

State of California

## Memorandum

To : Chancellor Glenn S. Dumke

President Kennedy  
California Polytechnic State University  
San Luis Obispo, California 93407

From : Robert E. Kennedy  
President

Subject: Annual Progress Report

Date : September 14, 1978

File No.:

Copies : President's Council  
Members

*REK*

Enclosed is the 1977-78 Annual Progress Report for California Polytechnic State University, San Luis Obispo, for review by your office and subsequent submission to the Board of Trustees.

Enclosure

Revised

**California Polytechnic State University  
San Luis Obispo**



**Annual Progress Report  
August 31, 1978**

## EDUCATIONAL GOALS AND ACCOMPLISHMENTS

The challenges of providing technological programs of high quality in the face of reduced state support and the impact of continuing inflation affect Cal Poly perhaps more than most campuses. These effects were apparent during 1977-78 and will be severely compounded by the budget cuts and mandated savings that are resulting from implementation of Proposition 13. These forces bear upon Cal Poly at a time when it continues to be the most popular campus in the state in terms of ratios of students admitted to those directed elsewhere. In large part, the enrollment pressure is due to the success of and the statewide need for graduates of Cal Poly's programs in agriculture, architecture, engineering and other job-oriented academic programs.

While continuing to utilize existing facilities at about 20 per cent above State standards, Cal Poly has instituted new selection processes that recognize student merit and scholastic achievement. Strong justifications have resulted in progress on the construction of a new library and faculty office facilities with State funds, while the quest for private support has been increased in order to supplement capital improvements, State funding of instruction, financial aid for students, and to meet other campus needs for continued quality programs.

### ENROLLMENT PRESSURES AND THE IMPACTED CAMPUS

Cal Poly's enrollment plateau, which has continued for three years at 14,200 academic FTE, is now projected to extend to 1986-87, due to shortage of instructional facilities to meet even current enrollment. Recent legislative action encourages excess applicants to apply elsewhere in the CSUC system but has recognized Cal Poly's special needs. For example, the 1978-79 budget bill included the following statement: *"No new capital outlay for general instructional capacity space shall be requested until it is justified on the basis of systemwide needs or enrollment pressures not amenable to redirection or diversion. The addition of specialized facilities plus directly related general instructional space and remodeling of facilities is appropriate when justified. Campuses with a current deficit in general instructional capacity shall not request such space unless directly related to specialized facilities."*

Improvement in campus instructional facilities will be limited to construction of the new library and faculty office building, and possible remodeling of some specialized facilities, as the enrollment plateau continues through the mid-1980s. Not before then is it expected that growth will resume toward the approved ceiling enrollment of 15,000 FTE (16,000 individuals), the master plan enrollment goal for Cal Poly.

### ACADEMIC PROGRAMS

Academic planning to accommodate new admissions procedures, to reflect accrediting commission criteria for definitions of graduate study terminology, and to strengthen credential requirements were undertaken during the year. • Greater flexibility of choice was provided through modification of the Liberal Studies program. • The retirement of David Cook from the position of Associate Dean, Curriculum and Instruction led to the appointment of Dr. Malcolm Wilson as Associate Dean, Undergraduate and Graduate Studies, combining his previous responsibilities in the graduate area with his new assignment.

### ACADEMIC HIGHLIGHTS

The School of Agriculture and Natural Resources continued to provide internships and cooperative education programs for junior and senior students, with the assistance of a grant from the Agriculture Education Foundation to subsidize supervision of interns distant from the campus. • Dr. Eugene Starkey became head of the Dairy and Poultry Science Department. With his concurrence and that of faculty concerned, improvements in the poultry program were sought through creation of a new Poultry Science Department, separate from the Dairy Science Department, with which it had been merged for seven years. • The first position of Clinical Veterinarian in the CSUC system was established to ensure health care of University livestock. • Physical developments included construction of a privately-funded feed storage building at the Beef Cattle Evaluation Center, construction of a solar collector and greenhouse heating system, and minor facilities construction and improvement. • The school actively hosted over a dozen state, regional, and national workshops and conferences for agricultural groups.

The School of Architecture and Environmental Design was reorganized during the year into five departments: Architecture, Architectural Engineering, City and Regional Planning, Construction, and Landscape Architecture, with acting department heads named preliminary to selection of permanent department heads, in a traditional academic structure reporting to the dean of the school, George J. Hasslein. The new structure replaced an interdisciplinary model with four directors which had operated for the past decade. The directors have continued with faculty duties in the school. • Academic highlights include the full accreditation of the Landscape Architecture program by the American Society of Landscape Architects, the first accreditation visit for the Construction program (since accredited), and the opening of a new laboratory addition for stress, seismic, and concrete laboratories for Architectural Engineering.

The School of Business welcomed a new dean, Dr. Robert K. Coe, and continued its progress toward accreditation.

- The Economics Department, as a designated Pre-Center for Economic Education, has been developing an instructional model based on a special economics course for elementary teachers, intended to increase economic literacy in elementary and secondary schools. Dr. Daniel F. Williamson is developing the curriculum package under a contract with the California Council for Economic Education.
- Appointed to head the Management Department was Dr. Melvin McMichael.

The School of Communicative Arts and Humanities continued to be an important source of cultural activities.

- Forensic honors included a Cal Poly sweepstakes award at the Nevada Great Western Tournament.
- Administratively, Dr. Harry Sharp was named to head the Speech Communication Department and Dr. Ken Walker to head the Philosophy Department.
- A new publications laboratory was developed in order to further the effective integration of *Mustang Daily* production into the educational curriculum.

The School of Engineering and Technology reported an increase in employer interviews and in admissions applications for the first year of the Civil Engineering program, which incorporates Transportation Engineering as one option and offers a Public Works option as well. Solar Engineering courses within Environmental Engineering are also proving highly popular, not only within the department and the school, but with students in other Cal Poly schools, especially in Architecture and Environmental Design. New curricular developments are also progressing in Manufacturing Engineering, Engineering Technology, and Industrial Technology.

- The Aeronautical Engineering Department, which has received national attention in connection with development of parafoils and recovery of remotely piloted vehicles through projects conducted by Dr. John Nicolaides and his students, has completed assembly of a large wind tunnel which will add to the department's instructional capabilities.
- Changes in use of space and scheduling have increased utilization of the strength of materials laboratory and the transportation materials laboratory and have also provided for digital computer instruction in the electronics option of Engineering Technology. Industry donations have been especially significant for the latter laboratory.
- Extending the classroom and laboratory experience beyond the campus, students made detailed studies of community traffic flows, bus systems and several municipal engineering problems, and the Student Chapter of the Society of Manufacturing Engineers saved \$130,000 for the City of San Luis Obispo by tooling and recutting to national standards 650 city fire hydrants.

The School of Human Development and Education merged physical education programs in compliance with Title IX requirements during the year and reorganized the administrative unit with functional coordination of six areas covering: physical education professional preparation, physical education service program, graduate program, recreation administration program, and intercollegiate and intramural programs.

- The Child Development program, which has been preparing a master's degree program in child and family services, developed two half-day preschool laboratory programs to make available appropriate experiences for majors. A Head Start program, administered on campus for nearly a decade with federal funds, was relocated off campus due to the need for facilities.

- Accreditation by the American Home Economics Association was extended to the Home Economics Department.
- Bilingual and multicultural educational opportunities were strengthened by merger of the Ethnic Studies program with the Education Department. The department implemented new credential programs for Designated Subjects and Special Education Specialists and prepared several approved credential plans for external assessment.
- The continued popularity of the Liberal Studies program resulted in redirection of some applicants. Within the program, goals have been established for students interested in preparing for bilingual/bicultural, bilingual/multicultural teaching careers.

The School of Science and Mathematics prepared for utilization of a new biological sciences facility by providing furniture from present facilities and preparing for conversion of older facilities to more effective and less confining laboratory uses. All three distinguished professors for the year were from the school: Dr. Harry Fierstine, Biological Sciences; Dr. Grant Venerable, Chemistry; and Dr. Ralph Warten, Mathematics.

- The Computer Science program at Cal Poly was named by the National Science Foundation as one of the top five in the nation. Dr. Emile Attala has been named as new head of the Computer Science and Statistics Department.
- Despite heavy teaching loads, faculty members maintained professional activities which included eight mini-grants, a NSF grant to three Mathematics faculty for a teacher-training project, and strong associations with industrial companies through scholarships, summer employment, and support of teaching and research. Student employment continued to be strong, with Cooperative Education participation and summer research programs increasing.

In the Division of Social Sciences, Dr. Earl Huff was named to head the Political Science Department.

## COMMUNICATIONS MEDIA PRODUCTIONS

For over 20 years this campus multi-media program has produced instructional materials for vocational agriculture, establishing an extensive backlist of basic agricultural instructional materials, particularly sound filmstrips, slide sets and manuals. Other products include tape cassette programs, overhead transparencies and workbooks. New materials emphasize the needs of contemporary teachers, who often suggest titles, as does a statewide advisory committee. These titles include horticulture, forestry, small animal care and career education.

Six sound filmstrips produced during the past year include: Bedding Plants, Greenhouse Maintenance, Handling and Storage of Cut Flowers, Cacti and Succulents, Forest Trail Layout and Construction, and Vegetable Identification. The new products include script booklets with performance objectives, study points, vocabulary key, and synopsis to aid the teacher in class preparation.

Product sales of C/M/P materials through the Vocational Education Productions division, averaging 300 orders per month, increased nearly 30 per cent over the previous year, with a 100 per cent increase over the same period two years ago. Adoption of the instructional aids by teachers everywhere are not only reflected by California sales (about 28 per cent of the total) but by sales in every state in the U.S. as well as to such countries as Australia, Canada, Chile, Ecuador, Greece, New Zealand, Mexico, Thailand, Yemen, and others.

## COMPUTER CAPABILITY

As the economic necessities of reliance on data communication for information systems, environmental control, and many other applications becomes more apparent, the need for long-range planning and funding of an information transmission network as a basic utility becomes more urgent.

## EXTENDED EDUCATION PROGRAM

Over 250 courses covering subjects from horseshoeing to pharmacology for nurses served more than 4,000 extension and summer session students in a program that exceeded the previous year's enrollments by 35 per cent. These courses included the external degree programs in Criminal Justice (through CSU, Sacramento) and Nursing (CSC, Bakersfield) as well as a new series of relicensure courses for accountants, contractors, nursing and nursing home administrators, realtors, and psychologists. • Of special interest was the six-week study of historical archaeology at Mission San Antonio de Padua which attracted students from throughout the U.S. • Service to the community included the free "Evening with Egypt" program which the School of Architecture and Environmental Design presented for an overflow crowd of 500 persons interested in King Tutankhamun.

## LIBRARY

The first complete book inventory of the 365,000 general circulation volumes was carried out during 1977, identifying some 6,500 volumes to be re-ordered, depending upon their usefulness and availability. The new electronic security system will eliminate that portion of the losses which were, in the past, due to books being illegally removed from the library premises. • The total number of bound cataloged items is 508,336. • Two new library programs have been installed and have improved processing procedures and service to library patrons. The Ohio Library College Center (OLCC) automated cataloging system provides on-line access to over four million bibliographic records, speeding both procurement and cataloging of materials. The Lockheed DIALOG data base service gives access to over 15 million records in pure and applied sciences, humanities, and social sciences. Librarians make the searches using computer terminals and working with the patron on preparation of the user request form or profile.

## ADMINISTRATION

A new member of the top administrative team of the University, Dr. Russell H. Brown, was appointed as Dean of Students. He joined Dr. Dale W. Andrews, Executive Vice President, and Dr. Hazel J. Jones, Vice President for Academic Affairs, as the executive group administering the University under the direct supervision of Dr. Robert E. Kennedy, who completed his eleventh year as Cal Poly President.

## AFFIRMATIVE ACTION

As of July 1, 1978, the support staff goals extending over the two-year period ending September 1978 of hiring 12 additional male minority and 27 additional female employees was 52 per cent accomplished. Cal Poly's goal of employing 19 additional male minority faculty and 31 additional female faculty over a three-year period ending September 1979 was 32 per cent accomplished by July 1, 1978. The Affirmative Action Program is being reevaluated and future goals will be established for the period beyond current timetables. • Tables attached to this report demonstrate the University's progress in achieving Affirmative Action goals, both in numbers of minority employees and the distribution of male and female faculty and staff members. (See Tables I to VII.)

## ENVIRONMENTAL HEALTH AND SAFETY

The Environmental Health and Safety program meets campus needs for safety education and training, accident prevention, and compliance with CAL/OSHA Safety Regulations. This year Cal Poly received one citation and three preliminary orders from the Division of Industrial Safety; all were corrected within established guidelines.

- Employee seminars were completed on chemical safety, lifting, holiday fire safety, and defensive driving. Other safety programs in farm equipment and pesticides are mandatory for all personnel working with such equipment and materials.

## PERSONNEL RELATIONS

The effects of mandated programs and the impact of fiscal decisions continue to affect the workload of the personnel staff. These programs include administration of the Information Privacy Act and Conflict of Interest program, effects of position freezes, local delegation of the classification process, and re-evaluation of grievance procedures. • Development of a computerized file for management analysis and review is expected to enhance data reporting and response to requests received from the CSUC and state and federal agencies. • Since Cal Poly was officially delegated classification authority July 1, 1977, 113 positions have been reviewed and 80 changes of classification have been approved, including 15 for new positions. A process has been initiated and revised for appeal of classification recommendations of the personnel office. • In the third year of steady state enrollment and staffing, 92 per cent of the 221 (FTEF) faculty vacancies were filled by the beginning of the Fall Quarter, 1977. Use of part-time and full-time lecturer positions to effectively respond to variations in student registration and to fill emergency appointments has been made, established as a regular procedure utilizing a pool of instructors whose qualifications are determined in advance of need. The size of this pool will be reconsidered in relationship to the commitment to Affirmative Action and in response to the current budget requirements. • The Career Opportunities Development Program and Comprehensive Employment Training Act provided 20 employee trainees and the Summer Program for Economically Disadvantaged Youth provided 51 participants; however, the latter was not refunded for Summer 1978. Three COD and two CETA employees have made the transition to regularly funded Cal Poly positions. • Personnel development included completion of the Affirmative Action course by 17 employees and the Effective Supervisory Action course by 21 employees, as well as support for several cardio/pulmonary resuscitation courses, which certified 212 staff and faculty members. • Under the fee waiver program, an average of 115 employees per quarter participated in job-related and career development classes.

## STUDENTS

Students continue to enroll at Cal Poly from throughout California, with only about 13 per cent of total enrollment from San Luis Obispo County. This campus continues to have the highest proportion of undergraduate students (93.8 per cent) and of full-time students (84.2 per cent) in the CSUC system. About 60 per cent of total enrollment at Cal Poly in Fall 1977 was in such specialized fields as agriculture, architecture, engineering, graphic communications, dietetics, biochemistry, and computer science, which are not widely available at other campuses within the state.

It is the popularity of such specialized and occupational programs which has resulted in a high rate of applications for admission to Cal Poly, and in increasing numbers of applicants not accommodated for fall admission. The applicants not given space reservations amounted to 1,500 for Fall 1975, 2,700 for Fall 1976, and about 4,050 for Fall 1977.

In the summer of 1977 the campus was designated as impacted, providing for a selective screening process in any program category where more applications were received than there were spaces available. An eligibility index was established for each applicant and the most qualified applicants were selected to receive a space reservation. As of July 25, 1978, 9,338 applications for the 1978 Fall Quarter had been received, and approximately 5,800 applicants were granted a space reservation by the University. The selective screening process reaffirmed Cal Poly's strong redirection program responsive to the applicant's needs to find educational alternatives within the CSUC system. Redirection involved counseling and advice on other educational alternatives; more than 3,200 applicants have been involved in the redirection process this past year.

## ACTIVITIES PROGRAM

Student leadership development continues to be the major thrust of the student activities program. Experiential learning takes place in 81 major student government councils, boards, and committees which involve about 600 students, and another 4,000 students hold membership in 101 academically-related student groups. Another 50 students are members of campus-wide councils and committees of the University administrative structure and the Academic Senate. All are offered classroom instruction and workshop experiences to develop student competencies in responsible decision making, program planning and evaluation, communication, and values clarification. Similar opportunities are extended to other students who compose 111 student organizations of various special interests.

- Increased women's programming was highlighted by a week-long "Women Up Front" series focused on women's needs. Title IX programming increased with more support for women's athletics.
- Greater interest in the ASI election process was stimulated by a pilot project involving a sample ballot sent to 500 randomly selected students. Expansion of this program is anticipated for this coming year.
- The Rose Float Committee of this campus again joined with students of California State Polytechnic University, Pomona and earned a certificate of appreciation for the "Grin and Bear It" entry in the nationally televised event.

#### COUNSELING AND TESTING

The Counseling and Testing Center continued to expand services to students with the addition of several counseling groups and workshops designed to meet student needs, especially in the areas of personal growth and career development. The group program included the following offerings: Assertive Behavior, Holistic, Couples, Career Exploration Workshops, Strong-Campbell Vocational Interest Workshops, Career Planning, Reaching Out, "I-Hate-Public-Speaking," Relaxation, Stress Control and Meditation, Winning with Transactional Analysis, and sessions for women.

- A comprehensive data collection system implemented this year provides valuable information for planning and evaluation of programs and services. The first phase collects data on the characteristics of students using Counseling Center services; the second phase describes and evaluates client satisfaction and estimates program effectiveness; and the third phase will be an indepth evaluation of specific programs in terms of consumer satisfaction, community impact, and costs. The first phase this year indicates that the major areas of concern presented by students using the Center's services are personal (32 per cent), career (27 per cent), and educational (19 per cent). During the second year phase two will be piloted and developed, and by the third year all three phases should be operational.
- The Testing Office had an active year, administering 10,492 individual tests (a 67 per cent increase over 1976-77). These tests were administered in support of vocational and career counseling, personal counseling, graduate student selection, Architecture admissions, National Admissions Tests, college level equivalency, State English placement, learning assistance, General Educational Development for H.E.P. program.
- Within the Center, organizational development and staff development efforts focused primarily on clarification of organizational structure, staff roles, goal setting and the communication processes.

#### EDUCATIONAL OPPORTUNITY PROGRAM

Completing its ninth year of service, EOP expanded its responsibilities to include the Disabled Students Services program. This program complements campuswide projects for the actual removal of physical barriers to the handicapped as funds are available. Through DSS, campus awareness of the needs of the disabled student population is increased.

- During the year EOP's scholastic review committee became operable, improving the monitoring of student progress.
- The staff also addressed statewide recruitment needs of the campus program, and the evolution of a peer-counseling program into a professional career placement/graduate study counseling service operated in conjunction with the campus Placement Office and the Career Resources Center.
- A core of learning skills courses was utilized to facilitate the learning process, and the tutoring program was offered in virtually all academic subjects.
- Brief quarterly services of a reading specialist, a coordinator of recruitment and learning skills, and an evaluator resulted in a series of recommendations for the improvement of the program in terms of environment, staffing, and support of recruiting and admissions proposals.

#### FINANCIAL AID

All Cal Poly financial aid programs increased in scope during the year, led by a 33 per cent increase in disbursement through the National Direct Student Loan Program.

- Of great aid in the administration of the financial aid program was the implementation of the Cash/Financial Aid System (CFAS) which matches financial aid awards with disbursements. The resulting computer-generated reports provide improved monitoring of program status.

#### HEALTH SERVICES

The appointment of Dr. James Nash as Director of Health Services continued the active Health Center program which has characterized Cal Poly. Although enrollment continued at a steady state, use of the Health Center increased. Total visits grew from 50,379 to 54,766 (including 829 infirmary bed-days). A total of 27,850 pharmacy transactions were at about the previous year's level. Increases were noted in nurse practitioner visits, dermatology consultations, and laboratory and X-ray usage. Physical therapy visits decreased by 25 per cent.

- The availability of 24-hour emergency visits continued to prove essential to the program, with 2,541 after-hour emergency treatments recorded.
- Augmented health services such as the oral health program and the allergy desensitization program continued to meet student needs.
- The Health Center continued to sponsor a Well Day program and drug and alcohol abuse education programs which were widely noted.

#### HOUSING

The largest on-campus residence hall program in the CSUC system enjoyed a successful year with an average occupancy rate of 100.84 per cent.

- Use of a consultative systems approach in housing management based on a

student development model resulted in a community oriented activity program, special head resident leadership training, and the utilization of a crisis prevention consultation team. • Two significant changes in housing policy, instituted in Fall 1977, were well received: new student priority over continuing students for accommodations and a mandatory meal plan for all residents. All new students who applied for housing were housed on campus and the residence hall returning student rate was reduced to 16 per cent. • The off-campus housing coordinator and other staff worked closely with the City of San Luis Obispo, which undertook consideration of zoning changes related to occupancy of housing by unrelated persons, a change which could significantly affect student housing in the community.

#### PLACEMENT

While unemployment trends caused concern nationally and statewide, Cal Poly experienced its second-best year of placement activity. Employers recruiting on campus increased 35 per cent (417 vs. 312), interview schedules increased 38 per cent (937 vs. 678), and student interviews increased 18 per cent (7,488 vs. 6,326). While business, industry and government blossomed, educational placement plunged; districts represented on campus declined 58 per cent and student interviews dropped 48 per cent. • Classroom presentations continued to be the most effective means of delivering placement information to students; staff members met with 4,820 students in class settings over the year. Two new workshops added to the already popular Resume and Interview Training workshops are Job Search Strategy and Summer and Part-time Employment Search. • Richard Equinoa was appointed Director, Placement in January after having served as acting director.

#### FACULTY AND STAFF

The consultative process involving participation of faculty in reappointment, tenure and promotion decisions continued this year. In addition, the results of the formal student evaluation program were considered in all faculty personnel actions. During the academic year 1977-78 49 faculty were granted tenure, 118 faculty were reappointed to an additional probationary year, and 73 faculty were promoted (33 to professor and 40 to associate professor). Thirty-one faculty were placed on the approved priority list for sabbatical leave and eight requests for difference in pay leave were approved. Recognizing possible budgetary restrictions, all personnel actions will continue to be closely monitored during the next academic year. • The composition of full-time faculty according to rank for the 1977-78 academic year consists of 34.6 per cent at the Professor level, 36.6 per cent at the Associate Professor level, 27.5 per cent at the Assistant Professor level, and 1.1 per cent in other academic ranks. Of the full-time faculty, 63.5 per cent have tenure and 57 per cent have the doctorate.

#### RESEARCH

Cal Poly was awarded 25 grants and contracts during the year valued at almost \$845,000. Of these 15 were for research, valued at \$255,000, and 10 were for instruction, totaling \$590,000. The types of projects indicated a broader base of faculty activity leading to greater opportunity for students of different departments to gain experience in research activity. • During the year, the University completed construction and continues to monitor the performance of a half-acre flat plate solar collector now in use commercially for drying fruit in the San Joaquin Valley. Dedication of this project received statewide attention and has been featured in numerous industrial and trade publications. • Other significant projects include studies of air turbulence caused in the wake of large jet transports, of the observational acumen of guards at nuclear facilities, and of the effects of two kinds of dwarf mistletoe on pines. • Eight Creative Activity/Research Effort grants, valued at a total of \$5,320, were awarded to faculty.

#### PHYSICAL DEVELOPMENT

The 1977-78 academic year was an active one for campus construction. Clyde P. Fisher Science Hall was scheduled for full classroom and laboratory use by Fall 1978. • As the result of construction appropriations approved by the Legislature, both the much-needed library and faculty office building were begun and are well along in the construction process. The groundbreaking ceremony for the new library was highlighted by the presence of Roy T. Brophy, Chairman of the Board of Trustees of The California State University and Colleges, who announced approval of the naming of the new structure the Robert E. Kennedy Library. • The campus is still short of critically-needed instructional facilities, especially in the laboratory-oriented areas. The Five-Year Capital Improvement Program submitted in support of the 1979-80 Capital Outlay Program identifies those projects that must be constructed if the campus instructional deficit is to be reduced. • A plan for renovation of Mustang Stadium with private funds was changed drastically when major donor gifts did not materialize, and with the support of community donors, a revised project was undertaken to add 900 seats to the steel bleachers on the east side of the stadium. The contract for \$89,477 has been awarded, with completion of the additions due before the 1979 football season. Other improvements on the west side of the stadium include seat caps on 1,440 old wooden seats, structural repairs and

development of a seating area for handicapped persons. • Through an interested and dedicated student body, specific areas for campus development are identified and improved. While most of the smaller construction projects are associated with students of the School of Architecture and Environmental Design, the actual design and construction efforts involve students from many disciplines.

## COMMUNITY DEVELOPMENT

Cal Poly's relationships with its statewide community were considerably improved during the year through an active alumni program and a highly successful second year of the Annual Giving program. Alumni memberships, interest group chapters, and activities increased in all areas, and the Annual Giving program completed the campaign year with a 100 per cent increase in income and an increase in donors from 775 to 1,212. Participation of the alumni in this aspect of the advancement program was matched by the enthusiasm of parents who responded positively to direct mail solicitations, and by the loyalty of retired and emeriti faculty and staff members. The latter, as an affiliated chapter of the Alumni Association, took the leadership in sponsoring a portrait of the late Dean Clyde P. Fisher, in conjunction with the dedication of the Clyde P. Fisher Science Hall; commissioned for the painting was Art Department faculty member and well-known professional artist Robert Reynolds.

Special educational programs such as workshops, conferences, and short courses were arranged during the year with over 130 community and professional groups. These ranged from lecture meetings and short courses for 15 to 30 participants up to workshops for physical education teachers involving 300 to 350 participants. Notable programs included the Society of California Accountants Advanced Study Conference (370 participants), IRS General Tax Institute for Practitioners (200 participants), and the California Association Refrigeration Service Engineers Society Conference (500 participants); also, the annual conferences of the California Agricultural Teachers' Association, California Society of Future Farmers of America, and the Puppeteers of America, all drawing more than 1,000 participants.

Community services included projects of the Student Community Services program, Volunteer Income Tax Assistance for economically disadvantaged taxpayers, various tutorial and internship arrangements between community organizations and academic departments, and continued enrichment and leadership of community voluntary groups by participating university faculty, staff and students.

A number of class projects of the School of Architecture and Environmental Design were carried out in cooperation with local schools and communities, definitely contributing to their development and to university-community relationships.

Among the many campus programs which attracted community audiences, the annual Arts and Humanities lecture series, sponsored by the School of Communicative Arts and Humanities, was especially notable.

## SPECIAL PROBLEMS

The special problems of the University continue to be those of meeting the particular needs of a polytechnic program of academic instruction through formulas of support based upon more conventional programs that rely primarily upon classroom instruction. The realities of equipment needs, needs for professional development in rapidly changing areas of technology, and assigned time for faculty work outside the classroom are not widely understood and are not specifically supported in current budgeting. The budget cutbacks and mandated savings resulting from the passage of Proposition 13 will inevitably further impact these critical areas. Support of an advancement program seeking discretionary funds to offset these shortages will need to be recognized both at this campus and systemwide; however, the difficulty of obtaining funding for staffing in such advancement areas as alumni liaison makes it evident that State budget support of advancement programs is unlikely in the near future.

The consequences of mandated programs for staff utilization, computer utilization, and related aspects of an increasing need to document and report data continue to be felt. These staffing pressures are especially acute in the areas of business affairs, personnel relations, and the computer center, and they are evident to those in the instructional area who are increasingly concerned about the competition for instructional funds and personnel. The cries that are being heard in municipalities and county governments about the financial impact of mandated programs are being heard as well throughout the campus community and need to be recognized by making adequate provisions for funding of mandated programs.

In summary, the effects of Proposition 13 are expected to further aggravate funding problems which are already critical due to the costs of a high-quality, technologically-oriented educational program and continuing enrollment pressures by students who appreciate the career potential of such programs. Cal Poly continues to graduate students well equipped to make their contribution to this state, as evidenced by the rate of placement successes, but without adequate funding, it will be difficult to maintain this level of quality in future years.

## AFFIRMATIVE ACTION TABLES

Table I. Ethnic Composition of the Cal Poly Workforce

	Total Employees	Total Minority Employees		Black		Asian		Native American Indian & Other Non-White		Mexican American & Other Spanish Surnames		Other Caucasian	
		No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
1978 (June)	1769	219	12.4	37	2.1	36	2.0	39	2.0	107	6.1	1550	87.6
1978 (March)	1755	222	12.6	37	2.1	41	2.5	36	2.0	108	6.2	1533	87.4
1977 (Nov)	1754	228	13.0	37	2.1	43	2.5	39	2.2	109	6.2	1526	87.0
1977 (June)	1680	210	12.5	33	2.0	36	2.1	40	2.4	101	6.0	1470	87.5
1976 (Sept)	1617	208	12.9	33	2.0	34	2.1	40	2.5	101	6.3	1409	87.1
1976 (Apr)	1600	199	12.5	32	2.0	31	1.9	37	2.3	99	6.2	1401	87.5
1975 (May)	1541	206	13.4	32	2.1	32	2.1	44	2.8	98	6.4	1335	86.6
1974	1487	187	12.6	30	2.0	26	1.7	27	2.0	92	6.0	1300	87.0
1973	1454	177	12.2	28	1.9	33	2.3	36	2.5	80	5.5	1277	87.8
1971	1373	94	6.8	12	.8	17	1.2	27	2.0	38	2.8	1279	93.2
1970	1300	61	4.8	12	.9	17	1.3	7	.6	25	2.0	1201	95.2
1969	1023	36	3.5	6	.5	11	1.0	8	.7	11	1.0	987	96.4
1968	957	21	2.2	2	.2	8	.8	3	.3	8	.8	936	97.8

Cal Poly Census as of June, 1978; Foundation and ASI not included in data.

Table II. Ethnic Group Composition of Cal Poly Employees

	Black	Chicano	Spanish Surname	Native American	Asian American	Filipino	Other Non White	Subtotal Minority	All Other	Total Number	% of Total Minority
Academic											
Affairs	13	39	9	4	5	3	3	76	27	347	21.90
Admin.	17	30	9	9	26	0	21	112	1130	1242	9.02
Affairs	7	19	1	0	2	0	2	31	149	180	17.22
Above Totals	37	88	19	13	33	3	26	219	1550	1769	12.38
Foundation	8	16	1	3	1	0	1	30	102	132	22.73
ASI	0	0	0	1	1	0	0	2	14	16	12.50
Univ. Totals	45	104	20	17	35	3	27	251	1666	1917	13.09

Table III. County, State and Cal Poly Labor Force - Ethnic Groups

	Total Labor Force	Black		Other Non-White		Span-American	
		Number	% of Total	Number	% of Total	Number	% of Total
San Luis Obispo County*	46,300	500	1.1	1,150	2.5	4,900	10.6
California***	9,518,200	599,600	6.3	352,200	3.7	1,304,000	13.7
Cal Poly Census**	1,917	45	2.4	27	1.1	124	6.5

\*San Luis Obispo Census - July 1977

\*\*Cal Poly Census - March 1978 (Includes ASI and Foundation)

\*\*\*California Census - July 1975

Table IV. Cal Poly Male and Female Employees - By Occupational Groups 1977-78 Academic Year

Occupational Group	Female		Male		Total Employment	
	No.	%	No.	%	No.	%
<b>Executive</b>						
Administrative	1	7.69	12	92.30	13	0.78
<b>Managerial</b>						
Faculty	88	9.81	806	90.16	894	58.57
Professional	65	38.01	106	61.98	171	10.25
Secretarial	323	95.85	14	4.15	337	20.19
Technician	28	25.23	83	74.77	111	6.65
Crafts	1	1.47	67	98.52	68	4.07
Service Worker	40	22.86	135	77.14	175	10.49
<b>TOTALS</b>	<b>546</b>	<b>32.23</b>	<b>1223</b>	<b>73.28</b>	<b>1669</b>	<b>100.00</b>

Table V. Cal Poly Male and Female Employees - Administrative Units

	Total Faculty	Male %	Female %	Total Staff	Male %	Female %	Totals
<b>Academic</b>							
Academic Affairs	890	802 90.11	88 9.89	343	126 36.73	217 63.26	1243
Admin. Affairs	5	5 100.00	0 0.00	324	222 68.52	102 31.48	346
Student Affairs	2	2 100.00	0 0.00	155	47 30.32	108 69.67	180
<b>Totals*</b>	<b>897</b>	<b>809 90.18</b>	<b>88 9.81</b>	<b>822</b>	<b>395 48.05</b>	<b>427 51.94</b>	<b>1769</b>

\*Does not include ASI or Foundation employees

Table VI. County, State and Cal Poly Labor Force - By Sex

Total Labor Force	Female % of Total	Male % of Total
San Luis Obispo County* 46,300	17,275 37.30	29,025 62.70
California*** 9,518,200	3,426,000 36.00	6,092,200 64.00
Cal Poly Census** 1,917	636 33.18	1,281 66.82

\*San Luis Obispo Census - July 1977

\*\*Cal Poly Census - March 1978 (Includes ASI and Foundation)

\*\*\*California Census - July 1975

Table VII. Cal Poly Employment By Sex

Cal Poly Employment By Sex\* - 1975-78

Date	Total Employed	Male	%	Female %
6/30/78	1769	1223	69.14	546 30.86
3/31/78	1755	1217	69.34	538 30.66
11/30/77	1754	1215	69.27	539 30.73
6/01/77	1680	1165	69.35	515 30.65
9/30/76	1617	1147	70.94	470 24.06
4/08/76	1611	1133	70.33	478 29.67
10/31/75	1582	1100	69.53	482 30.49

\*Does not include ASI or Foundation employees