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

14-CV-274

Transcript of the Testimony of:

Valerie Stackman, Ph.D.

November 16, 2015

GRAMANN REPORTING
Innovation · Expertise · Integrity

800.899.7222 • www.GramannReporting.com
MILWAUKEE 414.272.7878 • FAX: 414.272.1806 • 740 North Plankinton Ave, Suite 400, Milwaukee, WI 53203
MADISON 608.268.0435 • FAX: 608.268.0437 • 14 West Mifflin Street, Suite 311, Madison, WI 53703

UNITED STATES DISTRICT COURT

WESTERN DISTRICT OF WISCONSIN

= =

DR. SABINA BURTON,

Plaintiff,

-vs- Case No. 14-CV-274

BOARD OF REGENTS
UNIVERSITY OF WISCONSIN, et al.,

Defendants.

= =

Deposition of VALERIE STACKMAN, Ph.D.

Monday, November 16, 2015

3:24 p.m.

at

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

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

DEPOSITION of VALERIE STACKMAN, Ph.D., called as a witness, taken at the instance of the Plaintiff, under the provisions of Chapter 804 of the Wisconsin Statutes, pursuant to Notice, before Christal A. Hansen, a Registered Professional Reporter and Notary Public in and for the State of Wisconsin, at University of Wisconsin-Platteville, Ullsvik Hall, 1 University Plaza, City of Platteville, County of Grant, and State of Wisconsin, on the 16th day of November 2015, commencing at 3:24 p.m.

A P P E A R A N C E S

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

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

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

I N D E X

WITNESS Page(s)

VALERIE STACKMAN, Ph.D.

Examination by Mr. Hawks 4

E X H I B I T S

No.	Description	Identified
Exh. 101	E-mail exchanges between Dr. Burton and Witness	56
Exh. 102	Document entitled Tentative Schedule	58
Exh. 103	E-mail exchanges between Dr. Dalecki and Dr. Burton	59
Exh. 104	E-mail exchanges between Dean Throop and Dr. Burton, Dr. Banachowski-Fuller, Dr. Caywood, Dr. Elmer, Dr. Gibson, Dr. Nemmetz, Dr. Reed, Ms. Rice, Dr. Solar and Witness	60
Exh. 105	E-mail exchanges between Dr. Burton and Witness	65
Exh. 106	E-mail exchange between Dr. Burton and Dr. Dalecki	66
Exh. 107	E-mail exchanges between Dr. Burton, Dr. Dalecki, Mr. Rogus, Mr. Francis, Ms. Burkholder, Ms. Anderson and Ms. Elskamp	68
Exh. 108	E-mail exchanges between Dr. Burton and Witness	70

* * * * * *

(Attached to original transcript; copies provided to counsel)
(Original transcript filed with Attorney Hawks)

Page 4

VALERIE STACKMAN, Ph.D.
called as a witness, after having been first duly sworn, was examined and testified as follows:

EXAMINATION

BY MR. HAWKS:

Q. Dr. Stackman, are you currently employed by the University of Wisconsin-Platteville in the Criminal Justice Department?

A. Yes.

Q. And do you hold a tenurable faculty position in the department?

A. Tenurable, yes.

Q. And what is your area of expertise?

A. I look at race disparities in the system, so race, class, and gender disparities in the CJ system. And I'm also a medical sociologist, so I look at many of the same things by health and illness.

Q. Did you begin your employment here?

A. My tenure track position started fall 2014, but I was on some -- I don't know what they call them -- additional projects over the summer.

Page 5

Q. The prior summer?

A. Yeah. June 2014 through September -- through August 2014.

Q. Do you recall what those projects were?

A. Yeah. I helped out with the German students coming into town, that trip. Oh, I revised a course online, a graduate course on research methods and statistics. And I taught a course online, an Intro to Criminal Justice course online.

Q. Where were you employed previous to University of Wisconsin-Platteville?

A. I taught at the University of Pikeville in Pikeville, Kentucky, for three years.

Q. And prior to that?

A. I was in grad school.

Q. Where did you go to grad school?

A. Howard University in Washington, D.C.

Q. And what was your -- did you obtain a Ph.D. from Howard?

A. Yes.

Q. What was your Ph.D. dissertation on?

A. I was testing a criminological theory called general strain theory, and I was looking at incarcerated women and prior histories of victimization, physical and sexual victimization.

Page 6

Q. I'm accustomed to hearing about string theory in the context of physics, not criminal law.

A. Oh, yeah, yeah. No. Oh, strain. Not string.

Q. Strain?

A. Strain, yeah. No, not string. Sorry.

Q. When did you first meet Dr. Burton?

A. The first time I met her was the first time I applied for my tenure track position. I actually applied three years ago and didn't get the position. I should say three years before I got my current position. So, that must have been spring 2011. Actually, yes, it was. She was chair of that search at the time. And it was right around Super Bowl. Super Bowl Sunday was the day I flew in actually.

Q. How did you find her? How did you find her to be, friendly, unfriendly, helpful?

A. I was going to say, Well, she was attached to the position. Sorry. Yeah, she was very friendly, welcoming, supportive, which was nice. When somebody is interviewing for a tenured track spot and is fairly far away in a different geographic climate, it's, it's nice to have somebody who makes you feel a little bit more at ease when you're on the search instead of always having to be very uptight.

Page 7

Q. You were not successful in that application process at that time; is that correct?

A. Correct.

Q. But then you reapplied for the position to begin in 2014, fall; is that correct?

A. Yes.

Q. Who was on the search committee in -- when did you go through the search for that position?

A. It may have started at the -- it may have started fall 2010, I would imagine. And then that would have been spring, February that spring of 2011, because that's the semester I graduated. What was the rest of the question? I'm sorry.

Q. My question was -- must not have been clear.

A. Sorry.

Q. When did you apply for the, the

Page 8

position that you held in 2014?
A. Here?
Q. Yes.
A. I didn't have -- oh, I get it now. Sorry. So, I applied for my current position that I started fall 2014, must have been August or September of 2013.
Q. And was there a search committee established for that vacancy?
A. Uh-huh. Yes.
Q. And was Sabina Burton on that search committee?
A. Yes. I believe she chaired it.
Q. Did you find her to be helpful or unhelpful at that point?
A. Same. Very helpful.
Q. So, you began your employment summer '14. Let's go through the spring semester of 2015. How did you find Dr. Burton to be in terms of collegial and supportive of your role?
A. She was still -- she's always been supportive of me. In the summer of 2014 when she was no longer able to help out with the German students that came into town, she was sad to a certain degree going through her family

Page 9

stuff, her family illnesses. In terms of what I saw, her behavior toward me didn't change a whole lot, though, during that time. Her interactions with other people, I would imagine, changed, but not necessarily with me.
Q. When we go forward from -- that would have been the period of fall of 2014 through spring of 2015?
A. Uh-huh.
Q. And then from spring of 2015 to the present how would you describe your relationship with Dr. Burton?
A. It's like it -- it's great. I was sick the last couple of days, and she's asked how I've been feeling and so...
Q. Do you find her difficult to get along with?
A. Do I, not necessarily. I think at this point I am aware that she sometimes sees situations differently than other people do. So, no, I don't find her difficult to get along with. She's been incredibly nice to me.
Q. As you were about to begin your employment at UW-Platteville, do you recall contacting Sabina for advice as to what

Page 10

committees you -- did you solicit an opinion from her as to what service committees you should be involved in here at UW-Platteville?
A. Yes. There was an e-mail that came out from James Swensen. S-W-E-N-S-E-N maybe. He is the guy who assigns faculty to university committees. And I know part of my job is to provide service at different levels. So, university, college, department, community and profession. And so I had sought some advice on what committees to -- that would be good for my area of expertise, because many of them just had titles, and I knew nothing about them. So, yes.
Q. So, at some point in time did you have a conversation with Dean Throop in which you mentioned to her that Dr. Burton had inquired about your interest in house sitting?
A. When?
Q. At any point in time.
A. So, the question is, did Dean Throop and I ever have a conversation about Sabina's request for me to house sit?
Q. Yes.
A. Not primarily focused around that.
Q. Any conversation at all? Did the

Page 11

subject ever came up?
A. We recently had a conversation a couple days ago when Jennifer first told me about the deposition, because I had no idea that I was involved in this at all. And so I went to see the dean to kind of ask for some ballpark understanding of what was going on so that I could try and figure out my location and my involvement in the process. And we did mention the house sitting at that point.
Q. Well, let's break that down into its different parts then. You had a conversation with the dean --
A. Uh-huh.
Q. -- in which this subject came up a few days ago?
A. Uh-huh. Yes.
Q. And you initiated that conversation or you --
A. With the dean?
Q. You initiated the meeting?
A. No.
Q. She initiated that meeting?
A. Uh-huh. Well, she invited me, if I was interested in talking, to set up a meeting with

Page 12

her, and so I did. So, I guess, technically I would have initiated it then. I sent the meeting request.

Q. But you began that by saying she invited you to file a request; is that -- or submit a request?

A. She said if I was interested in talking to her, that she would be welcome -- that I would be welcome to schedule a meeting with her.

Q. And did you have any communication with her about -- have interest in meeting with her prior to the time that she sent you that note or communicated that idea to you?

A. No. That meeting came up because I had expressed some concern to Jennifer about my involvement, not being sure what my involvement was in this process. When I got the first e-mail saying that I was to be deposed in this, I expressed some concern to Jennifer about my involvement. And the dean was made aware of my concerns, and so the dean reached out to me to assure me.

Q. Now, is that the first conversation that you can remember that you and the dean spoke about the house-sitting question?

Page 13

A. It's the first conversation where it came up as a central concept. I may have talked to her about it the prior summer, but I don't recall a conversation with her prior to this one.

Now, one may have happened, and it may have just slipped my mind, but meeting with the dean, for me, is always kind of a nerve-racking thing because she's the dean. So, I think nerves are kind of always involved.

Q. So, let's go back to the summer of 2014. And can you describe, as best as you can based upon your memory at this time, the way that conversation between you and Dr. Burton went with regard to house sitting.

A. It must have happened very early in the summer. I haven't looked back to see what the date was. I know I had just moved into town. None of my belongings were in town at that point, I don't think. And she was leaving town to go see family. I don't recall if she was going to California or if she was going back to Germany.

I know she wanted to take her daughters to see her mother who was sick, but I

Page 14

don't remember if her mom was in Germany or in California. She just asked if I would be willing to watch the house, that I could play with her dogs and feed the horses, if I was interested, and that I was welcome to eat anything in -- I don't know if she told me that I could eat anything in the fridge. I would imagine that she probably would have said something to that regard, but I just remember she just asked if I would just house sit and --

Q. And what did you say to her?

A. Sure.

Q. Did you, in fact, house sit?

A. No.

Q. Why not?

A. I must have mentioned her request in passing to Mike Dalecki, and he suggested that that might not be a good thing for me to do given the power dynamic that was involved because she is a tenured faculty member and has a vote as to whether or not I get tenure in the department. And he just -- I don't know if it was at that conversation or another one shortly thereafter, but it was something to the extent of, if something had gone wrong at the house,

Page 15

house had caught on fire or horse had gotten sick, that I could be held liable for that.

And I don't think that I had really thought about that at all. The school where I came from was very close, and so we often did things for one another. I babysat one of my colleague's kids a couple nights. I've house sat. I went to one of my other colleague's houses, and we were working on a project at his house. So, I didn't think much of it.

Q. Going from the point in time you had this conversation with Dr. Dalecki, going to an earlier point in time when you had the initial conversation with Dr. Burton about house sitting, were you uncomfortable in any way about the communication between you and Dr. Burton --

A. No.

Q. -- about house sitting?

A. No.

Q. After you had that conversation with Dr. Dalecki, though, did you become uncomfortable in any way about the conversation you had had with Dr. Burton?

A. I don't think I had another conversation with her after that that I can

Page 16

recall.
Q. Did you become, because of that conversation with Dr. Dalecki, did you become uncomfortable with the earlier conversation you had with Dr. Burton?
A. No. I wouldn't say I was uncomfortable. Sorry. I'm not good at questions out loud.
Q. There is nobody that is comfortable in this situation, so you're just fine.
MS. LATTIS: That's what I was going to say.
Q. Well within the normal range, I would say.
So, I am handing you the transcript of the deposition taken of Dean Throop on October 28th. And I'm referring -- and I'll give this to you -- to Attorney Lattis first. I'm going to refer you to lines beginning on page 138, line 21, and ending on page 140 on approximately line 8.
A. Okay.
Q. Let me know when you're finished reading it. I'll retrieve the document so I can ask you a question or two about it. According

Page 17

to this testimony, Dean Throop testified that she spoke to you about this matter. Do you recall that conversation?
A. Yeah, we may have.
Q. My question is, do you recall that conversation?
A. Not clearly.
Q. Do you remember anything at all about it?
A. I remember talking to her about -- this is why I had said earlier, I wasn't sure if that was the only time I had talked to her, because that was a while ago. If we did talk about it then, that was after the conversation that I had had with Dr. Dalecki where he had pointed out where some of the things could have gone wrong if I had agreed to house sit. I don't remember the conversation incredibly clearly, though, to be honest.
Q. Just to confirm your earlier testimony, though, no part of that conversation you had with Dr. Burton about house sitting made you feel uncomfortable; is that true?
A. At the time I had the conversation with Dr. Burton, no.

Page 18

Q. No, it's not true or, yes, it is true?
A. Sorry. At the time that I originally agreed to house sit for Dr. Burton, I was not uncomfortable. After my conversation with Dr. Dalecki, I realized I probably should have been uncomfortable given the potential for things to have gone awry, is probably the best way to put that. Sorry. Many conversations, many dates.
Q. Do you recall any conversations at the department, department level, at departmental meetings or informally about communication training or conflict resolution training?
A. Communication training?
Q. Yes.
A. Or conflict resolution training?
Q. Yes.
A. Not off the top of my head.
Q. Do you think that that sort of training would have been useful to the department back in 2014?
A. For me, probably not. At that point I don't think I was all that aware as to what tensions really existed at that point in time. Most of my conversations and actions at that

Page 19

time were guarded by the fact that Sabina was going to have a vote, a potential vote on my tenure decision. She actually sits on the college or university level committee right now. And I didn't know that while she sits on that one, she didn't have a department vote because I was so new, and it's a different process than the last institution I was at.
Q. Were you aware that Dr. Burton was on a leave of absence for most of the spring 2015 semester?
A. Yes.
Q. Do you have any knowledge or understanding about the basis for that leave?
A. Only what I have been told. I don't know anything from Sabina.
Q. What have you been told?
A. That she was out on medical leave. I actually don't know the specifics beyond she was on medical leave.
Q. Who shared that information with you?
A. Mike Dalecki did.
Q. Anybody else?
A. I don't -- he was the first one to send the e-mail, which came at about 10:30 p.m. the

Page 20

night before classes started.
Q. Did you ever, did you have any contact with Dr. Burton while she was on medical leave?
A. I don't believe so.
Q. Did Dr. Dalecki indicate any -- was he upset that she was on medical leave?
A. The next morning after we all showed up to work for classes, his primary concern was getting the classes filled. I think -- I'm sorry. The question was how -- what did Dr. Dalecki --
Q. The question was, was he upset over the fact that Dr. Burton was on medical leave?
A. I don't think he was upset that she was on leave necessarily. I think he was upset that he had to be straddled with finding people to cover the classes at the last minute, which he did an admirable job at being less panicked than I was about that.
Q. Did you cover any of those classes?
A. I offered to cover her Women in the Law courses given my specialty. Coincidentally, one of those classes conflicted with one of my research methods classes, and he ended up hiring somebody else to teach those two courses in

Page 21

particular. And then another, two other faculty members picked up her remaining two classes.
Q. How is your relationship with Dr. Burton now? So, let's say from the period from her return to service to the present.
A. She's been really happy-go-lucky. She's talked a lot about her daughter, Sara, is the one who's back from Whitewater. And Sara was sick. If I didn't know about this stuff, I wouldn't guess that this stuff was going on.
Q. Would you describe her as collegial?
A. Yes.
Q. How about her relationship with others in the department at this time, would you describe those as collegial, to the best of your knowledge?
A. To the best of my knowledge, from those that I see her interact with, yes. Especially Staci.
Q. And who is Staci?
A. The department chair.
Q. Thanks.
A. I do know -- well, yes. Sorry.
Q. Going back to the time when you began first looking for apartments here in

Page 22

Platteville, did Dr. Dalecki suggest that you rent an apartment from someone?
A. Yes.
Q. Who was that?
A. He suggested that I talk to Joel Klinge. K-L-I-N-G-E, I think. That he knew Joel, he knew the building was built relatively recently, so it was a nicer housing facility than some other rental options in the area in a college town. He suggested that would be somebody that I could talk to about an apartment.
When I was here for my apartment tour, he did -- not my apartment tour -- my interview, there's a town, like a campus, a community tour, and he did point out some other places. He pointed out some houses. And we were just looking at housing values and --
Q. Do you know whether or not Mr. Klinge was a friend or an acquaintance of Dr. Dalecki's?
A. He's an acquaintance of some sort. Dr. Dalecki used to be the town councilman. I don't know the title. I don't know politics very well. But I do know Dalecki was

Page 23

instrumental in having that apartment complex built in town when a lot of the town residents did not want that building built so that it would provide more affordable rental options for everybody.
Q. Did you have occasion to discuss the apartment hunting process with Roger Burton, Dr. Burton's husband?
A. Yes. We talked about apartment places in town, anything that he knew about any of them. He maintains a Website, actually Roger does, maintains a Website of available rental housing options in the area that was actually very helpful to serve as a resource, just to have a list for somebody who's definitely an out-of-towner. Any help is help.
Q. Did you contact him?
A. Roger?
Q. Yes.
A. Yes.
Q. He did not contact you?
A. No. I believe Sabina gave me his number and I contacted him, to the best of my recollection.
Q. Let's talk a little bit about the

Page 24

German delegation visit during the summer of 2014 when you did some work on that project at that time. How did it first come to your attention that you had an opportunity to work on that, to perform some work?

A. I think I was just in the office. I found out about that about two weeks after moving into town. And I don't think I had Internet yet, and I did not have hardly any of my belongings, and I was just in my office, I believe. There may have been an e-mail from Mike. I haven't thought about that, actually. That sounds kind of bad to say since I worked with them so much, but I don't --

Q. That's fine. If you don't, we don't want you to be guessing here.

A. Okay.

Q. Do you recall what Dr. Dalecki wrote or said about Sabina's involvement with the German delegation?

A. Yes. He said that she wasn't going to be able to work -- those aren't the exact words, but that she wouldn't be able to or she wasn't able to do anything with the German students anymore and they were coming into town shortly

Page 25

on that -- sorry. I'm spending more time looking for appropriate words.

MS. LATTIS: Just take your time. I think that what Attorney Hawks is interested in is just what you recall about what he said. And if you don't recall, I think he'd like to know that, too. Is that fair?

MR. HAWKS: That's fair.

A. At the very beginning?

Q. Yes.

A. I don't know that I had a specific reason in the very beginning that I knew of from him. If he said anything, it probably had to do with her family illnesses at the time, but beyond that, I don't really recall specifically. Sorry.

Q. Were you paid for the service you provided on the German delegation?

A. Yes.

Q. How much was that?

A. $1,700.

MS. STACKMAN: Can I ask Jennifer a question?

MR. HAWKS: Sure.

MS. LATTIS: Do you mean you'd like to ask a question in private?

Page 26

MS. STACKMAN: Yes.

MS. LATTIS: Is that okay?

MR. HAWKS: That's fine. I have no objection.

(Brief recess)

Q. Dr. Stackman, do you have anything you want to add to your past testimony?

A. No, sir.

Q. The $1,700, do you recall whether you were promised that payment before or after the German delegation departed from this state?

A. I did not have an amount that I would be paid at the very beginning of it. That amount was discussed after the students left.

Q. When was it first discussed?

A. Either the last few days the students were here or shortly after the German students left.

Q. And so then -- who discussed it?

A. Mike and I.

Q. Anybody else present at the time that discussion occurred?

A. No, not to my knowledge.

Q. And was there some give and take on the

Page 27

price or --

A. Yes.

Q. Describe that conversation, please.

A. I think Mike had initially offered close to a thousand dollars. And as a new faculty, I was testing out how to negotiate. And so I had suggested a counter amount. I do not recall exactly how much. And eventually we settled on 1,700.

Q. Do you know where the -- what the source of those funds was?

A. No idea.

Q. Did Dr. Dalecki display any animosity toward Dr. Burton during the German delegation visit?

A. At times it did appear that he was frustrated with her. And some of the exchanges that they had, that I was not aware of the content of those conversations.

Q. What did he say or do that led you to the conclusion that he was frustrated with her?

A. When I tried to share with him that I thought Sabina pulled out of the German student trip because of genuine health concerns, family medical concerns, he told me that there was more

Page 28

information that I was not privy to, that he believed that it was not -- he believed that her pulling out of the German trip was intentional.

Q. Intentional in what way? Intentional to tend to her mother's illness? How did he mean or how did you understand his meaning to be, intentional?

A. The impression that I got was that while there may have been some medical concerns that Sabina was dealing with involving her family or herself or whomever, that part of the reason Sabina backed out of the trip was intentional to leave it in Mike's hands and to basically watch him scramble to cover it up.

Q. And he left you with that impression?

A. Yes.

MR. HAWKS: I believe we had a knock at the door here.

(Brief recess)

MS. LATTIS: Sorry about that.

Q. Do you recall whether or not he was angry on the day that the German delegation arrived here in Wisconsin?

A. I think the very first several days we were so busy trying to figure out what was still

Page 29

going on, especially given the tornado, Mike and I were overwhelmingly concerned with the fact that the German students were here. There was virtually no food on campus. There was no electricity. There was no hot water. There were no pillows in the rooms. That, and the attempts to try and reconfirm that day and potentially the next day's activities given the tornado and knowing that it had gone through Madison, that knowing how our itinerary would change, that was overwhelmingly what I recall being the focus of the first couple of days.

Q. I want to go back just momentarily. Handing you a copy of a document that's previously been described in prior depositions.

MS. LATTIS: Anne, this is an October, 28th, 2014 letter to Dr. Burton from Dean Throop.

MS. BENSKY: Thank you.

Q. My first question is, have you ever seen this before?

A. No.

Q. Did Attorney Lattis correctly describe this document?

A. Yes.

Page 30

Q. I'd ask you to turn to the second page of the document, please. You see a paragraph four? Do you see that?

A. Yes.

Q. Would you read that, please.

A. "You asked..."

Q. Oh, no. To yourself, to yourself. Let me know when you're finished.

A. I'm finished.

Q. Do you see the sentence there that reads that this request, that being the request to house sit, --

A. Uh-huh.

Q. -- was inappropriate and placed a junior colleague in an awkward situation?

A. Uh-huh.

Q. Did you feel that at the time that request was made of you?

A. No.

Q. "As a result of this unprofessional demand..."

By the way, did you feel that the demand -- well, first of all, was it a demand?

A. No.

Q. Was it unprofessional?

Page 31

A. Not at the time that it was made by Dr. Burton.

Q. And that sentence goes on to say "as well, other poor interactions with Dr. Stackman." Have you had any other poor interactions with Dr. Burton? Let me back that sentence up. Have you had any poor interactions with Dr. Burton?

A. I don't think so.

Q. So, you wouldn't know what Dean Throop is talking about there; is that right?

A. No, sir.

Q. That sentence finishes by saying, "We had to remove you as her mentor." Would you have considered, would you have considered Dr. Burton as a mentor?

A. This letter is dated October 28th of 2014. To my knowledge, Mike Dalecki had assigned himself as my mentor at the beginning of the semester. And to my knowledge, I was supposed to be Sabina's mentee when I was hired. And as a part and parcel of other things going on that I did not know, Dr. Dalecki decided that he would be my mentor and not her. So, I didn't know as of the date of this letter that she was

Page 32

considered to be my mentor at that point in time.
Q. Well, she was not your mentor?
A. Not that I ever knew.
Q. Let me back up. Did you at some point in time think that Dr. Sabina was likely to be your mentor?
A. Yes.
Q. And when, approximately when did you think that was likely to be the case?
A. Early -- late into the hiring process. So, after I was offered the position but before I arrived to campus, somewhat through the semester, too. Sorry. The summer, not the semester, the summer. Though, after the situation with the German students, that came into question.
Q. So, let me try to understand your point in your prior testimony. You never knew that she was your mentor to have been removed from being your mentor; is that correct?
A. Correct. The only time that I thought she was my mentor -- Mike is the one who officially, as the department chair, appoints mentors and mentees. And from the beginning

Page 33

Mike had told me that Sabina had been interested but that he was going to be my mentor. There was a mentor/mentee luncheon that happened maybe very end of the summer, and Mike attended it as my mentor, and so did Sabina.
Q. As your mentor?
A. I don't really know how to answer that one. Yes, she showed up. She was under the impression she was my mentor. I was very confused.
Q. Understandably, understandably.
A. Yes.
Q. So, at least from your point of view was there any reason for Sabina not to serve as your mentor?
A. I think, given the events that were going on -- so, the question was, was there any reason --
Q. From your point of view, was there any reason for Sabina not to be your mentor?
A. When?
Q. Then. Late summer, 2014.
A. Yes. Because I just wasn't sure all of what was going on with her and whoever else may have been involved at that point. At that point

Page 34

I agreed with Mike that Mike should have been my mentor, at the very least, to insulate me from whatever may have been going on, because I was so new, and I really had no idea about any history or anything.
Q. You had -- let me give you a question that's articulate here. You had no idea of what was going on or the history. That would suggest that you had no idea that there was even an issue; is that correct or incorrect?
A. Well, that would be inaccurate. My words would have been inaccurate. I had a baseline preliminary understanding that there were tensions between Mike and Sabina and between Sabina and Tom Caywood. I did not know much about the history of them.
Q. Do you know much, do you know much more about the history of those tensions now than you did in 2014?
A. I know more. I don't know if I know much more.
Q. What more do you know now about the history of tensions between Dr. Burton and Drs. Caywood and Dalecki?
A. I know that Sabina felt like Tom was

Page 35

unfair at certain times. I know Sabina had -- at the beginning of the fall or end of the summer, somewhere after I was officially hired and basically when the fall started, I saw a transition in Sabina where she no longer thought as highly of Mike as she had when Mike first began his position, that some things had changed in the spring of 2014.
Q. At some point in time did you become aware that Dr. Burton had filed a lawsuit against Dr. Caywood, Dean Throop and the Board of -- the chancellor -- the Board of Regents?
A. I don't think I knew that the lawsuit had to do with them. I knew there was a lawsuit involving Mike.
Q. And when did you first acquire that knowledge?
A. Over summer or fall, 2014. I knew Mike was hesitant about talking with Sabina. I don't know exactly when I became aware that there was a lawsuit between Mike and Sabina, except I knew during the fall, I think.
Q. Thank you. Did Dr. Dalecki ever provide you with a reason why he was your mentor and not Dr. Burton?

Page 36

A. I don't know if he gave me an explicit reason. I know it had to do with a lot of the stuff that was going on with Sabina. And he made it clear that some of the things that she was telling me, like about why she could no longer help out with the German students, was different than the information that he had and that there was other information that I was not privy to.

Q. Did you ask him to share that information with you?

A. No.

Q. Did he volunteer to share that information with you?

A. No.

Q. By the way, I believe you testified you did house sit for colleagues back in Kentucky; is that correct?

A. I babysat for a colleague. I had driven past somebody's house to make sure the house was okay. I have done house chores with other colleagues, as odd as that might sound. Hung out with colleagues outside of work many times. It was a very small department there.

Q. Did doing any of those things make you

Page 37

feel uncomfortable?

A. No. Which is why I didn't think anything of it when Sabina asked.

Q. Did Dr. Burton ever ask or identify a specific date that she was interested in having you house sit for her?

A. She may have given me a ballpark week or two. I don't recall if she gave me a specific date.

Q. In the conversation you had with Dr. Dalecki where this issue you came up --

A. Which issue?

Q. The house sitting. Did you form it as a complaint to Dr. Burton for offering -- for requesting that you consider this?

A. No, no. It probably just came out as a part of conversation. I'm actually surprised there's so much about this. I guess I didn't think there was --

Q. Surprised that it found its way into a Letter of Direction?

A. Yes. And the whole mentor/mentee thing. I didn't think much of it at the time other than I knew there were some things going on with Sabina and things that she was saying

Page 38

that did not match up with what Mike was saying. And he's the department chair, and I didn't know what kind of role or responsibility he would have in my promotion and tenure process here.

And at the time I felt better with Mike as my mentor because I didn't know what to expect or what to anticipate with Sabina. When Sabina would tell me her reason, for example, not working with the Germans, and then Mike would tell me that there were other things going on that I was not privy to, it just made more sense for me to not be her mentee.

Q. Was it also your perception that the department chair had more power in managing the department than did a tenured faculty member?

A. What do you mean by "managing"?

Q. In making assignments and allocating class --

A. Oh, yes.

Q. Did that comfort you somewhat to know that there was a department chair who was your mentor as opposed to someone who's merely a faculty member?

A. Yes and no. It was comforting to know that he had the capability to protect me if

Page 39

something were to go wrong or if she were to accuse me of something. And she never did, to my knowledge. But it was comfortable to know that he could protect me for whatever protection I needed, I guess.

Q. From anything?

A. From anything, I guess. I mean, at the time I don't think I was that familiar with what the real power dynamics were here because it's so different from the place I was. The last institution I was at, you have to understand, it was my department chair that made the sole decision about who was going to get tenure or a variation of tenure at the time.

So, I was very accustomed to working closely with a chair and making sure that I was doing what the chair wanted. My last chair was incredibly explicit about what she wanted me to do almost verbatim. And if you stepped outside of that line, it was a big problem. So, I have been accustomed to learning what my department chair wants and, as a good person who does my job, following the role of whatever my department chair told me.

Q. Did you ask Dr. Burton and her husband

Page 40

to stand in at your wedding?
A. Originally, witnesses.
Q. I don't know the rest of that story. Why did you ask them to do that?
A. When we first got into Wisconsin, my partner and I, the same-sex marriage had become legal for, like, five days. I didn't really know anybody else in the area well enough to ask somebody to serve as a witness, and I had asked if she and Roger would serve as witnesses because they were two witnesses. The day that we went to apply for -- well, we went and we applied for a license.

We filled out the application. We were slated to go back and pick up our marriage license to be officiated, and it was the day or two before the five- or six-day window that we could pick that up that the federal people had paused that, so to speak. The federal circuit court had kind of reinstated the ban temporarily.
Q. So?
A. So, we didn't end up getting married. We did later in October.
Q. When was the original date that you

Page 41

were first considering for this, for the wedding?
A. Like, June 17-ish, around there.
Q. Would that have been before or after the house sitting issue came up?
A. After. I would have -- women I was close with in Kentucky, I would have most certainly asked them to come. And they were kind of upset that they couldn't come up from Kentucky to be with us, so...
Q. Do you have any reason to believe that Dr. Burton has ever instigated a complaint by a student against you?

MS. LATTIS: I'm sorry. A complaint by a student?

MR. HAWKS: Against Dr. Stackman.

MS. LATTIS: You mean did Dr. Burton --

MR. HAWKS: Instigate.

MS. LATTIS: -- ask a student to complain about Dr. Stackman?

MR. HAWKS: Or otherwise instigate it.

A. No. I knew of complaints against me in the fall of '14, but I had no idea any of them

Page 42

were associated with Sabina. This is --
Q. There may not have been. There is no information one way or the other and you have no reason to believe that she ever instigated a complaint against you?
A. Not to my knowledge. I know students talked to Dalecki. And I know he was, in my opinion, a little too receptive to those conversations with the students. A department, a good department chair will receive a complaint from a student, ask for the baseline information, ask the student to explain what's going on, and then will call in the faculty member and just ask for a question about whatever the student had alleged and would allow me, the faculty member in question, to respond.

I just had a student complaint with Staci, the current department chair, and that's how it went. I found out sometime that Mike had had numerous conversations with students on many occasions about me and my teaching. And I don't know what was said in them, but the impression that I got was, he -- I don't know if he liked the attention. I don't know what it was. Mike took a very interesting liking to me. He was

Page 43

very attentive to me, I think, largely because I also come from a big research background. And Mike saw that he and I were close in terms of both being willing to teach research methods.

He also taught in the department. And Mike was very, very, very heavily involved in what I did, every decision, almost every decision that I made in the fall semester when I first started here. And he very heavily cautioned me about what to do in a classroom. He was very specific about what he did not want to see me or any other faculty member do. Mike is quite vociferous about those things.

And I think in his mind he was -- well, I can't imagine what was in his mind, but I got the impression that Mike had more than one or two conversations with students. One student, in particular, I found out about afterwards, who the student was that was making a complaint. And, coincidentally, that student and I are very close friends now. She makes the very best coffee downstairs, and she knows what I order, and she's great. And I don't really know how it went from as angry as it was with her when she made the complaint to how she is

Page 44

with me now. I have no idea what happened in those conversations.
Q. So, let me make sure I understand. She complained about you to Dr. Dalecki?
A. Uh-huh.
Q. And Dr. Dalecki did not tell you that she had complained about you, but you learned from some other source that she had complained; is that correct?
A. With regard to this particular student, I didn't know about her being one of the complainants until afterwards. I know there were many students that complained.
Q. "Until afterwards." After what?
A. Until just about the time that -- how do I find some words here? Mike never indicated who the student was when students were making complaints. I did get the impression it was more than one, and I did not have any idea who the students were that were making the complaints or what they were except that the students thought that I was impossibly difficult, I was rude, I had standards that they could never possibly meet, stuff of this nature.
I found out afterwards who one of the

Page 45

students was after the -- after Mike's initial telling me about these student complaints, I found out who one of the students was afterwards. I just put two and two together actually because I had seen her in his office several times.
And at some point during the semester I was talking to the student. And at the beginning of the semester things seemed okay. Somewhere toward the middle of the semester she was really quiet, wouldn't look me in the eyes, wouldn't talk to me. I tend to be a better judge of people and people's behavior than maybe the common Joe is. And I got the impression that she was probably one of the students who was angry with me.
I know there was one day during the semester she was in Mike's office talking to him, presumably about me. Or I don't have any idea, frankly, what she was talking about, but she came out of the office one day, and I tried to say hi to her, and she stormed past me, didn't say anything.
Q. Who's "she," the student?
A. The student. And I don't really know

Page 46

how it went from that to where we are now, but I never acted to her that I knew that she -- or that I had guessed that she might have been one of the students that complained. And we're fine now.
Q. How would you describe or compare the department dynamics since the beginning of Dr. Strobl's service as chair compared to the prior year?
A. Completely different.
Q. In what way? First of all, better or worse?
A. Better. I think Staci is -- partly because Staci is new, she doesn't have any skin in the game, so to speak. She was not necessarily affiliated with one side or the other, though we could probably guess, and Mike was abundantly clear that he was filling Staci in on the events in question so that when Staci started working, she would know kind of the baseline of what was going on. You never want to have a new, brand new department chair start completely blind to everything, completely oblivious.
Staci has a very interesting way about

Page 47

her of negotiating the right words in a very challenging situation. I look forward to working with her. Actually, I think there's quite a bit that I can learn from her.
MS. STACKMAN: Do you think it would be possible I could run to the ladies' room really quick?
MR. HAWKS: Sure.
MS. STACKMAN: Is that okay?
MS. LATTIS: Yes.
(Recess)
EXAMINATION
BY MR. HAWKS: (Continued)
Q. Did a grad student by the name of R.J. work with you?
A. Yes.
Q. What was his role?
A. I was supervising R.J. on some preliminary research on alumni jobs, alumni getting jobs after tenure. Sorry. Wow. Let me say that again. When students graduate from the department, they get sent an alumni survey in the mail, a questionnaire where we ask them, Did you get a job? How long after graduation? Were you happy with your education here at

Page 48

UW-Platteville? And students answer the questions, and they send it back in the mail. And I was helping R.J. learn how to interpret and evaluate that data for Mike. And there was a second project with Dr. Amy Nemmetz. And Amy --

Q. I'm sorry. Is that a project that R.J. was working with Nemmetz?

A. R.J. was working with me.

Q. With you.

A. Yeah. R.J. worked under my direction for both of those projects. The one, Mike Dalecki was our client, is how we were working through it as practice, so to speak. So, we would pretend that Mike was our client on the one and that Amy was our client on the other project.

And I was trying to work him through the system of asking the client, What does the client want? Figure out what the client needs in order to figure out what our next steps were. The project with Amy involved exit surveys from a brand new Restorative Justice Conference that they had just done the spring before I was hired. And there were some surveys from the

Page 49

attendees from the Restorative Justice Conference, Did you like the conference? What did you think was the best? What would you like to see us do again in the future? And so I helped him evaluate that data for Amy.

Q. Have you done some work on restorative justice as part of your --

A. Not a whole lot.

Q. Do you know who assigned R.J. to work with you?

A. Cheryl Fuller.

Q. And how was his performance?

A. I don't think R.J. is a very good student.

MS. LATTIS: You know, I've just realized that this is a problem where we really shouldn't be referring to the student by name in the transcript. Could we --

MR. HAWKS: R.J.?

MS. LATTIS: Could we just go forth and call him that, and we'll worry later on about the redactions.

MR. HAWKS: We could modify the transcript at this point, as far as I'm concerned, so it's R.J. throughout.

Page 50

MS. LATTIS: Excellent.

A. And I'd like to clarify my piece about -- I don't think his performance was all that stellar of what I would anticipate for a graduate student.

Q. Did you so advise others in the department of your opinion about --

A. Advised Cheryl, yes.

Q. Anybody else?

A. Mike, I believe.

Q. When?

A. Sometime -- it was somewhere in the fall or the spring. I don't remember exactly when. I had R.J. work on an additional project for me, which was transcribing some PowerPoint slides for my research methods classes, and I had a particular formatting I wanted them in. They were in a different format, and all he had to do was type them up into the new formatting, and there were numerous mistakes made in those.

Q. Were these graduate level projects?

A. This particular one was designed for him. The PowerPoint transcription, so to speak, was designed more because he should, as a student who had already taken an undergraduate

Page 51

research methods course, this was an additional way for him to prepare, for him to take a graduate research methods course, because some of these PowerPoints were ones I was going to use in the graduate course as well.

I also wanted him to help me find some videos that, as a graduate student reflecting back on his undergraduate education and experience, I was hoping he could help me identify some videos that would be appropriate given the content in those chapters that he was ideally going to be then familiar with once he had finished the PowerPoints, but he did not end up working with me in terms of finding those videos at the end. The other two projects were definitely graduate level analysis.

Q. Do you know whether or not he was originally intended to work with you, or do you know if he might have been intended to work with somebody else originally?

A. My impression was that R.J.'s -- sorry -- his workload would be shared among the faculty members and whoever had a particular project for him.

Q. I believe that there was a social

Page 52

meeting at Steve's Pizza in October of 2014. I think you may have referred to it as a shindig at some point.
A. Yeah.
Q. Did you attend that?
A. I did.
Q. Who was there?
A. Myself, Mike, R.J. -- student.
Q. R.J.?
A. Yes. R.J., Deb Rice, Deb's husband, Bill, Ken Weidemann and his wife. Ken is an adjunct for us. Kevan Norin and his wife. Kevin's also an adjunct for us. I may be forgetting somebody.
Q. Was the provost there?
A. She was at the establishment, not sitting with us.
Q. While you were attending that function, did anyone make any comments about Sabina Burton?
A. Deb had indicated her frustration at Sabina's sudden departure from the German student trip because Deb was overwhelmingly involved in trying to finalize the details. Deb is really good at detail level work, and she

Page 53

knew a lot of the local individuals in charge of different things, people to contact at different venues, students to contact that could be of help, campus activities and events that the German students could attend to. And so Deb was saddled with a lot of that work in addition to helping out with registration over the summer.
And so Deb was still very frustrated about that. Most of what I saw while I was there was that Deb was just kind of saying, just -- I don't know. You have to understand Deb, I guess. She was just very frustrated and just --
Q. What were the words that she used?
A. I don't remember the words exactly.
Q. The sum and substance of the ideas is all that we're interested in.
A. Deb was just really frustrated that she was already doing enough work with the incoming freshmen. I just worked on that project this past summer, so I know exactly how involved that is now, and Deb was just frustrated that Sabina had backed out of the trip at the last minute and that Deb ended up getting a lot of that additional work.

Page 54

Q. So, you used the expression backed out at the last minute. Is that language that Deb would have used or Dalecki would have used?
A. No. I think that's just me.
Q. Do you recall Deb Rice saying anything along the lines of this: Dr. Burton won't be around much longer?
A. Not to my recollection, not specifically.
Q. Do you recall her disparaging Dr. Burton's mental health?
A. No.
Q. And do you recall her saying anything to the effect that Dr. Burton was biased against East Germans?
A. No.
Q. Were you present at any time at which the provost engaged in conversation with any of the members of the, let's call it the party?
A. Yes.
Q. Do you recall any of the conversation that she had with any of the members of the party?
A. We were sitting up in the ship at Steve's Pizza, and she had come in with somebody

Page 55

else; I didn't know who the person was. And at this point in time I don't even think I could guess back as to who the individual was that she was with. She was there for some other event.
She reached out, said hello to Mike. Mike said, "Hello. How are you?" That was really about it. And then she went and sat down at her table with her party. I don't even remember how many people she sat with, but I know she wasn't with us.
Q. So, do you have any recollection of what she said to --
A. Just beyond the, "Hello. How are you doing?" Mike is friendly with the provost, so -- Mike talks to everybody, especially people that are powerful people. He likes to chat. That's Mike.
Q. I'm going to ask you to identify, produce and authenticate a few documents.
MR. HAWKS: What number are we on on the exhibit list? Anne, are you still with us?
MS. BENSKY: I am.
MR. HAWKS: Do you recall what number we're at?

Page 56

MS. BENSKY: Who was the last person deposed? Was that Liz?
MR. HAWKS: Yes.
MS. BENSKY: Let me look. I can get it from my computer.
(Exhibit No. 101 was marked for identification by the reporter)
Q. Dr. Stackman, if you could give that to Attorney Lattis, that would be good. And then we can refer to the exhibit that's got the label on it, 101. Do you recognize this document?
A. Yeah. Yes.
Q. Can you summarize the content of this document.
A. Sabina reached out to me initially that Mike had -- I'm going to use the word chastised her about my using Roger as a real estate agent to find apartments for rent. And she sent me this e-mail basically asking for clarification as to whether or not I worked with Roger to find an apartment to rent.
And I wrote back a very long and detailed e-mail to her, as you can see, that I did not work directly with Roger, that I had

Page 57

actually worked with another Realtor, Gerard Abing, I think it's Abing, that I had worked with him, that he had pointed out a couple places to rent that he knew of informally that weren't really listed anywhere and that I was sorry that Mike had suggested to her that I had worked with, with Roger.
I knew Mike was mistaken, at least in terms of what I had seen, the information I had gathered, that Mike said that it was Roger that I had worked with when I had actually worked with Gerard. And this e-mail was responding to her that I wasn't working with Roger.
Q. Thank you. Did you say something to Mike that would have led him to believe that you work working with Roger as your real estate broker?
A. I don't really know how that happened. I think --
Q. Specifically, did you say anything to him to lead to that conclusion?
A. I never told him I was working with Roger. I probably told him I was working with a real estate agent, and he made the incorrect leap to assume that it was with Roger.

Page 58

(Exhibit No. 102 was marked for identification by the reporter)
A. This is very large typing.
Q. Do you recognize Exhibit 102?
A. Yes. It looks like our itinerary for the German students' visit.
Q. Do you know who prepared this itinerary?
A. This particular one, no. The font is larger than the one that I saw.
Q. Would it surprise you to know that Dr. Burton prepared or created this itinerary?
A. I knew she created an initial one. I did not know which one. I don't think I've ever seen -- I know I've never seen this one because I've never seen one in font this large.
Q. Do you have an understanding of the work that Dr. Burton had done to make the German delegation visit possible?
A. Sabina said that she had worked at putting this together in some part because she was affiliated with the German students because she had already gone to Germany, and I believe this was the same group that she had gone to visit that were coming back over here. Sabina

Page 59

told me, though, that the initial schedule was put together by a student that was doing an independent study or directed study and that the student was supposed to have put together a very detailed and confirmed schedule.
Q. The student under Dr. Rice's tutelage?
A. I don't know who the student was under.
Q. Okay. Thank you.
(Exhibit No. 103 was marked for identification by the reporter)
A. I'm allowed to read this?
Q. Sure.
A. This reflects something I said earlier.
Q. Have you had a chance to review the document, Exhibit 103?
A. Some of it.
Q. Let me know when you're done.
A. Okay. Well, there's some duplicated material in here.
Q. I've got a specific question that bears on the first page, actually.
A. Okay.
Q. Did Dr. Dalecki ever inform you that he had made a decision to be your mentor rather than Dr. Burton because he thought it was in the

Page 60

best interest of the -- of you, the mission in the department, and the university?
A. Of me, yes. I don't know anything about the mission of the department or the university.
Q. The first part of that question is, did he tell you that, that he had made a decision to be your mentor and deprive Dr. Burton of that opportunity?
A. Yes.
MS. LATTIS: Well, I guess I object to the form of the question. Did you ask her if he said that I intend to be your mentor and deprive Dr. Burton of the --
MR. HAWKS: I didn't intend that, but I'll ask that to make it clear.
MS. LATTIS: Okay.
Q. Did Dr. Dalecki use the word "deprive"?
A. No, no. He just simply said that he was going to be my mentor.
Q. And not her?
A. Yes.
(Exhibit No. 104 was marked for identification by the reporter)
A. Okay.

Page 61

Q. Have you had an opportunity to review what's been marked as Exhibit 104?
A. Yes.
Q. Can you briefly summarize the content of this document.
A. This was an e-mail chain where Liz, the dean, had announced the results of the chair search and had basically asked for department input on who we were interested in having as the chair, recommending as the chair.
Q. Do you see in this -- by the way, who is Lorne Gibson?
A. A faculty member who's no longer here.
Q. Who was in a tenurable faculty position?
A. Correct.
Q. But was not granted tenure; is that accurate?
A. Correct.
Q. And his last date of work would have been summer of 2015?
A. Yes.
Q. You notice that in the first paragraph he writes -- excuse me. In the second paragraph he writes, "I recommend starting over and

Page 62

following the bylaws." Do you know to what he is referring?
A. I assume he's referring to the department bylaws.
Q. And had they not been followed to that point in time?
A. I have no idea. I'm not really familiar with what the bylaws are. I am aware, though, that the bylaws are incredibly contradictory in numerous places.
Q. And in what -- are you aware of a specific contradiction that you can share with us?
A. I think there's something in there about who can serve on a search committee and who gets to make the appointments to the search committee or who can serve on a search committee, I guess technically who can serve on it and how they are made as official members, whether that is either done by self-nomination or by department chair appointment. I believe that's one of the places.
Q. In this e-mail chain there's a reference to Steve Elmer.
A. Uh-huh.

Page 63

Q. Who is Steve Elmer?
A. He's an academic staff in the department.
Q. And is still an academic staff within the department?
A. Yeah.
Q. Steve Elmer writes on page 3 of 5 in this series, in the second sentence, "However, I am concerned when you mentioned meeting with the department 'or, at least, those of you interested in or comfortable with the discussion.'"
A. Uh-huh.
Q. And then he goes on to state his concern. Do you know, first of all, do you know whether or not some people were not interested or comfortable in a department-wide discussion?
A. Yes.
Q. Do you know who they were?
A. Myself.
Q. Others?
A. I know Amy expressed her opinions directly to Liz. I don't know the reason why, but I do know Amy shared her thoughts about who she would like to see as department chair

Page 64

directly to Liz and did not share them to the remainder of the group.
Q. And why were you --
A. To my knowledge.
Q. Anybody else besides you and Amy that you know shared with Liz that they would not be comfortable with a department-wide discussion?
A. Not off the top of my head.
Q. Why would you be uncomfortable with a department-wide discussion?
A. This was a very political and heated decision about who was going to serve as a department chair. There was even a fight about when we were going to do the search. And I knew that basically no matter what I said, it could be construed in a way that would hurt me and make my time in the department incredibly uncomfortable.
Q. Now, during this period of time Dr. Burton was on a medical leave of absence; isn't that true?
A. Yes.
Q. Did she attend this meeting or any of these meetings?
A. I do not believe so, no.

Page 65

Q. So, there would be no reason for anyone to be uncomfortable because Dr. Burton was likely to be present at a department-wide meeting?
A. Oh, no. It didn't -- my uncomfortableness had nothing to do with her.
Q. Who did it have to do with?
A. Just my thoughts about whether or not I thought Mike could be a good department chair.
Q. And your thoughts on that subject are what?
A. I think Staci was the best appointment.
Q. And were you concerned that if you expressed a view contrary to Dr. Dalecki, that that might adversely affect your future here at UW-Platteville?
A. Yes. Given that he is the chair or any chair has the opportunity to write a letter to be included in my file.
(Exhibit No. 105 was marked for identification by the reporter)
Q. Let me know when you've had the chance to read this.
A. Yeah. Sorry.
Q. Can you describe Exhibit 105, please.

Page 66

A. An e-mail exchange I had with Sabina about saying hello to her and Cheryl when my partner, Jenna, and I were in town house hunting in February.
Q. Did you have dinner together?
A. Yes, we did. We had lunch with Sabina and Cheryl. I don't remember when we had dinner. I know what we had for dinner. The one time that we've had dinner, I don't remember if it was during this trip, I could tell you what we had. I don't remember exactly. I'm trying to think. We probably did. I know what hotels we stayed in. I'm sorry.
Q. Okay. Is this earlier in your testimony you described how Dr. Burton was helpful?
A. Yes.
Q. Is this an example of that?
A. Yeah.
(Exhibit No. 106 was marked for identification by the reporter)
A. Wow, I've never read this.
Q. Take your time. Let me know when you're done.
A. Yeah. When her daughter was in the car

Page 67

accident is when I was applying for this position. There was a big delay between when I had put in my application materials and when I finally heard back. And I found it very unlike her, given our prior conversations when I applied years ago. And then I found out that her daughter had been in a very bad car wreck, and I felt horribly for her. Okay.
Q. Have you had a chance to review Exhibit 105?
A. Yes. 106?
Q. Did I lose 105? I must have. I'll retrieve it later. First of all, were you aware that the work that Sabina did and would have done was uncompensated for the -- in terms of the service in relation to the German delegation?
A. At the time, when I first helped out with the trip, I don't think I knew that, no. I think I became aware of it afterwards. I didn't know she did all this stuff, though, the presentation she mentions here in the first large paragraph. I knew she did a presentation. I didn't know it involved all this.
Q. Were you aware that, that she had been

Page 68

involved in a prior trip to Germany with the delegation from UW-Platteville criminal justice students?
A. Yes. But I didn't know hardly anything about it. I don't even know how long the trip was.
Q. Did you know that she was able to translate German to English?
A. Yes.
Q. Did you know that she had provided that service while they were on that trip in Germany?
A. Yes.
(Exhibit No. 107 was marked for identification by the reporter)
Q. Take a minute to review this.
A. Some of it is in German.
Q. You can ignore that.
A. Okay. I feel like this is information I shouldn't be reading.
Q. While you were reviewing the document, you stated that you felt like this was information you should not be reading. Why did you say that?
A. I just feel like these e-mails don't involve me, and I feel a little voyeuristic

Page 69

seeing e-mails that I've never seen before.
Q. Let me go back just, again, the last page of this document.
A. 16?
Q. Right. So, it appears -- who is Nina Elskamp?
A. I have no idea. Sorry.
Q. Does she seem to have some relationship to the German delegation?
A. Yes.
Q. Does it appear that she's in communication with Sabina from June 2nd through June 5th in terms of planning for the German delegation trip?
A. Yes.
Q. And does it appear that it includes details including the menu?
A. Yes.
Q. Were you aware that she had done any of this work prior to reading this e-mail?
A. No. No, I don't think I knew what she had done or what she hadn't done. When I started with the project, all I knew is what I was told at that point and that we were trying to confirm what to do especially given that

Page 70

Rountree is where the students were supposed to have been, and Rountree was destroyed by the tornados, so...
(Exhibit No. 108 was marked for identification by the reporter)
Q. Take a minute and review this e-mail, please. Have you completed your review of this Exhibit --
A. Yes.
Q. -- 108? Can you summarize the content of the document briefly, please.
A. Yeah. I had referred to this earlier about Sabina providing some suggestions as to what committees I might be able to serve on. I did not end up serving on any of them the first year. I just decided that I probably would have enough going on getting my feet underneath me that I did not actually --
Q. You see on the first page of this document an entry on April 9th, 2014, in which Sabina Burton writes, "Let's do another Skype soon."
A. Uh-huh.
Q. Did you and Sabina Skype more than once?

Page 71

A. As a part of the search process, we had Skyped one of the committee, the -- there's a Skype interview that we often prefer to do in lieu of a telephone interview if the candidates are interested. So, we had Skyped there and --
Q. But at this time, though, you would have been hired, right?
A. Yes.
Q. So, did you Skype after you had been hired with Sabina?
A. Yes.
Q. She suggests that you Skype the next evening. Do you know whether or not that happened?
A. Oh, in April, I don't know. I know we Skyped when there was still snow on the ground, but this is Wisconsin. There could have still been snow on the ground in April.
Q. Or June, for that matter.
A. Right.
Q. Does Dr. Burton discuss being your mentor as part of this exchange as well?
A. On page 2 she does toward the top. She says that she will tell Mike that I was already using her as a mentor.

Q. Just a few more questions, and then I will be done, Dr. Stackman. Dr. Burton did make a presentation to the German delegation --
A. Yes.
Q. -- during the trip? Do you know who changed -- she was originally -- her presentation date and time was changed. Do you know who made that change in that schedule?
A. No.
Q. The day after the tornado struck, breakfast for the delegation was originally supposed to be on campus but subsequently it was moved to, I think, Cuba City?
A. Uh-huh. Nick's was the name of the place in Cuba City.
Q. Do you know who made the decision to schedule that breakfast or to move that breakfast down to Cuba City?
A. Mike.
Q. Do you know whether or not -- did you make any -- do you know whether or not he made any effort to inform Sabina where the breakfast was at?
A. I have no idea.
Q. Did you make any effort to inform

Sabina where the breakfast would be at?
A. No. I was trying to play tour guide.
MR. HAWKS: I believe that's all. Thank you for coming in, chatting.
MS. LATTIS: Anne, are you still there?
MS. BENSKY: Yes, I'm still here. I'd like to get -- can I order a transcript?
MS. LATTIS: Sure. Do you have any questions for Val?
MS. BENSKY: I don't.
MS. LATTIS: Good. Thanks.
MS. BENSKY: I would just like a condensed transcript.
MR. HAWKS: Same here. And we will take a draft as well.
MS. LATTIS: And I do not need a transcript.
(Deposition was concluded at 5:30 p.m.)

STATE OF WISCONSIN)
) SS:
COUNTY OF DANE)

I, CHRISTAL A. HANSEN, a Registered Professional Reporter and Notary Public in and for the State of Wisconsin, do hereby certify that the foregoing deposition was taken before me at the University of Wisconsin-Platteville, Ullsvik Hall, 1 University Plaza, City of Madison, County of Grant, and State of Wisconsin, on the 16th day of November 2015; that it was taken at the request of the Plaintiff, upon verbal interrogatories; that it was taken in shorthand by me, a competent court reporter and disinterested person, approved by all parties in interest and thereafter converted to typewriting using computer-aided transcription; that said deposition is a true record of the deponent's testimony; that the deposition was taken pursuant to Notice; that said VALERIE STACKMAN, Ph.D., before examination was sworn by me to testify to the truth, the whole truth, and nothing but the truth relative to said cause.
Dated November 24, 2015.

Notary Public, State of Wisconsin

WORD INDEX

< $ >
$1,700 25:*21* 26:*10*

< 1 >
1 1:*19* 2:*8* 74:*8*
1,700 27:*9*
10:30 19:*25*
101 3:*7* 56:*6, 11*
102 3:*7* 58:*1, 4*
103 3:*10* 59:*9, 15*
104 3:*10* 60:*23* 61:*2*
105 3:*15* 65:*20, 25* 67:*10, 12*
106 3:*15* 66:*20* 67:*11*
107 3:*18* 68:*13*
108 3:*21* 70:*4, 10*
1220 2:*23*
138 16:*20*
14 8:*18* 41:*25*
140 16:*20*
14-CV-274 1:*6*
16 1:*13* 69:*4*
16th 2:*10* 74:*10*
17-ish 41:*3*
1802 2:*22*

< 2 >
2 71:*23*
2010 7:*17*
2011 6:*16* 7:*19*
2013 8:*7*
2014 4:*23* 5:*2, 3* 7:*11* 8:*1, 6, 22* 9:*7* 13:*12* 18:*21* 24:*2* 29:*17* 31:*18* 33:*22* 34:*19* 35:*8, 18* 52:*1* 70:*20*
2015 1:*13* 2:*10* 8:*19* 9:*8, 10* 19:*10* 61:*21* 74:*10, 24*
21 16:*20*
210 2:*15*
222 2:*15*
24 74:*24*
28th 16:*17* 29:*17* 31:*17*
2nd 69:*12*

< 3 >
3 63:*7*
3:24 1:*13* 2:*11*

< 4 >
4 3:*4*

< 5 >
5 63:*7*
5:30 73:*19*
53201-0442 2:*15*
53706 2:*23*
53707-7857 2:*19*
56 3:*7*
58 3:*9*
59 3:*10*
5th 69:*13*

< 6 >
60 3:*14*
65 3:*15*
66 3:*17*
68 3:*20*

< 7 >
70 3:*21*
7857 2:*18*

< 8 >
8 16:*21*
804 2:*3*

< 9 >
9th 70:*20*

< A >
Abing 57:*2, 2*
able 8:*23* 24:*22, 23, 24* 68:*7* 70:*14*
absence 19:*10* 64:*20*
abundantly 46:*18*
academic 63:*2, 4*
accident 67:*1*
accurate 61:*18*
accuse 39:*2*
accustomed 6:*3* 39:*15, 21*
acquaintance 22:*20, 22*
acquire 35:*16*
acted 46:*2*
actions 18:*25*
activities 29:*8* 53:*4*
add 26:*8*
addition 53:*6*
additional 4:*24* 50:*14* 51:*1* 53:*25*
adjunct 52:*12, 13*
admirable 20:*18*
adversely 65:*15*
advice 9:*25* 10:*10*
advise 50:*6*
Advised 50:*8*
affect 65:*15*
affiliated 46:*16* 58:*22*
affordable 23:*4*
agent 56:*18* 57:*24*
ago 6:*13* 11:*3, 16* 17:*13* 67:*6*
agreed 17:*17* 18:*3* 34:*1*
al 1:*7*
alleged 42:*15*
allocating 38:*17*
allow 42:*15*
allowed 59:*11*
alumni 47:*19, 19, 22*
amount 26:*13, 15* 27:*7*
Amy 48:*5, 6, 16, 22* 49:*5* 63:*22, 24* 64:*5*
analysis 51:*16*
Anderson 3:*19*
angry 28:*22* 43:*24* 45:*16*
animosity 27:*13*
Anne 2:*18* 29:*16* 55:*21* 73:*5*
announced 61:*7*
answer 33:*7* 48:*1*
anticipate 38:*7* 50:*4*
Anybody 19:*23* 26:*22* 40:*8* 50:*9* 64:*5*
anymore 24:*25*
apartment 22:*2, 12, 13, 14* 23:*1, 7, 9* 56:*22*
apartments 21:*25* 56:*19*
appear 27:*16* 69:*11, 16*
Appeared 2:*16, 19, 24*
appears 69:*5*
application 7:*7* 40:*14* 67:*3*
applied 6:*12, 13* 8:*5* 40:*13* 67:*6*
apply 7:*25* 40:*12*
applying 67:*1*
appointment 62:*21* 65:*12*
appointments 62:*16*
appoints 32:*24*
appropriate 25:*2* 51:*10*
approved 74:*14*
approximately 16:*21* 32:*9*
April 70:*20* 71:*15, 18*
area 4:*15* 10:*12* 22:*10* 23:*13* 40:*8*
arrived 28:*23* 32:*13*
articulate 34:*7*
asked 9:*14* 14:*2, 10* 30:*6* 37:*3* 40:*9* 41:*8* 61:*8*
asking 48:*19* 56:*20*
assigned 31:*19* 49:*9*
assignments 38:*17*
assigns 10:*6*
associated 42:*1*
assume 57:*25* 62:*3*
assure 12:*22*
Attached 3:*21* 6:*23*
attempts 29:*7*
attend 52:*5* 53:*5* 64:*23*
attended 33:*4*
attendees 49:*1*
attending 52:*18*
attention 24:*4* 42:*24*
attentive 43:*1*
Attorney 3:*24* 16:*18* 25:*4* 29:*23* 56:*9*
August 5:*3* 8:*6*
authenticate 55:*19*
available 23:*12*
aware 9:*19* 12:*20* 18:*23* 19:*9* 27:*18* 35:*10, 20* 62:*8, 11* 67:*13, 20, 25* 69:*19*
awkward 30:*15*
awry 18:*7*

< B >
babysat 15:*6* 36:*19*
back 13:*11, 17, 22* 18:*20* 21:*8, 24* 29:*13* 31:*6* 32:*5* 36:*17* 40:*15* 48:*2* 51:*8* 55:*3* 56:*23* 58:*25* 67:*4* 69:*2*
backed 28:*12* 53:*23* 54:*1*
background 43:*2*
bad 24:*13* 67:*7*
ballpark 11:*6* 37:*7*
ban 40:*20*
Banachowski-Fuller 3:*12*
based 13:*13*
baseline 34:*13* 42:*11* 46:*21*
basically 28:*14* 35:*4* 56:*20* 61:*8* 64:*15*
basis 19:*14*
bears 59:*20*
began 8:*17* 12:*4* 21:*24* 35:*7*
beginning 16:*19* 25:*9, 12* 26:*14* 31:*19* 32:*25* 35:*2* 45:*9* 46:*7*
behalf 2:*16, 19, 24*
behavior 9:*2* 45:*13*
believe 8:*13* 20:*4* 23:*22* 24:*11* 28:*17* 36:*16* 41:*11* 42:*4* 50:*10* 51:*25* 57:*15* 58:*23* 62:*21* 64:*25* 73:*3*
believed 28:*2, 2*
belongings 13:*19* 24:*10*
Bensky 2:*18* 29:*19* 55:*23* 56:*1, 4* 73:*7, 11, 13*
best 13:*12* 18:*7* 21:*15, 17* 23:*23* 43:*22* 49:*3* 60:*1* 65:*12*
better 38:*5* 45:*12* 46:*11, 13*
beyond 19:*19* 25:*15* 55:*13*
biased 54:*14*
big 39:*20* 43:*2* 67:*2*
Bill 52:*11*
bit 7:*3* 23:*25* 47:*4*
blind 46:*23*
BOARD 1:*7* 35:*11, 12*
Bowl 6:*18, 18*
Box 2:*18*
brand 46:*22* 48:*23*
break 11:*11*

breakfast 72:*11*, *17*, *18*, *22* 73:*1*
Brief 26:*6* 28:*19*
briefly 61:*4* 70:*11*
broker 57:*17*
building 22:*7* 23:*3*
built 22:*7* 23:*2*, *3*
Burkholder 3:*19*
BURTON 1:*4* 3:*7*, *10*, *12*, *15*, *17*, *18*, *21* 6:*10* 8:*11*, *19* 9:*12* 10:*16* 13:*14* 15:*14*, *16*, *23* 16:*5* 17:*22*, *25* 18:*3* 19:*9* 20:*3*, *13* 21:*4* 23:*7* 27:*14* 29:*17* 31:*2*, *6*, *8*, *16* 34:*23* 35:*10*, *25* 37:*4*, *14* 39:*25* 41:*12*, *18* 52:*20* 54:*6*, *14* 58:*12*, *18* 59:*25* 60:*8*, *14* 64:*20* 65:*2* 66:*15* 70:*21* 71:*21* 72:*2*
Burton's 23:*8* 54:*11*
busy 28:*25*
bylaws 62:*1*, *4*, *8*, *9*

< C >
California 13:*22* 14:*2*
call 4:*24* 42:*13* 49:*21* 54:*19*
called 2:*2* 4:*2* 5:*24*
campus 22:*15* 29:*4* 32:*13* 53:*4* 72:*12*
candidates 71:*4*
capability 38:*25*
car 66:*25* 67:*7*
Case 1:*6* 32:*10*
caught 15:*1*
cause 74:*23*
cautioned 43:*10*
Caywood 3:*13* 34:*15*, *24* 35:*11*
central 13:*2*
certain 8:*25* 35:*1*
certainly 41:*8*
certify 74:*5*
chain 61:*6* 62:*23*
chair 6:*17* 21:*21* 32:*24* 38:*2*, *14*, *21* 39:*12*, *16*, *17*, *17*, *22*, *24* 42:*10*, *18* 46:*8*, *22* 61:*7*, *10*, *10* 62:*21* 63:*25* 64:*13* 65:*9*, *17*, *18*
chaired 8:*13*
challenging 47:*2*
chance 59:*14* 65:*22* 67:*9*
chancellor 35:*12*
change 9:*2* 29:*11* 72:*8*
changed 9:*5* 35:*7* 72:*6*, *7*
Chapter 2:*3*
chapters 51:*11*
charge 53:*1*
chastised 56:*17*
chat 55:*16*
chatting 73:*4*
Cheryl 49:*11* 50:*8* 66:*2*, *7*
chores 36:*21*
Christal 1:*23* 2:*5* 74:*3*
circuit 40:*19*
City 2:*8* 72:*13*, *15*, *18* 74:*8*
CJ 4:*18*
clarification 56:*20*
clarify 50:*2*
class 4:*17* 38:*18*
classes 20:*1*, *8*, *9*, *17*, *20*, *23*, *24* 21:*2* 50:*16*
classroom 43:*10*
clear 7:*23* 36:*4* 46:*18* 60:*16*
clearly 17:*7*, *18*
client 48:*13*, *15*, *16*, *19*, *20*, *20*
climate 7:*2*
close 15:*5* 27:*5* 41:*7* 43:*3*, *21*
closely 39:*16*
coffee 43:*22*
Coincidentally 20:*22* 43:*20*
colleague 30:*15* 36:*19*
colleagues 36:*17*, *22*, *23*
colleague's 15:*7*, *8*
college 10:*9* 19:*4* 22:*10*
collegial 8:*20* 21:*11*, *15*
come 24:*3* 41:*8*, *9* 43:*2* 54:*25*
comfort 38:*20*
comfortable 16:*9* 39:*3* 63:*11*, *17* 64:*7*
comforting 38:*24*
coming 5:*6* 24:*25* 58:*25* 73:*4*
commencing 2:*11*
comments 52:*19*
committee 7:*13* 8:*8*, *12* 19:*4* 62:*15*, *17*, *18* 71:*2*
committees 10:*1*, *2*, *7*, *11* 70:*14*
common 45:*14*
communicated 12:*13*
communication 12:*10* 15:*16* 18:*12*, *14* 69:*12*
community 10:*9* 22:*15*
compare 46:*6*
compared 46:*8*
competent 74:*13*
complain 41:*21*
complainants 44:*12*
complained 44:*4*, *7*, *8*, *13* 46:*4*
complaint 37:*14* 41:*12*, *15* 42:*5*, *10*, *17* 43:*20*, *25*
complaints 41:*24* 44:*18*, *21* 45:*2*
completed 70:*7*
Completely 46:*10*, *23*, *23*
complex 23:*1*
computer 56:*5*
computer-aided 74:*16*
concept 13:*2*
concern 12:*15*, *19* 20:*8* 63:*15*
concerned 29:*2* 49:*25* 63:*9* 65:*13*
concerns 12:*21* 27:*24*, *25* 28:*9*
concluded 73:*19*
conclusion 27:*21* 57:*21*
condensed 73:*14*
Conference 48:*23* 49:*2*, *2*
confirm 17:*20* 69:*25*
confirmed 59:*5*
conflict 18:*13*, *16*
conflicted 20:*23*
confused 33:*10*
consider 37:*15*
considered 31:*15*, *15* 32:*1*
considering 41:*1*
construed 64:*16*
contact 20:*2* 23:*17*, *21* 53:*2*, *3*
contacted 23:*23*
contacting 9:*25*
content 27:*19* 51:*11* 56:*14* 61:*4* 70:*10*
context 6:*4*
Continued 47:*13*
contradiction 62:*12*
contradictory 62:*10*
contrary 65:*14*
conversation 10:*15*, *21*, *25* 11:*2*, *12*, *18* 12:*23* 13:*1*, *4*, *14* 14:*23* 15:*12*, *14*, *20*, *22*, *25* 16:*3*, *4* 17:*3*, *6*, *14*, *18*, *21*, *24* 18:*4* 27:*3* 37:*10*, *17* 54:*18*, *21*
conversations 18:*8*, *10*, *25* 27:*19* 42:*9*, *20* 43:*17* 44:*2* 67:*5*
converted 74:*15*
copies 3:*21*
copy 29:*14*
correct 7:*8*, *9*, *11* 32:*21*, *22* 34:*10* 36:*18* 44:*9* 61:*16*, *19*
correctly 29:*23*
councilman 22:*23*
counsel 3:*24*
counter 27:*7*
County 2:*9* 74:*2*, *9*
couple 9:*14* 11:*2* 15:*7* 29:*12* 57:*4*
course 5:*7*, *7*, *9*, *10* 51:*1*, *3*, *5*
courses 20:*22*, *25*
COURT 1:*1* 40:*20* 74:*13*
cover 20:*17*, *20*, *21* 28:*14*
created 58:*12*, *13*
Criminal 4:*9* 5:*9* 6:*4* 68:*2*
criminological 5:*23*
CSR-IA 1:*23*
Cuba 72:*13*, *15*, *18*
current 6:*15* 8:*5* 42:*18*
currently 4:*7*

< D >
D.C 5:*18*
Dalecki 3:*10*, *17*, *18* 14:*17* 15:*12*, *21* 16:*3* 17:*15* 18:*5* 19:*22* 20:*5*, *11* 22:*1*, *23*, *25* 24:*18* 27:*13* 31:*18*, *23* 34:*24* 35:*23* 37:*11* 42:*7* 44:*4*, *6* 48:*13* 54:*3* 59:*23* 60:*18* 65:*14*
Dalecki's 22:*21*
DANE 74:*2*
data 48:*4* 49:*5*
date 13:*18* 31:*25* 37:*5*, *9* 40:*25* 61:*20* 72:*7*
dated 31:*17* 74:*24*
dates 18:*9*
daughter 21:*7* 66:*25* 67:*7*
daughters 13:*25*
day 2:*10* 6:*19* 28:*22* 29:*7* 40:*11*, *16* 45:*17*, *21* 72:*10* 74:*10*
days 9:*14* 11:*3*, *16* 26:*17* 28:*24* 29:*12* 40:*7*
day's 29:*8*
dealing 28:*10*
Dean 3:*12* 10:*15*, *20* 11:*6*, *13*, *20* 12:*20*, *21*, *24* 13:*8*, *9* 16:*16* 17:*1* 29:*18* 31:*10* 35:*11* 61:*7*
Deb 52:*10*, *21*, *23*, *24* 53:*5*, *8*, *10*, *12*, *18*, *22*, *24* 54:*2*, *5*
Deb's 52:*10*
decided 31:*23* 70:*16*
decision 19:*3* 39:*13* 43:*7*, *8* 59:*24* 60:*7* 64:*12* 72:*16*
Defendants 1:*7* 2:*20*, *24*
definitely 23:*15* 51:*16*
degree 8:*25*
delay 67:*2*
delegation 24:*1*, *20* 25:*18* 26:*12* 27:*14* 28:*22* 58:*19* 67:*17*

68:2 69:9, 14 72:3, 11
demand 30:21, 23, 23
departed 26:12
DEPARTMENT 2:16 4:10, 13 10:9 14:22 18:11, 11, 20 19:6 21:14, 21 32:24 36:24 38:2, 14, 15, 21 39:12, 21, 24 42:9, 10, 18 43:5 46:7, 22 47:22 50:7 60:2, 4 61:8 62:4, 21 63:3, 5, 10, 25 64:13, 17 65:9
departmental 18:11
department-wide 63:17 64:7, 10 65:3
departure 52:22
deponent's 74:18
deposed 12:18 56:2
Deposition 1:13 2:1 11:4 16:16 73:19 74:6, 17, 19
depositions 29:15
deprive 60:8, 14, 18
describe 9:11 13:12 21:11, 15 27:3 29:23 46:6 65:25
described 29:15 66:15
Description 3:6
designed 50:22, 24
destroyed 70:2
detail 52:25
detailed 56:24 59:5
details 52:24 69:17
different 7:2 10:8 11:12 19:7 36:7 39:10 46:10 50:18 53:2, 2
differently 9:20
difficult 9:16, 21 44:23
dinner 66:5, 8, 8, 9
directed 59:3
Direction 37:21 48:11
directly 56:25 63:23 64:1
discuss 23:6 71:21
discussed 26:15, 16, 20
discussion 26:23 63:17 64:7, 10
discussion.' 63:12
disinterested 74:14
disparaging 54:10
disparities 4:16, 17
display 27:13
dissertation 5:22
DISTRICT 1:1, 2
Document 3:7 16:24 29:14, 24 30:2 56:12, 15 59:15 61:5 68:20 69:3 70:11, 20
documents 55:19
dogs 14:4
doing 36:25 39:17 53:19 55:14 59:2
dollars 27:5
door 28:18
downstairs 43:22
DR 1:4 3:7, 10, 10, 12, 12, 13, 13, 13, 13, 14, 15, 17, 17, 18, 18, 21 4:7 6:10 8:19 9:12 10:16 13:14 15:12, 14, 16, 21, 23 16:3, 5 17:15, 22, 25 18:3, 5 19:9 20:3, 5, 11, 13 21:4 22:1, 21, 23 23:8 24:18 26:7 27:13, 14 29:17 31:2, 5, 6, 8, 16, 23 32:6 34:23 35:10, 11, 23, 25 37:4, 11, 14 39:25 41:12, 16, 18, 21 44:4, 6 46:8 48:5 54:6, 11, 14 56:8 58:12, 18 59:6, 23, 25 60:8, 14, 18 64:20 65:2, 14 66:15 71:21 72:2, 2
draft 73:16
Drive 2:23
driven 36:20
Drs 34:24
duly 4:3
duplicated 59:18
dynamic 14:19
dynamics 39:9 46:7

< E >
earlier 15:13 16:4 17:11, 20 59:13 66:14 70:12
early 13:16 32:11
ease 7:4
East 2:15 54:15
eat 14:5, 7
education 47:25 51:8
effect 54:14
effort 72:22, 25
Either 26:17 62:20
electricity 29:5
Elmer 3:13 62:24 63:1, 7
Elskamp 3:20 69:6
E-mail 3:7, 10, 10, 15, 15, 18, 21 10:4 12:18 19:25 24:11 56:20, 24 57:12 61:6 62:23 66:1 69:20 70:6
e-mails 68:24 69:1
employed 4:8 5:11
employment 4:21 8:17 9:24
ended 20:24 53:24
engaged 54:18
English 68:8
entitled 3:7
entry 70:20
Erie 2:15
Especially 21:18 29:1 55:15 69:25
established 8:9
establishment 52:16
estate 56:18 57:16, 24
et 1:7
evaluate 48:4 49:5
evening 71:13
event 55:4
events 33:16 46:19 53:4
eventually 27:8
everybody 23:5 55:15
exact 24:22
exactly 27:8 35:20 50:13 53:15, 21 66:11
Examination 3:4 4:5 47:12 74:20
examined 4:3
example 38:8 66:18
Excellent 50:1
exchange 3:15 66:1 71:22
exchanges 3:7, 10, 10, 15, 18, 21 27:17
excuse 61:24
Exh 3:7, 7, 10, 10, 15, 15, 18, 21
exhibit 55:21 56:6, 10 58:1, 4 59:9, 15 60:23 61:2 65:20, 25 66:20 67:10 68:13 70:4, 8
existed 18:24
exit 48:22
expect 38:7
experience 51:9
expertise 4:15 10:12
explain 42:12
explicit 36:1 39:18
expressed 12:15, 19 63:22 65:14
expression 54:1
extent 14:24
eyes 45:11

< F >
facility 22:9
fact 14:13 19:1 20:13 29:2
faculty 4:12 10:6 14:20 21:1 27:6 38:15, 23 42:13, 16 43:12 51:23 61:13, 14
fair 25:7, 8
fairly 7:1
fall 4:22 7:11, 17 8:6 9:7 35:2, 4, 18, 22 41:25 43:8 50:13
familiar 39:8 51:12 62:8
family 8:25 9:1 13:21 25:14 27:24 28:11
far 7:1 49:24
February 7:18 66:4
federal 40:18, 19
feed 14:4
feel 7:3 17:23 30:17, 22 37:1 68:18, 24, 25
feeling 9:15
feet 70:17
felt 34:25 38:5 67:8 68:21
fight 64:13
figure 11:8 28:25 48:20, 21
file 12:5 65:19
filed 3:24 35:10
filled 20:9 40:14
filling 46:18
finalize 52:24
finally 67:4
find 6:20, 20 8:14, 19 9:16, 21 44:16 51:6 56:19, 21
finding 20:16 51:14
fine 16:10 24:15 26:4 46:4
finished 16:23 30:8, 9 51:13
finishes 31:13
fire 15:1
first 4:2 6:10, 11, 11 11:3 12:17, 23 13:1 16:18 19:24 21:25 24:3 26:16 28:24 29:12, 20 30:23 35:6, 16 40:5 41:1 43:9 46:11 59:21 60:6 61:23 63:15 67:13, 18, 22 70:15, 19
five 40:7, 17
flew 6:19
focus 29:12
focused 10:24
followed 62:5
following 39:23 62:1
follows 4:4
font 58:9, 16
food 29:4
foregoing 74:6
forgetting 52:14
form 37:13 60:12
format 50:18
formatting 50:17, 19
forth 49:21
forward 9:6 47:2
found 24:7 37:20 42:19 43:18 44:25 45:3 67:4, 6
four 30:3
Francis 3:19
frankly 45:20
freshmen 53:20
fridge 14:7
friend 22:20

friendly 6:*21*, *24* 55:*14*
friends 43:*21*
frustrated 27:*17*, *21* 53:*8*, *12*, *18*, *22*
frustration 52:*21*
Fuller 49:*11*
function 52:*18*
funds 27:*11*
future 49:*4* 65:*15*

< G >
game 46:*15*
gathered 57:*10*
gender 4:*17*
general 5:*24*
genuine 27:*24*
geographic 7:*2*
Gerard 57:*2*, *12*
German 5:*5* 8:*24* 24:*1*, *19*, *24* 25:*18* 26:*12*, *18* 27:*14*, *23* 28:*3*, *22* 29:*3* 32:*16* 36:*6* 52:*22* 53:*5* 58:*6*, *18*, *22* 67:*16* 68:*8*, *16* 69:*9*, *13* 72:*3*
Germans 38:*9* 54:*15*
Germany 13:*23* 14:*1* 58:*23* 68:*1*, *11*
getting 20:*9* 40:*23* 47:*20* 53:*24* 70:*17*
Gibson 3:*13* 61:*12*
give 16:*18* 26:*25* 34:*6* 56:*8*
given 14:*19* 18:*6* 20:*22* 29:*1*, *8* 33:*16* 37:*7* 51:*11* 65:*17* 67:*5* 69:*25*
go 5:*17* 7:*14* 8:*18* 9:*6* 13:*11*, *21* 29:*13* 39:*1* 40:*15* 49:*20* 69:*2*
goes 31:*3* 63:*14*
going 6:*22* 8:*25* 11:*7* 13:*22*, *22* 15:*11*, *12* 16:*12*, *19* 19:*2* 21:*10*, *24* 24:*21* 29:*1* 31:*22* 33:*2*, *17*, *24* 34:*3*, *8* 36:*3* 37:*24* 38:*10* 39:*13* 42:*13* 46:*21* 51:*4*, *12* 55:*18* 56:*17* 60:*20* 64:*12*, *14* 70:*17*
good 10:*11* 14:*18* 16:*7* 39:*22* 42:*10* 49:*13* 52:*25* 56:*9* 65:*9* 73:*12*
gotten 15:*1*
grad 5:*16*, *17* 47:*14*
graduate 5:*7* 47:*21* 50:*5*, *21* 51:*3*, *5*, *7*, *16*
graduated 7:*20*
graduation 47:*24*
Grant 2:*9* 74:*9*
granted 61:*17*
great 9:*13* 43:*23*
ground 71:*16*, *18*
group 58:*24* 64:*2*
guarded 19:*1*
guess 12:*1* 21:*10* 37:*18* 39:*5*, *7* 46:*17* 53:*12* 55:*3* 60:*11* 62:*18*
guessed 46:*3*
guessing 24:*16*
guide 73:*2*
guy 10:*6*

< H >
Hall 1:*18* 2:*8*, *22* 74:*8*
handing 16:*15* 29:*14*
hands 28:*13*
Hansen 1:*23* 2:*5* 74:*3*
happened 13:*6*, *16* 33:*3* 44:*1* 57:*18* 71:*14*
happy 47:*25*
happy-go-lucky 21:*6*
HAWKS 2:*14*, *14* 3:*4*, *24* 4:*6* 25:*4*, *8*, *24* 26:*4* 28:*17* 41:*16*, *19*, *22* 47:*8*, *13* 49:*19*, *23* 55:*20*, *24* 56:*3* 60:*15* 73:*3*, *15*
head 18:*18* 64:*8*
health 4:*20* 27:*24* 54:*11*
heard 67:*4*
hearing 6:*3*
heated 64:*11*
heavily 43:*6*, *9*
he'd 25:*6*
held 8:*1* 15:*2*
hello 55:*5*, *6*, *13* 66:*2*
help 8:*23* 23:*16*, *16* 36:*6* 51:*6*, *9* 53:*4*
helped 5:*5* 49:*5* 67:*18*
helpful 6:*21* 8:*14*, *16* 23:*14* 66:*16*
helping 48:*3* 53:*7*
hesitant 35:*19*
hi 45:*22*
highly 35:*6*
hired 31:*21* 35:*3* 48:*25* 71:*7*, *10*
hiring 20:*24* 32:*11*
Hise 2:*22*
histories 5:*25*
history 34:*5*, *8*, *16*, *18*, *23*
hold 4:*12*
honest 17:*19*
hoping 51:*9*
horribly 67:*8*
horse 15:*1*
horses 14:*4*
hot 29:*5*
hotels 66:*12*
house 10:*17*, *22* 11:*10* 13:*15* 14:*3*, *10*, *13*, *25* 15:*1*, *7*, *10*, *14*, *18* 17:*17*, *22* 18:*3* 30:*12* 36:*17*, *20*, *21*, *21* 37:*6*, *13* 41:*5* 66:*3*
houses 15:*9* 22:*17*
house-sitting 12:*25*
housing 22:*8*, *18* 23:*13*
Howard 5:*18*, *20*
Hung 36:*23*
hunting 23:*7* 66:*3*
hurt 64:*16*
husband 23:*8* 39:*25* 52:*10*

< I >
idea 11:*4* 12:*13* 27:*12* 34:*4*, *7*, *9* 41:*25* 44:*1*, *19* 45:*20* 62:*7* 69:*7* 72:*24*
ideally 51:*12*
ideas 53:*16*
identification 56:*7* 58:*2* 59:*10* 60:*24* 65:*21* 66:*21* 68:*14* 70:*5*
Identified 3:*6*
identify 37:*4* 51:*10* 55:*18*
ignore 68:*17*
IL 1:*23*
illness 4:*20* 28:*5*
illnesses 9:*1* 25:*14*
imagine 7:*17* 9:*4* 14:*8* 43:*15*
impossibly 44:*22*
impression 28:*8*, *15* 33:*9* 42:*22* 43:*16* 44:*18* 45:*14* 51:*21*
inaccurate 34:*11*, *12*
inappropriate 30:*14*
incarcerated 5:*25*
included 65:*19*
includes 69:*16*
including 69:*17*
incoming 53:*19*
incorrect 34:*10* 57:*24*
incredibly 9:*22* 17:*18* 39:*18* 62:*9* 64:*17*
independent 59:*3*
indicate 20:*5*
indicated 44:*16* 52:*21*
individual 55:*3*
individuals 53:*1*
inform 59:*23* 72:*22*, *25*
informally 18:*12* 57:*4*
information 19:*21* 28:*1* 36:*7*, *8*, *11*, *14* 42:*3*, *12* 57:*9* 68:*18*, *22*
initial 15:*13* 45:*1* 58:*13* 59:*1*
initially 27:*4* 56:*16*
initiated 11:*18*, *21*, *23* 12:*2*
input 61:*9*
inquired 10:*16*
instance 2:*2*
Instigate 41:*19*, *23*
instigated 41:*12* 42:*4*
institution 19:*8* 39:*11*
instrumental 23:*1*
insulate 34:*2*
intend 60:*13*, *15*
intended 51:*18*, *19*
intentional 28:*3*, *4*, *4*, *7*, *13*
interact 21:*18*
interactions 9:*4* 31:*4*, *6*, *7*
interest 10:*17* 12:*11* 60:*1* 74:*15*
interested 11:*25* 12:*7* 14:*5* 25:*4* 33:*1* 37:*5* 53:*17* 61:*9* 63:*11*, *16* 71:*5*
interesting 42:*25* 46:*25*
Internet 24:*9*
interpret 48:*3*
interrogatories 74:*12*
interview 22:*14* 71:*3*, *4*
interviewing 6:*25*
Intro 5:*9*
invited 11:*24* 12:*5*
involve 68:*25*
involved 10:*3* 11:*5* 13:*10* 14:*19* 33:*25* 43:*6* 48:*22* 52:*24* 53:*21* 67:*24* 68:*1*
involvement 11:*9* 12:*16*, *16*, *20* 24:*19*
involving 28:*10* 35:*15*
issue 34:*10* 37:*11*, *12* 41:*5*
itinerary 29:*10* 58:*5*, *8*, *12*
its 11:*11* 37:*20*

< J >
James 10:*5*
Jenna 66:*3*
Jennifer 2:*22* 11:*3* 12:*15*, *19* 25:*22*
job 10:*7* 20:*18* 39:*23* 47:*24*
jobs 47:*19*, *20*
Joe 45:*14*
Joel 22:*6*, *7*
judge 45:*13*
June 5:*2* 41:*3* 69:*12*, *13* 71:*19*
junior 30:*15*
JUSTICE 2:*16* 4:*9* 5:*9* 48:*23* 49:*1*, *7* 68:*2*

< K >
Ken 52:*11*, *11*
Kentucky 5:*14* 36:*17* 41:*7*, *10*
Kevan 52:*12*
Kevin's 52:*13*
kids 15:*7*

kind 11:*6* 13:*8*, *10* 24:*13* 38:*3* 40:*20* 41:*9* 46:*20* 53:*10*
Klinge 22:*6*, *19*
K-L-I-N-G-E 22:*6*
knew 10:*13* 22:*7*, *7* 23:*10* 25:*12* 32:*4*, *19* 35:*13*, *14*, *18*, *21* 37:*24* 41:*24* 46:*2* 53:*1* 57:*4*, *8* 58:*13* 64:*14* 67:*19*, *23* 69:*21*, *23*
knock 28:*18*
know 4:*23* 10:*7* 13:*18*, *24* 14:*6*, *22* 16:*23* 19:*5*, *16*, *19* 21:*9*, *23* 22:*19*, *24*, *24*, *25* 25:*7*, *11* 27:*10* 30:*8* 31:*10*, *23*, *25* 33:*7* 34:*15*, *17*, *17*, *20*, *20*, *20*, *22*, *25* 35:*1*, *20* 36:*1*, *2* 38:*2*, *6*, *20*, *24* 39:*3* 40:*3*, *8* 42:*6*, *7*, *22*, *23*, *24* 43:*24* 44:*11*, *12* 45:*17*, *25* 46:*20* 49:*9*, *15* 51:*17*, *19* 53:*11*, *21* 55:*1*, *10* 57:*18* 58:*7*, *11*, *14*, *15* 59:*7*, *17* 60:*3* 62:*1* 63:*15*, *15*, *19*, *22*, *23*, *24* 64:*6* 65:*22* 66:*8*, *12*, *23* 67:*21*, *24* 68:*4*, *5*, *7*, *10* 71:*13*, *15*, *15* 72:*5*, *8*, *16*, *20*, *21*
knowing 29:*9*, *10*
knowledge 19:*13* 21:*16*, *17* 26:*24* 31:*18*, *20* 35:*17* 39:*3* 42:*6* 64:*4*
knows 43:*22*

< L >
label 56:*11*
ladies 47:*6*
language 54:*2*
large 58:*3*, *16* 67:*23*
largely 43:*1*
larger 58:*10*
late 32:*11* 33:*22*
Lattis 2:*22* 16:*11*, *18* 25:*3*, *25* 26:*3* 28:*20* 29:*16*, *23* 41:*14*, *17*, *20* 47:*10* 49:*15*, *20* 50:*1* 56:*9* 60:*11*, *17* 73:*5*, *9*, *12*, *17*
law 6:*5* 20:*21*
lawsuit 35:*10*, *13*, *14*, *21*
lead 57:*21*
leap 57:*25*
learn 47:*4* 48:*3*
learned 44:*7*
learning 39:*21*
leave 19:*10*, *14*, *18*, *20* 20:*3*, *6*, *13*, *15* 28:*13* 64:*20*
leaving 13:*20*
led 27:*20* 57:*15*
left 26:*15*, *19* 28:*15*
legal 40:*7*
letter 29:*17* 31:*17*, *25* 37:*21* 65:*18*
level 18:*11* 19:*4* 50:*21* 51:*16* 52:*25*
levels 10:*8*
liable 15:*2*
license 40:*13*, *16*
lieu 71:*4*
liked 42:*23*
likes 55:*16*
liking 42:*25*
Linden 2:*23*
line 16:*20*, *21* 39:*20*
lines 16:*19* 54:*6*
list 23:*15* 55:*21*
listed 57:*5*
little 7:*3* 23:*25* 42:*8* 68:*25*
Liz 56:*2* 61:*6* 63:*23* 64:*1*, *6*
local 53:*1*
location 11:*8*
long 47:*24* 56:*23* 68:*5*
longer 8:*23* 35:*5* 36:*6* 54:*7* 61:*13*
look 4:*16*, *19* 45:*11* 47:*2* 56:*4*
looked 13:*17*
looking 5:*24* 21:*25* 22:*18* 25:*2*
looks 58:*5*
Lorne 61:*12*
lose 67:*12*
lot 9:*3* 21:*7* 23:*2* 36:*2* 49:*8* 53:*1*, *6*, *24*
loud 16:*8*
lunch 66:*6*
luncheon 33:*3*

< M >
Madison 2:*19*, *23* 29:*10* 74:*9*
mail 47:*23* 48:*2*
maintains 23:*11*, *12*
making 38:*17* 39:*16* 43:*19* 44:*17*, *20*
managing 38:*14*, *16*
marked 56:*6* 58:*1* 59:*9* 60:*23* 61:*2* 65:*20* 66:*20* 68:*13* 70:*4*
marriage 40:*6*, *15*
married 40:*23*
match 38:*1*
material 59:*19*
materials 67:*3*
matter 17:*2* 64:*15* 71:*19*
mean 25:*25* 28:*6* 38:*16* 39:*7* 41:*17*
meaning 28:*6*
medical 4:*18* 19:*18*, *20* 20:*3*, *6*, *13* 27:*25* 28:*9* 64:*20*
meet 6:*10* 44:*24*
meeting 11:*21*, *23*, *25* 12:*3*, *9*, *11*, *14* 13:*7* 52:*1* 63:*9* 64:*23* 65:*4*
meetings 18:*12* 64:*24*
member 14:*20* 38:*15*, *23* 42:*14*, *16* 43:*12* 61:*13*
members 21:*2* 51:*23* 54:*19*, *22* 62:*19*
memory 13:*13*
mental 54:*11*
mentee 31:*21* 33:*3* 37:*22* 38:*12*
mentees 32:*25*
mention 11:*9*
mentioned 10:*16* 14:*16* 63:*9*
mentions 67:*22*
mentor 31:*14*, *16*, *19*, *24* 32:*1*, *3*, *7*, *20*, *21*, *23* 33:*2*, *3*, *5*, *6*, *9*, *15*, *20* 34:*2* 35:*24* 37:*22* 38:*6*, *22* 59:*24* 60:*8*, *13*, *20* 71:*22*, *25*
mentors 32:*25*
menu 69:*17*
merely 38:*22*
met 6:*11*
methods 5:*8* 20:*24* 43:*4* 50:*16* 51:*1*, *3*
middle 45:*10*
Mike 14:*17* 19:*22* 24:*12* 26:*21* 27:*4* 29:*1* 31:*18* 32:*23* 33:*1*, *4* 34:*1*, *1*, *14* 35:*6*, *6*, *15*, *18*, *21* 38:*1*, *6*, *9* 42:*19*, *24* 43:*3*, *6*, *12*, *16* 44:*16* 46:*17* 48:*4*, *13*, *15* 50:*10* 52:*8* 55:*5*, *6*, *14*, *15*, *17* 56:*17* 57:*6*, *8*, *10*, *15* 65:*9* 71:*24* 72:*19*
Mike's 28:*13* 45:*1*, *18*
Milwaukee 2:*15*
mind 13:*7* 43:*14*, *15*
minute 20:*17* 53:*23* 54:*2* 68:*15* 70:*6*
mission 60:*1*, *4*
mistaken 57:*8*
mistakes 50:*20*
modify 49:*23*
mom 14:*1*
momentarily 29:*13*
Monday 1:*13*
morning 20:*7*
mother 13:*25*
mother's 28:*5*
move 72:*17*
moved 13:*18* 72:*13*
moving 24:*8*

< N >
name 47:*14* 49:*17* 72:*14*
nature 44:*24*
necessarily 9:*5*, *18* 20:*15* 46:*16*
need 73:*17*
needed 39:*5*
needs 48:*20*
negotiate 27:*6*
negotiating 47:*1*
Nemmetz 3:*13* 48:*5*, *8*
nerve-racking 13:*8*
nerves 13:*10*
never 32:*19* 39:*2* 44:*16*, *24* 46:*2*, *21* 57:*22* 58:*15*, *16* 66:*22* 69:*1*
new 19:*7* 27:*5* 34:*4* 46:*14*, *22*, *22* 48:*23* 50:*19*
nice 6:*25* 7:*2* 9:*22*
nicer 22:*8*
Nick's 72:*14*
night 20:*1*
nights 15:*7*
Nina 69:*6*
Norin 52:*12*
normal 16:*13*
Notary 2:*6* 74:*4*, *25*
note 12:*12*
Notice 2:*4* 61:*23* 74:*19*
November 1:*13* 2:*10* 74:*10*, *24*
number 23:*23* 55:*20*, *25*
numerous 42:*20* 50:*20* 62:*10*

< O >
object 60:*12*
objection 26:*5*
oblivious 46:*24*
obtain 5:*19*
occasion 23:*6*
occasions 42:*21*
occurred 26:*23*
October 16:*17* 29:*17* 31:*17* 40:*24* 52:*1*
odd 36:*22*
offered 20:*21* 27:*4* 32:*12*
offering 37:*14*
office 24:*6*, *10* 45:*5*, *18*, *21*
official 62:*19*
officially 32:*24* 35:*3*
officiated 40:*16*
Oh 5:*6* 6:*6*, *6* 8:*4* 30:*7* 38:*19* 65:*5* 71:*15*
Okay 16:*22* 24:*17* 26:*3* 36:*21* 45:*9* 47:*9* 59:*8*,

18, 22 60:*17, 25* 66:*14* 67:*8* 68:*18*
once 51:*12* 70:*25*
ones 51:*4*
online 5:*7, 9, 10*
opinion 10:*1* 42:*8* 50:*7*
opinions 63:*22*
opportunity 24:*4* 60:*9* 61:*1* 65:*18*
opposed 38:*22*
options 22:*9* 23:*4, 13*
order 43:*23* 48:*21* 73:*8*
original 3:*21, 24* 40:*25*
originally 18:*2* 40:*2* 51:*18, 20* 72:*6, 11*
out-of-towner 23:*16*
outside 36:*23* 39:*19*
overwhelmingly 29:*2, 11* 52:*23*

< P >
p.m 1:*13* 2:*11* 19:*25* 73:*20*
P.O 2:*18*
Page 3:*2* 16:*20, 20* 30:*1* 59:*21* 63:*7* 69:*3* 70:*19* 71:*23*
paid 25:*17* 26:*14*
panicked 20:*18*
paragraph 30:*2* 61:*23, 24* 67:*23*
parcel 31:*22*
part 10:*7* 17:*21* 28:*11* 31:*22* 37:*17* 49:*7* 58:*21* 60:*6* 71:*1, 22*
particular 21:*1* 43:*18* 44:*10* 50:*17, 22* 51:*23* 58:*9*
parties 74:*15*
partly 46:*13*
partner 40:*6* 66:*3*
parts 11:*12*
party 54:*19, 23* 55:*8*
passing 14:*17*
paused 40:*19*
payment 26:*11*
people 9:*4, 20* 20:*16* 40:*18* 45:*13* 53:*2* 55:*9, 15, 16* 63:*16*
people's 45:*13*
perception 38:*13*
perform 24:*5*
performance 49:*12* 50:*3*
period 9:*7* 21:*4* 64:*19*
person 39:*22* 55:*1* 56:*2* 74:*14*
Ph.D 1:*13* 2:*1* 3:*3* 4:*1* 5:*20, 22* 74:*20*
physical 6:*1*
physics 6:*4*
pick 40:*15, 18*
picked 21:*2*
piece 50:*2*
Pikeville 5:*13, 14*
pillows 29:*6*
Pizza 52:*1* 54:*25*
place 39:*10* 72:*15*
placed 30:*14*
places 22:*16* 23:*9* 57:*4* 62:*10, 22*
Plaintiff 1:*5* 2:*3, 16* 74:*12*
planning 69:*13*
Platteville 1:*19* 2:*9* 22:*1*
play 14:*3* 73:*2*
Plaza 1:*19* 2:*8* 74:*8*
please 27:*3* 30:*2, 5* 65:*25* 70:*7, 11*
point 8:*15* 9:*19* 10:*14, 19* 11:*10* 13:*20* 15:*11, 13* 18:*22, 24* 22:*16* 32:*1, 5, 18* 33:*13, 19, 25, 25* 35:*9* 45:*7* 49:*24* 52:*3* 55:*2* 62:*6* 69:*24*
pointed 17:*15* 22:*17* 57:*3*
political 64:*11*
politics 22:*24*
poor 31:*4, 5, 7*
position 4:*13, 22* 6:*12, 14, 15, 23* 7:*10, 15* 8:*1, 5* 32:*12* 35:*7* 61:*15* 67:*2*
possible 47:*6* 58:*19*
possibly 44:*24*
potential 18:*6* 19:*2*
potentially 29:*8*
power 14:*19* 38:*14* 39:*9*
powerful 55:*16*
PowerPoint 50:*15, 23*
PowerPoints 51:*4, 13*
practice 48:*14*
prefer 71:*3*
preliminary 34:*13* 47:*19*
prepare 51:*2*
prepared 58:*7, 12*
present 9:*11* 21:*5* 26:*22* 54:*17* 65:*3*
presentation 67:*22, 23* 72:*3, 7*
presumably 45:*19*
pretend 48:*15*
previous 5:*11*
previously 29:*15*
price 27:*1*
primarily 10:*24*
primary 20:*8*
prior 5:*1, 15, 25* 12:*12* 13:*3, 4* 29:*15* 32:*19* 46:*9* 67:*5* 68:*1* 69:*20*
private 26:*1*
privy 28:*1* 36:*9* 38:*11*
probably 14:*8* 18:*5, 7, 22* 25:*13* 37:*16* 45:*15* 46:*17* 57:*23* 66:*12* 70:*16*
problem 39:*20* 49:*16*
process 7:*7* 11:*9* 12:*17* 19:*7* 23:*7* 32:*11* 38:*4* 71:*1*
produce 55:*19*
profession 10:*10*
Professional 2:*5* 74:*4*
project 15:*9* 24:*2* 48:*5, 7, 17, 22* 50:*14* 51:*24* 53:*20* 69:*23*
projects 4:*24* 5:*4* 48:*12* 50:*21* 51:*15*
promised 26:*11*
promotion 38:*4*
protect 38:*25* 39:*4*
protection 39:*4*
provide 10:*8* 23:*4* 35:*24*
provided 3:*24* 25:*18* 68:*10*
providing 70:*13*
provisions 2:*3*
provost 52:*15* 54:*18* 55:*14*
Public 2:*6* 74:*4, 25*
pulled 27:*23*
pulling 28:*3*
pursuant 2:*4* 74:*19*
put 18:*8* 45:*4* 59:*2, 4* 67:*3*
putting 58:*21*

< Q >
question 7:*20, 22* 10:*20* 12:*25* 16:*25* 17:*5* 20:*10, 12* 25:*23* 26:*1* 29:*20* 32:*17* 33:*17* 34:*6* 42:*14, 16* 46:*19* 59:*20* 60:*6, 12*
questionnaire 47:*23*
questions 16:*8* 48:*2* 72:*1* 73:*10*
quick 47:*7*
quiet 45:*11*
QUINDEL 2:*14*
quite 43:*13* 47:*4*

< R >
R.J 47:*14, 18* 48:*3, 7, 9, 11* 49:*9, 13, 25* 50:*14* 52:*8, 10*
R.J. 49:*19* 52:*9*
R.J.'s 51:*21*
race 4:*16, 17*
range 16:*13*
reached 12:*21* 55:*5* 56:*16*
read 30:*5* 59:*11* 65:*23* 66:*22*
reading 16:*24* 68:*19, 22* 69:*20*
reads 30:*11*
real 39:*9* 56:*18* 57:*16, 24*
realized 18:*5* 49:*16*
really 15:*3* 18:*24* 21:*6* 25:*15* 33:*7* 34:*4* 40:*7* 43:*23* 45:*11, 25* 47:*7* 49:*16* 52:*25* 53:*18* 55:*7* 57:*5, 18* 62:*7*
Realtor 57:*1*
reapplied 7:*10*
reason 25:*12* 28:*12* 33:*14, 18, 20* 35:*24* 36:*2* 38:*8* 41:*11* 42:*4* 63:*23* 65:*1*
recall 5:*4* 9:*24* 13:*4, 21* 16:*1* 17:*3, 5* 18:*10* 24:*18* 25:*5, 6, 15* 26:*10* 27:*8* 28:*21* 29:*11* 37:*8* 54:*5, 10, 13, 21* 55:*24*
receive 42:*10*
receptive 42:*8*
recess 26:*6* 28:*19* 47:*11*
recognize 56:*11* 58:*4*
recollection 23:*24* 54:*8* 55:*11*
recommend 61:*25*
recommending 61:*10*
reconfirm 29:*7*
record 74:*18*
redactions 49:*22*
Reed 3:*13*
refer 16:*19* 56:*10*
reference 62:*24*
referred 52:*2* 70:*12*
referring 16:*17* 49:*17* 62:*2, 3*
reflecting 51:*7*
reflects 59:*13*
regard 13:*15* 14:*9* 44:*10*
REGENTS 1:*7* 35:*12*
Registered 2:*5* 74:*3*
registration 53:*7*
reinstated 40:*20*
relation 67:*16*
relationship 9:*11* 21:*3, 13* 69:*8*
relative 74:*22*
relatively 22:*8*
remainder 64:*2*
remaining 21:*2*
remember 12:*24* 14:*1, 9* 17:*8, 10, 17* 50:*13* 53:*15* 55:*9* 66:*7, 9, 11*
remove 31:*14*
removed 32:*20*
rent 22:*2* 56:*19, 22* 57:*4*
rental 22:*9* 23:*4, 12*
Reported 1:*23*

Reporter 2:*6* 56:*7* 58:*2* 59:*10* 60:*24* 65:*21* 66:*21* 68:*14* 70:*5* 74:*4*, *14*
request 10:*22* 12:*3*, *5*, *6* 14:*16* 30:*11*, *11*, *18* 74:*11*
requesting 37:*15*
research 5:*8* 20:*24* 43:*2*, *4* 47:*19* 50:*16* 51:*1*, *3*
residents 23:*2*
resolution 18:*13*, *16*
resource 23:*14*
respond 42:*16*
responding 57:*12*
responsibility 38:*3*
rest 7:*20* 40:*3*
Restorative 48:*23* 49:*1*, *6*
result 30:*20*
results 61:*7*
retrieve 16:*24* 67:*13*
return 21:*5*
review 59:*14* 61:*1* 67:*9* 68:*15* 70:*6*, *7*
reviewing 68:*20*
revised 5:*7*
Rice 3:*14* 52:*10* 54:*5*
Rice's 59:*6*
right 6:*18* 19:*4* 31:*11* 47:*1* 69:*5* 71:*7*, *20*
Roger 23:*7*, *11*, *18* 40:*10* 56:*18*, *21*, *25* 57:*7*, *10*, *13*, *16*, *23*, *25*
Rogus 3:*19*
role 8:*20* 38:*3* 39:*23* 47:*17*
room 47:*7*
rooms 29:*6*
Rountree 70:*1*, *2*
RPR 1:*23*
rude 44:*23*
run 47:*6*

< S >
S.C 2:*14*
SABINA 1:*4* 8:*11* 9:*25* 19:*1*, *16* 23:*22* 27:*23* 28:*10*, *12* 32:*6* 33:*1*, *5*, *14*, *20* 34:*14*, *15*, *25* 35:*1*, *5*, *19*, *21* 36:*3* 37:*3*, *25* 38:*7*, *8* 42:*1* 52:*20* 53:*22* 56:*16* 58:*20*, *25* 66:*1*, *6* 67:*14* 69:*12* 70:*13*, *21*, *24* 71:*10* 72:*22* 73:*1*
Sabina's 10:*21* 24:*19* 31:*21* 52:*22*
sad 8:*24*
saddled 53:*6*
same-sex 40:*6*
Sara 21:*7*, *8*
sat 15:*8* 55:*7*, *9*
saw 9:*2* 35:*4* 43:*3* 53:*9* 58:*10*
saying 12:*4*, *18* 31:*13* 37:*25* 38:*1* 53:*10* 54:*5*, *13* 66:*2*
says 71:*24*
Schedule 3:*9* 12:*9* 59:*1*, *5* 72:*8*, *17*
school 5:*16*, *17* 15:*4*
scramble 28:*14*
search 6:*17* 7:*4*, *13*, *14* 8:*8*, *11* 61:*8* 62:*15*, *16*, *17* 64:*14* 71:*1*
second 30:*1* 48:*5* 61:*24* 63:*8*
see 11:*5* 13:*17*, *21*, *25* 21:*18* 30:*2*, *3*, *10* 43:*12* 49:*4* 56:*24* 61:*11* 63:*25* 70:*19*
seeing 69:*1*
seen 29:*21* 45:*5* 57:*9* 58:*15*, *15*, *16* 69:*1*
sees 9:*19*
self-nomination 62:*20*
semester 7:*19* 8:*18* 19:*11* 31:*20* 32:*14*, *15* 43:*8* 45:*7*, *9*, *10*, *18*
send 19:*24* 48:*2*
sense 38:*12*
sent 12:*2*, *12* 47:*22* 56:*19*
sentence 30:*10* 31:*3*, *7*, *13* 63:*8*
September 5:*2* 8:*7*
series 63:*8*
serve 23:*14* 33:*14* 40:*9*, *10* 62:*15*, *17*, *18* 64:*12* 70:*14*
service 10:*2*, *8* 21:*5* 25:*17* 46:*8* 67:*16* 68:*11*
serving 70:*15*
set 11:*25*
settled 27:*9*
sexual 6:*1*
share 27:*22* 36:*10*, *13* 62:*12* 64:*1*
shared 19:*21* 51:*22* 63:*24* 64:*6*
she, 45:*24*
shindig 52:*2*
ship 54:*24*
shorthand 74:*13*
shortly 14:*23* 24:*25* 26:*18*
showed 20:*7* 33:*8*
sick 9:*13* 13:*25* 15:*2* 21:*9*
side 46:*16*
simply 60:*19*
sir 26:*9* 31:*12*
sit 10:*22* 14:*10*, *13* 17:*17* 18:*3* 30:*12* 36:*17* 37:*6*
sits 19:*3*, *5*
sitting 10:*17* 11:*10* 13:*15* 15:*15*, *18* 17:*22* 37:*13* 41:*5* 52:*17* 54:*24*
situation 16:*10* 30:*15* 32:*16* 47:*2*
situations 9:*20*
six-day 40:*17*
skin 46:*14*
Skype 70:*21*, *24* 71:*3*, *9*, *12*
Skyped 71:*2*, *5*, *16*
slated 40:*15*
slides 50:*16*
slipped 13:*7*
small 36:*24*
snow 71:*16*, *18*
social 51:*25*
sociologist 4:*19*
Solar 3:*14*
sole 39:*12*
solicit 10:*1*
somebody 6:*25* 7:*3* 20:*25* 22:*11* 23:*15* 40:*9* 51:*20* 52:*14* 54:*25*
somebody's 36:*20*
somewhat 32:*13* 38:*20*
soon 70:*22*
Sorry 6:*9*, *23* 7:*21*, *24* 8:*5* 16:*7* 18:*2*, *8* 20:*10* 21:*23* 25:*1*, *16* 28:*20* 32:*14* 41:*14* 47:*20* 48:*7* 51:*22* 57:*6* 65:*24* 66:*13* 69:*7*
sort 18:*19* 22:*22*
sought 10:*10*
sound 36:*22*
sounds 24:*13*
source 27:*11* 44:*8*
speak 40:*19* 46:*15* 48:*14* 50:*23*
specialty 20:*22*
specific 25:*11* 37:*5*, *9* 43:*11* 59:*20* 62:*12*
specifically 25:*15* 54:*9* 57:*20*
specifics 19:*19*
spending 25:*1*
spoke 12:*25* 17:*2*
spot 7:*1*
spring 6:*16* 7:*18*, *19* 8:*18* 9:*8*, *10* 19:*10* 35:*8* 48:*24* 50:*13*
SS 74:*1*
Staci 21:*19*, *20* 42:*18* 46:*13*, *14*, *18*, *19*, *25* 65:*12*
STACKMAN 1:*13* 2:*1* 3:*3* 4:*1*, *7* 25:*22* 26:*2*, *7* 31:*5* 41:*16*, *21* 47:*5*, *9* 56:*8* 72:*2* 74:*20*
staff 63:*2*, *4*
stand 40:*1*
standards 44:*23*
start 46:*22*
started 4:*22* 7:*16*, *17* 8:*6* 20:*1* 35:*4* 43:*9* 46:*20* 69:*23*
starting 61:*25*
State 2:*6*, *9* 26:*12* 63:*14* 74:*1*, *5*, *9*, *25*
stated 68:*21*
STATES 1:*1*
statistics 5:*8*
Statutes 2:*4*
stayed 66:*13*
stellar 50:*4*
stepped 39:*19*
steps 48:*21*
Steve 62:*24* 63:*1*, *7*
Steve's 52:*1* 54:*25*
stormed 45:*22*
story 40:*3*
straddled 20:*16*
strain 5:*24* 6:*6*, *8*, *9*
Street 2:*15*
string 6:*3*, *7*, *9*
Strobl's 46:*8*
struck 72:*10*
student 27:*23* 41:*13*, *15*, *20* 42:*11*, *12*, *15*, *17* 43:*18*, *19*, *20* 44:*10*, *17* 45:*2*, *8*, *24*, *25* 47:*14* 49:*14*, *17* 50:*5*, *25* 51:*7* 52:*8*, *23* 59:*2*, *4*, *6*, *7*
students 5:*6* 8:*24* 24:*24* 26:*15*, *17*, *18* 29:*3* 32:*16* 36:*6* 42:*6*, *9*, *20* 43:*17* 44:*13*, *17*, *20*, *22* 45:*1*, *3*, *15* 46:*4* 47:*21* 48:*1* 53:*3*, *5* 58:*6*, *22* 68:*3* 70:*1*
study 59:*3*, *3*
stuff 9:*1* 21:*9*, *10* 36:*3* 44:*24* 67:*21*
subject 11:*1*, *15* 65:*10*
submit 12:*6*
subsequently 72:*12*
substance 53:*16*
successful 7:*6*
sudden 52:*22*
suggest 22:*1* 34:*8*
suggested 14:*17* 22:*5*, *10* 27:*7* 57:*6*
suggestions 70:*13*
suggests 71:*12*
Suite 2:*15*
sum 53:*16*
summarize 56:*14* 61:*4* 70:*10*
summer 4:*25* 5:*1* 8:*17*, *22* 13:*3*, *11*, *17* 24:*1*

32:14, 15 33:4, 22 35:3, 18 53:7, 21 61:21
Sunday 6:18
Super 6:18, 18
supervising 47:18
supportive 6:24 8:20, 22
supposed 31:21 59:4 70:1 72:12
sure 12:16 14:12 17:11 25:24 33:23 36:20 39:16 44:3 47:8 59:12 73:9
surprise 58:11
surprised 37:17, 20
survey 47:22
surveys 48:22, 25
Swensen 10:5
S-W-E-N-S-E-N 10:5
sworn 4:3 74:21
SYSTEM 2:20 4:17, 18 48:19

< T >
table 55:8
take 13:24 25:3 26:25 51:2 66:23 68:15 70:6 73:16
taken 2:2 16:16 50:25 74:6, 11, 13, 19
talk 17:13 22:5, 11 23:25 45:12
talked 13:2 17:12 21:7 23:9 42:7
talking 11:25 12:7 17:10 31:11 35:19 45:8, 18, 20
talks 55:15
taught 5:8, 13 43:5
teach 20:25 43:4
teaching 42:21
technically 12:1 62:18
telephone 71:4
telephonically 2:19
tell 38:8, 10 44:6 60:7 66:10 71:24
telling 36:5 45:2
temporarily 40:21
tend 28:5 45:12
tensions 18:24 34:14, 18, 23
Tentative 3:7
tenurable 4:12, 14 61:14
tenure 4:22 6:12 14:21 19:3 38:4 39:13, 14 47:20 61:17
tenured 7:1 14:20 38:15
terms 8:20 9:1 43:3 51:14 57:9 67:15 69:13
testified 4:3 17:1 36:16
testify 74:21
testimony 17:1, 20 26:8 32:19 66:15 74:18
testing 5:23 27:6
Thank 29:19 35:23 57:14 59:8 73:4
Thanks 21:22 73:12
theory 5:23, 24 6:4
thing 13:9 14:18 37:23
things 4:20 15:6 17:16 18:7 31:22 35:7 36:4, 25 37:24, 25 38:10 43:13 45:9 53:2
think 9:18 13:9, 20 15:3, 10, 24 18:19, 23 20:9, 14, 15 22:6 24:6, 8 25:4, 6 27:4 28:24 31:9 32:6, 10 33:16 35:13, 22 37:2, 19, 23 39:8 43:1, 14 46:13 47:3, 5 49:3, 13 50:3 52:2 54:4 55:2 57:2, 19 58:14 62:14 65:12 66:12 67:19, 20 69:21 72:13
thought 15:4 24:12 27:23 32:22 35:5 44:22 59:25 65:9
thoughts 63:24 65:8, 10
thousand 27:5
three 5:14 6:13, 14
Throop 3:12 10:15, 20 16:16 17:1 29:18 31:10 35:11
time 6:11, 12, 17 7:7 9:3 10:14, 19 12:12 13:13 15:11, 13 17:12, 24 18:2, 24 19:1 21:14, 24 24:3 25:1, 3, 14 26:22 30:17 31:1 32:2, 6, 22 35:9 37:23 38:5 39:8, 14 44:15 54:17 55:2 62:6 64:17, 19 66:9, 23 67:18 71:6 72:7
times 27:16 35:1 36:24 45:6
Timothy 2:14
title 22:24
titles 10:13
told 11:3 14:6 19:15, 17 27:25 33:1 39:24 57:22, 23 59:1 69:24
Tom 34:15, 25
top 18:18 64:8 71:23
tornado 29:1, 9 72:10
tornados 70:3
tour 22:13, 14, 15 73:2
town 5:6 8:24 13:18, 19, 20 22:10, 15, 23 23:2, 2, 10 24:8, 25 66:3
track 4:22 6:12 7:1
training 18:13, 13, 14, 16, 19
transcribing 50:15
transcript 3:21, 24 16:15 49:18, 24 73:8, 14, 18
transcription 50:23 74:17
transition 35:5
translate 68:8
tried 27:22 45:21
trip 5:6 27:24 28:3, 12 52:23 53:23 66:10 67:19 68:1, 5, 11 69:14 72:5
true 17:23 18:1, 1 64:21 74:17
truth 74:21, 22, 22
try 11:8 29:7 32:18
trying 28:25 48:18 52:24 66:11 69:24 73:2
turn 30:1
tutelage 59:6
two 16:25 20:25 21:1, 2 24:7 37:8 40:11, 17 43:17 45:4, 4 51:15
type 50:19
typewriting 74:16
typing 58:3

< U >
Uh-huh 8:10 9:9 11:14, 17, 24 30:13, 16 44:5 62:25 63:13 70:23 72:14
Ullsvik 1:18 2:8 74:8
uncomfortable 15:15, 22 16:4, 7 17:23 18:4, 6 37:1 64:9, 18 65:2
uncomfortableness 65:6
uncompensated 67:15
undergraduate 50:25 51:8
underneath 70:17
understand 28:6 32:18 39:11 44:3 53:11
understandably 33:11, 11
understanding 11:7 19:14 34:13 58:17
unfair 35:1
unfriendly 6:21
unhelpful 8:15
UNITED 1:1
UNIVERSITY 1:7, 18, 19 2:7, 8, 20 4:8 5:12, 13, 18 10:6, 9 19:4 60:2, 5 74:7, 8
unprofessional 30:20, 25
upset 20:6, 12, 14, 15 41:9
uptight 7:5
use 51:5 56:17 60:18
useful 18:20
UW-Platteville 9:24 10:3 48:1 65:16 68:2

< V >
vacancy 8:9
Val 73:10
VALERIE 1:13 2:1 3:3 4:1 74:20
values 22:18
Van 2:22
variation 39:14
venues 53:3
verbal 74:12
verbatim 39:19
victimization 6:1, 2
videos 51:7, 10, 15
view 33:13, 19 65:14
virtually 29:4
visit 24:1 27:15 58:6, 19, 25
vociferous 43:13
volunteer 36:13
vote 14:21 19:2, 2, 6
voyeuristic 68:25
vs 1:6

< W >
want 23:3 24:16 26:8 29:13 43:11 46:21 48:20
wanted 13:24 39:17, 18 50:17 51:6
wants 39:22
Washington 5:18
watch 14:3 28:14
water 29:5
way 13:13 15:15, 22 18:8 28:4 30:22 36:16 37:20 42:3 46:11, 25 51:2 61:11 64:16
Website 23:11, 12
wedding 40:1 41:2
week 37:7
weeks 24:7
Weidemann 52:11
welcome 12:8, 9 14:5
welcoming 6:24
Well 6:22 11:11, 24 16:13 21:23 22:25 30:23 31:4 32:3 34:11 40:8, 12 43:15 51:5 59:18 60:11 71:22 73:16
went 11:5 13:15 15:8 40:12, 12 42:19 43:24 46:1 55:7
we're 46:4 53:17 55:25
WESTERN 1:2
we've 66:9
Whitewater 21:8
wife 52:11, 12
willing 14:3 43:4
window 40:17
WISCONSIN 1:2, 7, 19 2:4, 7, 10, 15, 16, 19, 20,

23 28:*23* 40:*5* 71:*17* 74:*1*, *5*, *10*, *25*
WISCONSIN-PLATTEVILLE 1:*18* 2:*7* 4:*9* 5:*12* 74:*7*
witness 2:*2* 3:*2*, *7*, *14*, *15*, *21* 4:*2* 40:*9*
witnesses 40:*2*, *10*, *11*
women 5:*25* 20:*21* 41:*6*
word 56:*17* 60:*18*
words 24:*22* 25:*2* 34:*12* 44:*16* 47:*1* 53:*14*, *15*
work 20:*8* 24:*2*, *4*, *5*, *22* 36:*23* 47:*15* 48:*18* 49:*6*, *9* 50:*14* 51:*18*, *19* 52:*25* 53:*6*, *19*, *25* 56:*25* 57:*16* 58:*18* 61:*20* 67:*14* 69:*20*
worked 24:*13* 48:*11* 53:*20* 56:*21* 57:*1*, *3*, *7*, *11*, *11* 58:*20*
working 15:*9* 38:*9* 39:*15* 46:*20* 47:*3* 48:*8*, *9*, *14* 51:*14* 57:*13*, *16*, *22*, *23*
workload 51:*22*
worry 49:*21*
worse 46:*12*
Wow 47:*20* 66:*22*
wreck 67:*7*
write 65:*18*
writes 61:*24*, *25* 63:*7* 70:*21*
wrong 14:*25* 17:*16* 39:*1*
wrote 24:*18* 56:*23*

< Y >
Yeah 5:*2*, *5* 6:*6*, *6*, *9*, *23* 17:*4* 48:*11* 52:*4* 56:*13* 63:*6* 65:*24* 66:*19*, *25* 70:*12*
year 46:*9* 70:*16*
years 5:*14* 6:*13*, *14* 67:*6*