

new University

UNIVERSITY OF CALIFORNIA, IRVINE

VOL. 6/NO. 49/WEDNESDAY, JUNE 5, 1974

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We never got it ALL together, but here's some of us. To those of you graduating the New U staff says, "Good Luck," you'll need it. For those on parole for the summer, stop by in the fall —

COMMITTEES: KEY TO SUCCESS

by Tim Kelly

Complete student representation on campus committees is an essential ingredient for a University which purports to value student input for the decision-making processes. At UCI, most committees have openings for at least two students. Therefore, the key to success here is the optimal use of those positions in order to best articulate student concerns and interests.

The ASUCI is now taking applications from students wishing to become involved in Academic Senate and Administrative Advisory Committees. Application forms may be picked up in the AS Offices and should be returned to either the AS Secretary or Vice President for Administration as soon as possible.

Following is a list of such committees which maintain student membership, including brief explanations of the duties of the committees. Those marked with an asterisk will be in need of additional student representation in 1974-75. Additional information about the committees or specific openings may be obtained from AS.

Academic Senate Committees

(each committee has an opening for one undergraduate student and one graduate student)

* **Committee on Academic Freedom:** This committee shall initiate studies and/or make recommendations to the Irvine Division of the Academic Senate with respect to any conditions within or without the University which, in the judgment of the Committee, may affect the academic freedom of the University, its faculty and students.

* **Ad Hoc Budget Review Committees:** Dozens of these committees are formed each year for the specific purpose of reviewing the file of each faculty member who becomes eligible for promotion or merit increase during the academic year, and making recommendations to the Budget Committee keeping in mind the three criteria for promotion, merit increase and tenure: research, teaching and community service. Since a new committee is appointed for each case, only a small commitment of time is involved.

* **Committee on Athletics:** This Committee shall advise the Chancellor and the Division on all matters relating to intercollegiate and intramural athletics.

* **Budget Committee:** It shall be the duty of this Committee to confer with and to make recommendations to the Chancellor on matters relating to

appointments, promotions and merit increases for UCI faculty, and other budgetary matters involving academic personnel.

* **Committee on Business and Finance:** It shall be the function of this Committee to advise the Chancellor and the Division on all matters wherein the planning or operational activities of the Irvine campus affect its instructional, or research, or public service programs. This Committee will also provide advice on matters concerned with the solicitation, acceptance, and use of extramural funds.

* **Committee on Computer Policy:** This Committee concerns itself with all matters of instructional and research policy involving the use of computers and advises the Chancellor concerning the acquisition

and use of computers at UCI.

* **Council for Interscholar Curricula:** This Committee shall advise the Chancellor in matters affecting such programs and shall submit an annual report to the Division. It shall evaluate all proposed and existing programs and rank them in the order of the priority of their establishment and their staffing needs. It may initiate the move to establish new programs and, subject to the approval of the Committee on Educational Policy and of the Irvine Division, shall authorize the establishment of regular or experimental interschool programs.

* **Committee on Education Abroad Program:** This Committee shall advise the Chancellor on all

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STUDENT AFFAIRS AFFAIR

by Jeff DeCurtins
ASUCI Councilman

It seems that the Student Affairs part of the UCI administration is more concerned with meetings among its members than with student affairs. A case in point is my recent experience with the whole mess during Winter quarter in which I tried to initiate an overnight commuter center to be located in Student Center II. The center would provide cots for sleeping, hot showers and kitchen facilities for commuters who needed to stay late on campus and didn't want to drive all the way home.

My first steps were to get an estimate on the cost of modifying Student Center II—\$1500 by Physical Plant; allocation of \$2500 from ASUCI to cover the project; Campus Union Board Approval for use of the facility since they supervise use of the building. Next, I needed CPC (Campus Planning Committee) approval and they wanted to see input specifications from environmental health and safety offices and from Physical Planning and construction. Env. H & S could not do anything until they saw architect's drawings from PP & C so I went to PP & C and they said they don't work on this stuff until Student Affairs gives them the signal.

At this time we decided to go to the members of CPC ahead of time and try to get their support before the meeting. The first person we saw was L.E. Cox, a vice-chancellor for business and finance. We told

him of the Campus Union Board's unanimous approval but he said he had never heard of the Campus Union Board. Furthermore, he said he thought this was entirely a Student Affairs affair (even though sponsored by ASUCI) and that whatever Jack Hoy recommended he vote, that's how he would vote (I assume that is because L.E. Cox can't think for himself in these matters).

So we went to Jack Hoy and his assistant Bob Lawrence. They said they liked the idea and they wanted to see the plans from PP & C. "But I've been there already!" I told them. But after a second fruitless attempt at PP & C, I came back to Bob Lawrence. He now informed me that I should have started with the Dean of Students, the bottom of Student Affairs. Bob wanted John Whiteley's input on this. So down to the D of S office to get a memo from John to Bob saying what he thought of the idea. I tried to catch him between his meetings and his classes — for a D of S he is not very accessible. He came in for five minutes, said he would get right on it, walked away and sent me two women who he said would help me — but I told him all I needed was a memo from his saying he liked the idea. But he referred me away so I went back up to Bob Lawrence and left a memo of my own: I complained that John W. had referred me to two secretaries and that I had asked him for just a little memo and

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UCI CAMPUS CALENDAR

WEDNESDAY, JUNE 5

There is still time to enroll in UC Irvine's first Summer String Conservatory to be presented June 24 to July 27, by UCI Extension, and to participate in the orientation meetings to be held Saturday, June 17, at 7 p.m., and Sunday, June 22, at 1 p.m. in the Concert Hall of the UCI Fine Arts Village. Further information may be obtained by phoning the UCI Extension information office, 833-5414, or the UCI Music Department, 833-6615.

Art Exhibition — Sculpture and special projects by UCI undergraduate art students, sponsored by UCI School of Fine Arts. Fine Arts Village Art Gallery, noon-4 p.m. Tuesdays through Fridays and 1-5 p.m. Sundays. Continued through June 9.

Honors Day — Honors presentations to outstanding student in biological sciences. Sponsored by the

School of Biological Sciences. Campus Park, noon.

Rock Concert — Sponsored by ASUCI. Gateway Plaza, noon-1:30 p.m.

Film — "Bilddokumente zur Geschichte des Klassischen Stummfilms." Sponsored by the Dept. of German. HH 178, 3-4 p.m.

Films — "Loves of a Blonde" and "Meeting Milos Foreman." Sponsored by ASUCI. Science Lecture Hall, 6 and 8 p.m.

Film — "The Unquiet Death of Julius and Ethel Rosenberg." Sponsored by the Irvine People's Coalition. HH 161, 8 p.m.

Honors Day — The School of Biological Sciences Honors Day will be held from 12:00 to 1:00 p.m. in Central Park in front of the Physical Sciences Building. Awards to be presented will be the Jayne Unzelman Award, the Steinhaus Award and special honors awards in Biological Sciences. Everyone

is invited to attend this presentation.

THURSDAY, JUNE 6

Art Exhibition — Fine Arts Village Art Gallery, through June 9.

Picnic Concert — Recital by UCI piano majors. Sponsored by the School of Fine Arts. Concert Hall, noon.

Drama Workshop — "The Damask Drum" and "The Bird Catcher in Hell" (a Kyogen), classical Noh drama directed by graduate student Michelle Chiappetta. Sponsored by the School of Fine Arts. Campus Park, noon, June 6 and 7; 2 p.m., June 8.

Meeting — Academic Senate. Social Science Hall, 3 p.m.

Colloquium — "The Ecology of

Interpersonal Relations." Irwin Altman, professor and chairman of psychology, University of Utah. Sponsored by the Program in Social Ecology, Student Affairs Committee on Lectures and the Dean of Students Office. SST 220, 8-10 p.m. Admission \$2.

FRIDAY, JUNE 7

Meeting — Chancellor's Advisory Committee on Affirmative Action. Library 5407, 11 a.m.

Poetry Readings — Each and every Friday 11-12 noon Ellen's Bread and Butter Hour presents poets reading their own works. KUCI, 89.9fm.

Art Exhibition — Fine Arts Village Art Gallery, noon-4 p.m. Continued through June 9.

Drama Workshop — See June 6. Campus Park, noon.

Film — "A Long Hour's Walk." Sponsored by the Dept. of Spanish and Portuguese. HH 178, noon.

Films — "Harold and Maude" and "Heartbreak Kid." Sponsored by the ASUCI Film Committee. SLH, 7 and 9 p.m. UCI students 50¢ per film, others \$1. Also June 8.

Choral Concert — "Elijah" by Felix Mendelssohn, University Chorus under the direction of Maurice Allard, UCI associate professor of music. Sponsored by the School of Fine Arts. Concert Hall, 8 p.m. UCI students \$1, others \$3; tickets available at the Fine Arts Box Office. Also June 8.

SATURDAY, JUNE 8
FINAL EXAMINATIONS — through June 14.

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THE REAL STAFF BOX

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VOL. 6/NO. 49/WEDNESDAY, JUNE 5, 1974

The New University is published once weekly on Wednesday by the Communications Board of the Associated Students of the University of California, Irvine. All articles represent the opinions of the individual writer(s) and not necessarily those of the New University Editorial Board, the ASUCI or the University of California.

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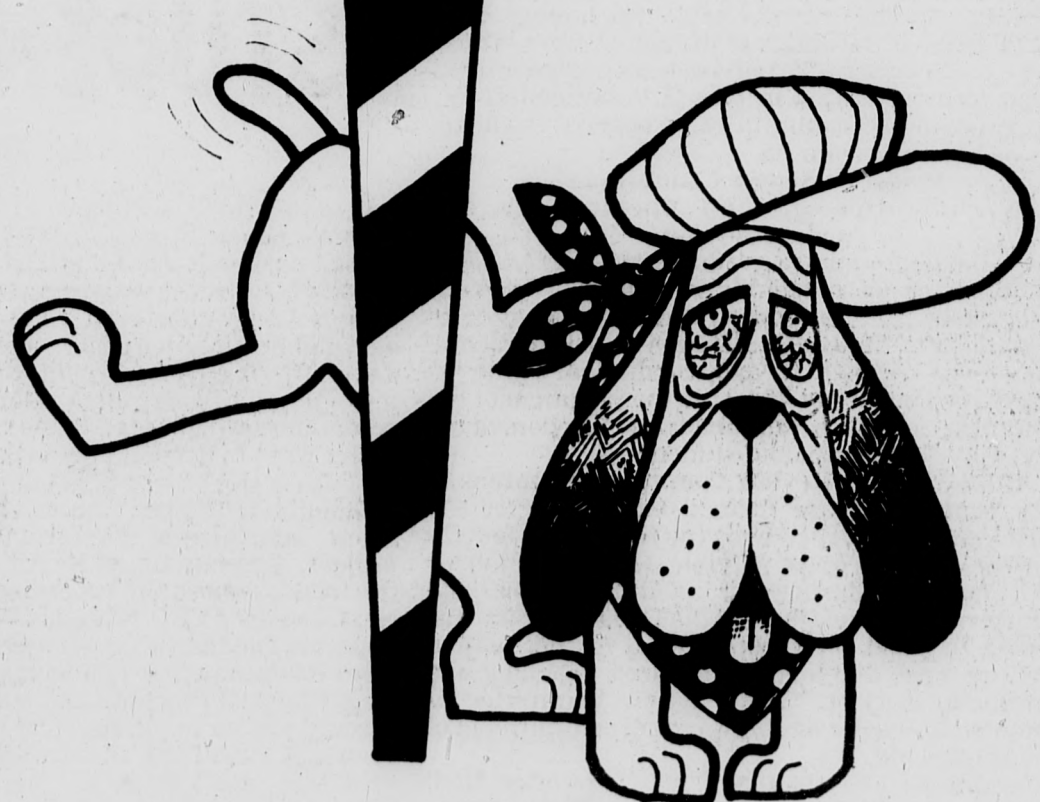
INEBRIOUS SPIRITS

BOOGIE 'N

810 E. BALBOA BLVD.

BALBOA, CALIF.

675-TOOT TOOT TOOT 6



(near the pavilion)

INTERVIEW WITH ALAN ROGERS

New U: Why were you fired from this university?

Alan Rogers: This university has three stated criteria by which faculty members supposedly are judged for promotion: teaching, research and service. Students have consistently rated my classroom effectiveness very highly. I have published several articles in scholarly journals and a book, *Empire and Liberty*, is forthcoming from the University of California Press. Since coming to UCI in 1966, I have served on dozens of committees, including Academic Freedom and Black Studies. In addition to these activities I have been engaged, from time to time, in political work. In 1968 I helped organize the Peace and Freedom Party as a vehicle for anti-Vietnam war sentiment (I am now a registered Democrat). I was an active participant in an "Alternative Education" program organized by students here in the wake of Nixon's invasion of Cambodia. Two years ago I helped establish a local of the American Federation of Teachers.

New U: Well, the question remains.

Alan Rogers: I think that I was fired from this university for two reasons. First, my political activities earned me the label "radical." (I'm quite happy with the characteriza-

tion; I am alienated from the mainstream of American politics, though I do not advocate a violent solution to the ills of this society.) This characterization made it difficult for some people to judge me simply according to the three criteria. Second, despite some rhetoric to the contrary, this university does not value anything other than a quantity of published research.

New U: Why is that?

Alan Rogers: This university is convinced — or at least operates on the assumption — that a certain number of monographs, stacked one on top of the other, will reveal THE TRUTH.

New U: What are the implications of this policy for the student?

Alan Rogers: First, it should be understood that there is no convincing body of evidence to indicate that an undergraduate benefits in any substantive way from this assumption. In fact, I think, there are serious disadvantages: the students' needs are rarely given serious consideration. More time and effort is devoted to extracurricular activities than to the purpose and goals of an undergraduate education. Second, a faculty member without tenure often must deny students his/her time in order to produce (that is the word that is used) more pub-



lished research, the "coin of the realm" which a young faculty member must hoard if he is to be counted meritorious enough for tenured status.

New U: What are the implications of this policy for faculty members?

Alan Rogers: Unless the concerned faculty person joins with others in a militant organization, this university's administrators will continue to ignore the faculty and the

students and to create "standards" and "policies" according to some unproven, hoary myths. Then, faculty and students alike will be punished for violating these arbitrary rules. And, to avoid embarrassing questions, the process of applying these rules will be carried on in secret.

New U: What have you enjoyed most during the time you have been at UCI?

Alan Rogers: The people — my colleagues in the history department and the students I have known. I have enjoyed learning from my friends.

New U: What regrets?

Alan Rogers: None! I am very excited about teaching at Boston College. Boston is the best place in the country for an early American historian to be, especially during the upcoming Bi-centennial celebration of the American Revolution.

BLACK SPACE:

YOUR NAME IS BIG BROTHER

UCI backwards is ICU. "I see you" is a game, played more than in other communities among the Blacks at The Vine because of their compounded minority status in Orange County.

"I see you," where nothing is sacred, bears an amazing similarity to the dozens. "I see you" will go to the pad with you, check you out, and disperse the information, not missing a room, dwelling on the bedroom. The performances of this game will dictate who you sleep with, regulate your love, and make rough those few struggles and periods of life that are relatively smooth for Black people under the yoke of capitalism.

Such reactions to the locked conditions of the environment are the crystallization of an immobilizing fear. The verbal aggression cowardly neglects its unintended victims; the culprits responsible for shaping particular forms of repression. This is not to say that Black people are exempt from criticism and self-criticism. No one should be, however, there's a difference between criticism and expose'. When criticism uses expose' for its main thrust it goes off on a tangent departing wildly from the goal.

Self-righteousness does not increase the validity of criticism either. Imposing one's values on others falls far short of the courage needed to speak out. When one speaks out and discourses him or herself to be alone, they have exercised either courage or unmitigated gall enough to irritate their comrades. Because of the archaic values inherent in "I see you" the latter is always the case, and cohesion is always

weakened.

Brother George Jackson, theorist and initiator of the prison movement that General Cinque proved to be still breathing, wrote in his last book, *Blood in My Eye*, that the communal experience would redeem niggas from "authoritarian traits." Communal living, communal accomplishments, and sharing would eliminate the effects of being part of the enemy's strength. "I see you" negates the communal experience. It fails to recognize that in the right wing bastion of Orange County there is a safety in numbers. And in a university community the only criteria for living together should be cultivation and study. The game employs archaic values that legitimize the oppressive state by invoking it to legislative love. Puritanism is alienation. Love is staying together, and working together, the communal experience deals best with the contradictions that disunite. It removes the strain from the black male/female relationship, stifles the petty jealousies and accusations found in the extended family, and in a symbiotic union prepares the individuals to confront the objective and subjective claims that will be placed on them. People do not have to be kept at a distance. Mutual understanding will stem from the correct proximity that will facilitate revolutionizing practice and end the vulnerability of unwanted isolation.

The logical conclusion of the gossip beat is evidenced weekly in each urban center of this country. Black scandal sheets (some white owned—

like the L.A. Sentinel) perpetuate such pathological behavior by devoting much too much space to apolitical tittle-tattle. The reporting and supporting of such newsworthy items goes hand in hand with their naive politics that culminate each year with "Vote Democrat" or should that be "Confederate" for the party of the South.

The Chicano community at UCI doesn't seem to be hampered by the pettiness that burdens the Black community. Possibly the reason for this is its closer ties to the Santa Ana community, more people on campus from Santa Ana, and four times as many Chicanos in Santa Ana than Blacks. Nevertheless, valid criticism of the BSU would be its lack of community ties with the Santa Ana Black community, and since that has been mentioned by the brother who heads the internal affairs committee it's possibly in the making. Lack of BSU campus participation is not the fault of the officer core. The general apathy that exists in Black communities across the nation is responsible. Ask around. Everywhere there is a few people trying to do it all.

Hopefully, the New U and/or Black Space is not moving in the direction of becoming a forum for Black people to attack the lifestyles of other Blacks, that is a move towards becoming a scandal sheet.

"In shallow men the fish of small thoughts cause much commotion, in magnanimous oceanic minds the whales of inspiration cause hardly a ruffle."

— Mao Tse Tung

6-3-3 Out?

On Thursday, June 6, the Irvine Division of the University of California's Academic Senate will consider a recommendation from the Committee on Educational Policy regarding the campus breadth requirement. Based on the notion that the present requirement is not fulfilling its designated goal (that is, to provide all UCI students with a "liberal education") the CEP has proposed that the requirement be revised in order to better fulfill that goal. Specifically, the new requirement would:

1. Instruct the deans, program directors and departmental chairpersons to examine their present and

future courses and determine which courses are appropriate for breadth (generally lower division or non-prerequisite courses).

2. Instruct those administrators to assign each of the courses for breadth to one of the following groups:

- Language and Culture
- Aesthetic and Historical
- Scientific and Quantitative
- Contemporary Issues

These sub-groups would be easily identifiable in the schedule of classes by means of appropriate symbols.

3. Require students to take three courses in each of the four groups.

4. Limit courses for breadth

to those other than those required by a major.

In other words, students would no longer choose courses from the academic schools as they do now with the "6-3-3" breadth requirement.

On one hand this revision, if passed, might aid the student in the selection of courses which are most relevant to the student's major. On the other hand, this revision could be seen as reducing the amount of flexibility which the student now has in determining his or her academic program.

To voice your opinion or to find out more of the details of this proposal, contact Tim Kelly, ASUCI Vice President for Administration in the AS' offices immediately. The Academic Senate meeting will be in the Social Science Lecture Hall at 3 p.m., Thursday, June 6.



by Ellen Robbins

Last Tuesday's A. S. Council meeting was still in session well after midnight. In spite of this test of endurance, there was only one solid accomplishment made. That accomplishment was the appointment of Frank Mayer to Biological Sciences Council seat. The council, having suspended all regular orders of business save that certification, proceeded with round one of the annual determining of the final A.S. budget.

The same priorities which revealed themselves at the Budget Hearings remained apparent as the executive officers announced their budgetary recommendations for 1974-75. The council, having heard these recommendations, acted quite independently in many cases, as the budget was whittled down to \$180,000.00 proportions. All cuts and allocations were tentative, even administrative costs were regarded as flexible by some. The final decisions concerning next year's A.S. Budget will be made next week. Although outsiders are not allowed to speak during the budgeting, it is still possible to influence the final vote of your Councilperson. Come and see for yourself this and every Tuesday at 5:30 in Third Floor Commons.

new University Editorials

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editor

ROBERT PINCUS
associate editor

DAN LEWIS
associate editor

Unsigned editorials represent a majority opinion of the New University editorial board. Responsible individuals or groups may submit letters and articles contrary to any New University expressed editorial position. The editors reserve the right to use their discretion in publishing letters, and to edit any letter over 300 words. All other articles represent the opinions of the individual writer(s), and not necessarily those of the New University editorial board, the ASUCI or the University of California.

Hang up on war

by Gary Donahue

Want to save some money on your next telephone bill? No, I'm not going to tell you to dial direct or "let your fingers do the walking." Why not consider refusing to pay part of your bill and at the same time make your voice heard?

We live in a world today where the majority of mankind still lives under conditions unworthy of the dignity of human life: where millions are enslaved by the struggles for the basic necessities of life; and where millions more are enslaved by affluence, mechanization, and dehumanization. Our world may not survive if we do not reverse the values that lead to nuclear war, overpopulation, and environmental pollution. One of the most immediate concerns at present are the assumptions, behavior, and institutions which constitute and give rise to militarism. A positive move consists in simultaneously striving to resist and non-cooperate with these things and to create positive, human alternatives to them.

In this way, tax resistance is a growing part of the lives of those who wish to change this society into one that affirms life rather than death. We see that resistance to and non-cooperation with the government in relation to military taxes and companies which exploit and oppress people is a real and tangible way to bring about change. It is our tax dollars that support the notorious Siagon Department of corrections; continue the killing in Cambodia; support repression in Chile, Brazil, and South Africa; and pay law enforcement officers to beat up farm workers in the Coachella Valley.

An effective, safe, and easy way to let your outrage be known is to refuse to pay the federal tax on your phone bill. The telephone excise tax was raised in April, 1966 specifically to provide additional revenue for the war in Vietnam. If the war is over the tax should be dropped. As it stands now, the tax is not due to be dropped until 1982. 60% of every tax dollar goes for military and defense spending. The 9% telephone tax has been and will continue to be a "war tax." You do not lose your phone service by refusing the war tax. Your phone company informs IRS that you have refused (you must explain in writing), and eventually you will be approached by the government and asked to pay your \$1.07 or whatever you owe. Often one or more agents will call on you, giving you a chance to explain your reasons. In return you can ask them to find a more suitable job. In some isolated cases the IRS gets its money through your bank account and charges 6% interest per annum on the tax due. The public press has resolutely failed to report on this subject, but a story in January quoted IRS as saying that growing numbers of Americans are participating in tax resistance and that this had been reported to the President.

A good positive action would be to send your refused war tax to an alternative fund. Put your money to work for the defense of life, not for its destruction. When we stop supporting the institutions of death, and when those based on love become a functioning aspect of our lives, we'll see society change.

The cost of war

For everyone involved, the cost of the Vietnam War has been staggering, both in terms of lives and dollars. Here is a look at some of the costs.

CASUALTIES: The Pentagon says 45,928 Americans were killed in action and more than 300,000 were wounded between 1961 and the end of 1972. The South Vietnamese command says 180,676 of its troops and an estimated 921,350 North Vietnamese and Viet Cong were killed in the same period.

CIVILIAN CASUALTIES: The U.S. Senate subcommittee on refugees estimates civilian casualties in South Vietnam at 415,000 killed and 935,000 wounded from 1965 through 1972. (And what are the civilian casualties in North Vietnam, Laos, Cambodia, and Thailand ????????)

REFUGEES: The war has created, at least temporarily, more than 6 million refugees in South Vietnam. Millions if others have been driven from their homes in Laos, Cambodia, and North Vietnam.

BOMBING: United States warplanes dropped about 7.1 million tons of bombs and rockets on the four countries of Indochina. That is about three times the tonnage dropped by U.S. planes in all of WWII and ten times the amount in all of the Korean war.

TAXES: The war has cost the American tax payers nearly \$137 billion dollars. (and we don't have the money to feed our own poor?????)

U.S. SERVICEMEN: About 2.6 million Americans have served in the armed forces in Vietnam and another 700,000 elsewhere in Southeast Asia or on ships off the coast of Vietnam.

WHEN WILL WE EVER LEARN????



LETTERS FROM THE HEART

BSU Unity Strong

In my three years on the UCI campus, I have watched the Black student population grow in unity, strength and maturity. Now I think that Black students are at the most vital stage of the past three years. The recent success of Black Culture Week attests to this fact. As a Jamaican Black at Irvine, I felt alienated and isolated in my Freshman year. Black Student Union members as well as the rest of the Black population gave me love, security, a sense of belonging and the impetus to complete my undergraduate education. I attribute my success as a Danforth Fellow 1974 largely to inspiration and motivation from my Black Brothers and Sisters on this campus.

Black students have shared with me their knowledge and wisdom achieved through painful survival in the Ghettos and Barrios of this nation. The Black students on the Irvine campus have inspired me with a feeling of reverence, respect and great love. Their readiness to help, to share and to explain is at once admirable and touching. I am really disturbed that a Black brother, a solitary case of bitterness, frustration and maladjustment should try to impose his hang-ups on "the majority" of the Black students. But this is a prime example of the effects of racial and economic oppression. The Black people on the Irvine campus are strong and beautiful, and if total solidarity is not in fact a reality because of the many forces operating against us, we as a body, are approaching it more and more.

Marion Abbott

People's Reaction

Editor:

On Thursday, May 30, 1974, the New U printed an article entitled "Negroes at UCI" by Al Adams.

The impact of the article was such that, later that evening 70 Black students and staff members met with hopes of discussing the content of the article with the author, Mr. Adams. The general concern of the persons present at that meeting was Mr. Adams' sources and accuracy of information and his motives for publishing said article. Mr. Adams refused to appear at the meeting after repeated request by the person present.

It was also the concern of the persons present of his efforts to create discussion within a strong body of unified people, and how Mr. Adams hopes to unify by denouncing the masses.

It is no doubt in my mind or the minds of the more than 70 people present at that Thursday evening meeting of where we, as a people, have come from and where the future will take us through our continual united efforts, we are just left to question Mr. Adams.

All Power to the People
Ronald Jay Hudson
Internal Affairs Comm.
Coordinator
BSU

Honor To BSU

I, Pamela Hawkins, would like to take this opportunity to voice my support for the BSU of Irvine along with Irvine's Black faculty, student and staff population. I indeed feel that we are a family and I am honored to be a part of this committed, purposeful body. As Black people in an institutional organization we are extremely effective in our endeavors, regardless of our diversified areas of concentration. Each of our plights are similar because we as Black people share the same discriminations, unifying us as a group. Let us pool our knowledge and wisdom and remain the strong people we are no matter of the stumbling blocks set in our paths.

Pam Hawkins
R.A. Mesa Court

Inspired & proud

Editor:

Though many opinions, gross assumptions and accusations were made by Mr. Adams in his article which appeared in the New U May 30. He failed to realize that he is also a member of the Black community at UCI and will remain recognizable from any other Black student by the majority student body, faculty and Administration. Instead of offering constructive criticism to enable all Black students at UCI to work closely together to attain a more cohesive family, he has only stated what he perceives to be problems offering no suggestion for solutions.

As I looked around the BSU meeting that was called the

same day the article was released, I was inspired and proud to see many Black students that are concerned and interested in the state of Black affairs and its direction at Irvine. We are much more involved in the unity and revolution of Black people than you will ever know, Mr. Adams, and unless you wish to join our ranks for the struggle keep your opinions to a whisper. It distresses me to think that people talk to themselves by shouting at the top of their voice.

Tamu Malitia
(L. Cameron)

Disbelief And pity

Editor:

An Open letter to Alfred Adams

Brother Al,

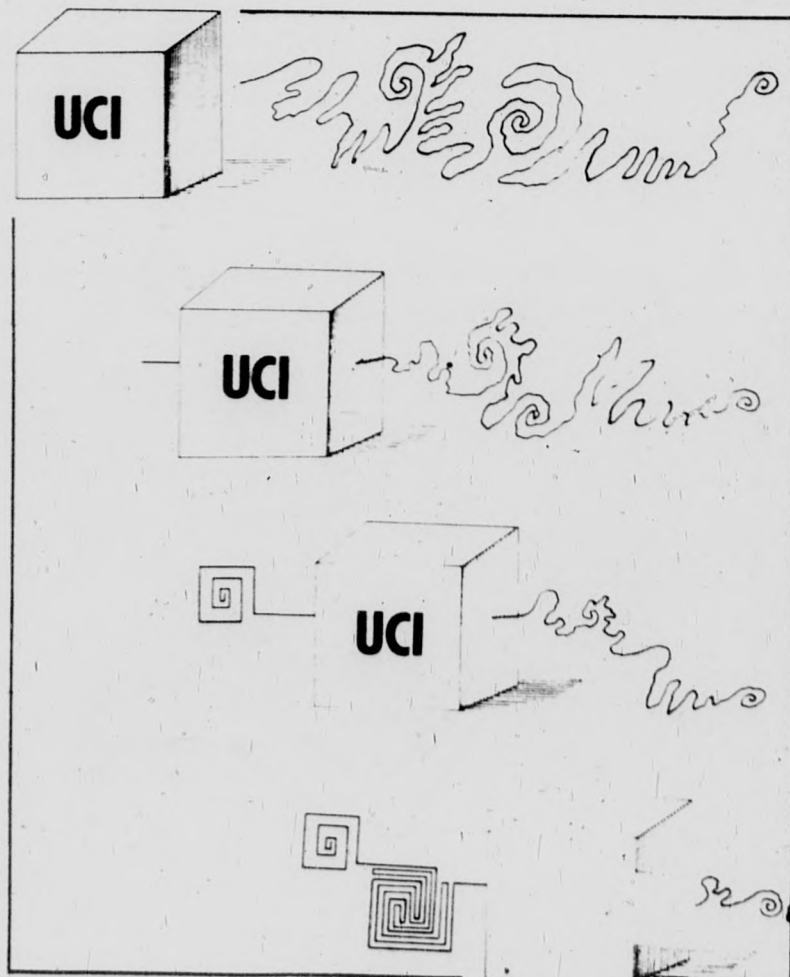
We are seriously concerned about your mental health and we will do all we can to see that you get professional help.

As you know, Black students and staff held a meeting Thursday night, May 30, to discuss with one another and you the possible implications of what you have written (New University - May 30, 1974 - page 9.) I should also mention that you declined to attend. Of the more than 70 of us who attended no one had anything to say in support of your allegations though the discussion was lively.

Al, had your criticisms been constructive rather than malicious we could have worked to resolve your unhappiness. At it stands now, the three primary emotions generated by your past and present actions are: (1) **Disbelief** that anyone (of us) could possibly be so unaware of what is really going on here at UCI (2) **Pity** for you in your illness, (3) **Compassion** for you as a brother.

We hope for a better relationship in the future.

William L. Carroll
Executive Coordinator - BSU



Misplaced Aggression

Editor:

Re: The May 30, 1974 article in the New University, "Negroes at UCI," written by Alfred "Shaka" Adams.

I do not agree or sympathize with any of Alfred Adam's opinions or condemnations.

Mr. Adams does not offer any documentable evidence to support his findings. Therefore, they cannot be considered as anything other than arbitrary and at best hearsay.

Mr. Adams enters an area where he does not have the right to judge or moralize by attacking and criticizing the personal lives of the faculty and students at Irvine. Their personal affairs are their own.

It is unfortunate that Mr. Adams feels this way, but it is even more unfortunate that he feels it necessary to launder his wash in the university newspaper. He demonstrates the worst type of slave mentality: Misplaced aggression. This misplaced aggression occurs when one has problems with his own identity. This failure to recognize his friends and enemies is a manifestation of Mr. Adams' identity problem.

Ethel Alexander

Towards an Understanding

Editor:

In response to the controversy surrounding the article "Negroes at UCI," I extend this final explanation in hopes that the innocent as well as those touched by the article will gain a lasting understanding.

Some Blacks feel that I have projected my personal biases upon all Black members of the University; to these people I say that any true Black is compelled to ultimately shoulder the responsibility for the welfare of all Black men and women. Such commitments separate man from the animals which are known to survive as fragmented entities. If I encounter factors which are known to be detrimental to my race, I owe it to 22 million of my peers to attempt to bring about an effective change.

In regards to the shacking of some of our BSU officers; let it be known that common law living involves "love-no strings attached," and no legal commitments. Such practices were heavily employed upon chattel slaves to promote reproduction while inhibiting the formation of unified or lasting relationships among them. Today, many

Blacks are attempting to rationalize this slave practice as a "new morality," and a future way of life.

Our Black women and children are the ones who ultimately suffer because of such practices. If we are to continue to use children as the building blocks of our future, they must be conceived in an atmosphere where the Black woman is not only worshipped, but is given the maximum amount of commitment, love, and security that the law will allow.

Many Blacks were concerned because the above mentioned detriments surrounding some students were exposed publicly. Obviously, these Blacks have forgotten that in a large number of text books within both the Social Science and Humanities departments these same topics are openly documented for all students to read. One need not be a Ph.D. to tell the truth. If the "topic" fits, wear it.

The article in question told no lies. Its truths were very strong, therefore the innocent need take no offense and those Blacks who are still wallowing in their self-designed pools of guilt, excuses, rhetoric, etc., may stand enlightened.

In closing, I would like to state that no single person or newspaper article can destroy "Black Unity" if in fact it is dedicated to the well-being of today's Black people, and committed to the betterment of conditions for some 10 million of our people yet unborn.

Until we as dedicated Black people remove dope, "Toms," "Ain't Jamima's," "shacking," etc., from our plans for future socioeconomic stability, we will collectively continue to herald the ultimate destruction of the Afro-American race.

Al "Shaka" Adams
P.S. As to my personal marital status, please refer to Attorney Charles Garriety, Santa Ana.

Student Affairs ripoff

Dear Editor:

It has recently been announced that the Campus Union Board will soon be dissolved. You will not see this on any official University stationery. The decision seems to have been a strictly fifth floor (Student Affairs) one, without regard to what people other than administrators feel should be done. The direct move to abolish will probably take place during summer break.

The actual reasons Student Affairs (Jack Hoy, Bob Lawrence) have for taking this action can only be speculated

on. They have never been inclined to personally address the Campus Union Board or to correspond with us for the last two quarters. The correspondence that has taken place was from the CUB to Student Affairs. An example of this is the situation that developed when student affairs pulled monies from CUB accounts without the knowledge or approval of the Campus Union Board (as the CUB Constitution states, there must be). When we discovered this and requested informally what they thought they were doing, we received a "We'll look into the matter" response and nothing more. When we officially demanded that they return the funds taken, we were completely ignored. One can understand that what communication has taken place has not been as smooth as silk. But this is certainly not enough justification to dissolve the CUB in view of the Campus Union Board's accomplishments.

What are some of the Campus Union Board's accomplishments? They are: (1) Lengthening the hours of Gateway Commons, Student Center I and the TUB to accommodate the night student population on campus. (2) Keeping the Commons open during the weekend coinciding with the hours of the library. (3) Setting up the Monday movies at noon in the Student Center II and the Tuesday nite movies in the TUB. (4) Co-sponsored the "Legions of Jazz" concert in Crawford Hall a few weeks ago. (5) Set up a book exchange in the TUB. (6) Providing jobs for students working in the Student Store. (7) Providing storage locker space for commuter students.

These are just some of the accomplishments of the Campus Union Board. In all likelihood, none of these things will happen next year if the CUB is dissolved. With the demise of the CUB, the ones who lose are not the members of the CUB, but YOU, the students we serve! DON'T LET THEM DO THIS TO YOU!!!

On behalf of the Cub.

Dave Romonyglo
Graduate Rep. CUB
Scott Millis
Student Rep. CUB
Mark Brickly
Student Rep. CUB
Bob Allen
Chairperson, CUB
Theresa Lynn
Faculty Rep. CUB
Marian Murphy
Staff Rep. CUB

Free the Pool!

Recently having seen the almost full page article on **Free the Beaches**, I am prompted to write you this note.

The UC Regents own and maintain the area known as Black's Beach. Apparently the students, Regents and people feel as we do; that it is not lewd to be nude.

I, for one, am no lewd dude but would enjoy shedding my speedos in favor of bare assing it in the water and getting an all over tan.

Perhaps the UCI pool could be made a swimsuit optional area, all or part of the time.

I suppose it is the Regents of the University of California who grant permission to nude sunbathe on UC property.

So it seems a petition is in order: We the students of UCI feel that the pool area should be made swimsuit optional X days a week.

Signed,
Hank Hogan

Irvine Fever Strikes

On page nine of the May 30 New U you can see a man tear his guts out and show them to the world because he could find naught to attack but himself his culture his history He had a deep love for humanity His love was thwarted He could not — alone — successfully attack the root cause of his rage SO He attacked that part of his being who could help him regain his sanity rather than imprison him who could understand his serious plight and be capable of giving love to him even more for being weak/strong enough to show the world that The Irvine Fever is capable of forcing a man to tear his guts out — and show them to the world.

Homer Fleetwood II
BSU, UCI Alumni Association
Chancellor's Advisory Committee on Minority Affairs

Pujols' Farce

Dear Editor:

Although this issue does not merit the popularity it has received (surely there are others more worthy of attention), the letter appearing in last week's edition, SAGA GAGS ON warrants response. It appears that the writers of this pretentious farce imagine themselves to be "crusaders" against the Fascist Corporate Giant, Saga Foods. Comically enough, they have nearly succeeded in making a martyr out of their "comrade," Joseph Pujols — the latest victim of Saga's "fascist insects." They undoubtedly rank him along with Angela Davis and Donald De-Freeze in his heroic stand against nutritional oppression.

The attack on Dave Miller's "presumed logic" (re: PUJOLS' COMPLAINT) is as ineffectual as Pujols' threat of law suit. The evidence is clear: By sneaking clandestinely from one line to another to obtain a second entree, Pujols violated the "one at a time" rule, a rule that he obviously knew existed. Ken Iverson calmly asked that the entree be returned, Pujols had a temper tantrum, and Ken took it out of his hand. There was nothing verbally, let alone physically, "abusive" about Ken's handling of the situation.

There are two notable reasons for the "one at a time" policy. The first, alluded to by Dave, is portion control. Admittedly, the food is often "deteriorating" (although the term "exorcised concoctions" is overdoing it a bit), and it is logical to allot one serving at a time to avoid waste. The wasteful habits of many Mesa Court residents are lamentable enough as it is; especially the despicable practice of throwing away food out of "sheer contempt." The second reason for the policy is the lack of plates. When each person takes two or more plates, the dishwashers have to work that much harder. They are the real victims, not Pujols.

Pujols' "comrades" would have us believe that his "justified complaint" was directed not at Ken Iverson, but at "Ken Iris, a presumably fictitious character stereo-typical of Saga's haughty indifference." Though Pujols un-

disputably used the name "Ken Iris," in his letter, it is subject to interpretation whether or not he knew Ken's actual name (or cared); or if he was fulfilling some adolescent literary passion. Only Joe knows for sure.

But what is most nauseating about the letter was their comparison of the Pujols incident with the fate of a "starving Biafran child refugee." Beyond the fact that both have bloated stomachs (one from gluttony, the other from hunger) there is nothing even remotely "analogous" about the two situations. Such a comparison is an injustice to the suffering of the Biafran people. To minimize their plight by linking them with Joseph Pujols is not only stupid, but contemptible as well.

Although the letter purports to demonstrate the "incredible flaws" of Dave's logic, it is actually an exercise in sensationalism and slander. To call Dave a "diligently devoted dollar eighty-five an hour employee of Saga" is no more than childish mudslinging. Their sophomoric, pseudo-radical attempt at dissent is a perversion of true protest and hurts their cause more than it helps it.

Ken Peterson
C.W. Courtney
Nancy J. Pearson
David Larrinaga
Ted Hagey
Ron North

Special Thanks

Dear Editor:

Each year there are a number of people here at UCI, most of them students or secretaries, who put in a lot of time and effort trying to make life here at the big U a little better for all of us students. It is unfortunate that these people rarely if ever get thanked for their effort.

This year is no exception. In particular, there is a student who has put in tons of time and effort for the benefit of the rest of us students. He has spent so much time working for our benefit that he is in trouble academically with his own studies. Any of us who have kept informed about student efforts to better our passage through academic doors (so to say) here at UCI have appreciated the presence of one Tim Kelly (Kelly works well with doors). Thanks Tim.

Jeff DeCurtins



Letter to V.C. Hoy

Dear Editor:

The following letter was hand-delivered Wednesday afternoon to the office of VC Hazard Adams. As of 5:00 p.m. Friday, the VC's office indicated that the Budget Committee will grant Dr. Bickner's request for an appeal. This was communicated to Dr. Bickner by letter on Friday. California Women in Higher Education appreciate the UC's compliance with their request that action be taken.

Dear Dr. Adams:

We the Steering Committee of California Women in Higher Education, on behalf of the membership of the Irvine chapter, protest the treatment of Mei Liang Bickner by our university and its administrators and consider it to be proof of the genuine lack of commitment to fair and equitable treatment of women employed and studying by the administrative stalling taking place in a vain attempt to weaken Dr. Bickner's resistance it only whitens the sepulchre of Irvine's affirmative action policy. We demand that your decision on Dr. Bickner's appeals request be made before Friday, May 31, 1974. Justice delayed is justice denied — in a university as well as in a court of law.

Sincerely,
 Karen Leonard
 Bonnie Ring, Ed. D.
 Janet Palmquist, Ph.D.
 Nancy Jo Hoy, Ph.D.
 Therese Ballet Lynn, Ph.D.
 Michlel Harway-Herman, Ph.D.
 Jean Andrews

Names and Numbers

Editor:

In printing the information regarding the 1974-75 UCI Administrative Intern Program, you omitted some important facts. The program, which provides students with practical and academic experience in university administration, offers a stipend of \$208 per quarter as well as academic credit. There will be 12 interns for the 1974-75 academic year.

Applications are available in room 415 of the new Administration building, and further information may be obtained by calling ext. 5588.
 Howard Bidna

Bickner Comments

Editor:

In reference to Karen Leonard's article on the denial of tenure to Dr. Mei Bickner, I would like to add a couple of comments.

One of my prime concerns with the University of California has been the subordination of teaching to research requirements. This also appears a concern of Ms. Leonard's, but only brief mention of Dr. Bickner's teaching record is made. One would suppose that any shortfall on research was compensated for by her teaching ability and concern.

Rather than repeat vague rumors, and having never taken a class from Dr. Bickner, I enclose the results of a survey taken within the Graduate School of Administration for each class and professor. Relatively self-explanatory, it is a matter of public record and you may interpret it as you wish. At least it enlarges an insufficient examination of all evidence.

Ms. Leonard refers to Dr. Bickner as the only woman member of the GSA faculty. A matter of semantics, perhaps, but another woman does very actively serve on the faculty of GSA. Although not wrapped in the glorious academic robes of a doctoral degree holder, Judy Rosener is very much sought after and impacts strongly on the school and its people (she is listed as "Associated Faculty" in the catalog). Perhaps she might be available for supportive information.

Phi Beta Kappa Kudos

The Irvine chapter of Phi Beta Kappa will initiate its first undergraduate members on June 7, 1974.

Phi Beta Kappa is a national liberal arts and sciences honor society, founded Dec. 5, 1776, at the College of William and Mary in Williamsburg, Va. The Irvine chapter is very new, having been installed only last Jan. 25. At that time Hazard Adams, Arthur Marder, and Frederick Reines were taken into the chapter as foundation members. The ceremony to be held June 7, however, will be the first initiation

of Members in Course.

Election to membership is made by the resident members of the chapter and is based upon academic excellence and breadth of scholarly interest. Although election is normally made in the senior year, a few outstanding juniors may be chosen.

The initiation ceremony will be held at 5 p.m. in the Mesa Commons Gold Room; admission is by invitation only.

Those being initiated here at UCI include:

Donna Gritz Allen	William S. Harvie	Stephen T. Petty
Vicki Sue Anderson	Kenneth D. Hayes	Terry A. Poe
Judith A. Avery	Gary N. Holland	Marie Noelle Roche
Camilla Rae Brandt	Michael R. Hopper	Frederick Sainick
Jeffrey Brandt	Margaret S. Hori	Glenn Schaeffer
Kerry B. Brougher	Jill S. Jackson	William E. Schobert
James B. Bunker	Michael G. Kahn	Richard C. Schwartz
Jane Glor Clark	Benjamin C. Keppeler	Craig H. Scott
William L. Cole	Lester J. Layfield	Geoffrey Sickler
Bruce Cooperman	Robert Mangum	Gary J. Singer
Larry A. Cox	Stephen G. Marks	Jonathan S. Slater
William E. Crosby III	Douglas A. Marx	Thomas E. Smith, Jr.
David M. Crouch	William J. Masek	Richard R. Sogn
John R. Crozier	Susan J. McCarthy	Ruth H. Sugiyama
Carol L. Dieckmann	Paul G. McGrew	David W. Tolleth
David Lee Dunlap	Lawrence J. Mehlman	Sarah Belle Van Mater
Bruce L. Edens	Dennis W. Michel	Christopher M. Vaughan
Jeanne A. Egasse	Cynthia L. Mueller	Michael Vickery
Richard A. Erickson	David R. Nelson	Christopher L. Villard
Dale A. Frost	Glenn F. Oelker	David A. Wagner
Robert C. Gaines	Jann Odgen	Michelle L. Walters
David J. Garibaldi III	Frank W. Pace	Catherine G. West
Peter R. Getoff	Richard A. Padgett	John G. Williams
Gregg M. Gibbons	Myrna J. Parker	Steven Ware Wylie
Marc G. Golythly	Craig D. Patton	Randall W. Yee
Patricia L. Gross	Nancy J. Pearson	Christopher D. Zito
James L. Hardeman	Douglas C. Peterson	Duff D. Zwald

I sincerely believe that responsible reporting involves obtaining both sides of an issue. The article in question does not appear to do that. In fact, the article does not state even the given reasons for denial of tenure, but rather assumes a stance that it was because of rigid sexist, anti-minority prejudices. That is a presumption which may or may not be true, but which is not at all substantiated.

Normally an editorial is clearly depicted as such and appears on the editorial page. An article under a banner headline on the front page of a newspaper is normally construed as unbiased reporting of events.

Was this article perhaps misplaced?

Douglas Cline
 Student, GSA

Open-minded

Dear Editor:

As a former student, I'd like to say I truly enjoyed the woman's exhibit in the art gallery last week. For the three years I was at Irvine, this exhibit seemed unique —

the spectator was able to interact, to become sensatively involved rather than totally engulfed. I'm not saying that the environmental shows were or are bad, but we need a wider range — a fuller variety of media.

It seems strange to me that a university gallery has been so restrictive of the kinds of ex-

hibits. I was led to believe it was part of the higher education learning process to be exposed to many things — representative of many aspects, ideas, styles, themes. I hope this is a step towards a more liberated and open-minded gallery.

Maggie Kendy
 A former student

Two hundred tons of junk can be a beautiful sight.

Especially to an organization called C.R.U.D. (Citizens to Recycle Usable Discards). This group received an Environmental Award from the Orange County Board of Supervisors for collecting five tons of aluminum beverage cans and over 200 tons of glass. The Irvine Company is proud to have helped this organization by donating funds and providing space for collection sites. This recycling operation is not a final solution to the problem, but at least it's a first step. The people in C.R.U.D. believe the real solution is supporting legislation which seeks to control the use of throw-away containers and educating people to use returnable bottles. C.R.U.D. is definitely in business to go out of business.



To our way of thinking, a community builder has to be involved. Helping people like Chris Doyle, Gertrude Willcut and Ed Willcut, who care enough to recycle discards, is one of the ways we're showing that commitment.

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The Unquiet Death of Julius and Ethel Rosenberg

by Irvine People's Coalition
On June 19, 1953, Julius and Ethel Rosenberg were executed for conspiracy to steal the secret of the atom bomb. Today, over 20 years later, there are more doubts than ever about their guilt.

Tonight, Wednesday, June 5, at 8 p.m. in HH 101, the Irvine People's Coalition will present a film on the Rosenberg case entitled **The Unquiet Death of Julius and Ethel Rosenberg**. This film was made for public television and was shown on KCET earlier this year. It covers the history of the late 1940's leading up to the arrest of the Rosenbergs in July of 1950, and their subsequent execution after world wide protest in 1953.

Basically, the story goes like this: Not long after the end of World War II, a type of anti-Communist hysteria began to arise in the United States. This hysteria was a direct outgrowth of Truman's foreign policy and the Marshall Plan for economic reconstruction in western Europe. Truman found it necessary to "scare

the hell" out of the American public in order to get the Republican Congress to pass any money bills. In this way Truman invented the "red scare" at home and abroad. Tales of reformed communists became good material to sell newspapers and politicians of both parties scrambled to see who could oppose communism the most.

It is in this climate that Richard Nixon first made a name for himself. He emerged, along with Joseph McCarthy, as the most anti-communist of the anti-communists.

By 1950 a series of "atom spies" had been arrested first in Canada, then Britain, and finally in the United States. The events were played up in the newspapers giving the false view of a massive Soviet Spy Network. With the exception of the Rosenbergs, none of the supposed "atom spies" were ever brought to trial. A few pled guilty. Charges were dropped against almost all of the remaining "atom spies" who were arrested. The trial of the Rosenbergs was the only trial where the defendants were specifically charged with anything relating to the use of atomic energy.

At the Rosenberg trial the chief prosecution witness was Ethel Rosenberg's brother David Greenglass. David testified about everything from the Communist Party to the atomic bomb. It was important for the prosecution to show the "connection" between membership in an "un-American" group (the Communist Party) and "un-American" actions (stealing

the secret to the atom bomb). In the end this loose association between thought and action was the only evidence against the Rosenbergs.

In recent years there has arisen a certain doubt about much of the evidence presented in the trial. It seems that the FBI actually falsified evidence in order to convict the Rosenbergs. At this moment there are several court cases pending in an attempt to bring what artifacts are still left from the trial out into the open. The Justice Department is resisting these moves toward disclosure.

We of the Irvine People's Coalition feel that a discussion of the events surrounding the arrest, conviction and execution of the Rosenbergs is important in understanding the heritage of left-wing political groups in America. We find that the "Right" is not solely to blame for the anti-communist show trials, but the liberals, and the "Left" itself, are also guilty. The position of the "Right" has already been explained: They considered the Communist Party a threat and always will. The liberals of the 1950's were almost as bad. There was a fantastic amount of red baiting within so-called liberal organizations and American liberals, sometimes in the pay of the CIA, used the anti-communism of the time to gain credibility for themselves by waving the American flag to an even greater extent than the right-wingers. In this way Adlai Stevenson, while running for president the second time in 1956, claimed that the

Democrats had kicked more communists out of government under Truman than the Republicans had under Eisenhower. As was said before, both parties scrambled to see who could oppose communism the most.

The case of the "Left" is a little more complex: The Communist Party in America made many mistakes. They were afraid of the very class that they looked to for leadership in the "Class War." Communist Party members often hid their membership from fellow workers and as leaders of unions were often forced to deny CP membership altogether. The effect of these two actions is more or less the same in that the CP lost credibility with the working class.

Furthermore, it was Communist policy to take the fifth amendment whenever questions about communism or the CP were asked. The effect of this was to create the feeling that CP membership was something to be ashamed of, something that you would not want to publicly admit. By the time of the Rosenberg's trial the Communist Party was thoroughly discredited and "taking the fifth" had become, in the jurors' minds, an admission of guilt. The Communist Party, and individual communists, set themselves up to be persecuted.

In the film, **The Unquiet**

Death of Julius and Ethel Rosenberg, the role of the right-wing in bringing the Rosenbergs to trial is examined. The role of the liberals and the CP is ignored. This is an unfortunate omission, for it is only through looking at the total picture of the "McCarthy Era" that we can begin to understand the phenomena of American justice in the 1950's. Furthermore, as socialists, we feel that there is a great deal to be learned by studying the methods of the Communist Party. The CP made mistakes that we do not wish to repeat.

In conclusion, to return to the Rosenbergs, let us not forget who it was that sought the indictment against the Rosenbergs; let us not forget who it was that falsified evidence in order to convict the Rosenbergs; let us not forget who it was that turned down the world-wide pleas for clemency; and let us not forget who pulled the switch. The Communist Party made many mistakes but it can hardly be held responsible for the death of the Rosenbergs. It is the American right-wing and the American liberal who are guilty of murder.

Come see the film **The Unquiet Death of Julius and Ethel Rosenberg**, tonight at 8 p.m. in HH 161. There will be coffee and a discussion afterwards.

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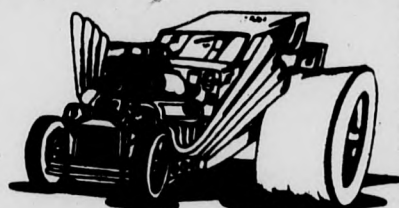
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Medical Indifference & Ignorance:

WOMAN'S BODY AND MALE-DOMINATED MEDICINE

by Karen D. Houseberg

The opening to the uterus is microscopic — not more than the size of a pin head. In normal labor it is only after hours that the cervix naturally dilates to two fingers' width. It is probably the most sensitive part of a woman's body.

Sue laid down on the table, in a crouching position, buttocks brought up close to the heels stuck into stainless steel stirrups. A two-pronged metal device was used to widen her vagina enough to allow the doctor to work on the cervix, through which the contraceptive device, an Intra-Uterine Device (IUD), must pass to be placed in the uterus. An IUD is approximately two fingers in width.

Sue never saw what entered her body next. Excruciating pain followed and continued throughout the "process." The nurse standing by her cringed but said nothing. For seven minutes Sue was in fierce pain, trying to force her body to relax while she felt it bleed. Fresh blood gushed out of her vagina while the doctor opened her cervix; alternately forcing then pausing, then forcing again until the IUD fitted in.

Shaking and in pain, Sue left the office with a sanitary napkin between her legs to catch the blood. She was given no medicine to close the cervix. She would take no medicine for the pain and no one told her she would need a

friend to drive her home. Bleeding and in shock, she drove home on the freeway. She was on codeine for three days. Her ovaries swelled to such an extent that she could not move or turn her body to either side without great pain. The doctor has talked with her about none of this. No one told Sue that an IUD can be inserted painlessly with just a shot of novacaine in the cervix.

One of the few things the doctor did tell Sue was to douche when the bleeding stopped. Sue subsequently caught a yeast infection that recurred for two years. Her doctor said it must have been due to her using unclean douching instruments.

During a school break, Carolyn, a student, caught a kidney infection. She was using an IUD for contraception after having adverse affects from the pill. Carolyn went to a hospital for treatment. She saw a male doctor who gave her pills to stop the infection. The infection continued. Her gave her more pills, and more tests. She kept returning; the infection continued. Unknown to her, she caught another infection.

Both these women were lucky:

Sue found a female gynecologist who anesthetized her to remove the old IUD and replace it with a new one, stitching up the cervix. Sue had no pain and no cramping. This could have been due to

the fact that Sue's system had already acclimated itself to the foreign body, but Sue felt that this doctor knew more about what she was doing. This gynecologist also diagnosed and cured the yeast infection. She explained that the uterus had been infected due to the douche which washed out the natural bacteria at a time when Sue's resistance was low.

Carolyn returned to school and found a female gynecologist at the student health center.

"The doctor was very helpful. She explained that often a bladder or kidney infection is the result of vaginal irritation or infection. She checked me and found that I also had a yeast infection from all those other pills. She explained that if the infection didn't go away after treatment, I would have to have my IUD removed since it often works as an irritant in the uterus. Luckily, I got better."

Carolyn had felt like a guinea pig for the first doctor. She was not cured, nor was she given any reason why she might possibly have gotten the kidney infection. She was not told how to insure that she wouldn't get it again. After being educated by the woman doctor, Carolyn returned to her first doctor to tell him that one of the first things he should have checked to cure the infection was the vagina because of its close proximity to the bladder and the kidneys. She told him he had not treated her

correctly. He answered that doctors have to keep trying different methods if the first doesn't work, and in time he would have checked the vagina... the other doctor was just lucky.

I wish I could say that these experiences are atypical. I can't. Neither can Sue nor Carolyn. Carolyn wrote me, "I have found that my experience is not unusual.

Women don't know enough about their bodies and doctors don't bother to explain. Many of my friends have known they had yeast infections but the doctor told them it was Venereal Disease and wouldn't treat the yeast infection. Another problem is birth control..."

One woman's exasperating experience at trying to get proper birth control care was answered (seriously!) by a male doctor in this way, "Cheer up, the worst thing that could happen is you'll get pregnant."

Dr. Allen Lawrence, an obstetrician and gynecologist with a private practice, spoke to a small group of women during the Women's Month activities. He gave the women advice in their efforts to get good medical care. He said that women and men should take a hard-nosed approach to patient-doctor relations. As a patient you have the right to demand good care.

It helps immensely to recognize the game-like problems in patient-doctor relationships. Some look like this: "Doctor-

don't-hurt-me-and-I'll-be-nice"; "Don't-worry-your-pretty-little-head-about-it"; "I don't know what's happening so how can I judge the treatment I get?"; etc. There is also a game usually reserved for male patients. Dr. Lawrence says it is a frequent problem that male patients, being sold a bill of goods by society on what it is to "be a man," get bad medical care due to the inability to express weakness or hurt, or to be in contact with the weaknesses in their own bodies. If both male doctor and male patient play this game well enough, the one will not get good care and the other hardly enough information with which to start treatment.

Another necessary step toward good care is doctor-shopping. Find out if the doctor is willing to talk, and to give intelligent and effective answers to any questions you may have. Does he communicate effectively? Does he/she understand personal needs? Also, whenever possible, check the doctor out with friends who have attitudes similar to yours.

On campus one can go to the Women's Center trailer near the Humanities Building (833-6000) to get information about local doctors. There is always the Laguna Beach Free Clinic, but this may be hard to get to, and a long wait. Often the doctor doesn't show or he leaves before you are seen. The UCI Health Center doesn't give

continued on page 9

Committees...

continued from page 1
matters concerned with the Education Abroad Program.

* **Committee on Educational Policy:** It shall be the duty of this Committee to make recommendations regarding curricula and other educational matters, to establish appropriate procedures for the approval of courses, to review and report on the character of the educational programs on the Irvine Campus, to supervise the examination and the course in Subject A, and to formulate policies for and to supervise the requirement in American History and Institutions.

* **Executive Committee:** This Committee is comprised of the chairpersons of all committees of the Irvine Division of the Academic Senate. It reviews all committee reports and makes recommendations on them and on other matters involving policy to the Division.

* **Graduate Council:** This Committee shall formulate for submission to the Division rules and regulations governing research support. It shall nominate Faculty Research Lecturers, and advise the Chancellor on all matters relating to graduate work on the Irvine Campus.

* **Library Committee:** This Committee shall represent the Division in all matters of library policy and advise the Chancellor regarding the administration of the libraries at Irvine.

* **Committee on Privilege and Tenure:** This Committee shall have jurisdiction over all matters affecting the privileges or tenure of all members of the faculty at Irvine; but in all instances, it must accord any person whose case is being considered an opportunity to be heard in his own defense before a decision is rendered.

* **Committee on Rules and Jurisdiction:** The duties of this Committee shall be to review legislation adopted by the Division to determine whether it conflicts with the Bylaws and Regulations of the Academic Senate, to formulate and maintain the Manual of the Division's Bylaws and Regulations, to make and report to the Division editorial and conforming nonsubstantive changes in the Divisional Manual, and to prepare, upon the request of the Executive Committee, suitable legislation for submission to the Division.

* **Student Affairs:** This Committee shall concern itself with matters relating to the development of Student Affairs at UCI, and how this development may affect the UCI academic community.

* **Allocations Committee for Industrial Associates Funds:** Makes recommendations to the Chancellor regarding the allocation of Industrial Associates funds.

* **Committee on Undergraduate Admissions:** This Committee shall make recommendations to the President through the Chancellor, to the Division, or the Academic Senate, or the Vice Chancellor — Student Affairs, respecting the undergraduate admissions policies of the University and the Irvine Campus.

* **Committee on Undergraduate Scholarships, Honors, and Financial Aids:** This Committee shall make recommendations to the President through the Chancellor, to the Irvine Division, or the Academic Senate, or to the Vice-Chancellor-Student Affairs, respecting the policies of the University on scholarships, honors, and financial aids. The Committee shall recommend to the President, through the Chancellor, the awarding of scholarships according to the terms of the various conditions set forth, and subject to such other conditions as the Division may prescribe.

* **Committee on University Welfare:** It shall be the duty of the Committee to advise the Division concerning any matters of University and student welfare not assigned to other Divisional committees, such as collective bargaining.

* **Campus Administrative Advisory Committee** (numbers of openings vary with the specific committee)

* **Coordinating Committee on Admissions:** Monitors the overall admissions process and advises the Vice Chancellor-Academic Affairs on planning admissions to achieve enrollment targets.

* **Affirmative Action:** Examines and considers the relationship of women and minorities to UCI as academic personnel, staff personnel or students. Advises the Chancellor of problem areas and recommends solutions.

* **Animal Care:** Recommends to the Vice Chancellor-Academic Affairs policy governing maintenance of high standards in the operation of all animal facilities; involved in long-range planning for animal facilities and the Vivarium.

* **Aquatic Safety and Diving Control Board:** Oversees scuba diving and advises University personnel and appropriate administrators on aquatic safety.

* **Arts:** Develops an annual schedule of fine arts concerts, dramas, dances and films for the campus; advisory to the Chancellor.

* **Bookstore Development:** This Committee is concerned with examining the feasibility of establishing a campus bookstore to serve the needs of the academic community.

* **Student/Faculty Board of Review:** Serves as a hearing or appeals board for violations by students of University policies or campus regulations.

* **Campus Coordinating Committee for the Improvement of Undergraduate Instruction:** This Committee is concerned with determining how to best utilize Regents' grants to UCI for the specific purpose of "increasing excellence in undergraduate instruction." Grant monies are to be used for the improvement of teaching evaluations, development of new courses, and seminars for entering undergraduates.

* **Minority Affairs:** This Committee is concerned with examining the student perspective to ethnic minorities at UCI and making appropriate recommendations to the Chancellor regarding action to improve the educational experience at UCI for minority students.

Student Affairs

continued from page 1

he couldn't accomplish that. Also these two women said we would have to arrange a meeting and discuss the commuter center but that they were too busy going to meetings this week and to come back next week. I informed them that next week was finals week (this was winter quarter).

I soon received a call from John W. in which he called me a 'sexist' since the two women I had called secretaries were actually his assistants; one of them even had a Ph.D. in psychology. Calling people "sexist" seems to be John's way of intimidating people into seeing things his way. He failed to realize the whole point of the note to Bob Lawrence: that he was the one being criticized for not doing his job as Dean of Students. During the call John said he approved of the idea of the commuter center and would send the appropriate memo to Lawrence the next day. Four weeks later, Lawrence still had not received the memo. After more phone calls by me, Bob L. finally got a five-line memo saying John W. liked the idea.

By now the proposal was too deep in administration red tape so Armando Banuelos and I went to see THE CHANCELLOR. He said he liked the idea and would contact the Dean of Students' office and tell them to help me out. I told him of my runaround and suggested that he get a Dean of Students who was a dean for students and not someone who is too involved with academics and never around. He said he understood but didn't want to cause any disturbance in his administration. He also never contacted the D of S office. The whole theme can be expressed in the following:

I was talking to Bob Lawrence one day and told him I was going to try and find the Dean of Students — he said: "Good luck, you'll need it."

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ROOMMATE AVAILABLE for next year, after September 15. Fairly serious student, likes some quiet study time but likes music to relax. Non-smoker. Prefer Balboa Island, or anyplace I can hitchhike to after bus quits. Will discuss rent — prefer own room. Call Dan at 833-7991 early a.m. or late p.m. or leave a note at 202A Ciudad.

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HOUSING NEEDED by male grad student from June 15 to Sept. Please call 642-6564.

Women's ...

continued from page 8

IUD's and they really push the pill (according to other women you're lucky if you can get anyone to talk to you there and that even the pill is a real hassle to get).

Feminist groups frequently have lists of non-sexist doctors, and they have some personal findings on file. If you have had an experience with a gynecologist, please contact one of these groups and let them know about it so they can advise others.

The inaccessability of birth control methods and gynecological information and treatment is not a problem limited to this one area or university. As Dr. Lawrence pointed out, the medical society is predominantly male and is one of the most conservative elements in society, especially in regard to the woman's role. (When he went through med school, to have long hair, be female, or heaven forbid, be black and a

female and a med student, was unheard of.)

We have a social system, and in particular a specific group within that system, that keeps women out of med schools; that allows drug companies to be more concerned with their profits than with damage to women's bodies, and that is permeated with the attitude that it is not a patient's right to understand his or her body and what is being done to it.

Carolyn wrote, "It seems that women having too much knowledge about their bodies is viewed as a threat by drug companies, manufacturers of birth control methods, and by the whole male-dominated system of health care."

More women need to be allowed in the medical field by people holding power. They should be given the chance to change the field, and to get people to see the need for sane medical information and care, especially in birth control and gynecology.

Art Exhibition — Fine Arts Village Art Gallery, 1-5 p.m.

MONDAY, JUNE 10

Meeting — Chancellor's Advisory Committee on Minority Affairs. Library 5407, 12:15-3 p.m.

TUESDAY, JUNE 11

Tennis — UCI men in NCAA Division I and II National Championships. UCI Courts all day.

FRIDAY, JUNE 14

Pre-Calculus Exam — If you are planning to take Math 2 next year, you should take the PreCalculus Exam from 9 a.m. to 10 a.m. in PS 101, unless you've passed Math 1AB, scored above 650 on the CEEB Advanced Math test, or 5 or above on the Advanced Placement Math test. If you are in one of these categories, you must fill out a form in the Math Dept. office in order to reserve a place in Math 2A in Fall Quarter.

Calendar . . .

continued from page 2

Choral Concert — See June 7.

"Elijah" — See Friday June 7.

Saturday Night Movies — See Friday June 7.

Drama Workshop — See June 6.

Campus Park, 2 p.m.

SUNDAY, JUNE 9

Voice Concert — Recital by Margie Deutsch accompanied by Laurence Gordon. Sponsored by the School of Fine Arts. Concert Hall, noon.

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TUNNEY TALKS...

by Ellen Robbins

If Senator John Tunney spoke at UC Irvine on "Law and the Environment," I must have missed it. I was there Friday at 1 p.m. in the Village Theatre, but it seemed to me that Senator Tunney's cliché-ridden speech didn't really amount to much.

Senator Tunney began by saying that he was in agreement with an MIT (Research Project for The Club of Rome entitled *The Limits to Growth*). This study investigated the nature and inter-relationships of food supply, investment capital, resources, population, and pollution, and concluded that within one generation limits to

these will become apparent and national and socio/political structures will suffer for it.

Had Tunney continued by supporting these findings, I would have been satisfied. Unfortunately, Tunney instead chose to negate the very thesis of the study by stating that we must accommodate for increased population and industrialization in the future.

If Tunney is concerned about displeasing his constituency, he really need not be. The American ideal of progress and "a great big beautiful tomorrow" are already held in great question by an American public made sadder and wiser by the "energy crisis" and food shortages.

by Nancy Schlener
Veterans Conspiracy

Mike Beanan, Veterans Coordinator, seemed to have struck a sensitive cord with Senator John Tunney last Friday afternoon. After the Senator's lecture, Mike asked one of his aides about the Senator's responsiveness to Viet Nam era Veterans and about the Senator's present position on GI Bill 2784, which is now in the Senate. Tunney, overhearing Mike's inquiry, spun around, changed from his former congenial tone, and launched into a verbose discourse. His defensiveness was quite evident.

Tunney appeared upset by Mike's

questioning of the Senator's lack of action pertaining to Viet Nam era Veterans and his failure to meet with Veterans Coordinators from Southern California when they were in Washington, D.C. last month.

Instead of discussing veterans' problems, Senator Tunney dismissed Mike's appeal by saying that Mike was only upset because he has not been able to see the Senator personally. To me, it seemed that Senator Tunney used this as an excuse so that he could evade Mike's questions.

Perhaps Senator Tunney has a lack of real knowledge concerning the Viet Nam era Veteran.

...AND TALKS

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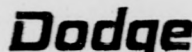
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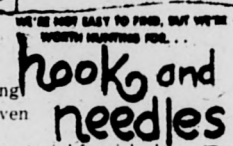
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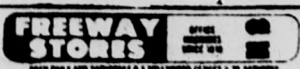
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Recommended Records For Sweltering Months

Aretha Franklin Is Still Lady Soul

Lady Soul is still Lady Soul. I announce that fact with a certain sigh of relief, because her last album **Hey How Hey** was a disappointing effort. It was dominated by schmaltz.

Let Me In Your Life is a return to the kind of music Aretha is strongest at: pure soul. Its selections are not as outright funky as those on her early Atlantic records, but they are as highly spirited.

The album opens with the title song (previously unknown to this reviewer) by the highly talented Bill Withers. It is a welcome addition to his long list of impressive compositions such as "Lean On Me" and "Ain't No Sunshine." His lyrics are earthy and straightforward. Aretha sings "It wasn't me who hurt you/so why should I have to pay/Baby let me in your life..." and we do just that.

Aretha is the supreme black female balladeer. Her recording of "Let It Be" brings out the soft side of that song that the Beatles miss. On **Let Me In Your Life** she adds the same soft touch to "Ain't Nothing Like the Real Thing," a composition by the abundantly talented soul duo of Ashford and Simpson.

She follows that up with a

Bobby Womack composition "I'm In Love" which reveals a different aspect of her talent. Like on the single of a few years ago, "Freedom," she displays an uncanny ability to vocally soar and dive without any loss of rhythm and grace. It has been receiving much radio airplay, and should be the second AM hit from this album.

The first is "Until You Come Back To Me." It is a powerfully catchy song of determined love. Among others, it was written by Stevie Wonder, and bears his composition trademark.

Skipping ahead to side two cut two, Aretha's own "Oh Baby" displays again Aretha's beautiful handling of a ballad.

She ends the album with a lilting version "A Song For You" Leon Russell's best composition.

It is encouraging to see an established artist such as Aretha refusing to wallow in her success. Too many established pop figures (Cat Stevens, Jethro Tull ad infinitum) are coasting on past successes. "Let Me In Your Life" proves that Aretha is still reaching for new musical rainbows. — Robert L. Pincus

Live Rhymin'—Live Genius

Since leaving Simon and Garfunkel, Paul Simon had succeeded in creating a distinctive solo sound. After being half of a seemingly inseparable duo, it is a remarkable achievement, even if he was the creative force behind the S & G sound.

His sound is now rougher without the influence of S & G producer Ray Helle, and Garfunkel, he has seen fit to sacrifice technical perfection for emotional effect on both **Paul Simon** and **There Goes Rhymin' Simon**.

Live Rhymin' continues in this promising vein. It is a live album with impressive variety with solo numbers and two back-up groups.

First come the tunes in which Simon is accompanied by the Jesse Dixon singers. They aid him in a rousing version of "Mother and Child Reunion." It's only on this record that this gem of a song receives a polished performance. "Reunion" sounds full and swinging rather than tinny and draggy. They also accompany Simon on a welcome revival of "Sounds of Silence." Jesse trades verses with Paul while the female vocalists belt out church harmony accompaniment. This version is slow and mournful, perhaps more appropriate than the electric guitar dominated version from the 1965 album of the same name.

The Peruvian reed musicians of "El Condor Pasa" fame, have undergone personnel and name changes (their new name is Uru Bamba) but have not lost their quality. Their primitive reedy sound

is more dramatic on the concert version of this song than on **The Bridge Over Troubled Waters** version. The Boxer (with one new verse) is also worth a listen. Remember the beautiful French horn solo at the end of that song? Well, it is improved upon by the low plaintive reed solo on this rendition.

On both group-accompanied and solo numbers, Simon's vocals are impressive. **Live Rhymin'** captures the emotional quality in his voice that is camouflaged by lavish studio productions. "American Tune," a product of perfection production and arranging from **Rhymin' Simon** (a throwback to the S & G layer on layer sound), comes to life on **Live Rhymin'**. He languishes poignantly over tunes such as "I don't know a soul who's not been battered/I don't have a friend who feels at ease..." This masterpiece of reflection on the mood of Americans living in this morally chaotic decade of the 70's is heightened in mood by the simple guitar accompaniment.

The album is flawed. The version of "Duncan" is clumsy and hurried, and "Bridge Over Troubled Waters" has a too lengthy improvised ending.

Yet **Live Rhymin'** is that rare live album that adds to, rather than summarizes a significant pop music artist's career. Like the Band's **Rock of Ages** or James Brown's **Live at the Apollo**, it will be a live record to turn to, again and again, as a standard by which to measure future concert recordings.

— Robert L. Pincus

Scott Joplin On Angel Outliving "The Sting" Fad



Scott Joplin

sulted by Hamlich when he scored "The Sting."

This follow-up album, **The Palm Leaf Rag**, though conducted by George Sponhaltz rather than Schuller is equally successful. The sound is that of a crisp brass band playing after hours, dropping the John Phillip Sousa for the sound of "syncopated slides," with a few violins to boot.

For sophistication, a piano is added. **Ralph Grierson** serves as an agile foundation for the **Southland Stingers** who include such renowned musicians as Shely Manne on drums and Dick Nash on tuba.

These two Angel records will serve as a wonderful introduction to Scott Joplin or as additions to the collection of a Joplin connoisseur. On **The Palm Leaf Rag** will be found the classic "Palm Leaf Rag" of course, the indescribably beautiful "Solace (A Mexican Serenade)" and "A Breeze From Alabama (March and Two-Step)," Joplin's ode to march music.

The Palm Leaf Rag, along with **The Red Back Book** and Joshua Rifkin's solo piano albums of the music of Scott Joplin will outlive the fad for this music created by the popularity of "The Sting." Take my word for it.

— Robert L. Pincus

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The Palm Leaf Rag is the second Angel release of orchestrated Scott Joplin rags. Both of these records contain superior versions of these classic American rags than does the soundtrack of "The Sting." Hamlich's "Sting" versions sound pre-

cious as opposed to the ambitious and adventurous arrangements on both **The Red Back Book** and **The Palm Leaf Rag**. It is Gunther Schuller, conductor and arranger of **The Red Back Book**, who was con-

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To continue. On July 17, 1954, bulldozers started clearing the trees from one of the groves in central Anaheim. The loss of that one grove wasn't all that noticeable, surrounded as it was by thousands of others. In the next year seventeen million dollars were to be sunk into that orange grove. The once level land was changed, channels were gouged, the dirt derived from them piled and sculptured into hills. And circling the lot, a thick wall of sediment was built up, here and there shored up by reinforced walls.

This wall was finally planted with vegetation which soon would grow to the density and beauty of a forest. This living wall was like an inverted moat, with several advantages over a water-filled one. For within that wall, workers were completing a fantasy world, one section of which even went by that name. Dreams and fantasies are easily tainted by the real, so isolation became desirable. The "berm" served this purpose. Once a guest entered the park he was to be cut off from as much outside input as possible, sort of a Skinner box, not ideal by far, but it served its purpose.

July 17, 1955, one year later to the day. Disneyland opened its gates for the first day. Twenty-two attractions compared to today's fifty-four, many of them glorified versions of standard kiddie land rides. Many places where the effect of rushed construction showed through. An example has become one of thousands of Disney anecdotes. During an introductory press tour, a reporter sat down on a beautiful 1890's styled bench and stood up with a striped suit...wet paint. As you probably know, things settled down. That first year 3,799,804 people visited the Magic Kingdom.

I said that many of the original rides were really not that different from a lot of carnival rides. But where they were different was crucial to the special magic, drawing power or whatever it was that was to make Disneyland the untouched number one tourist attraction of the world.

First, each was themed, or was a facet of the general theme of the land it occupied, be it fantasy, adventure, frontier, tomorrow, or Mainstreet. This made it more than a ride, it became a living portion of a story, an adventure. The whirling teacups had passed the rider through Alice's lookingglass. The standard flying-in-a-circle ride was transformed into a trip on Dumbo, the lighter-than-air elephant. Don't forget that Disney originated the adage, "...for children of all ages." Of course, the constant references were to stories Disney had brought to the screen, stories which because of that fact served to set up the image for an attraction.

There were more impressive rides than the ones like the above. These adventures or attractions (Disney didn't like the word "ride," although most employees use it) were themselves a story, complete with characters, beginning middle and end. These rides, like the Jungle Cruise, were something new, they attempted to give a reasonable facsimile of a real experience. It was to be this type of attraction that would become the most popular, expensive, complicated, and of course, lucrative.

There were other factors that made Disneyland special. One was its maintenance, an area that drew wondrous comments from all especially those who knew what that high a quality job involved. A guest was supposed to be able to find Disneyland as close to perfection as anything he might experience in this life, and came damn close.

Finally, and possibly most importantly, although debate still rages, there were the people that ran the place. It started out with older personnel, many who had worked for Walt Disney Productions in other areas. Soon though the move was to the hiring of young people, mostly college students. Disneyland became known, and sometimes criticized for those ultra-clean kids. Always courteous, uniformly handsome, and usually articulate and intelligent. That clean image can hang on long after leaving Disneyland it seems, and not



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OPERA



SERIES

South Carolina's Catfish Row presently owes its heat not to the smouldering Summer-time, but instead, to the bright lights of "Broadway Tradition." With just a little too much gloss interpreted as a careful reproduction of the 1935 American classic, the Los Angeles Civic Light Opera Association this time has done a number on George Gershwin's "Porgy and Bess" on the Music Center stage.

At best, "Porgy and Bess" has never really had a fool-proof book, let alone basic conception. The dramatics are uneven, the characters are sketchy, and the score — depicting black shanty town life — runs the unsure gamut from opera, to operetta, to light opera. But it is this same score which makes this a classic. Handled properly, which the Music Center does accomplish, the songs could carry George Wallace through Harlem and back unscratched.

The basic problem with this most current "Porgy and Bess" is in its interpretation.

Certainly, there were problems of sensitivity: no, this is not a black "Fiddler on the Roof." These stereotypes are all showing their ivory teeth through that whiteman's set. Ella Gerber, who directed twenty-three productions of "Porgy" preceding this, shows very little style. Surely, someone THAT familiar with the production should feel free to innovate, especially with a folk tradition. Instead, we have neat little scenes in which everyone is gaily dressed in all green, or all pink, or all orange. Characters are not only not fleshed out, but they are further buried under this Disney facade.

The cast pays closer attention to the singing than the acting. Porgy is winning, but never sympathetic. Blame this on the fact that the production never shows his relationship with Bess, who comes across as a vixen taking advantage of this crippled chump. A few scenes in their shack — let alone the sack — would have remedied

this, but the Music Center is now priding itself with family productions. Sportin' Life, the local pimp, comes across as syphilitic without being slimey enough, while Crown, Bess' first lover, displays the perfect amount of macho. The womenfolk are as eternally noble as their chillun are well-scrubbed.

The songs are so a part of American culture that they alone performed in their context, provide the calling card for "Porgy." Indeed, all the Music Center can offer is a raison d'être for this academic pilgrimage; come see this classic that something tells you you do not wish to endure but somehow know you should. Well, even Protestant ethic can be well-rewarded.

The production does have charm, even if it is sometimes misplaced. Interspersed between the spiritual and minstrel rituals are vignettes which actually do run the gamut from the sublime to the ridiculous. The movements of the characters are never consistent, going from choreographed facial expressions to jerky body contacts. Some consideration might also have been given to re-arranging the songs more strategically for dramatic effect. This is most evident during "Bess, You Is My Woman" when the spotlight intended for the picnic is left shining on the stage.

These small points only deter us from answering the basic question, however. As it stands, yes: one should not miss this production. "Porgy and Bess" is an American classic, presented in Los Angeles, no less, and while the opportunity to see it affords itself, one should take advantage of the situation.

— Steven M. Silverman

Diana Ross

Diana Ross's new live album, LIVE AT CAESAR'S PALACE, is perhaps more important for what it suggests than what it actually delivers. It's a landmark in the career of the singer, establishing her as one of the most popular performers between the spectrum of rock, soul, and easy listening releases. During the course of the album, she goes through each of her best known characterizations - The Supremes to Billy Holliday, to a Barbara Streisand soundalike. Her Las Vegas show sounds like both she and her audience are enjoying it.

I've always thought Diana Ross was a better crooner than a straight singer, and her oohs and ahhhhs come through strong on this disc. She's teasing the audience, urging them to sing with her. There's a moment when she goes into that unmistakable sigh from the beginning of "Baby Love," but it's only a prelude to another piece of monologue. The Supremes come later.

What we have here are more than memories of the songs than the songs themselves - an exercise in nostalgia. The Supremes melody is worth hearing, more for its reminiscent pathos than the recording. She allows each member of the audience to return to the mid-sixties, when they, and the world seemed much more innocent.

The best and most spirited cut on this record is "Ain't No Mountain High Enough." Its ascending bass line and spoken lyrics leave it halfway between humor and high drama. On this album, for all its weaknesses, we may be likely to forgive anything.

— David Wilson

Future Events

The Nitty Gritty Dirt Band will be playing at The Golden Bear on June 7, 8, and 9. Shows will be at 8:30 and 11:30. Admission is 5.00 and there is no cover charge.

Barely one month from today The Newport Institute of The Arts will begin holding auditions for seven major performance groups: The Fantasticks, June 17 and 18; The Jazz-Ballet Company, June 21 and 22 at 7 p.m.; The A'Capella Choir, June 26 and 27 at 7 p.m.; The Jazz/Rock Ensemble, June 24 and 25 at 7 p.m.; The Children's Dance Company June 25 and 26 at 1 p.m.; The Right Pithee

Players, a Renaissance Theatre Troupe, June 19 and 20 at 7 p.m. For more information contact the Institute, 24" E. Coast Hwy., Corona del Mar, 675-2643.

Movie — "A Long Hour's Walk" (in English) June 7, 1974 at 12:00 - HH 178 Free. Sponsored by the Spanish & Portuguese Dept.

The University Chorus at UC Irvine will perform Felix Mendelssohn's "Elijah" in the Fine Arts Village Concert Hall at 8 p.m. Friday and Saturday, June 7 and 8.

turn of DISNEYLAND



always with very great sincerity. One of the early Jungle Cruise guides who has in later life made a name for himself is Ronald Ziegler; he's still giving the old spiel.

After finding I had been accepted as a Disney host, I was instructed to attend an orientation at the University of Disneyland, Anaheim campus. There are two others. It was there that I was told I was a one in ten choice, with the implication that I should be very proud of it. Of course, a ringer gets through now and then so...

Nineteen years pass away, and with them go Walt Disney. 129,000,000 have now visited the former Magic Kingdom. Disneyland lost that title to the so-called "Theme Park" in Disney World, that mammoth WDP creation in Florida. Two new lands have formed like buds, and more are planned. Audio-animatronics is a word known almost as widely as supercalifragilisticexpialidocious. Walt Disney Productions is a Fortune magazine favorite. And the people still keep pouring in, because there is still no place like Disneyland. But Walt is gone.

Time magazine recently ran an analysis of The Disney organization half a decade after the death of its namesake. It concluded that the predicted decay of WDP had not taken place, and might not ever do so. Soon after Playboy came out with a much more pessimistic view. This article was a definite hatchet job, for whatever reasons Hugh Hefner may have had. Unfortunately, I agree more with the latter article. That magic is diminishing.

The evidence is there in the park for anyone who is both there enough and looks hard enough. The physical evidence is harder to find than the spiritual indications. But it is there, at a foreman's banquet, I got into a conversation with the Maintenance head of the Submarine ride. He was in a talkative if slightly inebriated mood, and he had been with Disneyland since its earliest construction days. So he told me of his woes, how things had gone downhill and were continuing to do so.

More importantly, if tragically, he con-

firmed my fears about what was happening. Walt Disney was a commercially imaginative genius. In addition, regardless of his real personality, whatever that was (I never knew the man) he knew how to handle people. He could draw out the best in them and remain a charismatically powerful hero. And talk about ego trips! When he strolled around Disneyland, it was with the constant awareness that it was his, when an employee conversed with him, they were talking with Disneyland. Even the other corporate divisions bore cryptic references: Retlaw, WED Imagineering, MAYPO. Is it any wonder that his image looms like a ghost over the company he has left behind, a ghost rather more substantial and human than those in the haunted mansion.

My educated guess is that the magic of Disneyland, the special qualities that hid behind the machines and the smiles, was tied up inseparably with Walt Disney himself, and the effect he personally had on those who worked for him, and enjoyed his work. If I'm right and WDP can't find another Walt Disney, it's downhill from here on out.

For those interested in the higher level decay, I suggest a reading of the Playboy article, December 1973 issue. It's depressing stuff, even aggravating in the areas a former employee knows better. But it's an excellent article. For the lower more personal level, talk to a Disney employee, the older the better. That is excluding the ones in the marketing department. Or you can pick up the New U when it comes back next year. I think I'm going to be back with more. Yes you might say that that's a little irregular for a serial, but consider the subject matter, and the writer as far as that's concerned.

In the meantime, get together a friendly group, get some discount tickets from a friend, dig all those old, unused A's, B's, and C's out of the dresser drawer...and go and enjoy yourself.

Yeah, I still like the place.

—Mat Kaplan

Graduation, Sterility and Sex

For a little less than a quarter of UCI's students, myself included, graduation time is here. Sometime next week we will file across a stage, be congratulated by the Chancellor and face a barrage of Instamatics and Polaroids wielded by family and friends, whose debris, a surreal snowscape of film backing and flashcubes, will litter campus park till evening. Ninety days later the registrar will mail us our certificate of intellectual *virgo intacta*. For the truth is, most of us will graduate from college believing what we believed graduating from high school, offering at best, slightly more sophisticated reasons for our beliefs.

We will graduate believing in the importance of communication, the necessity of reaching out to other people, and the personal enrichment that comes with education. Uppermost in our minds will be one of the specific fruits of this enrichment, the sensitivity and aesthetic judgement which makes us pooh-pooh our graduation and long to leave the "sterile" walls of Irvine for a month at Yosemite. Modern man, we tell our-

"The Chevrolet may be the chosen vehicle of evolution."

selves, is alienated from both nature and himself.

We ignore the fact that modern man has been alienated from "nature" since the 17th century when he invented the concept, largely in order to give himself something to be alienated from.

Later, Rousseau liked to blame his unhappiness on his not being born a shepardess or noble savage. Marie Antoinette took him seriously and experimented in the gardens of Versailles pushing perfumed sheep around with a golden crook. William Blake meanwhile, flitted from rose to buttercup augmenting their scent with verse from his atomiser.

The trend reversed when Huxley and Darwin took a less patronizing view of nature, hinting that the sixth days creation was of the same stuff as the first five. Yet still today, after the Scopes trial, Desmond Morris and Darwin too, Irvine is full of "nature lovers."

What nature lovers love, and you may so translate next time you hear the phrase, is (roughly) "pretty trees and flowers and the open air!" This is just ducky! I am also fond of pretty trees and flowers and the open air, but why we should call trees and flowers (which we like) any more "natural" than hagfish and scorpions (which by and large, we don't like) escapes me. It seems to me that anyone expressing a love for the whole naturally occurring world can be reasonably expected

to embrace mosquitos, lugworms, and the black death. Nor is there any reason to exclude man and his works. He is a unique species, perhaps, but any less natural? For all we know the Chevrolet may be the chosen vehicle of evolution; civilization her invention, and smog her kiss of death.

An architectural subspecies of the nature bigot goes apeshit over those nifty redwood-sided student centers because they are "natural." The other buildings in Dem Ring der Irvinlungen, are "contrived" or "sterile."

There is an immense amount of this sterility mongering going on. It was an indispensable (redwood) plank in the various platforms supporting present and would-be ASUCI officers in the last campus election. Writers for the New U use it. Like childless old men the student media devour swallow shit as a cure. Idiotically, it's even been a useful flag for the Campus Union people who propose to cure the situation by erecting another concrete building.

This imagery is as antique as it is ubiquitous. T. S. Eliot called England sterile in 1922 (the Wasteland.) Henry Miller, living in Paris, called America sterile in 1934 (Tropic of Cancer.) Paris became sterile when it became part of America and England (Rue de Rivoli.) Yet these sterile earths have brought forth two generations since then. We need another metaphor.

Admittedly, the buildings express the Apollonian more than the Bacchicman's sense of mathematics, proportion, harmony more strongly than his lust to propagate the species, but why these elements are any more "natural" or less "human" than man's alimentary end is hard to explain.

Viewed properly, the buildings are not contrived, but simplified, not an ecstasy of pine needles and branches, but a few planes and angles, as if on a molecular scale. Light plays off the nodes on the Humanities building as from the locations of atoms on a micrograph, very small. It strikes the office windows in Fine Arts shyly, its component photons awkward on a sub-microscopic object then, in a reversal of scale, turns each into a giant unblinking cornea. The university buildings, reflect the structure of ideas on a crystallographic level, an interface of rectangles and circles, not the striving panic of growth in the forest, but the necessarily simple forms man must make of it — concepts, symbols and words.

But we refuse to accept this, we must have our imitative completeness, our ornamented gables, cupolas and latticework.

We aren't building Royce Hall anymore so we put it in another place. We take the gargoyles off the buildings and put them on our sex life. Let's face it, fornication at

Irvine has more Victorian gingerbread on it than Knott's Berry Farm. It's drenched with "beauty," "love," "transcendence" and of course, "naturalness."

If the sexes must battle, and four million years of separate evolution have prepared them for little less, why must the battle be diplomatic? Must we have a battlefield over which the stench of lavender and incense mummifies the dead before they decay, a "natural" topography of windswept rolling grass-covered mounds and spreading oaks against which impetuous young lovers are "cute," Paul Newman is "sexy" and the emotional afterlife of *Love Story* sits eroding like one of the ruined castles 19th century society though pithy to place on a bluff overlooking the Hudson? Whatever our pretensions, our sexual landscape is a drugstore, its fertilizers are advertised on TV, its flora is potted ivy, hanging ferns, gay 90's moustaches, sideburns, old fashioned lettering and kissing plastic dolls.

"How can I be a child of the universe without becoming a hagfish?"

The rebels from this phony romanticism romanticize their antiromanticism. At the tender age of nineteen they embrace existentialism, declare that the world is absurd and burst out giggling. Because they have it licked after all! The world is absurd and that's that, no two ways about it. "Mankind's natural state is nausea," they say, "and we wouldn't have it any other way!"

Alternatively they seek refuge from doubt in religion, bringing with them the coziness of their expectations. They have promised themselves peace and joy and damned if they don't get it. The result of course is Jesus Freakdom and its various oriental sideshows, religions which offer the depth and spirituality of religious concern without the traditional fuss about man's unworthiness and God's divinity.

So what are the answers — to the sterility gap (how do I evade my non-animal nature?), the nature gap (how can I be a child of the universe without becoming a hagfish?) the gap between the sexes? Why do we block the exits that might be sex or faith or lack of faith? We want to escape the pain, the doubt — and we rape the universe for answers. And when the answers come back complicated we simplify them, discarding mystery and all its harmonics. Why do we try SO hard? You want answers? Go ask Alice...

— Robert Schneider

Ellen's Bread & Butter Hour

Last Friday, in an exciting new format, "The Bread and Butter Hour" featured the readings of three individual poets. Ellen's guests, Rob Orr, Mark Weiss, and Roger Kneale are all

undergraduate students here at UCI. Rob and Mark are History Majors, and Roger's field is Humanities. All enjoy writing their poetry, and hope you will enjoy reading it.



First Reflections . . .

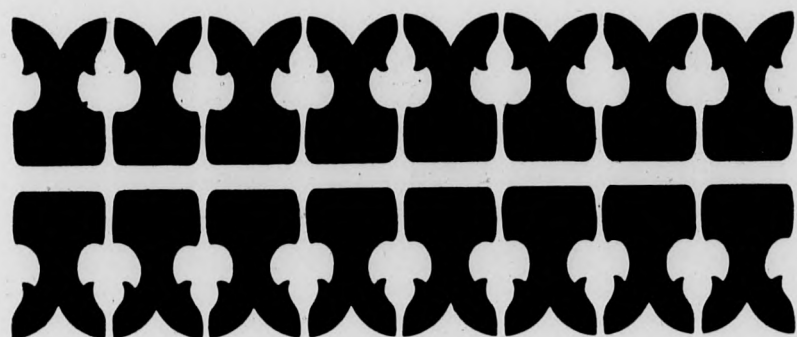
(First reflections of a beach walk by a lonely "Acute schizophrenic" who just got out of a mental hospital)

I can see couples walking hand in hand
I can see the beauty of the unspoiled land
I can feel the sparkle of love within my eyes
But it seems no reflection
and so it dies
and so I must retreat again
to the lonely sea.

And I see children mingling with the waves
And I hear the echo of love from the caves
of the barren womb
the golden tomb
of rebirth.

And as I leave my footprints in the sand
looking back I slowly, slowly begin to understand
that I am going somewhere
And shall someday find
within my scattered brain
some peace of mind.

R.A.K.



Friends

Sitting back
Laughing
Sipping on a glass of wine
Pondering over the question
of what's become of time

People growing up around me
Am I standing still?
Or have I, too, grown older
Not knowing as I did?

Everyone around me
Is so sure of where they've been
But to me it's where
I'm going
That makes me stop and wonder:
When?

For I, too, have grown older
And even older, I feel
Than maybe those around me
Whom I have watched
And still will

Mark F. Weiss



Future Events

Margary Deutsch, a mezzo-soprano, will be giving her senior recital on Sunday evening, June 9 at 8 p.m. Assisting artists include Laurence Gordon, piano, Marriane Whitmyer, flute, and Raymond

Deio, cello. Works by Gluck, Schubert, Wolf, Ravel, Copla, Ives, Berg, and Donizetti will be performed. The recital will be held at the Concert Hall, Fine Arts Village, and admission is free.

dance

Lovers: Winners

The dance/drama workshop of May 31 and June 1 provided an evening of well-presented and enjoyable entertainment performed in the Studio Theater. Its small size brings audience and performers together and so tends to enhance an already exciting production.

Lovers: Winners presented as the drama workshop was an interesting play, ardently and quite believably acted by Sally Branstatter and Michael Mack. Their intensity was countered by the cool tones of the two "commentators," Lucien Coniglio and Catherine Kiek, who narrated the story as it unfolded.

The Dance Workshop began with a bang to the tune of "Come and See the Show" by Emerson, Lake and Palmer. Diane Baughman created a lively jazz piece featuring moving multicolored images of the dancers projected on the back wall. The result was a kaleidoscope effect of shapes and patterns almost more interesting to watch than the dances themselves.

"Amparo" (I have yet to find out what this title might mean) was a short, colorful drama of apparently very involved, ambiguous relationships between three women.) The piece, by Jill Lynne Stewart was performed by Jan Humphery, Sally Sweet and the choreographer, all strong dancers with good stage presence.

Words can't get much prettier than "Crystal Morning Prism Sunshine Colors," the title of a dance choreographed by Bill Hansen which for the most part

succeeded in creating the illusion of dispersed light, prisms moving in morning sunshine...lovely indeed! The piece was a bit long for what it set out to accomplish, though, I could have done without the romantic interlude — a solo almost sentimental in feeling and out of context here.

"Birth Continuum," a soft and sensual dance combined the sound of waves, live vocal, instrumental accompaniment and much round movement to suggest cycles of life. Christine Bell and Cyndi Lee found new movement and expressed new ideas so much more exciting than the very cliché patterns which I suppose will never be left alone to die a natural, and deserved death.

Renee Morgan is an intense performer, and she held the audience spellbound with the strength of her emotion. Underneath the passion, however, there was no real form side from a few very distinct, and amazing (I might add) clutching, reaching movements. I felt she could have explored and expanded those movements she had created to make a dance quite superior in style and content.

"Trilogy," by Diane Haskin put a little spice in our lives with a variety of movement done to an interesting conglomeration of musical numbers. This piece, also had its moments of choreographic innovation and the dancers performed with skill.

"Steam Heat," fun, fast, and frivolous, rounded out the evening with a little more jazzed pizzas, this time, "40's style," from the musical comedy,

Pajama Party. The three dancers, also choreographers, were appropriately cute in black bowlers and moved well.

Quite obviously there are a number of budding young choreographers in our midst and it seems too bad we have had only one chance this year to see their ideas in action. Dances for a workshop like this grow out of the workshop class open to any dance student for credit. Although there aren't enough people taking advantage of this class as could be, (I for one was not even aware of its existence until just a few weeks ago - could poor publicity be responsible for lack of participation?) there is still some question among students as to whether it provides enough opportunity to choreograph and perform original works. The fact that the performance was scheduled for the same evening as a drama workshop, cutting the dancers' time short, was partly responsible for at least one choreographer abandoning her plans to perform.

It seems to me that a Dance Department which so emphasizes the goal of performance should go out of its way to provide the students with every incentive to produce. However, if outside stimulation is not forthcoming, dancers must take the initiative, sign up for time in the dance studio, and produce! I've been informed that dances can be approved and performed at any time during the year. Hopefully there will be much more creative energy on the move next year.

— Sarah Berges

Steve Peck Co.:

A Tribute to Gershwin

The Steven Peck Dance Company is now performing "A Tribute to George Gershwin" at the Jupiter Theatre in Fullerton. This is definitely a program to see if you are at all interested in Gershwin or jazz. Gershwin's music, coupled with Steven Peck and his company, make for an exciting performance. The action and energy are high throughout the majority of the show.

"A Tribute to George Gershwin" is about Gershwin's love of life and music and his struggle with death which eventually overtook him. George Gershwin is portrayed by Steven Peck, and Company members dance the parts of love, death, happiness and music. The main characters are strongly backed by six additional and capable dancers.

The performance was a little slow to begin with, but soon the energy level was soaring and the dancers almost seemed to have unlimited energy and stamina. I remember watching two women literally beat two men to death (or so it appeared), only to have them jump up off the floor to immediately start the next number.

The dancers enthusiasm was obvious to everyone in the audience. It seemed to reach out into

the small theatre and hold us in their grip. The only distracting factor was that the dancers were not working together. I began to wonder if the cast was not supposed to be together by design. Only rarely were the dancers feeling each other enough to stay synchronized. At times I found this extremely disturbing.

Stephen Peck was marvelous in the part of Gershwin. Although considerably older than the other dancers, he possessed the maturity and sophistication that the part required. Anna Chanzini was simply adorable as Happiness. Her expressive face was the highlight of the show. Mary St. Beth also deserves mention for her dancing as the part of Love.

Peck concluded the show by speaking to the audience on a very personal level. He praised the dancers, all dancers, as being the least rewarded financially of any of the arts. He went on to advertise his restaurant adjacent to the theatre. Much to my chagrin, he overdid it. Somehow it did not fit in with Gershwin's "I Got Rhythm" or "Clap Yo' Hands." But nevertheless, Steven Peck is a sincere man and his company gave a marvelous performance.

— Lynn Coghill

KUCI Presents Summer

Well, here it is, the last issue of the New U and I'm finally getting around to trying this talking article bit. With summer coming on people may

"WE'LL BE ON DURING THE PEAK HOURS OF THE DAY"

(Jerry Davis - Station Manager)

well wonder what happens to the non-commercial voice of Irvine. KUCI, during those hot summer months. I'm glad you asked! While other student services go into "reverse hibernation," the big 89.9 fm will continue to enlighten and enthrall.

Yes sir, KUCI will be broad-

casting during the peak hours of the day (like the man said) seven days a week during the summer. Mostly all of this year's star-studded staff (well, at least Mat Kaplan and Engineer Dave) will be around to entertain you. Keep your rah-dio tuned to 89.9 fm during the upcoming weeks for an official, complete, subject to change, KUCI summer programming schedule. (We've got 100 monkeys at 100 typewriters working around the clock and as soon as they come up with something we'll let you know.)

Ever wanted to get involved with KUCI but could never find the time? Well summer

will be a great time to become a staff member. Just come up to the studios on the third floor of Gateway Commons and we'll tell you how you can help

"THROW IN LOTS OF 89.9's AND LOTS OF KUCI's"

(Dane Stone - Publicity Director)

out or even get a summer show. Two of one and four of the other, I guess that should about do it. Just remember to stay tuned to KUCI, June through October. Take us to the beach, to the park, to work, to your own back yard! Take us...please!

—Rich Rohan

LAST INSTALLMENT:
THE COURSE OF THE NEW LEFT AT UCI

PART IV
by Dan Mayfield
I ended the last section of this history on a sour note. I was writing about the rip-offs of University equipment in the name of revolution. I would now like to tell you (and re-live for myself) some of the good things about "The Strike."

At Irvine, the strike leadership avoided some of the pitfalls of the nationwide movement. That is, we did not sell out to liberalism. The Strike was tied into worker's issues. Such as strike support at a local factory, a teach-in about working conditions at Disneyland, and a demand that campus employees who had been laid-off because of the university-wide shutdown be paid their wages. We also united with a local G.I. organization, called the Movement for a Democratic Military, and planned a march for Armed Force's Day.

The march took place in Oceanside. We walked through town down to the beach, and into kind of an amphitheatre. The theatre was ensconced between the sea and a fifty-foot cliff. There were only two very small stairways up the cliff and back to street level. We sat in the theater and listened to speeches and when it came time to leave we walked back up to the street to find maybe as many as six or seven hundred police in full riot gear standing along the ocean front. What had happened was this: As we sat and listened to rock music and supposedly revolutionary speeches, police from almost every town in Orange County had massed in Oceanside to "prevent" a riot. At this point I really understood how things had erupted in Chicago in 1968.

A lot of strange things happened in Oceanside that day. People were attacked by roving bands of YAF'ers as the police watched. If you happened to have parked your car on an out-of-the-way street, or in one of the parking lots not guarded by the march monitors, chances are you had at least one flat tire when you got ready to drive home. Camp Pendleton was closed and week-end passes were curtailed in a effort to cause an ill feeling between the rank and file G.I.'s and the students. I began to have visions of civil war.

My visions of war were not helped out much when, a few nights later, I drove to L.A. to return a film we had rented. The film was to be returned to the local newsreel representative. It was rumored at the time that Newsreel had connections with the weathermen. In any case the place we had to go to return the film was a two-story house in downtown L.A., not too far from the Music Center. We were upstairs in the house sitting with three or four other people smoking some dope when one of the Newsreel people got up and ran to the window and yelled at somebody who was sitting in a tree looking in at us. Whoever was in the tree freaked-out and dropped to the ground and ran away. The Newsreel people told us that they had been having a lot of trouble with anti-Castro Cubans who had a habit of spying on them. This incident happened not too long after a group of Cubans had burned the Ashgrove, and, I believe, Socialist Worker's Party headquarters in Los Angeles. It tended to make me a little nervous.

During the strike we held a general meeting every night. One night a very drunk man walked in and threw a screwdriver at the chairperson. He was removed by the "Strike

Security" force. Another night Jack Hoy in his typically high-handed fashion came into the meeting to get the students to start a letter writing campaign and/or pass petitions to be delivered to "our elected representatives." He was turned down in no uncertain terms. Many of the strike leaders were people who had been busted only about a month earlier by Hoy for sitting in to protest the General Electric recruiter. There was no way that the students were going to let an administrator channel them into what was termed "responsible protest."

The strike was a time of great personal growth and of learning what it might be like to live in revolutionary society. We handed out literature at the Anaheim Baseball stadium and got them to print out on the scoreboard: "concerning the national emergency on the college campuses following the invasion of Cambodia call 833-5549, UC Irvine strike information center." We leafleted every high school within 25 miles. A communication link by teletype was set up nationwide. All the telephones in the commons were opened up for the use of the students because we realized that long distance calls (to parents or friends) was a need of many students. Students drank wine in the commons, skinny dipped in the pool and took classes on the history of the war, capitalism, the American political system, and communism. There is no doubt that **The Strike** was the greatest single event in the history of Irvine. I spent the summer working at Lion Country Safari with students from UCSB, UCB, UCI, CSF and CCNY and all we talked about was **The Strike**.

When fall came we all marched back into school like sheep. Everybody expected something to happen, for another spontaneous action to send us

to the barricades again, but nothing happened.

SDS stopped meeting after a reasonably successful commons boycott in January and from then until this year there existed no radical student organization. The Worker's League, the only other active student group at UCI demanded massive amounts of work (selling papers) and dues (up to 9 dollars a week) from its members and was without a doubt controlled from the top down both in the local chapter and nationwide. "It was not," as one former member put it, "a democratic organization." But to blame the worker's league totally is to absolve myself and that would not be politically correct.

There were many radicals on campus during the year of 1970-71 and we did nothing to establish a new radical group and in fact we did not see the need. I believe that many of us simply did not realize the actual leadership role that SDS had played in forming a radical consciousness on a nation-wide level, nor did we see the actual hard-line organizing that went into putting on a rally on campus. No one was left here at Irvine who actually had any real experience. We could run down the political problems of the country, or criticize a movie for holding up bourgeois morals, but we could not get at the basics of organizing a movement. Furthermore we didn't try: It was easier to believe that every spring some new and spontaneous movement would arise. I had not been in school for spring quarter any year since I was a freshman and I avoided the problem in my senior year by dropping out.

Repression is also to blame. Without a doubt the killing of radicals, the use of agent provocateurs, and the continued doubt within the movement (fed by the FBI) that your best friend might be an agent, took a large toll on the ability to organize.

Dope also began to take its toll. Long-time users began to freak-out. The government began to crack down on the small-time dealers and forced the whole market in the hands of the Mafia. The availability of grass just plain dried up for long periods of time, but reds were increasingly available. A whole group of high school students three and four years younger than the college age intellectual revolutionaries feeling the real pressure of society and not seeing any alternative, turned to dope in a way that older radicals could never have done. The working class was stoned all the time. The radicals had truly failed to communicate their demands in a coherent manner to the segment of the population that they looked to for leadership in the struggle.

Male chauvinism within the movement caused a great number of women to drop out. When it became evident that they were only to be secretaries and sex objects, whether outside or inside of the movement, it became obvious that it was better to get paid for your troubles than to do it for some high ideas. In histories of the sixties this fact continually comes up. Male radicals were not will-

ing to give up any of their power to females. At UCI during the strike it was decided that women should make up half of the steering committee. We then set about making nominations and twelve men were nominated before anyone remembered that we were supposed to be electing women too.

So what happens now? If I am interested in a "next time" what am I doing to bring it about? The book **The Strawberry Statement** ends with the hero going off to join a radical collective and vowing to be a revolutionary. OK, that's a start. We must live our lives as socialists in the here and now. There can be no waiting until the revolution is over to take care of personal and sexual problems. We are in the belly of the monster and we must act as a tape worm and sap its strength. **BUT WE MUST HAVE A POLITICAL DIRECTION.** This is the problem with the various writers that extoll the virtue of the so-called counter-culture: The counter-culture has no political alternatives and no program. It can easily be co-opted into streaking and artsy-craftsy capitalism. We must have Marxism, and a socialism untinged by the forces of monopoly capitalism. This means that we must return to the classics and begin to study what was actually written by Marx and Engels, before we read Lenin and Mao and we must do this study in groups with the feeling of love that comes out of struggle and self-criticism. Small goals, local objectives, should be set (getting non-union lettuce out of the commons) and work should be undertaken to achieve the goals but within the context of the larger political framework.

There are students on campus at UCI right now who are moving in this direction. Who are working on the problem of a new communist party as well as working for the farm-workers. It is a hard struggle because most can remember strike meetings of a thousand or two thousand people and marches of half a million.

That is to say, we too have accepted some of the media's fascination with numbers. I am reminded of a story about a junior high student who was in a car accident and received some slight brain damage. She could remember being smart and could realize that she was not able to do work that she could do before the accident. The radicals of today are somewhat the same: We can remember the past but can't understand the present.

One final self-indulgent note. To the people in the next room who are asleep as I sit up late and type: I love you. To the people that I live with: I love you. To the people that I work with: I love you. I do not feel the power in our collective, our group of seven people, that I felt in marching through San Francisco with 500,000 other folks. I do not feel that "you" or "I" or "we" have all the answers. But I do feel that we can overcome our past problems and the problems of the movement in general. We can win if we study, analyze, and act out of love for each other. We need to be marxists but we must also be comrades.

SEX AND YOUR GPA

A comparison of grade point averages between men and women in five schools here at UCI was conducted by Comparative Culture students Mary Weisner and Diana Smith. The recent study involved one hundred students (fifty of each sex). The subjects were selected randomly, within certain qualifications. These restrictions were constructed so as not to hinder objectivity, but to insure it. The other elements of the study were designed with ingenuity and also displayed a concern for accuracy. As the study progressed, the mathematical techniques employed were checked and re-checked for legitimacy. The original hypothesis of the study was that GPA's would be equal for men and women. The investigators discovered however that although women, on a national level, had higher GPA's than men, here at UCI men generally had higher GPA's. The authors of the study could only speculate that the reason might be that men at Irvine could be achieving better than the national average and that women might, at the same time, be underachieving. It might be, though, that there truly exists discrimination against women when it comes time to hand out grades.

TABLE OF SAMPLE DISTRIBUTION					
BIOLOGY					
	Seniors	Juniors	Sophomores	Freshman	GPA
Female	8	9	9	24	2.799
Male	17	10	8	15	2.886
combined total gpa - 2.848					
FINE ARTS					
	Seniors	Juniors	Sophomores	Freshman	GPA
Female	15	15	11	9	3.114
Male	19	22	2	7	3.112
combined total gpa - 3.113					
HUMANITIES					
	Seniors	Junior	GPA		
Female	26	24	3.079		
Male	23	27	3.126		
combined total gpa - 3.102					
PHYSICAL SCIENCE					
	Seniors	Juniors	Sophomores	Freshman	GPA
Female	11	13	13	13	2.915
Male	11	10	10	19	2.933
combined total gpa - 2.924					
SOCIAL SCIENCE					
	Seniors	Juniors	Sophomores	Freshman	GPA
Female	12	15	7	16	3.082
Male	14	18	10	8	2.941
combined total gpa - 3.007					

The Police: Treating Symptoms of a Sick City

by Lance Robbins

Two weeks ago, in Part I of the Big Irvine Drug Bust (May 15), many allegations were made against the police forces of Irvine and Costa Mesa concerning their methods of arrest and confrontation.

Parents and teenagers alike reacted with anger the night of March 28, when police agents

This is part two of the two part report on the Irvine Drug Bust last month. The first story outlined the events which took place from the point of view of the high school students. Today's story gives the story as seen by the police.

from all over Orange County, armed with warrants, swept into houses and apartments. Arrested were 88 out of 130 suspects in what turned out to be the largest drug bust in the state. Most of the people arrested were juveniles, and many attended University High School. Undercover officers and police confiscated marijuana, hashish, bensedrine, cocaine, hashish oil, LSD, and PCP.

The aftermath was a scene of anger, dismay, and embarrassment. Serious charges were made against the police involved. Brutality, harassment, verbal abuse, and flagrant disregard for the rights of those arrested were among the accusations hurled at top police officials. The American Civil Liberties Union was called in by several concerned citizens to help investigate.

After interviewing many students involved in the drug raid, this reporter revealed their side of the story: that police were unnecessarily harsh, that undercover narcs entrapped many students and were themselves involved with drugs, and students were never given their rights. Beatings of "innocent" students by police officials were also re-

ported. However, out of the 30 people interviewed, not one wished their name to be printed, or their statements to be quoted. Their reasons ranged from fear of police reprisal to legal excuses.

Being as objective as possible, I can say that police officials interviewed were willing to cooperate fully, willing to disclose all records and aspects of the raid, let the public talk to officers accused of being brutal, talk to eyewitnesses (newsmen) who accompanied police on the raid and discuss their efforts in trying to help the students involved.

It is important to mention at this time that nothing with the American Civil Liberties Union has been done, and no games or written statements have been produced to begin action against any police department.

Three officers directly involved with the Irvine Drug Raid, who are high officials with the police departments, offered their response to these allegations. Those I talked to were Lieutenant John Regan, head of the Vice and Narcotics of the Costa Mesa Police, Paul Brady, Irvine Director of Public Safety, and liaison between the public and the police, and Roger Neth, Chief of Police of the Costa Mesa Police Department. All were very polite and more than willing to answer my questions. All tensions vanished during the interviews.

The major issue these officers wanted to clear up was what went into the planning and operation of the raid.

Basically, they said, the great majority of arrests had already gone through the District Attorney's Office. The court was petitioned and warrants were obtained for students or adults who were pushers or users of hard drugs. For many people, the arrest was made for "double-sales" — offenders more than once.

Police agents had carefully screened the suspects, picking out the "real users" from

those who were "once-a-week" users. Charges that night were centered, however, on the real organizers and participants in the drug ring.

The reason these officers were accompanied by representatives of the court and major newspapers was because the police had nothing to hide, they said. Officers wanted witnesses to actually be there when the arrests were made in order to verify that no police brutality existed.



Lieutenant Regan stated that a "majority of the suspects arrested for drugs were linked to many burglaries in the Irvine area." Burglary, it was noted, is often a drug-related offense.

What came as a shock to the officers was that LSD was found in great quantities. This at a time when they thought LSD use had toned down. With LSD surfacing in Irvine, police officers have become worried about the extent of the so-called drug problem.

Many teenagers were sent to "honor farms;" others were put on probation. Of the 47 adults arrested, I have no information as to what their punishments were.

I asked the officers about the methods of the "undercover narc," young agents who are

accused of using and supplying drugs to students, thereby "entrapping" them, of positioning young girls, and being undeniably harsh.

Chief Neth and Lieutenant Regan tried to set the story straight. They distinguished between the "information gatherer" who is not a sworn officer of the law; and a "regular narc" — who works behind the scenes, collating information and forming the "arrest package." No officer is under 21 (narcs were told of being 19) and has to have a minimum of five years of police training. The "information gatherers" and police narcs are subject to polygraph (lie detector) tests each day to see if they might possibly be using drugs themselves. All narcs involved were "wired for conversations." Everything was on tape for use as evidence. Each person must approach the narc for drugs, the narc does not ask for a joint. He merely waits and listens.

These officers feel, too, that the "stigma of Watergate has made every person in the law a suspect," and that "all officers are presently fighting against a wave of disrespect for law officials and a 'bad image.' Yet, we are told, the police care. 'We are just as much concerned as anyone else when we see an 11 or 12 year old turned on to drugs by his or her older sister or brother.'

All three officers do not take a stand as to whether or not marijuana should be legalized. "Until the laws are changed, it is our duty to enforce them," was the common sentiment.

I asked them what was being done, besides massive arrests, to stop the drug use and help the students. Critics of the police complain that kids have nowhere to congregate after school, and there is no relationship between the community and the police.

"A Teen Center is no cure-all for the drug problem. Kids will use drugs if they want, and

they could do it in a teen center as well as an alley." Yet plans are underway to build a teen center for kids, built by kids, with kids helping to plan every step of the way. The building will be on the corner of Walnut and Yale and buses will provide transportation throughout the year.

Also, with the help of the City Council, Parent-Child Counselor centers are being set up, and "help lines" are in full operation. "Community relations are important to us," said Chief Neth, "and we are very active." Many officers are sent to schools, to luncheons, to give special lectures and shows, and "involvement" with students is designed to be at a maximum, but hopefully not at a "Big Brother" level.

Questions, however, still need to be asked. Why did it take 88 arrests to convince the City Council action had to be taken? Why have people ignored the drug problem? Why have parents replaced money for love and attention? Why did the drug scene come to statewide attention before Irvine started thinking about its youth?

It is necessary to point out that instances of brutality are still not explained, and cases, supposedly substantiated, are being organized against the police departments. Parents, concerned citizens, and students are preparing to come forth with their accusations. All parties have a side to take.

The underlying hostility of the public towards police is evident and has created many situations, such as the Irvine Bust, of social malaise. It seems that the police are in a never-ending battle with the public, a battle which must include the projection of a good image — an image that they are protecting and upholding the law.

But indeed, it may be too much and too dangerous to expect the police to treat the symptoms of a sick society.

MED SCHOOL REJECTS-- UNEMPLOYABLE

by Gale Granger

Obviously, biological studies here at UCI are closely related to the field of medicine, which brings up a very important concern which I have about education at UCI. A very serious situation is developing, which I feel needs immediate attention from both students and faculty in the Biological Sciences.

Dr. Gale Granger is a Professor of Biochemistry in the School of Biological Sciences. He received his doctorate from the University of Washington. His area of research includes immunology and medical microbiology. In response to a request from the Biological Sciences Dean's Council, Dr. Granger wrote the following article concerning his interests and his views on the education provided by the School of Biological Sciences at Irvine.

It's clear the majority of Biological Sciences students at UCI are listed as pre-medical, yet only a small portion of these individuals will actually be admitted to Medical School. By far, the majority of students will not be admitted and will have to find employment. This employment will either be related or unrelated to their major in Biological Sciences.

The major issue is what people who major in Bio Sci can do in the outside world with their degree. I do not know the complete situation, however, most of the students that I have talked with who did not get into Medical School find that they have not been adequately prepared for other positions, even in medically-related sciences. Most of them feel hurt and almost deceived by the School, which primarily emphasizes the pre-medical training.

It seems to me the situation could be at least partially alleviated by informing students early in their careers, perhaps at the sophomore and

junior level, about the actual statistics of the number of students who get into Medical School from Irvine.

Also, the school should provide more information about entrance requirements to allow students to identify themselves early as good, intermediate or poor candidates, so that the groups at the lower levels can begin preparing themselves for other attentive careers. I feel if dealt with truthfully and in a frank manner early, a student can have time to find viable alternative career pathways.

How does the School of Biological Sciences view this situation? I feel they are just becoming aware of the problem and have really not yet done anything about it. However, other campuses, i.e., UCSD, are beginning surveys to try and ascertain what their Biological Sciences majors do after they graduate. On our campus, I believe the Biological Sciences degree is viewed as almost a Liberal Arts degree, providing the student

with general knowledge to be applied to more advanced degrees. It doesn't prepare you to do anything practical but gives you a broad education in Biology. It is therefore important that the beginning Biology student really clearly understand this philosophy.

There is some evidence that a change in this policy may be coming; as a result of student pressure there has been an attempt to identify groups of satellite courses that can be taken together to form a tract or, if you want to, call it a form of major. This is a first step to help the student begin to identify major areas in which he or she can concentrate or specialize.

I feel very strongly that incoming Biological Sciences majors should be informed of the value of the degree in Biological Sciences from the University of California, Irvine, in obtaining a job in the outside world. There should be a concerted effort to inform students realistically about the possibilities for Medical School and alternatives.

GOOD NEWS

The President of the U.S. (Nixon) signed a 30-day extension of the current GI Bill on Friday, May 31. Rejoice — if your eight year entitlement expired and you still had a few months of educational assistance allowance, then you are covered for the month of June. Expect a GI check this month, but, as usual, don't be surprised if it is late.

Another bill signed by Nixon allows an 18% increase in disability payments. This is great in our minds and takes the issue of the disabled veteran out of the political arena. However, the rest of us must continue to put pressure on the Senate and House to pass S-2784.

You all recall that this bill provides a 10-year entitlement period, 45 months of educational bennies, and 18% increase in payments (\$260 for a single veteran instead of the current \$220) and a \$2000 per year loan program. We hope that you will take out your crayons and write a letter this weekend to urge passage of S-2784.

Love,
The Veterans Conspiracy

Profs in the News

UCI Professor to Lecture In Orient

Dr. Abraham I. Melden of Newport Beach, UC Irvine philosophy professor, will lecture in Japan and Taiwan this summer under a Fulbright-Hays award from the Committee for International Exchange of Scholars through the Board of Foreign Scholarships and the Department of State.

Dr. Melden will lecture on moral philosophy at the American Studies Summer Seminar in Kyoto, Japan, where philosophy scholars from the Orient will gather and also will present lectures at universities at Taipei and Taichung, Taiwan.

Outstanding Educators

Three UC Irvine professors have been named Outstanding Educators of America for 1974 under an annual awards program recognizing exceptional service, achievement and leadership in the field of education. They are Dr.

Hazard Adams of Newport Beach, vice-chancellor for academic affairs and professor of English; Dr. John P. Diggins of Laguna Beach, professor of history, and Dr. William H. Parker of Irvine, associate professor of physics. Each year those chosen for the honor are featured in the national volume "Outstanding Educators of America."

Maine Educator Completes UCI Internship

Dr. Paulette French has completed her year's internship in academic administration at UC Irvine under a program of the American Council on Education and is returning to the University of Maine where she is assistant to the vice-president for academic affairs and assistant professor of French and comparative literature. This summer she will be acting vice president. She is the ninth person and the first woman to come to UCI under the ACE program.

160 Courses Offered in UCI Summer Sessions

One hundred sixty courses will be offered in two six-week sessions at UC Irvine this summer.

Classes are available in many fields—administration, art, biological sciences, classics, comparative culture, dance, education, English and comparative literature, foreign language, history, information and computer science, linguistics, mathematics, medicine, philosophy, social ecology and social sciences.

The first session will be conducted June 17 through July 24 and the second will be held July 25 through August 30. A student enrolling in two four-unit courses in each session may complete the equivalent of a full quarter of academic work.

For the first time summer session students will pay on a per-unit basis rather than a flat charge regardless of the

number of units taken. The new arrangement is an advantage to students who wish to take less than a normal load of eight units a session. Those who enroll in eight units will pay the same fee as charged last summer.

A \$10 fee is required to accompany the application for enrollment. Upon acceptance of the application a student will pay \$20 a unit for the first eight units and \$17.50 for each unit over eight.

Summer session classes are open to all regular-session students at the University of California and other institutions of higher learning. Also allowed to enroll are high school graduates regardless of age and persons more than 18 years of age who are of sufficient maturity and have aptitude for the work they intend to undertake.

Most of the summer courses will be taught by regular UCI

faculty members, according to Dr. Richard Baisden, director of the summer sessions.

A wide variety of courses are being offered. Included are classes in beginning and advanced painting and ceramics, survey of American jazz and blues, behavior therapy, peer counseling, family law and introductory anthropology.

Among other subjects are social and political problems of Latin America, recent trends in foreign language teaching, social and psychological dimensions of the horror movie, perception and psychology of consciousness.

Summer session bulletins, applications for enrollment and information may be obtained by writing the summer sessions office, University of California, Irvine, California 92664 or calling the office at 714-833-5493.

New Bio Course Offered

An exciting new course will be offered Fall Quarter, 1974, by Dr. Noelle A. Granger, Biological Sciences 116, Human Development and Genetics, will tentatively be given from 9:00-9:50 M, W, F. The course is

designed to give non-bio sci majors a good understanding of their own biological development from conception to death and of the genetic basis upon which development occurs.

The course will begin with a discussion of the physiology of the reproductive system and of the events leading to the formation of the human zygote. A detailed description of the development of the fetus will follow, including an explanation of the basic patterns of inheritance and the determination of sex. There is an empirical risk of congenital malformation or spontaneous birth defects occurring in any child. Their causes will be considered, including the possibilities of prenatal detection, screening and genetic counseling. Medical and legal aspects of genetic practices will be considered. Growth and aging are part of a

natural developmental continuum. Their physiological and hereditary bases will be discussed, along with the role of genetics in the development of behavior and intelligence. Finally the course will examine the possibilities and consequences of intervention in our own developmental and evolutionary processes.

Two paperback books will be the only required texts: Austin and Short's "Reproduction in Man: Embryonic and Fetal Development" (\$4.00) and Volpe's "Human Heredity and Birth Defects" (\$2.00). There will be one midterm and one final. The course will be restricted to non-bio sci majors with junior or senior class standing. There are no course prerequisites.

THIS COURSE WILL BE OFFERED ONLY ONCE A YEAR. Don't miss this fantastic opportunity to learn more about yourself.

Add skill in Math!

Next year, as in recent years, enrollment in Math 2 (the basic first year calculus course) will be limited to those who have demonstrated to the Math Department a sufficient grasp of precalculus mathematics to enable them to do well in the course. This can be demonstrated in a variety of ways: by passing Math 1 (or similar course at another school), by scoring above 650 on the CEEB Advance Mathematics Achievement Test, or

by passing a special exam given by the Math Department.

In the past this exam has been given during orientation week, leaving many students up in the air as to whether they can enroll in Math 2, or whether they should take Math 1. To ease this situation, the Math Department has decided to give the precalculus exam to returning students on Friday, June 14, 1974 from 9 a.m. to 10 a.m., in PS 101.

The exam is a simple one hour multiple choice test for which no advance studying is necessary. Results will be available in time for students to decide if they wish to take Math 1 during the summer.

For new students the exam will be offered as part of the summer orientation program. There will also be a make-up exam offered during orientation week on Monday September 23, 1974, for those who were unable to take the exam previously.

French/Italian Pre-Med

The department of French and Italian will be offering an experimental course entitled Italian 1A (Pre-Meds) during the fall quarter. This course

will prepare the medical student for study abroad, the only remaining alternative for many to exclusion from medical education. The need for

such a course is obvious to all involved with the counseling of pre-med students in light of the phenomenal increase in medical school applications as well as the ferocious competition for a miniscule number of open places. This represents a series of new demands on the teacher of language; he must not only train the student in conversation, but more importantly in the study of a material with which he himself may be only partially acquainted; moreover, he must offer him the cultural information necessary to a rapid acclimatization to Italy. To this end, the first quarter of the course will concern itself with the mastery of the fundamentals of Italian grammar, while the second will introduce scientific vocabulary and dialogues in those precise places, labs and hospital rooms, which will lend them the utmost immediacy and consequently the utmost relevance. The third quarter will consist in the study of a scientific article of particular interest to the individual student; this article will be chosen in consultation with Professor Chiampì.

The department maintains a small library of information on medical study in Italy which is available to everyone at the office 312HH.

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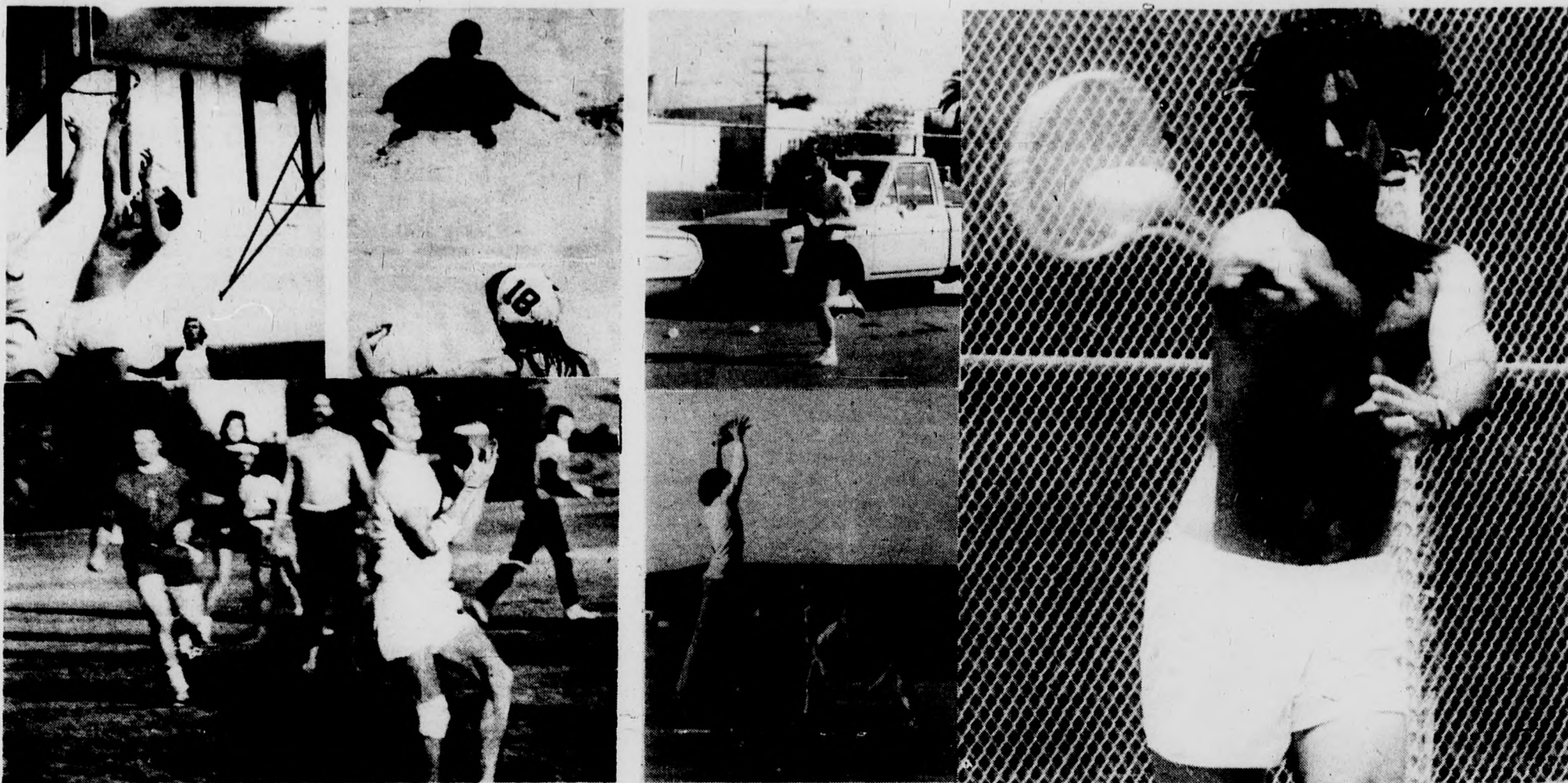
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Medical School Freshmen Do More Than Just Study

by Cole Fulwider and Mary Kay Gummerlock

Intramural enthusiasm by this year's freshman medical school class was unsurpassed as was their virtuoso athletic ability. What a record they racked up!

Behind the pitching of "Steady Freddy" Werber, the Pudendal Blockers beat Sigma Chi last Wednesday for the All-School Slowpitch Championship. Multiple hits by "Teddy Bear" Eisan got the team rolling, and excellent fielding by Don Hoechlin, "Wheels" Serrafin, and John Jackson kept Sigma Chi from winning the game and the hearts of their sorority girls. These Pudendal Blockers also won the pre-season weekend tournament.

Serving and spiking by Bob Gardner and Dale Smith led the volleyball team to first honors during the Winter quarter, while the Pudendal Blockers placed well against stiff competition in Fall football play.

In coed sports the ladies of

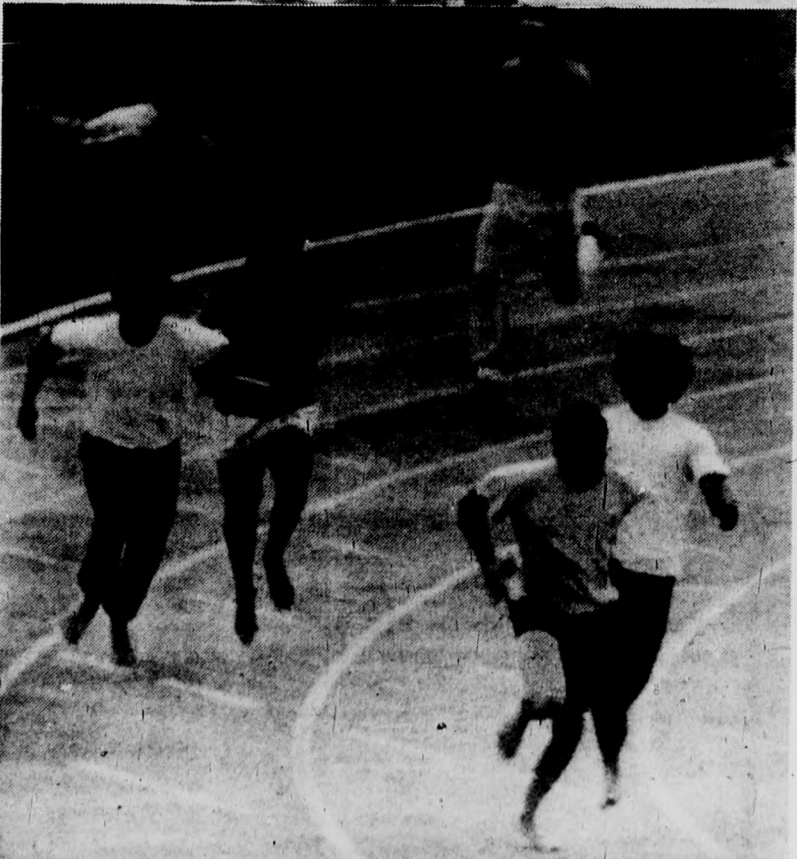
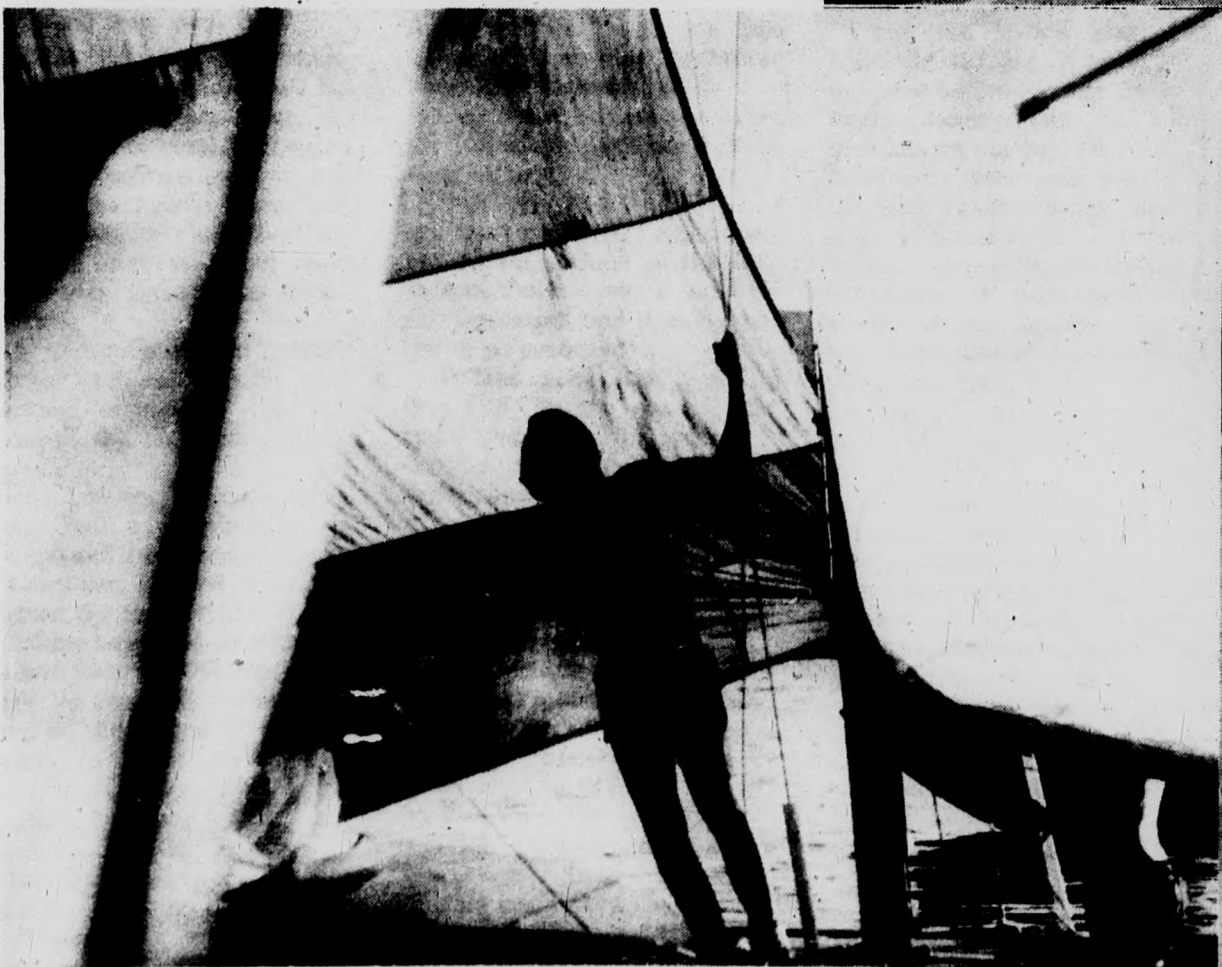
the class shined with Chris McCarthy as pitcher, the Gametes were undefeated in league play, only to fall to Teamaroo in the championship playoffs. The highlight of the final game was the pantsing of a not-so-innocent fan from the med school. The umpire did not press charges.

Ascites dunked all rivals for the "B" innertube waterpolo championship. With great passing from Greg Vanley and Keith Mercer, Cole Fulwider spearheaded a scoring barrage. Great defensive play by Jim Silva, Mary Kay Gummerlock, Trudy Larson, and goalie John Jackson, kept opponents under water. In coed basketball competition, the Gametes finished a close second. Mike Serrafin, ex-UCLA basketball player was the dribbling fool.

In coed football, the Gametes had no equal. Interceptions by Jon Kitaji and offensive play by the quarterbacking trio (Rick Mills, Mike Serrafin, Cole Fulwider) kept the opponents stupefied, never know-

ing who had the ball or where it was going.

With summer, the students will hold training camp for next year's freshman, and begin their clinic work at OCMC. We can only hope they will have as much success with their patients at the hospital.



Prof-Student Matches In IM Tennis Tourney

Over the 2 day stretch of the first annual IM Tennis Tourney, 75 men and women competed for fun in the sun. Steve Klein proved his avidness by winning the championship in the men's beginning division by defeating John Feren 7-5, 6-4. John played a tough 2 sets but could not hold up against Steve's volleys. In the consolation round Wayne House came back to beat Gary Landis in the finals 8-2. Wayne also doubled up with Rogert Gage in the men's beginning doubles to win all 3 rounds defeating Simonson-Wiley in a close 9-7 match, Travis-Landis 8-5, and Chee-Adams 6-3, 6-1. The beginning division showed though competition by Rick Watkins and Norm Namura who made it to the quarter finals.

In the experienced division a different story unfolded. Joseph Chaikin looked like a strong contender, but was ousted by Professor James Calderwood in the semi-finals. In the other half of the draw, Sid Crossley swept to the finals with ease defeating Russ Green 8-3 in the semis. Jim Calderwood was not to be undone by a student however as he and Sid fought it out in the finals. Sid had Jim at set point in the first set but could not pull it through as once again the professor triumphs winning 7-5, 6-2.

Meanwhile John Oyarzun having lost to Calderwood in Round 1, rallied right back to win the consolation beating Mark Passarini 6-1, 6-0 in the

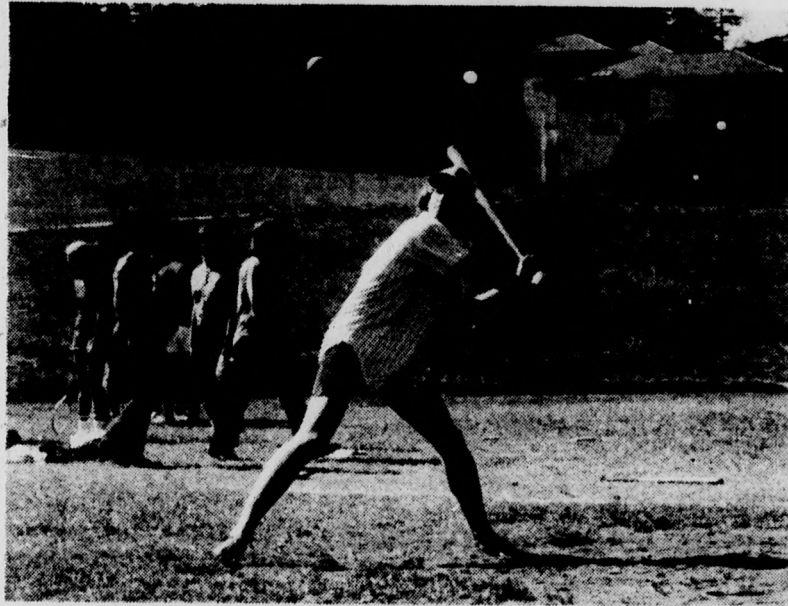
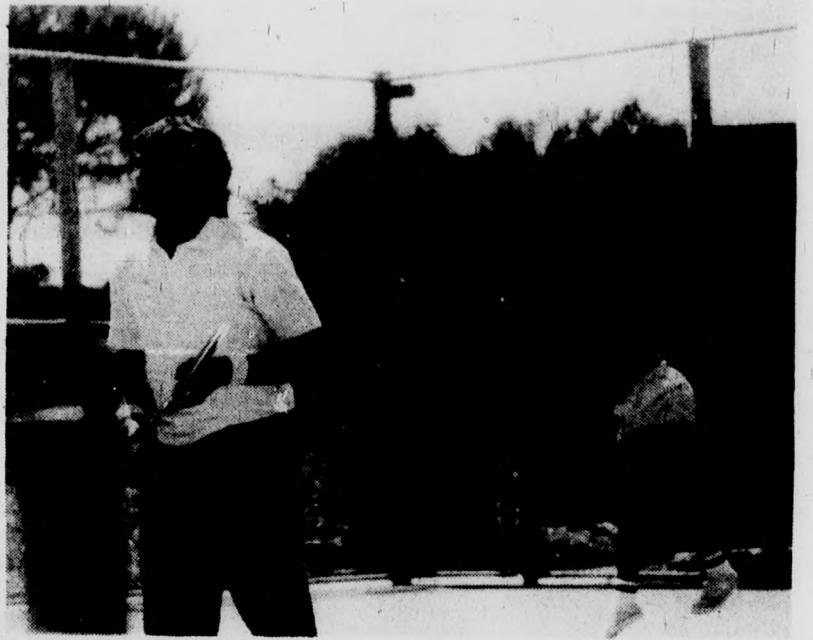
finals. Sid and John then doubled up to take the men's doubles championship, this time being on the right end of the coin and defeating Professor Danzinger and Joe Chaikin in the finals 6-2, 6-3. That's the only way to get even.

The women's division is not to be left out however. Marlene Goday, Toby Sitler, Dru Richards, Sherry Crane, Agnes Well, and Kym Culver all gathered for a round robin game. Super long matches were played, Sherry beating Agnes in 3 sets, 5-7, 6-1, 6-3 and Toby Sitler defeating Dru 6-4, 6-3. The tennis ability and skills were equaled and games exciting.

Coed doubles teams gathered on Sunday to face the terrible winds on the courts. Keith Bean and Toby Sitler had to face Steve Klein and Sherry Crane as they lost 8-2. Meanwhile Stephanie Springer and Rich Cummings had to face Steve and Sherry in the next round and were also defeated 8-2. Kym Culver and George had 2 good rounds beating Mark Passarini and Dru Richards. Steve and Sherry met Kym and George in the finals as the winds increased to where serving was impossible. In the tie breaker match of the day, Steve and Sherry held their own to win 9-8 and become the champs.

The tournament was a success and everyone went away happy. A similar tourney will be held next year so practice up!

sports



Unknown student participates in spring rite.

Humanities House to be

Next year UCI will be offering another special interest dorm: Humanities House. This is a new residence program that is designed for those students who enjoy an occasional exploration into questions of value, style and truth. It is not necessarily a house for Humanities majors, but is being planned for all students who find reward and pleasure in the discussion of historical, philosophical and literary issues. The activities of the house will be planned by the students themselves, and the possibilities are endless: guest poets, guest artists, political figures, local corporate leaders, films, plays, etc. Activities can also range to the more serious and intellectual, including seminars and discussions.

The program has the support of many Humanities faculty and of the administration. The house will have a budget of approximately \$3,000 for next year's program. It will provide a great opportunity for those interested in the Humanities to interact with each other, the faculty, and with outside guests as they explore the world of the Humanities outside of the class room.

If you are interested in living in the new Humanities House, a co-ed living experience, please contact the Housing Office within the next few days.

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Irvine City Council
Costa Mesa City Council
Santa Ana City Council
Newport City Council
Corona del Mar City Council
Tustin City Council

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Student Housing Commission
Student Legal Rights Commission
Student Food Coop Commission

Please submit application to ASUCI President Armando Banuelos, 1st Floor Gateway
Commons as soon as possible! DEADLINE: June 14, 1974

Applications will be accepted through 12:00 noon on Friday,
June 7 for student-staff positions for ASUCI's summer
program "Student Projects for the Improvement of Under-
graduate Education." Positions available are:
2-3 student assistants — 40 hours/week for 8 to 12 weeks at

\$2.87-3.17/hour
1 director — 40 hours/week for 12 to 14 weeks at approx.
\$4.25/hour
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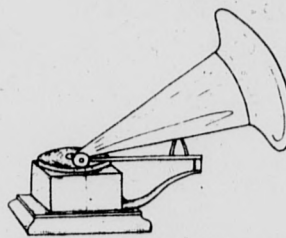
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WEDNESDAY, JUNE 21, 1974

INTESTINES:

**I LICKED
ATHLETE'S FOOT** p. 29
by Steven
Jockmeister

**LIBRARY BURNS
TO GROUND** p. 2
by Donald
DeFreeze

**WHERE CAN YOU
GO FROM HERE?** p. 99
by Daniel
Aldrich

**THINKING OF A
CAREER IN
FERTILIZERS?** p. 98
by Daniel
Aldrich

**COX RISES TO
THE OCCASION** p. 67
by Otto von
Schneidermann

**GET YOUR
DIPLOMA IN JESUS** p. 55
by Campus
Advance

I SEE YOU SEE UCI p. 7
UCLA AAP GSA
by VVAW/WSO

IM TIDDLYWINKS p. 20
**CHAMP KILLED IN
PLAYOFFS**
by Winky Martin



Crowd gathers as New U staff sights a giant toad in Campus Park. Sighting was later attributed to mass hysteria.

CHANCELLOR DAN TO FILL HOLE

by Robert Pinksheet

Chancellor Daniel Aldrich, in an unprecedented move yesterday, authorized the placing of a square peg in a round hole. The move came as some surprise to the representatives of 54 nations assembled in Humanities Hall 161 for the First Annual Conference of Officially Sanctioned Incompetence, (FACOSI). Chinese representative Chou Poo-yang Lao-Tze Kum-quatt of the People's Department of Redundancy Department of the People expressed disgust at the Chancellor's action.

Later, in an untelevised conference with the Gnu U, Aldrich exclaimed, "You can't get there from here." Still later, in an unintelligible conference with the L.A. Times, the Chancellor remarked, "Expletive deleted."

Aldrich is expected now to reaffirm his decision in a scheduled speech before the American Federation of Fertilizer Manufacturers special subcommittee on Mulch.

Quick denouncements of the action were filed by United Chicanos For Creative Medicine, The Gnu U Editorial Board, The World Astronomical Society, the American Nazi Party, Ray Finkle, and the House Foreign Relations Committee.

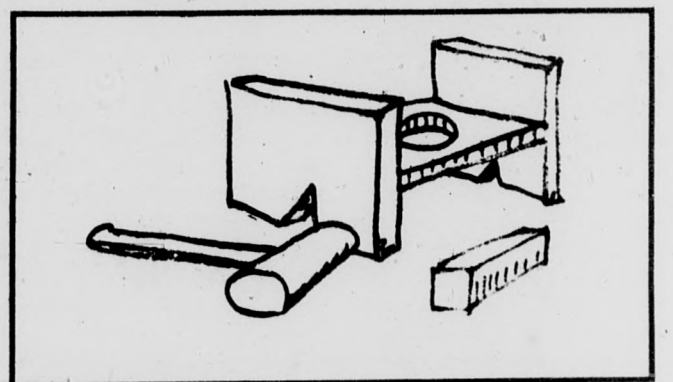
In spite of the opposition, Aldrich remains firm in his desire to roundholify the square peg and stated firmly, "If necessary, I will do it myself." In the face of widespread student apathy, "We will use the police, the National Guard, or the Atomic Bomb, or 3-in-1 oil if necessary."

In close consultation with the Irvine City Council, the University has already contracted with William L. Perreira to design the square peg. According to Mr. Perreira's original design, the peg will be hexagonal in cross-section. The round hole is being designed by Campus Advance. The square peg will have a unique concrete facing, Mr. Perreira added, and will be enthrable on any of three levels. Rising 50

feet in the middle of Campus Park with a mushroom-shaped cupola, the peg, once erected, will express the aspirations of all UCI students.

ASUCI President Arbanuelos Mando called the project, "Green." He wished to make it clear to the press that 'Green' was only what the name of the project was called. The name of the title of the project is an entirely different matter, according to Mando. Tim Stevens said, "It's too big."

The Council concluded by demanding that a ledge below the cupola be built to accommodate more than one swallow. The Big I Boosters stated through a spokesbeing, "We will be glad to see this project come."



Theoretical Design not Deemed Practical

GREAT LEAP FOR FROG-KIND

by Joe Shakeit

The University of California, acting on a directive from newly-appointed Affirmative Action Coordinator Ray Finkle, has agreed to hire 686 Brazilian frogs in order to comply with recently published guidelines for inter-species balance in hiring practice. Doctor Finkle commented, "We welcome their addition to the academic community." When asked whether these frogs would be receiving high-priority jobs, Doctor Finkle replied, "They should augment our Brazilian Studies Department immensely." Also, "I want to see Alma Mammoth croak."

The frog-hiring move ended a long history of flipper-dragging in the AAP system at UCI.

"In addition to the fifth-floor positions we have promised them, they will be put to work in the foodservice areas and in the marsh as game wardens," Dr. Finkle commented. Mention was also made of the soaring price of chicken.

Dr. Finkle denied, "for the time being," the rumor the radiology Department of the Med School will soon hire a female orangutan, saying, "I don't believe in returning tit for tat."

When asked for his reaction the Chancellor commented, "Woof," having been replaced by a wire-haired terrier in a surprise appointment last week. Analysts had predicted that the Regents would pick a Great Dane for the UCI top spot.

Dr. Finkle, obviously elated by the AAP victory, launched helium balloons in campus park bearing the message, "Find me one toad of truth..." He was purring noticeably.

In a related move, the academic senate will meet in special session tomorrow to ask the AFT whether tenure can be legally denied to a frog. A committee is expected to be formed.

continued on page 65

continued from page 1

able that the concept of equal opportunity is applicable to minority students.

If Affirmative Action is applicable to students, and the Minority Affairs Committee believes that the above statements verify that this is the case, then policy issues involving EOP and "minority students" in general come under the purview of Affirmative Action laws and the Affirmative Action Plan. Furthermore, if Affirmative Action applies to students then there must also be goals and timetables for their admission—at both the undergraduate and graduate levels—in proportion to California's total minority population.

Conclusions

UCI's "pattern and practice" of exclusion of, and discrimination against, minorities is in violation of Title VI

and VII of the Civil Rights Act of 1964 and in violation of the Equal Protection Clause of the Fourteenth Amendment. The "pattern and practice" of discrimination is sophisticated and subtle. The Minority Affairs Committee, after eight months of inquiry, concludes that University of California at Irvine officials—namely the Chancellor and others named in this report—are responsible for:

- deliberately structuring and maintaining a bureaucratic oriented and powerless Affirmative Action program
- encouraging that Affirmative Action be defined in academic and bureaucratic terms rather than being directed at eliminating discrimination
- refusing to enforce compliance of Affirmative Action principles and granting unit heads, with a history of exclusionary practices, authority over hiring and

promotions

- refusing to discipline personnel who discriminate against minorities
- refusing to set Affirmative Action guidelines based upon the minority population of California
- utilizing the most conservative method of estimating work force availability for minorities
- clustering data that has the effect of misrepresenting the presence of minority faculty, staff, and students

Recommendations

In order to reverse the pattern and practice of discrimination at UCI, the Minority Affairs Committee recommends that:

- the position of Vice Chancellor for Affirmative Action be created for the implementation of the Affirmative Action Plan and specifically for the treatment, hiring, promotion, reclassification,

admission, and recruitment of minority faculty, staff, and students—both present and prospective

- the Affirmative Action Plan establish the coordination of goals, procedures, FTE distribution, and a scholar/teacher training program to prepare minorities in accordance with UCI's responsibilities as a Ph.D. granting institution

- fifty percent (50%) of new faculty FTE's allocated to UCI be set aside for the exclusive recruiting of minorities

- the Affirmative Action Plan include provisions for regular, EOP, or Special Action minority students that will include goals and timetables as well as a provision that UCI will be responsible for tutorial and counseling services, academic advice, and financial aid for these students

- University officials con-

duct a review of graduate and undergraduate applications for admission, fellowships, teaching and research assistantships, and other forms of aid to determine whether there is discrimination against minorities

- a job training program for minorities be established to qualify them for skilled and supervisory positions

- on campus minorities—especially those in Physical Plant and Housing—be immediately selected for foreman and supervisory positions

- there be a complete investigation of the procedures and policies of the Personnel Department—especially those policies and procedures that affect the Department's practices in reporting the necessary information for Affirmative Action monitoring and the recruiting, training, and promoting of minorities

THE TEXT OF THE INTERIM REPORT

Introduction: The University of California and Affirmative Action

Objectives of the Minority Affairs Committee (MAC)

This interim report by the Chancellor's Minority Affairs Committee represents an effort to inform University officials, students and the community about the status of minorities on the campus of the University of California at Irvine. Since October 1973, members of the Committee have gathered data, spoken to University officials, and interviewed faculty, staff and students on the UCI campus. The MAC sought to answer a very fundamental question: As a public employer and educational institution, has UCI met its legal and moral responsibilities to the minorities of California? This report has not intentionally slighted the problems of women at UCI. Since a "Status of Women" Committee already existed it was decided that the MAC would concentrate its full attention on racial and ethnic minorities — be they male or female.

A committee of this type is prone to ineffectiveness — if not failure. The manner in which members are selected, the number of times that it meets, the minimal resources made available, and the lack of authority, all contribute to the "cosmetic" function of a Chancellor's "advisory" committee. It was therefore decided in October that it would not be the case for this particular committee. The decision committed the MAC to produce a documented report on the way in which UCI officials have treated minorities — as students, faculty and staff employees.

The committee came to realize that the Chancellor and other University officials have been content with the "cosmetics" of Affirmative Action, i.e., forming committees, sending memos, and appointing individuals to be "responsible" for Affirmative Action. In doing so, the Chancellor has shirked his responsibilities in order to avoid a "mutinous" reaction from his staff and faculty. This has become the bureaucratic method of minimizing the effects of Affirmative Action at UCI. For this institution to have a successful Affirmative Action Program, the Chancellor must enforce policy at all levels and not just send out appeasing directives on affirmative action.

Discrimination against minorities at all levels of education has been and remains a fact of American life. Discrimination has been attacked by the courts as well as by state and federal government agencies. This report will deal with the more subtle, but no less illegal acts of discrimination

directed against minority faculty, staff and students at the University of California, Irvine. Furthermore, this committee believes the primary issue to be whether a major university is taking steps to break the cycle of discrimination through the implementation of, and commitment to, a viable Affirmative Action program.

We hope that after reading this report, university officials and the community will recognize that no combination of "committees," "memos," or "bureaucratic-politics" will ever serve as the basis for implementing Affirmative Action at UCI. In fact, these latter factors have just the opposite effect. The only solution that we see is the Chancellor's personal commitment and determination to produce results rather than verbiage.

Affirmative Action and Education
On October 1, 1972, the Department of Health, Education and Welfare issued the Higher Education Guidelines. These guidelines were based on Executive Order 11246, Revised Order Number Four of the Department of Labor and other pertinent regulations. The key concept embodied in the Higher Education Guidelines is that of "Affirmative Action." Federal regulations emphasize that Affirmative action requires more than employment neutrality. A University is thus required to make additional efforts to recruit, employ, and promote qualified members of groups formerly excluded. The premise of the affirmative action concept rests on positive action to overcome the effects of systemic institutional forms of exclusion and discrimination; otherwise, a benign neutrality in employment practices will tend to perpetuate the status quo indefinitely.

The University of California, including the University of California at Irvine, has generally recognized a certain responsibility to provide greater opportunity to disadvantaged minorities. Following the Watts Riot in 1965, the University came under intense pressures from the Black and Chicano communities to accept more minority students. By 1967, the University had Educational Opportunity Programs aimed at greater minority recruitment at each of its nine campuses. In May of 1968, President Charles Hitch stated:

We have to be steady enough to face the fact that the trouble of our time is rooted deeply in past inequalities and injuries, and we have to be wise enough to work for the elimination of the angry frustration of many, the indifference of many more, and the fears that are corroding the institutions of our Democracy. This trouble will be with us until every man is allowed his full measure of human dignity.

Finally, a University report to the Regents' Committee on Finance made explicit that Affirmative Action applies to several phases of University activity including:

Admission of students and education and financial assistance for them, purchasing of goods and services, and letting of contracts for construction projects, as well as employment.

The University of California Second Only to the University of Mississippi in Racial Discrimination

Only within the last few years has the public become aware of a situation that minorities in California have always known: As a public institution, the University of California has only made token efforts to meet the needs of the minority population of California. In the words of the NAACP, "the University of California is only second to the University of Mississippi in racial discrimination."

Over the last few years, numerous governmental and non-governmental actions have been brought against the University of California for failure to properly develop and/or effectively implement Affirmative Action plans and principles. Even a University report to the Regents' Committee on Finance in June 1973 noted that: "The basic premise of affirmative action policies and programs is that equal opportunity by itself is largely a hollow promise, an ideal unfulfilled."

It has been to this "hollow" and "unfulfilled promise" that numerous complaints have been directed regarding the University system as well as individual campuses. While the NAACP's action is not yet a law suit, the complaint requests the Attorney General of the United States to institute a "pattern and practice" of employment and services discrimination case against the University of California and its nine campuses. This class action, Civil Rights employment discrimination complaint charges the University of California with engaging in a "pattern and practice" of employment discrimination at the faculty, administrative, student-teacher, and craft levels throughout its nine campuses.

In February 1974, the federal government held up some \$5,000,000 in research contracts to the University of California Berkeley because the campus did not have an acceptable plan to hire women and minority faculty and staff. The government also warned Berkeley administrators that the campus could lose all its federal research contracts — which total about \$15,000,000 in the current academic year — if an acceptable plan were not submitted within 30 days.

United States' District Courts have also been used by the League of Academic Women and by Chicanos at various campuses to combat the discriminatory practices of University officials and to bring about compliance with federal laws regarding Affirmative Action. A recent statement by the UC Student Body Presidents' Council suggests that law suits against specific campuses and

University officials will have to continue. In their February 1974 Report they state that:

University commitment to the federally-mandated program is not explicit in policy statements and in recruitment, appointment and promotion actions taken by each campus and by the Office of the President. Progress is occurring in limited areas on one or two campuses. The Administration's own figures document, however, that UC has not even been successful in eliminating discriminatory hiring and promotion practices; University Affirmative Action Programs are clearly not well underway. Real commitment involves viable structures, realistic goals and legitimate sanctions.

It is quite clear that from practically every perspective, and for whatever reasons, Affirmative Action principles have not been implemented and federal laws have been ignored by the University of California. The end result of ineffective Affirmative Action plans and lack of "good faith" on the part of University officials has been a continuous pattern of racial, ethnic, and sex discrimination at the University of California.

UCI Second Only to UCB

While the University of California in general, and UCI in particular, have assumed the public posture of offering equal opportunity to minority students, faculty and staff, the Minority Affairs Committee, through their own experiences and investigations, conclude that discrimination against minorities is a fact of life at UCI. Discrimination at UCI has meant the continual rejection of minority faculty applicants by UCI — minorities who matched the professional qualification of Anglo-Americans hired. These policies reflect the gross discrimination which stems from explicit prejudice and a profound ignorance about minorities.

Discrimination against minority students has been seen in the fact that UCI officials have failed to provide the administrative and financial support necessary for the operation of the EOP Program. In their failure to provide sufficient minority faculty and counselors, and in their general insensitivity to the needs of minority students, UCI officials have further discriminated against minority students on campus. Because of this discrimination, students feel that their education will not be of the kind and quality that is received by other non-minority students.

At UCI, discrimination does not occur through law, but through the deliberate actions, decisions and policies of UCI officials. It is not done under the banner of bigotry, but under the guise of attempting to create additional educational opportunities for minorities. It does not forbid the hiring and recruitment of minorities, but does admit a token few who are then forced to struggle under the most difficult of circum-

stances to survive.

The Minority Affairs Committee thus believes that discrimination at UCI not only means the rejection of qualified minority faculty, staff and students by UCI officials, but the failure of these officials to deal equally and fairly with those few minorities that do in fact make it into UCI. Discrimination does not simply stop once a minority teacher, staff member or student passes through the door of UCI. In fact, as will be documented, this is perhaps the most challenging period: a time when the true attitudes and sensitivities of responsible school officials are tested by the way they deal with the needs of the minority individual on campus.

The UCI Affirmative Action Plan

UCI Affirmative Action Plan Totally Discredited

The letter from Director Holmes of HEW to Chancellor Bowker of UCB totally discredits all UC Affirmative Action plans—including the UCI plan. The reasons that HEW listed for declaring the UCB AAP unacceptable (the very same guidelines followed by UCI) included:

- No analyses which would identify and address employment problems in such areas of the University's employment process as recruitment, selection, placement, promotion, salary, tenure, and training.

- Utilization analysis is inadequate because it is not broken down into departments and professional schools, it contains no utilization analysis for academic non-Senate positions.

- The goals and timetables which are provided are inadequate because the clusters established for goal-setting are improperly formed*
- Failure to clearly delineate the status of the Affirmative Action officer and failure to define the exact nature of the internal audit mechanism and the University officials responsible for monitoring the AAP

- EEO-1 categories (Federal Occupation Codes) must be subdivided into grouping of job classifications with common skill requirements and earning ranges. Because several of the categories contain a very wide range of occupations with different skills, wage rates, and salaries, a utilization analysis for the broad categories without any sub-groupings will be unable to identify problem areas and cannot be used as a basis for the establishment of meaningful goals and timetables where underutilization is found in particular occupations.

Minimizing and Distorting the Intent of Affirmative Action

In February 1974, the University of California's Student Body

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Presidents' Council characterized the various ways in which University administrators have been able to minimize the impact of Affirmative Action laws. The Council's study concluded that:

- The intent of State Legislation was for each Chancellor to assign the Affirmative Action responsibility to individuals who had shown commitment to Affirmative Action and who would be in a position to devote full-time effort to Affirmative Action duties. However, University Administration chose to assign responsibility for Affirmative Action programs to the Vice Chancellors for Administration. This "minor change" in the structure of Affirmative action represents a violation of legislative intent.

- Goals and timetables are the key element in any Affirmative Action plan, yet goals and timetables have not been established by department. The University goals and timetables remain incomplete. In the interim until completion no acceptable alternative is being implemented. Affirmative Action, therefore, is clearly not "well underway" as University Officials state.

- Where goals have been established they are often calculated to bring about minimal results. Availability statistics can be calculated in three ways: by using straight population figures, by determining the number of individuals qualified for a type of employment or by determining the number of individuals who are or have been employed in similar positions. The University employs the third method, the most conservative estimate of availability, which provides limited availability statistics and which reflects the discrimination of outside employment practices.

All of these observations, and many more contained in the letter, are equally applicable to the UCI AAP.

As a result of the HEW-UCB confrontation, UCI will be required to totally rewrite the AAP. The MAC expects that all of the inadequacies of the University Hall guidelines on Affirmative Action—guidelines that were totally unacceptable to HEW—will be taken care of to the satisfaction of minorities and women on campus and in the community.

Law Suits the Only Solution?

Law suits charging employment discrimination have already been filed against the University of California on behalf of the women faculty, staff and students at Berkeley, on behalf of 1.8 million Blacks in California, on behalf of Chicano faculty, staff, students, and community at UC Santa Cruz, and a suit is planned on behalf of the 3.0 million Mexican-American citizens in California. Unless the University finds ways to review and vitalize its Affirmative Action plan, UCI officials will find themselves faced with a continuing series of legal actions. In addition, failure to meet legal requirements will further jeopardize UCI's federal contracts.

Critique of the UCI Affirmative Plan: No Plan!

The Chancellor's policy statement on Affirmative Action is an effort to avoid responsibility and commitment. He notes that Affirmative Action is to be campus policy; however, he makes no specific commitment to Affirmative Action himself. An expression of "support" is not the equivalent of expressing a commitment.

The Chancellor makes no effort to describe what is meant by the term "Affirmative." Neither does the Chancellor make an effort (a convenient omission) to include a statement of where, among his priorities, Affirmative Action lies. Is the University committed to re-ordering its priorities for the purpose of becoming a model public employer in compliance with Federal and State statutes and regulations?

Furthermore, the clause, "in full conformance to the University's standards of excellence" cannot be allowed to express the University's true priority. Standards of excellence have no bearing on Affirmative Action unless University officials believe that minorities and women are incapable of meeting these standards of

excellence. An official who advances a "standard of excellence" argument to minimize minority and women's presence in the University is making a racist argument, i.e., excellence is based on race or sex.

Racially based criteria or criteria which have a discriminatory effect are in themselves illegal. Excellence can be attained by any racial, sex, or nationality class given sufficient opportunity. Therefore, "standards of excellence" criteria is irrelevant as a priority item. This is not meant to say that incompetent or unqualified personnel ought to be included within the concept of Affirmative Action, but to point out that hidden or irrelevant criteria can undermine an otherwise effective program.

The Chancellor's Affirmative Action Policy Statement is also inadequate because it is essentially an "Equal Employment Opportunity" statement rather than an "Affirmative Action" statement. Non-discrimination legislation basically deals with overt acts of racism or sexism. Equal Employment Opportunity legislation is basically passive and was intended to open up employment opportunities for minorities. Affirmative Action is a positive, result-oriented approach to employment opportunity for minorities and women. The University—especially the Chancellor—must recognize the legal and moral obligation to develop a practical plan for specific action to be taken to further the goal of Equal Employment Opportunity.

Most importantly, the Chancellor and other University officials must recognize the critical differences between activity and productivity, and between Equal Employment Opportunity and Affirmative Action. Equal Employment Opportunity is concerned with activity in the face of prior non-activity. Affirmative Action assumes this activity and builds on it. Equal Employment Opportunity, for example, requires sending of job announcements on a broad basis and requires its documentation. Affirmative Action seeks to find out who among those that receive announcements are referring qualified minority and women candidates and what an employer is doing about the statistics which demonstrate continuing patterns of token hiring of, or the exclusion of, minorities and women.

Essentially, Affirmative Action is concerned with results, i.e., products, i.e., productivity. If the goal is ten minority hires into a particular unit over a period of five years, then the only thing that counts is whether that goal was met or not. If the goal is not met, then the legal burden of proof is shifted from a potential challenger to the challenged, i.e. the University. The University will, then have to document its efforts to overcome institutional obstacles.

For example, in the area of recruiting the University will have to document its efforts in target recruitment and training; the University will have to document that it produced its share of minority Ph.D's in that discipline or specialty, was unable to hold them, why it could not hold on to them, and what has to be done to hold on to them. The fear of inbreeding in a department which has no minorities or women is irrelevant and might be viewed as an institutional obstacle in that it discourages a department from developing minority or women's talent only to see it utilized by another institution. An inbreeding policy also has the effect of denying employment opportunity to a qualified minority candidate.

Lastly, the MAC would like to know if the Chancellor intends to limit the Affirmative Action Program strictly to personnel areas. What does the University intend to do in the other two components of Affirmative Action opportunities for minority business enterprises and requiring Affirmative Action of subcontractors and vendors?

In the section on "Policy Promulgation and Dissemination" it appears that contrary to the spirit of Affirmative Action, the plan that was developed contained little minority input, and those few minorities who participated enough to permit the use of their names by the Chancellor were ill-

prepared to write an Affirmative Action Plan. Instead, traditional methods which have nearly always had the effect of minimizing minority input were utilized. It is not clear that minorities were adequately represented at the highest levels in the development of the plan. It would appear that there is a conflict of interest in having those who have produced the problem overwhelmingly represented among those attempting to remedy the problem. It would seem that an old, reliable principle should have been respected: **That an individual does not sit in judgement of one's own case!**

The MAC hopes that the University does not consider it sufficient to have women's input only but, in fact, is interested in having a broadly based minority input. **The Committee has come to discover that some institutions have attempted to circumvent Affirmative Action for minorities by concentrating on Affirmative Action for non-minority women.**

The Affirmative Action Plan provides an array of innocuous statements. For example: When in fact educational, financial, housing, and social opportunities are, in a great many instances, the key-stone of institutional obstacles to developing an effective, long range Affirmative Action plan, the University's statement on non-discrimination is meaningless. Affirmative Action mandates the identification of institutional obstacles and further mandates the development of action-oriented, result-producing policies and procedures. If the above listed items are in fact found to constitute institutional obstacles, then the University must find ways in which to overcome or neutralize these obstacles. To do any less is to engage in meaningless rhetoric. **At present the University assumes no action is required.**

In the section on "Underutilization, Goals, and Timetables," the Chancellor details exactly how UCI intends to limit as much as possible the impact of Affirmative Action. Aside from the vague language used such as "SIGNIFICANTLY" AND "reasonably" when it comes to determining the need for more minorities, the concept of "underutilization" is meaningless. The Chancellor states that the University is concerned with the "availability of qualified persons for employment." In other words, the University pegs its analysis on availability of qualified persons in the work force. But as the NAACP complaint points out, **the University of California has done absolutely nothing either to develop the work force or to ensure that those agencies which contract with the University have an integrated work force.**

The University system as a whole has a constitutional responsibility to develop the skilled work force of the State. The master plan for higher education notes that this responsibility is shared with community colleges and with the State Colleges and Universities. The University can, therefore, arrange some sort of consortium with nearby community colleges, State Colleges, Unions, and its own departments to develop whatever manpower needs the campus has whether the position advertised is that of an electrician, plumber, computer programmer, or Professor of Biology.

The present phrasing of the Affirmative Action Plan allows the University to place the burden on minorities and women to s of racism and sexism. It ought to be remembered that unlike other employers, the University system and each campus is uniquely capable of developing its own work force. A construction firm cannot say it can produce an engineer but a University can produce an engineer, economist, physicist, or Medical Doctor, and through a consortium arrangement with Unions and other public education institutions, a University can develop its entire work force.

The most distressing indicator for the MAC is that the Chancellor seems to suggest that the University will be satisfied that it has met its commitment through a pattern of systematic under-representation of minorities and women. Systematic under-representation is as legally imper-

missible as total exclusion. This is not to say that rigid, inflexible, mechanical proportional representation is the objective. Rather, the objective is a work force that is open to all.

For example, approximately 31.6% of the State's population is minority. A goal could be set stating that within 10 years UCI would have 31% minority untenured ladder faculty and within 15 years it would have 31% minority tenured faculty. It would be conceivable that if the goal was met in 15 years, thereafter in some years minority faculty among the untenured ladder members could be 32%, and other years it could be 20%. On the other hand, a system which over the next 15 years sets goals expressing a commitment that would result in a 15-20% representation ratio year after year would not only be highly undesirable but would also be susceptible to criticism of systematic under-representation. Courts have held that in jury selection cases, for example, token representation or inclusion amounts to systematic exclusion.

The MAC finds that the term "substantial disparity" needs definition and clarification. We have come to find out that what is deemed "substantial" by minorities is not necessarily deemed "substantial" by University officials. The MAC believes that wherever **representational disparity** exists in the employment of any minority or women, that **separate goals shall** (rather than may as is the position of the University) **be established for that particular group.**

Lastly, there is a good deal of confusion between a goals-recruiting-area and an actual-recruiting-area. A goal-recruiting-area is simply the area upon which basis goals are set. For example, a statewide goals-recruiting-area sets goals such as 17.5% Chicano, 10% Black, 2.7% Asian-American, .5% Native American Indian. The actual-recruiting-area may be the entire United States. Goals-recruiting-area is often confused by University Officials because they believe that since they engage in nationwide recruiting, goals must also reflect nation wide data. **It is the responsibility of a public, tax-supported educational institution like UCI to set goals which reflect the population of California.** It is up to Federal Agencies to set policy guidelines for Alabama, New York and the like. This point is particularly important for Chicanos and Asian-Americans because they are regional minorities with a heavy concentration in the state of California. **To use nation-wide population and educational data is to greatly distort the employment and educational needs of California's minority population as well as to minimize the responsibilities of the University of California.**

Minority Under-Representation and Salary Differentiations

Pattern of Employment Discrimination

The charges that the NAACP made in their complaint against the nine UC campuses hold true for UCI as well. The employment statistics for minorities are far below the state's minority population as well as misleading when examined closely. UCI's 1973-1974 academic year employment record reflect the following pattern of minority employment:

- out of 1100 academic employees, 33 or 3% are Mexican/Spanish American and 28 or 2.5% are Black, and there are 3 or .3% American Indians;
- out of 231 tenured faculty members, 1 or 0.4% are Mexican/Spanish American and 3 or 1.3% are Black, and there are no American Indian faculty;
- out of 376 student assistants, 14 or 3.7% are Mexican/Spanish American, 1 or 3.1% are Black, and 2 or .5% are American Indian;
- out of 41 librarians there are no Mexican/Spanish American, and there is one Black.

There are a total of 1217 staff career employees at UCI. In this latter area, 96 or 7.9% are Mexican/Spanish American and 70 or

5.8% are Black. The breakdown within this category is as follows:

- out of 26 administrators, there are no Mexican/Spanish American and 1 or 3.8% Black;
- out of 212 professional employees, 11 or 5.2% are Mexican/Spanish American and 10 or 4.7% are Black; and
- out of 81 craftsmen, 4 or 4.9% are Mexican/Spanish American and 3 or 3.7% are Black.

Misleading Employment Data: Academic Employees

The all encompassing term "academic employee" is misleading and misrepresents (by over-representing) the "academic" presence of minorities on campus. If one looks at the aggregate data provided by the University, one discovers that of all the 1,100 "academic employees," some 33 or 3% are Mexican/Spanish Americans and 28 or 2.5% are Blacks. But if one begins to analyze the breakdown, it becomes readily apparent that of the 33 Mexican/Spanish American "academic employees," only six are in faculty positions and of the 28 Black "academic employees," there are also only six in faculty positions.

Of specific interest is the fact that there are a total of 12 Black and Mexican/Spanish American regular ladder faculty at UCI. Comparative culture has 6 of the 12 Black and Mexican/Spanish faculty. The other most significant bloc of faculty that the Administration considers "minority" is Oriental. Out of the 28 faculty identified as "minority," 16 or 57% are Oriental. UCI Oriental faculty, for the most part, have not identified with minority students or minority problems. In most cases, the reasons are attributable to foreign birth. The same qualification also applies to foreign born Blacks and to Hispanic and Latin American born faculty.

One also finds that the largest percentage of minority "academic employees" are in the categories of "teaching assistants" and "other teaching." Of the 33 Mexican/Spanish American "academic employees," 14 are categorized as "teaching assistants" and 10 are categorized as "other teaching." Similarly, of the 28 Black "academic employees," 12 are categorized as "teaching assistants" and 4 are categorized as "other teaching." These latter positions are **temporal and marginal** and thus make little institutional impact on UCI.

Student FTE Positions and Affirmative Action

The MAC has assumed that all Student FTE positions have been included in the University's employment profile. Since over the years many of these positions have been filled by women and minorities, such data will thus distort the true picture of minority and women employment figures. Individuals hired under the Student FTE program are only one year appointments. The MAC believes that Tim Kelly, ASUCI Vice-President, is correct in stating that the Student FTE Program (with its selection of minorities and women) would allow "the Departments to continue with their normal middle-class, white, male hiring."

Misleading Employment Data: Staff Employees

By going beyond the aggregate figures on minorities, the obvious fact of under-representation and employment clustering becomes evident. Some 70% of all Mexican/Spanish American staff employees are either secretaries, operators, or service workers — over 50% of the Mexican/Spanish American staff employees are clerks and secretaries. Some 60% of all Black staff are secretaries, operators, laborers or service workers.

Further detailed analysis by the MAC concludes that minorities in the Physical Plant and other units are overwhelmingly in the non-skill areas of maintenance, grounds and service. And where they are concentrated, such as in **Housing and Physical Plant**, there are no minority foremen or supervisors even though many of these minorities have been working at UCI since the school opened! The following examples will help to explain the status of minorities in the staff career and staff casual

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areas of employment at UCI:

- 56 or 64 Mexican/Spanish American women employed as staff career employees are in the office/clerical/service job categories;

- 21 or 32 Mexican/Spanish American men employed as staff career employees are in the clerical/operator/labor/service worker job categories;

- 42 or 45 Black employed as staff casual employees are in the clerk/labor/service worker job categories; and

- 42 or 42 Mexican/Spanish American employed as staff casual employees are in the clerk/labor/service worker job categories.

More specific examples include:

- one minority professional out of 44 staff casual positions;

- one minority technician out of 58 casual positions;

- one minority administrator out of 26 staff career positions;

- four minority officials and managers out of 67 staff career positions;

- one Mexican/Spanish American official and manager out of 67 staff career positions;

- 31 minority professionals out of 212 positions;

- seven minority craftsmen out of 81 staff career positions.

These highly disparate figures exist even though UCI claims the following turnover rates in each category:

A. Officials and Managers - 10.7%

B. Professionals - 10.7%

C. Technicians - 27.0%

D. Office and Clerical - 22.4%

E. Craftsmen - 14.3%

F. Operatives - 14.3%

G. Laborers - 14.3%

H. Service Workers - 14.3%

Given these turnover rates in each category, there is no reason why UCI administrators cannot increase its minority work force with positions that continually become available in all job categories. For example, in the staff career employment area, there are approximately 198 new positions available per year. This includes six positions in category "A," 21 in "B," 33 in "C," 120 in "D," and 18 new positions in "E," "F," "G," and "H" combined.

How To Count Minorities

University of California employment data provides information that tends to be very misleading. For instance, employment data in aggregate form does not reveal the actual distribution of minority employment in each University unit, e.g., Office of Student Affairs, Physical Plant, nor does this data show the relationship of minority workers to Caucasian workers in the same job classifications. When University officials use this aggregate employment data to set University Affirmative Action goals and timetables, they are overlooking some very critical factors. These factors will be explained in the following two examples drawn from the Office of Student Affairs and the Physical Plant.

When one examines specific data, such as that which is presented in TABLE I on the Office of Student Affairs, the following discrepancies begin to appear. Although the minority work force accounts for 18% of the total work force of the Office of Student Affairs, 50% of those minorities can be found in the Education Opportunity/Special Services Office (a most logical place to find them) and in Housing (where one would expect them to be working as custodians).

Secondly, the following examples drawn from this office show the need to look at this type of specific data:

- There are no minority employees in the Department of Athletics.

- There are no minority employees in Counseling, Student Activities or Student Services.

- Of the two minority employees in Student Health, one was employed as a typist and the other as a X-Ray technician.

- In the Housing Office, ten of the eleven minority employees are maintenance workers (1) and custodians (9).

These are only a few examples of how clustered employment data, as provided by UCI officials, cannot reveal the true picture with relation to minority employment. Specific data that breaks

down a University unit by each individual office, such as the case with Student Affairs, does reveal blatant discrimination in minority employment. Although the 18% figure appears to be satisfactory when looking at Student Affairs as a whole, this is obviously not the case: the concentration of minorities in two areas (EOP/Special Services and Housing) tends to blur the true picture.

By using Federal Occupation Codes in breaking down the employment distribution of the Physical Plant, one is able to obtain a clear picture of distortion by use of aggregate data. Once again aggregate employment data would yield a 17% minority work force in the Physical Plant without providing a breakdown of where the minority was employed. With the specific breakdown by Federal Occupation Codes in the Physical Plant, as presented in TABLE II, one can readily see that:

- 93% of the total 30 minority workers are located in the lower four Federal Occupation categories.
- 73% of these 30 minority workers are located in the lower three Federal Occupation categories.

- This concentration of minorities in lower occupational categories is further evidenced by the following discrepancies in pay rates. The average Caucasian salary in the Physical Plant is \$900.00 per month. The average Minority salary is \$833 and the average Mexican/Spanish American salary is \$792 per month.

This is another example of how this type of data will yield a far different picture than just ordinary aggregate employment data figures. The point is that University officials, when setting Affirmative Action goals and timetables, fail to look at specific data of this nature. Rather, they look at clustered data, which on the surface presents a very satisfactory picture of minority employment at UCI. If the present patterns of discriminatory employment with respect to these minorities at UCI are going to change, these officials must use this type of specific minority employment data. Thus, in order to overcome the ongoing discriminatory practices in employment, the "numbers game" will have to be played despite the attitude of Chancellor Aldrich that he does not wish to get involved in a "numbers game." The data presented in this report suggest why Chancellor Aldrich does not wish to discuss specifics.

Wage Differentiations Between Minority and Anglo Employees

It is clear that UCI's minority employees are paid less than Anglo employees. For instance:

- Academic Black employees average \$1,049 a month, while Mexican/Spanish American employees average \$1,041 a month and Anglo academic employees earn \$1,318 a month.

- Black staff employees earn \$752 a month, Mexican/Spanish American staff employees earn \$706 a month while Anglos average \$862 a month.

- Black staff casual employees average \$449 a month, Mexican/Spanish American staff casual employees average \$480 a month while Anglos in this category average \$536 a month.

Likewise, female employees are paid less than male employees. A study that was presented to Chancellor Aldrich in 1972, titled "Analysis of the Distribution for Male and Female Employees: Academic and Staff" found widespread discrepancies and underrepresentation between male and female employees. The authors of the report, the Status on Women Committee, noted that females only represented 15% of the academic employees and 63% of the staff employees and 63% of the staff employees. Further, the average salaries for females were \$900 for academic employees and \$600 for staff employees while male counterparts averaged \$1,200 and \$900, respectively. These facts clearly indicated to the members of the Committee that sex discrimination in employment existed at UCI. Even though the analysis was drawn from 1971 data, the Committee saw no evidence that any significant change had occurred three years later.

In examining employment categories where comparable salary data was available, the following

pattern of disparity was discovered:

- The overall campus summaries point out that 325 minority employees earn an average of \$809 per month as compared to Anglo averages of \$999, a difference of \$2,280 per year.

- A total academic staff indicated only 83 minorities of a total Caucasian employee staff of 709; average wages for minorities came to \$1,105 a month compared to \$1,318 of monthly Anglo salaries, a difference of \$213 a month, or \$2,556 a year.

- Regular career staff positions showed 178 minority employees compared to 931 Anglo staff, average salaries for minorities was \$729 compared to Anglo figures of \$862, a difference of \$133 a month or \$1,596 a year.

- Casual staff minority employee positions numbered 33 compared to 214 Anglos; average wage for minorities was \$488 a month compared with \$536 a month for Anglos, a difference of \$48 a month or \$576 a year.

- There were no salary figures/comparisons for Deans/Provost, Directors, Coordinators/Administrators, Residence Professors, Lecturers/Security, and Associate Deans simply because there are no minorities employed in these categories at UCI.

- Further figures indicate that for Regular Professors there are only 31 minorities compared with 334 Anglo Professors. Minorities averaged \$1,410 a month compared to \$1,571 average for Anglos, a difference of \$161 a month or \$1,932 a year.

- Academic Tenured Faculty ranks showed 14 minorities with an average of \$1,653 a month compared to 215 Anglos with an average of \$1,795, a difference of \$142 a month or \$1,704 a year.

- Non-Tenured Faculty ranks showed minorities with an average of \$1,132 compared to 119 Anglos with \$1,167 a month, a difference of \$35 a month or \$420 a year.

- For Clinical Temporary Professors there were only two minorities compared to nine Anglos. Average salary for minorities was \$1,171 a month compared to \$1,583 for Anglos, a difference of \$412 a month or \$4,944 a year.

- For Lecturers/no security there were seven minorities compared to 48 Anglos. Average salary for minorities was \$1,049 compared to \$1,182 for Anglos, a difference of \$133 a month or \$1,596 a year.

- Student Instructional Assistants located 15 minorities with an average of \$856 compared to 94 Anglos with an average salary of \$889, a difference of \$25 a month or \$300 a year.

- Librarians accounted for six minorities with an average salary of \$964 compared to 33 Anglos with an average salary of \$1,173, a difference of \$109 a month or \$1,308 a year.

Minority employees have little hope of ever changing this tragic employment situation given UCI totally ineffective recruitment and training programs that are directed at minorities. This pattern of employment discrimination is maintained by the practices of foremen, supervisors and unit heads — discriminatory practices and attitudes that Chancellor Aldrich, Vice Chancellor Cox and Personnel Manager Ralph Baue tolerate if not condone. As will be noted below, there is no indication that the Chancellor, Vice Chancellor, or Personnel Manager have made any concerted efforts to insure the proper recruitment, employment, and training of minorities for skilled, supervisory, and managerial positions. The job and salary distributions for minorities that have been presented are ample evidence of this subtle practice of employment discrimination at UCI.

Minority Faculty: Recruitment and Promotion

Minority Faculty: Just Enough to Keep HEW Away!

The status of minority faculty at UCI is dismal. Behind all those figures on "Academic Per-

sonnel" there are only 6 Mexican/Spanish-American and 5 Black faculty (and only 4 tenured among them) and 6 of the Black and Chicano faculty are found in Comparative Culture! There are 0 Native-American faculty, while the number of Asian-American faculty was impossible to determine from the "Oriental" category.

The numbers game of minority faculty has been well played by the Chancellor and his subordinates. The numerous administrative committees responsible for the hiring, recruitment, and treatment of the faculty at UCI directly contribute to the pattern of discrimination and prejudice that not only limits the employment of minority faculty but further jeopardizes and undermines the careers of the few minority faculty that have made it into UCI. The MAC has concluded that the University of California at Irvine discriminates against minority academic employees, both present and potential. The University has failed to provide a fair and impartial screening process for the hiring of minority faculty members as well as failed to provide the terms, conditions, privileges, and opportunities of employment to those few minority faculty members that are hired.

Affirmative Action and Minority Recruitment:

No Plan and No Commitment

The list that establishes distribution of FTE for a given academic year makes no mention of actual intent to hire minorities — it is just a list providing priorities for hiring. The Minority Affairs Committee found that with the exception of Comparative Culture, no recruitment committees made any concrete commitment to the hiring of minorities. Priorities were set for the type of faculty desired, but there was no statement or effort to hire minority faculty. No one seems to know what is being done by the various recruitment committees in the area of Affirmative Action. To set priorities, hire Anglo faculty, and then to state that no "qualified" minority were located in an effort to justify the hiring, is not Affirmative Action. In this regard Assistant Vice Chancellor for Academic Affairs, George Roberts, who is responsible for monitoring academic Affirmative Action, does not have the resources nor the authority to ensure compliance with Affirmative Action principles. In such a situation of powerlessness, the Assistant Vice-Chancellor becomes part of the problem and not the solution. He has become nothing more than a figure head — in his words, "the house nigger" — that gives the Chancellor an additional "number" to include as one of those minorities that has "made good" at UCI.

The inefficiency and incompetence of the Chancellor's Affirmative Action Coordinator Eloise Klocke and the powerlessness and cosmetic function of Assistant Vice Chancellor Roberts has meant that nobody is held accountable for the implementation of Affirmative Action at UCI. The signing of memos (as the Chancellor's Affirmative Action Coordinator believes) regarding Affirmative Action is not the way Affirmative Action is going to be implemented. In other words, there is no linkage between the Affirmative Action Plan and what happens when priorities and qualifications are established for faculty positions by the individual departments. Each is operating independently of the other — with no one held accountable for coordination.

Good Faith Lost in Rhetoric and Bureaucratic Politics

One of the principle excuses for not hiring minorities — in compliance with Federal regulations — is that it is difficult to find "qualified" minorities. Second to this excuse is that the University cannot afford to pay the salaries that "qualified" minorities are asking. On many occasions minorities with excellent qualifications were not hired on the basis of the University being unable to meet their salary requests. The MAC raises the following question: If male, Anglo candidates from "Eastern" schools had made identical requests, would they have been rejected?

In attempting to recruit "big names" from "big-name schools," individual Departments, Schools, and Administrators are quite willing to negotiate course load, research support, and salary. If UCI is willing to provide a variety of inducements to attract a scarce resource (a "big name"), why can it not do the same for other types of scarce resource, and their recruitment must be handled as such and not in a manner that reflects the attitude that the University is going out of its way to do the minority a favor by even considering him for a job. The unwillingness to pay for, or lack of special effort to recruit, this "scarce resource" reflects a lack of "good faith" and effort on the part of the University.

Affirmative Action: Who Runs UCI?

The MAC finds it peculiarly interesting that when it comes to affairs related to Affirmative Action, every bureaucratic ruse is utilized to avoid responsibility. The Chancellor as well as Vice Chancellor Adams realize that faculty dissent could blow UCI wide open if Federal regulations were to force UCI's independent-minded departments to consider race and sex as criteria for hiring. The Chancellor and other Vice Chancellors are simply unwilling — for personal as well as bureaucratic reasons — to centralize the hiring process and tell the faculty that they must consider race and sex as criteria; the results demonstrate that.

The rule is simple: An authority does not wish to antagonize subordinates that he depends upon for bureaucratic and political support. The question raised by the MAC is: "Who is in charge here?" The major fear of Deans, Department Chairpersons, and faculty is that the "traditional" ways of hiring will be challenged: hiring friends, hiring students of old friends, recruiting from "prestige" Eastern schools, and the like. These are the very patterns of recruitment that resulted in the absence of women and minorities on UCI faculties. Given this situation, the only way to increase the number of minorities and women is to greatly diminish the traditional freedom of the Department Chairperson and faculty members in selecting new faculty.

The Chancellor has found it preferable to take the wrath of meaningless minorities rather than to take on his bureaucracy and faculty. The suffocating effects of bureaucratic politics on Affirmative Action is substantiated by two representative cases — one concerning the recruitment of a minority and the other, the firing of a minority woman. In both cases, the minority and the woman were highly qualified individuals; but the insensitivity, irresponsibility, and unwillingness of Chancellor Aldrich and Vice Chancellor Adams resulted in the rejection of a minority candidate and in the dismissal of a woman faculty member. This is the manner in which Affirmative Action for faculty is handled at UCI. In each case, Assistant Vice Chancellor Roberts was helpless and told, in effect, to mind his own business.

Before proceeding into these two cases, some reference need to be made about the function of Dr. George Roberts. As the "house nigger" for Chancellor Aldrich, Dr. Roberts is expected to be critical of UCI policies toward minorities on campus. But here again the game of bureaucratic politics comes into play. As it turns out, Dr. Roberts was hired to provide "in-house" criticism to the Chancellor, to act as a buffer between minorities and the Chancellor, to act as a safety valve for the Administration, to act as a "SHOW-CASE" FOR THE Chancellor, and to be largely ineffective and powerless.

Dr. Roberts has done his very best for minorities on this campus despite his powerless and overworked position. He is responsible for too many areas, is personally involved in too many activities, and as a consequence, is ineffective. He often goes through the motions of taking issue with UCI officials, but the end result of this "gamesmanship" is usually a polite memo from the Chancellor or one of the Vice Chancellors or Deans ex-

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pressing their thanks for the interest shown in a particular matter dealing with a minority, but that either it is not within his purview of responsibility or that it is bureaucratically impossible to deal with the issue under question.

What comes of this "gamesmanship" is that: (1) the Chancellor can say he has "somebody" on the job who is concerned with minorities, (2) the Assistant Vice Chancellor does "his thing" by responding to the needs and problems of minorities by "communicating" such to the Administration, (3) administration officials like Chancellor Aldrich, Vice Chancellors Adams, Hoy, and Cox largely ignore Dr. Roberts and find bureaucratic reasons for being unable to rectify the problem, and (4) the frustration level of campus and off-campus minorities and women continually builds.

We have already noted the various mechanism used by the Chancellor to minimize minority recruitment and the various excuses used by faculty committees and administrators as to why more "qualified" minorities cannot be found, and when they are found, why they cannot be hired. But what happens when the University has a qualified female minority faculty member that comes up for tenure? All the rhetoric and commitment goes out the window, and it is replaced by bureaucratic politics. This was the unfortunate experience of Professor Mei Kato Bickner from the Graduate School of Administration. The question that the MAC asks is: Where was Chancellor Aldrich, Vice Chancellor Adams, and Assistant Vice Chancellor Roberts during Professor Bickner's ordeal at the hands of Dean Vorter and Chairman A.I. Melden of the Budget Committee?

The entire episode of Professor Bickner's tenure rejection reflects Chancellor Aldrich's lack of commitment, the rhetoric of Vice Chancellor Adams, the powerlessness of Assistant Vice Chancellor Roberts, the racist and sexist attitudes of Dean Porter, and the corrupting politics of the tenure process. The MAC saw no explanation for the treatment of Professor Bickner and concluded that the end result was contrary to all principles of Affirmative Action. Furthermore, the MAC is dismayed at the docile and obstructive attitude taken by Chancellor Aldrich, Vice Chancellor Adams, and by A.I. Melden who played the bureaucratic game the best.

The case of Professor Bickner is worthy of attention, so a brief history of her tenure rejection has been provided as attachment #6 of this report. Needless to say, Professor Bickner—judging from her professional activities and academic quality—can be considered a more than qualified professor, regardless of sex or minority background. Aside from her one year membership on the Orange County Grand Jury (she was recommended by Chancellor Aldrich) and her work has demonstrated her intellectual academic proficiency as well as her concern for the problems of women and minorities on campus and in the community.

Professor Bickner was not tenured for reasons other than her professional competency—Dean Porter recommended that she not be tenured. Neither the Chancellor nor Vice Chancellor Adams saw fit to intercede on behalf of this minority woman that was obviously qualified but who had not played the right politics with Dean Porter or with other GSA faculty members. Again the MAC asks: What kind of Chancellor or Vice-Chancellor for Academic Affairs would tolerate that kind of behavior on the part of a Dean, unless they either did not care or simply concurred with the decision? If this is the case, the plight of Professor Bickner is one signal for the other minorities and women on campus that do not play the right politics with their Deans and Chairmen as well as for those faculty that concern themselves with "unacademic" research related to minorities and women. Professor Bickner believed it more important to concern herself with the problems of minorities and women on campus and in

the community. She was rewarded for her efforts by being fired.

How Not to Recruit Minorities or Keeping Them Out By Hardly Trying!

The various Deans, Department Heads, and faculty recruitment committees have all demonstrated that they do not go out of their way to recruit minorities and women. Their primary concern is playing the bureaucratic game of keeping Assistant Vice Chancellor Roberts off their backs. These "responsible" officials do this by the "gamesmanship" of identifying minorities that they have considered or by arguing that "qualified" minorities are not available. University officials involved with the recruitment of faculty get away with this because the Chancellor and Vice Chancellor for Academic Affairs permits them such latitude.

Given the University's official position of attempting to locate qualified minority faculty and the University's official position that it is very difficult to find "qualified" minority faculty, it was rather surprising to the Minority Affairs Committee to discover that when a more-than-qualified minority's vita was made available, some rather veiled excuses were provided as to why he was not even "seriously considered."

There was no excuse not to seriously consider him if, in fact, Affirmative Action principles were being carried out and if, in fact, University Officials were acting in good faith. The minority applicant, in this case, had substantial qualifications which included: a Congressional Fellowship (one of 10 selected each year nationwide); two paper presentations at the two most prestigious professional associations in his discipline; a Ph.D. dissertation that is being considered for publication; and the position of research colleague with a leading scholar in the field of International Relations.

Vice Chancellor Roberts asked that the faculty recruitment committee consider the vita of this minority candidate. The initial reaction of the majority of this committee was to reject the vita recommendation because it was seen as an infringement upon faculty "freedom." When it was called to their attention that the University did have an Affirmative Action commitment and that it was the responsibility of each school to recruit minorities, the candidate was discussed. The committee discussions of the minority candidate eventually developed into the "ridiculous," as one participating member recalled. The Chicano candidate immediately became "suspect" because of the following:

(1) His Doctoral research was on a disreputable character that had been involved in Vietnam policy-making;

(2) He was involved in research that was being funded by the Office of Naval Research; and

(3) He had served in the United States Marine Corps!

This was the type of "evaluation" being made by members of the "open-minded, liberal, humanist, intellectual community."

In years past, any Anglo with the qualifications of this Chicano scholar would have been a highly sought after faculty candidate. Being honored with a Congressional Fellowship was the first step toward a faculty position in a prestigious school. No other faculty member in the particular discipline—with the exception of the Dean—had been so honored, and no current faculty member in the discipline has the credentials of this minority candidate. He was rejected for reasons that had nothing to do with his qualifications.

The disillusioning experience of this minority candidate did not, however, end here. Assistant Vice Chancellor Roberts demanded an explanation for the behavior of the faculty recruitment committee and asked the Dean to interview the candidate, believing that the candidate was a highly qualified minority that should be recruited. The candidate and the Dean finally met after considerable efforts on the part of Dr. Roberts. At the meeting, the Dean informed the applicant that he was not a serious candidate for a position. The Chicano applicant inquired as to why the Dean had notified him

of the availability of a position. The Dean apologized for the inconvenience and, in the presence of Dr. Roberts, responded that "as a student of political behavior (he) was obviously familiar with the phenomena of 'bureaucratic politics' as played within the University as it related to job placements." When Dr. Roberts suggested that he might make available, for the purposes of hiring exceptional minority applicants, a position at no FTE cost to the school, the Dean responded that he would not be interested.

In order to understand the obstacles to, and limitations of, Affirmative Action on the UCI campus, it is necessary to clarify and come to understand the nature of "bureaucratic politics" as is characterized by UCI's hiring practices. The lack of good faith on the part of Deans and faculty recruitment committees is mainly attributable to the very top administrators who tolerate and indirectly encourage this kind of administrative "game-playing." All the actors in the "game" realize that when it comes to Affirmative Action, they live in a hostile environment. The simplest way to understand this role-playing is to see each actor as an "administrative animal" whose sole concern is to survive—even at the cost of ignoring the law and one's own moral principles.

The recruitment of faculty is one of the most sacred "rights" of a University faculty. Affirmative Action, as exemplified by the above two cases, is seen as a disrupting challenge and threat to this traditional power. The Minority Affairs Committee concludes that in the hiring and promoting of minorities and women, **only the personal commitment and involvement of the Chancellor can help overcome the obstacles to Affirmative Action.**

The prevailing conditions are best described by a University of California Task Force—membership in the Task Force included a Vice Chancellor from UCI—on "Minority Programs of the University of California." The Task Force concluded that:

...Faculty affirmative action should receive a significantly higher order of priority than it has for far enjoyed in the University of California. To date, academic units have made relatively insignificant progress in the recruitment of minority faculty to their ranks...it is no longer tenable to offer or to accept the excuse that talented minority faculty candidates are not available. Instead, it is clear that imaginative and competitive recruitment mechanisms simply have not been developed.

But active recruitment of minority faculty is not enough. Affirmative Action goals must be based on the **minority population of California and not on available minority manpower** which is limited because of past discriminatory policies in graduate schools. If the "qualified manpower" does not exist for the positions being filled, it is the University's fault for the lack of minority Ph.D.'s. Federal laws and Affirmative Action principles now make the University of California **responsible for developing qualified minority manpower** for professional positions in the University of California system.

UCI is not producing the manpower needs of minorities in California. Furthermore, UCI cannot give a mandate to the University of Mississippi or Howard University to produce Black Ph.D.'s or mandate the University of New Mexico or the University of Texas to produce Chicano Ph.D.'s in order to make it possible for the University of California to hire "qualified" minorities!

The MAC thus asks these questions: What efforts are UCI officials making to recruit minority faculty? And, what efforts are UCI officials making to develop minority faculty? Affirmative Action makes UCI responsible for both recruiting and developing minority faculty. **The only long-range solution is that UCI's graduate schools make a concrete commitment to the recruitment and training of minority Ph.D.'s.**

The decisions relating to the hiring of minorities and women are, neither administrative nor

academic—they are essentially political. This political responsibility is one that no UCI official is willing to accept, least of all the Chancellor. As Assistant Vice Chancellor Roberts noted in one of his many memos to the Chancellor:

Why, one may ask, must UCI have only 12.2% female faculty when the state labor force contains 33.9%? Why only 1.4% Black faculty when the labor force contains 7.0%? Why only 1.0% Mexican American faculty when the labor force contains 15.5%? Should the response derive from doctoral unavailability? Or should such questions evoke an immediate commitment toward an expanded opportunity in graduate programs for women and minorities?

Minority Staff: Career Opportunities As Clerks, Secretaries, Groundsmen, and Custodians

There are four basic determinants affecting the status of minority staff employees on the UCI campus: (1) their fears and frustrations, (2) the ineptness of the Personnel Department, (3) inaccessibility to UCI training programs, and (4) an ineffective and unresponsive Affirmative Action "Coordinator." All of these factors have contributed to the concentration of minority employees in the lower pay categories and limited-skill employment areas: the absence of minority foremen and supervisory personnel; and job stereotyping of minorities. **In general, minority staff career employees have been subjected to discrimination with respect to compensation, conditions, privileges, and opportunities of employment.**

In talking to minority staff personnel from throughout the various University units, the Committee noted a genuine fear on the part of these employees. Minorities feared for their jobs if they talked critically about their treatment by University officials—especially by foremen, supervisors, and the Personnel Department. There was also a feeling of frustration among the minority staff because of being unable to talk to anyone concerning their particular problems and grievances, believing that foremen and supervisors were not avenues for resolving the problem but were in fact part of the problem!

Contributing to this situation is the quasi-military system operated by Vice Chancellor Cox and Administrator Charles Reinhardt in Physical Plant which directly affects minority employees. The retired and former military personnel now holding positions at UCI seem to forget that they are now out of the service and that subordinates need not be treated like conscripts. This is only one small contributing factor to the sense of frustration and inability to communicate one's grievances. Further, there is no indication that officials such as Personnel Manager Laue, Administrator Reinhardt, or Vice Chancellor Cox have made a concerted effort to be more responsive and sensitive to the needs of minorities on their staffs.

The Minority Affairs Committee concludes that the treatment of minority staff—especially Physical Plant and Housing—needs to be particularly addressed by University officials. Harassment by individuals like Dana Burnett, Hal Davis, Dean Phillips, Residence Hall Manager Helen Greening, and others must come to an end. This harassment takes the following forms: using time sheet records as veiled justifications for not giving a minority his full merit increase, derogatory remarks made about minorities utilizing their sick leave, refusing to properly fill out accident reports for minorities, not properly processing applications from minorities for jobs, training programs, and other personnel-related matters.

The plight of two minorities—representing typical problems facing minorities at UCI—is presented in Attachment #7.

These two cases and many more like them, illustrate the following conditions that prevail at UCI:

- that minority personnel are singled out for special criticism by supervisory personnel
- that minority personnel do not have access to fair and responsive grievance procedures
- that minorities find the Personnel system uncooperative if they choose to challenge the conditions under which they work
- that the Personnel Department has not provided the needed services to minorities in order to assist them in their problems—Personnel Manager Laue has made sure that the Personnel Department will not get involved in personnel issues dealing with minorities
- that the Affirmative Action "Coordinator" has been ineffective and unconcerned with the personnel problems of minorities

To illustrate, we take the case of the minority who was hired for a welding position. He was given the classification of sheetmetal man; however, two weeks later a second man (a noncredited welder) was hired as the permanent welder for UCI. Three months later the minority's sheetmetal classification was removed and he was reclassified as a maintenance man. The result was that a certified minority welder was classified as a maintenance man and a non-certified Anglo was classified as a welder!

However, the affair did not end there. Although classified as a maintenance man, the minority was actually doing a great deal of welding for UCI. Although, promised a welding position when it became available, the position was created and filled without him being notified. When the minority employee protested to both and Physical Plant Administrator and to the Personnel Department, both acknowledged that the position had not been "posted" as University regulations required. Although one welder had already been hired, the Personnel Department was forced to hire the minority for the same welding position with two stipulations: (1) that he work shifts and (2) that he certify on a pipe x-ray welding test. **Neither of these job requirements had been written in the job description until he had protested.** It is curious that as long as the minority was a maintenance man and doing the welding, he was a qualified welder. Once he sought a skill classification with commensurate pay, his welding classification, certification, and qualifications as a welder were no longer valid!

Another minority in Physical Plant had been at UCI since shortly after the school opened. He was the first person hired in the maintenance field and he has the longest service time with the maintenance crew, yet, he still finds himself held back in salary, position, foreman status, and an opportunity to acquire a tradesman classification.

Thus, the prevailing attitude within the Physical Plant is one that permits blatant discrimination that takes the form of: not being informed about job openings, being denied access to training programs, and constantly doing the heavy and dirty work on campus, in other words, being the major source of cheap labor. As one foreman noted, these minorities have "strong backs and weak minds." When a minority student group on campus damaged the interior of a UCI faculty, a minority employee was told to clean it because "your people did it, you clean it."

When there is work of a peculiarly physical nature, e.g., cement, asphalt, and pick and shovel, it is usually the minorities that are pulled off their regular crews to do the work. When minority employees question why it seems that it is usually they that do this type of work, they are told that other workers, mostly Anglos, are either too old, have physical disabilities, or have more important things to do. If minority protestations are strong enough, they are often told "if you do not like it here, why don't you find another job."

The working environment for minorities in Physical Plant is difficult and hostile. Neither Char-

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les Reinhardt, the Physical Plant Administrator, nor Vice Chancellor Cox have made efforts to deal with the following conditions:

- few minorities employed in the trades
- no minority foremen or supervisors.
- derogatory comments directed at minorities.
- improper notification to current minority employees about opportunities for advancement and training

The situation with a female staff member in the Library also points out the pressures that minorities come under. In reading the accusations and the response, the MAC concludes that the distortion and misrepresentation of information can only be seen in a very negative light. The discussion of absenteeism and tardiness and the suggested way in which these problems would be resolved need no critical comments on our part. The tone of the criticism so represents the environment in which minorities work at UCI, that the MAC has reproduced the two documents and placed them into the text so that the reader may judge.

The situation in the Housing Office of Student Affairs is no different than Physical Plant. Minority men and women provide the custodial services for Mesa Court. The attitudes of such individuals as Associate Dean of Student Housing, James P. Phillips and Residence Hall Manager Helen Greening are reflected by such comments "they came looking for a job—they could leave," and "YOU CAME LOOKING FOR A JOB—be happy." The minorities have not been properly informed about their rights and privileges, e.g. vacation time and sick leave, as UCI employees. Officials indicate their annoyance when these minorities request sick leave or vacation time—as if it was not coming to them. And when some of the male minorities are absent, comments are made about them being drunk the night before, suggesting they do not have justifiable reasons for their absence.

Many of the minorities in Housing have been at UCI for six and seven years. There are 9 minorities out of a total work force of 13, yet no thought has been given to promoting one of them to foreman. The current foreman, an Anglo, was promoted out of the same custodial ranks. If University officials were concerned about minorities on campus—keeping them better informed, having supervisors that understand their fears, frustrations, and uncertainties—a very natural policy would be to promote a responsive minority to the foreman position. After all, there is a tacit University policy to have Black and Chicano "desks," why not minority foreman and supervisory positions?

The Personnel Department: Non-Functional or Dysfunctional?

The Personnel Department, under the direction of Ralph Laue, is second only to the Coordinator for Affirmative Action in ineffectiveness and insensitivity to minority staff problems. As a whole, Senior Personnel Analysts Garvin Walker and Lloyd Vierra, and Personnel Analyst Bill Wood have not communicated the rights of employees to minorities, have not made concerted efforts at informing minority employees about new positions or training programs available on campus, and have been largely ineffective in the recruitment of qualified minorities for campus staff positions.

The Personnel Department is essentially a non-functioning organization that often appears more like a patronage machine and nothing more. Heads of University units as well as the Personnel Department do not follow Personnel Manual Procedures and continually deny equal opportunities for employment to minorities. As one lawyer has noted after a brief investigation of UCI hiring practices:

- jobs are "gifts" from university unit heads
- open competition for jobs is very rare
- the Personnel Department does not approve jobs in most instances, but gives its imprimatur

at the unit head's request

The Minority Affairs Committee's own observations bring it to similar conclusions. The Personnel Department is basically a "do-nothing" University organization that makes little effort to assist minority employment or to assist in any problems that minorities may have once they are in the employment of the University. For example: It is the belief among minority employees—especially those in the Physical Plant—that there are no training programs available to them. There is no indication of possible advancement into skilled positions and/or foreman and supervisory positions. The minority on campus will remain a gardener, groundsman, service worker or clerk, for the remainder of his/her employment at the University.

The Minority Affairs Committee would like to ask the following questions: Who appoints the foreman? Who decides on promotions and salary increases and on what criteria are they based? Why are there no minority foremen or supervisory personnel? What type of training programs are available to minorities? How many have been trained and their employment and salary upgraded because of this training?

The Personnel Department apparently is mainly concerned with maintaining the illusion of equitable personnel procedures in hiring and in grievance procedures. However, for minorities this is certainly not the case. The Affirmative Action Committee concluded that one of the most effective means of recruiting people for jobs has traditionally been for a current employee to suggest a friend or acquaintance; or to talk with friends who in turn consult their friends and they recommend someone for the job. Traditionally, this means of recruiting candidates has led to the exclusion of minorities and women from consideration for jobs.

The grievance procedure is also something that has been largely non-existent for the minority employee on campus. The unresponsive attitudes of the Personnel Department—it is a desire not to get involved in issues between minority staff and their immediate supervisors—has meant that the minority staff employee seeking redress through the grievance process is at a psychological disadvantage. He knows little about his rights, the proper procedures, and faces the hostility of his immediate supervisors and the insensitivity of the Personnel Department. As a result, few minorities earnestly attempt to use this legal process and prefer to simply live with their problems in the hope that things will get no worse.

The Minority Affairs Committee finds the analytical prowess of the Personnel Department rather suspect. We need only look at one Federal Occupation Code employment area. Table IV presents a complete breakdown of category "D" which is made up of office and clerical staff. In looking at employment category "D" we find that:

- 15% of this category is made up of minority staff
- of the total 154 minority staff career employees, 98 or 64% are in this job category
- of the 70 Black staff career employees, 27 or 38% hold office or clerical positions
- of the 15 Oriental staff career employees, 15 or 55% hold office or clerical positions
- of the 5 Native-American staff career employees, 4 or 80% hold office or clerical positions
- or the 96 Mexican/Spanish American, 52 or 54% hold office or clerical positions

However, these figures do not tell the whole story. When the Federal Occupation code job category is further broken down by job title, the salary differential becomes readily apparent. The conclusion drawn is that a pattern of under-utilization and under-representation exists even within one Federal Occupation Code.

Table IV suggests that there has been a systematic exclusion of minorities from the higher paying jobs and that minorities have been subjected to the demeaning effects of being hired for "Black desk" and "Chicano desk" positions throughout the University—including the Personnel Department.

This is an unwritten University policy—supported by Personnel Manager Laue and condoned by Chancellor Aldrich—that does not go unnoticed by either the minorities themselves or by other employees. For example: When an Anglo secretary was recently released from her job, she wrote as the reason for leaving: "I was sitting at a Black desk and I was white." This type of personnel policy is not Affirmative Action. It is demeaning to all involved—both minority and Anglo—and does not get at the problem of minority exclusion. Table IV suggests the critical issues that Personnel Department faces:

- out of a total 151 positions there are only 16 or 10% minority in the Secretary I/Shorthand through Secretary III positions
- out of a total 121 positions there are only 6 or 5% minority in the Assistant I through Administrative Assistant IV positions
- out of a total 24 positions there are only 3 or 12% minority in the Departmental Administrative Assistant I through Departmental Administrative Assistant IV positions

Table IV further suggests that minorities are concentrated in the lower paying jobs and in jobs that dead-end. Given the token minority representation at the lower ranks in the Library Assistant, Secretary, and Departmental and Administrative Assistant positions, the pattern of employment discrimination will persist for the next twenty years—if some measures are not taken by the Personnel Department in the recruiting and training of minorities.

The Committee is concerned that no one seems to be in charge of hiring and seeing to it that this pattern and practice of employment discrimination comes to an end. UCI does not need to pay Personnel Manager Laue \$25,000 a year to maintain a system that excludes minorities from all but the most menial positions—and even in these latter cases the hiring becomes one of "show" rather than employment.

Training Programs: Non-Existent Programs For Minorities

The Personnel Department puts out an Employee Development Training Bulletin that informs campus staff about a variety of programs that are "designed to foster employee development in University procedures, skill development and supervision." However, there is no evidence that minorities have ever benefited from such instruction. Minorities have been denied positions as foreman and supervisors because they did not have the necessary "training." Why hasn't the University provided this training? In most cases, minorities are not encouraged to attend such training; but when they wish to attend, obstacles are placed before them by their foreman and supervisors.

The Minority Affairs Committee would like to know who has benefited from campus and off-campus training programs? Which individuals in which job categories have been paid and/or been given time off to attend training sessions on or off-campus? Why does a minority employee have to go to Vice Chancellor George Roberts when Physical Plant refuses to pay for job-related training while at the same time Physical Plant is permitting an Anglo to take time off during working hours to attend courses off-campus?

University policy states that job-related schooling and training will be paid for by UCI; however, it appears that when minorities attempt to make use of this policy, they are met with rejections from their supervisors and by vague excuses from the Personnel Department. This is just another example of Director Laue's inability to enforce University policies when department heads and supervisors circumvent such regulations. In fact, even the Assistant Business Manager for Physical Plant, Robert Beveridge, explicitly told one minority employee that it is not the University's responsibility to train employees. Each employee, he added, is to do it on his own initiative and time. What is a minority employee to think?

Regarding on-campus training,

the experiences of another minority demonstrates the way in which University personnel procedures and regulations are further circumvented—mainly because of the Personnel Department's acquiescence. Twice now the same minority staff worker has attempted to apply for a position as a Maintenance Electrical Trainee. On both occasions he was unsuccessful for different reasons. Although it is University policy to give preference to current University employees as well as to consider Affirmative Action criteria, two off-campus Anglos were given the "traineeships." On the second attempt, a UCI Anglo employee was encouraged by one of the campus electricians to apply for the position. Even though the Anglo employee was over-qualified (he had college education) he was selected as the trainee. Within the Personnel Department, it was pointed out that the Anglo applicant was over-qualified for the position, but this objection was dismissed and the person who raised the issue was told that on this occasion college education would be overlooked. The job description had indicated that education was not a requirement; however, the minority applicant was told that he had been rejected because he had not had enough education. Needless to say, the selection of the trainee was made by the electricians in Physical Plant (who had encouraged this specific Anglo to apply) and not by the Personnel Department. The minority's application was never seriously or objectively considered because the decision had already been made outside the Personnel Department. The main function of the Personnel Department was to provide an illusion of legitimacy by posting the opening and accepting applications.

The Affirmative Action Coordinator: Part of the Problem not the Solution

Eloise Kloke was entrusted to implement the Affirmative Action program on the UCI campus. As Coordinator for Affirmative Action she was to see to it that UCI complied with federal laws and that an active recruitment and training of minority faculty, staff and students take place. For whatever the reason, Kloke has been content with sending memos about Affirmative Action, stifling possible action by the Affirmative Action Committee, and "short stopping" negative information, i.e., correspondence from minorities to the Chancellor. In essence, the Affirmative Action Coordinator took a defensive posture vis-a-vis minorities on campus.

Eloise Kloke has been given the function (perhaps a self-appointed function) of the Chancellor's "mindguard." A "mindguard" functions to protect the Chancellor from adverse information that might break the complacency shared by University officials about the effectiveness and righteousness of their decisions. Eloise Kloke has functioned as a highly effective "mindguard" by failing to transmit to the Chancellor the strong concerns of minorities on campus. Strange as it may seem, not all minorities on campus desire to deal with Assistant Vice Chancellor Roberts. Some, recognizing the futility of the grievance process and the insensitivity of immediate supervisors, believe that their only recourse is Chancellor Aldrich. Unfortunately, the Chancellor is ill-prepared to deal with these minority problems because of the obstructive behavior of Eloise Kloke and the ineffectiveness of the Personnel Department. For example: When a minority staff member recently talked to the Chancellor she was surprised that the Chancellor had not received correspondence that had been sent to him periodically for the last two years.

Black staff members have had a particular difficulty in dealing with the Affirmative Action Coordinator. Several years ago a group of Black female staff discussed their problems with Eloise Kloke. Their complaints were directed specifically at the Admissions Office and the Personnel Department. In addition, the Blacks desired information about Affirmative Action and the availability of training programs for

minorities. The Coordinator indicated that the University did not have a policy of training individuals to fill job openings and that everyone had to apply through the Personnel Office for any open position. The Black staff employees responded by saying that for positions above Senior Typist Clerk, the typical statement from Personnel to a minority applicant was that "the University wants someone with a college degree, two years experience, or an equivalent combination of education and experience." However, as most minorities come to find out, the Personnel Department rarely ever takes into account the "equivalent combination of education and experience" clause. When the employees suggested that such a "hidden policy tends to work against the lesser educated groups of society, i.e., minorities, Kloke could offer no response.

Kloke was also informed about the treatment of another minority employee who had been classified a Senior Typist Clerk but in fact was doing the job of an Admissions Assistant (Principal Clerk). The minority employee was dissatisfied with her classification since she was doing more demanding work, but not getting paid for it. When she failed in getting the position reclassified, she left UCI and was replaced by an Anglo. Interestingly, soon after the Anglo took the Black's position, the job was reclassified to that of Principal Clerk. The conclusion reached by minorities on the staff was that University officials would rather hire a new Anglo employee at a higher salary and also take the time to train her as a new employee rather than keep a minority staff employee by reclassifying her position. Again, Eloise Kloke could offer no explanations and no remedies.

Because of such fruitless and futile experiences with the Coordinator of Affirmative Action, minorities see the job classification system as an obstacle to their advancement and as a mechanism that keeps them in certain job areas. The classification system permits University officials to make sure that there are the needed "numbers" in order to comply with federal laws. Minority staff are convinced that a tacit system of "Black girl desks" and "Chicano desks" exists in order to insure the continual presence—in limited numbers and in specific job categories—of minorities. These positions have no future and the likelihood of meaningful advancement is out of the question.

Curiously, University officials argue that quotas are illegal when it comes to the hiring of minority faculty; but UCI's informal and unofficial quota of hiring minorities in menial jobs is perfectly acceptable. The informal minority quota system which produces the needed "visible minority" presence on campus must come to an end: a "visible minority" presence is not Affirmative Action. The tragic aspect of all this is that Eloise Kloke, who was entrusted to oversee the interests and concerns of minorities on campus, did absolutely nothing to change this discriminatory and demeaning personnel system.

Students

Minority Students and the University of California

The discrimination that has affected minority students at the elementary and secondary level continues to affect them at the level of higher education. In a recent report assessing the effectiveness of Educational Opportunity Programs in California higher education, it was stated that:

Despite recent attempts to increase enrollment of minority and/or low income students in all three levels of higher education, the Black and Chicano students remain grossly under-represented in California's higher education institutions. They comprise 18.3% of the population of California, but only 11% of the community college enrollment, 3.8% of the university enrollment, and 5.8% of state college

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enrollment . . . of those minority students who are educationally eligible for a four year college, only about one-fourth actually enroll. Of those who are educationally eligible for the university, less than one-third enroll.

In two previous reports prepared for the Coordinating Council for Higher Education in California, Kenneth Martyn concluded that four barriers discourage low income and minority students from attending colleges and universities: (1) financial, (2) motivational, (3) geographic and (4) academic. In each of these, poverty, the handicaps of discrimination, race and poor schooling are factors limiting minorities from institutions of higher learning. But Martyn adds that the final barrier, if cost, motivation, or geography are not enough, is the academic one. The admissions requirements may discriminate against the minority student and if he does get in, he may find it difficult to find peers, counselors, and professors who can provide the kind of understanding and assistance that will be the most relevant to his particular situation. In general, the skills and the supportive culture at the college level are geared to the needs of students from middle and upper class backgrounds.

The low-income/ethnic minority students continue to be a group who are under-represented in the institutions of higher learning. The 1970 Census, even with its undercount of minorities, has provided much information in this area, and the statistical picture presents a clear indication of the seriousness of this problem. Throughout the State of California — from which the University of California, Irvine campus draws its students — the Black, Mexican-American, and Native American population has a significantly lower educational attainment level as compared to the "White Group."

Compounding this fact is the generally lower quality of education found in the barrios and ghettos. Of the low-income ethnic minorities who are admitted into the University, very few of these students are prepared to major in the hard sciences. The recurring need of students from low-income/ethnic minority groups is for a curriculum which has the objective of overcoming the educational deficiencies students bring with them. The need for quality education in basic reading, communication skills, and math continues to be a critical area for low-income/ethnic minority students.

The University of California, Irvine, draws over 90% of its EOP/Special Services students from Orange and Los Angeles counties. Five of the largest Mexican-American barrios in Orange County are found in the City of Santa Ana, a distance of ten miles from the Irvine campus. The population of Santa Ana city is over 30% ethnic minority. The high school drop out rate in the Santa Ana School District is 12.6% overall, but 20.6% for "Spanish Surname" students. The high school dropout rates of the schools from which Black and Mexican-American students are drawn in Los Angeles County are also appallingly high. Predominantly Mexican-American high schools Roosevelt and Lincoln have drop out rates of 41% and 39%. The Office of the President of the University stated in January of 1972:

If there is a single identifying characteristic of an EOP student it is that, as a consequence of cultural/racial background, inadequate preparatory education or serious economic disadvantage, each EOP student stands in need of one or more of the special services indicated . . . (a) admission by special action, (b) tutoring and retentive services, (c) counseling services and (d) financial aid.

Minority Students and UCI: The Limits of EOP

Minority students are products of an educational system that has proved unresponsive to their distinct cultural and racial backgrounds. The objectives of EOP, as stated in the memo from the Office of the President of the University on January 12, 1972 is to:

recruit students from low-income and minority segments of the population and to use all available means to assure that they make orderly and successful progress to the Bachelors Degree.

In other words, the responsibility of the University does not end with their admission to the University, but is a continuing responsibility that includes providing adequate tutorial and counseling services as well as sufficient financial aid. Failing to provide these services is as damaging to the education of these students as if they were prohibited to attend the University because of the fact that they were minorities.

By providing an EOP, the University of California at Irvine has committed itself to seeking out potential students who come from families of low-income and of ethnic heritage. By setting up the criteria under the EOP program, the University is obligated to give special attention to those that meet the requirements of the EOP program, and particularly those who have obtained a high grade point average in their secondary education.

Regarding the Educational Opportunity Program (EOP) at UCI, the Minority Affairs Committee has concluded that:

- minority students are being discriminated against based on the services that should be made available to them consistent with their needs;

- efforts are being made by UCI officials to fragmentize and weaken the entire EOP program for the sake of a better ethnic 'employment profile';

- no data exists on the number of minority student applicants denied admission through EOP, Special Action, or regular channels because of limited funds, imposed quotas, or discriminatory practices within the Admissions Office.

The MAC would also like to ask the following questions:

- As a result of "mainstreaming" EOP, will the result be to recruit in all areas and not just target minority communities?

- As a result of "mainstreaming" EOP, will its status shift lower into the bureaucracy and thereby minimize its access to the top decision-makers?

- Will students be given more control over their work-study hours so that (1) employers will not use up their hours so quickly; (2) employer demands will not affect course work and study time; and (3) they are not forced to go elsewhere to work in order to financially survive?

- Is the control over recruitment, retention, and development of minority students eroding because of "mainstreaming?" (In other words, can minority and EOP students rely on the regular University mechanisms to provide services? In the past these very mechanisms have demonstrated insensitivity and disinterest toward minority students. What has changed to make minorities believe otherwise?)

The plight and limitations of EOP as the consequences of EOP policies have been well documented in several studies. Like most studies of this nature, UCI officials have chosen to ignore the findings and recommendations. Why?

Minority Students at UCI: Computerized Illusions and Administrative Politics

The University administration has noted with pride that it has vastly increased the number of minority students on campus. In 1965 there were no minority students at UCI and by 1973 there were said to be some 1,299 minority graduate and undergraduate students — 15.1% of the total student population. Given the figures, a most remarkable improvement.

However, the MAC takes direct issue with the figures as well as the significance of the "Ethnic Survey Data." The most obvious and curious omission pertains to the graduation rate of minority undergraduate and graduate students. There is a very important difference between the percent of minority students and the percent that graduate. The only thing that counts, after all, is not university attendance but a university degree. In late March, the Planning Office of Analytical Studies of the University of California released

minority data on UCI. The following data was presented:

Fall 1973 Ethnic Survey Data: UCI

	Total	Min	% Min
Undergrad	6,739	1,097	17.2%
Graduate	1,781	202	16.7%
Total	8,520	1,299	17.1%

What the University fails to mention is that the figures on minorities include: full-time, part-time, foreign, and domestic students. These qualifications (especially for the Mexican/Spanish American category) regarding "minority/disadvantaged" status (EOP), part-time students, foreign students, and the like, significantly reduce the minority presence on campus. The concept "minority" is a very subjective term, and it can be defined to suit anybody's purpose. The qualifications that must be made in assessing the undergraduate minority student presence at UCI are the following:

- the largest bloc of minority students at UCI is the Asian-American (321), but only 20% identify with EOP or Special Services (as opposed to 80% of the Black and 90% of the Chicano students)

- the 358 undergraduate minority Mexican/Spanish American students, are broken down into the following categories:

- 233 full-time Mexican-Americans
- 13 full-time foreign Mexican-Americans
- 12 full-time foreign Spanish-Americans
- 28 part-time Mexican-Americans
- 6 part-time Spanish-Americans
- 2 part-time foreign Mexican-Americans
- 1 part-time foreign Spanish-American.

What we in reality have then are some 296 regular undergraduate minority Chicano students at UCI and not 358 as claimed. What is shocking is that of the 296, some 268 are the result of EOP, or 90% of all regular full-time Mexican-American students. The University has been able to attract (certainly not recruit) 28 Chicano students on its own — students that have the grades and the finances to attend. Why so few?

At the graduate level, the University's own Ethnic Survey Data states that there are some 78 Mexican/Spanish-American graduate students. Again, such a figure is misleading because it in no way suggests that:

- 19, or 24% of the 78 are either part-time or foreign students
- 16, or 20% of the 78 are Chicano interns supported by a two year federally-funded Teacher Corps Program in the Teacher Education Program
- 12, or 15% of the 78 are in medical school.

We are thus left with some 31 Mexican/Spanish American graduate students, or 40% of the official University figures. The MAC cannot help but conclude that UCI's "Ethnic Survey Data" is misleading and distorts the true picture of the minority students' presence on campus.

Reports, Reports, Recommendations, Recommendations: But Nothing Changes

In Spring 1971 a group of off-campus university officials of the NASPA Division of Association Personnel and Services spent several days at UCI to look at the division of student affairs. The visit was not considered as an "evaluation" but rather as an opportunity to "share friendly impressions with the understanding that we (the members of the study group) would be as critically objective as possible."

The group found many problems confronting the minority student at UCI and a university administration that had been unable to resolve many of such problems — minority teachers, financial assistance, employment, and the like. The tone and direction of the report is found in the following excerpt:

Almost immediately our group realized that the tensions growing out of the presence of minority groups on campus were severe, and constituted the one very real urgent problem of Irvine . . . It

should not be surprising that the largest segment of this report has to do with the problems of integrating minority groups into the mainstream of community life at Irvine.

Judging by the observations and the recommendations that the study group left behind, the MAC concludes that the recommendations were ignored and that the observations concerning the problems confronting minorities at UCI are as true today as they were in 1971. This state of affairs, more than anything else, suggests the lack of "good faith" effort on the part of UCI officials in attempting to solve the dilemmas facing minority students.

In addition to the above mentioned report, the Black Student Union (BSU) has made a concerted effort to communicate the problems of minorities on campus to the Chancellor. In June, 1971, the BSU presented to Chancellor Aldrich, "Recommendations by Black Students," in the hope of spurring needed University reforms. This report was followed by specific demands in April, 1972, calling for hiring of Black faculty, quality EOP and Blacks in key administrative positions. On both occasions their efforts were ignored by wordy and veiled verbal responses but no formal, personal commitment from Chancellor Aldrich.

In May, 1972, the Chicano student organization MECHA directed its efforts toward the Chancellor in the hope of solving many problems confronting the Chicano students on campus. Again, they were met with the same tactics of the Chancellor — talk but no commitment.

The MAC has concluded that one of the most effective tactics of the Chancellor has been to meet and discuss minority related issues, but never to personalize or formalize any commitment. The Chancellor has thus escaped any formal binding commitment to minorities as well as to Affirmative Action. He has, thereby, as exemplified by his relations with the BSU, reduced the political and bureaucratic costs that he would suffer from the faculty and staff if such commitment and enforcement were to come from the Chancellor.

It is more than apparent from the efforts of the Blacks as well as from the Chicanos on campus that the University administrators, given the particular type of community surrounding UCI, are concerned about not projecting too strong an image of having poor students or doing something "special" for minority students.

Minority Students And Affirmative Action

Affirmative Action is a comprehensive program which not only deals with the recruitment, hiring, and promotion of minority and women staff and faculty, but it also deals with students. In January, 1969, President Hitch, in a letter to all the Chancellors, stated that "... affirmative action is admissions and in hiring at all levels is national policy and is University policy." Augmenting this policy was UC Vice President for Administration, Robert L. Johnson, who in August, 1970 stated that "... the University of California states its concern for equal opportunity for women today as students, faculty and staff personnel." It is only reasonable that the concept of equal opportunity is applicable to minority students.

If Affirmative Action is applicable to students, and the MAC believes that these statements verify that that is the case, then the present controversy over EOP comes within the purview of Affirmative Action. In other words, if Affirmative Action applies to students then there must also be goals and timetables for their admission in proportion to the State's total minority population.

One of the most important functions of Affirmative Action is to identify the barriers to admissions. It is obvious that the greatest present barrier is the 2% Special Action rule. It appears that some University administrators

interpret the 2% Special Action rule as a rigid quota. The MAC finds this last point inconsistent with the fact that the University's general rule, when it comes to Affirmative Action in the area of employment, is one of refusing to accept the goals as rigid quotas. Lastly, there is some concern that the 2% Special Action rule might be illegal in that it appears that its effect is only applicable to Chicanos and Blacks.

The Minority Affairs Committee therefore recommends that the University conduct a review of applications for admission, fellowships, teaching and research assistantships, and other forms of aid to determine whether there is discrimination against minority students.

Conclusions: A Pattern and Practice of Discrimination

Aldrich, Cox, Adams, HOY, et.al.: Contributors to UCI's Pattern of Discrimination

Although officials at UCI profess a wish to employ additional minority on the faculty and staff and to recruit more minority students, they have failed to transform their words into actual deeds. The explicit language used by University officials and faculty involved in the recruitment of faculty, staff, and students, carefully couched with seemingly undeniable allegations about academic standards and rigorous professionalism, are veiled covers for hidden policies that hurt minorities.

UCI's "pattern and practice" of exclusion of an discrimination against minorities is in violation of Title VI and VII of the Civil Rights Act of 1964 and in violation of the Equal Protection Clause of the Fourteenth Amendment. This "pattern and practice" of discrimination is sophisticated and subtle. University officials, especially the Chancellor, are responsible for:

- deliberately structuring and maintaining a bureaucratic oriented and powerless Affirmative Action program;

- encouraging that Affirmative Action be defined in academic-bureaucratic terms rather than in eliminating discrimination;

- refusing to enforce compliance of Affirmative Action principles and granting unit heads, with a history of exclusionary practices, authority over hiring and promotions;

- refusing to discipline personnel who discriminate against minorities; and

- refusing to set Affirmative Action guidelines based upon the minority population of the immediate area and/or State.

Bureaucratic Politics and Affirmative Action

Administrative officials have made a conscious effort to minimize Affirmative Action efforts by cloaking their rhetoric of concern for minorities with an Affirmative Action structure that will insure minimal action. We cannot believe that those involved in the development and implementation of the Affirmative Action Plan for UCI did not recognize the implications of:

- clustering data that had the effect of misrepresenting the presence of minority faculty, staff and students;

- utilizing the most conservative method of estimating work force availability;

- violating the intent of the State Legislature by "modifying" the Affirmative Action Officer position to the point of making the position ineffective and powerless;

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- failing to define the exact nature of the internal audit mechanism; and

- not providing adequate job category subdivisions that would have provided data on the wide range of skills, wage rates, and salaries within a job category.

All of these factors and many others were calculated to bring about minimal results. The game is known as "bureaucratic-politics" and all the University actors have played it well.

What Counts?

The University of California at Irvine has failed the public at large, the Black, Mexican-American, Native-American and Asian-American communities in particular, by its sophisticated and subtle forms of discrimination. The University has deliberately structured a powerless and meaningless Affirmative Action plan that, as one Dean had noted, "bureaucratic politics" has been able to circumvent and thus insure that past patterns and practices of exclusion of minorities not be rectified.

What must be decided is whether the Chancellor and other University officials should be judged by academic and bureaucratic rhetoric or by Affirmative results. It is the Committee's firm belief that the only thing that counts now are results. Results that take the form of:

- (1) hiring minority faculty;
- (2) hiring, training, and promoting minority staff into all job categories;
- (3) recruiting and properly supporting minority undergraduate students; and
- (4) recruiting and training minority graduate students.

Recommendations: Internal Reform or Court Suit?

Based upon its findings, the Minority Affairs Committee (MAC) concludes that the following recommendations must be implemented if a court suit is to be avoided. Eight years have gone by at UCI with little utilization and training of minorities and women in the academic and staff fields. Four years have passed without establishing an effective Affirmative Action program. To help reverse the pattern and practice of discrimination at UCI, the MAC recommends that:

- fifty percent (50%) of the faculty FTE's granted to the campus this year be set aside for the exclusive recruiting of minorities and women.

- fifty percent (50%) of the attritional replacements be reserved for the recruiting of minorities and women.

- "minority and female" faculty FTE's be pooled and assigned to those departments that can produce worthy candidates to balance out their faculty composition, giving preference to those candidates in the study of minorities and women.

- no hiring commitments for next year be made until the Vice Chancellor for Affirmative Action assumes his or her duties and can make recommendations on the appointments.

- further discussions of Affirmative Action procedures must follow after the appointment of the Vice Chancellor for Affirmative Action. It is premature to discuss procedures prior to setting goals because goals become meaningless if there is no supportive distribution of the available FTE's—including attritional replacements. (A successful Affirmative Action program will establish the coordination of goals, procedures, FTE distribution, and a scholar/teacher training program to prepare minori-

ties and women as part of the University's unfulfilled responsibility as a Ph.D. granting institution.)

- the position of Vice Chancellor for Affirmative Action be responsible for the implementation of the Affirmative Action Plan, and specifically for the treatment, hiring, promotion, reclassification, admission, and recruitment of minority faculty, staff, and students—both present and prospective at UCI.

- UCI develop an Affirmative Action program with regard to present regular, EOP, or special action minority students as well as prospective regular, EOP, or special action minority students with a provision that the University will be responsible for additional tutorial and counseling services, academic advice, and financial aid for these students; provide for an administrative appeals process for those minority student applicants rejected by the University; and establish Affirmative Action goals aimed at increasing the minority undergraduate and graduate student enrollment at UCI.

- University officials conduct a review of graduate and undergraduate applications for admission, fellowships, teaching and research assistantships, and other forms of aid to determine whether there is discrimination against minorities.

- a job training program for minorities be established to qualify them for skilled and supervisory positions.

- on campus minorities—especially those in Physical Plant, Housing, Personnel, and Admissions—be immediately selected for foreman and supervisory positions.

- there be a complete investigation of the procedures and policies of the Personnel Department—especially those that affect the Department's practices in reporting the necessary information for Affirmative Action monitoring and the recruiting, training, and promoting of minorities.

Recommendation For AA Officer

Per your request, attached is the job description for the University's Vice Chancellor for Affirmative Action. The Minority Affairs Committee believes there are two prevailing considerations:

- (1) The Affirmative Action Plan must be rewritten after the selection of the Vice Chancellor for Affirmative Action. The new AAP will be written by the new Vice Chancellor for Affirmative Action in consultation with the Chancellor's three Advisory Committees (Affirmative Action, Minority Affairs, and Status on Women).

- (2) Membership in the screening and selection process of the Vice Chancellor for Affirmative Action will include representatives from the three advisory committees. Each committee will select its own representatives.

There are three keys to the effectiveness of the Affirmative Action Officer at the University of California, Irvine:

- (1) The Affirmative Action Officer will have the rank of Vice Chancellor and will report directly to the Chancellor. The Officer will also have staff (technical/statistical services) sufficient to adequately implement the Affirmative Action Plan. His duties will be limited solely to those areas involving the Affirmative Action Plan, interpreted broadly.

Justification for the first key to effectiveness is that the Affirmative Action Officer, in his dealings with other University officials, must deal with them as an equal rather than as someone's subordinate. Since there is no minority or female official in a top

decision-making position of authority, it would be a good idea to start with the Office of Affirmative Action. By creating an Office independent of all others, the University will demonstrate its deep commitment to Affirmative Action—both to females and minorities on campus and in the community at large.

- (2) Vice-Chancellor for Affirmative Action will have the authority of an ombudsman in all areas relating to Affirmative Action and Equal Employment Opportunity. This authority includes the authority to overrule decisions made by University officials within the area of purview. This authority will be exercised only after consultation with the appropriate official.

Justification for the second key to effectiveness is that corrective action in cases of discrimination, especially the more subtle forms, can best be handled by an ombudsman who has sufficient authority to adequately carry out the assigned task—much like the Inspector-General function in the Armed Forces.

- (3) Where a University unit provides proper "good faith documentation" yet a persistent pattern of minority and female exclusion or token representation continues, the Vice Chancellor for Affirmative Action, after consultation with the appropriate official responsible for the underrepresentation and/or exclusion of minorities and women and in consultation with the Chancellor, will transfer the administrative authority to the Office of Vice Chancellor for Affirmative Action.

Justification for the third key to effectiveness lies in the fact that University units will provide whatever type documentation is needed to prove they are complying with the Affirmative Action Plan, yet the net effect of prac-

tices and decisions demonstrate no gains whatsoever or serious stagnation amounting to tokenism. Private businesses have now begun to take the position of withdrawing hiring, promotion, and other types of authority for non-compliance with federal and state laws. In order to forestall major forms of resistance to the implementation of the University's Affirmative Action Plan by any University unit, such a procedure ought to be adopted.

Position: Vice-Chancellor for Affirmative Action
Salary Range: \$21,000 to \$25,000. Placement on salary schedule will be according to qualifications and experience
Starting Date: To be announced.

The Affirmative Action Officer will be directly responsible to the Chancellor and hold the rank and authority of a vice-chancellor and will be solely responsible for Affirmative Action affairs.
Major responsibilities:

1. To write the University's Affirmative Action Plan with the assistance of an Affirmative Action/Minority Affairs/Status on Women Committees. Such a Plan would take into consideration:
 - a. federal-state laws
 - b. University of California policy related to Affirmative Action
 - c. the necessity for proportional representation of women and minorities on campus in all areas and at all levels—academic and non-academic as well as student
 - d. the employment and educational needs of the surrounding women and minority community
 - e. identification of underutilization of minorities and women
 - f. need to establish/document related standards for employment and validation of selection procedures
 - g. restructuring of duties and responsibilities of Affirmative Action Advisory Board for stronger monitoring of Affirmative Action efforts

2. Authority to set goals and timetables with Unit heads, implement, monitor, and enforce the Affirmative Action Plan; updating as necessary, and make

available to any inquiry.

Goals and timetable are to be set for the following:

- a. faculty
- b. staff
- c. undergraduate students
- d. graduate students
- e. contractors and vendors

3. Development of a monitoring and reporting system that will:
 - a. measure effectiveness of the University's Affirmative Action Programs
 - b. indicate need for compliance action to meet goals and timetables

4. Develop, in coordination with department heads, career training and counseling services that will insure training and promotional opportunities for minorities and women.

5. Develop means of monitoring and documenting all Personnel and procurement practices, so that violations of Affirmative Action laws can be identified and quickly resolved.

6. Work personally with all Vice-Chancellors, Deans, Program Directors, Department Chairmen, Supervisors, Academic Senate Committees, and Minority, Affirmative Action and Status of Women Committees as needed, to acquaint them with legal and University requirements, validity of job specifications and what constitutes "good faith effort" in ways that can effectively be reported.

7. Review hiring practices and statistics so as to report the status of Affirmative Action to the Chancellor.

8. Collect and interpret policies from current state and federal laws and University regulations as well as reflect the interests and needs of campus and community ethnic minorities and women for the purpose of providing the Chancellor with needed requirements and definitions involved in Affirmative Action.

9. Authority to investigate and adjudicate grievances based upon violations of Affirmative Action and EEO regulations. Qualifications and Special Requirements:

The Affirmative Action Officer should be a graduate from college with at least 3 years experience in education, government, or private industry. Preference will be given to candidates with significant experience in Affirmative Action, Equal Employment Opportunity, personnel administration, public and/or legal services; or the equivalent combination of education and experience.

The position requires experience with problems of ethnic minorities and women, an understanding of and skill in human relations in order to effectively work with University officials with tactful determination, and a commitment to and support from the Officer's constituency—the minorities and women on campus and in the community.

Desirable qualifications include: management experience, a knowledge of statistics and management systems, fluency in English and Spanish.
Application Procedure:

Submit a resume to a screening and selection committee that includes University Officials and representatives from the Advisory Committees on Affirmative Action, Minority Affairs, and Status on Women.

An interview schedule will be announced following final screening of applicants.



I believe this campus to have a model Affirmative Action program which is better than other UC campuses or even here in the County. There are no discrimination problems on this campus and no one from outside this University is going to force us to do anything about these people. They referring to minorities in Physical Plant are just a bunch of trouble makers—one of them could even be mentally ill.

L.E. Cox - Vice Chancellor for Business and Finance

We cannot force University officials and faculty to accept the concept of Affirmative Action—they are not psychologically prepared for it. Until then, we will have trouble eliminating discrimination on this campus.

Susan Bryant
Assistant Vice Chancellor for General Administration and Academic Affairs

Affirmative Action will never be forced upon this campus.

Eloise Kloke
Affirmative Action Coordinator

I am often seen by others as nothing more than the house nigger.

George Roberts
Assistant Vice Chancellor for Academic and Student Affairs

As a student of political behavior you are obviously familiar with the phenomena of "bureaucratic politics" as played within the University as it relates to job placements.

L.A. Froman - Dean, School of Social Sciences

The utilization analyses uncovered very few areas in which UCI underutilizes women, and none in which it underutilizes minorities (in the field of academic personnel.) Since no underutilization was apparent for either total minorities, Blacks, or Mexican/Spanish Americans, no goals for these groups have been set.

It is the Deans and Department heads that are responsible for Affirmative Action. They do the hiring.

Daniel G. Aldrich, Jr.
Chancellor

Aside from this basic text, the Minority Affairs Committee interim report includes many footnotes, tables and over 100 pages of attached documentation which were not included. Additional information and comments are welcome from staff, students and faculty prior to the preparation of the final report. Please contact Chairperson Fred Flores at 552-8796.

NEW UNIVERSITY DISCLAIMER

This supplement was paid for and produced by the Chancellor's Minority Affairs Committee. Opinions expressed herein

are those of the Committee and do not necessarily represent the opinions of the New University staff and editors.

Ellen's Butter Wouldn't Melt in My Mouth Hour

This week Ellen's Butter Wouldn't Melt in my Mouth Hour welcomes Stu Passion. Stu, a junior majoring in English, has been writing poetry for several years since puberty. He is the recipient of the Western Regional Doggeral award and scored highest in his class on the Stupid Aptitude Test in 1973. So tune in this week and every week for Ellen's poetry hour. 89.9 IQ, KUCI, Irvine.

Trees

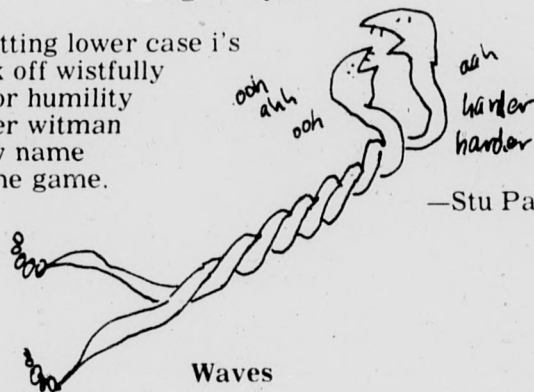
I think that a tree will never fill my eyes
as good as the poem I plagiarize
And though I think that I will never see
the point. Poems are made by guys like me
But any schmuck can plant a tree.

—Stu Passion



Song of Myself

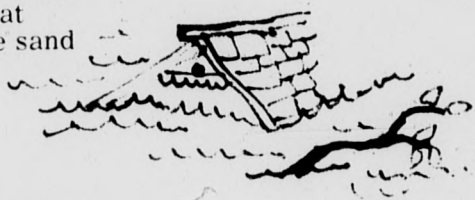
Here I sit hitting lower case i's
And tho jerk off wistfully
the i's are for humility
So like walter witman
I can get my name
in print. some game.



—Stu Passion?

Waves

The sacred waves of seashore
Keep their insistant beat
Sensitivly they slap the sand
like cold flounders.
Simply, on purpose,
I watch them
waves ...



Moon

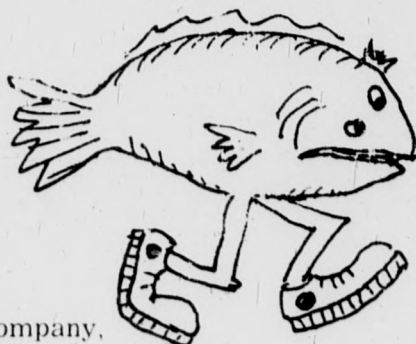
Moon, floating moonily over the dark waters
Like the sun, giving light to all beneath.
And tho' ere I never see it set
I know, darkling, its beautious rays,
contain silver lizards.

—Stu Passion!

Flounder

Here I am, alone.
There is no one with me.
I am by myself, I have no company,
And yet I know, in my solitude,
I am alone.

—Stu Passion



t
excretaimen
&
ine farts

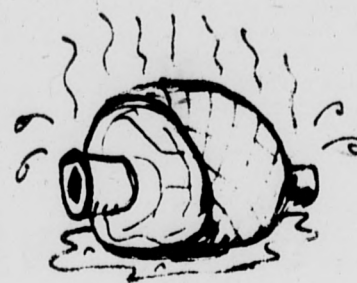
Gagging on Yul Gibbon's Latest Organic Trash

Natural foods enthusiasts have for years had a mentor of the munchies, a guru of gruel, a leader of the legumes. Yes, it's Yul Gibbons, author of thirteen books on the nutrients packed into everyday items like birch bark, slate tile, and good old-fashioned Mother Earth. Following his latest literary triumph, **Gagging on the Wild Artichoke**, Gibbons has just published his fourteenth book, **the Rape of the Wild Orange**, or an organic connoisseur's guide to oral sex.

Wild Orange is just chock full of helpful little tips that can make the midnight snack even more enjoyable. A whole chapter is devoted to the three different grades of organic Vaseline and innovated ways of combining the subtle nuances with other natural flavors like calf's liver or licorice.

When asked to describe cunilingus performed on a navel orange or fellatio with a weeping willow, Gibbons remarked, "It reminds me of wild hickory nuts."

— Tickle My Fancy

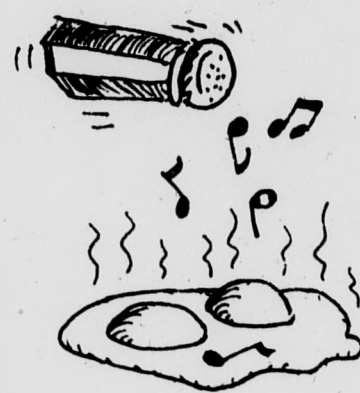


Flagellant Flesh for Frank & Stein

Like the vomitosis that upsets one in the middle of an obtuse scene highlighted by glowing bits of dialogue from a Cecil B. Demille epic, Handy Holewar's **Flagellant Flesh For Frank and Stein**, creates nausea. But with your 3-D glasses on, the cinematic nausea provides a spectacle for all seasons.

— RRR

Von Schneidermann Parboils Eggmont Overture



by Otto Von Schneidermann

Certainly, my friends, last Saturday's concert was an unqualified success on the University level, as if you happened to see it you will agree.

The University Orchestra, laboring under three batons, nevertheless managed to cast off these mammoth staffs and attack the music on their own.

Beethoven's **Eggmont Overture**, yokus 84, was conducted by Margy Deuschegrammaphone, which I liked very much, especially the eggs, pleased me. Dressed entirely in red I found her charms not only Largo but also quite pizzicato. Also the music, as you may know, is extremely important in constructing an Eggmont one must be careful not to overwhip (as I may call it so) the Eggs, that they collapse when baked, allowing the soft inner Mont to melt. Also this was not allowed to happen. Instead this immortal monument of **Munchensportkulture** was made to meringue in a proper fashion, as some of the overtures Beethoven later made to

Maria Theresa.

And I am very pleased to be here in the USA writing this review! Next Frauline Margy (as I may call her such?) expressively demolished **Drei Cantata Emily Dickinson** (as so I remember her from my Heidelberg days) with Katherine Magill, soprano, and Eric Rawskin as the exposor whom I also depreciated very much. Mr. Rawkin's other **stucke** on the program, **King of the Golden River** (Das Rhineguilt Kaiser) featured a sustained melodion with moronic variation and was very enchanting not to mention tempo. Guy Hardly played his usual excellent buffoon.

Not to run this review into the ground there remains only the Brahms. This concerto pianoforte in three movements by the Austrian composer is arranged with many dramatic passages and needlepoint reminiscent (is it so?) of J.S. Bach, who was, as we know (thanks in part to the thesis of my friend Dr. Max Reger) German. It was indebted to the induction of Sigheil Odegard with Michael Saunders as a stringed zephyr (if I may be permitted so to cast a jest.) Mr. Saunders played beautifully with great manual excessity, and also his digits. Jorkel Karpekian played tubahorn.

This week the University Orchestra will offer it's dramatic betrayal of Mendelssohn's **Nuraljah** with Mr. Saunders as again the pianist. See you after then!

gnu University Editorials

"What-me-worry" Ekovich
IMPERIAL HIGH POOBAH

"Tickle-my-fancy" Dan
GRAND WAZOO

Unsigned editorials represent a majority opinion of the Gnu University editorial board. Responsible individuals or groups may submit letters and articles contrary to any Gnu University expressed editorial position. The editors reserve the right to use their discretion in publishing letters, and to edit any letter over 300 words. All other articles represent the opinions of the individual writer(s), and not necessarily those of the Gnu University editorial board, the ASUCI or the University of California.

Cooking with gas. . .

Well, it's all over now, and how. Yes, we mean the dirty, stinking business with the LAPD and the FBI and the SLA. What a mess! For days now, people have been complaining about the morbid tone in the newspapers and on television regarding these shameful events. The Gnu U, therefore, offers a slightly different slant to the SLA story. Some of the best minds on campus have gotten together and compiled a collection of humor the type of which helped make America great. Yes, here is a rasher of SLA jokes to help you laugh away those para-military blues.

Why do SLA members jump up and down?

To put out burning socks.

Why do FBI men jump up and down?

To put out burning SLA members.

What od you eat at an SLA picnic?

DeFreeze - dried Patty melts. (Patty actually was in the fire, but a friend snuck her out disguised as a bag of charcoal briquets.)

How can you tell a Polish SLA member?

While everyone else is shooting at the police, he's frying an egg on the floor.

How can you tell Donald DeFreeze from a hunk of well-done steak?

You can't.

I have some bad news and some good news.

What's the bad news?

There are 500 police shooting at us, the house is on fire, and I can't get my gun belt off.

So, what's the good news?

We got the socks.

Name one thing funny about Donald DeFreeze's will.

It provides for him to be cremated.

Now wasn't that a nice break from the kind of reporting you have to suffer through on the Six O'Clock News? Sure it was. Complaints may be registered by leaving a taped message with a dozen tulips on the back steps of KUCI Radio. We'll get back to you sooner or later.



GNU'S LETTERS

Grossed Out

Dear So-Called Editor:

How dare you? I mean you've really outdone yourself this time. What a filthy, despicable rotten yellow rag you guys put out and that ain't all the half of it! Such scum, I can't begin to describe it. Have you no soul, no honor, no scruples?? I have never been so grossed out.

Love and kisses,
Eloise Cloakie

Letter from the Hearst

Editor:

Please renew my subscription to the New University for the next school year. My wife gets hysterical whenever she reads the regular papers, including mine. Keep up the good work and keep Patty out of it.

Yours sincerely,
W.R. Hearst

Yes, it's me Again

Dear Editor:

This is my last mailgram (Yes, last, you fascist insects) to your fascist insect newspaper rag about the fascist insect Saga rag food service. Granted, I have yet to receive a reply to the first 183 mailgrams I have sent in the

last week. Ken Ivvers, or Iworse, or whatever the hell his name is still a fascist insect pig tool of the fascist University system, the insect. Besides, David Miller, the goddam fascist dupe tool of the system, can cram it up sideways with his (Gag) remarks about my lunchhooks.

Have a nice day,
Joseph Poolhall

waving a \$3 pennant for the team that livid fan A hates. How's that for a little descriptive social science, Mr. Pinkus!

Our Wheaties man and Olympic champion from those glorious Eisenhower days, Bob Richards is Voggenut's hero, not Thoreau (though he may be Mr. Pinkus's.) The

Even "He" writes

My children,

So you think it can't happen here . . . Well, you're wrong. I'm watching and I'm pissed. Tell Vice-Chancellor Cox to lay off My swallows or he risks having his office reduced to a smoldering heap of guano. Oh, by the way, if you see My Son, tell Him to call home. Collect.

God

Take that, Euell Gibbons

Dear Editor:

Seeing that I am a sports newscaster has little to do with this letter. The fact that I am a Curt Voggenut fan does.

My favorite book by Mr. Voggenut is **Breakfast of Champions**, because it is a book with high praise for Wheaties, and thus, the entire world of sports.

It is not, as Mr. Pinkus claims, about "America's Loss of Kulture." America is money, America is sports: America is the crack of a bat on a Sunday afternoon. Kulture is fan A screaming down fan B's neck, because fan B is

world will be a better place when the Golden Arches reflect in all their glorious splendor in the waters of Walden Pond.

How 'bout it Mr. Pinkus: you deserve a break today. There's always a need for sports biographers.

Yours for America, Kulture, Franchises, And Most of All, Sports Poss Rorter
CBNK News

Well, huh, I mean. . . ?

Dear Editor:

Hey you guys, I never see you around. Are you gonna be publishing next year and do you need a sports editor? I've had limited experience but am a hard worker. I have also enrolled in speed typing school over the summer. Also I got connections.

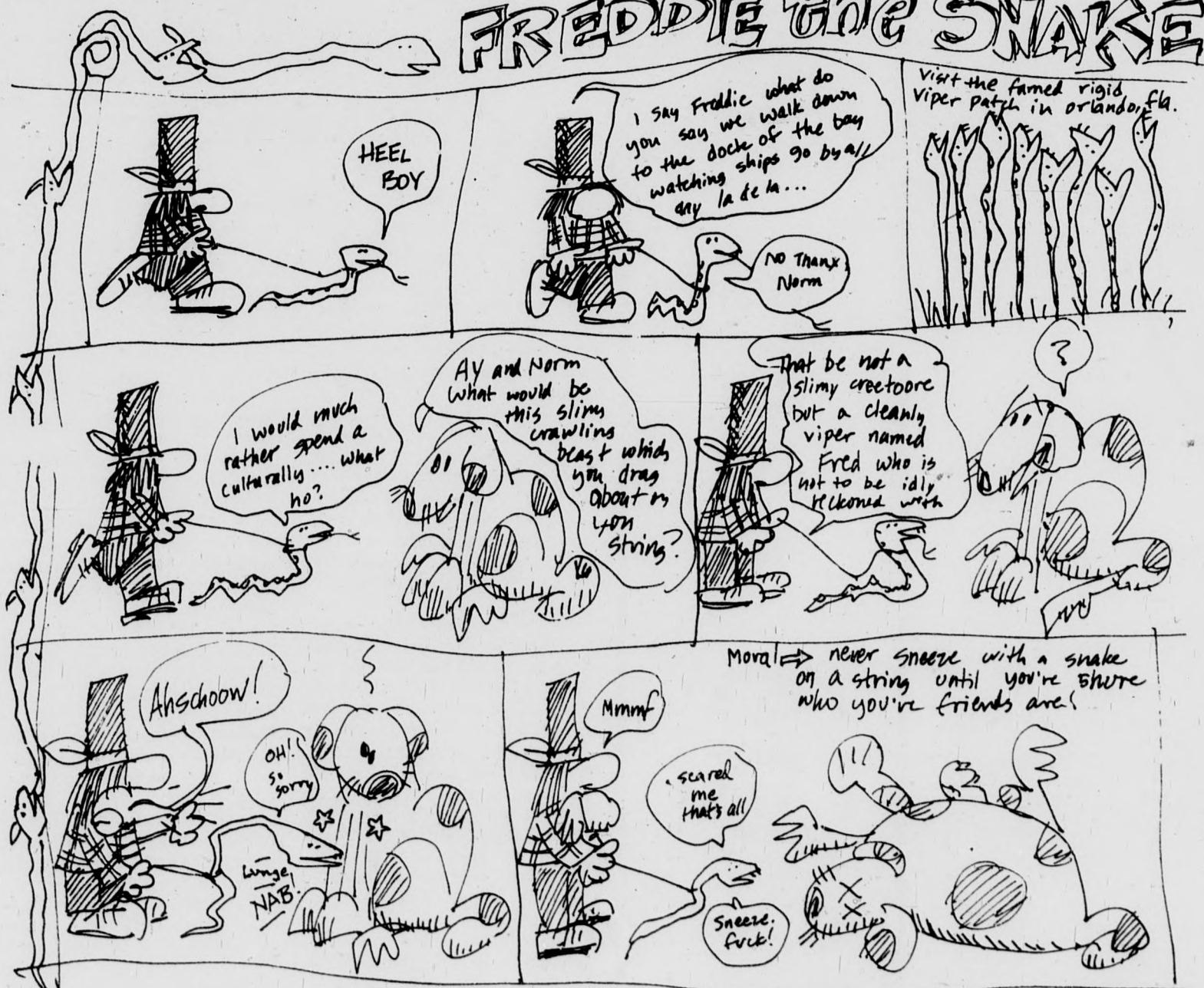
yer footure sports editor,
Pete S.

IMPORTANT, INCREDIBLY DIRE, NO SHIT, I MEAN A REAL IMPORTANT EVENT!!!!!!

On June it was announced that beginning immediately anyone interested in the previous program should contact the office involved. Those who apply after will not be considered for financial aid provided by the select committee. "We have great hopes for this new program," he said. If those who haven't been able to have it those who weren't meeting the minimum requirements and the requirements required to meet the criteria should now apply, as required.

-Don't forget the deadline and don't forget to bring the necessary certification. Information may be obtained in the Administration Building. Call there.

FREDDIE the SNAKE



LET'S GO AND CRUISE DOWNTOWN IRVINE!!

Editor's note: Here is the winner of the "What I Like Most About Irvine In Twenty-five Words, More or Less" contest. This is a rather dubious honor, considering it was the only entry.

In the seven short months that I have been here, the singularities of the Irvine campus have impressed me. This may very well be the only college campus in the continental United States that is periodically buzzed by Marine Corps helicopters and Air California 737's. It may also be the only campus from which a few minutes' travel can put you in the middle of a smog-ridden city (take your choice of Newport Beach, Costa Mesa or Santa Ana) or in the middle of the orange groves that used to cover the entire county. These orange groves, incidentally, are a fascinating

sight. If one ignores the intersection of the Santa Ana and San Diego Freeways, one might imagine oneself in the Midwest. Then again, those among us with defective imaginations may just feel like they're in the middle of a rotting orange grove surrounded by smog and housing developments.

Another peculiarity (and it cannot be denied that this place is peculiar) of the campus is its motion picture production. This picturesque setting has been the background for the fourth of the "Apes" pictures, "Conquest of the Planet of the Apes," and, more recently, a pilot for a television series, "Planet Earth." While "Conquest" is considered one of the best of the series, "Planet Earth" got rave reviews as being "so bad

it's unintentionally funny" (I'll bet not many people knew that its director also directed "I Love Lucy"). Irvine, we are told, vaguely resembles a futuristic city. No wonder nostalgia is "in," if this is what the future is going to look like. What if concrete goes the path of gasoline, toilet paper, and copper? Irvine as a city of the future will be a thing of the past.

Has anyone ever bothered to find downtown Irvine? There isn't any. Granted, a lot of campuses aren't in the towns they're named for (San Diego is in La Jolla, Santa Barbara is in Goleta), but this may be the first campus where they built the town after they built the university. How's that for civic pride? The biggest landmarks of the busiest portion of our city are an Alpha Beta supermarket and a Standard gasoline station. Actually, Irvine has a lot of potential. Housing developments are sprouting like wild flowers, as is an industrial park along Main Street. I read recently where all the gasoline companies are suspending construction of new service stations because they can't supply the ones already built. It's going to be awfully funny when all those people in the new houses and all those people working at the industrial park try to get gasoline at that one tiny station in downtown Irvine.

What other campus in Southern California is so far out in the middle of nowhere that even the rabbits get lost? Six years ago incoming students couldn't even find the campus. What other campus shows dirty movies every

THESPIS ON THE POTOMAC

Said Washington and Webster, Hamilton, Lincoln and Lee

It's plain for us to see

It was errant simplicity to base our act on public felicity

When the thing that sells is bare-faced duplicity

If not, indeed, lubricity

Said Richard Milhouse What's-his-name I've found the key to fame

Blame Mitchell, screw Dean, lay it all on poor old Gray

Let Kalmbach be the crook; look at the loot he took!

From the very first I planned it all that way

Come Howard the Hunt, come Gordon the Lid Come Ego, Libido and Id

Ain't it wonderful what them monsters did?

Get faithful Rose Marie to lie enough to damn her

Cute, eh?

Give 'em Haldeman, give 'em Erlichman, make mit der Katzenjammer

Here valiant Stonewall Jackson stood his ground

And here we patriots stonewall it again, though journalists and jurists and other enemies abound

We fight to the end, Haig and I, Bebe and me, but we fight fair

Overzealous White House lawyers may fake it and take it,

may rake it and shake it, but if so it hasn't been brought to my attention, not even by a passing mention; that's the one point I want to make perfectly St. Clair

— David Munro



by Helen Throbbins

Today Armando Banuelos was visibly ill after listening to four straight hours of ASUCI election reports given by Commissioner Larry Stahlberg. Armando commented after the record length report, "That was a record length report." When asked what he thought he had accomplished, Stahlberg replied, "You can't get there from here."

Norm Green was taken to Hoag Memorial Hospital after beginning a response to Stahlberg's report and gagging on his tie. He is in satisfactory condition. Ray Swartz moved that either Norm not wear a tie or that his tie be made a separate Council member and be given another seat.

The next order of business was the question of funding a Lawrence Welk Champagne Dance in Chancellor Dan's office during finals week. Tim Stevens suggested that champagne only be served to faculty and staff. Pete Getoff suggested that champagne only be served to students and let the faculty and staff bring their own. Nancy Oliver suggested that champagne only be served to Armando Banuelos and herself and that the staff be served to the faculty. Lee Solow suggested that Nancy and Armando go into the next room, that Chancellor Dan be given an all expense paid trip to Tierra del Fuego, and that the remaining money in AS funds be used to charter a ship to the Bahamas.

A proposal to modify the Engineering/Computer Science Building Complex to allow for a heliport and rocket launching pad was defeated when it became known that pushing down on the Engineering Building caused the Computer Science building to rise into the air. Norm Green commented, "You can't get here from there, I mean you can't get where from there, I mean ..."

Instead Laurie Dickerman suggested that the School of Physical Sciences create a computerized English professor to teach the Comprehensive English Courses. Howard Bidna commented, "Woof." He then added that an investigation be launched to determine the actual existence of UCI.

In response, Norm Green blurted out, "I'm afraid that if we pass this proposal, that Computer Science will give us flak, if you will..." He was met with a barrage of flying shoes and other flak, if you will.

Helen Throbbins threatened the Council, by saying that if they moved to go into executive session, she and the other members of the press who are present would go and tell Uncle Danny.

Next week's agenda includes discussion of the validity of Howard's off-the-cuff woof, a new location for the heliport, perhaps over the library, and a final report from a special Committee on whether or not Norm Green eats soup with a fork. The report will be made by Norm's tie.

STAPH (and other infectious germs)

"What-me-worry?" Ekevich, Grand Pbobah; "Tickle my fancy" Dan, Lord High Wazzoo; Pitter Patter Pettit, City Mess; Lady of the Night DeHart, Funny Business Manager; the Bobbsey Twins, Foon Arts and Exitainment; Wilt-the-Stilt Shergalis, Earl of IM; Tricki Vicki, Mad Manager; Queen of the Nile, Destruction Manager; Boy-Wonder Woodward, Shutter Shmuck; Kevin the Wonder Horse, our Deliverer; (expletive) Ellen, "can I have it for you Monday?" Gonzalez, Blade of Space Jackson, Righters; The Rider of Rohanovich; Alice in Blunderland, Hot-fingers Hunt, "I can't do it without the recorder" Tamoush, Ladies in Waiting; Larry Nothing-to-be-Gained, F-stop Freeman, Picture Pervert Powell, Assistant Dark-room Derelicts; Re-Peter, Re-Joyce, Sus&n S4a°, 100-Proof Readers; Alex the Bor, "Anything for a buck" Schaering, Phony Express.

Saturday night (or did, at least, until someone on the vice squad found out about it)? We have a lot to be thankful for. At Los Angeles, you can't see five feet in front of your face. At least here we can see the Engineering building, and even Newport Center on a clear day. And what other campus has almost as many parking places as students?

— Howard Baldwin



Five hundred acres of uppers and downers

That's what Needlepack Park offers the drug enthusiast of Orange County. The hills on the Irving Ranch are laced with specially grown and cultivated marijuana. It's just a great place to grow your smoke. The Park has a shooting gallery, opium den, and a million-dollar drug laboratory, with everything to support 4,000 habits. Safety is taken very seriously here at Needlepack. Narcs are asked to leave, and a drug counselor is always on duty. For watching the freaks, or becoming one, this is a drug paradise.



Needlepack Drug Park is the best facility of its kind in the West and operates on land leased from The Irving Company. We think this kind of land use makes sense for those who like drugs. And those who don't.

THE IRVING COMPANY

THE PATTERN AND PRACTICE OF DISCRIMINATION AGAINST MINORITIES AT UCI: INTERIM REPORT

As Chairperson of your Minority Affairs Committee, I am forwarding you a copy of the Committee's report on **THE PATTERN AND PRACTICE OF DISCRIMINATION AGAINST MINORITIES AT UCI**. The Committee's limited time and resources have not permitted a full-fledge inquiry into the problems confronting minority faculty, staff, and students. However, our **PRELIMINARY findings**, as presented in this report, strongly suggest that a complete HEW/Office of Civil Rights investigation is necessary in order to help eliminate the discriminatory practices in employment and student recruitment/support services.

The Committee has distributed the report to interested public officials, governmental agencies, and members of the community. Hopefully, a constructive and meaningful dialogue will develop between UCI and the minority community. The Committee's goal is to help rectify the problems that have been identified and documented in this report, according to the needs of the minority community and the requirements of the law.

I request that you meet with the Committee and representatives of the minority community in early June. We hope that at this time productive discussion will take place in order to help solve UCI's most serious problems—**PROVIDING FOR THE EMPLOYMENT AND EDUCATIONAL NEEDS OF MINORITIES AND WOMEN ON CAMPUS AND IN THE COMMUNITY**.

Fred Flores, Chairperson
Minority Affairs Committee

Summary

This interim report by the Chancellor's Minority Affairs Committee (MAC) represents an effort to inform University officials, faculty, students, and the community about the status of minorities at the University of California, Irvine (UCI). Since October 1973, members of the Committee have gathered data, spoken to University officials, and interviewed faculty, staff, and students on the UCI campus. The MAC sought to answer a fundamental question: **As a public employer and educational institution, has UCI met its legal and moral responsibilities to the minorities of California?** In addition, this Committee believes the primary issue to be whether UCI is taking steps to break the cycle of discrimination through the implementation of, and commitment to, a viable Affirmative Action program.

The Affirmative Action Plan
The Committee found the University's Affirmative Action Plan totally inadequate for several reasons. First: **The Plan is inadequate because it is essentially an "Equal Employment Opportunity" statement rather than an "Affirmative Action" statement.** Equal Employment Opportunity legislation is basically passive and is intended to open employment opportunities for minorities. **Affirmative Action is a positive, result-oriented approach to employment opportunity for minorities and women.** Chancellor Aldrich should recognize the legal and moral obligation of developing a practical-Affirmative Action Plan geared for specific action.

Secondly: The Chancellor notes in his "Policy Statement" on Affirmative Action that UCI will be concerned with the "available, qualified persons for employment." This means that UCI will base its Affirmative Action analysis on the availability of qualified persons in the work force. The available qualified minority manpower is, however, severely limited mainly because the University of California has done little to either develop the minority work force or to insure that those agencies which contract with it have integrated work forces.

Thirdly: The Committee believes that it is the responsibility

of a public, tax-supported educational institution like UCI to set goals which reflect the minority populations of California, not the nation as a whole. This is particularly important for Chicanos and Asian-Americans because they are regional minorities with a heavy concentration in the state of California. **The use of nationwide population and educational data is to greatly distort the employment and educational needs of California's minority population as well as to minimize the responsibilities of the University of California.**

Specifically, UCI's Affirmative Action Plan is unacceptable because of the following weaknesses:

- No analysis was provided to identify employment problems in such areas as recruitment, selection, placement, promotion, salary, tenure, and training.

- Utilization analysis was inadequate because it was not broken down by department and professional schools.

- The Plan failed to clearly delineate the status of the Affirmative Action officer.

- Job categories by Federal Occupation Code were not divided into groupings with common skill requirements and earning ranges.

- Goals and timetables were calculated on the most conservative estimate of availability which reflected the disability which reflected the discrimination of outside employment and educational practices — thus insuring minimal results.

Pattern of Employment Discrimination

UCI's academic year 1973/74 employment records reflect the following pattern of minority employment:

- out of 1110 academic employees, 33 or 3% are Mexican/Spanish American and 28 or 2.5% are Black; and there are 3 or .3% American Indians;

- out of 231 tenured faculty members, 1 or 0.4% are Mexican/Spanish American and 3 or 1.3% are Black; and there are no American Indian faculty;

- out of 376 student assistants, 14 or 3.7% are Mexican/Spanish American, 12 or 3.1% are Black, and 2 or .5% are American Indian; and

- out of 41 Librarians, there is no Mexican/Spanish American, and only one Black.

There are a total of 1217 staff career employees at UCI. In this latter area, 96 or 7.9% are Mexican/Spanish American and 70 or 5.8% are Black. The break down within this category is as follows:

- out of 26 administrators, there are no Mexican/Spanish Americans and 1 or 3.8% Black;

- out of 212 professional employees, 11 or 5.2% are Mexican/Spanish American and 10 or 4.7% are Black; and

- out of 81 craftsmen, 4 or 4.9% are Mexican/Spanish American and 3 or 3.7% are Black.

By going beyond the aggregate figures on minorities, underrepresentation and employment clustering becomes evident. Some 70% of all Mexican/Spanish American staff employees are either secretaries, operators, or service workers—over 50% of the Mexican/Spanish American staff employees are clerks and secretaries. Some 60% of all Black staff are secretaries, operators, laborers, or service workers.

Further detailed analysis by the MAC concludes that minorities in the Physical Plant and other University units are overwhelmingly in the non-skill areas of maintenance, grounds, and service. And, where they are concentrated, such as in Housing and Physical Plant, there are no minority foremen or supervisors even though many of these minorities have been working at UCI since the school opened. The following examples will help to explain the status of minorities in the staff career and staff casual areas of employment at UCI:

- 56 or 64 Mexican/Spanish American women employed as staff career employees are in the office/clerical/service job categories

- 21 of 32 Mexican/Spanish American men employed as staff career employees are in the clerical/operator/labor/service worker job categories;

- 42 of 45 Black employed as staff casual employees are in the clerk/labor/service worker job categories; and

- 42 of 42 Mexican/Spanish Americans employed as staff casual employees are in the clerk/labor/service worker job categories.

Wage Differentiations Between Minority and Anglo Employees

It is clear that UCI's minority employees are paid less than Anglo employees. The monthly income pattern is as follows:

- Academic Black employees average \$1049 a month, while Mexican/Spanish American employees average \$1041 a month and Anglo academic employees earn \$1318 a month.

- Black staff employees earn \$752 a month. Mexican/Spanish American staff employees earn \$706 a month while Anglo average \$862 a month.

- Black staff casual employees average \$449 a month. Mexican/Spanish American staff casual employees average \$480 a month while Anglos in this category average \$536 a month.

The University's own salary records help to illustrate the disparity in employment and promotional practices for minorities at UCI. In examining employment categories where comparable salary

data was available, the following pattern of disparity was discovered:

- The overall campus summaries point out that 325 minority employees earn an average of \$809 per month as compared to Anglo averages of \$999, a difference of \$2280 per year.

- The academic staff had only 83 minorities while the Anglo employee staff numbered 709; average wages for minorities came to \$1105 a month compared to Anglo monthly salaries of \$1318, a difference of \$2256 a year.

- Regular career staff positions showed 178 minority employees compared to 931 Anglo staff; average salaries for minorities was \$729 compared to Anglo figures of \$862, a difference of \$1596 a year.

- Casual staff minority employee positions numbered 33 compared to 214 Anglos; average wage for minorities \$488 compared to \$536 a month for Anglos, a difference of \$576 a year.

- There were 15 minority student instructional assistants with an average salary of \$856 compared to 94 Anglos with an average salary of \$889, a difference of \$300 a year.

- There were 6 minority librarians with an average salary of \$964 compared to 33 Anglos with an average salary of \$1173, a difference of \$1308 a year.

Minority Staff: Careers as Clerks, Groundsmen, and Custodians

There are four basic determinants affecting the status of minority staff on the UCI campus: (1) their fears and frustrations, (2) the ineptness of the Personnel Department, (3) the inaccessibility to training programs, and (4) an ineffective and unresponsive Affirmative Action Coordinator. All of these factors have contributed to the concentration of minority staff in the lower pay categories and limited-skill employment areas, the absence of minority foreman and supervisory personnel, and job stereotyping of minorities. In general, **minority staff employees have been subjected to discrimination with respect to compensation, conditions, privileges, and opportunities of employment.**

The Personnel Department has not: (1) communicated the rights of workers to minority employees, (2) made a concerted effort to inform minorities about new positions or traineeships, and (3) been effective in recruitment of qualified minorities. As one lawyer has noted after a brief investigation of UCI hiring practices:

- jobs are "gifts" from department heads.
- open competition for jobs is very rare.

- the Personnel Department does not approve jobs in most instances, but gives its

imprimatur at the department head's request.

Of principal concern to minority staff employees is the way in which individual University units and the Personnel Department classify staff positions. It appears certain classifications and job titles are directed at minorities; in this manner, UCI officials make sure that there are the needed "number" of "visible minorities" in order to comply with federal laws. For these reasons, minority staff are convinced that a tacit

system of "Black girl desks" and "Chicano desks" exists in order to insure the continual presence of minorities—a presence limited to specific job categories and to certain numbers.

These positions have no future or likelihood of meaningful advancement. Curiously, University officials argue that quotas are illegal when it comes to hiring of faculty, but UCI's unofficial quota of hiring minorities in menial jobs is perfectly acceptable. **Hiring minorities only in certain type of job categories in order to produce a "visible minority" is not a policy of Affirmative Action.**

Minority Students at UCI

The University administration has noted with pride that it has vastly increased the number of minority students on campus: some 1,299 minority graduate and undergraduate students, or 15% of the total number of students attending UCI. However, the MAC takes direct issue with the figures as well as with the significance of the "Ethnic Survey Data." What the University fails to mention is that there are qualifications to the aggregate data on minority student enrollment. These qualifications (especially for the Mexican/Spanish American student category) include: (1) "minority/disadvantaged" status (EOP), (2) part-time status, and (3) foreign-national status. These considerations significantly reduce the minority presence at UCI. This report stresses the fact that the concept "minority" is a very subjective term, and it can be defined to suit anybody's purpose. Several examples will suffice to explain the distorted image given by UCI's data on minority students:

- the largest bloc of "minority" students at UCI is the Asian-American (321) but only 20% identify with EOP/Special Services—as compared to 80% for the Black and 90% for the Chicano

- of the 358 undergraduate Mexican/Spanish American students, only 296 are regular, full-time students

What is disturbing is that of the 296 Mexican/Spanish American students, some 268 have come via the Educational Opportunity Program (EOP). Thus, from facts such as these, **the Committee concluded that UCI's "Ethnic Survey Data" is misleading and distorts the true picture of the minority students' presence.**

Perhaps the most important issue that the Committee had to deal with in regard to students is that **Affirmative Action has to be seen as a comprehensive program which not only deals with the recruitment, hiring, and promotion of minority and women staff and faculty, but also deals with students.** In January 1969, President Hitch, in a letter to all Chancellors, stated that "...affirmative action in admissions and in hiring at all levels is national policy and is University policy." Further elaboration of this policy came from UC Vice President for Administration, Robert L. Johnson, who in August 1970, stated that "...the University of California states its concern for equal opportunity for women today as students, faculty, and staff personnel." **It is only reason-**