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### HEW report cites deficiencies, gives recommendations

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University of Montana–Missoula. Office of University Relations, "HEW report cites deficiencies, gives recommendations" (1972). *University of Montana News Releases, 1928, 1956-present*. 22791.  
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12-22-72  
state + csHEW REPORT CITES  
DEFICIENCIES, GIVES RECOMMENDATIONS

MISSOULA--

A 31-page report from the Office of Civil Rights, U.S. Department of Health, Education and Welfare--citing specific deficiencies and detailing recommendations for improvement--has been received by University of Montana administrative officials.

The report is the result of a 10-day visit by HEW personnel last August that was initiated by a class action complaint alleging sex discrimination at UM.

George L. Mitchell, UM administrative vice president responsible for implementing the Equal Employment Opportunity program, said, "The report more clearly defines and elucidates those areas that were brought to our attention at the conclusion of their August visit.

"The HEW team has enumerated 10 areas in which they are concerned, several in which we had already begun effecting change, consistent with the HEW guidelines," Mitchell said.

The HEW team conducted a routine check of University procedures in a visit in January 1971 after which UM officials prepared an Affirmative Action plan for their recommendations. However, Mitchell said, the University received no response to the proposal until the August visit by the HEW team.

The complaint alleging sex discrimination was initiated by the Women's Equity Action League (WEAL) following a request by certain members of the UM faculty and staff. Mitchell said that WEAL, a Washington, D.C.-based organization, has filed many similar complaints about higher education institutions around the country.

"To our knowledge, no institution that has been investigated has been found to be free of deficiencies," Mitchell said.

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UM President Robert T. Pantzer said, "As is true of matters of this kind, we could not be sure of which areas we were deficient until a complete review was undertaken. This is the first of such action."

"As an institution, we are confronted with many decisions regarding our financial resources and now all at once we are faced with an even greater proposition--one in which we are instructed to react favorably and immediately," Pantzer explained.

Those areas which the HEW report listed as deficient included:

--The University record system of personnel information.

--The earlier Affirmative Action plan as filed by the University did not meet federal guidelines.

--The Equal Employment Opportunity policies are not being disseminated effectively.

--Minorities and women are underrepresented on University committees.

--Minorities and women are underutilized in faculty and non-faculty positions.

--Women's salaries are not equal to men in similar positions.

--University policy on maternity leave and insurance benefits violate Federal guidelines.

Mitchell said the HEW team would conduct a follow-up visit in mid-January. He said the University would prepare a revised Affirmative Action plan consistent with the recommendations and present it at that time. Included in the plan would be a time schedule for implementing the recommendations based on available financial resources.

"The HEW team will review the revised Affirmative Action plan before taking any action," Mitchell noted. "Under the law, the Department of HEW has a number of recourses available up to and including the discontinuance of all federally-funded programs at UM."

President Pantzer said, "There never has been an overt attempt at discrimination, but naturally we are asked to correct the historical background of many decades. We'll do the very best we can--that is our obligation and our purpose."

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