

Dr. Sabina Burton v. Board of Regents University of  
Wisconsin, et al.

14-CV-274

Transcript of the Testimony of:

**Deborah Rice**

November 17, 2015



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UNITED STATES DISTRICT COURT  
WESTERN DISTRICT OF WISCONSIN

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DR. SABINA BURTON,  
Plaintiff,

-vs-

Case No. 14-CV-274

BOARD OF REGENTS  
UNIVERSITY OF WISCONSIN, et al.,  
Defendants.

= = = = =

Deposition of DEBORAH RICE

Tuesday, November 17, 2015

3:23 p.m.

at

UNIVERSITY OF WISCONSIN-PLATTEVILLE  
Ullsvik Hall  
1 University Plaza  
Platteville, Wisconsin

Reported By: Christal A. Hansen, CSR-IA/IL, RPR

1 DEPOSITION of DEBORAH RICE, called as a  
2 witness, taken at the instance of the Plaintiff,  
3 under the provisions of Chapter 804 of the  
4 Wisconsin Statutes, pursuant to Notice, before  
5 Christal A. Hansen, a Registered Professional  
6 Reporter and Notary Public in and for the State of  
7 Wisconsin, at University of Wisconsin-Platteville,  
8 Ullsvik Hall, 1 University Plaza, City of  
9 Platteville, County of Grant, and State of  
10 Wisconsin, on the 17th day of November 2015,  
11 commencing at 3:23 p.m.

12  
13 A P P E A R A N C E S

14 HAWKS QUINDEL, S.C., by  
15 Mr. Timothy E. Hawks  
16 222 East Erie Street, Suite 210  
Milwaukee, Wisconsin 53201-0442  
Appeared on behalf of Plaintiff.

17  
18 WISCONSIN DEPARTMENT OF JUSTICE, by  
Ms. Anne M. Bensky  
19 P.O. Box 7857  
Madison, Wisconsin 53707-7857  
20 Appeared on behalf of Defendants.

21 UNIVERSITY OF WISCONSIN SYSTEM, by  
22 Ms. Jennifer Lattis  
1802 Van Hise Hall  
23 1220 Linden Drive  
Madison, Wisconsin 53706  
24 Appeared on behalf of Defendants.

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I N D E X

WITNESS Page(s)

DEBORAH RICE

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E X H I B I T S

No. Description Identified

Exh. 148 E-mail exchanges regarding Press Release 22

Exh. 149 Document entitled UW-Platteville Students Learn About German Criminal Justice System During Study Abroad Experience 23

(Attached to original transcript; copies provided to counsel)

(Original transcript filed with Attorney Hawks)

1 DEBORAH RICE  
 2 called as a witness, after having been first  
 3 duly sworn, was examined and testified as  
 4 follows:  
 5 EXAMINATION  
 6 BY MR. HAWKS:  
 7 Q. Can you identify yourself for the  
 8 record, please.  
 9 A. Deborah L. Rice. I'm an academic staff  
 10 here at UW-Platteville.  
 11 Q. And for how long have you been employed  
 12 as academic staff here at UW-Platteville?  
 13 A. Ten years.  
 14 Q. What subjects do you teach typically?  
 15 A. Introduction to Criminal Justice,  
 16 Correctional Philosophy, and Juvenile Justice.  
 17 Q. You recall an issue coming up about  
 18 what you said about Dr. Burton at a meeting at  
 19 Steve's Pizza place?  
 20 A. Well, it wasn't a meeting at Steve's  
 21 Pizza. It was after the meeting at Steve's  
 22 Pizza Place.  
 23 Q. Tell us what happened.  
 24 A. My husband was there, Dr. Dalecki was  
 25 there, and R.J. was there.

1 Q. We're going to refer to him as R.J.  
 2 A. Okay. R.J. was there. And R.J. and I  
 3 go back a long, long time. I was the one who  
 4 met him here and got him to come to  
 5 UW-Platteville. I know his parents. I have had  
 6 a long-time relationship with R.J. as far as, he  
 7 was my advisee; I was his instructor. So, the  
 8 four of us sitting there.  
 9 Q. Nobody else?  
 10 A. And R.J. -- no, no, because everybody  
 11 had gone. We were the last ones there.  
 12 Q. Still up on the ship?  
 13 A. Yes, still on the ship. And R.J. had  
 14 gone to Germany with us in this -- in the summer  
 15 before. And -- with, with the group of students  
 16 from UW-Platteville. And so -- and I was there  
 17 and so was my husband, and so we were talking  
 18 about some of the German experiences. And I  
 19 said that Sabina had told me at that time that  
 20 she didn't trust the East Germans, and that's  
 21 who was being our host.  
 22 They were -- my husband and I are both  
 23 retired Army. We both served in Germany during  
 24 the Cold War. These people that were showing us  
 25 around were former soldiers of the East German

1 Army. And we talked a lot about the two of --  
 2 you know, about how weird it was that here we  
 3 had been enemies 20 years before and now they  
 4 were showing us around East Germany literally.  
 5 And so we were talking about that. And I had  
 6 made that comment about Dr. Burton. And then I  
 7 said, "I just don't think, you know, she's  
 8 stable." And -- because of things that had  
 9 happened. And that was it that I remember.  
 10 Q. Did you say anything or do you recall  
 11 saying anything to the effect that she was not  
 12 likely to remain employed at UW-Platteville?  
 13 A. No. I mean, I can't make those  
 14 decisions, so why would I say that? I didn't  
 15 say it. I can't --  
 16 Q. So, you deny having said that, or you  
 17 don't recall having said that?  
 18 A. I don't recall having said that, but I  
 19 don't see why I would have said it since I have  
 20 absolutely no say-so on whether she remains  
 21 employed or not. Why would I even bring that --  
 22 I can't even imagine why I would bring that up.  
 23 Q. When did this next -- when did this  
 24 issue first come to your attention that  
 25 Dr. Burton had complained about it?

1 A. I don't, you know, I don't even know  
 2 when it was. Was it October? Was it November?  
 3 I don't know. It was in the fall. That's all I  
 4 know. And in early December, I just remember  
 5 school wasn't out yet, it was early December,  
 6 and I was called up to see John Lohmann, and he  
 7 repeated everything I said and said that I  
 8 needed to -- demanded -- he said that Sabina  
 9 demanded that I apologize to her.  
 10 Q. So, the meeting with Lohmann was in his  
 11 office?  
 12 A. Yes.  
 13 Q. How long did that meeting last, would  
 14 you say?  
 15 A. I have no idea. I, I have no idea.  
 16 Q. And so he, he said that Sabina had  
 17 demanded that you apologize?  
 18 A. Yes.  
 19 Q. How did you reply?  
 20 A. I said that I thought that free speech  
 21 was still in the Constitution of the  
 22 United States and that I did not post it  
 23 anyplace, I did not broadcast it anyplace. I  
 24 thought free speech was still out there.  
 25 Q. And did you use the words "Hell no"?

1 A. Probably, yes.  
 2 Q. And subsequent to that conversation  
 3 with John Lohmann, --  
 4 A. Uh-huh.  
 5 Q. -- did you have a conversation with  
 6 anyone else about the issue?  
 7 A. Why would I? It was something that was  
 8 said and nothing -- I mean, I didn't -- whatever  
 9 was said that night.  
 10 Q. Did Dr. Dalecki have a conversation  
 11 with you about the subject at any time?  
 12 A. No.  
 13 Q. Did Dr. Dalecki reprimand you for, for  
 14 having shared these statements in front of the  
 15 student at any time?  
 16 A. Not that I remember.  
 17 Q. And if you were reprimanded, it's  
 18 likely you would remember something like that?  
 19 A. Well, you would think so. You'd think  
 20 you'd be written up or something. But R.J.  
 21 wasn't a student at that time. He was a worker  
 22 here.  
 23 Q. He was also, he was a grad student,  
 24 though?  
 25 A. Yes, I suppose you could say that. I

1 don't know if we really have a grad program.  
 2 But, yeah, go ahead.  
 3 Q. Well, you mean he wasn't enrolled as a  
 4 graduate student or not, do you know?  
 5 A. I don't know. I really don't know.  
 6 Q. I'm going to try to retrieve an exhibit  
 7 that we used in a prior deposition. Do you mind  
 8 if I call you Deb or Deborah?  
 9 A. It doesn't matter. Either one. Just  
 10 don't call me Debbie.  
 11 Q. If you could retrieve what has been  
 12 marked as Exhibit 145. Have you seen this  
 13 before?  
 14 A. No, I haven't.  
 15 Q. John Lohmann testified that these three  
 16 enumerated items were the framework of what he  
 17 confronted you about. Is that consistent with  
 18 your memory?  
 19 A. I don't remember the thing about not  
 20 staying at UW-P much longer, I really don't  
 21 remember that at all. As far as a mental  
 22 disorder, yes, yeah, I could believe I said  
 23 that. And, yes, I did, because Sabina told me  
 24 over there that she did not trust the  
 25 East Germans.

1 Q. Additionally, after Lohmann learned  
 2 that you were not going to apologize and he  
 3 concluded that, he concluded that the matter  
 4 needed to go forward, has anything gone forward  
 5 about this issue subsequent to your testimony  
 6 about John Lohmann's meeting with you?  
 7 MS. LATTIS: I'm sorry. What do  
 8 you mean, "has anything gone forward"?  
 9 Q. Well, has there been any kind of  
 10 further investigation of this incident that you  
 11 are aware of?  
 12 A. I think so. And I -- the reason why  
 13 I'm so vague is because in -- gosh -- sometime  
 14 last semester I was called up to speak with  
 15 Dominic Barraclough and Jody McDermott, who said  
 16 they were doing an investigation and it was  
 17 about this and said they were just getting the  
 18 story. All I did was talk with them.  
 19 And I have never, I have never been  
 20 given anything that said I had a complaint  
 21 against me or a grievance against me. And I've  
 22 never heard that there was an ending to it. But  
 23 I just know that something came up a couple  
 24 weeks ago, and they told Dr. Dalecki that he no  
 25 longer had a grievance against him. And he let

1 me know about that. And I said, "Okay. But  
 2 what about mine?" Because I thought that it was  
 3 still going.  
 4 And so we, we wrote back to whoever  
 5 this person was, and I don't remember who it  
 6 was, that was telling him that the grievances  
 7 were taken care of and said that there wasn't  
 8 ever anything on record about me. So, I really  
 9 don't know what is going on with that.  
 10 Q. I'm sorry. Who was it that said to you  
 11 that there was never anything on record against  
 12 you?  
 13 A. That was whoever this person was that,  
 14 that Dr. Dalecki was e-mailing back and forth.  
 15 Q. Did you get a copy of any of those  
 16 e-mails?  
 17 A. I might have, but this is advising  
 18 time. I'm getting hundreds of e-mails every  
 19 day.  
 20 Q. But you would be able to find out who  
 21 it was that --  
 22 A. Well, I suppose if I got ahold of  
 23 Dr. Dalecki, he could tell me. It was from  
 24 somebody from -- I don't know. I really don't  
 25 know. And I can't even guess. I think it was

1 somebody from the Grievance Committee here.  
 2 Does that make sense?  
 3 Q. Could be. Would it be fair to say that  
 4 your belief at this moment is that there is  
 5 nothing pending about this issue against you  
 6 because, at least in part, because you believe  
 7 there was nothing ever filed formally about this  
 8 issue?  
 9 A. That's my understanding.  
 10 Q. So, when -- was Dr. Barraclough and --  
 11 A. Dr. McDermott.  
 12 Q. I know Dr. Barraclough. I don't know  
 13 Dr. McDermott.  
 14 A. Dr. McDermott is the assistant dean in  
 15 ag sciences.  
 16 Q. And they called you to a meeting?  
 17 A. Uh-huh. In the chancellor's office, in  
 18 the chancellor's conference room up there. I, I  
 19 don't remember when. I really don't.  
 20 Q. What month even?  
 21 A. No.  
 22 Q. Snow on the ground?  
 23 A. You know, I really, really don't. I'm  
 24 sorry.  
 25 Q. But you're sure it was last semester?

1 semester of last year?  
 2 A. It was shortly after. It was like  
 3 three or four weeks after I had met with them.  
 4 And I really, you know, I'm sorry, but I --  
 5 everything all just blurs together, to be  
 6 truthful. I have had an extremely busy last  
 7 couple years.  
 8 Q. Do you recall at some point in time  
 9 informing Dean Throop that Sabina had canceled  
 10 her classes on the last day of the first  
 11 semester of last school year?  
 12 A. No, I did not.  
 13 Q. Do you recall informing Dr. Dalecki  
 14 that Sabina had canceled her classes?  
 15 A. No, I did not.  
 16 Q. Did you inform either of them that two  
 17 students had reported that she had canceled her  
 18 classes?  
 19 A. No, I did not.  
 20 Q. Did you have any conversation with  
 21 either of those two about Sabina canceling those  
 22 classes?  
 23 A. No, I did not.  
 24 Q. Well, let's -- are you aware that  
 25 Dean Throop accused Dr. Burton of canceling her

1 A. Maybe, you know, one of the e-mails  
 2 that I got from Sabina -- I'm trying to think.  
 3 Did I get that -- I got that maybe three weeks  
 4 afterwards. And she was ripping on myself and  
 5 Dr. Dalecki and the dean, and so I forwarded it  
 6 back on to Dr. Barraclough and said, "Do I have  
 7 to put up with this? What's going on?"  
 8 And Dominic said what? What did he  
 9 say? He said that they didn't have anything to  
 10 do with it anymore or something like that. And  
 11 he just left it at that.  
 12 Q. So, this is a -- now, this is a phone  
 13 conversation you're having?  
 14 A. No, no, no. This was over e-mails.  
 15 Q. This is an e-mail communication between  
 16 you and Barraclough?  
 17 A. Yes.  
 18 Q. And that's after the meeting that you  
 19 had with Barraclough and McDermott?  
 20 A. Yes.  
 21 Q. And in the -- your takeaway from the  
 22 communication was that Barraclough had nothing  
 23 more to do with it?  
 24 A. Right. That was my takeaway.  
 25 Q. And was that also during the second

1 last class in the fall semester of the 2014-15  
 2 school year?  
 3 A. Directly am I, no, I was not aware  
 4 directly. Did I hear through other people  
 5 talking about it, yes. Did I hear directly from  
 6 Dean Throop, no.  
 7 Q. Who did you hear from the -- who are  
 8 the other people that --  
 9 A. I don't know. It was just talked about  
 10 in the office.  
 11 Q. So, if Dean Throop testified, if she  
 12 testified that you had provided information that  
 13 two students had complained that Burton had  
 14 canceled classes, that testimony would be false,  
 15 in your opinion?  
 16 A. That's correct. Because I did not say  
 17 that she canceled classes.  
 18 Q. What did you say, if anything?  
 19 A. I said to Mike Dalecki that two  
 20 students had come in and told me that Dr. Burton  
 21 was going to Germany on Friday.  
 22 Q. Okay.  
 23 A. Okay. I didn't know anything about --  
 24 I don't know what her class schedule is. I do  
 25 not follow Sabina's class schedule. And all I

1 know was that she was going to Germany, she told  
 2 the class she was going to Germany on Friday.  
 3 Q. And you also wouldn't know what time  
 4 she would be flying?  
 5 A. No, I wouldn't. I'm very familiar with  
 6 the flights to Germany, but I wouldn't know  
 7 which one she was on.  
 8 Q. Are any of them late in the day?  
 9 A. They're all late in the day.  
 10 Q. So, you shared that information with  
 11 Dr. Dalecki?  
 12 A. Yes.  
 13 Q. Did you --  
 14 A. And I had two students come in and tell  
 15 me that.  
 16 Q. Did you have any contact with the dean  
 17 about this issue?  
 18 A. She might have called me, but I don't,  
 19 I don't, I don't go to the dean's office, and  
 20 she doesn't come to mine, so...  
 21 Q. Do you recall getting a phone call from  
 22 the dean in which she inquired about this  
 23 subject?  
 24 A. Not specifically, no.  
 25 Q. Do you recall a meeting with her, maybe

1 or Monday afternoon, and how is she going to  
 2 make it back for that? And why --  
 3 Q. She made it back, right?  
 4 A. Yes, she did. But why would she leave,  
 5 why would she leave on a Friday? Because you  
 6 have to leave late in the day. You arrive there  
 7 early in the morning.  
 8 Q. Is that really a legitimate concern of  
 9 yours?  
 10 A. Well, yes.  
 11 Q. Why?  
 12 A. It's a concern of mine because Sabina  
 13 is always talking to me, before she stopped  
 14 talking to me, was always talking to me about  
 15 how they had no money and about how they had  
 16 maxed their credit cards out completely and  
 17 about how all they were doing was paying on the  
 18 interest and about how broke they were. And  
 19 that's all she used to talk about. So, I  
 20 couldn't imagine, right before Christmas,  
 21 getting a flight when you knew that in another  
 22 week you would have six weeks of vacation.  
 23 Q. You knew her mother was in a very  
 24 difficult state of health?  
 25 A. Her mother has been in a difficult

1 not a phone call?  
 2 A. No, I had no meetings with Dean Throop.  
 3 Q. Do you recall just running across her  
 4 in the hallway or here on the campus --  
 5 A. She doesn't really come to our area.  
 6 Q. -- and chatting about it?  
 7 A. No.  
 8 Q. So, then you have no recall of  
 9 Dean Throop telling you to speak again to those  
 10 students to confirm the accuracy of the  
 11 information that you had previously shared with  
 12 her?  
 13 A. I didn't share it with her. I shared  
 14 it with Mike Dalecki.  
 15 Q. So, you would have no further  
 16 communication with Dean --  
 17 A. Deans usually don't talk to academic  
 18 staff.  
 19 Q. Did you have a subsequent conversation  
 20 with Dr. Dalecki in which she asked you to  
 21 confirm the reliability of the information?  
 22 A. Not that I remember. We weren't  
 23 worried about classes. We were just worried  
 24 about her behavior. It wasn't a thing about  
 25 classes. We had a big meeting on Monday morning

1 state of health for a long time. And that  
 2 excuse has been used many a, many a, many a  
 3 time.  
 4 Q. So, you believed it to be only an  
 5 excuse --  
 6 A. Yes, I did.  
 7 Q. -- and not a genuine statement?  
 8 A. That's right.  
 9 Q. Yes, you did or do?  
 10 A. Yes, I did, because she had just been  
 11 over there within, like, three weeks, and then  
 12 all of a sudden she was there again. And Sabina  
 13 will bring this up.  
 14 Q. So, what conclusion did you draw about  
 15 the fact that she flew to Germany on a Friday  
 16 night and was still present for the meeting on a  
 17 Monday morning?  
 18 A. That she just wasted a lot of money.  
 19 Q. Other than that?  
 20 A. That was it. That's pretty erratic  
 21 behavior to me.  
 22 Q. Did you ever share that with anybody  
 23 else, that that was erratic behavior?  
 24 A. No, not that I recall.  
 25 Q. Has anyone else in the department said



1 or disparaged Sabina Burton's mental health?  
 2 A. To me?  
 3 Q. Yes.  
 4 A. Not that I can recall.  
 5 Q. To anybody else in your presence?  
 6 A. I don't -- we don't talk, sit around  
 7 and talk about Sabina.  
 8 Q. My question is only whether or not  
 9 anybody else has said that --  
 10 A. Not that I can recall.  
 11 Q. -- in your presence.  
 12 A. Not that I can recall.  
 13 Q. So, would it be a correct  
 14 characterization of your testimony that you  
 15 never informed anybody that Dr. Burton had  
 16 canceled her class?  
 17 A. I did not say that she had canceled her  
 18 class. I said that two students came in and  
 19 said that she made the announcement that she was  
 20 going to Germany on Friday.  
 21 Q. And you said that only to Dr. Dalecki?  
 22 A. Yes.  
 23 MR. HAWKS: Off the record.  
 24 (Off-the-record discussion)  
 25 Q. Could you share with us the names of

1 (Exhibit No. 148 was marked for  
 2 identification by the reporter)  
 3 Q. Let me know when you've completed your  
 4 review of this exhibit.  
 5 A. Read the whole thing?  
 6 Q. Can you identify Exhibit 148?  
 7 A. I have never -- I don't remember seeing  
 8 this before at all. In fact, I never saw this.  
 9 Hi, Laurie. I've never seen that.  
 10 Q. Turning to the second page.  
 11 A. About Sophie breaking her foot and  
 12 everything, I knew she did that, but I don't, I  
 13 don't remember. Obviously, I did get it, but I  
 14 don't remember.  
 15 Q. You have no memory of the communication  
 16 from Laurie Hamer to you asking for review of a  
 17 revised press release?  
 18 A. Well, I suppose I did look at it, but  
 19 as far as do I actually remember it, no, I  
 20 don't.  
 21 Q. Do you remember making any revisions to  
 22 it?  
 23 A. No. Unless it was -- no. I don't, I  
 24 don't -- no, I don't remember making any  
 25 revisions at all.

1 the two students who provided you with the  
 2 information that Dr. Burton was flying to  
 3 Germany?  
 4 A. I don't remember.  
 5 Q. Did you approach Dr. Burton to discuss  
 6 your concerns about her trip to Germany?  
 7 A. No.  
 8 Q. By the way, do you know of anybody in  
 9 the department who has canceled a class without  
 10 having permission from the chair of the  
 11 department to do so?  
 12 A. I didn't know we needed to get  
 13 permission from the chair to cancel a class.  
 14 Q. Do you know of anybody who has canceled  
 15 a class?  
 16 A. I don't know. I haven't.  
 17 Q. But do you know of anybody else who  
 18 has?  
 19 A. No. I don't pay attention to other  
 20 people. I don't pay attention if other people  
 21 are having class or not. There's lots of  
 22 reasons that you don't hold class.  
 23 MS. LATTIS: Her hearing seems to  
 24 be very goo but maybe not quite that good.  
 25 A. I'm sorry. I'm sorry.

1 (Exhibit No. 149 was marked for  
 2 identification by the reporter)  
 3 Q. Have you seen this document before  
 4 today?  
 5 A. Well, yes, I've seen it, this article.  
 6 Q. Written to the -- referring to the very  
 7 end of the document -- actually, I've got a  
 8 couple blank pages in my copy, but the very end  
 9 of the article there's a -- this reports that  
 10 it's written by Laurie Hamer, College of Liberal  
 11 Arts and Education?  
 12 A. Yes.  
 13 Q. What is Laurie's job here at the  
 14 university?  
 15 A. She's -- well, she was, at this time,  
 16 public relations for the College of Liberal Arts  
 17 and Education.  
 18 Q. And would she have written this  
 19 document based on information that either you or  
 20 Dr. Burton provided to her?  
 21 A. Yes. Uh-huh.  
 22 Q. Do you recall providing any information  
 23 to Laurie in order to help her prepare this  
 24 article?  
 25 A. Well, obviously, I talked to her. She

1 has plenty of quotes from me. So, obviously I  
2 talked to her. I, obviously, I must have. Do I  
3 remember doing it, no. Laurie happens to be a  
4 neighbor of mine.

5 Q. When you were in Germany on this trip,  
6 did you make -- did you teach any classes or  
7 make any presentations at conferences?

8 A. No. I was told I could not.

9 Q. Was much of what was said or done, at  
10 least in the presence of the Germans, in  
11 English, or was it in German?

12 A. Most of it was in English.

13 Q. Was there a need to be able to  
14 translate from time to time while on the trip?

15 A. There were maybe a couple of times.  
16 One, one for sure, and I think that was at the  
17 Polish border.

18 Q. Would Dr. Burton translate?

19 A. She did.

20 Q. Who told you you couldn't make any  
21 presentations?

22 A. The study abroad office.

23 Q. Why?

24 A. Because I, at that time I was  
25 part-time, part-time and part-time. I had a 50

1 work besides arranging the bus transportation?

2 A. Well, I helped with the meetings that  
3 they had. When they would talk to the students  
4 about Germany, I gave a lot of insight. I lived  
5 there for three years, and I would see it from  
6 an American's eyes. So, I gave a lot of insight  
7 on it.

8 Q. What years did you live there?

9 A. I made it there in January of 1984, and  
10 I left Christmas Day of '86.

11 Q. And you were stationed there in the  
12 military service at the time?

13 A. Yes.

14 Q. What branch of the armed forces?

15 A. Army.

16 Q. And at what rank and service did you --

17 A. At that time I was a lieutenant.

18 Q. And what service did you perform in the  
19 Army?

20 A. I was a commander, I was an S1, an  
21 adjutant and a commander.

22 Q. What station were you stationed in?

23 A. We were in Hanau, which had, I think,  
24 nine concerns there at the time, which are  
25 little bases.

1 percent for instruction and a 50 percent to do  
2 advising and all the visits here. So, I wasn't  
3 a full staff member. And so they said because I  
4 was not a full staff member, that I could not go  
5 along as one of the leaders of the trip. And I  
6 was told to sit back and not make any kind of --  
7 help with the trip.

8 Q. Because if you'd had, they'd have to  
9 pay you?

10 A. Yes.

11 Q. Or something along those lines?

12 A. Yes. Uh-huh.

13 Q. Did you help arrange the bus  
14 transportation to and from the airport before  
15 the trip began?

16 A. I didn't help to arrange. I did the  
17 whole arrangement, and I did all of the  
18 collecting of money. I did everything on that.

19 Q. So, collecting money, collecting of the  
20 money necessary for the students to pay for  
21 their bus transportation?

22 A. The bus transportation, I collected all  
23 that, and I made all the arrangements with  
24 Stratton in Cuba City.

25 Q. Did you engage in other preparatory

1 Q. And where, geographically where is  
2 Hanau located in Germany?

3 A. Hanau is about 30 minutes west or east,  
4 30 minutes east of Frankfurt.

5 Q. And how do you spell Hanau?

6 A. H-A-N-A-U.

7 Q. So, in early June of 2014 Drs. Johnson  
8 and Dutelle or Mr. -- yeah, Dutelle, left  
9 employment of the school with very short notice?

10 A. Uh-huh.

11 Q. Were you upset about that?

12 A. Yes, I was.

13 Q. Did you share that with, the fact that  
14 you were upset about that with others in the  
15 department?

16 A. I don't remember exactly, but I can  
17 imagine I probably did.

18 Q. Were others upset about it?

19 A. Yes. Everybody was very upset with how  
20 it happened.

21 Q. Including the chair?

22 A. Yes. The interim chair.

23 Q. Interim chair. Thank you. What is a  
24 customary notice given by a department faculty  
25 member, in your experience?

1 A. In my experience, it's been that they  
2 tell the semester beforehand so that there's  
3 preparation to cover their classes.  
4 Q. Were you upset with Dr. Burton in the  
5 summer of 2014 when she, when she reported that  
6 she would be unable to work full-time attending  
7 to the German delegation?  
8 A. That's not what Dr. Burton reported.  
9 Q. Well, what do you understand that she  
10 reported?  
11 A. I don't know what she reported to  
12 Dr. Dalecki, because I do not have access to  
13 that, but I know what she said to me when she  
14 called me that night.  
15 Q. And what did she say to you?  
16 A. And she said to me, "Ha, ha. Look what  
17 happened. I gave it all back on to Mike and to  
18 Tom. After all, they were the two who invited  
19 them over anyway."  
20 Q. When did that conversation occur?  
21 A. At 6 o'clock on the -- whatever -- the  
22 week before, the 9th of June of 2014.  
23 Q. When did you become aware that  
24 Dr. Burton's mother was in critical condition?  
25 A. I never knew her mother was in critical

1 condition.  
2 Q. Do you know why Dr. Dalecki did not ask  
3 Dr. Caywood to lead or take the primary role  
4 with the German delegation?  
5 A. Because Tom had nothing to do with the  
6 Germans. I mean, he, he didn't -- he wasn't in  
7 on the planning. He -- I don't know why --  
8 Q. But Dr. Dalecki wasn't in on the  
9 planning either, was he?  
10 A. Well, no. Nobody was. That was the  
11 problem.  
12 Q. But Dr. Caywood was available and able  
13 to serve. Do you know why he wasn't considered  
14 for that position?  
15 A. Well, for one thing, Dr. Caywood and I,  
16 on the 16th, beginning the 16th of June, had  
17 over a hundred CJ new freshman coming in that we  
18 were responsible for registering, and we were  
19 preparing for registration.  
20 Q. Did you work with an individual grad  
21 student for the purpose of creating an itinerary  
22 for the German delegation visit in the fall of  
23 2013, '14?  
24 MS. LATTIS: Grad student?  
25 Q. Yes.

1 A. No.  
2 MR. HAWKS: Could we go off the  
3 record for a second, please.  
4 (Off-the-record discussion)  
5 MR. HAWKS: Back on.  
6 Q. Did you work with a student -- I'll use  
7 the initials A.M. for the purpose of preparing  
8 an itinerary for the German delegation?  
9 A. No. That wasn't the purpose.  
10 Q. What was the purpose of their work?  
11 A. Well, he, he was going to work with  
12 Dr. Burton, and I was going to get his paper.  
13 It was one credit independent study, and because  
14 he had been with us on the German trip, he was  
15 to work with Dr. Burton.  
16 Q. What work did you have to do with  
17 him to --  
18 A. I would be the one who would read the  
19 work, and I would be the one to grade it and  
20 then enter a grade.  
21 Q. Did you read it and grade it?  
22 A. Well, we couldn't get one because  
23 Dr. Burton would not cooperate with him or with  
24 myself.  
25 Q. On what issue?

1 A. On planning for the German trip, for  
2 the German students to come over here.  
3 Q. So, if I understand correctly, because  
4 she did not cooperate, he and you could not  
5 complete an itinerary?  
6 A. We couldn't complete the itinerary,  
7 that's correct.  
8 Q. So, were you paid for the service you  
9 provided to the German delegation?  
10 A. What services? What?  
11 Q. The visit here in the summer of 2014.  
12 A. Okay.  
13 Q. You provided services to the German  
14 delegation at that time, correct?  
15 A. Uh-huh.  
16 Q. Were you paid for the delivery of those  
17 services?  
18 A. I believe I was, but I have no idea how  
19 much.  
20 Q. Do you know the source of the funds  
21 from which those -- that payment was drawn?  
22 A. No, I do not.  
23 Q. Have you ever said to anyone that  
24 Dr. Burton wouldn't be around much longer or  
25 words to that effect?

1 A. No, I've never said that. I don't have  
2 the authority.

3 Q. Do you recall the department receiving  
4 a recommendation to conduct communication and  
5 conflict resolution training?

6 A. No.

7 Q. Has there ever been any conflict and  
8 communication training that's occurred for the  
9 department?

10 A. No, not that I know of.

11 Q. Are you aware of anyone in the  
12 department attempting to publish job  
13 announcements without the department first  
14 reviewing the job announcement?

15 A. No.

16 Q. Do you recall an e-mail from Rex Reed  
17 in which he says, How come we were not informed  
18 of the announcement going out without a final  
19 review by staff?

20 A. I don't recall it, no.

21 Q. So, in February of 2015 there was an  
22 issue in the department about the manner of  
23 selecting a permanent chair of the department.  
24 Do you recall that issue?

25 A. I know it was an issue, but I'll tell

1 STATE OF WISCONSIN )  
2 ) SS: )  
3 COUNTY OF DANE )

4 I, CHRISTAL A. HANSEN, a Registered  
5 Professional Reporter and Notary Public in and  
6 for the State of Wisconsin, do hereby certify  
7 that the foregoing deposition was taken before  
8 me at the University of Wisconsin-Platteville,  
9 Ullsvik Hall, 1 University Plaza, City of  
10 Madison, County of Grant, and State of  
11 Wisconsin, on the 17th day of November 2015;  
12 that it was taken at the request of the  
13 Plaintiff, upon verbal interrogatories; that it  
14 was taken in shorthand by me, a competent court  
15 reporter and disinterested person, approved by  
16 all parties in interest and thereafter converted  
17 to typewriting using computer-aided  
18 transcription; that said deposition is a true  
19 record of the deponent's testimony; that the  
20 deposition was taken pursuant to Notice; that  
21 said DEBORAH RICE, before examination was sworn  
22 by me to testify to the truth, the whole truth,  
23 and nothing but the truth relative to said  
24 cause.

24 Dated November 24, 2015.

25 \_\_\_\_\_  
Notary Public, State of Wisconsin

1 you, I did not get involved. It was -- that's  
2 faculty stuff, and I don't get involved. I'm  
3 academic staff. I don't get involved because I  
4 had too much other stuff going on at that time.

5 Q. Sure. Do you attend the department  
6 meetings where those issues are discussed,  
7 however?

8 A. I attend department meetings. Not  
9 necessarily are they discussed at department  
10 meetings. They're called -- they're separate  
11 special ones.

12 Q. They're separate meetings?

13 A. And I did not attend those meetings  
14 because they were faculty related.

15 MR. HAWKS: I have no further  
16 questions.

17 MS. BENSKY: All right.

18 (Deposition was concluded at 4:14  
19 p.m.)

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