

URGE

Unlearning Racism in Geoscience

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URGE Complaints and Reporting Policy for University of Wisconsin-Milwaukee

This is what was found by Panther Geoscience at the University of Wisconsin-Milwaukee on policies for handling complaints, the reporting process, resources, and possible outcomes. Some information was public; answers that were only found through follow up with contacts are noted.

All pod members were present and approved this deliverable.

- **The link(s) to the reporting policy at our organization are here:**
 - UW system policy: <https://www.wisconsin.edu/uw-policies/uw-system-administrative-policies/complaint-procedures/>
 - UWM official policy: [SAAP 5-1. Discriminatory Conduct Policy.pdf \(uwm.edu\)](#)
 - UWM policy in plainer language: <https://uwm.edu/complaints-grievances/>
 - UWM policy in plainer language specifically focused for students: [Complaints and Grievances - Dean of Students \(uwm.edu\)](#)
 - Report-it website: <https://uwm.edu/deanofstudents/report-it/>
 - Department, Lab, Division, Advisor or Supervisor Policies:
 - Every class syllabus must include links to the UWM policy linked above
 - Generally labs, divisions, etc use the UWM reporting policy rather than having specific separate policies.
 - Are reporting policies regularly reviewed? What is the process for changing policy?
 - UW system policies are reviewed and updated when they are identified as a priority for updating. Each policy lists the history, and they seem to be updated every few years. The procedure is described here: <https://www.wisconsin.edu/uw-policies/administrative-policy-development/>.
 - The UW system policy on harassment, discrimination, and retaliation was updated in 2018: <https://www.wisconsin.edu/regents/policies/discrimination-harassment-and-retaliation/>.
 - The UWM policy (linked above) was updated 2017
 - Are the rates of reporting made publicly available (e.g. # of reports each year)?
 - Every year, UWM publishes the annual security report, <https://uwm.edu/equity-diversity-services/reporting-an-incident/#:~:text=To%20report%20discrimination%20or%20for,at%20diverse%40uwm.edu.>, which lists crimes, including hate crimes.
 - We couldn't find a record of the number of reports more generally, that might not rise to the level of a crime.



Unlearning Racism in Geoscience

- **What mechanisms are available for reporting complaints, bias, microaggressions, harassment, and overt racism?**
 - The designated individuals/positions for reporting incidents?
 - We could not find a comprehensive list of designated reporters
 - Can reports be made online? Where?
 - Yes, <https://uwm.edu/equity-diversity-services/reporting-an-incident/#:-:text=To%20report%20discrimination%20or%20for,at%20diverse%40uwm.edu>.
 - Can reports be made anonymously?
 - The Ombuds Council (<https://uwm.edu/ombuds/>) is an independent, informal, neutral and confidential resource that assists members of the university community in exploring options to resolve problems, complaints and conflicts at a preliminary and informal level. An ombuds can serve as a resource for those who seek informal guidance on policies, procedures and regulations affecting faculty and staff. Faculty and academic staff may also contact the Office of the Secretary of the University, Lubar Hall N450, (414) 229-5988.
 - Who do in-person and online reports go to? Who has access to see reports?
 - In-person and online reports go to the Office of Equity/Diversity Services. It's not clear who specifically in this office has access to see reports.
 - <https://uwm.edu/equity-diversity-services/people/>
 - Are police included in the process? When and how? Are individuals accompanied by an advocate or someone from the organization?
 - Incidents involving an immediate threat should always be reported to the police (as well as being reported to the appropriate UWM complaints office)
 - However, we found nothing to indicate that the office of equity and diversity services would directly involve the police, or provide an advocate for talking to the police
- **What are the outcomes or consequences for reported individuals?**
 - Follow-up by supervisor, training (bias, etc.), disciplinary action, termination.
 - There is no specific list of all possible consequences
 - Dismissal is mentioned in the policy as a possible consequence of complaints
 - Who decides the outcomes/consequences? What is the process?



Unlearning Racism in Geoscience

- EDS starts an investigation of the report within 10 days, and makes a recommendation; the investigation could be halted if either party requests a negotiated response, until (And if) the negotiation is successful
 - At the conclusion of the investigation, ED will forward their report with remedial recommendations to the office of the provost
 - The remedial recommendations can be appealed
 - The provost can accept or modify the EDS recommendations, or request more investigation
 - Is disciplinary action is required, it is further considered by various other committees
- Are reports tracked? How are they tracked? By who?
 - There is no information on this
- Are repeated complaints escalated to a disciplinary board? What is the process?
 - There is no information about this
- **What resources are available for individuals reporting?**
 - Counselors or advocates, especially those of the same race, ethnicity, and gender.
 - <https://uwm.edu/equity-diversity-services/resources/>
 - There is counseling available, but it doesn't seem like it is automatically provided to individuals reporting; there is also no clear language indicating that counselors are available of specific races, ethnicities, or genders
 - Automatic or requested investigation of potential impact on grades or evaluations.
 - We found no information on this
 - Protection against retaliation or repercussions, accommodations for continuing work/courses, option for pass/fail or outside assessment.
 - Retaliation is considered a separate violation of the harassment policy, and allows the reporter to make another report
- **What resources are available to groups raising issues or proposing changes?**
 - Petitions of # signatures trigger a town hall, meeting with organizational leadership, or policy change. What is the follow-up process for town halls and meetings?
 - We found no information on this
 - Working groups or committees with power to change or propose changes to policy.
 - Department Level?
 - University Level
 - [UWM Affirmative Action Plan](#) (2018-2019)



Unlearning Racism in Geoscience

- “Each vice chancellor, the SSAO, and the CEO are expected to actively promote UWM’s affirmative action objectives and to take initiative in fostering a work environment that values diversity and equal opportunity and that is free of harassment and discrimination.”
- “The deans, directors, and the Deputy to the Provost for the School of Continuing Education are responsible for implementing EEO/AA programs within their respective units. The vice chancellor of each division or unit monitors the implementation of these programs”
- “The Director of the [Office of Equity/Diversity Services \(EDS\)](#) is responsible for monitoring and ensuring compliance with UWM’s Equal Opportunity Policy.” Faculty Ethics Advisory Committee (FEAC)
 - recommends to the Faculty Senate those policies and procedures necessary to implement the **Code of Ethics (UWS 8)**
- [Affirmative Action in Faculty Employment Committee \(AAFEC\)](#)
 - formulates appropriate recommendations/actions/policies to the University Committee or Faculty Senate to enhance affirmative action policy in faculty employment. It also monitors campus administration progress in facilitating affirmative activities and progress in affirmative action in faculty employment at UWM.
 - Recent Meeting notes:
 - “retention is an issue **people don’t stay**... Proportionally we have gone from 6% to under 4% now. Most of Black faculty who have left retired, next is resignations before tenure.”
 - “relatively static but the numbers of Black, Latino, Native American or 2 or more races in faculty positions. To the extent that we added faculty, early evidence seems to be that we have made gains in tenured positions not in tenure track positions. Where we lost faculty to retirement replaced by faculty with tenure. Tenure-track ranks continue to be problematic”
- Faculty Rights and Responsibility Committee (FRRC)
 - upon referral by the University Committee, pursuant to the provisions of s. UWS 6.01, Wis. Adm. Code, **conducts fact-finding concerning allegations of misconduct, which may include alleged human rights violations, made against one or more faculty members or against a faculty body and makes**



Unlearning Racism in Geoscience

recommendations to the Chancellor concerning disciplinary action or appropriate corrective non-disciplinary action.

- [Complaint Procedures](#)
- Cultural surveys, regular or only after wide-spread reports or high-profile incidents.
 - From UWM Data Hub (Limited Access, but you can request a report)
 - [Multi Race/Ethnicity New Transfer Retention & Graduation](#)
 - [Multi Race/Ethnicity New Freshmen Retention & Graduation](#)
 - [Comparison of Enrollment Dashboard: Annual Final Report for Multi Race/Ethnicity](#)
 - [Faculty Diversity Statistics](#)
 - [Graduate Application and Admission Summary](#)
 - [Graduate Degrees Granted](#)
 - [Senior Satisfaction Survey](#)
 - Relevant Article: [“UWM’s Senior Satisfaction Survey Shows Students Are Not Happy With Diversity on Campus”](#) [October 29, 2020]
 - “Reducing tuition, providing more scholarships, expanding community outreach and advertising in inner cities are some things students feel would improve diversity at UWM.”
- Leadership proactively asks students and/or staff for input on how to improve.
 - There is no specific information on this