

☞ 05hr_JC-Au_Misc_pt13f



☞ Details: Proposed Audit: Personnel Policies and Practices, University of Wisconsin System

(FORM UPDATED: 08/11/2010)

WISCONSIN STATE LEGISLATURE ... PUBLIC HEARING - COMMITTEE RECORDS

2005-06

(session year)

Joint

(Assembly, Senate or Joint)

Committee on Audit...

COMMITTEE NOTICES ...

- Committee Reports ... **CR**
- Executive Sessions ... **ES**
- Public Hearings ... **PH**

INFORMATION COLLECTED BY COMMITTEE FOR AND AGAINST PROPOSAL

- Appointments ... **Appt** (w/Record of Comm. Proceedings)
- Clearinghouse Rules ... **CRule** (w/Record of Comm. Proceedings)
- Hearing Records ... bills and resolutions (w/Record of Comm. Proceedings)
 - (**ab** = Assembly Bill) (**ar** = Assembly Resolution) (**ajr** = Assembly Joint Resolution)
 - (**sb** = Senate Bill) (**sr** = Senate Resolution) (**sjr** = Senate Joint Resolution)
- Miscellaneous ... **Misc**

* Contents organized for archiving by: Stefanie Rose (LRB) (October 2012)

bc: Melany Nouby
Luis Pinero
Dan Schutt

CONFIDENTIAL



- CONFIDENTIAL -

DATE: November 1, 2004
TO: John Wiley, Chancellor
Casey Nagy, Executive Assistant to the Chancellor
FROM: Luoluo Hong *LH*

[Given the highly sensitive nature and contents of this document, I request that this letter not be shared with others in its entirety or in part without my consent.]

Student affairs professionals in institutions of higher education have the laudable responsibility for preserving and fostering the safety and well-being of students so that their capacity to be effective learners is maximized. In addition, student affairs programs complement the academic mission of the University by facilitating student learning of the values and skills essential for them to become active, engaged leaders and citizens in an increasingly global society. Some of these values and skills include, but certainly are not limited to, honesty, ethical decision-making, taking personal responsibility, leading with integrity, and fostering social justice. The senior student affairs officer (SSAO) for a campus (who is the Vice Chancellor for Student Affairs at the UW-Madison) represents the symbolic and substantive champion of student affairs work - consistently advocating on behalf of students, particularly when and where they are unable to do so for themselves.

Background

As Dean of Students for this campus, I would like to convey to you my extreme level of dismay, disgust and disappointment regarding the actions of Vice Chancellor for Student Affairs Paul Barrows, who is currently my direct supervisor. Between November 2003 and June 2004 he reportedly engaged in a sexual relationship with a graduate student, [REDACTED], for whom he served as a mentor for several years. Both Vice Chancellor Barrows and [REDACTED] have acknowledged their mentor-mentee relationship to me in separate communications, and he has written letters of reference on her behalf. I myself have known [REDACTED] since the start of my tenure as Dean here in November 2002, as she served as [REDACTED]

Offices of the Dean of Students

75 Bascom Hall, 500 Lincoln Drive • Madison, WI 53706 • (608) 263-5700 • TTY (608) 263-2400 • URL: www.wisc.edu/student

ASM Staff • Diversity Education Program • LGBT Campus Center • International Student Services • McBurney Disability Resource Center • Multicultural Student Center • Student Advocacy & Judicial Affairs • Student Organization Office

██████████ I have written letters of recommendation to support ██████████ application to the ██████████ and she and I have continued to stay in touch intermittently since ██████████

During most, if not all, of the time during which this sexual relationship with ██████████ occurred, Vice Chancellor Barrows indicated to me that he was in a monogamous, committed relationship. I consider his significant other, ██████████, to be a friend, and my spouse and I have socialized outside of work with Vice Chancellor Barrows and ██████████. On Friday, October 22nd, when Vice Chancellor Barrows learned from me that ██████████ had made an appointment to speak with me, he asked me to meet with him in his office following the meeting we were both attending at the time. At that point, he disclosed to me that (1) he had engaged in a sexual relationship with ██████████; (2) that the relationship was consensual and did not commence until after she had ended any direct or indirect reporting relationship in his division; (3) that the sexual relationship took place during a time when he and his partner had "broken up" for a short period of time; (4) that he had engaged in sexual relations with ██████████ only a couple of times; (5) that he quickly ended the relationship when ██████████ indicated that she wanted the level of the relationship to progress; (6) that he regretted ever engaging in the relationship with ██████████; and (7) that he wished no ill toward ██████████. I was dismayed to later learn after meeting with ██████████ on Tuesday, October 26th, that there were several discrepancies between her story and his - particularly regarding the length of the relationship, the level of sexual activity, and who ended it.

Based on what has been shared with me by ██████████, this did not appear to be an instance in which both individuals developed romantic feelings for each other, then began dating with the hopes of a deeper relationship developing, only to have that shared hope not realized. Rather, ██████████ indicated to me that the majority of the sexual encounters took place after Dr. Barrows had been apparently drinking and would then return home, call ██████████ in the early hours of the morning, and ask her to go over to his home for the purposes of having sex (██████████). From my understanding, Dr. Barrows and ██████████ did not go out on dates together in public, nor was she presented to his friends as his bona fide significant other. It appears by all indicators that this was a relationship that Dr. Barrows had in secret and worked hard to keep secret. And given Dr. Barrows' romantic involvement with ██████████, it does not appear that he entered into a physical relationship with ██████████ with genuine intentions other than sexual ones. Dr. Alan Berkowitz, a nationally recognized scholar and educator in the area of campus sexual assault, has defined "positive consent" in sexual relationships as one in which both partners are equally empowered to act and in which both partners have shared honestly about their intents so that each may make an informed decision about consent. I frequently use this definition myself when I conduct educational programs on sexual assault prevention. In my mind, Dr. Barrows violated both tenets, which raises the question about the degree to which this relationship was truly consensual in all senses of the word. If Dr. Barrows had simply engaged in a sexual indiscretion in his personal life with a woman who was not a student, I might find it morally reprehensible, but I would not feel the need to write this letter. By engaging in such an indiscretion with a *student* and by doing so in some instances on campus, Dr. Barrows made this an educational and workplace matter.

Concerns

It is my understanding that a judgement has been rendered by you and others that Vice Chancellor Barrows' actions do not rise to the level of being illegal or in violation of University policy (specifically Section 15.05 of the Unclassified Staff Policies governing consensual relationships). I assert that Dr. Barrows' behaviors have severely and irrevocably impaired his capacity and credibility to execute the duties and responsibilities incumbent upon an SSAO. I enumerate my reasons below:

1. Vice Chancellor Barrows has violated principles of good practice for student affairs as jointly defined by the National Association of Student Personnel Administrators (NASPA) and the American College Personnel Association (ACPA), as well as violated the fundamental value of "do no harm" that is implicit and explicit in a helping profession such as student affairs. Principle Two states that, "Good practice in student affairs helps students develop coherent values and ethical standards" (1997). Specifically under Principle Two, "Student affairs educators teach and model respect for shared community values" and "Student affairs educators are accountable for behaving in a manner consistent with standards of professional ethics." I believe Dr. Barrows' behavior has risen close to, if not reached, the level of creating a hostile learning environment for [REDACTED] and a hostile learning environment for [REDACTED].

[REDACTED] His actions have also created a hostile working environment for myself - an assertion with which any reasonable woman I believe would concur. [REDACTED] ability to be an effective learner, capable of freely accessing all of the institution's available resources without fear of reprisal or retaliation has been impeded. [REDACTED] is concerned that she will be [REDACTED] and is emotionally conflicted knowing that Dr. Barrows has breached the standards of personal responsibility and human dignity [REDACTED]. Finally, my right to work for a supervisor whom I respect - at least at a foundational level - and on whom I can reasonably rely to honor the values of our shared profession has also been violated.

As the institutional delegate to NASPA and our SSAO, Dr. Barrows ought to behave in a manner beyond reproach at all times - both on- and off-campus - and I find it unacceptable that Dr. Barrows should continue to serve as our SSAO or continue as our institutional delegate to a national professional association whose promulgated standards and expectations he cannot himself uphold. I believe that as a Dean of Students, I carry my role with me everywhere I go, at all times of the day. It is a necessary burden and responsibility of holding such a role. I would fully expect that should I ever demonstrate such poor error in judgement as to compromise a student's well-being or engage in similarly inappropriate behavior - behavior which contradicts the very core values for which my position is supposed to proliferate - this University would readily and unhesitatingly seek my removal from the position of Dean of Students minimally and from the institution ideally. I should not be given a second chance - not when doing so will be at the expense of students' well-being and learning, as well as expose students to a foreseeable risk. I would expect to have my Vice Chancellor held to no lesser standard. This is why both he and I hold limited term appointments. The University ought to be able to expeditiously remove us from our positions for egregiously inappropriate behavior.

2. Vice Chancellor Barrows' actions are consistent with a demonstrated record of lack of sensitivity or responsiveness to issues related to sexism, sexual harassment and sexual assault as they relate to students - in particular to female students of color. Both of you have indicated that

if you had direct knowledge of another student with whom Dr. Barrows engaged in sexual relationships of an inappropriate nature, you would feel more compelled to make a decision of employment termination. I would argue strongly that a similar relationship with another student is irrelevant and unnecessary in determining Dr. Barrows' fitness to serve as SSAO, given that his actions are already reflective of a broader pattern of questionable judgement.

In early Fall of 2002, prior to my arrival as Dean of Students, Lori Berquam (then Assistant Dean of Students) received a report from Kathy Sisneros in University Housing [REDACTED]

[REDACTED] Dean Berquam consulted with Vice Chancellor Barrows (who was also serving as Interim Dean of Students at the time) and he dismissed the allegation, indicating that the University could do no follow up [REDACTED] he was not open to intervening [REDACTED] providing educational awareness, or otherwise exercising due diligence [REDACTED]

In Spring of 2004, a student lodged a complaint of sexual harassment against one of the employees in my division, [REDACTED]. Dr. Barrows had been [REDACTED] mentor since [REDACTED] employment with the University, and [REDACTED] had a documented history of making inappropriate sexual advances toward students. Several months prior to this allegation, I myself had verbally directed [REDACTED] to cease behaviors that could be construed as sexually inappropriate after directly observing him engaging in such behaviors in the Red Gym Building. Following an investigation of this complaint, I recommended - with support from Academic Personnel Office and Legal Counsel - that [REDACTED] be terminated. Throughout the investigation, I felt that Dr. Barrows, who has served as [REDACTED] mentor by his own admission, did not wholly perceive the seriousness of the allegations against [REDACTED] and did not support my decision to take job action until he learned that Legal Counsel affirmed my decision. In addition, my decision to take job action against [REDACTED] resulted in considerable backlash from [REDACTED] - with whom [REDACTED] had a close relationship - and I never received public support from Dr. Barrows in dealing with their criticism and attacks.

At nearly the same time during that Spring of 2004, Student Advocacy & Judicial Affairs (which is one of the units which reports to me) received a report from a female student [REDACTED] alleging that a male [REDACTED] had sexually assaulted her [REDACTED]. Both the alleged victim and the alleged perpetrator happened to be [REDACTED]. When I conveyed to Dr. Barrows that our office was making a recommendation of expulsion for the accused student, he questioned the severity of that sanction, and I felt that he did not believe our office's decision was fair until I indicated to him that Dr. Elton Crim was the Assistant Dean who had conducted the investigation. I felt that Dr. Barrows questioned my ability as a woman to make a fair decision, but that Dr. Crim's identity as an African American male validated Dr. Crim's judgement.

I am concerned that all three of these instances - when considered against the context of and in consort with this sexual relationship with [REDACTED] - indicate a lack of readiness and inability to take issues of sexism, sexual harassment and sexual assault seriously. In my role as Dean of

Students, I need to have the confidence that my Vice Chancellor for Student Affairs will back decisions that I make when I base them on sound facts and thorough investigation. In light of what I have recently learned, I feel strongly that what was already an area of anxiety and concern for me is now only exacerbated and emphasized.

Furthermore, in his role as Vice Chancellor of Student Affairs, Dr. Barrows is responsible for the social justice education of all students. Essential to being an effective social justice educator is the ability to understand and acknowledge ways in which one's position and identity may create power differentials and confer unfair advantages, and then behaving in a manner which does not abuse this power or privilege. Additionally, in so much that Dr. Barrows engaged in what to me seems to be a predatory pursuit and sexual conquest of [REDACTED], I would question his ability to recognize, acknowledge or validate abuse or exploitation toward women if it were perpetrated by others, and the examples I provide above seem to confirm this fear. I found it very concerning when, during our conversation of October 22nd, Dr. Barrows' attributed [REDACTED] anger about their relationship to her [REDACTED] - reflecting a lack of understanding of how perhaps his treatment of [REDACTED] may have warranted her anger. As Vice Chancellor for Student Affairs, Dr. Barrows ought to have identified the inherent and substantial power and status differential which existed between himself and [REDACTED] - regardless of whether she was in his direct reporting line or was a student he was instructing. If he had been truly sensitive to the power differential, he would have taken actions to disclose the relationship to his direct supervisor (the Chancellor) so that the Chancellor could have made arrangements to "eliminate or mitigate a conflict whose consequences might prove detrimental to the University or to either party in the relationship" (see <http://www.wisc.edu/edrc/services/Complaintprocess.pdf>).

3. Vice Chancellor Barrows' actions have effectively compromised his ability to serve as a credible role model regarding ethical decision-making, honesty, and integrity, as well as regarding issues of gender equality - particularly within the student of color community, but also with student affairs staff. Within a predominantly white institution of higher education, the student of color community is necessarily small and tight-knit (as is the faculty and staff of color community). As a result, most students of color (and faculty/staff of color) typically experience no more than two to three degrees of separation from each other, and information concerning individual members of this community are frequently and rapidly known by virtually most in the community. This community is one which is very self-protective and loyal, and its members are reluctant to "air dirty laundry" to outsiders - mainly, white administrators with institutional authority. Unity and cohesion, which are expected and even demanded, are based on the common identity as people of color and supercede gender lines.

Because of this reality, it has proven particularly challenging for women of color to come forward and report incidents of sexual harassment, sexual assault or domestic violence - particularly if the alleged offender is a man of color. While not all in the student of color community may agree with each other, there is an implicit agreement to protect all members of this community - oftentimes at all costs. However, while women of color may tolerate victimization in silence, they nevertheless are watching what happens - who is held accountable, who is not. I myself was confronted with this reality when I pursued job action against [REDACTED] during the Spring of 2004. Although there were some students who criticized me soundly and viciously, far more students - many of them young women, and some who were young men - came to me in

private and indicated their relief that finally something had been done to remove [REDACTED] [REDACTED] has apparently been engaging in the sexual exploitation and sexual degradation of female students with apparent impunity for several years, as well as encouraged male students of color whom he mentored to behave in a similar manner toward their female peers.

I share this information so that you can understand the potential - and most likely actual - impact of Dr. Barrows' behavior. Despite [REDACTED] feelings of embarrassment, shame and humiliation over what has transpired between herself and Vice Chancellor Barrows, she is also quite angry and incensed; she has shared what has happened with numerous staff and other students from what I can ascertain from our conversations (as is her right). It is very reasonable to assume that knowledge about Dr. Barrows' transgressions are known or will be known by a critical mass of individuals at UW-Madison, including members of the student community. In addition, several of my staff members, as well as [REDACTED] have represented to me that credible rumors regarding Dr. Barrows sexual conquests and pursuit of female students are quite prevalent. Of particular concern to me is the reported perception by many young men of color - in particular African American males - that Dr. Barrows has easy and ready sexual access to women because of his position and power. These students reputedly aspire to be like Dr. Barrows [REDACTED] so that they too can "sleep with" as many women as possible and with any woman that they so desire. Granted, while much of this may simply be rumor with no basis in fact, we do know that at least one story that is being and will be shared, throughout the community is NOT rumor, and will therefore serve to confirm the other stories, both true and untrue. In addition, my sense is that *there are* in fact other female students of color with whom Dr. Barrows has engaged in inappropriate sexual relationships - even if we have no direct confirmation of this reasonable suspicion. Predatory sexual behavior like this by necessity is repeated in order to be perfected, and if there is no meaningful, negative consequence for the predator, the behavior is likely to continue. I know that the Chancellor has issued a strong admonishment to Dr. Barrows that any such future sexual transgression will result in his separation from the institution; given what I know from having worked extensively in the sexual assault/sexual harassment field for more than 10 years, I personally believe it is not prudent to think that this admonishment - in the absence of any other significant intervention - is likely to serve as a deterrent to future such transgressions. Furthermore, given the community context that I have described above, it is very unlikely that these female students will come forward to report what has happened to a decidedly white, male administration. And, we have no idea how much Dr. Barrows' supervisory oversight over me has prohibited and prevented these students from formally seeking advocacy or recourse from myself or from other staff in the Offices of the Dean of Students.

Given that at least a portion of the student of color community (and who knows how many in the general student community) already has or will have knowledge of Dr. Barrows most recent indiscretions - and likely others - Dr. Barrows will necessarily be seen as lacking integrity, essentially "asking students to do as he says, but not as he does." In his role as Vice Chancellor for Student Affairs, he is asked - and would continue to be asked - to give speeches and present remarks on a broad range of student life topics, including personal responsibility, campus diversity (including gender diversity), and respect. He will be a poor messenger who undermines his own credibility - which is particularly unfortunate given the compelling need for strong voices of anti-sexism which are male - and the University will similarly be regarded as hypocritical, leaving in

authority an individual who has demonstrated behavior so inherently unbecoming a SSAO.

4. While arguably Vice Chancellor Barrows has not violated the letter of any laws or University policies, he has violated them in spirit and in principle. While it is true the he was not in a position to make evaluative decisions regarding ██████████ regarding her academic performance, progress to degree or employment status, Dr. Barrows served as a mentor to ██████████. Accordingly, he had the potential and ability to restrict or grant access to a variety of other resources and benefits which can be vital to a student, e.g., positive letters of reference, introduction to professional and academic networks, sharing of leads regarding scholarships, internship/job opportunities, etc. Additionally, Dr. Barrows had the ability to award or withhold discretionary gift funds at his disposal, as well as make or rescind offers of employment (e.g., Project Assistantship), to ██████████ and other students which might support their educational costs. Furthermore, Dr. Barrows also had the ability and potential to unduly influence decisions that affected ██████████ student status should a charge of academic or non-academic misconduct have been brought against her during the time of their sexual relationship. The Chief Judicial Officer for UW-Madison (who is Associate Dean of Students Lori Berquam and in Vice Chancellor Barrow's reporting line) exercises oversight for decisions which may result in a student's suspension or expulsion if they are found responsible for academic or non-academic misconduct. Finally, given his very role as Vice Chancellor, irregardless of whether any reporting or instructor relationship existed, Dr. Barrows still had the capacity to influence individuals and situations that affected ██████████. Dr. Barrows' broad supervision oversight and extensive decision-making authority - which afford him the ability to affect the life of virtually any student both directly and indirectly - is what qualitatively places him in a very different position from that of a faculty member. So, while a faculty member may have engaged in a similar sexual relationship with a student under comparable circumstances, that faculty member - by virtue of his/her limited scope of job duties - does not have as extensive an ability to impact the student adversely. In fact, Vice Chancellor Barrows actions did have the very real effect of restricting ██████████ perceived ability to fully access the very student services and resources designed to support and assist students who are in need of advocacy - ██████████ felt unsafe and uncomfortable approaching the Dean of Students Office officially for fear of putting our office and myself in a compromised position, and she was turned away from ██████████ who felt that serving her would constitute a conflict of interest for himself. By necessity the individual who is the position of Vice Chancellor for Student Affairs must hold him- or herself to a higher standard of behavior than a faculty member, especially when interactions with students are involved.

Requested Response

In light of Dr. Barrows's actions and what I have shared with you above, I would like to respectfully and emphatically request that the University seek to remove Dr. Barrows from his position as Vice Chancellor for Student Affairs. If this is something that you are unwilling to do, then I make the following requests:

- That my reporting line and that of the Offices of the Dean of Students division (including all related fiscal and personnel lines) be reassigned to the Chancellor's Office. I believe the integrity of my office, as well as the integrity of my position, have both been compromised as a result of Dr. Barrows actions. I also feel strongly that I will

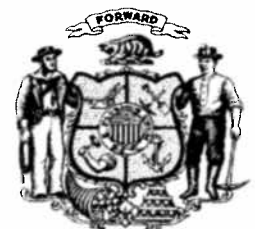
- not be able to get past Dr. Barrows' actions and work effectively with him. This incident has irreversibly disrupted the normal and appropriate power and reporting relationship that should exist between us, and it is untenable. I ask that this change be made immediately.
- The designation of Senior Student Affairs Officer be removed from Dr. Barrows and reassigned. Institutional memberships in professional organizations would need to reflect this change, as well. As a student affairs professional myself who honors my field and believes wholeheartedly in adhering to both the principles and values embraced and implied by my profession, it is reprehensible and unacceptable to me that Dr. Barrows might continue to represent the University to its publics, both here on campus and nationally in the higher education community, as its spokesperson and role model for student affairs. I would also strongly recommend that his title be changed to remove the affiliation with student affairs.
 - The reporting lines for University Health Services, for Orientation & New Student Programs, and for PEOPLE/POSSE be reassigned. The student services and programs in these units provide either (1) support and advocacy for students who believe they have been sexually exploited, harassed or otherwise compromised, so keeping them under Dr. Barrows' jurisdiction potentially impedes their ability to be perceived as "safe havens;" or (2) education and training for students and potential students (e.g., new student orientation, sexual assault education), whose messages will be potentially undermined by Dr. Barrows' contradictory actions and behavior.

I want to express to Casey in particular my most sincere and profuse gratitude for the highly professional, caring and considerate manner in which he has handled this entire situation, both in regards to [REDACTED] and myself. I feel that in every conversation we have had, Casey listened with respect and took my concerns seriously, as well as readily understood the extremely difficult situation in which Dr. Barrows' action have placed [REDACTED] and myself.

The UW-Madison has a self-stated desire to create a positive campus climate that is welcoming to and supportive of all University community members. The creation of such a community requires not only that we do not tolerate behaviors which are illegal or in violation of University policy, but that we actively embrace and encourage actions and choices which are right, just and ethical, as well. What was seemingly just a relationship between an administrator and a student has generated far-reaching and perhaps unanticipated - but nevertheless very real and palpable - institutional ripple effects. Because of Dr. Barrows' actions, the climate of this campus does not feel welcoming or supportive for at least three individuals on this campus: [REDACTED] and your Dean of Students. As colleagues committed to higher learning, I expect that we hold ourselves and each other to the highest behavioral standards possible when it comes to honoring human dignity. Our students deserve to have a Vice Chancellor for Student Affairs whose integrity is unquestionable and unimpeachable; I imagine that should information about the incidents described in this letter ever become widely public, Dr. Barrows' integrity would be regarded as neither. John, I trust that you will make the decision regarding Dr. Barrows' future here at UW-Madison that you believe is best for the institution as a whole and best for our students. I look forward to hearing your expedient response.



WISCONSIN STATE LEGISLATURE



1/6 PB/L²H situation — priorities going forward

1. Protect student(s) + L²H + any other staff.
2. Ongoing DCSA operations: Reorg/Reassign ASAP. Reassure students/staff. Smooth transition; no balls dropped.
3. Check contemp. allegations. Names? Complaints? investigation(s)?

UHS → DB

Student Orgs, etc → L²H

Diversity

Enrol cluster } → PS

VESA staff divided appropriately

Revisit L²H letter + assertions

try to tabulate who has what knowledge of relationships. Who has she talked to? when? Ditto L²H, LP, IS.

How to minimize L²H backlash? Paid help?

Priorities

1. Remove Source (PB)
2. Ongoing operations of SA
Reorg; reassignments
3. Serious contemp, allegation
Investigation?

1. easy
2. complex
3. unclear

Priorities

1. Remove Source
2. Protect [redacted] / LH / others?
3. Ongoing ops of SA
Reorg / Reassign
4. Serious Contemp Allegation
Investigation?

Q

1. easy, quick
easy short-term
2. uncertain long-term
easy to do
3. complex to explain in view
of 1 + 2
complex to implement w/ opposition
4. unclear

UHS	BB
Enrol cluster	PS
Student Orgs reports	D&S
Diversity programs	PS

~~Student Orgs reports~~





November 1, 2004

Chancellor John D. Wiley
161 Bascom Hall
500 Lincoln Drive
Madison, WI 53706

Dear Chancellor Wiley:

With deep regret, I must step down from my position as Vice Chancellor for Student Affairs, effective immediately.

I appreciate your understanding during this very difficult time for me. With the recent changes in my family situation, and the stress those bring, I am proposing to take some personal leave time.

I would welcome the chance to talk further as I look at what my future holds and how I can continue to contribute to this great university.

Sincerely,

A handwritten signature in cursive script that reads 'Paul W. Barrows'.

Paul W. Barrows
Vice Chancellor for Student Affairs





Ken - mail

November 2, 2004

Vice Chancellor Paul Barrows
117 Bascom Hall
500 Lincoln Drive
Madison, WI 53706

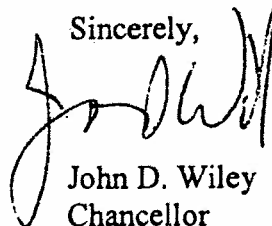
Dear Paul:

It is with mixed emotions that I accept your resignation as Vice Chancellor for Student Affairs.

While I believe you have made a solid decision in light of your changing personal circumstances, for the past 15 years you have been a tremendous asset to the University of Wisconsin-Madison. You have served as a part of three administrations, bridging changes in leadership with your unmatched commitment to increased campus diversity, strong relations with student government and improved student services.

I'll schedule a time to talk with you about your role going forward, but here is what I propose in the short term: (1) you take leave as necessary to address your personal issues; (2) following the expiration of your leave, you complete fundraising initiatives currently underway, and you conduct a comprehensive feasibility study regarding the establishment of a Milwaukee-based field office for the PEOPLE Program; and (3) if, after completing the assignments above, you are interested in additional roles at UW-Madison, you should work with Provost Spear to address that interest as part of your academic staff backup appointment.

Sincerely,

A handwritten signature in black ink, appearing to read 'John D. Wiley', written in a cursive style.

John D. Wiley
Chancellor

Office of the Chancellor

Bascom Hall University of Wisconsin-Madison 500 Lincoln Drive Madison, Wisconsin 53706-1380



UNIVERSITY OF
WISCONSIN
MADISON

November 24, 1997

Paul W. Barrows
Associate Vice Chancellor-Academic Services
117 Bascom Hall
CAMPUS

Dear Dr. Barrows:

Confirming earlier verbal notification from Provost Wiley, this serves as official notification that you have been recommended for an indefinite appointment to the academic staff. The Administrative/Student Services/Library Area Review Committee has evaluated your credentials favorably, and Provost Wiley has concurred. I am pleased, therefore, to approve the indefinite appointment, full time in the Provost's Office, effective May 16, 1997. The indefinite appointment will serve as backup to your limited appointment as Associate Vice Chancellor for Academic Services in the Provost's Office. Should you assume full-time service in the backup appointment, a position and duties appropriate to your background and experience, with a salary commensurate to that position, will be identified at that time.

As you know, an indefinite appointment is approved by the Chancellor upon the affirmative recommendation of the appropriate dean or director for one who holds a position considered to be of ongoing importance to the University and in recognition of excellence of service in that position. It should give you considerable satisfaction to know you have met the high standards established by your peers on the area review committee. This appointment is terminable only for cause under UWS 11 or for reasons of budget or program under UWS 12.

We would like to express our sincere appreciation for your service since 1989, and we are looking forward to your continued contributions to quality education at UW-Madison.

Sincerely,



David Ward
Chancellor

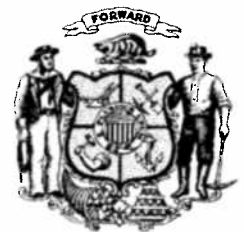
xc: Provost Wiley
Vice Chancellor Torphy
Director Lund, APO
Steve Myrah, Secretary of the Academic Staff
JoAnn Carr, Area Review Committee Chair

Indef\letters.mea

Office of the Chancellor



WISCONSIN STATE LEGISLATURE



Options for Paul

He holds a limited appointment as Vice Chancellor with an indefinite academic staff backup appointment in the Provost's Office. As such, he can be removed from the limited appointment and assigned another limited title or an academic staff title. If assigned an academic staff title, the title and salary must be commensurate with the duties.

Title and salary options:

- ◆ *Assistant or Associate Vice Chancellor* (limited): Requires System's approval for use of the title and for the assignment of a salary range. Paul's range as Vice Chancellor is 11 and he has an extraordinary salary range (ESR) based on his responsibilities as Chief Student Affairs Officer.

Realistically, we could not expect a range higher than 10 (\$125,898 maximum) based on lesser responsibilities. An ESR would have to be based on the market for the new responsibilities.

- ◆ *Senior Special Assistant* (limited): We need System's approval to assign this title. This title is assigned to Range 10 (\$125,898 maximum). Paying more than the maximum of range 10 would require an ESR.
- ◆ *Consultant* (limited): This is a seldom-used title for persons employed for a short period of time to provide professional advice, assistance or other services for a specific program or project. While not the appropriate title for a long-term relationship, it does have the advantage of having no salary maximum. We were called on the carpet by System a few years ago, however, for supplementing Melany's salary through use of this title.

Summary: We need System's agreement for use of the most appropriate titles. We will need special consideration from System for a range that exceeds \$125K. I don't recommend use of the Consultant title without System's acknowledgement given the visibility of Paul – unless it is for a short time.

Lund
12/20/04

Related Information

Salary Ranges

<u>RANGE</u>	<u>SALARY MINIMA</u>	<u>SALARY MAXIMA</u>
1	\$26,027	\$36,848
2	28,151	42,227
3	32,263	48,394
4	36,979	55,469
5	42,386	63,578
6	48,587	72,881
7	55,699	83,548
8	63,856	95,783
9	73,208	109,812
10	83,932	125,898
11	96,233	144,350
12	110,406	165,610
13	126,669	190,003

UW-Madison Range Assignments for Modified Chancellor Titles

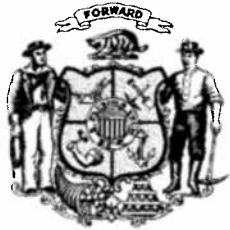
<u>Title</u>	<u>Name</u>	<u>Range</u>	<u>Current Salary</u>
Vice Chancellor - Administration	Darrell Bazzell	13*	\$191,888
Vice Chancellor - Student Affairs	Paul Barrows	12*	\$191,749
Asst. Vice Chancellor - Business Services	Donald Miner	11	\$119,692
Vice Chancellor - Legal & Admin. Affairs	Melany Newby	11*	\$152,262
Assoc. Vice Chancellor - Facilities Plan. & Mgmt	Alan Fish	11	\$126,459
Assoc. Vice Chancellor - Enrollment Management	Joanne Berg	10*	\$124,439**
Asst. Vice Chancellor - Administration	William Richner	9	\$107,935
Assoc. Vice Chancellor-Protective Services	Susan Riseling	9*	\$133,529
Asst. Vice Chancellor - Academic Affairs	Ruby Paredes	8	\$87,762
Asst. Vice Chancellor - Outreach	Peyton Smith	8	\$92,093
Asst. Vice Chancellor - Academic Affairs	Mercile J. Lee	8	\$90,062

* Has an Extraordinary Salary Range

** Does not include pending base adjustment for her new responsibilities



WISCONSIN STATE LEGISLATURE





June 20, 2005

Paul Barrows
97 Bascom Hall
- Campus -

Dear Paul:

I write to confirm your limited appointment as Consultant (working title: Special Assistant to the Chancellor) effective June 23, 2005. Your initial annual salary is \$150,000.

This is a limited appointment, which means that you serve at the pleasure of the Chancellor; there is no specified term. Your principal duties are outlined in the attached position description.

Your limited appointment as Consultant is accompanied by a zero-dollar, indefinite academic staff appointment. Should you assume full-time service in the concurrent/backup appointment, appropriate responsibilities and salary level will be determined at that time.

I look forward to working with you. Please do not hesitate to call me if you have any questions about your appointment.

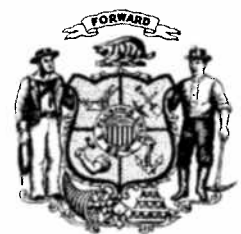
Sincerely,

John D. Wiley
Chancellor

Attachment



WISCONSIN STATE LEGISLATURE





June 23, 2005

Dr. Paul W. Barrows
Bascom Hall
500 Lincoln Drive
Madison, WI 53706

Dear Paul:

As you know, we anticipated you beginning the Consultant Limited Appointment on June 23, 2005. Before providing the appointment letter and formally implementing the employment change, I lost confidence in your ability to effectively carry out the duties associated with the Consultant position. As a result, I write to inform you that, effective immediately, I am ending your limited appointment as Vice Chancellor and am placing you in your academic staff back-up position beginning June 24, 2005.

In Chancellor David Ward's November 24, 1997, letter to you, he stated "should you assume full-time service in the backup appointment, a position and duties appropriate to your background and experience, with a salary commensurate to that position, will be identified at that time." As also stated in that letter, your back-up appointment is an indefinite academic staff position in the Provost's Office.

Your initial responsibility in this position will be to develop transfer agreements with technical colleges. Provost Spear will assign additional responsibilities as needed. Your title will be Senior Administrative Program Specialist, at a salary of \$72,881.

I must also inform you that during the last 24 hours I have received information that, if true, is inconsistent with answers you have given me regarding your conduct. Therefore, I will begin an investigation to determine whether disciplinary action, up to and including dismissal, is appropriate. Effective immediately, I am placing you on administrative leave with pay for the duration of the investigation. During this leave you will have no university responsibilities and should not be on campus.

Sincerely,

John D. Wiley
Chancellor

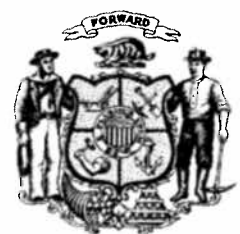
Office of the Chancellor

Bascom Hall University of Wisconsin-Madison 500 Lincoln Drive Madison, Wisconsin 53706-1380

608/262-0016 FAX: 608/262-8322 TTY: 608/262-2473



WISCONSIN STATE LEGISLATURE



From: Paul Barrows
To: Paula Gates; Ruby Paredes
Date: 1/5/05 11:01:36 AM
Subject: Paula/Ruby, thank you and all of our colleagues so much for the card and the flowers. I must say, I

Paula/Ruby, thank you and all of our colleagues so much for the card and the flowers. I must say, I was taken aback by the pretty tropical flowers...and on such a wintery day! You guys are truly the greatest! Thanks again and Happy New Year! Paul



From: Ruby Paredes
To: Barrows, Paul
Date: 5/2/05 10:33:48 AM
Subject: First day

Hi, Paul,

It's your first day back fulltime--just wanted to wish you a good day!

Since I was away at the Penn State diversity conference till Friday, I was unable to attend the Student Forum and so missed seeing Jayson and Diallo. But on Saturday evening I took Andrea out to dinner and had a chance to catch up on her doings. She said to say a special hello to you.

At Penn State, I had a quick chat with Lester Monts. Michigan is doing some great things, apparently they're still forging ahead and building on the energy and momentum generated during the Supreme Court battle. They now have a proposed Center for Institutional Diversity, and have scheduled a national working conference 17-18 May, to set priorities. Is this something you already know about? If not, I can bring you a copy of the conference brochure-- "Futuring Diversity"

Ruby



{ start date
Dec. 19, 200

6-22-2005

5:45 PM phone conversation

w/ [REDACTED]

one week into job - Room [REDACTED] office

8:30 AM, looking thru phone book

Paul B. stared at her from door;

asked if he needed help, said he

was checking things out, was

looking at her body up and down,

smiling, felt like he was "undressing"

her with his eyes

happened 3x total - once she was in
the office alone - she knew who he was,
but he never actually introduced himself

felt he was a "slime bucket" from start

SuperSOAR 2003 - [REDACTED] present to be

facilitators, Paul B. gave his speech,

was sitting next to [REDACTED], on way back

to his seat and ~~brushing past~~ walking

towards her, he kissed the air and

winked at her (she was next to [REDACTED]

[REDACTED]). (she & [REDACTED] are standing behind

back row) - thought [REDACTED] saw it, but

didn't discuss it w/ him

back of
rows

after move to [REDACTED] - left to get

coffee or lunch, saw Paul B. walking

back from the State Capitol on State

St. - she crossed to other side of the

street, he also crossed; she crossed

again, and so did he; she went into a

T-shirt store that smelled of incense;

he didn't go into the store

summer 2004 - [redacted] already up
in [redacted]

went to Super SOAR (Engineering Bldg. ??)
- Paul B. came into the room late;
everytime she looked up/around, he was
watching her during his speech; after,
there was refreshments, he followed her
around, invaded her personal space,
she gave him dirty looks, but he was
undaunted; she felt his behavior was
"acting out"; recalled she would move
away from him 3-4x and he would
follow, seltious smile - she didn't
feel good from it.

juvenile

in general, she just avoided him - he
didn't ever really talk to her; just was a
body to him

students who directly observed/
experienced things told her:

[redacted] from start -

w/ Banows up there we can do
what we want, and we can get
what we want; acknowledged
he had slept w/ those students, but
size of Banows he was untouchable

*disclosed he
had
sexed with
7 for sex
("they were
Japanese*

[redacted] - left the University & MCSC
very disturbed about all the gender
issues, couldn't cope; felt there was
no use in going up to Paul B. because
of how he was role modeling

of discomfort
when she checked out her feelings w/ [redacted]
he said, "No you're not wrong, there are
not many women, esp. women of color, that
~~stay~~ ^{stay} on this campus w/o ~~getting~~ giving it
to Paul (or ~~being~~ done by??). [Laughs] ~~Yup,~~
^{getting}
Paul has his issues."

left job w/ [redacted] because of [redacted] &
Paul - [redacted] propositioned her
several times, was persistent, would
get angry at her put offs; feared he
may have eventually resorted to force

wanted to report this, but was also trying
to help the program; chose not to ~~tell~~ tell to
take care of herself, didn't feel safe
to report - focus was on helping
students

[redacted] felt he could exploit ♀ w/
impunity because Paul had modeled
similar behavior - [redacted] self-disclosed
relationships he had w/ students, would
point them out

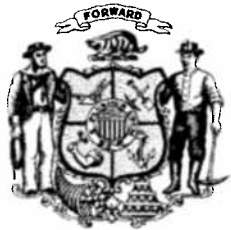
1st graduation - [redacted] [redacted] graduated
SOC awards night

Paul B. came in and sat behind her;
after got some hard'cooives, he
sat closer to her; saw Wilma Bauwus
give her the evil eye

[redacted] [redacted]



WISCONSIN STATE LEGISLATURE



UW - Madison
 Leave report for May, 2005

APPT ID: 00,449,966

SARRONS, PAUL W
VICE CHANCELLOR

Report amount of leave used in HOURS. If no leave was used, please enter zero
 in the Total Hours row.

May	VACN	SK	LV	F	HOL	ALRA	VACN	SK	LV	F	HOL	ALRA
1												
2												
3												
4												
5												
6												
7												
8												
9												
10												
11												
12												
13												
14												
15												
16												
17												
18												
19												
20												
21												
22												
23												
24												
25												
26												
27												
28												
29												
30												
31												
Total Hours												

Employee Signature Paul W. Sarrons date 6-14-05

Departmental Signature _____ date _____

RETURN BOTTOM PORTION BY 6/05/05 TO: A02-0500 MEMO SERVICE

UW - Madison
 Leave report for April, 2005



APPT ID: 00,448,968

BARRONS, PAUL W.
VICE CHANCELLOR

Report amount of leave used in HOURS. If no leave was used, please enter zero in the Total Hours row.

	VACN	SK LV	F HOL	ALRA		VACN	SK LV	F HOL	ALRA
Apr					16				
1		4			17				
2		4			18		B		
3		4			19		B		
4		B			20		B		
5		B			21		B		
6		B			22				
7		B			23				
8		B			24		B		
9					25		B		
10					26		B		
11		B			27		B		
12		B			28		B		
13		B			29		A		
14		B			30				
15		B			Total Hours		156		

Paul W. Barrons 4-29-05
 Employee Signature date

[Signature] _____
 Departmental Signature date

RETURN BOTTOM PORTION BY 5/03/05 TO: A02-0500 MSH/G SERV/VCSA

4/29/05

UW - Madison
 Leave report for March, 2005

APPT ID: 00,449,966

BARROWS, PAUL W
VICE CHANCELLOR

Report amount of leave used in HOURS. If no leave was used, please enter zero in the Total Hours row.

	VACN	SK LV	F HOL	ALRA		VACN	SK LV	F HOL	ALRA
Mar									
1		8			17		8		
2		8			18		8		
3		8			19				
4		8			20				
5					21		8		
6					22		8		
7		8			23		8		
8		8			24		8		
9		8			25		8		
10		8			26				
11		8			27				
12					28		8		
13					29		8		
14		8			30		8		
15		8			31		8		
16		8							
					Total Hours		184		

Paul W. Barrows 4-13-05
 Employee Signature date

[Signature]
 Departmental Signature date

RETURN BOTTOM PORTION BY 4/05/05 TO: A02-0500 MSN/G SERV/VCSA

4/01/05

UW - Madison
 Leave report for February, 2005

mb

APPT ID: 00,449,968

BARROWS, PAUL W
VICE CHANCELLOR

Report amount of leave used in HOURS. If no leave was used, please enter zero in the Total Hours row.

	VACN	SK LV	F HOL	ALRA		VACN	SK LV	F HOL	ALRA
Feb									
1				<u>8</u>	15				<u>8</u>
2				<u>8</u>	16				<u>8</u>
3				<u>8</u>	17				<u>8</u>
4				<u>8</u>	18				<u>8</u>
5					19				
6					20				
7	<u>8</u>				21				<u>8</u>
8	<u>8</u>				22				<u>8</u>
9	<u>8</u>				23				<u>8</u>
10	<u>8</u>				24				<u>8</u>
11	<u>4</u>			<u>4</u>	25				<u>8</u>
12					26				
13					27				
14				<u>8</u>	28				<u>8</u>
					Total Hours	<u>36</u>			<u>124</u>

Paul W Barrows 3-02-05
 Employee Signature date

[Signature]
 Departmental Signature date

RETURN BOTTOM PORTION BY 2/05/05 TO: A02-0540 MSN/G SERV/VCSA

3/01/05

✓ sub

APPT ID: 00,449,988

BARRONS, PAUL W
VICE CHANCELLOR

Report amount of leave used in HOURS. If no leave was used, please enter zero in the Total Hours row.

*Paul Barrons
 conversation
 w/ Paula states
 all 148 hrs
 used as vac not
 sick leave.
 mb
 2/17/05*

	VACN	SK LV	F HOL	ALRA	VACN	SK LV	F HOL	ALRA
Jan								
1					17			
2					18	B		
3					19	B		
4		8			20	B		
5		4 B			21	B		
6		4 B			22	B		
7					23			
8					24			
9					25	B		
10					26	B		
11		B			27	B		
12		B			28	B		
13		B			29	B		
14		B			30			
15		B			31			
16								
					Total Hours	148		

Paul W. Barrons 2-1-05
 Employee Signature date

[Signature]
 Departmental Signature date

RETURN BOTTOM PORTION BY 2/05/05 TO: A02-0500 MSN/R SERV/VCSA

2/01/05

UW - Madison
 Leave report for November, 2004

APRT ID: 00,449,968

Handwritten initials

BARROWS, PAUL W
VICE CHANCELLOR

Report amount of leave used in HOURS. If no leave was used, please enter zero in the Total Hours row.

	VACN	SK LV	F HOL	ALRA	VACN	SK LV	F HOL	ALRA
Nov					16			
1					17			
2					18			
3					19			
4					20			
5					21			
6					22	8		
7					23	8		
8		8			24	8		
9		8			25	8		
10		8			26	8		
11		8			27			
12		8			28	4		
13					29	8		
14					30	8		
15					Total Hours	84		

Paul W. Barrows 12-2-04
 Employee Signature date

[Signature]
 Departmental Signature date

RETURN BOTTOM PORTION BY 12/05/04 TO: A02-0500 NSN/G SERV/VCSA

12/01/04