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May 8, 2017

VIA ELECTRONIC MAIL

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RE: Dr. Sabina Burton, UWS Ch. 4.06(1)(d) Request to Disqualify Robert Demaree

Pursuant to UWS Ch. 4.06(10)(d), Dr. Burton requests that Dr. Robert Demaree be disqualified from serving on the appeal hearing panel due to the following:

1. Based upon a thorough report by John Lohmann, then-Special Assistant to VC/CBO, Dr. Demaree was implicated in a retaliation against a former member of the music department, Dr. [REDACTED] [[Ex. A, Report of John Lohmann](#), attached hereto].

In short, Dr. Demaree directly benefitted from Dr. [REDACTED]'s removal as Chair of the Piano Proficiency Committee ("PPC") as Dr. Demaree was shortly thereafter appointed as Chair of the PCC despite having no expertise in piano and despite having not sat on the Committee immediately prior to being appointed chair. In becoming chair, Dr. Demarre problematically became "chair over a committee on which his spouse sat". [Ex. A, p. 6-7].

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Further, based on new procedures that were put in place during a meeting (for which the new procedures were not on the agenda) with no opportunity to review beforehand, Dr. Demaree was given the power to “act as a gatekeeper over admission of students into Dr. [REDACTED]’s studio” while “other instrumental instructors are allowed to make their own determinations as to the students they admit into studio”. [Ex. A, p. 7].

2. Dr. Demaree was the chair of the search committee that hired Dr. Throop and is believed to be a close friend of Dr. Throop. Dr. Demaree told Dr. Burton that he invited Dr. Throop to spend the night in his house on at least one occasion. As the charges against Dr. Burton are entangled with actions undertaken by Dr. Throop, including her Letter of Direction and complaint to Chancellor Shields, Dr. Demaree’s personal relationship with Dr. Throop erodes his ability to act as a neutral and unbiased decisionmaker.
3. On information and belief, incidents in Dr. Demaree’s personnel file seem to have been used to disqualify him for the chair position in the music department. We request the opportunity to review his personnel file or to allow the appeal committee to view his record.
 - a. On information and belief, Dr. Demaree has engaged in inappropriate conduct and/or inappropriate relationships with students and has been accused of sexual harassment.
 - b. Further, on information and belief, Dr. Kristine Hurst-Wajszczuk, a former employee in the music department, complained of Dr. Demaree’s treatment of her as harassing and/or retaliatory.

Dr. Demaree’s involvement in the unfortunate treatment of Dr. [REDACTED], as well as the shocking allegations believed to be contained in his personnel file, give any reasonable person doubt as to his ability to strictly adhere to the rules and procedures of the University.

Further, Dr. Demaree’s personal relationship with Dr. Throop, a key figure in the charges against Dr. Burton, are sufficient to convince any reasonable person that Dr. Demaree is unlikely to be objective, will exhibit prejudice against Dr. Burton, and should be removed from the hearing panel.

Respectfully submitted,

By: s/Kara Amouyal
Attorney for Dr. Burton

cc: Jennifer Lattis