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Janet Piehl [00:00:05] Today is October 19th, 2018, and I'm talking to Patricia Anderson. So Pat, tell me about Montana State University and about your time when you first learned that maybe they weren't paying you as much as they were paying the men.

Patricia Anderson [00:00:31] I suspect that the fact that I wasn't paid as much as men occurred probably about 1965, because in 1965 I moved from working and developing a program with the churches of the state and the university. And so there was nothing to compare with there. That salary was pittance and I had to raise most of [it] myself by going around to churches in the state. And so we can't compare that. But in 1965, I was promoted to assistant, Assistant to the Dean of Women was the title, and indirectly in the Division of Student Services. And there were I was eventually the only woman there, but it was actually as, I do not recall the names, but as Title IX came in, that made a lot of difference. That was probably the time that I... Really became aware because a group of women at Montana State had actually taken legal action and the university was told to shape up and they compared us. And at that point I was paired with one of the co-workers, which gave us a base for my salary. Regarding the salary factor, after I had completed this human rights case and so forth, actually determined that--and this had nothing to do with the case itself, we did it after the case was settled--but had gone back and determined that in that case the person whom I was paired with, by the time we had each reached the actuarial age of 72, he would have earned \$500,000 more than me. Part of that was based on the fact that he was 12 months. I was told by my dean, Dean Max Worthington, that I could only have 10 months because I needed to be home to raise my son in the summertime. And I worked on that all through the years to try to get it up to 12 months, but never succeeded. I was basically changed to a 12-month contract, but only worked 10 months of those, but that gave me a pittance extra money, but it was just a sham. And, but at any rate, as I...um, stop.

Janet Piehl [00:03:29] Just keep talking, Pat, don't!

Patricia Anderson [00:03:30] I'm trying to catch my...[crosstalk]

Janet Piehl [00:03:32] No, this is your story and it's gonna unfold however it's going to unfold and I don't want you reading it. This is just, you know, think of it, your granddaughters are going to listen to this later on. That's all, so just talk to me.

Patricia Anderson [00:03:49] Okay, are you planning on copying or putting it on paper?

Janet Piehl [00:03:54] Um, I have no idea yet. Right now, I'm tape recording it, so we have your story on a tape.

Patricia Anderson [00:04:03] Got it. Got it, good idea.

Janet Piehl [00:04:05] That's all. So that we can go back and listen to it at some point. But we're not going any, we're not thinking anything further than that.

Patricia Anderson [00:04:12] So I don't even have to be in...

Janet Piehl [00:04:14] No! You just talk to me! Just talk like we're...

Patricia Anderson [00:04:17] Anyway, going back with the salary, I had compared our years together, but Ed Hanson was the one we compared it with, and he was the person I was paired with through much of this. And he also, at that point in time, the... Universities and other businesses, maybe, had to give the people that were in National Guard or Reserves time to time off with pay. And every year, practically, it seemed like it was every year, Ed would have two or three weeks to go off to do some kind of upgrading and schooling with his military, and I would have to do the basic covering for him also. But he took those times during the academic year when I was working so I could pick up his job factor there. And so that at that time it was not possible, women were not in the military, so therefore that was another thing against me. I could not have done that as a woman, because I could not be in the military even. So he earned while he had his salary, while he was able to earn the money while he was doing these classes in the military. And we figured that in when we arrived at the \$500,000. That wasn't just Montana State's salary. I don't remember what the discrepancy was there, but that was one of the big, big issues. And when I got into the dean's office in the very beginning...

Janet Piehl [00:06:19] Back in 1965, you mean? Yeah.

Patricia Anderson [00:06:22] Yeah, right, 65, I think it was November of 65 that I went into that office. And after that, by that time, a man named Max Worthington was the Dean of Students. Max was one of the most famous Montana State alumni because he was the captain of a basketball team that had won some tournament some place and forever after Montana State worshiped the Golden Bobcats and he was the alumni director for many years. I had worked with him when I was a student on homecoming one year and I learned a lot what not to do when you're leading and when you are leader in for it because I was one of the chairmen and I found him very frustrating to work with as a senior student. But, at any rate, I decided that I would... Still work under him and But he certainly wasn't about to help women in any way as far as helping because he was the one that indicated that I only needed ten months work because I needed to stay home with my son during that time and there were always excuses for I would ask for the 12 month possibility of working.

Janet Piehl [00:08:00] What were the excuses?

Patricia Anderson [00:08:03] Well, mostly I just, I needed to be home with my child.

Janet Piehl [00:08:06] Okay, so he just kept repeating that?

Patricia Anderson [00:08:08] Well, he kept repeating that and then the other side is, well, no, they went on to say the men had to have 12 months and they didn't need people in the summertime, but the men had to support their family. Aside from that, certainly was the fact that Norm, my husband, had gone to the dean to request the raise because he was not where he should have been. He was a professor at Montana State and...

Janet Piehl [00:08:41] He was a tenured professor, correct?

Patricia Anderson [00:08:43] He was tenured, yes. And he had gone to his dean, McKee. I believe it was his name. No, that's not right--I can't remember his name, their last name right off And but he had gone to him and asked for a raise and he was informed: He did not need a raise because his wife was working.

Janet Piehl [00:09:05] Roughly when was this that he first asked? Do you remember that? Oh, I'm just curious.

Patricia Anderson [00:09:10] Yeah. [crosstalk] I can't remember.

Janet Piehl [00:09:13] Was this 1960 was it 1975....

Patricia Anderson [00:09:16] It was probably closer to 1975, or 70-75 in that range. I think it was after I had moved up the line in title, and at any rate, I was told directly, they made no bones about it, Dean Worthington had told me that I didn't need a raise because my husband is working. But he got that on the other side also. So we both of us were at the low because I was working at Montana State. But that was just the way it was.

Janet Piehl [00:09:56] Were there other couples that worked at Montana state?

Patricia Anderson [00:10:00] Oh, there were other couples, I can't think right off, and they were insignificant. And I mean, I...

Janet Piehl [00:10:08] They weren't as high up in the administration or the professorship as you two were, correct?

Patricia Anderson [00:10:14] No, I can't, I'd have to really think on that.

Janet Piehl [00:10:16] Okay, I was just curious.

Patricia Anderson [00:10:15] To have a clue on, to make a judgment on that. Most of the faculty wives were not employed at Montana State, were not employ[ed] because there wasn't much other place in Bozeman to get jobs either and so most of them were non-employed. The

Janet Piehl [00:10:49] You said something about some women, when Title IX came in, some women got the university to do some things. Do you remember what that was all about?

Patricia Anderson [00:11:02] Yes. Some women in physical education, actually professors in physical education, the head of the department, Marge Hosaeus--no, Ellen Kreigbaum was one, Marge Hosaeu was one. I think Marge, maybe she retired by then, but they did have a court case. There was one Mecklenburg [spelling not verified] as the first name listed. On those people that, and I have that in the records, a copy of their case. And they won. They won. It went to, I can't remember the court that it finally went to. It may have gone to the ninth district, I think.

Janet Piehl [00:11:52] And what was the complaint? Was it about their pay or was it about women's sports not being supported the same as the men?

Patricia Anderson [00:12:02] I think it was both. I can't remember exactly, but I think both issues, and it was the following Title IX. And Title IX was a very interesting time because I can remember having to sit through in many meetings where because I was the only woman, within our dean's office, but how can we get around having to make these changes was the real subject of things and so...

Janet Piehl [00:12:35] What did you do when you were sitting in those meetings?

Patricia Anderson [00:12:38] Kept my mouth shut much too much at the time. I should have spoken up, but I was also...

Janet Piehl [00:12:45] But you were the only one, right, you survived, I mean, how...

Patricia Anderson [00:12:48] I survived. If I had not kept my mouth shut, I wouldn't have survived as long as I did. And so this was the kind of thing, one of the things I was going to mention because I think it tells us a lot about other things that had really nothing to do with my job. But in today's world and all that we're hearing about all the hanky-panky that goes on, my first... One of the things we had to do in the dean's office was discipline, and that meant we had to deal with the conduct committee, and students could be brought in through the residence halls or any student that really a professor thought was doing cheating, doing whatever, the conduct committee would go. And this was...

Janet Piehl [00:13:41] Who was on the, yeah, who was on that?

Patricia Anderson [00:13:42] This was composed, the Dean of Students, in this case Max Worthington, was the Dean and Chairman of the Conduct Committee. We on the Conduct Committee, there was the power to suspend or to just put them on probation. And I went into that office as assistant to the Dean of Women in November of 1965. And in November, January 1, probably the end of December, she left.

Janet Piehl [00:14:31] Who left?

Patricia Anderson [00:14:32] The Dean of Women.

Janet Piehl [00:14:33] Oh, okay, sorry.

Patricia Anderson [00:14:34] The Dean Of Women left, and she left to go on a sabbatical which she was entitled to have based upon, she had been a professor of home economics, family relations, or the family side of teaching classes in home economics. And she had done some work down in South America. And so she was given a leave of absence for one quarter, had earned, I guess what she had, she still had a quarter when she went into that job, the Dean's job, so she got a quarter off. That's why we didn't. So anyway, I probably got the job because she wanted that quarter off and they needed somebody to go right now. But anyway, one of the first things that happened to me in when I was basically the only woman in the, or I was the only women professional in the office at that point, and just learning what I was supposed to be doing because I'd gone in in November and this was early that next quarter and...

Janet Piehl [00:15:47] Oh, she went on her sabbatical that January after you started. Okay, and so you were then basically the... interim, dean of women?

Patricia Anderson [00:15:57] I was and so therefore I was the person that had to accompany a young freshman girl to the conduct committee. Our role, my role, or the dean of men and the dean women would have to go with the person but did not have a vote on the committee. Max Worthington was the chairman of the conduct committee.

Janet Piehl [00:16:26] Who else was on the conduct?

Patricia Anderson [00:16:28] The assistant academic deans composed the committee.

Janet Piehl [00:16:33] So different colleges or something?

Patricia Anderson [00:16:35] The different colleges. Or different departments or something? Different departments on the campus, yeah. Okay. And so eventually, I don't think at that point they were even different colleges, that later they were tagged as colleges, but I think anyway it was the assistant deans. And the problem was that this girl got herself into was that: She was this naive freshman, there was a brand new residence hall, and somehow the five basketball players had talked the girl into letting them into the dorm when they were not to be in. And so the end result was it was a gang rape. With five guys, basketball players. The girl, because she let them in the dorm, was suspended.

Janet Piehl [00:17:41] Oh my lord...

Patricia Anderson [00:17:42] And the five guys got a little slap on the wrist that was called probation for one quarter. And I've been reminded of that as we've been hearing about all of these rape cases and so forth. And that was in 1966.

Janet Piehl [00:18:01] That poor woman. So she had to then go up, so here she is already traumatized and she had to go up in front of this committee.

Patricia Anderson [00:18:08] She had to be in front of the committee but she also I don't know if I'm sure she never returned to Montana State and I'm not sure she ever could have I don't remember how that worked but she was suspended because she opened the door that those guys talked her into it and I'm grateful don't remember the names but that was the way things worked and...

Janet Piehl [00:18:34] And that wasn't that long ago, so this would have been January of 1966.

Patricia Anderson [00:18:43] Yes. And so that's, it wasn't that long ago and yet it was, it seems like it's an awfully long time that it's taken us to try to get things, maybe at least people aware of, much more aware of what's going on.

Janet Piehl [00:19:01] Yeah, so it's slightly better. Maybe. Maybe.

Patricia Anderson [00:19:03] Slightly better maybe yeah, and maybe exactly and But that's one that has come to my mind recently, but that was kind of the way it was kind the way if worked and Anyway, I'm moved on and I worked with students and loved the contact with the students. One of the next big changes, well, one of the things that happened in that early time, The president was Leon Johnson, and he was a graduate of Concordia College. And a very, very good friend of Dr. Pepper [James H. Pepper], who was Norm's department head. And so Dr. Pepper and Dr. Leon Johnson were very, very close friends. And I had a feeling that maybe it was the Leon Johnson that maybe... He had to okay my appointment into that job, and I think it may have helped me a bit, I'm not sure.

Janet Piehl [00:20:31] Into which job?

Patricia Anderson [00:20:32] Into my job is in the dean's office.

Janet Piehl [00:20:35] As the assistant dean...Okay

Patricia Anderson [00:20:38] As the assistant dean of students. Thank you and... Anyway, I had gone to him and asked if I could have time to take some classes and Because Montana State did not have any, we did not have summer school that was significant at all, and no evening classes. So as a faculty member, you couldn't, like you can today, there was certainly not the way to do it through the computer and all that kind of thing. So I had talked about possibly in, to taking some graduate classes.

Janet Piehl [00:21:19] Were you interested in getting your master's at that point?

Patricia Anderson [00:21:21] Yeah. Yeah. And so I knew that, anyway, there was—I didn't need that. He said "Well, you don't need for what you're doing". And so there was no support there. And at a later time, then, the University Board of Regents had approved. Of allowing people, staff members, to take time off even during the work day to take time off so they could pick up classes.

Janet Piehl [00:21:57] Wait, wait, wait. Say that one more time again.

Patricia Anderson [00:21:59] Okay, I didn't say it clearly.

Janet Piehl [00:22:00] No, no, no. I'm just trying to, I'm kind of flabbergasted by this, okay.

Patricia Anderson [00:22:04] Yeah, because, and I don't remember how long, at what point that was, but anyway the Board of Regents had approved the idea of deans being able to allow their employees and staff to take time out of the workday. To attend a class to [crosstalk] work for a degree.

Janet Piehl [00:22:33] And then after that, you asked and you were told no.

Patricia Anderson [00:22:40] Yeah, after I was told by the president that I didn't need the class, and no, I didn't need to do that. Then I was told "no" when I asked Dean Worthington if I could have my class.

Janet Piehl [00:22:52] And that was after the Board of Regents had already approved it.

Patricia Anderson [00:22:56] Yeah, they had approved, and that's why I thought I might have a chance. I think I'd asked Max Worthington for time before and got it, but I didn't need it. And I wouldn't get it anyway. So there was absolutely no way I could do that. And so it was just, as we moved along, there were so many of those kinds of things that were happening. Then things really kind of fell apart. I can't remember, it was, I think, around 1975 or so when Bill Tietz, the president, came to Montana State.

Janet Piehl [00:23:47] The new president.

Patricia Anderson [00:23:48] The new President. And, he was selected by a... committee of local faculty members. And there were some local faculty members who had been at Colorado State University, where Tietz had come from, that were trying very hard to convince that committee that that man was not qualified to be president.

Janet Piehl [00:24:23] Wow.

Patricia Anderson [00:24:23] But they would not listen to him. One of them was the director of the Montana Extension Service. And he was the one that I knew. We also knew

very well a man who was a veterinarian. And was head of the Veterinarian Department of Montana State who had graduated and was from Colorado State and had indicated, in his words I still remember, that Bill Tietz was the most vindictive person he had ever known. And so this was the person we were dealing with. So a lot of that didn't come out until I got involved with the legal case.

Janet Piehl [00:25:07] Sure.

Patricia Anderson [00:25:08] But anyway, that was the way that... Turned out. But my first reaction, or my first real contact with the Tietz family, was they had young children. I don't remember how old their kids were, but anyway, we had orientation at the very beginning of the school year. And I worked with the sororities, a little bit with fraternities, but mostly with the sororities, but they worked together on things and they were having the students were basically in charge of this. I just kind of knew what was going on. But it was his first, Bill Tietz's first year at Montana State. And he... The students had decided, because they knew he was a Phi Sigma Kappa fraternity member as an alum, that he would be good to have speak to this group of kids that were interested in going through sorority and fraternity rush. And they were meeting and there was a Sunday afternoon, I remember, and I was just walking out the door at home and I got a call from Pat Tietz, the wife of the president. It's the only time I ever really got chewed out, and I was the worst person on the world because we had no business asking her husband to work on Sunday. And she went on and on and it was one of the most uncomfortable things I ever had to deal with because I knew, what do I do here? This is the president's wife that I've gotten to deal with this president. But I still remember my frustration. I finally got her off the phone. Well, I learned not too long after that that the wife had a terrible alcohol problem and she obviously had way too much that particular day. And so did the husband. And so there was a big, big problem there. And so that was kind of sort of the groundwork on the first contact. Then I really got in trouble with the president. He was on my case from day one, I think probably because of the wife's reaction, maybe even to, I don't know. If, how that was, but he was a, um,

Janet Piehl [00:28:00] But just pause for me to understand. At this point, you are now, because it was 1975 when, roughly, when he started.

Patricia Anderson [00:28:11] Yeah, in the, between 75' and 80', somewhere in there, I think.

Janet Piehl [00:28:15] So at this point you are Assistant Dean of Students and there are two Assistant Dean of Students?

Patricia Anderson [00:28:21] There were, for a little while, there were three, but the others were men. I was the only woman.

Janet Piehl [00:28:30] Right, right, right. Okay, I just wanted to get my timeline right. Thank you.

Patricia Anderson [00:28:35] And there was a man also that was advising fraternities, but I'm sure he didn't get a call from...

Janet Piehl [00:28:44] Did you ever ask him?

Patricia Anderson [00:28:45] I don't know if I did or not.

Janet Piehl [00:28:47] I was just curious.

Patricia Anderson [00:28:48] I probably didn't. In the later years I would if I knew him better for all right. I don't know if I did or not but he would he He want to well actually I work with very supportive and good men and um but Anyway, that was kind of the way things were were going at that point. Then there was a dumb dumb thing that I thought was ridiculous, but there was the program but this tells us a little bit about people and what they're doing, I think. But there was a woman named Scottie [may refer to Barbara "Scottie" Giebinic] that was in a situation where her husband was sick, and I think he had some terminal thing, I think maybe cancer, and he, but she lived next door to the President. And so therefore she knew Bill very well, Bill Tietz, the President, And we got in a situation where I worked with the Day of Student Recognition.

Janet Piehl [00:29:56] Mm-hmm.

Patricia Anderson [00:29:57] And we had students from across the campus. And everything always went fine. Students all worked fine. They were never a problem. But all of a sudden, well, first of all, this lady that lived by the president's home was on a grant. Two women had written a grant and gotten it to work with students that were older than average, we called them. And the retrain was when there were a lot of women coming back and really trying to go to get a degree after the kids were grown.

Janet Piehl [00:30:38] Was that a result of Title IX?

Patricia Anderson [00:30:41] I don't remember if it was or not.

Janet Piehl [00:30:43] Or it was just the times when women were saying, now I want to finish my degree?

Patricia Anderson [00:30:47] I kind of think that was. Think that was it. And aside from that, there was also a program, well, even when I first started at Montana State, which was, what, 1952, I guess. And, but there was a program then that was... They would get certificates for what was it called? Anyway, it was putting hubby through...

Janet Piehl [00:31:13] Yeah.

Patricia Anderson [00:31:14] And that kind of thing So there was a lot of emphasis after the world or World War Two to get women back in and so this these two women had written this grant and gotten that and Bill Tietz, the president, had been supportive of that and I think they were very independent. Well that grant money had run out, and she was going to be out of a job, she decided she wanted my job. And she was a woman at that point that must have been way up into her fifties.

Janet Piehl [00:31:46] And you were roughly how old?

Patricia Anderson [00:31:49] Well, that would have been in the seventies. Anyway, I was, my math isn't working, but I was probably, what, fifty?

Janet Piehl [00:32:01] So she was older than you, but not terribly much older than you.

Patricia Anderson [00:32:05] Yeah, right. Quite a bit older, actually, so maybe I'm wrong on her age, too, because there was quite a difference there. But at any rate, she, we learned later what had happened, but all of a sudden there was this article that came out in the campus newspaper about how unfair I had been, because I had favored the sororities over the residence hall people in this thing. Well, what had happened, we learned, because of knowing people, we got the picture. But there was a case where this Scottie, this woman, had one of the older than students so it was probably about 40-ish. Who had brain cancer but was able to kind of still stay in classes, that Scottie had gotten this girl, this woman, who was working with the people in our health service, so we knew what she had there, and was just absolutely mentally not able to handle this, but she had been talked into by Scottie to do a... To work on the committee and have been picked for it. It was great. This was an older student. We didn't

Janet Piehl [00:33:38] To work on the committee for the student recognition.

Patricia Anderson [00:33:41] And so anyway as a plant and plants were quite common at that point.

Janet Piehl [00:33:50] Really?

Patricia Anderson [00:33:51] You would pick somebody and they'd go in and they were young and they go in then be there because they were there for some other purpose and the world hasn't really changed so much.

Janet Piehl [00:34:08] Yeah, well, that's what I was just wondering about. And I guess, did that ever, the amount of that, having a plant in the committee and sort of this backbiting and people fighting, did that change over the time you were in the university administration? Did it get better or worse or whatever? Or do you think it was pretty much the same all along?

Patricia Anderson [00:34:33] And I think this plant, I think that's the only time I was ever aware that that had happened. And that was with this one woman. And what we learned was that Scottie Giebinic wanted to get rid of me so she could have my job. And she then, when she then had, going back to this, there was this... Situation where we had this meeting and I had handed out things that needed to go to all the residence halls and places that had to be posted for students to be aware of opportunities for committee work. And so there was to be a sign put up in each dorm and in its sorority house and fraternity house probably. I can't remember, but probably. And, um, but... I mailed them, we didn't have people from the dorms that could take them back, we did have them from most of the, in fact we mailed him to the sororities or fraternities where there wasn't a representative in the committee. And I was, we were supposed to save money, and that's, I was saving postage and so because I was saving postage basically, this whole thing came out and Scottie then took advantage of that time and went to Bill Tietz to try to convince Bill Tietz that I should be fired and she should have my job. And she had a very nice relationship with Bill Tietz. We knew that before and So this was kind of this was just I mentioned that Just as the kind of thing that that went on and you had to deal with on these things and So anyway, that was an interesting little, one of the things that happened. Can we turn it off?

Janet Piehl [00:36:36] Yeah. Okay.

Patricia Anderson [00:36:40] Yeah, I just need to gather some thoughts here.

Janet Piehl [00:36:44] We can also just leave it on. You can take all the time in the world.

Patricia Anderson [00:36:50] Get dry. I talk too much, and I wandered too much.

Patricia Anderson [00:36:55] But, let's see, where were we?

Janet Piehl [00:36:59] Whatever you want to tell me. Whatever, actually, excuse me, whatever you want your granddaughters to know.

Patricia Anderson [00:37:06] Okay, well, I think some of these things, I mean, I mentioned them, they're so petty, so ridiculous, and yet I think it's kind of just the way it was.

Janet Piehl [00:37:18] What's striking me though is how vivid your memories appear to be. I can just tell in your demeanor and I can tell the way you're telling the story that you're remembering specific words. These were these memories are really really strong for a reason.

Patricia Anderson [00:37:41] It was, and it was a wonderful time. Students were absolutely wonderful. Probably there were so few of these ridiculous kinds of situations that I remember them. At any rate, As far as the legal case, I guess I knew. Very, very early on and I mentioned some of these things like with this Scottie woman and so forth, that that was setting the stage and I knew, I knew practically from day one when Bill Tietz arrived that I was, I was temporary. And I know that it was before 1978. That Bill Tietz was there and all this stuff had gone on because we had a dean of students, Lyle Gohn. That had replaced Max Worthington, and Lyle Gohn was a very, very excellent dean. But I have always assumed, as we say, he saw the handwriting on the wall, and he wasn't there very long, but he was excellent and very fair and tried to really support me and help me. And so that was a very positive positive thing. But by 1978, we made what turned out to be kind of a disastrous thing but I assumed that I was going to be out on my nose career or something very quickly. I didn't think I just knew that one day I was coming to be let out just because of the way Tietz with that vindictiveness, just those little things that had happened.

Janet Piehl [00:39:51] Sure, sure, sure.

Patricia Anderson [00:39:51] There was just no way that would change. So that's when we took the step of doing the gift house. And I assumed that I would be going, doing that instead of working.

Janet Piehl [00:40:05] So you assumed that you would be taking over the gift house, but as it transpired, Norm did that first.

Patricia Anderson [00:40:13] First, actually, and the real shock to the Anderson family was that in 1981, or 1980, I can't remember just which it was. He retired anyway in 81', but it was totally stunning that he had, there was a Dr. Pickett [James M. Pickett] that had been put in as head of entomology and Pickett did everything that Bill Tietz wanted and as did many of the faculty to keep their heads and so forth, to keep their own jobs. And so all of a sudden, out of the clear blue, when the contract came out for Norm, it was cut to an academic year instead of 12 months, because his work was, his research was 12 months, or all the time, plus the teaching. And so it was cut to 12 months. And he was given the

opportunity to work third time and I can't, I can't recall as I look back I have the dates of the contract or the contracts and with the dates. It isn't quite like I remember but my memory didn't I guess, but somehow he he did do one third time, one year, but his work was primarily, or his teaching, was entomology, which covers all insects. His specialty, as you know, was the locusts, but he had done the third time and he was given a... Time where he had one class, and I can't remember, I don't remember the name, I probably never knew the name of the class, but there was a woman who had been brought in by Pickett to in entomology, and Norm had been in charge of the insect display or museum work. Library, whatever you call it anyway, they had a wonderful display of insects to identify and then they were there. And his classwork, his teaching was very much based upon that classwork. This young woman who I think was a new doctorate, and we sort of had the feeling that new doctorates often had different attitudes than those that came later, but she absolutely refused, even let him have the key, to take his class into the, and work with the insects. And so I think he did that one quarter, and the other years he just dropped that. But he was, we were totally stunned when he was cut with no warning, no anything. And so he, and retirement in both of our cases was based upon the highest or the last three years of your employment. So cutting from a 12 month to a 10 month made a world of difference.

Janet Piehl [00:44:03] Sure.

Patricia Anderson [00:44:04] And, but he did work, evidently, one year there and he had, in his case, military service also counted toward your retirement. Okay. And so he had some extra year, or more years than he had just teaching there, but pickett also was one of, and I'm certainly getting off of my case here, but Pickett was one the department had at that time that had come in. I guess it was before that, but this was strictly an academic thing that happened, but interesting. When Dr. Pepper retired, Norm was chairman of the committee, the call committee, to find a new person who was to be the head of entomology. And they had brought in, I think, three different people and to interview, there was a man named Ferguson that they brought in. Then they brought his wife, he and his wife back to look it over to be sure they had liked Bozeman. As he was the chairman, we had these people in our home for dinner and so forth. And so anyway, they picked Ferguson, the wonderful, delightful couple, excellent evidently in his field, and Norm went to the Dean McKee to give them the great results of the committee, and Dean McKee said: "oh, you know, I just hired a man yesterday that just came into the office, and he was a wonderful young man, and he had been up at Edmonds in Canada, at the University of Alberta", I guess it was, or something. Anyway, he was, I don't remember what his field was, but it certainly wasn't entomology.

Janet Piehl [00:46:26] And it wasn't what the committee wanted.

Patricia Anderson [00:46:29] And anyway, that took care of that one. Mm-hmm. Okay.

Janet Piehl [00:46:33] I'm wondering if this is actually a good point to stop and then maybe next time we go sort of from 1980-ish on?

Patricia Anderson [00:46:40] I think that would be good.

Janet Piehl [00:46:41] Would that be a good way to do it? Okay. And so I will then, I'm going to pause here.

Janet Piehl [00:46:48] This is Pat Anderson on October 22nd, 2018, and we are starting today, we are taking up our story from the other day, sometime around the early 80's. So what do you remember, Pat? We were talking, we had talked about, oh, your early days at Montana State University. We had talked about the significance of 1965 when you were brought in as the assistant dean of women. We had talked about the lawsuit in 1974. We had to talk about the transition to the new president. We talked about the woman who... Wanted your job and tried to oust you and that led us we then talked about Norm and his experience within the department of entomology around the late 70s and early 80s and so I wanted to pick up your story again after you successfully survived the coup of this other woman wanting your job, right?

Patricia Anderson [00:48:07] Okay, one of the questions that you had asked me was whether or not, excuse me, was whether or not I had basically, you asked whether or not I had remembered why or if there had been questions before, if I'd had reasons before the 198....3...what was it, 83', I guess 86' or seven and why I was a little suspicious of expecting this to happen and as going through the papers, the statements that I had prepared for the legal people, and all of the rest, a lot came back to me. So I'd like to go jump back into that era. And one of the letters I found was a copy of a letter that I had sent to a man named... Bill Johnstone [William A. Johnstone], which took me way back to a lot of years earlier. And this man named Bill Johnstone was head of the College of Education, if I remember right. He was very tied to education. He was basically a teacher, educator type person. But he seemed to be the man at Montana State that always stepped in to be the fill-in temporary president when we did not have a president. And so I found the letter that was written in the early 70s when we were going through another of those times when there were some changes with the deans and so forth. And I had written a letter to Bill Johnstone, the acting president. Trying to convince him that they should not get rid of me because there needed to be a woman in the office. And that letter pertained to references, I don't remember them, but references indicating that they were talking about bringing a woman in as a dean after Max Worthington retired and therefore they wouldn't need me. And, uh, but there was the push.

Janet Piehl [00:50:58] Because that would exceed the quota.

Patricia Anderson [00:51:00] Exactly. And, affirmative action regulations very much fit into this whole picture. And always the attempt, as I saw it, was to work around and get around, manipulate somehow to work through not having to really make changes because of affirmative action. And, uh-

Janet Piehl [00:51:26] So meet the letter of the law, not necessarily the spirit of the law.

Patricia Anderson [00:51:29] Definitely, putting it in a much nicer way than I did. And at any rate, that was part of the battle, which brought me back to the fact that even my whole history at Montana State kind of fit into this whole picture in that as a student, I was very, very involved with. I look back on it and think that my degree was in home economics, my major was extracurricular activities. And it was the extracurricular activities that were the basis for my profession. And so I think that has proven out over the years. But I did, I was president. Too many organizations when I was a senior. I do know that, but one of them was what we called Inter-Church Council.

Janet Piehl [00:52:37] Right.

Patricia Anderson [00:52:38] And so Inter-Church Council was composed of two representatives from all of the church groups in the town, and there had to be some coordination of those church activities. That was kind of the very beginning, a little bit of the evangelical Christian movement. And so, at any rate, I was in that position, and it was that position that I was in that some of the faculty members, I guess, anyway, they became my mentors. And at that time, the National, or the Danforth Foundation, Alice St. Louis, was working with many campuses to try to help them. They were really considered a very liberal group, basically, but they supported building chapels on campuses and they also had the program. Mr. Danforth had some daughters and he had a program. This would have been in, well in my case, in 19 of late 40s, 50. He had a program developed where 15 young women were picked from across the country each year, given six weeks training at Minnewanka on an inter-religious kind of approach, and then were named and sent off with expenses from the Danford Foundation to various campuses in the country. And there were some of our faculty members, John Hurst, who was a chairman of the Mathematics College of Math, or head of department, but department head of math. And he was really my mentor. And he sort of opened my eyes to opportunities. I had to do it, but he certainly made me aware of opportunity. And so it was really through him, and then when I was back in Bozeman after we were married, then they sort of pushed through with Dr. Renne, the president, and that was how the religious program developed there. At Montana State. There was a Danny grad that was also assigned to Montana State the same year I was in Alabama and she kind of kept those things going. The result was we did have a Danforth Chapel on campus and so forth. So that was kind of my beginning.

Janet Piehl [00:55:30] Did you take classes in Alabama? When you were on campus?

Patricia Anderson [00:55:35] I could not take classes for credit.

Janet Piehl [00:55:38] Oh, OK.

Patricia Anderson [00:55:39] I could monitor, and I did that. But I could, not we. None of us could do it for credit, and we.

Janet Piehl [00:55:47] And you already had your degree at that point, so this was a post-graduate traveling fellowship or some such, we might call it today.

Patricia Anderson [00:55:58] We had a lot of wonderful speakers when we were in our training camp in Michigan. And they prepared us very well for this. We were all of us, I think, encouraged, at least I remember getting the letter, really saying I could have a position with the Methodist Church National at the end of the Danny Grad year. I did not do that, but that would have been a Tennessee job because that's where their headquarters were, but it was very much tied into the...

Janet Piehl [00:56:35] So what were your duties then?

Patricia Anderson [00:56:39] In Alabama?

Janet Piehl [00:56:40] In Alabama, yeah. And which school were you at?

Patricia Anderson [00:56:42] I was at Auburn University now. It was then called Alabama Polytechnic Institute. Okay. And I reported to the Dean of Men, to the Dean of Women. They didn't work too close, very closely together, but I kind of worked with both of them.

Janet Piehl [00:57:02] Okay.

Patricia Anderson [00:57:03] And so I was basically in Student Affairs and Services, as we called it at Montana State, when I was at Alabama. And I also had a faculty member that was picked by the Danforth Foundation to also give me the kind of help and support that I needed. And just even knowing the McChesney, Dr. McChestney [most likely Don McChesney] was in the business college, and the family took me in and were tremendously helpful, wonderful, wonderful people.

Janet Piehl [00:57:37] So you were to then foster inner faith's dialog or something? Was that your role?

Patricia Anderson [00:57:43] Well, I worked, no, the major role was we were supposed to go on to the campus and get acquainted, look around and figure out where we might be able to lend a hand. Oh. And we kind of... Make up your own job. We had to create our own job and do something worthwhile.

Janet Piehl [00:58:03] Okay, I thought it was much more structured, then...

Patricia Anderson [00:58:05] And it was very unstructured, except we knew the dates of where we had to be in the meetings, and back in St. Louis, and Michigan, and so forth. But no, we all had to go in, size up the situation, and determine what needed to be done. Which was a wonderful experience, and I worked primarily with the churches. I did some with some other groups, but mostly it was with churches, and at Alabama they were all very, the churches were large and very active, and, at that point in history, religious groups, church groups, were very strong on the campus too, and so they had been at Montana state, but certainly nothing like at Auburn. And so, I was able to do some other things, and one of the things I remember most of all was being able to look at the racial problems. And that was a very interesting time to be at Auburn. And they had taken a vote the year before I got there among the students who had said, had voted that they would be willing to have black students on the campus. And that had not happened yet when I was there, but I did take the, my faculty member was, they were, he and his wife were both from one of the Carolinas, and very interestingly curiosity, I guess, with the racial situation. I couldn't quite get this in my head coming from Montana knowing the discrimination that I had seen even in Bozeman, Montana. And so I was kind of curious. And certainly did things that a few years later I would have probably been jailed for. Like what? Well, I took two carloads of students, white students, to Talladega [College], which was a college that was run by the Congregational Church, and it was an integrated college. The only students, as I could tell, the only students that were white that were attending were the children of the Congregation Church members that were teaching. But nonetheless, it was interracial and so I... Anyway, I took two carloads of students. Some of them were foreign students. I remember we had a couple, three or four foreign students, and we had others. The others were primarily Southern Baptists, having lived in Alabama, and I'll never forget. That was a... One of the very outstanding, intelligent students commented after we had stayed, I stayed in the dorms with them too, but we, they had, the white students stayed in their dormitories where the black students were, and afterwards this one student, very sharp young man, commented: "you know, that's the first time I've ever had a conversation with a black person. I didn't know they could be so intelligent".

Janet Piehl [01:01:51] Wow. Wow, that's just something, isn't it?

Patricia Anderson [01:01:56] Isn't it.

Janet Piehl [01:01:57] Yeah.

Patricia Anderson [01:01:59] So, times have kind of changed a little bit. At any rate, that was kind of the beginning, and then I got back to Bozeman. I did have a job as a secretary. I don't think that was in there, but I was not a secretary, I had a job. With being a secretary, halftime placing, placing students who needed employment in helping them find work within Bozeman so they could work their way through school. And I did fine with that. But I also was secretary for two different departments. One was geology. One was, yeah, geology and gene... Yeah. Oh, what am I looking for?

Janet Piehl [01:02:54] Geography?

Patricia Anderson [01:02:54] Yeah, geography and also the study of rocks and...

Janet Piehl [01:03:01] Mm-hmm.

Patricia Anderson [01:03:02] What, what?

Janet Piehl [01:03:03] Geology.

Patricia Anderson [01:03:03] Geology, there we go. Yeah, and geography and geology. Two gentlemen that were just wonderful, wonderful people, and they put up with me. And I was definitely not a scientist. I could have cared less about science. And they had all these scientific letters. But they finally were very wise. And they learned that instead of trying to dictate letters to this person who had had a little bit of shorthand in high school, that it was much easier and quicker. To just write out all of their letters and assignments and things, and then I could type it when it was already written. And I was in there from January to, I think I worked until maybe August, but then the the job then presented itself in the, to develop. The program for the churches, which was supported by the churches of the state, and also Montana State did in-kind contributions like office space and supplies and that kind of thing. And I was assigned to Student Affairs and Services, the Dean of Students Office. So I always worked in that area. And I was in that position then until we went to Africa. And then I resigned and went back to the campus. Got back from Africa and worked briefly with Lutheran students. Or actually paid for by partially the National Lutheran Council Student Division and the Montana Division. And then the person that had been hired for the first year in that program resigned, and went back into that one because they, even the Lutherans had decided that... I needed to go back and get it back on track basically and because it kind of gone away from where people really thought it was supposed to be. So anyway we got it back and I then things were happening on in the Lutheran student program so that I ended up taking a leave of the absence to go back for a few months to get the other program back on track. But I stayed there forever after and within student affairs.

Janet Piehl [01:05:52] Yeah.

Patricia Anderson [01:05:53] And so that was sort of my time there. But that was those were the beginning times.

Janet Piehl [01:05:58] Sure.

Patricia Anderson [01:05:59] And then when I got into the Dean's office. We had had for many years at Montana State, we'd had Dr. Renne, who was a very brilliant man, very capable man, and things went along just fine. And then he resigned, I think retired, basically he'd been there quite a long time. He retired and did some, you know, he was in India for a while and did some work there, and I think he was a few other places too, maybe. And at that time, this Bill Johnstone I think stepped in and then they got another president and I think maybe that was Macintosh.

Janet Piehl [01:06:48] Right and we talked about that last session.

Patricia Anderson [01:06:51] Yeah and anyway he came and but Bill Johnson...Johnstone was... I think it was Way back, it was in the 70s sometime, when things really kind of were falling apart. Max Worthington retired in about 1974. And he had been put in, and Bill Johnstone had been on, he did not like any part of Student Affairs, and I think I mentioned that Max Worthington had been the Golden Bobcat.

Janet Piehl [01:07:31] Yeah, yeah, yeah. We talked a lot about that last time.

Patricia Anderson [01:07:33] There was a lot of attitude on the campus that I was obviously was not the only one that felt that his main, his deanship was sort of all based upon being a Golden Bobcat and so then at any rate it was during that time that I don't know which president was gone. I think maybe it was after Macintosh. I'm not sure when he retired or when he left. But at any rate, Bill Johnstone was on he was trying to... He had been trying very hard to get rid of the whole division of student services because they didn't need that on campus. They needed to be just academic and so that was part of the time and when I first way back in the early mid-seventies began to realize that my job I couldn't sit back and think I had it forever. And so I wasn't surprised when all of this came about, but we had some deans that came in that were, we had one that was absolutely despicable that was hired after Max Worthington was there. And John Stefferud was his name, and he had degrees in student personnel, proper degrees for it, but had no interest. He didn't have a clue. And so that was difficult. And so the rest of the campus, the academic side, was really down on student affairs, and I was the most. Vulnerable, I guess, because I was a woman, and so the conversation, the letter that I found was an indication that I had written, I had forgotten about that. So it was kind of a battle all along, and that's what gave me, but that was in, I think it was about 76'. And so it was after that that we then took that step. I was assuming that I wasn't gonna be very long for that. And when the gift house came up for sale, then that was something I had always kind of been interested in anyway. And so that's when we took that steps. And then we got the big surprise when Norm was the one that got laid off before I did. And so that kind of is our history at Montana State.

Janet Piehl [01:10:19] And it sounds to me like at every step of the way, once you got your assistant dean's position, assistant dean of women, that at every step of way you've had to fight to prove your personal worth and the worth of your department division, the aspects of student life, that to you it was never a... You never felt like the administration said, this is a given, this is something we strongly support. So you are always fighting. That's what I hear.

Patricia Anderson [01:10:57] Yes, and then we got, in the midst of all this, we got Title IX, and that seemed like that was really going to be a wonderful answer, and it was positive, excepting during Title IX. Did I talk about this in the data?

Janet Piehl [01:11:14] Yes, yes you did.

Patricia Anderson [01:11:15] During that time where the emphasis was all how can we get around Title IX?

Janet Piehl [01:11:20] Right, because change is hard, and you know, okay, now we have to meet the law, and so going for the letter of the law not the spirit of the law, the behavioral change takes much longer.

Patricia Anderson [01:11:34] Right, right.

Janet Piehl [01:11:35] But at least then you have the law behind you.

Patricia Anderson [01:11:39] Exactly. If we had not had that, I wouldn't have even thought about fighting.

Janet Piehl [01:11:47] So, when Norm left Montana State, what was your job like then? Because you had said, "oh, I always figured I was going to be the one to get laid off first. And now Norm's gone, and oh, okay, I'm still here". Did you stay because the benefits were good? Did you say because you loved the job? Tell me about that time. What? What made you stay?

Patricia Anderson [01:12:15] I guess why I stayed was that one of us had to have some income and retirement, but retirement was based upon your salaries and it was based on the last three years. And in Norm's case, they cut that back, so his salary was less than it would have been, or his retirement was less than it would've been, had he been able to go ahead and work full-time that last year instead of just nine months.

Janet Piehl [01:12:49] And the one-third time.

Patricia Anderson [01:12:51] Yeah, and retirement was not very good. And so my retirement plus my social security, which is based upon your salary, is, well, as I've said many times, I'd be down in Seattle under the bridge based upon my income. Right. And there's no way in the world I could have survived anywhere on that retirement and so we needed my salary.

Janet Piehl [01:13:22] Plus you were still young!

Patricia Anderson [01:13:23] And I wanted to work because I enjoyed the students and I probably wouldn't have quit regardless because I enjoyed the job.

Janet Piehl [01:13:33] So it was always about the students. The job was always about the students.

Patricia Anderson [01:13:38] Absolutely, absolutely. And I had the best job in the world and I always said I had a wonderful job because I had much of the day was filled with problems but you were able to help the students were good and kind and I always felt like I had support. And I did have support within the department and within the division of student services. There was support. The thing I look back on, I think the thing that made it the best and the easiest was we had an absolutely wonderful person that was the head of the counseling department for students. And so when he arrived, life got so easy. And because...

Janet Piehl [01:14:36] You worked in partnership then?

Patricia Anderson [01:14:37] Yes, and I would see students and I walked many a student from my office to that facility and instead of saying a lot of students I could say I think you should go make an appointment. But a lot of them I said "let's go now". And get them there and so I think that was anyway that was what my day job was basically got it was seeing students and I get a lot of referrals from faculty where they would call and say "I think you need to stop and do this". I remember one of those think I only had that happen once but I remember one engineering professor called and said "I'm sending a student over to you, his B.O. Is so bad we have to do something". And so he came in and we talked about his B.O. And body odor and he gave me the impression he was so grateful. He lived in his car and he had no idea he had this problem. But that was sort of one extreme and then everything in between. And we had quite a few women who needed excuses. Who didn't really talk about rape, but you knew that that's what the excuse was for. And so just sort of avoid... And students had to have written permission to be excused from class if they had to be.

Janet Piehl [01:16:04] Even one class?

Patricia Anderson [01:16:06] One class. Wow. If they were out of class, if they wanted an excuse, sometimes teachers would break the rule and go ahead and say fine. And we kind of encouraged that.

Janet Piehl [01:16:17] Right, I mean if the person was obviously coughing up a storm one day and didn't show up to class the next day, the professor might say "thank goodness that student is not here", right?

Patricia Anderson [01:16:29] Yeah.

Janet Piehl [01:16:30] And not worry about it.

Patricia Anderson [01:16:31] Yeah, and so we had some funny, I had some funny situations like that too, but we, that was part of part of the job, but I I had that side of it, but really where you talk, most everybody I talked to student-wise came to me because they had a problem of some kind. But then I had the other side, which was working with students that were just the top leaders in the programs. And so I had that the best and the brightest. And I also had the problem. So it was a good balance. Just having one side of it would have been a little more difficult, I think.

Janet Piehl [01:17:21] Yeah, because if you only were a problem solver, that brings its own level of stress and feeling. If you only ever saw the best and the brightest, that's pretty Pollyanna, and doesn't utilize your other skills. So it's nice to have a good mix.

Patricia Anderson [01:17:40] And deviating a little bit from what we're doing, but one of the cases I laugh about that I did have that was really one getting to the end of my time there. I know it was in the spring when I was out. I woke up in the middle of the night and I could not understand what Norm was talking about, he was out in the kitchen talking to somebody. We had our house had a lot of windows in it and we did not have a lawn. We had gravel, small little gravel rocks for landscaping instead of the traditional lawn and this was like three o'clock in the morning and Norm was out in the kitchen when I woke up... And as I got out, I realized Norm was talking on the telephone and I couldn't understand

what was happening, but he was talking to the sheriff because some guy had walked into our yard and was throwing these little rocks at the window.

Janet Piehl [01:18:54] Okay.

Patricia Anderson [01:18:54] And so Norm woke up very easily and I basically slept through it. But I did go to the back then the guy walked around the house and I got I was able to while Norm was still on the phone. I was able to get the light on the deck lighted, turned on, and the guy gave up and went around to the front again. And by that time, the sheriff got there and took him in. And so we learned from the sheriff's office that this was a student who was from, I think, Agawam [MA], a little town not far from where I grew up. But they'd had a party at the dorm, and an end-of-the-year party, and had too much alcohol and drugs, both of which were illegal for them to have on the campus. And anyway, so I knew it was a student, and knew his name, and so he went to jail for a week, and then he had to come back out and take finals, and the double jeopardy issue was a factor there, so we couldn't really punish him. At his punishment through the state. But anyway, when he and his mother had to come in and deal with the Dean's office, I got to deal with it. Well, okay. That's why I remember that day. Yeah, for sure. They came in. I was fearful of retaliation, so I didn't even say, I know what you did. Yeah. But it was kind of an interesting one, but that was the kind of situation too you couldn't get into. And it was final week, so he was missing a good bit. And so there were there were really some we had quite a few I remember another one at the very end there where I was sitting in my office and Hanson was sitting in his or we had a wall separating us and all of a sudden I heard this horrible sound from his office and so I quick called and said "Ed, do I call police?" Yes. And so I got the campus police then immediately, and they got there very quickly. It was a young woman who was from Illinois, out of state, but she was angry, and he had on his desk a great big bullet. This was Montana. And he was National Guard and there was an award with well actually it was two bullet things. I think I think they weren't live, probably, but anyway, he had those sitting on his...

Janet Piehl [01:21:50] One would hope they were not live, Pat.

Patricia Anderson [01:21:53] One would, but I'm not sure if they had enough sense to not. But anyway, that was an interesting one because anyway, she had some real mental problems. The parents came, I remember, and so it really was a serious mental case, but that was one. And anyway, they had a conference, including the counselor that I mentioned was so good. They did have a conference and along with the campus police and they determined that I was the one that was to see the girl when she had to come back in to get a dismissal. And so I... The only time that ever happened, but I did talk to her but across the hall, from my office was another office. We kicked out the woman that was in that office and the campus police sat in that office with the door open a little bit and my door opened a little bit. So anyway I was protected but I did have nothing happened. It was very uneventful but we were prepared.

Janet Piehl [01:23:13] Right. And that often happens when you're prepared, when you have everything in its place.

Patricia Anderson [01:23:18] But those were some things that happened at the end and after all, that I think I was feeling like "maybe it's time to leave". But anyway, that kind of describes a little bit.

Janet Piehl [01:23:31] Yeah.

Patricia Anderson [01:23:31] The job and how I had fit into this, but it was a...

Janet Piehl [01:23:46] So what I'm wondering now, Pat, is where do you want to take this? So we could talk a lot. We could talk about the time leading up to and including the Human Rights Commission. Much of that is already on record. We have the files. We have depositions. Um, that I've looked through in the lawyer's box as well as your own personal notes and things. We can go over that or not, because it already exists, and really to me, when I was envisioning this, this is, you wanted to, what I heard you say is, "I want to tell my story to my granddaughter".

Patricia Anderson [01:24:29] That's exactly right. I think there's some significance in it from the standpoint of historically knowing where women have been. I hope to goodness that the pattern for the granddaughters is not going to be as rough as it is probably even for you and your generation and then each generation hopefully it's going to get better.

Janet Piehl [01:24:55] Mm-hmm.

Patricia Anderson [01:24:55] And so I think it's good to have it down, and what I'm interested in really is the way people are and sort of letting that be known. I also have in these sheets of paper a lot of the information that is written down, and probably in many ways more significant. Than the information in the boxes. That tells us the legal side of things and how it evolved. And I think from that standpoint, maybe it's interesting to see. I think this tells more of the human interest thing and kind of what I had to prepare and go through. One of the things that I had kind of forgotten about that I have that is significant tells a lot about me, actually. But, as we were working through this, we took several different angles, as the lawyers did. So as we worked through this it was decided that I really needed to try to find a job. And it's probably I guess my assumption always was it's all we're doing is just proving that there's no way I could get a job.

Janet Piehl [01:26:23] Mmm.

Patricia Anderson [01:26:24] And so I do have lots of very nice reference letters, some from students, some from faculty.

Janet Piehl [01:26:35] Terrific.

Patricia Anderson [01:26:35] And that was been kind of fun. I found a couple of them there that I just am amazed at and that I was really surprised but sort of gave me a boost as I read it. They probably know I wasn't going to get a job either, so.

Janet Piehl [01:26:51] Well, I don't assume that. You know, I would say I and most of the doctors that I work with, we all have a file folder of thank you cards.

Patricia Anderson [01:27:01] Oh, absolutely, absolutely.

Janet Piehl [01:27:03] And that's what it sounds like these letters of reference are, right?

Patricia Anderson [01:27:06] That's right. That's what it turned out to be.

Janet Piehl [01:27:08] Right, and then periodically you just, when you're having a day, when you think "why am I here and what am I doing", pull it, and I've counseled a lot of

young providers about this, just when you have in that day, when you doubt yourself, pull it out.

Patricia Anderson [01:27:24] Yeah.

Janet Piehl [01:27:25] And remind yourself why you're here.

Patricia Anderson [01:27:26] I've had mine tucked away in a box or file and I should have been doing what you're recommending.

Janet Piehl [01:27:31] You know, you just what you're doing it now, right and you're reminding yourself in this in this process.

Patricia Anderson [01:27:38] Exactly, exactly, and it has. Yeah, there are a couple I'll show you but...

Janet Piehl [01:27:44] Because I would imagine if it were me, you going through the whole human... If it were me going through the fight for a human rights case, that would, you know, self-doubt to the corners of my soul, right? Why am I doing this? Why do I still continue to fight? Everybody's beating me down. And that could be very traumatic.

Patricia Anderson [01:28:07] And it was, it was not a surprise. It was traumatic, but it's it was not a surprised but one of the things I think on the whole idea of the of the case itself it was an education for my for me because I didn't... I wasn't surprised, but I guess I really hadn't expected. People's reaction.

Janet Piehl [01:28:38] Mm-hmm.

Patricia Anderson [01:28:38] And as I look back on it, the men involved in the office that I was in and of some other men on the outside were the supporters. And as I've gone back through this, I realize... Just from the letters and the notes and things that and I probably set the stage myself because I did not want in any way to even talk to the women I worked with because I felt that if Bill Tietz or Tom Robinson, the Dean, knew that that person was close to me, at least I felt this.

Janet Piehl [01:29:32] Hmm.

Patricia Anderson [01:29:33] That they, in fact, were putting themselves in harm's way.

Janet Piehl [01:29:38] Got it.

Patricia Anderson [01:29:39] But there was a feeling from that side, too. I think the women knew they shouldn't have anything to do with me for their own sake, because I think many women were under the same pressure I was under. And so it seemed at the time like I really didn't have any women supporting me, but as I look back through the letters, that was totally wrong. And there were a few of them that are, that I, there were, Mary Lucan [spelling not verified] was one that was on a grant. And so she stepped forward. We had her come into the hearings and testify and a few things. But even the people, the women that did come in and testify were very, I mean, they were brave. But supposedly, according to the lawyers, they have to be protected, and so they knew that. But the men I worked with were really helpful. My case was based upon a number of

issues, every issue the lawyers could come up with. But there were six of us that had, and this doesn't come out in any of the paperwork.

Janet Piehl [01:31:03] Oh, okay. Oh, good. See, this is the stories I want on tape. This is the stuff that's not in the papers.

Patricia Anderson [01:31:08] And there were six of us who had cases, all with the same two lawyers working on it. I don't know that both of them, both Harris and Malloy were on, but Harris had all the cases. And then a man named Mike Malloy worked with the legal case that had been there. And so.

Janet Piehl [01:31:36] The 1974...

Patricia Anderson [01:31:38] Yeah.

Janet Piehl [01:31:41] The women who sued Montana State in 1974.

Patricia Anderson [01:31:43] Yeah, and they won their battle. And that was then, because they had done that, opened the door for me and others, I think. And I don't know really how many cases. I was just aware that there were the six of us that had the case against the university. And we talked a little bit about affirmative action. When I started the case, there was a woman named Giraldo [Zaida Giraldo], and she had been brought in. They had to have an affirmative action officer. She was excellent. There's one letter I noticed that she had written, regarding my case pointing out that it was the worst case of discrimination she'd seen or something like something on to that effect and so I had talked to her before I ever started this and she before I started the case.

Janet Piehl [01:32:56] Yeah, wow.

Patricia Anderson [01:32:56] So I knew what I was doing.

Janet Piehl [01:32:57] And was she supportive from the beginning?

Patricia Anderson [01:32:59] Oh, absolutely, and she talked to the president and she tried to get the president to make some changes and my position and she wouldn't... He wasn't about to because he was on my case from the day he got on campus.

Janet Piehl [01:33:16] Sure, that's what you told me in the first session. So what made you finally decide enough is enough and I'm going to the lawyer's?

Patricia Anderson [01:33:26] I don't know, but I do know that all through the years, and I'm still living to try to overcome this, but, I've had the ability to save things and I saved an awfully lot paper many years early. I had just something within me said "you know, I maybe need this sometime". And so I had a backlog, like this letter I found to Bill, a copy to Bill. And I kept a lot of that.

Janet Piehl [01:34:06] You kept a copy.

Patricia Anderson [01:34:07] I kept the copy. And it was that, that helped me. But I was always aware.

Janet Piehl [01:34:13] So there wasn't one particular day where you said "I've exhausted all my other avenues, I'm going to the lawyer". You don't...or not anything, there wasn't any one spark that you remember.

Patricia Anderson [01:34:25] Well, the spark was, I mean, I, it wasn't a surprise because that's why, kind of knowing, and I was certainly aware of this legal case. Sure. And I was aware, and I'd also known what those women went through when they had the case. And so it was just kind of building. I think I was surprised that a lot of the men and we're also under. Problem here. And what they did in this case, it was, and that's written here, but they had decided in a meeting, Tietz and the deans and so forth, had decided that they knew if they cut me, they had to cut Hanson. And so they pushed us both to, I think it was half time. Or we could either have half time or we could retire with third time. And Ed and I were both treated the same.

Janet Piehl [01:35:40] Interesting. Roughly what year was this? Just to out of curiosity.

Patricia Anderson [01:35:42] This would have been 19- let me think here, 86, 87.

Janet Piehl [01:35:49] Okay.

Patricia Anderson [01:35:50] Yeah, yeah, this basically happened in the fall of 86.

Janet Piehl [01:35:58] Okay.

Patricia Anderson [01:35:58] Well, fall of 86, I had medical leave and had surgery, and so I barely got back about the first of September, or first of December, and then just before Christmas. There was a meeting and somehow, I guess I had the day off, I think the record says here, and so all the deans in our office knew that I was fired a couple days before I knew it. But we weren't, no we were not fired, we were cut way back. And they knew they had to cut Ed if they cut me, because he was the one that Giraldo, the affirmative action person, said that we had to be paired with.

Janet Piehl [01:36:52] Right.

Patricia Anderson [01:36:52] And so we had a lot of that first case in affirmative action of dealing with this. And so, anyway, I was cut. And was thinking very seriously about doing the, legally, because I'd thought about that a lot before this happened and so this really wasn't a bit of a surprise. And when I got back after that surgery, they always seemed on that campus to, people, staff people, if they controlled money, that was important. Well, I didn't control much, but I did have some control of the money for the rental, for private use of the Danforth Chapel, and that had stayed with me all two years there. And I kind of took care of that side of thing, too, because we didn't replace that position. So, anyway, when I got back from the surgery, back in the office, I think I probably went back about first of December, and I know it was not long before Christmas. And so I got, I realized one day when somebody came in to schedule the chapel, nobody had told anything about this, but they had... Transferred that to the student union director without even telling me. Well, that meant, what that really meant was I wasn't handling any money. And as I look back through these records, it indicates that really this all started about the first of December. And so there were those kinds of things that were going on all the time. And then I, I don't remember exactly, but Ed and I both, separately, but both of us picked and had gone to see Doug Harris about the possibility and had long sessions with him. And, but he told, he honestly told Ed he didn't think he had a case. And but I did.

Janet Piehl [01:39:12] Oh, it didn't have a case about discrimination?

Patricia Anderson [01:39:13] Case to to file. Wasn't worth his while to file a case in other words, but he thought I had a case.

Janet Piehl [01:39:22] Okay, and when you were offered then this, okay you can go down to part-time, fewer months or a third time, then what was Ed's reaction to that?

Patricia Anderson [01:39:34] Well, we had different reactions, but they offered Ed, and Ed took it, took the offer, But it was through. We could go either, I think it was either, we could do a half time and stay on and I can't remember which he did at that point, but at one point at least, maybe it was then, maybe it was later, he did go to third time. Now, Norm, many people were offered third time and so I, that was one of the little catches because I asked them if... Yeah, the letter, I think, was you could go halftime or else retire and go third time and draw retirement money there. So I think Ed did both, that is, he took one and then went to retire.

Janet Piehl [01:40:33] But was he mad? Was he upset? Was he happy about it?

Patricia Anderson [01:40:39] No, he was as angry as I was. He just didn't have a case. Doug Harris just, and they had talked, and Ed didn't have a case.

Janet Piehl [01:40:49] And Doug Harris is the Dean of Student Affairs at this point?

Patricia Anderson [01:40:52] No, no, Doug Harris was a lawyer. He was a lawyer.

Janet Piehl [01:40:54] An outside lawyer, yeah.

Patricia Anderson [01:40:56] Yeah.

Janet Piehl [01:40:56] Not the MSU council?

Patricia Anderson [01:40:58] No, no, no. No. We had nothing, no help from MSU. But at any rate, Ed stayed on for quite a long time.

Janet Piehl [01:41:09] Okay.

Patricia Anderson [01:41:11] But at anyway, I talked to him about. I talk to Tom Robinson was the dean.

Janet Piehl [01:41:19] Okay.

Patricia Anderson [01:41:20] And I talked to Tom Robinson. And I said "okay, if I stay on and work, you know, if I retire and do the third time, I'm assuming I can do like the other faculty and do work for a quarter." Because you do what you needed to do in the quarter and you didn't have, and we have three quarters.

Janet Piehl [01:41:47] Right.

Patricia Anderson [01:41:47] And so, anyway, no, no. I would have to go in every day and do a third time over the year. And that was, I think that was the thing that just really

made me think this is, if there was one thing, it was that. There was no way I could do that. But, in my case, which was unique, thanks to Ed Hanson, he pulled out the facts and reminded me or told me found this remembered, which I had not. But I had also just come through surgery and wasn't thinking real clear. But at any rate, what they did to me is I was only on 10 months. And I had, for some reason, I don't remember what it was, but the fall before, this I had requested and gotten my request that I start earlier in the fall and then I normally did. I think for some reason I went back to work in August. I don't remember why, but I think there was something coming up that was needed.

Janet Piehl [01:43:07] Oh, orientation or something.

Patricia Anderson [01:43:09] There was something like that. Anyway, I went a few days early. And that meant that Ed pointed out that they had to give us so many days notice and they didn't meet that requirement because my contract that year was earlier so that they gave me the notice too late and I didn't have the full, I'm not sure I'm making that clear.

Janet Piehl [01:43:39] No, no, no. So somehow they had missed the deadline they needed to based on your contract.

Patricia Anderson [01:43:44] So therefore they had to give me an extra year. So, instead of having to retire that year, they had to pay me the next year. Tom Robinson, the dean, decided that that last year then, he had to give me. He knew that I very much enjoyed and liked working with the students in these activities and things. So, he cut out all of those, and so all I did that last year was see students. But that meant... I had pretty much eight-hour days for the first time I didn't ever have on time.

Janet Piehl [01:44:28] Because there was no evening and weekend activities you might go to.

Patricia Anderson [01:44:32] So I had my weekends and my evening activities, my evenings, to work on my case. They didn't know that and so that was the plus and so I worked that extra year and so that. So I actually retired in 88' instead of 87.

Janet Piehl [01:44:59] Got it.

Patricia Anderson [01:45:00] Like they had in mind. But, it was... The games were just very, very disgusting. But the support that I really did get from faculty was good. But then I guess I didn't talk about the other aspect of things that I knew and I had thought enough about what I was going to do when I was laid off. But I knew how people felt about these people at the university that would do these dumb things like file. I had seen what went on when the women filed the court case that happened in 74' and how the reaction was, so.

Janet Piehl [01:46:06] How the reaction was from the leadership of Montana State, from the community, from...

Patricia Anderson [01:46:13] Mostly the community.

Janet Piehl [01:46:14] The community.

Patricia Anderson [01:46:15] At least here I'm thinking of the community. Okay, but that was a very interesting thing and I guess it's I had the feeling I had committed a murder.

Janet Piehl [01:46:31] Is that part of the reason you moved?

Patricia Anderson [01:46:33] No. Part. Well, no, it wasn't the reason we moved. But the fact that we were moving was part of the reasons that I filed. I would not have, if I had been going to live in Bozeman the rest of my life, there's no way I would have filed that case. And that was clear in my mind. And I knew what to expect, I wasn't surprised, but there was a lady that I think I maybe mentioned that I was talking to at the grocery store. And she said "Oh! Oh, I just remembered. John told me I wasn't supposed to talk to you". And her husband, John Jutila, was a very, very, very close friend of Tietz. And he was head of, I don't know, vice president of something or other. But totally unrelated to what we were doing, so why Tietz and Jutila had even talked about it, I don't know. He had no reason to, if Tietz had known what he was doing. But anyway, that had made... Anyway, that was one case. We had absolute dear...

Janet Piehl [01:47:56] Oh, go ahead.

Patricia Anderson [01:47:58] Dear friends, our neighbors, Alice and Henry Gossett [spelling not verified]. Henry had died. And that was when we lived actually in town, but it got very close touch with them. And Alice was just a very, very special person in my life, but I think it worked both ways. They were about the age of my parents. And so anyway, I made a real point of going and telling Alice. What had happened or what I was doing because they knew it was coming out in the newspaper that the whole town, everybody knew. And Alice just couldn't handle it. I just knew and our relationship was never the same after that. To think, to think that woman to produce such a thing was just more than she could handle. And that was the attitude that I expected, I recognized it. But yes, many people wouldn't speak. And so that is what people go through. And now we hear, and have been hearing so much about the #MeToo movement, all these women that haven't spoken up, they know exactly what they're doing and why they don't do it.

Janet Piehl [01:49:22] Did people, did anyone? Was there, were you ever pleasantly surprised once it came out that so-and-so supported you? I mean, did people come up to you in the grocery store and basically say, go Pat?

Patricia Anderson [01:49:39] Oh, I can't remember anybody doing that. Okay. I can remember anybody doing that, but no, very definitely. I guess maybe if I had hesitation about filing, which I know I gave it a lot. I thought I knew exactly what I was getting into.

Janet Piehl [01:49:58] Right.

Patricia Anderson [01:49:58] And I think that... That I was just so, I just got what I expected. But what I had seen happen with these women that had done this before. And, but that was the nature of the community and...

Janet Piehl [01:50:19] But were there any friends who remained friends that you weren't sure?

Patricia Anderson [01:50:24] Well, yes, as we look through the notes and the letters, I'm realizing that yes, there were a lot of these women, and I knew down deep, I knew on the campus that there was strong support, but I could not take the initiative to try to have any contact with them. But I would get little help and some of them, in fact the ones that wrote the letters of support and everything, we got that. There was a man that was, I can't even remember his name now, Chapman, Steve Chapman that I can't remember even why. I

had contacted him, but he was off campus and we'd worked together on something I guess and I contacted him. At that time he was in Missoula in law school, he'd been in the agricultural department and was in law school. We had somehow, I was wondering when I saw his name here and remembered, but at any rate, he drove to Bozeman. More than once to testify and so forth for me. Wouldn't take any money for it. And I had off-campus people that had known me and some of the people on campus had done. But I was just very hesitant to.

Janet Piehl [01:52:00] Sure. But other friend I'm even thinking your close friends. I mean Pam and Fred obviously cuz I knew that they remained your friends.

Patricia Anderson [01:52:08] Oh, yes. Yes. The people that we really knew, and Jan. I think Earl had a lot of trouble with it. But he would, because he thinks, I mean, not just the way he thinks. I think at this point. But Jan, of course.

Janet Piehl [01:52:27] So your close friends remained your close friend.

Patricia Anderson [01:52:30] Yeah, very close friend, yeah.

Janet Piehl [01:52:31] And a lot of your acquaintances went away.

Patricia Anderson [01:52:34] Yes, and I think they only, well I had considered, I would have considered at that point Charlotte Jula [spelling not verified], a close friend. Okay. I would consider Alice a close friend, but they were, they were not on campus. But the ladies, the people, the women on campus that I really had considered close friends, stayed by me and testified, did come in of that kind of thing and wrote letters. But...

Janet Piehl [01:53:06] Wow, which in some ways is almost more brave. I'm thinking because what you told me just a few minutes ago was it was because I was moving that I filed. Because in essence it sounds like you knew you were burning the ships, right? But you were already moving. And so you were going to keep the close friends you were gonna keep. And probably but for the women who testified, who were still in the community and still in their jobs at MSU, they weren't moving.

Patricia Anderson [01:53:43] No, and actually, I guess I wasn't, when I really think about it, the people that really supported me, the women.

Janet Piehl [01:53:52] Uh-huh.

Patricia Anderson [01:53:52] We were not close friends by way of doing things socially. We were good friends working together.

Janet Piehl [01:54:02] Close colleagues.

Patricia Anderson [01:54:03] Close colleagues, yes. That would be the way to describe it, I think. And I would get comments from faculty, from people on campus that would let me know, in every detail, but let me know that...

Janet Piehl [01:54:22] Oh, so people just do little kindness.

Patricia Anderson [01:54:24] But they wouldn't, I mean, they didn't dare, and I didn't dare be too friendly with them, or anybody might see us, because I did not want to involve them.

Janet Piehl [01:54:34] But they might say a little phrase or give you a kind of nod that made you know, I'm with you.

Patricia Anderson [01:54:40] Yeah, I knew that that was the case, but it was particularly the off-campus people that didn't understand anything about it, and that's where I...

Janet Piehl [01:54:54] Did that help sustain you? Those little nods, those little acknowledgements.

Patricia Anderson [01:54:59] Oh yes, oh yes, absolutely it did because it was a struggle. And then I had that full year afterwards to work. And of course, that was not...

Janet Piehl [01:55:11] Because that's the part that's always struck me is how much bravery it takes to do this, but even more after the initial filing to keep going when the doubts come and the unkind words come and the friends shut you away. Then that self-doubt, then what do you do? How do you sustain yourself through, I know what I'm doing is right, and this is incredibly hard. I knew it was going to be hard. I would imagine some things were harder that you didn't expect, and other things might have been easier than you thought.

Patricia Anderson [01:55:49] One of the things that I think about quite often, a positive thing that I am reminded of were the hearings, where we had all these people that we were having hearings, or times when I would be questioned. And had lots of those with the commission, Human Rights Commission.

Janet Piehl [01:56:20] You had lots them?

Patricia Anderson [01:56:21] Oh, there were quite a few meetings, yeah, through the years, because this went on, you know, for a long time, and yeah, we had several of those.

Janet Piehl [01:56:29] So you didn't have to just go there once?

Patricia Anderson [01:56:31] Oh, no.

Janet Piehl [01:56:32] Oh, good Lord.

Patricia Anderson [01:56:33] They came to Bozeman, but I didn't have to go elsewhere. Oh, maybe I did have to go up to Helena, maybe, I can't remember, but basically they were in Bozeman. But we would get into a hearing and I would hear this little voice in my ear with a hand up like this against my ear and say "don't be so nice! Don't t be so nice!" That would be Doug whispering in my ears and I still hear him whispering in my ears. Doug was the lawyer.

Janet Piehl [01:57:02] The lawyer. Ah!

Patricia Anderson [01:57:05] [crosstalk] And he was a jewel. He was a jewel. And so that was.

Janet Piehl [01:57:13] Don't be so nice.

Patricia Anderson [01:57:13] Don't so nice, don't be nice. And I learned a lesson. Then I kind of tried to speak up a little more than I used to, but I think I surprised a lot of people by doing this.

Janet Piehl [01:57:29] Would you have surprised your father?

Patricia Anderson [01:57:34] No.

Janet Piehl [01:57:34] Or your mother?

Patricia Anderson [01:57:34] I would have shocked my mother. She would have thought it was terrible. She was such a nice, sweet lady. She wouldn't have done it.

Janet Piehl [01:57:43] Well, I only ask that because the era in which you were raised.

Patricia Anderson [01:57:48] Exactly.

Janet Piehl [01:57:49] Right? Women were to be polite and nice, and not speak up, and not complain, and put their foot out of place.

Patricia Anderson [01:57:58] That's exactly right, and I keep saying that too, because I think we see that where I live, I see that, and that my mother's generation...

Janet Piehl [01:58:09] So would your parents be proud of you? Do you think, did you think at the time or do you think now? Would your parents be proud of you?

Patricia Anderson [01:58:18] Oh, my dad would definitely. Mother would probably still be shocked, but proud of me, I think.

Janet Piehl [01:58:24] Shocked, but pleased?

Patricia Anderson [01:58:25] But pleased. I think that would be the, that's an interesting question, I never thought of that. As a little child, I used to just be scared to death to even tell my dad anything, because I was afraid he would take action. He was an action person, and he said what he thought. And in the language, he was thinking it. And so he was very right on. His ability to judge people and to picture it was amazing.

Janet Piehl [01:58:59] So would his voice have told you to not be so nice?

Patricia Anderson [01:59:03] Probably. He very well might have. And if he thought it, he would have said it. And he probably would have. But he was an amazing man, as I look back. But as a child, I used to be very embarrassed. And I used know that we're supposed to just say nice things and nice thoughts. And that was my mother. And I don't know if I think one of the stories I've told, you may have heard, nothing to do with my case, but when Lindsay was going to be, I called my parents to tell them we were expecting a child. You're going to be grandparents again in November, and I, anyway, I have taken leave of absence and I'm going to have you fall off, and from "you're what?!" was her comment. And then my father's reaction when I... We've got him on the phone to say you're going to be grandpa again: "well I'll be damned".

Janet Piehl [02:00:33] Oh! What I have remembered is he said it's about time or something, but no, I'll be damned. Okay!

Patricia Anderson [02:00:39] I'll be damned. And that kind of explains the difference in the thinking of the two of them. However, my mother always just, it was what my dad thought from her perspective, that was the way it was and was good. And he wasn't demanding, I don't...

Janet Piehl [02:01:01] No, no, no.

Patricia Anderson [02:01:03] But that was just her, she was, and my grandmother was the same and um.

Janet Piehl [02:01:09] So do you think when you were in those? It certainly sounds like you were put on trial.

Patricia Anderson [02:01:17] Oh, I was.

Janet Piehl [02:01:18] I mean, so you can call it a human rights case and a human rights commission and whatever, but it just sounds like you were up in front of the judge and jury. All the time.

Patricia Anderson [02:01:27] Oh, I was. And we had several sessions. One of the things that hit me also as I was going through these papers was we had this Zaida Giraldo was the affirmative action person, and her letters' comments were that this definitely, this was a very blatant case. And the president wouldn't listen at all. And so we got that, but she left and a young woman came in. Dr. Tietz did like to have attractive young women. And that's what he brought in, a person named Corky Bush, I believe it was. And the letters she had written regarding the case made it very, very clear that there was nothing at all that the university had done wrong. She was the affirmative action officer, and that everything was definitely I was way out base. And absolutely opposite of what Gerald had said. And she was, I think she was listed as a witness and had probably spoken up. I don't remember that particular part. I do remember that we, these sessions were private. They weren't open to the public. And, but I remember one of the sessions when the Corky Bush knew we were meeting. And just marched in and took a seat to sit and listen. And she was the affirmative action person, but 100% representing the university. And I can remember the two lawyers just stopped the whole thing and said, "you get out of here" in a nicer way. But she wasn't about to move, but they made it clear that we were not moving forward until she got out. And so that was one of the memories I had of it, but that was sort of the attitude of the university too.

Janet Piehl [02:03:58] In the aftermath of all this, did you feel like you had a chance to be heard?

Patricia Anderson [02:04:07] Yes, I think I hadn't really thought of that, but yes, I did. Well, I DID because I prevailed in the case.

Janet Piehl [02:04:15] Correct, but there's the prevailing of the case, and then there's money, which is always nice.

Patricia Anderson [02:04:21] But that's...

Janet Piehl [02:04:22] But from that personal satisfaction, especially looking back now on then, did it... I don't know. What kind of feelings did you have afterwards?

Patricia Anderson [02:04:35] I guess I was glad I did it. I've never regretted doing it. It was an education, it was an experience. I think I would have, I'm not sure how I would've taken it had I not done it. Because I felt so strongly, I'd had so many years of put down and battle. That I thought when I see something I think is wrong, I kind of figure out how to do it and in many cases, I guess what I do now when I say something wrong I try to just avoid being involved in that whatever it is and. So avoidance is one way to deal with things that you think need to be changed. But I think in that, in this case, I've never regretted having done it.

Janet Piehl [02:05:38] It's fantastic.

Patricia Anderson [02:05:39] And I would, I don't know, that I would even do it differently if I were doing it again. Probably more smartly. But I just did whatever Doug Harris told me to do. But I think back and I had a good it was because I had the good lawyer and then Doug Harris was good enough and evidently thought it was a good enough case. So he went back and brought in Mike Malloy who worked on this other case and the two of them were good.

Janet Piehl [02:06:20] Do you think it made a difference? Do you think you made a difference?

Patricia Anderson [02:06:25] Yes. Yes.

Janet Piehl [02:06:27] Tell me about that.

Patricia Anderson [02:06:28] Well, how does that make a difference? I, I think. I guess I've just always assumed I made a difference, and I guess maybe the way I'm seeing that I maybe, I hope, maybe I'm overestimating, but I can't help but think that I may be made a difference by the very fact of the president they've got today. Because I think that getting rid, my biggest accomplishment was having, yeah, very definitely my biggest accomplishment was getting a chance to get rid of Tietz. And Tietz, I've just found a magazine or a book I've got down here somewhere that I was looking at last night over there, I guess, that got the date, Tietz was president from 77' to ... 1990. My case was settled in 1990. And I had thought he was fired after 91', but actually the record says he was out in 1990. That would have been June of 1990, and so. But after, I think I've told you, and I kind of lost track at this very end because when the two lawyers were in Bozeman on the final determination of the settlement, I was in Kindred at Mother's funeral that very day, and I was not back in Bozeman much after that, so I didn't, I kind of lost it. I have never once been back in the office that I worked in all those years, as far as the physical office.

Janet Piehl [02:08:56] Would you like to?

Patricia Anderson [02:09:00] I think I could face it if I needed it if it worked out like when we go back now. [crosstalk]

Janet Piehl [02:09:11] That's what I'm thinking, Pat. Would you like to? So, why don't you ponder that because, you know, the president of Montana State commissioned this, I forget, exactly what they call it, but status of women commission, some title, some similar title to that, and I would imagine that they would be happy to arrange...

Patricia Anderson [02:09:37] Yeah, I think maybe if it happens, if it's convenient when we're there, which it might very well be, I would be happy with it.

Janet Piehl [02:09:45] So I would ask yourself...We're going to be there. Do you, what, if anything, would you like to do, to looking back on your tenure, because if there's something that you say "boy, it sure would make me happy if I could," I don't know, "meet the Dean of Students now, or really, that was a chapter in my life, and I'm done, and don't even want to go back through that department door".

Patricia Anderson [02:10:15] Good, no, I'm past that point, that latter point. So whatever happens happens and I'll be fine with it. I would, I do hope to get to have at least a brief chit chat with the president. I'd like to meet her. I think she's got to be one of the most amazing women I've ever heard of, that she could do what she's done at Montana State. And I think it's good. I did get a clipping the other day from Jan that talked about the Dean of Students was interviewed and he must be new because I didn't remember that name even. I don't think it's the one that's been there for a long time in there, but I've never met any of the new people. I just have not been back. I was back on the campus a time or two and trying to drive around. I was there a few years ago, but I haven't really paid much attention to it. But at any rate, this article the other day was regarding the fact—is this on?

Janet Piehl [02:11:27] Yeah.

Patricia Anderson [02:11:28] Okay. Anyway, it was regarding an interview with the president—I mean, the dean of students, because he was they were talking about the fact that Montana State is suddenly coming up with a lot of rapes reported and comparing it with the University of Montana that doesn't have nearly as many reported. The Dean of Students was saying that that is because they are getting them reported. And but I kind of think the town people and other people were all up in arms because there were so many at Montana State and however I looked at Dean's right on because it's just that they're getting him reported because they've been having a lot of those kinds of problems. They had them when I was there and I'm sure they haven't improved them so.

Janet Piehl [02:12:33] Well, and that says a lot about the current culture within the university, because it's definitely true. I mean, it's true in consumer complaints as well, is once people feel like complaints might do something, so your complaint rate will go up. It's the same thing with women coming forward and reporting sexual violence, or not just women. With people coming forward and reporting sexual violence because they feel that A: they will be heard, and B: that something will be done rather than the story you told me in session one where the victim was the one who was expelled.

Patricia Anderson [02:13:19] Yeah, yeah.

Janet Piehl [02:13:20] Right?

Patricia Anderson [02:13:20] Yeah. So I, anyway, I was very impressed with that little clipping. Yeah. Because I think that does mean things are changing. But the, if it is a new person, which I think the name was a new name, the one prior to this one I've been impressed with to some of the articles that have come. So I think. I think the culture has changed tremendously under the President, and I guess I was totally shocked to learn way back now that Montana State had actually hired a woman as President. When I was there, I never could have believed that that would ever happen.

Janet Piehl [02:14:15] Well, I know we've talked for almost an hour and a half today and it's been, I know it's got, it's flown by so fast. No, it was so much fun. So I was thinking that that's probably, it feels like we're kind of at a good stopping point.

Patricia Anderson [02:14:29] I think we got through the end of basically.

Janet Piehl [02:14:35] And you gave me... The stories that I was interested in. Because again, there's lots of this that's on record that at some point, if you know, that we can fill in and whatever, I would ask you to think about, is there anything in particular, any places or people you want to meet at Montana State? Or none? We will. So think about that. Over the next few days.

Patricia Anderson [02:15:06] I will. There are a number of people that are going to be recognized that come into that category that we want to meet and there are some that I would like to meet but I don't think will be there just from what I know about their physical condition.

Janet Piehl [02:15:27] Sure sure sure. Well, yeah. So I'm just thinking outside of the group that's being honored.

Patricia Anderson [02:15:35] And actually, I'm. I've been thinking, too, about that, and I'll keep thinking. Yeah, you keep thinking about that.

Janet Piehl [02:15:47] And then as far as the papers go, so as far as I'm concerned, I feel like we've gotten your story for your granddaughters. We've got the arc of your story. There's lots of details that can be filled in, this and that. So we can meet for another session. We can, you can organize and go through things we could, you could say to me in three months, "let's pick up again", or we can schedule something for later this week if you feel like you have more things you want to say.

Patricia Anderson [02:16:19] Okay.

Janet Piehl [02:16:20] But to me, it feels like a natural breakpoint.

Patricia Anderson [02:16:23] Okay, I think we have pretty well covered it. These papers that I have found are definitely all to keep in it, and that is... I think we'll some of the things you have in those boxes will keep. Did you get....

Janet Piehl [02:16:46] Yeah, I've mostly gotten through them, so I intend to bring those boxes by probably by the end of the weekend at the latest. Well, I would ask you then to decide how you want to organize these papers and whether you want to add them to the boxes, you know, i.e. Get it in the box.

Patricia Anderson [02:17:05] I suspect, I mean, if I were to say right now, I'll think about it and look at it, but probably pick out a few things from those boxes, and these are the ones really we keep. I guess, that's part of why I had them separate, maybe. And....

Janet Piehl [02:17:26] Where they can be in their own separate file folders and have these ones labeled with whatever organization thing works for you?

Patricia Anderson [02:17:34] We don't want to keep three boxes of those papers, I'm sure.

Janet Piehl [02:17:39] Oh, that's fine.

Patricia Anderson [02:17:39] Through the years, forever.

Janet Piehl [02:17:42] Well, I think we should keep them for now. And whether they stay with you or whether you want Lindsay and I to store them, that's great. You can decide.

Patricia Anderson [02:17:53] So we'll see, but have you gone through them enough to see, isn't there a lot of duplication?

Janet Piehl [02:17:59] There's really not, and I don't think it's worth spending the time to ensure that there is zero duplication.

Patricia Anderson [02:18:08] Oh, okay. That's one job I don't want to do then.

Janet Piehl [02:18:11] No. I would say go through the boxes because you want to go through boxes.

Patricia Anderson [02:18:16] Okay, I think those, I think there are the what do we call them? I can't even think now. When you, they're in booklets.

Janet Piehl [02:18:32] Okay.

Patricia Anderson [02:18:33] That position is the story that I'm thinking of.

Janet Piehl [02:18:35] Yeah, they are.

Patricia Anderson [02:18:36] Yeah. Those I think may give us a little bit of insight to where other, I mean those are from other people.

Janet Piehl [02:18:44] Right.

Patricia Anderson [02:18:44] But beyond that, I think...

Janet Piehl [02:18:47] So I think we should leave it for today. It's been a long day, gotten a lot done. I'm thrilled. I feel very grateful that you took the time to tell me. I'm sure that there are more stories to tell.

Patricia Anderson [02:19:00] Okay, and there's a couple here, a couple of letters I just want to brag a little bit about maybe. I can't lose those. But anyway, I sort of smiled at some of the media I can't see.

Janet Piehl [02:19:25] Let's organize that for a different day. I think now it's... Now it's tiring.