recommendation.

It is unfortunately not possible to discuss except at length the aspects of the budget for higher education. It is not encouraging. The program for undergraduate instructional equipment, for example, has been completely eliminated. A similar program at the National Science Foundation has also been eliminated.
TO THE PRESIDENTS, FACULTIES, ADMINISTRATIVE STAFFS, AND STUDENTS OF THE CALIFORNIA STATE COLLEGES:

The Chancellor’s Office has been deeply involved in a continuing effort to obtain funds for the full needs of The California State Colleges – as expressed in the 1971-72 Budget request approved by the Board of Trustees in October, 1970.

I reviewed the status of the budget with the Board of Trustees on March 24. Earlier in the month, I testified before the Assembly Ways and Means Subcommittee on faculty and support staff salary needs. These statements are reprinted below and describe, in part, the concerns and efforts of this office in seeking the fiscal support required for the maintenance of quality education within our system.

REPORT TO THE BOARD OF TRUSTEES, MARCH 24, 1971

Mr. Chairman, the Board of Trustees of The California State Colleges is devoted to the cause of quality education. Our goals are to provide the best in education for all those Californians whose interests and abilities lead them to enroll in our fine institutions. Therefore, I think it is necessary at this time for me to review the financial situation of The California State Colleges, and the present status of the budget. In October, this Board recommended a 1971-72 Support Budget for the system which, while recognizing the fiscal limitations of the State, provided the support the Board considered necessary to maintain the quality that the colleges have attained during the last decade, and to meet the anticipated enrollment growth. I cannot in the space of this report review all areas of the Governor’s Budget – but I would like to mention five items of particular concern:

Educational Quality,
Faculty and Support Staff Salaries,
Capital Outlay,
Educational Opportunity Programs (EOP), and
Fiscal Flexibility.

In the past four months, during the development of the Budget for presentation to the Legislature, the Chancellor’s Office has vigorously sought to obtain the funds requested in the Trustees’ Budget. We have stated that if the State Colleges are to take the number of students
assigned to us by the Department of Finance, and if we do not receive an amount approximating
the current level of support, there will be an inevitable effect on our academic programs, and we
will not be able to assure our current level of educational quality, although we will make every effort
to do so. We stressed that this was not simply a matter of requesting more dollars at a time when
dollars are scarce. We recognize the nature of the financial crisis in California. We hope that this
crisis is temporary. Our position was that if the dollars were clearly unavailable, we should be
permitted the flexibility to limit enrollment to the number of students we could effectively serve.
We pointed out that we are caught in an ever-tightening squeeze between quality and quantity.

The Governor's Budget for next year, which was submitted to the Legislature in early
February, falls short of the Trustees' request. It requires also that we enroll an additional 19,805
FTE students, a number equivalent to the enrollment of a large university. The proposed budget
shows 250.7 fewer faculty positions than this year, and 1,392.4 fewer faculty positions than are
needed to maintain our present level of instruction. This, in turn, will reduce the budgeted cost per
FTE student from the current $1,534 to $1,430 at a time of increasing costs. We will tighten our
belts. We also pledge ourselves during this critical period ahead to manage the State College system
so as to maximize the dollars that we are given to provide the best education that we can.

However, it is only fair to point out that the overall effect of the dollars provided, together
with increased enrollment, will be a significant reshaping of our instructional capability. Faculty
workloads will be increased – there will be fewer faculty to teach more students – and as a result,
faculty service to students will be reduced: there will be less time to work closely with students, to
exchange ideas with individual students; and this is a key element of quality instruction. Further,
with regard to effects on "quality," students will find more crowded classes, less freedom in setting
up their programs, and some students will not be able to get into the courses they desire because of
forced program curtailments.

One of our most serious problems is the need for an increase in salary and fringe benefits for
our academic and support staff. As you know, I appeared before The California State Assembly
Ways and Means Subcommittee on March 5 and stressed three major areas: (1) salary increases for
the academic salary group; (2) salary increases for the support staff; and (3) an improvement in
fringe benefits for all State College personnel.

With regard to salary increases for the academic salary group, I pointed out that this matter is
particularly critical to the State Colleges this year, in that this group was denied a salary increase
last year, even though all other State employees were granted a 5% cost of living salary increase, and
that this denial has been keenly felt throughout the State Colleges and has resulted in both a further
lag in the competition for able faculty members, and a serious decline in faculty morale.

I noted that of equal concern is the matter of providing equitable salaries for support staff of
The California State Colleges, and that this Board of Trustees recommended support for staff salary
increases and adjustments for 1971-72, plus funding for a night shift differential for designated
support staff classes.

For capital outlay, the Board of Trustees requested $156.9 million. The original Governor's
Budget contained no funds for capital outlay, but we have been advised – and we are very pleased
to know – that $7.8 million for essential equipment and utilities has been added. Of special
importance is the fact that the budget calls for reversion of funds previously appropriated in the
amount of over $11 million. Important projects, such as the Sacramento Library and the Long
Beach General Classroom Building for which working drawings have been completed and funds appropriated, will not proceed because of these reversions. It has been suggested that higher utilization of existing facilities will eliminate the need for additional capital outlay funds. I must point out, however, that The California State Colleges' utilization of instructional facilities is one of the highest in the nation, and certainly the best in the State. We have found, and will continue to find, ways of improving even this outstanding record (such as more extensive evening and Saturday usage and other programs), but high utilization is not the complete answer. What is sorely needed to meet the growing enrollment are non-classroom working facilities such as administration space, faculty offices and libraries, in order to provide for the entire instructional program, which is not limited to the classroom, but also includes advisement and independent study.

Another problem confronting us is our EOP programs. The funding in this area is particularly troublesome because it affects our ability to meet our commitment to the disadvantaged students we have been asked by the public to serve. The Governor's Budget includes $1.6 million of the Trustees' proposed $4.1 million, as compared to this year's appropriation of $3.3 million. This budget would reduce new student enrollment, would eliminate special staff support at four colleges and would reduce State grant funds for EOP students.

This year, early in the budgetary process, we pushed hard to have a total number of dollars allocated to the State Colleges – so that the Board of Trustees, the Chancellor's Office and the Presidents could operate with a greater degree of fiscal flexibility.

I have every hope that this needed flexibility will be granted, for in it I see the possibility of our being able to provide more economical instructional approaches — without sacrificing quality.

The Trustees have approved a responsible budget request, and a justified and appropriate salary and fringe benefit request, and I would like to repeat, we have tried not to be unreasonable in our request for dollars.

But if dollars are limited, as they are, we must face up to the fact that we will eventually have to limit our area of service in terms of the numbers of students we admit. We cannot continue much longer to do both — admit all those who apply and gradually thin out our resources — and still tell the young people of California that it is worth their while to invest several years of their lives in The California State Colleges.

Because I recognize that all over the nation — not only in California — there is such an increased demand on the public dollar, it is an absolute necessity for us who are providing public services to review what we are doing to see if there are not new and better ways of providing this service within what I predict will be continuing nationwide fiscal constraints. It was with this in mind that I presented my so-called "New Approach" for The California State Colleges.

This New Approach, copies of which you have all received, is not based solely or even fundamentally on fiscal problems, although it does answer many of them. It represents the outcome of many years of teaching and administrative experience on my part, and attempts to put into practice a philosophy of education which I think is defensible and appropriate. The fact that all over the nation we are now beset with financial shortages in public operations merely provides an opportune moment to present these ideas, because I am convinced that, if properly applied, they will enable us to educate many more people for proportionately fewer dollars than we have been able to do under present methods, and further, to achieve this at an acceptable level of academic quality.
The concepts I presented are two in number, and are basically simple. The first is that I believe education should be directed toward measurable mastery of fields of knowledge, rather than time-serving and classroom attendance. The second is that by widening the channels and multiplying the avenues of educational activity both on and off the campus, through such devices as degrees through extension, the increased use of educational technology, and the freeing of our classrooms from occupation by students who do not need classroom attendance to achieve educational objectives, we can offer "continuing education" to thousands of Californians who would not otherwise have the opportunity. Because these latter programs are self-supporting, they would represent no increased cost to the State.

Coupled with these two basic concepts are numerous others which are elaborated in the statement I made in January. One of these is that a student should be educated at taxpayers' expense only for a reasonable length of time — the length of time required for him to achieve a stated program objective. Beyond that time, he should be assessed full costs, thus freeing our classrooms for those whose need is greater. Another aspect of the program is that faculty would do their job in new and different ways. Instead of marching to class everyday and having their workload measured in class hours of attendance, they would be dealing with many different kinds of students — students in classes, students studying independently for examinations, which would enable them to complete college in a much shorter time than the current four-year pattern, and students both on and off the campus working, on a self-support basis, for degrees and a wide range of other academic objectives.

I have been most pleased at the interest expressed in this new approach by the Governor, the Director of Finance, numerous legislators, our presidents, our faculties, our students and national foundations. I hope to try pilot programs starting this fall which will test out the practicability of these concepts. If they prove workable, as I think they will, we in The California State Colleges may well be the bellwether for similar changes throughout the nation which will benefit all of academe and society as well. I ask for your continued interest in and support for this program. Let us try it out. Just as we became a model for the nation and the world through the Master Plan — simply by applying the principle of specialization of function in higher education so that we could serve more students more efficiently and economically — so now let us break loose from this lockstep of time-serving in the classroom which has made higher education so costly to the taxpayer and sometimes so deadly dull to the able student and the true scholars on our faculties. We have a tremendous opportunity before us, and I have every expectation of bringing it to fruition, with your help and interest.

The people of California have been good to The California State Colleges; The California State Colleges will continue to be good to and for the people of California.
Chairman Porter and members of the Assembly Ways and Means Subcommittee. . . . I wish to thank you for the privilege of appearing before you to present a matter of special importance to the State College system.

My testimony today will document the need for an increase in salary and fringe benefits for our academic and non-academic personnel and support staff of The California State Colleges. This item is at the top of our list of budget concerns and I commend the committee for conducting hearings on this high priority issue.

I will deal with three major areas: (1) salary increases for the academic salary group; (2) salary increases for the support staff; and (3) an improvement in fringe benefits for all State College personnel.

First, salary increases for the academic salary group, a matter that is particularly critical to the State Colleges this year. This group, and academic personnel of the University, were denied a salary increase last year, even though all other State employees were granted a 5% cost of living salary increase. Unfortunately, this denial has been keenly felt throughout the State Colleges and has resulted in an even further lag in the competition for quality faculty members.

Last year, based on comparative salary and fringe benefit studies, the Board of Trustees and the Coordinating Council for Higher Education approved salary and fringe benefit increase requests for academic personnel in the amount of 7% and 4.5%, respectively.

So that this committee might better understand the basis for these recommendations, I would like to review briefly the procedure followed by The California State Colleges in developing them.

Each year, the Chancellor's Office of The California State Colleges, in conjunction with the Coordinating Council for Higher Education, studies salary and fringe benefits at other institutions of higher education throughout the United States. These data are used to formulate the salary proposal for the academic salary group.

One hundred two (102) comparison institutions — 50 State Universities, 20 public colleges and universities, and 32 private colleges — have been used for academic salary study purposes for the past two years at the direction of the Coordinating Council for Higher Education, rather than 18, which had been the practice previously. In order to formulate a salary recommendation, the Coordinating Council directed that the study be based on the use of a median salary for this comparison group, and that salary increase funds be sought to equate to the average salary of the median of that group. This procedure was agreed upon by The California State Colleges with the understanding that a point higher than the median salary might be sought in order to provide a revised salary schedule for academic personnel and to improve our competitive position in the nationwide recruitment market.
This study showed that The California State Colleges are currently lagging behind the median comparison institution of this group. The average State College salary for 1970-71 is $13,714 — the current projected average salary of the median institution for 1971-72 is $15,394, a lag of a little less than 13%. The study also documented a lag of 6% in the amount of fringe benefits provided by The California State Colleges to academic personnel.

In order to obtain an average salary and a fringe benefits program that would be competitive in the recruitment and retention of quality academic personnel in The California State Colleges — as well as to provide for cost of living increases, as has been done for other State employees — the Board of Trustees recommended the following salary and fringe benefits increases:

(a) A 13% salary increase for the academic salary group. (This would provide an average salary within The California State Colleges equal to the average salary of the median comparison institution.)

(b) A 6% increase in funds for fringe benefits for the academic salary group. (This would provide fringe benefits equal to the average provided to academic salary group personnel of the median comparison institution.)

(c) Funds to implement a new salary structure for faculty, to be effective in September, 1971, thereby improving the competitive position of The California State Colleges for the purpose of recruiting and retaining quality faculty, and providing a means for regular merit evaluation. (We have provided the committee with a copy of the new salary schedule for which funding is requested.)

(d) Increased differentials for administrative positions as follows:

12% increase: Division Chairmen, Associate Deans, and related 12-month positions.
17% increase: Deans and related academic salaried positions.
13.5% increase: Vice Presidents and related academic salary groups.

(Note: If the salary schedule outlined in (c) above is funded, the need for these increased differentials would be eliminated.)

(e) Increased salary differentials, plus administrative and clerical support for department chairmen, to include: (1) a 5% salary differential above the applicable faculty rank for those serving as department chairmen; (2) conversion of sufficient department chairmen positions from a 9 to a 12-month time base so that two-thirds of the department chairmen would be on a 12-month basis; (3) authorization for sufficient clerical positions so that each department with 10 or more faculty members would be authorized one full-time secretary position for the chairman — 376.3 positions; and (4) authorization for an administrative assistant position in each very large department (i.e., those with 31 or more faculty members) — 132 positions.

For the past several years we have sought funding that would allow us to establish salaries for these administrative posts, competitive with those paid in comparison institutions. These increases are considered essential to The California State Colleges, and are included in the 1971-72 California State College Support Budget request. Please note that the cost estimates are based on the number of positions contained in the 1971-72 Budget request of The California State Colleges, and therefore changes to that Budget would require a related adjustment to these salary cost estimates.
On November 9, 1970, the Coordinating Council for Higher Education, in compliance with Senate Concurrent Resolution No. 51 of the 1965 General Legislative Session, considered the salary increase and fringe benefits proposals for both The California State Colleges and the University of California. As a result of the Coordinating Council’s deliberation, it recommended an increase totaling 19% in compensation for the faculty of The California State Colleges – representing an increase of 13% in average salaries, and an increase of 6% in average fringe benefits.

Of equal concern, is the matter of providing equitable salaries for support staff of The California State Colleges.

The salary program for support staff employees is based on the review of salary survey data which have been collected by the State Personnel Board; a survey of the Classified Employees in California Public Schools; and a survey conducted by the Los Angeles City School District. In addition, special salary data resulting from the surveys of salaries being paid in private industry and government to employees performing comparable work have been considered.

Based on the findings of these surveys, I have been authorized by the Board of Trustees to recommend the following support staff salary increases and adjustments for 1971-72:

(a) Increases ranging from 2.5% to 12.5%, depending upon current salary lags, resulting in an average increase of 6.8%.

(b) Funding for a night shift differential for designated support staff classes ($700,000), presently in the Governor’s Budget.

(c) Funding for premium overtime for designated support staff classes who work more than 40 hours per week ($175,000), presently in the Governor’s Budget.

Finally, we are concerned with improving fringe benefits for State College employees. Our recommended improvements to their present fringe benefits package included, among other equally important programs, the following: (1) unemployment insurance; (2) night shift differentials ($700,000); and (3) premium overtime pay for designated classes ($175,000). More detailed documentation on these items has been provided the committee staff.

Mr. Chairman, in concluding, I would urge favorable consideration of these increases in funding in the belief that they are important to our being able to assure the people of California that their State Colleges will continue to offer the quality education the State has charged us with providing.

Sincerely,

Glenn S. Dumke
Chancellor