

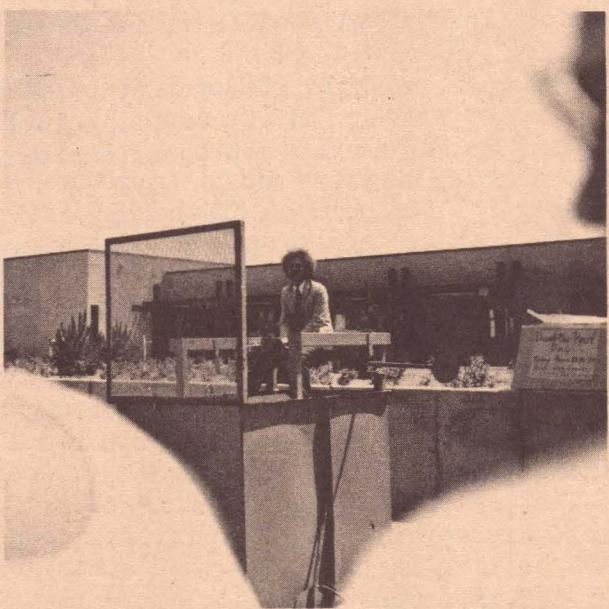
The Albatross

JUNE

Vol. 1 No. 3



Here we have a rare candid photo series of the shy, introverted professor, Dr. Calvin Keet, patiently dipping into the student suggestion box.

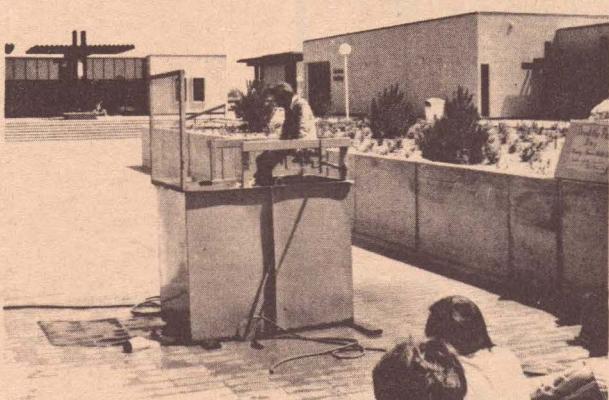


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Announcement:

Brian Lewis has been selected to be the senior speaker at the graduation ceremonies this Sunday.



WHO SHOT THE ALBATROSS?

This is the last flight of a rather ill-fated Albatross.

This time the Albatross has not been shot by an unwitting Mariner; this poor Albatross has simply lost the will to live.

The fire has left the eyes of all those who conceived and produced this paper. It would be grander to be able to lay the blame elsewhere.

We could say that the Administration shackled and harassed us. But it has only given us support. It has answered our inquiries--even offered material. No reporter could ask for more. As students of journalism we are naturally disappointed that we have had no courses to guide us--but that will be different next year when the English department adds the much needed and wanted classes to its schedule.

We could say there is no money. But there is lots of money. We were surprised and delighted by the communities response. We have had as big a budget as we could use.

Our villains are lack of time, lack of motivation, and lack of vision. This college needs a good, spirited, dedicated newspaper more than it needs any single other activity. Properly inspired, it could catalyst this campus as no other rallying point. It would be the means of communication we so desperately lack, and the creative, constructive impetus to produce successes. But we are not of age yet.

All the elements are ripe. It is inevitable that some group will see the possibilities to fumble and stumble its way out of the bands of wishers and grippers and diagrammers. It takes work to put out a newspaper. The Albatross never quite made it.

But we learned a couple of things you might keep in mind if you get inspired next fall. You'll need to collect a couple of good administrators to tell the other people, undemocratically, what they are to do. And you'll need a structure: a place to meet, a pecking order, a way to fire the freeloaders and reward the plodders.

Lastly, people don't do something for nothing, except promise. They must be paid. So plan to pay them something: Money, units, maybe even yellow stars to sew on their shirt pockets. Without pay, and the threat of cutting the pay off, workers drift away.

This campus needs a paper very much. The Phoenix might make a name.

Women's Lib / Nepotism Rule

by Martha Murphy

Perhaps you have wondered why some of your talented women professors teach so few classes per quarter, or why some husbands and wives are working, at the cost of much personal inconvenience, at different colleges. The answer in many of these cases may lie in section III-A of the Personnel Handbook of this college. This section, often referred to as the "Nepotism Policy," discourages the hiring of husband-and-wife teams and, indeed, of more than one member of any family.

The policy deserves your attention and some explanation and clarification. First, what is nepotism, really? It is defined as "favoritism shown to relatives, esp. in appointment to desirable positions." The word implies the hiring of a relative by someone in a high office, without regard to the relative's fitness for the position. Clearly this is a different sort of thing than having qualified relatives working under the same supervisor or in the same department.

The College Personnel Handbook was written under the direction of the President's Office at the time when the college was founded. The section titled "Hiring of Relatives" reads:

Except under extraordinary conditions, no person may be hired to fill a position in which he would be supervised or would serve in the same department with a relative. (Cal State Personnel Handbook, p. 8)

The policy is not peculiar to Cal State, Bakersfield. It is similarly practiced in all the California State Colleges and in many other colleges, universities, public schools, and private industries and businesses across the nation. Its intent is clearly to prevent corrupt hiring practices, not to imply that husbands and wives or other relatives cannot work together successfully. The rule protects supervisors from criticism on the grounds of favoritism, and it prevents embarrassment in the event that one of the relatives might have his position terminated. In fact, these last two are the reasons most commonly used by administrators to justify the rule's existence.

The policy is sometimes overlooked by a department--there is that "extraordinary conditions" clause. Thus, a husband and wife, both professors, may work in a department if one is only working "part time." Similarly, a spouse may work as a student helper, either full-time or part-time, in a department where his wife or her husband is working full-time.

The rule has, however, held fast in some seemingly extreme cases, an example being a recent objection, at Cal State, to hiring the wife of a groundsman as a janitress.

Interestingly, some small colleges and small town public schools practice the exact opposite of the nepotism policy, much to their advantage, by hiring qualified husbands and wives as a package deal. The school in this way has more assurance that both spouses will be satisfied with the location and will therefore stay longer and need fewer fringe benefits.

The rule, despite its protection of supervisors and prevention of corrupt policies, is unjust. So far it has not been possible to ascertain specifically which relatives are affected by it. It includes brothers, sisters, daughters, sons, mothers, and fathers, as there are cases of people bearing these relationships being rejected as employees. How extensively the policy is applied to more distant relatives or to in-laws may depend on the feelings of the man doing the hiring. In a backhanded way, the ruling is especially discriminatory against married women.

The reasons that the rule hits wives hardest are several. Wives, first, are more likely to live in proximity than other relatives, and thus more likely to apply for jobs in the institutions where their husbands are employed than are other relatives. Corollary to this is the likelihood that wives will be of similar educational status and will share the husband's area of interest and experience. Thus, if you are a female college student, it is quite likely that you will run into discrimination caused by this or a similar rule once or more during your career. Of course all these cases can apply to husbands as well as to wives. In our society, however, it seems that when a couple must choose whether the wife or the husband will work, they almost inevitably choose the husband.

Also to be examined is the attitude that I mentioned before--the feeling on the part of some supervisors that the law should be interpreted strictly because wives and husbands will have problems working together or, if they do work well together, will make a third party feel uncomfortable. It may seem strange to those who are happily married that those with hiring power are more optimistic about total strangers working together than about two people who have chosen to live and work together, accepting each others personal quirks as part of the deal.

The actual legality of the ruling has,

CAL-STATE LOBBYIST
IN SACRAMENTO

SACRAMENTO - Assemblyman Kent Maddy (R-32) recently announced passage of his Assembly Bill 384--to authorize student governmental affairs representatives in Sacramento--in the State Assembly by a vote of 55 to 2.

The bill, endorsed by the State College Student Presidents Association and the Statewide Academic Senate, gives state college students the opportunity for petitioning government, a right which the University of California and community college students now enjoy and community college students now enjoy through lobbyists in the State Capitol.

Maddy indicated that, "In view of the 18-20 year old vote, I am pleased that the Assembly has wholeheartedly approved this legislation, indicating that we both want and need input from state college students in areas of critical concern to them.

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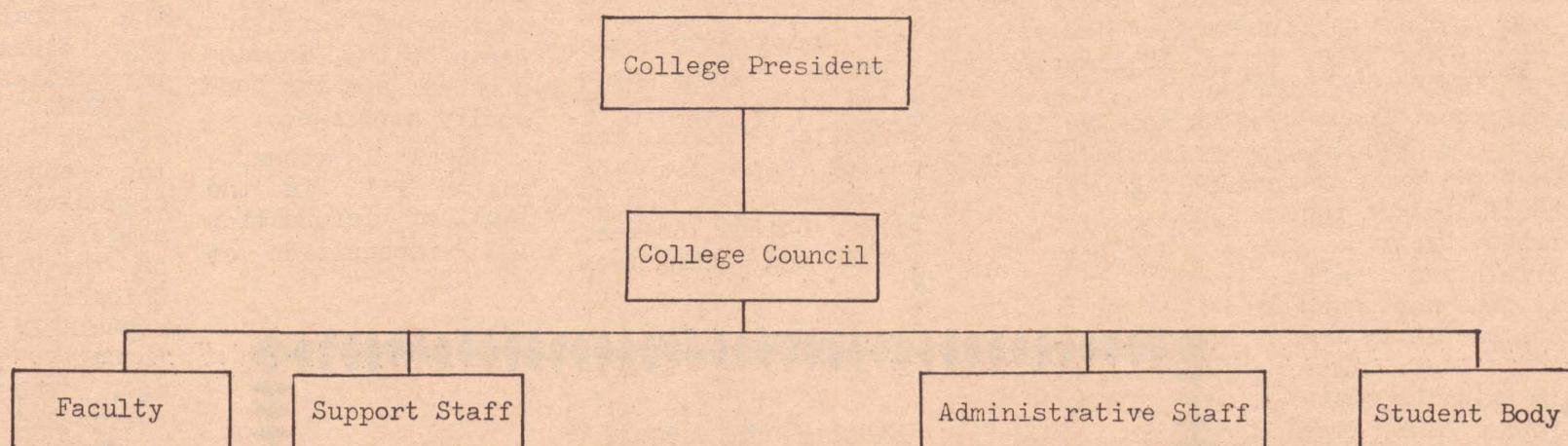
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COLLEGE GOVERNANCE



by
Michael Murphy

The above chart represents one of the most advanced designs in college governance in the nation. That's right, the whole nation! And within the State College and University System it is the best.

The CSB college handbook sets down in no uncertain terms that "The College Council is the principal policy-shaping agency of the college." It bypasses the traditional notion of a faculty senate, and it represents the student body to the collegewide administration as no student government could (although it certainly is no replacement for all of student government).

The College Council deals with all aspects of the campus from top to bottom. And four students are full voting members. Most colleges do not even have a representative body to shape their policies. Of those which do, most allow only student observers. CSB is included in that small fraction of colleges which recognizes that its students share in the right and responsibility to guide the college administration.

There are twenty-eight members to the

council, representing all parts of the campus: 12 faculty, 4 students, one non-academic staff, Dean for Administration, Dean of Students, Director of Libraries, Director of Extension and Summer Programs, a Village Master, 3 school deans, 2 division chairmen, and the Academic Vice President.

Its meetings are always open and announced beforehand. Its minutes are posted. A time is reserved each meeting for any visitor's business.

The council recommends all policy to the President, who by state law ultimately is in charge. Although the council, indeed, only recommends policy, it cannot be taken lightly. It represents a powerful cross section of campus sentiment and, as such, is itself very powerful.

The College Council is the place where new majors are created, curriculum initiated, future plans laid, residence hall policies developed, and ideas aired.

Like other democratic bodies the College Council is often slow and frustrating and clumsy in grinding out its

We of the Albatross offer the following

We of the Albatross offer the following suggestions as to what to do with your garbage. The following items can be recycled:

ALUMINUM

Clean and flattened aluminum cans from beer and soft drinks and all Coors beer bottles can be returned to the W.A. Tompson Company, 1431 "N" Street, for 10 cents per pound. Return the cans between 9 am and 2 pm on Wednesdays. The Advance Beverage Co., 701 16th Street, is accepting flattened aluminum cans on Mondays from 10 am to 2 pm, except between 12 and one, and pays at the same rate. More and more products are being packaged in aluminum, including soft drinks, beer, meat products such as vienna sausages, and the new

decisions. It labors over definitions and hypothetical situations, and wallows through a much mutilated parliamentary procedure.

And as soon as we take it seriously, it may make this campus great.

RECYCLE!

lunchbox snack products.

A leading manufacturer of aluminum products recently stated that recycling aluminum saves energy used in smelting as well as raw aluminum ore.

TIN CANS

Although the process is more expensive than that used for aluminum, tin cans too can be salvaged. Wash the cans, remove labels, cut out ends. Flatten the cans and put the ends inside. Collection bins are located in parking lots at Alpha Beta, Thriftimarts, and Zody's.

PAPER

We suggest cutting down on all paper products, especially towels, dishes, and tissues. Those who have lived in timber country know what a loss it is when a tree is cut down to make paper products.

You'll save money too. Save paper bags from the grocery for lunches and garbage can liners. Paper is preferable to plastic, however, as most plastic is not recyclable. Reuse plastic containers before disposing of them.

Bundle old newspapers and drop them off in the bin in the

parking lot of your favorite shopping center. Bakersfield's Association for Retarded Children will collect, sort, and sell them. The money goes to the Association; the newspapers are recycled into more newsprint, egg cartons, and so forth. The Association asks us to remind you that they don't want magazines.

GLASS

Buy returnable bottles and get your money back! Remember that you pay for non-returnables.

Glass does not use up many scarce resources, but it does have a way of destroying the beauty of the landscape as it piles up for hundreds of years. Wash bottles and jars, remove the lids and labels, and drop them off at the Seventh Adventist School on weekdays between 8 am and 4 pm. They will be melted down and reused at a plant near Saugus.

ORGANIC GARBAGE

Those who own homes or live in the country can make valuable organic fertilizer of your garbage. Dig a deep cone-shaped pit in a corner of your garden, leaving the dirt nearby. Save peelings and leftovers in closed container such as a 3 lb. coffee can with a

cont. page 4

ON PROPOSITION 9

Although it is too late to influence your vote, and perhaps because it is too late, we would like to say a few words about Proposition 9. Or rather, not about the proposition itself, but on the furor raised by it.

Californians are probably the most smog conscious people in the world. In fact, California's existing anti-pollution laws are America's strongest, in spite of the fact that they are never enforced. The contradiction leads us to believe that many like to complain about smog, but are unwilling to pay a few dollars a year to clean it up. For when offered the most far-reaching enforceable ecological initiative ever to reach the ballot, few of those voters we talked to had even bothered to find out what all the commotion was about, preferring instead to believe that:

1. "The bill bans diesel trucks and trains;"

2. "The measure is poorly written;"

3. "The bill will put thousands out of work;"

4. "We will be in danger of malaria;"

5. "Oh, that's a bad one!"

or some other bit of blatant hearsay misinformation. Perhaps most disappointing of all were those pro-Ecology critics who argued simplistically, "The bill bans atomic power plants, and they're a good thing." This in spite of the ecological principle that no change in the environment can be totally good!

It saddens us that in spite of the great complexity of Proposition 9, none of its critics could come up with a good, truthful, well-informed argument against it. There are reasonable criticisms. It saddens us even more that many of our friends voted against it because of the scare tactics of the wealthy industrial clique, while admitting not

having bothered to read the bill itself or the objective analysis of it in their voter pamphlets.

The measure is poorly written? How can you possibly know?

mm

MECHA!

M.E.C.H.A. is the acronym - Movimiento Estudiantil Chicano de Aztlan. Translated objective analysis of it represents the Chicano Student Movement of the Southwest (Aztlan being the Aztec name for the southwest portion of the United States, which was taken from

Mexico during the Mexican War. Mecha is a Cal State club designed to serve the needs of the Chicano student and the community at large.

MECHA is attempting to fill in the lack of information and recognition of

the Chicano People, and their many contributions and accomplishments. Much of their energy goes to initiating programs which will provide the Chicano student with educational opportunities.

MECHA is also serving to sensitize the people of the community to the culture and problems of the Chicano. The Chicano culture is especially important to Californian heritage, though often overlooked.

The problems of the Chicano are many, among them, a greater than average high school drop out rate. Because of language limitations their students suffer difficulties.

MECHA is also striving to bring about an ethnic studies program which would be integrated into the regular academic areas of study.

Recycle! cont.

snap-on lid. Do not use any meat scraps, as they will entice dogs and cats to dig. Daily put scraps into pit and cover with a layer of dirt. An alternative is to cover with black plastic, weighting edges with rocks and dirt. When hole is full, cover and pack dirt. In six months you will have organic mulch for your vegetable or flower garden.

OTHERS

Save reusable containers with lids. Save reusable containers with lids. Small glass jars are superior to plastic containers for refrigerator storage. They can also be used for canning. Many organizations can use containers such as coffee cans for crafts work for storage. Check with local girl scouts, boy scouts, campfire girls, nursery schools, and 4-H clubs. Schools and clubs can often use magazines, especially those with pictures.

cont. page 6

Blanket Primary For California?

Those young voters unwilling to affiliate with a particular political party would still be able to vote in primary elections if Assembly Bill 1188 now before the California Legislature passes.

The bill, authored by San Bernardino Assemblyman Jerry Lewis, calls for "a blanket primary," in which each voter may cast his ballot for any primary candidate regardless of political affiliation. Further, the bill would remove those provisions in existing law prohibiting non-partisans from participating in the primary. "There is no reason why independent voters should be exclu-

ded from the process of selecting nominees," Lewis declared. "They should not be penalized for exercising their independence.

"For too long the primary system in this state has prevented the voter from exercising his freedom of choice in selecting elected officials," declared Lewis. "The objective of this legislation is to give each voter a chance to express his preference for a candidate before the general election."

According to Lewis, "the current direct primary nominating system in California contributes to an increasing polarization of our politics by

encouraging and facilitating the nomination of politically extreme candidates. This excessive partisanship diminishes the opportunity for the political system to resolve all-too-real problems facing society and leads to natural disenchantment on the part of the voters.

"The blanket primary would prevent situations where a candidate is denied election because he is defeated for his party's nomination by a narrow margin even though he might be preferred by the majority of the electorate."

Lewis stressed that his legislation is not a return to cross-filing since no candidate could win the primary nomination of two parties.

"In other words, a Republican or an independent could vote

NEPOTISM, CONT.

in the last few years, been under some question. Even when the original reason for the rule is understood, it can clearly be seen that it is discriminatory. The careers of ones relatives should not be the determining factors of ones own career. In March, 1970, Alice S. Rossi, discussing the issue in The Atlantic, made the point that an individual's marital status is no proper concern of an employer, adding, "nor is it relevant to job performance if a spouse, a parent, or a sibling is already an employee."

The proposed Women's Rights Amendment, quoted elsewhere in this issue of The Albatross, will not of itself prevent discrimination on the grounds of marital status or family relationship. However, Title VII of the Civil Rights Act of 1964 includes a sex discrimination ban, which has been interpreted by the Equal Rights Division of the Department of Industry, Labor and Human Relations of the State of Wisconsin to mean that the University of Wisconsin's nepotism policy should be considered sex discrimination when "the marital relationship is unrelated to the job and the ability of the woman to perform."

It may be several years before the question of legality of such hiring policies is cleared up. Meanwhile, you may be faced with a job interviewer who takes the rule very literally or even misinterprets it in order to deprive you of your right to be considered for a position. Here are a few suggestions: First, before applying for a job where your husband or a relative is employed, check with the Personnel Office to see what rule is in effect and what is its official interpretation. Second, insist that the interviewer or supervisor examine your qualifications and tell you honestly whether on that basis you are qualified for the position. Third, be up to date on any recent legal rulings involving similar cases. Finally, you may not be able to afford to take your case to court, but the following alternatives are available: (1) Take your case to the power structure of the company or institution, asking them to reexamine their policies. (2) Seek aid from whatever employees association may exist. (3) Get in touch with your state's agency for handling equal rights cases, or if in Bakersfield, with the Kern County Equal Opportunity Corporation. (4) Consult your lawyer or a lawyer of the American Civil Liberties Union.

Meanwhile, after considering carefully its implications, voice your support of the proposed Constitutional Amendment in support of Women's Rights.

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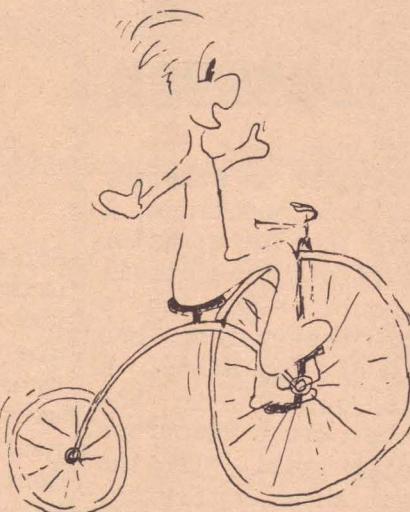
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NOTE!

We received several fine articles which we were unable to print due to space limitations or dated material. To the authors, our apologies and our thanks.

**Bike Path News**

This morning the agenda of the Kern County Board of Supervisors included the Department of Public Works and Department of Parks and Recreation's presentation of the estimated cost of completing the proposed community bike path.

Community interest in the 9½ mile bike path along the Kern river bed was the subject of a survey conducted winter quarter by one of CSB's sophomore seminars, Dr. Alan Greene of the Physics Department has followed the progress of the plan, and informs us that if sufficient uncommitted funds are available within the Parks and Recreations budget, the plan will go into effect as soon as possible. If the estimated cost exceeds available funds, however, budget hearings will be needed before the project can continue.

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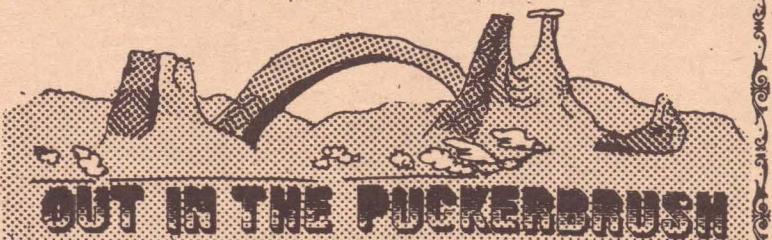
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Primary cont.

by Stan Ford
Buried among the short articles on suicide, arson, theft, sex attacks, and shootings, I found an announcement by the State Water Resources Department of a pilot bike trail project. The experiment would establish a bicycle trail between two reservoirs, one near Tracy and one outside of Los Banos, a distance of 60 miles. As quoted in the *Californian* article, State Water Resources Director William R. Gianelli said "If the experimental bicycle project shows sufficient public use, we would certainly want to extend it". Outwardly, a promising comment.

Any of you reading the article may have noted several relevant matters. San Luis Reservoir, one end of the project, is a good ten or fifteen miles out of Los Banos. There is no bicycle trail from the town to the reservoir. So getting to the experimental trail on this end means either being driven to the starting point or riding along a very busy and dangerous highway, State 152, which connects highways 99 and 101. Of course driving to the starting point means either that one returns for one's car, or that one is picked up at the other end of the trail.

Another factor is what Gianelli calls "a rural setting with views of vast areas of open lands, clean air, and no noise." The California Aqueduct, along which the bike trail would run, is, in fact very rural. I know of no camp spots, emergency facilities, or water, along the way. And sixty miles without a service station is a long ways on a bike. Gianelli goes on to say that the setting "may be attractive to bicyclists and should have great advantages over similar trails along freeways and city streets." In other words, the secluded and hard-to-approach recreational project would have great advantage over a project which might be more useful and might, in fact, offer more realistic community services and transportation opportunities.

Those pushing this project apparently view the bicycle as purely a recreational vehicle which avoids cities whenever it can. Bicyclists are not just trying to get away from cars, but are, in a way, trying to do away with them. The bicycle, if provided with appropriate pathways, could become a substitute for the auto in many cases. And bicyclists are not alone in seeking open lands and clean air. Most of us look for such places, whether or not we are riding a bicycle. The planners of such a project should remember that they are providing a trail for trail bikes, as well. The quiet and solitude of such an out-of-the-way project may not last long; bicycles may get little trail use until the motorcycles take over.

Our friends the bureaucrats may see the above project as a solution to the demands for bike paths. I do not. Having all bicyclists lost in the foothills outside of Los Banos does not rid the bureaucrats of what they may consider a nuisance. They may find another nuisance in their eyes (called smog) if they don't get on the stick.

If this experimental project fails I don't think the public can be blamed for lack of use. For you bicyclists, beware of such brilliant experiments; in six months you may find yourself without a path, for lack of "sufficient public use." And the state, in its magnanimity, did its part in offering the opportunity, even if it was impractical for the public.

CHOWDER LINE

These cookies have been my favorites since childhood. The recipe makes a lot! For round cookies, roll the dough into balls and place two inches apart on the cookie sheets.

COWBOY COOKIES

2 cups flour	2 cups oatmeal
1 tsp. soda	1/2 teaspoon salt
1 cup sugar	1/2 tsp. baking powder
1 cup brown sugar	1 cup shortening
2 eggs	1 tsp. vanilla

1 cup chocolate chips
Sift together dry ingredients. Blend together shortening and sugars. Add eggs and vanilla and beat till fluffy. Add chocolate chips. Add flour mixture and mix well. Add oatmeal and blend. Drop by teaspoonsful on greased cookie sheet and bake 15 minutes at 360 degrees.
Makes 11 dozen.

Assembly Bill 1188 will be heard before the Assembly Elections and Reapportionment Committee. Readers of *The Albatross* are invited to submit their special favorite recipes to this column--especially those adaptable to student budgets and cooking facilities. We cannot promise immediate printing, however, as I wish to try out the concoctions before including them in the column.

Mrs. Murphy

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