

# CU department head resigns

By Jill Tucker

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A former University of Colorado department head, facing civil charges of sexual harassment, yesterday cited job burnout as the reason he resigned his post.

Paul W. Kroll, who chaired the Oriental Languages and Literatures department at CU Boulder for 13 years, resigned last week during the middle of the semester.

"This is not a big deal," Kroll said. "Department chairs change periodically. As the department knew, I had plans to step down this year."

His resignation from department chair will cost him a University stipend of approximately 10 percent of his base salary.

The harassment suit, which also names Dean Charles Middleton, CU and the board of regents, alleges that Kroll had sexual relations with Professor Susan Cherniack and then "embarked upon a studied and calculated campaign of innuendo, debasement, insulting comments and unprofessional treatment" after she terminated the relationship prior to the start of her employment at CU.

Cherniack, an assistant professor in Kroll's

## Professor's colleague sues him, claims sex harassment

department, claims in her suit that Kroll "suggested, pursued and initiated a sexual relationship" during her recruitment for her position at CU. Kroll was chairman of the search committee at the time.

"It was very difficult to say no," Cherniack said yesterday from her home. "Rank is everything in academia. This was not a relationship between equals."

Kroll was unable to specifically address the allegations pending a formal response to the suit. He did, however, say that the timing of the resignation was unfortunate and that he will continue teaching classes at the university.

"I'm looking forward to spending a lot more time in my teaching and research," said Kroll. "And a lot less on bureaucratic responsibilities."

In her suit, Cherniack is seeking damages in excess of \$50,000.

"She's now a pariah essentially in her department," said Todd McNamara, Cherniack's attorney. "She's seeking monetary compensation for damage to her career ... and (for) emotional damages."

Cherniack's suit alleges that "Professor Kroll has a long history of sexual involvement with female faculty members within his department."

But Kroll countered by saying, "I think you will not find any member in the department who shares her concerns or complaints."

He also said that no other formal harassment complaints have been filed against him with the university.

Cherniack said that she hopes the harassment suit will lead to a revised and more ef-

fective sexual harassment policy at CU, a replacement for the current one, which is 8 years old.

"This is a much bigger problem than me," she said. "One of the focuses of the suit is to get the university to revise its outdated and antiquated sexual harassment policy."

Cherniack initially filed an informal complaint with Middleton in December 1993. According to her complaint, "CU had done little or nothing to investigate or remedy the behaviors of Professor Kroll."

Middleton could not be reached for comment.

Cherniack then filed a complaint with the Equal Employment Opportunity Commission last May. She filed her suit with U.S. District Court on Jan. 20.

According to the suit, in September 1993 Middleton convened a sexual harassment panel that recommended no disciplinary action against Kroll. Cherniack claims that the panel went against university policy since she had never filed a formal complaint with the university.

Cherniack said that she nor her witnesses were ever called before the panel.