

LGBT students and employees and about a third of those who were transgendered or "gender nonconforming" reported harassment, but only one-eighth of heterosexuals.

Although 70% of the LGBT students and employees felt comfortable in the campus climate, those who were racial minorities reported being less comfortable. Faculty members were more likely to consider leaving their schools than students or staff.

To improve their climates, schools can follow dozens of suggestions made in the report, including:

- Include sexual orientation/gender identity/gender expression on anti-bias statements.
- Extend health insurance to same-sex partners.
- Open a gender/sexuality resource center with professional staff.
- Train athletics department, police and res hall staff on gender/sexuality issues.
- Distribute info to faculty on using inclusive language.
- Offer a clear procedure to report incidents.
- Recruit and give scholarships to LGBT students.
- Offer gender-neutral housing and restrooms, and find gay-accepting roommates.
- Create gay-friendly support groups in the counseling center.
- Develop an alumni group of LGBT graduates.

Check the whole list at www.campuspride.org, according to *The Chronicle of Higher Education* on September 14, 2010.

Women Profs Fare Better at Union Schools

A new study of 101 research universities from 1993–4 to 2004–5 showed that women professors at unionized schools made up a larger share of overall faculty, and also those at the associate and full professor levels.

"Unions improve faculty life for professors of either gender, but women benefit from them more," said lead author Ann Mari May, an economics professor at the University of Nebraska at Lincoln.

Especially for associate professors, the unions are most helpful. "The focus at that level tends to be tenure, and unions offer a mechanism that builds transparency and the promotion and tenure process," she said, noting that women tend to feel "less familiar with promotion and tenure policies and that they're given less information on them."

Schools with a female president or chancellor had an increase in the proportion of assistant and associate professors who were female, perhaps because "the presence of a woman in a leadership role at a research university may make women more likely to apply there," she said.

Unions also help increase retention of female faculty because of their explicit grievance procedures, May said. "If you have women who aren't a dominant group, you might imagine that they would have more issues that might need attention. Instead of having to leave, faculty have a way to express their concerns."

May advised women to consider the effect of unions in advancing gender equity and leveling the playing field. She also suggested that unions could use this in recruiting.

Info is from *The Chronicle of Higher Education* on September 15, 2010.

UCF Police Hassle 'Mixed-Blood' Prof

A University of Central Florida philosophy professor has accused four white UCF police officers of racial profiling

following a traffic stop on August 9th.

Philosophy professor Jennifer Lisa Vest, who calls herself a "mixed blood" poet of Native American heritage, claimed police pulled her over because of her race. Officers claimed they stopped Vest due to a taillight and tag light being out. Vest said the taillight was not broken.

She claims that the officers verbally harassed her, calling her a "drug user, crack head and liar" in front of UCF students. Police claim they saw a prescription pill bottle in Vest's glove box during the stop and that a police dog smelled something that led to a search of Vest's vehicle.

Vest reported chest pains during the incident and emergency workers were called to the scene, but police allegedly prevented her from taking chest-pain meds.

She has demanded a public apology and that her record be cleared. In addition, she wants police officers to receive training on issues involving civil rights, disability and medical rights as well as race and gender issues.

The incident has prompted reviews by the Orlando Police Department, the ACLU and the NAACP, according to the *Orlando Sentinel* on August 31 and September 1, 2010.

Prof's Phone-Sex Night Job Leads to Inquiry

Pay for tenured associate professors at state universities is notoriously low, so in February 2007 English prof Lisa D. Chavez turned to moonlighting after a divorce.

From her grad students working there, she learned that People Exchanging Power paid \$40 an hour. So she took the persona of a phone-sex dominatrix named "Mistress Jade," also planning to use her experience as research for her writing.

After a student complaint, she admitted to a serious lapse of judgment and quit the job. The school investigated and found she had violated no law or policy. She accused her critics of discriminating against her because she is bisexual and Hispanic.

The controversy has led to two English faculty resignations and three pending lawsuits, as well as a letter from 14 tenured faculty members in English demanding that the deputy provost for academic affairs appoint a faculty committee investigate her conduct.

They raised questions of faculty governance and duties of profs to protect their students, while others cite attributes of a hostile workplace and changing sexual norms.

Chavez continues to teach there but said the stress of the controversy "has put a real damper on my writing," according to *The Chronicle of Higher Education* online for September 12, 2010.

Seminar on Gay Marriage at Seton Hall U?

Seton Hall University NJ planned to offer a controversial course on gay marriage this fall, much to the dismay of Newark Archbishop John Myers.

W. King Mott, an associate professor of political science, planned to teach the undergraduate seminar course, "The Politics of Gay Marriage." Mott, an openly gay professor, said the class will explore the issues around gay marriage without advocating for either side. About two dozen students are enrolled in the class.

Myers, who serves on the Seton Hall Board of Regents, asked the school to reconsider the class. He was troubled that the Catholic school was offering a class that "seeks to promote a legitimate train of thought that is contrary to what the church teaches."