

UNITED STATES DISTRICT COURT
WESTERN DISTRICT OF WISCONSIN

DR. SABINA BURTON,
Plaintiff,

v.

Case No. 14-CV-274

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

DECLARATION OF RONALD JACOBUS

Pursuant to 28 U.S.C. § 1746, Ronald Jacobus declares, as follows:

1. I am an adult resident of the State of Lakeville, Minnesota and I make this declaration based on personal knowledge.
2. I am presently employed as a Security Officer by Tiffany & Company.
3. From 2009 to 2013 I was an undergraduate student in the Criminal Justice Department at UW-Platteville.
4. I graduated in August 2013 with a B.S. degree in Political Science and Criminal Justice and began my online graduate work in the Criminal Justice Department in fall 2014.
5. To be able to afford financially to continue my studies, I applied in spring 2014 for a graduate assistant position and I hoped to work with Dr. Burton.

6. The director of the graduate assistant program told me, at the time of my application, that there was money for the graduate assistant position and that I had a very good chance of getting the position. I was awarded the graduate assistant position in May 2014.

7. During spring semester of 2012, I was an undergraduate research assistant to Dr. Sabina Burton.

8. I worked with Dr. Burton on her research on homegrown terrorism as well as virtual terrorist networks and cyber-terrorism. I presented my research on terrorist infiltration into the U.S. with Dr. Burton at conferences in Chicago in late September 2012 and on cyber-terrorism at the American Academy of Forensic Sciences in Washington, D.C. in February 2013.

9. From Jan. 2012 to May 2013, Dr. Burton was my unofficial mentor, advising me especially about intelligence work and counterterrorism, in accordance with the academic direction of my studies.

10. When I started my graduate assistantship position in late Aug. 2014, Dr. Fuller advised to me that, "you don't want to work with Dr. Burton." She and Dr. Dalecki assigned me to help out in undergraduate program, administering exams and substituting for faculty and staff in class. In addition to several other tasks, I was asked to assist newly hired Dr. Stackman in transcribing her lecture notes from a previous lecture setting. Something outside of the original parameters of my intended employment. I

did not get to work with Dr. Burton on the graduate research projects that I signed up for in spring 2014.

11. Ms. Rice, an academic staff member in the Department of Criminal Justice, told me in early fall 2014 Dr. Burton would not be at UW-Platteville much longer.

12. On November 13, 2014, I attended a social event organized by the Department at Steve's Pizza and attended by numerous Department faculty and staff members and Ms. Rice's husband.

13. At the social event, I engaged in a conversation with Ms. Deborah Rice and others.

14. In that conversation, Ms. Rice stated that Dr. Burton is suffering from a mental disease or words of similar effect and meaning.

15. Ms. Rice also said that Dr. Burton had a prejudice against East Germans, or words of similar effect and meaning.

16. Dr. Dalecki, who sat at the same table and participated in the conversation, did not correct Ms. Rice's statements or reprimand her for making those statements in my presence.

17. At the same Departmental social event at Steve's Pizza, the provost, Dr. Mittie Nimocks Den Herder, told Dr. Dalecki as I tried to pass through, after getting my jacket from the coat rack, but the path was blocked by Dr. Dalecki who either did not notice my presence or was not dissuaded

from discussing the topic as I attempted to pass, that Dr. Burton was on a sinking ship by herself.

18. I was surprised by the comments made about Dr. Burton by the provost and Ms. Rice and I told Dr. Burton about them.

19. I also told Dr. Burton that Dr. Dalecki did not reprimand Ms. Rice in my presence for the comments she made about Dr. Burton

20. Dr. Dalecki learned from the interim HR Director John Lohmann that someone told Dr. Burton about the statements made about her at Steve's Pizza and assumed it had to be me.

21. Following his talk with Lohmann, Dr. Dalecki asked me to meet privately with him.

22. Concerned about the purpose of this meeting and the disparaging comments of Ms. Rice about Dr. Burton I decided to record the conversation. I understand that a transcript of the audio recording was marked as Exhibit 32 in the deposition of Dr. Dalecki. I have reviewed Exhibit 32. It is an accurate record of our conversation.

23. I recorded this conversation using my iPhone which I am competent to operate and have operated regularly. The recording is authentic and correct. No change, addition or deletion has been made to the recording. I preserved the recording as an electronic file on my phone and no one other than I have had access to it. It records the conversation between me and Dr. Michael Dalecki identified above. No one else was present at the

time it was made. I have provided a copy of this file to Dr. Burton. I made it voluntarily and with the intention of having an accurate record of the conversation.

24. I understood from Dr. Dalecki's warnings that I might suffer consequences by having told Dr. Burton about the comments made about her by Ms. Rice and the provost.

25. Dr. Dalecki said that I owed Ms. Rice an apology for having shared confidential information with Dr. Burton.

26. Dr. Dalecki told me that he recalled a time when he was a master's student, when someone gave him a chance rather than cut him off at the knees and let him "crawl away bleeding."

27. I understood by that comment that Dr. Dalecki meant that he was putting me on notice with a warning, and that any further communication – regardless of content – would not go unpunished.

28. Dr. Dalecki told me that I should cast my lot with the side that was paying me and that I should learn from this mistake.

29. I understood from Dr. Dalecki's comment that I should not align myself with Dr. Burton and that I should instead show allegiance to the Department, of which he was the Chair, because it was the side that was paying me.

30. On March 27, 2015, while working in the CJ reception area, I and a student worker, witnessed Dr. Dalecki yelling at the CJ secretary Sheri

Kratcha while leaning into her from across the other side of her front desk ledge in a very intimidating matter, for having contacted Dr. Burton about the fall 2015 schedule. Ms. Kratcha later asked me to convey to Dr. Burton to refrain from emailing "Dalecki sensitive" matters to her, or words of similar effect and meaning, in fear of creating future confrontations.

31. In early summer 2015, UW-Platteville rescinded the graduate assistant position that I had been awarded in 2014 and had reapplied for in spring 2015. According to director of the MSCJ program, Dan Avenarius, I was the only applicant for the 2015-16 position.

32. I believe the position was rescinded because of my association with Dr. Burton. I received conflicting information regarding the decision to not hire a graduate assistant for the 2015-2016 academic year. Dr. Fuller told me that my position was not offered due to lack of funds. Dan Avenarius told me that the department decided not to continue the position even though the funds were available.

33. During a visit to the University in September, 2015 to present a lecture to the Defense Intelligence and Counter-terrorism student organization while passing through on my way to present on a criminal justice panel during an academic conference in Chicago, I was informed by a current criminal justice professor who had spent a great deal of time advocating for my re-employment at the department that the effort was essentially useless because Dean Throop would never sign off on that. This

professor seemed very confused how she would have developed such a level of distain towards me, without ever making an attempt to get to know me personally.

34. I declare under penalty of perjury that the foregoing is true and correct.

Ronald Jacobus III

Executed on November 23, 2015

Ronald Jacobus