

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



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UNITED STATES DISTRICT COURT  
WESTERN DISTRICT OF WISCONSIN

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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

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

12 A P P E A R A N C E S  
13

14 HAWKS QUINDEL, S.C., by  
15 Mr. Timothy E. Hawks  
16 222 East Erie Street, Suite 210  
17 Milwaukee, Wisconsin 53201-0442  
18 Appeared on behalf of Plaintiff.

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

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

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\* \* \* \* \*

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

1 VALERIE STACKMAN, Ph.D.

2 called as a witness, after having been first  
3 duly sworn, was examined and testified as  
4 follows:

5 EXAMINATION

6 BY MR. HAWKS:

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

11 A. Yes.

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

14 A. Tenurable, yes.

15 Q. And what is your area of expertise?

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

21 Q. Did you begin your employment here?

22 A. My tenure track position started fall  
23 2014, but I was on some -- I don't know what  
24 they call them -- additional projects over the  
25 summer.

1 Q. The prior summer?

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

4 Q. Do you recall what those projects were?

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

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

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

15 Q. And prior to that?

16 A. I was in grad school.

17 Q. Where did you go to grad school?

18 A. Howard University in Washington, D.C.

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

21 A. Yes.

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

23 A. I was testing a criminological theory  
24 called general strain theory, and I was looking  
25 at incarcerated women and prior histories of

1 victimization, physical and sexual  
2 victimization.

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

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

8 Q. Strain?

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

10 Q. When did you first meet Dr. Burton?

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

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

22 A. I was going to say, Well, she was  
23 attached to the position. Sorry. Yeah, she was  
24 very friendly, welcoming, supportive, which was  
25 nice. When somebody is interviewing for a

1 tenured track spot and is fairly far away in a  
2 different geographic climate, it's, it's nice to  
3 have somebody who makes you feel a little bit  
4 more at ease when you're on the search instead  
5 of always having to be very uptight.

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

9 A. Correct.

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

12 A. Yes.

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

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

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

24 A. Sorry.

25 Q. When did you apply for the, the

1 position that you held in 2014?

2 A. Here?

3 Q. Yes.

4 A. I didn't have -- oh, I get it now.

5 Sorry. So, I applied for my current position  
6 that I started fall 2014, must have been August  
7 or September of 2013.

8 Q. And was there a search committee  
9 established for that vacancy?

10 A. Uh-huh. Yes.

11 Q. And was Sabina Burton on that search  
12 committee?

13 A. Yes. I believe she chaired it.

14 Q. Did you find her to be helpful or  
15 unhelpful at that point?

16 A. Same. Very helpful.

17 Q. So, you began your employment summer  
18 '14. Let's go through the spring semester of  
19 2015. How did you find Dr. Burton to be in  
20 terms of collegial and supportive of your role?

21 A. She was still -- she's always been  
22 supportive of me. In the summer of 2014 when  
23 she was no longer able to help out with the  
24 German students that came into town, she was sad  
25 to a certain degree going through her family

1 stuff, her family illnesses. In terms of what I  
2 saw, her behavior toward me didn't change a  
3 whole lot, though, during that time. Her  
4 interactions with other people, I would imagine,  
5 changed, but not necessarily with me.

6 Q. When we go forward from -- that would  
7 have been the period of fall of 2014 through  
8 spring of 2015?

9 A. Uh-huh.

10 Q. And then from spring of 2015 to the  
11 present how would you describe your relationship  
12 with Dr. Burton?

13 A. It's like it -- it's great. I was sick  
14 the last couple of days, and she's asked how  
15 I've been feeling and so...

16 Q. Do you find her difficult to get along  
17 with?

18 A. Do I, not necessarily. I think at this  
19 point I am aware that she sometimes sees  
20 situations differently than other people do.  
21 So, no, I don't find her difficult to get along  
22 with. She's been incredibly nice to me.

23 Q. As you were about to begin your  
24 employment at UW-Platteville, do you recall  
25 contacting Sabina for advice as to what

1 committees you -- did you solicit an opinion  
2 from her as to what service committees you  
3 should be involved in here at UW-Platteville?

4 A. Yes. There was an e-mail that came out  
5 from James Swensen. S-W-E-N-S-E-N maybe. He is  
6 the guy who assigns faculty to university  
7 committees. And I know part of my job is to  
8 provide service at different levels. So,  
9 university, college, department, community and  
10 profession. And so I had sought some advice on  
11 what committees to -- that would be good for my  
12 area of expertise, because many of them just had  
13 titles, and I knew nothing about them. So, yes.

14 Q. So, at some point in time did you have  
15 a conversation with Dean Throop in which you  
16 mentioned to her that Dr. Burton had inquired  
17 about your interest in house sitting?

18 A. When?

19 Q. At any point in time.

20 A. So, the question is, did Dean Throop  
21 and I ever have a conversation about Sabina's  
22 request for me to house sit?

23 Q. Yes.

24 A. Not primarily focused around that.

25 Q. Any conversation at all? Did the

1 subject ever came up?

2 A. We recently had a conversation a couple  
3 days ago when Jennifer first told me about the  
4 deposition, because I had no idea that I was  
5 involved in this at all. And so I went to see  
6 the dean to kind of ask for some ballpark  
7 understanding of what was going on so that I  
8 could try and figure out my location and my  
9 involvement in the process. And we did mention  
10 the house sitting at that point.

11 Q. Well, let's break that down into its  
12 different parts then. You had a conversation  
13 with the dean --

14 A. Uh-huh.

15 Q. -- in which this subject came up a few  
16 days ago?

17 A. Uh-huh. Yes.

18 Q. And you initiated that conversation or  
19 you --

20 A. With the dean?

21 Q. You initiated the meeting?

22 A. No.

23 Q. She initiated that meeting?

24 A. Uh-huh. Well, she invited me, if I was  
25 interested in talking, to set up a meeting with

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

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

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

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

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

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

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

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

11           Q.     So, let's go back to the summer of  
12 2014. And can you describe, as best as you can  
13 based upon your memory at this time, the way  
14 that conversation between you and Dr. Burton  
15 went with regard to house sitting.

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

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

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

11 Q. And what did you say to her?

12 A. Sure.

13 Q. Did you, in fact, house sit?

14 A. No.

15 Q. Why not?

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

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

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

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

17 A. No.

18 Q. -- about house sitting?

19 A. No.

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

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

1 recall.

2 Q. Did you become, because of that  
3 conversation with Dr. Dalecki, did you become  
4 uncomfortable with the earlier conversation you  
5 had with Dr. Burton?

6 A. No. I wouldn't say I was  
7 uncomfortable. Sorry. I'm not good at  
8 questions out loud.

9 Q. There is nobody that is comfortable in  
10 this situation, so you're just fine.

11 MS. LATTIS: That's what I was  
12 going to say.

13 Q. Well within the normal range, I would  
14 say.

15 So, I am handing you the transcript of  
16 the deposition taken of Dean Throop on  
17 October 28th. And I'm referring -- and I'll  
18 give this to you -- to Attorney Lattis first.  
19 I'm going to refer you to lines beginning on  
20 page 138, line 21, and ending on page 140 on  
21 approximately line 8.

22 A. Okay.

23 Q. Let me know when you're finished  
24 reading it. I'll retrieve the document so I can  
25 ask you a question or two about it. According

1 to this testimony, Dean Throop testified that  
2 she spoke to you about this matter. Do you  
3 recall that conversation?

4 A. Yeah, we may have.

5 Q. My question is, do you recall that  
6 conversation?

7 A. Not clearly.

8 Q. Do you remember anything at all about  
9 it?

10 A. I remember talking to her about -- this  
11 is why I had said earlier, I wasn't sure if that  
12 was the only time I had talked to her, because  
13 that was a while ago. If we did talk about it  
14 then, that was after the conversation that I had  
15 had with Dr. Dalecki where he had pointed out  
16 where some of the things could have gone wrong  
17 if I had agreed to house sit. I don't remember  
18 the conversation incredibly clearly, though, to  
19 be honest.

20 Q. Just to confirm your earlier testimony,  
21 though, no part of that conversation you had  
22 with Dr. Burton about house sitting made you  
23 feel uncomfortable; is that true?

24 A. At the time I had the conversation with  
25 Dr. Burton, no.

1 Q. No, it's not true or, yes, it is true?

2 A. Sorry. At the time that I originally  
3 agreed to house sit for Dr. Burton, I was not  
4 uncomfortable. After my conversation with  
5 Dr. Dalecki, I realized I probably should have  
6 been uncomfortable given the potential for  
7 things to have gone awry, is probably the best  
8 way to put that. Sorry. Many conversations,  
9 many dates.

10 Q. Do you recall any conversations at the  
11 department, department level, at departmental  
12 meetings or informally about communication  
13 training or conflict resolution training?

14 A. Communication training?

15 Q. Yes.

16 A. Or conflict resolution training?

17 Q. Yes.

18 A. Not off the top of my head.

19 Q. Do you think that that sort of training  
20 would have been useful to the department back in  
21 2014?

22 A. For me, probably not. At that point I  
23 don't think I was all that aware as to what  
24 tensions really existed at that point in time.  
25 Most of my conversations and actions at that

1 time were guarded by the fact that Sabina was  
2 going to have a vote, a potential vote on my  
3 tenure decision. She actually sits on the  
4 college or university level committee right now.  
5 And I didn't know that while she sits on that  
6 one, she didn't have a department vote because I  
7 was so new, and it's a different process than  
8 the last institution I was at.

9 Q. Were you aware that Dr. Burton was on a  
10 leave of absence for most of the spring 2015  
11 semester?

12 A. Yes.

13 Q. Do you have any knowledge or  
14 understanding about the basis for that leave?

15 A. Only what I have been told. I don't  
16 know anything from Sabina.

17 Q. What have you been told?

18 A. That she was out on medical leave. I  
19 actually don't know the specifics beyond she was  
20 on medical leave.

21 Q. Who shared that information with you?

22 A. Mike Dalecki did.

23 Q. Anybody else?

24 A. I don't -- he was the first one to send  
25 the e-mail, which came at about 10:30 p.m. the

1 night before classes started.

2 Q. Did you ever, did you have any contact  
3 with Dr. Burton while she was on medical leave?

4 A. I don't believe so.

5 Q. Did Dr. Dalecki indicate any -- was he  
6 upset that she was on medical leave?

7 A. The next morning after we all showed up  
8 to work for classes, his primary concern was  
9 getting the classes filled. I think -- I'm  
10 sorry. The question was how -- what did  
11 Dr. Dalecki --

12 Q. The question was, was he upset over the  
13 fact that Dr. Burton was on medical leave?

14 A. I don't think he was upset that she was  
15 on leave necessarily. I think he was upset that  
16 he had to be straddled with finding people to  
17 cover the classes at the last minute, which he  
18 did an admirable job at being less panicked than  
19 I was about that.

20 Q. Did you cover any of those classes?

21 A. I offered to cover her Women in the Law  
22 courses given my specialty. Coincidentally, one  
23 of those classes conflicted with one of my  
24 research methods classes, and he ended up hiring  
25 somebody else to teach those two courses in

1 particular. And then another, two other faculty  
2 members picked up her remaining two classes.

3 Q. How is your relationship with  
4 Dr. Burton now? So, let's say from the period  
5 from her return to service to the present.

6 A. She's been really happy-go-lucky.  
7 She's talked a lot about her daughter, Sara, is  
8 the one who's back from Whitewater. And Sara  
9 was sick. If I didn't know about this stuff, I  
10 wouldn't guess that this stuff was going on.

11 Q. Would you describe her as collegial?

12 A. Yes.

13 Q. How about her relationship with others  
14 in the department at this time, would you  
15 describe those as collegial, to the best of your  
16 knowledge?

17 A. To the best of my knowledge, from those  
18 that I see her interact with, yes. Especially  
19 Staci.

20 Q. And who is Staci?

21 A. The department chair.

22 Q. Thanks.

23 A. I do know -- well, yes. Sorry.

24 Q. Going back to the time when you began  
25 first looking for apartments here in

1 Platteville, did Dr. Dalecki suggest that you  
2 rent an apartment from someone?

3 A. Yes.

4 Q. Who was that?

5 A. He suggested that I talk to  
6 Joel Klinge. K-L-I-N-G-E, I think. That he  
7 knew Joel, he knew the building was built  
8 relatively recently, so it was a nicer housing  
9 facility than some other rental options in the  
10 area in a college town. He suggested that would  
11 be somebody that I could talk to about an  
12 apartment.

13 When I was here for my apartment tour,  
14 he did -- not my apartment tour -- my interview,  
15 there's a town, like a campus, a community tour,  
16 and he did point out some other places. He  
17 pointed out some houses. And we were just  
18 looking at housing values and --

19 Q. Do you know whether or not Mr. Klinge  
20 was a friend or an acquaintance of  
21 Dr. Dalecki's?

22 A. He's an acquaintance of some sort.  
23 Dr. Dalecki used to be the town councilman. I  
24 don't know the title. I don't know politics  
25 very well. But I do know Dalecki was

1 instrumental in having that apartment complex  
2 built in town when a lot of the town residents  
3 did not want that building built so that it  
4 would provide more affordable rental options for  
5 everybody.

6 Q. Did you have occasion to discuss the  
7 apartment hunting process with Roger Burton,  
8 Dr. Burton's husband?

9 A. Yes. We talked about apartment places  
10 in town, anything that he knew about any of  
11 them. He maintains a Website, actually Roger  
12 does, maintains a Website of available rental  
13 housing options in the area that was actually  
14 very helpful to serve as a resource, just to  
15 have a list for somebody who's definitely an  
16 out-of-towner. Any help is help.

17 Q. Did you contact him?

18 A. Roger?

19 Q. Yes.

20 A. Yes.

21 Q. He did not contact you?

22 A. No. I believe Sabina gave me his  
23 number and I contacted him, to the best of my  
24 recollection.

25 Q. Let's talk a little bit about the

1 German delegation visit during the summer of  
2 2014 when you did some work on that project at  
3 that time. How did it first come to your  
4 attention that you had an opportunity to work on  
5 that, to perform some work?

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

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

17 A. Okay.

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

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

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

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

8 MR. HAWKS: That's fair.

9 A. At the very beginning?

10 Q. Yes.

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

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

19 A. Yes.

20 Q. How much was that?

21 A. \$1,700.

22 MS. STACKMAN: Can I ask Jennifer  
23 a question?

24 MR. HAWKS: Sure.

25 MS. LATTIS: Do you mean you'd

1 like to ask a question in private?

2 MS. STACKMAN: Yes.

3 MS. LATTIS: Is that okay?

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

6 (Brief recess)

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

9 A. No, sir.

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

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

16 Q. When was it first discussed?

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

20 Q. And so then -- who discussed it?

21 A. Mike and I.

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

24 A. No, not to my knowledge.

25 Q. And was there some give and take on the

1 price or --

2 A. Yes.

3 Q. Describe that conversation, please.

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

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

12 A. No idea.

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

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

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

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

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

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

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

15 Q. And he left you with that impression?

16 A. Yes.

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

19 (Brief recess)

20 MS. LATTIS: Sorry about that.

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

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

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

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

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

19 MS. BENSKY: Thank you.

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

22 A. No.

23 Q. Did Attorney Lattis correctly describe  
24 this document?

25 A. Yes.

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

4 A. Yes.

5 Q. Would you read that, please.

6 A. "You asked..."

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

9 A. I'm finished.

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

13 A. Uh-huh.

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

16 A. Uh-huh.

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

19 A. No.

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

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

24 A. No.

25 Q. Was it unprofessional?

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

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

9           A.     I don't think so.

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

12          A.     No, sir.

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

17          A.     This letter is dated October 28th of  
18     2014. To my knowledge, Mike Dalecki had  
19     assigned himself as my mentor at the beginning  
20     of the semester. And to my knowledge, I was  
21     supposed to be Sabina's mentee when I was hired.  
22     And as a part and parcel of other things going  
23     on that I did not know, Dr. Dalecki decided that  
24     he would be my mentor and not her. So, I didn't  
25     know as of the date of this letter that she was

1 considered to be my mentor at that point in  
2 time.

3 Q. Well, she was not your mentor?

4 A. Not that I ever knew.

5 Q. Let me back up. Did you at some point  
6 in time think that Dr. Sabina was likely to be  
7 your mentor?

8 A. Yes.

9 Q. And when, approximately when did you  
10 think that was likely to be the case?

11 A. Early -- late into the hiring process.  
12 So, after I was offered the position but before  
13 I arrived to campus, somewhat through the  
14 semester, too. Sorry. The summer, not the  
15 semester, the summer. Though, after the  
16 situation with the German students, that came  
17 into question.

18 Q. So, let me try to understand your point  
19 in your prior testimony. You never knew that  
20 she was your mentor to have been removed from  
21 being your mentor; is that correct?

22 A. Correct. The only time that I thought  
23 she was my mentor -- Mike is the one who  
24 officially, as the department chair, appoints  
25 mentors and mentees. And from the beginning

1 Mike had told me that Sabina had been interested  
2 but that he was going to be my mentor. There  
3 was a mentor/mentee luncheon that happened maybe  
4 very end of the summer, and Mike attended it as  
5 my mentor, and so did Sabina.

6 Q. As your mentor?

7 A. I don't really know how to answer that  
8 one. Yes, she showed up. She was under the  
9 impression she was my mentor. I was very  
10 confused.

11 Q. Understandably, understandably.

12 A. Yes.

13 Q. So, at least from your point of view  
14 was there any reason for Sabina not to serve as  
15 your mentor?

16 A. I think, given the events that were  
17 going on -- so, the question was, was there any  
18 reason --

19 Q. From your point of view, was there any  
20 reason for Sabina not to be your mentor?

21 A. When?

22 Q. Then. Late summer, 2014.

23 A. Yes. Because I just wasn't sure all of  
24 what was going on with her and whoever else may  
25 have been involved at that point. At that point

1 I agreed with Mike that Mike should have been my  
2 mentor, at the very least, to insulate me from  
3 whatever may have been going on, because I was  
4 so new, and I really had no idea about any  
5 history or anything.

6 Q. You had -- let me give you a question  
7 that's articulate here. You had no idea of what  
8 was going on or the history. That would suggest  
9 that you had no idea that there was even an  
10 issue; is that correct or incorrect?

11 A. Well, that would be inaccurate. My  
12 words would have been inaccurate. I had a  
13 baseline preliminary understanding that there  
14 were tensions between Mike and Sabina and  
15 between Sabina and Tom Caywood. I did not know  
16 much about the history of them.

17 Q. Do you know much, do you know much more  
18 about the history of those tensions now than you  
19 did in 2014?

20 A. I know more. I don't know if I know  
21 much more.

22 Q. What more do you know now about the  
23 history of tensions between Dr. Burton and  
24 Drs. Caywood and Dalecki?

25 A. I know that Sabina felt like Tom was

1 unfair at certain times. I know Sabina had --  
2 at the beginning of the fall or end of the  
3 summer, somewhere after I was officially hired  
4 and basically when the fall started, I saw a  
5 transition in Sabina where she no longer thought  
6 as highly of Mike as she had when Mike first  
7 began his position, that some things had changed  
8 in the spring of 2014.

9 Q. At some point in time did you become  
10 aware that Dr. Burton had filed a lawsuit  
11 against Dr. Caywood, Dean Throop and the Board  
12 of -- the chancellor -- the Board of Regents?

13 A. I don't think I knew that the lawsuit  
14 had to do with them. I knew there was a lawsuit  
15 involving Mike.

16 Q. And when did you first acquire that  
17 knowledge?

18 A. Over summer or fall, 2014. I knew Mike  
19 was hesitant about talking with Sabina. I don't  
20 know exactly when I became aware that there was  
21 a lawsuit between Mike and Sabina, except I knew  
22 during the fall, I think.

23 Q. Thank you. Did Dr. Dalecki ever  
24 provide you with a reason why he was your mentor  
25 and not Dr. Burton?

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

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

12           A.     No.

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

15           A.     No.

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

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

25           Q.     Did doing any of those things make you

1 feel uncomfortable?

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

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

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

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

12 A. Which issue?

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

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

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

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

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

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

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

16 A. What do you mean by "managing"?

17 Q. In making assignments and allocating  
18 class --

19 A. Oh, yes.

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

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

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

6 Q. From anything?

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

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

25 Q. Did you ask Dr. Burton and her husband

1 to stand in at your wedding?

2 A. Originally, witnesses.

3 Q. I don't know the rest of that story.

4 Why did you ask them to do that?

5 A. When we first got into Wisconsin, my  
6 partner and I, the same-sex marriage had become  
7 legal for, like, five days. I didn't really  
8 know anybody else in the area well enough to ask  
9 somebody to serve as a witness, and I had asked  
10 if she and Roger would serve as witnesses  
11 because they were two witnesses. The day that  
12 we went to apply for -- well, we went and we  
13 applied for a license.

14 We filled out the application. We  
15 were slated to go back and pick up our marriage  
16 license to be officiated, and it was the day or  
17 two before the five- or six-day window that we  
18 could pick that up that the federal people had  
19 paused that, so to speak. The federal circuit  
20 court had kind of reinstated the ban  
21 temporarily.

22 Q. So?

23 A. So, we didn't end up getting married.  
24 We did later in October.

25 Q. When was the original date that you

1 were first considering for this, for the  
2 wedding?

3 A. Like, June 17-ish, around there.

4 Q. Would that have been before or after  
5 the house sitting issue came up?

6 A. After. I would have -- women I was  
7 close with in Kentucky, I would have most  
8 certainly asked them to come. And they were  
9 kind of upset that they couldn't come up from  
10 Kentucky to be with us, so...

11 Q. Do you have any reason to believe that  
12 Dr. Burton has ever instigated a complaint by a  
13 student against you?

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

16 MR. HAWKS: Against Dr. Stackman.

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

19 MR. HAWKS: Instigate.

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

22 MR. HAWKS: Or otherwise  
23 instigate it.

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

1 were associated with Sabina. This is --

2 Q. There may not have been. There is no  
3 information one way or the other and you have no  
4 reason to believe that she ever instigated a  
5 complaint against you?

6 A. Not to my knowledge. I know students  
7 talked to Dalecki. And I know he was, in my  
8 opinion, a little too receptive to those  
9 conversations with the students. A department,  
10 a good department chair will receive a complaint  
11 from a student, ask for the baseline  
12 information, ask the student to explain what's  
13 going on, and then will call in the faculty  
14 member and just ask for a question about  
15 whatever the student had alleged and would allow  
16 me, the faculty member in question, to respond.

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

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

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

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

1 with me now. I have no idea what happened in  
2 those conversations.

3 Q. So, let me make sure I understand. She  
4 complained about you to Dr. Dalecki?

5 A. Uh-huh.

6 Q. And Dr. Dalecki did not tell you that  
7 she had complained about you, but you learned  
8 from some other source that she had complained;  
9 is that correct?

10 A. With regard to this particular student,  
11 I didn't know about her being one of the  
12 complainants until afterwards. I know there  
13 were many students that complained.

14 Q. "Until afterwards." After what?

15 A. Until just about the time that -- how  
16 do I find some words here? Mike never indicated  
17 who the student was when students were making  
18 complaints. I did get the impression it was  
19 more than one, and I did not have any idea who  
20 the students were that were making the  
21 complaints or what they were except that the  
22 students thought that I was impossibly  
23 difficult, I was rude, I had standards that they  
24 could never possibly meet, stuff of this nature.

25 I found out afterwards who one of the

1 students was after the -- after Mike's initial  
2 telling me about these student complaints, I  
3 found out who one of the students was  
4 afterwards. I just put two and two together  
5 actually because I had seen her in his office  
6 several times.

7 And at some point during the semester  
8 I was talking to the student. And at the  
9 beginning of the semester things seemed okay.  
10 Somewhere toward the middle of the semester she  
11 was really quiet, wouldn't look me in the eyes,  
12 wouldn't talk to me. I tend to be a better  
13 judge of people and people's behavior than maybe  
14 the common Joe is. And I got the impression  
15 that she was probably one of the students who  
16 was angry with me.

17 I know there was one day during the  
18 semester she was in Mike's office talking to  
19 him, presumably about me. Or I don't have any  
20 idea, frankly, what she was talking about, but  
21 she came out of the office one day, and I tried  
22 to say hi to her, and she stormed past me,  
23 didn't say anything.

24 Q. Who's "she," the student?

25 A. The student. And I don't really know

1     how it went from that to where we are now, but I  
2     never acted to her that I knew that she -- or  
3     that I had guessed that she might have been one  
4     of the students that complained. And we're fine  
5     now.

6           Q.     How would you describe or compare the  
7     department dynamics since the beginning of  
8     Dr. Strobl's service as chair compared to the  
9     prior year?

10          A.     Completely different.

11          Q.     In what way? First of all, better or  
12     worse?

13          A.     Better. I think Staci is -- partly  
14     because Staci is new, she doesn't have any skin  
15     in the game, so to speak. She was not  
16     necessarily affiliated with one side or the  
17     other, though we could probably guess, and Mike  
18     was abundantly clear that he was filling Staci  
19     in on the events in question so that when Staci  
20     started working, she would know kind of the  
21     baseline of what was going on. You never want  
22     to have a new, brand new department chair start  
23     completely blind to everything, completely  
24     oblivious.

25                 Staci has a very interesting way about

1 her of negotiating the right words in a very  
2 challenging situation. I look forward to  
3 working with her. Actually, I think there's  
4 quite a bit that I can learn from her.

5 MS. STACKMAN: Do you think it  
6 would be possible I could run to the ladies'  
7 room really quick?

8 MR. HAWKS: Sure.

9 MS. STACKMAN: Is that okay?

10 MS. LATTIS: Yes.

11 (Recess)

12 EXAMINATION

13 BY MR. HAWKS: (Continued)

14 Q. Did a grad student by the name of R.J.  
15 work with you?

16 A. Yes.

17 Q. What was his role?

18 A. I was supervising R.J. on some  
19 preliminary research on alumni jobs, alumni  
20 getting jobs after tenure. Sorry. Wow. Let me  
21 say that again. When students graduate from the  
22 department, they get sent an alumni survey in  
23 the mail, a questionnaire where we ask them, Did  
24 you get a job? How long after graduation? Were  
25 you happy with your education here at

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

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

9 A. R.J. was working with me.

10 Q. With you.

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

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

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

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

8 A. Not a whole lot.

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

11 A. Cheryl Fuller.

12 Q. And how was his performance?

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

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

19 MR. HAWKS: R.J.?

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

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

1 MS. LATTIS: Excellent.

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

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

8 A. Advised Cheryl, yes.

9 Q. Anybody else?

10 A. Mike, I believe.

11 Q. When?

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

21 Q. Were these graduate level projects?

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

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

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

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

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

25 Q. I believe that there was a social

1 meeting at Steve's Pizza in October of 2014. I  
2 think you may have referred to it as a shindig  
3 at some point.

4 A. Yeah.

5 Q. Did you attend that?

6 A. I did.

7 Q. Who was there?

8 A. Myself, Mike, R.J. -- student.

9 Q. R.J.?

10 A. Yes. R.J., Deb Rice, Deb's husband,  
11 Bill, Ken Weidemann and his wife. Ken is an  
12 adjunct for us. Kevan Norin and his wife.  
13 Kevin's also an adjunct for us. I may be  
14 forgetting somebody.

15 Q. Was the provost there?

16 A. She was at the establishment, not  
17 sitting with us.

18 Q. While you were attending that function,  
19 did anyone make any comments about  
20 Sabina Burton?

21 A. Deb had indicated her frustration at  
22 Sabina's sudden departure from the German  
23 student trip because Deb was overwhelmingly  
24 involved in trying to finalize the details. Deb  
25 is really good at detail level work, and she

1 knew a lot of the local individuals in charge of  
2 different things, people to contact at different  
3 venues, students to contact that could be of  
4 help, campus activities and events that the  
5 German students could attend to. And so Deb was  
6 saddled with a lot of that work in addition to  
7 helping out with registration over the summer.

8 And so Deb was still very frustrated  
9 about that. Most of what I saw while I was  
10 there was that Deb was just kind of saying,  
11 just -- I don't know. You have to understand  
12 Deb, I guess. She was just very frustrated and  
13 just --

14 Q. What were the words that she used?

15 A. I don't remember the words exactly.

16 Q. The sum and substance of the ideas is  
17 all that we're interested in.

18 A. Deb was just really frustrated that she  
19 was already doing enough work with the incoming  
20 freshmen. I just worked on that project this  
21 past summer, so I know exactly how involved that  
22 is now, and Deb was just frustrated that Sabina  
23 had backed out of the trip at the last minute  
24 and that Deb ended up getting a lot of that  
25 additional work.

1 Q. So, you used the expression backed out  
2 at the last minute. Is that language that Deb  
3 would have used or Dalecki would have used?

4 A. No. I think that's just me.

5 Q. Do you recall Deb Rice saying anything  
6 along the lines of this: Dr. Burton won't be  
7 around much longer?

8 A. Not to my recollection, not  
9 specifically.

10 Q. Do you recall her disparaging  
11 Dr. Burton's mental health?

12 A. No.

13 Q. And do you recall her saying anything  
14 to the effect that Dr. Burton was biased against  
15 East Germans?

16 A. No.

17 Q. Were you present at any time at which  
18 the provost engaged in conversation with any of  
19 the members of the, let's call it the party?

20 A. Yes.

21 Q. Do you recall any of the conversation  
22 that she had with any of the members of the  
23 party?

24 A. We were sitting up in the ship at  
25 Steve's Pizza, and she had come in with somebody

1 else; I didn't know who the person was. And at  
2 this point in time I don't even think I could  
3 guess back as to who the individual was that she  
4 was with. She was there for some other event.

5 She reached out, said hello to Mike.  
6 Mike said, "Hello. How are you?" That was  
7 really about it. And then she went and sat down  
8 at her table with her party. I don't even  
9 remember how many people she sat with, but I  
10 know she wasn't with us.

11 Q. So, do you have any recollection of  
12 what she said to --

13 A. Just beyond the, "Hello. How are you  
14 doing?" Mike is friendly with the provost,  
15 so -- Mike talks to everybody, especially people  
16 that are powerful people. He likes to chat.  
17 That's Mike.

18 Q. I'm going to ask you to identify,  
19 produce and authenticate a few documents.

20 MR. HAWKS: What number are we on  
21 on the exhibit list? Anne, are you still with  
22 us?

23 MS. BENSKY: I am.

24 MR. HAWKS: Do you recall what  
25 number we're at?

1 MS. BENSKY: Who was the last  
2 person deposed? Was that Liz?

3 MR. HAWKS: Yes.

4 MS. BENSKY: Let me look. I can  
5 get it from my computer.

6 (Exhibit No. 101 was marked for  
7 identification by the reporter)

8 Q. Dr. Stackman, if you could give that to  
9 Attorney Lattis, that would be good. And then  
10 we can refer to the exhibit that's got the  
11 label on it, 101. Do you recognize this  
12 document?

13 A. Yeah. Yes.

14 Q. Can you summarize the content of this  
15 document.

16 A. Sabina reached out to me initially that  
17 Mike had -- I'm going to use the word chastised  
18 her about my using Roger as a real estate agent  
19 to find apartments for rent. And she sent me  
20 this e-mail basically asking for clarification  
21 as to whether or not I worked with Roger to find  
22 an apartment to rent.

23 And I wrote back a very long and  
24 detailed e-mail to her, as you can see, that I  
25 did not work directly with Roger, that I had

1 actually worked with another Realtor,  
2 Gerard Abing, I think it's Abing, that I had  
3 worked with him, that he had pointed out a  
4 couple places to rent that he knew of informally  
5 that weren't really listed anywhere and that I  
6 was sorry that Mike had suggested to her that I  
7 had worked with, with Roger.

8 I knew Mike was mistaken, at least in  
9 terms of what I had seen, the information I had  
10 gathered, that Mike said that it was Roger that  
11 I had worked with when I had actually worked  
12 with Gerard. And this e-mail was responding to  
13 her that I wasn't working with Roger.

14 Q. Thank you. Did you say something to  
15 Mike that would have led him to believe that you  
16 work working with Roger as your real estate  
17 broker?

18 A. I don't really know how that happened.  
19 I think --

20 Q. Specifically, did you say anything to  
21 him to lead to that conclusion?

22 A. I never told him I was working with  
23 Roger. I probably told him I was working with a  
24 real estate agent, and he made the incorrect  
25 leap to assume that it was with Roger.

1 (Exhibit No. 102 was marked for  
2 identification by the reporter)

3 A. This is very large typing.

4 Q. Do you recognize Exhibit 102?

5 A. Yes. It looks like our itinerary for  
6 the German students' visit.

7 Q. Do you know who prepared this  
8 itinerary?

9 A. This particular one, no. The font is  
10 larger than the one that I saw.

11 Q. Would it surprise you to know that  
12 Dr. Burton prepared or created this itinerary?

13 A. I knew she created an initial one. I  
14 did not know which one. I don't think I've ever  
15 seen -- I know I've never seen this one because  
16 I've never seen one in font this large.

17 Q. Do you have an understanding of the  
18 work that Dr. Burton had done to make the German  
19 delegation visit possible?

20 A. Sabina said that she had worked at  
21 putting this together in some part because she  
22 was affiliated with the German students because  
23 she had already gone to Germany, and I believe  
24 this was the same group that she had gone to  
25 visit that were coming back over here. Sabina

1 told me, though, that the initial schedule was  
2 put together by a student that was doing an  
3 independent study or directed study and that the  
4 student was supposed to have put together a very  
5 detailed and confirmed schedule.

6 Q. The student under Dr. Rice's tutelage?

7 A. I don't know who the student was under.

8 Q. Okay. Thank you.

9 (Exhibit No. 103 was marked for  
10 identification by the reporter)

11 A. I'm allowed to read this?

12 Q. Sure.

13 A. This reflects something I said earlier.

14 Q. Have you had a chance to review the  
15 document, Exhibit 103?

16 A. Some of it.

17 Q. Let me know when you're done.

18 A. Okay. Well, there's some duplicated  
19 material in here.

20 Q. I've got a specific question that bears  
21 on the first page, actually.

22 A. Okay.

23 Q. Did Dr. Dalecki ever inform you that he  
24 had made a decision to be your mentor rather  
25 than Dr. Burton because he thought it was in the

1 best interest of the -- of you, the mission in  
2 the department, and the university?

3 A. Of me, yes. I don't know anything  
4 about the mission of the department or the  
5 university.

6 Q. The first part of that question is, did  
7 he tell you that, that he had made a decision to  
8 be your mentor and deprive Dr. Burton of that  
9 opportunity?

10 A. Yes.

11 MS. LATTIS: Well, I guess I  
12 object to the form of the question. Did you ask  
13 her if he said that I intend to be your mentor  
14 and deprive Dr. Burton of the --

15 MR. HAWKS: I didn't intend that,  
16 but I'll ask that to make it clear.

17 MS. LATTIS: Okay.

18 Q. Did Dr. Dalecki use the word "deprive"?

19 A. No, no. He just simply said that he  
20 was going to be my mentor.

21 Q. And not her?

22 A. Yes.

23 (Exhibit No. 104 was marked for  
24 identification by the reporter)

25 A. Okay.

1 Q. Have you had an opportunity to review  
2 what's been marked as Exhibit 104?

3 A. Yes.

4 Q. Can you briefly summarize the content  
5 of this document.

6 A. This was an e-mail chain where Liz, the  
7 dean, had announced the results of the chair  
8 search and had basically asked for department  
9 input on who we were interested in having as the  
10 chair, recommending as the chair.

11 Q. Do you see in this -- by the way, who  
12 is Lorne Gibson?

13 A. A faculty member who's no longer here.

14 Q. Who was in a tenurable faculty  
15 position?

16 A. Correct.

17 Q. But was not granted tenure; is that  
18 accurate?

19 A. Correct.

20 Q. And his last date of work would have  
21 been summer of 2015?

22 A. Yes.

23 Q. You notice that in the first paragraph  
24 he writes -- excuse me. In the second paragraph  
25 he writes, "I recommend starting over and

1 following the bylaws." Do you know to what he  
2 is referring?

3 A. I assume he's referring to the  
4 department bylaws.

5 Q. And had they not been followed to that  
6 point in time?

7 A. I have no idea. I'm not really  
8 familiar with what the bylaws are. I am aware,  
9 though, that the bylaws are incredibly  
10 contradictory in numerous places.

11 Q. And in what -- are you aware of a  
12 specific contradiction that you can share with  
13 us?

14 A. I think there's something in there  
15 about who can serve on a search committee and  
16 who gets to make the appointments to the search  
17 committee or who can serve on a search  
18 committee, I guess technically who can serve on  
19 it and how they are made as official members,  
20 whether that is either done by self-nomination  
21 or by department chair appointment. I believe  
22 that's one of the places.

23 Q. In this e-mail chain there's a  
24 reference to Steve Elmer.

25 A. Uh-huh.

1 Q. Who is Steve Elmer?

2 A. He's an academic staff in the  
3 department.

4 Q. And is still an academic staff within  
5 the department?

6 A. Yeah.

7 Q. Steve Elmer writes on page 3 of 5 in  
8 this series, in the second sentence, "However, I  
9 am concerned when you mentioned meeting with the  
10 department 'or, at least, those of you  
11 interested in or comfortable with the  
12 discussion.'"

13 A. Uh-huh.

14 Q. And then he goes on to state his  
15 concern. Do you know, first of all, do you know  
16 whether or not some people were not interested  
17 or comfortable in a department-wide discussion?

18 A. Yes.

19 Q. Do you know who they were?

20 A. Myself.

21 Q. Others?

22 A. I know Amy expressed her opinions  
23 directly to Liz. I don't know the reason why,  
24 but I do know Amy shared her thoughts about who  
25 she would like to see as department chair

1 directly to Liz and did not share them to the  
2 remainder of the group.

3 Q. And why were you --

4 A. To my knowledge.

5 Q. Anybody else besides you and Amy that  
6 you know shared with Liz that they would not be  
7 comfortable with a department-wide discussion?

8 A. Not off the top of my head.

9 Q. Why would you be uncomfortable with a  
10 department-wide discussion?

11 A. This was a very political and heated  
12 decision about who was going to serve as a  
13 department chair. There was even a fight about  
14 when we were going to do the search. And I knew  
15 that basically no matter what I said, it could  
16 be construed in a way that would hurt me and  
17 make my time in the department incredibly  
18 uncomfortable.

19 Q. Now, during this period of time  
20 Dr. Burton was on a medical leave of absence;  
21 isn't that true?

22 A. Yes.

23 Q. Did she attend this meeting or any of  
24 these meetings?

25 A. I do not believe so, no.

1 Q. So, there would be no reason for anyone  
2 to be uncomfortable because Dr. Burton was  
3 likely to be present at a department-wide  
4 meeting?

5 A. Oh, no. It didn't -- my  
6 uncomfortableness had nothing to do with her.

7 Q. Who did it have to do with?

8 A. Just my thoughts about whether or not I  
9 thought Mike could be a good department chair.

10 Q. And your thoughts on that subject are  
11 what?

12 A. I think Staci was the best appointment.

13 Q. And were you concerned that if you  
14 expressed a view contrary to Dr. Dalecki, that  
15 that might adversely affect your future here at  
16 UW-Platteville?

17 A. Yes. Given that he is the chair or any  
18 chair has the opportunity to write a letter to  
19 be included in my file.

20 (Exhibit No. 105 was marked for  
21 identification by the reporter)

22 Q. Let me know when you've had the chance  
23 to read this.

24 A. Yeah. Sorry.

25 Q. Can you describe Exhibit 105, please.

1           A.     An e-mail exchange I had with Sabina  
2     about saying hello to her and Cheryl when my  
3     partner, Jenna, and I were in town house hunting  
4     in February.

5           Q.     Did you have dinner together?

6           A.     Yes, we did. We had lunch with Sabina  
7     and Cheryl. I don't remember when we had  
8     dinner. I know what we had for dinner. The one  
9     time that we've had dinner, I don't remember if  
10    it was during this trip, I could tell you what  
11    we had. I don't remember exactly. I'm trying  
12    to think. We probably did. I know what hotels  
13    we stayed in. I'm sorry.

14          Q.     Okay. Is this earlier in your  
15    testimony you described how Dr. Burton was  
16    helpful?

17          A.     Yes.

18          Q.     Is this an example of that?

19          A.     Yeah.

20                         (Exhibit No. 106 was marked for  
21    identification by the reporter)

22          A.     Wow, I've never read this.

23          Q.     Take your time. Let me know when  
24    you're done.

25          A.     Yeah. When her daughter was in the car

1 accident is when I was applying for this  
2 position. There was a big delay between when I  
3 had put in my application materials and when I  
4 finally heard back. And I found it very unlike  
5 her, given our prior conversations when I  
6 applied years ago. And then I found out that  
7 her daughter had been in a very bad car wreck,  
8 and I felt horribly for her. Okay.

9 Q. Have you had a chance to review

10 **Exhibit 105?**

11 A. Yes. 106?

12 Q. Did I lose 105? I must have. I'll  
13 retrieve it later. First of all, were you aware  
14 that the work that Sabina did and would have  
15 done was uncompensated for the -- in terms of  
16 the service in relation to the German  
17 delegation?

18 A. At the time, when I first helped out  
19 with the trip, I don't think I knew that, no. I  
20 think I became aware of it afterwards. I didn't  
21 know she did all this stuff, though, the  
22 presentation she mentions here in the first  
23 large paragraph. I knew she did a presentation.  
24 I didn't know it involved all this.

25 Q. Were you aware that, that she had been

1 involved in a prior trip to Germany with the  
2 delegation from UW-Platteville criminal justice  
3 students?

4 A. Yes. But I didn't know hardly anything  
5 about it. I don't even know how long the trip  
6 was.

7 Q. Did you know that she was able to  
8 translate German to English?

9 A. Yes.

10 Q. Did you know that she had provided that  
11 service while they were on that trip in Germany?

12 A. Yes.

13 (Exhibit No. 107 was marked for  
14 identification by the reporter)

15 Q. Take a minute to review this.

16 A. Some of it is in German.

17 Q. You can ignore that.

18 A. Okay. I feel like this is information  
19 I shouldn't be reading.

20 Q. While you were reviewing the document,  
21 you stated that you felt like this was  
22 information you should not be reading. Why did  
23 you say that?

24 A. I just feel like these e-mails don't  
25 involve me, and I feel a little voyeuristic

1 seeing e-mails that I've never seen before.

2 Q. Let me go back just, again, the last  
3 page of this document.

4 A. 16?

5 Q. Right. So, it appears -- who is  
6 Nina Elskamp?

7 A. I have no idea. Sorry.

8 Q. Does she seem to have some relationship  
9 to the German delegation?

10 A. Yes.

11 Q. Does it appear that she's in  
12 communication with Sabina from June 2nd through  
13 June 5th in terms of planning for the German  
14 delegation trip?

15 A. Yes.

16 Q. And does it appear that it includes  
17 details including the menu?

18 A. Yes.

19 Q. Were you aware that she had done any of  
20 this work prior to reading this e-mail?

21 A. No. No, I don't think I knew what she  
22 had done or what she hadn't done. When I  
23 started with the project, all I knew is what I  
24 was told at that point and that we were trying  
25 to confirm what to do especially given that

1 Rountree is where the students were supposed to  
2 have been, and Rountree was destroyed by the  
3 tornados, so...

4 (Exhibit No. 108 was marked for  
5 identification by the reporter)

6 Q. Take a minute and review this e-mail,  
7 please. Have you completed your review of this  
8 Exhibit --

9 A. Yes.

10 Q. -- 108? Can you summarize the content  
11 of the document briefly, please.

12 A. Yeah. I had referred to this earlier  
13 about Sabina providing some suggestions as to  
14 what committees I might be able to serve on. I  
15 did not end up serving on any of them the first  
16 year. I just decided that I probably would have  
17 enough going on getting my feet underneath me  
18 that I did not actually --

19 Q. You see on the first page of this  
20 document an entry on April 9th, 2014, in which  
21 Sabina Burton writes, "Let's do another Skype  
22 soon."

23 A. Uh-huh.

24 Q. Did you and Sabina Skype more than  
25 once?

1           A.     As a part of the search process, we had  
2 Skyped one of the committee, the -- there's a  
3 Skype interview that we often prefer to do in  
4 lieu of a telephone interview if the candidates  
5 are interested. So, we had Skyped there and --

6           Q.     But at this time, though, you would  
7 have been hired, right?

8           A.     Yes.

9           Q.     So, did you Skype after you had been  
10 hired with Sabina?

11          A.     Yes.

12          Q.     She suggests that you Skype the next  
13 evening. Do you know whether or not that  
14 happened?

15          A.     Oh, in April, I don't know. I know we  
16 Skyped when there was still snow on the ground,  
17 but this is Wisconsin. There could have still  
18 been snow on the ground in April.

19          Q.     Or June, for that matter.

20          A.     Right.

21          Q.     Does Dr. Burton discuss being your  
22 mentor as part of this exchange as well?

23          A.     On page 2 she does toward the top. She  
24 says that she will tell Mike that I was already  
25 using her as a mentor.

1 Q. Just a few more questions, and then I  
2 will be done, Dr. Stackman. Dr. Burton did make  
3 a presentation to the German delegation --

4 A. Yes.

5 Q. -- during the trip? Do you know who  
6 changed -- she was originally -- her  
7 presentation date and time was changed. Do you  
8 know who made that change in that schedule?

9 A. No.

10 Q. The day after the tornado struck,  
11 breakfast for the delegation was originally  
12 supposed to be on campus but subsequently it was  
13 moved to, I think, Cuba City?

14 A. Uh-huh. Nick's was the name of the  
15 place in Cuba City.

16 Q. Do you know who made the decision to  
17 schedule that breakfast or to move that  
18 breakfast down to Cuba City?

19 A. Mike.

20 Q. Do you know whether or not -- did you  
21 make any -- do you know whether or not he made  
22 any effort to inform Sabina where the breakfast  
23 was at?

24 A. I have no idea.

25 Q. Did you make any effort to inform

1 Sabina where the breakfast would be at?

2 A. No. I was trying to play tour guide.

3 MR. HAWKS: I believe that's all.

4 Thank you for coming in, chatting.

5 MS. LATTIS: Anne, are you still  
6 there?

7 MS. BENSKY: Yes, I'm still here.  
8 I'd like to get -- can I order a transcript?

9 MS. LATTIS: Sure. Do you have  
10 any questions for Val?

11 MS. BENSKY: I don't.

12 MS. LATTIS: Good. Thanks.

13 MS. BENSKY: I would just like a  
14 condensed transcript.

15 MR. HAWKS: Same here. And we  
16 will take a draft as well.

17 MS. LATTIS: And I do not need a  
18 transcript.

19 (Deposition was concluded at 5:30  
20 p.m.)

21

22

23

24

25

1 STATE OF WISCONSIN )  
 ) SS:  
2 COUNTY OF DANE )

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

24 Dated November 24, 2015.

25 \_\_\_\_\_  
Notary Public, State of Wisconsin

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