

Memorandum

To : Chancellor Glenn S. Dumke

Date : September 17, 1979

File No.:

Copies : President's Council

WJB
From : Warren J. Baker
President

Subject: Annual Progress Report

Attached is the 1978-79 Annual Progress Report for California Polytechnic State University, San Luis Obispo, for review by your office and subsequent submission to the Board of Trustees.

Attachment

Annual Progress Report
California Polytechnic State University
San Luis Obispo



September 17, 1979

EDUCATIONAL GOALS AND ACCOMPLISHMENTS

The offering of courses and programs continues to be affected by the impact of Prop. 13 and the continuing austerity of fiscal support. Departments and schools are hard pressed to offer all the courses needed by students on an impacted campus. Despite the imposition of such controls, the university offers excellent programs leading to useful and satisfying careers in business, agriculture, architecture, engineering, and other related areas.

- Through partial assistance of the minigrant program, a faculty development program achieved significant results in encouraging improved methods of teaching, wider appreciation of the importance of personal professional growth, and alternate methods of presenting instructional materials. A series of workshops and conferences was highly successful and will be continued.
- Primarily through a special study committee of the faculty, as well as through the beginnings of wide consultative procedures in responding to the report of the Task Force on General Education, more concern is being directed toward the development of a balanced approach to education on a polytechnic campus. To develop a better-rounded education, more and more attention is being directed to the effective balance which must be maintained between a career education and general education. The coming year should find the continuation of this study as well as the development of a campus response to the Task Force report.

COMPUTER ASSISTED REGISTRATION

The 1978-79 academic year saw major progress toward the scheduled Spring Quarter, 1980 startup of Computer Assisted Registration at Cal Poly. Completed during the year was installation of computer programs which will be used to develop the schedule of classes and provide the campus and the Chancellor's Office with more detailed management information on enrollments, faculty workload, facility use and other activities. By this time next year, student registration by computer should be a reality.

ACADEMIC HIGHLIGHTS

While the goals of the School of Agriculture and Natural Resources continue to be those outlined in a publication entitled "Goals for the Seventies," a school-wide committee has been appointed to re-study and draft "Goals for the Eighties." • The Dairy and Poultry Science Department was separated into two departments during the year. Dr. Robert A. Voitle was appointed to head the new Poultry Industry Department. • Students were very active in 29 different clubs within the school. Notable were the Los Lecheros Dairy Club, which was selected for the third consecutive year as the nation's outstanding club by the American Dairy Science Association, and the National Ag. Marketing Association Club, which won top national honors for the second consecutive year. • School faculty members serve in a number of statewide and national positions, among them Dean Howard Brown, who was appointed to the State Board of Food and Agriculture; Dr. Larry P. Rathbun, who was appointed to the Commission on Vocational Education and continues to serve on the National Future Farmers of America Board of Directors; Dr. L. Joe Glass, who is president of the California Irrigation Institute; and Dr. Royce Lambert, who is president of the California Chapter of the Soil Conservation Society of America. • Among the faculty members honored during the year were: Edgar J. Carnegie, who was named Outstanding Young Engineer by the Pacific Region of the American Society of Agricultural Engineers; and John Merriam (recently retired), who was named Man of the Year-Irrigation Engineering by the American Society of Civil Engineers.

The School of Architecture and Environmental Design was converted from a school-wide administrative mode to the traditional departmental mode effective July, 1978. Five acting department heads are due to be replaced by permanent department heads during 1979-80. • The construction program was granted its initial five-year accreditation by the American Council for Construction Education, and the Engineers Council for Professional Development-accredited architectural engineering program was routinely reviewed this year. The ECPD report is still pending. • Architecture, architectural engineering, and construction engineering continue to be impacted programs requiring a selective admissions procedure. Of 1,651 applicants, 486 new students were enrolled in the Fall and Winter Quarters. • Kenneth E. Schwartz was appointed associate dean and began his duties during the year. • Faculty honored during the year included Dr. John E. Harrigan, who was elected a fellow of the Human Factors Society; Jack R. Lewis, who received The Construction Specifications Institute's J. Norman Hunter Memorial Award for notable contributions to the CSI; Kenneth E. Schwartz, who was inducted into the College of Fellows of the American Institute of Architects.

Three key School of Business leadership posts were filled during 1978-79. Dr. Fuad Tellew became associate dean; Dr. Walter W. Perlick was appointed head of the Business Administration Department; and Charles T. Andrews became head of the Accounting Department. • The school continues to be impacted in that the demand of students far exceeds its ability to serve them. One result of this is that the qualitative cut-off points

for admission are so high that the nature of the student body will be changing significantly during the current two-year period. Follow-up research to find the impacts of having this level of quality in the school's student body is planned.

The School of Communicative Arts and Humanities is composed of nine departments, each dedicated to scholarship and a quality education which is intended to prepare students for living in a technological society. • Its students are very visible in their contributions in the fields of art, music, drama, languages, debate, publications, history, philosophy, and student government. A dedicated faculty and support staff provide a foundation for student achievements. • Notable among the extracurricular programs provided by the school with the help of its students and faculty are the Arts and Humanities Series of lectures and the First Weekend Program Series. Both elicit strong interest from audiences composed of members of both the campus and local communities.

Accreditation matters were the highlight of activity in the School of Engineering and Technology during 1978-79. The university was notified by the National Association of Industrial Technology that its industrial technology program had been reaccredited for a full and unconditional six year term, making it the first program in the United States to have its curriculum reaccredited. The Aeronautical, Civil, Electrical, Electronic, Environmental, Industrial, Mechanical and Metallurgical Engineering Departments were visited by an Engineers Council for Professional Development team for reaccreditation. The accreditation report is pending. • The Environmental Engineering Department received approval for a new curricular concentration in Solar Environmental Systems. • Students and faculty of the Civil Engineering Department were involved in detailed studies for two San Luis Obispo County transportation systems, the South County Area Transit System and North Coastal Transportation System. • Fred S. Friedman was elected to the Board of Directors of the American Society of Mechanical Engineers. • P.W. Niles is a member of a faculty team which is writing a design handbook for passive solar buildings. This project, which began during the Fall Quarter, is supported by a \$120,000 grant from the California State Energy Commission. • The Aeronautical Engineering Department's flight test facility is fully operational and tests have been carried out on remotely piloted vehicles and recovery systems for the Navy, Coast Guard, and NASA in conjunction with various student senior projects. • Several semi-conductor and integrated circuit companies have contributed components, devices, and assemblies valued in excess of \$20,000 for the Electronic and Electrical Engineering Department's laboratories.

The School of Human Development and Education's child development major continues to have a ratio of student applicants to spaces available among the highest of all departments in the university. As a function of this student demand, the academic achievement required of students entering the child development major has increased noticeably. Margaret Homfray, a protegee of Dr. Maria Montessori and the recently retired co-principal of the St. Nicholas Montessori Training Centre in London, was a visiting professor in the Child Development Department during 1978-79. Miss Homfray, a veritable pied piper for the Montessori approach, attracted overflow audiences to her lectures and labs, including students from as far away as Santa Barbara and Monterey. • The Education Department's Designated Subjects Credential program completed its first full year of operation. Enrollments are modest, yet the credential is important for persons working in agriculture, industrial education, and adult education. Adjustments in enrollments, although not large, are taking place within the several credential programs offered by the Education Department. Placement of education graduates continues to be good in all programs. Working relationships of faculty with schools and agencies were stepped up significantly during the past year as a part of the field supervision of student teachers. • The Home Economics Department continues to be heavily impacted.

Facilities, some new and the need for others, occupied the attention of the School of Science and Mathematics during 1978-79. The Biological Sciences Department occupied Fisher Hall, the university's third science building. This greatly reduced congestion in the bio-science laboratories and classrooms and also provided more office space for the university. • Science and Mathematics students are continuing to do well in the job market. The number of interviews involving science and mathematics majors almost doubled during the past year (1259 versus 711 in 1977-78). The increase was especially evident in chemistry, computer science, and mathematics. • Cargo space on a Space Shuttle flight to be put in orbit around the earth in 1981 has been donated to the Physics Department for experiments to be developed by students with faculty assistance. This project, which has been made possible by the generosity of Mager Associates, Inc., of Los Altos Hills, California, has generated great student enthusiasm, and students from many majors on the campus besides physics have volunteered to work with the project. Students have obtained additional financial support from student and faculty groups, and have developed an organization to provide continuity for the project which should have a duration of three or more years.

Two new curricular concentrations were offered by the Division of Social Sciences during 1978-79. Both in the Social Sciences Department, they are in Cross-Cultural Studies and Community Studies. • George J. Suchand

was appointed by a caucus of the Superior Court Judges to serve as foreman of the 1978-79 Grand Jury of San Luis Obispo County. • Calvin H. Wilvert received the Meritorious Teaching Award of the California Council for Geographic Education.

EXTENDED EDUCATION

The Extended Education program continues to serve residents of the Central Coast through Extension, Concurrent Enrollment, and Summer Session courses. An enrollment of 3,242 for the 1978-79 academic year brings the total served by the program since its inception in 1969 to 23,167. • Extended Education coordinates an external degree in criminal justice sponsored by California State University, Sacramento. Relicensure and certification courses throughout the year have served realtors, nurses, accountants, and many others in the community. • The Extended Education program also continues to offer free public service events. The free Film Festival, presented this year with the cooperation of the English Department and the Alumni Association, was attended by over 1,800 people.

LIBRARY

The most devastating event in the history of the university library occurred in January when the director of the library, Dr. Norman D. Alexander, was fatally shot in a campus parking lot. Angelina Martinez was appointed acting director of the library. • One of the major endeavors of the year involved planning for the anticipated September, 1980 move to the new Robert E. Kennedy Library, including the preparation of equipment lists, budget proposal, and plans for the move of the library collections and equipment. • The Library Associates group, which held its charter membership meeting in December, 1978, was recognized as an official campus organization. The purpose of the Library Associates is to provide a medium through which friends of the Cal Poly library may understand and appreciate the work of the library and contribute to its growth and development. • The library continued to provide the necessary support to the curricular offerings of the university. By June 30, 1979, the collections reached a total of 1,685,135 units, including 524,789 volumes in the book collection and 1,160,346 other items. • Library attendance reached a total of 1,082,865 during 1978-79 and total use of the library materials added up to 1,041,782 units, including 429,167 items loaned for home use and 612,615 items used in the library building. A total of 380 data base searches were completed and 8,534 interlibrary loan transactions were processed.

ADMINISTRATION

The 1978-79 academic year was marked by the retirement on February 1 of Dr. Robert E. Kennedy, who had been president of the university since May of 1967. Dr. Dale W. Andrews, executive vice president, was appointed acting president and served through the close of the year. Dr. Warren J. Baker was appointed president by the Trustees of the CSUC at their May meeting, but was not expected to assume those duties until after close of the academic year. Other than the change necessitated by Dr. Andrews' assignment as acting president, the university's top administrative team remained unchanged with Dr. Hazel J. Jones as vice president for academic affairs and Dr. Russell H. Brown as dean of students. Howard West, associate executive vice president, served as executive vice president during the time Dr. Andrews was acting president.

PERSONNEL RELATIONS

As a result of the passage of Prop. 13 and the reduced budget, required salary savings were increased from 2 percent to 3 percent for faculty and from 4 percent to 5 percent for support staff. In addition, a hiring freeze was in effect for the entire 1978-79 fiscal year. Consequently, 15.9 faculty positions and 35.7 support staff positions were frozen. Although this generated \$605,899 savings in salary and wages, recruiting efforts during 1978-79 were adversely affected by the hiring freeze and the lack of a general salary increase. • Grievance procedures for academic personnel were revised during the year. Six grievances were filed by faculty between July 1, 1978 and June 30, 1979. In addition, eight of the grievances which were filed during the 1977-78 fiscal year were completed during the year. Of the six support staff grievances filed, all were either resolved informally or withdrawn prior to referral to a grievance committee. • Just over \$8,300 was allocated in the 1978-79 budget for specialized training. This allocation was used for off-campus workshops, seminars, and conferences as well as on-campus classes taught for Affirmative Action and Effective Supervisory Action. Twenty-five employees completed the Effective Supervisory Action course, 21 completed the Affirmative Action course, and 102 participated in cardiopulmonary resuscitation (CPR) courses. Employees continued to enthusiastically participate in the fee waiver program during the fiscal year. An average of 95 employees per quarter including both faculty and staff, participated in job-related and career development classes.

AFFIRMATIVE ACTION

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 approximately 40 percent accomplished by the end of 1978-79. The support staff goals extending over the two-year period ending September, 1979 to hire 12 additional male minorities and 27 additional female employees was 70 percent accomplished. • An affirmative action compliance review has been scheduled during the early part of the next fiscal year by the U.S. Department of Labor. • Tables attached to this report demonstrate the university's progress in achieving Affirmative Action goals, both in the number of minority employees and the distribution of male and female faculty and staff members.

COLLECTIVE BARGAINING

As a result of the Higher Education Employer-Employee Relations Act (HEERA), which became law on January 1, 1979, 126 university management and supervisory employees participated in campus workshops which provided a general orientation as to what the law requires of them in order to carry out their responsibilities. • Management guides containing materials related to the requirements of the law, policies, procedures, guidelines, and general background information explaining the processes and principles of employee relations were given to each workshop participant. In addition, a pamphlet was distributed to all campus employees in an effort to provide them with information concerning alternatives under the collective bargaining legislation. • University guidelines regarding relationships with employee organizations were developed in an effort to provide university personnel and employee organizations with policies and procedures concerning the use of campus facilities, equipment, and communication with employees during working hours. Seventeen Employee Relations Bulletin Boards were installed throughout campus to provide employee organizations the opportunity to display organizational materials.

PUBLIC SAFETY

This was the first year of operation of the university's police, fire, and other safety services as an integrated Public Safety Department. Under the direction of Richard C. Brug, who became director of public safety in July, the department operates with separate sections assigned responsibility for police, fire, environmental health and safety, parking administration and enforcement, animal control, and special programs.

STUDENTS

Enrollment at Cal Poly during 1978-79 continued at the planned plateau of approximately 14,200 academic year FTE with 15,592 students enrolled for Fall Quarter, 1978. Cal Poly continues to have a significant excess of applicants for fall admission, and such excess applicants are redirected in accordance with established procedures. It is expected that the enrollment plateau of 14,200 FTE will continue through the mid 1980's • During the 1978 Fall Quarter, approximately 61 percent of total enrollment was in fields offered at relatively few campuses in the system, including majors in agriculture, engineering, architecture, graphic communications, dietetics, biochemistry, and computer science. Students enroll at Cal Poly from throughout California, with only about 13 percent of total enrollment from San Luis Obispo County. Cal Poly students continue to be generally full-time undergraduates, with an average age considerably younger than the system average.

Students representing the university in a variety of programs achieved national recognition during the year. Particularly notable were the men's track and field teams, which won national championships; the women's rodeo team, which finished third in the national collegiate finals; and the football varsity which reached the final round of eight in the Division II competition to select a national champion. In addition, students joined others from California State Polytechnic University, Pomona to prepare a float for the 1979 Tournament of Roses Parade that won the traditional New Year's Day event's major prize for the best use of animation.

ACTIVITIES

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, committees, and programming agencies which involve about 600 students, and another 4,000 students hold membership in 110 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 121 student organizations of various special interests.

COUNSELING AND TESTING

The Counseling Center increased services in several program areas -- individual and group counseling, career development, learning assistance, and testing. The following groups and workshops were among those offered: "Formulating Career Options," "Managing Emotions," "Couples," "Relaxation, Stress Control and Meditation," "Essay and Test Taking," and "Time Management." • The Testing Office administered 5,486 tests during the academic year. Career/vocational tests used in conjunction with career counseling represented the largest number of tests administered. • A Crisis Intervention Team of counselors formalized specific procedures for responding to crisis situations involving students.

EDUCATIONAL OPPORTUNITY AND DISABLED STUDENT SERVICES

The past year has been a period in which the Educational Opportunity and Disabled Student Program has begun to assess its direction, clarify its goals and objectives, and set about accomplishing them. Two retreats for staff were held. As a result, staff development has become more than just a term. • Entering its tenth successful year, the Educational Opportunity Program remains a landmark whereby low-income and disadvantaged students and/or their representatives can identify with and meet their educational needs. During 1978-79 the program served 533 students who carried an average of 13.7 units for the Fall Quarter and 14.1 units for the Winter Quarter. The average GPA was 2.47 for the Fall and 2.46 for the Winter. Spring Quarter figures are not yet available. • Improvement in the direct services provided the disabled student population was noted during the year. This was accomplished by student assistant and student intern help. While the tram secured through the State Department of Rehabilitation in April, 1978 has been a useful tool for the campus, its electric motor is not well suited for this hilly campus. It has been recommended that a gas-driven tram be purchased.

FINANCIAL AID

Led by an increase of approximately 60 percent in Guaranteed Student Loans, the student financial aid operation saw another significant year of activity. Some 5,000 individual students participated in the variety of available financial aid programs. A Financial Aid Peer Counseling Program was initiated during the Spring Quarter with very positive results.

HEALTH SERVICES

Cal Poly's Student Health Services enjoyed another active and successful year during 1978-79. As a result of the Trustees Audit Staff Report on "Health Center Operations, Systemwide Review," several new policies relating to operation of the Student Health Center became effective. These resulted in establishment of a health activity data system, a medical disaster plan, and a patient care audit process during the year. • Even though the data gathering system employed during 1978-79 varied slightly from previous years, the health services patient load during 1978-79 remained about the same as 1977-78. The number of basic visits increased over 5 percent (from 35,702 to 37,608) while the number of augmented visits decreased by almost 8 percent (from 12,904 to 11,910). Although the infirmary continues to provide a valuable service to students attending a residential campus, the number of students utilizing the facility decreased during the past year from 829 to 503.

HOUSING

The on-campus residence hall program completed another successful year with an average occupancy rate of 101.59 percent. Particular emphasis was placed on community development through balanced residence hall programming, extensive training for both professional and paraprofessional staff, and continued utilization of the consultative systems approach to management. • This was a year of significant change in the Housing Department. The associate director assumed the responsibility for direct supervision of the resident director staff and the role of the resident director supervisor was strengthened. • The off-campus housing coordinator worked closely with the City of San Luis Obispo and participated in the development of the Housing Element for the General Plan. An off-campus housing brochure and other informative fliers, checklists, and rental agreements designed to help students find satisfactory off-campus housing arrangements were also developed.

PLACEMENT

The 1978-79 academic year will go down as one of the most active recruiting years in Cal Poly history. Employers recruiting on campus climbed to 482, a 16 percent increase over 1977-78 and third highest in Cal Poly history, while student interviews jumped to 9,951, a 33 percent increase and the highest in Cal Poly history (previous high was 7,638 in 1969-70). While on-campus recruitment for educational placement activity continued its downward trend, there was a significant increase in the number of educational vacancies advertised through the Center. Placement staff continue to be heavily involved in such attempts to reach more students as career days, classroom presentations, instructional workshops, videotape library productions, and special topic presentations. Program evaluation and development and staff development were emphasized during 1978-79.

FACULTY AND STAFF

The recommendations of faculty and the results of the formal Student Evaluation Program were considered in all reappointment, tenure, and promotion decisions of academic employees during the 1978-79 academic year. Forty-six faculty were granted tenure, 88 were reappointed to an additional probationary year, and 62 were promoted (44 to professor and 18 to associate professor), as well as three academic-related employees. Although 24 additional faculty received favorable recommendations, they were not promoted due to insufficient funding. • There were 69 new faculty (excluding returning lecturers) for the 1978-79 academic year -- 20 academic rank, 44 full-time lecturers, and 5 part-time (over half-time) lecturers. • The composition of full-time faculty according to rank for the 1978-79 academic year was 36.7 percent at the professor level, 38.2 percent at the associate professor level, 22.9 percent at the assistant professor level, and 2.0 percent at other academic ranks. Of the full-time faculty, 70 percent have tenure and 57 percent have the doctorate.

RESEARCH

Academic year 1978-79 was an exceptional year for sponsored research and other projects. Grants and contracts received numbered 39 and totaled \$1,685,153, almost double the amount for the previous year. Twenty-four of the grants were for projects valued at \$20,000 or more, 20 were for instruction and service projects totaling \$1,129,308, and 19 were for research and development activities, amounting to \$555,845. • More than 25 different faculty members now have research supported by external sponsors, and a much larger number of students are gaining valuable educational experience through working on these individual projects. • Significant increases in support occurred with the National Science Foundation and the National Aeronautics and Space Administration, each making five awards this year. There has also been a notable increase in contracts serving private industry in the state. • Seven Creative Activity/Research Efforts (CARE) grants totaling \$4,325 were awarded to faculty from research overheads.

RECOGNITION

Faculty selected by a committee of the Academic Senate for recognition as Cal Poly's "Distinguished Teachers" for 1978-79 were Dr. Adelaide T. Harmon-Elliott, Mathematics; Dr. Dane R. Jones, Chemistry; and Dr. Pratapsinha C. Pendse, Biological Sciences. Support staff members named as the university's "Outstanding Staff" for the year were Doris Anderson, Payroll; Harold Miller, Financial Management; and Richard Tartaglia, Plant Operations.

PHYSICAL DEVELOPMENT

The 1978-79 academic year was one of continuing construction activity with the new Faculty Office Building (scheduled for completion October 1979) and the Robert E. Kennedy Library (scheduled for completion summer 1980) the two major facility activities. • While the university is grateful for the appropriation of construction funds for these buildings, major deficits still remain in critically needed instructional facilities, especially in the laboratory-oriented disciplines. The campus is still accepting applications that result in one of the highest utilization rates of any campus within the CSUC system while still denying admission to several thousand qualified students because of space limitations. • The plan to improve and expand Mustang Stadium has been completed with the construction of 900 additional seats on the east side of the stadium. This project was funded with contributions from alumni and other donors, primarily in the local community. • The university is continuing to work with students of many disciplines in permitting them to design and construct, under university supervision, a number of small but very important additions to the campus. • Suggested and completed largely by students of the School of Architecture and Environmental Design, these are improvements that probably would not be possible by any other means. While the major thrust of these projects is to give students instructional experience in an actual situation, the university benefits by the completed projects.

COMMUNITY DEVELOPMENT

Relationships with the university's statewide community, its local community, and its alumni continue to be favorable. Alumni activity and interest continue to increase with paid membership now in excess of 10,000, and with a total of 19 functioning chapters of the Cal Poly Alumni Association. Thirteen chapters are organized on geographical lines and six on the basis of discipline interest. Also active as a chapter of the Alumni Association is a group of retired and emeriti members of the university faculty and staff.

A real highlight of 1978-79 as far as the university's relationship with its communities is concerned was yet another year of growth in the Annual Giving Program. Gifts to the university during the three years the Annual

Giving Program has been in operation have doubled each succeeding year, and the number of donors has also grown significantly each year. After receiving \$31,005 from 726 donors in 1976-77, \$61,264 was given by 1,169 donors in 1977-78, and 1,965 donors gave \$136,906 during 1978-79.

Special educational programs such as workshops, conferences, and short courses were arranged during the year for over 120 community and professional groups ranging in size from 15 to over 1,000 participants. Notable among these programs were the annual meetings of the California Association Future Farmers of America, the California Agricultural Teachers Association, and the California organization of the Alcoholics Anonymous, and educational activities for the California Association of Refrigeration Service Engineers Society, the Society of California Accountants, and the Internal Revenue Service.

Service projects for community groups continue to be significant among the university's community relations activities. Such programs as Student Community Services, Volunteer Income Tax Assistance, tutoring and internship arrangements with community agencies, and a continuing number of studies and other assistance efforts carried out by students as part of senior projects or other class assignments were noted during 1978-79.

Sizable numbers of persons from the local and larger communities continue to participate in the variety of programs and events offered by university departments and programs. In addition to the 1979 Poly Royal, which again brought over 100,000 visitors to campus, these include such fine arts events as concerts, art exhibits, and dramatic presentations; the successful Arts and Humanities Series of lectures; and a broad range of intercollegiate athletic events.

SPECIAL PROBLEMS

The effects of Prop. 13 continue to aggravate the funding problems that are already critical because of the costs of a high quality, technologically-oriented educational program and continuing enrollment pressures from students who appreciate the career potential of such programs. The challenge that still faces Cal Poly is how to deal with those problems and not dilute quality.

In specific terms, academic administrators are being confronted by such problems as: • how can we hire well-qualified faculty in such areas as engineering, computer science, and business when CSUC salary structures are so far behind those of business and industry for the same skills, ability, and education levels? • given the widely-accepted importance of laboratory experiences in the university's career-oriented educational program, how can we keep equipment in existing labs up to date with current technology and establish the new lab facilities needed to meet the needs of new technologies? • with the effects of Prop. 13 so well known and the demand for qualified minority and women professionals so great, how can we fill our needs for well-qualified faculty on the one hand and meet the goals of our Affirmative Action plan on the other? • how can we keep morale of faculty and support staff at a high level in the face of the possibility of increased workload and reduced resources resulting from post-Prop. 13 budgets? • with federal monies for the highly successful university-wide cooperative education program scheduled to end at the close of the 1979-80 academic year, where do we find funds for continuation of the program beyond September 1, 1980?

AFFIRMATIVE ACTION TABLES

Table 1. 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.	%
1979 (April)	1773	237	13.4	41	2.3	42	2.4	42	2.4	109	6.4	1536	86.6
1978 (Nov.)	1761	230	13.1	40	2.3	40	2.0	42	2.4	110	6.2	1531	86.9
1978 (March)	1755	222	12.6	37	2.1	41	2.3	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
1967	778	30	3.8	4	.5	11	1.4	7	.9	8	1.0	748	96.1

Cal Poly Census as of April, 1979; Foundation and ASI not included in data

Table 2. Cal Poly Male and Female Employees by Administrative Unit, 1978-79

	Total Faculty	Male No.	%	Female No.	%	Total Staff	Male No.	%	Female No.	%	Totals
Academic Affairs	889	788	88.34	101	11.36	334	126	37.73	208	62.28	1223
Administrative Affairs	5	5	100.00	0	0.00	355	233	65.63	122	34.37	360
Student Affairs	0	0	0.00	0	0.00	189	51	26.98	138	73.2	189
Totals	894	793	88.70	101	11.30	879	411	46.76	468	53.24	1773

Does not include ASI or Foundation employees.

Table 3. County, State, Cal Poly Labor Force by Sex, Ethnic Group, 1978-79

	Total Labor Force	Female		Black		Other Non-White		Spanish-American	
		No.	% of Total	No.	% of Total	No.	% of Total	No.	% of Total
San Luis Obispo County*	46,300	17,275	37.3	500	1.1	1,150	2.5	4,900	10.6
California***	9,518,200	3,426,000	36.0	599,600	6.3	352,200	3.7	1,304,000	13.7
Cal Poly Census**	1,945	669	34.4	48	2.5	29	1.5	127	6.5

*San Luis Obispo Census - July 1977

**Cal Poly Census - April, 1979 (Includes ASI and Foundation)

***California Census - July, 1975

Table 4. Cal Poly Male and Female Employees by Occupational Groups, 1978-79

Occupational Group	Male		Female		Total Employment	
	No.	%	No.	%	No.	%
Exec. Administrative Managerial	11	91.67	1	8.33	12	.68
Faculty	793	88.70	101	11.30	894	50.42
Professional	105	56.65	71	40.34	176	9.93
Secretarial	13	3.94	317	96.06	330	18.61
Technician	82	71.92	32	28.08	114	6.43
Crafts	68	98.56	1	1.44	69	3.89
Service	132	74.16	46	25.84	178	10.04
Totals	1204	67.90	569	32.09	1773	100.00

Table 5. Ethnic Group Composition of Cal Poly Employees, 1978-79

	Black	Chicano	Spanish Surname	Native American	Asian American	Filipino	Other Non White	Subtotal Minority	All Other	Total Number	% of Total Minority
Academic Affairs	17	26	10	11	33	0	23	120	1103	1223	9.81
Administrative Affairs	16	38	12	3	5	3	3	80	281	361	22.66
Student Affairs	8	22	1	0	4	0	2	37	152	189	19.57
Above Totals	41	86	23	14	42	3	28	237	1536	1773	13.36
Foundation	6	18	0	4	0	1	1	30	125	155	19.35
ASI	0	0	0	1	2	0	0	3	14	17	17.65
University Totals	47	104	23	19	44	4	29	270	1675	1945	13.88

Table 6. Cal Poly Employment by Sex, 1975-78

Date	Total Employed	Male		Female	
		No.	%	No.	%
November 2, 1978	1761	1214	68.94	547	31.06
March 31, 1978	1755	1217	69.34	538	30.66
November 30, 1977	1754	1215	69.27	539	30.73
June 1, 1977	1680	1165	69.35	515	30.65
September 30, 1976	1617	1147	70.94	470	29.06
April 8, 1976	1611	1133	70.33	478	29.67
October 31, 1975	1582	1100	69.53	482	30.47

Does not include ASI or Foundation employees.