

basketball coach accepted the new amount and both Fresno State and the CSU system agreed to the settlement.

A jury had awarded Johnson-Klein \$19.1 million in December after alleging she was fired in March 2005 due to her advocating gender equity in Fresno's athletic program. Her attorney, Warren Paboolian, said that while they were disappointed with the reduction, Black's ruling confirms that Fresno discriminated against his client. He will seek additional payment for attorney's fees.

Johnson-Klein decided to accept the \$6.62 million award rather than return to court, saying she was "thrilled" that Judge Black upheld her allegations of gender discrimination, sexual harassment and retaliation.

"The dollar figure was never what it was about," she said at a news conference at her attorney's office. "I want this award, this jury verdict to be a small part of showing what women can do to speak up."

Johnson-Klein plans to write a book about her life, from her gritty childhood in Oklahoma to an inside look at a gender discrimination trial, which is designed to advance the crusade for women's rights. "I see myself as just being one small part," she said. "There are so many pioneers in women's sports. I'm kind of a yearling, a young one coming along. But I would like to help."

Fresno is appealing the \$4.42 million court award to former volleyball coach Lindy Vivas for sex bias. It settled a sex bias suit for \$3.5 million with former athletics administrator Diane Milutinovich in October.

Info is from an Associated Press report and *Fresno Bee* articles on February 8 and 14, 2008.

Women Librarians Seek Gender Equity

The American Library Association's (ALA) Committee on Status of Women in Librarianship wants the ALA to practice more gender equity in their selection of conference speakers and their policies for listing salaries in job ads.

The group voiced concern that ALA conferences feature more male speakers than female, and they're gathering documentation to confirm their suspicions.

The group also wants the ALA to allow only job ads in ALA's *American Libraries* magazine that list the minimum and maximum pay. Librarians noted that it is difficult to negotiate for better salaries without that key information.

Some librarians said that ALA is hesitant to make schools list salary ranges in ads for fear some schools will pull their ads, according to *The Chronicle of Higher Education* on January 25, 2008.

Sloan Grants to Help Academic Women

Six more universities have received \$200,000 grants from the Alfred P. Sloan Foundation to find ways to make faculty careers more family-friendly, especially for women.

Concerned that women are struggling with careers in academia, the Sloan foundation started the grant program with six other schools in 2006, according to Kathleen Christensen, a foundation director. Female professors are less likely to be married than male colleagues, more likely to divorce and have fewer children than male professors, she noted.

"We heard the best women graduating with PhDs were not going onto academic lines because they did not see how they could have a family and a career," she said.

Recipients for 2008 are: The University of Baltimore,

Canisius and Simmons Colleges in Massachusetts, San Jose State and Santa Clara universities in California and Boise State University.

Among the schools' planned programs are options for faculty to work part-time while on the tenure track and emergency travel loans for faculty to help sick or dying family members who live far away.

Undergraduates at Santa Clara University will be able to take courses on creating work-life balance, including exercises to improve their decision-making skills, work-life issues such as career planning, budgeting, partnership/marriage, child care and housekeeping.

More than 50 schools applied for the grants, of which more may awarded next year, according to *The Chronicle of Higher Education* on January 29, 2008.

Grad Asst Sues Hofstra U for Harassment

A former athletics manager at Hofstra University NY has filed a federal lawsuit against the school, claiming that football players sexually harassed her.

Lauren Summa, a 23-year-old grad student, said she was dropped from the team's staff after speaking out about harassment and making complaints to coaches and the school that went nowhere, according to her suit.

Summa said she complained about the harassment to head coach Dave Cohen, who promised to take disciplinary action, but nothing happened and the harassment continued.

As an example, Summa said that while a sexually explicit movie scene between a white woman and a black man ran on a team bus, players shouted obscenities and one told her, "This is what you white women want."

From the *USA Today* on January 31, 2008.

MBA Programs Adjust to Attract Women

A growing number of MBA programs are now admitting students straight from undergrad, hoping to attract more women and minority students.

Requiring several years of work experience before entering an MBA program became common in the 1980s and is still the norm. But today a growing number of schools are accepting students who skip the work experience portion. About 5% of Stanford University's MBA students come directly from undergrad programs, compared with 1 to 2% a few years ago.

Between 2005 and 2007, the number of people under age 24 taking the GMAT jumped 71% and encouraging younger applicants helps women and minorities, said David Wilson, CEO of the Graduate Management Admission Council.

Schools see it as a marketing advantage, since waiting to build up job experience means women often must delay having children at the same time.

The move also puts MBA programs more in line with law and medical schools, which most students enter right after undergrad. Women make up about 50% of law and medical students at the nation's most competitive schools, compared with less than 30% at top business schools.

From *The Chronicle of Higher Education* on January 25, 2008.

U of Georgia Profs Accused of Misbehavior

Two University of Georgia Professors are in hot water for behaving badly with students—one is accused of sexual harassment and one of beating a student.

For almost two decades William Bender, a special education and communications professor, has been accused of harassing female undergrads. Bender has allegedly made sexually suggestive jokes, made remarks about students' bodies and invited students to his hot tub. He will be allowed to resign after the academic year.

Meanwhile, Shawn Holaway, an assistant pharmacy professor at Georgia, allegedly repeatedly punched a student at an off-campus party. Officials said they removed Holaway from contact with students while they investigate the November incident, but some students claim Holaway is still teaching and gave two in-person lectures in January.

From *The Atlanta Journal-Constitution* on February 4 and *The Chronicle of Higher Education* on January 30, 2008.

Rutgers Settles with 3 Students Over Prof

After almost a decade, Rutgers University NJ has settled a lawsuit filed by three former grad students who said a professor tried to destroy their careers.

They claimed anthropology professor William Powers tried to destroy their reputations by accusing them of plagiarism after one of the students ended her affair with Powers. He counter-sued, and Rutgers reached an agreement with him; he admitted no wrongdoing and received \$92,000 for pain and suffering.

The students filed their suit against Powers and Rutgers in 1999. Rutgers publicly renounced Powers' accusations against the students as part of the settlement. Court papers did not disclose whether or how much Rutgers paid the students, reported New Jersey's *The Star-Ledger* on January 30, 2008.

Canadian College Seeks Policy on Prof Sex

An Alberta college is creating a policy banning student-teacher relationships in response to an order to reinstate an instructor who admitted to having sex with three of his students.

Greg Bird, a psychology teacher, was fired by Lethbridge College in January 2006 after an internal investigation found him guilty of "inappropriate relationships with students." An arbitrator agreed with Bird's argument that the college's lack of a policy on the matter meant Bird was fired for violating a rule that didn't exist.

The school is considering an appeal, according to an official. Bird is scheduled to be reinstated in May, according to Toronto's *Globe and Mail* on January 19, 2008.

NCAA Panel Offers Tips to Support Gays

More than 250 athletics leaders attended a panel on inclusion of LGBT student athletes at the 2008 NCAA convention.

They discussed why coaches and ADs need to start talking about sexual orientation in the locker room and how to do so. "Don't be paralyzed on this issue," said Laurie Priest, AD at Mount Holyoke College MA. "Be bold, be brave and we can change the world."

While many coaches assert they don't have a problem with sexual orientation so it doesn't need to be addressed, students need to be told that directly, according to panelists. A strong non-discrimination statement during orientation can set the tone for a whole athletic season.

Panelists also pointed out that students are often more

knowledgeable on the subject than coaches. They reminded the audience that athletics staff have a moral and legal responsibility to protect students even when local and national governments don't. The NCAA has a strong non-discrimination code that ADs and coaches must uphold.

From www.outsports.com on February 11, 2008.

Osher Foundation Funds Adult Students

Financial aid for students over 25 is usually scarce on college campuses, but the Bernard Osher Foundation offers many scholarships to returning adult students.

The Osher Reentry Scholarship Program is active in 59 universities in 24 states. The program benefits students, mostly ages 25 to 50, whose college studies were interrupted by circumstances beyond their control. The foundation also supports lifelong learning programs at over 100 institutions throughout the U.S. Such programs are especially beneficial for women, who are more than 60% of adult students.

From *The Capital Times* (Madison WI) on January 12, 2008.

Harassment Suit OK Against Tenn. State Prez

A woman claiming that Middle Tennessee State University President Sidney McPhee sexually harassed her may proceed with her lawsuit, the Tennessee Supreme Court ruled recently.

In 2003 McPhee's former administrative assistant, Tammie Allen, claimed that McPhee created a hostile work environment by making sexual innuendos and touching her inappropriately. Allen's case had been thrown out by a circuit court in 2004, but the current ruling revives it. The court said her case is valid because the school's sexual harassment policy makes McPhee the final decision-maker on sexual harassment complaints.

After Allen made her allegations, the Tennessee Board of Regents disciplined McPhee with a 20-day suspension, a loss of \$10,000 in salary over a year and orders to attend training on employment issues, according to *The Tennessean* on December 5, 2007.

Southern U Gives Laptops to Top 50 Frosh

Wondering how to inspire smart but poor students? Southern University LA recently gave laptops to 50 Honors College freshmen. "Unlike many universities where students bring their own computers, we still have a number of first-generation, second-generation students...without computers," said Huey Lawson, head of technology and network services at Southern.

The money came from a \$1 million federal grant to upgrade technology at historically black universities, according to *The Advocate News* on January 25, 2008.

Rutgers Grad Internships Boost Women

Rutgers University's Camden campus has been working for almost 20 years to encourage women and minorities to attend grad school.

In 1990 Dr. Gloria Bonilla-Santiago established the Latino Fellows Public Policy Leadership Institute with a "vision to really create a pipeline program for Latino leaders. The institute offers a weekly leadership-training seminar, as well as summer internship opportunities. More than 500 students have graduated from the program since it began, according to *Diverse Online* on January 30, 2008.

Applications for the fall program are due in March.