

From: UW-Eau Claire Chancellor's Office <chancellor@uwec.edu>
Sent: Thursday, May 14, 2020 3:13 PM
To: UW-Eau Claire Chancellor's Office <chancellor@uwec.edu>
Subject: Statement from Chancellor Schmidt regarding Colom report

The following was sent to all faculty, staff, and student leaders at the Eau Claire, Rice Lake, and Marshfield Campuses

I have received the final independent investigative report regarding former UW-Eau Claire Vice Chancellor Albert Colom and the complaints filed against him by a former UW-Eau Claire employee, Angela Swenson-Holzinger. I'm sending this to ensure you all have access to the materials I received from our affirmative action officer and the UW System Shared Services investigators.

In her complaint Ms. Swenson-Holzinger alleged that Mr. Colom's behavior toward her and other females created a hostile work environment. She also alleged that Mr. Colom bullied employees and created gender-based negative work environments.

The investigators found that there was insufficient evidence to conclude that UW-Eau Claire policy was violated. Therefore, after reviewing the report, Teresa E. O'Halloran, Director of Affirmative Action & Title IX Coordinator, is dismissing this matter according to UW-Eau Claire's Discrimination, Harassment, and Retaliation Policy.

According to the independent investigation's findings the UW-Shared Systems investigators found that "there is insufficient evidence that Mr. Colom violated the University's Sexual Violence and Sexual Harassment Policy." In addition, the investigative team found "there is not sufficient evidence to conclude that Mr. Colom bullied employees."

Additionally, the investigators recognize that because of his management style, Mr. Colom created a challenging work environment, but that environment is not evidence of conduct for which he should have been sanctioned.

This independent investigation was conducted by UW Shared Services investigators Christine Buswell and Richard Thal. It was overseen by deputy general counsel Jennifer Lattis, UW System.

A copy of the full report is attached.

Moving forward I want to be clear: As Chancellor of the University of Wisconsin-Eau Claire, it is my responsibility to be a steward of this institution's most valued assets – our employees, our faculty and our students. My administration and I are deeply committed to the ideals of an

equitable, inclusive and diverse workplace where all employees are treated with respect and dignity. We will continue to nurture our campus culture of caring and respect.

I have asked Dr. Warren Anderson, Vice Chancellor for Equity, Diversity, and Inclusion and Student Affairs, to develop a long-term plan to help improve campus climate as part of his overall task force work, and I look forward to working with him and his group on their goals and strategies.

Sincerely,

James C. Schmidt

James C. Schmidt

Chancellor, UW-Eau Claire

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