

VALERIE McMURTRIE BONNETTE

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EMPLOYMENT

1994 - Present **Private Consultant** – founded Good Sports, Inc., Title IX and Gender Equity Specialists; Good Sports, Inc., provides technical assistance to educational institutions and organizations for compliance with the athletics provisions of Title IX of the Education Amendments of 1972.

Main Services: Review individual institution's intercollegiate or interscholastic athletics program in same detail as a federal government investigation, identify Title IX compliance concerns, and provide options for resolving each concern identified; advisory consultations analyzing compliance for single Title IX athletics program components (such as participation opportunities, athletic scholarships, facilities); seminars, workshops, and document reviews.

Provide self-evaluation classes for schools and conferences in which participants learn how Title IX works while evaluating their own intercollegiate or interscholastic athletics programs.

1980-94 **Program Analyst** (formerly Equal Opportunity Specialist), Office for Civil Rights (OCR), U.S. Department of Education, Washington, D.C.

Major Duties: Draft policy, procedures, and technical assistance resource packages for issues under civil rights statutes and regulations prohibiting discrimination on the basis of race, sex, handicap, and age (received numerous Cash Awards for outstanding job performance ratings).

Major Accomplishments

Co-Author – OCR's 1990 Title IX Athletics Investigator's Manual
Designed and coordinated OCR's Title IX religious exemption project resolving 200 cases
Coordinated OCR Headquarters' Task Force conducting 74 federal investigations for sex discrimination in student health insurance programs (Special Act Award)
Provided on-site technical assistance to colleges and universities regarding compliance with Title IX athletics requirements
Conducted federal investigations of institutions alleged to have violated Title IX in their intercollegiate and interscholastic athletics programs
Provided technical assistance to national and regional athletics conferences
Trained OCR attorneys and staff on Title IX requirements for athletics programs
Team Member – Special Management Review Program

1977 **Summer Intern**, Office for Civil Rights, Department of Health, Education, and Welfare, Washington, D.C.

Major Duties: Draft policies and procedures on Title IX athletics issues; respond to correspondence on race, sex, handicap, and age discrimination issues under OCR's jurisdiction.

1975-76 **Assistant Program Director**, Department of Intramurals, University of Florida, Gainesville, FL

Major Duties – Jointly, with another Assistant: schedule 300 to 1,000 contests per week; supervise Intramural Office staff, league managers and 100+ officials for 15 intramural leagues.

EDUCATION

- 1975-77 University of Florida, Gainesville, Florida
Master of Arts Physical Education, Emphasis in Educational Administration
Thesis: “The Compliance of Selected Intercollegiate Athletics Programs to Title IX”
- 1971-75 Wilmington College, Wilmington, Ohio
Bachelor of Arts, History and Physical Education

Participation Experience/Positions/Awards/Features/Miscellaneous

Inducted into Wilmington College Athletic Hall of Fame – 2001

Appearance on ESPN – “On the Basis of Sex: The Battle of Title IX” originally aired June 22, 2002

“Bonnette ‘The Title IX Lady Who Makes Sense,’” subject of feature article written by Tom Cushman, Sports Columnist, The San Diego Union-Tribune, January 20, 1999

NCAA Gender Equity Task Force: April 15, 1992, request from NCAA Executive Director Richard D. Schultz to serve on NCAA’s Gender Equity Task Force as consultant representing the Office for Civil Rights, U.S. Department of Education

Guy Mason Fastpitch Softball League, Washington, D.C. (most teams, semi-professional skill level) (1983-86) (Named to All-Star Team 1985)

University of Florida – Assistant Coach, Intercollegiate Women’s Softball Team (1976)

Wilmington College, Ohio – Special Award – Women’s Athletics (1975)

College Participation: (only two intercollegiate sports offered for women 1971-75)

Volleyball, Team Captain

Basketball, Team Captain

Only woman who participated in Men’s Intramural Softball League

Declined coach’s request to participate on Men’s Intercollegiate Junior Varsity Soccer Team

(no soccer team experience)

Participated in intramural squash and tennis; served as lifeguard at college pool

Michigan-Ohio League (semi-professional women’s fastpitch softball league) (1971-72)

Named to State of Michigan All-Star Team (1972)

President, Girls’ Athletic Club, Huron High School, Ann Arbor, MI (1970-71) High School Participation:

Basketball

Field Hockey

Softball

Volleyball

Named Most Athletic Female Student (Coaches’ Selection) – Forsythe Junior High, Ann Arbor, MI (participated on track team)

Named Outstanding Female Athlete – Borel Junior High School, San Mateo, CA

PRESENTATIONS

University of Michigan – Sharp Center for Women and Girls, Title IX at 40, May 10, 2012

NCAA National Title IX Seminars – April 2009, San Diego, CA

North Coast Athletic Conference – January 2008

Girls and Women Rock: Celebrating 35 Years of Sport and Title IX Symposium, Cleveland, OH, March 2007

NCAA National Title IX Seminars – April 28-29, 2003, La Jolla, CA; May 9-10, 2002, Crystal City, VA; May 15-16, 2001, Indianapolis

Michigan High School Athletic Association, February 4-5, 2001, Lansing, MI – Women in Sports Leadership Conference, featured speaker

NCAA National Title IX Seminars – May 16-17, 2000, Indianapolis; May 11-12, 1999, Chicago

Guest Lecturer – Glenn E. Robinson Lecture Guest Speaker, April 20, 1999, South Dakota State University

Panelist, Virginia State Bar 60th Annual Meeting, Virginia Beach, June 20, 1998.

NCAA Regional Compliance Seminars – May 7-8, 1998, Anaheim; May 28-29, 1998, Dallas; June 11-12, 1998, Pittsburgh

NCAA National Title IX Seminar – May 12-13, 1998, Chicago

NCAA National Convention – January 10-14, 1998, Atlanta

NCAA Regional Compliance Seminars – May 1-2, 1997, Baltimore; May 29-30, 1997, San Francisco; April 24-25, 1997, New Orleans

NCAA National Title IX Seminars – April 22-23, 1997, Atlanta; May 12-13, 1997, Kansas City

NCAA Regional Compliance Seminars – May 8-10, 1996, St. Louis; May 22-24, 1996, Boston; May 29-31, 1996, Newport Beach, CA

NCAA National Title IX Seminars – April 11-12, 1996, San Francisco; April 29-30, 1996, Boston

NCAA National Title IX Seminars – April 10-11, 1995, Dallas; April 20-21, 1995, Baltimore

Women in Higher Education in Tennessee – October 6-7, 1994, University of Tennessee at Chattanooga

Big Eight Conference – February 17, 1993, Kansas City; as OCR Program Analyst, provided seminar covering compliance requirements for all 13 Title IX program components for ADs, SWAs, and FARs.

Ohio Valley Conference – June 4, 1992, Nashville; as OCR Program Analyst, provided seminar covering requirements for all 13 Title IX program components for ADs and SWAs.

National Fastpitch Coaches' Association – November 1, 1992, Palm Springs; as OCR Program Analyst, provided two hour question and answer session on Title IX athletics for the NFCA national convention.

OCR Regional Office Chief Attorneys and Division Directors – January 1991, Kansas City; provided workshop on Title IX athletics for Division Directors and OCR's Chief Regional Attorneys.

Women's Basketball Coaches Association – March 1991, New Orleans, NCAA Division I Women's Final Four; speech on Title IX requirements.

Briefing – 22 Representatives of National Education and Athletics Organizations – May 31, 1990, Washington, D.C.; explained Title IX athletics requirements as outlined in OCR's Title IX Athletics Investigator's Manual.

Not Listed – seminars and presentations delivered to clients of Good Sports, Inc., including NCAA Division I-A Athletics Conferences, Presidents and Chancellors; NCAA Division II and III, and Community College Athletics Conferences; Seminars for statewide High School Athletic Directors, county-wide Superintendents, Principals, and Athletic Directors; individual institutions.

PUBLICATIONS

Author – “Title IX and Interscholastic Athletics: How It All Works – In Plain English” – A self-evaluation manual and desk reference for high schools and middle schools.

Author – “Title IX,” a chapter of “The Handbook of College Athletics and Recreation Administration” published in 2012, the Jossey-Bass Higher and Adult Education Series

Author – “Title IX and Intercollegiate Athletics: How It All Works – In Plain English” – A self-evaluation manual and desk reference for colleges and universities.

Editor and Publisher – “Title IX Athletics Q & A,” a periodical published from 2000 to 2003 providing answers to Title IX athletics questions from educators, parents and students.

Author – “Title IX Athletics Briefing Book” for the U.S. Secretary of Education's Commission on Opportunity in Athletics.

Author – “Title IX Basics,” a section of the National Collegiate Athletic Association's publication “Achieving Gender Equity.”

Guest Editorial – NCAA News (June 8, 1998) “Schools Should Use Flexibility of Title IX.”

“Title IX at 25,” written for the National Fastpitch Coaches Association and published in their June 1997 issue of “Fastpitch Delivery.”