

CU pays \$180,000 in harassment

Professor had accused department chairman of attempt to ruin career after she ended relationship

By Fawn Germer

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The University of Colorado has awarded a \$180,000 sexual harassment settlement to a professor who said her department chairman tried to sabotage her career after she ended a personal relationship with him.

Susan Cherniack will receive two years of salary and benefits, \$45,000 in legal fees, a \$3,000 travel allowance and nearly \$50,000 for emotional distress.

She is not required to teach during the two years she is drawing a salary.

Cherniack said she isn't permitted to discuss any additional settlement reached with professor Paul Kroll but said, "That matter has been resolved satisfactorily."

"It has been a difficult experience for me," she said in a statement. "As history teaches, there are no cheering crowds, nobody waves flags and most of the people in the room desperately wish they could be somewhere else when truth must be defended and personal integrity is tested. But when I stood up, I was not alone."

Kroll stepped down as chairman of the East Asian languages and literature department in February

after Cherniack filed suit alleging he sexually harassed her after she ended their relationship. At the time, he said his midsemester resignation was unrelated.

CU continues to investigate the case to determine whether anyone will be disciplined.

"The decision to settle the case was based on the best interests of the campus, the department, its faculty and students. This settlement should not be considered as an admission of liability on the part of any of the parties," Boulder chancellor Roderic Park said Friday.

Cherniack accused Kroll of trying to sabotage her career through a campaign of harassment, and accused arts and sciences dean Charles Middleton of misconduct

in failing to investigate her complaint.

She said she became sexually involved with Kroll while being recruited for her job in 1993. He headed the selection committee. She ended the relationship before she started her job.

She accused him of leveling unjustified criticism against her performance, orchestrating an unfavorable review of her work and secretly coercing students to turn on her.

Kroll and Middleton declined comment.

Last year, psychology professor Ann Boggiano was awarded \$85,000 and \$30,000 a year for the rest of her life in a sexual discrimination suit, also in the College of Arts and Sciences.