



Board of Regents

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Email: board@uwsa.edu
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June 8, 2018

Sabina Burton
5768 Maple Glen Lane
Platteville, WI 53818

Dear Dr. Burton,

Enclosed you will find the decision and order of the Board of Regents of the University of Wisconsin System terminating your UW-Platteville employment.

You may seek judicial review of this decision by filing a petition for review in the appropriate court, as specified in Wis. Stat. section 227.53(1)(a), within 30 days of the mailing of this order. The petition must name as party respondent "The Board of Regents of the University of Wisconsin System."

Sincerely,

A handwritten signature in dark ink, appearing to read "Jess Lathrop".

Jess Lathrop
Executive Director and Corporate Secretary
UW System Board of Regents

cc: Jennifer Lattis, UW System Office of General Counsel

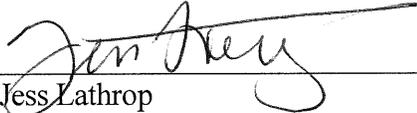
BOARD OF REGENTS OF THE UNIVERSITY OF WISCONSIN SYSTEM

AFFIDAVIT OF MAILING

JESS LATHROP, Executive Director and Corporate Secretary of the Board of Regents of the University of Wisconsin System, swears or affirms that:

On June 8, 2018, I placed in the United States Mail a cover letter, a copy of the affidavit of mailing showing the date of mailing, and the Decision and Order in the matter of the recommended dismissal of Dr. Sabina Burton, a tenured faculty member at UW-Platteville, to:

Dr. Sabina Burton
5768 Maple Glen Lane
Platteville WI 53818



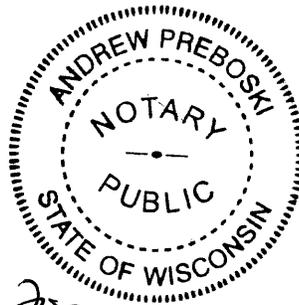
Jess Lathrop
Executive Director and Corporate Secretary

Subscribed and sworn to before me
this 8th day of June, 2018.



Notary Public, State of Wisconsin
My commission is permanent

expires August 18, 2022



BOARD OF REGENTS OF THE UNIVERSITY OF WISCONSIN SYSTEM

IN THE MATTER OF THE RECOMMENDED DISMISSAL OF ASSOCIATE PROFESSOR,
DR. SABINA BURTON, A TENURED FACULTY MEMBER AT UW-PLATTEVILLE

DECISION AND ORDER

PARTIES

Associate Professor Dr. Sabina Burton, 5768 Maple Glen Lane, Platteville, WI 53818.

Chancellor Dennis Shields, University of Wisconsin-Platteville, represented by Deputy General Counsel Jennifer Lattis, Office of General Counsel, 1220 Linden Drive, Madison, WI 53706.

STATEMENT OF THE CASE

This matter is before the Board of Regents of the University of Wisconsin System (Board of Regents) upon the recommendations of Chancellor Dennis Shields and the UW-Platteville Faculty Hearing Panel that Dr. Sabina Burton, tenured associate professor in the Department of Criminal Justice, be dismissed from her position.

Any person having a tenured appointment may be dismissed only for just cause and only after due notice and hearing. *See* Regent Policy Document 20-23; *see also* Wis. Admin. Code § UWS 4.01. The decision of the Board of Regents with respect to such matters is final, subject only to judicial review under Wis. Stat. ch. 227.

On December 16, 2016, Interim Provost Elizabeth Throop (Throop previously served as Dean) and Interim Dean Melissa E. Gormley filed a complaint pursuant to Wisconsin Administrative Code s. UWS 4.02(1) seeking the termination of Dr. Burton from her position as a tenured professor in the Department of Criminal Justice because of ongoing harassing and bullying behavior. This complaint followed a long series of events during which time both Throop and Chancellor Shields had issued letters of direction to Dr. Burton following extensive counseling. Chancellor Shields concluded that the charges were substantial, and if true, could lead to dismissal. Following an investigation, Chancellor Shields issued a statement of charges proposing dismissal.

In accordance with the provisions of UWS Chapter 4 and the implementing policies of UW-Platteville, a full evidentiary hearing on the charges was held before a faculty hearing panel on May 25, 2017, September 19, 2017, and November 30, 2017. The Faculty Panel issued its decision on the matter on December 14, 2017, recommending Burton's dismissal for just cause.

On February 16, 2018, Chancellor Shields sent a letter to UW System President Raymond Cross recommending the dismissal of Dr. Burton. President Cross referred the matter to the Board of Regents. Regent President John Behling assigned the Personnel Matters Review Committee (PMRC) to conduct the hearing provided for under UWS 4.08, and to provide its recommendation to the full Board as to whether Professor Burton should be dismissed. Under Wis. Admin. Code s. UWS 4.01 and Regent Policy Document 20-23, a tenured faculty member may be dismissed only for just cause and only by the Board of Regents. The PMRC reviewed the record, received briefs from Dr. Burton and Chancellor Shields, and held oral arguments on May 10, 2018. Pursuant to Dr. Burton's request, the oral arguments were held in open session. In a

closed session on May 10, 2018, the PMRC unanimously determined that there is just cause for Professor Burton's termination.

On Thursday, June 7, 2018, at a closed session of the Board, the chair of the PMRC reported its findings and decision to the Board. The Board voted to adopt the findings and decision of the PMRC and to dismiss Dr. Burton. The parties were not present for the closed session for the Board's vote.

Based upon the record, the written submissions of the parties, and the recommendation of the PMRC, the Board makes the following Findings of Fact, Conclusions of Law, and issues the attached Order:

FINDINGS OF FACT

1. Dr. Sabina Burton is an associate tenured professor in the UW-Platteville Department of Criminal Justice. She began her employment in 2009 and was tenured in 2013.
2. In fall 2012 there was an incident during which a former professor at UW-Platteville, Dr. Gibson, handed a student a note with the words "call me" written on it along with his phone number. The professor alleged that he was conducting a "breach experiment."¹ The student reported the incident to Dr. Burton who then reported it to Dean Throop because of sexual harassment concerns.
3. Following the alleged breach experiment, Dean Throop, the director of Human Resources and the department chair counseled and reprimanded the professor "for performing a stupid stunt" and informed him that such behavior was unacceptable. The professor's contract was later non-renewed.

¹ A breach experiment is an experiment that seeks to examine people's reactions to violations of commonly accepted social rules or norms.

4. Even though administration addressed the Gibson breach experiment, Dr. Burton did not feel as though the situation had been adequately addressed and continued to raise issues surrounding it. Dr. Burton engaged in behavior that department members and administration found disruptive and harassing.
5. Following a long series of concerns regarding Dr. Burton's conduct, and following numerous counseling conversations, Dean Throop issued Dr. Burton a letter of direction on October 28, 2014. Dr. Burton responded by indicating that she would not follow the directions in the letter.
6. Dr. Burton filed a lawsuit against UW-Platteville alleging unlawful discrimination, including retaliation. Despite being provided with two raises and being awarded tenure following the Gibson incident, in part Dr. Burton alleged that she was discriminated against for raising concerns related to the Gibson incident. Issues stemming from the Gibson Incident have been thoroughly litigated at the state and federal level. In both the federal district court for the Western District of Wisconsin and the Seventh Circuit Court of Appeals, Dr. Burton's claims were dismissed.
7. The Seventh Circuit Court of Appeals noted the following in its decision (*Burton v. Board of Regents of University of Wisconsin System*, 851 F.3d 690 (7th Cir. 2017)):
 - a. Moreover, the record demonstrates that Throop had a factual basis for each of the allegations she leveled against Burton in the letter of direction, and Burton failed to provide evidence that the allegations were pretextual. Indeed, the district court stated that Burton did not dispute the truth of the allegations, only "how Throop *perceived* and *characterized* those events, and whether Throop should have accepted Burton's explanations for each of them." *Burton*, 171 F.Supp.3d at 846. These are exactly the type of personnel management decisions that federal courts do not second-guess. We intervene only where "an employer's reason for [an adverse action] is without factual basis or is completely unreasonable." *Hobgood v. Ill. Gaming Bd.*, 731 F.3d 635, 646 (7th Cir. 2013). This is plainly not such a situation. (851 F.3d at 698)(emphasis original).

- b. There is no evidence in the record that Throop's complaint against Burton was retaliation for her protected activity, but there is evidence that Burton decided not to heed any of the "direction" contained in the letter. Then, as now, Burton simply argues that Throop should never have written the letter. But once again, pretext "involves more than just faulty reasoning or mistaken judgment on the part of the employer; it is [a] lie, specifically a phony reason for some action." *Harden v. Marion Cty. Sheriff's Dep't*, 799 F.3d 857, 864 (7th Cir. 2015) (quoting *Argyropoulos v. City of Alton*, 539 F.3d 724, 735 (7th Cir. 2008)). There is no evidence that either the letter of direction or Burton's subsequent complaint were such lies. No reasonable jury could find that either the letter of direction or the subsequent complaint were caused by Burton's protected activities, rather than legitimate disagreements between Burton and Throop. (851 F.3d at 698).
 - c. Professor Burton undoubtedly feels that she has been treated unfairly by some of her superiors at the University because she reported alleged harassment and proceeded with this case. Yet the record does not support her claims. During the relevant period, Burton was granted tenure by a unanimous vote and the University held a public ceremony celebrating Burton's receipt of a grant from AT&T. Dean Throop even sought an upward salary adjustment for her after she had brought a charge with the Wisconsin ERD. (851 F.3d at 698-699).
8. Prior department chairs experienced significant difficulty trying to manage Dr. Burton.

In January 2016, Dr. Staci Strobl was hired from outside of the UW-Platteville organization as Department Chair and Associate professor in the Department of Criminal Justice.
9. Almost immediately Dr. Strobl was consumed with issues surrounding Burton, and it took up most of her time.
10. Because of ongoing issues and unprofessional behavior that included statements and e-mails that were considered bullying and harassing, on June 3, 2016, Chancellor Shields issued a second letter of direction to Dr. Burton.
11. In fall 2016, departmental problems related to Dr. Burton's behavior persisted, and as a result Dr. Strobl resigned as department chair in November 2016.
12. On December 16, 2016, Interim Provost Elizabeth Throop and Interim Dean Melissa E. Gormley filed a complaint pursuant to Wisconsin Administrative Code s. UWS 4.02(1)

seeking the termination of Dr. Burton from her position as a tenured professor in the Department of Criminal Justice.

13. To investigate the complaint, Chancellor Shields appointed Dr. Petra Roter, of UW System Administration, to investigate the matter. Dr. Roter submitted her report to Chancellor Shields on March 1, 2017 and found the following:
 - a. Dr. Burton recorded a series of UW-Platteville internal conversations, meetings and proceedings without prior consent or notification to all parties involved in the conversations. In addition, these recordings, which included confidential discussions of employee performance, were published to the internet by Dr. Burton's husband, Roger Burton, with Dr. Burton's knowledge and consent.
 - b. All of Dr. Burton's colleagues that were interviewed by Dr. Roter reported feeling threatened or harassed by Dr. Burton or witnessed Dr. Burton threatening or harassing others. Dr. Roter reported that the threats and harassment were focused on undermining the professional integrity of Dr. Burton's colleagues and harming their future employment opportunities including tenure and promotion decisions.
 - c. Dr. Burton violated the letter of direction issued to her by Throop.
 - d. Dr. Burton pulled students into matters and conflicts that are outside the academic mission and environment of the university.
14. On March 2, 2017, Chancellor Shields sent Dr. Burton a letter enclosing a copy of Dr. Roter's report.
15. As set forth in UWS 4.02(1), Chancellor Shields also offered to meet with Dr. Burton for an informal discussion prior to making his decision on whether to issue a charge. The meeting was scheduled to take place on March 16, 2017, to be held by Skype, but did not

ultimately occur. Dr. Burton did not attend because she objected to the inclusion of Attorney Jennifer Lattis in the meeting but wanted to have her own attorney present.

16. On March 30, 2017, Chancellor Shields issued Dr. Burton a letter detailing Charges for Dismissal. In that correspondence Chancellor Shields indicated that all faculty members of UW-Platteville are expected to conform to UW System and UW-Platteville expectations and to provide quality service to the students of the university community. Chancellor Shields also stated that faculty members are expected to perform their duties in a manner that engenders trust of the university community, and that Dr. Burton had failed to do so by engaging in the following behaviors:

- a. Publicly disclosing confidential personnel information of colleagues, which constituted a breach of trust and violated the reasonable expectations of UW-Platteville for its faculty;
- b. Engaging in disrespectful, harassing and intimidating behavior directed at her colleagues in an attempt to undermine them professionally and damage their reputations and careers, which seriously harmed the function of the Criminal Justice Department and created a department environment that was chilling and dysfunctional; and
- c. Disregarding the letter of direction issued by Dean Throop, which advised Dr. Burton not to involve students in her personal disputes and grievances, which negatively affected the learning environment and undermined the university's ability to recruit and retain students in the Criminal Justice Department.

17. On April 19, 2017, Dr. Burton submitted a request for an appeal hearing via-email to Professor Laura Anderson, Faculty Senate Chair.

18. The Faculty Hearing Panel (“Panel”) acts as the Board’s hearing agent in a dismissal proceeding. UWS § 4.03. Hearings on the appeal were held on May 25, 2017², September 19, 2017, and November 30, 2017.
19. During UW-Platteville’s presentation of evidence, testimony on behalf of the University was presented by: Chancellor Shields; Interim Provost Throop; Dr. Staci Strobl (former chair); Dr. Cheryl Banachowski-Fuller (most senior faculty member); and Patrick Solar (Assistant professor and former law enforcement officer of 29 years). All witnesses described conduct that was disruptive and bullying and described the office as being unable to function with Burton present.
20. Burton was the only individual to speak on her own behalf.
21. The Panel Issued its decision on December 14, 2017.
22. The Panel found that Dr. Burton publicly disclosed confidential personnel information of colleagues, which constituted a breach of trust and violated the reasonable expectations of UW-Platteville for its faculty. The Panel partially based this finding on the following:
 - a. During the hearing, Dr. Burton admitted to intentionally recording conversations related to personnel decisions and evaluations.
 - b. Dr. Burton knowingly violated reasonable expectations of privacy associated with sensitive personnel discussions held at department meetings. She provided such recordings to Mr. Burton, who she knew would publish the information publicly on-line.

² Only minutes before the first day of hearing, Dr. Burton’s spouse arrived and announced that Dr. Burton would not be attending because she was ill. Because a medical excuse was not presented on May 25th, the Panel went forward with the case.

- c. The expectation of privacy in the faculty appointment and tenure review process is standard practice in the university setting, including at UW-Platteville.³

23. The Panel found that Dr. Burton engaged in ongoing unprofessional behavior that significantly harmed the functioning of the Criminal Justice Department and that this behavior perpetuated and enhanced the dysfunctional work atmosphere and impaired the efficient and effective operation of the workplace. The Panel partially based its finding on the following:

- a. Dr. Burton's behavior continued for years even though those involved in the 2012 Gibson faculty/student incident were no longer in the department and she had received two letters of direction admonishing her for such behavior.
- b. Over the period from 2012, when troubles began, to 2016, three different department chairs, two deans and the chancellor offered informal conversation with Dr. Burton in an attempt to resolve disputes. Despite such efforts, disparaging remarks through e-mail and social media were made by Dr. Burton directed to or about colleagues.
- c. As a result of Dr. Burton's behavior, the department could not openly engage in conversation and was unable to address even routine issues for fear of reprisals.
- d. Dr. Burton ignored two letters of direction issued approximately 20 months apart (October 28, 2014 by Dean Throop, and June 3, 2016 by Chancellor Shields) that specifically instructed her to treat her colleagues with respect and to refrain from harassing behavior. Both letters warned Dr. Burton that additional disciplinary action could ensue if the directions were ignored.

³ The University did not allege that Dr. Burton technically violated open meetings or open records laws. Rather, that she violated reasonable expectations of professionalism and privacy by posting recordings related to personnel discussions regarding other faculty members.

- e. Dr. Burton alleged that she did not harass or intimidate any, but the Panel found the record to overwhelmingly demonstrate that this sentiment was untrue.
- Moreover, the Panel found Dr. Burton's lack of remorse or recognition for how others interpret her communications to be unacceptable for any faculty member, much less a tenured faculty member.
24. The Panel did not find evidentiary support to find that Dr. Burton had violated the letter of direction by involving students in her personnel disputes and grievances.
25. The Panel stated that the actions taken by Dr. Burton created an atmosphere of distrust and obstructed the department's day to day functioning. The Panel was also struck by the absence of testimony from even a single department member or other individual from the university who supported Dr. Burton's retention and concluded that returning her to the department would negatively affect the functioning of the department and university.
26. The Panel found clear and convincing evidence to establish just cause for dismissal by a vote of 5-0.
27. In correspondence dated February 16, 2018, Chancellor Dennis Shields wrote a letter to President Cross recommending the termination of Dr. Burton for just cause based on the two violations found by the Panel. Chancellor Shield's letter did not seek dismissal based on the issue related to involving students in personnel issues.

ISSUE

The ultimate issue presented to the Board of Regents is whether, based on the record, there is just cause for Dr. Burton's dismissal from her tenured faculty position.

CONCLUSIONS OF LAW

1. Dr. Burton has been afforded the due process and procedural guarantees required by UWS Chapter 4, Wisconsin Administrative Code.
2. Just cause for the dismissal of Dr. Burton from her position as a full professor in the UW-Platteville Department of Criminal Justice has been established by a clear preponderance of the evidence. *See Safransky v. Personnel Board*, 62 Wis. 2d 464, 215 N.W.2d 379 (1974).

DISCUSSION

Charge I: Breach of Confidentiality Expectations

The evidence supports the Chancellor's assertion Dr. Burton shared personnel information of colleagues which breached the trust and reasonable expectations of UW-Platteville for its faculty. While there is no assertion that Dr. Burton violated the law, it is reasonable to expect that personnel discussions, particularly regarding junior faculty members, will not be recorded and posted publicly on the internet.

The Board finds that Chancellor Shields has the inherent authority to expect that personnel matters will be kept confidential.

Charge 2 - Intimidating, harassing, and disruptive conduct

The evidence supports the Chancellor's assertion that Dr. Burton engaged in intimidating, harassing, and disruptive conduct. Dr. Burton began engaging in abusive, intimidating, and disruptive conduct against her colleagues in 2012. She was counseled to cease engaging in the behavior and received two letters of direction. Dr. Burton was repeatedly instructed that continuing misconduct would result in additional discipline. Burton never demonstrated that she understood how disruptive and harmful her behavior was and never ceased engaging in such behavior. Several witnesses testified that her behavior made conducting departmental business nearly impossible. Also, the fact that Dr. Burton received two raises and tenure following the Gibson incident undercuts any notions of retaliation.

The University is a place of teaching and learning. To fulfill its mission, the University, like any other place of business or government, relies on its staff to behave in a professional and appropriate manner. The Board will not tolerate the type of incivility exhibited by Dr. Burton toward her colleagues.

Testimony provided by witnesses at the hearing before the Hearing Panel demonstrate that Dr. Burton's behaviors meet and exceed the *Safransky* test for just cause. Her mistreatment of colleagues impaired the ability of her department to pursue its mission and serve its students. Department members could not engage in even the most minor of academic business with Burton without fear of coming under her constant drumbeat of accusations.

The Board also rejects Burton's assertions that she had a right grounded in the First Amendment and the general concept of academic freedom to demean and denigrate her colleagues. Neither the First Amendment nor academic freedom have ever been interpreted to prohibit a public university from restraining uncivil speech that disrupts the workplace. The

courts have long recognized that a public employee's interest in free expression may be outweighed by the public employer's need to effectively perform its mission. *See Waters v. Churchill*, 511 U.S. 661, 668 (1994). Dr. Burton's speech crossed that boundary.

Response to Dr. Burton's procedural arguments

For the reasons set forth, the Board rejects Dr. Burton's procedural arguments.

1) Missing Documents

Dr. Burton alleges that six student records were submitted to the Panel, but that only two were included in the record. Even if true, this is a legally harmless error. Student support is not at issue in this proceeding, but rather Dr. Burton's conduct directed towards her colleagues.

2) Roter Investigation Report

Dr. Burton alleges that the Roter Investigation Report is fraudulent because it was not signed. She cites no evidence to support this allegation. The Panel accepted the report into the record and administration indicated that they received it from Dr. Roter electronically and unsigned. There is no reason to believe that the report was fraudulent. Moreover, it was the first-hand testimony at the hearing that provided the basis for the Panel's recommendation, not the Roter investigation report.

3) Faculty Hearing Panel Selection

UWS 4.03 requires the faculty of each institution to provide a "standing committee" charged with hearing dismissal cases and making recommendations." For reasons that are not

completely clear, Dr. Burton asserted that the selection of the Panel was improper and asked for another panel to be convened. UW-Platteville followed its established procedures in assembling the panel where the faculty senate chair assigns members from the available pool of those willing to serve, and the resulting panel then chooses its chair. This process comports with UW-Platteville faculty adopted rules, and there is nothing in UWS 4.03 or its use of the term “standing” that imposes an election or appointment requirement. Nor does that term require that committee membership and the chair be named ahead of time. Also, when the first panel was selected Dr. Burton’s objection to one of the panel members was accepted and that the initial chair of the panel was recused from the proceedings.

4) Open Meetings Law

Dr. Burton various alleged violations of open meetings law as it pertained to the hearings before the Panel. When these objections were made directly to the Panel, they were noted and overruled. Even if UW-Platteville was incorrect on this point, the appropriate remedy is for Burton to pursue an enforcement action pursuant to Wis. Stat. 19.97.

5) Alleged Violation of UWS 4.02(1)

Dr. Burton alleges that Chancellor Shields violated UWS 4.02(1) which requires the Chancellor to offer to discuss the matter informally with the faculty member. The Board rejects this argument. The record indicates that Dr. Shields did offer to meet with Dr. Burton but wanted his attorney present since she was asking to have her attorney present. Dr. Burton ultimately chose not to participate.

6) Inability to call and cross-examine witnesses

Dr. Burton claims that she was unable to force Dr. Roter to attend her hearing, and that this violates the adequate due process guarantees of UWS 4.05. She is incorrect. Neither the parties nor the panel (nor the Board for that matter) can compel witnesses to appear in the proceeding. Nor is such a power commonly conferred in internal personnel proceedings. The issue of cross-examining Dr. Roter is moot. Dr. Roter did not testify at the hearing and the Board is not basing its decision in the Roter report.

Dr. Burton also complains that she was unable to cross-examine several of UW-Platteville's witnesses. UWS 4.05(1)(e) does permit Burton the right to cross-examine adverse witnesses; however, she was unable to do because at the last minute she did not attend the first day of hearing. Moreover, other than Chancellor Shields, Burton made no attempt to recall any of UW-Platteville's witnesses for cross examination during the two additional days of hearing that were held.

7) Collusion between the Panel and the Administration

Dr. Burton alleges collusion but presents no credible information supporting her suspicions. University officials receive the benefit of the doubt that they are acting with integrity unless the facts create an impermissibly high probability of actual bias. *See Marder v. Board of Regents of the University of Wisconsin System*, 2005 WI 159, para. 34. The Board does not see any evidence of bias or collusion.

8) Standard of proof

Under Wisconsin administrative law, if there is no rule stating otherwise, the required burden of proof in an administrative proceeding is that of other civil cases which is that the facts be established “to a reasonable certainty by the greater weight or clear preponderance of the evidence.” *Reinke v. Pers. Bd.* 53 Wis. 2d 123 at 137 (1971). The Board has applied the “clear preponderance of the evidence” standard of proof in its most recent faculty termination cases and continues to apply that standard here.

8) Definition of “just cause”

Burton takes issue with the Board’s use of the just cause definition in *Safransky v. Personnel Bd.*, 62 Wis. 2d 464 (1974). The Wisconsin courts have held neither that the *Safransky* case does not provide an adequate definition of just cause nor that a public employer’s use of the definition is incorrect.

In Dr. Burton’s initial brief, she argues that the standard set forth in *Safransky* should not apply in this case. In her reply brief she stated that her “conduct does not meet the *Safransky* standard, and she argues that the application of the standard is flawed as presented to the Board.” She proposed that the Board should apply the just cause standard set forth in UW System’s General Operations Policy, UPS Gen 14. UPS Gen 14 applies, as made clear in the text itself, to the University Staff.” (formerly known as classified staff). As stated in *Safransky*:

The court has previously defined the test for determining whether “just cause” exists for termination of a tenured municipal employee as follows:

“... one appropriate question is whether some deficiency has been demonstrated which can reasonably be said to have a tendency to impair his performance of the duties of his

position or the efficiency of the group with which he works... It must, however, also be true that conduct of a municipal employee, with tenure, in violation of important standards of good order can be so substantial, oft repeated, flagrant, or serious that his retention in service will undermine public confidence in the municipal service."

215 N.W. 2d at 379, citing (*State ex rel. Gudlin v. Civil Service Comm.* (1965), 27 Wis. 2d 77, 87, 133 N. W. 2d 799).

ORDER

For the foregoing reasons, the Board of Regents orders that Dr. Sabina Burton be dismissed from her position as an associate professor in the UW-Platteville Department of Criminal Justice, effective June 7, 2018, the date of this decision and order. This decision may be judicially reviewed by filing a petition for review in the appropriate circuit court, as specified in Wis. Stat. section 227.53(1)(a), Wis. Stats., within 30 days of the mailing of this order, which must name as a party respondent the Board of Regents of the University of Wisconsin System.

Dated at Madison, Wisconsin, this 8th day of June, 2018.



Jess Lathrop
Executive Director and Corporate Secretary
Office of the Board of Regents