

Jeanne's Notes

Tuesday, October 16, 2012

Sabina Burton reported to Dean Throop that a female student had come to her to express some concerns about a note that she had found in class and believed it to be from her Professor, Lorne Gibson. Sabina had asked if the student had spoken to the Chair, but the student said she was not comfortable speaking with a male. Sabina did inform the Chair, Tom Caywood, about the discussion. She also spoke to the Dean about it. Sabina believed that the Chair was punishing her for not following "the chain of command" and informing him first.

Dean Throop and I called a meeting with Dr. Caywood and Dr. Gibson to hear the other side of the story and make some recommendations. The issue that raised concerns for the female student was a breach experiment. The definition of breaching experiments is an experiment involves the conscious exhibition of "unexpected" behavior/violation of social norms, an observation of the types of social reactions such behavioral violations engender, and an analysis of the social structure that makes these social reactions possible. The purpose is to change the "real world" in a way that will stimulate discussion and ideas. When the students have trouble coming up with ideas the instructor might do something unexpected to assist in the stimulation of discussion.

This is what Lorne Gibson did in one class. A student received a hand printed note on a scrap of paper that said "Call me tonight!! 642-0020." She was concerned about this. As it happened, the breach experiment would typically be followed by discussion and debriefing. However, other situations arose during class and the note was not discussed and the students were not debriefed.

I first advised Tom that it was the student's prerogative to report her concerns to whomever she chose, and she was not required to follow any chain of command.

Lorne brought in his class schedule and a Breaching Experiment Exercise Planning Checklist. He also provided a memorandum, discussing how he would typically handle breach experiments. The memorandum contained one provocative statement that Liz had some issue with, and she advised Lorne of this. Liz discussed with Lorne her concerns about the experiment and advised that she also was concerned whether these experiments had been approved by the Human Subjects Committee. Lorne stated that he was very sorry that this situation had arisen. He admitted that perhaps this had not been the best experiment He admitted also that he had not debriefed, and could understand why the student felt uneasy. He advised that he had apologized to all the students who had been in class that day, and provided a copy of the email that he had sent to his class.

Lorne assured the Dean that he would be properly attentive to designing and conducting experiments that would be better reviewed.



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I met with Sabina and advised her that we had met with Dr. Caywood and Dr. Gidson. Advised that the breaching experiment had been discussed and action taken that the Dean felt was appropriate. I advised Sabina, that as this was a personnel issue, I could not provide her with extensive detail.

UW-P 000098

Zimbra

durre@uwplatt.edu

Re: Mediation

From : Sabina Burton <burtons@uwplatt.edu>

Fri, Mar 22, 2013 12:48 PM

Subject : Re: Mediation**To :** E.Jeanne Durr <durre@uwplatt.edu>

Thank you, Jeanne. Tom continues his retaliation against me. He rejected my graduate course proposal for a cyber-crime course (as supported by director Dr. Fuller) and "graded" it in red ink. Nothing has happened to him. I think he feels invulnerable. I have initiated grievance procedure.

Sabina

----- Original Message -----

From: "E.Jeanne Durr" <durre@uwplatt.edu>
To: "Sabina Burton" <burtons@uwplatt.edu>
Cc: "Elizabeth A Throop" <throope@uwplatt.edu>
Sent: Friday, March 22, 2013 12:39:13 PM
Subject: Mediation

Sabina, I have reached out to Dr. Caywood several times to schedule some time to meet with me. To date he has not scheduled that time. For a mediation to have any chance of success it can not go forward unless both parties are agreeable to entering into dialog. Yesterday I spoke to him briefly in passing and asked again that he schedule an appointment with me. He suggested that he would do so over Spring Break. If he is unwilling to mediate I believe you expressed an intention of filing a Complaint or Grievance through the faculty process, which is certainly an option for you. Jeanne.

--

E. Jeanne Durr
Director of Human Resources
University of Wisconsin-Platteville
Ullsvik Hall, 1 University Plaza
Platteville, WI 53818-3099
608-342-1176
durre@uwplatt.edu

From : E.Jeanne Durr <durre@uwplatt.edu>

Fri, Mar 22, 2013 12:39 PM

Subject : Mediation**To :** Sabina Burton <burtons@uwplatt.edu>**Cc :** Elizabeth A Throop <throope@uwplatt.edu>

Sabina, I have reached out to Dr. Caywood several times to schedule some time to meet with me. To date he has not scheduled that time. For a mediation to have any chance of success it can not go forward unless both parties are agreeable to entering into dialog. Yesterday I spoke to him briefly in passing and asked again that he schedule an appointment with me. He suggested that he would do so over Spring Break. If he is unwilling to mediate I believe you expressed an intention of filing a Complaint or Grievance through the faculty process, which is certainly an option for you. Jeanne.

UW-P 000099

8/21/2013 12:42 PM

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E. Jeanne Durr
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Ullsvik Hall, 1 University Plaza
Platteville, WI 53818-3099
608-342-1176
durre@uwplatt.edu

Re: Department Issues Update--Please Read

Subject: Re: Department Issues Update--Please Read
From: Mike Dalecki <dalecki@uwplatt.edu>
Date: 8/21/2013 9:37 AM
To: Sabina Burton <burtons@uwplatt.edu>
BCC: Elizabeth A Throop <throope@uwplatt.edu>
BCC: Elizabeth A Throop <throope@uwplatt.edu>
Message-ID: <5214D0AF.1040505@uwplatt.edu>
User-Agent: Mozilla/5.0 (Windows NT 6.1; WOW64; rv:17.0) Gecko/20130801
Thunderbird/17.0.8
MIME-Version: 1.0
References: <2064529022.7518062.1377092211266.JavaMail.root@uwplatt.edu>
In-Reply-To: <2064529022.7518062.1377092211266.JavaMail.root@uwplatt.edu>
Content-Type: text/plain; charset=UTF-8; format=flowed
Content-Transfer-Encoding: 8bit

On 8/21/2013 8:36 AM, Sabina Burton wrote:

Mike,

In your email to the department members I noticed that in the addressee list only Dr. Caywood had a title attached to his name. I also have a Dr. but it does not show. I request that all faculty with a Ph.D. get the same consideration.

Thank you and I appreciate your sensitivity to my request.

Sabina

If and when I get time, I might take a look at that, but i have to tell you: It's not high on my list of priorities, Sabina.

I just added names according to the retained email names in my own email client, and his just happened to have that attached to it. It's nothing I ever added intentionally or otherwise, as the client must have added that from some email I replied to at some point in time--and frankly, my goal here was to get timely information out to people.

Sabina, when I was Platteville City Council President, do you know how people addressed me almost exclusively? Either Mike or Mr. Dalecki. Was I bothered by that? No. And that was for a very specific reason: my value isn't based on the initials behind my name, or the honorific preceding it. It is based on what I can do, and how I carry myself professionally. In the end, I wanted to be judged on what I did, not on extraneous things like my honorific. IMO, demanding people use honorifics has the same consequence as putting up fences between people.

Oh, there are times when it's useful--I probably won't ever introduce you to a student as anything other than Dr. Burton (maybe Dr. Sabina?) , because there **needs** to be an overt understanding presented to young people about boundaries and

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Re: Department Issues Update--Please Read

expertise, and honorifics do that. I often sign my emails to students as "Dr. D." And honorifics can have value in our dealings outside our inner circle; they can help establish credibility.

I was about to offer you a colloquialism but remembered how that worked out the last time :) so I'll just note it in more general terms: the more people focus on the small things, the more difficult it is to know what the big things are.

You must know that I respect you, and I understand that there are issues in regard with how you felt you were treated. I understand that and hope you realize that some of the decisions I've already made are an acknowledgement of that.

Sabina, that time in your life is over. I am not the guy I replaced, and I need your help and advise.

I expect you to be central in this department now in terms of defining how we go forward; I need you to be my model of professional behavior I can point probationary faculty to as someone they should emulate. This is a lot of pressure on you at one level--because I don't have that many tenured faculty I can use in that role. I need to be able to say to faculty, probationary and otherwise: be a professional, like Sabina!

And I'm very serious about that, Sabina. You do a lot of incredible stuff; we need that to be a standard to which others can aspire.

I know there is a way you felt you needed to approach the previous chair; I'm not that guy, Sabina. I need you to give me a break; let the small stuff slide. How I see your value in the department has already been demonstrated visibly to others. They know what I believe about you and your role in the department.

We're moving ahead, and I have to believe you're going to like and support that direction--after all, you're going to be a big part of that. We're going to have fun going forward! But give me a little time here because it's going to take time.

I've got a pretty full plate here right now, filling positions, getting advising settled (Aric's and Danelle's absences have produced ~175 advisees with no advisor!), getting budget settled, Patrick is a new faculty member, etc. If there's anything I can do to help, please let me know. Crises will make it on the first page of things to do, but less critical items might take some time to rise to the top.

Mike

----- Original Message -----

Re: Department Issues Update--Please Read

From: "Mike Dalecki" <dalecki@uwplatt.edu>
To: "Cheryl BanachowskiFuller" <banachoc@uwplatt.edu>, "Sabina
Burton" <burtons@uwplatt.edu>, "Dr. Tom Caywood"
<caywood@uwplatt.edu>, "Dana L Cecil" <cecild@uwplatt.edu>, "Richard
H Cowan" <cowanr@uwplatt.edu>, "Dutellea" <Dutellea@uwplatt.edu>,
"Steven Elmer" <elmerst@uwplatt.edu>, "Lorne Gibson"
<gibsonlo@uwplatt.edu>, "Valerie Gill-Mast" <gillmastv@uwplatt.edu>,
"Joshua S Grabandt" <grabandt@uwplatt.edu>, "Diana Johnson"
<johnsondi@uwplatt.edu>, "Joe Lomax" <lomaxj@uwplatt.edu>, "Scott
Marquardt" <marquars@uwplatt.edu>, "Rex R Byberg-Reed"
<reedre@uwplatt.edu>, "Deborah L Rice" <ricede@uwplatt.edu>,
"Elizabeth A Rink" <rinkel@uwplatt.edu>, "Edward Ross"
<rosse@uwplatt.edu>, "Patrick Solar" <solarp@uwplatt.edu>, "Sheri
Kratcha" <kratcha@uwplatt.edu>
Sent: Wednesday, August 21, 2013 8:15:45 AM
Subject: Department Issues Update--Please Read

A few things for your information.

DEPARTURES
COURSES
MOVES
ENROLLMENT

First, Aric Dutelle has been appointed as Interim Director of Grants,
Research and Sponsored Programs. He informs me this position is
expected
to last until June of 2014.

As well, Danelle Bemis has resigned her position.

This leaves us a rather large hole in our FORENSIC department
offerings.

I believe we can fill most of those internally or with adjuncts;
however, there is one course that is difficult to resolve.

That course is FORENSIC 3040, Crime Scene Processing. The course
meets
MWF from 2:00-2:52, and has two labs associated with it, both on

UW-P 000103

8/23/2013 10:27 AM

Tuesday: one from 9:30 to 11:48am, and the other 12:30 to 2:48pm.

I'm looking for solutions here; do we (you!) know anyone who might be able to do this course for us, who is both qualified and available?

Or, perhaps there is another way to do this, possibly team-teaching it, or some other innovative approach that will allow us to teach it effectively?

So, any ideas here?

Second, there are a couple of office moves ongoing; Tom is moving into Joe's office, who is moving into the now-vacated Danelle Bemis office. I expect that office will also be used for adjuncts to use to meet students, etc. Also, Sabina and Steve are swapping offices. There are no other moves I anticipate, though as usual we are short on space.

Third, there apparently are some wild rumors going around. Sometimes rumors are entertaining, but in the end, they waste our time and mental capital and often can cause bad feelings even though the rumors have no foundation.

One such rumor is that our enrollment is being capped. To my knowledge, that's not happening. Another is that enrollment is being cut. Again, not to my knowledge.

As part of my gathering information in the last month, I've raised the question as to whether our enrollment is appropriate for our resource base. That's a question any manager would ask, and should ask on a regular basis.

When we are resource-stretched, it is natural to look at that problem

from all angles: can we obtain more resources? Reshuffle to make better use of them? Reduce demand on those resources?

I've had a few "thinking out loud" conversations about these issues, partly as a way to get a handle on where we are and where we are headed.

But this is also a conversation we as a department need to have on a regular basis: where do we go from here, what are our options, is there a mismatch between resources and work, and if so, what do we do about it?

I'll be sending out a couple more emails on our first department meeting, some other administrative details, and a few other tidbits.

And if you have any suggestions for solving our staffing problems right now, please let me know!

Have a great day!

Mike

--
Dr. Michael Dalecki, Chair (interim)
Department of Criminal Justice
University of Wisconsin--Platteville
(608) 342-1807
dalecki@uwplatt.edu

Zimbra

durre@uwplatt.edu

Caywood

From : Sabina Burton <burtons@uwplatt.edu>
Subject : Caywood
To : E.Jeanne Durr <durre@uwplatt.edu>

Fri, Feb 01, 2013 12:21 PM

 1 attachment

Jeanne,

Please find a letter to Tom attached in which I once again attempt to seek answers for the unfair treatment I have suffered. I very much want to have a normal, professional relationship with Tom again where I can approach him with questions and explore research and course options with him. I haven't had a normal relationship with Tom since the student sexual harassment complaint in October and have documentation to show the shift in support.

To this day Tom has not answered my questions. He has also not taken stand to a previous response to his accusing and harsh letter.

We have a department meeting today that I can't attend for personal reasons. My father is terminally ill. My mother is a wreck and I am devastated. I have come to school to teach and had no problem to make it through the material. However, I cannot handle the negativity and harshness of Tom right now and I hope you understand. I wrote you last fall that Tom used a department meeting to take stabs at me for having reported the student complaint. I informed Tom that I won't attend today's meeting.


At this point I won't approach the Grievance committee. I was warned by several people that Tom would retaliate if I would do so. I don't feel protected to pursue my grievance and my family situation has left me even more vulnerable. I just wish Tom would let go of the complaint issue so we can move on.

Sabina

----- Forwarded Message -----

From: "Sabina Burton" <burtons@uwplatt.edu>
To: "Thomas E Caywood" <caywood@uwplatt.edu>
Sent: Monday, January 28, 2013 7:23:00 AM
Subject: My letter to you

Please find my letter attached.

 **Tom1-28-13.docx**
16 KB

Tom,

In my Internet searches for options available to me I came across the link I sent you in my previous email which shows the illegality of what I believe you have been doing to me these last months. I feel you have wronged me in the way described there. I want to resolve the issue you seem to have with me. I have a meeting with Dean Throop on Tuesday to discuss this matter. Hopefully she will have a solution to this problem. I do not intend to make a legal matter out of this.

I did not intend for you to be injured by my actions in aiding a confused young girl who needed my help. If I harmed you in doing so I am sorry. My intentions were pure.

I will work to achieve high standards of quality in this university as long as I am employed here. I will give my utmost in teaching young minds the things they will need to know in order to keep the peace, protect the citizens of this great nation that I have chosen as my own and bring about justice. If I am allowed, I will work diligently to help our department create a cyber security program that will not only give our students an advantage in the workplace and increase the reputation of this school but will also help in the fight against what President Obama calls "one of the most serious economic and national security challenges we face as a nation."

If your vision of the future does not include cyber security then your crystal ball is blurred. Cyber Security curriculums will be developed, if not at our school then elsewhere. I am passionate about this subject because it is so important. I am passionate about teaching students what they will need to know to protect your bank account and your son's identity and your medical records. Why can your vision for our department not be big enough to include a Forensics program AND a Cyber Security program? Why did you change your mind and withdraw your support? Why did you have to do it right before we are to receive a donation?

You wrote that I was: "not hired to create this program." My faculty appointment letter says: "Your principal assignment will be teaching on campus and online courses, and may include specific activities as directed by your department, department chair and college dean. Other expectations include, but are not limited to, advising students, developing undergraduate research, seeking extramural funding, participation in outreach, distance education, collaborative teaching, innovative teaching methods, and teaching during non traditional times."

As recently as in an Oct 10th email you expressed your support of submitting another NSF proposal for a "Cyber Scholar Capacity Building Project" in December. But we missed that opportunity because I was not able to pursue that submission due to the way you have treated me since the student complaint incident. So what has changed since Oct 10th?

Why did you send me a scathing letter two hours after the press release, which I did not write, was changed by Dean Throop to her satisfaction.

I am confused and hurt by your on again off again support of my efforts toward creating a cyber security program here at UW-Platteville. If you were not supportive of what I intended to do why did you wait until three days before I am to receive a donation to tell me I don't have your support? This should be a happy time for all of us. Why did you sign the proposal in April, a proposal with a vision far greater than what I proposed to AT&T? I realize that I will need the support of my department in order to accomplish the things set forth as goals in my proposal. I know I can't do this by myself. I had every indication that I had your support but now you have pulled the rug out from under me. Why? Why? Why?

Why must your tone be so harsh with me? I have supported you during your difficult times. Why are you now short tempered with me? When have I not done what you ask?

These are not rhetorical questions. They are questions that need to be answered. You have ignored many of my previous questions. I request that you answer these.

Sabina Burton

UW-P 000108



UNIVERSITY OF WISCONSIN
PLATTEVILLE
DEPARTMENT OF HUMANITIES

To: Chancellor Dennis Shields
From: Complaints and Grievances Commission
Re: Burton grievance against Caywood
Date: April 19, 2013

Dear Chancellor Shields,

On April 12, 2013 the Complaints and Grievances Commission held a hearing concerning a grievance filed by Dr. Sabrina Burton, a faculty member in the Department of Criminal Justice, against Dr. Thomas Caywood, the chair of that department.

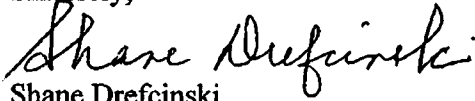
Dr. Burton alleges that Dr. Caywood has treated her in a demeaning and unfair way. Among the evidence she cites to support her allegations are: (1) He disapproved of the way in which she handled a student complaint raised last October against a faculty member of the Criminal Justice department. Specifically, despite assurances from HR that Burton had handled the student complaint appropriately, in an e-mail to department faculty and at a department meeting he disparaged her conduct in the student complaint matter. The male colleague who committed the offense that led to the student's complaint did not receive a public reprimand 2) He withdrew support for her AT&T grant proposal to work on curriculum that might lead to a cyber-security program at UW-Platteville shortly before she was scheduled to make a public acceptance of a \$7000.00 grant. Burton believes the late withdrawal of support is retaliation for how she handled the student complaint. (3) He consistently favors one of her male colleagues over her when it comes to professional and administrative decisions. Based on the behaviors listed above, Dr. Burton believes that Dr. Caywood has discriminated against her on the basis of her sex. She wants an official apology from Dr. Caywood and his removal from the position of chair; a clarification to AT&T that restores her tarnished reputation; consideration as chair of the next search and screen committee; and an office that she believes is appropriate to her rank.

At the hearing, Dr. Caywood admitted that he poorly handled the student complaint against the faculty member. He defended his last-minute withdrawal of support to her AT&T grant proposal, saying it was due to a concern that Dr. Burton was misrepresenting the university's commitment to a cyber-security program. He also denied that he discriminated against Dr. Burton or treated her unfairly. For example, he noted that he voted in favor of her request to receive early tenure and almost always approved her requests for overloads.

Given the evidence presented to us, the Commission believes there is not sufficient support for the charges of sexual discrimination. There is, however, ample evidence of departmental dysfunction. There is evidence for the appearance of favoritism towards one of Dr. Burton's male colleagues. There is also evidence of some lack of support for Dr. Burton, especially in the chair's serious mishandling of the student complaint and in his lack of oversight and miscommunication concerning the AT&T grant proposal and the development of a cyber-security program.

The Complaints and Grievances Committee recommends: (1) the Dean of the College of Liberal Arts and Education write a letter of explanation to AT&T which clarifies the status of a cyber-security program at UW-Platteville and which also tries to restore Dr. Burton's professional reputation; (2) the Criminal Justice department take steps to resolve the dysfunction within the department, such as communication training; (3) the Criminal Justice department take advantage of Dr. Burton's willingness to be more actively involved in the hiring of new faculty members; and (4) a third party needs to investigate further how the breach experiment which prompted a student complaint was handled before and after the experiment took place.

Sincerely,



Shane Drefcinski

Chair of the Complaints and Grievances Committee

CC: Dr. Sabina Burton, Department of Criminal Justice
Dr. Thomas Caywood, Chair, Department of Criminal Justice
Dr. Elizabeth Throop, Dean of the College of Liberal Arts and Education

TO: Complaints and Grievances Commission
Shane Drefcinski, Chair

FROM: Dennis J. Shields, Chancellor

RE: Recommendations regarding Burton grievance against Caywood

DATE: May 28, 2013

In response to the April 19, 2013 memo to me from the Complaints and Grievances Commission regarding Dr. Sabina Burton's grievance against Dr. Thomas Caywood, I am directing Dr. Elizabeth Throop, Dean of Liberal Arts and Education to oversee the implementation of recommendations 2-4.

Recommendation 2: The Criminal Justice Department take steps to solve the dysfunction within the department, such as communication training.

I am charging Dean Throop with hiring a facilitator to conduct a workshop for the members of the Criminal Justice department to help them with communication, conflict resolution, and civil disagreement. This workshop (workshops) should take place before the end of the fall 2013 semester.

Recommendation 3: The Criminal Justice Department take advantage of Dr. Burton's willingness to be more actively involved in the hiring of new faculty members.

I charge Dean Throop with a close review of the make-up and chairing of Criminal Justice search and screens giving Dr. Burton an opportunity to serve as member or chair in proportion to the same opportunities given to other department members.

Recommendation 4: A third party needs to investigate further how the breach experiment which prompted a student complaint was handled before and after the experiment took place.

I direct Dean Throop to work with Director of Human Resources Jeanne Durr to investigate how the complaint regarding the breach experiment was handled.

I am unwilling to act on *Recommendation 1: the Dean of Liberal Arts and Education write a letter of explanation to AT&T which clarifies the status of a cyber-security program at UW-Platteville and which also tries to restore Dr. Burton's professional reputation.* Dean Throop reports that Dr. Burton presented inaccurate information to AT&T regarding her expertise and the University's program. I encourage the Complaints and Grievances Committee to meet with Dean Throop to hear her concerns regarding Dr. Burton's interaction with this external granting agency and reconsider this recommendation.

C: Sabina Burton, Department of Criminal Justice
Thomas Caywood, Chair, Department of Criminal Justice
Elizabeth Throop, Dean, College of Liberal Arts and Education
Jeanne Durr, Director of Human Resources

UW-P 000111