WHEREAS, UM President Richard C. Bowers will decide soon whether the University of Montana will enter into a $50 million research contract with Saudi Arabia, via the Montana International Trade Commission (MITC), and

WHEREAS, the hiring practices involved in this contract are blatantly sexist and fascist, and

WHEREAS, we believe the integrity of the University is at stake, and is being bargained away in exchange for the fifty million dollar research proposal,

BE IT THEREFORE RESOLVED that the Central Board of the Associated Students of the University of Montana requests President Bowers to not enter into the $50 million contract with the Saudi Arabians via the Montana International Commission.

Submitted by: Carrie Hahn, John Waugh
Date: March 3, 1976
Action Taken: Passed by Central Board of ASUM
RESOLUTION OPPOSING UNIVERSITY PARTICIPATION
IN SAUDI ARABIA PROGRAM

WHEREAS, UM President Richard C. Bowers will decide soon
whether the University of Montana will enter into a $50
million research contract with Saudi Arabia, via the
Montana International Trade Commission (MITC), and

WHEREAS, Saudi Arabia's hiring practices and visa allow­
ances are blatantly sexist and racist, and

WHEREAS, the work to be done by UM researchers is NOT of
a cultural nature, that could ideally bring about a change
in the Saudi Arabian attitudes, but rather is of a highly
technical nature*, and

WHEREAS, we believe the integrity of the University is
at stake, and is being bargained away in exchange for the
fifty million dollar research proposal,

BE IT THEREFORE RESOLVED that the Central Board of ASUM
cannot condone or sanction any participation in any pro­
gram by a group or organization by students of the Univer­
sity of Montana in which said students are discriminated
against in any way,

BE IT FURTHER RESOLVED that the Central Board condemns the
program of exchange with Saudi Arabia on the grounds that
it is in violation of the civil liberties of students here;
any cooperation with them would be immoral, given that all
persons are in fact created equal.

* This sentiment was aptly expressed by Albert Borgmann
in his letter to the editor (Montana Kaimin, March 2,
1976): "It is pretentious and naive to think that
we can bring about a creative change. Technology will
inevitably transform their (the Saudi Arabians) culture.
It makes no difference who brings it to them."

Submitted by: Carrie Hahn, John Waugh
Date: March 3, 1976
Action Taken:
To: Central Board

Regarding: Proposal for Travel Expenses and Conference Registration

There is a conference on POWER—AMONG WOMEN AND MEN— IN ORGANIZATIONS AND INSTITUTIONS— IN SOCIETIES AND THE WORLD in Cincinnati, Ohio, from April 22-25. It is a national conference and five women from the Women's Resource Center have been invited to present their paper—The Personal is Political: Assertiveness Training and Power. After the paper is presented, two critical papers focusing on our paper will also be presented, necessitating a response to defend the paper. Two women who are teaching assistants for the women's studies' introductory class and who are also workers at the Women's Resource Center would like to attend the conference to increase coverage of the conference's events.

Summary of Conference Events:

Speakers: Caroline Bird, Gail Sheehy, Wilma Scott Heide, Florence Howe, Elizabeth Janeway, Sheila Tobias, Madeline McWhirney, Nancy Seifer, Betty Chmaj, Jo Freeman, and many others

Presentation of 100 Papers in an Academic Conference—Women's Studies, Interdisciplinary

Workshops and Seminars: on marshalling power, on manufacturing power, on manifesting power

Roundtable discussion on topics with nationally known leaders

Community events such as films and some tours
Women attending the conference will collect papers and other materials on the most current information in women's studies to add to our materials on file at the Women's Resource Center and will make contacts with instructors currently in women's studies to get information about funding for a program here.

Those attending the conference would report to Central Board about the information obtained at the conference.

In addition, the Women's Studies Committee is planning to sponsor a spring quarter forum on women's studies which will consist of having weekly speakers and will culminate in a two-day workshop in the middle of May. Information gathered at the Cincinnati conference will be presented at this forum.
Costs:

Registration $15 per person for seven people $105
Roundtable Discussions $5 per person for nine sessions $45
Transportation 4,000 miles round trip at 15¢ per mile $600

TOTAL $750

The Women's Resource Center will contribute their entire out-of-state travel fund from their budget, $400. We still need $350 to cover the other expenses.
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Date March 10, 1976

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(2/26/76)
The meeting was called to order by President John Muckleby at 7:10 p.m.

**Last Week's Minutes**
The minutes from last week were accepted as written.

**Announcement - AA Basketball Tournament Hospitality Room**
Pat Pomeroy passed around a sign-up sheet for CB delegates who wanted to help answer questions in the Hospitality Room to be held in the Fieldhouse on March 18 and 19 for the high school students who would be attending the AA Basketball Tournament at U. of M. It would be to help them get acquainted with UM while they are here for those two days and in the event they wished to attend UM in the future.

**Guest**
Present at the CB meeting was Ronald Schleyer from the Center for Student Development.

**VICE PRESIDENT'S REPORT**

**SUB By-Laws.** Ellen Anderson presented the proposed Student Union Board By-Laws. **RAVER MOVED TO ADOPT THE BY-LAWS AS PRESENTED; SECONDED BY STROBEL. HAHN MOVED TO TABLE ACTION ON THE BY-LAWS UNTIL APRIL 7 MEETING; SECONDED BY RIBI. MOTION CARRIED.**

**BUSINESS MANAGER'S REPORT**

**Line Item Changes.** Women's Resource Center account #901-2 has a line item change which took $500 from #633 - Conferences/Clinics - and put it in the following line items:

- **557 Office Supplies** $150
- **562 Printing** 100
- **563 Programs** 100
- **605 Postage** 100
- **670 Rentals** 50

Also, in the Black Student Union account #901-8, $500 was transferred from Out-of-State Travel to In-State Travel and $50 was transferred from Special Projects to Work Study.

**1975 Charter.** A report of the final audit of the 1975 Christmas Charter will be presented at the April 7 meeting.

**MontPIRG Financial Report.** Most of MontPIRG's expenditures were made before the Purchase Requisition system was started at U. of M. and at that time no one was needed to approve expenditures. Blake Johnson, ASUM Business Manager at that time approved most of the spending which included such things as phone bills, social security, xerox, in-state and out-of-state travel, and printing. A calculator was among their purchases, but has been found to be missing. A four-page print-out is available to review if anyone wishes. Last year the only expenditure was the printing of the Tenant-Landlord Booklet which was authorized by Dave Hill, Director of SAC.
The Executive Committee report was presented by Kevin Strobel. The possibility exists that the Board of Regents may take a look at the way in which MontPIRG was handled and, therefore, it would be wise to have the best possible case to present to them. In fact, MontPIRG is on the agenda of the next Board of Regents meeting. In that way they will realize that ASUM has acted in the students' best interests concerning MontPIRG. The committee recommends that MontPIRG be reimbursted $1,331.29 for money previously spent that cannot be conclusively determined to have been spent by PIRG officials. STROBEL MOVED TO ACCEPT THE RECOMMENDATION OF THE EXECUTIVE COMMITTEE; SECONDED BY ELLIOTT. This is the total expenditures from 1973-75 for MontPIRG. RIBI MOVED TO AMEND THE PREVIOUS MOTION TO $801.29; SECONDED BY BEAUDETTE MOTION FAILED. MAIN MOTION CARRIED 10-1.

MOTION MADE BY PARKER TO REVISE THE NUMBER OF PEOPLE ON THE MONTPIRG BOARD FROM FIVE TO SEVEN; SECONDED BY BANKS. MOTION CARRIED.

Twenty-two people attended the MontPIRG meeting in the afternoon and showed a great deal of interest in starting up a MontPIRG again. Nockleby appointed a board of directors from this group of people. They are Tom Dubar, John Hogland, Larry Gursky, John Waugh, Dale Reagor, Mike Lilly, and Bill Koeppen. Dale Reagor has been chosen as chairman of the Board. MURRAY MOVED TO RATIFY THE APPOINTMENT OF THESE PEOPLE TO THE BOARD OF MONTPIRG; SECONDED BY IACOPINI. MOTION CARRIED.

SERC
John Motl presented the quarterly report of the Student Environmental Research Center to Central Board, showing the expenses of SERC and the activities carried out by them during the past quarter. Motl was questioned about a duplication of work by SERC, MontPIRG and SAC and it was thought that the groups should work together to see that there is no duplication, so more areas could be covered by all the groups. An investigation into the inventory of SERC found that most of their $3,000-worth of equipment was used off-campus and not by SERC, who hasn't needed it recently. A suggestion was made to draw up a master list of the equipment owned by SERC and then let it be used by other groups until SERC found a use for it themselves.

Beaudette thought SERC should stick to their original objectives of researching air and water pollution instead of taking on other projects as they have. His motion to this effect died for lack of a second.

Kaimin Audit.
Mike McGinley and Don Erickson are conducting a audit of the Montana Kaimin. McGinley recommended that a committee be set up to implement the recommendations of Erickson once the audit is finished. The Budget and Finance Committee will do this.

Board of Regents Meeting. There will be a Board of Regents meeting on March 23. Volunteers to attend the meeting were Hahn, Baker, Hiltner, Larry Gursky, and Polly Young.
COMMITTEE REPORTS

Legal Services Committee. This committee has found that there is definitely a need for legal services for students here at U. of M. During a meeting last Monday with the Law School, the possibility of using the Law School students to turn to for advice and consultation was discussed. The committee will be looking for an allocation at the next meeting of CB.

Academic Vice President Search Committee. The applicants are now narrowed down to ten people; and current and elect CB delegates were urged to be present at the interviews of these final candidates next quarter.

Facilities Usage Committee. The committee made two recommendations:

1. To ask the new CB to request the administration to pay all the staff salaries at Campus Recreation, which would cover the equipment room manager and the secretary.

2. To request the new CB to support the building fee request for the Annex to the Field House. Keith Claess and Howard Johnson have made a survey on the usage of the facilities of the Field House and have found a need for additional equipment and facilities.

Ad Hoc Committee on Conduct. This committee has been reviewing the University Liquid Assets Corporation Keggar and has come up with some recommendations:

1. It shall be held on Aber Day and not a weekend.
2. Advance ticket sales and the busing of patrons to the keggar site shall be duly considered as alternatives in assisting traffic control before the event.
3. All regulations of the Missoula County Health Board and professional advisement from the Missoula County Sheriff's Office shall be strictly adhered to in all matters.
4. Any staged musical production for the event shall be terminated two (2) hours before dusk to assist traffic control after the event.
5. Since the Keggar is considered a Student Activity of the University, it should be treated as any similar venture would be treated if held on the campus proper; i.e. as a concert situation under University supervision.
6. The Keggar should be reviewed annually; immediately after the event, by the appropriate University of Montana and Missoula County authorities.
7. If ULAC is to have the advantages of other UM student organizations, then it must open its financial records as deemed necessary by ASUM.

(Murray takes over chair.)

PARKER MOVED TO APPROVE THE RECOMMENDATIONS AS PRESENTED BY THE COMMITTEE; SECONDED BY HAHN. Discussion followed concerning the date decided upon to hold the Keggar and the rules governing it. MOTION MADE BY HAHN AND SECONDED TO VOTE ON MAIN MOTION: CARRIED. MAIN MOTION CARRIED 10-5.
Selection Committee for the Dean for the Center for Continuing Education. Nockleby appointed Hahn to serve on this committee. SHORT MOVED TO RATIFY THE APPOINTMENT OF HAHN TO THE COMMITTEE; SECONDED BY BANKS. MOTION CARRIED.

Legislative Committee. The second issue of the newsletter University Outreach, will be coming out very soon. The articles in this issue will cover such subjects as Fine Arts, the Law School, the Forestry, Journalism, and Graduate Schools, and the old legislature versus the new legislature - an article by K. Ross Toole. Presently, the committee is working on a survey of legislative voting to help in making determinations during the primary. This information will be available upon completion of the survey.

SARC Committee. The committee recommended the formation of a committee for student development with appointments made by the ASUM President. This committee would be studying the food services situation. It is important that this committee have the complete support of Central Board in order to be successful, as right now the power of this committee is not known.

Library Committee. As of now, there has been $2,372 contributed to the library as a result of the Library Fund Drive, and contributions keep dribbling in.

OLD BUSINESS

Court Cases. Banks inquired as to the present standing of the Madison-Yunker case and the Yunker-Publications Board case and found that they both were still pending. No judgments have been made yet. In the Madison-Yunker case, no matter what the decision is, it will be appealed to the Montana Supreme Court.

Saudi Arabia. SHORT MOVED TO RECONSIDER THE SAUDI ARABIA RESOLUTION; SECONDED BY BANKS. Murray ruled the motion out of order. SHORT MOVED TO ACCEPT THE FOLLOWING RESOLUTION:

WHEREAS, we the students at the University of Montana are vitally interested in the role of the University and our own social responsibility as students, and,

WHEREAS, the Saudi Arabian proposal has many benefits that have not been heretofore questioned thoroughly enough in prior actions and debates, so,

BE IT THEREFORE RESOLVED that we, the Central Board of ASUM do hereby endorse the Saudi Arabian proposal.

The chair recognized resolution as an amendment to action previously taken. HAHN MOVED TO TABLE THE MOTION; SECONDED BY MURRAY. MOTION FAILED AS FOLLOWS: Yes - Hahn, Parker, Ward, Raver, Murray; No - Baker, Banks, Beaudette, Farnham, Hiltner, Iacopini, Johnson, Short, Strobel, Warren, Ribi.
Steve Kratville, Vice President of the Forestry Students Association, attended the meeting to present the feelings of the Forestry students regarding the proposed contract between U. of M. and the Saudi Arabian government. They feel that this will greatly benefit both the Forestry Department and the University very much, both monetarily and through the exchange of information and techniques. They emphasized the fact that right now in the initial stages the only decision that has to be made is for President Bowers to give his approval to Dean Wamback to negotiate for a contract. Once that permission is granted, each individual contract for the various programs to be conducted will be negotiated separately. They felt that rejection of the entire program by C3 was premature due to C3 not having all the facts regarding the program. 

Warren moved the previous question; seconded by Iacopini. Motion carried. Notion to accept resolution voting was as follows: Yes - Baker, Banks, Beaudette, Farnham, Hiltner, Iacopini, Johnson, Short, Strobel, Warren, Ribi; No - Hahn, Parker, Ward, Raver, Murray, Nockleby. Since a 2/3 vote was needed to pass this, the motion failed.

Discussion followed concerning Nockleby's use of parliamentary procedures and his right to vote on the previous question. Hahn moved to adjourn; seconded. Motion failed.

Warren stated for the record that even though the motion officially failed, the majority of Central Board did support the Saudi Arabian resolution as presented by Short.

BUSINESS MANAGER'S REPORT

Women's Resource Center. WRC requested a special allocation of $544.50 to purchase a IBM Selectric II typewriter, but Budget and Finance recommended only $430 to purchase a different IBM Selectric. Warren moved to accept B&F's recommendation for $430, seconded by Ribi. Motion carried.

Student Action Center. Ribi moved to give SAC $150 for a special allocation to be donated to the Mass Transit Advisory Committee, seconded by Short. This money is to be used in advertising the bus system in the Missoula Area. Motion carried.

SAC also submitted a supplemental budget request in the amount of $1,655, to be broken down as follows: 428 - Consultants, $350; 455 - Student Hourly Employee, $505; 519 - Clerical, $60; 562 - Printing Expense, $50; 567 - Publications, $50; 605 - Postage, $290; 626 - In-State Travel, $150; 653 - Association Dues, $50; 681 - Advertising/Publicity, $150. Budget and Finance recommended $1,100 be given them, which would eliminate the $505 for Student Hourly Employee which had enough money in it and $50 for Print Expense, which still had $50 in it. Ward moved to accept the $1,100 allocation as recommended by Budget and Finance; seconded by Banks. Motion carried. An explanation was requested for the $350 for consultants and it was explained that it was for consultants in the housing survey.

SAC requested an increase in salary for the SAC director and assistant director. The request was as follows: SAC Director's salary increased
by $50 to $200/month, Assistant Director’s salary increased by $25/ month to $125, two researcher’s jobs, one a new position, to be $100/month, the old position increased by $25/month. The money is already available in the budget. The salary for all positions would become effective March 16, while the Director’s salary raise would not become effective until the new Director took his position. MOTION TO ACCEPT THE WAGE INCREASES FOR SAC MADE BY HAHN AND SECONDED. MOTION CARRIED.

NEW BUSINESS

Muscular Dystrophy Marathon, Byron C. Williams requested that CB endorse the Muscular Dystrophy Marathon which would be held May 28-29 in the University Center Mall. SHORT MOVED TO ENDORSE THIS MUSCULAR DYSTROPHY FUNCTION, SECONDED BY BEAUDETTE. MOTION CARRIED.

Resolution R76-7 To Increase the Student Building Fee for An Addition to the Rec Annex. SHORT MOVED TO PASS THE FOLLOWING RESOLUTION:

R76-7
Resolution to Increase the Student Building Fee for an Addition to the Rec Annex

WHEREAS there are insufficient recreational facilities for student use on the University of Montana campus, and

WHEREAS the student use of present facilities is increasing to the point of being constantly overcrowded,

BE IT THEREFORE RESOLVED THAT Central Board support the petition drive to increase the Student Building Fee by not more than four dollars a quarter for an addition to the Recreation Annex. The addition will contain the following facilities:

- Eight indoor tennis courts
- One running track
- Four handball courts
- One full-length basketball court
- One weight room

Submitted by: Dan Short  
Date: March 10, 1976  
Action Taken: MOTION TO ACCEPT THIS RESOLUTION DIED BECAUSE OF LACK OF A SECOND.

MOTION MADE BY HAHN TO ADJOURN, SECONDED BY WARD. Meeting adjourned at 9:50 p.m.

Absent: Drake, Facey, Marra, Hjartarson, Knapp  
Excused: Burnham, Mansfield, Alexander

Pat Hill  
ASUM Secretary

Present: Baker, Banks, Beaudette, Elliott, Farnham, Hahn, Hiltner,
STUDENT UNION BOARD
PROPOSED BY-LAWS

Section I: Student Union Board shall consist of five students enrolled at the University of Montana who shall be appointed by the President of the Associated Students of the University of Montana.

Section II: All terms shall be for one year. There shall be three (3) members appointed during the spring quarter, and two (2) members appointed in the winter quarter. Both groups of members will not assume full voting status until the following quarter. The chairperson shall be elected by the board at least once a year. The chairperson shall preside at meetings, present agenda and shall act for the board in its absence, subject to its review. The chairperson may be removed by a majority vote of the board, or by a (2/3) majority vote of Central Board. A quorum shall consist of four (4) voting members. Emergency meetings may be called by the chairperson or by two (2) or more members.

Section III: Ex-officio non-voting members of Student Union Board shall be:

A. The ASUM Vice President
B. University Center Director or his designee

Section IV: The functions of Student Union Board shall be:

A. Student Union Board shall act on complaints from students about the University Center.

B. Student Union Board shall at least once a year review the budgets pertaining to both the University Center and each of its individual departments.

1. Each voting member of Student Union Board will take a department and study its system of operation, and make a report of the Board about the particular department during budgetary review.

C. Student Union Board shall insure that student interests are reflected in deciding policies and other similar administrative matters pertaining to the University Center. It shall do so by helping the University Center administration, on an equal basis, decide those matters important to student interest.

D. Register and recognize Student Organizations and set policy regarding those organizations.
R76-7
RESOLUTION TO INCREASE THE STUDENT BUILDING FEE
FOR AN ADDITION TO THE REC ANNEX

WHEREAS there are insufficient recreational facilities for student use on the University of Montana campus, and

WHEREAS the student use of present facilities is increasing to the point of being constantly overcrowded,

BE IT THEREFORE RESOLVED that Central Board support the petition drive to increase the Student Building Fee by not more than four dollars a quarter for an addition to the Recreation Annex. The addition will contain the following facilities:

- Eight indoor tennis courts
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- Four handball courts
- One full-length basketball court
- One weight room

Submitted by: Dan Short
Date: March 10, 1976
Action Taken: Died for lack of a second
### SPECIAL ALLOCATIONS REQUESTS

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| Student Action Center:           |          |                         |
| 631 Advertising                 | $150.00 | $150.00 |

(donation to the Mass Transit Advisory Committee to advertise for the passage of a mass transit district on the June ballot.)

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<td>567 Publications</td>
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<td>605 Postage</td>
<td>290.00</td>
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<tr>
<td>626 In-State-Travel</td>
<td>150.00</td>
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</tr>
<tr>
<td>653 Association Dues</td>
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<td>50.00</td>
</tr>
<tr>
<td>681 Advertising/Publicity</td>
<td>150.00</td>
<td>150.00</td>
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</table>

**TOTAL** $1,655.00 $1,100.00

(a supplemental budget request for the remainder of the fiscal year, due to the expanded programs SAC has taken on)
MEMORANDUM

To: Central Board
From: SERC
Re: SERC "Quarterly Report"

The following is a brief description of SERC expenditures and activities that have occurred during winter quarter.

**Expenditures**

<table>
<thead>
<tr>
<th>Activity</th>
<th>Cost</th>
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<tbody>
<tr>
<td>Work Study</td>
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<tr>
<td>Xerox</td>
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<tr>
<td>Reports</td>
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<tr>
<td>Misc. Office</td>
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</tr>
<tr>
<td>Phone</td>
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</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>$180.00</strong></td>
</tr>
</tbody>
</table>

**Activities**

**Report Publications**

- Food Survey - February 1976
- Sex Discrimination in Missoula Employment Agencies - February 1976

**Press Coverage**

- Sex Discrimination (Missoulian, Kaimin, KGVO Radio & TV)
- Radio show on Hoerner-Waldorf (KGVO) (Dale Horton, Jon Motl, Cindy Williams)

**General Research**

- Environmental Impact Statement Rules - Jon Motl
- University Energy Source(s) - Dale Horton, Cindy Williams, Joan Miles
- Food Prices - Tim Love, Shari Render, Gail Kuntz, Jon Motl
- Campus Recycling - Mark Carlson, Gail McDowell
On-Going Research - Report Publications

Alcohol Consumption on the UM Campus - Bob Wilson, Gail Kuntz, Jon Motl

Toy Safety - Tim Love, Gail Kuntz, Jon Motl

Fluorocarbons - Shari Render, Lisa Peckham, Gail Kuntz, Jon Motl

Environmental Symbols - Jerry Sheehan, Gail Kuntz, Jon Motl

Food Price Survey - Tim Love, Shari Render

On-Going Research - Masters Theses

Wilderness Advocate's Role - John Westenberg

Corporate Towns - Elliot Rockier

Flathead Dam - John Oppedahl

Description of SERC

The Student Environmental Research Center (SERC) is a student-directed, student-financed organization composed of individuals with interests and expertise in various disciplines, including the bio-physical sciences, social sciences, law, architecture, and governmental effectiveness. Through SERC these students apply the skills and training of their disciplines to environmental and consumer issues of direct concern to University of Montana students.

SERC is a resource that can be used by serious research-oriented students. It specializes in producing short-term, quality research. The emphasis is placed on short-term research in order to offset the problems associated with running a volunteer, low budget organization.

Students Involved in SERC

Staff

Gail Kuntz - EVST Graduate Student

Active Volunteers

John Motl - EVST Graduate Student
Dale Horton - EVST Graduate Student
Cindy Williams - Botany Graduate Student
Active Volunteers - continued

Tim Love - Freshman
Shari Render - Freshman
John Westenberg - EVST Graduate Student
Joan Miles - EVST Graduate Student
Elliot Rockler - EVST Graduate Student
Mark Carlson - EVST Graduate Student
Gail McDowell - EVST Graduate Student
John Oppedahl - History Graduate Student
Kathy Cramer - Freshman
Do Local Employment Agencies Discriminate? 
UM Students Say Yes but Agencies Say No

By HEIDI THOMAS
Missoulian Business Editor

Three University of Montana students involved in the Student Environmental Research Center (SERC) have accused Missoula employment agencies of discrimination in their referral practices.

And agency directors have countered that this is an unfounded, unjustified attack.

-Kathy Cramer, Jim Vandling and Poy Wong released a report of an experiment in which each conducted a telephone and a personal interview with three local agencies, giving the same background on age, education, experience and clerical skill.

The agencies surveyed were ACME, A Thru Z and Careers Unlimited.

Using a woman, a Caucasian male and an Oriental male, the group attempted to determine if discrimination is practiced according to sex or race.

The three students claim that the Missoula agencies are discriminatory because only office positions were described to the female applicant and not mentioned to the male applicants; the Caucasian male was informed of three management trainee positions while neither of the others were, and the Oriental male was told of some moderately attractive sales and technical jobs, while the female applicant was not informed of those jobs.

Purpose of the report was mainly to make the agencies aware that they are practicing discrimination and give them the opportunity to rectify the situation, Cramer explained in a press conference Tuesday.

She and Jonathan Motl, who identified himself as a graduate student and an attorney at law, said they thought the study is, indeed, conclusive, because they had tried to control all variables in the manner of approach, the time period and background information.

Managers of the agencies surveyed by these students say the study was not "above board" and that the students did not go through the regular system used in placing applicants. They said that none would fill out the agency forms, but asked in informal conversation what jobs were available for someone with the qualifications they named.

Managers contacted by The Missoulian said they would not take the time to discuss jobs in detail unless a person had filled out an application form, giving background and stating job area preferences.

Therefore, they said, the interviews the students conducted do not support the conclusions drawn.

Ruth Parnell, office manager of A Thru Z, said she thought she remembered the young woman and doubted her sincerity as an applicant because she seemed "almost hostile" and took notes on everything said.

Parnell said her agency keeps two notebooks of available positions, one entitled "sales jobs" and the other entitled "non-sales jobs."

"That's how discriminatory we are," she said.

Each manager contacted by The Missoulian denied he was discriminating in any way, saying it would not be to any advantage to do so.

"We're just trying to place people in jobs," Parnell said.

A news release from A Thru Z stated, "We are constantly aware of the trust placed in us by both the applicants and employers who use our services. It would be a violation of such trust, as well as just plain bad business practice, for us to discriminate against anyone."

All said they are aware of the laws on discrimination and periodically attend seminars on the subject to keep up to date.

All said they have found jobs for women in driver-delivery positions, warehouse jobs, or as management trainees; and said that if a man expressed interest in a secretarial or clerical job, they would try to place him in that area.

They agreed they thought the survey had been "gone about the wrong way" and was therefore not conclusive or substantiated.

The managers indicated they are willing to cooperate with any school or community group that wishes to conduct a "valid study" of the employment business, if they approach them "openly and in good faith."

They also objected to a cover letter with the report that said the information would be released to the media on March 12, when it was in fact released, on March 2.

The managers said they had hoped to meet with members of SERC and clear up any questions or misconceptions in the report before it was released.

Cramer said there have been no other studies conducted on the subject in Missoula to her knowledge; that the group did not plan to expand its surveys beyond employment agencies, nor did it intend to include all of the employment services in Missoula, but that it may do a similar followup survey of the same three agencies in the future to determine if there is a difference in hiring.

They have recommended that the Montana Human Rights Bureau conduct an investigation of Missoula employment agencies, that state employers refrain from listing jobs with the Missoula agencies and that the state give additional funds and personnel to its Human Rights Bureau.
Personnel agencies deny discrimination charges

By BEATTIE McGILL and KARL NAGEL
Montana Kaimin Reporters

Two Missoula employment agencies Tuesday denied charges of sex and race discrimination by the ASUM-funded Student Environmental Research Center (SERC).

Both agencies, A Thru Z Employment Coordinators and Acme Personnel Service, Inc., denied the charges, calling them "possibly libelous."

SERC made the charges in a press conference Tuesday, explaining they were based on a study in which study members used personal and telephone interviews with the hiring agencies to determine discrimination.

One other employment agency, Careers Unlimited, was studied, SERC attorney Jonathan Motl said, but was not cited because of no evidence to make charges.

SERC members Kathy Cramer, Jim Vandling and Poy Wong conducted the study during a two-week period Fall Quarter.

Cramer explained the study team used identical background information, such as areas of experience, marital status, education and clerical skills and was comprised of one Caucasian female, male and one Oriental male.

Cramer contended sexual discrimination by the agencies was evident in both the telephone and field interviews. For example, she explained, Acme told a male study member of a service station position available but did not tell the female of the opening.

Acme also informed the white male of a management position available while the female and Oriental were not, Cramer said.

Acme Manager Noel Stout denied Wednesday the assertions, claiming SERC made no effort to investigate accurately because of the superficial nature of the report. Stout explained his agency demands signed contracts with clients; because SERC study members did not sign contracts, they never really used his agency, Stout said.

On that basis, Stout said, SERC's findings are unfounded.

The SERC report indicated study members did not sign contracts during the interviews.

Motl defended the study, explaining it was based on a study listed in a book issued through consumer advocate Ralph Nader.