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Dorothy Huyck's National Park Service Oral History Project, 1942-1987



**Sandra Rayl**  
**September 28, 1978**

Interview conducted by Dorothy B. Huyck  
Transcribed by Rev.com  
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[START OF TAPE]

Dorothy Huyck: 00:00 The date is September 28th, 1978. I'm Dorothy Huyck. I will be interviewing Sandra Rayl, R-A-Y-L, who is an archeologist in the Southwest Regional Office in Santa Fe.

Dorothy Huyck: 00:15 Can I ask how you first became acquainted with the Park Service?

Sandra Rayl: 00:20 Yeah, I was working in Flagstaff, Arizona with the Museum of Northern Arizona, and I'd known several people who had gone to work for the Park Service. And at that time, one of my contracts was about ready to run out and I was up for renewal, but I decided to try something different. So, I called Don Fierro, who I knew, and asked him if there were any projects going on. And he was involved in one at the time, which was a reservoir salvage project in Cochiti Reservoir. He said, "Well, we're winding down on it, but we can use more people." So, I signed up as a VIP. As it turned out, I was hired on right away at salary.

Dorothy Huyck: 01:00 You never actually were a VIP?

Sandra Rayl: 01:02 No, uh-huh. I'd come with the intention of being one and then didn't have to. So that's how I got started in the Park Service.

Dorothy Huyck: 01:11 What were you doing at the Museum of Northern Arizona?

Sandra Rayl: 01:13 Working as an archeologist.

Dorothy Huyck: 01:17 And when was it that you signed on with the Park Service?

Sandra Rayl: 01:19 In September of 1975.

Dorothy Huyck: 01:21 And you went to work on the Cochiti area?

Sandra Rayl: 01:27 Right. Working down in Bandelier.

Dorothy Huyck: 01:32 What was the project at that time?

Sandra Rayl: 01:35 It was a, as I said, a reservoir salvage project where they were doing mitigation on archeological sites that were going to be impacted by the construction of the Cochiti Dam.

- Dorothy Huyck: 01:47 Mitigation of archeological sites?
- Sandra Rayl: 01:49 Yeah. Mitigating the impacts to the site.
- Dorothy Huyck: 01:51 Oh, I see, by the—
- Sandra Rayl: 01:54 In other words, they were doing the excavation in order to obtain as much information as possible from the site before the dam was built. Because at that time, it was assumed that everything that would be flooded would be destroyed and so that's why. That's standard procedure is that you try to mitigate the adverse impacts that you anticipate.
- Dorothy Huyck: 02:15 Was that assumption incorrect?
- Sandra Rayl: 02:17 Well, not necessarily, but see, it's funny because the project I'm working on now deals specifically with that problem. In other words, what does happen to sites when they're inundated? And we're finding that in some cases, there is destruction. In other cases, it's not. So, what we're going to try to do then is make predictive statements dealing with the various impacts and saying, "Okay, given this type of a situation, you can expect breakdown of materials or not depending on the different variables."
- Dorothy Huyck: 02:50 Some of us have the overall and obviously mistaken impression that you flood an area and you inevitably lose the materials there. Under what circumstances is that not true?
- Sandra Rayl: 03:00 Okay. It might not be true, for instance, if you have a site located in a very deep environment or one that is covered over with a lot of silt. But the problem there is that you might not be able to relocate the site again either. So, you've got to take the measures to make sure that you can find the site again.
- Dorothy Huyck: 03:18 In some instances does flooding actually act as a preservative measure?
- Sandra Rayl: 03:23 In those cases it could, yeah. Where you have siltation covering the site, you might stop it from, say for instance if you have a lot of organic artifactual material in the site, you might – By covering it over a cell, you'd stop any sort of bacterial action, which would tend to decompose the materials. And if you had, for instance, a mud, a mud is a

really good anaerobic environment, so that would help to protect it. But then again, you've got the problem getting the mud off the artifacts once you recover them, too. But mainly what it is a management guideline saying, "Okay, we know we cannot protect everything, but what can we protect?" Given the knowledge that we're going to lose something so it's that kind of thing. Operating more from a management preservation framework than a total salvage philosophy.

- Dorothy Huyck: 04:14 From a longer run point of view, is there always the possibility that a dam after its water's been drawn down might expose some of these sites and that somebody at a later date and they want to go in—
- Sandra Rayl: 04:21 Right. Exactly.
- Dorothy Huyck: 04:24 —ake them out? And is that what you're managing at long range?
- Sandra Rayl: 04:26 Well, we're looking at the long range possibility. In other words, hoping that one day when the dam is defunct, the archeologist will be able to go back in and look at some of the sites that they might have reserved for later techniques or later problems.
- Dorothy Huyck: 04:40 Do dams become defunct?
- Sandra Rayl: 04:42 Sometimes if they break.
- Dorothy Huyck: 04:44 I was wondering that. Is there any other reason why a dam becomes defunct?
- Sandra Rayl: 04:48 There might be. When a construction agency is proposed a construction project, they give it "a life." They might say within 100 years, it'll be silted up and essentially then the reservoir is no longer functional, but that doesn't mean that the dam will cease to function. What it means is they might go in and start dredging and remove the silt and then start all over again. Or it might mean that they just raise the dam a little higher. But essentially that one structure, they give it a lifespan, although that's not necessarily the case. And of course, like in the case of Teton, that one went faster.
- Dorothy Huyck: 05:29 In that case, since the dam is gone, has there been material exposed that is of interest in archeologists?

Sandra Rayl: 05:34 There may be. We're not aware of any at this point.

Dorothy Huyck: 05:38 Has your crew done any work on that area?

Sandra Rayl: 05:40 Well, we've done a limited work in that area. We've done some in Wyoming and a little bit up in Oregon and Idaho and those places.

Dorothy Huyck: 05:51 In the immediate area adjacent to the Teton Dam?

Sandra Rayl: 05:53 No, not to that one.

Dorothy Huyck: 05:53 Related to the Teton Dam.

Sandra Rayl: 05:53 Not for that one, no. But it's just that there are five of us working on the project and we're trying to cover as many representative areas in the country as we can and it's just impossible to get them all. Although that one definitely would've been an interesting one at least consider.

Dorothy Huyck: 06:12 I'm interested in your words representative areas. How do you choose a representative area?

Sandra Rayl: 06:18 Okay. Well, when you look at an archeological site, it has a geographic context and it has a cultural context. It has a geological and all these different attributes. What you try to do is get a cross section of different kinds of sites and different kinds of environments that are represented in the archeological samples. And then try to choose reservoirs that have those sites in those environments represented.

Dorothy Huyck: 06:51 How many variables go into that as to sites and environments and so forth before you make it change?

Sandra Rayl: 06:56 There can be a lot. For instance, in the Midwest, you have Woodland components and you have Mississippian components and Hopewellian cultural attributes. And then you've also got your Ozark Mountains and your Plains areas and all these other things. So, what you try to do, and also different kinds of villages, like the earth lodge villages and things like this. So, what you try to do then is say, okay, now we know that we're not going to get those kinds of sites in the Southwest so therefore we want those to be represented and we want to get as many environmental zones represented as possible, too.

- Sandra Rayl: 07:36 In other words, you might have a site, an archaic site in a wooded environment and maybe one out on a plain. And because the environments are different, presumably the chemical context, too, in the site might be different. And so, we have all these little things to interplay with. And like in the Southwest, we look at our Pueblo sites and our soils here are largely have a sandy matrix versus a good, well-developed soil, such as they have Midwest. And we say, okay, now we've got these kinds of sites. And we've also got sites that are on bedrock, which you don't find necessarily in other areas because there's not that much bedrock exposed. So, you want to try to include as many different possibilities as you can.
- Dorothy Huyck: 08:18 You're blanketing the whole of the United States for this?
- Sandra Rayl: 08:21 Yeah. We are.
- Dorothy Huyck: 08:22 How many sites therefore are you finding that you can work with within the [inaudible 00:08:27]?
- Sandra Rayl: 08:27 We usually choose about one or two sites per reservoir to deal with only in – It depends though. If it's going to be an extensive program that we're just going to do some monitoring on, we might choose one or two sites. But if we can get into an area where there's an ongoing mitigation program underway, then in those cases then what we'll do is contract out to the individuals who are doing that work. And that way they can include a larger sample in the study.
- Dorothy Huyck: 08:57 Your project has a deadline, October 1980?
- Sandra Rayl: 09:00 Right.
- Dorothy Huyck: 09:02 When do you reach that point, any idea how many reservoir sites you will have dealt with? Or even how many reservoirs?
- Sandra Rayl: 09:10 Let's see. Yeah, I couldn't tell you offhand, because we have a number of them blocked off. I'd say probably 50 reservoirs, although that's just an estimate, in maybe 150, 200 sites. But in addition to the field studies, we're also involved in laboratory experiments and we've got a mechanical impact study going. We haven't started on it yet, but we're getting ready to in a chemical impact study. And what we want to do there is control the environments

very closely so that you can measure perceptible changes. In other words, in the field you can guess, you can see what the gross changes are, but you don't really know what variables are causing a certain change to take place. Whereas in the laboratory you can control for these.

- Dorothy Huyck: 09:57 Now is that work being done in the lab here in Santa Fe?
- Sandra Rayl: 10:00 Well, the chemical work is being done at the lab down at University of New Mexico and the mechanical impact studies will be done at the Bureau of Reclamation research facility in Denver.
- Dorothy Huyck: 10:12 And the five of you will be involved in these also, or do you contract this out?
- Sandra Rayl: 10:17 No, we'll be involved in that directly. In fact, two of the guys working on the project, Steve Fosberg and John Wier, are coordinators for each of those projects.
- Dorothy Huyck: 10:25 And they're already in existence?
- Sandra Rayl: 10:26 Right. The one that isn't underway yet is a mechanical impact study, but the groundwork's already been laid for that one.
- Dorothy Huyck: 10:33 Will you personally be involved in these?
- Sandra Rayl: 10:35 Probably. Yeah. I especially want to get involved in the mechanical impact area.
- Dorothy Huyck: 10:40 You have a particular interest in that?
- Sandra Rayl: 10:42 In that, yeah.
- Dorothy Huyck: 10:43 What does that provide?
- Sandra Rayl: 10:46 Mainly because looking at the different kinds of things that are happening in sites, when we go to different areas, especially erosion, deflation, just wave action in general, wind action tends to have an adverse impact on the sites. And it would be really interesting in a controlled environment to be able to measure either the velocity of the wave that would cause the action depending on the kind of site and things like that. But it is just fun.

Dorothy Huyck: 11:18 Can I go back in your personal history and ask where and when you were born?

Sandra Rayl: 11:22 I was, let's see, born in Chicago, Illinois in 1949.

Dorothy Huyck: 11:27 Are you by chance an only child?

Sandra Rayl: 11:29 No. I've got, let me try to think, two brothers and four sisters.

Dorothy Huyck: 11:36 And which of these children are you?

Sandra Rayl: 11:39 I'm the oldest.

Dorothy Huyck: 11:43 How many years older are you than the next child?

Sandra Rayl: 11:47 About 18 months.

Dorothy Huyck: 11:50 Did you grow up in Chicago?

Sandra Rayl: 11:54 Just for a short period. I've lived all over though. My dad traveled quite a bit, so I've lived in Virginia, South Carolina, Indiana, Illinois, and Florida. And then I went to school in Arizona.

Dorothy Huyck: 12:09 What was your father's occupation?

Sandra Rayl: 12:11 A salesman.

Dorothy Huyck: 12:13 Was he a college graduate?

Sandra Rayl: 12:15 Mm-hmm (affirmative).

Dorothy Huyck: 12:15 And your mother, was she a college graduate?

Sandra Rayl: 12:16 Right.

Dorothy Huyck: 12:22 Besides her children, did she have any professional life?

Sandra Rayl: 12:24 Yeah, she was a nurse. And now she's a real estate agent.

Dorothy Huyck: 12:33 Where did you attend high school?

Sandra Rayl: 12:38 My freshman year was in Illinois in Palatine. The rest of the years were in Jacksonville, Florida.



Dorothy Huyck: 12:49 And you graduated from Jacksonville?

Sandra Rayl: 12:50 Right from Robert E. Lee.

Dorothy Huyck: 12:54 Okay. And when was that?

Sandra Rayl: 12:56 1967.

Dorothy Huyck: 12:57 And then you went where to school in Arizona for college?

Sandra Rayl: 12:59 I got my BA from the University of Arizona Tucson and my MA from Northern Arizona University at Flagstaff.

Dorothy Huyck: 13:10 Your BA was in what field?

Sandra Rayl: 13:12 In archeology. Well, anthropology. Anthropology, but you specialized in one of the areas.

Dorothy Huyck: 13:18 And your master's?

Sandra Rayl: 13:19 The same. Anthropology.

Dorothy Huyck: 13:24 When you were growing up in high school and later on college and graduate, who was it that encouraged you? Were these your parents? Teachers? Community leaders? No one?

Sandra Rayl: 13:37 Yeah, my parents probably did. No. My parents did to a large extent. My grandmother influenced my thinking in the anthropology and archeology.

Dorothy Huyck: 13:48 How did that come about?

Sandra Rayl: 13:50 Well, when we were kids, we used to spend quite a bit of time down on the farm and they had quite a few artifacts and stuff like that. And my grandmother would always take us out and show us all this stuff. And I guess that's how I got interested in it.

Dorothy Huyck: 14:03 Where was your grandmother's farm?

Sandra Rayl: 14:05 In Illinois. In Casey.

Dorothy Huyck: 14:08 Were these Indian artifacts?

Sandra Rayl: 14:08 Mm-hmm. Yeah.

Dorothy Huyck: 14:12 Were there teachers or professors that were particularly influential?

Sandra Rayl: 14:16 I had one, well, a few professors in college that were, one when I was a graduate student, Charlie Hoffman, really encouraged me when I was doing my Master's thesis because I was working on one of his sites and doing that. That was an underwater site, too, which is strange.

Dorothy Huyck: 14:38 In high school, were you encouraged to take courses such as math and science and you did take a full compliment these courses? Were these courses that might more frequently have been assigned or taken by boys?

Sandra Rayl: 14:52 Yeah, probably. Especially like chemistry and physics and stuff like that.

Dorothy Huyck: 14:58 Who was it that encouraged you in those areas?

Sandra Rayl: 15:00 My father did.

Dorothy Huyck: 15:01 And you did well grade wise in the area.

Sandra Rayl: 15:05 Pretty well, yeah. No, he started out as a chemistry major in college.

Dorothy Huyck: 15:14 As you were growing up, did you play with boys? Were you by any chance a tomboy?

Sandra Rayl: 15:18 You bet.

Dorothy Huyck: 15:21 As you entered the teenager years, were you expected to become something more of a lady?

Sandra Rayl: 15:27 Not necessarily.

Dorothy Huyck: 15:28 No? Were there extracurricular activities that you were involved in those years that have been helpful since you've been in the Park Service?

Sandra Rayl: 15:38 Well, yeah, I would say so. I was a scout for years and years now, which I think helps because at least it gives you- -it's a good program. I don't know if you're familiar with it at all.

Dorothy Huyck: 15:53 What aspect of scouting did you find helpful?

- Sandra Rayl: 15:56 Well, just the idea that it tends to sort of develop your own interest and a self-awareness. In other words, it directs you towards achieving goals and things like that. But I think that's probably one of the most useful things.
- Dorothy Huyck: 16:13 Were you a Mariner Scout or something more?
- Sandra Rayl: 16:16 No, my mother was a Mariner leader, but I was what they call a Trailblazer at the time, mainly backpacking and camping and stuff.
- Dorothy Huyck: 16:26 And when did you get into diving?
- Sandra Rayl: 16:28 When I was going to school in Flagstaff.
- Dorothy Huyck: 16:31 In college?
- Sandra Rayl: 16:32 Right.
- Dorothy Huyck: 16:34 How did that come about?
- Sandra Rayl: 16:36 Well, let's see, I'd started my graduate program in 1972 and I knew I wanted to work on a, it was a Paleo-Indian site. A really early time period dating about 11,000, 10,000 BC. And I didn't know offhand of where one was and all of a sudden, one of my professors came in one day and he said, "Well, I've got a site for you. It's a possibility of a paleo site. So far, all we have are mammoth bone remains, which also could be paleontological. In other words, predating man." But he said, "It's real shallow." And he said, "It's underwater, but it's only in about 10 feet of water. So, it has good potential." And so right then I decided, well that's worth it. So, I went out, took a course and it turned out it was an early man's site but that was – I would never, I don't know, maybe I would've later on, but that's what spurred me to take it at the time.
- Dorothy Huyck: 17:36 This was in undergraduate work, or?
- Sandra Rayl: 17:37 Graduate.
- Dorothy Huyck: 17:38 During graduate. Yeah. So, you haven't really done any diving or scuba diving yet?
- Sandra Rayl: 17:42 No, not before then.

Dorothy Huyck: 17:43 Until graduate school?

Sandra Rayl: 17:44 Right.

Dorothy Huyck: 17:46 You've apparently taken quite a bit of diving or scuba diving training since then?

Sandra Rayl: 17:52 Not that much. Not really. Some people in the project have, but I haven't. I've just mainly maintained my certification at the basic level. I don't have any aspirations of ever being an instructor or anything like that. I just enjoy it for the heck of it. I think it's fun.

Dorothy Huyck: 18:09 Did you travel to any of the national parks while you were growing up?

Sandra Rayl: 18:19 Mm-hmm.

Dorothy Huyck: 18:20 Which ones, for instance?

Sandra Rayl: 18:24 It's really strange. I'd never been to any of the US parks until I'd say probably in high school, but I'd been to some of the Canadian parks before that.

Dorothy Huyck: 18:34 Was this with your family or scouts?

Sandra Rayl: 18:36 Right. With the family. When I was in scouts, we went to the Great Smoky Mountains in North Carolina.

Dorothy Huyck: 18:45 You were camping?

Sandra Rayl: 18:45 Yeah. Mm-hmm. That's the only park I'd ever been to until I started college and then when I was in Arizona, I went to several of the ones here.

Dorothy Huyck: 18:59 You graduated, you had your masters of – Back in '67, is that correct?

Sandra Rayl: 19:02 No, I got it in '74.

Dorothy Huyck: 19:09 '74. I beg your pardon.

Sandra Rayl: 19:09 No. I graduated from high school on '67.

Dorothy Huyck: 19:10 Yes, I apologize. My apologies.

Sandra Rayl: 19:12 No, it's okay.

Dorothy Huyck: 19:14 Then when you finished graduate school, you literally came into Park Service at that point?

Sandra Rayl: 19:18 No. I worked a year when I was going to grad school, I was working part-time at the museum. Then after I graduated, I worked for a year there full-time and then after that I went to the Park Service.

Dorothy Huyck: 19:28 Thank you for straightening that out.

Sandra Rayl: 19:28 That's okay.

Dorothy Huyck: 19:35 Since you've been in the park service, have you found your supervisors to be encouraging or discouraging or have you encountered both?

Sandra Rayl: 19:46 Well, I'd say that they're most of the time very encouraging and which is very nice. I've never really worked for anybody before that wasn't so that's nice.

Dorothy Huyck: 19:58 How is this encouragement expressed?

Sandra Rayl: 20:02 Just always letting you know that there are other possibilities once the project's over. Kind of keeping feelers out for what might be going on, leads, and job employment. It's not as if you're being kept in the dark because everybody in our project is on a temporary status. And once the project is over, then that's the end of that. But I don't think any of us feel that there's a dead end at the end of this.

Dorothy Huyck: 20:30 What would you look forward to doing, if you had your choice at the end of the project?

Sandra Rayl: 20:35 I'd probably like to go into probably land archeology at that point and go back into that. I really enjoy it. And you don't have all the logistical problems that you do in underwater work. And after working in both areas, I find that for me, my patience lies much more in the land archeology than it does in the underwater, but I really have enjoyed the experience in the underwater.

Dorothy Huyck: 21:06 Is there a possibility of doing land archeology with the Park Service?

- Sandra Rayl: 21:09 Yeah, in fact, the Midwest region right now is looking for people to work with them. And we've got people in the Southwest region right now that are working in land projects. So, there is, at least at this point, there are openings and I imagine two years from now there probably will be, too.
- Dorothy Huyck: 21:29 Would you consider continuing working for the Park Service?
- Sandra Rayl: 21:32 Oh yeah, I would. In fact, what I'd like to do is work in Alaska, if that thing goes through, the Omnibus Bill. That'd be a great place to go.
- Dorothy Huyck: 21:44 There are some people who think of the Park Service as a male-oriented organization. Do you?
- Sandra Rayl: 21:52 In the parks themselves, I would say yes. Probably not in this a setup in the regional office because it's different, but I would say in the parks, it is. One thing there that gives that impression is the military or the paramilitary aspect of it.
- Dorothy Huyck: 22:09 You observed this in your wanderings around the parks?
- Sandra Rayl: 22:14 Right. Yeah. Since I've joined the Park Service, I've been a member of the parks and had observed this.
- Dorothy Huyck: 22:19 Are you a member of any professional societies?
- Sandra Rayl: 22:22 I belonged to the Society for American Archeology. It's the SAA, and the Plains Anthropologist. I think that's just about it for now.
- Dorothy Huyck: 22:43 Have you concentrated your interest in a particular part of the country?
- Sandra Rayl: 22:47 Mainly the Southwest. Although, I do really like Paleo.
- Dorothy Huyck: 22:51 Hence the Plains Anthropologist.
- Sandra Rayl: 22:52 Yeah. Well, I think they've got a really fine journal and I'm really interested in what they're finding in terms of some things like their lithic analyses. And they've got a really strong emphasis on analytical techniques, whereas in the Southwest we're still into architecture and things like that. And we're now to the point that where we're starting to get

interested in that, but you have to feed into some of these other areas.

- Dorothy Huyck: 23:23 You would be quite willing to trade the Southwest and the distinctiveness of that area for Alaska?
- Sandra Rayl: 23:29 I would. Yeah, because, again, I'm interested in the Paleo-Indian and this has potential for being very early sites, early migration route and things like that. So that's not really much of a trade off.
- Dorothy Huyck: 23:42 Have you been allowed to attend professional meetings?
- Sandra Rayl: 23:47 To a limited extent. We're allowed to attend on our own, but it's really hard to get funding from the government to pay our way to go.
- Dorothy Huyck: 23:57 Have you been sent to any of these meetings or funded by--
- Sandra Rayl: 23:59 Yeah, I was funded to go to the ICUA in San Antonio last January.
- Dorothy Huyck: 24:04 ICUA?
- Sandra Rayl: 24:05 Uh-huh. International Council on Underwater Archeology.
- Dorothy Huyck: 24:13 So you did get to that gathering?
- Sandra Rayl: 24:14 Yeah.
- Dorothy Huyck: 24:19 Have you been given any training at all while you've been under the Park Service in terms of your professional training on either underwater diving or archeology?
- Sandra Rayl: 24:30 No.
- Dorothy Huyck: 24:31 So there've been no additional—?
- Sandra Rayl: 24:33 Well, I've been on one training session that was to attend an advanced first aid training instructor course.
- Dorothy Huyck: 24:42 Have you applied to take any category of training?
- Sandra Rayl: 24:44 Not yet. I would like to take that management grid when that came up the next time.

Dorothy Huyck: 24:49 You have not applied for that?

Sandra Rayl: 24:52 No, no. They do it on a quarterly basis.

Dorothy Huyck: 25:03 Has anyone in the Park Service acted as a mentor during your time in the Park Service?

Sandra Rayl: 25:08 Mentor or tormentor? No.

Dorothy Huyck: 25:10 I don't know what that is, a tormentor.

Sandra Rayl: 25:16 No. I guess indirectly. Cal Cummings probably has. And again, he was one of the people that was quite encouraging and has always left a shoe in the door and he was like that. But I guess if I were to pick anybody, it'd probably be him.

Dorothy Huyck: 25:39 Would you say that your specific talents and training and ability are being well used by the Park Service?

Sandra Rayl: 25:47 Pretty well.

Dorothy Huyck: 25:47 Could they be better used?

Sandra Rayl: 25:52 In some capacities, they probably could, especially like in field situations. But again, sometimes you're up against that male-female block.

Dorothy Huyck: 25:59 How does that show itself?

Sandra Rayl: 26:04 Well, it just depends because sometimes people have one way of looking at it. If somebody else has another way, then there's a little overriding there, but that hasn't been a major problem.

Dorothy Huyck: 26:16 But there is something of a male-female block so to speak?

Sandra Rayl: 26:19 A little bit, yeah. But I think it's – And I'll have to qualify that. And it mainly occurs when we're in park areas. And again, this goes back to that idea of the male dominance in the parks themselves, because a lot of the park rangers and technicians and things like that sometimes are a little put off by having women more or less in a supervisory role. And I haven't had much trouble getting along with people in that capacity but sometimes you feel that there is a little bit of anxiety.



- Dorothy Huyck: 26:58 Am I right in understanding that among your team members, this is not a problem?
- Sandra Rayl: 27:02 Right.
- Dorothy Huyck: 27:03 But that when you're in the field, and you are in a supervisory role, is that correct? You would be supervising persons who are outside the team?
- Sandra Rayl: 27:12 Yeah. To some extent, especially if they're involved in a diving capacity at any point. Now, outside of the park areas, there hasn't been any problem at all with these kind of contexts, but only in the parks. And that's why I made that comment earlier about, that there is definitely a male oriented-ness to the parks, at least from what I've found.
- Dorothy Huyck: 27:33 Are you supervising park employees at that point in time?
- Sandra Rayl: 27:36 In some cases we are, especially if we want their assistance in things or if they want to – Well, for instance, the case came up in Amistad during a workshop a couple years ago. And one of the people was trying to instruct. One of our people was a female and she was very highly qualified as a diver and the fellows that were there weren't that up on it. And they resented the fact that she was trying to give them any advice at all. And this has just been a minor problem, but it has occurred.
- Dorothy Huyck: 28:12 Therefore, it would be correct, I suppose, to say that among the team, you don't have these problems or distinctions?
- Sandra Rayl: 28:18 Right. Yeah.
- Dorothy Huyck: 28:18 But when you're in the field in the supervisory role, and maybe we should add there when you're instructing in diving or in things that are physically oriented—
- Sandra Rayl: 28:29 Yeah. Right.
- Dorothy Huyck: 28:30 —it may bring out some questions in the minds of men as to whether or not a woman is what, capable?
- Sandra Rayl: 28:38 Well, I wouldn't say capable. I think it puts them in a position where they feel uncomfortable because they realize that at that particular moment, they might not be

able to perform as well as a woman. And in a lot of cases that bashes in the ego a little bit.

- Dorothy Huyck: 28:52 Is there any way to overcome this effectively?
- Sandra Rayl: 28:55 I think there is. And we've worked on it. We certainly don't take the approach that we know everything there is to know about diving, but we try to do it in an assistance type basis. And we've told Dan that we don't want to be the sole instructor in this kind of a case, especially with diving. I don't know. There's something about diving that's just different. In other things, it doesn't matter, but in diving it does. And so, we said, we'll be glad to help out and instruct, but we want it to be known that we're not there to show them up, or something like that.
- Dorothy Huyck: 29:34 Then how do you put across the fact that you are not there to show somebody up?
- Sandra Rayl: 29:38 Well, I think just the way that you act. To me, that says more than anything else.
- Dorothy Huyck: 29:42 Do you assume the role of assistant then more than instructor?
- Sandra Rayl: 29:48 No, not necessarily. Well, I guess I said that, but that's not what I meant. Instructor, but no, you are an instructor and can be an instructor, but it just depends on how you present yourself and how you present the materials. In other words, try not to make it too degrading or whatever.
- Dorothy Huyck: 30:06 When you're not in a Park Service area, can you handle this differently? More forthrightly, so to speak.
- Sandra Rayl: 30:14 Probably. Yeah. Right.
- Dorothy Huyck: 30:16 It's not necessary.
- Sandra Rayl: 30:18 Right. We haven't had that many problems outside the park areas.
- Dorothy Huyck: 30:20 Even where you're dealing with men?
- Sandra Rayl: 30:22 Mm-hmm. Yeah. Especially when you're dealing with men. And I guess it makes a difference, too. As I said, it really came up in Amistad, that one case, but any of the other

areas. For instance, each of us have our own geographic areas that we're responsible for and mine is the Southwest area. And I made a trip last October and I was gone for the entire month. We were going to different states and different areas and talking to people. And most of the people were men and I had no problems at all, and no problem. I think in diving, it will probably, well, not necessarily, but it can continue to be a problem.

- Dorothy Huyck: 31:00 During that month were you at Park Service sites?
- Sandra Rayl: 31:03 Mm-mm (negative).
- Dorothy Huyck: 31:04 You were not?
- Sandra Rayl: 31:04 None of the Park Service. Right, yeah.
- Dorothy Huyck: 31:09 So it underscores the fact that there seems to be a difference between the reaction of park service personnel and the general-?
- Sandra Rayl: 31:15 I think there is. Well, at the training classes with park service people, it hasn't been that same kind of a thing. It's really strange. For instance, as I said, I wasn't directly involved in that case in Amistad, but another woman on the crew was and I just noticed that this was a big problem for them. I, myself, have never had a confrontation like that.
- Dorothy Huyck: 31:40 Do you think that being a female has in any way affected your opportunities for increased responsibilities or promotions?
- Sandra Rayl: 31:48 No.
- Dorothy Huyck: 31:50 What grade are you now?
- Sandra Rayl: 31:51 GS-9.
- Dorothy Huyck: 31:52 And at what grade did you enter?
- Sandra Rayl: 31:55 At the Park Service? I think I was a three.
- Dorothy Huyck: 31:56 You jumped from three to a nine?
- Sandra Rayl: 31:56 Mm-hmm. Yeah.

- Dorothy Huyck: 32:04 Through what steps or procedures?
- Sandra Rayl: 32:07 Well, when I was working at Bandelier, I was a three and then I was promoted to a four when I started doing the analysis. And that was because their budget cannot afford anything more than that. And they wanted to avoid the register, which is the old thing. And then when I joined the innovation study, they went to the register, and I was hired as a seven. And then that was the pace. And then when the mid-level register came out, we were promoted to nines.
- Dorothy Huyck: 32:40 When was that?
- Sandra Rayl: 32:43 I think it was in 1977. See, I don't have it currently updated on that SF-171 I gave you. I think it was in '77.
- Dorothy Huyck: 32:58 The need to avoid the register, was this related in any way to veteran's preference?
- Sandra Rayl: 33:04 It was, yeah. I wish the Civil Service Commission would change that a little bit.
- Dorothy Huyck: 33:11 Does it affect you currently?
- Sandra Rayl: 33:14 It doesn't seem to, because I have received some of their bulletins and things like that, but it's just that if there is a veteran who's interested in applying for the job, he has first choice over anybody else, regardless of what his qualifications are. If he were qualified, that would be one thing, but oftentimes they have less or fewer qualifications than other people who might be on the register. And their ranking system is something which baffles everyone.
- Dorothy Huyck: 33:47 Are there any jobs in the Park Service that you think a woman should not have?
- Sandra Rayl: 33:53 No, it's just like anything else. That's like people say, "Well, should a woman ever be president?" I'd say, well, yes. Certainly, some women are qualified. That doesn't mean that all women are, but necessarily does that not mean that all men are? So, I think it just depends on the individual, what their qualifications are and what their desires are.
- Dorothy Huyck: 34:12 If you were to look ahead, say five or 10 years, what would you say is the opportunities for women in Park Service?

- Sandra Rayl: 34:19 Oh, I would say probably unlimited. I just used the case here of the recent appointment of Lorraine Mintzmyer as the deputy director. And that was a first-choice person to fill that position. And there wasn't a problem of trying to fill a minority slot or whatever. I think the attitude is changing about female employment and pay scales and things like that. Maybe at a slow rate at this point, but I think still a lot of progress is being made. So, I think next five to 10 years there won't be much of a discrimination. For some kinds of jobs there may be, but probably for the most part there won't. Maybe it's looking a little optimistically, but I don't think so. I think the way it's going to be.
- Dorothy Huyck: 35:09 If someone just out of school came to you and asked your advice on joining the Park Service, would you encourage them to do so?
- Sandra Rayl: 35:15 I would. Yeah. No, I think it's a good organization and a lot of good benefits if you can ever get on full-time. That's the problem though, is that the hiring ceiling right now for full-time people. That's unfortunate, but I guess every agency has their own setup, including private enterprise, too.
- Dorothy Huyck: 35:40 Do you see women in any way assisting one another or informing each other of opportunities in the Park Service or forming anything like an old girl network?
- Sandra Rayl: 35:51 I don't think there's really a need for that. In terms of something like that, I think the channels themselves are open enough that if people really are interested in looking into a job or hearing about it, they are going to hear about it and they don't need to have an organization as such to let them know what's going on.
- Dorothy Huyck: 36:14 Well, this would be a very informal keeping in touch kind of thing rather than an organization. But I guess you do not see any evidence of that going on. Have you been married?
- Sandra Rayl: 36:24 No.
- Dorothy Huyck: 36:27 If you were to marry, would you want to continue a career alongside of married life?
- Sandra Rayl: 36:37 Yeah, I'd like to, but if that didn't necessarily work out, then I would have been in the career.

Dorothy Huyck: 36:44 I've been asking you quite a collection of questions. Is there some aspect of this that we have not discussed that you'd like to comment on?

Sandra Rayl: 36:57 I really can't think of that much.

Dorothy Huyck: 37:06 All right. Thank you.

[END OF TAPE]

[END OF INTERVIEW]