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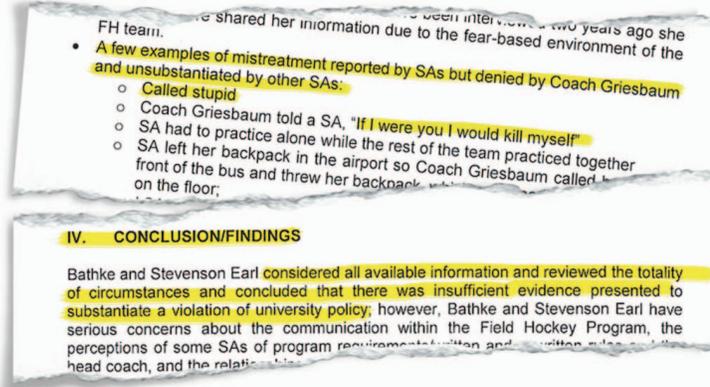
U.S. HOSTAGE DIES DURING RESCUE ATTEMPT IN YEMEN **USA TODAY PAGE 1B**

DECEMBER 7, 2014 | THE NEWS IOWA DEPENDS UPON | DESMOINESREGISTER.COM | METRO EDITION A GANNETT COMPANY

### REGISTER INVESTIGATION

# DOUBLE STANDARD IN IOWA COACHING?

SOME SEE OUSTER OF 4 WOMEN IN 4 YEARS AS EVIDENCE OF GENDER BIAS



By Bryce Miller and Jason Clayworth  
brmiller@dmreg.com

University of Iowa field hockey players ended up in therapy due to their coach's actions, which included forbidding them from eating white bread during the season and calling them stupid, an undisclosed number of players claimed.

But the university's investigation failed to substantiate those anonymous students' statements against head coach Tracey Griesbaum, concluding on Aug. 1 that she hadn't committed any violations of school policy. Still, three days later, the coach described by her players as tough yet successful and respected was fired.

Griesbaum is the fourth UI women's coach fired or forced out since 2010, sparking national conversation about whether gender biases and sexism exist in the athletic department on the Big Ten campus. Interviews by the Des Moines Sunday Register and a review of more than 1,000 emails and documents gathered under the state's open-records law raised questions and concerns about the department's culture and gender-based treatment of coaches.

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Right: Multiple current and former UI employees and student-athletes began to raise questions soon after Tracey Griesbaum was fired.

Above: A university investigation into allegations that field hockey coach Tracey Griesbaum has bullied student athletes found insufficient evidence to conclude she violated any university policies. Griesbaum was fired Aug. 4.

### FEMALE COACH DEPARTURES

The departures of these University of Iowa head coaches has raised national questions about whether gender bias permeates the school's athletics department.



**Tracey Griesbaum**  
field hockey  
Fired Aug. 4, 2014



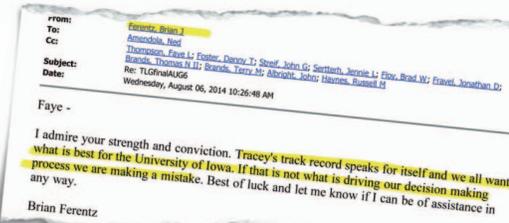
**Mandi Kowal**  
rowing  
Contract not renewed, Aug. 27, 2012



**Sharon Dingman**  
volleyball  
Contract not renewed, Dec. 6, 2013



**Kelly Crawford**  
golf  
Contract not renewed, Sept. 14, 2011



## 33 minutes: Gunshots, fear — and quick arrest

Authorities credit coordination by 8 agencies for the swift end to violence Nov. 17 in Pleasant Hill.

By Kathy A. Bolten  
kbolten@dmreg.com

Pleasant Hill police began the morning of Monday, Nov. 17, knowing it could be a difficult day. It was, for entirely different reasons than expected.

Over the weekend, online threats had been made against Southeast Polk schools. Pleasant Hill is home to the district's high school and junior high. The threats had prompted stepped-up security and a partial lockdown.

At 6:32 a.m., the Polk County Dispatch Center received its first report from Pleasant Hill that someone had been shot. About three minutes later, a report of another shooting came in. And then another. By 7:05 a.m., a suspect was in custody.

Within that 33-minute span — in which two people were seriously wounded — personnel from eight agencies worked together to dispatch information, aid victims, secure crime scenes, interview witnesses and apprehend a suspect.

Authorities credit the coordinated response for the suspect's quick apprehension.

See SHOOTING, Page 14A

## Drake grad recalls attack on Pearl Harbor

The day that lives in infamy — Dec. 7, 1941 — began quietly on a Honolulu golf course for Robert Isokane.

The Hawaiian native was 15 years old, working as a caddy. On Sunday mornings, an Army lieutenant colonel played a few rounds.



**DANIEL P. FINNEY**  
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who recently shared his experiences with the school's librarians as part of an ongoing alumni oral history project.

A half hour later or so, Isokane saw Japanese planes fly low over the golf course. The raiders were fast, sleek and

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## REGISTER INVESTIGATION: DOUBLE STANDARD IN IOWA COACHING?

*"This is a gender-equality issue, and it is a national problem that could change high-caliber women's sports. If this decision stands, women will be afraid to coach in a way that challenges student-athletes for fear they will be fired without cause."*

## JESSICA ENOCH

A women's studies associate professor at the University of Maryland and former player of fired University of Iowa field hockey coach Tracey Griesbaum

## CONFLICT OF INTEREST?

As part of its investigation into field hockey coach Tracey Griesbaum, Iowa looked at whether her relationship with Jane Meyer, the university's senior women's athletics administrator, posed a professional conflict. The probe concluded the relationship was not prohibited.

University President Sally Mason nonetheless told the Register she found it concerning and learned of it only recently.

Meyer and Griesbaum have acknowledged being in a relationship for the past decade. Mason said neither she nor athletic director Gary Barta was aware until it was reported in the media.

"I asked Gary recently, 'When did you learn about this relationship?'" Mason said in an interview with the Register last month. "Turns out we both learned about this from the newspaper."

A Register reporter asked Mason: "Truly, you didn't know before that?" Mason replied: "Not with certainty. Rumor. Innuendo but certainly not with any certainty. No."

But former athletic representative Betsy Altmaier told the Register she personally informed Mason about the relationship in 2011. Altmaier said she knows of at least two other university employees who alerted Mason to the relationship, some raising questions about a potential conflict of interest.

"In 2011 I told Sally, I told Gary, and I told a member of Sally's staff," Altmaier said. "However, it is possible that they did not believe me."

Meyer was not responsible for direct oversight of Griesbaum's program but is the department's point person for facilities — including field hockey's Grant Field.

An Aug. 10 email, obtained from UI by the Register, shows Meyer contacted Sue Buckley, the university's vice president for human resources, less than a week after Griesbaum was fired. "Sue: I would like to request a meeting to discuss the process with which information was gathered and shared regarding the dismissal of Head Coach Tracey Griesbaum."

When told of the email, Mason called it "interesting."

Asked whether that contact would concern her, Mason said, "Yeah, actually it would ... I had kind of expected more of senior staff."

The university requires management plans, approved by the human resources department, for possible conflicts of interest. One exists for Mason, whose husband works at Iowa, and for football coach Kirk Ferentz and his son, Brian.

"It's similar to trying to manage intellectual property (at a university)," Mason said. "As we're trying to manage intellectual property, we have to rely on those who are inventing things to disclose to us that they are, and if there are conflicts of interest that have to be managed, we have to, again, rely on a certain amount of individual integrity to come and tell."

Meyer has not returned multiple calls and emails seeking comment. Griesbaum said the couple did "due diligence" each year by reading university policies and felt they were in compliance.

"Going back to 'Don't ask, don't tell,' I don't think they really wanted to know," Griesbaum said. "I think the reason that they're saying they would want a management plan is because it's in the paper, it's in the media."

— Jason Clayworth, Bryce Miller



ASSOCIATED PRESS FILE PHOTO  
Former Iowa Hawkeyes women's field hockey coach Tracey Griesbaum works on a play with the team in this undated photo.

## IOWA

Continued from Page 1A

Iowa officials flatly deny the characterizations, contending that athletic director Gary Barta fired Griesbaum to protect student-athletes after an independent, months-long investigation. A UI spokesman also argued that 11 of the 17 coaching changes during Barta's near-decade tenure involved men.

Griesbaum, in an interview with the Register, said a double standard permeates the department. "I was asked (during the investigation), 'Is it true that you don't allow your team to eat white bread?'" Griesbaum said. "It was a complaint put forth by a student-athlete to prove how mean and horrible of a coach I was, because we don't eat white bread."

"Actually, it's not even true. We eat white bread. I eat white bread right in front of them. So that's just an example," said Griesbaum, who is preparing to file a civil rights lawsuit against Iowa.

UI spokesman Joe Brennan insisted the reason was simple — and confined to a single coach. "It's about an AD who moved on a coach because of his concerns about how the players were being treated," Brennan said.

Jessica Enoch, a women's studies associate professor at the University of Maryland and one of Griesbaum's former players, contends the firing of a winning women's coach — after a university-sanctioned report concluded there were no violations — has national implications. She also insists that expectations for women coaches are secretly different than for men.

"This is a gender-equality issue, and it is a national problem that could change high-caliber women's sports," Enoch said. "If this decision stands, women will be afraid to coach in a way that challenges student-athletes for fear they will be fired without cause."

## Lawyer: If Griesbaum claims are true, 'who cares?'

The questions being raised today echo old concerns for UI's athletic department.

A 2004 athletic review conducted by an independent committee found "interactions in the department are not consistently respectful toward women." The review also cited inequities in non-salary benefits and perks, an underrepresentation of women's athletes in proportion to the student body, and the lack of a clear advocate for gender-equity needs.

Iowa's athletics department continues to address those concerns through planning, annual surveys, meetings and periodic "brown bag lunch" sessions with head coaches, Brennan said.

The most recent UI situation swirls around Griesbaum, the ousted coach painted in contrasting lights. The university began investigating this past spring following complaints by an unknown number of athletes. While the formal report concluded no university policies were violated, it also cautioned about "a team environment of fear, intimidation and/or mistreatment" and players who "felt pressured to play injured."

The Register identified and confirmed 15 field hockey players who have left the program for reasons other than graduation since 2008. Tom Newkirk, an attorney representing Griesbaum, said field hockey is unique because no high school programs operate in Iowa — meaning a high percentage of recruits from the East or West coasts can become homesick and leave.

The majority left because of discomfort with the coach and program, multiple sources told the Register. Former UI faculty athletic representative Betsy Altmaier said if a sport like field hockey (with 12 scholarships annually) was weighed against a high-profile sport like football (65 scholarships), the public response would stifle.

"If 85 football players left during that amount of time, would that be a headline in The Des Moines Register?" Altmaier said.

Before her firing, Griesbaum was lauded on the university's website for her four Big Ten championships in 14 seasons, her international coaching experience, the program's academic performance and the Hawkeyes' appearance in the 2008 Final Four. A Facebook page calling for her reinstatement has gathered nearly 1,600



JASON A. COOK/IOWA CITY PRESS-CITIZEN FILE PHOTO  
Former Iowa softball coach Gayle Bleivins coaches during a NCAA Regional Tournament game in 2006 in Iowa City. A Nov. 5 ESPN.com article questioned her retirement while exploring issues related to other female former coaches.

followers.

On Nov. 5, ESPN.com posted an article — headlined "What the Heck is Going On with the Iowa Athletic Department?" — that explored issues related to former coaches Kelly Crawford (women's golf), Mandi Kowal (rowing) and Sharon Dingman (volleyball). It also questioned the retirement of highly successful softball coach Gayle Bleivins — something also raised by multiple people in university emails obtained by the Register.

UI President Sally Mason told the Register she's aware of the ESPN story and other questions about the department, but supports Barta, who took over from Bob Bowlsby in 2006.

"At this point, while I hear the concerns that are out there, I'm not sharing those concerns strongly myself," Mason said.

Newkirk, Griesbaum's attorney, said he believes the fact that Griesbaum is a woman and is gay contributed to her firing.

"Our point is this: Take every single allegation made against Griesbaum and 'imagine it's true. Who cares?'" Newkirk said. "If you can imagine that the current basketball coach had her record — (four) Big Ten championships — and four male players complained about his tantrums on the sidelines, do you think anybody would care one bit?"

Iowa has declined to discuss specifics that led to Griesbaum's dismissal, but an email from Barta to a former player cites "an accumulation of things" as opposed to one or two incidents.

Brennan insisted Griesbaum's termination had nothing to do with her sexual orientation: "To me, it looks like you've got a problem coach, you've got an AD who's stepping in to clean up the problem and protect the students."

Griesbaum insists problems associated with male coaches are ignored or downplayed.

"If this program's being looked into, why isn't every program being looked into on the men's side?" Griesbaum asked.

## Claim: High-profile coaches are treated differently

Others also are raising objections about the standards applied to UI women's coaches.

Johnson County assistant attorney Beth Beglin asked the Iowa state Board of Regents in August to investigate the firing and department in general. Beglin, a former UI field hockey coach, questioned why off-season football workouts that hospitalized 13 players with symptoms of rhabdomyolysis in January 2011 led to no known discipline for men's coaches.

Beglin noted, too, that strength and conditioning coach Chris Doyle was named UI football's inaugural assistant coach of the year just months later.

"In March 2014, a former football student-athlete

Continued on next page

## REGISTER INVESTIGATION: DOUBLE STANDARD IN IOWA COACHING?

From previous page

filed a lawsuit claiming UI football coaches, trainers and staff failed to properly supervise the workouts," she wrote. "No staff members appear to suffer any employment consequences."

Brennan, the university spokesman, said a review of the incident found no negligence by coaches or trainers, noting that all 13 players recovered from the condition and there has never been a recurrence.

Beglin's letter also challenged why men's basketball coach Fran McCaffery faced no on-campus consequences after a January game at Wisconsin where he was ejected after coaches restrained during an outburst with officials. The Big Ten Conference suspended McCaffery for a game, and the university paid a \$10,000 fine for sideline behavior.

Beglin, who also referenced examples of McCaffery screaming at athletes on television, noted that Barta announced "full support" for the men's coach following the suspension and fine.

"There appears to be a double standard of discipline for head coaches within the athletic department ... and that double standard has created a climate of fear and intimidation for female head coaches, making it impossible to discipline student-athletes without fear of employment consequences," she wrote.

Brennan said it's unfair to compare the situations. Griesbaum was fired because no other coach under Barta had generated complaints of that level and seriousness, he said.

The Register requested a list of complaints against coaches, but Brennan said Iowa keeps no such list. Barta has declined, or the university has failed to make him available, to respond to questions.

"(Ferentz and McCaffery) are good to their athletes," Brennan said. "Every coach will yell. This isn't about yelling. This about something different, that's much more like harassment, intimidation, bullying, things like that."

An Aug. 9 email from former women's athletic trainer Faye Thompson to Steve Houghton, Iowa's longtime men's tennis coach who retired in September, said Griesbaum's firing created a chilling affect among female staff members.

"This is bigger than Tracey," Thompson wrote. "If she can be put out the door, anyone can, at any time."

UI defends its handling of women's programs in relation to men's. The biggest percentage increase in financial support beyond salaries and facilities under Barta is field hockey — at 141.5 percent, Brennan pointed out.

Iowa's current operating budget for sports with men's and women's equivalents shows women's sports are earmarked for slightly more money in four of seven instances. For example, the 2014-15 budget calls for women's swimming and diving to receive \$254,955 — about \$61,000 more than the men's teams.

Yet, of the coaches fired and forced out under Barta, women make up five of the eight. Nearly twice as many men's coaches who left UI during Barta's tenure — including baseball coach Jack Daum, who finished with a 235-302 record — had worked in the department for a decade or more.

UI spokesman Brennan insists nothing systemic is occurring.

"There's no pattern of going after or favoring one gender or another," he said.

#### UI President Mason supports athletics boss

Dingman, UI's former volleyball coach whose contract was not renewed in December 2013, compared her experience at Iowa to a bag of mixed candy — a bit of everything, including an unhealthy component where women are inconsistently evaluated.

"That inconsistency creates a very confusing environment," said Dingman, noting situations when male coaches retained jobs despite losing seasons or documented sportsmanship issues.

Griesbaum said she met with Barta for as little as 30 minutes per year during regularly scheduled meetings for all coaches, while some of her high-profile male counterparts sat down with him weekly. Dingman said she also rarely met with Barta.

Some sports report directly to another administrator.

Griesbaum asked when she first suspected her job was in jeopardy, said it was the exact moment she met with Barta and was told she was fired: "Aug. 4, 3 o'clock," she said.

*"(Ferentz and McCaffery) are good to their athletes.*

*Every coach will yell. This isn't about yelling. This about something different, that's much more like harassment, intimidation, bullying, things like that."*

JOE BRENNAN, University of Iowa spokesman

#### OTHER DETAILS IN UI RECORDS

Details revealed in documents obtained by the Register under Iowa's open-records law and others released by former faculty athletic representative Betsy Altmaier show.

**CONFIDENTIAL SETTLEMENT:** One of Iowa's confidential settlements was made in September 2012 with a former field hockey player injured as a result of the sport. The settlement cost the university \$37,889, which included reimbursement for a year of tuition, room and board and attorney fees. The settlement also mandated that the student be allowed access to the university's Sports Medicine Clinic. The agreement forbade the student from discussing the settlement, a clause the Iowa attorney general's office says is unenforceable.

**ATHLETE SUPPORT:** On April 23, 2012, field hockey coach Tracey Griesbaum advocated in an email to associate athletic director Fred Mims that an athlete who "quit a team with no prior conversations with coaches" should be denied access to sports psychology services and sent to another entity on campus. She said the sports staff time "should be used on student-athletes that are committed, mature, and thriving in our program." The Register confirmed the student Griesbaum referred to is the same one who received the settlement agreement.

**MORE TO THE STORY:** Gary Barta, UI's athletic director, defended his decision to fire Griesbaum in several emails, indicating there was more to his decision than unsubstantiated athlete complaints. (Barta has declined to provide specifics, and Griesbaum says the university has not shared reasons with her.) "I can't tell you everything that went into the decision ... but I am willing to share with you it was an accumulation of things ... not just one or two complaints," Barta wrote in an Aug. 4 email to former Iowa field hockey player Niki Schulthess.

**NEW COACH NEARLY FIRED:** In 2011, assistant field hockey coach Lisa Cellucci — who was named head coach just days after Griesbaum was fired — was placed on probation for a year and prohibited from contacting recruits after "willful" NCAA violations on at least three occasions. "In most instances, violations of this nature would result in a request for her resignation," Mims, the associate athletic director, wrote in a July 11, 2011, memo to Griesbaum.

**ANOTHER COACH QUESTIONS DECISION:** Brian Ferentz, the son of Iowa football coach Kirk Ferentz and an offensive line coach for Iowa, questioned the decision to fire Griesbaum in an Aug. 6 email to multiple staff members: "Tracey's track record speaks for itself and we all want what is best for the University of Iowa. If that is not what is driving our decision-making process we are making a mistake."

**SALLY MASON REFUSES TO MEET:** UI President Sally Mason declined to meet with Griesbaum after the coach's dismissal. "The employment of coaches for athletics is the responsibility of the athletic director and he has my support," Mason wrote to Griesbaum on Aug. 5.

**COACH, UNIVERSITY PART WAYS:** An Aug. 11 email from Tiffini Stevenson Earl to co-investigator Josephine Bathke asked whether she was comfortable accepting a meeting with the recently fired coach: "Also, in not trying to overreact, are you comfortable meeting with her alone (from a safety standpoint)?"

— Compiled by Jason Clayworth, Bryce Miller

Former Iowa field hockey player Caroline Blaum said Griesbaum was tough but not abusive.

"I think they are enabling these complaints from kids that just don't want to be pushed any harder, that don't want to be told, criticized or told to make changes to be more successful," said Blaum, a 2008 Iowa graduate who launched the "Reinstate Tracey Griesbaum" Facebook page.

Mason, UI's president, said perceptions by some about unequal treatment of Iowa's coaches is more complex than portrayed. Mason contended the rhabdomyolysis incident in football and suspension and fine in men's basketball differ from the field hockey firing.

The main distinction, Mason said, is whether an action or situation was intentional.

"Intentionality is one of the things that certainly comes to mind when you think of these things," she said.

Mason also offered support for Barta, the person leading the department amid local and national scrutiny.

"I have no reason to second-guess or doubt the decisions that he's made," Mason said.

#### A high-profile controversy

A popular Facebook page and an ESPN.com article have drawn national attention to Iowa's athletic department



THE REGISTER

#### QUESTIONS OF GENDER BIAS

##### INJURIES

**Allegation:** At least two former student field hockey athletes anonymously told university officials they felt pressured to play when injured, something Tracey Griesbaum has denied and the university investigation was unable to substantiate, records show. In 2012, the university entered into a confidential agreement with a former field hockey player, paying \$37,889 in connection with a 2011 sports-related injury. The payment was reimbursement for tuition, room and board and attorney expenses. It included a statement that the university was not admitting liability.

**Claim of bias:** In 2013, 13 Iowa football players were hospitalized due to strenuous workouts. Some players and families said coaches and trainers should have reacted sooner, and one filed a lawsuit. Three months later, Chris Doyle, the football strength and conditioning coach, was named Iowa's football assistant coach of the year.

**University response:** Joe Brennan, a UI spokesman, said the situations aren't comparable. University President Sally Mason said the potential "intentionality" of actions is a factor to UI officials.

##### COMPARING EXPECTATIONS

**Allegation:** In addition to Griesbaum, at least three other female coaches have been fired or didn't have their contracts renewed in the past four years. Griesbaum and some of her supporters allege gender bias was a factor. Here is a rundown of the three and, when possible, quotes relating to their departures.

» **Mandi Kowal:** The Iowa women's rowing coach worked at the university for 18 years and was credited with building the program from scratch. It was announced in May 2012 that Kowal resigned, but a university document provided to the Register indicates her contract wasn't renewed. The departure occurred a month after the Associated Press published an internal Iowa athletics memo from 2008 that ordered Kowal to "bring about a culture of student-athlete well-being." The memo was part of a lawsuit from former player Margaret Krusing, who said the workouts were so demanding and poorly supervised that she developed a leg condition in 2008 that made it difficult to walk. The university ultimately paid \$300,000 in 2013 to settle the lawsuit.

"One of my biggest frustrations was that if you're demanding as a female coach, then you're a b\*\*\*\*h," Kowal said in a Nov. 5 ESPN.com article. "That's what it was like there. You're a b\*\*\*\*h and you're unreasonable."

» **Sharon Dingman:** The volleyball coach's contract was not renewed in January after six seasons. Iowa improved its volleyball facilities late in Dingman's tenure, building a practice facility at Carver-Hawkeye Arena and adding a state-of-the-art playing surface. She finished 66-125 and is now the head coach at the University of Chicago.

"My experience at Iowa was like the Brach's pick-a-mix candy — a bag of everything," she told the Register last week.

» **Kelly Crawford:** Crawford's resignation as the women's golf coach was announced in June 2011, which a university document says resulted from her contract not being renewed.

"It's impossible to prove sexism without documentation, but there is a real lack of administrative control, and there is nobody stepping up as a women's coach advocate within that department," she told ESPN.com. "When you look at what's going on there, something is going on. I would say there is a double standard. The male coaches can treat their athletes very differently."

**University response:** The university denies gender bias. Barta "holds all of his staff, student-athletes and coaches accountable to the values of 'win, graduate, and do it right,'" the college said in a written statement to the Register. The university also noted that during Barta's near-decade on staff, 17 head coaches have resigned, retired or been terminated. Of those, 11 were men.

##### ANOTHER COACH

**Gayle Blevins:** Iowa announced Blevins retired in 2010, though records provided to the Register and interviews indicate the highly successful coach was forced out. Blevins coached the Hawkeyes for 23 seasons and left with the second-most wins in NCAA Division I history. She did not return multiple requests from the Register seeking comment.

"Gayle Blevins voluntarily retired," university spokesman Joe Brennan said. "Gary Barta on more than one occasion asked her to reconsider her decision."

##### BEHAVIOR TOWARD ATHLETES

**Allegation:** Some athletes interviewed in UI's investigation of Griesbaum portrayed a fear-based team environment, but the investigation found insufficient evidence to substantiate that she violated any university policies. Griesbaum later was fired.

**Claim of bias:** Tom Newkirk, Griesbaum's attorney, noted men's basketball coach Fran McCaffery was suspended and fined after an outburst during a game at Wisconsin in January. The Big Ten determined McCaffery violated its sportsmanship policy and fined Iowa \$10,000. McCaffery made a public apology, and Barta announced the coach had his "full support moving forward."

**Claim of bias:** Lisa Cellucci, an assistant field hockey coach, was placed on probation for a year in July 2011 and prohibited from working with recruits for a semester after an investigation confirmed NCAA recruiting violations. Griesbaum told the Register she believes the penalty was overly harsh and inconsistent. University records show that in February 2013, for example, Iowa's assistant baseball coach met with two recruits and their families off-campus during a so-called "dead period." The coach's punishment was a letter of admonishment and a two-week contact ban from prospective players.

**University response:** "McCaffery has accepted responsibility and was sanctioned for it," Brennan said. "Gary Barta told the media that the coach 'crossed the line of acceptable behavior.' The incident you are referring to was not directed toward student-athletes."