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Charges sex discrimination

Prof files suit against FIU

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News Editor

Ellen D. Jacobs, associate professor in FIU's department of visual arts, has filed suit in federal district court, charging one of her teaching colleagues, the chairperson of her department, the president of FIU, and the University itself with sex discrimination, unfair employment practices and conspiracy to violate her civil rights. Jacobs is asking for at least \$35,000 in damages, plus legal expenses, in compensation for wage and rank discrimination over a period of six years.

She has named Visual Arts Associate Professor and Gallery Director James Couper, Visual Arts Chairperson Francis Wyroba, and University President Harold B. Crosby as co-conspirators, claiming that the three agreed to deny her a salary and title appropriate to her experience and credentials; that they and the University are guilty of engaging in a "continuous practice and pattern of salary and rank discrimination;" and that this discrimination has been made solely "on the basis of her (Jacobs) sex."

Jacobs has been employed by FIU since August 1972 — at which time she was hired as an assistant professor. According to her suit, she "accepted this position as assistant professor, the lowest professorial rank available in said University (FIU) on the representations of Professor Wyroba that there were no associate professorships available," while

"In reality, at the same time the Plaintiff (Jacobs) was employed, there were, in fact, associate professorship positions available in the department." The suit maintains that "the Plaintiff (Jacobs) was qualified" for these associate positions, "into which male applicants were (later) accepted with the same or lesser qualifications." The suit summarizes this claim: "She was hired at a lower rank as well as a lower salary...during a time when higher rank and higher salary was available, which (rank and salary) positions were later filled by males of equal or lesser qualifications."

Jacobs says she did not realize for "about a year" that "inequitable practices" were operating against her, because "although salaries were common knowledge, experience and credentials were not. I assumed that the men who were being paid more than I was, were being paid more because their qualifications were greater — that they perhaps had more experience than I did."

Jacobs says she was abruptly confronted with "the reality of discrimination" in the beginning of her second year at FIU, when her department hired a new male assistant professor at a salary \$1,500 higher than Jacobs'.

Jacobs says she learned that the new man's scholarly credentials were in "no way" superior to her own, and that he had no previous experience as an assistant professor. (Jacobs was an assistant professor in a northern college for three

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Sowards resigns as Dean of Education

Wesley Sowards has announced his resignation as dean of the School of Education as of January 1, 1979. "It is time for a change," he said.

"Anyone being in a position such as mine for as long as I have ought to remove himself," he continued. Sowards, the School's only dean, has served since September, 1970.

Sowards remarked that his resignation is "better for the organization." He admitted to experiencing no particular administrative difficulties during his years as dean.

Sowards will take an academic leave during the winter and spring quarters of 1979. "This leave is a study leave," he said. He will return to FIU in September of 1979 as a professor.

"I am pleased to stay on the faculty and work with the new dean," he said. The most outstanding accomplishment of the School of Education in the past eight years is the "pioneering of a compe-

tence-based approach to the preparation of education personnel," according to Sowards.

He added that he is "proud of many of the students who have graduated from the School and are now working in public and private schools."

"Being dean of the School of Education was a uniquely exciting and challenging experience but I now have things to do professionally and personally," Sowards said.

Sowards resignation marks the fourth change in deanships of the various schools in the University in the last year.

Last week, George Simmons resigned as dean of the School of Business and Organizational Sciences. Dr. Raul Cuadrado resigned as dean of the School of Health and Social Services last summer and the College of Arts and Sciences has also experienced changes within the last year.



photo by Supap Puranitee

A young celebrant embodies the spirit of International Week. (See photo essay, pages 6-7.)

SGA special election rescheduled by Senate

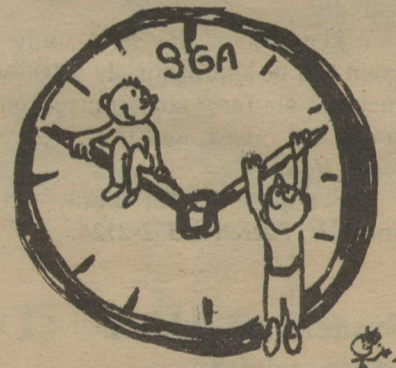
The Student Government Association special election, which will decide the fate of a student court proposal and four other constitutional amendments as well as electing budget committee and senate members, has been rescheduled for Thursday and Friday, May 25 and 26.

The dates for the first special election in FIU history were changed in order to give the SGA elections committee more time to prepare, and to give potential candidates more time to collect the 20 signatures required to place their names on the ballot.

Students running for the six Tamiami campus budget seats, five North Miami budget seats, and the two vacant senate associate positions (in the Schools of Education and Business) must turn in their petitions and other related papers by 4 p.m. Wednesday, May 17. All papers must be picked up at and returned to either UH 311 at Tamiami campus or TC 111 at North Miami campus.

Five proposed amendments to the SGA constitution will share the ballot with the candidates. The most important of the five would seem to be the "International Court," which would set up a judicial branch in SGA for the first time.

The court package, similar to proposals that failed in the SGA senate on two previous occasions, would establish a five-member elective court to decide



election problems, interpret the SGA constitution and other legislation, and settle disputes between student organizations. The court would also have the authority to remove a senate officer, after two-thirds of the entire senate voted for impeachment.

Details on the amendments can be found on page eight.

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Latest sports results. Pages 10-11.

