

**Mark Perry**

Mar 5, 2023,  
8:51 AM

to OCR.Chicago

Dear Chicago Office for Civil Rights:

This is a federal civil rights complaint vs. the **University of Minnesota** (University) for illegal sex-based discrimination in violation of Title IX. Specifically, the University offers, operates, promotes, funds, and administers the [Dr. Anne Joseph Women's Early Research Career Award \(WERC\)](#), which as the name indicates is a female-only award that “provides supplemental funding for **women who are junior faculty** to sustain their research productivity during early career stages, when completing extra-professional responsibilities (including child-rearing) are common. Applicants must have current financial research support and be on a clear path to a successful independent research career. The supplemental funding is intended to increase research productivity, thereby increasing career advancement **opportunities for women in academic medicine.**”

Additional evidence of the University’s illegal sex-based discrimination is provided in this [document starting on page 6](#):

PURPOSE: The purpose of the Dr. Anne Joseph Women's Early Research Career Award (WERC) is to provide supplemental funding **for junior faculty women** to sustain their research productivity during early career stages.

Additional evidence of the University’s illegal sex-based discrimination is provided in this [document](#):

The purpose of the Dr. Anne Joseph Women's Early Research Career Award (WERC) is to provide supplemental funding for **junior faculty women** to sustain their research productivity during early career stages.

In violation of Title IX, non-female junior faculty are illegally excluded from the University’s award and discriminated against on the basis of their sex. Please investigate the University for illegal sex discrimination in violation of Title IX’s prohibition of such discrimination.

Professor Mark J. Perry (emeritus), University of Michigan  
Senior Fellow, Do No Harm