

Sexual Harassment:

A Problem for Athletic Trainers?

Rumors of relationships. Inappropriate remarks made to your face or behind your back. Jokes that are told only in your presence and don't seem to go away. These are just some examples of sexual harassment, a problem that faces many women in the workplace today.

Sexual harassment is any form of unwelcome conduct based on a person's gender. It can include promises of benefits or threats of retaliation in return for sexual favors. It can also occur when harassment creates a hostile, or offensive work environment. No touching is needed for sexual harassment to occur.

In the field of athletic training, the potential for sexual harassment to occur is high. The work environment includes physical contact, competition, and pressure for success. Any failure can have swift consequences not only for the athletic trainer, but also the athlete. It's an intense job.

In 1995, the Women in Athletic Training Committee, established by the National Athletic Trainer's Association, decided to take a look at women in the field. The committee's chairperson Katie Grove, who is an Assistant Athletic Trainer and a Clinical Associate Professor in the Department of Kinesiology at IU, was the one who suggested conducting a survey.

One of the questions on the survey dealt with sexual harassment. Of those women who are certified athletic trainers who returned the survey, an astonishing 37 percent said they had been sexually harassed. When asked to identify the source of the harassment, 50 percent of the victims said their harassers were coaches.

Sexual harassment came from other sources as well. Ranked second were other athletic trainers (with the head trainers ranked above assistant trainers). Male athletes came in third with athletic directors at the bottom of the list.

The following year, a survey was conducted of male certified athletic trainers. In a related question, the men were asked if the women athletic trainers had ever been sexually harassed. Of the respondents, 41 percent said yes.

Examples help to illustrate these statistics. A woman athletic trainer from a college in Kentucky was removed from her job and sued the school. A new men's basketball coach had been hired and wanted to bring in his own male athletic trainer. She was "offered" the opportunity to take the job as head athletic trainer for the women's basketball team even though she had been the "head athletic trainer"

for the men's team for several years with great evaluations. That is when she became the target of many comments.

Grove noted, "The fear is that if you blow the whistle, it will be harder to find a job. It's one of many ways that women are made to keep quiet."

Women athletic trainers have to face other issues as well. Although the number of women athletic trainers has grown dramatically since 1966 when Dorothy "Dot" Cohen was the first woman to enter the field, sometimes women work on a staff that is mostly male. "In situations like this, who do you talk to?" said Grove.

Another problem is that sexual harassment trickles down. The athletes see the coach or another athletic trainer

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Gender Equity and Athletics: How do Colleges Compare?

For the past two years, IU Law Professor Julia Lamber has been conducting a study on gender equity in college athletics. The study, entitled *After All These Years: Gender Equity and Intercollegiate Athletics*, looks at men's and women's athletic participation rates in three NCCA Divisions.

Gender equity in sports was first introduced under Title IX, a section of the 1972 Federal Education Amendments. The section requires that "no person in the United States shall, on the basis of sex... be subjected to discrimination under any education program or activity receiving Federal financial assistance." (*Brown Daily Herald*, <http://www.netspace.org/herald/library/titleix/homepage.html>)

Lamber noted that one way to define gender equity is to measure how many men and women are participating in intercollegiate sports. These participation levels should be in proportion to the actual undergraduate enrollment at the college. For instance, if a college or university has undergraduate enrollment split 50-50 between men and women, the athletic participation rates should also be 50-50. In a fair number of schools, added Lamber, enrollment numbers for undergraduate women approach 60 percent.

Under the Title IX regulations, a school is in compliance as long as participation rates are "substantially proportionate" to the enrollment. Some courts have defined this as

See "Gender Equity," p. 6

Women in Science 1999-2000

IU's Women in Science Program works to overcome the under-representation of women in the sciences among students and faculty. Supported by a Strategic Directions Initiative grant and by the Office of the Chancellor, WISP is run by the Office for Women's Affairs and seeks to develop programs to ensure that women scientists - whether students or faculty - find a congenial place to work and research at Indiana University. For 1999-2000, the WIS Program will have two coordinators: the Programming Coordinator, Sandra Reineke, is responsible for the Distinguished Lecturer visits, student activities and programming, the Women in Science Research Day, and the Instructional Grant Program. The Development and Communication Coordinator is responsible for grant-writing and securing external funds, editing the WISP Wire (our semi-annual newsletter), managing the WISP web site and the email list.

Plans for 1999-2000 have already begun. Look for information in the future about:

- The WISP Distinguished Visiting Lecturers Program. We expect to host Dr. Elizabeth Hoffman, provost at the University of Illinois at Chicago Circle and a prominent economist in late November, and Dr. Margaret Palmer, a zoologist and visiting scholar at NSF this year, in late March.
- The Instructional Grant Competition for faculty in the sciences and mathematics. Applications will be mailed in late November; we expect to fund one or two summer fellowships for summer of 2000.
- The Women in Science Graduate Fellowship Program, a joint effort by RUGS, COAS, OWA and the Chancellor's office. WISP coordinators will organize activities for the two cohorts of women science fellows now on campus. We would like to welcome to IU Megan Campbell, Allison Coleman, Karen Cyr, Maxine Davis, Mary Ann Domski, Katherine Gill, Sarah Pietraszek-Mattner, Julia Scherschlight, Lori Watson, Kelli Paul, and Rebecca Willis.
- The CIC-WISE activities, including the CIC-WISE *Directory of Women in Science and Engineering Ph.D. Candidates, Recipients, and Postdoctoral Appointees*, CIC-WISE / NSF Travel Grants for women students in the sciences to present research at

The Majority Report

Dean for Women's Affairs.....Jean C. Robinson
Editor.....M.T. Morris
E-Mailowa@indiana.edu
Web Address.....www.indiana.edu/~owa

The majority of students enrolled at IU Bloomington are women, who constitute 53% of the student body.

professional conferences, and student conferences.

- The Women in Science Research Day on Wednesday, March 1, 2000. Students interested in exhibiting a poster on their research should contact Sandra Reineke.
- The WISP Wire, IU's semi-annual newsletter for the Women in Science Program
- Activities and events for faculty, graduate and undergraduate women in the sciences

Please feel welcome to contact the WIS Program to get more information about WISP and to take part in the Program activities. You may reach the program by calling the Office for Women's Affairs, contacting us by e-mail at wisp@indiana.edu, or making an appointment to talk with either the Coordinator or the Dean.

Don't Miss the Sixth Annual Women's Leadership Conference!

For the sixth consecutive year, the Indiana University Office for Women's Affairs and the Student Activities Office are sponsoring the annual women's leadership conference entitled *Skills for Leadership: Going for it All*. This year's conference theme is *Images of Women in Leadership*, which conceptually threads together various conference workshops and plenary sessions on leadership and diversity.

The day-long conference on October 16, 1999, will open with a keynote address by Gloria Gibson, Associate Vice Chancellor for Multicultural Affairs, who will be using unique film footage in her presentation on "Images of Leadership." The conference continues with a series of skills-based, practical breakout sessions, led by local, national, and international experts on leadership issues. This year's workshops include sessions on women's health and body images, women's professional experiences in the sciences, two panels on ethics and religion, the role of feminism and civil rights in leadership, as well as advice on how to cope with professional and personal demands.

The conference fee is \$10 and includes breakfast and lunch at the DeVault Alumni Center on the Bloomington campus. For more information and to register for the conference, please visit the conference web site at <http://www.indiana.edu/~owa/wlc.html> or e-mail owa@indiana.edu to register.

- Sandra Reineke

Linda Hunt promoted to Assistant Vice President



LINDA HUNT,
Assistant Vice President

It's a long climb to the glass ceiling, but Linda Hunt has succeeded in shattering it. In June, the Indiana University Board of Trustees promoted her to the position of Assistant Vice President for Administration. She is one of only a few women in the IU system to achieve such a high ranking position –

others include Norma

Holland who is an Associate Vice President in UITS and Dorothy Frapwell, University Council.

“My promotion is a monumental step for women at the university,” says Hunt, explaining that any time a woman moves into a position traditionally held by a male, it makes a statement to the community.

It has been an interesting journey to the top for Hunt. When she graduated from high school in 1970, women were encouraged to become one of three things – a secretary, a school teacher, or a nurse. Although Hunt was always good at math and thought about becoming a math teacher, the job market was tight. Instead, she graduated from IU in 1974 with a BA in sociology.

Along the way, Hunt met Tim Morrison, then a student at IU's law school. Following their respective graduations from IU, they married. Since the couple would be staying in Bloomington for a while longer, Hunt decided to return to school for a higher degree. As statistics had been an enjoyable experience for her, Hunt picked the business school. By 1977, she had earned her MBA.

In 1980, Hunt was hired by Lou Roberts to work in the University Accounting Department where she started out as a staff accountant. Roberts encouraged her to take the CPA exam. “This was a big thing,” noted Hunt, saying that Roberts made an effort to advance both men and women.

After passing the CPA exam, doors were beginning to open. Hunt received a promotion while working at the Bloomington campus. She then moved to Indianapolis with Morrison (who is now a First Assistant U.S. Attorney) and worked at IUPUI for a year.

Following their year in Indianapolis, they returned to Bloomington. Hunt joined the Administration Department, where she has worked for Terry Clapacs, Vice President of Administration, and for his assistant for the past 16 years. Her primary duties deal with the financial and accounting aspects of the university's various construction budgets.

Hunt credits her success to the strong support from teachers throughout high school. “They planted the seed of going to college,” she said.

“I was on the cusp of the sexual revolution,” Hunt noted, adding that a few years later there may have been more encouragement for her to go into the math and sciences.

“You have to remember that this hasn't been too many years ago,” she continued. “But at this point in life, everything has worked out.”

Hunt noted that historically women have not had many role models. Young women today, however, can look to women of her generation for examples, support and advice.

“It is important to have connections with women of all ages,” she said, stressing the need for young women to develop networking skills. “There is a lot to be learned from how other women have dealt with issues.”

Hunt also points out that men have changed quite a bit since the 1970's. In fact, if it was not for a male supervisor who was willing to promote a woman, Hunt would not be an Assistant Vice President today.

1999 Promoted or Tenured Female Faculty Members

The Office for Women's Affairs would like to extend its congratulations to IUB's newly tenured or promoted female faculty members:

<u>College of Arts and Sciences</u>	Diane Kewley-Port
Audrey T. McCluskey	Kathleen Bardovi-Harlig
Cynthia Jordan Bannon	<u>HPER</u>
Stephanie C. Kane	Alyce D. Fly
Joan Pong Linton	<u>School of Law</u>
Alyce L. Miller	Aviva Ann Orenstein
Helen Claire Sword	<u>School of Music</u>
Wendy Gamber	Patricia Wise
Kathryn Firmin-Sellers	<u>University Libraries</u>
Barbara Fazio	Andrea M. Morrison
Maxine Amanda Watson	Julianne Bobay
Margaret Mian Yan	<u>SPEA</u>
Amy Holtzworth-Munroe	Mary Tschirhart

Majority Index Sources

(1) “WNBA and its players must seize opportunity,” Cleveland Plain Dealer, 5/4/99; (2) “Too young to play?” USA Today, 6/30/99; (3 & 4) “DU looking into new WCHA Division I women's league,” Denver Post, 4/6/99; (5) Harper's Index, September 1999; (6) Harper's Index, July 1999; (7) Harper's Index, August 1999; (8) USA Today website; (9) Indiana University Registrar's Office; (10-12) *Status of Women in the States*, Institute for Women's Policy Research; (13) Herald Times, 9/14/99.

IU Athletic History Includes Women Olympians

Indiana University has a rich athletic history, one that includes 21 national championships and over 100 Olympians. From these, four women affiliated with IU in one way or another have earned medals in the Olympic Games.

In an era when women's varsity sports did not exist on the IU campus, two women managed to overcome adversity. Divers Leslie Bush and Cynthia Potter were a part of IU's strong diving tradition in the 1960's and 1970's. Both trained under men's varsity coach Hobie Billingsley, who is considered to be one of the greatest diving coaches in history. According to Kit Klingelhofer, co-author of the upcoming book *Glory of Old IU*, Billingsley coached the women because he saw their talent.

Bush made the U.S. Olympic Diving Team in 1964 and 1968 and was an alternate to the team in 1972. In 1964, Bush – an unknown – pulled off a major upset to capture the gold medal on the 10-meter tower. What is so incredible about this feat is that Bush had only learned to dive from that height five weeks before the games. She was the last American woman to win an Olympic gold on the 10 meter tower. In addition to her Olympic medal, Bush also won a gold medal for platform diving in the 1967 Pan American Games and won five AAU National Championships.

Potter, a member of the 1968, 1972, and 1976 U.S. Olympic Diving Teams is considered one of the top women divers in history. With a bruised foot and next to nothing in the way of painkillers, she managed to capture the bronze medal during the 1976 Olympics on the three-meter springboard. Overall, Potter holds 28 national diving championships, a number that still stands today as the women's record. She was also named the World Diver of the Year in Springboard for three consecutive years, from 1970 to 1972.

Swimmer Kathy Ellis Langraf, a 1969 graduate of IU, was a member of the 1964 U.S. Olympic Swim Team. She brought home four medals that year: gold for swimming the anchor legs in the 400 meter butterfly and the 400 meter medley relays, and bronze for the 100 meter butterfly and the 100 meter freestyle. In addition to being an Olympian, she was an All-American for four consecutive years from 1961-1964. Ellis, a member of the 1963 U.S. Pan American Team, set the world record in the 100 meter butterfly during those games.

More recently, former IU basketball guard Tara VanDerveer coached the 1996 USA Olympic Women's Basketball team to a gold medal. At IU, she racked up three varsity letters during the 1973-1975 seasons. She received invitations to try out camps for both the 1972 World Games and the 1974 Women's Olympic Basketball team. Her coaching accomplishments are equally outstanding. In 1984 and 1985, she was named the Big Ten Coach of the year while at Ohio State. Since becoming the head coach at Stanford, she has coached the women's team to the NCCA Championship twice. In addition, she was the head coach for the U.S. team during the World University Games in 1991.



LESLEY BUSH,
Olympic Diver



KATHY ELLIS LANDGRAF,
Olympic Swimmer



CYNTHIA POTTER,
Olympic Diver



TARA VANDERVEER,
Olympic Coach

Photos Courtesy of the Indiana University Athletics Department

Klingelhofer noted that IU had other women make it to the Olympic Games. Jennifer Hooker, a freestyle swimmer, was on the 1976 U.S. Olympic Swimming Team. Amy McGrath, a diver, made the 1980 team but did not get to compete due to the United States boycotting the Olympics.

Two Olympic hopefuls are also affiliated with the university, Klingelhofer added. Michelle Venturella, a 1996 graduate, recently made the Team USA Softball team that will be going to the 2000 Olympic Games in Sydney, Australia. DeDee Nathan, a track champion at IU during the 1988 and 1990 seasons, also has the possibility of making the U.S. Olympic Track Team in the Heptathlon.

Athletes of this caliber are an asset to IU's athletic programs. Klingelhofer commented, "Successes tend to feed off one another."

The book, *Glory of Old IU*, looks at 100 years of athletic history at the University. Kit Klingelhofer, Media Relations Director for Indiana University's Athletic Department, and Bob Hammel, retired sports editor for the *Herald Times*, co-authored the book which will be published in October 1999.

Feminist Artist Teaching at Bloomington Campus

For the first time in 25 years, feminist artist Judy Chicago returns to the role of teacher. This fall, Chicago will be leading two classes – “Foundations of Feminist Art: History, Philosophy, and Context” in the gender studies program and a studio art class through Fine Arts – at IU where she has received a Presidential Appointment in Art and Gender Studies.

“It is a rare opportunity to host Ms. Chicago at IU this fall and to share her artwork and art world experience with the Indiana community,” says Professor Peg Brand who will be team-teaching the gender studies class with the artist.

Letters from young female artists saying that they do not receive encouragement or support for their work led Chicago back to the classroom. These letters were “very disturbing” for the artist. Chicago noted that some of the women had never had a female mentor or had the freedom to express themselves in their work.

Chicago knows about the struggles that face these young artists. Although she started “making art” in a supportive family setting before she was five, the rest of the world wasn’t ready for her art. In graduate school at UCLA during the early 1960’s, she

experienced the contempt of others towards her work. Yet, after ten years of struggle trying to carve out a niche in the art world, Chicago helped to pioneer the feminist art movement.

In the early seventies, after a decade of professional art practice, Chicago established a feminist art and art education program for women at Fresno State University. She then brought her program to the California Institute of the Arts, where she established the Feminist Art Program with artist Miriam Schapiro. The famous *Womanhouse*, the first installation demonstrating an openly female point of view in art, was produced through this program. The ongoing impact of *Womanhouse* and of Chicago’s work and ideas have helped spawn a worldwide feminist art movement.

In 1974, Chicago turned her attention to the subject of

women’s history to create her most renowned work, *The Dinner Party*, which was executed from 1974-79 with the participation of hundreds of volunteers. This monumental multi-media project, a symbolic history of women in Western Civilization, has been seen by more than one million viewers during its fifteen exhibitions, held in venues spanning six countries.

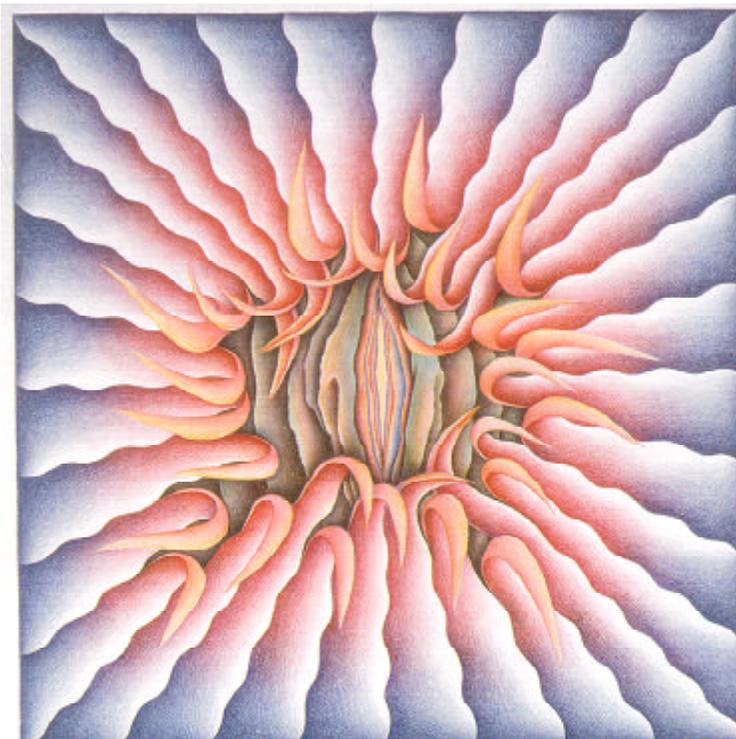
From 1980-85, Chicago worked on the *Birth Project*. Having observed an absence of iconography about the subject of birth in Western art, Chicago designed a series of birth and creation images for needlework, which were

executed under her supervision by skilled stitchers around the country. *The Birth Project*, exhibited in over 100 venues, employed the collaborative methods and a similar merging of concept and media that characterized *The Dinner Party*.

While completing the *Birth Project*, Chicago also focused on individual studio work to create *Powerplay*. In this series of drawings, paintings, weavings, cast paper and bronze reliefs, Chicago

brought a critical feminist gaze to the gender construct of masculinity, exploring how prevailing definitions of power have affected the world in general and men in particular. The thought process involved in *Powerplay*, the artist’s long concern with issues of power and powerlessness, and her growing interest in her Jewish heritage, led Chicago to her next body of art.

The Holocaust Project: From Darkness into Light premiered in October 1993 at the Spertus Museum in Chicago, subsequently traveling into museums around the United States. The exhibition culminated eight years of inquiry, travel, study and artistic creation on the subject of the Holocaust by Chicago and her husband and collaborator, photographer Donald Woodman. The *Holocaust Project* includes a series of images that merge Chicago’s painting with Woodman’s photography, as well as works in



Center of Page: *Female Rejection Drawing #3 (Peeling Back)*.
Courtesy of the IU Art Museum.

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Gender Equity, from p. 1

being within five percent. For example, in a school with an enrollment divided evenly between men and women, athletic participation rates for women would have to be only 45 percent.

For this study Lamber considered at three NCAA divisions:

- Division I-A – Large schools with “big time” football and basketball programs.
- Division I-AAA – Large schools, usually urban, that have “big time” athletic programs but do not offer football.
- Division III – Smaller colleges that offer a full array of sports, but cannot award athletic scholarships.

The claim has been that since football is a high participation sport, schools with large football programs would have a more difficult time meeting the participation criteria of Title IX. Lamber pointed out that there is not a women’s sport that has comparable participation rates.

Going into the study Lamber believed that the smaller colleges would be models of equality. They are not driven by scholarships, do not have large stadiums or television contracts for football. Lamber was surprised by the results of her study. While there was a fairly significant difference between Division I-A and Division I-AAA schools, the difference between Division I-A and Division III schools was relatively insignificant.

The results showed that Division I-AAA, the athletic participation rate was 45 percent, compared to the undergraduate women’s enrollment of 57. In Division I-A schools, women constituted 51 percent of the undergraduates but only had an athletic participation rate of 39 percent. The results for Division III mirrored Division I-A; women accounted for 52 percent of the undergraduate enrollment, but had a 39 percent athletic participation rate.

Lamber also looked at how many colleges and universi-

ties in her study could meet the Title IX definition of “substantially proportionate.” Using the court’s five percent criterion, she found that 14 of 89 schools in Division I-A and 11 out of 50 schools in Division I-AAA would be in compliance. In Division III, only nine out of 107 schools could meet this definition of compliance.

Since completing the study Lamber has revised her thinking. It is possible that schools with big football programs may have an easier time complying with Title IX than smaller schools because they already have multiuse athletic facilities. In addition, many of their football programs run in the black, allowing it to subsidize other sports. Finally, once a school has a larger program, it is easier to become just a little bit bigger.

Small schools may be running athletic programs that are losing money, making it more difficult to offer women’s sports. However, the question remains: why should women’s athletics suffer while men’s sports continue to be subsidized at these schools?

Lamber also commented about the opposition to Title IX. There have been claims that men’s teams have been eliminated to pay for women’s teams but the data submitted by higher education institutions are not consistent with this claim. Lamber expects to see sharp decreases in the number of schools offering certain men’s sports. While there were declines, the differences were not dramatic. In addition, overall participation rates dropped by less than five percent in Division I-A and the average number of male participants increased by almost 25 percent in Division III.

Overall, though, women’s sports have made strides over the past 20 years. “We have to remember that varsity women’s sports didn’t exist in most schools before the 1970’s,” Lamber concluded.

Lamber’s data comes from the 1997-1998 school year as reported in fall 1998.

Feminist Artist, from p. 5

stained glass and tapestry, designed by Chicago and executed by skilled artisans.

Since completing the *Holocaust Project*, Chicago has been involved in a variety of activities. Her most recent collaborative undertaking is *Resolutions: A Stitch in Time*, which she began in 1994 with a number of skilled needleworkers with whom she has worked for many years. This project, which combines painting and needlework, playfully reinterprets traditional adages and proverbs with an eye to the future. It is scheduled for exhibition in the year 2000.

For many decades, Chicago has produced works on paper, both monumental and intimate. These will be the subject of an extensive retrospective which is traveling the country, stopping at venues across the country. This retrospective, entitled *Trials and Tributes*, is currently on display at the Indiana University Art Museum. This

exhibition is the first comprehensive examination of the body of Chicago’s work.

Born in Chicago in 1939, Ms. Chicago holds both a bachelor’s degree and master’s of art from the University of California, Los Angeles. In 1992, she was awarded an honorary doctorate in fine arts from Russell Sage College, Troy, New York. In 1996, the Arthur



JUDY CHICAGO

and Elizabeth Schlesinger Library on the History of Women in America at Radcliffe College in Cambridge, MA, became the repository for Chicago’s papers. This is a singular honor as Chicago is the first living artist to be included in this major archive.

New Women Faculty, Part One



Jeannine Bell joins the faculty of the School of Law as an Associate Professor of Law this fall. She received her A.B. from Harvard College in 1991 and an M.A. in 1995 from the University of Michigan. Bell also holds a J.D. from the University of Michigan Law School and a Ph.D. in Political Science, also from Michigan. In the past, she was a law clerk at the Institute for Government, a part of the University of North Carolina-Chapel Hill, and served as an undergraduate advisor and graduate student instructor at Michigan. Her research and teaching interests include the areas of Law and Political Science, the First Amendment, Hate Crimes/Hate Speech, and Law and Society.



Marion Frank-Wilson is an Assistant Librarian and Librarian for African Studies at the Main Library. Prior to coming to IU, she completed her M.L.S. degree and worked as a Reference Assistant in the Walter Clinton Jackson Library at the University of North Carolina-Greensboro. She earned her Ph.D. in English and African Literature in Bayreuth University in Germany. She also holds an M.L.S. and an M.A. with concentrations in English and African Literature, Comparative Literature, and African Linguistics.



Patricia Jeane Stiles comes to the School of Music with many years of experience in leading roles on the opera stages. These international appearances included stages in Switzerland, Germany, the Dresden Semper Opera, the Leipzig Opera, the National Theatre in Munich, the Klagenfurt Opera in Austria, and the Washington Opera in the United States. She has also made numerous concert and recital appearances throughout Europe, and has taught privately and at the University of Osnabruck, the University of Maryland's Munich program, and the University of Richmond in Virginia. At IU, she will be serving as an assistant professor. A graduate of the University of Maryland with a Master of Music degree in voice, she has appeared in the roles of Carmen (*Carmen*), Eboli (*Don Carlos*), Dalila (*Samson et Dalila*), Ulrica (*Ballo in Maschera*), Octavian (*Der Rosenkavalier*), Dorabella (*Così fan tutte*), and Suzuki (*Madama Butterfly*). Stiles also is a graduate of Georgetown College in Kentucky where she earned a B.A. in English



Diane Reilly joins the School of Fine Arts as an Assistant Professor. In 1998, Reilly completed her dissertation, "The Saint-Vaast Bible: Politics and Theology in Eleventh-Century Capetian France," at the University of Toronto. While at Toronto, she was the recipient of a Social Sciences and Humanities Research Council Fellowship and a Simcoe Special Fellowship. She is now pursuing her interests in early medieval queenship as it is expressed in art, and the function of medieval manuscripts. At IU, she teaches about Romanesque and Gothic art and architecture, as well as the history of the medieval city and illuminated manuscripts. In the immediate future, she plans to devote her attention to publishing a book on the idealization of early medieval rulership in manuscript art and will look at how the development of feudalism impacted the representation of women, especially those in power, between the tenth and twelfth centuries.



Virginia Hettinger joined the Department of Political Science last December as an Assistant Professor. Although new to IU as a faculty member, she is familiar with the Bloomington campus, having earned her undergraduate degree here. In January 1999, she received her Ph.D. in Political Science from Emory University. Her areas of teaching and research specialization are in American judicial politics.

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harass a woman athletic trainer; they think it is okay for them also. It is a cycle that needs to be broken.

As a result of these findings, the NATA decided to take action. A brochure on sexual harassment was published and mailed to every athletic trainer in the organization. Recent district meetings have included sections entitled "She Said, He Said" that have dealt with issues of family and work. Grove hopes that opening the dialogue between men and women on many issues will help decrease these problems. Seeing women as people, not objects, is a key to this answer. Grove, who is also the Undergraduate Athletic Training Program Director, works with the students in her senior athletic training seminar at IU, giving them scenarios to act out.

Grove commented on the situation at IU, saying, "I feel the staff we work with is really good."

Once or twice, she has heard an athletic trainer tell an athlete that a comment is inappropriate. "People seem open and aware," she added.

MAJORITY REPORT INDEX

Minimum "Rookie" Salary for the Women's National Basketball League in 1999.....	\$25,000
Minimum "Rookie" Salary for the National Basketball League in 1999.....	\$287,500
Registered Women Hockey Players in the United States in 1990	6,336
Registered Women Hockey Players in the United States in 1998	27,273
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Sources listed on page 3.

Indiana University
Office for Women's Affairs
Memorial Hall East 123
Bloomington, IN 47405-2201

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