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Chronological list of events in CJ since June 2012

Throop notes

1. Almost upon my arrival, I was involved in a grade dispute between Burton and Fuller regarding an on-line graduate student's final paper. I do not know why Caywood did not manage this conflict; I would expect a chair to be able to handle an issue like this.

2. In October 2012 Burton came to me with a student's account concerning Gibson, who handed the student a note (there was a picture) saying "Call me ☺" and his phone number. I do not know why Caywood did not manage this conflict, and indeed why he exacerbated the problem by publicly chastising Burton for going around him. When I discussed the matter with Caywood and Gibson, Caywood attempted to explain it away to me as a classroom exercise; Gibson attempted to instruct me on the use of "breach experiments" and claimed that the note was a breach experiment. It of course is NOT a proper breach experiment and was interpreted by the student as sexual harassment. Well-trained sociologists will demonstrate breach experiments by, for instance, walking into class wearing completely inappropriate clothing (a former [male] colleague has done breach experiments coming into class wearing a frilly wedding dress and snorkel fins and proceeds to conduct class as though there is nothing unusual).

3. In November 2012 Caywood came to me concerned about Burton's representation of her expertise to the Center for New Ventures as focused on cyber-security (she has no publications or demonstrable academic training in the subject) rather than confronting Burton himself. He brought me web pages Burton had created claiming that UW Platteville had a cyber-security program. He seemed unable to manage Burton's misrepresentations and drew me into what turned into a huge drama regarding a small grant awarded by the AT&T Foundation to fund—as it turns out—the non-existent CJ cyber-security program. Burton and Caywood kept drawing me into their problems.

4. In December 2012 and January 2013, in direct violation of State law concerning the hiring of newly retired annuitants, Caywood arranged for Lomax to teach in the Spring 2013 semester. State law does not permit any communication regarding a re-hire until 30 days (at that time; it is now 75 days) after the official date of retirement. Caywood knowingly altered the start date for Lomax to 31 days after his official date of retirement, in direct violation of the law and committing fraud. His illegal behavior resulted in Lomax donating his time to the university as a volunteer. When I confronted Caywood on this illegal activity, he laughed and said that's what you get when you deal with former law enforcement: "we know how to get around the law." I didn't think it was funny.

It was at this juncture that I became seriously concerned about Caywood's management of the Criminal Justice department. He seemed unable to perform at a minimally competent level given how frequently I was being called in to deal with major issues. He also seemed to be encouraging, or at least abetting, bad behaviors by his male colleagues Gibson and Dutelle (as will be seen below) and ignoring or denigrating the excellence work of his female colleagues.

5. For example, in April 2013, the Chancellor received an email from the director of a HR department at a DC-based defense contractor attaching an email thread in which Dutelle, who had been working with the department in placing CJ graduates into employment, was interpreted as asking for a bribe (Dutelle called it a "finder's fee"). While Dutelle, when confronted, denied that he was asking for a bribe, the defense contractor remained unconvinced. In the discussion with Dutelle and Caywood, held by Den Herder and myself, Caywood was highly defensive and castigated Den Herder and me for making him feel like a fourth-grader being summoned by the principal.

6. Caywood bypassed me and went to Den Herder to ask for a particular salary rate for an academic staff member in April of 2013.

7. In June 2013, Dutelle came to me very concerned about an academic staff member's behavior toward him, behavior that he had reported to Caywood and HR in February. Caywood did nothing about the behavior (neither did HR). While I do not have the full picture of what exactly transpired in the department last year between Dutelle and the (now former) academic staff member, I yet again was brought into an issue that a chair should have been handling. Ultimately I helped to convince the academic staff member that a resignation would be in the best interests of everyone.

I and HR had offered Caywood various opportunities for mediation between he and Burton—he declined all efforts to reach out to help him with conflict resolution.

Because of all of these issues, I was having serious concerns about Caywood's ability to lead the CJ department effectively without intensive management training for him. In early July 2013, Den Herder and I met with him to discuss the department in the previous year (I had had similar formal meetings with chairs throughout the year). We outlined the issues discussed above and explored with him how to resolve the problems. We offered to send Caywood to chairs' workshops, management training, or conflict resolution training. He refused to consider any of these options. I then said, "well, Tom, how do you plan to avoid having another year like the one we just finished?" He said "I will just hope for the best, I guess." I said "That troubles me a great deal. That can't happen." He said "Maybe it's time for new leadership." I said "Maybe it is. Are you stepping down?" "I guess so," he said. "Who would you suggest replace you as a temporary chair?" I asked. He suggested Mike Dalecki. Den Herder, Caywood, and I then went into a discussion of salary, duties, and how to handle the transition, all of which he agreed with. I sent an email to the department discussing the change in leadership once Dalecki agreed to take on the role; Caywood, in the meantime, sent emails painting the discussion in very different ways than either Den Herder or I recall it.

Caywood did behave relatively well during the transition but, from what I understand through forwarded emails by various members of the department, has been quite difficult and obstructionist in DRB and search deliberations and discussions.

With regard to elections, I will agree that an election should have been held in the summer before opting for an external candidate. I actually did not expect that Caywood would step down; I was very hopeful that he would have been willing to acquire the management skills necessary to allow the department to run at a minimally acceptable level. His resignation was something of a surprise, creating a leadership vacuum and an emergency due to his sudden resignation, and my examination of the governance documents covering this situation really didn't provide me with much guidance given that they do not seem to address 12-month positions. He certainly did not suggest that an election was necessary.

Since this body has already addressed the issue of chair selection through the Burton grievance, there is no need for additional deliberation on this matter.