

**UNIVERSITY OF WISCONSIN-EAU CLAIRE
STUDENT SENATE RESOLUTION**

**IN CONDEMNING GENDER-BASED DISCRIMINATION WITHIN OUR
UNIVERSITY'S CHANCELLOR'S EXECUTIVE TEAM**

1 WHEREAS, Student Senate is the official voice of the student body at the University of
2 Wisconsin-Eau Claire (UWEC); and

3 WHEREAS, the University of Wisconsin-Eau Claire is committed to promoting and supporting
4 equity, diversity, and inclusion (EDI) efforts; and

5 WHEREAS, the University of Wisconsin-Eau Claire states on its website for EDI "It is the policy of
6 UW-Eau Claire to maintain an academic and work environment free of discrimination, discriminatory
7 harassment, and retaliation for all students and employees."; and

8 WHEREAS, on February 12th, the UWEC student newspaper, *The Spectator*, published a story
9 titled; "Investigation Launched After Allegations of Discrimination"; and

10 WHEREAS, in this article, incidents are described between Vice Chancellor Enrollment
11 Management, a member of the Chancellor's administrative team, and female-dominant
12 departments that are overseen by the Vice Chancellor Recruitment and Retainment; and

13 WHEREAS, the article continues by stating at least five employees, all female identifying, have
14 resigned after making complaints to the UWEC administration and other faculty members; and

15 WHEREAS, a follow up article states that eight individuals have come forward and have resigned
16 from their position due to negative interactions with the former Vice Chancellor of Enrollment
17 Management; and

18 WHEREAS, these complainants consisted of work-place bullying, belittlement/condescending
19 interactions, misogyny, and other hostile workplace harassment; and

20 WHEREAS, the deplorable actions highlighted in this newspaper article brings to light the
21 institutional structures of power; and

22 WHEREAS, these structures of powers that are benefited by the exploitation from the
23 relationship between privilege and oppression of identities is being exhibited within our own
24 administration at UWEC; and

25 WHEREAS, these forms of power and interactions exhibited by key members of administration,
26 are ones that are contradictive and hindering to our EDI initiatives; and

1. <https://www.spectatornews.com/campus-news/2020/02/breaking-albert-colom-resigns/>

2. <https://www.spectatornews.com/tag/albert-colom/>

3. <https://www.spectatornews.com/campus-news/2020/02/chancellor-james-schmidt-praises/>

4. <https://unfspinnaker.com/81972/latest-stories/former-unf-employee-resigns-from-university-of-wisconsin-amid-gender-discrimination-allegations/>

5. https://www.leadertelegram.com/news/daily-updates/complaint-against-uw-ec-administrator-alleges-discrimination/article_2659a015-9d69-519c-b9c5-7cfaa084bf7f.html

27 WHEREAS, the Affirmative Action Office was notified February 3rd, with an investigation to
28 follow within the next two weeks; and

29 WHEREAS, the student body was not notified until the February 12th article, meaning students
30 were not given a chance to file a formal complainant if they themselves have had a similar
31 experience; and

32 WHEREAS, courage from those that stepped forward originally would have inspired
33 and secured others to step forward and allow their voice to be heard sooner; and

34 WHEREAS, due to the handling of the communications between Administration and the Student
35 Body, including the Student Senate Body, we were uninformed on the abuse of power occurring within
36 our own University until this article broke; and

37 WHEREAS, any act of discrimination, in this case gender-based, should be communicated to the
38 Student Body, and a response of condemnation of misogyny issued; and

39 WHEREAS, with the February 12th article, there were mass backlash from Faculty, Staff,
40 and Students; and

41 WHEREAS, we, as the voice of the student body, should follow suit with
42 other representative organizations within our institution; and

43 WHEREAS; “[Dr. Peter Hart-] Brinson, who also is the president of the United Faculty and Staff of
44 UW-Eau Claire, said he condemns Colom’s treatment of university employees¹”; and

45 WHEREAS, members of University Staff Council, University Senate, Commission on the Status of
46 Women, and other members of Faculty and Staff expressed their disappointment and anger towards the
47 behaviors described in the reports and the overall investigation; and

48 WHEREAS, on February 24th, The Chancellor talked at a press conference, not condemning these
49 acts nor mentioning the nature of the investigation; and

50 WHEREAS, due to this lack of condemnation, it is up to us, the Student Senate, to publicly
51 condemn these actions and demand we, as an institution, will try to do better; and

52 WHEREAS, the Vice Chancellor is working remotely and is still employed by the University until
53 the fall; and

54 WHEREAS, The Vice Chancellor’s contract is still in affect; and

55 WHEREAS, there is no clause in current UW-System contracts that nullify the signed upon
56 agreement if conduct of this matter occurs; and

57 WHEREAS, this lack of proactive measures to ensure the Administration are held accountable if
58 they blatantly break code of conducts and anti-discrimination policies is contradictive to the UW-System
59 message of Diversity and Inclusion; and

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60 WHEREAS, many of the Universities of Wisconsin Schools have departments in some variation of
61 Equity, Diversity, and Inclusivity such as Lacrosse, Milwaukee, Oshkosh, Green Bay, Madison, Eau Claire,
62 and many more; and

63 WHEREAS, the actions documented do not contribute to UWEC's EDI initiatives, but also the
64 whole UW-System's Inclusive Excellence; and

65 BE IT THEREFORE RESOLVED, Student Senate condemns these behaviors and will continue to
66 fight discrimination; and

67 BE IT FURTHER RESOLVED, Student Senate will continue to call out unjust institutional power
68 systems in the University; and

69 BE IT FURTHER RESOLVED, Student Senate demands our administration, primarily the Chancellor
70 and his executive team, make a long-term plan on reacting to incidents such as this one; and

71 BE IT FURTHER RESOLVED, these plans should include key members beyond the Chancellor's
72 executive team and include student voices as well. Such as non-executive student senators or a student-
73 at-large; and

74 BE IT FURTHER RESOLVED, Student Senate will advocate and rally for the UW-System to
75 work on a larger-scale issue of institutional power to prevent these behaviors through legal measures;
76 and

77 BE IT FINALLY RESOLVED, that upon passage of this resolution, President Johnson will transmit a
78 copy to Dr. James Schmidt, Chancellor; Dr. Warren Anderson, Vice Chancellor, Equity, Diversity,
79 Inclusion and Student Affairs; LaRue Pierce, Dean of Students; Dr. Patricia Klein, Provost and Vice
80 Chancellor for Academic Affairs; Dang Yang, Director of the Office of Multicultural Affairs, Chris
81 Jorgenson, Director, Gender and Sexuality Resource Center; Teresa O'Halloran, Director, Affirmative
82 Action; Albert Colom, Former Vice Chancellor of Recruitment and Retainment Kristin Schumacher,
83 Director, University Centers, Evan Weiher, University Senate, Vicky Thomas, Director, Services for
84 Students with Disabilities, Kim Wellnitz, Co-Chair, Commission on the Status of Women, Rose-Marie
85 Avin, Co-Chair, Commission on the Status of Women; Kelly Holzer, Staff Council; Miranda Ricci, Student
86 Body President, UW Eau Claire - Barron County; Raymond Cross, President, UW-System;

SUBMITTED BY:

Jackie Buttafuoco, Off-Camps Student Senator

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